

ADITYA TIWARI's Compensation Statement

December 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
Chairperson and Senior Managing Director

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

Currency: INR

Base Pay¹ **+11.23% TO 426,000**

Outcomes

Current Base Pay :	383,000
Base Pay Increase % :	11.23%
New Base Pay :	426,000

Variable Bonus² **8.5% OR 26,668**

Outcomes

Bonus % guidance at your FY 21 Level :	8.50%
Nov '21 Variable Bonus ² :	16,411
	8.50%
May '21 Variable Bonus ⁵ :	10,257

Total Cash + Equity **452,668**

Other Payments - Last 12 Months **7,400**

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.

April 1 Thank You Bonus	7,400
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Legal Name: TIWARI, ADITYA

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Base Pay¹

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 SRINIVASA CHAKRAVARTHY KODIMELA, and the group lead was Rajeev Divakaran Nair.

Variable 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. Talent leads consider the achievements and impact of each person in making bonus decisions. As individual achievements and impact vary from year to year, bonuses are likely to vary from year to year as well.

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

For more details about rewards in your MU, [click here](#).

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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.

2 - Variable Bonus:

Variable Bonus % indicates the bonus % that has been personalized for you by your Talent Lead for November 2021 payout.

Variable Bonus amount includes all the bonuses* paid to you for the year FY21, as applicable.

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

2 - Nov '21 Variable Bonus:

The Variable Bonus payout made this year in November '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 Mar'21 to Aug'21.

You will be eligible to participate in the FY22 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. 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 roles 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.

5 - May '21 Variable Bonus:

The Variable Bonus payout made this year in May '21. 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'20 to Feb'21.

- Total Cash + Equity: 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 and performance and celebratory equity awards. It does not reflect actual earnings or any other bonuses, allowances and/or other equity received in the current or prior years. Note that if you have changed your work schedule from full-time to part-time or vice versa, you may see larger variances in your total cash year over year that reflect your change in schedule.

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- April 1 Thank You Bonus: All our people who were with Accenture as of March 18, 2021, up through Associate Director level, received a one-time "thank you" bonus equal to one week of base pay (generally paid in the April/May timeframe). The impact you made during a difficult year was nothing short of extraordinary and we were thrilled to recognize that by sharing the success you helped to create. You can refer back to Julie's memo about the bonus [here](#).

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.