

20-Oct-2020

SUDHARANI CHALLA

Employee Code: 40016714

Dear SUDHARANI CHALLA,

Congratulations!!

We are pleased to inform that you have been selected for the position of **Business Process Expert** at **GJFA Band 4** effective **01-Sep-2020** .

Your revised Cost to Company would be **INR 2,696,762/-** per annum. Details of revised compensation are enclosed in the annexure.

Please note that your compensation remains strictly confidential between you and the company and must not be disclosed to others.

We trust this role change within Novartis will go a long way in meeting your career aspirations. Wish you success in your new role.

The other terms and conditions of your employment remain the same.

People & Organization India

ANNEXURE

20-Oct-2020

SUDHARANI CHALLA

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All figures in INR per annum

| Component | Revised Salary w.e.f 01-Sep-2020 |
|---|-------------------------------------|
| Basic Salary | 923,237 |
| Flexi Compensation Plan | 1,223,826 |
| Superannuation Fund | - |
| A. Annual Base Salary | 2,147,063 |
| Provident Fund (Employer's contribution) | 110,788 |
| Gratuity | 52,440 |
| B. Retirals | 163,228 |
| C. Total Fixed Pay (A + B) | 2,310,291 |
| D. Total Target Variable Pay[*] | 386,471 |
| E. Cost to Company (C+D) | 2,696,762 |

*** Total Target Variable Pay**

- It is a percentage of Annual Base Salary.
- Actual payout will be based on Individual's and Novartis performance.

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