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## Swapnil Changle's Compensation Statement

June 1, 2022

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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.

A handwritten signature in black ink, appearing to read "Rekha M Menon".

Rekha M Menon  
Chairperson and Senior Managing Director

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**Talent Discussion Outcome:** You have no talent outcome for this performance cycle.

Currency: INR

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

**8% OR 35,649**

May'22 Bonus<sup>2</sup>:

35,649

Legal Name: Changle, Swapnil

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### 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

#### 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.