

ENDURANCE TECHNOLOGIES LIMITED

Brief Profile of the Board of Directors as required under Regulation 46 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

MR. SOUMENDRA BASU, CHAIRMAN AND INDEPENDENT DIRECTOR



Brief Profile:

Mr. Soumendra Basu (born on 19th November, 1949), Independent Director of Endurance Technologies Limited (“Company”) is the Chairman of its Board of Directors of the Company. He has been a Director of the Company since 16th June, 2010 and was appointed as an Independent Director effective 10th June, 2016. He is also a Member of the Audit Committee, the Nomination and Remuneration Committee as well as the Corporate Social Responsibility Committee of the Board of Directors of the Company.

He holds a bachelor’s degree (honours) in English from University of Calcutta. He has more than 36 years of experience in the banking sector. He has previously worked with ANZ Grindlays Bank Limited, Manpower Services India Private Limited, Grindlays Bank Limited Plc., State Bank of India and Standard Chartered Grindlays Bank Limited. He has experience in the areas of integration of IT and operations in relation to the banking sector and also in managing the credit risk control function and Basel programme at Wholesale Bank of Standard Chartered. He has served as a director on the board of Scope International, Standard Chartered Finance Limited and Right Grow Talent India Private Limited and has also been a member of Standard Chartered Bank’s India Management Committee. He is currently an independent consultant in the areas of organisation, human resources and corporate affairs and is a partner of M/s. DGA Consulting.

Directorship held in body corporates as on 31st March, 2025:

Sr. no.	Name of the Entities
1.	Bengal Peerless Housing Development Company Limited
2.	The Peerless General Finance & Investment Co Limited
3.	Kaizen Hotels & Resorts Limited
4.	Peerless Hotels Limited
5.	Peerless Hospitex Hospital and Research Center Limited

MR. ANURANG JAIN, MANAGING DIRECTOR**Brief Profile:**

Mr. Anurang Jain (born on 21st March, 1962), is the promoter and the first generation entrepreneur of Endurance Technologies Limited (“Company”). He is the Director of the Company since incorporation. He is nominated as Chairman of the Risk Management Committee and the Corporate Social Responsibility Committee and as a Member of the Stakeholder’s Relationship Committee, by the Board of Directors of the Company.

He holds a Master’s in Business Administration from the University of Pittsburgh. He has close to four decades of experience in the automobile components industry.

With sharp business acumen, he has in-depth knowledge of auto industry and firm and determined focus on long-term profitable growth of Endurance Group. Under his leadership, the Group has grown both organically and inorganically and has transitioned from two die casting machine plant operation to a technology intensive proprietary product portfolio comprising suspension, braking systems, transmission components and advanced electronics. With a proven track record in global automobile component manufacturing, he brings extensive expertise across diverse markets within this domain. He has been instrumental in driving the profitable growth and strategic expansion of the Endurance Group. The Group has operations with 33 manufacturing facilities in major auto hubs of India and Europe (Italy and Germany).

He has spearheaded operational excellence and profitable growth in India and Europe through strategic acquisitions and collaborations. He has fostered an innovation focused, customer centric, quality first culture at Endurance Group by driving total productive maintenance, implementing agile strategies and critical consolidations, and nurturing the Endurance Vendor Association.

Mr. Jain believes that continuous technological upgradation is key to sustainable and profitable growth. This is being ensured through five in-house Research & Development (“R&D”) centres that are approved by Department of Scientific and Industrial Research and strongly supported by technology inputs from global leaders through technology and know-how transfers and collaboration for joint-development. The Company’s efforts towards increasing its operational efficiency, R&D capabilities and focus on QCDDM parameters has earned the Company its position as a complete solutions provider for its diverse range of technology-intensive products to major two, three and four wheeler OEMs.

He has led the Company on a growth trajectory, with key strategic initiatives like consolidation of its operations, outsourcing of non-critical operations, strengthening of R&D and diversification of customer base. Even during challenges like the Covid-19 pandemic and the Russia-Ukraine conflict, the Company improved its margins

and financial ratios under his leadership and has stayed ahead of the growth curve compared to the auto industry.

The Company is a preferred Tier-I supplier to major Original Equipment Manufacturers, both in India and overseas. In February 2025, Mr. Jain was felicitated with the '2024 Hurun India Self Made Entrepreneur of the Year', in recognition of his outstanding contributions to India's economic growth.

He has been instrumental in implementing innovative strategies of de-risking through unique product mix and foraying into new products through organic and inorganic growth. His philosophy is to stay ahead of peers by developing and offering new and technologically upgraded products. Mr. Jain's leadership in securing technical collaborations with global industry leaders and driving technological advancements in the Company's operations has enabled it to maintain a competitive edge.

Directorship held in body corporates as on 31st March, 2025:

Sr. no.	Name of the Entities
1.	Endurance GmbH, Germany
2.	Endurance Overseas SpA, Italy
3.	Marathwada Auto Cluster

MR. RAJENDRA ABHANGE, DIRECTOR AND CHIEF OPERATING OFFICER**Brief Profile:**

Mr. Rajendra Abhange (born on 15th November, 1962) is a Director and Chief Operating Officer of the Company.

He holds a degree in Bachelor of Mechanical Engineering (B.E.) from the Government College of Engineering, Chh. Sambhajinagar, Fellow Member of the Institution of Engineers (F.I.E.) and Alumnus of the Oxford Strategic Leadership Program (OSLP) for strategic leadership. He has an experience of almost four decades with large corporates from automotive field and has been working in the leadership role as senior management executive. He started his career with Robert Bosch India in 1984. He was associated with Gabriel India Limited as a Senior Director and Chief Technology Officer till 2021. His last association was with Auto Ignition Limited as its President and CEO. He is recipient of several national awards such as 'Golden Peacock-Eco-Innovation Award' and 'Arch of Excellence' for service to the nation in the field of science and technology. He is a global level speaker on System Safety ISO 26262, vehicle dynamics and suspension engineering in Europe, North America and China.

Mr. Abhange joined the Company on 9th April, 2024 as Chief Operating Officer – Designate and has been appointed as the Whole-time Director of the Company effective from 6th June, 2024. He is also a member of the Corporate Social Responsibility Committee and the Risk Management Committee of the Board of Directors of the Company.

MR. MASSIMO VENUTI, NON-EXECUTIVE DIRECTOR



Brief Profile:

Mr. Massimo Venuti (born on 6th November, 1972) is a Non-Executive Director of the Company since 2nd December, 2016. He is also the Chief Executive Officer of Endurance Overseas SpA, overseas subsidiary of the Company and is overall in-charge of the European operation of the Group. He holds a degree in Philosophy and Letters from the University of Bologna.

He has an experience of more than three decades in automotive industry. He joined Teksid, the Fiat Group's leading metallurgical components company in 1995 as Financial Controller and participated in the development of Teksid into a worldwide multinational leading company in metallurgical components for automotive business. After his stint of nine years in Teksid, he joined Iveco SpA in 2003 as Chief Financial Officer. In June 2005, he was transferred to the finance department of a new venture of Fiat Group, namely, Fiat Powertrain Technologies Sector and was responsible for worldwide planning, administration and control. In January 2006, he was elevated as Vice-President of Fiat Powertrain Technologies Sector and also headed the steering committee comprising a team responsible for cost reduction in manufacturing, purchases, product engineering, overheads and special projects. Effective June 2007, he was designated as Chief Executive Officer of Teksid Aluminium.

Mr. Venuti joined the Endurance Group in June 2008 as Chief Executive Officer of Endurance Overseas, the Italian subsidiary of the Company. He has been instrumental in expanding the operations of the European subsidiaries through organic and inorganic growth and acquisitions. He has also to his credit with the recent acquisition(s) of stake in Ingenia Automation Srl which operates in the industrial automation systems and Stöferle GmbH and Stöferle Automotive GmbH, Germany which specialise in highly automated machining complex aluminium die castings for automotive engine and transmission components, as well as the production of CNC machines for captive use, thereby further strengthening the Group's presence including in the value chain through backward integration. European subsidiaries of the Company are Tier-I suppliers' / service providers to the leading automotive manufacturers in Europe.

Directorship held in body corporates as on 31st March, 2025:

Sr. no.	Name of the Entities
1.	V&P Srl, Italy
2.	Endurance Overseas SpA, Italy
3.	Endurance Castings SpA, Italy
4.	Endurance SpA, Italy
5.	Endurance Engineering Srl, Italy
6.	Endurance GmbH, Germany
7.	Endurance Two Wheelers SpA, Italy
8.	Veicoli Srl, Italy
9.	Ingenia Automation Srl, Italy

**MRS. VARSHA JAIN, DIRECTOR AND
HEAD – CSR AND FACILITY MANAGEMENT**



Brief Profile:

Mrs. Varsha Jain (born on 27th April, 1967) is a Director and Head – CSR and Facility Management of the Company since 10th November, 2020. She is a Member of the Corporate Social Responsibility (“CSR”) Committee of the Board of Directors of the Company (“Board”). She holds a degree in Bachelor of Science in Accounting and Finance from the United States International University Africa, Nairobi, Kenya.

She has close to three decades of experience in interior designing, landscaping and architecture. Prior to her appointment as a member of the Board, Mrs. Jain was an Executive Vice President of the Company overseeing CSR and Facility Management, since May 2015. Mrs. Jain pioneered numerous Corporate Social Responsibility (“CSR”) initiatives to foster sustainable community development in villages, demonstrating leadership in social responsibility well before it was mandated by the Companies Act, 2013. Mrs. Jain has been actively involved in implementing the CSR projects and programmes approved by the CSR Committee and the Board, especially the Village Development Project and running of the Vocational Training Centre.

As an executive in-charge of the CSR function, Mrs. Jain exemplified her commitment towards the society by adopting villages in proximity to the plants of the Company. Activities were undertaken to fulfil basic needs of hygiene, sanitation, provision of drinking water, education, livelihood generation, community development and environment conservation. Further, during the mandatory lockdown announced due to Covid-19 pandemic, she spearheaded a host of activities which included distribution of food kits, donation of testing equipment to hospitals undertaking Covid-19 treatment, providing financial assistance to families in low income groups and running a Covid centre for asymptomatic patients.

As the head of Facility Management, she oversees the civil construction in the organisation. With a wealth of experience in interior designing, she is involved in setting up and maintenance of the Company’s offices, gardens and guest houses. The Company has been consistently receiving awards for best gardens and plantation for the last several years for the Waluj, Chh. Sambhajinagar region. Under her able leadership, the Company’s Horticulture Department received the Challenge Trophy for overall performance at The Empress Botanical Garden Flower Show in 2024 and 2025 organised by The Agri Horticultural Society of India (Western Region) in Pune, along with 30 first prizes and 28 second prizes for excellence.

MR. SATRAJIT RAY, NON-EXECUTIVE DIRECTOR



Brief Profile:

Mr. Satrajit Ray (born on 16th February, 1959) is a Non-Executive, Non-Independent Director of the Company from 6th June, 2024. He is a Fellow member of the Institute of Chartered Accountants of India and a commerce graduate from the University of Calcutta. He is a Member of the Stakeholders' Relationship Committee of the Board of Directors of the Company.

He has an experience of over four decades. He started his career in 1984 with Indian Aluminium Company Limited ("Indal"). Indal was a subsidiary of Alcan Aluminium Limited, Canada. He worked with Indal in various capacities - Internal audit, Treasury, headed Finance and Legal functions of their Group companies. In 2000, Indal was taken over by the Aditya Birla Group and became a subsidiary of Hindalco Industries Limited ("Hindalco"). During his tenure with Hindalco, he was the Financial Controller and from mid 2006 till March 2007, he held additional charge as Head of Business Development. He was also a member of the core team of Hindalco which worked on the acquisition of Novelis. In April 2007, he joined MIRC Electronics Limited as Chief Financial Officer where he headed the Finance and the Legal and Secretarial functions.

Mr. Ray joined the Company in April 2010 as Group Chief Financial Officer and was elevated as a Director of the Company in June 2014. As the Director and Group Chief Financial Officer of the Company, he was responsible for Finance and Accounts, Treasury, Legal and Secretarial, Investor Relations and Information Technology functions of the Company. After he superannuated as the Group Chief Financial Officer in June 2024 he continued, as a Non-Executive Director on the Board of Directors of the Company.

MR. INDRAJIT BANERJEE, INDEPENDENT DIRECTOR



Brief Profile:

Mr. Indrajit Banerjee (born on 14th January, 1956) joined the Board of the Company as an Independent Director on 9th February, 2021. He is an Associate member of the Institute of Chartered Accountants of India. He is a Chairman of the Audit Committee and a Member of the Nomination and Remuneration Committee and the Risk Management Committee of the Board of the Company.

He has a career spanning more than four decades. He began his career at Price Waterhouse, subsequently taking on roles in the pharmaceutical / healthcare and hydrocarbon and metal industries and later joined industry, where he built extensive experience in Finance, Strategy, Legal, Information Technology, Mergers & Acquisitions (“M&A”) and general management functions. He served as Chief Financial Officer / Executive Director in Ranbaxy, Lupin, Cairn India and Indian Aluminium Company Limited. He helped these companies transform into technology-led efficient organisations with superior competitive strength. During his professional journey, he helped companies to market changes, transform into innovative organisations, expand their market presence and create significant stakeholders value. He managed situations of high growth, mobilised large capital investment from global investors, implemented new-age ERP systems, facilitated major M&A transactions and managed integration thereafter, restructured complex organisations to achieve efficiency in capital usage and helped organisations achieve significant cost efficiency and productivity improvement.

In most of the functions that he worked in, the key business deliverable was creating globally competitive strength that helped build sustainable business. He helped create cost synergies for global operations in the pharmaceutical industry, build robust cost effective infrastructure for greenfield hydrocarbon upstream facilities, rationalised multi-unit operation to make significant improvement of productivity in marketing and supply chain functions, among others. While performing his roles in the organisations he worked for, he focused, *inter alia*, on establishing good corporate governance practices, re-engineering of internal processes and systems to improve financial controls, establishing reliable risk management platform, creating reliable stakeholder management processes and training and development of talent.

He is, currently, based in Gurugram and is engaged in pharmaceutical consultancy helping pharma operators to expand their global operations.

Directorship held in body corporates as on 31st March, 2025:

Sr. no.	Name of the Entities
1.	Fortis Healthcare Limited
2.	Fortis Hospotel Limited
3.	Agilus Diagnostics Limited
4.	Suingora Consulting LLP (Designated Partner)

MS. ANJALI SETH, INDEPENDENT DIRECTOR



Brief Profile:

Ms. Anjali Seth (born on 25th October, 1958) is an Independent Director of the Company since 10th June, 2016. She holds a bachelor's degree in laws from University of Delhi and a Bachelor's Degree in Arts (Honours) from Meerut University. She is a Chairperson of the Nomination and Remuneration Committee as well as the Stakeholders' Relationship Committee and a Member of the Audit Committee of the Board of Directors of the Company.

Ms. Seth is an eminent professional lawyer with more than four decades of experience. She has advised and provided consultancy services to top banks and financial institutions on M&As, PE investments and other legal matters. She has worked with International Finance Corporation and gained global experience in project financing, client negotiations, liaisoning with the Ministry of Finance, Reserve Bank of India and other statutory and regulatory authorities, interface with external solicitors and counsels, interaction with Head Quarters on World Bank Group specific legal framework and advising on local laws and regulations. Ms. Seth has also worked in UAE with the largest realty company, Emmar Properties, and was also involved in framing some of the new laws and consulting with lawyers of other jurisdiction for setting new legislations on International Project Financing. During her stint in ANZ Grindlays Bank, she set-up its in-house legal department and handled legal issues of banks for its India operation.

Directorship held in body corporates as on 1st August, 2025:

Sr. no.	Name of the Entities
1.	Kalpataru Limited
2.	Centrum Housing Finance Limited
3.	Centrum Capital Limited
4.	Nirlon Limited
5.	Kalpataru Properties Private Limited
6.	Kalpataru Retail Ventures Private Limited
7.	Kalpataru Gardens Private Limited
8.	Assets Care & Reconstruction Enterprise Limited

MR. ANANT TALAULICAR, INDEPENDENT DIRECTOR



Brief Profile:

Mr. Anant Talaulicar (born on 11th July, 1961) joined the Board of the Company as an Independent Director on 12th July, 2021. He holds a Master's degree in Mechanical Engineering from the University of Michigan, USA and a Master's degree in Business Administration from Tulane University, Louisiana, USA. He earned his Bachelor's degree in Mechanical Engineering from Mysore University, India.

He has more than three decades of experience serving in multifaceted leadership roles in Cummins group, both in the United States of America and in India. Having worked in the USA for 16 years as a financial analyst, manufacturing engineer, project manager, product manager, strategy manager, he took upon various general management positions. Thereafter, he returned to India in March 2003 as Joint Managing Director of Cummins India Limited. During his tenure with Cummins group, he has served as member of the Cummins Inc. global leadership team, Chairman & Managing Director of the Cummins Group in India and the President of the Cummins Inc. Components Group. He has also served as the Managing Director of Tata Cummins Private Limited, a 50:50 joint venture between Cummins Inc. and Tata Motors Limited. He has chaired the boards of four other Cummins legal entities in India as well.

Apart from the above, he holds position as a Director on the boards of various public limited and listed entities including as Independent Director. He has served as a member of the Confederation of Indian Industry ("CII"), Society of Indian Automobile Manufacturers ("SIAM") and Automobile Components Manufacturers Association ("ACMA") in the past.

Directorship held in body corporates as on 31st March, 2025:

Sr. no.	Name of the Entities
1.	India Nippon Electricals Limited
2.	Everest Industries Limited
3.	Jakson Engineers Limited
4.	Jakson Limited
5.	The Hi-Tech Gears Limited
6.	KPIT Technologies Limited
7.	Ushajaivant Foundation
8.	KPIT Technologies (UK) Limited
9.	Pinnacle Industries Limited
10.	Jakson Biofuels Private Limited
11.	Jakson Green Private Limited
12.	Trihans Trading LLP (Designated Partner)
13.	Remex Finance LLP (Designated Partner)

MR. ALFREDO ALTAVILLA, INDEPENDENT DIRECTOR



Brief Profile:

Mr. Alfredo Altavilla (born on 2nd August, 1963) joined the Board of the Company as an Independent Director with effect from 1st September, 2024. He holds a degree in Economics from Università Cattolica, Milan.

He has more than three decades of extensive and varied experience, mainly, in the automobile industry. He has served at senior leadership positions within the Fiat Group while also serving on the Board of Ferrari SpA (7 years), Maserati SpA (10 years), Magneti Marelli SpA (10 years), Teksid SpA (10 years) and Chrysler LLC (6 years). Mr. Altavilla joined Fiat Auto in 1990, where he oversaw international ventures, followed by strategic planning and product development. In 1995, he was appointed Head of Fiat Auto China and in 1998, he was named Head of its Asian Operations. In 2004, Mr. Altavilla became the Chairman of Fiat - GM Powertrain JV and Senior Vice President of Business Development of Fiat Auto. In 2005, he took on the role of Chief Executive Officer of Türk Otomobil Fabrikası A.S., while continuing as head of Business Development of Fiat Auto. In 2006, he was appointed Chief Executive Officer of Fiat Powertrain Technologies, and in 2009, he became a member of the Board of Directors of Chrysler Group LLC and while also being named Executive Vice President of Business Development for Fiat Group. From 2010 to 2012, Mr. Altavilla served as President and CEO of Iveco and was a member of the Fiat Industrial Executive Council during 2011-12. He was the Chief Operating Officer of Fiat Chrysler Automobiles for Europe, Africa and Middle East (EMEA) from November 2012 till August 2018. He has also served on the Board of TIM SpA and Chairman of Recordati SpA (both entities listed in Italy). He was also appointed as Executive Chairman of Italia Trasporto Aereo SpA by the Italian Government where he served from 2021 to 2022.

Directorship held in body corporates as on 31st March, 2025:

Sr. no.	Name of the Entities
1.	AMRE Srl, Italy
2.	GMP Group Srl, Italy
3.	Oltre Consulting Srl, Italy
4.	Proma SSA Srl, Italy
5.	MSX LLC, USA
6.	Enerpac Tool Group Corp., USA
7.	Ambienta SGR SpA, Italy
8.	Anassagora Partecipazioni SpA, Italy
9.	Endurance Overseas SpA, Italy
10.	Endurance SpA, Italy

MRS. DIPALI SHETH, INDEPENDENT DIRECTOR



Brief Profile:

Mrs. Dipali Sheth (born on 4th July, 1965) joined the Board of the Company as an Independent Director with effect from 1st August, 2025. She holds a Bachelor of Arts (Honours) in Economics from the University of Delhi.

Mrs. Sheth has a career spanning around three decades. She has expertise in Strategy, Human Resources, Marketing, Sales, Distribution, Mergers & Acquisitions, transformational growth, restructuring and organisational growth domestically, internationally and expansion especially for companies in India, South East Asia, United Kingdom and Middle Eastern regions. She has worked for private sector banks, FMCG companies, and a reputed University. She served as Country Head of Human Resources at the Royal Bank of Scotland ("RBS"), India and contributed significantly towards integrating ABN Amro Bank into the RBS systems and culture, building leadership, people, and organisational strategy, and set up target operating models and divestment of the bank in India. She has also worked with Standard Chartered Bank ("SCB") in Learning, Talent Acquisition and Global Strategy. Her last role in SCB was of HR Head South Asia where she supervised HR across South Asia, led the growth of the Wholesale Bank and gained valuable strategy and change experience in several acquisitions, viz. SCB acquisitions of the Grindlays and the American Express.

Prior to working at SCB, she worked with Procter & Gamble India Limited ("P&G") for six years, where she was the first woman leader to be hired in Sales. At P&G, she contributed to Marketing, Sales and Training functions. She also helped build the vision and growth of Ashoka University, Sonapat, Haryana. At Ashoka, she also worked with Centre for Social Impact Planning and Centre for Social and Behavioural Change. She is an *alumna* of the India Leaders for Social Sector program and has served and guided NGOs in the Social sector such as Seva Sadan, Support, Aspire for Her, Beyond Diversity, and Yuva Unstoppable, supporting social ventures in imparting financial literacy to students.

She is an ACC-accredited coach with The International Coaching Federation, USA, a Gallup Strengths-based Coach, a mentor and coach to several emerging men and women leaders on a *pro bono* basis. She has worked across India and has been based in London, Singapore and Dubai for several strategic programs and projects. She is passionately committed to community service, healthcare and the environment and is a voracious reader with diverse interests in economics, quantum physics, the evolution of societies around the world, humour and spirituality.

Directorship held in body corporates as on 1st August, 2025:

Sr. no.	Name of the Entities
1.	Raymond Realty Limited
2.	Adani Airport Holdings Limited
3.	Welspun Corp Limited
4.	Spandana Sphoorty Financial Limited
5.	AWL Agri Business Limited
6.	UTI Pension Fund Limited
7.	Latent View Analytics Limited
8.	DFM Foods Limited
9.	Lloyds Offshore Global Services Private Limited