

To

Apr 09,2024

Mr. Md Rashid Zafar
Area Manager
Dept. - Sales
H.Q - Gaya
Emp.Code: 10003710

Sub: Increment Letter

Dear Mr. Md Rashid Zafar,

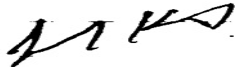
We take this opportunity to thank you for your valuable contributions to our business performance.

Basis your performance & merit, we are glad to announce your promotion as **Area Manager** effective **01-Apr-24**.at **Gaya H.Q.**

We would like to thank you again for your contribution during the past year and look forward to your continued commitment in the years ahead.

Wish you all the very best for a rewarding career with the organization with all the success...!!!

For Mankind Pharma Limited



Authorised Signatory

*** Confidentiality:**

The revised compensation package has been customized for you taking into consideration of your performance, company policies and related factors. Matter of your compensation is confidential information of the company. Your compensation package is unique to you and not for comparison with other employees of the company.

Annexure: Please find attached revised compensation structure

Apr 09, 2024

Mr. Md Rashid Zafar

Sales

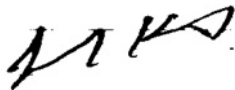
Annexure 1

Following would be your CTC w.e.f. Apr 1, 2024.

S.NO.	SALARY HEADS	MONTHLY (RS.)	ANNUALLY (RS.)
A FIXED COMPONENTS			
1	Basic	22152.00	265824.00
2	House Rent Allowance	11076.00	132912.00
3	Special Allowance	18622.00	223464.00
4	Child Edu. Allowance	200.00	2400.00
5	IMGI	6000.00	72000.00
GROSS TOTAL		58050.00	696600.00
B RETIRAL BENEFIT			
6	Gratuity	1066.00	12792.00
7	Provident Fund	1800.00	21600.00
C OTHER BENEFIT			
9	Bonus	700.00	8400.00
10	Special Bonus	1300.00	15600.00
11	Leave Travel Allowance	350.00	4200.00
12	Insurance Premium	25.00	300.00
GRAND TOTAL		63291.00	759492.00
IN WORDS: Rupees Seven Lakh(s) Fifty Nine Thousand Four Hundred Ninety Two Only.			

Yours Sincerely

for MANKIND PHARMA LTD



Authorised Signatory

Acceptance

Md Rashid Zafar