



Your 2024 remuneration review outcome

MALLESWARA RAO MURAKALA
00488053

18/09/2024

Dear MALLESWARA RAO,
FY24 remuneration review outcomes are now confirmed including your FY24 annual performance review.

What this means for you

Your FY24 Performance review outcome

Managing risk in your role	Fully Met
Demonstrating the Group's values	Exceptionally Demonstrated
KPI achievement against your role priorities	Above Expectations

Your FY24 Variable Remuneration outcome

INR

Pro-rated STVR Potential	₹302,148.00
STVR Payment	₹241,718.00
STVR Payment (against pro-rated STVR potential)	80.00%

Your FY25 Remuneration Package, effective 1 July 2024

INR

Base remuneration (16.00% Merit Increase)	₹1,752,458.40
STVR Potential (20.00% of Base Remuneration)	₹350,491.68
Total Potential Remuneration	₹2,102,950.08

What you should know

Payment dates: Remuneration review outcome payment dates vary from country to country. Refer to the Annual Remuneration Review hub on Sidekick for the relevant dates in your area.



Where to find more information and support

- To understand more about how your individual performance outcome influenced your remuneration review outcome, please speak to your people leader.
- Visit the Annual Remuneration Review Hub & the Performance Review Hub on Sidekick.
- For more support and other answers to questions you may have about these important processes, ask Dash. If Dash can't help, you'll be transferred to human hands for support.

Understanding your remuneration outcomes

Pro-rated STVR Potential: STVR Potentials are pro-rated for the following scenarios during the performance period: changes to STVR Potential value, unpaid leave, changes to employment arrangements (e.g., casual to permanent), work schedule, hire / exit dates, STVR plan changes.

Base Remuneration: The base remuneration shown in the statement reflects the increase approved as part of the annual remuneration review, effective 1 July 2024. It does not capture any base remuneration changes that have been processed after 1 July. Remuneration amounts are shown as full time equivalent (FTE).

Superannuation: If you are outside Australia, any pension/retirement benefits applicable to you are not reflected above, and are in addition to the amounts shown in the above table.

STVR Potential: If you are not eligible to participate in the STVR plan, the STVR outcome on this statement will be blank.

Are you ready for the future of work?

Discuss your skills-led career with your leader in your next Quarterly Check-in Conversation to spark even brighter possibilities for your career.

Need Help? Visit Sidekick, chat with Dash our HR Chat Bot or contact HR Direct on 1800 989 696 (or +612 8055 4140 intl.)