

Congratulations!

On behalf of Accenture,
We're thrilled to invite you to join us.



Dear **Lavanya**,

We are making this offer pursuant to our discussions. We really enjoyed getting to know you during the interview process and look forward to you joining us and we anticipate to work with you to deliver on the promise of technology and human ingenuity for our clients.

Please take a look at the overview of your offer and financial rewards at Accenture (Company), together with all of the attachments they form the terms and conditions of your proposed employment at Accenture. You'll find this below, alongside the next steps section. Needless to mention, you need to successfully meet the requirement of our offer and employment terms, an overview of which is being provided in the next steps section below.

Once again, congratulations and we hope you will accept our offer and will join the team.

Let's deliver growth at the heart of change!

A handwritten signature in black ink, reading "L. Lakshmi", is located above the printed name.

Lakshmi C
Managing Director and Lead, Human Resources, Accenture in India

Overview of your offer



Role

Procure to Pay Operations New Associate



Organization

Operations



Management Level

13



Proposed Start Date

September 30, 2024

**Will be pro-rated from your date of joining and will be as per Company policy*

Compensation at a glance

Base & Bonus

Annual Fixed Compensation INR 232,000/- (this also includes statutory components such as Provident Funds, any shift premiums for working in non-standard hours where applicable, for example, night shift premium and all amounts are subject to applicable taxes.)

Variable Bonus

Total discretionary variable bonus opportunity is between 0 - 16%. (Subject to terms of your offer and applicable taxes) and payable in addition to the Annual Fixed Compensation.

Equity*

Employee Share Purchase Plan

Purchase shares up to 10% of eligible cash compensation (Max of \$7500 per offering period) at a 15% discount per year.

*ESPP is available to employees as per Company process and guidelines and subject to options exercised by the employee within the stipulated time period

Next steps

Of course, this brief overview can't answer all your questions and is only informative and for reference. For details and specifics of the role, terms of employment and the rewards that are available to you as per your management level, please refer to the following documents:

- Offer Letter
- Self-declaration
- Terms of employment

These aforesaid documents set out the complete terms and conditions of your employment, including the rewards described above. It is important for you to read and understand them, as they affect your rights and convey Company's terms of employment.

While you consider accepting this offer, please note the following:

- This offer is conditional to you joining on the stipulated joining date as agreed with the company and the outcome of pre-employment checks, submission of necessary documents by you within stipulated timelines, our verifications and assessments and you successfully clearing the same.
- Any misrepresentations, non-disclosure of material facts and misconduct during assessments/verifications shall lead to summarily revocation of the offer with no further costs and liabilities on the Company.
- Your component of compensation is subject to change simultaneous to change in Company processes/guidelines or applicable laws.
- The offer is conditional on you agreeing to all of the terms and conditions set out in the attached documents, including the employment agreement. (Offer Letter, Terms of Employment and accompanying Annexures).
- Follow the steps to accept the offer, outlined on your candidate homepage.
- If your offer requires additional information or signatures, please provide them where indicated.

We really hope you'll accept this offer, it's valid for 7 days. If we do not hear from you by the stipulated date, we will assume that you have rescinded this offer and the offer shall accordingly stand revoked.

In case of any conflict between this offer overview and terms of employment, the terms of employment shall prevail.

If you have any questions at all on the offer or need assistance in completing any documents, your recruiter is here to help. Please don't hesitate to contact **Sonali Ashok kumar** on sonali.ashok.kumar@accenture.com.

Lavanya, we look forward to doing some amazing work together here at Accenture.