

Q4 FY24 Performance

Strong new bookings with broad-based revenue uptick across all geographic markets, industry groups and services



Total Revenues

\$16.4B

Increase of 5% in local currency and 3% in USD

Geographic Markets** (Revenues and Growth in Local Currency)

↑ 6%

\$8.0B
North America

↑ 2%

\$5.6B
EMEA

↑ 9%

\$2.8B
Growth Markets

Industry Groups (Revenues and Growth in Local Currency)

Communications, Media & Technology

↑ 5%
\$2.8B

Financial Services

↓ 2%
\$2.9B

Health & Public Service

↑ 11%
\$3.6B

Products

↑ 6%
\$4.9B

Resources

↑ 3%
\$2.2B

EPS (Adjusted)

\$2.79

↑ 3% increase*

*After adjusting Q4 FY24 GAAP EPS of \$2.66 and Q4 FY23 GAAP EPS of \$2.15 to exclude business optimization costs of \$0.13 per share and \$0.56 per share, respectively. On a GAAP basis Q4 FY24 EPS increased 24%.

Operating Margin (Adjusted)

15.0%

↑ 10 bps increase*

*After adjusting Q4 FY24 GAAP operating margin of 14.3% and Q4 FY23 GAAP operating margin of 12.0% to exclude business optimization costs of 70 bps and 290 bps, respectively. On a GAAP basis, Q4 FY24 operating margin increased 230 bps.

Returning Cash to Shareholders

Free Cash Flow

\$3.2B

Share Repurchases

\$628M

Quarterly cash dividend declared in September 2024

\$1.48
Per Share

Dividends Paid

\$808M

Increase of \$0.19 per share or 15% over the quarterly dividend rate in fiscal year 2024

Services

Revenue Growth in Local Currency

Strategy & Consulting	mid single-digit growth
Technology	mid single-digit growth
Operations	low single-digit growth

Highlights of Strategic Priorities

Revenue Growth in Local Currency (Includes overlap)

Cloud high single-digit growth	Song high single-digit growth
Industry X double-digit growth	Security very strong double-digit growth

New Bookings

\$20.1B

Book-to-bill 1.2

24% increase in local currency
21% increase in USD

To learn more about how we create value please visit the Accenture 360° Value Reporting Experience ([accenture.com/us-en/about/company/integrated-reporting](https://www.accenture.com/us-en/about/company/integrated-reporting)).

**In fiscal 2024, our Middle East and Africa market units moved from Growth Markets to Europe, which became our EMEA market. In the first quarter of fiscal 2025, our Latin America market unit will move from Growth Markets to North America to become our Americas market, and Growth Markets will become our Asia Pacific market.

Accenture discloses information about its Services and Strategic Priorities to provide additional insights into the company's business. Revenues for Services and Strategic Priorities are approximate and may be modified to reflect periodic changes in definitions. Judgment is required to allocate revenues for client arrangements with multiple offerings into individual Services. Revenues for Strategic Priorities overlap so revenues for the same client arrangement may be included in multiple Strategic Priorities. For full financial data, non-GAAP financial disclosure and cautionary language regarding forward-looking statements, please refer to Accenture's fiscal year 2024 fourth quarter news release on September 26, 2024, which accompanies this presentation and is available at investor.accenture.com.

Full-Year FY24 Performance

Record new bookings, earnings growth above revenue and significant cash return to shareholders



Total Revenues

\$64.9B

Increase of 2% in local currency and 1% in USD

Geographic Markets** (Revenues and Growth in Local Currency)

↑ 2%

\$30.7B
North America

→ 0%

\$22.8B
EMEA

↑ 7%

\$11.3B
Growth Markets

Industry Groups (Revenues and Growth in Local Currency)

Communications, Media & Technology

↓ 4%
\$10.8B

Financial Services

↓ 3%
\$11.6B

Health & Public Service

↑ 10%
\$13.8B

Products

↑ 2%
\$19.6B

Resources

↑ 4%
\$9.1B

EPS (Adjusted)

\$11.95

↑ 2% increase*

*After adjusting full-year FY24 GAAP EPS of \$11.44 to exclude business optimization costs of \$0.51 per share and full-year 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, full-year FY24 EPS increased 6%.

Operating Margin (Adjusted)

15.5%

↑ 10 bps increase*

*After adjusting full-year FY24 GAAP operating margin of 14.8% and full-year FY23 GAAP operating margin of 13.7% to exclude business optimization costs of 70 bps and 170 bps, respectively. On a GAAP basis full-year FY24 operating margin increased 110 bps.

Returning Cash To Shareholders

Free Cash Flow

\$8.6B

Free cash flow to net income ratio of 1.2

Share Repurchases

\$4.5B

Total Cash Returned

\$7.8B

Cash Dividends Paid

\$3.2B

\$5.16 per share, a 15% increase over prior-year dividends paid

Services

Approximate FY24 Revenues

	Revenues (\$ USD)	% of Revenues	Est'd % Growth In Local Currency
Strategy & Consulting	\$14B	21%	flat
Technology	\$42B	65%	3%
Operations	\$9B	14%	flat
Total	\$65B	100%	2%

Highlights of Strategic Priorities

Approximate FY24 Revenues (Includes overlap)

	Revenues (\$ USD)	Est'd % Growth in Local Currency	Revenues (\$ USD)	Est'd % Growth in Local Currency
Cloud	\$34B	9%	Song	\$19B 7%
Industry X	\$8B	11%	Security	\$9B 23%

New Bookings

\$81.2B

Book-to-bill 1.3

14% increase in local currency
13% increase in USD

To learn more about how we create value please visit the Accenture 360° Value Reporting Experience ([accenture.com/us-en/about/company/integrated-reporting](https://www.accenture.com/us-en/about/company/integrated-reporting)).

**In fiscal 2024, our Middle East and Africa market units moved from Growth Markets to Europe, which became our EMEA market. In the first quarter of fiscal 2025, our Latin America market unit will move from Growth Markets to North America to become our Americas market, and Growth Markets will become our Asia Pacific market.

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RETURN METRICS TREND

Q4 FY24

Quarter Ending Return Metrics from November 30, 2022 to August 31, 2024
(Unaudited)

	Twelve Months Ended							8/31/24
	11/30/22	2/28/23	5/31/23	8/31/23	11/30/23	2/29/24	5/31/24	
Return on Invested Capital	32%	32%	29%	27%	26%	26%	25%	26%
Return on Equity	32%	31%	30%	28%	27%	28%	26%	27%
Return on Assets	16%	16%	15%	14%	14%	15%	14%	14%

Note: February 2023 through August 2024 results include the impact of business optimization costs
May 2023 through February 2024 results include the gain on the sale of Duck Creek



RECONCILIATION OF RETURN ON INVESTED CAPITAL (ROIC)

Q4 FY24

For the Twelve Months Ended August 31, 2024

(in millions of U.S. dollars)

(Unaudited)

Purpose

ROIC represents Return on Invested Capital and is equal to the tax adjusted operating income divided by total average capital, as outlined below. Accenture believes reporting ROIC provides investors with greater visibility of how effectively Accenture uses the capital invested in its operations. ROIC is not a measure of financial performance under generally accepted accounting principles and should not be considered in isolation or as an alternative to net income as an indicator of company performance, or as an alternative to cash flows from operating activities as a measure of liquidity.

	Twelve Months Ended 8/31/24 ⁽¹⁾	Comments
Net Income Attributable to Accenture plc	\$7,265	
Noncontrolling interests	154	
Income tax expense	2,280	
Non-operating (income) expense	(103)	This represents the sum of the following line items on the Consolidated Income Statements: Interest income, Interest expense, Gain/Loss on investments, net, and Other income/expense, net.
Operating Income	\$9,596	
Annual Effective Tax Rate	23.5%	The tax rate represents the FY24 full year tax rate.
Tax Adjusted Operating Income	\$7,340	
Divided by Average Capital:		
Capital at August 31, 2024		
Noncontrolling interests	880	
Total Accenture plc shareholders' equity	28,289	
Short-term bank borrowings, Long-term debt	1,025	
	\$30,193	
Capital at August 31, 2023		
Noncontrolling interests	766	
Total Accenture plc shareholders' equity	25,693	
Short-term bank borrowings, Long-term debt	148	
	\$26,606	
Average Capital	\$28,400	
Return on Invested Capital	26%	

(1) May not total due to rounding



RECONCILIATION OF RETURN ON EQUITY (ROE)

Q4 FY24

For the Twelve Months Ended August 31, 2024

(in millions of U.S. dollars)

(Unaudited)

Purpose

ROE represents Return on Equity and is equal to the tax adjusted income before income taxes divided by average equity plus noncontrolling interests, as outlined below. Accenture believes reporting Return on Equity provides investors with a measure of the level of earnings generated in relation to total shareholders' equity plus noncontrolling interests. ROE is not a measure of financial performance under generally accepted accounting principles and should not be considered in isolation or as an alternative to net income as an indicator of company performance, or as an alternative to cash flows from operating activities as a measure of liquidity.

	Twelve Months Ended	
	8/31/24 ⁽¹⁾	Comments
Net Income Attributable to Accenture plc	\$7,265	
Noncontrolling interests	154	
Income tax expense	2,280	
Income Before Income Taxes	\$9,699	
Annual Effective Tax Rate	23.5%	The tax rate represents the FY24 full year tax rate.
Tax Adjusted Income Before Income Taxes	\$7,419	
<i>Divided by Average Equity and Noncontrolling Interests:</i>		
Noncontrolling interests at August 31, 2024	880	
Total Accenture plc shareholders' equity at August 31, 2024	28,289	
	\$29,168	
Noncontrolling interests at August 31, 2023	766	
Total Accenture plc shareholders' equity at August 31, 2023	25,693	
	\$26,459	
Average Equity and Noncontrolling Interests	\$27,813	
Return on Equity	27%	

(1) May not total due to rounding



RECONCILIATION OF RETURN ON ASSETS (ROA)

Q4 FY24

For the Twelve Months Ended August 31, 2024

(in millions of U.S. dollars)

(Unaudited)

Purpose

ROA represents Return on Assets and is equal to the tax adjusted income before income taxes divided by average assets, as outlined below. Accenture believes reporting Return on Assets provides investors with a measure of the level of earnings generated in relation to total assets. ROA is not a measure of financial performance under generally accepted accounting principles and should not be considered in isolation or as an alternative to net income as an indicator of company performance, or as an alternative to cash flows from operating activities as a measure of liquidity.

	Twelve Months Ended	
	8/31/24 ⁽¹⁾	Comments
Net Income Attributable to Accenture plc	\$7,265	
Noncontrolling interests	154	
Income tax expense	2,280	
Income Before Income Taxes	\$9,699	
Annual Effective Tax Rate	23.5%	The tax rate represents the FY24 full year tax rate.
Tax Adjusted Income Before Income Taxes	\$7,419	
Divided by Average Assets:		
Total Assets at August 31, 2024	55,932	
Total Assets at August 31, 2023	51,245	
Average Assets	\$53,589	
Return on Assets	14%	

(1) May not total due to rounding



SHARES OUTSTANDING AND MARKET CAPITALIZATION
Q4 FY24
As of August 31, 2024
(shares in millions and market capitalization in millions of U.S. dollars)

	<u>As of August 31, 2024</u>	<u>Comments</u>
Accenture plc Class A shares	672	From Accenture plc statement of shareholders' equity.
Accenture plc Class A treasury shares	(47.2)	From Accenture plc statement of shareholders' equity.
Accenture Canada Holdings, Inc. shares	0.6	
Total Shares Outstanding	625.9	
Share price - as of August 31, 2024 close	\$341.95	
Market Capitalization	\$214,018.5	

Note:

(1) May not total due to rounding



NEW BOOKINGS TREND

Q4 FY24

Quarter Ending from November 30, 2022 to August 31, 2024

(in billions of U.S. dollars)

(Unaudited)

Type of Work	FY2023										FY2024									
	Q1	% of Total	Q2	% of Total	Q3	% of Total	Q4	% of Total	Full Year	% of Total	Q1	% of Total	Q2	% of Total	Q3	% of Total	Q4	% of Total	Full Year	% of Total
Consulting	\$8.11	50%	\$10.65	48%	\$8.93	52%	\$8.47	51%	\$36.17	50%	\$8.62	47%	\$10.52	49%	\$9.28	44%	\$8.59	43%	\$37.02	46%
Managed Services	8.11	50%	11.43	52%	8.32	48%	8.17	49%	36.03	50%	9.83	53%	11.06	51%	11.78	56%	11.55	57%	44.21	54%
Total ⁽¹⁾	\$16.22	100%	\$22.09	100%	\$17.25	100%	\$16.64	100%	\$72.19	100%	\$18.45	100%	\$21.58	100%	\$21.06	100%	\$20.15	100%	\$81.23	100%

Note:

(1) May not total due to rounding



REVENUES TREND

Q4 FY24

Quarter Ending from November 30, 2022 to August 31, 2024

(in millions of U.S. dollars)

(Unaudited)

Geographic Markets	FY2023										FY2024									
	Q1	% of Total	Q2	% of Total	Q3	% of Total	Q4	% of Total	Full Year	% of Total	Q1	% of Total	Q2	% of Total	Q3	% of Total	Q4	% of Total	Full Year	% of Total
North America	\$7,623	48%	\$7,398	47%	\$7,721	47%	\$7,554	47%	\$30,296	47%	\$7,563	47%	\$7,377	47%	\$7,834	48%	\$7,967	49%	\$30,741	47%
EMEA	5,313	34%	5,555	35%	5,872	35%	5,553	35%	22,293	35%	5,804	36%	5,599	35%	5,777	35%	5,639	34%	22,818	35%
Growth Markets	2,812	18%	2,862	18%	2,972	18%	2,878	18%	11,524	18%	2,858	18%	2,824	18%	2,856	17%	2,800	17%	11,338	17%
Total ⁽¹⁾	\$15,748	100%	\$15,814	100%	\$16,565	100%	\$15,985	100%	\$64,112	100%	\$16,224	100%	\$15,800	100%	\$16,467	100%	\$16,406	100%	\$64,896	100%

Industry Groups	FY2023										FY2024									
	Q1	% of Total	Q2	% of Total	Q3	% of Total	Q4	% of Total	Full Year	% of Total	Q1	% of Total	Q2	% of Total	Q3	% of Total	Q4	% of Total	Full Year	% of Total
Comm. Media & Tech	\$2,980	19%	\$2,885	18%	\$2,880	17%	\$2,708	17%	\$11,453	18%	\$2,669	16%	\$2,654	17%	\$2,763	17%	\$2,751	17%	\$10,837	17%
Financial Services	2,963	19%	3,003	19%	3,138	19%	3,027	19%	12,132	19%	3,034	19%	2,809	18%	2,895	18%	2,873	18%	11,610	18%
Health & Public Service	3,000	19%	3,024	19%	3,266	20%	3,270	20%	12,560	20%	3,377	21%	3,334	21%	3,515	21%	3,614	22%	13,841	21%
Products	4,666	30%	4,719	30%	4,968	30%	4,751	30%	19,104	30%	4,860	30%	4,762	30%	4,983	30%	4,949	30%	19,554	30%
Resources	2,138	14%	2,184	14%	2,311	14%	2,229	14%	8,863	14%	2,284	14%	2,241	14%	2,310	14%	2,220	14%	9,054	14%
Total ⁽¹⁾	\$15,748	100%	\$15,814	100%	\$16,565	100%	\$15,985	100%	\$64,112	100%	\$16,224	100%	\$15,800	100%	\$16,467	100%	\$16,406	100%	\$64,896	100%

Type of Work	FY2023										FY2024									
	Q1	% of Total	Q2	% of Total	Q3	% of Total	Q4	% of Total	Full Year	% of Total	Q1	% of Total	Q2	% of Total	Q3	% of Total	Q4	% of Total	Full Year	% of Total
Consulting	\$8,444	54%	\$8,279	52%	\$8,693	52%	\$8,197	51%	\$33,613	52%	\$8,457	52%	\$8,021	51%	\$8,457	51%	\$8,260	50%	\$33,195	51%
Managed Services	7,303	46%	7,535	48%	7,872	48%	7,788	49%	30,499	48%	7,768	48%	7,778	49%	8,010	49%	8,145	50%	31,701	49%
Total ⁽¹⁾	\$15,748	100%	\$15,814	100%	\$16,565	100%	\$15,985	100%	\$64,112	100%	\$16,224	100%	\$15,800	100%	\$16,467	100%	\$16,406	100%	\$64,896	100%

Note:
(1) May not total due to rounding



REVENUES AND OPERATING INCOME BY GEOGRAPHIC MARKET

Quarters Ending from November 30, 2023 to August 31, 2024

(in millions of U.S. dollars)

(Unaudited)

In the first quarter of fiscal 2025, our Latin America market unit will move from Growth Markets to North America. With this change, North America will become the Americas market and Growth Markets will become the Asia Pacific market. This schedule shows revised revenues, operating income and operating margin for Americas and Asia Pacific by quarter for fiscal 2024.

FY2024 REVENUES (AS REPORTED)										
Markets	Q1	% of Total	Q2	% of Total	Q3	% of Total	Q4	% of Total	Full Year	% of Total
North America	\$7,563	47%	\$7,377	47%	\$7,834	48%	\$7,967	49%	\$30,741	47%
EMEA	5,804	36%	5,599	35%	5,777	35%	5,639	34%	22,818	35%
Growth Markets	2,858	18%	2,824	18%	2,856	17%	2,800	17%	11,338	17%
Total ⁽¹⁾	\$16,224	100%	\$15,800	100%	\$16,467	100%	\$16,406	100%	\$64,896	100%

FY2024 REVENUES (AS REVISED)										
Markets	Q1	% of Total	Q2	% of Total	Q3	% of Total	Q4	% of Total	Full Year	% of Total
Americas	\$8,027	49%	\$7,816	49%	\$8,287	50%	\$8,423	51%	\$32,552	50%
EMEA	5,804	36%	5,599	35%	5,777	35%	5,639	34%	22,818	35%
Asia Pacific	2,394	15%	2,385	15%	2,404	15%	2,344	14%	9,526	15%
Total ⁽¹⁾	\$16,224	100%	\$15,800	100%	\$16,467	100%	\$16,406	100%	\$64,896	100%

FY2024 GAAP OPERATING INCOME (AS REPORTED)										
Markets	Q1		Q2		Q3		Q4		Full Year	
	Operating Income	Operating Margin	Operating Income	Operating Margin	Operating Income	Operating Margin	Operating Income	Operating Margin	Operating Income	Operating Margin
North America	\$1,257	17%	\$1,060	14%	\$1,365	17%	\$1,270	16%	\$4,952	16%
EMEA	824	14%	529	9%	750	13%	701	12%	2,804	12%
Growth Markets	485	17%	457	16%	516	18%	382	14%	1,840	16%
Total ⁽¹⁾	\$2,565	15.8%	\$2,046	13.0%	\$2,631	16.0%	\$2,354	14.3%	\$9,596	14.8%

FY2024 GAAP OPERATING INCOME (AS REVISED)										
Markets	Q1		Q2		Q3		Q4		Full Year	
	Operating Income	Operating Margin	Operating Income	Operating Margin	Operating Income	Operating Margin	Operating Income	Operating Margin	Operating Income	Operating Margin
Americas	\$1,293	16%	\$1,083	14%	\$1,408	17%	\$1,296	15%	\$5,080	16%
EMEA	824	14%	529	9%	750	13%	701	12%	2,804	12%
Asia Pacific	448	19%	434	18%	473	20%	357	15%	1,713	18%
Total ⁽¹⁾	\$2,565	15.8%	\$2,046	13.0%	\$2,631	16.0%	\$2,354	14.3%	\$9,596	14.8%

FY2024 NON-GAAP OPERATING INCOME (AS REPORTED) ²										
Markets	Q1		Q2		Q3		Q4		Full Year	
	Operating Income	Operating Margin	Operating Income	Operating Margin	Operating Income	Operating Margin	Operating Income	Operating Margin	Operating Income	Operating Margin
North America	\$1,303	17%	\$1,065	14%	\$1,361	17%	\$1,291	16%	\$5,021	16%
EMEA	894	15%	615	11%	825	14%	719	13%	3,052	13%
Growth Markets	508	18%	482	17%	522	18%	450	16%	1,961	17%
Total ⁽¹⁾	\$2,705	16.7%	\$2,162	13.7%	\$2,708	16.4%	\$2,460	15.0%	\$10,034	15.5%

FY2024 NON-GAAP OPERATING INCOME (AS REVISED)										
Markets	Q1		Q2		Q3		Q4		Full Year	
	Operating Income	Operating Margin	Operating Income	Operating Margin	Operating Income	Operating Margin	Operating Income	Operating Margin	Operating Income	Operating Margin
Americas	\$1,343	17%	\$1,095	14%	\$1,404	17%	\$1,321	16%	\$5,163	16%
EMEA	894	15%	615	11%	825	14%	719	13%	3,052	13%
Asia Pacific	467	20%	452	19%	479	20%	420	18%	1,819	19%
Total ⁽¹⁾	\$2,705	16.7%	\$2,162	13.7%	\$2,708	16.4%	\$2,460	15.0%	\$10,034	15.5%

Notes:

(1) May not total due to rounding

(2) Non-GAAP Operating Income and Margin excludes costs recorded in connection with our business optimization initiatives, primarily for employee severance. Refer to our Q1, Q2, Q3 and Q4 2024 news releases for reconciliations of non-GAAP financial information to Accenture's financial statements as prepared under GAAP.

REVENUES AND OPERATING INCOME BY GEOGRAPHIC MARKET

Quarters Ending from November 30, 2022 to August 31, 2023

(in millions of U.S. dollars)

(Unaudited)

In the first quarter of fiscal 2025, our Latin America market unit will move from Growth Markets to North America. With this change, North America will become the Americas market and Growth Markets will become the Asia Pacific market. This schedule shows revised revenues, operating income and operating margin for Americas and Asia Pacific by quarter for fiscal 2023.

FY2023 REVENUES (AS REPORTED)										
Markets	Q1	% of Total	Q2	% of Total	Q3	% of Total	Q4	% of Total	Full Year	% of Total
North America	\$7,623	48%	\$7,398	47%	\$7,721	47%	\$7,554	47%	\$30,296	47%
EMEA	5,313	34%	5,555	35%	5,872	35%	5,553	35%	22,293	35%
Growth Markets	2,812	18%	2,862	18%	2,972	18%	2,878	18%	11,524	18%
Total ⁽¹⁾	\$15,748	100%	\$15,814	100%	\$16,565	100%	\$15,985	100%	\$64,112	100%

FY2023 REVENUES (AS REVISED)										
Markets	Q1	% of Total	Q2	% of Total	Q3	% of Total	Q4	% of Total	Full Year	% of Total
Americas	\$8,100	51%	\$7,856	50%	\$8,195	49%	\$8,041	50%	\$32,193	50%
EMEA	5,313	34%	5,555	35%	5,872	35%	5,553	35%	22,293	35%
Asia Pacific	2,335	15%	2,403	15%	2,497	15%	2,391	15%	9,626	15%
Total ⁽¹⁾	\$15,748	100%	\$15,814	100%	\$16,565	100%	\$15,985	100%	\$64,112	100%

FY2023 GAAP OPERATING INCOME (AS REPORTED)										
Markets	Q1		Q2		Q3		Q4		Full Year	
	Operating Income	Operating Margin	Operating Income	Operating Margin	Operating Income	Operating Margin	Operating Income	Operating Margin	Operating Income	Operating Margin
North America	\$1,310	17%	\$824	11%	\$1,241	16%	\$1,099	15%	\$4,474	15%
EMEA	727	14%	615	11%	670	11%	471	8%	2,483	11%
Growth Markets	556	20%	505	18%	448	15%	343	12%	1,853	16%
Total ⁽¹⁾	\$2,593	16.5%	\$1,945	12.3%	\$2,359	14.2%	\$1,913	12.0%	\$8,810	13.7%

FY2023 GAAP OPERATING INCOME (AS REVISED)										
Markets	Q1		Q2		Q3		Q4		Full Year	
	Operating Income	Operating Margin	Operating Income	Operating Margin	Operating Income	Operating Margin	Operating Income	Operating Margin	Operating Income	Operating Margin
Americas	\$1,373	17%	\$882	11%	\$1,282	16%	\$1,108	14%	\$4,644	14%
EMEA	727	14%	615	11%	670	11%	471	8%	2,483	11%
Asia Pacific	493	21%	448	19%	407	16%	334	14%	1,682	17%
Total ⁽¹⁾	\$2,593	16.5%	\$1,945	12.3%	\$2,359	14.2%	\$1,913	12.0%	\$8,810	13.7%

FY2023 NON-GAAP OPERATING INCOME (AS REPORTED) ²										
Markets	Q1		Q2		Q3		Q4		Full Year	
	Operating Income	Operating Margin	Operating Income	Operating Margin	Operating Income	Operating Margin	Operating Income	Operating Margin	Operating Income	Operating Margin
North America	\$1,310	17%	\$1,001	14%	\$1,338	17%	\$1,290	17%	\$4,939	16%
EMEA	727	14%	656	12%	838	14%	701	13%	2,922	13%
Growth Markets	556	20%	532	19%	531	18%	394	14%	2,013	17%
Total ⁽¹⁾	\$2,593	16.5%	\$2,189	13.8%	\$2,706	16.3%	\$2,385	14.9%	\$9,873	15.4%

FY2023 NON-GAAP OPERATING INCOME (AS REVISED)										
Markets	Q1		Q2		Q3		Q4		Full Year	
	Operating Income	Operating Margin	Operating Income	Operating Margin	Operating Income	Operating Margin	Operating Income	Operating Margin	Operating Income	Operating Margin
Americas	\$1,373	17%	\$1,064	14%	\$1,386	17%	\$1,318	16%	\$5,141	16%
EMEA	727	14%	656	12%	838	14%	701	13%	2,922	13%
Asia Pacific	493	21%	468	19%	483	19%	366	15%	1,810	19%
Total ⁽¹⁾	\$2,593	16.5%	\$2,189	13.8%	\$2,706	16.3%	\$2,385	14.9%	\$9,873	15.4%

Notes:

(1) May not total due to rounding

(2) Non-GAAP Operating Income and Margin excludes costs recorded in connection with our business optimization initiatives, primarily for employee severance. Refer to our Q2, Q3 and Q4 2023 news releases for reconciliations of non-GAAP financial information to Accenture's financial statements as prepared under GAAP.



PEOPLE METRICS

Q4 FY24

Quarter Ending Metrics from November 30, 2022 to August 31, 2024

Represents the total number of Accenture employees at the quarter ended dates below.

	<u>11/30/22</u>	<u>2/28/23</u>	<u>5/31/23</u>	<u>8/31/23</u>	<u>11/30/23</u>	<u>2/29/24</u>	<u>5/31/24</u>	<u>8/31/24</u>
Total Accenture Employees	<u>737,719</u>	<u>738,143</u>	<u>731,868</u>	<u>732,819</u>	<u>743,041</u>	<u>742,318</u>	<u>750,200</u>	<u>774,303</u>
<i>Memo:</i>								
<i>Utilization</i>	91%	91%	91%	91%	91%	92%	92%	92%
<i>Quarterly Voluntary Attrition - Annualized</i>	13%	12%	13%	14%	11%	13%	14%	14%
<i>Annual Voluntary Attrition</i>				13%				13%



GAAP to Non-GAAP Reconciliation

Q4 FY24

(Unaudited)



BUSINESS OPTIMIZATION COSTS

Completed our business optimization actions announced during fiscal 2023, and recorded a total of \$1.5B in costs through FY24.

Full Year FY23 - \$1.1 billion in business optimization costs.

Full Year FY24 - \$438M in business optimization costs.

Q4 FY24 - \$106M in business optimization costs.



OPERATING MARGIN

Q4 FY24 Operating Margin (GAAP) - 14.3% compared to 12.0% in Q4 FY23. Includes 70bp impact of business optimization costs in Q4 FY24 and 290bp in Q4 FY23. YTD operating margin of 14.8% compared to 13.7% in FY23. Includes 70bp impact from business optimization costs in FY24 and 170bp in FY23.

Q4 FY24 Operating Margin (ADJUSTED) - 15.0%, a 10bp increase YoY. YTD operating margin of 15.5%, a 10 bp increase YoY.



DILUTED EARNINGS PER SHARE

Q4 FY24 EPS (GAAP) - \$2.66 compared to \$2.15 in Q4 FY23. Includes \$0.13 per share impact of business optimization costs in Q4 FY24 and \$0.56 per share impact of business optimization costs in Q4 FY23. YTD EPS of \$11.44 compared to \$10.77 in FY23. FY24 includes \$0.51 per share impact of business optimization costs and FY23 includes \$1.28 per share impact of business optimization costs and \$0.38 per share impact for an investment gain.

Q4 FY24 EPS (ADJUSTED) - \$2.79, a 3% increase YoY. YTD EPS of \$11.95, a 2% increase YoY.

OPERATING INCOME (in millions of U.S. dollars)

	FY23 ACTUALS					FY24 ACTUALS					Increase (Decrease)	
	Q1	Q2	Q3	Q4	Total FY23	Q1	Q2	Q3	Q4	Total FY24	Q4	YTD
As Reported (GAAP)	\$ 2,593	\$ 1,945	\$ 2,359	\$ 1,913	\$ 8,810	\$ 2,565	\$ 2,046	\$ 2,630	\$ 2,354	\$ 9,596	\$ 441	\$ 786
Operating Margin	16.5%	12.3%	14.2%	12.0%	13.7%	15.8%	13.0%	16.0%	14.3%	14.8%	2.3%	1.1%
Adjustments:												
Business Optimization Costs ⁽¹⁾	-	\$ 244	\$ 347	\$ 472	\$ 1,063	\$ 140	\$ 115	\$ 77	\$ 106	\$ 438	\$ (366)	\$ (625)
Adjusted (Non-GAAP)	\$ 2,593	\$ 2,189	\$ 2,706	\$ 2,385	\$ 9,873	\$ 2,705	\$ 2,162	\$ 2,707	\$ 2,460	\$ 10,034	\$ 75	\$ 161
Adjusted Operating Margin	16.5%	13.8%	16.3%	14.9%	15.4%	16.7%	13.7%	16.4%	15.0%	15.5%	0.1%	0.1%

DILUTED EARNINGS PER SHARE (in U.S. dollars)

	FY23 Actuals					FY24 Actuals					Increase (Decrease)			
	Q1	Q2	Q3	Q4	Total FY23	Q1	Q2	Q3	Q4	Total FY24	Q4	YTD		
As Reported (GAAP)	\$ 3.08	\$ 2.39	\$ 3.15	\$ 2.15	\$ 10.77	\$ 3.10	\$ 2.63	\$ 3.04	\$ 2.66	\$ 11.44	\$ 0.51	24%	\$ 0.67	6%
Business Optimization Costs ⁽¹⁾	-	0.30	0.42	0.56	1.28	0.17	0.14	0.08	0.13	0.51	(0.43)		(0.77)	
Investment Gain ⁽²⁾	-	-	(0.38)	-	(0.38)	-	-	-	-	-	-		0.38	
Adjusted (Non-GAAP)	\$ 3.08	\$ 2.69	\$ 3.19	\$ 2.71	\$ 11.67	\$ 3.27	\$ 2.77	\$ 3.13	\$ 2.79	\$ 11.95	\$ 0.08	3%	\$ 0.28	2%

(1) Costs recorded in connection with our business optimization initiatives, including severance and other personnel costs as well as costs related to the consolidation of office space.

(2) Adjustment to exclude gain related to our investment in Duck Creek Technologies.

Amounts in tables may not total due to rounding