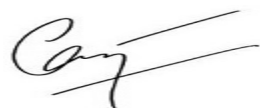


Yesubabu Lankalapalli's Compensation Statement
Custom Software Engineering Team Lead (Effective December 1, 2025)

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

We value the impact you make for our clients and our people and all that you do to contribute to Accenture.

How are performance outcomes determined?
Talent discussions are led by your talent lead, Raghav Sharma, using the reflections from you, your people lead, and any priority reviewers you selected as well as other feedback received. Your overall areas of impact, behaviors and collaboration, and development of yourself and others is considered in then determining your performance and rewards outcomes. Your group lead, Sailaja Gorthi, also reviews overall outcomes. Explore the [Performance and Rewards Hub](#) to learn more about priorities, reflections, talent discussions, and rewards decisions.

Currency: INR	
Base Pay	+6.46% TO 16,94,729
Outcomes	
Current Base Pay:	15,91,860
Base Pay Increase %:	6.46%
New Base Pay:	16,94,729
Bonus	10.4% OR 86,592
Outcomes	
Other Payments	1,13,074
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.	
May'25 Bonus	1,13,074
Total Cash	18,94,395

Yesubabu Lankalapalli's Compensation Statement

Custom Software Engineering Team Lead (Effective December 1, 2025)

Legal Name: Lankalapalli, Yesubabu

Yesubabu Lankalapalli's Compensation Statement

Custom Software Engineering Team Lead (Effective December 1, 2025)

Base Pay

Approach

Base Pay and Promotion Approach

The majority of our base pay increases and promotion decisions (including all promotions to and within managing director and appointments to senior managing director) will be made in June. There are some targeted promotions and base pay increases in key growth areas in December. Rewards decisions are always made in the context of the market, affordability and business outlook.

Visit FY25 [Rewards and Performance FAQs](#) for more information.

Bonus

Approach

How are decisions on bonuses made?

Talent leads personalize bonus awards considering an individual's impact and behaviors over the past year. They use insights from the talent discussions and award the highest bonuses to those who have had truly distinctive impact and exemplary behaviors. Keep in mind that as individual performance varies from year to year, bonuses are likely to vary from year to year as well. For your country and level, the majority generally received a bonus award between 7%-10%.

Checkout the Opportunity page for more details on future opportunity. Please note, bonus ranges may differ slightly due to rounding.

Yesubabu Lankalapalli's Compensation Statement

Custom Software Engineering Team Lead (Effective December 1, 2025)

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.

Bonus:

You will be eligible to participate in the FY26 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from 0% to 27% of the prorated fixed pay in the FY26, 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.

The awarded bonus percentage has been determined by your Talent Lead.

For any queries related to bonus amount calculation, kindly raise a query here - [Accenture Support](#) (Category- Total Rewards and Benefits-> Sub category- Bonus/Vpay Inquiry).

May'25 Bonus:

The variable bonus that you received in May 2025. This was for the period of September 2024 to February 2025.

Total Cash: This section is the total of your rewards above. It reflects your base pay as of December 1 in each year, as well as your annual bonuses. It does not reflect actual earnings or any other bonuses/allowances received in the current or prior years. Note that if you have adjusted your working hours, you may see larger variances in your total cash year over year that reflect your change in schedule.