

# Antony Waste Handling Cell Limited

CIN: L90001MH2001PLC130485



Ref.: AW/SEC/NSE/2024-25/21

Date: June 27, 2024

To,  
Listing Department  
National Stock Exchange of India Limited  
Exchange Plaza, 5<sup>th</sup> Floor,  
Plot No.C-1, Block G, Bandra-Kurla Complex,  
Bandra (E), Mumbai 400 051

Symbol: AWHCL

Sub. : Intimation under Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations")

Ref. : Change in Management

Pursuant to provisions of Regulation 30 other applicable provisions of the SEBI Listing Regulations, we wish to inform you that the Board of Directors of the Company at its meeting held today took note of the completion of engagement with Mr. Anil Gole, Senior Advisor & Corporate Head of HR of the Company.

The Company takes note of the outstanding contributions made by Mr. Anil Gole during his tenure as Senior Advisor & Corporate Head HR. His dedication, expertise, and leadership have played a pivotal role in shaping and transforming our HR function into one that aligns seamlessly with our organizational objectives.

The Company would like to extend its heartfelt thanks for Mr. Gole's guidance and leadership. Under his direction, the Group has achieved significant milestones. The introduction of an organizational structure that seamlessly integrates both geographical and functional dimensions has been transformative. Anil's efforts in revamping the HR framework to support our growth trajectory, along with establishing clear grade structures and designations, have provided a solid foundation for our continued success.

The implementation of Key Result Areas (KRAs), Performance Management Systems (PMS), and a Pay for Performance System, supported by a Variable Incentives Plan, including an ESOP scheme, has been instrumental in attracting and retaining top talent. The comprehensive policy manuals developed, covering recruitment, performance, career progression, safety, and benefits, have ensured a well-rounded approach to our human resources.

Anil's emphasis on Learning and Development has significantly enhanced the team's capabilities, and the mentorship program instituted has fostered stronger connections within the group. Additionally, the town hall meetings across all sites have greatly improved communication and unity between employees and the leadership team. We would like to thank him for his unwavering commitment and exceptional leadership.

Further, the details required as per SEBI Circular No. CIR/CFD/CMD/4/2015 dated September 9, 2015 is as follows:

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Particulars	Mr. Anil Gole
Reason for change	Completion of engagement as Senior Advisor & Corporate Head of HR
Date of appointment/ cessation (as applicable) & term of appointment	w.e.f. closure of Business hours of June 30, 2024
Brief profile	Not Applicable
disclosure of relationships between directors	-

This is for your information and record please.

Thanking you,

**Yours faithfully,  
For and on behalf of  
ANTONY WASTE HANDLING CELL LIMITED**

**HARSHADA RANE  
COMPANY SECRETARY & COMPLIANCE OFFICER  
A34268**

