



September 15, 2025

SUYASH BHALEKAR
Employee Code/SGID : 13104/s8239741
Grindwell Norton Limited
MUMBAI

Dear SUYASH BHALEKAR,

This refers to your communication of resignation dated June 18, 2025. We hereby accept your resignation and relieve you from the services of the company with effect from the close of working hours on September 15, 2025.

For your information and ready reference, we are reproducing a key clause in the Standard Terms & Conditions, applicable to your grade.

As per the Standard Terms & Conditions of Appointment, for a period of twenty-four months after ceasing of your employment with the Company for whatsoever reason(s), you will not, without the specific written permission of the Management, engage yourself and/or work directly or indirectly in a Company engaged in the business of similar products as those manufactured or sold by this Company.

Also, kindly note that as per Clause 7 of the Standard Terms and Conditions of Employment you are required to give Three months' notice in writing or pay salary in lieu of such notice. Accordingly, we shall be adjusting your leave against the notice period and any shortfall, remaining thereafter, will be adjusted against your other dues or will have to be made good by you.

We take this opportunity to thank you for your contribution during your tenure with us and wish you every success in all future endeavors.

By a copy of this letter, I am informing the Accounts Department to complete your final settlement and you can expect to hear from them directly.

Kindly acknowledge receipt of this letter by signing on the copy of the same.

Yours sincerely,
For Grindwell Norton Limited

A handwritten signature in black ink, appearing to read "Sheldon Pereira".

Sheldon Pereira
Authorized Signatory

I acknowledge receipt of Management's letter dated September 15, 2025, accepting my resignation.

Signature: _____

GRINDWELL NORTON LIMITED

Registered Office: 5th Level, Leela Business Park, Andheri-Kurla Road, Marol, Andheri (East), Mumbai - 400 059 • India
Tel.: +91 022 4021 2121-26 • Fax.: +91 022 4021 2102 • www.grindwellnorton.co.in • CIN No. L26593MH1950PLC008163



SERVICE CERTIFICATE

September 15, 2025

Name : SUYASH BHALEKAR
Employee Code/SGID : : 13104/s8239741
Date of Joining : June 13, 2016
Date of Leaving : September 15, 2025
Reason for Leaving : Resignation

Employment Details -

| Period | Designation/Role |
|--|--------------------------|
| June 13, 2016 To December 31, 2018 | Senior Software Engineer |
| January 01, 2019 To September 15, 2025 | Manager - IT |

Note : As per the Standard Terms and Conditions applicable to your grade, for a period of twenty-four months after ceasing of your employment with the Company for whatsoever reason(s), you will not, without the specific written permission of the Management, engage yourself and/or work directly or indirectly in a Company engaged in the business of similar products as those manufactured or sold by this Company.

Wishing you success in your future endeavors.

Yours sincerely,
For Grindwell Norton Limited



Sheldon Pereira
Authorized Signatory

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