

Pradeep Raghavan Kathirvel's Compensation Statement

December 1, 2024

We appreciate your efforts towards the growth of the company and your compensation is just one of the ways Accenture recognizes, rewards and invests in you. Our approach is to provide market-relevant pay, rewarding career progression and to invest in critical skills that help us innovate together to improve the way the world works and lives. As a reminder, our rewards decisions - personalized to you - are balanced with overall business performance and based on planned financial commitments.



Ajay Vij
Country Managing Director

Talent Discussion Outcome: You are doing great work and are a valuable part of our team.

Currency: INR

Base Pay **+6.63% TO 559,800**

Outcomes

Current Base Pay:	525,000
Base Pay Increase %:	6.63%
New Base Pay:	559,800

Bonus **12.6% OR 35,006**

Outcomes

Other Payments **20,754**

This section includes equity, bonus or other payments outside the annual pay increase cycle that were previously granted and not included in the "Total Compensation for This Period" above.

May'24 Bonus	20,754
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Total Cash **615,560**

Legal Name: Kathirvel, Pradeep Raghavan

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Base Pay

Approach

How are base pay decisions made?

Rewards decisions are always made in the context of the market, affordability and business outlook. This year, we are doing some base pay increases in December in key growth areas. Individual decisions are based on our rewards principles, including market / position in range, impact, and skills. Going forward, similar to the timing of promotions, we will shift more of our base pay increases to June which is when we have better visibility into client demand and our own fiscal year momentum.

Visit FY24 [Rewards and Performance FAQs](#) for more information.

Bonus

Approach

How are decisions on bonuses made?

Talent leads personalize bonus awards considering an individual's impact and behaviors over the past year. They use insights from the talent discussions and award the highest bonuses to those who have had truly distinctive impact and exemplary behaviors. Keep in mind that as individual performance varies from year to year, bonuses are likely to vary from year to year as well. For your country and level, the majority generally received a bonus award between 6%-11%.

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ADDITIONAL INFORMATION

Base Pay:

Providing our people with recognition and rewards that are commensurate with individual performance and prevailing market conditions is a priority for the Company leadership. In line with Performance Achievement, our aim is to create a more flexible and personalized reward structure that leverages compensation, equity, benefits, a great working environment, training and on the job professional growth.

Your annual fixed compensation will include allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines; and will be subject to applicable taxes.

Bonus:

You will be eligible to participate in the FY25 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from 0% to 21% of the prorated fixed pay in the FY25, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

The awarded bonus percentage has been determined by your Talent Lead. For any queries related to bonus amount calculation, kindly raise a query here - [Accenture Support](#) (Category- Total Rewards and Benefits-> Sub category- Bonus/Vpay Inquiry).

May'24 Bonus:

The Variable Bonus payout made this year in May'24 . This payout has been paid on prorated based on your tenure in the Company and considering the period of leave without pay during the period from Sept'23 to Feb'24.

Total Cash: This section is the total of your rewards, above. It reflects your base pay as of December 1 in each year, as well as your annual bonuses. It does not reflect actual earnings or any other bonuses/allowances received in the current or prior years. Note that if you have adjusted your working hours, you may see larger variances in your total cash year over year that reflect your change in schedule.