

Salary Revision Statement (CTC)

Dear Vinay Mahajan,

We would like to confirm that your performance on your objectives and demonstration of Novartis Values & Behaviors in 2014 has been rated as 2.2

Based on your performance rating and the compensation benchmark data for your position, you have been given a 11.00% increase on your Annual Base Salary.

The salary revision comprises merit increase linked to your performance and if applicable, adjustments to enhance market competitiveness.

Your Cost to Company (CTC) post salary revision is INR 4,538,769.

Your revised compensation and the benefits you are eligible for are detailed in subsequent pages in the Total Rewards portal.

Human Resources India