



accenture

Climate Transition Plan

July 2023

At Accenture, we believe sustainability is one of five forces of change that will shape businesses in the next decade.

As consumers, employees, business partners, regulators and investors are demanding companies move from commitment to action, we believe every business must be a sustainable business. Accordingly, in 2020, we signed the UNGC Business Ambition for 1.5° Pledge and joined leading companies in committing to do our part to keep global warming below 1.5° Celsius, in alignment with the Paris Climate Agreement and the criteria and recommendations of the Science Based Targets initiative (SBTi).

As a company, we measure our success by the 360° value we create for our clients, each other, our shareholders, partners and communities. The core of our growth strategy is delivering 360° value to our clients, people, shareholders, partners and communities.

360° value encompasses the full value an organization can deliver—not only its financial metrics, but also its progress toward its sustainability, talent, and inclusion and diversity goals; and its ability to create meaningful experiences for its customers, employees and communities. We create 360° value by helping the world's leading businesses, governments and other organizations harness what we believe are

the five key forces of change for the next decade: total enterprise reinvention; talent; sustainability; the metaverse continuum; and the ongoing technology revolution.

An integral part of our 360° value philosophy is an enduring commitment to environmental and climate action, and transparency about our plans and progress. To that end, we are transparent about our climate transition in our mainstream financial filings where we describe our path to net-zero by the end of 2025. We also explain in detail the actions we are taking in our 360° Value Reporting Experience on our website.

Our Climate Transition Plan outlines how Accenture will achieve its environmental strategy, which includes climate change mitigation actions to reduce our impact as well as climate change adaptation to enhance our resiliency and manage risks.

This plan will be updated periodically to reflect our evolving strategies and actions with respect to climate transition. We welcome feedback from our clients, people, shareholders, partners and communities on this plan by email to **ESG_Operations@accenture.com**

Accenture Climate Transition Plan

Our key targets

	2023	2025	2030	CDP ref
Climate mitigation and carbon removal	<p>Renewables goal: Power our offices with 100% renewable electricity by the end of 2023 (RE100)</p> <p>Fiscal 2022 progress: 97% renewable electricity.</p>	<p>SBTi-approved science-based target: Reduce our absolute greenhouse gas emissions by 11% against our 2016 baseline by the end of 2025 and reduce our absolute Scope 1 and 2 emissions by 65% and Scope 1, 2 and 3 emissions per unit of revenue by 40% over the same timeframe.</p> <p>Fiscal 2022 progress: total emissions reduced by 68% from our 2016 baseline; Scope 1 and 2 GHG emissions reduced by 91%; total emissions per unit of revenue reduced by 82%.</p> <p>Net-zero by the end of 2025: Achieve net-zero emissions covering Scope 1, 2 and 3 emissions by the end of 2025, by first focusing on actual reductions across our Scope 1, 2 and 3 emissions, and then investing in nature-based carbon removal projects.</p> <p>Fiscal 2022 progress: 68% reduction in total emissions from our 2016 baseline.</p> <p>Supply chain: Require 90% of our key suppliers¹ to disclose their environmental targets and actions to reduce emissions by the end of 2025.</p> <p>Fiscal 2022 progress: 68% of key suppliers¹ disclosed targets and 75% disclosed actions.</p>	<p>New target (pending): In 2022, we submitted a 2030 near-term emissions reduction target to the SBTi and are awaiting their approval.</p>	<p>C4.1</p> <p>C4.1a</p> <p>C4.2a</p> <p>C4.2b</p> <p>C4.2c</p>
Climate adaptation		<p>Water resiliency plans</p> <p>To promote business continuity and resilience due to climate change-related risks, we are planning to mitigate the potential impacts of water risk by the end of 2025.</p> <p>Develop water resiliency plans for identified offices by the end of 2025.</p> <p>Fiscal 2022 progress: In addition to developing water resiliency plans, we now measure and report water use in these locations.</p>		<p>C3.2</p> <p>C3.2a</p> <p>C3.2b</p>

¹ Key suppliers are defined as vendors that represent a significant portion of our 2019 Scope 3 emissions.

Other key elements of our Climate Transition Plan (across time horizons)

Select operational initiatives			
Achieved 97% renewable electricity in fiscal 2022, toward our goal of 100% renewable electricity by the end of 2023.	As we purchase more renewable electricity, we also support the generation of more renewable sources of electricity.	We have implemented an internal carbon price on travel (\$30/metric ton) to encourage climate-smart travel decisions.	Accenture's global IT organization takes a cloud-first approach to the way we operate, develop new applications and innovate to run our business.
CDP references	C4.3a, C4.3b, C11.3, C11.3a		
Value chain engagement			
Our Sustainable Procurement Hub, which will collect sustainability assessments, including emissions data from our suppliers, is operational in over 30 countries, with further deployments planned in fiscal 2023.	We have a goal to require 90% of our key suppliers ¹ to disclose their environmental targets and actions to reduce emissions by the end of 2025 and continue to engage these suppliers to disclose their progress to Accenture.	To encourage broader transparency within our supply chain, we require our suppliers to adhere to our Supplier Standards of Conduct, which supplements our Code of Business Ethics, or to make an equivalent commitment.	We allocate relevant GHG emissions to our clients through CDP Supply Chain.
CDP references	C12.1, C12.1a, C12.1b, C12.2, C12.2a, SC1.1		
Risks and business resilience			
We disclose climate-relevant risks in our 10-K filing and CDP response.	We have a company-wide Enterprise Risk Management approach, which includes ESG risks, with Board oversight.	We are evaluating physical scenario analysis using the World Resources Institute (WRI) Aqueduct tools, as well as bespoke transition scenario analysis.	We undertake regular simulations that include extreme weather events to test and refine our business continuity plans.
CDP references	C2.1, C2.2, C2.3, C2.3a, C3.2, C3.2a, C3.2b		

¹ Key suppliers are defined as vendors that represent a significant portion of our 2019 Scope 3 emissions.

Other key elements of our Climate Transition Plan (across time horizons)

Strategy and financial planning			
<p>We spent \$1.1B on R&D in fiscal 2022, including innovations to extend capabilities across service offerings, including cloud services.</p>	<p>Our cloud services, which support the reduction of carbon emissions by migrating workloads from on-premise to less carbon-intensive cloud-based solutions, represented approximately \$26B² in revenue in fiscal 2022.</p>	<p>We are supporting our clients' climate transitions through our suite of Sustainability Services offerings, including sustainability strategy, Net Zero Transitions, Sustainable Value Chain, Sustainable Technology, Sustainability Measurement, Analytics and Performance, and Sustainable Leadership and Organization.</p>	<p>We continue to make investments in purchasing renewable electricity and nature-based carbon removal programs.</p>
CDP references		C2.4, C2.4a, C3.3, C3.4, C3.5, C3.5a, C4.5, C4.5a	
Governance			
<p>Our Board actively oversees our ESG strategies and progress in meeting our ESG-related commitments, which include climate topics.</p>	<p>The Nominating, Governance & Sustainability Committee is responsible for overseeing our overall ESG performance, strategies, and monitoring evolving ESG risks. They receive periodic reports on key ESG matters.</p>	<p>Our directors, as a group, have diverse areas of expertise and experience, which include environmental and climate-related matters.</p>	<p>Employees with management responsibility, including executives, are evaluated under a shared success scorecard, which in fiscal 2022 included objectives in key categories including sustainability.</p>
CDP references		C1.1, C1.1a, C1.1b, C1.1d, C1.2, C1.3, C1.3a	

² Note: 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.

Other key elements of our Climate Transition Plan (across time horizons)

Public policy engagement			
When we engage on climate-relevant policy topics, we do so in alignment with the Paris Agreement.	We disclose climate-relevant trade association and other memberships.	We have committed to the UNGC Business Ambition for 1.5° Pledge among other climate-relevant commitments and pledges.	We have a lobbying and political contributions policy that governs our activities. ³
CDP references	C12.3, C12.3b, C12.3c, C12.5		
Verification and transparency			
We calculate and disclose all material sources of Scope 1, 2 and 3 emissions.	Accenture's reported carbon emissions for fiscal 2022 have been reviewed by an independent third-party accountant.	We articulate our climate transition approach in our mainstream reports.	We have responded to CDP Climate and CDP Supply Chain for more than a decade.
CDP references	C5.2, C6.1, C6.3, C6.5, C10.1a, C10.1b, C10.1c, C10.2, C12.4		
Shareholder engagement and feedback			
We conduct shareholder outreach, which includes environmental and climate-relevant topics.	We interview numerous clients, suppliers and stakeholders on climate and ESG topics when we refresh our ESG priority issues.	Our ongoing Eco Action initiatives help our people nurture their passion for environmental sustainability.	We invite our clients, people, shareholders, partners and communities to give feedback on our plans by email to: ESG_Operations@accenture.com
CDP references	C3.1		

³ <https://www.accenture.com/gr-en/about/governance/political-contributions-policy>

Additionally, here are some highlights around the actions we are taking to enact our plan.

Climate mitigation: Reduction and removal

To achieve our goal of net-zero emissions by the end of 2025, we are focusing first on actual reductions across our Scope 1, 2 and 3 emissions and then removing any remaining emissions through nature-based carbon removal offsets. Our most significant aspects relate to indirect emissions from Scope 2 electricity usage and Scope 3 emissions from business travel and purchased goods and services.

Renewable electricity

We are committed to achieving 100% renewable electricity in our offices globally by the end of 2023. At the end of fiscal 2022, we achieved 97% renewable electricity, up from 53% in fiscal 2021. Because we do not own our office buildings and procure most of our energy from the grid, we increase our renewable electricity through contracts purchased from the grid or local renewable energy markets—in line with the guidelines set by RE100.

We strive to purchase renewable electricity equivalent to the amount of electricity we use to power our global operations annually, which reduces our reported carbon emissions from electricity usage. As we purchase more renewable electricity, we also support the generation of more renewable sources of electricity. We also continue to drive energy efficiency. In fiscal 2022, we expanded our use of smart meters, which allows us to collect energy data at the source and quickly upload to our global environmental reporting system to inform our energy management decisions.

Responsible travel

As a digital-first business, we use collaboration technology with agility and at scale to deliver for our clients. We are one of the largest enterprise users of Microsoft Teams in the world, using more than 18 billion minutes of audio and more than 1.8 billion minutes of video calls in fiscal 2022, hosted on Microsoft Azure Cloud powered with renewable energy. Our increased reliance on digital collaboration and ability to meet client needs without travel has led to more cost-efficient client delivery and reduced carbon emissions. When travel is necessary, we are equipping our people to make climate-smart travel decisions. We have also implemented an internal carbon price on travel to encourage climate-smart travel decisions.

Responsible buying

We are working with our suppliers to reduce our Scope 3 emissions. Our goal is that 90% of our key suppliers⁴ disclose their environmental targets and actions being taken to reduce emissions by the end of 2025. We are making progress—68% of our key suppliers have disclosed targets and 75% have disclosed actions to reduce their emissions.

Green IT

Accenture's global IT organization takes a cloud-first approach to the way we operate, develop new applications and innovate to run our business. Now that our journey to cloud is complete, we have the direct advantage of consuming the new, more sustainable capabilities from cloud providers. In fiscal 2021, we created a CO₂ calculator prototype to measure an estimation of Accenture's public

⁴ Key suppliers are defined as vendors that represent a significant portion of our 2019 Scope 3 emissions.

cloud energy consumption. This enabled us to precisely manage energy consumption, to lower energy usage and to estimate carbon emissions. In fiscal 2022, we embedded this calculator into our Intelligent Cloud Management Dashboard, enabling access to this data for more leaders and application teams. Building on the measurement of our public cloud carbon footprint, we are also focused on measuring our overall IT carbon footprint. By expanding the calculators to include devices and their usage patterns, we can better understand reduction opportunities and make more data-driven decisions.

We are also engaged in other areas to further our journey including: device fleet energy consumption; digital clean-up best practices; green software engineering practices; integrating sustainability questions into our preferred supplier program and sharing sustainability data with users via our new device catalog. Additionally, we are working with our IT suppliers to understand how we can collaborate to accelerate our journey to net-zero.

Carbon removal

To address remaining emissions, we are investing in nature-based carbon removal solutions to physically remove millions of metric tons of CO₂ from the atmosphere over the next 20 years. Our nature-based carbon removal solutions are generally expected to reforest land, rebuild biodiversity, make agriculture more sustainable, help create green jobs and allow natural ecosystems to rebound and thrive. At the end of fiscal 2022, our nature-based carbon removal portfolio included projects in Indonesia, the Philippines, the United Kingdom and the United States.

Our nature-based carbon removal projects will support and respect the universal principles of the UNGC in the relevant areas of human rights, labor, environment, anticorruption and the UN Sustainable Development Goals (SDGs). We have established reporting procedures to provide oversight of activities on the ground, quality control and alignment to the universal principles of the UNGC. Where technically feasible, our projects will be registered under the Sustainable Development Verified Impact Standard, verifying SDG outcomes along with the carbon removals.

Climate adaptation: Planning for water risk

To promote business continuity and resilience due to climate change-related risks, we are planning to mitigate the potential impacts of water risk by the end of 2025. We proactively analyze water risk using the WRI Aqueduct tools. We are developing plans to reduce the impact of flooding, drought and water scarcity on our business and our people. In addition to developing water resiliency plans, we measure and report water use in these locations. Although Accenture is not a water-intensive company, we minimize our use of water wherever feasible, including responsible use, reuse, management and discharge across our office portfolio. We are particularly conscious of our locations in water-stressed areas.

For more information on our climate transition

We explain in extensive detail our broader plan, operating arrangements, value chain engagement and related actions in our CDP Climate response, with respect to CDP's Transition Disclosure Checklist. We refer the reader to our full CDP Climate response.

More generally, accountability and transparency are top priorities and part of the foundation on which we build trust with our stakeholders. Current financial and governance information about Accenture is available in our 2022 Annual Report, our 2022 Proxy Statement and other documents filed with or furnished to the Securities and Exchange Commission. More information about how we create 360° value, including our global ESG activities, is in our 360° Value Reporting Experience.

About Accenture

Accenture is a leading global professional services company that helps the world's leading businesses, governments and other organizations build their digital core, optimize their operations, accelerate revenue growth and enhance citizen services—creating tangible value at speed and scale. We are a talent and innovation led company with 732,000 people serving clients in more than 120 countries. Technology is at the core of change today, and we are one of the world's leaders in helping drive that change, with strong ecosystem relationships. We combine our strength in technology with unmatched industry experience, functional expertise and global delivery capability. We are uniquely able to deliver tangible outcomes because of our broad range of services, solutions and assets across Strategy & Consulting, Technology, Operations, Industry X and Accenture Song. These capabilities, together with our culture of shared success and commitment to creating 360° value, enable us to help our clients succeed and build trusted, lasting relationships. We measure our success by the 360° value we create for our clients, each other, our shareholders, partners and communities. Visit us at www.accenture.com.

Disclaimer:

This Climate Transition Plan may contain forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Words such as “may,” “will,” “should,” “likely,” “promise,” “commit,” “anticipates,” “expects,” “intends,” “believes,” “estimates,” “positioned,” “continues,” “maintain,” “remain,” “goal,” “target,” “plan,” “recurring” and similar expressions are used to identify these forward-looking statements. These statements involve a number of risks, uncertainties and other factors that could cause actual results to differ materially from those expressed or implied. For a more detailed discussion of these factors, see the information under “Risk Factors” and “Management’s Discussion and Analysis of Financial Condition and Results of Operations” in our most recent Form 10-K filed with the SEC. Our forward-looking statements speak only as of the date of this document 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 and inclusion & diversity 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 Accenture plc’s filings with the SEC. In addition, historical, current, and forward-looking environmental and social-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. We caution you that these statements are not guarantees of future performance, nor promises that goals or targets will be met, and are subject to numerous and evolving risks and uncertainties that we may not be able to predict or assess. In some cases, we may determine to adjust our commitments, goals or targets or establish new ones to reflect changes in our business, operations or plans.

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