

Date: September 24, 2026

To, The Manager, Listing Department, National Stock Exchange of India Limited (NSE), Exchange Plaza, C – 1, Block – G, Bandra – Kurla Complex, Bandra (E), Mumbai-400 051.	To, The Department of Corporate Service, BSE Limited, 1 st Floor, New Trading Ring, Rotunda Building, Phiroze Jeejeebhoy Tower, Dalal Street, Mumbai – 400 001.
Symbol-LINCOLN	Scrip Code-531633

Dear Sir / Madam,

Subject: Intimation of change in Senior Management Personnel under Regulation 30 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“LODR Regulations”).

Pursuant to Regulation 30 read with Schedule III of the LODR Regulations, we hereby inform you that Mr. Pradeep Kumar Yadav has been appointed as Senior General Manager- Quality Assurance with effect from 24th September, 2026, and has been designated as Senior Management Personnel of the Company.

The relevant details with respect to the above appointment in Senior Management Personnel as prescribed under Clause 7 of Para A of Part A of Schedule III of the SEBI LODR Regulations read with the SEBI Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated 11th November, 2024 are enclosed as **Annexure - I**.

Kindly take note of the same on your record.

Thanking you,
Yours faithfully,
For Lincoln Pharmaceuticals Ltd

Trusha Shah
Company Secretary & Compliance Officer

Encl.: As above

Annexure - A

Details required under Regulation 30 of the SEBI LODR Regulation

Particulars	Mr. Pradeep Kumar Yadav has been appointed as Senior General Manager- Quality Assurance
Reason for change viz. appointment, re-appointment, resignation, removal, death or otherwise;	Appointment.
Date of appointment / reappointment / cessation (as applicable) & term of appointment/re-appointment;	Appointment w.e.f September 24,2026 Term: Not Applicable
Brief profile (in case of appointment)	Mr. Pradeep Kumar has over 20 years of experience in the pharmaceutical industry. He has strong expertise in Quality Management Systems (QMS), audit compliance, validation and qualifications. He also brings deep knowledge of IPQA and vendor management. He has been directly involved in customer audits and international regulatory inspections by USFDA, MHRA, TGA, ENVISA, WHO Geneva and SAPHRA.
Disclosure of relationships between directors (in case of appointment of a director)	Not Applicable

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E-mail : info@lincolnpharma.com | **Website :** www.lincolnpharma.com

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Phone : +91-79-4913 5000 | **E-mail :** khatraj@lincolnpharma.com





LINCOLN
PHARMACEUTICALS LTD.
HEALTHCARE FOR ALL

Ref: LPL/HR/September/2026
September 24, 2026

To,
Mr. Pradeep Kumar Yadav
D-602, Sun South Park
South Bopal,
Ahmedabad (Gujarat)

Subject: Letter of Appointment

Dear Mr. Pradeep Kumar,

We are pleased to inform you that you are hereby appointed as an **Senior General Manager-Quality Assurance** with our organization. The detailed terms and conditions of your employment & services with the organization are outlined as under:

1. Placement & Compensation:

- 1.1 This appointment is effective from your date of joining with the organization as **September 24, 2026**.
- 1.2 You are placed in the appropriate responsibility level of the company, and are entitled to compensation (salary & other applicable benefits) as enclosed in *Compensation Structure*.
- 1.3 Compensation is governed by the rules of the company, as applicable and/or amended hereafter.

2. Posting & Transfer:

- 2.1 Your will be based at **Manufacturing Facility, Khatraj**. Situated at:: Plot No. 10,12,13, Trimul Estate, After Vadsar Village, Near Khatraj Chokadi, P.O. Khatraj – 382 721, Ta: Kalol, Dist: Gandhinagar.
- 2.2 However, your services are liable to be transferred or loaned or assigned with / without transfer, wholly or partially, from one department to another or to office/ branch or locations anywhere in India or abroad or any other concern where this company has any interest or an associate company, existing or to come into existence in future In such case, you will abide by responsibilities vested or implied or communicated and shall follow rules & regulations of the department / office, establishment, jointly or separately, without any compensation or extra remuneration or provision of accommodation. You, thereupon will be governed by service conditions & other terms of the said concern as applicable.
- 2.3 The aforesaid Clause (i) will not give you any right to claim employment in any associate or sister concern or ask for a common seniority with the employee of sister / associate concern.

3. Probation & Confirmation:

- 3.1. You will be placed on probation for a period of **06 months** from the date of joining the organization and said period can be extended at the discretion of management to enable you to achieve expected standards of performance. Your performance will be evaluated periodically.
- 3.2. During probation, if your performance does not reach the expected standards, management deserves the right to take appropriate actions against you which may possibly include discharge/termination from the duties at the discretion of the management.
- 3.3. After Confirmation, as a permanent employee of the company. You will be entitled to statutory and service benefits and be governed by discipline and other rules existing or may come into existence from time to time to the location / place wherever you are working.

4. Performance Appraisals & Rewards:

Your performance will be reviewed on April 1st of each year, or at such other time as the management may decide. Your future increments or promotion or any other salary increase shall be based on merit considering your periodic and consistent overall performance, business conditions and other parameters fixed from time to time at the discretion of the management and shall not be considered merely as a matter of right.



5. Leave Policy & Absence from Duties:

- 5.1. You will be eligible for annual leave as per company's leave policy. You must ensure to apply for leave well in advance before proceeding. In the absence of prior approval of leave by your immediate superior, the same will be considered as Leave without Pay (LWP).
- 5.2. Absence for a continuous period of 07 days without prior approval of your superior, (including overstay on leave) would result in your losing services and it automatically come to an end without any notice.

6. Working Hours, Weekly Off & Leaves :

- 6.1. You will be expected to strictly adhere to the Working hours and Weekly off as applicable to your location and for further details pl. contact HR department.
- 6.2. However, considering business exigencies, often there will be times when you will be expected to work beyond regular time including Evenings, Weekly Off to meet essential guidelines.
- 6.3. The company's Leave policy & guidelines might have been updated from time to time; hence you should contact HR Department for the latest provisions and guidelines for Leave, Working Hours & Weekly Off.

7. Full time employment:

- 7.1. Your position is a full time employment with the company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, also You will also not seek membership of any local or public bodies without permission in writing of Managing Director of the company. Any contravention of this condition will entail termination of your services from the Company.
- 7.2. During the period of service with the company, you shall not indulge and/ or take part in any activity of formation of council and / or association or become a member being part of management staff which is found to be detrimental in the interest of the company in any way. Such an action shall be deemed as infringement to service conditions of the company and amount to causing damage to its interest and shall call for disciplinary action being taken against you, as it may deem fit and appropriate.

8. Confidentiality of Material or Intellectual Property:

- 8.1. You will not, at any time, during the employment or thereafter, without the consent of the management disclose or divulge or make public, except on legal obligations, any information regarding the company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.
- 8.2. All documents, plans, drawings, prints, trade secrets, technical information, reports, statements, etc., written or unwritten and also information and instructions that pass through you or come to your knowledge shall be treated as Confidential. You shall not utilize them for your own use or disclose by word of mouth or otherwise to other persons during or after your employment.. You will be liable for prosecution for damages for divulgence, sharing or parting any of such information during course of employment and on cessation for at least 2 years period.
- 8.3. If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the company.

9. Responsibilities & Duties:

- 9.1. You shall be responsible to carry out the job as mutually agreed upon and such other jobs connected with or incidental to which is necessary for business of the Company as intimated by management time to time and to the best of your ability.



10. Past Records:

If any declaration given, or information furnished by you, to the company for this appointment proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice or salary in lieu thereof.

11. Contract/Bond with Previous Employers:

It will be your personal responsibility to discharge all obligations arising out of any contract or bond with previous employers. Our will not be liable for addressing any legal issues or court matters in this regard.

- 12. Bond:** As mutually agreed, to sign a bond for 2 years minimum, as per the terms agreed- you will submit cheque equal to 2 months CTC. In case you leave before 2 years then company has all rights to encash the cheque against the training, resources, infrastructure etc. provided, else after completion of 2 years said cheque will be refund back to you.

13. Separation from Employment:

13.1. During the probationary period and any extension thereof, your services may be terminated on either side by giving 30 days' notice. However, on confirmation, the services can be terminated from either side by giving 90 days' notice.

13.2. Your services shall be liable to terminated forthwith or without any notice period or pay at the discretion of the management, under any of the following circumstances:

- i. If the company is satisfied on medical evidence that you are unfit or continue to be unfit for considerable time to ill health of physical / mental disability for the proper discharge of your duties.
- ii. If, at any time during the employment, you are found guilty of any misconduct, an act of indiscipline, disobedience, insubordination, incivility, insobriety, dishonesty or corrupt practice or fraud misappropriation or breach of trust or non compliance with the administrative orders of provisions of service rules, regulations and conditions or any of the terms of conditions of this appointment.
- iii. If you are declared bankrupt or insolvent or found or caught in any criminal offence covered under any Indian laws shall be terminated from the services.
- iv. If it is found that the declaration or information, furnished by you including that given for seeking employment are false and/or misleading and/or, it is found that you had will fully suppressed any information to the company.
- v. If you will abstain yourself from work without prior consent of your superior or otherwise fail to attend to your duties or abandon your work.

13.3 At the time of separation/termination, you will immediately hand over to the company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings or records belonging to the company or relating to its business and shall not retain or make copies of these items.

13.4 You shall return all company property, which will be in your possession to your assigned senior officials. Further, you will also be required to clear up all outstanding accounts, including advances / loans taken from the company & it shall be your responsibility to recover all outstanding to parties on your account for remittance to the company before you proceed to settle your legal dues in full and final settlement, else shall be fully recovered from your salary/ any other legal dues including Gratuity.

13.4.1 Before leaving the employment of the company, you are required to give your Exit Interview to HR either on telephone or in person. Moreover, you have to submit "No Dues Certificate" to HR Department for processing your full and final settlement, collecting your Relieving & Experience Certificates as a part of separation system. In case, you fail to do so or not obtain the said documents, you will be treated as left the organization & you will be liable to pay for applicable notice period along with, compensation made by company directly or indirectly.

14. Retirement:

- 14.1. The retirement age is 58 years. You will retire from the employment of the company at the end of the month in which you attain 58 years of age and you shall not have claim to be continued thereafter.
- 14.2. Your date of birth will be considered as per company's record, on the basis of photocopy of Birth Certificate / School Leaving Certificate submitted by you.

15. Income Tax:

- 15.1. The company is obliged to deduct Income Tax at source as per provision of I. Tax Act / Rules.
- 15.2. Accordingly, you are required to submit all required proof of permitted savings / investments and other details from time to time to enable the company to comply with the provisions of law.
- 15.3. In the event of non compliance by you as aforesaid if the company is required to pay any interest or payment under I. T. Act, it shall deduct the amount as may be paid or payable from your salary or other payments & you shall allow company to comply with these requirements without any objection.

16. Industrial Disputes:

All disputes arising out of this letter will be subject to the jurisdiction of the *Kalol Court*. And that the courts, tribunals and/or authorities at *Kalol* only shall have jurisdiction to entertain, disputes or differences arising out of or pertaining to this contract of employment, irrespective of your working HQ.

17. Address & Contacts:

You must keep the company informed of any change in your residential address, contact details of yourself and immediate family member in case of an emergency, that may happen during the course of employment of your services with the company.

18. General:

The above terms & conditions are based on company's policy, procedures and rules and regulations currently applicable to the company's employees and are subject to amendments and adjustments from time to time.

Please confirm your acceptance on the above terms & conditions by signing and returning this letter for records.

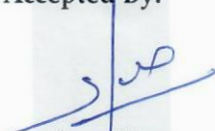
Yours faithfully,

For Lincoln Pharmaceuticals Limited,



Authorized Signatory

Accepted By:



Pradeep Kumar
Senior General Manager- QA

DECLARATION

I hereby declare that I have carefully read & fully understood the terms and condition(s) including rules and regulation, trade secret policy of my employment stated above and I hereby accept and will abide by them. Moreover, any amendment made by the company is also binding to me from time to time during my employment in future. I acknowledge the receipt of this letter in original, as token of my acceptance.

Place: Khatraj

Date:

Name: Pradeep Kumar

Signature:

