



# Accenture Overview

Our purpose

To deliver on the promise of  
technology and human ingenuity

# 360° Value Strategy

Client



Accenture



# Accenture in “Numbers”

**US\$16.2B**

Quarterly revenues – Q1 fiscal 2024

**743,000**

Employees – As of quarter-end Q1 fiscal 2024

**9,000+ Clients**

More than three quarters of the Fortune Global 100 and Fortune Global 500; Partnered with our top 100 clients for more than 10 years.

**50+**

Delivery centers across five continents

**US\$64.1B**

Annual revenues – fiscal 2023

**200+**

Offices and operations across 49 countries

**US\$1.1B**

Invested in learning and professional development of our people in fiscal 2023

## Global Recognition

- No. 1 on Brand Finance Most Valuable IT Services Brands
- No. 17 on Great Place to Work® World’s Best Workplaces™
- No. 22 on BrandZ Most Valuable Global Brands
- No. 32 on FORTUNE World’s Most Admired Companies
- No. 160 on Forbes Global 2000
- No. 220 on FORTUNE Global 500

**US\$1.3B**

Invested in R&D in our assets, platforms, and industry and functional solutions in fiscal 2023

**US\$2.5B**

Deployed across 25 well-balanced acquisitions in fiscal 2023

**100+**

Innovation locations globally



Accenture Strategy & Consulting



Accenture Technology



Accenture Operations



Accenture Song



Accenture Industry X



Communications, Media & Technology



Financial Services



Health & Public Services



Products



Resources

# Our capabilities range from Strategy and Consulting, Song, Industry X and Technology to Operations - which we bring together to serve our clients

## Build Digital Core

## Transform Operations

## Accelerate Growth Agenda

## Develop Talent & Organization



← Industry-specific solutions →



# Our Leading Ecosystem Partners



#1

ACN Market Position

~2X

market share of  
closest competitor

Emerging  
Key Partners



# Accenture's M&A Activities



# Accenture's M&A has three key objectives

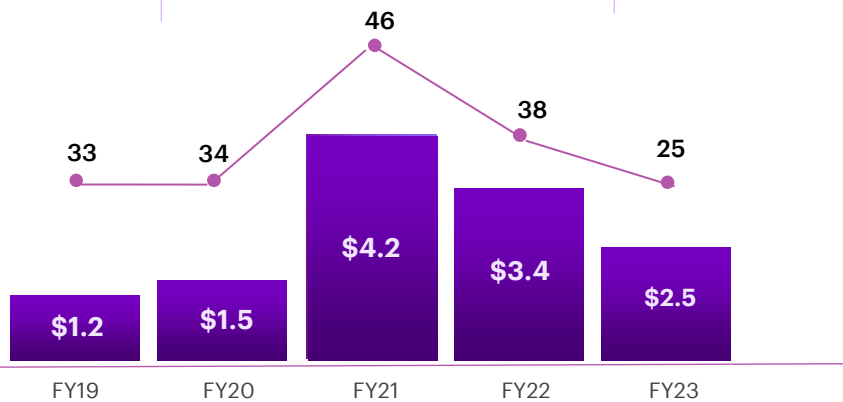
1 Scaling our business in areas of opportunity



2 Deepening Industry & Functional Expertise



3 Adding new skills & capabilities



■ V&A Invested Capital ● # of Deals (Acquisitions only)

Last 5 Years

**\$12.8B**

Capital Invested

**177**

Targets Acquired

Focused alignment on Accenture's strategic priorities



# Our approach to integration

CO-CREATION with target leadership, not just INTEGRATION

## Objective

Our goal is to integrate in a manner that **best supports the strategic intent for the acquisition whilst minimizing potential business disruption**

## Approach

### One size does not fit all

In every instance, we adapt our integration strategy to the specifics of Acquired Business to **leverage best of both organizations**

We respect acquired culture and enable Accenture's **"culture of cultures"** and **"shared success"** philosophy



**Clients**



**Joint delivery**



**Brand**



**People & Culture**



**Operations**



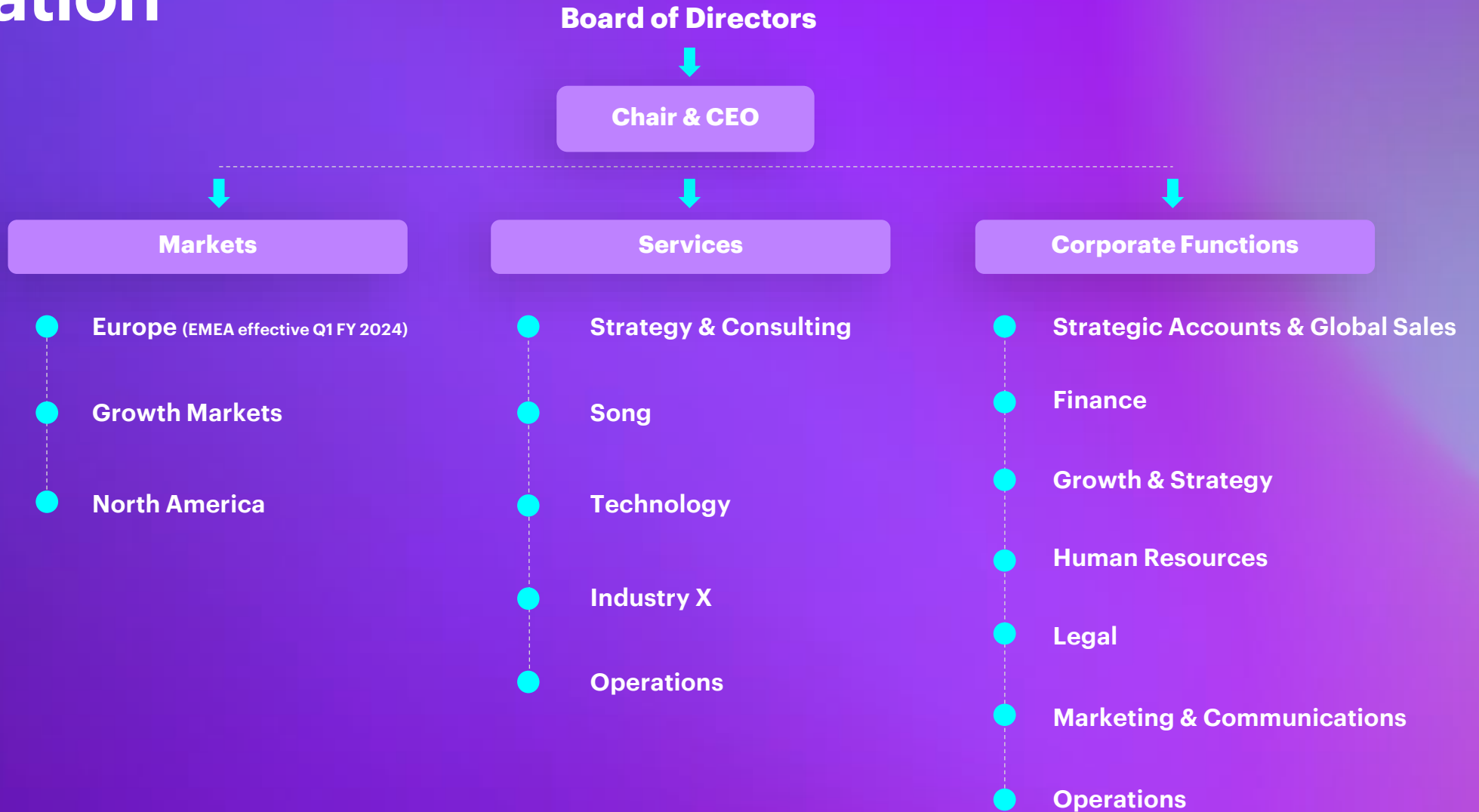
**Offices**



# Organization and Leadership



# Organization Chart



# Leadership and Governance

Our primary governance structure is exercised through two forums:



## Global Management Committee

The GMC is responsible for shaping and executing our near- and longer-term strategy and priorities across our clients, partners, shareholders, people and communities. The GMC members are responsible for:

- Providing continuous input from the market, anticipating changes and new developments, acting as a sounding board and providing clear direction to our teams around the world.
- Ensuring we act as One Accenture, completely aligned across the globe, and that we act with speed.
- Delivering our annual financial plan and plan for creating 360° value.
- Working together to have the right strategy and employee experience to attract, inspire and create vibrant career paths for our people.



## Global Leadership Council

The GLC brings together leaders in key positions from across our business, including our Diamond Client Account Leaders and all our Senior Managing Directors. The GLC serves as our day-to-day business runners to ensure we are:

- Living our culture of shared success
- Executing our Strategy 2025 at speed and with agility
- Building a more inclusive workplace and creating opportunities for our people.

We also count on them to share market intelligence, new ideas and feedback that will help us continuously improve while delivering 360° value to all our stakeholders.





**Our talent  
strategy and  
ambition  
enable our  
Purpose**

## **Our Purpose**

To deliver on the promise of technology and human ingenuity.

## **Our Strategy**

The core of our growth strategy is delivering 360° value to our clients, people, shareholders, partners and communities by helping them continuously reinvent.

## **Our Talent Ambition**

Our focus is to create talent and unlock the potential of our people, to create strong leaders, and to help them achieve their professional and personal aspirations, while continuously pivoting to meet new client demands.

# The richness of our diversity is a key driver of innovation and reinvention—and our progress.

Our philosophy is anchored in recognizing that our people are **multi-dimensional**. We take a wide view of diversity recognizing the importance of **intersectionality**.

We hire and develop people who have **different backgrounds, different perspectives, and different lived experiences**. These differences ensure that we have and attract the cognitive diversity to deliver a variety of perspectives, observations, and insights which are essential to drive the innovation needed to reinvent.

We recognize that some people come to Accenture having faced obstacles as an aspect of their identity or lived experience. At Accenture, we are committed to harness these perspectives and ensure that all of our people have the opportunity to thrive and unlock their full potential. We are a **meritocracy**. Our intention is to foster a culture and a workplace in which all of our people feel a **sense of belonging** and are **respected and empowered** to do their best work and to create 360° value for all our stakeholders.

## Refinitiv Global Diversity & Inclusion Index

No. 1 for the 4th time in 6 years, recognizing the 100 most diverse and inclusive workplaces globally

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## Bloomberg Gender-Equality Index

The top scoring company out of 600+ for 2 consecutive years for leading gender-equality workplace practices

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## Disability: IN Disability Equality Index

Among the top-scoring companies for 7 consecutive years for leading disability inclusion workplace practices; named Top Corporation for Disability-Owned Businesses in 2022

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## Workplace Pride Global Benchmark

Among the highest-scoring companies for 8 consecutive years for leading LGBTIQ+ inclusion in the workplace and society



# We take a wide view of diversity...

...recognizing the importance of **intersectionality** to our people

## Cross-cultural diversity

Support all our people to thrive in a cross-cultural environment.

## Neurodiversity

Creating an environment where neurodivergent people can thrive recognizing neurodiversity as an advantage helps drive innovation

## LGBTIQ+

Ensure people can be authentic at work regardless of sexual orientation, gender identity or expression.

## Race and ethnicity

Representational goals aligned to the racial and ethnic diversity of the countries we work in at all levels of our organization.

## Gender

Workforce goal of 50% women and 50% men for those whose gender is binary and 30% women MDs by the end of 2025 (29% achieved as of Dec. 2022).

## Disability inclusion

Create a fully accessible and barrier-free work experience while enabling change so our people can reach their full potential and thrive.

## Local focus areas

Promote all types of diversity, including age, generational, veterans, parents and social mobility. Best practices are shared around the world.

## Faith

Create an environment where our people feel free to express their beliefs and are supported to participate in religious practices and celebrations.

