



September 27, 2021

Mariya Shaju Thomas
U67654

Dear Mariya Shaju,

UST's performance over the last several years has been both rewarding and exciting. We take this opportunity to thank you for your relentless hard work and spirited performance. The coming quarters will present us newer challenges and opportunities – and we look forward to your renewed commitment and continued contribution in realizing our vision of being the best digital and IT services company in the world.

Being an organization that considers our people as the most valuable asset, during this period we have made significant investment in benchmarking our total rewards practices with the best in the industry by working closely with external compensation benchmarking experts.

We are pleased to announce that with effect from September 17, 2021 your revised annual compensation is ₹ **4,65,000/-**. This includes a variable component of ₹ **18,000/-**.

Thank you for your hard work, faith and belief as we continue to build a world class company.

Sincerely,

A handwritten signature in black ink, which appears to read 'Kavita', is placed above the printed name.

Kavita Kurup
SVP-Human Resources

Note: Your compensation information is considered confidential.