
Satyabrat Sethi's Compensation Statement
Packaged App Development Analyst (Effective June 1, 2024)

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.



Ajay Vij
Country Managing Director

Currency: INR

| Base Pay | +0% TO 525,000 |
|----------------------|-----------------------|
| Outcomes | |
| Current Base Pay: | 525,000 |
| Base Pay Increase %: | 0% |
| New Base Pay: | 525,000 |
| Bonus | 8.5% OR 18,954 |
| Outcomes | |
| May'24 Bonus: | 18,954 |

Legal Name: Sethi, Satyabrat

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ADDITIONAL INFORMATION

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.

You will be eligible to participate in the FY24 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from 0% to 21% of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your 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.

Bonus:

Variable Bonus % indicates the bonus % for May 2024 payout.