

# 2020 Compensation Review Statement

Prepared for Himani Attri, April 2020

Dear Himani,

We have recently undertaken our annual compensation review. This review took place in the context of our pay and recognition principles; compensation competitiveness, fairness and transparency, as well as employee performance and business impact.

Below please find details and confirmation of your salary and variable pay before and after the compensation review.

Of course, it should be remembered that this is not your full compensation package, as Ericsson also offers many non-cash benefits to its employees.

Yours sincerely,

Vikas Gandhi

Name:	Himani Attri	Employee ID:	23726153
Position Title:	Data Scientist		
Effective Date:	04/01/2020		
(MM/DD/YYYY)			

Compensation element	Before review		Following review
Annual full-time salary <sup>1</sup>	INR 1,430,004	3.00%	INR 1,472,904
Discretionary Increase %		3.00%	
Variable pay plan and commitment %	STV 5%		STV 5%
Nominal variable pay <sup>2</sup>	INR 71,500		INR 73,645
<b>Total Target Cash</b>	<b>INR 1,501,504</b>		<b>INR 1,546,549</b>

**Notes:**

<sup>1</sup> This represents the annualized gross base salary before any deductions are made (e.g. for income tax and social security).

<sup>2</sup> Variable pay is not a guaranteed pay element. The amount shown is calculated based on annual full-time base salary and fulfillment of targets at commitment level. Actual payment amount may differ from this value due to variations in base pay earnings, base salary changes during the year, real part-time salary, periods of absence, etc. or if actual achievement levels are above or below commitment target levels.

Note that this compensation statement is prepared in the global regular compensation review. Additional total reward statements may be prepared by Ericsson's local companies. Your local HR should make you aware if such statements are available for you.