

| <b>General information about company</b>                       |                       |
|--|-----------------------|
| Scrip code   | 504351                |
| NSE Symbol   | NOTLISTED             |
| MSEI Symbol  | NOTLISTED             |
| ISIN   | INE507F01023          |
| Name of the entity   | EMPOWER INDIA LIMITED |
| Date of start of financial year                                | 01-04-2024            |
| Date of end of financial year                                  | 31-03-2025            |
| Reporting Quarter  | Quarterly             |
| Date of Report   | 31-12-2024            |
| Risk management committee                                      | Not Applicable        |
| Market Capitalisation as per immediate previous Financial Year | Any other             |

| Annexure I   |                 |                              |            |          |  |                         |                         |               |
|--|-----------------|------------------------------|------------|----------|--|-------------------------|-------------------------|---------------|
| Annexure I to be submitted by listed entity on quarterly basis       |                 |                              |            |          |  |                         |                         |               |
| I. Composition of Board of Directors                                 |                 |                              |            |          |  |                         |                         |               |
| Disclosure of notes on composition of board of directors explanatory |                 |                              |            |          |  |                         |                         |               |
| Whether the listed entity has a Regular Chairperson                  |                 |                              |            |          |  |                         | Yes                     |               |
| Whether Chairperson is related to MD or CEO                          |                 |                              |            |          |  |                         | No                      |               |
| Sr   | Title (Mr / Ms) | Name of the Director         | PAN        | DIN      | Category 1 of directors                  | Category 2 of directors | Category 3 of directors | Date of Birth |
| 1  | Mr              | RAJESH CHAVAN                | AFGPC3110A | 07011994 | Non-Executive - Non Independent Director | Chairperson             |                         | 11-06-1977    |
| 2  | Mr              | RAJGOPALAN SRINIVASA IYENGAR | AADPI0884P | 00016496 | Executive Director                       | Not Applicable          | MD                      | 24-01-1953    |
| 3  | Mr              | SATYAWAN JAYRAM JANKAR       | AFBPJ9138G | 10711274 | Non-Executive - Non Independent Director | Not Applicable          |                         | 03-02-1975    |
| 4  | Mr              | NAVEEN KUMAR KANJARU         | DOYPK6365F | 07087891 | Non-Executive - Independent Director     | Not Applicable          |                         | 26-09-1979    |
| 5  | Mrs             | FATIMA RAZVI                 | AQPPR9095M | 10665340 | Non-Executive - Independent Director     | Not Applicable          |                         | 26-11-1987    |
| 6  | Mr              | DILIP KUMAR                  | CTCPM0094H | 10139381 | Non-Executive - Non Independent Director | Not Applicable          |                         | 22-12-1964    |

| <b>I. Composition of Board of Directors</b>                                       |                                       |                                |                              |                             |                |
|---|---------------------------------------|--------------------------------|------------------------------|-----------------------------|----------------|
| <b>Disqualification of Directors under section 164 of the Companies Act, 2013</b> |                                       |                                |                              |                             |                |
| Sr  | Whether the director is disqualified? | Start Date of disqualification | End Date of disqualification | Details of disqualification | Current status |
| 1   | No                                    |                                |                              |                             | Active         |
| 2   | No                                    |                                |                              |                             | Active         |
| 3   | No                                    |                                |                              |                             | Active         |
| 4   | No                                    |                                |                              |                             | Active         |
| 5   | No                                    |                                |                              |                             | Active         |
| 6   | No                                    |                                |                              |                             | Active         |

| I. Composition of Board of Directors |   |                                    |                             |                        |                   |                                |  |  |   |  |                      |                             |                             |
|--------------------------------------|---|------------------------------------|-----------------------------|------------------------|-------------------|--------------------------------|--|--|---|--|----------------------|-----------------------------|-----------------------------|
| Sr                                   | Whether special resolution passed? [Refer Reg. 17(1A) of Listing Regulations] | Date of passing special resolution | Initial Date of appointment | Date of Re-appointment | Date of cessation | Tenure of director (in months) | No of Directorship in listed entities including this listed entity (Refer Regulation 17A of Listing Regulations) | No of Independent Directorship in listed entities including this listed entity [with reference to proviso to regulation 17A(1) & 17A(2)] | Number of memberships in Audit/ Stakeholder Committee(s) including this listed entity (Refer Regulation 26(1) of Listing Regulations) | No of post of Chairperson in Audit/ Stakeholder Committee held in listed entities including this listed entity (Refer Regulation 26(1) of Listing Regulations) | Reason for Cessation | Notes for not providing PAN | Notes for not providing DIN |
| 1                                    | NA  |                                    | 15-05-2024                  |                        |                   |                                | 1  | 0  | 2   | 0  |                      |                             |                             |
| 2                                    | NA  |                                    | 26-04-2007                  | 14-06-2023             |                   |                                | 1  | 0  | 0   | 0  |                      |                             |                             |
| 3                                    | NA  |                                    | 22-07-2024                  |                        |                   |                                | 1  | 0  | 0   | 0  |                      |                             |                             |
| 4                                    | NA  |                                    | 28-04-2023                  |                        |                   | 20                             | 2  | 1  | 0   | 2  |                      |                             |                             |
| 5                                    | NA  |                                    | 04-07-2024                  |                        |                   | 5                              | 1  | 1  | 2   | 0  |                      |                             |                             |
| 6                                    | NA  |                                    | 18-10-2024                  |                        |                   |                                | 1  | 0  | 0   | 0  |                      |                             |                             |

| Audit Committee Details                               |            |                           |  |                         |                     |                   |         |
|---|------------|---------------------------|--|-------------------------|---------------------|-------------------|---------|
| Whether the Audit Committee has a Regular Chairperson |            |                           |  |                         | Yes                 |                   |         |
| Sr  | DIN Number | Name of Committee members | Category 1 of directors                  | Category 2 of directors | Date of Appointment | Date of Cessation | Remarks |
| 1   | 07087891   | NAVEEN KUMAR KANJARU      | Non-Executive - Independent Director     | Chairperson             | 28-04-2023          |                   |         |
| 2   | 07011994   | RAJESH CHAVAN             | Non-Executive - Non Independent Director | Member                  | 15-05-2024          |                   |         |
| 3   | 10665340   | FATIMA RAZVI              | Non-Executive - Independent Director     | Member                  | 14-07-2024          |                   |         |

| <b>Nomination and remuneration committee</b>                                |            |                           |  |                         |                     |                   |         |
|---|------------|---------------------------|--|-------------------------|---------------------|-------------------|---------|
| Whether the Nomination and remuneration committee has a Regular Chairperson |            |                           |  |                         | Yes                 |                   |         |
| Sr  | DIN Number | Name of Committee members | Category 1 of directors                  | Category 2 of directors | Date of Appointment | Date of Cessation | Remarks |
| 1   | 07087891   | NAVEEN KUMAR KANJARU      | Non-Executive - Independent Director     | Chairperson             | 28-04-2023          |                   |         |
| 2   | 07011994   | RAJESH CHAVAN             | Non-Executive - Non Independent Director | Member                  | 15-05-2024          |                   |         |
| 3   | 10665340   | FATIMA RAZVI              | Non-Executive - Independent Director     | Member                  | 14-07-2024          |                   |         |

| Stakeholders Relationship Committee                                       |            |                           |  |                         |                     |                   |         |
|---|------------|---------------------------|--|-------------------------|---------------------|-------------------|---------|
| Whether the Stakeholders Relationship Committee has a Regular Chairperson |            |                           |  |                         | Yes                 |                   |         |
| Sr  | DIN Number | Name of Committee members | Category 1 of directors                  | Category 2 of directors | Date of Appointment | Date of Cessation | Remarks |
| 1   | 07087891   | NAVEEN KUMAR KANJARU      | Non-Executive - Independent Director     | Chairperson             | 28-04-2023          |                   |         |
| 2   | 07011994   | RAJESH CHAVAN             | Non-Executive - Non Independent Director | Member                  | 15-05-2024          |                   |         |
| 3   | 10665340   | FATIMA RAZVI              | Non-Executive - Independent Director     | Member                  | 14-07-2024          |                   |         |

| Risk Management Committee                                       |            |                                 |   |                         |                     |                   |         |
|---|------------|---------------------------------|---|-------------------------|---------------------|-------------------|---------|
| Whether the Risk Management Committee has a Regular Chairperson |            |                                 |   |                         |                     | Yes               |         |
| Sr  | DIN Number | Name of Committee members       | Category 1 of directors                 | Category 2 of directors | Date of Appointment | Date of Cessation | Remarks |
| 1   | 00016496   | RAJGOPALAN<br>SRINIVASA IYENGAR | Executive Director                      | Chairperson             | 27-01-2017          |                   |         |
| 2   | 07087891   | NAVEEN KUMAR<br>KANJARU         | Non-Executive -<br>Independent Director | Member                  | 28-04-2023          |                   |         |
| 3   | 10665340   | FATIMA RAZVI                    | Non-Executive -<br>Independent Director | Member                  | 14-07-2024          |                   |         |

| <b>Corporate Social Responsibility Committee</b>                                |            |                           |                         |                         |                     |                   |         |
|---|------------|---------------------------|-------------------------|-------------------------|---------------------|-------------------|---------|
| Whether the Corporate Social Responsibility Committee has a Regular Chairperson |            |                           |                         |                         |                     |                   |         |
| Sr  | DIN Number | Name of Committee members | Category 1 of directors | Category 2 of directors | Date of Appointment | Date of Cessation | Remarks |

| <b>Other Committee</b> |            |                           |                         |                         |                         |         |
|------------------------|------------|---------------------------|-------------------------|-------------------------|-------------------------|---------|
| Sr                     | DIN Number | Name of Committee members | Name of other committee | Category 1 of directors | Category 2 of directors | Remarks |

| Annexure 1   |   |  |   |                              |  |   |   |   |
|--|---|--|---|------------------------------|--|---|---|---|
| Annexure 1   |   |  |   |                              |  |   |   |   |
| III. Meeting of Board of Directors                               |   |  |   |                              |  |   |   |   |
| Disclosure of notes on meeting of board of directors explanatory |   |  |   |                              |  |   |   |   |
| Sr   | Date(s) of meeting (if any) in the previous quarter | Date(s) of meeting (if any) in the current quarter | Maximum gap between any two consecutive (in number of days) | Notes for not providing Date | Whether requirement of Quorum met (Yes/No) | Total Number of Directors as on date of the meeting | Number of Directors present* (All directors including Independent Director) | No. of Independent Directors attending the meeting* |
| 1  | 04-07-2024  |  |   |                              | Yes  | 5   | 5   | 2   |
| 2  | 22-07-2024  |  | 17  |                              | Yes  | 5   | 5   | 2   |
| 3  | 13-08-2024  |  | 21  |                              | Yes  | 6   | 6   | 2   |
| 4  | 03-09-2024  |  | 20  |                              | Yes  | 6   | 6   | 2   |
| 5  |   | 18-10-2024   | 44  |                              | Yes  | 6   | 6   | 2   |
| 6  |   | 14-11-2024   | 26  |                              | Yes  | 6   | 6   | 2   |
| 7  |   | 13-12-2024   | 28  |                              | Yes  | 6   | 6   | 2   |

| Annexure 1   |                                     |   |   |                         |                               |  |  |  |   |  |
|--|-------------------------------------|---|---|-------------------------|-------------------------------|--|--|--|---|--|
| IV. Meeting of Committees                                |                                     |   |   |                         |                               |  |  |  |   |  |
| Disclosure of notes on meeting of committees explanatory |                                     |   |   |                         |                               |  | Total Number of Directors in the Committee as on date of the meeting | Number of Directors Present (All Directors including Independent Director) | No. of Independent Directors attending the meeting* | No. of members attending the meeting (other than Board of Directors) |
| Sr   | Name of Committee                   | Date(s) of meeting (Enter dates of Previous quarter and Current quarter in chronological order) | Maximum gap between any two consecutive (in number of days) | Name of other committee | Reason for not providing date | Whether requirement of Quorum met (Yes/No) |  |  |   |  |
| 1  | Audit Committee                     | 13-08-2024  |   |                         |                               | Yes  | 3  | 3  | 2   | 0  |
| 2  | Audit Committee                     | 03-09-2024  | 20  |                         |                               | Yes  | 3  | 3  | 2   | 0  |
| 3  | Audit Committee                     | 14-11-2024  | 71  |                         |                               | Yes  | 3  | 3  | 2   | 0  |
| 4  | Stakeholders Relationship Committee | 04-07-2024  |   |                         |                               | Yes  | 3  | 3  | 2   | 0  |
| 5  | Stakeholders Relationship Committee | 13-08-2024  | 39  |                         |                               | Yes  | 3  | 3  | 2   | 0  |
| 6  | Stakeholders Relationship Committee | 18-10-2024  | 65  |                         |                               | Yes  | 3  | 3  | 2   | 0  |

## Annexure 1

## IV. Meeting of Committees

| Sr | Name of Committee                     | Date(s) of meeting (Enter dates of Previous quarter and Current quarter in chronological order) | Maximum gap between any two consecutive (in number of days) | Name of other committee | Reason for not providing date | Whether requirement of Quorum met (Yes/No) | Total Number of Directors in the Committee as on date of the meeting | Number of Directors Present (All Directors including Independent Director) | No. of Independent Directors attending the meeting* | No. of members attending the meeting (other than Board of Directors) |
|----|---------------------------------------|---|---|-------------------------|-------------------------------|--|--|--|---|--|
| 7  | Stakeholders Relationship Committee   | 14-11-2024  | 26  |                         |                               | Yes  | 3  | 3  | 2   | 0  |
| 8  | Stakeholders Relationship Committee   | 13-12-2024  | 28  |                         |                               | Yes  | 3  | 3  | 2   | 0  |
| 9  | Nomination and remuneration committee | 04-07-2024  |   |                         |                               | Yes  | 3  | 3  | 2   | 0  |
| 10 | Nomination and remuneration committee | 22-07-2024  | 17  |                         |                               | Yes  | 3  | 3  | 2   | 0  |
| 11 | Nomination and remuneration committee | 13-08-2024  | 21  |                         |                               | Yes  | 3  | 3  | 2   | 0  |
| 12 | Nomination and remuneration committee | 03-09-2024  | 20  |                         |                               | Yes  | 3  | 3  | 2   | 0  |
| 13 | Nomination and remuneration committee | 18-10-2024  | 44  |                         |                               | Yes  | 3  | 3  | 2   | 0  |
| 14 | Nomination and remuneration committee | 14-11-2024  | 26  |                         |                               | Yes  | 3  | 3  | 2   | 0  |
| 15 | Nomination and remuneration committee | 13-12-2024  | 28  |                         |                               | Yes  | 3  | 3  | 2   | 0  |
| 16 | Risk Management Committee             | 03-09-2024  |   |                         |                               | Yes  | 3  | 3  | 2   | 0  |

| <b>Annexure 1</b>                    |  |                                  |  |
|--------------------------------------|--|----------------------------------|--|
| <b>V. Related Party Transactions</b> |  |                                  |  |
| Sr                                   | Subject  | Compliance status<br>(Yes/No/NA) | If status is "No" details of non-compliance may be given here. |
| 1                                    | Whether prior approval of audit committee obtained   | Yes                              |  |
| 2                                    | Whether shareholder approval obtained for material RPT   | NA                               |  |
| 3                                    | Whether details of RPT entered into pursuant to omnibus approval have been reviewed by Audit Committee | Yes                              |  |

| <b>Annexure 1</b>       |   |                               |
|-------------------------|---|-------------------------------|
| <b>VI. Affirmations</b> |   |                               |
| Sr                      | Subject   | Compliance status<br>(Yes/No) |
| 1                       | The composition of Board of Directors is in terms of SEBI (Listing obligations and disclosure requirements) Regulations, 2015   | Yes                           |
| 2                       | The composition of the following committees is in terms of SEBI(Listing obligations and disclosure requirements) Regulations, 2015 a. Audit Committee   | Yes                           |
| 3                       | The composition of the following committees is in terms of SEBI(Listing obligations and disclosure requirements) Regulations, 2015. b. Nomination & remuneration committee                                    | Yes                           |
| 4                       | The composition of the following committees is in terms of SEBI(Listing obligations and disclosure requirements) Regulations, 2015. c. Stakeholders relationship committee                                    | Yes                           |
| 5                       | The composition of the following committees is in terms of SEBI(Listing obligations and disclosure requirements) Regulations, 2015. d. Risk management committee (applicable to the top 1000 listed entities) | NA                            |
| 6                       | The committee members have been made aware of their powers, role and responsibilities as specified in SEBI (Listing obligations and disclosure requirements) Regulations, 2015.                               | Yes                           |
| 7                       | The meetings of the board of directors and the above committees have been conducted in the manner as specified in SEBI (Listing obligations and disclosure requirements) Regulations, 2015.                   | Yes                           |
| 8                       | This report and/or the report submitted in the previous quarter has been placed before Board of Directors.  | Yes                           |

| <b>Annexure 1</b> |                   |                    |
|-------------------|-------------------|--------------------|
| Sr                | Subject           | Compliance status  |
| 1                 | Name of signatory | Rajgopalan Iyengar |
| 2                 | Designation       | Managing Director  |

| <b>Details of Cyber security incidence</b>   |                   |                            |
|--|-------------------|----------------------------|
| Whether as per Regulation 27(2)(ba) of SEBI (LODR) Regulations, 2015 there has been cyber security incidents or breaches or loss of data or documents during the quarter |                   | No                         |
| Number of cyber security incidence or breaches or loss of data event occurred during the quarter   |                   |                            |
| Sr.  | Date of the event | Brief details of the event |

| <b>Signatory Details</b> |                    |
|--------------------------|--------------------|
| Name of signatory        | Rajgopalan Iyengar |
| Designation of person    | Managing Director  |
| Place                    | Mumbai             |
| Date                     | 17-01-2025         |

