

## Swapnil Changle's Compensation Statement

**December 1, 2022**

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:** Congratulations on your promotion! This is a significant career milestone to celebrate.

Currency: INR

**Base Pay<sup>1</sup>** **+22.5% TO 1,137,045**

### Outcomes

Current Base Pay:	928,200
Base Pay Increase %:	22.5%
New Base Pay:	1,137,045

**Bonus<sup>2</sup>** **10.5% OR 87,366**

### Outcomes

Bonus % guidance at your FY22 Level <sup>5</sup> :	7.35%
Nov'22 Bonus <sup>4</sup> :	51,717
	10.50%
May'22 Bonus <sup>8</sup> :	35,649

**Total Cash<sup>9</sup>** **1,224,411**

Legal Name: Changle, Swapnil

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#### Base Pay<sup>1</sup>

##### Approach

###### How are base pay decisions made?

Talent leads receive a base pay increase budget, and then decide on base pay increases considering an individual's skills, impact and their position in the base pay range. Budgets for base pay increases are determined in each country, taking into account local business, economic, and talent market context. Our commitment to our people continues in FY23 through investing in promotions, benefits, well-being, learning, and compensation. For December, we have prioritized promotions and base pay increases for people with the most critical skills. Talent leads may not be able to award an increase to everyone, every year based on business and talent priorities and the budget available.

#### Bonus<sup>2</sup>

##### Approach

###### How are decisions on bonuses made?

Talent leads personalize bonus awards considering an individual's impact and achievements over the past year. They use insights from the talent discussions and award the highest bonuses to those who have had truly distinctive achievements. Keep in mind that as individual performance varies from year to year, bonuses are likely to vary from year to year as well.

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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 - Bonus:

Variable Bonus % indicates the bonus % that has been personalized for you by your Talent Lead for November 2022 payout.

Variable Bonus amount includes all the bonuses\* paid to you for the year FY22, as applicable.

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

### 4 - Nov'22 Bonus:

The Variable Bonus payout made this year in November '22 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'22 to Aug'22.

You will be eligible to participate in the FY23 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from 0% to 21% of the prorated fixed pay in the FY23, 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.

### 8 - May'22 Bonus:

The Variable Bonus payout made this year in May '22 . 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'21 to Feb'22.

**9 - Total Cash:** 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. It does not reflect actual earnings or any other bonuses/allowances received in the current or prior years. Note that if you have adjusted your working hours, you may see larger variances in your total cash year over year that reflect your change in schedule.