



Sudheer Babu Are’s Compensation Statement
June 1, 2025

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

Talent Discussion Outcome:Your people lead will help you to take the right next steps to improve your performance.

Currency: INR

Base Pay	+0% TO 910,000
Outcomes	
Current Base Pay:	910,000
Base Pay Increase %:	0%
New Base Pay:	910,000

Bonus
Outcomes

Legal Name: Babu Are, Sudheer

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Base Pay

Approach

How are base pay decisions made?

Rewards decisions are made taking into consideration business performance, affordability (which is linked to the profitability of our business), and market conditions. In December, we did some stay-at-level (base pay) increases-focused on key growth areas and based on market conditions. In June, we have additional stay-at-level increases targeting key growth areas where we can invest now based on market conditions. [Watch this video](#) for more information on base pay.

Bonus and equity decisions for those eligible will continue to be made in the December cycle. We will continue to evaluate the opportunity for base pay increases considering business performance, affordability and market conditions then.

For more information and additional context, [click here](#) to review the memo from your Market/MU leadership that you received on May 20, 2025 and/or [FAQs](#) for more information.

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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 FY25 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from 0% to 21% of the prorated fixed pay in the FY25, 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.

Bonus:

Bonus % indicates the bonus % for May 2025 payout.