

# **ANNEXURE**

**Vinay Mahajan**

**Employee Code: 40006550**

*All figures in INR per annum*

Component	Current Salary	Revised Salary w.e.f 1- Jan-2017
Basic Salary	1775932	1811451
Flexi Compensation Plan <sup>1</sup>	2349914	2396912
Superannuation Fund	-	-
<b>A. Annual Base Salary</b>	<b>4125846</b>	<b>4208363</b>
Provident Fund	213112	217374
Gratuity	100873	102890
<b>B. Retirals</b>	<b>313985</b>	<b>320264</b>
<b>C. Total Fixed Pay (A + B)</b>	<b>4439831</b>	<b>4528627</b>
Target Short Term Incentive % (STI) <sup>2</sup>	20%	18%
<b>D. Target Short Term Incentive Amount (STI % * A)</b>	<b>825169</b>	<b>757505</b>
<b>E. Cost to Company (C+D)</b>	<b>5265000</b>	<b>5286132</b>

**Note:**

- Flexi Compensation Plan:** The flexi compensation enables you to design your salary structure as per your requirements. For more information, please visit the Flexi/ Payroll portal on the HR Core Home Page. If you have opted for Superannuation Fund, you would contribute @15% of Basic Salary from the Flexi Compensation Plan. (Net Flexi Compensation amount = Flexi Compensation Plan less 15% of Basic Salary)
- Target Short Term Incentive/Management Incentive Plan:** Actual payout can be higher/lower based on your Individual performance and Business performance in the relevant year.

**For Novartis Healthcare Pvt. Ltd.,**



**Authorized Signatory**

*Accepted:*



**Vinay Mahajan**

**For Novartis Healthcare Pvt. Ltd.,**



**Line Function Head**

**29 June 2016**

**Date**

*Note: Please note that the digitized image of the handwritten signature is an equivalent of the manual signature on this letter*

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