

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

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.:022-22837658-62
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1st October, 2022

To,

Smt Pranjali Mangal Bhandari
B-10, Govind Dham, 2nd Floor,
Koldongri Lane No.2, Near Jumbo Darshan Society,
Andheri (East), Mumbai - 400069

Sub: Letter of Appointment As Independent Director

Dear Madam,

We are pleased to inform you that at the Board meeting held on 23.08.2022 you have been, appointed as an independent director of the Company. Further Members of the Company have at their Annual General Meeting (AGM) held on 30.9.2022 approved the said appointment. 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 23.08.2022.

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.

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Thanking you,

Yours faithfully,
For Hardcastle & Waud Manufacturing Company Limited



Smita Achrekar
Company Secretary & Compliance Officer

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31.5.2021

Mr Sunil Kantilal Trivedi
A/206, Sheetal Apts, Bamanpada Road,
Chakala Cigg. Factory, Sahar P & T
Colony, Andheri (East), Mumbai - 400099

Dear Sir,

Sub : Letter of Appointment of Independent Director

We are pleased to inform you that at the AGM held on 22.09.2020, 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.

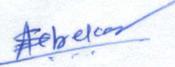
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Please sign a duplicate of this letter in token of your acceptance.

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

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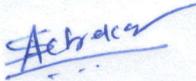
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Please sign a duplicate of this letter in token of your acceptance.

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

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22.09.2020

Mr Vimal Chand Kothari
132, Avanti C.H.S., Senapati Bapat Marg, Opp. Railway Station,
Dadar (West),
Mumbai - 400028

Dear Sir,

Sub : Letter of Appointment As Independent Director

We are pleased to inform you that at the Annual General Meeting held today you have been, appointed 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 from 22.09.2020.

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.

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 & Waud Manufacturing Company Limited

SMITA SHAILESH Digitally signed by SMITA SHAILESH
ACHREKAR Date: 2020.09.22 19:53:40 +05'30'

Company Secretary



Hardcastle & Waud Manufacturing Co. Ltd

BRABOURNE STADIUM,
87, VEER NARIMAN ROAD,
MUMBAI - 400 020.
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4th September, 2017

Mr Govind Prasad Goyal
FLT No-B/307, RNA Countryard CHS Ltd,
Dr B A Marg, Sector 8, Shanti Nagar Bhd
HDFC Bank, Mira Road (E) Thane - 401107

Dear Sir,

Sub : Letter of Appointment As Independent Director

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 AGM. 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 4.9.2017.

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.



Hardcastle & Waud Manufacturing Co. Ltd

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2

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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 & Waud Mfg. Co. Ltd

A handwritten signature in black ink, appearing to read 'A. Waud', with a horizontal line underneath.

Company Secretary



Hardcastle & Waud Manufacturing Co. Ltd.

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May 30, 2016

Ms. Rekha Abhishek Pacharia
B/2, 508 Tirupati Darshan, A1,
A to Shamail Complex, Bhander Station,
Thane - 401101

Dear Sir,

Sub : Letter of Appointment As Independent Director

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 AGM. 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 30.5.2016

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 the 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.



**Hardcastle & Waud
Manufacturing Co. Ltd.**

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2

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Thanking you,

Yours faithfully
On behalf of and by order of the Board of Directors
For Hardcastle & Waud Mfg Co.Ltd

A handwritten signature in black ink, appearing to be 'S. B.', written over a horizontal line.

Company Secretary



Hardcastle & Waud Manufacturing Co. Ltd.

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May 30, 2016

Mr Sunil Kantilal Trivedi
Sheetal Apts-A, Wing-2, BL-206,
Justic Chagla Marg Nr Godphny Philips,
Chakala, Andheri - E Mumbai - 400099

Dear Sir,

Sub : Letter of Appointment As Independent Director

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 AGM. 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 30.5.2016

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 the 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.

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**Hardcastle & Waud
Manufacturing Co. Ltd.**

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Thanking you,

Yours faithfully

On behalf of and by order of the Board of Directors
For Hardcastle & Waud Mfg Co.Ltd

A handwritten signature in black ink, appearing to be 'S. K. ...', written over a horizontal line.

Company Secretary



Hardcastle & Waud Manufacturing Co. Ltd.

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October 05, 2015

Mr Dharmendra Agarwal
Flat No.A-301, Pramukh hills,
Chharwada Road, Vapi – 396195
Gujarat

Dear Sir,

Sub : Letter of Appointment As Independent Director

We are pleased to inform you that at the AGM held on 30.9.2015, Members have approved your appointment as an independent director of the Company. The formal terms of your appointment as approved by the Board of Directors on 12.08.2015 are as follows :

1. Term :

You shall hold office as Independent Director of the Company for a term of 5 (five) years from the date of the 69th AGM viz. 30th September, 2015.

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 the 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.
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Hardcastle & Waud Manufacturing Co. Ltd.

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Thanking you,

Yours faithfully
On behalf of and by order of the Board of Directors
For Hardcastle & Waud Mfg Co.Ltd

A handwritten signature in black ink, appearing to be 'S. K. ...', is written over a horizontal line.

Company Secretary



Hardcastle & Waud Manufacturing Co. Ltd.

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October 04, 2014

Mr Hasmukh Balkrishna Gandhi
Flat No.27, Jay Mahal, 5th Floor,
Plot No.15, 'A' Road, (Sitaram Deora Road),
Chruchgate, Mumbai - 400020

Dear Sir,

Sub : Letter of Appointment of Independent Director

We are pleased to inform you that at the AGM held on 30.9.2014, Members have approved your appointment as an independent director of the Company. The formal terms of your appointment as approved by the Board of Directors on 2.9.2014 are as follows :

1. Term:

You shall hold office as Independent Director of the Company for a term of 5 (five years) from date of the 68th AGM.

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.

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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 & Waud Mfg Co. Ltd

A handwritten signature in black ink, appearing to be 'L.H.' with a horizontal line extending to the right.

Director