

## Swapnil Changle's Compensation Statement

June 1, 2023

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", with a long horizontal line extending to the right.

Rekha M Menon  
Chairperson and Senior Managing Director

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

Currency: INR

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

**10.5% OR 56,565**

May'23 Bonus<sup>4</sup>:

56,565

Legal Name: Changle, Swapnil

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### **ADDITIONAL INFORMATION**

#### **2 - Bonus:**

Variable Bonus % indicates the bonus % for May 2023 payout.