

## 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 19<sup>th</sup> November, 1949), Independent Director of Endurance Technologies Limited (“Company”) is the Chairman of its Board of Directors. He has been a Director of the Company since 16<sup>th</sup> June, 2010 and was appointed as an Independent Director effective 10<sup>th</sup> 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 other body corporates as on 13<sup>th</sup> December, 2024:**

<b>Sr. Nos.</b>	<b>Name of the Entities</b>
1.	Bengal Peerless Housing Development Company Limited
2.	The Peerless General Finance & Investment Company 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 21<sup>st</sup> March, 1962), is the promoter and the first generation entrepreneur of Endurance Technologies Limited (“Company”). He is the Managing 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 Stakeholders’ 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 over four decades of experience in the automobile components industry.

As a global automobile component manufacturing leader, he brings deep experience across multiple markets and domains to his role. Under his leadership, Endurance Group has grown both organically and inorganically and has transitioned from 2-die casting machines to technology intensive proprietary product portfolio comprising suspension, braking systems, transmission components and advanced electronics. With his foresight, Endurance Group expanded its operations overseas in Germany and Italy, in December 2006 and May 2007.

He has spearheaded operational excellence and profitable growth in India and Europe through strategic acquisitions and collaborations, building an innovation focused, customer centric, quality first and Total Productive Maintenance culture at Endurance Group, implementing agile strategies and critical consolidations, and forming the Endurance Vendor Association.

Mr. Jain believes that continuous technological upgradation is key to sustainable and profitable growth. This is being ensured through in-house Research & Development (“R&D”) centres that are approved by the 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.

He has led the Company on a growth trajectory despite turbulent times faced by the auto industry, 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.

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.

**Directorship held in other body corporates as on 13<sup>th</sup> December, 2024:**

<b>Sr. Nos.</b>	<b>Name of the Entities</b>
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 15<sup>th</sup> 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 9<sup>th</sup> April, 2024 as Chief Operating Officer – Designate and has been appointed as the Whole-Time Director of the Company effective 6<sup>th</sup> 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 6<sup>th</sup> November, 1972) is a Non-Executive Director of the Company since 2<sup>nd</sup> 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 of stake in Ingenia Automation Srl which operates in the industrial automation systems, thereby strengthening the Group’s presence 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 other body corporates as on 1<sup>st</sup> January, 2025:**

<b>Sr. Nos.</b>	<b>Name of the Entities</b>
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 27<sup>th</sup> April, 1967) is a Director and Head – CSR and Facility Management of the Company since 10<sup>th</sup> 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 more than two 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 in-charge of the CSR and Facility Management of the Company, since May 2015. Mrs. Jain had been spearheading many projects to build capabilities and drive sustainable community development across several villages even prior to when CSR 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 mandated lockdown announced due to 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 Horticulture Department of the Company has won “The Empress Botanical Garden Flower Show” for two consecutive years in 2024 and 2025 organized by The Agri Horticultural Society of India (Western Region) at Pune and bagged the Challenge Trophy for overall performance in the Expo and won 30 First Prizes and 28 Second Prizes.

**MR. SATRAJIT RAY, NON-EXECUTIVE DIRECTOR****Brief Profile:**

Mr. Satrajit Ray (born on 16<sup>th</sup> February, 1959) is a Non-Executive, Non-Independent Director on the Board of the Company from 5<sup>th</sup> 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 the Company.



**MR. INDRAJIT BANERJEE, INDEPENDENT DIRECTOR****Brief Profile:**

Mr. Indrajit Banerjee (born on 14<sup>th</sup> January, 1956) joined the Board of the Company as an Independent Director on 9<sup>th</sup> 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 around four decades. He started with Price Waterhouse and later joined industry. He has had extensive industry experience in Finance, Strategy, Legal, Information Technology, Mergers & Acquisitions (“M&A”) and general management functions across pharmaceutical / healthcare and hydrocarbon and metal industries. He served as Chief Financial Officer / Executive Director in Ranbaxy, Lupin, Cairn India and Indian Aluminium (“Indal”). He helped these companies transform into technology-led efficient organisations with superior competitive strength. During his professional journey, he was engaged in various corporate roles in companies that took advantage of the changing times to transform into progressive organisations, growing their presence in the marketplace, thereby creating significant value for stakeholders. 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.

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

**Directorship held in other body corporates as on 13<sup>th</sup> December, 2024:**

<b>Sr. Nos.</b>	<b>Name of the Entities</b>
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 25<sup>th</sup> October, 1958) is an Independent Director of the Company since 10<sup>th</sup> 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 reality 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 other body corporates as on 13<sup>th</sup> December, 2024:**

<b>Sr. Nos.</b>	<b>Name of the Entities</b>
1.	Kalpataru Limited
2.	Kalpataru Projects International Limited
3.	Centrum Housing Finance Limited
4.	Centrum Capital Limited
5.	Nirlon Limited
6.	Kalpataru Properties Private Limited
7.	Kalpataru Retail Ventures Private Limited
8.	Kalpataru Gardens Private Limited



**MR. ANANT TALAULICAR, INDEPENDENT DIRECTOR**



**Brief Profile:**

Mr. Anant Talaulicar (born on 11<sup>th</sup> July, 1961) joined the Board of the Company as an Independent Director on 12<sup>th</sup> 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 other body corporates as on 13<sup>th</sup> December, 2024:**

<b>Sr. Nos.</b>	<b>Name of the Entities</b>
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.	Everest Foundation
11.	Ethan Natural Bio-fuel Private Limited
12.	Jakson Green Private Limited
13.	Trihans Trading LLP (Designated Partner)
14.	Remex Finance LLP (Designated Partner)

**MR. ALFREDO ALTAVILLA, INDEPENDENT DIRECTOR**



**Brief Profile:**

Mr. Alfredo Altavilla (born on 2<sup>nd</sup> August, 1963) joined the Board of the Company as an Independent Director of with effect from 1<sup>st</sup> 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 Fabrikasil 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 other body corporates as on 13<sup>th</sup> December, 2024:**

<b>Sr. Nos.</b>	<b>Name of the Entities</b>
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 Srl, Italy
10.	Endurance SpA, Italy