



23 October 2023

Mariya Shaju Thomas

U67654

Dear Mariya,

We are happy to share the details of your Variable Pay (VP) for the period January to June 2023 (H1, 2023). This will be paid in October 2023 payroll. The details are given forthwith.

As with all compensation and reward related matters, we trust that you will maintain the confidentiality of this communication.

Wishing you the very best!

Regards,

Kavita Kurup

Global Head – Human Resources



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VP start date	VP End date	Total Days in H1'23	At Onsite	On LWOP*	VP Eligible Days#
01/01/2023	06/30/2023	181	0	0	181

*On LWOP = Leave without Pay are the days not considered for VP calculation | #VP Eligible Days = Net days you are eligible for your variable pay.

What is my annual Target Variable Pay?	HOW IS MY VP CALCULATED?		
	TARGET VP FOR ELIGIBLE DAYS IN H1'23	COMPANY EBITDA PAYOUT %	TOTAL VP Payable in H1'23
₹ 38,162	₹ 18,924	80%	₹ 15,139
EXPLANATION			
a) The variable pay amount mentioned in your offer letter or latest compensation revision letter.	a). This is the VP amount for the #Eligible Days in 1 st table.	a).This is the payout % for H1'23 payment, based on overall organization's financial performance, as reported by finance dept.	a). Your H1'23 Variable Pay Earnings
	b). Formula: (Annual Target VP/ 365) *Eligible Days.		b). Formula: Target VP for eligible days* Company EBITDA Payout %
	c) Calculation: (38,162/365)* 181		c). Calculation: 18,924*80%

- Company EBITDA\$ payout % is based on overall organization’s financial performance, as reported by finance department.



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Steps to follow if you have any questions or need any clarifications:

- Raise an iSolve ticket to HRSolutions.

Navigation:

1. Web: [Kubera](#) > [iSolve](#) > [Ask HR](#)> Click show more > [Compensation & Benefits](#)
 2. App: [U&UST](#) > [Ticketing](#) > [HR Request](#) > [Compensation & Benefits](#).
 3. Email: HRSolutions@ust.com.
- SLA for resolution is 2 business days.
