



GOOD PEOPLE
for GOOD HEALTH

Private & Confidential

May 31, 2024

J21041

Satyabrata Ghosh

As we have come to the end of another remarkable year, we want to take a moment to reflect on our collective achievements and express our heartfelt gratitude to each one of you. JB Pharma has had an outstanding year (FY24), and it's all thanks to your unwavering commitment, hard work and dedication. This achievement is a testament to the resilience and agility that define our team.

Our brand, "Good People for Good Health," encapsulates our mission to make a positive impact on people's lives. Your contributions to work based on the solid foundations of our values of Simplicity, Reliability and Agility, have made a real difference.

We are pleased to announce that in recognition of your performance and overall feedback, your annual emoluments are revised with effect from **April 01, 2024**. The details are mentioned in the annexure attached.

Let's carry forward this spirit of excellence into the next year and build a culture of inclusion and collective growth. We have no doubts that together, we will achieve remarkable milestones. Let's continue to build on the growth trajectory for JB Pharma which is only going to be "**Onwards and Upwards!**"

Wishing you and your families a joyful time ahead!

Warm regards,

Dilip Singh Rathore

Registered Office:

J.B. Chemicals & Pharmaceuticals Limited,
CIN: L24390MH1976PLC019380
Neelam Centre, 'B' Wing, 4th Floor, Hind Cycle Road,
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Corporate Office:

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Name	Satyabrata Ghosh		
Emp Code	J21041		
Increment Cycle	1-Aug-2023 to 31-03-2024		
Increment p.a.	36,000		
Prorated Increment p.a.	24,000		
Total Increment p.a.	24,000		
Rating Scored as per Points Grid (out of 50)	16		
COMPENSATION BREAK-UP for FY 2025			
Salary Elements	Current per month	Revised per month	Diff per month
Basic	20,625	22,100	1,475
HRA	10,313	11,051	738
Other Allowance	6,438	6,048	-390
Monthly Total	37,376	39,199	1,823
Bonus/Ex Gratia	1,400	1,400	0
Annual Total	1,400	1,400	0
PF @12% of Basic	2,475	2,652	177
Retirals Total	2,475	2,652	177
GRAND TOTAL	41,251	43,251	2,000
FIXED CTC per annum	495,012	519,012	24,000
Total CTC per annum	495,012	519,012	24,000

Note: -

1. Employer's contribution towards Gratuity (4.81% of Basic) and ESI (3.25% of monthly gross, if applicable) are over and above the Total CTC.
2. The details of your CTC are 'confidential', and it is expected that you would not discuss or share with anyone in or outside the organization, except with the concerned HR personnel.
3. All other terms and conditions of your employment remain unaltered.