

HARDCASTLE & WAUD MANUFACTURING COMPANY LIMITED

Regd. Off.: Mall Office, 2nd Floor, Metro Junction Mall of
West Pioneer Properties (India) Pvt. Ltd, Netivali, Kalyan (E), Thane – 421306
E-mail Id: ho@hawcoindia.com Website: www.hawcoindia.in
CIN: L99999MH1945PLC004581 Tel. No.: 022-22837658-62

12th August, 2025

To,
Shri Manekchand Panda
Flat No. 303, 3rd Floor, Shri Niketan Building,
Hindu Friend Society Road, Jogeshwari (East),
Mumbai - 400060

Sub: Letter of Appointment As Independent Director

Dear Sir,

We are pleased to inform you that at the Board meeting held today you have been, appointed as an independent director of the Company, subject to approval by Members at the ensuing Annual General Meeting (AGM) 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 from 12.08.2025.

2. Role, Functions and Duties :

Your role, functions and duties as Independent Director shall be as set out in Schedule IV to and in other relevant provisions of the Companies Act, 2013 (as amended from time to time).

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 of its Committees of which you may happen to be a member from time to time.

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.

Thanking you,

Yours faithfully,
For Hardcastle & Waud Manufacturing Company Limited



Smita Achrekar
Company Secretary & Compliance Officer