



accenture

Value from every angle

Annual Report

Fiscal 2024

The success of our strategy to be the reinvention partner of our clients is reflected in our fiscal 2024 results, including record bookings, earnings growth, margin expansion and significant cash to shareholders, allowing us to deliver 360° value for all our stakeholders.

Revenues

\$64.9B

An increase of **2% in local currency** and 1% in U.S. dollars

Diluted earnings per share (Adjusted)

\$11.95

A **2% increase**, after adjusting FY24 GAAP EPS of \$11.44 to exclude business optimization costs of \$0.51 per share and FY23 GAAP EPS of \$10.77 to exclude business optimization costs of \$1.28 per share and an investment gain of \$0.38 per share. On a GAAP basis, FY24 EPS increased 6%

Free cash flow

\$8.6B

Defined as operating cash flow of **\$9.1 billion** net of property and equipment additions of **\$517 million**

New bookings

\$81.2B

A **14% increase in local currency** and 13% increase in U.S. dollars, with a book-to-bill of 1.3

Operating margin (Adjusted)

15.5%

An **increase of 10 basis points**, after adjusting FY24 GAAP operating margin of 14.8% and FY23 GAAP operating margin of 13.7% to exclude business optimization costs of 70 bps and 170 bps, respectively. On a GAAP basis FY24 operating margin increased 110 bps

Cash returned to shareholders

\$7.8B

Defined as share repurchases of **\$4.5 billion** plus cash dividends of **\$3.2 billion**


For 12 months ended August 31, 2024



From our Chair and CEO

Fiscal year 2024 demonstrated the resilience and agility of our business model, the power of our scale and reinvention in action.

The year was marked by a challenging market environment, and we rapidly shifted to meet our clients' need for large reinventions—using technology, data, AI and new ways of working—that utilize the scale and depth of our expertise and ecosystem relationships.



Our clients turn to us for our unique combination of services across Strategy & Consulting, Technology, Operations, Industry X and Song.

Our strategists and deep industry, functional, customer and technology consultants work hand-in-hand with our clients and across services to shape and deliver these reinventions. Our managed services, our ability to harness AI to close talent gaps and our strong expertise across talent, change, HR and organizations differentiate all our services.

At the same time, we saw AI emerge as the new digital. Like digital, AI is both a technology and a new way of working, and its full value will only come from strategies built on both productivity and growth. And we believe it will be used in every part of the enterprise. We also believe the introduction of generative AI signifies a transformative era that is set to drive growth for us and our clients.

As part of this, data will continue to be essential to building the digital core. We expect that the work to prepare enterprise data, which is the fuel for AI, will be an increasing part of our growth.

To accomplish reinvention and take advantage of AI, businesses need to focus on talent, which includes accessing the best people at the right time, place and cost; being a talent creator to keep people market-relevant; and unlocking the potential of talent. We see talent as a top C-suite agenda item.

Our launch of LearnVantage, which provides comprehensive technology learning and training services, helps our clients reskill and upskill their people so they can be a talent creator.



"Our successful strategy to lead reinvention for clients, continued investments in our business, and the talent, dedication and commitment of our 774,000 people allowed us to achieve profitable growth and create 360° value for all our stakeholders."

Julie Sweet



Our ongoing investments

\$6.6B

Deployed across 46 strategic acquisitions to scale our business in high-growth areas, add skills and capabilities in new areas and deepen our industry and functional expertise

\$1.2B

Invested in research and development in our assets, platforms and industry and functional solutions

\$1.1B

Invested in learning and professional development of our people




Delivering results

Our success is reflected in our full fiscal year bookings of \$81 billion, representing 14% growth in local currency, with a record 125 quarterly client bookings of more than \$100 million for the year, 19 more than last year, demonstrating our agility to shift to meet our clients' need for large reinventions.

We are proud to now have 310 Diamond clients, our largest client relationships, an increase of 10 from last year, expanding our base of deep client relationships and the vantage point we have on the market.

We delivered revenues of \$65 billion for the year, representing 2% growth in local currency while continuing to take market share on a rolling four quarter basis, against our basket of our closest global publicly traded competitors, which is how we calculate market share. We expanded adjusted operating margin by 10 basis points and delivered adjusted EPS growth of 2%, while continuing to significantly invest in our business and our people with \$6.6 billion in strategic acquisitions, \$1.2 billion in research and development and \$1.1 billion in learning and development.



We generated free cash flow of \$8.6 billion, defined as operating cash flow of \$9.1 billion net of property and equipment additions of \$517 million, allowing us to return \$7.8 billion of cash to shareholders. We completed the business optimization actions we announced in March 2023 to reduce structural costs and create greater resilience.

In recognition of our strong brand, we were proud to earn the No. 20 position on Kantar BrandZ's prestigious Top 100 Most Valuable Global Brands list—our highest rank to date with an 11% increase in brand value to \$81.9 billion. We also earned the top spot on the World's Best Management Consulting Firms list by Forbes.

We continue to advance our talent strategy to attract, retain and inspire outstanding people. We also continue to work toward carbon emissions reduction and removals, and we invest in our communities to help them thrive and provide our people with vibrant places to work and live.

Read on for more detail.



Continued to accelerate our leadership in generative AI, which we believe will be the most transformative technology of the next decade, delivering

\$3 billion

in new bookings for the year

Caring for our people and our communities

We invested in our people to continue to develop their market-relevant skills and to help us reinvent our services using generative AI.

Our people had approximately 44 million training hours this year, representing an increase of 10% compared with fiscal 2023, predominantly due to generative AI training. We also continue to steadily increase our Data & AI workforce, reaching approximately 57,000 skilled Data & AI practitioners at the end of fiscal 2024, against our goal of doubling our Data & AI workforce to 80,000 by the end of fiscal 2026.

We promoted approximately 97,000 people around the world in fiscal 2024, reflecting our commitment to providing vibrant career paths.

Over the next decade, our talent strategy is to have the best access to talent and to unlock our people's potential through, among other actions, making our people feel they are "net better off" for working at Accenture and feel they belong and

can thrive. In addition, our leadership in the market requires that we lead in innovation, which requires access to broad pools of talent that provide the variety of perspectives, observations and insights that are essential to continuously innovate. These strategies benefit from a diverse and inclusive workplace, and they earned us the No. 1 spot on the FTSE (formerly Refinitiv) Diversity and Inclusion Index for the fifth time in seven years.

We continue to build on our strong commitment to environmental sustainability in how we operate our business. During fiscal 2024, we received SBTi approval for new net-zero greenhouse gas emissions targets aligned with SBTi's Corporate Net-Zero Standard.

Our long-term growth depends on thriving communities. We completed our inaugural Season of Impact, with over 81,000 of our people participating in over 400 unique activities supporting social and environmental causes—volunteering, eco-action, social innovation and giving—across our local offices and online. Overall, Accenture people performed 75,000 hours of service.



Growing our Data & AI workforce

57,000

We reached approximately 57,000 skilled Data & AI practitioners against our goal of 80,000 by the end of fiscal 2026

Promoted our people

97,000

We celebrated approximately 97,000 promotions, demonstrating our continued commitment to creating vibrant careers and opportunities for our people

Invested in our people

44M training hours

We delivered approximately 44 million training hours

Living our Leadership Essentials

At the heart of our work are our Leadership Essentials, which foster our clients' trust as we help them both navigate tough macros and reinvent. Our Leadership Essentials are critical to our long-term resilience and growth, as they set the standard for what we expect of our leaders at all levels, and they enable us to successfully create more 360° value.



- **Always do the right thing,** in every decision and action;
- **Lead with excellence, confidence and humility,** as demonstrated by being a learner, building great teams and being naturally collaborative;
- **Exemplify client-centricity** and a commitment to client value creation;
- **Act as a true partner,** to each other, our clients, our ecosystem and our communities—committed to shared success;
- **Care deeply for all our people** to help them achieve their aspirations professionally and personally;
- **Live our unwavering commitment to inclusion, diversity and equality,** as demonstrated by personal impact and overall results;
- **Have the courage to change** and the ability to bring our people along the journey; and
- **Actively innovate**—seeking new answers, applying a tech, AI and data first mindset, looking internally across Accenture and outside—to partners, competitors, start-ups, clients, academia and analysts—to learn, respectfully challenge our assumptions and apply the innovation, and cultivate and reward our people for doing the same.



Thank You

To our clients, shareholders, partners and communities: thank you for your ongoing support—we work every day to earn your continued trust.

And I want to thank our 774,000 amazing people around the world, whose talent, dedication and commitment help position us for continued success and allow us to create even more 360° value for all.

Julie Sweet

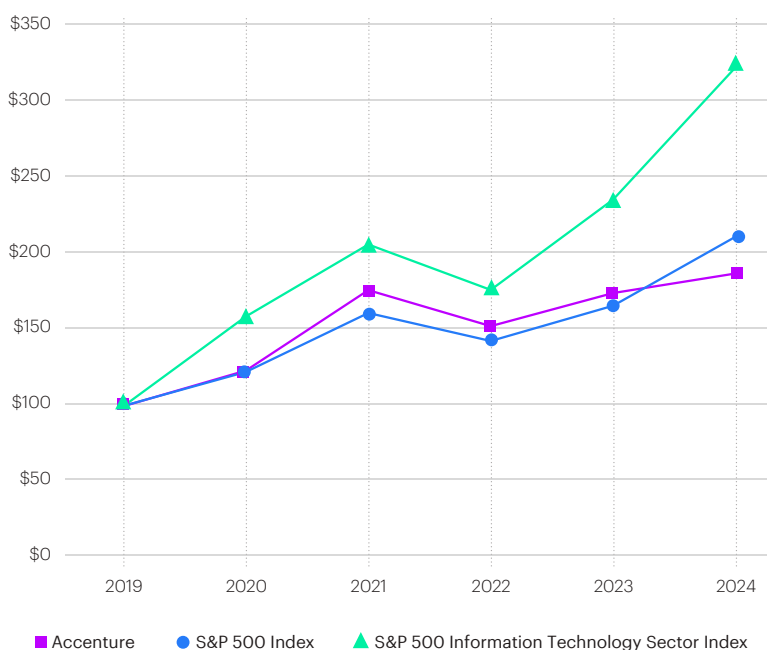
Chair and Chief Executive Officer
October 10, 2024

Comparison of Cumulative Total Return

August 31, 2019–August 31, 2024

Accenture vs. S&P 500 Stock Index and S&P 500 Information Technology Sector Index

The performance graph to the right shows the cumulative total shareholder return on our Class A shares for the period starting on August 31, 2019, and ending on August 31, 2024, which was the end of fiscal 2024. This is compared with the cumulative total returns over the same period of the S&P 500 Stock Index and the S&P 500 Information Technology Sector Index. The graph assumes that, on August 31, 2019, \$100 was invested in our Class A shares and \$100 was invested in each of the other two indices, with dividends reinvested on the ex-dividend date without payment of any commissions. The performance shown in the graph represents past performance and should not be considered an indication of future performance.



Indexed Prices as of August 31

	2019	2020	2021	2022	2023	2024
Accenture	\$100	\$123	\$175	\$152	\$173	\$186
S&P 500 Index	\$100	\$122	\$160	\$142	\$165	\$209
S&P 500 IT Sector Index	\$100	\$158	\$204	\$175	\$234	\$324

Ad Age Agency Report

Accenture Song ranked No. 2 among the world's biggest agency companies, marking 9 consecutive years on list

AVTAR & Seramount Best Companies for Women in India

Among the top companies for 9 consecutive years; Hall of Fame member since 2020

AVTAR & Seramount Most Inclusive Companies Index in India

"Champions of Inclusion" for 6 consecutive years

Brand Finance Most Valuable IT Services Brands

No. 1 for the 6th consecutive year with a brand value of \$40.5B

Disability:IN Disability Equality Index

Earned a top score of 100 for 8 consecutive years in the U.S., and most recently in all 8 countries surveyed: Brazil, Canada, Germany, India, Japan, Philippines, U.K. and the U.S.

Ethisphere World's Most Ethical Companies

17 consecutive years

Fast Company World Changing Ideas

Recognized in several categories including Agriculture, Developing World Technology, Experimental and Nature

Forbes Global 2000

No. 170, marking 21 consecutive years on list

Human Rights Campaign Corporate Equality Index

Earned a top score of 100 in all countries surveyed: Argentina, Brazil, Chile, Mexico and the U.S.

JUST Capital America's Most JUST Companies

No. 1 in our industry for 2 consecutive years and No. 3 overall, marking 8 consecutive years on list

Kantar BrandZ 100 Most Valuable Global Brands

No. 20 with a brand value of \$81.9B, marking 19 consecutive years on list

LATINA Style 50 Best Companies for Latinas to Work for in the U.S.

No. 3, marking 11 consecutive years among the Top 10

Awards & Recognition

Brandon Hall Group Excellence in Human Capital Management Awards

Top winner for 9 consecutive years; recognized this year for DEI, Future of Work, HR, Leadership Development, Learning & Development, Sales Performance, Talent Acquisition and Talent Management

Business Group on Health Best Employers: Excellence in Health & Well-being Award

Recognized for the first time

Business Today India's Best Companies to Work For

No. 2, marking 13 consecutive years among the Top 10

Cannes Lions

Accenture Song won 8 Lions, including the prestigious Grand Prix Film Lion

CDP Climate Change A List

Among top-scoring companies for 8 years

Forbes World's Best Management Consulting Firms

Earned the top spot

Fortune Global 500

No. 211, marking 23 consecutive years on list

Fortune Most Powerful Women

Chair and CEO Julie Sweet ranked No. 4, marking 5 consecutive years among the Top 4

Fortune World's Most Admired Companies

No. 1 in our industry for 11 years and No. 33 overall, marking 22 consecutive years on list

FTSE (formerly Refinitiv) Diversity and Inclusion Index

No. 1 for the 5th time in 7 years, marking 9 consecutive years on list

Great Place To Work® Best Workplaces™

No. 10 on World's Best Workplaces™; No. 14 in Asia; No. 11 in Latin America; Top 10 in 10 countries

Stonewall India Workplace Equality Index

Gold Employer for 4 consecutive years

The Times Top 50 Employers for Gender Equality in the U.K.

9 consecutive years

TIME World's Best Companies

No. 2, marking 2 consecutive years among the Top 5

TIME100 Most Influential People

Chair and CEO Julie Sweet recognized as an Innovator

Wall Street Journal Best-Managed Companies

No. 15 overall, and No. 1 in social responsibility and No. 7 in customer satisfaction, marking 7 consecutive years on list

Workplace Pride Global Benchmark

Among the highest-scoring companies for 9 consecutive years

Stock listing

Accenture plc Class A ordinary shares are traded on the New York Stock Exchange under the symbol ACN.

Available information

Our website address is [accenture.com](https://www.accenture.com). We use our website as a channel of distribution for company information. We make available free of charge on the Investor Relations section of our website (investor.accenture.com) our Annual Report on Form 10-K, Quarterly Reports on Form 10-Q, Current Reports on Form 8-K and all amendments to those reports as soon as reasonably practicable after such material is electronically filed with or furnished to the Securities and Exchange Commission (the "SEC") pursuant to Section 13(a) or 15(d) of the Securities Exchange Act of 1934 (the "Exchange Act"). We also make available through our website other reports filed with or furnished to the SEC under the Exchange Act, including our proxy statements and reports filed by officers and directors under Section 16(a) of the Exchange Act, as well as our Code of Business Ethics. Financial and other material information regarding Accenture is routinely posted on and accessible at investor.accenture.com. We do not intend for information contained in this letter or on our website to be part of the Annual Report on Form 10-K. This letter and our Annual Report on Form 10-K for the fiscal year ended August 31, 2024 (including the sections of our definitive proxy statement relating to our 2025 Annual General Meeting of Shareholders incorporated by reference), together constitute Accenture's annual report to security holders for purposes of Rule 14a-3(b) of the Exchange Act.

Trademark references

Rights to trademarks referenced herein, other than Accenture trademarks, belong to their respective owners. We disclaim proprietary interest in the marks and names of others.

Forward-looking statements and certain factors that may affect our business

We have included in this letter "forward-looking statements" within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Exchange Act relating to our operations, results of operations and other matters that are based on our current

expectations, estimates, assumptions and projections. Words such as "will," "plan," "believe," "expect," "goal" and similar expressions are used to identify these forward-looking statements. These statements are not guarantees of future performance and involve risks, uncertainties and assumptions that are difficult to predict. Forward-looking statements are based upon assumptions as to future events that may not prove to be accurate. Actual outcomes and results may differ materially from what is expressed or forecast in these forward-looking statements. Risks, uncertainties and other factors that might cause such differences, some of which could be material, include, but are not limited to, the factors discussed in our Annual Report on Form 10-K and Quarterly Reports on Form 10-Q (available through the Investor Relations section of our website at investor.accenture.com) under the sections entitled "Risk Factors." Our forward-looking statements speak only as of the date of this letter or as of the date they are made, and we undertake no obligation to update them, notwithstanding any historical practice of doing so. Forward-looking and other statements in this document may also address our corporate responsibility progress, plans and goals (including environmental matters), and the inclusion of such statements is not an indication that these contents are necessarily material to investors or required to be disclosed in the Company's filings with the SEC. In addition, historical, current and forward-looking sustainability-related statements may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future.

Reconciliation of non-GAAP measures

This letter contains certain non-GAAP (Generally Accepted Accounting Principles) measures that our management believes provide our shareholders with additional insights into Accenture's results of operations. The non-GAAP measures in this letter are supplemental in nature. They should not be considered in isolation or as alternatives to net income as indicators of company performance, to cash flows from operating activities as measures of liquidity, or to other financial information prepared in accordance with GAAP. Reconciliations of this non-GAAP financial information to Accenture's financial statements as prepared under GAAP are included in this report.

All amounts throughout this letter are stated in U.S. dollars, except where noted.

Some imagery in this document has been generated using artificial intelligence technology.