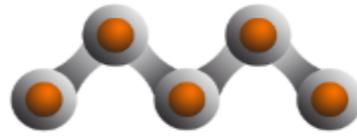


Internal Newsletter

1st October 2023



MERRITT



Merrittocracy

Sincerity, Clarity & Purity



Together we win!

Merritt Innovative Solutions India Pvt. Ltd.,

#277, 4th Main, 4th Phase, Peenya Industrial Area,

Bengaluru-560 058, Ph.: +91-80 4107-7637

FROM CEO'S DESK



CM Kumar, CEO & MD

To propel the company to the next growth phase and transform it into a company with a broader positioning, we strategized and focused on upcoming technologies, better engagement experience, enhancing operational efficiencies and effectiveness, and strengthening sales and human resources.

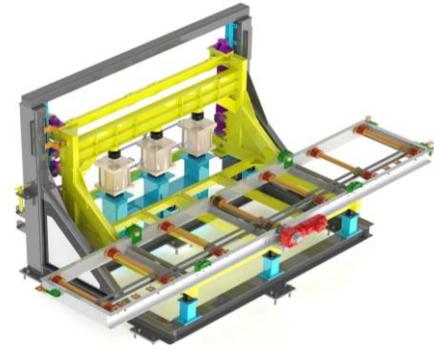
Towards this, we executed various initiatives, which held us in good stead on various performance metrics and strategic tie-ups in the IIoT domain because we believe Industry 4.0 will see significant tailwinds in the industry. This journey of small steps to bigger strides has not been without its fair share of challenges, but this journey has been made possible because of a strong foundation of technology, product development experiences, innovation, talent creation, and Merritt's team's strong commitment and performance.

I thank our colleagues, clients, partners, board of directors, Investors and other stakeholders who have provided incredible support and trust. I am filled with optimism and energy for this next half of the financial year and beyond, and I am confident of genuinely building a better value for all the stakeholders.

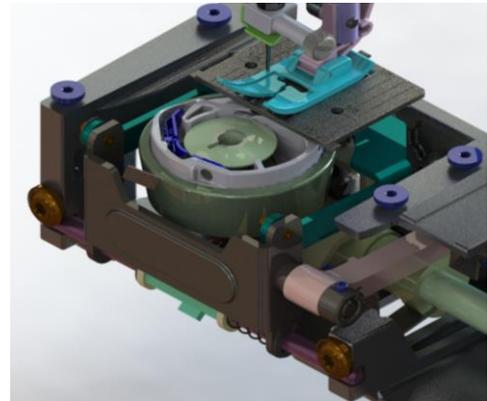
Thank you.

Selected Product Development Projects

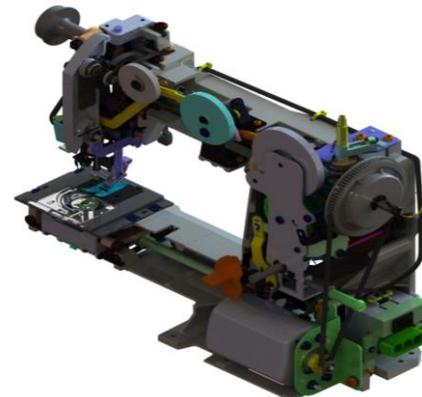
Design Side Arm Lift Table



Design Feed Dog Module



Design Sewing Machine Assembly



New Joiners in Q2, 2023-24



Bharath B K
Lead Generation Executive



Kalyani Dhananjay Sarode
HR Generalist



Kumaran Ramesh
Design Engineer



G V Radha
Junior CAE Engineer



A Raghavendra Kedilaya
Design Engineer



Rajesh H R
Design Engineer



G T Shashank
Design Engineer



Shashidhar D N
Design Engineer



Shivaraj Nagansoor
Design Engineer

New Joiners in Q2, 2023-24



Santhosh S G
Junior Talent Acquisition Specialist



Rohit
Design Engineer



Aitha Dileep Valli Kumar
Design Engineer



Radha M
Lead Generation Executive

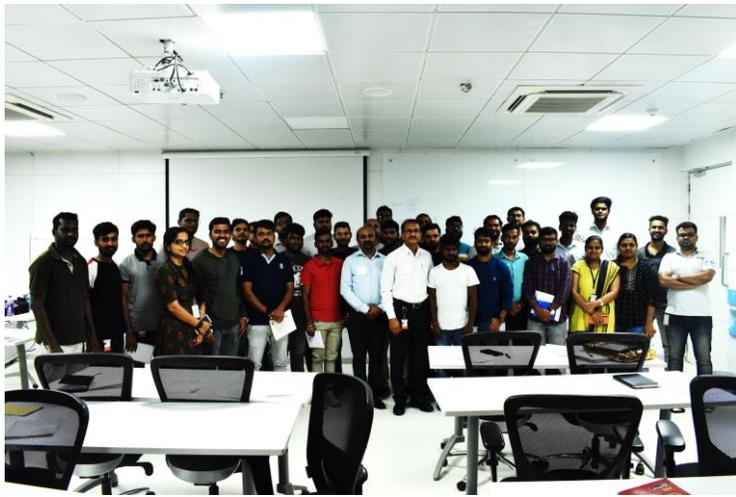


Yashawant Nagaraj Kulkarni
Design Engineer

14th Anniversary and Birthday Celebrations



Soft Skills Program



Team Outing



'Innovations in Mechanical Engineering: The Art of New Product Development'



Mr. Madhu Indrajith
Design Engineer

Mechanical engineering plays a pivotal role in shaping our modern world by being at the forefront of creating cutting-edge solutions from automobiles to consumer electronics and manufacturing machinery. New product development (NPD), in mechanical engineering, is an intricate process that involves creativity, precision, and a deep understanding of various disciplines. It is a dynamic interdisciplinary endeavor embodying innovation's essence. It transforms visionary ideas into tangible, market-ready products that drive progress and improve lives.

The key elements and processes that underpin the creation of new mechanical marvels:

- Ideation and Conceptualization
- Feasibility Assessment
- Detailed Design and Prototyping
- Material Selection and Manufacturing Processes
- Testing and Validation
- Production Planning and Optimization
- Market Launch and Distribution
- Post-Launch Monitoring and Improvement

The process, from ideation to market launch and beyond, requires a harmonious blend of technical expertise, creative thinking, and attention to details. In the ever-evolving landscape of mechanical engineering, NPD remains a beacon of progress and a testament to human ingenuity.

At Merritt, our core strength is NPD that embraces different walk of life.

- If people are not laughing at your goals, your goals are too small
- People are the key to success or extraordinary success
- Leadership is the self-confidence of working with people smarter than you
- You cannot get into business for the fashion of it
- As you get bigger, you have to learn to delegate. It's also an excellent way to get staff involved in the company's operations
- The three ordinary things that we often don't pay enough attention to, but which I believe are the drivers of all success, are hard work, perseverance, and basic honesty



Azim Premji
(24th July 1945)



“Employee of the Month” awards – Q2, 2023-24



***Mr. Umesh M, Team Lead
“Employee of the Month – July 2023”***



***Mr. Sachin Poojary, Design Engineer
“Employee of the Month – August 2023”***



***Mr. Vinay C Gowda – Design Engineer
“Employee of the Month – September 2023”***

