

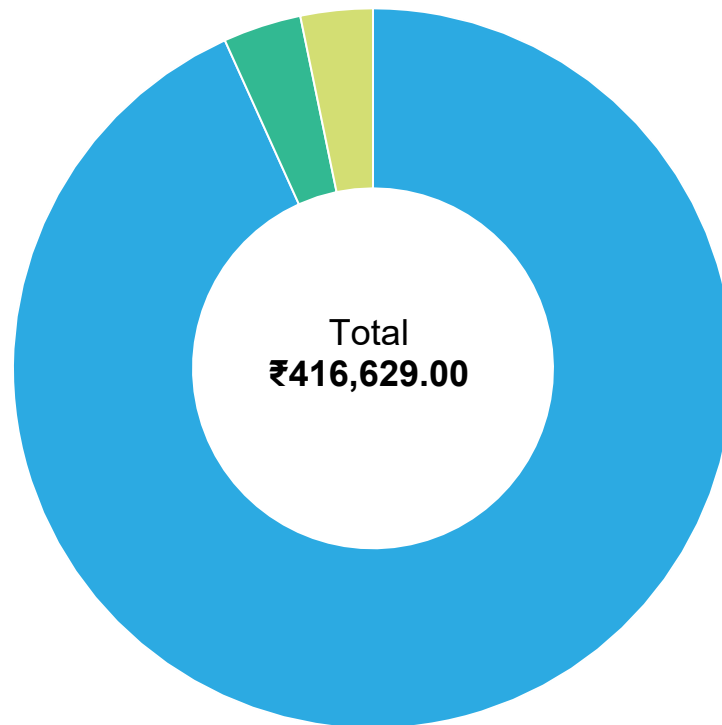


## Ganesh Anil Kumar Burla's Compensation Statement

g.anil.kumar.burla

Your compensation is just one of the ways Accenture recognizes, rewards and invests in you. These decisions were made by individuals in your part of the business.

### Overview



Fixed Pay	₹388,500.00
Variable Pay	₹14,625.00
Other Payment	₹13,504.00

## Detailed View

<b>Fixed Pay</b>			<b>₹388,500.00</b>
Current Salary		₹334,256.00	
+ Annual Adjustment	16.23%	₹54,244.00	
New Salary		₹388,500.00	
<b>Variable Pay</b>			<b>₹14,625.00</b>
Variable Bonus	8.50%	₹14,625.00	
<b>Other Payment</b>			<b>₹13,504.00</b>
June'18 Variable Bonus		₹13,504.00	
<b>Total</b>			<b>₹416,629.00</b>

### Variable Pay

#### **Variable Bonus:**

The Variable Bonus payout made this year in December '18 includes LVB. The LVB is linked to your performance achieved and performance of the Delivery Centers for Technology in India. 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'18 to Aug'18. The Variable Bonus will be paid out subject to you being on the rolls of the Company on the date of disbursement of this payout. The payout will be subject to applicable taxes.

\*LVB is for the tenure in India.

### **Important Note**

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Variable Bonus Programme. Benefits and equity, as applicable are important components of the Total Rewards that we offer. We encourage you to understand and participate in the Employee Share Purchase Plan and

benefit from it.

All other terms and conditions of your employment remain unchanged. If you have any questions, we encourage you to discuss them with your People Advisor.