

HARDCASTLE & WAUD MANUFACTURING COMPANY LIMITED

Regd. Off.: Mall Office, 2nd Floor, Metro Junction Mall of West Pioneer Properties (I) Pvt Ltd,
Netivali, Kalyan (E), Thane – 421306
Tel. No.:022-22837658 Fax: 022-22873176
CIN No.: L99999MH1945PLC004581
E-mail Id: ho@hawcoindia.com Website: www.hawcoindia.in

31.5.2021

Mrs Rekha Abhishek Pacheria
H-303, Shalom Jove, Opp Divine Mercy High School,
Planeteria Complex, Flyover Bridge,
Bhayander (West) Thane - 401101

Dear Madam,

Sub : Letter of Appointment of Independent Director

We are pleased to inform you that at the AGM held on 22.9.2020, Members have approved your re-appointment as an independent director of the Company. The formal terms of your appointment are as follows :

1. Term :

You shall hold office as Independent Director of the Company for a term of 5 (five years) commencing from date of the 30.5.2021.

2. Role, Functions and Duties :

Your role, functions and duties as Independent Director shall be as set out in Schedule IV to the Companies Act, 2013.

3. Remuneration :

You shall be entitled to be paid sitting fees as may be decided by the Board from time to time for attending meetings of the Board and the Committees of which you are a member.

4. Others :

- a. You shall be included for coverage under the Directors' & Officers' (D & O) Insurance Policy, if any, that the Company may take and maintain.
- b. This is a contract for services and not a contract of employment.

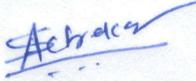
This Letter of Appointment is issued pursuant to and in compliance with clause IV (4) of Schedule IV of the Companies Act, 2013.

Please sign a duplicate of this letter in token of your acceptance.

Thanking you,

Yours faithfully

On behalf of and by order of the Board of Directors
For Hardcastle And Waud Manufacturing Company Limited



Smita Achrekar
Company Secretary & Compliance Officer