

April 28, 2025

To,

National Stock Exchange Limited,
Listing Department,
Exchange Plaza, C-1, Block G,
Bandra Kurla Complex,
Bandra (E) Mumbai 4000 51
NSE Symbol - EFFWA,

Sub: Postal Ballot Notice – Disclosure under Regulation 30 of the Securities and Exchange Board of India (Listing Obligation and disclosure Requirements) Regulations, 2015

Dear Sir/Madam,

Pursuant to Regulation 30 read with Schedule III of SEBI (Listing Obligation and Disclosure Requirements) Regulations 2015, We enclose herewith Postal Ballot Notice along with Explanatory Statement, sent to the members of the Company today through email seeking their assent or dissent by voting through postal ballot to approve related party transaction in nature of holding office/place of profit by Mr. Shraddhesh Kamal (Relative of Dr. (Mrs) Varsha Kamal, Chairperson & Managing Director and Mr. Subhash Kamal, Whole time Director) in the Company by way of Ordinary Resolution.

The Company has sent the said Postal Ballot Notice accompanied by an explanatory statement dispatched today through e-mail i.e. April 28, 2025 to those members of the Company who had registered their e-mail address with the Company or depository participant/depository as on Friday, April 25, 2025 ("cut-off date"). Please note that there will be no dispatch of physical copies of Postal Ballot Notice or forms to the Members of the Company and no physical ballot forms will be accepted by the Company.

We hereby submit the following information with regard to remote e-voting facility:

Agency for E-voting	Bigshare Services Private Limited
Commencement for E-voting period	Wednesday, April 30, 2025 at 9.00 a.m.
Conclusion of E-voting	Thursday, May 29, 2025 at 5.00 p.m.
Date on which resolution will be deemed to be passed	Thursday, May 29, 2025.
Declaration of result of Postal ballot	On or before Saturday, May 31, 2025.

The Postal Ballot Notice along with Explanatory Statement can also be accessed at Company's website at <https://www.effwa.co.in/> and on the website of BigShare at <https://ivote.bigshareonline.com>.

Kindly take the above information on record.

Yours faithfully,

For **EFFWA INFRA & RESEARCH LIMITED**

Varsha

Subhash Kamal

Digitally signed by
Varsha Subhash Kamal
Date: 2025.04.28
19:07:34 +05'30'

VARSHA S. KAMAL
MANAGING DIRECTOR
DIN: 00270314

Encl: As above

NOTICE OF POSTAL BALLOT

[Pursuant to Section 110 of the Companies Act, 2013 read with the Companies (Management and Administration) Rules, 2014]

Dear Members,

NOTICE is hereby given pursuant to Section 108 and Section 110 of the Companies Act, 2013 ("Act") and other applicable provisions of the Act and Rule 20 and 22 of the Companies (Management and Administration) Rules, 2014 as amended (including any statutory modification or re-enactment thereof) read with General Circular Nos. 14/2020 dated April 8, 2020, 17/2020 dated April 13, 2020, 09/2023 dated 25 September, 2023 and 09/2024 dated 19 September, 2024 issued by the Ministry of Corporate Affairs (hereinafter collectively referred to as "**MCA Circulars**"), Secretarial Standard on General Meetings issued by the Institute of Company Secretaries of India ("SS-2"), Regulation 44 and other applicable regulations of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("the SEBI Listing Regulations") and any other applicable law, rules, circular, notification (including any statutory modification(s) or re-enactment(s) thereof, for the time being in force), that the Resolution as set out hereunder is proposed to be passed by voting by postal ballot and the Company accordingly seeks assent or dissent of the members only by way of remote e-voting.

Pursuant to Sections 102, 110 and other applicable provisions of the Act and the SS-2, the explanatory statement pertaining to the Ordinary Resolution appended below, setting out the rationale, material facts and reasons concerning the proposal and relevant disclosures is annexed to this Postal Ballot Notice for your consideration and forms part of this Notice.

In terms of the requirements specified in the MCA Circular, this Postal Ballot Notice is being sent only through electronic mode to those Members whose names appear in the Register of Members of the Company or in the Register of Beneficial Owners maintained by the Depositories as on Friday, 25th April, 2025 ('cut-off date') and whose e-mail addresses are registered with the Company / Bigshare Services Private Limited, the Registrar & Share Transfer Agent of the Company ("BigShare") / Depositories. In compliance with Regulation 44 of the Listing Regulations and pursuant to the provisions of Sections 108 and 110 of the Act read with the rules framed thereunder and the MCA Circular, the manner of voting on the proposed Resolutions is restricted to e-voting only i.e. by casting votes electronically instead of submitting postal ballot forms. The communication of assent / dissent of the Members will take place through the remote e-voting system only. The remote e-voting facility is available at <https://ivote.bigshareonline.com/> being the e-voting platform of Bigshare Services Private Limited (Bigshare). If your e-mail address is not so registered, you are requested to follow the process specified in the notes below to receive login ID/password for remote e-voting. An explanatory statement pursuant to Section 102 (1) of the Act setting out detailed reasons and material facts concerning the resolution is annexed hereto. Physical copy of this Notice, the Postal Ballot Form and pre-paid business reply envelope are not being sent to the Members for this Postal Ballot and the Members are requested to communicate their assent or dissent only through the remote e-voting system.

In compliance with the provisions of Sections 108 and 110 of the Act read with Rules 20 and 22 of the Rules, as amended from time to time and the provisions of Regulation 44 of the SEBI Listing Regulations, the Company is pleased to provide remote e-voting facility to all its Members to enable them to cast their votes electronically on the Resolution set forth in this Postal Ballot Notice. The Company has engaged the services of Bigshare Services Private Limited for the said purpose. The instructions for remote e-voting are provided in this Postal Ballot Notice. This Postal Ballot Notice can also be accessed from the websites of the Company at <https://www.effwa.co.in>, Stock Exchange,

i.e. National Stock Exchange of India Limited Emerge Platform ('NSE') at www.nseindia.com and on the website of Bigshare Services Private Limited at <https://ivote.bigshareonline.com>.

The remote e-voting shall commence on Wednesday, April 30, 2025 at 9.00 a.m. (IST) and end on Thursday, May 29, 2025 at 5.00 p.m. (IST) During this period, Members of the Company holding shares as on Friday, April, 25, 2025, the Cut-Off Date may cast their votes electronically and the voting shall not be allowed beyond the said date and time, and the remote e-voting module shall be disabled by Bigshare upon expiry of the aforesaid period.

The Board of Directors of the Company has appointed Mr. Yogesh Dabholkar, proprietor of Yogesh D. Dabholkar & Co., Practicing Company Secretary, (FCS 6336 and CP No. 6752), as Scrutinizer to conduct the remote e-voting process in a fair and transparent manner.

The Scrutinizer will submit his report to the Chairperson of the Company (the "Chairperson") or any other person authorized by her. The result of Postal Ballot will be announced on or before Saturday, May 31, 2025. The result will also be placed on the Company's website www.effwa.co.in/, and website of Bighshare at <https://ivote.bigshareonline.com/> and intimated to NSE Emerge, where equity shares of the Company are listed. The Scrutinizer's decision on the validity of the Postal Ballot shall be final.

RESOLUTION:

Special Business:

To ratify and accord approval to the related party transaction in the nature of holding office/place of profit by Mr. Shraddhesh Kamal (Relative of Director(s)) as Senior Management Executive in the Company.

To consider and, if thought fit, to pass the following resolution as an Ordinary Resolution:

"RESOLVED THAT pursuant to the provision of section 188 (1)(f) of the Companies Act, 2013 read with Companies (Meetings of Board and its Powers) Rules, 2014 as amended from time to time, in accordance with recommendation of Nomination and Remuneration Committee and Audit Committee and the approval of Board of Directors, consent of the Members of the Company be and is hereby accorded for holding office/place of profit by Mr. Shraddhesh Kamal, son of Dr. (Mrs.) Varsha Kamal (Managing Director) and Mr. Subhash Kamal (Whole Time Director) of the Company, to hold and continue to hold an office or place of profit in the company as "Senior Management Executive" on a monthly remuneration of Rs. 3,00,000/- (Rupees Three Lakh) (including salary, perquisite, allowances and benefits) to be paid by the Company as per the policy of the company.

RESOLVED FURTHER THAT the Board of Directors of the Company on the recommendation of the Nomination and remuneration Committee be and is hereby authorised to revise the terms and conditions of the said appointment and/or enhance, enlarge, alter or vary the scope and quantum of remuneration, perquisites, benefits and amenities payable to Mr. Shraddhesh Kamal from time to time which shall not exceed an amount of Rs. 5,00,000/- (Rupees Five Lakh Only) per month without any requirement of further approval of the members of the Company in General Meeting.

RESOLVED THAT all the Directors of the Company, be and are hereby authorized severally to file necessary e- forms with the Registrar of Companies, Maharashtra at Mumbai and to do all such acts, deeds, matters and things as may be necessary and /or expedient in connection therewith thereto, to give effect to the foregoing resolution.”

By order of the Board of Directors
For EFFWA INFRA & RESEARCH LIMITED

Sd/-
VARSHA KAMAL
MANAGING DIRECTOR
DIN: 00270314

APRIL 21, 2025
THANE

EFFWA INFRA & RESEARCH LIMITED
CIN: L90001MH2014PLC251793
Registered Office:
G no. 7, Vardhaman Industrial Complex,
LBS Marg, Thane, Maharashtra, India, 400601.
Tel No:022-41842800, Fax:022-41842828,
Website-www.effwa.co.in,

NOTES:

1. An Explanatory Statement pursuant to Section 102 (1) and 110 and other applicable provisions of the Companies Act, 2013 and the rules made thereunder setting out material facts and reasons concerning the above proposed resolution is annexed hereto.
2. The Board of Directors has decided Friday, April 25, 2025 as cut-off date ("cut-off date") for ascertaining the names of the members entitled to receive this postal ballot notice and reckoning their right to vote through remote e-voting on the aforesaid resolution. Accordingly, only the members appearing on the register of members/record of the depositories on the cut-off date shall be entitled to vote on the proposed resolution mentioned above in proportion to the number of equity shares held on the cut-off date and hence this postal ballot notice is being sent to them through e-mail. A person who is not a member of the Company as on the cut-off date should treat the notice for information purposes only.
3. In view of the MCA Circulars, this postal ballot notice is being sent through e-mail only to those shareholders who have registered their e-mail address with the depository participant/depository or the Company. If you have not so registered your e-mail address, with the depository participant/depository or the Company, then such member may register the same by following the process as under:
4. The institutional investors are encouraged to participate and vote on this postal ballot notice.
5. This postal ballot notice is available on the website of the Company at <https://www.effwa.co.in/>, on website of Stock Exchange i.e. NSE Emerge Ltd. This notice is also available on the website of Bigshare at <https://ivote.bigshareonline.com>.
6. Members holding shares in electronic mode, who have not registered their email addresses are requested to register their email addresses with their respective Depository Participant (DP).
7. The Scrutinizer will submit his report to the Chairperson or any other person authorized by her after completion of the scrutiny and the results of the e-voting by Postal Ballot will be announced on or before Saturday, May 31, 2025. The Resolution, if passed by requisite majority shall be deemed to have been passed on Thursday, May 29, 2025, being the last date specified by the Company for e-voting.

E-VOTING INTRUCTIONS FOR POSTAL BALLOT ARE AS UNDER

- i. The voting period begins on Wednesday, April 30, 2025 at 9.00 a.m. and ends on Thursday, May 29, 2025 at 5.00 p.m. During this period shareholders' of the Company, holding shares either in physical form or in dematerialized form, as on the cut-off date (record date) of Friday, April 25, 2025 may cast their vote electronically. The e-voting module shall be disabled by Bigshare for voting thereafter.

- ii. Pursuant to SEBI Circular No. **SEBI/HO/CFD/CMD/CIR/P/2020/242 dated 09.12.2020**, under Regulation 44 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, listed entities are required to provide remote e-voting facility to its shareholders, in respect of all shareholders' resolutions. However, it has been observed that the participation by the public non-institutional shareholders/retail shareholders is at a negligible level.

Currently, there are multiple e-voting service providers (ESPs) providing e-voting facility to listed entities in India. This necessitates registration on various ESPs and maintenance of multiple user IDs and passwords by the shareholders.

In order to increase the efficiency of the voting process, pursuant to a public consultation, it has been decided to enable e-voting to **all the demat account holders, by way of a single login credential, through their demat accounts/ websites of Depositories/ Depository Participants**. Demat account holders would be able to cast their vote without having to register again with the ESPs, thereby, not only facilitating seamless authentication but also enhancing ease and convenience of participating in e-voting process.

- iii. In terms of SEBI circular no. SEBI/HO/CFD/CMD/CIR/P/2020/242 dated December 9, 2020 on e-Voting facility provided by Listed Companies, Individual shareholders holding securities in demat mode are allowed to vote through their demat account maintained with Depositories and Depository Participants. Shareholders are advised to update their mobile number and email Id in their demat accounts in order to access e-Voting facility.

1. Pursuant to above said SEBI Circular, Login method for e-Voting for **Individual shareholders holding securities in Demat mode** is given below:

Type of shareholders	Login Method
Individual Shareholders holding securities in Demat mode with CDSL	<ol style="list-style-type: none">1. Users who have opted for CDSL Easi / Easiest facility, can login through their existing user id and password. Option will be made available to reach e-Voting page without any further authentication. The URL for users to login to Easi/Easiest is https://web.cdslindia.com/myeasitoken/home/login or visit CDSL website www.cdslindia.com and click on login icon & New System Myeasi Tab and then use your existing my easi username & password.2. After successful login the Easi / Easiest user will be able to see the e-Voting option for eligible companies where the evoting is in

	<p>progress as per the information provided by company. On clicking the evoting option, the user will be able to see e-Voting page of BIGSHARE the e-Voting service provider and you will be re-directed to i-Vote website for casting your vote during the remote e-Voting period. Additionally, there is also links provided to access the system of all e-Voting Service Providers i.e. BIGSHARE, so that the user can visit the e-Voting service providers' website directly.</p> <p>3. If the user is not registered for Easi/Easiest, option to register is available at https://web.cdslindia.com/myeasitoken/Registration/EasiRegistration.</p> <p>4. Alternatively, the user can directly access e-Voting page by providing Demat Account Number and PAN No. from a link https://evoting.cdslindia.com/Evoting/EvotingLogin. The system will authenticate the user by sending OTP on registered Mobile & Email as recorded in the Demat Account. After successful authentication, user will be able to see the e-Voting option where the evoting is in progress, and also able to directly access the system of all e-Voting Service Providers. Click on BIGSHARE and you will be re-directed to i-Vote website for casting your vote during the remote e-voting period.</p>
Individual Shareholders holding securities in demat mode with NSDL	<p>1) If you are already registered for NSDL IDeAS facility, please visit the e-Services website of NSDL. Open web browser by typing the following URL: https://eservices.nsdl.com either on a Personal Computer or on a mobile. Once the home page of e-Services is launched, click on the "Beneficial Owner" icon under "Login" which is available under 'IDeAS' section. A new screen will open. You will have to enter your User ID and Password. After successful authentication, you will be able to see e-Voting services. Click on "Access to e-Voting" under e-Voting services and you will be able to see e-Voting page. Click on company name or e-Voting service provider name BIGSHARE and you will be re-directed to i-Vote website for casting your vote during the remote e-Voting period.</p> <p>2) If the user is not registered for IDeAS e-Services, option to register is available at https://eservices.nsdl.com. Select "Register Online for IDeAS" "Portal" or click at https://eservices.nsdl.com/SecureWeb/IdeasDirectReg.jsp</p> <p>3) Visit the e-Voting website of NSDL. Open web browser by typing the following URL: https://www.evoting.nsdl.com/ either on a</p>

	<p>Personal Computer or on a mobile. Once the home page of e-Voting system is launched, click on the icon “Login” which is available under ‘Shareholder/Member’ section. A new screen will open. You will have to enter your User ID (i.e. your sixteen digit demat account number hold with NSDL), Password/OTP and a Verification Code as shown on the screen. After successful authentication, you will be redirected to NSDL Depository site wherein you can see e-Voting page. Click on company name or e-Voting service provider name BIGSHARE and you will be redirected to i-Vote website for casting your vote during the remote e-Voting period.</p>
Individual Shareholders (holding securities in demat mode) login through their Depository Participants	<p>You can also login using the login credentials of your demat account through your Depository Participant registered with NSDL/CDSL for e-Voting facility. After Successful login, you will be able to see e-Voting option. Once you click on e-Voting option, you will be redirected to NSDL/CDSL Depository site after successful authentication, wherein you can see e-Voting feature. Click on company name or e-Voting service provider name and you will be redirected to e-Voting service provider website for casting your vote during the remote e-Voting period.</p>

Important note: Members who are unable to retrieve User ID/ Password are advised to use Forget User ID and Forget Password option available at abovementioned website.

Helpdesk for Individual Shareholders holding securities in demat mode for any technical issues related to login through Depository i.e. CDSL and NSDL

Login type	Helpdesk details
Individual Shareholders holding securities in Demat mode with CDSL	Members facing any technical issue in login can contact CDSL helpdesk by sending a request at helpdesk.evoting@cdslindia.com or contact at 022-23058738 and 22-23058542-43.
Individual Shareholders holding securities in Demat mode with NSDL	Members facing any technical issue in login can contact NSDL helpdesk by sending a request at evoting@nsdl.co.in or call at toll free no.: 1800 1020 990 and 1800 22 44 30

2. Login method for e-Voting for shareholder other than individual shareholders holding shares in Demat mode & physical mode is given below:

- You are requested to launch the URL on internet browser:
<https://ivote.bigshareonline.com>.
- Click on “**LOGIN**” button under the ‘**INVESTOR LOGIN**’ section to Login on E-Voting Platform.
- Please enter you ‘**USER ID**’ (User id description is given below) and ‘**PASSWORD**’ which is shared separately on you register email id.
 - Shareholders holding shares in **CDSL demat account should enter 16 Digit Beneficiary ID** as user id.
 - Shareholders holding shares in **NSDL demat account should enter 8 Character DP ID followed by 8 Digit Client ID** as user id.
 - Shareholders holding shares in **physical form should enter Event No + Folio Number** registered with the Company as user id.

***Note** If you have not received any user id or password please email from your registered email id or contact i-vote helpdesk team. (Email id and contact number are mentioned in helpdesk section).*

- Click on **I AM NOT A ROBOT (CAPTCHA)** option and login.
NOTE: If Shareholders are holding shares in demat form and have registered on to e-Voting system of <https://ivote.bigshareonline.com> and/or voted on an earlier event of any company then they can use their existing user id and password to login.
- If you have forgotten the password: Click on ‘**LOGIN**’ under ‘**INVESTOR LOGIN**’ tab and then Click on ‘**Forgot your password?**’
- Enter “**User ID**” and “**Registered email ID**” Click on **I AM NOT A ROBOT (CAPTCHA)** option and click on ‘**Reset**’.

(In case a shareholder is having valid email address, Password will be sent to his / her registered e-mail address).

Voting method for shareholders on i-Vote E-voting portal:

- After successful login, **Bigshare E-voting system** page will appear.
- Click on “**VIEW EVENT DETAILS (CURRENT)**” under ‘**EVENTS**’ option on investor portal.
- Select event for which you are desire to vote under the dropdown option.
- Click on “**VOTE NOW**” option which is appearing on the right hand side top corner of the page.
- Cast your vote by selecting an appropriate option “**IN FAVOUR**”, “**NOT IN FAVOUR**” or “**ABSTAIN**” and click on “**SUBMIT VOTE**”. A confirmation box will be displayed. Click

“OK” to confirm, else “CANCEL” to modify. Once you confirm, you will not be allowed to modify your vote.

- Once you confirm the vote you will receive confirmation message on display screen and also you will receive an email on your registered email id. During the voting period, members can login any number of times till they have voted on the resolution(s). Once vote on a resolution is casted, it cannot be changed subsequently.
- Shareholder can “CHANGE PASSWORD” or “VIEW/UPDATE PROFILE” under “PROFILE” option on investor portal.

3. Custodian registration process for i-Vote E-Voting Website:

- You are requested to launch the URL on internet browser:
<https://ivote.bigshareonline.com>
- Click on “REGISTER” under “CUSTODIAN LOGIN”, to register yourself on Bigshare i-Vote e-Voting Platform.
- Enter all required details and submit.

- After Successful registration, message will be displayed with “User id and password will be sent via email on your registered email id”.

NOTE: If Custodian have registered on to e-Voting system of <https://ivote.bigshareonline.com> and/or voted on an earlier event of any company then they can use their existing user id and password to login.

- If you have forgotten the password: Click on ‘LOGIN’ under ‘CUSTODIAN LOGIN’ tab and further Click on ‘Forgot your password?’
- Enter “User ID” and “Registered email ID” Click on I AM NOT A ROBOT (CAPTCHA) option and click on ‘RESET’.

(In case a custodian is having valid email address, Password will be sent to his / her registered e-mail address).

VOTING METHOD FOR CUSTODIAN ON I-VOTE E-VOTING PORTAL:

- After successful login, **Bigshare E-voting system** page will appear.

Investor Mapping:

- First you need to map the investor with your user ID under “DOCUMENTS” option on custodian portal.
 - Click on “DOCUMENT TYPE” dropdown option and select document type power of attorney (POA).

- Click on upload document “**CHOOSE FILE**” and upload power of attorney (POA) or board resolution for respective investor and click on “**UPLOAD**”.
Note: The power of attorney (POA) or board resolution has to be named as the “**InvestorID.pdf**” (Mention Demat account number as Investor ID.)
- Your investor is now mapped and you can check the file status on display.

Investor vote File Upload:

- To cast your vote select “**VOTE FILE UPLOAD**” option from left hand side menu on custodian portal.
- Select the Event under dropdown option.
- Download sample voting file and enter relevant details as required and upload the same file under upload document option by clicking on “**UPLOAD**”. Confirmation message will be displayed on the screen and also you can check the file status on display (Once vote on a resolution is casted, it cannot be changed subsequently).
- Custodian can “**CHANGE PASSWORD**” or “**VIEW/UPDATE PROFILE**” under “**PROFILE**” option on custodian portal.
- **Helpdesk for queries regarding e-voting:**

Login type	Helpdesk details
Shareholder's other than individual shareholders holding shares in Demat mode & Physical mode.	In case shareholders/ investor have any queries regarding E-voting, you may refer the Frequently Asked Questions ('FAQs') and i-Vote e-Voting module available at https://ivote.bigshareonline.com , under download section or you can email us to ivote@bigshareonline.com or call us at: 1800 22 54 22.

EXPLANATORY STATEMENT PURSUANT TO SECTION 102 OF THE COMPANIES ACT, 2013

As per Section 188 of the Companies Act, 2013 ("Act"), read with applicable rules inter alia, states that except with a prior consent given by a resolution at a meeting of the Shareholders, no Company shall enter into any contract or arrangement with a related party with respect to such related party's appointment to any office or place of profit in the Company, its subsidiary or associate company carrying a monthly remuneration exceeding Rs. 2,50,000/- (Rupees Two Lakh Fifty Thousand).

In terms of the provisions of Section 188(3) of the Companies Act, 2013 where any contract or arrangement ('transaction') is entered into without obtaining the approval of the members of the Company, wherever required, such transaction is required to be ratified by the members of the Company within 3 months from the date of such transaction.

Based on recommendation of Nomination and Remuneration Committee and approval of the Audit Committee to the related party transaction, the Board of Directors at its meeting held on March 03, 2025 has considered and approved the appointment of Mr. Shraddhesh Kamal, as Senior Management Executive w.e.f. March 03, 2025 at a remuneration of Rs. 3,00,000/- (Rupees Three Lakhs) per month (including salary, perquisites, allowance and benefits) to be paid by the company as per the policies of the Company with an authority to the Board of Directors to revise the terms and conditions of the said appointment/ enhance, enlarge, alter or vary the scope and quantum of remuneration, perquisites, benefits and amenities payable to Mr. Shraddhesh Kamal from time to time, which shall not exceed Rs. 5,00,000/- (Rupees Five Lakh) per month without any requirement of further approval of the members of the Company in General Meeting. His appointment shall be in ordinary course of business and at arms' length in accordance with the criteria laid down in Nomination and Remuneration Policy.

Since, Mr. Shraddhesh Kamal is the son of Dr. (Mrs.) Varsha Kamal (Managing Director) and Mr. Subhash Kamal (Whole Time Director) of the Company, he shall be considered as holding an office or place of profit in the Company. In accordance with the provisions of Section 188(1)(f) of the Companies Act, 2013 read with Rule 15(3)(b) of the Companies (Meetings of Board and its Powers) Rule, 2014 and shall require approval of shareholders of the Company. In terms of the provisions of the Section 188 of the Companies Act, 2013 and as per the provisions of SEBI (Listing Obligations and Disclosure Requirements) Regulation, 2015 as amended from time to time, every related party transaction shall be reviewed by the Audit Committee and approved by the Board of Directors. Pursuant to the first proviso to Section 188(1) of the Companies Act, 2013 read with Rule 15 of the Companies (Meetings of Board and its Powers) Rules, 2014, an appointment of the related party to the office or place of profit in the Company at a monthly remuneration exceeding Rs. 2,50,000/- shall require prior approval of the members by way of Ordinary Resolution.

The Board of Directors having already appointed Mr. Shraddhesh Kamal as Senior Management Executive of the Company w.e.f. 3rd March, 2025 at a remuneration as approved in the resolution as set out at item no 1, the said appointment requires your approval by way of Ordinary Resolution ratifying the related party transaction in terms of the provisions of Section 188(3) of the Companies Act, 2013.

Background and experience.

1. Mr. Shraddhesh Kamal, Master of Science, Mechanical Engineering (Manufacturing and Design Innovation) from University of Texas at Dallas. He has worked with the company in year 2020-2021 as a Project Manager, wherein he has designed Modular solution for waste water recycling and created new revenue stream for company. He was actively involved in managed design engineering, optimized vendor database and also proposed engineering change notice (ECN) which help to eliminate design engineering by 12%.
2. He has worked as Project Manager with Bright Mind Enrichment and Schooling (USA) from October 2023 to July, 2024.
3. He worked as Automotive Engineering Intern, in NextGen Bosch Car Service, India from September 2019 to February 2020.
4. Also, he has worked on Used car decision analysis, Soft Robotic jaw force sensor for medical applications, wearable inertial measurement unit (IMU) shoe for gait analysis and power optimization for a wind turbine.

The information as required in accordance with Rule 15 of Companies (Meetings of Board and its Powers) Rules, 2014, as well as pursuant to Section 102 of the Act and SEBI Listing Regulations is as under:

Name of Related Party	Mr. Shraddhesh Kamal
Name of the Director or Key Managerial Personnel who is related, if any;	Mrs. Varsha Kamal and Mr. Subhash Kamal, Managing Director & Wholetime Director respectively,
Nature of Relationship	Mr. Shraddhesh Kamal is son of Mrs. Varsha Kamal and Mr. Subhash Kamal, Managing Director and Wholetime Director.
Nature, material terms, monetary value and particulars of the Contract or arrangement	Mr. Shraddhesh Kamal is appointed as senior Manager Executive, with Monthly remuneration of Rs. 3,00,000/- (Rupees Three Lakh) per month (including salary, perquisites, allowance and benefits) to be paid by the Company as per the policy of the company.
Justification as to why the RPT is in the interest of the listed entity.	Mr. Shraddhesh Kamal has completed his Master in Mechanical Engineering (Manufacturing and Design Innovation) from University of Texas at Dallas. Earlier he has worked as project manager in company. He has played important role in barcode scanner tracking system, designed an

	<p>ergonomic, food gripping assembly, soft robotic Jaw force sensor for medical application and many more.</p> <p>Considering his qualification and work experience, the Board of Directors is of the opinion that holding of office of profit by him is in the interest of the Company and his remuneration is commensurate with his responsibilities and his experience.</p>
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Apart from Dr. (Mrs.) Varsha Kamal and Mr. Subhash Kamal, none of the other Directors or Key Managerial Personnels and/or their relatives are in any way concerned or interested, financially or otherwise, in the Resolution.

The Members may please note that in terms of provisions of the Sec 188 of Companies act, 2013, no related party/ies shall vote on this resolution. The Board recommends the resolution at Item No. 1 for approval of members by way of an Ordinary Resolution

By order of the Board of Directors

For EFFWA INFRA & RESEARCH LIMITED

**Sd/-
VARSHA KAMAL
MANAGING DIRECTOR
DIN: 00270314**

**APRIL 21, 2025
THANE.**