

Compensation Confirmation Statement

Thank you for your contributions to IQVIA this year. This statement provides an overview of your base pay compensation, as well as a reminder of some of the other benefits we encourage you to take advantage of as an employee. If you have any questions, please feel free to reach out to your manager or the HR Shared Service team through [VIA](#).

Employee ID:	1089503
Name:	Digambar Sabane, Sachin
Grade:	130
Title:	India - Test Engineer
Currency:	INR
Current Base Pay, Annualized:	1,002,929.02
Merit Increase Amount:	59,955.10
Merit Increase %:	5.98%
New Base Pay, Annualized:	1,062,884.18

Among other Health and Welfare benefits, we also want to encourage you to remember that each eligible employee has an [IQVIA Day](#) that allows for one paid business day off any time during the year, with manager approval, to volunteer with a charitable, not-for-profit organization of your choice. Individual and group activities qualify.

And don't forget the [Impact Program](#), which provided for peer to peer (non-monetary eCards) and manager-approved cash awards to recognize employees at Director level and below for their exceptional teamwork, client centricity and delivery excellence and to highlight the breadth of talent and excellence at IQVIA.

Merit Increase Notes:

Merit increases are effective October 1, 2024. The merit increase amount for this year's annual merit cycle is based on base pay as of July 5, 2024, even if an employee has a pay increase (e.g., promotion, market adjustment, country-specific) between July 6, and October 1, 2024. Further, IQVIA retains the discretion to change an employee's pay before October 1, 2024, and if an employee's pay is increased at least as much as the increase the employee would have received effective October 1, it may be in lieu of the planned October 1 increase.

**Please see next page for allowance breakups.*

Compensation Breakup Statement

Employee ID: 1089503
Name: Digambar Sabane, Sachin
Compensation Action: Merit
Effective Date: 01-Oct-2024
Grade: 130
Title: India - Test Engineer
Location: Pune, India
Company: IQVIA RDS (India) Private Limited
Company Registered Address: Omega Embassy TechSquare
 Marathahalli- Sarjapur Outer Ring Road
 Kadubeesanahalli
 Bangalore- 560 103
 India

Components	Amount in INR per Month	Amount in INR per Annum
PART 1: BASE SALARY		
Salary Plan	35,429.47	425,153.66
House Rent	35,429.47	425,153.64
Special Allowance	8,857.37	106,288.44
Work From Home Allowance	8,857.37	106,288.44
ANNUAL GROSS COMPENSATION (AGC)		1,062,884.18
PART 2: RETIRAL BENEFITS		
Employer contribution to Provident Fund	4,251.54	51,018.44
FIXED COST TO COMPANY (1+2)		1,113,902.62
PART 3: ANNUAL INCENTIVE PAY TARGET		
ANNUAL INCENTIVE PAY TARGET		85,030.73
TOTAL COST TO COMPANY (2+3)		1,198,933.35

Notes:

- All other items and conditions of your employment will remain unchanged.
- Your benefits shall be in accordance with the Company Policy as applicable.
- Appropriate tax will be deducted at the applicable tax rates, as amended from time to time.
- Annual Incentive Pay Targets: You may participate in non-salary compensation programs as may be available subject to applicable terms, conditions and eligibility requirements of such programs and at the program administrator's discretion. Entitlement and the amount payable under such program shall be governed by the Company's performance incentive plan which is liable to change from time to time at the sole discretion of the Company. Payouts under such programs are not guaranteed.
- Annual Gross Compensation (AGC) on your statement and Workday may show minor differences due to decimal variations (+/-12 INR) during currency conversion. If you have any questions, please contact HR Shared Services via Live Chat or raise a VIA HR Ticket.