



Disclosure under Regulation 25 and 46 of SEBI (LISTING OBLIGATIONS AND DISCLOSURE REQUIREMENTS) REGULATIONS, 2015

INTRODUCTION

In terms of Regulation 25(7) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (the Regulations), the Company, through various programmes, is required to familiarize its independent directors with the Company, their roles, rights, responsibilities in the Company, nature of the industry in which the Company operates, business model of the Company, etc.

Further, in terms of Regulation 46(2) of the Regulations details of such familiarization programmes are to be disseminated on the Website of the Company, including therein the following details:-

- i.** number of programmes attended by independent directors (during the year and on a cumulative basis till date),
- ii.** number of hours spent by independent directors in such programmes (during the year and on cumulative basis till date), and
- iii.** other relevant detail.

Details of Familiarisation Programmes conducted during Financial Year 2025- 26

- Details of familiarization programmes imparted to Independent Directors during Financial 2025-26 have been listed below.
- The Company inter-alia conducted following programmes/presentations from time to time to familiarise the Independent Directors about the Company:
- Business Strategy / Plan of the Company and its subsidiary(s) in background of the industry outlook;
- Quarterly update on each business vertical, by the respective business head;
- Updates on borrowing programme and liquidity position of the Company;
- Efficiency of internal controls, risk management system, strategy followed and new initiatives taken with regard to risk management;
- Presentation on information technology framework / systems of the Company, major developments therein and strategy ahead;
- New initiatives and strategic decisions regarding the Company and its business;
- Major regulatory updates and its impact on the Company;
- Training programs on regulatory requirements;
- Annual Business Plan of Company of the Company for the financial year 2025-26;
- Recent developments in Operations and Information Technology of the Company. These programmes / presentations were part of Board / Committee meetings held during the financial year 2025-26.

Empower India Limited

CIN: L51900MH1981PLC023931

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Additionally, Independent Directors are briefed on their roles, duties, rights and responsibilities as an Independent Director of the Company at the time of their appointment through a formal appointment letter.

Details as required under Regulation 46(2) of the Regulations are mentioned below:

Name of Independent Director	No. of Programme Attended		No. of hours spent	
	During financial year 2025-26	Cumulative till 31 st March 2026	During financial year 2025-26	Cumulative till 31 st March 2026
RAJESH DIPALU CHAVAN	6	10	7 hours	12 hours
NAVEENAKUMAR KUNJARU	6	16	7 hours	20 hours

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