

30 May 2025



Mr. BIMADI ROHITH
Empl Id :83506
Unit - 4
Assistant Manager-Production (OSD)

Dear Mr. BIMADI ROHITH

Congratulations!!!!

Aurobindo acknowledges your contributions with gratitude in the year 2024-25.

As you are aware that the company has been trying to better the business performance in spite of very tough generic pharma market scenario.

Financial Performance of the organization is under severe stress on account of raw material price escalation, geopolitical reasons and lower returns. In spite of the real-time business competition the management has decided to go ahead with annual increment for the year 2024-25.

We are sure that certain initiatives rolled out in the Company like Operational Excellence, Business Process Automation, Continuation of Kaizen Change Management Program, SA 8000 Standards, Technical Skill development Program, E-Learning Initiatives, Talent Recognition Initiatives etc., some of which are showing concrete results and will provide greater dividends in the coming years with your support & involvement. The management values its Human Resources base to take forward Aurobindo's Business to the next level of excellence, leading to improved performance which will surely bring about milestone achievements in terms of sales turnover and profitability for the year 2025-26 and thereafter.

The performance appraisal for the year 2024-25 has been concluded based on objective assessment of performance, in terms of individual contributions and team contributions. We request you to discuss with your supervisor about the progress of KRA achievement at regular intervals in order to get performance feedback and support. This will help you to achieve the KRA at the end of the appraisal period and consequent rewards associated with it.

We are pleased to inform you that based on your performance during the FY 2024-25, for the review period of 12 month(s), and by considering your potential to take up additional responsibilities, we are pleased to promote you as **Deputy Manager**. Your present annual CTC has been revised from **Rs.11,50,377.00** to **Rs.12,91,391.00** which includes your annual increment and/or one time correction if any. Your CTC breakup with effect from **01st April 2025** is given below.

Components	Monthly (Rs.)	Annual (Rs.)
Basic Pav	54,627.00	
HRA	36,418.00	
Conveyance	1,600.00	
Medical	4,552.00	
Meal Card	2,400.00	
Total Gross	99,597.00	11,95,164.00
LTA		54,627.00
Bonus / Exgratia		20,000.00
PF (Employer contribution)		21,600.00
Cost to Company		12,91,391.00

The Management wishes to place on record its sincere appreciation on your promotion. Your career progression from Assistant Manager to Deputy Manager is a significant milestone and you have successfully completed the Assessment and Development process. Your annual Increment amount thus reflect due consideration of your performance in the assessment and Development process. You are requested to discuss with your immediate supervisor about the changes in the KRA by virtue of your promotion to the next level and input the same through IHRMS as appropriate.

Theme for 2025-26 – Sustainable & Profitable Growth, Individual Accountability and Team Collaboration.

Your next review of performance will fall due on **01st April 2026**.

We look forward to have your continued excellent contribution towards achieving Business Goals.

For APL Healthcare Limited

Dr. K.SURESH KUMAR
Associate President – HR & COE

NOTE: Please note that the compensation details are strictly confidential, between employee and the company. Employee should refrain from discussing or sharing such details with other colleagues

APL HEALTH CARE LIMITED

Corp off.: Galaxy, Floor 23, Survey no 83/1, Hyderabad Knowledge City, RR Dist, Hyderabad – 500032 T.S., INDIA

Tel: +91 40 6672 5000 / 1200 Fax : +91 40 6707 4059

Industrial Unit : Sy.No. 410/P & 411/p & 458/p Plot No S-1/B, Pharma SEZ, IDA, APIIC, Pollepally Village,

JEDCHERLA (M), Mahaboobnagar (Dist)-509302. T.S., Phone +91 8542 238322 Fax +91 8542 238323

PAN NO. AAGCA4252p

www.aurobindo.com