



Nikhil Gond

Poornata ID: 421851

Date: July 28, 2024

Sub: Values Rating Communication FY 23-24

Dear Nikhil Gond,

Aditya Birla Group values are at the bedrock of our culture and is part of our DNA, integrated in everyday fabric of doing business, collaborating with colleagues and stakeholders.

The "Power of 5" is our unique way of saluting, celebrating and cheering the inspirational act of **Integrity, Commitment, Passion, Seamlessness and Speed** by our employees.

Value conversation and assessment is an institutionalized mechanism for us to reflect and review our anchors and how we have leveraged values to drive critical decision-making at work and deliver on results.

I hope your Values Conversation with your manager was reflective and forward looking to that effect. Your rating against each value has been assessed as following:

Group Value	Values Rating	Values Rating Description
Integrity	3	Living the Value
Commitment	2	Can do better
Passion	2	Can do better
Seamlessness	2	Can do better
Speed	2	Can do better

If you are concerned about any of the values assessment or if you intend to build an action plan to make significant strides on one / more values basis assessment, do reach out to your Manager.

I call upon you to continue contributing towards Living & Driving these values in the organization.

With Best regards,

Shobha Ratna
Chief Human Resources Officer

ADITYA BIRLA FASHION AND RETAIL LIMITED

Registered Office:

Piramal Agastya Corporate Park, Building 'A',
4th and 5th Floor, Unit No. 401, 403, 501, 502,
L.B.S. Road, Kurla, Mumbai - 400 070

CIN: L18101MH2007PLC233901
Tel.: +91 86529 05000
Fax: +91 86529 05400

Website: www.abfrl.com
E-mail: secretarial@abfrl.adityabirla.com