



Saurav Chakraborty's Compensation Statement for 1 December 2019

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
Chairman and Senior Managing Director

Currency: INR

Fixed Pay¹

+28.51% TO 835,300

Outcomes

The increase is effective 1st of December.

Previous Salary :	650,000
Increase % :	28.51%
New Salary :	835,300

Fixed Pay Approach

At Accenture base pay increases are based on an employee's role, contributions and impact. Other factors besides role include career level, location, base pay range position, experience and time at level, and pace of progression. We generally prioritize increases for individuals with critical skills who are lower in the salary range - and that means that based on budget available, individuals may not receive an increase every year.

Base pay ranges, which are an important guide for base pay decisions, are based on detailed market data. We use over 1.8M insights including what other companies pay people in similar roles, levels and locations - as well as internal data points. The entire range of pay is market competitive - and people are paid at different points in the range based on experience and skills. While we don't broadly communicate the salary ranges themselves, understanding our philosophy provides important context.

Variable Bonus²

4.56% OR 32,094

Outcomes

Variable Bonus% guidance at your FY19 Level :

	6.30%
Nov'19 Variable Bonus ² :	15,000
	4.56%
June'19 Variable Bonus ⁵ :	17,094

Variable Bonus Approach

Bonuses are awarded to recognize achievements and contributions in the past year and are differentiated or highest for those who have made the biggest impact or delivered in the new. As achievements vary from year to year, bonuses are likely to vary from year to year as well.

Each talent lead has a budget to award bonuses. In determining the final bonus, talent leads weigh 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. Individuals may be eligible for one or more bonus programs based on local guidelines.

Total Cash + Equity

867,394

FY19 Skill Bonus

130,000

This section includes equity, bonus or other payments outside the annual pay increase cycle that were previously granted and not included in the "Total Compensation for This Period" above.

FY19 Next Gen Bonus	130,000
---------------------	---------

ADDITIONAL INFORMATION

1 - Fixed 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 - Variable Bonus:

Variable Bonus % indicates the bonus % that has been personalized for you by your Talent Lead for November 2019 payout.

Variable Bonus amount includes all the bonuses* paid to you for the year FY19, as applicable.

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

2 - Nov'19 Variable Bonus:

The Variable Bonus payout made this year in November '19 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'19 to Aug'19.

You will be eligible to participate in the FY20 Local Variable Bonus (LVB) programme . *The LVB is linked to your performance achieved and performance of the Advanced Technology Centers in India. In addition, your LVB is also linked to your Individual Utilization. The payout that you may receive under this programme can range from 0% to 15.65% of the eligible earning you earn in FY20.

The details of FY20 Variable Bonus can be viewed on the homepage when you log into <https://smartpay.allsectech.com/accenturelogin/>. We encourage you to read through these details and reinforce your understanding. The Variable Bonus will be paid out subject to you being on the rolls of the Company on the date of disbursement of this payout. This payout will be prorated based on your tenure in the Company and excluding any period of leave without pay you may have availed during the said Financial Year. The Variable Bonus payout will be subject to applicable taxes.

5 - June'19 Variable Bonus:

The Variable Bonus payout made this year in June '19 . 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'18 to Feb'19.

General Comments:

The Company 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 Programme.

Benefits and equity, as applicable are important components of the Total Rewards that we offer. We encourage you to understand and participate in the Employee Share Purchase Plan and benefit from it.

All other terms and conditions of your employment remain unchanged. If you have any questions, we encourage you to discuss them with your People Advisor.