

Compensation Confirmation Statement

Thank you for your contributions to IQVIA this year. This statement provides an overview of the elements of your 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
2024 - Goal Rating:	3. Meets Expectations
2024 - Competency Rating:	3. Meets Expectations
Currency:	INR
2024 Bonus:	40,635.29

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.

Bonus Notes:

Per the governing terms of the AIP, employees must be employed as of March 1, 2025, to be eligible to receive any AIP payment, subject to applicable law.

Bonus payments will be paid no later than April 30, 2025, unless otherwise required by applicable local policy or law.