



2024 Year-end Compensation Statement

Name: PRADEEP C N	Title: DISTRICT MANAGER	WWID: 152052311	Country: India
Performance: Business Results: Strong Leadership: Strong	Pay Grade: 24	Supervisor: Raju Singh	

Base Salary(INR)

Current Salary	Merit Target	Merit Increase	New Salary
820,600	9.20%	10.50%	906,800

Total Year-end Compensation(INR)

New Salary	Total
906,800	906,800



About your compensation

We recognize that individual performance drives business success, and our compensation programs deliver performance-driven pay with rewards for contributions toward the Company's commitments to our customers, our employees, our global community, and our stockholders.

Johnson & Johnson compensation programs:

Your total direct compensation targets reflect local labor market trends and competitive market practices. Compensation awards are based on your position in the salary range, performance rating, cost of living, targets and budgeted spending pools. Based on eligibility, your final compensation may include:

A **Base Salary** which is designed to be competitive in each local market, to fit within a business unit's budget, and to align with our pay for performance philosophy.

A **Merit Increase** is based on the employee's performance rating, position within the pay range, and the country merit budget. Merit targets and budgets are unique to each country, reflecting local labor market trends and competitive practices.

For more information visit the Year-end Compensation microsite at: <https://jn.sharepoint.com/teams/Year-endCompensation>

Disclaimers

1. All Percentages are rounded for display purposes.

2. The granting of all compensation, as well as its amount, is at management's sole discretion and is contingent upon your individual performance, the performance of the corporation, the performance criteria defined by the corporation's compensation plans, and your length of service during the performance year for which it is being granted. Guidelines and continued eligibility are determined annually, and are subject to change from year to year. The continuation of any compensation program is subject to management discretion. Performance-cycle base pay and non base pay compensation, based on the guidelines and eligibility, as well as your performance, are determined at year-end, once Johnson & Johnson's results have been assessed, and are paid during the first quarter of the following year. Timing of payout may vary by country. Information does not imply, nor is intended to construe, a contract of employment with J&J or any of its affiliates.

3. Total Year-end Compensation includes new base pay, lump sum, short-term incentives (excluding sales incentives) and long-term incentives, as applicable.



Scan the QR code to visit our **Uncomplicating Compensation Video Series** and learn more about each component of your total compensation at J&J.