



March 14, 2025

Employee Name : A Varadaraj
Current Designation : Therapy Specialist
Current Grade : V11
Department : NCD Care - Sales
Employee Code : 901688
Unit : India Remote Office

Dear A Varadaraj,

Greetings from the Leadership Team !

At Viatris, we bring together talented individuals who share our mission of empowering people worldwide to live healthier at every stage of life. Viatris colleagues are recognized and rewarded annually for their performance through the company's Rewards programs. Our pay-for-performance philosophy aims to incentivize both organizational and individual excellence, fostering a supportive and competitive work environment that attracts and retains top talent while rewarding high performers.

We would like to thank you for your contributions to Viatris. In recognition of this, we are pleased to inform you that effective March 1, 2025 your Total Compensation has been revised. Detailed compensation structure is attached in Annexure 1.

Accordingly, the details of your Performance Evaluation for the year 2024 are provided below:

Performance Descriptor (2024)

Strong Performer

Thank you for your dedicated efforts and contributions.

Best Regards,

Anupam Bhatt
Head of Human Relations - India

Please note that the details of your compensation are strictly private and confidential between you and the company and in no circumstances should this be disclosed to / discussed with your colleagues or subordinates. Any violation of this confidentiality will be viewed seriously.

"The matter contained in this letter is electronically generated and does not require signatures. The information provided in the letter are Privileged and Confidential and may not be disclosed without the express permission of the Company."

Annexure 1

Employee Code : 901688
 Employee Name : A Varadaraj

Your Total Compensation has been revised to INR 753,524 p.a. with effect from March 1, 2025.

(in INR per annum)

Components	Existing	Revised	Variance
Basic	355,049	388,779	33,730
House Rent Allowance	177,525	194,390	16,865
Conveyance Allowance	19,200	19,200	-
Children Education Allowance	-	-	-
Medical Reimbursement	15,000	15,000	-
Other Allowance	78,770	89,502	10,732
Base Pay Total (I)	645,544	706,871	61,327
Provident Fund	42,606	46,653	4,047
Retiral Benefits Total (II)	42,606	46,653	4,047
Total Compensation (I+II)	688,150	753,524	65,374

*In case you have opted for National Pension Scheme (NPS), an amount equivalent to 10% of your basic salary will be deducted from your 'Other Allowance' or 'House Rent Allowance' as applicable and will be contributed towards NPS

Apart from the above, you are also eligible for following Benefits:

1. Coverage under Group Mediclaim Policy or ESI as applicable
2. Coverage under Group Personal Accident Policy
3. Coverage under Group Term Life Insurance Policy
4. Gratuity as per the provisions of Gratuity Act,1972

All other terms and conditions of your employment remain unchanged.

Best Regards,

Anupam Bhatt
 Head of Human Relations - India

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