

Highly confidential- This is the FY22 details of your entitlements on Global Careers Program (GCP)

You are required to go through the document and provide your ACKNOWLEDGEMENT by using the options provided at the end

Hi Ram Prakash Singh,

Congratulations on your selection for a GCP role. Please find below details of your entitlements while on GCP in Germany.

Management Level: 8-Associate Manager

Work Location for GCP assignment: Germany / Nuernberg

Your annual gross base salary in Germany, effective the commencement of your GCP assignment, will be EUR 71957.00 .

### **1. Variable Bonus Individual Performance Bonus (IPB):**

Employees between level 5-Associate Director and below are eligible for the variable pay. If the GCP assignment starts during the Fiscal Year, the variable pay will be paid out on pro-rata basis. The variable pay will be paid out as one-time bonus with the December payroll cycle. This bonus is paid annually and the final payout that you receive under this program is subject to you being on the rolls of Accenture on the date of disbursement of this payout.

### **2. Market-oriented annual gross base salary:**

As previously, the salary will be a fixed annual gross base salary aligned to the market, as our goal remains to attract and retain the best talent.

### **3. Uniform Bonus Model:**

The Yearly Individual Bonus is a variable component of the salary and is paid in addition to the annual gross base salary. The Global Annual Bonus is a variable, performance-related component of the salary, paid in addition to the annual gross base salary for employees at and above Level 7.

Above Variable Bonuses are paid in your Germany bank account. **If you repatriate before Variable Bonus payout**, then you need to keep the bank account open in Germany till you receive the Variable Bonus earned during the year.

Accenture 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 program guidelines.

- 1. Salary Advance:** You are eligible for salary advance which will be paid out to you on your FOREX card and will be recovered from your Germany payroll starting the third month of your assignment, over six equal instalments in six months. In case of repatriation or exit, you will be liable to payback the balance salary advance on a prorated basis, before repatriation.
- 2. Other GCP Benefits and Entitlements:** Please refer to policy briefing deck posted on <https://gcphub.accenture.com/> for other benefits and entitlements on GCP in Germany. The above compensation is applicable for your GCP assignment and is subject to applicable taxes. All other terms and conditions of your employment remain unchanged. Please note:
  1. Employees are requested to download the GCP salary letter before travelling onshore, as the same will not be accessible once you reach onshore
  2. The stated salary will be effective only from the GCP start date confirmed to the employee via the final alert/GCP transfer process

released from the GCP HUB

3. You will be receiving an e-mail containing your Employment  
**Contract/Offer letter/CBA which has to be acknowledged by  
you without fail**