PROXYMINER · ANALYST PACK

Accenture plc (ACN)

2025 DEF 14A · filed 2025-12-12 · CIK 0001467373

Headline facts

CEO TOTAL PAY

—

Not extracted

SAY ON PAY

Not disclosed

CEO PAY RATIO ITEM 402(U)

460 to 1

Median employee: $64,379

COMPENSATION COMMITTEE CD&A

Compensation, Culture & People Committee

Governance policies

CLAWBACK

present

HEDGING

Not disclosed

PLEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

Not extracted

Peer snapshot

4 peers auto-selected from ACN’s disclosed compensation peer group. Each row shows the peer’s latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
CSCO CISCO SYSTEMS, INC.	$52,838,751	298 to 1	$52,838,751	Compensation Committee
INTC INTEL CORP	$18,174,100	812 to 1	$114,900	Compensation Committee
IBM INTERNATIONAL BUSINESS MACHINES CORP	$37,989,685	765 to 1	$37,989,685	—
MSFT MICROSOFT CORP	$96,496,790	480 to 1	$200,972	Compensation Committee

Summary Compensation Table (latest disclosed year)

No SCT rows extracted from this filing.

SOURCE CITATIONS

Every fact above, traced back to filing text

Generated 2026-08-02 04:42:14Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 460 to 1

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.94

“Compensation Our Fiscal 2025 Pay Ratio Applying a cost-of-living adjustment, our identified median employee is located in India, with annual total compensation for fiscal 2025 of $64,379. Comparing this to the annual total compensation of our chair and chief executive officer of $29,641,903, our pay ratio was 460:1. Without the cost-of-living adjustment, the identified median employee is also located in India, with annual total compensation for fiscal 2025 of $22,733, resulting in a ratio of 1,304:1. Pay Ratio Methodology Our pay ratio is a reasonable estimate calculated in a manner consistent…”

Median employee compensation = $64,379

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.9

“of our workforce, our compensation program reflects many factors to determine how we compensate our employees in different countries around the world. 82Accenture 2025 Proxy Statement Table of ContentsExecutive Compensation Our Fiscal 2025 Pay Ratio Applying a cost-of-living adjustment, our identified median employee is located in India, with annual total compensation for fiscal 2025 of $64,379. Comparing this to the annual total compensation of our chair and chief executive officer of $29,641,903, our pay ratio was 460:1. Without the cost-of-living adjustment, the identified median employee i…”

Compensation committee = Compensation, Culture & People Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“The Compensation, Culture & People Committee”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policy and a Senior Leadership Clawback Policy.”

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Derivatives and Hedging”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Our chair and chief executive officer, executive officers, members of our global management committee, other key employees and members of the Board are each prohibited from borrowing against any account in which the Company’s securities are held or pledging the Company’s securities as collateral for a loan.”