

Compensation Revision

27-Aug-2021

Sudharani Challa

Employee Code: 40016714

Dear Sudharani Challa,

We are pleased to inform you that your compensation has been revised. Your revised Cost to Company (CTC) is **Rs.3,333,361/-** per annum with effect from **01-Sep-2021**. The detailed salary breakup is given in the enclosed annexure.

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

We wish you success and hope you will continue to set higher standards of performance in your function.

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

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ANNEXURE

27-Aug-2021

Sudharani Challa

Employee Code: 40016714

All figures in INR per annum

Component	Revised Salary w.e.f 01-Sep-2021
Basic Salary	1,141,177
Flexi Compensation Plan	1,512,722
Superannuation Fund	-
A. Annual Base Salary	2,653,899
Provident Fund (Employer's contribution)	136,941
Gratuity	64,819
B. Retirals	201,760
C. Total Fixed Pay (A + B)	2,855,659
D. Total Target Variable Pay[*]	477,702
E. Cost to Company (C+D)	3,333,361

*** 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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