Bonfiglioli Transmissions Limited

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

Brief Biographies of Our Directors



Sonia Bonfiglioli is one of our Individual Promoters and a Non-Executive and Non-Independent Director of our Company. She has been associated with our Company since November 1998. She holds a degree of Doctor of Mechanical Engineering from University of Bologna, a master's in business management from Profingest Business School, a diploma in scientific maturity from San Luigi College, Bologna, and a certification of completion in the advanced management program from IESE University of Navarra. She has been associated with the Bonfiglioli group since 1982 and has over 43 years of experience in management and business development.

Indian Companies	Foreign Companies
• Bonfiglioli Drive Solutions Private Limited • Bonfiglioli Technology Space Private Limited	• Bonfiglioli Canada Inc. • Bonfiglioli Deutschland GmbH • Bonfiglioli Do Brasil Ltd • Bonfiglioli Drives Shanghai Co. Ltd. (China) • Bonfiglioli Power Transm. Autom. JSC (Turkey) • Bonfiglioli Power Transmission Ltd (South Africa) • Bonfiglioli Riduttori S.p.A • Bonfiglioli Slovakia s.r.o • Bonfiglioli S.p.A • Bonfiglioli South Africa • Bonfiglioli South East Asia Pte. Ltd (Singapore) • Bonfiglioli Swiss SA • Bonfiglioli Trading (Shanghai) Co. Ltd • Bonfiglioli Transmission Pty. Ltd. (Australia) • Bonfiglioli UK Limited • Bonfiglioli U.S.A Inc. • Bonfiglioli Vietnam LLC • Bon-Fi S.r.l (Italy) • B.R.T. S.p.A (Italia) • O&K Antriebstechnik GmbH • San Marco Group S.p.A

	• Selcom Group S.p.A • Tecnotrans Bonfiglioli S.A. (Spain) • Umbra Group S.p.A (Italy)



Massimo Sarti is a Non-Executive and Non-Independent Director of our Company. He has been associated with our Company since April 2025. He holds a technical maturity diploma in mechanics from Aldini Valeriani, Bologna, and a certification of completion in the advanced management program from IESE University of Navarra, Barcelona, Spain. He has been associated with Bonfiglioli group since 1987 and has over 38 years of experience in R&D, pre and after sales services, sales, marketing, and communications.

Indian Companies	Foreign Companies
• Bonfiglioli Drive Solutions Private Limited • Bonfiglioli Technology Space Private Limited	• Bonfiglioli S.p.A • Bonfiglioli Slovakia s.r.o (Advisory Board) • Bonfiglioli Vietnam LLC • Bonfiglioli UK Limited (will enter the Advisory Board) • Bonfiglioli Deutschland GmbH (Advisory Board) • Bonfiglioli Power Transm. Autom. JSC (Turkey) (will enter in the Advisory Board) • Bonfiglioli Transmission Pty. Ltd. (Australia) (Advisory Board) • Bonfiglioli Canada Inc. (will enter the Advisory Board) • Bonfiglioli U.S.A Inc. • Bonfiglioli South Africa (Advisory Board) • Bonfiglioli Do Brasil Ltd (will enter the Advisory Board) • Bonfiglioli South East Asia Pte. Ltd (Singapore) (will enter in the Advisory Board) • Bonfiglioli Trading (Shanghai) Co. Ltd • Tecnotrans Bonfiglioli S.A. (Spain) (Advisory Board) • Bonfiglioli Power Transmission Limited (South Africa) (will enter the Advisory Board) • Bonfiglioli Swiss SA • O&K Antriebstechnik GMBH (Advisory Board) • Selcom Group S.p.A.]



Kennady V Kaippally is the Managing Director of our Company and is responsible for overseeing production and operations in our Company. He has been associated with our Company since January 2010. He holds a bachelor's degree of engineering in production engineering from the University of Madras, Tamil Nadu and has completed a post-diploma course in foremanships at the Foreman Training Institute, Bangalore, Karnataka. He has also completed the executive general management programme from Indian Institute of Management, Bangalore, and the advanced management program from IESE University of Navarra, Barcelona. He was previously associated with Ashok Leyland Limited, Delphi Automotive Systems Private Limited, and Federal Mogul Goetze (India) Limited. He has over 30 years of experience in production, manufacturing, sales, and operations.

Indian Companies	Foreign Companies
• Bonfiglioli Drive Solutions Private Limited • Bonfiglioli Technology Space Private Limited	Nil



Gatham Anandhan Balaji is a Whole-Time Director and Chief Financial Officer of our Company and is responsible for overseeing finance, accounts, and tax matters in our Company. He has been associated with our Company from January 2000 to December 2008 and from February 2010 onwards. He holds a bachelor's degree of commerce from the Faculty of Commerce, University of Madras, and is a qualified chartered accountant registered with the Institute of Chartered Accountants of India. He was previously associated with Tower Aluminium (Nigeria) PLC. He has over 26 years of experience in finance, accounts, and tax functions.

Indian Companies	Foreign Companies
• Bonfiglioli Drive Solutions Private Limited • Bonfiglioli Technology Space Private Limited	Nil



Ravindra Pisharody is the Chairperson and the Independent Director of our Company. He has been associated with our Company since April 2018. He holds a bachelor's of technology degree in electronics & electrical communication engineering from the Indian Institute of Technology, Kharagpur and a post-graduate diploma in management from Indian Institute of Management, Calcutta, West Bengal. He was previously associated with Philips India Limited, BP India Private Limited, BP Singapore Pte Ltd, and Tata Motors Limited. He has over 36 years of experience in marketing, sales, and in the consumer industry and has been a member of board of directors of various companies as Independent Director for a period of 8 years.

Indian Companies	Foreign Companies
• Bonfiglioli Drive Solutions Private Limited • Happy Forgings Limited • Kinara Capital Private Limited • [Kwality Walls India Limited] • Muthoot Finance Limited • Savita Greentec Limited • Savita Oil Technologies Limited	Nil



Rossella Schiavini is the Independent Director of our Company. She has been associated with our Company since February, 2026. She holds a degree in master's of science in politics of the world economy from London School of Economics and Political Science, University of London. She was previously associated with Immobiliare Grande Distribuzione SIIQ S.p.A. and BPER Banca S.p.A and has been a member of board of directors of various companies for a period of 7 years.

Indian Companies	Foreign Companies
Nil	Nil



Marco Mossuto is a Non-Executive and Non-Independent Director of our Company. He has been associated with our Company since February 2026. He holds a degree in law from the University of Turin, Italy and a master's in business administration from the Carlo Cattaneo – LIUC University, Italy. He was previously associated with L'oreal Italia S.p.A, Loro Piana, Caffarel SpA (Lindt Group Company), Lindt & Sprüngli SpA. He has over 17 years of experience in human resources and corporate affairs.

Indian Companies	Foreign Companies
Nil	Nil



Sundaresan Ananthanarayanan is the Independent Director of our Company and has been associated with our Company since February 2026. He holds a Diploma in Electrical Engineering and Diploma in Mechanical Engineering. He was previously associated with Ammann India Pvt. Ltd.

Indian Companies	Foreign Companies
Ammann India Pvt. Ltd	Nil

Board Committees

Constitution of the Audit Committee

Name of Director	Position	Committee Designation
Mr. Ravindra Pisharody	Chairperson and Independent Director	Chairperson
Ms. Rossella Schiavini	Independent Director	Member
Mr. Gatham Anandhan Balaji	Whole-Time Director & Chief Financial Officer	Member

Constitution of the Nomination and Remuneration Committee (NRC)

Name of Director	Position	Committee Designation
Ms. Rossella Schiavini	Independent Director	Chairperson
Mr. Ravindra Pisharody	Chairperson and Independent Director	Member
Mr. Marco Mossuto	Non-Executive and Non-Independent Director	Member

Constitution of the Stakeholders' Relationship Committee

Name of Director	Position	Committee Designation
Mr. Ravindra Pisharody	Chairperson and Independent Director	Chairperson
Mr. Kennady V Kaippally	Managing Director	Member
Mr. Gatham Anandhan Balaji	Whole-Time Director & Chief Financial Officer	Member
Mr. Ananthanarayan Sundaresan	Independent Director	Member

Constitution of the Risk Management Committee

Name of Director	Position	Committee Designation
Mr. Kennady V Kaippally	Managing Director	Chairperson
Mr. Ananthanarayan Sundaresan	Independent Director	Member
Mr. Gatham Anandhan Balaji	Whole-Time Director & Chief Financial Officer	Member
Ms. Rossella Schiavini	Independent Director	Member

Corporate Social Responsibility Committee

Name of Director	Position	Committee Designation
Ms. Sonia Bonfiglioli	Non-Executive and Non-Independent Director	Chairperson
Mr. Ravindra Pisharody	Chairperson and Independent Director	Member
Mr. Gatham Anandhan Balaji	Whole-Time Director & Chief Financial Officer	Member

Initial Public Offer Committee (IPO Committee)

Name of Director	Position	Committee Designation
Mr. Kennady V Kaippally	Managing Director	Chairperson
Mr. Gatham Anandhan Balaji	Whole-Time Director & Chief Financial Officer	Member