



Date: 27th April, 2026

To,
Mr. Rajesh Chavan
Flat No. H/N 250, Near Jai Bhavani, Mangal Karyala,
Padali khurd, Balinge, Kolhapur,
Maharashtra 416010.

Subject: Change in Designation as Managing Director and Chief Financial Officer of the Company

We are pleased to inform you that the Board of Directors of **Empower India Limited** (the "Company"), based on the recommendation of the Nomination and Remuneration Committee, has approved your promotion from Non-Executive Non-Independent Director to a **Managing Director** with effect from **27th April, 2026**.

Further, the Board of Directors has also approved your appointment as Chief Financial Officer (CFO) and Key Managerial Personnel (KMP) of the Company with effect from 27th April, 2026 pursuant to the applicable provisions of the Companies Act, 2013 and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

This letter confirms your appointment as a Managing Director and Chief Financial Officer of the Company and outlines the terms of the appointment.

Duration of Appointment

In accordance with the provisions of the Section 196, 197 & 203 read with the Schedule V and other applicable provisions, if any, of the Companies Act, 2013, The Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014 (including any statutory modifications or re-enactment(s) Companies Act, 2013 and any other applicable laws, you will serve as a Managing Director on the Board with effect from **27th April, 2026**.

The term of appointment is of 05 (Five) Years with effect from **27th April, 2026** subject to approval of members within a period of next 03 (Three) months.

Remuneration, Perquisites and Allowances:

The remuneration, perquisites and allowances shall be payable to the Managing Director upon approval by the shareholders of the company as per the terms and condition decided by the Board of directors.

Roles and Responsibilities

Your office will be abided by the responsibilities and duties in accordance with the provisions of the Companies Act, 2013 and rules made there under.

Empower India Limited
CIN: L51900MH1981PLC023931
Regd Office: 25 /25A, 2nd Floor, 327, Nawab Building, D. N. Road, Fort, Mumbai - 400 001
Mobile/Helpdesk No.: +91 97020 03139
Email: info@empowerindia.in; Website: www.empowerindia.in



Code of Conduct

During your tenure, you are required to comply with the Code of Conduct for the Members of the Board of Directors and Senior Management of the Company.

Confidentiality

You are requested to maintain the confidentiality regarding company's affairs, administration or research carried out during and after completion of your tenure.

Termination

Your directorship on the Board of the Company shall terminate or cease in accordance with law.


You may resign from the directorship of the Company by giving a notice in writing to the Company stating the reasons for resignation.

We are confident that the Board and the Company will benefit immensely from your rich expertise and we are eager to have you as an integral part of the growth of our Company.

We warmly welcome you on the Board of Empower India Limited Looking forward to collaborate with you.

You are requested to confirm the acceptance of these terms by signing and returning to us the enclosed copy of this letter.

For Empower India Limited


Satyawan Janekar
Director
DIN: 10711274



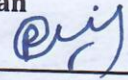
Date: 27th April, 2026
Place: Mumbai

ACCEPTANCE

I have read and understood the terms and conditions of my appointment as a Managing Director and Chief Financial Officer of Empower India Limited.

I hereby convey my acceptance for the same.

Name: Rajesh Chavan

Signature: 

Date: 27th April 2026

Empower India Limited

CIN: L51900MH1981PLC023931

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