

## ADITYA TIWARI's Compensation Statement

### June 1, 2022

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.



Rekha M Menon  
Chairperson and Senior Managing Director

**Talent Discussion Outcome:** Congratulations on your promotion! This is a significant career milestone to celebrate.

Currency: INR

<b>Base Pay<sup>1</sup></b>	<b>+23.24% TO 525,000</b>
<b>Outcomes</b>	
Current Base Pay:	426,000
Base Pay Increase %:	23.24%
New Base Pay:	525,000

<b>Bonus<sup>2</sup></b>	<b>8.5% OR 16,126</b>
<b>Outcomes</b>	
May'22 Bonus <sup>2</sup> :	16,126

Legal Name: TIWARI, ADITYA

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#### **Base Pay<sup>1</sup>**

##### **Approach**

Base pay - it is the foundation of rewards as you grow in your career. As you deepen your skills and increase your impact to Accenture, your base pay will increase over time. So how exactly are increases decided?

Talent and group leads make personalized base pay decisions based on a number of factors. One key consideration is where in the base pay range each person is paid. HR uses detailed market insights, including survey data that represents our talent competitors, to develop base pay ranges based on what the market pays people in similar jobs, levels, and locations. Talent and group leads have these ranges available to them as they make decisions to help prioritize/ensure market competitiveness.

Talent and group leads will also consider the skills an individual has, and prioritize increases for people with the skills most critical to their area of the business. Also considered is the impact a person is having and if they are living the Leadership Essentials in the work they do. The greatest increases to base pay occur when promoted to a new level.

We are committed to ensuring pay equity across Accenture, using various methods, including market-leading analysis. We actively seek to address disparity and promote a culture of equality to make sure all our people can advance and thrive.

So who is your talent and group lead? Your talent lead was Jeena Thaithodan, and the group lead was Sudipta Saha.

#### **Bonus<sup>2</sup>**

##### **Approach**

Bonuses are awarded to recognize achievements and contributions in the past year. Awards are highest for those who have made the biggest impact to our Shared Success - by working together as One Accenture to deliver 360 value. As individual achievements and impact vary from year to year, bonuses are likely to vary from year to year as well.

As with every year, each talent lead has a budget to award bonuses. In determining the final bonus, talent leads consider the achievements and impact of each person. Budgets are finite, meaning that in order to give someone a higher bonus, someone else must receive a lower bonus.

Note that some individuals may be eligible for one or more bonus programs based on local policies.

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### ADDITIONAL INFORMATION

#### 1 - 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.

You will be eligible to participate in the FY22 Local Variable Bonus (LVB) Programme. Your indicative pay-out can range from 0% to 21% of the prorated fixed pay in the FY22, subject to the overall terms and conditions of the LVB, 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 LVB programme guidelines. The LVB 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.

#### 2 - Bonus:

Bonus % indicates the bonus % that has been personalized for you by your Talent Lead for May 2022 payout.

Bonus amount includes all the bonuses\* paid to you for the period September'2021 to February'2022, as applicable.

\*Refer to Variable Bonus sub-section for more details.

**General Comments:** Where this compensation statement relates to a promotion and any associated reward changes, in order to receive any rewards associated with a new position you must, as a condition of receiving them, sign and return before any deadline any required employment agreement or local variation to an employment agreement (where applicable). If you do not do so, you will not receive any such rewards.

This statement does not supersede locally determined reward and/or benefits and may contain some information that does not apply to every employee. In the event of a discrepancy between this statement and the local employment agreement, the local employment agreement shall prevail.

This Compensation Statement shall not constitute a guarantee of future rights or employment.