

2025

Annual Compensation Review (ACR) Statement

Live your best life

HEALTH | MONEY | LIFE

At Lilly, we make life better for people around the world. It's important we do the same for you and your family. Through our diverse, comprehensive collection of pay and benefits programs – many at the forefront of what's offered in and beyond our industry – we empower you to live your best life. In caring for you, we power our purpose.



Name:Gopinaath C

Global ID:3082915

Position:Sr. Engineer II - Software

Work Schedule:100.00%

Your Performance

Sufficiently Met Expectations
Yes

Your Compensation Plan Information

Compensation Elements	Currency	Prior to ACR decision
Grade Profile		R2-INDIA-H-T2
Base Pay Range	INR	1,751,750 - 3,638,250
Bonus or Incentive Plan	INR	Corporate Bonus-India12.00%

Your Base Pay

Effective Date	Currency	Prior to ACR decision	Merit	New Base Pay	New Per Period
01/03/25	INR	3,250,000.00	97,500.00	3,347,500.00	278,958.33
			3.00%		

Your Bonus

Currency	Performance %	Corporate Bonus Multiple
INR	100%	2.25

Total Bonus Payout = Bonus eligible earnings x Prior Year Individual Bonus Target % x Performance % x Bonus Multiple + Additional Cash Award (ACA)

Your Benefits

Pay & Benefits Summary	Have you ever wondered what benefits Lilly offers you? Visit the LillyNow Benefits Site to find out more.
------------------------	---

Your Resources

- To learn more about your total base pay, click here: [Total Base Pay \(lilly.com\)](#)
- To learn more about the bonus program, click here: [Bonus \(lilly.com\)](#)
- To learn more about your stock award, click here: [Equity \(lilly.com\)](#)
- To access the Lilly Benefits Center, click here: [Benefits \(lilly.com\)](#)