

**Mrs Sudharani Challa**

Date: 22.02.2021

### Compensation Review Confirmation

The result of Compensation Review for Sudharani Challa (Personnel Number: 40016714):

Compensation Review										
IN Merit 2020/21										
Merit Increase										
Compensation Plan									Effective Date	
Merit Increase									01.04.2021	
Previous Salary <sup>(1)</sup>	Salary Increase %	Increase Amount <sup>(1)</sup>	New Salary <sup>(2)</sup>	Currency	Time Unit					
2,147,063.00	14.45	310,257.00	2,457,320.00	INR	Annually					
<sup>(1)</sup> Values are calculated based on 100% Employment Level.										
<sup>(2)</sup> Local rounding rule is applied (if applicable).										
Short-Term Incentive										
Compensation Plan									Effective Date	
Short-Term Incentive = (Base Salary * STI Target % * Employment Level % * IPF % * BPF %) * (No. of Days / 366)									01.03.2021	
No. of Days	Organizational Unit	Business Pool	Performance Rating	Base Salary	STI Target %	Employment Level %	IPF %	BPF %	STI Amount <sup>(3)</sup>	Currency
122	DIT Serv. Del. Medical & Digital	Novartis Global	3.2	2,147,063.00	18.00	100.00	120	100	154,588.54	INR
153	DIT Serv. Del. Medical & Digital	Novartis Global	3.2	1,717,650.00	15.00	100.00	120	100	129,246.12	INR
91	DIT Serv. Del. Medical & Digital	Novartis Global	3.2	1,717,650.00	15.00	100.00	120	100	76,871.88	INR
Total Short-Term Incentive Amount <sup>(2)(3)</sup>									360,710.00	INR
<sup>(2)</sup> Local rounding rule is applied (if applicable).										
<sup>(3)</sup> Values are calculated based on proration										
IPF % = Individual Performance Factor % / BPF % = Business Performance Factor %										

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Effective Date: 01.04.2021

<b>TOTAL COMPENSATION BREAKUP</b>	
<b>Salary Components</b>	<b>Per Annum (INR)</b>
Basic Salary	1,056,645.00
Flexi	1,400,669.00
Provident fund	126,797.00
Gratuity	60,017.00
Short term incentive	442,316.00
<b>Cost to Company</b>	<b>3,086,444.00</b>