

Compensation Confirmation Statement

Employee ID:	1089503
Name:	Digambar Sabane, Sachin
Grade:	130
Title:	India - Test Engineer
2022 - Goal Rating:	3. Meets Expectations
2022 - Competency Rating:	3. Meets Expectations
Currency:	INR
2022 Bonus:	47,550.00
Current Base Pay, Annualized:	939,600.00
Merit Increase Amount:	63,329.04
Merit Increase %:	6.74%
New Base Pay, Annualized:	1,002,929.04

Bonus Notes:

Per the governing terms of the AIP, employees must be employed as of March 1, 2023 to be eligible to receive any AIP payment, subject to applicable law.

Bonus payments will be paid by the 15th day of March in the United States, and typically no later than the end of April in other countries, unless required otherwise by applicable local policy or applicable law.

Merit Increase Notes:

Merit increases are effective July 1, 2023. The merit increase amount for this year's annual merit cycle is based on base pay as of December 31, 2022, even if an employee has a pay increase (e.g., promotion, adjustment, country-specific) between January 1, 2023 and July 1, 2023. Further, IQVIA retains the discretion to change an employee's pay before July 1, 2022, and if an employee's pay is increased at least as much as the increase the employee would have received effective July 1, it may be in lieu of the planned July 1 increase.