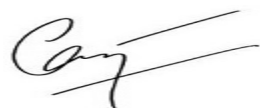


Bathini Harish’s Compensation Statement  
December 1, 2024

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 Outcomes	+8.19% TO 567,974
Current Base Pay:	525,000
Base Pay Increase %:	8.19%
New Base Pay:	567,974

Bonus Outcomes	12.24% OR 34,000
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Other Payments	14,551
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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	14,551
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Total Cash	616,525
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Legal Name: Harish, Bathini