



22/09/2025

Pradeep C N
#4/A, C/o R Manjula Ground floor,
6th Main road, 8th Cross,
1st stage -Brindavan Extension
Mysuru - 570020

Dear Pradeep ,

Welcome to IQVIA™

On behalf of IQVIA, The Human Data Science Company™, we are pleased to extend an offer of employment for you to join our global team.

By accepting this offer, you will join a diverse team of 86,000+ employees in 100+ countries who share a passion to help clients drive healthcare forward. Discover new paths to success as you share stories of unparalleled data, transformative technology, advanced analytics, and domain expertise coming together to solve complex problems. Join IQVIA and be the catalyst for the future of human science.

Your designation will be {Territory Business Manager - 130}. You will be based in Thane, India (INMUM1, 42.5). Included is information about our offer of employment for your review, including details about salary, vacation time and health benefits.

Please note that this offer is subject to the outcome of the Background Verification on your candidature. At any point, in the event we find that any supporting documentation and/or information provided in connection with this offer letter is found to be false or misrepresented, the company reserves the right to revoke this offer of employment and terminate the appointment on an immediate basis.

ANNUAL GROSS COMPENSATION : INR ₹850,000.00

PROVIDENT FUND : INR 40800

FIXED COST TO COMPANY : INR 890,800

Performance Linked Incentive (Variable) : INR 249000**

TOTAL COST TO COMPANY : INR 1,139,800

Performance Linked Incentive (Variable)-** The Performance Linked Incentive (PLI) amount mentioned above represents your annual target payout, determined based on both overall company performance and your individual



sales achievements.

At the beginning of the performance year, an overall annual sales target will be set for you. This will be further broken down into monthly/ quarterly sales targets, which may be revised during the year based on sales progress, market conditions, and business priorities. Your performance will be reviewed at the end of each quarter, and the corresponding portion of the PLI will be paid based on actual achievement against the quarterly targets.

The final payout for the year may be higher, lower, or nil depending on cumulative performance across all quarters and overall company results.

PLI will be payable only if you are in active employment and not serving notice on the payout date, except as follows:

- Resignation: No payout if you have resigned and are serving notice prior to the payout date.
- Termination for Cause: No payout.
- Retirement: A pro-rated payout may be made at the Company's discretion, subject to performance outcomes.
- Death / Permanent Disability: A pro-rated payout may be made to you or your legal heirs/nominees, subject to performance outcomes.
- Other Separations: For separations not covered above, eligibility and payout will be determined at the Company's discretion.

The Company reserves the right to amend, suspend, or withdraw the Performance Linked Incentive program at its sole discretion.

Detailed break up of salary will be shared separately.

BENEFITS:

- Gratuity: The eligibility and amount of this benefit is as per the applicable laws.
- Leave Eligibility: All leave entitlements will be pro-rated on an accrual basis in terms of fractions of the calendar year during which you attended the office. The leave entitlements set out above are provided annually (January-December of each calendar year) and are subject to company policy, as it may be from time to time.
- Group Medisclaim: Employee and family members are covered as per prevailing Company Policy.
- Employees are covered under Group Life Insurance & Group Personal Accident Insurance as per prevailing Company Policy.

The next step is to indicate your agreement to these terms by electronically signing this offer. It is important that you accept your offer of employment within 48 hours of receipt. Once accepted the remaining Onboarding documents will become available to you for completion within a further 3 days. Please read and follow the instructions on each of the documents carefully. Failure to complete the tasks may affect the downstream activities of your onboarding process.



Registered Office

IMS HEALTH INFORMATION SOLUTIONS INDIA PRIVATE LIMITED

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Thane(West) - 400615

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EXECUTIVE EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement"), dated as of the 06-Oct-2025 is made and entered by {IMS Health Information Solution (India) Private Limited (IN71)} (hereinafter "IQVIA" and PRADEEP C N, AGED ({37} (DOB: {29-Oct-1987}), [S-D]/o (Nataraja C O) having Aadhar No. {333701924727} (hereinafter the "Executive").

IQVIA desires to employ this Executive as Territory Business Manager and provide adequate assurances to this Executive and this Executive desire to accept such employment on the terms set forth below.

In consideration of the mutual promises set forth below and other good and valuable consideration, the receipt and sufficiency of which the parties acknowledge, IQVIA and Executive agree as follows:

1. EMPLOYMENT IQVIA employs Executive and Executive accepts employment on the terms and conditions set forth in this Agreement.

2. NATURE OF EMPLOYMENT This Executive shall serve as a Territory Business Manager and have such responsibilities and authority as IQVIA may assign from time to time. Additionally, this Executive agrees to perform such other duties consonant with those of an executive at the Executive's level as IQVIA may set from time to time.

2.1 This Executive shall perform all duties and exercise all authority in accordance with, and otherwise comply with, all IQVIA policies, procedures, practices and directions.

2.2 This Executive shall devote all working time, best efforts, knowledge and experience to perform successfully the Executive's duties and advance the Company's and/or its Affiliates' interests. During employment, this Executive shall not engage in any other business activities of any nature whatsoever (including board memberships) for which this Executive receives compensation without the Company's prior written consent; provided, however, this provision does not prohibit this Executive from personally owning and trading in stocks, bonds, securities, real estate, commodities or other investment properties for the Executive's own benefit which do not create actual or potential conflicts of interest with IQVIA and/or its Affiliates. As used in this Agreement, "Affiliates" shall mean: (i) any Company's parent, subsidiary or related entity; and/or (ii) any entity directly or indirectly controlled or beneficially owned in whole or part by IQVIA or Company's parent, subsidiary or related entity.