

KAIZEN HANSEI LLP

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Ellisbridge,
Ahmedabad 380006

20th February 2024

Mr. Sohan Maine
Founder & Chief Consultant
Touchstone Management Consultants,
Pimpri, Pune - 411018

Dear Mr. Maine,

I am writing to express my sincere appreciation for your invaluable contributions and unwavering dedication to the industry throughout your illustrious career. As a seasoned veteran with extensive experience gained from reputable organizations such as Toyota Motors, Mahindra & Mahindra, and Jindal Saw Limited, your deep industry knowledge and hands-on approach have left an indelible mark on those you have worked with.

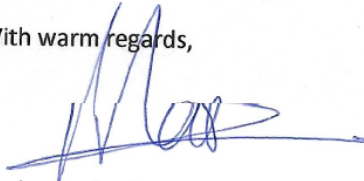
Your commitment to excellence and willingness to roll up your sleeves and get your shoes dirty, both figuratively and literally, exemplify the true essence of leadership and professionalism. Even in retirement, your enthusiasm, charisma, and wealth of experience continue to make you a sought-after advisor in the industry.

At Kaizen Hansei, we had the distinct privilege of collaborating with you on several occasions, particularly during your involvement as an assessor for our IMEXI program at various automotive sites. Your ability to effortlessly put clients at ease, coupled with your insightful observations and meaningful contributions, significantly enhanced the assessment process. Drawing from your CXO pedigree, you seamlessly bridged the gap between ground realities and strategic opportunities, thereby fostering an environment conducive to business excellence.

Your exemplary qualities of integrity, professionalism, and leadership set a high standard for others to follow.

I extend my heartfelt wishes for continued success and fulfillment. May your future endeavors be met with the same level of passion, enthusiasm, and achievement that we have known.

With warm regards,



Raghavendra Rao
Chief Executive Officer,
Kaizen Hansei