



Arun K L  
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# Your 2025 remuneration review outcome

Dear Arun,

FY25 remuneration review outcomes are now confirmed including your FY25 annual performance review outcomes.

## What this means for you

### Your FY25 Performance review outcome

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

### Your FY25 Variable Remuneration outcome

	INR
Pro-rated STVR Potential	₹522,245.75
STVR Payment	₹208,898.30
STVR Payment (against pro-rated STVR potential)	40.00%

### Your FY26 Remuneration Package, effective 1 July 2025

	INR
Base remuneration (5.00% Merit Increase)	₹5,904,150.00
STVR Potential (30.00% of Base Remuneration)	₹1,771,245.00
Total Potential Remuneration	₹7,675,395.00

## 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.

If you leave the Group, give notice or are given notice before your discretionary STVR is paid, please refer to the [Group Discretionary Termination Payments Procedure](#) to understand how your payment is treated.



## 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, including but not limited to 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 2025. 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.

## Set yourself up for success

Book in quarterly check-ins with your leader to set yourself up for success and gain clarity on goals, track your progress, and discuss skill development with quality conversations.