

October 08, 2025

The Compliance Manager
BSE Limited
Corporate Relationship Department,
Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai 400001.

The Manager, Listing Department
National Stock Exchange of India Limited
Exchange Plaza, Plot No. C/1, G Block,
Bandra-Kurla Complex,
Bandra (East), Mumbai 400051.

Scrip Code: 500655

Trading Symbol: GRWRHITECH

Sub: Intimation under Regulation 30 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements), Regulations, 2015

Pursuant to Regulation 30 read with clause 20 of Para A of Part A of Schedule III of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements), Regulations, 2015 ("SEBI Listing Regulations"), we hereby submit the details of the order passed by the Industrial Court at Aurangabad, received by the Company.

The details as required under Regulation 30 of the SEBI Listing Regulations read with SEBI Master Circular SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024 are enclosed herewith as Annexure.

Kindly take the same on your record.

For **Garware Hi-Tech Films Limited**

Awaneesh Srivastava
Company Secretary
FCS 8513

Annexure

Sr. No	Details of Events that need to be provided	Information of such events(s)
A	Name of the authority;	Industrial Court at Aurangabad
B	Nature and details of the action(s) taken, initiated or order(s) passed;	<p>The respondent employee was appointed as a Boiler Attendant in the year 1983. Thereafter he was promoted as Junior Supervisor in the year 1987 and subsequently promoted as a Senior Supervisor in 1995. His services were terminated by the Company following the closure of one of its units on April 15, 2005. The employee challenged the termination before the Labour Court at Aurangabad, alleging unfair labour practice under the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971.</p> <p>The Labour Court, in 2016, directed the employer to pay ₹8,00,000 as compensation in lieu of reinstatement since the employee had already retired in 2013. Both parties filed revision applications before the Industrial Court.</p> <p>On September 20, 2025, the Industrial Court dismissed the employer's revision and partly allowed the employee's revision application. The Court enhanced the compensation to 100% back wages based on his last drawn salary after adjusted amount paid under section 25-FFF of the Industrial Disputes Act, 1947.</p>
C	Date of receipt of direction or order, including any ad-interim or interim orders, or any other communication from the authority;	The Company has received order of the Industrial Court at Aurangabad through its Advocate on October 07, 2025

D	Details of the violation(s) / contravention(s) committed or alleged to be committed;	An ex-employee (worker) has raised a dispute and filed a case in Labour Court / Industrial Court under the Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971.
E	Impact on financial, operation or other activities of the listed entity, quantifiable in monetary terms to the extent possible.	Wages amounting to Rs. 8,01,461/- There is no material impact on financial, operation or other activities of the Company.