

ADITYA TIWARI's Compensation Statement

June 1, 2021

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
Chairman and Senior Managing Director

Talent Discussion Outcome: Your actions shown in the Performance Achievement tool will guide you on the next steps for your continued growth.

Currency: INR

Base Pay¹ **+0% TO 383,000**

Outcomes

Current Base Pay :	383,000
Base Pay Increase % :	0%
New Base Pay :	383,000

Bonus² **8.5% OR 10,257**

Outcomes

May'21 Bonus ² :	10,257
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Legal Name: TIWARI, ADITYA

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Base Pay¹

Approach

Base pay increases are based on an individual's impact, experience, and position in the base pay range. Our base pay ranges are based on detailed market insights - we use over 1.8M data points including what other companies pay people in similar roles, levels and locations - as well as internal data points. While we don't broadly communicate the ranges, talent and group leads have an individual's range positioning available when making decisions.

Generally, individuals are eligible to be considered for a base pay increase when they are promoted or during the annual rewards decision cycle that occurs effective for December 1. This year, people in some groups have been considered for an early base pay increase during this special one-time midyear rewards decision cycle effective for June 1, 2021. Eligibility to be considered for a June 1 increase varies by country, but generally increases were very targeted to just certain groups of people where we needed to increase our market competitiveness.

We are committed to ensuring pay equity across Accenture, using various methods, including market-leading analysis. We work in a cross-cultural environment and the diversity of multiple cultures helps us to attract the best people. We actively seek to address disparity and to promote a culture of equality, to ensure all our people can advance and thrive.

Bonus²

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 FY21 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the FY21, 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.

2 - May'21 Bonus:

The Variable Bonus payout made this year in May '21 includes LVB*. This payout has been prorated based on your tenure in the Company and considering the period of leave without pay during the period from Sep'20 to Feb'21.

General Comments: This global statement is for information purposes only and shall not constitute a guarantee of future rights or employment. This statement does not supersede locally determined compensation and/or benefits and may contain some information that does not apply to every employee. Please disregard any notes that are not relevant to your reward outcomes as communicated on this statement. Where applicable, final compensation decisions on this statement are conditioned upon signing and executing your new employment agreement by the locally required date. In the event of a discrepancy between this statement and the local employment agreement, the local employment agreement shall prevail