



LIMITED

Heavy Electro-Mechanical Repairs

Office: 501/B - Wing, Raj Residency, Gujar Lane, Off S. V. Road, Santa Cruz (West), Mumbai 400054

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GST:27AAACE2502Q1ZM

PAN:AAACE2502Q

Date: June 27, 2025

To,
The Manager
BSE Limited,
P J Towers, Dalal Street,
Fort, Mumbai – 400 001

REF: COMPANY CODE NO. 542668.

ISIN: INE06TD01010

Subject: Intimation of Appointment of Mr. Rajesh Dattatray Dhekane as a Chief Executive Officer of the Company under Regulation 30 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Pursuant to Regulation 30 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations") read with Para A of Part A of Schedule III to the Listing Regulations, we wish to inform you that **Mr. Rajesh Dattatray Dhekane** has been appointed as a Chief Executive Officer of the Company with effect from June 27, 2025 in the Board Meeting held on June 27, 2025.

Further, the details as required under Regulation 30 of the Listing Regulations read with SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2023/123 dated July 13, 2023 are enclosed as Annexure-A to this letter.

Request you to take the above on your records.

Thanking you,

Yours faithfully,

For **Evans Electric Limited,**

Ivor Anthony Desouza
Director
DIN: 00978987
Place: Mumbai

Works: Plot No. 22, Genesis Industrial Complex, Off Palghar Boisar Road, Palghar – 401 404, Dist. Palghar (W.R.)

Phone: 9665053663 / 9209066038. Email: works@evanselectric.co.in

CIN: L74999MH1951PLC008715

Annexure-A**Information required as per Regulation 30 read with Para A of Part A of Schedule III of SEBI
(Listing Obligations and Disclosure Requirements) Regulations 2015**

Sr. No.	Particulars	Description
1	Reason for Change viz. appointment, resignation, removal, death or otherwise	Appointment
2	Date of Appointment / Cessation (as applicable) & term of Appointment	June 27, 2025
3	Brief Profile	Attached.
4	Disclosure of relationships between directors	Not Applicable



RAJESH DATTATRAY DHEKANE

📍 Pune, India | ✉ rajesh.dhekane@gmail.com/ rajesh_dhekane@yahoo.com | 📞 +91 9766539681

Backed up with strong leadership skillsets & experience from diversified work environments & cultures, I accepted the challenge in June 2015 to turn around the India business unit, "Willaims Controls" a 100% subsidiary of Curtiss Wright Inc, USA having global legacy in its space over 80 years. India manufacturing unit was established in 2011 & accumulating losses heavily since then. The annual revenue was around \$ 2M with negative operating margin until 2014. My appointment as MD in mid of 2015 was the last & only hope for company's existence in India. I followed below strategy not only to turnaround the business with healthy profitability in a short span of time but also transforming it to a preferred choice for global sourcing.

- Organisational restructuring with clear roles & responsibilities- Right person for right job. Cleanups. Resource optimisation
- Addition of transfer business from group companies in US & UK on transfer pricing model- Absorption of fixed costs
- Gradual migration of overseas suppliers to domestic (Localisation)- Reduction in input material cost by 30-40% & working capital. Changed perspective towards India for global sourcing
- Thoughtful budget preparation by scrutinising every big expense & monthly close monitoring - Opex reduction
- Broadening the customer & product base from a single product line (Throttle controls) & single domestic automotive customer to multiple product lines thereby adding new customers in domestic & overseas market space- Increase in revenue & risk diversification
- New target priced product introduction to cater cost sensitive India market- Retention of market share & engagement with existing customers
- Partnering with new & existing customers for new product development & introduction- Customer relationship
- Long term pricing agreements with customers – Customer commitments on SOB
- Agility in supply chain management during transition of emission control norms, semiconductor crisis, team resizing in business downturn during Covid – Readiness for unpredictable challenges
- Extension of central services (Finance, IT, HR) to other group companies within India- Cost sharing & cost optimisation at group level
- Team building & upskilling of existing team players-Preparing the team to manage sustainable business growth
- Managing labour unions by strategic workforce distribution- Risk mitigations
- Individual Performance assessment through quarterly reviews on SMART goals & formal feedback- Transparency in performance evaluation
- Employee engagement initiatives- Motivated workforce
- Safety culture – Safe & ethical work environment

All above helped the accelerated growth from \$2M to over \$19M in 9 years followed by improved, healthy & sustainable profitability.

In addition to the above, some specific to business strategies were articulated in all previous organisations in different roles, resulting remarkable achievements throughout the career.

Happy to elaborate on any specific area, as necessary.

RAJESH DATTATRAY DHEKANE

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<https://www.linkedin.com/in/rajesh-dhekane-b1675b9/>

CAREER OBJECTIVE



Accomplished and results-driven Managing Director with 30 years of comprehensive experience in steering multi-national corporations towards sustained growth and profitability. Over 18 years in senior leadership roles, including 8 years as Managing Director at Williams Controls India Pvt. Ltd., a Curtiss-Wright Corporation, demonstrating exceptional ability to manage P&L, scale-up revenue, and improve operational margins. Exploring challenging leadership role to leverage expertise in strategic planning, operational excellence, and turnaround management to drive organizational success and foster innovative solutions in a dynamic and globally competitive environment.

LEADERSHIP STRENGTHS

- Successfully revitalized multiple business units from loss-making to profitable entities across diverse industries such as auto components, industrial products, engineering, office furniture, and insulation materials.
- Expertise in implementing lean manufacturing practices, process improvements, and ERP systems to enhance operational efficiency, reduce costs, and improve productivity.
- Spearheaded significant market share expansion domestically and internationally through strategic initiatives, including product localization, customer base diversification, and robust supply chain management.
- Built and led high-performing teams, fostering a culture of safety, transparency, Innovation and continuous improvement. Successfully developed strong second-line leadership to support evolving business challenges.
- Introduced ergonomically designed products tailored to local market needs, leveraging engineering competencies to meet target costs and secure long-term business.
- Skilled negotiator with a track record of achieving win-win outcomes in complex negotiations with major OEMs, labor unions, and other stakeholders to drive business growth and maintain operational harmony.
- Maintained top safety rankings among Curtiss-Wright manufacturing sites, achieved benchmark status for site safety, and consistently delivered outstanding results in challenging market conditions, including the COVID-19 pandemic.
- Certified internal auditor for ISO 9001, ISO 14001, and IATF 16949, with continuous improvement training from leading institutions and practical experience in global best practices.

EXCELLENCE SPHERE

- | | | |
|----------------------------------|--------------------------------------|------------------------------------|
| • Strategic Planning & Execution | • Revenue Growth | • Quality Management Systems |
| • Turnaround Management | • Supply Chain Optimization | • Business Communication |
| • P&L Management | • Cost Reduction Strategies | • Stakeholder Management |
| • Operational Excellence | • Product Localization | • Customer Relationship Management |
| • Lean Manufacturing | • Safety and Compliance Management | • Team Leadership and Development |
| • ERP Implementation | • Innovation and Product Development | • Cross-functional Team Management |
| • Business Development | • Capital Expenditure Planning | • International business exposure |
| • Market Expansion | • Crisis Management | |

PROFESSIONAL EXPERIENCE

Business Turn Around Expert – Management Consultant (Since August 2024)

Mentoring & executing business scale up plans with improved bottom line to SMEs in stamping, machining, light & heavy fabrication set ups. Driving the orbital growth journey with strategic & tactical business planning, Comprehensive marketing strategies, Financial management & controls by building/preparing teams to concur ever evolving challenges, creating the sense of ownership.

Williams Controls India Pvt. Ltd., Pune (Curtiss-Wright), India Managing Director (Jun 2015 – Mar 2024)

Key Deliverables:

- P&L Management:** Full responsibility for the profit and loss of the India Business Unit, ensuring sustainable financial health and growth.
- Strategic Leadership:** Developed and implemented strategic plans to drive business growth, market expansion, and operational excellence.
- Operational Oversight:** Managed all aspects of business operations, including sales, finance, engineering, manufacturing, supply chain, quality, IT Services and human resources.

- **Business Turnaround:** Led the successful turnaround of the India BU from a loss-making entity to a profit-generating company within the first year of joining.
- **Revenue Growth:** Achieved a 900% revenue increase and 26% of compound annual growth rate over nine years, while maintaining a consistent double-digit return on sales with a 151% CAGR in ROS \$ value.
- **Product Development:** Introduced cost-effective, ergonomically designed products tailored to the Indian market, leveraging local engineering capabilities and part indigenization.
- **Market Expansion:** Expanded the customer base domestically and internationally, adding over 10 key business accounts.
- **Negotiation:** Effectively negotiated part price increases with major OEMs, enhancing top-line growth and margin improvement.
- **Crisis Management:** Demonstrated agility in adapting to business dynamics during the COVID-19 pandemic, ensuring business continuity and resilience.
- **Investment Attraction:** Attracted significant investments by maintaining high standards of quality, cost competitiveness, and timely delivery, leading to the addition of new product lines in India over China.
- **Safety and Compliance:** Maintained top safety rankings among Curtiss-Wright manufacturing sites for eight consecutive years, achieving benchmarked status for site safety.
- **Labor Relations:** Successfully negotiated a long-term wage settlement with the external labor union, ensuring harmonious industrial relationship and productivity.
- **Team Leadership and Development:** Built and led a high-performing leadership team, fostering a culture of safety, transparency, and continuous improvement.
- **Operational Excellence:** Implemented lean manufacturing practices, process improvements, and ERP systems to enhance operational efficiency and reduce costs.
- **Supply Chain Management:** Streamlined supply chain processes and executed part cost reduction to improve product delivery and customer satisfaction.
- **Customer Relationship Management:** Maintained strong relationships with key customers, ensuring high levels of customer satisfaction and loyalty.
- **Regulatory Compliance:** Ensured all operations complied with local and international regulatory standards.
- **Reporting and Communication:** Regularly reported to the Senior General Manager in the USA, providing updates on business performance and strategic initiatives.
- **CSR:** Spearheaded the company's commitment to corporate social responsibility by contributing to various initiatives, including support for schools, rehabilitation centers for ex-army officers, and non-profit spiritual centers.

PREVIOUS ASSIGNMENTS

Head Operations/Technical consultant - ARMACELL India Pvt. Ltd., Pune, India (Jun 2012 – Sep 2013)/(Oct 2013 – May 2015)

Turned around the crisis situation in a short span of time by improving material scrap levels with stable manufacturing processes, productivity & cost reduction measures, establishing robust systems such as problem-solving tools, visual controls in shop floor management through a special drive 'PARIVARTAN'.

General Manager India Operations, TATA FICOSA Automotive Systems Ltd., Pune, India (Sep 2011 – Jun 2012)

Effective & profitable management of Multi location manufacturing plants in India. Managed big teams with workforce of 500 plus workmen & diversified product lines having complex supplier base, in-house machining, state of art paint shop, sheet metal fabricated components, Injection molding, Glass machining, and assembly setups.

Plant Head - Haworth India Pvt. Ltd., Pune, India (Feb 2008 – Sep 2011)

Responsible for overall plant operations manufacturing seating systems and workstations. Initial assembly setup with CKD parts converted to local sourcing and in-house manufacturing setup. Created strong domestic supplier base for Aluminum extrusions and its machining, wood (particle board) profiling, Sheet Metal components, Plastics, foam, rubber components. Established global supplies of key components used for mechanisms.

Plant Head - Interiors & Plastics Division - TATA Auto Comp Systems Ltd., Pune, India (Sep 2006 – Feb 2008)

Spearheaded "Just In Time" supply unit for Tata Motors, Passenger car plant with 300 plus work force. Fully accountable for Plant's performance on Safety, Quality, Delivery, Cost and Culture. Closely managed various precision machining vendors, Plastic injection molding suppliers as well as logistic service providers to build very strong supply chain to support business model.

Asst. Manager - Production Planning & Stock Control, Sandvik Asia Ltd., Pune, India (Feb 1996 – Aug 2006)

Design & Development Engineer - Seco Tools Ltd., Pune (Formerly, Drillco Hertel Pvt Ltd.), India (Oct 1994 – Feb 1996)

Trainee Engineer - Mahindra & Mahindra (Automotive Division), Mumbai, India (One Year)

Trainee Engineer - TATA Motors, Pune, India (One Year)

EDUCATION

MBA in Marketing Management, Department of Management Sciences (PUMBA), Pune, University of Pune

BE Mechanical, MIT, Pune, University of Pune

L.M.E. (Licentiate of Mechanical Engineering – Diploma course) - V.J.T.I., Mumbai

CERTIFICATIONS

- ISO 9001 - Certified Internal Auditor; ISO 14001 - Core Group member & internal auditor
- IATF 16949 - Certified Internal Auditor

TRAININGS

- World Class Armacell Mindset –Continuous Improvement initiatives (Lean Manufacturing)
- Gold Certification in Tata Business Excellence Model assessors' program
- Visited various global modern plants to Learn Best Manufacturing & Lean Management Practices
- Business Communication Skills from IIM, Ahmadabad

PERSONAL DETAILS

- **Date of Birth:** 29th Oct 1968
- **Nationality:** Indian
- **Languages Known:** English, Hindi, Marathi