



Jeedimetla Effluent Treatment Limited

Regd. Office & Plant: Plot No 267, Phase 1, I.D.A., Jeedimetla, HYDERABAD-500 855.

REF:JETL:189/93-94

DT:27.07.'93.

To

Mr. R. Pandurangaiah,
H.No. SRT 528,
Sanathnagar,
HYDERABAD - 500 018.

As to your request Dt. 27.06.'93, we here by inform to attend interview on any working day before 4th August, '93. You are advised to get all your Certificates in Original.

Thanking you,

Yours sincerely,
for JEEDIMETLA EFFLUENT TREATMENT LTD.

(K.L. RAO)
GENERAL MANAGER (TECH.)

ds*



VORIN LABORATORIES LIMITED

VLL:PD: 94-95

DT. 08.07.94

OFFER OF APPOINTMENT

Mr. R. Pandurangaiah,
Vastakondur -Post&Vill,
Tirumalagiri Via,
Nalgonda Dist
Pin No.508 223.

Dear Mr. Pandurangaiah,

Sub: Appointment for the post of
JR. CHEMIST (TRAINEE)

This has reference to your application dt. Nil
and subsequent interview you had with us for the
above post.

We are pleased to offer you the post of Jr. Chemist
(Trainee) on the following terms and conditions:

1. You should report for duty on or before 15.07.94
at our factory located at Gaddapotharam.
2. The Letter of Appointment will be given to you
after you join with us.

Please indicate the approximate date of your reporting
to duty with us.

for VORIN LABORATORIES LTD.,


A. NAGESWARA RAO
GROUP DIRECTOR - OPERATIONS



VORIN LABORATORIES LIMITED

VLL:PD:94-95

DATED: 02.08.94.

Mr. R. Pandurangaiah,
H.No. SRT - 528,
SanathNagar,
HYDERABAD - 500 018.

Dear Mr. Pandurangaiah,

SUB: LETTER OF APPOINTMENT

With reference to the Interview you had with us, we are pleased to appoint you as 'JUNIOR CHEMIST' on the following terms and conditions:

1. Your date of appointment shall effect from 02.08.94.

2. Your monthly salary will be as follow:

a. Basic	:	Rs. 600.00
b. H R A	:	Rs. 480.00
c. Conveyance	:	Rs. 120.00
Total	:	<u>Rs. 1200.00 P.M</u>

3. A. You shall be under training for a period of One Year from the date of your joining duties, and after successful completion of training period, you shall be on probation for Six months. The duration period of training and/or probation may be extended/curtailed at the discretion of the Management depending upon your performance, conduct, attendance etc.
- B. During the training/probationary period, if your performance or conduct is found to be not satisfactory, your services are liable for termination without assigning any reasons whatsoever.
- C. During the training/probationary period, if you intend to leave the services of the Company, you have to give thirty days notice in writing or Notice Pay in lieu thereof.

[Signature]
Contd. 2



VORIN LABORATORIES LIMITED

January 24, 1995

To

Mr. R. Pandurangaiah,
Junior Chemist,
Packing Department.

Dear Mr. Pandurangaiah,

Ref: Our letter dated 02.08.94 appointing
you as JUNIOR CHEMIST.

In continuation to the letter cited above, the Management is pleased to grant an increase in your salary as a one time Special Allowance of Rs. 300/-, effective from 01.01.95, by place you in the Grade - S - III in the Scale (600-50-850-60-1150-70-1500).

Your revised salary with break-up is as follows:

a. Basic	:	Rs. 750=00
b. HRA	:	Rs 300=00
c. Conveyance Allowance	:	Rs. 300=00
d. Special Allowance	:	Rs 150=00

Total ----- Rs. 1500=00 P.M -----

Hope this gesture on the part of the Management would be taken in the right spirit and expect that you would continue to put in sincere efforts in carrying out your duties diligently with utmost zeal and enthusiasm for the growth of our Organisation.

My best wishes to you and your family a happy 1995.

for VORIN LABORATORIES LTD


N PRASAD
DIRECTOR



VORIN LABORATORIES LIMITED

July 1, 1995

MR. R. PANDURANGAIAH
Junior Chemist

Dear Mr. Pandurangaiah,

In appreciation of your excellent performance, we are pleased to put you under probation for a period of six months effective July 1, 1995.

We are pleased to raise your salary with effect from July 1, 1995, as follows :

Basic Salary	:	Rs. 1125-00
House Rent Allowance	:	Rs. 450-00
Conveyance Allowance	:	Rs. 450-00
Special Allowance	:	Rs. 225-00
Total	:	Rs 2250-00

All other terms and conditions of the original appointment letter shall remain unaltered.

We hope you will continue to put in the best efforts in discharging your duties in future also.

Thanking you,

Yours truly,
For VORIN LABORATORIES LIMITED


G. PRABHU KISHORE
VICE PRESIDENT (OPERATIONS)



VORIN LABORATORIES LIMITED

Dt: 1st Jan. '96.

To

Mr. R. Pandurangaiah,
Jr. Chemist,
Production Department.

Dear Mr. Pandurangaiah,

SUB : LETTER OF CONFIRMATION

On successful completion of your probationary period, the Management is pleased to confirm your services in the Organisation with effect from 1st January, '96.

The other terms and conditions mentioned in the Letter of Appointment given to you at the time of your joining the services, remain unaltered.

The Management expects that you would continue to work with the same zeal and commitment in future also.

Thanking You,

Yours faithfully,
for VORIN LABORATORIES LTD.

G. PRAESHU KISHORE
VICE-PRESIDENT (OPERATIONS)



VORIN LABORATORIES LIMITED

July 9, '97

MR. R. PANDU RANGAIAH
Junior Chemist - Production

Dear Mr. Pandu Rangaiah

In appreciation of your performance, we are pleased to promote you as "Chemist - Production" with an increment of Rs.500-00 effective July 1, '97.

Consequently your revised salary will be as follows :

Basic	:	Rs.1575-00
H.R.A	:	Rs. 630-00
Conveyance	:	Rs. 630-00
Special Allowance	:	Rs. 315-00

		Rs.3150-00

Besides the above, you are eligible to get PF, LTA and other benefits as per the Company rules.

I would like to take this opportunity to thank you for your contribution to the growth of our organisation and look forward to similar commitment and dedication in future as well.

Best wishes to you and your family,

For VORIN LABORATORIES LIMITED

N. PRASAD
Managing Director



VORIN LABORATORIES LIMITED

5.07.1996

Mr. R. PANDU RANGAIAH
Junior Chemist - Production

Dear Mr. Pandurangaiah,

In appreciation of your performance, we are pleased to increase your salary by Rs.400.00, effective 1st July, 1996.

Consequently your revised salary will be as under :

Basic	:	1325.00
H R A	:	530.00
Conveyance	:	530.00
Special Allowance	:	265.00

		2650.00

Besides the above, you are eligible to get PF, LTA and other benefits as per the Company Rules.

It would be appropriate to mention that bulk drug industry is going through a bad and difficult phase with steep fall in profit margins in the overall operations. This calls for a very high level commitment and dedication added with a conscious effort to control cost at all levels.

This means, each one of you should become a profit centre by yourself which you should take as a personal target for this year.

Expecting you to work in this direction for overall growth of the organisation.

for VORIN LABORATORIES LIMITED


N. PRASAD
MANAGING DIRECTOR



VORIN LABORATORIES LIMITED

July 21, '98

MR. R. PANDURANGAIAH
Chemist - Production

Dear Mr. Pandurangaiah

In appreciation of your performance, we are pleased to promote you as "SENIOR CHEMIST - PRODUCTION" with an increment of Rs.800-00 effective July 1, '98.

Consequently your revised salary will be as follows :

Basic	:	Rs.1975-00
H.R.A	:	Rs. 790-00
Conveyance	:	Rs. 790-00
Special Allowance	:	Rs. 395-00

		Rs.3950-00

Besides the above, you are eligible to get PF, LTA and other benefits as per the Company rules.

I would like to take this opportunity to thank you for your contribution to the growth of our organisation and look forward to similar commitment and dedication in future as well.

Best wishes to you and your family.

For VORIN LABORATORIES LIMITED


N. PRASAD
Managing Director



VORIN LABORATORIES LIMITED

July 29, 1999

??
Mr. R. Pandurangaiah,
Sr. Chemist.

Dear Mr. Pandurangaiah,

In appreciation of your performance, we are pleased to promote you as "ASST. OFFICER - PRODUCTION" with an increment of Rs. 1000/- effective from July 1st 1999.

Consequently your revised salary will be as follows:

Basic	:	Rs. 2475-00
H.R.A	:	Rs. 990-00
Conveyance	:	Rs. 990-00
Special Allowance	:	Rs. 495-00

		Rs. 4950-00

Besides the above, you are eligible to get PF, LTA and other benefits as per the Company rules.

I would like to take this opportunity to thank you for your contribution to the growth of our organisation and look forward to similar commitment and dedication in future as well.

Best wishes to you and your family.

For VORIN LABORATORIES LIMITED


S.V. RAO
Asst. General Manager (A&C)



Dt.:22.09.1999

Mr. R. Pandu Rangaiah
Asst. Officer (Production)

Dear Mr. Pandu Rangaiah

Further to our letter dated 29.07.1999 revising your salary, we sincerely think it is expedient on our part to clarify the impact of revision in monetary terms so that you can effectively plan your expenditure pattern and tax matters.

Given below is the detailed structure of the total compensation for your services expressed as average monthly amounts.

NAME :R. PANDU RANGAIAH		Designation:	A.O. (Prod)	
S.No.	Particulars	Present Remuneration	Increment from 1.7.99	Remuneration
01.	Basic	1975.00	500.00	2475.00
02.	H.R.A	790.00	200.00	990.00
03.	Conveyance	790.00	200.00	990.00
04.	C.E.A.	0.00	0.00	0.00
05.	Special Allowance	395.00	100.00	495.00
06.	L.T.A.	165.00	42.00	206.00
07.	Medical	0.00	0.00	0.00
08.	Bonus	395.00	100.00	495.00
09.	Washing Allowance	50.00	0.00	50.00
10.	EL Encashment	152.00	38.00	190.00
11.	P.F. Contribution	237.00	60.00	297.00
12.	OTHERS:			
	a) Canteen	---	200.00	200.00
Total:		4949.00	1440.00	6388.00

Out of the above components following do rank from exemption from Income Tax subject to fulfilment of the conditions mentioned against the respective items.

1. House Rent Allowance: You can avail tax exemption on HRA as follows:
 - a) You are in occupation of a rented house.



VORIN LABORATORIES LIMITED

September 13, 2000

Mr. R. Pandu Rangaiah
Asst. Officer (Production – III)

Dear Mr. Rangaiah

In appreciation of your performance, we are pleased to increase your salary with an increment of Rs. 1000/- effective from 1st July 2000.

Consequently your revised salary will be as follows:

Basic	:	Rs. 2975.00
H.R.A	:	Rs. 1190.00
Conveyance	:	Rs. 1190.00
Special Allowance	:	Rs. 595.00

		Rs. 5950.00 P. M

Besides the above, you are eligible to get PF, LTA and other benefits as per the Company rules.

I would like to take this opportunity to thank you for your contribution to the growth of our organisation and look forward to similar commitment and dedication in future as well.

Best wishes to you and your family.

for VORIN LABORATORIES LIMITED


S.V. RAO
Asst. General Manager (Operations)



VORIN LABORATORIES LIMITED



July 25, 2001

MR. R. PANDURANGAIAH
Assistant Officer

Dear Mr. Pandurangaiah

In appreciation of your performance, we are pleased to increase your salary by Rs.1300/- effective 1st July 2001.

Consequently your revised salary will be as follows :

Basic	:	Rs. 3625-00
H.R.A.	:	Rs. 1450-00
Conveyance	:	Rs. 1450-00
Children Education	:	Rs. 500-00
Special Allowance	:	Rs. 225-00

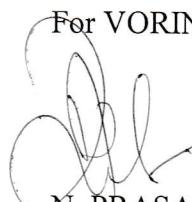
		Rs. 7250-00

Besides the above, you are eligible to get PF, LTA and other benefits as per the Company rules.

I would like to take this opportunity to thank you for your contribution to the growth of our organization and look forward to similar commitment and dedication in future as well.

Best wishes to you and your family,

For VORIN LABORATORIES LIMITED



N. PRASAD
Managing Director



VORIN LABORATORIES LIMITED



June 6, 2002

Mr. R. Pandurangaiah,
Asst. Officer.

Dear Mr. Pandurangaiah,

In appreciation of your performance, we are pleased to increase your salary by Rs.2100/-
Effective 1st July, 2002.

Consequently your revised salary will be as follows:

Basic	:	4675.00
H.R.A	:	1870.00
Conveyance	:	1870.00
Children Education	:	500.00
Special Allowance	:	435.00

Total	:	Rs. 9350.00 ↗

Besides the above, you are eligible to get PF, LTA and other benefits as per the Company rules.

I would like to take this opportunity to thank you for your contribution to the growth of our organization and look forward to similar commitment and dedication in future as well.

Best wishes to you and your family.

for VORIN LABORATORIES LIMITED

N. PRASAD
Managing Director

FACTORY : SY. NO.10, GADDAPOTHARAM, KAZIPALLY, I.D.A., JINNARAM MANDAL, MEDAK DISTRICT - 502 319. PH: 912-77248 FAX: 912-77211



20th February 2003

Mr.R.Pandurangaiah
Code : VFS085
Asst. Officer
Production

Dear Mr. R.Pandurangaiah

In appreciation of your performance, we are pleased to inform that your salary is revised effective 1st January 2003. Consequently, the revised break-up of your salary is as mentioned hereunder:

(in Rs.)

	Present	Revised	Variance / Increment
Basic Pay	4 675	5 419	744
H R A	1 870	2 168	298
Conveyance	1 870	2 168	298
C C A	435	1 084	649
Others (CEA/ Washing/ Canteen/ Managerial/ Shoe Allowances)	800	0	- 800
Gross Pay	9 650	10 838	1 188
Employer's PF	561	650	89
Medical	390	452	62
L T A	390	452	62
Total Salary	10 991	12 391	1 400

Leave Travel Allowance will be paid @ one month's Basic Pay per annum once in a calendar year, on completion of one-year service with the Company and the medical benefits will be paid once in a quarter.

Based on the evaluation of your performance and other traits, your next increment will fall due on 1st April 2004.

While appreciating your performance, the Management looks forward to your continuous performance in future as well.

Our warm wishes to you and your family.

With best regards,

G Prabhu Kishore
Authorized Signatory

18th May, 2004

R Pandurangaiah
 1117
 Asst Officer
 Production
 Unit - 1

Dear Mr. R Pandurangaiah

We are pleased to announce that your monthly salary is revised with effect from 1st April, 2004 as follows:

	Present	Revised	(Rs.) Variance / Increment
Basic	5420	6076	656
House Rent Allowance	2168	2430	262
Conveyance	2168	2430	262
City Compensatory Allowance	542	608	66
Children Education Allowance	542	608	66
Gross	10839	12151	1312
Employer's PF	650	729	79
Medical Reimbursement	452	506	55
L T A	452	506	55
Total Salary	12393	13893	1500

This revision has been in view of your performance during the appraisal period January 2003 to December 2003. We appreciate you on your efforts and are confident that you will continue to better your performance.

Based on the evaluation of your performance, your next increment will fall due on 1st April, 2005.

In case of any clarification, please feel free to contact Mr. T R Dhushyanthkumar, AGM – HR.

Our warm wishes to you and your family. Looking forward to meeting you personally in the near future.

With best regards,



G Prabhu Kishore
 Executive Vice President (HR & MS)

Please note: Your salary package is strictly confidential between you and the Company and in no circumstances should be discussed with your superiors, colleagues or juniors. Any violation of this confidentiality will be treated as serious and attract disciplinary action.



22nd September 2005

Mr R Pandurangaiah
 Emp. Code: 1117
 Asst Officer
 Production, Unit - 1

Dear R Pandurangaiah,

We are immensely pleased to inform that you have been promoted as **Officer**. Your salary is revised effective 1st April, 2005 as follows:

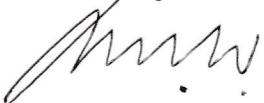
	Present	Revised	(Rs.) Variance / Increment
Basic	6076	6805	729
House Rent Allowance	2430	2722	292
Conveyance	2430	2722	292
City Compensatory Allowance	608	680	72
Children Education Allowance	608	680	72
Gross	12152	13609	1457
Employer's PF	729	817	88
Medical Reimbursement	506	567	61
L T A	506	567	61
Total Salary	13893	15560	1667

This promotion is in recognition of your performance during the appraisal period January 2004 to December 2004. We congratulate you on this achievement and are confident that you will continue to excel in your assignments and meet the expectations and objectives of the Company.

In case of any clarification, please contact the undersigned.

Our warm wishes to you and your family. Looking forward to meeting you personally in the near future.

With best regards,



N M Rao
 Vice President (Human Resources)

Please note: Your salary package is strictly confidential between you and the Company and in no circumstances should be discussed with your superiors, colleagues or juniors. Any violation of this confidentiality will be treated as serious and attract disciplinary action.



Date: 27-Jun-2006

Confidential

Mr R Pandurangaiah
 Emp No.1117
 Officer
 Production
 Unit - 1, Kazipally

Dear Mr R Pandurangaiah,

In recognition of your performance and contribution to the success of the Company during the assessment period January 2005 to December 2005, we are glad to inform that your monthly remuneration is revised with effect from 1st April, 2006 as follows:

Particulars	Current	Revised	Variance / Increment	(Rs.)
Basic Salary	6805	8064	1259	
House Rent Allowance	2722	3225	503	
Conveyance	2722	3225	503	
City Compensatory Allowance	680	806	126	
Children Education Allowance	680	806	126	
(A) Gross	13609	16126	2517	
Leave Travel Assistance	567	672	105	
Medical Reimbursement	567	672	105	
Employer's Provident Fund	817	968	151	
(B) Total	1951	2312	361	
Total (A+B)	15560	18438	2878	

We look forward to your continued support and are confident that you will contribute your best to meet the objectives/goals of the Company while having a rewarding and professionally satisfying career.

Wishing you the best at all times.

Regards,



Madhurika
 General Manager (Human Resources)

Please note that the details of your salary are strictly private and confidential between you and the Company and in no circumstances should be disclosed to / discussed with your colleagues or subordinates. Any violation of this confidentiality will be treated as serious and attract disciplinary action.



Date: 12-Jul-2007

Mr R Pandurangaiah
 Emp No. 1117
 Officer
 Production
 Unit - 1

Confidential

Dear Mr R Pandurangaiah,

As a part of our continuous effort to have progressive management processes, we have looked at the compensation & benefits practices in the Industry. Based on this study and assessment of the overall business performance of our company, an Increment plan has been developed.

In appreciation of your performance and contribution to the growth of the company during the past year, we are pleased to inform that your monthly remuneration is revised with effect from 1st April 2007 as follows:

Salary Particulars	Current	Revised	(Rs.) Variance
(I) Monthly components			
Basic	8064	9091	1027
House Rent Allowance	3225	3636	411
Conveyance Allowance	3225	3636	411
City Compensatory Allowance	806	909	103
Children Education Allowance	806	909	103
Sub Total - (I)	16126	18181	2055
(II) Benefits			
Medical Allowance p.m. (paid Quarterly)	672	758	86
Leave travel Allowance p.m. (paid Annually)	672	758	86
Sub Total - (II)	1344	1516	172
(III) Retirement Benefits			
Provident Fund	968	1091	123
Sub total - (III)	968	1091	123
Grand total (I+II+III)	18438	20788	2350
Grand total (I+II+III) p.a.	221256	249456	28200

Your next salary revision will be due on 1st April 2008.

We take this opportunity to reiterate our commitment to enhance your competencies and offer you a quality work environment through various Initiatives that are in progress and are planned.

We look forward to your continued contribution to meet the organizational goals in the years ahead.

Best wishes,


Mohan Sharma
 Sr.Vice President - HR

Please note that the details of your salary are strictly private and confidential between you and the Company and in no circumstance should this be disclosed to / discussed with your colleagues or subordinates. Any violation of this confidentiality will be viewed seriously.



March 1st, 2009

R Pandurangaiah
1117
Production - M B - 3
Kazipally

Dear Mr. Pandurangaiah,

We are happy to share with you details of the **Group Term Life Insurance (GTLI) scheme** that we shared with you some days back. We are pleased to inform that you have been covered under the GTLI Scheme.

We have taken this **GTLI Scheme from MetLife Insurance (Policy No: 00001088)** for providing Life Insurance cover to all permanent employees of the company.

We understand that while money or life insurance can never fill up for the loss of life, the scheme will provide monetary security to your family to deal with future challenges.

The sum assured is **36 months gross salary or Rs.3,50,000 /- whichever is higher**. The premium towards providing this benefit to you is completely borne by the company. This benefit ceases to be in effect upon your separation from the services of the company.

You are requested to fill up the Nomination Form attached with this letter and send the same to your respective HR department.

Warm Regards,



Mohan Sharma
Senior Vice President – HR



Private & Confidential

Date: 11th May, 2009

R Pandurangaiah
 Emp No: 1117
 Executive
 Production
 Kazipally

Dear Mr. R Pandurangaiah,

In appreciation of your performance and contribution to the growth of the company, we are pleased to inform that your monthly remuneration is revised with effect from 1st April, 2009.

Your salary is revised to Rs. 326736/- per annum with effect from 1st April, 2009. Your revised salary break-up is as under:

Salary Particulars	Current	Revised	Variance
(I) Monthly components			
Basic	10222	11907	1685
House Rent Allowance	5111	5954	843
Conveyance Allowance	4089	4763	674
City Compensatory Allowance	0	0	0
Children Education Allowance	1022	1191	169
Sub Total - (I)	20444	23815	3371
(II) Benefits			
Medical Allowance p.m.	852	992	140
Leave travel Allowance p.m. (Paid Annually)	852	992	140
Sub Total - (II)	1704	1984	280
(III) Retirement Benefits			
Provident Fund	1227	1429	202
Sub total - (III)	1227	1429	202
Grand total (I+II+III) p.m.	23375	27228	3853
Grand total (I+II+III) p.a.	280500	326736	46236

You are aware that business has become very competitive and we have to constantly work to reduce our cost and increase our productivity. Special emphasis has to be put in by you and the teams for enhancing the productivity and cost containment on one hand and continuously improve the quality of our services on the other hand.

We take this opportunity to place on record our appreciation of your contribution. We look forward to your continued contribution to meet the organizational goals in the years ahead.

Other terms and conditions of your employment remain the same.

Best wishes,

For Matrix Laboratories Limited


Mohan Sharma
 Senior Vice President – HR

For Matrix Laboratories Limited


Dr. B Hari Babu
 Chief Operating Officer

Please note that the details of your salary are strictly private and confidential between you and the company and in no circumstances should this be disclosed to / discussed with your colleagues or subordinates. Any violation of this confidentiality will be viewed seriously.

Confidential

28th October, 2010

R Pandurangaiah
 Emp. Code: 1117
 Level: 35
 Production
 Kazipally

Dear R Pandurangaiah

We are pleased to inform you that your CTC has been revised with effect from 1st October, 2010.

The detailed break-up of your revised CTC is as mentioned below:

Salary Particulars	Per Month	(Amount in INR) Per Annum
(I) Monthly components		
Basic	14786	177432
House Rent Allowance	7393	88716
Conveyance Allowance	5914	70968
Children Education Allowance	1479	17748
Sub Total – (I)	29572	354864
(II) Benefits		
Medical Allowance	1232	14784
Leave Travel Allowance	1232	14784
Sub Total – (II)	2464	29568
(III) Retirement Benefits		
Provident Fund	1774	21288
Sub total – (III)	1774	21288
Grand total (I+II+III)	33810	405720

All other terms and conditions of your employment will remain unchanged.

It may please be noted that this is a one time revision and shall not set the precedent. Also note that the details of your compensation are strictly private and confidential between you and the Company. Any violation of this confidentiality will be viewed seriously.

We look forward to your continued contribution to meet the organizational goals in the years ahead.

Best Wishes,



PV KRISHNA RAO
 Sr Vice President - HR



Annexure

Emp Name: R Pandurangaiah

Emp Code: 1117

Salary Particulars	Existing	Revised	(In Rs. Per Annum) Variance
Base Salary (I)			
Basic	177432	195900	18468
House Rent Allowance	88716	97944	9228
Conveyance Allowance	70968	78360	7392
Children Education Allowance	17748	19584	1836
Medical Reimbursement	14784	16320	1536
Leave Travel Assistance	14784	16320	1536
Base Salary Total (I)	384432	424428	39996
Retirement Benefits (II)			
Provident Fund	21288	23508	2220
Total (II)	21288	23508	2220
CTC (I+II) p.a.	405720	447936	42216

All other terms and conditions of your employment remain unchanged.

Again, we thank you for your continued dedication to Mylan - Matrix and look forward to even greater operational and financial performance in 2011.

Congratulations!!

Sincerely,



S Srinivasan
CEO & Managing Director





Mylan Laboratories Limited

(Formerly known as Matrix Laboratories Limited)

Plot No. 564/A/22, Road No. 92, Jubilee Hills

Hyderabad - 500 034, Andhra Pradesh, India

Tel: +91-40-30866666, 23550543, Fax: 30866699

March 21, 2012

Emp Name: R Pandurangaiah

Emp Code: 1117

Grade: 35

Department: Production

Location: Kazipally

Dear R Pandurangaiah,

2011 represented another remarkable year for Mylan – in terms of both individual hard work, passion and commitment as well as the extraordinary level of collaboration and teamwork demonstrated across our organization. Despite the challenges presented by our dynamic industry and global economy, we again delivered very strong financial results thanks to our collective efforts.

In order to retain, reward and attract the outstanding talent needed to make such results possible, Mylan maintains a highly competitive compensation program – one which we believe is among the best in the industry. This program has helped create the performance-driven culture we have at Mylan by aligning employee interests with those of the company and our shareholders. Through this alignment, we can achieve our mission of providing the world's 7 billion people with access to high quality medicine.

I am, therefore, extremely pleased to present you with your 2012 salary.

Your revised CTC is INR **496500/-** p.a. with effect from March 01, 2012. The CTC break up is enclosed.

Salary Particulars	Existing	Revised	(In INR per annum) Variance
Base Salary (I)			
Basic	195900	217128	21228
House Rent Allowance	97944	108564	10620
Conveyance Allowance	78360	86856	8496
Children Education Allowance	19584	21708	2124
Medical Reimbursement	16320	18096	1776
Leave Travel Assistance	16320	18096	1776
Base Salary Total (I)	424428	470448	46020
Retirement Benefits (II)			
Provident Fund	23508	26052	2544
Total (II)	23508	26052	2544
CTC (I+II)	447936	496500	48564

Apart from the above, you are also eligible for following Benefits:

1. Coverage under Group Mediclaim Policy (Self & Dependents – Parents, Spouse, Two Children)
2. Coverage under Group Personal Accident Policy
3. Coverage under Group Term Life Insurance Policy
4. Gratuity as per the provisions of Gratuity Act, 1972

Thank you for your continued dedication to Mylan. With your passion and commitment, I look forward to realizing Mylan's best year ever in 2012.

Best regards,

Heather Bresch
CEO
Mylan Inc.

Dr. B Hari Babu
Acting CEO & COO
Mylan Laboratories Limited

Please note that the details of your compensation are strictly private and confidential between you and the company and in no circumstances should this be disclosed to / discussed with your colleagues or subordinates. Any violation of this confidentiality will be viewed seriously.



Mylan Laboratories Limited

(Formerly known as Matrix Laboratories Limited)

Plot No. 564/A/22, Road No. 92, Jubilee Hills

Hyderabad - 500 034, Andhra Pradesh, India

Tel: +91-40-30866666, 23550543, Fax: 30866699

Annexure

Emp Name: R Pandurangaiah
Emp Code: 1117

Components	Existing	Revised	Variance
Base Pay			
Basic	217128	251748	34620
House Rent Allowance	108564	125880	17316
Conveyance Allowance	86856	100704	13848
Children Education Allowance	21708	25176	3468
Medical Reimbursement	18096	20976	2880
Leave Travel Assistance	18096	20976	2880
Base Pay Total (I)	470448	545460	75012
Retirement Benefits			
Provident Fund	26052	30204	4152
Retirement Benefits Total (II)	26052	30204	4152
Total Compensation (I+II)	496500	575664	79164

Apart from the above, you are also eligible for following Benefits:

1. Coverage under Group Mediclaim Policy (Self & Dependents – Parents, Spouse, Two Children)
2. Coverage under Group Personal Accident Policy
3. Coverage under Group Term Life Insurance Policy
4. Gratuity as per the provisions of Gratuity Act,1972

Best regards,

Heather Bresch
CEO
Mylan Inc.

Dr. B Hari Babu
CEO
Mylan Laboratories Ltd.



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March 18, 2014

Compensation Details

Emp Name: R Pandurangaiah

Emp Code: 1117

(In INR per annum)

Components	Existing	Revised w.e.f. March 1, 2014	Variance
Base Pay			
Basic	251748	289140	37392
House Rent Allowance	125880	144576	18696
Conveyance Allowance	100704	115656	14952
Children Education Allowance	25176	28920	3744
Medical Reimbursement	20976	24096	3120
Leave Travel Assistance	20976	24096	3120
Base Pay Total (I)	545460	626484	81024
Retirement Benefits			
Provident Fund	30204	34692	4488
Retirement Benefits Total (II)	30204	34692	4488
Total Compensation (I+II)	575664	661176	85512

Apart from the above, you are also eligible for following Benefits:

1. Coverage under Group Mediclaim Policy (Self & Dependents – Parents, Spouse, Two Children)
2. Coverage under Group Personal Accident Policy
3. Coverage under Group Term Life Insurance Policy
4. Gratuity as per the provisions of Gratuity Act, 1972

All other terms and conditions of your employment remain unchanged.

Best regards,

Dr. B Hari Babu
CEO
Mylan Laboratories Ltd.



Mylan Laboratories Limited

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Web : www.mylanlabs.in
CIN: U24231TG1984PLC005146

Compensation Details

Emp Name: R Pandurangaiah
Emp Code : 1117

Your revised total compensation is INR 732984/- p.a. with effect from March 1, 2015. The compensation break up is given below.

Components	Existing	Revised	Variance
Base Pay			
Basic	289140	320544	31404
House Rent Allowance	12,048	144576	13,356
Conveyance Allowance	115656	128220	12564
Children Education Allowance	28920	32052	3132
Medical Reimbursement	24096	26712	2616
Leave Travel Assistance	24096	26712	2616
Base Pay Total (I)	626484	694512	68028
Retirement Benefits			
Provident Fund	34692	38472	3780
Retirement Benefits Total (II)	34692	38472	3780
Total Compensation (I+II)	661176	732984	71808

Apart from the above, you are also eligible for following Benefits:

1. Coverage under Group Mediclaim Policy (Self & Dependents – Parents, Spouse, Two Children)
2. Coverage under Group Personal Accident Policy
3. Coverage under Group Term Life Insurance Policy
4. Gratuity as per the provisions of Gratuity Act, 1972

All other terms and conditions of your employment remain unchanged.

Best regards,

Dr. B Hari Babu
Head – Global OSD Operations

Please note that the details of your compensation are strictly private and confidential between you and the company and in no circumstances should this be disclosed to / discussed with your colleagues or subordinates. Any violation of this confidentiality will be viewed seriously.



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Web : www.mylanlabs.in
CIN: U24231TG1984PLC005146

November 5, 2015

Emp Name : R Pandurangaiah
Emp Code : 1117
Dept. : Production
Unit : API Unit 1

Dear R Pandurangaiah,

Mylan is more than a company — we're a cause. Our ability to "do good" by advancing Mylan's mission and "do well" in the form of business results are made possible by our deeply committed workforce. We take great pride in the unwavering commitment of our people, our most valuable asset, and in the many accomplishments we achieve by working together.

It is Mylan's goal to ensure our compensation practices help attract, retain and reward high-performing talent capable of providing the world's 7 billion people access to high quality medicine. For this reason, we are pleased to inform you of an increase in your compensation.

Your total compensation will be revised to **INR 762995/- per annum**, effective October 1, 2015, as stated below:

SALARY COMPONENT	EXISTING	REVISED
BASE PAY		
Basic	320544	333671
House Rent Allowance	160272	166836
Conveyance Allowance	128220	133468
Children Education Allowance	32052	33367
Medical Reimbursement	26712	27806
Leave Travel Assistance	26712	27806
BASE PAY TOTAL (I)	694512	722954
RETIREMENT BENEFITS		
Provident Fund	38460	40041
RETIREMENT BENEFITS TOTAL (II)	38460	40041
TOTAL COMPENSATION (I+II)	732972	762995

This compensation increase is in addition to the 2016 merit increase you will receive early next year, should you remain with the company.

You are also eligible for the following benefits:

- Coverage under Group Mediclaim Policy (Self & Dependents – Parents, Spouse, Two Children)
- Coverage under Group Personal Accident Policy
- Coverage under Group Term Life Insurance Policy
- Gratuity as per the provisions of Gratuity Act,1972

All other terms and conditions of your employment will remain unchanged.

Mylan is committed to compensating you in a manner that will give the company a greater competitive edge by balancing base pay with other incentives to retain, motivate and reward our people appropriately. We look forward to sharing more with you in the future about the incentives and development opportunities Mylan has to offer.

Again, thank you for all that you do, and for what you will accomplish in the future, to help create better health for a better world. We wish you a happy and prosperous Diwali — may you and your family enjoy the season.

Sincerely,

Dr. B Hari Babu
Head - Global OSD Operations



Mylan Laboratories Limited

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Web : www.mylanlabs.in
CIN : U 24231TG1984PLC005146

Compensation Details

Emp Name: R Pandurangaiah
Emp Code: 1117

You have been promoted as **Deputy Manager** at Grade **40** and your revised total compensation is **INR 945635/- p.a.** with effect from March 1, 2016. The compensation break up is given below.

Components	Existing	Revised	(In INR per annum)
Base Pay			
Basic	333672	368748	35076
House Rent Allowance	166836	184374	17538
Conveyance Allowance	133464	19200	-114264
Children Education Allowance	33372	2400	-30972
Medical Reimbursement	27804	15000	-12804
Leave Travel Assistance	27804	36000	8196
Fuel & Maintenance	0	0	0
Driver Salary	0	0	0
Other Allowance	0	193719	193719
Base Pay Total (I)	722952	819441	96489
Retirement Benefits			
Provident Fund	40044	44250	4206
Retirement Benefits Total (II)	40044	44250	4206
Fixed Compensation (I+II)	762996	863691	100695
Target Performance Bonus (III)	0	81944	81944
Total Compensation (I+II+III)	762996	945635	182639

Apart from the above, you are also eligible for following Benefits:

1. Coverage under Group Mediclaim Policy (Self & Dependents – Parents, Spouse, Two Children)
2. Coverage under Group Personal Accident Policy
3. Coverage under Group Term Life Insurance Policy
4. Gratuity as per the provisions of Gratuity Act, 1972

All other terms and conditions of your employment remain unchanged.

Best regards,

Dr. B Hari Babu
Head Global OSD Operations

Please note that the details of your compensation are strictly private and confidential between you and the company and in no circumstances should this be disclosed to / discussed with your colleagues or subordinates. Any violation of this confidentiality will be viewed seriously.

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Compensation Details

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CIN: U24231TG1984PLC005146

Emp Name: R Pandurangaiah
Emp Code: 1117

Your actual incentive amount for the year 2016 is **INR 40128/-**.

Your revised total compensation is **INR 974007/- p.a.** with effect from March 1, 2017. The compensation break up is given below.

Components	Existing	Revised	Variance
Base Pay			
Basic	368748	379810	11062
House Rent Allowance	184380	189905	5525
Conveyance Allowance	19200	19200	0
Children Education Allowance	2400	2400	0
Medical Reimbursement	15000	15000	0
Leave Travel Assistance	36000	36000	0
Fuel & Maintenance	0	0	0
Driver Salary	0	0	0
Other Allowance	193716	201712	7996
Base Pay Total (I)	819444	844027	24583
Retirement Benefits			
Provident Fund	44244	45577	1333
Retirement Benefits Total (II)	44244	45577	1333
Fixed Compensation (I+II)	863688	889604	25916
Target Performance Bonus (III)	81944	84403	2459
Total Compensation (I+II+III)	945632	974007	28375

Apart from the above, you are also eligible for following Benefits:

1. Coverage under Group Mediclaim Policy (Self & Dependents – Parents, Spouse, Two Children)
2. Coverage under Group Personal Accident Policy
3. Coverage under Group Term Life Insurance Policy
4. Gratuity as per the provisions of Gratuity Act,1972

All other terms and conditions of your employment remain unchanged.

Best regards,

Dr. B Hari Babu
Chief Operating Officer

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March 15, 2018

Employee Code : 1117
Employee Name : R Pandurangaiah
Current Grade : 40
Department : Production
Unit : API Unit 1

Mylan Laboratories Limited

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Web : www.mylanlabs.in
CIN: U24231TG1984PLC005146

Dear R Pandurangaiah,

Greetings from the Leadership Team !

We sincerely thank you for your continued commitment to Mylan's mission of providing the world's 7 billion people access to high quality medicine in 2017.

Paying for performance is how Mylan recognizes and rewards the important role our people play in driving business results and supporting our company's ambitious cause. Our performance-driven approach gives strong performers a greater opportunity to earn an above-target merit increase and bonus as a result of their individual achievements.

Accordingly, the details of your Performance Evaluation and Performance Bonus for the year 2017 are provided below:

Performance Descriptor (2017)

Solid Performer

Annual Performance Bonus (2017)

Based on December 31, 2017 Base Pay

Component	Target Bonus % (of Base Pay)	Target Bonus Amount*	% Achieved of Target Bonus	Actual Bonus Amount
Personal (50%)	5%	INR 42,202	110%	INR 46,422
Operational (50%)	5%	INR 42,202	75%	INR 31,652
Total	10%	INR 84,404		INR 78,074

* Amount mentioned is prorated as per guidelines (if applicable)

In recognition of your contributions, we are pleased to inform you that w.e.f 1st March 2018:

- Your compensation has been revised. Detailed compensation structure is attached in Annexure 1.

Changing the world is in our DNA, and through outstanding teamwork, disciplined execution and a relentless commitment to quality, we will continue to deliver better health for people everywhere. We wish you a successful year ahead and a long and rewarding career with Mylan.

Best Regards,

Dr. B Hari Babu
Chief Operating Officer

Please note that the details of your compensation are strictly private and confidential between you and the company and in no circumstances should this be disclosed to / discussed with your colleagues or subordinates. Any violation of this confidentiality will be viewed seriously.

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Web : www.mylanlabs.in
CIN : U24231TG1984PLC005146

Annexure 1

Employee Code : 1117

Employee Name : R Pandurangaiah

Your Total Compensation has been revised to INR 1,071,408 p.a. with effect from 1st March 2018.

(in INR per annum)

Components	Existing	Revised	Variance
Basic	379,810	417,791	37,981
House Rent Allowance	189,905	208,896	18,991
Conveyance Allowance	19,200	19,200	-
Children Education Allowance	2,400	2,400	-
Medical Reimbursement	15,000	15,000	-
Leave Travel Assistance	36,000	36,000	-
Fuel & Maintenance	-	-	-
Driver Salary	-	-	-
Other Allowance	201,712	229,143	27,431
Base Pay Total (I)	844,027	928,430	84,403
Provident Fund	45,577	50,135	4,558
Retirial Benefits Total (II)	45,577	50,135	4,558
Fixed Compensation (I+II)	889,604	978,565	88,961
Target Performance Bonus (III)	84,403	92,843	8,440
Total Compensation (I+II+III)	974,007	1,071,408	97,401

Apart from the above, you are also eligible for following Benefits:

1. Coverage under Group Mediclaim Policy (Self & Dependents - Parents, Spouse, 2 children)
2. Coverage under Group Personal Accident Policy
3. Coverage under Group Term Life Insurance Policy
4. Gratuity as per the provisions of Gratuity Act,1972

All other terms and conditions of your employment remain unchanged.

Best Regards,

Dr. B Hari Babu
Chief Operating Officer

Please note that the details of your compensation are strictly private and confidential between you and the company and in no circumstances should this be disclosed to / discussed with your colleagues or subordinates. Any violation of this confidentiality will be viewed seriously.

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March 18, 2019

Emp Name : R Pandurangaiah
Emp Code : 1117
Current Grade : 40
Department : Production
Unit : Hyderabad-Manufacturing-API Unit 1

Mylan Laboratories Limited

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Web : www.mylanlabs.in
CIN : U24231TG1984PLC005146

Dear R Pandurangaiah,

Greetings from the Leadership Team!

We sincerely thank you for your continued commitment to Mylan's mission of providing the world's 7 billion people access to high quality medicine. Last year was a great year, and we should all feel very proud about what we accomplished together. Looking ahead to 2019, we feel incredibly positive about our ability to deliver a strong financial performance. We are confident that with right investments we will fuel long-term sustainable growth.

With our pay for performance philosophy, our endeavor is to create an environment that not only stimulates performance, help attract & retain top talent but also reward our strong performers with greater opportunity to earn an above-target merit increase and bonus as a result of their individual achievements.

Thank you for continuing your career with Mylan! In recognition of your contributions, we are pleased to inform you that effective March 1, 2019 your compensation has been revised. Detailed compensation structure is attached in Annexure 1.

Accordingly, the details of your Performance Evaluation and Performance Bonus for the year 2018 are provided below:

Performance Descriptor (2018)

Solid Performer

Annual Performance Bonus 2018 (INR): Based on December 31, 2018 Base Pay

Component	Target Bonus Percentage (of Base Pay)	Target Bonus Amount*	Percentage of Achieved Target Bonus	Actual Bonus Amount
Personal (50%)	5.0%	46,422	110.0%	51,064
Operational (50%)	5.0%	46,422	100.0%	46,422
Total		92,844		97,486

*Amount mentioned is prorated as per guidelines (if applicable)

Changing the world is in our DNA, and through outstanding teamwork, disciplined execution and a relentless commitment to quality, we will continue to deliver better health for people everywhere. We wish you a successful year ahead and a long and rewarding career with Mylan.

Best regards,

Dr. B Hari Babu
Chief Operating Officer

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Annexure 1

Emp Name: R Pandurangaiah
Emp Code: 1117

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Web : www.mylanlabs.in
CIN: U24231TG1984PLC005146

Your Total Compensation has been revised to INR 1,178,548 p.a. with effect from 1st March 2019.

(In INR per annum)

Components	Existing	Revised	Variance
Basic	417,791	459,570	41,779
House Rent Allowance	208,896	229,786	20,890
Conveyance Allowance	19,200	19,200	-
Children Education Allowance	2,400	2,400	-
Medical Reimbursement	15,000	15,000	-
Leave Travel Assistance	36,000	36,000	-
Fuel & Maintenance	-	-	-
Driver Salary	-	-	-
Other Allowance	229,143	259,317	30,174
Base Pay Total (I)	928,430	1,021,273	92,843
Provident Fund	50,135	55,148	5,013
Retirement Benefits Total (II)	50,135	55,148	5,013
Fixed Compensation (I+II)	978,565	1,076,421	97,856
Target Performance Bonus (III)	92,843	102,127	9,284
Total Compensation (i+ii+iii)	1,071,408	1,178,548	107,140

Apart from the above, you are also eligible for following Benefits:

1. Coverage under Group Mediclaim Policy (Self & Dependents – Parents, Spouse, Two Children)
2. Coverage under Group Personal Accident Policy
3. Coverage under Group Term Life Insurance Policy
4. Gratuity as per the provisions of Gratuity Act,1972
5. Target Bonus will be paid as per the discretion of the management.

All other terms and conditions of your employment remain unchanged

Dr. B Hari Babu
Chief Operating Officer

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March 19, 2020

Mylan Laboratories Limited

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Web : www.mylanlabs.in
CIN: U24231TG1984PLC005146

Emp Name : R Pandurangaiah
Emp Code : 1117
Current Grade : 40
Department : Production
Unit : Hyderabad-Manufacturing-API Unit 1

Dear R Pandurangaiah,

Greetings from the Leadership Team!

The culmination of all our efforts over Mylan's nearly 60-year history has led us to where we find ourselves today: a company that is well-positioned to become a new champion for global health. This milestone wouldn't be possible without the talent and commitment of our global workforce, and for this you have our deepest appreciation and thanks.

Mylan's pay-for-performance philosophy rewards both operational and individual performance. Our endeavor is to create an environment that not only stimulates performance, help attract & retain top talent and reward our strong performers. It also gives us a greater opportunity to earn an above target merit increase and performance bonus as a result of our individual achievements.

Thank you for continuing your career with Mylan! In recognition of your contributions, we are pleased to inform you that effective **March 1, 2020** your compensation has been revised, details of which are attached in Annexure 1.

Accordingly, the details of your Performance Evaluation and Performance Bonus for the year 2019 are provided below:

Performance Descriptor (2019): Solid Performer

Annual Performance Bonus 2019 (INR) based on your Base Pay as of December 31, 2019

Component	Target Bonus Percentage (of Base Pay)	Target Bonus Amount*	Percentage of Achieved Target Bonus	Actual Bonus Amount
Personal (50%)	5.0%	51,064	110.00%	56,170
Operational (50%)	5.0%	51,064	125.25%	63,958
Total		102,128		120,128

*Amount mentioned is prorated as per guidelines (if applicable)

Again, thank you for helping deliver on Mylan's commitments for 2019 and in the coming year. We know you share our enthusiasm about the meaningful role we will continue to play in the future of healthcare. Your passion for better health is what excites us about the path ahead.

Best regards,

Sanjeev Kumar Sethi
Chief Operating Officer

Please note that the details of your compensation are strictly private and confidential between you and the company and in no circumstances should this be disclosed to / discussed with your colleagues or subordinates. Any violation of this confidentiality will be viewed seriously.

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Annexure 1