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of ContentsUNITED STATES SECURITIES AND EXCHANGE COMMISSIONWashington, D.C. 20549FORM 10-Q â˜‘QUARTERLY REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934For the quarterly period ended NovemberÂ 30, 2024ORâ˜TRANSITION REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934For the transition period fromÂ Â Â Â Â Â Â Â Â Â Â Â Â toÂ Â Â Â Â Â Â Â Â Â Â Â Commission File Number: 001-34448 Accenture plc (Exact name of registrant as specified in its charter)Ireland98-0627530(State or other jurisdiction ofincorporation or organization)(I.R.S. EmployerIdentification No.)1 Grand Canal Square,Grand Canal Harbour,Dublin 2, Ireland (Address of principal executive offices)(353) (1)Â 646-2000 (Registrantâ€™s telephone number, including area code)Securities registered pursuant to Section 12(b) of the Act:Title of each classTrading Symbol(s)Name of each exchange on which registeredClassÂ A ordinary shares, par value $0.0000225 per shareACNNew York Stock ExchangeIndicate by check mark whether the registrant (1)Â has filed all reports required to be filed by SectionÂ 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that the registrant was required to file such reports), and (2)Â has been subject to such filing requirements for the past 90 days. Yes â˜‘ NoÂ â˜Indicate by check mark whether the registrant has submitted electronically every Interactive Data File required to be submitted pursuant to Rule 405 of Regulation S-T (Â§232.405 of this chapter) during the preceding 12 months (or for such shorter period that the registrant was required to submit such files). Yes â˜‘ No â˜Indicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, a non-accelerated filer, a smaller reporting company, or an emerging growth company. See the definitions of â€œlarge accelerated filer,â€ â€œaccelerated filer,â€ â€œsmaller reporting company,â€ and â€œemerging growth companyâ€ in Rule 12b-2 of the Exchange Act.Large accelerated filerâ˜‘AcceleratedÂ filerâ˜Non-acceleratedÂ filerâ˜SmallerÂ reportingÂ companyâ˜Emerging growth companyâ˜If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act. â˜Indicate by check mark whether the registrant is a shell company (as defined in Rule 12b-2 of the Exchange Act). Yes â˜ NoÂ â˜‘The number of shares of the registrantâ€™s ClassÂ A ordinary shares, par value $0.0000225 per share, outstanding as of DecemberÂ 9, 2024 was 674,873,315 (which number includes 49,393,378 issued shares held by the registrant). The number of shares of the registrantâ€™s Class X ordinary shares, par value $0.0000225 per share, outstanding as of DecemberÂ 9, 2024 was 307,754.Table of ContentsPageTable of ContentsConsolidated Financial Statements(In thousands of U.S. dollars, except share and per share amounts)ACCENTURE FORM 10-Q3Part I â€” Financial InformationItem 1. Financial StatementsConsolidated Balance SheetsNovember 30, 2024 and AugustÂ 31, 2024 November 30, 2024August 31, 2024ASSETS(Unaudited)CURRENT ASSETS:Cash and cash equivalents$8,306,055Â $5,004,469Â Short-term investments5,150Â 5,396Â Receivables and contract assets14,574,637Â 13,664,847Â Other current assets2,312,495Â 2,183,069Â Total current assets25,198,337Â 20,857,781Â NON-CURRENT ASSETS:Contract assets128,981Â 120,260Â Investments371,507Â 334,664Â Property and equipment, net1,507,460Â 1,521,119Â Lease assets2,669,480Â 2,757,396Â Goodwill20,868,911Â 21,120,179Â Deferred contract costs893,898Â 862,140Â Deferred tax assets4,108,532Â 4,147,496Â Intangibles2,740,590Â 2,904,031Â Other non-current assets1,380,374Â 1,307,297Â Total non-current assets34,669,733Â 35,074,582Â TOTAL ASSETS$59,868,070Â $55,932,363Â LIABILITIES AND SHAREHOLDERSâ€™ EQUITYCURRENT LIABILITIES:Current portion of long-term debt and bank borrowings$114,321Â $946,229Â Accounts payable2,579,165Â 2,743,807Â Deferred revenues4,711,553Â 5,174,923Â Accrued payroll and related benefits6,602,324Â 7,050,833Â Income taxes payable863,673Â 719,084Â Lease liabilities709,964Â 726,202Â Other accrued liabilities1,605,968Â 1,615,049Â Total current liabilities17,186,968Â 18,976,127Â NON-CURRENT LIABILITIES:Long-term debt5,039,460Â 78,628Â Deferred revenues623,750Â 641,091Â Retirement obligation1,845,092Â 1,815,867Â Deferred tax liabilities453,066Â 428,845Â Income taxes payable1,366,759Â 1,514,869Â Lease liabilities2,282,652Â 2,369,490Â Other non-current liabilities967,900Â 939,198Â Total non-current liabilities12,578,679Â 7,787,988Â COMMITMENTS AND CONTINGENCIESSHAREHOLDERSâ€™ EQUITY:Ordinary shares, par value 1.00 euros per share, 40,000 shares authorized and issued as of November 30, 2024 and AugustÂ 31, 202457Â 57Â ClassÂ A ordinary shares, par value $0.0000225 per share, 20,000,000,000 shares authorized, 674,278,898 and 672,484,852 shares issued as of November 30, 2024 and AugustÂ 31, 2024, respectively15Â 15Â Class X ordinary shares, par value $0.0000225 per share, 1,000,000,000 shares authorized, 307,754 shares issued and outstanding as of November 30, 2024 and AugustÂ 31, 2024â€”Â â€”Â Restricted share units2,777,423Â 2,614,608Â Additional paid-in capital15,364,338Â 14,710,857Â Treasury shares, at cost: Ordinary, 40,000 shares as of November 30, 2024 and AugustÂ 31, 2024; ClassÂ A ordinary, 49,248,770 and 47,204,565 shares as of November 30, 2024 and AugustÂ 31, 2024, respectively(11,304,512)(10,564,572)Retained earnings24,402,568Â 23,082,423Â Accumulated other comprehensive loss(2,049,394)(1,554,742)Total Accenture plc shareholdersâ€™ equity29,190,495Â 28,288,646Â Noncontrolling interests911,928Â 879,602Â Total shareholdersâ€™ equity30,102,423Â 29,168,248Â TOTAL LIABILITIES AND SHAREHOLDERSâ€™ EQUITY$59,868,070Â $55,932,363Â The accompanying Notes are an integral part of these Consolidated Financial Statements.Table of ContentsConsolidated Financial Statements(In thousands of U.S. dollars, except share and per share amounts)ACCENTURE FORM 10-Q4Consolidated Income StatementsFor the Three Months Ended November 30, 2024 and 2023 (Unaudited)20242023REVENUES:Revenues $17,689,545Â $16,224,303Â OPERATING EXPENSES:Cost of services 11,866,716Â 10,776,362Â Sales and marketing 1,811,109Â 1,709,891Â General and administrative costs 1,063,243Â 1,033,499Â Business optimization costsâ€”Â 139,664Â Total operating expenses14,741,068Â 13,659,416Â OPERATING INCOME2,948,477Â 2,564,887Â Interest income76,027Â 101,980Â Interest expense(30,042)(14,495)Other income (expense), net (39,217)(35,719)INCOME BEFORE INCOME TAXES2,955,245Â 2,616,653Â Income tax expense639,055Â 606,672Â NET INCOME2,316,190Â 2,009,981Â Net income attributable to noncontrolling interests in Accenture Canada Holdings Inc.(2,170)(2,016)Net income attributable to noncontrolling interests â€“ other(35,126)(34,521)NETÂ INCOMEÂ ATTRIBUTABLEÂ TOÂ ACCENTUREÂ PLC$2,278,894Â $1,973,444Â Weighted average ClassÂ A ordinary shares:Basic625,676,922Â 627,996,111Â Diluted634,656,410Â 637,398,361Â Earnings per ClassÂ A ordinary share:Basic$3.64Â $3.14Â Diluted$3.59Â $3.10Â Cash dividends per share$1.48Â $1.29Â The accompanying Notes are an integral part of these Consolidated Financial Statements.Table of ContentsConsolidated Financial Statements(In thousands of U.S. dollars)ACCENTURE FORM 10-Q5Consolidated Statements of Comprehensive IncomeFor the Three Months Ended November 30, 2024 and 2023 (Unaudited)20242023NET INCOME$2,316,190Â $2,009,981Â OTHER COMPREHENSIVE INCOME (LOSS), NET OF TAX:Foreign currency translation(474,983)68,192Â Defined benefit plans(15,758)36,392Â Cash flow hedges(3,911)11,302Â OTHER COMPREHENSIVE INCOME (LOSS) ATTRIBUTABLE TO ACCENTURE PLC(494,652)115,886Â Other comprehensive income (loss) attributable to noncontrolling interests(10,093)1,885Â COMPREHENSIVE INCOME$1,811,445Â $2,127,752Â COMPREHENSIVE INCOME ATTRIBUTABLE TO ACCENTURE PLC$1,784,242Â $2,089,330Â Comprehensive income attributable to noncontrolling interests27,203Â 38,422Â COMPREHENSIVE INCOME$1,811,445Â $2,127,752Â The accompanying Notes are an integral part of these Consolidated Financial Statements.Table of ContentsConsolidated Financial Statements(In thousands of U.S. dollars and share amounts)ACCENTURE FORM 10-Q6Consolidated Shareholdersâ€™ Equity StatementFor the Three Months Ended November 30, 2024 (Unaudited)Â OrdinarySharesClass AOrdinarySharesClass XOrdinarySharesRestrictedShareUnitsAdditionalPaid-inCapitalTreasury

SharesRetainedEarningsAccumulatedOtherComprehensiveLossTotalAccentureÂ plcShareholdersâ€™EquityNoncontrollingInterestsTotalShareholdersâ€™EquityÂ $No.Shares$No.Shares$No.Sha as of August 31, 2024$57Â 40Â $15Â 672,485Â $â€”Â 308Â $2,614,608Â $14,710,857Â $(10,564,572)(47,245)$23,082,423Â $(1,554,742)$28,288,646Â $879,602Â $29,168,248Â Net income2,278,894Â 2,278,894Â 37,296Â 2,316,190Â Other comprehensive income (loss)(494,652)(494,652)(10,093)(504,745)Purchases of ClassÂ A shares742Â (897,395)(2,528)(896,653)(742)(897,395)Share-based compensation expense413,697Â 56,728Â 470,425Â 470,425Â Purchases/redemptions of Accenture Canada Holdings Inc. exchangeable shares and Class X shares(869)(869)(869)Issuances of ClassÂ AÂ shares for employee share programs1,794Â (284,465)605,253Â 157,455Â 484Â (491)477,752Â (385)477,367Â Dividends33,583Â (958,258)(924,675)(883)(925,558)Other, net(8,373)(8,373)7,133Â (1,240)Balance as of November 30, 2024$57Â 40Â $15Â 674,279Â $â€"Â 308Â $2,777,423Â $15,364,338Â $(11,304,512)(49,289)$24,402,568Â $(2,049,394)$29,190,495Â $911,928Â $30,102,423Â The accompanying Notes are an integral part of these Consolidated Financial Statements.Table of ContentsConsolidated Financial Statements(In thousands of U.S. dollars and share amounts)ACCENTURE FORM 10-Q7Consolidated Shareholdersâ€™ Equity Statement â€" (continued)For the Three Months Ended November 30, 2023 (Unaudited)Â OrdinarySharesClass AOrdinarySharesClass XOrdinarySharesRestrictedShareUnitsAdditionalPaid-inCapitalTreasury SharesRetainedEarningsAccumulatedOtherComprehensiveLossTotalAccentureÂ plcShareholdersâ€™EquityNoncontrollingInterestsTotalShareholdersâ€™EquityÂ $No.Shares$No.Shares$No.Sha as of August 31, 2023$57Â 40Â $15Â 664,616Â $â€"Â 325Â $2,403,374Â $12,778,782Â $(7,062,512)(36,391)$19,316,224Â $(1,743,101)$25,692,839Â $765,754Â $26,458,593Â Net income1,973,444Â 1,973,444Â 36,537Â 2,009,981Â Other comprehensive income (loss)115,886Â 115,886Â 1,885Â 117,771Â Purchases of ClassÂ A shares1,050Â (1,188,289)(3,810)(1,187,239)(1,050)(1,188,289)Share-based compensation expense365,711Â 57,289Â 423,000Â 423,000Â Purchases/redemptions of Accenture Canada Holdings Inc. exchangeable shares and Class X shares(7)(2,839)(2,839)(2,839)Issuances of Class A shares for employee share programs1,896Â (245,342)525,335Â 218,783Â 641Â (21,751)477,025Â 409Â 477,434Â Dividends29,279Â (838,504)(809,225)(831)(810,056)Other, net(6,140)(6,140)5,982Â (158)Balance as of November 30, 2023$57Â 40Â $15Â 666,512Â $â€"Â 318Â $2,553,022Â $13,353,477Â $(8,032,018)(39,560)$20,429,413Â $(1,627,215)$26,676,751Â $808,686Â $27,485,437Â The accompanying Notes are an integral part of these Consolidated Financial Statements.Table of ContentsConsolidated Financial StatementsÂ (In thousands of U.S. dollars)ACCENTURE FORM 10-Q8Consolidated Cash Flows StatementsFor the Three Months Ended November 30, 2024 and 2023 (Unaudited)20242023CASH FLOWS FROM OPERATING ACTIVITIES:Net income$2,316,190Â $2,009,981Â Adjustments to reconcile Net income to Net cash provided by (used in) operating activitiesÂ â€"Depreciation, amortization and other569,340Â 521,400Â Share-based compensation expense470,425Â 423,000Â Deferred tax expense (benefit)59,222Â (24,371)Other, net(19,903)6,795Â Change in assets and liabilities, net of acquisitions â€"Receivables and contract assets, current and non-current(1,225,106)(836,231)Other current and non-current assets(441,514)(658,647)Accounts payable(124,399)48,728Â Deferred revenues, current and non-current(313,397)(510,391)Accrued payroll and related benefits(307,357)(273,763)Income taxes payable, current and non-current50,891Â 85,142Â Other current and non-current liabilities(11,906)(293,092)Net cash provided by (used in) operating activities1,022,486Â 498,551Â CASH FLOWS FROM INVESTING ACTIVITIES:Purchases of property and equipment(152,205)(68,933)Purchases of businesses and investments, net of cash acquired(241,560)(788,025)Proceeds from the sale of businesses and investments5,270Â â€"Â Other investing, net2,971Â 1,528Â Net cash provided by (used in) investing activities(385,524)(855,430)CASH FLOWS FROM FINANCING ACTIVITIES:Proceeds from issuance of shares477,367Â 477,434Â Purchases of shares(898,264)(1,191,128)Proceeds from debt5,061,085Â â€"Â Repayments of debt(931,885)â€"Â Cash dividends paid(925,558)(810,056)Other financing, net(30,997)(28,163)Net cash provided by (used in) financing activities2,751,748Â (1,551,913)Effect of exchange rate changes on cash and cash equivalents(87,124)4,601Â NET INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS3,301,586Â (1,904,191)CASH AND CASH EQUIVALENTS, beginning of period 5,004,469Â 9,045,032Â CASH AND CASH EQUIVALENTS, end of period $8,306,055Â $7,140,841Â SUPPLEMENTAL CASH FLOW INFORMATION:Income taxes paid, net$529,162Â $563,359Â The accompanying Notes are an integral part of these Consolidated Financial Statements.Table of ContentsNotes To Consolidated Financial Statements(In thousands of U.S. dollars, except share and per share amounts or as otherwise disclosed)ACCENTURE FORM 10-Q91. Basis of Presentation The accompanying unaudited interim Consolidated Financial Statements of Accenture plc and its controlled subsidiary companies have been prepared pursuant to the rules and regulations of the Securities and Exchange Commission (â€œSECâ€) for quarterly reports on Form 10-Q and do not include all of the information and note disclosures required by U.S. generally accepted accounting principles (â€œU.S. GAAPâ€) for complete financial statements. We use the terms â€œAccenture,â€ â€œweâ€ and â€œourâ€ in the Notes to Consolidated Financial Statements to refer to Accenture plc and its subsidiaries. These Consolidated Financial Statements should therefore be read in conjunction with the Consolidated Financial Statements and Notes thereto for the fiscal year ended AugustÂ 31, 2024 included in our Annual Report on Form 10-K filed with the SEC on OctoberÂ 10, 2024. The accompanying unaudited interim Consolidated Financial Statements have been prepared in accordance with U.S. GAAP, which requires management to make estimates and assumptions that affect amounts reported in the Consolidated Financial Statements and accompanying disclosures. Although these estimates are based on managementâ€™s best knowledge of current events and actions that we may undertake in the future, actual results may differ from those estimates. The Consolidated Financial Statements reflect all adjustments of a normal, recurring nature that are, in the opinion of management, necessary for a fair presentation of results for these interim periods. The results of operations for the three months ended November 30, 2024 are not necessarily indicative of the results that may be expected for the fiscal year ending AugustÂ 31, 2025.Allowance for Credit Lossesâ€"Client Receivables and Contract Assets As of November 30, 2024 and AugustÂ 31, 2024, the total allowance for credit losses recorded for client receivables and contract assets was $27,354 and $27,561, respectively. The change in the allowance is primarily due to immaterial write-offs and changes in gross client receivables and contract assets. InvestmentsAll available-for-sale securities and liquid investments with an original maturity greater than three months but less than one year are considered to be Short-term investments. Non-current investments consist of equity securities in privately-held companies and are accounted for using either the equity or fair value measurement alternative method of accounting (for investments without readily determinable fair values).Our non-current investments are as follows:November 30, 2024August 31, 2024Equity method investments$127,776Â $128,634Â Investments without readily determinable fair values243,731Â 206,030Â Total non-current investments$371,507Â $334,664Â For investments in which we can exercise significant influence but do not control, we use the equity method of accounting. Equity method investments are initially recorded at cost and our proportionate share of gains and losses of the investee are included as a component of Other income (expense), net.Table of ContentsNotes To Consolidated Financial Statements(In thousands of U.S. dollars, except share and per share amounts or as otherwise disclosed)ACCENTURE FORM 10-Q10Depreciation and Amortization As of November 30, 2024 and AugustÂ 31, 2024, total accumulated depreciation was $2,752,886 and $2,713,855, respectively. See table below for a summary of depreciation on fixed assets, deferred transition amortization, intangible assets amortization and operating lease cost for the three months ended November 30, 2024 and 2023, respectively. Â Three Months EndedÂ November 30, 2024November 30, 2023Depreciation$133,099Â $133,245Â Amortization - Deferred transition85,324Â 98,491Â Amortization - Intangible assets160,214Â 111,631Â Operating lease cost186,529Â 175,014Â Other4,174Â 3,019Â Total depreciation, amortization and other$569,340Â $521,400Â New Accounting PronouncementsOn November 27, 2023, the Financial Accounting Standards Board (â€œFASBâ€) issued Accounting Standards Update (â€œASUâ€) No. 2023-07, Improvements to Reportable Segment Disclosures, which requires entities to enhance disclosures regarding their segments, including significant segment expenses. The ASU will be effective beginning with our annual fiscal 2025 financial statements and requires a retrospective method upon adoption. We are currently evaluating the impact of this standard on our segment disclosures.On December 14, 2023, the FASB issued ASU No. 2023-09, Improvements to Income Tax Disclosures, which requires disclosure of disaggregated income taxes paid, prescribes standard categories for the components of the effective tax rate reconciliation, and modifies other income tax-related disclosures. The ASU will be effective beginning with our annual fiscal 2026 financial statements and allows for adoption on a prospective basis, with a retrospective option. We are in the process of assessing the impacts and method of adoption. This ASU will impact our income tax disclosures, but not our financial position or results of operations.On November 4, 2024, the FASB issued ASU No. 2024-03, Disaggregation of Income Statement Expenses, which requires entities to disclose specified information about certain expenses in the notes to the financial statements, including employee compensation. The ASU will be effective beginning with our annual fiscal 2028 financial statements. We are currently evaluating the impact of this standard on our disclosures.Table of ContentsNotes To Consolidated Financial Statements(In thousands of U.S. dollars, except share and per share amounts or as otherwise disclosed)ACCENTURE FORM 10-Q112. RevenuesDisaggregation of Revenue See Note 12 (Segment Reporting) to these Consolidated Financial Statements for our disaggregated revenues. Remaining Performance Obligations We had remaining performance obligations of approximately $29 billion and $30 billion as of November 30, 2024 and AugustÂ 31, 2024, respectively. Our remaining performance obligations represent the amount of transaction price for which work has not been performed and revenue has not been recognized. The majority of our contracts are terminable by the client on short notice with little or no termination penalties, and some without notice. Under Topic 606, only the non-cancelable portion of these contracts is included in our performance obligations. Additionally, our performance obligations only include variable consideration if we assess it is probable that a significant reversal of cumulative revenue recognized will not occur when the uncertainty is resolved. Based on the terms of our contracts, a significant portion of what we consider contract bookings is not included in our remaining performance obligations. We expect to recognize approximately 58% of our remaining performance obligations as of November 30, 2024 as revenue in fiscal 2025, an additional 20% in fiscal 2026, and the balance thereafter.Contract Estimates Adjustments in contract estimates related to performance obligations satisfied or partially satisfied in prior periods were immaterial for the three months ended November 30, 2024 and 2023.Contract BalancesDeferred transition revenues wereÂ $623,750 andÂ $641,091 as ofÂ NovemberÂ 30, 2024 and AugustÂ 31, 2024, respectively, and are included in Non-current deferred revenues. Costs related to these activities are also deferred and are expensed as the services are provided. Deferred transition costs were $893,898 and $862,140 as of NovemberÂ 30, 2024 and AugustÂ 31, 2024, respectively, and are included in Deferred contract costs. Generally, deferred transition costs are recoverable under the contract in the event of early termination and are monitored regularly for impairment. Impairment losses are recorded when projected remaining undiscounted operating cash flows of the related contract are not sufficient to recover the carrying amount of contract assets.The following table provides information about the balances of our Receivables and Contract assets, net of allowance, and Contract liabilities (Deferred revenues): November 30, 2024August 31, 2024Receivables$12,590,544Â $11,873,442Â Contract assets (current)1,984,093Â 1,791,405Â Receivables and contract assets, net of allowance (current)14,574,637Â 13,664,847Â Contract assets (non-current)128,981Â 120,260Â Deferred revenues (current)4,711,553Â 5,174,923Â Deferred revenues (non-current)623,750Â 641,091Â Changes in the contract asset and liability balances during the three months ended November 30, 2024 were a result of normal business activity and not materially impacted by any other factors. Revenues recognized during the three months ended November 30, 2024 that were included in Deferred revenues as of AugustÂ 31, 2024 were $2.8 billion. Revenues recognized during the three months ended November 30, 2023 that were included in Deferred revenues as of AugustÂ 31, 2023 were $2.8 billion.Table of ContentsNotes To Consolidated Financial Statements(In thousands of U.S. dollars, except share and per share amounts or as otherwise disclosed)ACCENTURE FORM 10-Q123. Earnings Per Share Basic and diluted earnings per share are calculated as follows: Â Three Months EndedÂ November 30, 2024November 30, 2023Basic earnings per shareNet income attributable to Accenture plc$2,278,894Â $1,973,444Â Basic weighted average ClassÂ A ordinary shares625,676,922Â 627,996,111Â Basic earnings per share$3.64Â $3.14Â Diluted earnings per shareNet income attributable to Accenture plc$2,278,894Â $1,973,444Â Net income attributable to noncontrolling interests in Accenture Canada HoldingsÂ Inc. (1)2,170Â 2,016Â Net income for diluted earnings per share calculation$2,281,064Â $1,975,460Â Basic weighted average ClassÂ A ordinary shares625,676,922Â 627,996,111Â ClassÂ A ordinary shares issuable upon redemption/exchange of noncontrolling interests (1)595,837Â 641,659Â Diluted effect of employee compensation related to ClassÂ A ordinary shares8,185,818Â 8,492,332Â Diluted effect of share purchase plans related to ClassÂ A ordinary shares197,833Â 268,259Â Diluted weighted average ClassÂ A ordinary shares (2)634,656,410Â 637,398,361Â Diluted earnings per share$3.59Â $3.10Â (1)Diluted earnings per share assumes the exchange of all Accenture Canada Holdings Inc. exchangeable shares for Accenture plc Class A ordinary shares on a one-for-one basis. The income effect does not take into account â€œNet income attributable to noncontrolling interests - other,â€ since those shares are not redeemable or exchangeable for Accenture plc Class A ordinary shares. (2)The weighted average diluted shares outstanding for the calculation of diluted earnings per share excludes an immaterial amount of shares issuable upon the vesting of restricted stock units because their effects were antidilutive.Table of ContentsNotes To Consolidated Financial Statements(In thousands of U.S. dollars, except share and per share amounts or as otherwise disclosed)ACCENTURE FORM 10-Q134. Accumulated Other Comprehensive Loss The following table summarizes the changes in the accumulated balances for each component of accumulated other comprehensive loss attributable to Accenture plc: Three Months EndedNovember 30, 2024November 30, 2023Foreign currency translationÂ Â Â Â Beginning balance$(1,295,743)$(1,510,632)Â Â Â Â Â Â Â Â Â Â Â Â Â Foreign currency translation(486,087)67,789Â Â Â Â Â Â Â Â Â Â Â Â Â Â Income tax benefit (expense) 1,030Â 2,240Â Â Â Â Â Â Â Â Â Â Â Â Â Â Portion attributable to noncontrolling interests10,074Â (1,837)Â Â Â Â Â Â Â Â Â Â Â Â Â Foreign currency translation, net of tax(474,983)68,192Â Â Â Â Ending balance(1,770,726)(1,442,440)Defined benefit plansÂ Â Â Â Beginning balance(254,172)(226,503)Â Â Â Â Â Â Â Â Â Â Â Â Â Reclassifications into net periodic pension and post-retirement expense(17,680)44,294Â Â Â Â Â Â Â Â Â Â Â Â Â Â Income tax benefit (expense)1,907Â (7,865)Â Â Â Â Â Â Â Â Â Â Â Â Â Portion attributable to noncontrolling interests15Â (37)Â Â Â Â Â Â Â Â Â Â Â Â Â Defined benefit plans, net of tax(15,758)36,392Â Â Â Â Ending balance(269,930)(190,111)Cash flow hedgesÂ Â Â Â Beginning balance(4,827)(5,966)Â Â Â Â Â Â Â Â Â Â Â Â Â Unrealized gain (loss) 14,598Â 23,614Â Â Â Â Â Â Â Â Â Â Â Â Â Â Reclassification adjustments into Cost of services(7,477)(10,600)Â Â Â Â Â Â Â Â Â Â Â Â Â Â Income tax benefit (expense) (11,036)(1,701)Â Â Â Â Â Â Â Â Â Â Â Â Â Portion attributable to noncontrolling interests4Â (11)Â Â Â Â Â Â Â Â Â Â Â Â Â Cash flow hedges, net of tax(3,911)11,302Â Â Â Â Ending balance (1)(8,738)5,336Â Accumulated other comprehensive loss$(2,049,394)$(1,627,215)(1)As of NovemberÂ 30, 2024, $25,149 of net unrealized gains related to derivatives designated as cash flow hedges is expected to be reclassified into Cost of services in the next twelve months. Table of ContentsNotes To Consolidated Financial Statements(In thousands of U.S. dollars, except share and per share amounts or as otherwise disclosed)ACCENTURE FORM 10-Q145. Business Combinations During the three months ended November 30, 2024, we completed individually immaterial acquisitions for total consideration of $184,871, net of cash acquired. The pro forma effects of these acquisitions on our operations were not material.6. Goodwill and Intangible AssetsGoodwill The changes in the carrying amount of goodwill by reportable segment are as follows: August 31,2024Additions/AdjustmentsForeignCurrencyTranslationNovember 30, 2024Americas (1)$11,960,650Â $31,993Â $(33,777)$11,958,866Â EMEA7,341,686Â 109,591Â (307,796)7,143,481Â Asia Pacific (1)1,817,843Â 842Â (52,121)1,766,564Â Total$21,120,179Â $142,426Â $(393,694)$20,868,911Â (1)During the first quarter of fiscal 2025, our Latin America market unit moved from Growth Markets to North America. With this change, North America became the Americas market and Growth Markets became the Asia Pacific market. Prior period amounts have been reclassified to conform with the current period presentation.Goodwill includes immaterial adjustments related to prior period acquisitions.Intangible AssetsOur definite-lived intangible assets by major asset class are as follows: August 31, 2024November 30, 2024Intangible Asset ClassGross Carrying AmountAccumulated AmortizationNet Carrying AmountGross Carrying AmountAccumulated AmortizationNet Carrying AmountCustomer-related$3,924,339Â $(1,336,679)$2,587,660Â $3,861,361Â $(1,412,787)$2,448,574Â Technology335,845Â (183,182)152,663Â 338,271Â (198,843)139,428Â Patents120,457Â (72,518)47,939Â 11 amortization related to our intangible assets was $160,214 and $111,631 for the three months ended November 30, 2024 and 2023, respectively. Estimated future amortization related to intangible assets held as of NovemberÂ 30, 2024 is as follows: Fiscal YearEstimated AmortizationRemainder of 2025$444,238Â 2026534,917Â 2027470,141Â 2028435,618Â 2029346,275Â Thereafter509,401Â Total$2,740,590Â Table of ContentsNotes To Consolidated Financial Statements(In thousands of U.S. dollars, except share and per share amounts or as otherwise disclosed)ACCENTURE FORM 10-Q157. Shareholdersâ€™ Equity Dividends Our dividend activity during the three months ended November 30, 2024 is as follows: Â Dividend PerShareAccentureÂ plcÂ ClassÂ AOrdinary SharesAccentureÂ CanadaÂ HoldingsInc. Exchangeable SharesTotalÂ CashOutlayDividend Payment DateRecordÂ DateCashÂ OutlayRecord DateCashÂ OutlayNovember 15, 2024$1.48Â October 10, 2024$924,675Â October 9, 2024$883Â $925,558Â The payment of cash dividends includes the net effect of $33,583 of additional restricted stock units being issued as a part of our share plans, which resulted in 93,129 restricted share units being issued.Subsequent

EventOnÂ DecemberÂ 18, 2024, the Board of Directors of Accenture plc declared a quarterly cash dividend ofÂ $1.48Â per share on our Class A ordinary shares for shareholders of record at the close of business onÂ JanuaryÂ 16, 2025Â payable onÂ FebruaryÂ 14, 2025.Table of ContentsNotes To Consolidated Financial Statements(In thousands of U.S. dollars, except share and per share amounts or as otherwise disclosed)ACCENTURE FORM 10-Q168. Financial Instruments DerivativesIn the normal course of business, we use derivative financial instruments to manage foreign currency exchange rate risk. Our derivative financial instruments consist of deliverable and non-deliverable foreign currency forward contracts. Cash Flow Hedges For a cash flow hedge, the effective portion of the change in estimated fair value of a hedging instrument is recorded in Accumulated other comprehensive loss as a separate component of Shareholdersâ€™ Equity and is reclassified into Cost of services in the Consolidated Income Statements during the period in which the hedged transaction is recognized. For information related to derivatives designated as cash flow hedges that were reclassified into Cost of services during the three months ended November 30, 2024 and 2023, as well as those expected to be reclassified into Cost of services in the next twelve months, see Note 4 (Accumulated Other Comprehensive Loss) to these Consolidated Financial Statements. Other Derivatives Realized gains or losses and changes in the estimated fair value of foreign currency forward contracts that have not been designated as hedges were net losses of $4,256 and $20,280 for the three months ended November 30, 2024 and 2023, respectively. Gains and losses on these contracts are recorded in Other income (expense), net in the Consolidated Income Statements and are offset by gains and losses on the related hedged items. Fair Value of Derivative Instruments The notional and fair values of all derivative instruments are as follows: November 30, 2024August 31, 2024AssetsCash Flow HedgesOther current assets$55,013Â $51,152Â Other non-current assets26,407Â 28,363Â Other DerivativesOther current assets34,707Â 39,733Â Total assets$116,127Â $119,248Â LiabilitiesCash Flow HedgesOther accrued liabilities$29,863Â $29,247Â Other non-current liabilities25,371Â 35,346Â Other DerivativesOther accrued liabilities8,851Â 25,974Â Total liabilities$64,085Â $90,567Â Total fair value$52,042Â $28,681Â Total notional value$14,707,184Â $14,824,483Â We utilize standard counterparty master agreements containing provisions for the netting of certain foreign currency transaction obligations and for the set-off of certain obligations in the event of an insolvency of one of the parties to the transaction. In the Consolidated Balance Sheets, we record derivative assets and liabilities at gross fair value. The potential effect of netting derivative assets against liabilities under the counterparty master agreements is as follows: November 30, 2024August 31, 2024Net derivative assets$83,615Â $91,127Â Net derivative liabilities31,573Â 62,446Â Total fair value$52,042Â $28,681Â Table of ContentsNotes To Consolidated Financial Statements(In thousands of U.S. dollars, except share and per share amounts or as otherwise disclosed)ACCENTURE FORM 10-Q179.Â Borrowings and Indebtedness On October 4, 2024, Accenture Capital Inc. (â€œAccenture Capitalâ€), a wholly owned finance subsidiary of Accenture plc, issued $5 billion aggregate principal amount of senior unsecured notes. Net proceeds from the offering are being used for general corporate purposes, including repayment of outstanding commercial paper borrowings. Interest on the senior unsecured notes is payable semi-annually in arrears. Accenture Capital may redeem the senior unsecured notes at any time in whole, or from time to time, in part at specified redemption prices. Accenture plc and Accenture Capital are not subject to any financial covenants under the senior unsecured notes.The following is a summary of total outstanding debt as of November 30, 2024 and AugustÂ 31, 2024, respectively: November 30, 2024August 31, 2024Current portion of long-term debt and bank borrowingsCommercial paper (1)$99,446Â $931,507Â Other (2)14,875Â 14,722Â Total current portion of long-term debt and bank borrowings$114,321Â $946,229Â Long-term debtSenior notes â€“ 3.90% due 2027$1,100,000Â $â€"Â Senior notes â€“ 4.05% due 20291,200,000Â â€"Â Senior notes â€“ 4.25% due 20311,200,000Â â€"Â Senior notes â€“ 4.50% due 20341,500,000Â â€"Â Total principal amount (3)$5,000,000Â $â€"Â Less: unamortized debt discount and issuance costs(37,998)â€"Â Total carrying amount$4,962,002Â $â€"Â Other (2)77,458Â 78,628Â Total long-term debt$5,039,460Â $78,628Â (1)The carrying amounts of the commercial paper as of November 30, 2024 and August 31, 2024 include the remaining principal outstanding of $100,000 and $935,000, respectively, net of total unamortized discounts of $554 and $3,493, respectively. The weighted-average effective interest rate for the commercial paper was 4.6% and 5.4% as of November 30, 2024 and August 31, 2024, respectively.(2)Amounts primarily include finance lease liabilities.(3)The total estimated fair value of our senior notes was $4.9 billion as of November 30, 2024. The fair value was determined based on quoted prices as of the last trading day of the first quarter of fiscal 2025 and is classified as Level 1 within the fair value hierarchy.As of November 30, 2024, future principal payments for total outstanding debt, excluding finance leases, are summarized as follows:Fiscal YearAmountRemainder of 2025$100,000Â 2026â€"Â 2027â€"Â 20281,100,000Â 2029â€"Â Thereafter3,900,000Â Total$5,100,000Â Table of ContentsNotes To Consolidated Financial Statements(In thousands of U.S. dollars, except share and per share amounts or as otherwise disclosed)ACCENTURE FORM 10-Q18As of November 30, 2024, we had the following borrowing facilities:Credit FacilitiesSyndicated loan facility (1)$5,500,000Â Separate, uncommitted, unsecured multicurrency revolving credit facilities (2)1,917,931Â Local guaranteed and non-guaranteed lines of credit (3)281,345Â Total$7,699,276Â (1)This facility, which matures on May 14, 2029, provides unsecured, revolving borrowing capacity for general corporate purposes, including the issuance of letters of credit and short-term commercial paper. Borrowings under this facility will accrue interest at the applicable risk-free rate plus a spread. We continue to be in compliance with relevant covenant terms. The facility is subject to annual commitment fees. (2)We maintain separate, uncommitted and unsecured multicurrency revolving credit facilities. These facilities provide local currency financing for the majority of our operations. Interest rate terms on the revolving facilities are at market rates prevailing in the relevant local markets. As of November 30, 2024 and AugustÂ 31, 2024, we had no borrowings under these facilities. (3)We also maintain local guaranteed and non-guaranteed lines of credit for those locations that cannot access our global facilities. As of November 30, 2024 and AugustÂ 31, 2024, we had no borrowings under these various facilities.We had an aggregate of $1,242,317 and $1,269,178 of letters of credit outstanding and $100,000 and $935,000 (excluding unamortized discounts) of commercial paper outstanding as of November 30, 2024 and AugustÂ 31, 2024, respectively. The amount of letters of credit and commercial paper outstanding reduces the available borrowing capacity under the facilities described above.10. Income TaxesWe apply an estimated annual effective tax rate to our year-to-date operating results to determine the interim provision for income tax expense. In addition, we recognize taxes related to unusual or infrequent items or resulting from a change in judgment regarding a position taken in a prior year as discrete items in the interim period in which the event occurs. Our effective tax rates for the three months ended November 30, 2024 and 2023 were 21.6% and 23.2%, respectively. The lower effective tax rate for the three months ended November 30, 2024 was primarily due to higher benefits from adjustments to prior year tax liabilities.Table of ContentsNotes To Consolidated Financial Statements(In thousands of U.S. dollars, except share and per share amounts or as otherwise disclosed)ACCENTURE FORM 10-Q1911. Commitments and Contingencies Indemnifications and Guarantees In the normal course of business and in conjunction with certain client engagements, we have entered into contractual arrangements through which we may be obligated to indemnify clients with respect to certain matters. As of November 30, 2024 and AugustÂ 31, 2024, our aggregate potential liability to our clients for expressly limited guarantees involving the performance of third parties was approximately $2,181,000 and $2,370,000, respectively, of which all but approximately $59,000 and $61,000, respectively, may be recovered from the other third parties if we are obligated to make payments to the indemnified parties as a consequence of a performance default by the other third parties. For arrangements with unspecified limitations, we cannot reasonably estimate the aggregate maximum potential liability, as it is inherently difficult to predict the maximum potential amount of such payments, due to the conditional nature and unique facts of each particular arrangement. As of November 30, 2024 and AugustÂ 31, 2024, we have issued or provided guarantees in the form of letters of credit and surety bonds of $1,692,529 ($1,514,492 net of recourse provisions) and $1,758,783 ($1,609,046 net of recourse provisions) respectively, the majority of which support certain contracts that require us to provide them as a guarantee of our performance. These guarantees are typically renewed annually and remain in place until the contractual obligations are satisfied. In general, we would only be liable for these guarantees in the event we defaulted in performing our obligations under each contract, the probability of which we believe is remote.To date, we have not been required to make any significant payment under any of the arrangements described above. We have assessed the current status of performance/payment risk related to arrangements with limited guarantees, warranty obligations, unspecified limitations, indemnification provisions, letters of credit and surety bonds, and believe that any potential payments would be immaterial to the Consolidated Financial Statements, as a whole. Legal ContingenciesAs of November 30, 2024, we or our present personnel had been named as a defendant in various litigation matters. We and/or our personnel also from time to time are involved in investigations by various regulatory or legal authorities concerning matters arising in the course of our business around the world. Based on the present status of these matters, except as otherwise noted below, management believes the range of reasonably possible losses in addition to amounts accrued, net of insurance recoveries, will not have a material effect on our results of operations or financial condition.On July 24, 2019, Accenture was named in a putative class action lawsuit filed by consumers of Marriott International, Inc. (â€œMarriottâ€) in the U.S. District Court for the District of Maryland. The complaint alleges negligence by us, and seeks monetary damages, costs and attorneysâ€™ fees and other related relief, relating to a data security incident involving unauthorized access to the reservations database of Starwood Worldwide Resorts, Inc. (â€œStarwoodâ€), which was acquired by Marriott on September 23, 2016. Since 2009, we have provided certain IT infrastructure outsourcing services to Starwood. On May 3, 2022, the court issued an order granting in part the plaintiffsâ€™ motion for class certification, which we appealed. On August 17, 2023, the appeals court vacated the class certification and remanded the case to the district court for consideration of, among other things, the class action waiver signed by Starwood customer plaintiffs. On November 29, 2023, the district court reinstated the classes previously certified by the court in May 2022. We are appealing the district courtâ€™s decision. We continue to believe the lawsuit is without merit and we will vigorously defend it. At present, we do not believe any losses from this matter will have a material effect on our results of operations or financial condition.After Accenture Federal Services (â€œAFSâ€) made a voluntary disclosure to the U.S. government, the U.S. Department of Justice (â€œDOJâ€) initiated a civil and criminal investigation concerning whether one or more employees provided inaccurate submissions to an assessor who was evaluating on behalf of the U.S. government an AFS service offering and whether the service offering fully implemented required federal security controls. AFS is responding to an administrative subpoena and cooperating with DOJâ€™s investigation. This matter could subject us to adverse consequences, including civil and criminal penalties, including under the civil U.S. False Claims Act and/or other statutes, and administrative sanctions, such as termination of contracts, forfeiture of profits, suspension of payments, fines and suspensions or debarment from doing business with agencies of the U.S. government. We cannot at this time determine when or how this matter will be resolved or estimate the cost or range of costs that are reasonably likely to be incurred in connection with this matter.Table of ContentsNotes To Consolidated Financial Statements(In thousands of U.S. dollars, except share and per share amounts or as otherwise disclosed)ACCENTURE FORM 10-Q2012. Segment ReportingOur reportable segments are our three geographic markets, which are the Americas, EMEA and Asia Pacific.Information regarding reportable segments, industry groups and type of work is as follows:RevenuesÂ Three Months EndedÂ November 30, 2024November 30, 2023Geographic MarketsAmericas (1)$8,733,095Â $8,026,972Â EMEA6,411,952Â 5,803,642Â Asia Pacific (1)2,544,498Â 2,393,689Â Total Revenues$17,689,545Â $16,224,303Â Industry GroupsCommunications, MediaÂ & Technology $2,857,885Â $2,669,448Â Financial Services3,168,835Â 3,033,578Â HealthÂ & Public Service3,812,609Â 3,377,466Â Products5,425,317Â 4,859,987Â Resources 2,424,899Â 2,283,824Â Total Revenues$17,689,545Â $16,224,303Â Type of WorkConsulting$9,045,228Â $8,456,506Â Managed Services8,644,317Â 7,767,797Â Total Revenues$17,689,545Â $16,224,303Â Operating IncomeÂ Three Months EndedÂ November 30, 2024November 30, 2023Geographic MarketsAmericas (1)$1,377,234Â $1,292,981Â EMEA1,035,977Â 823,601Â Asia Pacific (1)535,266Â 448,305Â Total Operating Income$2,948,477Â $2,564,887Â (1)During the first quarter of fiscal 2025, our Latin America market unit moved from Growth Markets to North America. With this change, North America became the Americas market and Growth Markets became the Asia Pacific market. Prior period amounts have been reclassified to conform with the current period presentation.Table of ContentsACCENTURE FORM 10-QItemÂ 2. Managementâ€™s Discussion and Analysis of Financial Condition and Results of Operations 21ItemÂ 2. Managementâ€™s Discussion and Analysis of Financial Condition and Results of Operations The following discussion and analysis should be read in conjunction with our Consolidated Financial Statements and related Notes included elsewhere in this Quarterly Report on Form 10-Q and in our Annual Report on Form 10-K for the year ended AugustÂ 31, 2024, and with the information under the heading â€œManagementâ€™s Discussion and Analysis of Financial Condition and Results of Operationsâ€ in our Annual Report on Form 10-K for the year ended AugustÂ 31, 2024. We use the terms â€œAccenture,â€ â€œwe,â€ â€œourâ€ and â€œusâ€ in this report to refer to Accenture plc and its subsidiaries. All references to years, unless otherwise noted, refer to our fiscal year, which ends on AugustÂ 31. For example, a reference to â€œfiscal 2025â€ means the 12-month period that will end on AugustÂ 31, 2025. All references to quarters, unless otherwise noted, refer to the quarters of our fiscal year. We use the term â€œin local currencyâ€ so that certain financial results may be viewed without the impact of foreign currency exchange rate fluctuations, thereby facilitating period-to-period comparisons of business performance. Financial results â€œin local currencyâ€ are calculated by restating current period activity into U.S. dollars using the comparable prior year periodâ€™s foreign currency exchange rates. This approach is used for all results where the functional currency is not the U.S. dollar. Disclosure Regarding Forward-Looking Statements This Quarterly Report on Form 10-Q contains forward-looking statements within the meaning of SectionÂ 27A of the Securities Act of 1933 and SectionÂ 21E of the Securities Exchange Act of 1934 (the â€œExchange Actâ€) relating to our operations, results of operations and other matters that are based on our current expectations, estimates, assumptions and projections. Words such as â€œmay,â€ â€œwill,â€ â€œshould,â€ â€œlikely,â€ â€œanticipates,â€ â€œaspires,â€ â€œexpects,â€ â€œintends,â€ â€œplans,â€ â€œprojects,â€ â€œbelieves,â€ â€œestimates,â€ â€œpositioned,â€ â€œoutlook,â€ â€œgoal,â€ â€œtarget,â€ 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 those identified below.Business Risksâ€¢Our results of operations have been, and may in the future be, adversely affected by volatile, negative or uncertain economic and geopolitical conditions and the effects of these conditions on our clientsâ€™ businesses and levels of business activity. â€¢Our business depends on generating and maintaining client demand for our services and solutions, including through the adaptation and expansion of our services and solutions in response to ongoing changes in technology and offerings, and a significant reduction in such demand or an inability to respond to the evolving technological environment could materially affect our results of operations. â€¢Risks and uncertainties related to the development and use of AI could harm our business, damage our reputation or give rise to legal or regulatory action.â€¢If we are unable to match people and their skills with client demand around the world and attract and retain professionals with strong leadership skills, our business, the utilization rate of our professionals and our results of operations may be materially adversely affected. â€¢We face legal, reputational and financial risks from any failure to protect client and/or Accenture data from security incidents or cyberattacks. â€¢The markets in which we operate are highly competitive, and we might not be able to compete effectively. â€¢Our ability to attract and retain business and employees may depend on our reputation in the marketplace. â€¢If we do not successfully manage and develop our relationships with key ecosystem partners or if we fail to anticipate and establish new alliances in new technologies, our results of operations could be adversely affected. Table of ContentsACCENTURE FORM 10-QItemÂ 2. Managementâ€™s Discussion and Analysis of Financial Condition and Results of Operations 22Financial Risksâ€¢Our profitability could materially suffer due to pricing pressure, if we are unable to remain competitive, if our cost-management strategies are unsuccessful or if we experience delivery inefficiencies or fail to satisfy certain agreed-upon targets or specific service levels. â€¢Changes in our level of taxes, as well as audits, investigations and tax proceedings, or changes in tax laws or in their interpretation or enforcement, could have a material adverse effect on our effective tax rate, results of operations, cash flows and financial condition. â€¢Our results of operations could be materially adversely affected by fluctuations in foreign currency exchange rates. â€¢Our debt obligations could adversely affect our business and financial condition.â€¢Changes to accounting standards or in the estimates and assumptions we make in connection with the preparation of our consolidated financial statements could adversely affect our financial results. Operational Risksâ€¢As a result of our geographically diverse operations and our strategy to continue to grow in our key markets around the world, we are more susceptible to certain risks.â€¢If we are unable to manage the organizational challenges associated with our size, we might be unable to achieve our business objectives.â€¢We might not be successful at acquiring, investing in or integrating businesses, entering into joint ventures or divesting businesses.Legal and Regulatory Risksâ€¢Our business could be materially adversely affected if we incur legal liability. â€¢Our global operations expose us to numerous and sometimes conflicting legal and regulatory requirements, and violation of these regulations could harm our business.â€¢Our work with government clients exposes us to additional risks inherent in the government contracting environment. â€¢If we are unable to protect or enforce our intellectual property rights, or if our services or solutions infringe upon the intellectual property rights of others or we lose our ability to utilize the intellectual property of others, our business could be adversely affected.â€¢We are incorporated in Ireland and Irish law differs from the laws in effect in the United States and might afford less protection to our shareholders. We may also be subject to criticism and negative publicity related to our incorporation in Ireland.For a more detailed discussion of these factors, see the information under the heading â€œRisk Factorsâ€ in our Annual Report on Form 10-K for the year ended AugustÂ 31, 2024. Our forward-looking statements speak only as of the date of this report or as of the date they are made, and we undertake no obligation to update any forward-looking statements.Table of ContentsACCENTURE FORM 10-QItemÂ 2. Managementâ€™s Discussion and Analysis of Financial Condition and Results of Operations 23OverviewAccenture is a leading global professional services company, providing a broad range of services and solutions across Strategy & Consulting, Technology, Operations, Industry X and Song. We serve clients in three geographic markets: the Americas, EMEA (Europe, Middle East and Africa) and Asia Pacific. We combine our strength in technology and leadership in cloud, data and AI with unmatched industry experience, functional expertise and global delivery capability to help the worldâ€™s leading businesses, governments and other organizations build their digital core, optimize their operations, accelerate revenue growth and enhance citizen servicesâ€"creating tangible value at speed and scale.Our results of operations are affected by economic conditions, including macroeconomic conditions, the overall inflationary environment and levels of business confidence. There continues to be significant economic and geopolitical uncertainty in many markets around the world, which has impacted and may continue to impact our business. These conditions have slowed the pace and level of client spending, particularly for smaller contracts with a shorter duration and for our consulting services. Clients continue to prioritize large-scale transformations, which convert to revenue over a longer period.Key MetricsKey metrics for the first quarter of fiscal 2025 compared to the first quarter of fiscal 2024 are included below. We have presented operating income, operating margin, effective tax rate and diluted earnings per share for the first quarter of fiscal 2024 on a non-GAAP or â€œadjustedâ€ basis to exclude the impact of $140Â million in business optimization costs recorded during the quarter, as discussed further in our Results of Operations. â€¢Revenues of $17.7 billion, an increase of 9% in U.S. dollars and 8% in local currency;â€¢New bookings of $18.7 billion, an increase of 1% in both U.S. dollars and local currency;â€¢Operating margin of 16.7%, compared to operating margin of 15.8% and adjusted operating margin of 16.7% in the first quarter of fiscal 2024;â€¢Diluted earnings per share of $3.59, a 16% increase over diluted earnings per share of $3.10 and a 10% increase over adjusted earnings per share of $3.27 in the first quarter of fiscal 2024; andâ€¢Cash returned to shareholders of $1.8 billion, including dividends of $926 million and share purchases of $898 million.RevenuesThree Months EndedPercent Increase(Decrease)U.S. DollarsPercent Increase(Decrease) Local CurrencyPercent of Revenues for the Three Months Ended(in billions of U.S. dollars)November 30, 2024November 30, 2023November 30, 2024November 30, 2023Geographic MarketsAmericas (1)$8.7Â $8.0Â 9Â %11Â %49Â %49Â %EMEA6.4Â 5.8Â 10Â 6Â 36Â 36Â Asia Pacific (1)2.5Â 2.4Â 6Â 4Â 14Â 15Â Total Revenues$17.7Â $16.2Â 9Â %8Â %100Â %100Â %Industry GroupsCommunications, MediaÂ & Technology $2.9Â $2.7Â 7Â %7Â %16Â %16Â %Financial Services3.2Â 3.0Â 4Â 4Â 18Â 19Â HealthÂ & Public Service3.8Â 3.4Â 13Â 12Â 22Â 21Â Products5.4Â 4.9Â 12Â 10Â 31Â 30Â Resources 2.4Â 2.3Â 6Â 6Â 14Â 14Â Total Revenues$17.7Â $16.2Â 9Â %8Â %100Â %100Â %Type of WorkConsulting$9.0Â $8.5Â 7Â %6Â %51Â %52Â %Managed Services8.6Â 7.8Â 11Â 11Â 49Â 48Â Total Revenues$17.7Â $16.2Â 9Â %8Â %100Â %100Â %Amounts in table may not total due to rounding.(1)During the first quarter of fiscal 2025, our Latin America market unit moved from Growth Markets to North America. With this change, North America became the Americas market and Growth Markets became the Asia Pacific market. Prior period amounts have been reclassified to conform with the current period presentation.Table of ContentsACCENTURE FORM 10-QItemÂ 2. Managementâ€™s Discussion and Analysis of Financial Condition and Results of Operations 24Revenues for the first quarter of fiscal 2025 increased 9% in U.S. dollars and 8% in local currency compared to the first quarter of fiscal 2024. During the first quarter of fiscal 2025, revenue growth in local currency was very strong in the Americas, strong in EMEA and solid in Asia Pacific. We experienced local currency revenue growth that was very strong in Health & Public Service and Products, strong in Communications, Media & Technology and Resources and solid in Financial Services. Revenue growth in local currency was very strong in managed services and strong in consulting. The business environment is competitive, and we continue to experience lower pricing across the business. We define pricing as contract profitability or margin on the work that we sell.In our consulting business, revenues for the first quarter of fiscal 2025 increased 7% in U.S. dollars and 6% in local currency compared to the first quarter of fiscal 2024. Consulting revenue growth in local currency for the first quarter of fiscal 2025 was driven by very strong growth in the Americas, solid growth in EMEA and modest growth in Asia Pacific. Our consulting revenue continues to be driven by helping our clients accelerate their reinvention, in particular technology, data, and AI led digital transformations. This includes moving to the cloud, embedding security and responsible AI across the enterprise and leveraging our change capabilities to help our clients build new skills and drive the successful adoption of new processes and technologies. In addition, clients continue to be focused on initiatives designed to deliver cost savings and supply chain and operational resilience, as well as projects to accelerate growth and improve customer experiences. While we continue to experience demand for these services, we are seeing a slower pace and level of client spending, particularly for smaller contracts with a shorter duration.In our managed services business, revenues for the first quarter of fiscal 2025 increased 11% in both U.S. dollars and local currency compared to the first quarter of fiscal 2024. Managed services revenue growth in local currency for the first quarter of fiscal 2025 was driven by very strong growth in the Americas and EMEA, and solid growth in Asia Pacific. We continue to experience growing demand to assist clients with application modernization and maintenance, cloud enablement and cybersecurity-as-a-service. In addition, clients continue to be focused on transforming their operations through technology, data and AI, and leveraging our digital platforms and talent to drive productivity and operational cost savings.As we are a global company, our revenues are denominated in multiple currencies and may be significantly affected by currency exchange rate fluctuations. While a significant portion of our revenues are in U.S. dollars, the majority of our revenues are denominated in other currencies, including the Euro, Japanese yen and U.K. pound. There continues to be volatility in foreign currency exchange rates. Unfavorable fluctuations in foreign currency exchange rates have had and could in the future have a material effect on our financial results. If the U.S. dollar weakens against other currencies, resulting in favorable currency translation, our revenues, revenue growth and results of operations in U.S. dollars may be higher. If the U.S. dollar strengthens against other currencies, resulting in unfavorable currency translation, our revenues, revenue growth and results of operations in U.S. dollars may be lower. The U.S. dollar weakened against various currencies during the first quarter of fiscal 2025 compared to the first quarter of fiscal 2024, resulting in favorable currency translation and U.S. dollar revenue growth that was approximately 1% higher than our revenue growth in local currency. Assuming that exchange rates stay within recent ranges for the remainder of fiscal 2025, we estimate that our full fiscal 2025 revenue growth in U.S. dollars will be approximately 0.5% lower than our revenue growth in local currency.People MetricsUtilizationWorkforceAnnualized Voluntary Attrition91%799,00012%consistent with the first quarter of fiscal 2024compared to approximately 743,000 as of November 30, 2023compared to 11% in the first quarter of fiscal 2024Utilization for the first quarter of fiscal 2025 was 91%, consistent with the first quarter of fiscal 2024. We hire to meet current and projected future demand. We proactively plan and manage the size and composition of our workforce and take actions as needed to address changes in the anticipated demand for our services and solutions, given that compensation costs are the most significant portion of our operating expenses. Our workforce, the majority of which serves our clients, increased to approximately 799,000 as of November 30, 2024, compared to approximately 743,000 as of November 30, 2023. The year-over-year increase in our workforce reflects demand for our services and solutions, as well as people added in connection with acquisitions.For the first quarter of fiscal 2025, annualized attrition, excluding involuntary terminations, was 12%, up from 11% in the first quarter of fiscal 2024. We evaluate voluntary attrition, adjust levels of new hiring and use involuntary terminations as a means to keep our supply of skills and resources in balance with changes in client demand.Table of ContentsACCENTURE FORM 10-QItemÂ 2. Managementâ€™s Discussion and Analysis of Financial Condition and Results of Operations 25In addition, we adjust compensation to provide market relevant pay based on the skills of our people and locations where we operate. We also consider a variety of factors, including the macroeconomic environment, in making our decisions around pay and benefits. We strive to adjust pricing as well as drive cost and delivery efficiencies, such as changing the mix of people and utilizing technology, to reduce the impact of compensation increases on our margin and contract profitability.Our ability to grow our revenues and maintain or increase our margin could be adversely affected if we are unable to: match people and skills with the types or amounts of services and solutions clients are demanding; recover or offset increases in compensation; deploy our employees globally on a timely basis; manage attrition; and/or effectively assimilate new employees.New BookingsThree Months EndedPercent Increase(Decrease)U.S. DollarsPercentÂ Increase(Decrease) LocalÂ Currency(in billions of U.S. dollars)November 30, 2024November 30, 2023Consulting$9.2Â $8.6Â 7Â %6Â %Managed Services9.5Â 9.8Â (4)(4)Total New Bookings$18.7Â $18.4Â 1Â %1Â %We provide information regarding our new bookings, which include new contracts, including those acquired through acquisitions, as well as renewals, extensions and changes to existing contracts, because we believe doing so provides useful trend information regarding changes in the volume of our new business over time. New bookings can vary significantly quarter to quarter depending in part on the timing of the signing of a small number of large managed services contracts. The types of services and solutions clients are demanding and the pace and level of their spending may impact the conversion of new bookings to revenues. For example, managed services bookings, which are typically for multi-year contracts, generally convert to revenue over a longer period of time compared to consulting bookings.Information regarding our new bookings is not comparable to, nor should it be substituted for, an analysis of our revenues over time. New bookings involve estimates and judgments. There are no third-party standards or requirements governing the calculation of bookings. We do not update our new bookings for material subsequent terminations or reductions related to bookings originally recorded in prior fiscal years. New bookings are recorded using then-existing foreign currency exchange rates and are not subsequently adjusted for foreign currency exchange rate fluctuations. The majority of our contracts are terminable by the client on short notice with little or no termination penalties, and some without notice. Only the non-cancelable portion of these contracts is included in our remaining performance obligations disclosed in Note 2 (Revenues) to our Consolidated Financial Statements under Item 1, â€œFinancial Statements.â€ Accordingly, a significant portion of what we consider contract bookings is not included in our remaining performance obligations.Table of ContentsACCENTURE FORM 10-QItemÂ 2. Managementâ€™s Discussion and Analysis of Financial Condition and Results of Operations 26Results of Operations for the Three Months Ended November 30, 2024 Compared to the Three Months Ended November 30, 2023RevenuesRevenues by geographic market, industry group and type of work are as follows: Â Â Three Months EndedPercentIncrease(Decrease)U.S.DollarsPercentIncrease(Decrease)LocalCurrency(in millions of U.S. dollars)November 30, 2024November 30, 2023Geographic MarketsAmericas (1)$8,733Â $8,027Â 9Â %11Â %EMEA6,412Â 5,804Â 10Â 6Â Asia Pacific (1)2,544Â 2,394Â 6Â 4Â Total$17,690Â $16,224Â 9Â %8Â %Industry GroupsCommunications, MediaÂ & Technology $2,858Â $2,669Â 7Â %7Â %Financial Services3,169Â 3,034Â 4Â 4Â HealthÂ & Public Service3,813Â 3,377Â 13Â 12Â Products5,425Â 4,860Â 12Â 10Â Resources2,425Â 2,284Â 6Â 6Â Total$17,690Â $16,224Â 9Â %8Â %Type of WorkConsulting$9,045Â $8,457Â 7Â %6Â %Managed Services8,644Â 7,768Â 11Â 11Â Total$17,690Â $16,224Â 9Â %8Â %Amounts in table may not total due to rounding.(1)During the first quarter of fiscal 2025, our Latin America market unit moved from Growth Markets to North America. With this change, North America became the Americas market and Growth Markets became the Asia Pacific market. Prior period amounts have been reclassified to conform with the current period presentation.Geographic MarketsThe following revenues commentary discusses the primary drivers of local currency revenue changes by geographic market for the first quarter of fiscal 2025 compared to the first quarter of fiscal 2024:â€¢Americas revenues increased 11% in local currency, led by growth in Industrial, Software & Platforms, Banking & Capital Markets and Consumer Goods, Retail & Travel Services. Revenue growth was driven by the United States, as well as Argentina, which continued to grow in local currency due primarily to hyperinflation.â€¢EMEA revenues increased 6% in local currency, led by growth in Public Service, Life Sciences and Health, partially offset by a decline in Banking & Capital Markets. Revenue growth was driven by the United Kingdom and Italy, partially offset by a decline in France.â€¢Asia Pacific revenues increased 4% in local currency, led by growth in Utilities, Industrial and Health, partially offset by a decline in Chemicals & Natural Resources. Revenue growth was driven by Japan, partially offset by declines in Singapore and Australia.Operating ExpensesOperating expenses for the first quarter of fiscal 2025 increased $1,082 million, or 8%, compared to the first quarter of fiscal 2024, and decreased as a percentage of revenues to 83.3% from 84.2% during this period.The primary categories of operating expenses include Cost of services, Sales and marketing and General and administrative costs. Cost of services is primarily driven by the cost of people serving our clients, which consists mainly of compensation, subcontractor and other payroll costs, and non-payroll costs such as facilities, technology and travel. Cost of services includes a variety of activities such as: contract delivery; recruiting and training; software development; and integration of acquisitions. Sales and marketing costs are driven primarily by compensation costs for business development activities; marketing- and advertising-related activities; and certain acquisition-related costs. General and administrative costs primarily include costs for people that are non-client-facing, information systems, office space and certain acquisition-related costs.Table of ContentsACCENTURE FORM 10-QItemÂ 2. Managementâ€™s Discussion and Analysis of Financial Condition and Results of Operations 27Operating expenses by category are as follows:Three Months Ended(in millions of U.S. dollars)November 30, 2024November 30, 2023Increase(Decrease)Operating Expenses$14,741Â 83.3Â %$13,659Â 84.2Â %$1,082Â Cost of services11,867Â 67.1Â 10,776Â 66.4Â 1,090Â Sales and marketing1,811Â 10.2Â 1,710Â 10.5Â 101Â General and administrative costs1,063Â 6.0Â 1,033Â 6.4Â 30Â Business optimization costsâ€"Â â€"Â 140Â 0.9Â (140)Amounts in table may not total due to rounding.Cost of ServicesCost of services for the first quarter of fiscal 2025 increased $1,090 million, or 10%, over the first quarter of fiscal 2024, and increased as a percentage of revenues to 67.1% compared to 66.4% during this period. Gross margin for the first quarter of fiscal 2025 decreased as a percentage of revenues to 32.9% from 33.6% during the first quarter of fiscal 2024. The decrease in gross margin was primarily due to higher subcontractor costs and the impact of our business optimization actions which reduced severance costs in gross margin during the first quarter of fiscal 2024.Sales and MarketingSales and marketing expense for the first quarter of fiscal 2025 increased $101 million, or 6%, over the first quarter of fiscal 2024, and decreased as a percentage of revenues to 10.2% from 10.5% during this period primarily due to lower labor costs.General and Administrative CostsGeneral and administrative costs for the first quarter of fiscal 2025 increased $30 million, or 3%, over the first quarter of fiscal 2024, and decreased as a percentage of revenues to 6.0% from 6.4% during this period primarily due to lower labor costs, partially offset by an increase in non-payroll costs.Business Optimization CostsDuring the second quarter of fiscal 2023, we initiated actions to streamline our operations, transform our non-billable corporate functions and consolidate our office space to reduce costs. We recorded a total of $1.5 billion related to these actions, primarily for employee severance, which have been completed as of August 31, 2024. Non-GAAP Financial MeasuresWe have presented operating income, operating margin, effective tax rate and diluted earnings per share on a non-GAAP or â€œadjustedâ€ basis excluding the business optimization costs recorded in fiscal 2024 as we believe doing so facilitates understanding as to the impact of this item and our performance in comparison to the prior periods. While we believe that this non-GAAP financial information is useful in evaluating our operations, this information should be considered as supplemental in nature and not as a substitute for the related financial information prepared in accordance with GAAP.Operating Income and Operating Margin Operating income and operating margin for each of the geographic markets are as follows: Three Months EndedÂ Â November 30, 2024November 30, 2023(in millions of U.S. dollars)OperatingIncomeOperatingMarginOperatingIncomeOperatingMarginIncrease(Decrease)Americas (1)$1,377Â 16Â %$1,293Â 16Â %$84Â EMEA1,036Â 16Â 824Â 14Â 212Â Asia Pacific (1)535Â 21Â 448Â 19Â 87Â Total$2,948Â 16.7Â %$2,565Â 15.8Â %$384Â Amounts in table may not total due to rounding.(1)During the first quarter of fiscal 2025, our Latin America market unit moved from Growth Markets to North America. With this change, North America became the Americas market and Growth Markets became the Asia Pacific market. Prior period amounts have been reclassified to conform with the current period presentation.Operating income for the first quarter of fiscal 2025 increased $384 million, or 15%, compared with the first quarter of fiscal 2024. Operating margin for the first quarter of fiscal 2025 was 16.7%, compared with 15.8% for the first quarter of fiscal 2024. Table of ContentsACCENTURE FORM 10-QItemÂ 2. Managementâ€™s Discussion and Analysis of Financial Condition and Results of Operations 28Geographic MarketsWe estimate that the aggregate percentage impact of foreign currency exchange rates on our operating income during the first quarter of fiscal 2025 was similar to that disclosed for revenue for each geographic market. Additionally, costs associated with our business optimization actions did not impact fiscal 2025 operating income as the actions were completed in fiscal 2024. The commentary below provides insight into other factors affecting geographic market performance and operating income for the first quarter of fiscal 2025 compared with the first quarter of fiscal 2024:â€¢Americas operating income increased primarily due to revenue growth, partially offset by a decline in contract profitability.â€¢EMEA operating income increased primarily due to revenue growth, partially offset by a decline in consulting contract profitability.â€¢Asia Pacific operating income increased primarily due to revenue growth, partially offset by a decline in contract profitability.Operating Income and Operating Margin Excluding Fiscal 2024 Business Optimization Costs (Non-GAAP)The business optimization costs reduced operating margin for the first quarter of fiscal 2024 by 90 basis points. Operating margin for the first quarter of fiscal 2025 remained flat compared to adjusted operating margin for the first quarter of fiscal 2024 of 16.7%.Three Months EndedÂ Â November 30, 2024November 30, 2023(in millions of U.S. dollars)OperatingIncome (GAAP)OperatingMargin (GAAP)OperatingIncome

(GAAP)BusinessOptimization (1)OperatingIncome (Non-GAAP)OperatingMargin (Non-GAAP)Increase(Decrease)Americas (2)$1,377Â 16Â %$1,293Â $50Â $1,343Â 17Â %$34Â EMEA1,036Â 16Â 824Â 71Â 894Â 15Â 142Â Asia Pacific (2)535Â 21Â 448Â 19Â 467Â 20Â 68Â Total$2,948Â 16.7Â %$2,565Â $140Â $2,705Â 16.7Â %$244Â Amounts in tables may not total due to rounding.(1)Costs recorded in connection with our business optimization initiatives, primarily for employee severance.(2)During the first quarter of fiscal 2025, our Latin America market unit moved from Growth Markets to North America. With this change, North America became the Americas market and Growth Markets became the Asia Pacific market. Prior period amounts have been reclassified to conform with the current period presentation.Interest Income Interest income for the first quarter of fiscal 2025 was $76 million, a decrease of $26 million, or 25%, from the first quarter of fiscal 2024. The decrease was primarily due to lower interest rates and a lower average cash balance.Income Tax ExpenseThe effective tax rates for the first quarter of fiscal 2025 and 2024 were 21.6% and 23.2%, respectively. The lower effective tax rate was primarily due to higher benefits from adjustments to prior year tax liabilities.Income Tax Expense Excluding Fiscal 2024 Business Optimization Costs (Non-GAAP)The business optimization costs of $140 million and related reduction in tax expense of $34 million had an immaterial impact on our adjusted effective tax rate for the first quarter of fiscal 2024.Earnings Per ShareDiluted earnings per share were $3.59 for the first quarter of fiscal 2025, compared with $3.10 for the first quarter of fiscal 2024. For information regarding our earnings per share calculations, see Note 3 (Earnings Per Share) to our Consolidated Financial Statements under Item 1, â€œFinancial Statements.â€Table of ContentsACCENTURE FORM 10-QItemÂ 2. Managementâ€™s Discussion and Analysis of Financial Condition and Results of Operations 29Earnings Per Share Excluding Fiscal 2024 Business Optimization Costs (Non-GAAP)The business optimization costs of $106 million, net of related taxes, decreased diluted earnings per share by $0.17 for the first quarter of fiscal 2024. Adjusted diluted earnings per share were $3.27 for the first quarter of fiscal 2024.Three Months EndedNovember 30, 2023 As Reported$3.10Â Business optimization costs0.22Â Tax effect of business optimization costs (1)(0.05)November 30, 2023 As Adjusted$3.27Â November 30, 2024 As Reported$3.59Â (1)The income tax effect of business optimization costs includes both the current and deferred income tax impact and was calculated by using the relevant tax rate of the country where the adjustments were recorded.The increase in diluted earnings per share for the first quarter of fiscal 2025 compared to adjusted diluted earnings per share for the first quarter of fiscal 2024 was due to the following factors:Three Months EndedNovember 30, 2023 As Adjusted$3.27Â Higher revenue and operating results0.29Â Lower effective tax rate0.07Â Lower share count0.01Â Lower non-operating income(0.05)November 30, 2024 As Reported$3.59Â Liquidity and Capital Resources As of November 30, 2024, Cash and cash equivalents was $8.3 billion, compared with $5.0 billion as of AugustÂ 31, 2024. Cash flows from operating, investing and financing activities, as reflected in our Consolidated Cash Flows Statements, are summarized in the following table: Â Â Three Months Ended(in millions of U.S. dollars)November 30, 2024November 30, 2023ChangeNet cash provided by (used in):Operating activities$1,022Â $499Â $524Â Investing activities(386)(855)470Â Financing activities2,752Â (1,552)4,304Â Effect of exchange rate changes on cash and cash equivalents(87)5Â (92)Net increase (decrease) in cash and cash equivalents$3,302Â $(1,904)$5,206Â Amounts in table may not total due to rounding.Operating activities: The $524 million increase in operating cash flows was primarily due to higher net income and changes in operating assets and liabilities.Investing activities: The $470 million decrease in cash used was primarily due to lower spending on business acquisitions. For additional information, see NoteÂ 5 (Business Combinations) to our Consolidated Financial Statements under ItemÂ 1, â€œFinancial Statements.â€Financing activities: The $4,304 million increase in financing cash flows was primarily due to net proceeds from borrowings. For additional information, see Note 9 (Borrowings and Indebtedness) to our Consolidated Financial Statements under Item 1, â€œFinancial Statements.â€We believe that our current and longer-term working capital, investments and other general corporate funding requirements will be satisfied for the next twelve months and thereafter through cash flows from operations and, to the extent necessary, from our borrowing facilities and future financial market activities. Table of ContentsACCENTURE FORM 10-QItemÂ 2. Managementâ€™s Discussion and Analysis of Financial Condition and Results of Operations 30Substantially all of our cash is held in jurisdictions where there are no regulatory restrictions or material tax effects on the free flow of funds. Domestic cash inflows for our Irish parent, principally dividend distributions from lower-tier subsidiaries, have been sufficient to meet our historic cash requirements, and we expect this to continue into the future. Borrowings and Indebtedness On September 30, 2024, we filed a registration statement on Form S-3, pursuant to which Accenture plcâ€™s wholly owned finance subsidiaries Accenture Capital and Accenture Global Capital DAC may issue debt securities. As of November 30, 2024, we had outstanding long-term debt in the form of senior unsecured notes issued by Accenture Capital in an aggregate principal amount of $5 billion, which mature from 2027 through 2034. Accenture plc fully and unconditionally guarantees these notes, as well as all future debt securities that may be issued by these entities.For additional information regarding our outstanding borrowings, credit facilities and other debt, see Note 9 (Borrowings and Indebtedness) to our Consolidated Financial Statements under Item 1, â€œFinancial Statements.â€Share Purchases and Redemptions The Board of Directors of Accenture plc has authorized funding for our publicly announced open-market share purchase program for acquiring Accenture plc ClassÂ A ordinary shares and for purchases and redemptions of Accenture plc ClassÂ A ordinary shares and Accenture Canada Holdings Inc. exchangeable shares held by current and former members of Accenture Leadership and their permitted transferees. Our share purchase activity during the three months ended November 30, 2024 is as follows: Â Â Accenture plc Class AOrdinary SharesAccenture CanadaHoldings Inc. Exchangeable Shares(in millions of U.S. dollars, except share amounts)SharesAmountSharesAmountOpen-market share purchases (1)2,174,686Â $771Â â€"Â $â€"Â Other share purchase programsâ€"Â â€"Â 2,375Â 1Â Other purchases (2)353,046Â 126Â â€"Â â€"Â Total2,527,732Â $897Â 2,375Â $1Â (1)We conduct a publicly announced open-market share purchase program for Accenture plc ClassÂ A ordinary shares. These shares are held as treasury shares by Accenture plc and may be utilized to provide for select employee benefits, such as equity awards to our employees. (2)During the three months ended November 30, 2024, as authorized under our various employee equity share plans, we acquired Accenture plc ClassÂ A ordinary shares primarily via share withholding for payroll tax obligations due from employees and former employees in connection with the delivery of Accenture plc ClassÂ A ordinary shares under those plans. These purchases of shares in connection with employee share plans do not affect our aggregate available authorization for our publicly announced open-market share purchase and the other share purchase programs. We intend to continue to use a significant portion of cash generated from operations for share repurchases during the remainder of fiscal 2025. The number of shares ultimately repurchased under our open-market share purchase program may vary depending on numerous factors, including, without limitation, share price and other market conditions, our ongoing capital allocation planning, the levels of cash and debt balances, other demands for cash, such as acquisition activity, general economic and/or business conditions, and board and management discretion. Additionally, as these factors may change over the course of the year, the amount of share repurchase activity during any particular period cannot be predicted and may fluctuate from time to time. Share repurchases may be made from time to time through open-market purchases, in respect of purchases and redemptions of Accenture Canada Holdings Inc. exchangeable shares, through the use of Rule 10b5-1 plans and/or by other means. The repurchase program may be accelerated, suspended, delayed or discontinued at any time, without notice. Off-Balance Sheet Arrangements In the normal course of business and in conjunction with some client engagements, we have entered into contractual arrangements through which we may be obligated to indemnify clients with respect to certain matters. To date, we have not been required to make any significant payment under any of the arrangements described above. For further discussion of these transactions, see Note 11 (Commitments and Contingencies) to our Consolidated Financial Statements under ItemÂ 1, â€œFinancial Statements.â€ Significant Accounting Policies See Note 1 (Basis of Presentation) to our Consolidated Financial Statements under Item 1, â€œFinancial Statements.â€Table of ContentsACCENTURE FORM 10-QItemÂ 3. Quantitative and Qualitative Disclosures About Market Risk31ItemÂ 3. Quantitative and Qualitative Disclosures About Market Risk During the three months ended November 30, 2024, there were no material changes to the information on market risk exposure disclosed in our Annual Report on Form 10-K for the year ended AugustÂ 31, 2024. For a discussion of our market risk associated with foreign currency risk, interest rate risk and equity investment risk as of AugustÂ 31, 2024, see â€œQuantitative and Qualitative Disclosures About Market Riskâ€ in Part II, ItemÂ 7A, of our Annual Report on Form 10-K for the year ended AugustÂ 31, 2024. For additional information regarding our outstanding borrowings, credit facilities and other debt, see Note 9 (Borrowings and Indebtedness) to our Consolidated Financial Statements under Item 1, â€œFinancial Statements.â€ItemÂ 4. Controls and Procedures Evaluation of Disclosure Controls and Procedures Our management, with the participation of our principal executive officer and our principal financial officer, has evaluated the effectiveness of our disclosure controls and procedures (as defined in Rule 13a-15(e) under the Exchange Act) as of the end of the period covered by this report. Any controls and procedures, no matter how well designed and operated, can provide only reasonable assurance of achieving the desired control objectives. Based on that evaluation, the principal executive officer and the principal financial officer of Accenture plc have concluded that, as of the end of the period covered by this report, our disclosure controls and procedures were effective at the reasonable assurance level. Changes in Internal Control Over Financial Reporting There has been no change in our internal control over financial reporting that occurred during the first quarter of fiscal 2025 that has materially affected, or is reasonably likely to materially affect, our internal control over financial reporting. Table of ContentsACCENTURE FORM 10-QPart II â€" Other Information32Part II â€" Other InformationItemÂ 1. Legal Proceedings The information set forth under â€œLegal Contingenciesâ€ in Note 11 (Commitments and Contingencies) to our Consolidated Financial Statements under Part I, ItemÂ 1, â€œFinancial Statements,â€ is incorporated herein by reference. ItemÂ 1A. Risk Factors For a discussion of our potential risks and uncertainties, see the information under the heading â€œRisk Factorsâ€ in our Annual Report on Form 10-K for the year ended AugustÂ 31, 2024 (the â€œAnnual Reportâ€). There have been no material changes to the risk factors disclosed in our Annual Report. ItemÂ 2. Unregistered Sales of Equity Securities and Use of Proceeds Purchases of Accenture plc ClassÂ A Ordinary SharesThe following table provides information relating to our purchases of Accenture plc ClassÂ A ordinary shares during the first quarter of fiscal 2025.PeriodTotalÂ Numberof SharesPurchasedAveragePriceÂ Paidper Share (1)TotalÂ NumberÂ ofSharesÂ PurchasedÂ asPart of PubliclyAnnounced Plans orPrograms (2)Approximate Dollar Valueof Shares that May Yet BePurchased Under the Plans or Programs (3)Â Â (inÂ millionsÂ ofÂ U.S.Â dollars)September 1, 2024 â€" September 30, 2024723,155Â $343.18Â 687,457Â $6,458Â October 1, 2024 â€" October 31, 2024981,930Â 363.53Â 780,817Â 6,175Â November 1, 2024 â€" November 30, 2024822,647Â 355.28Â 706,412Â 5,922Â Total (4)2,527,732Â $355.02Â 2,174,686Â (1)Average price paid per share reflects the total cash outlay for the period, divided by the number of shares acquired, including those acquired by purchase or redemption for cash and any acquired by means of employee forfeiture. (2)Since August 2001, the Board of Directors of Accenture plc has authorized and periodically confirmed a publicly announced open-market share purchase program for acquiring Accenture plc ClassÂ A ordinary shares. During the first quarter of fiscal 2025, we purchased 2,174,686 Accenture plc ClassÂ A ordinary shares under this program for an aggregate price of $771 million. The open-market purchase program does not have an expiration date. (3)As of November 30, 2024, our aggregate available authorization for share purchases and redemptions was $5,922 million which management has the discretion to use for either our publicly announced open-market share purchase program or the other share purchase programs. Since August 2001 and as of November 30, 2024, the Board of Directors of Accenture plc has authorized an aggregate of $54.1 billion for share purchases and redemptions by Accenture plc and Accenture Canada Holdings Inc. (4)During the first quarter of fiscal 2025, Accenture purchased 353,046 Accenture plc ClassÂ A ordinary shares in transactions unrelated to publicly announced share plans or programs. These transactions consisted of acquisitions of Accenture plc ClassÂ A ordinary shares primarily via share withholding for payroll tax obligations due from employees and former employees in connection with the delivery of Accenture plc ClassÂ A ordinary shares under our various employee equity share plans. These purchases of shares in connection with employee share plans do not affect our aggregate available authorization for our publicly announced open-market share purchase and the other share purchase programs.ItemÂ 3. Defaults Upon Senior Securities None. Table of ContentsACCENTURE FORM 10-QPart II â€" Other Information33ItemÂ 4. Mine Safety Disclosures Not applicable. ItemÂ 5. Other Information Trading ArrangementsThe table below summarizes the terms of trading arrangements adopted or terminated by our executive officers or directors during the first quarter of fiscal 2025. All of the trading arrangements listed below are intended to satisfy the affirmative defense conditions of Rule 10b5-1(c).NameTitleDate of Adoption or TerminationDuration of Plan (1)Aggregate number of Class A ordinary shares to be sold pursuant to the trading agreement (2)Melissa BurgumChief accounting officerAdopted on OctoberÂ 21, 2024January 19, 2025 - October 24, 20253,400John WalshChief operating officerAdopted on OctoberÂ 24, 2024January 22, 2025 - October 24, 202515,000(1)Â Â Â Â Each plan will expire on the earlier of the expiration date or the completion of all transactions under the trading arrangement.(2)Â Â Â Â The actual number of shares sold will depend on the vesting of certain performance-based equity awards and the number of shares withheld by Accenture to satisfy its income tax withholding obligations, and may vary from the approximate number provided.Item 6. Exhibits Exhibit Index:ExhibitNumberExhibit3.1Amended and Restated Memorandum and Articles of Association of Accenture plc (incorporated by reference to Exhibit 3.1 to Accenture plcâ€™s 8-K filed on February 7, 2018) 10.1Accenture LLP Leadership Separation Benefits Plan (filed herewith)31.1Certification of the Principal Executive Officer pursuant to Rule 13a-14(a) or 15d-14(a) of the Securities Exchange Act of 1934, as adopted pursuant to Section 302 of the Sarbanes-Oxley Act of 2002 (filed herewith)31.2Certification of the Principal Financial Officer pursuant to Rule 13a-14(a) or 15d-14(a) of the Securities Exchange Act of 1934, as adopted pursuant to Section 302 of the Sarbanes-Oxley Act of 2002 (filed herewith)32.1Certification of the Principal Executive Officer pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002 (furnished herewith)32.2Certification of the Principal Financial Officer pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002 (furnished herewith)101The following financial information from Accenture plcâ€™s Quarterly Report on Form 10-Q for the quarterly period ended November 30, 2024, formatted in Inline XBRL: (i) Consolidated Balance Sheets as of November 30, 2024 (Unaudited) and August 31, 2024, (ii) Consolidated Income Statements (Unaudited) for the three months ended November 30, 2024 and November 30, 2023, (iii) Consolidated Statements of Comprehensive Income (Unaudited) for the three months ended November 30, 2024 and November 30, 2023, (iv) Consolidated Shareholdersâ€™ Equity Statement (Unaudited) for the three months ended November 30, 2024 and November 30, 2023, (v) Consolidated Cash Flows Statements (Unaudited) for the three months ended November 30, 2024 and November 30, 2023 and (vi) the Notes to Consolidated Financial Statements (Unaudited)104The cover page from Accenture plcâ€™s Quarterly Report on Form 10-Q for the quarterly period ended November 30, 2024, formatted in Inline XBRL (included as Exhibit 101)Table of ContentsACCENTURE FORM 10-QSignatures34SignaturesPursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned thereunto duly authorized.Date: DecemberÂ 19, 2024 ACCENTURE PLCBy:/s/ Angie ParkName:Â Â Angie ParkTitle:Chief Financial Officer(Principal Financial Officer and Authorized Signatory) EX-10.1 2 acn1130202410-qexhibit101.htm ACCENTURE LLP LEADERSHIP SEPARATION BENEFITS PLAN DocumentExhibit 10.1ACCENTURE LLPLEADERSHIP SEPARATION BENEFITS PLANPLAN DOCUMENT ANDSUMMARY PLAN DESCRIPTIONÂ Â Â Â Â Â Â TABLE OF CONTENTSINTRODUCTIONThe Accenture LLP Leadership Separation Benefits Plan (the â€œPlanâ€) is a plan maintained by Accenture LLP that provides Separation Benefits to eligible Managing Directors of Accenture LLP (and those of its Affiliates that have adopted the Plan with Accentureâ€™s consent, including Accenture Federal Services). The Plan only applies to eligible Managing Directors; other employees may be covered by a different plan. This summary explains the main features of the Plan as in effect for individuals notified of their termination on or after the Restated Effective Date. This document serves as both the Summary Plan Description for the Plan and the official Plan document. It explains the principal terms of the Plan in non-technical language. In the event of a conflict between the Plan and any other communications, the terms of the Plan will govern. Capitalized terms used in the Plan are defined in a Glossary of Terms at the end of this document. To better understand your rights under the Plan, you should familiarize yourself with those terms.The term â€œyouâ€ as used in the Plan refers to an employee who is eligible for the Plan or a Participant, as the context dictates. Receipt of this document does not guarantee that the recipient is in fact an eligible employee or a Participant under the Plan.YOUR ELIGIBILITY FOR SEPARATION BENEFITSTo be eligible for the Plan, you must meet all the described requirements. Employees who are eligible for Separation Benefits are called â€œParticipants.â€You will become a Participant if (1) you are on Accentureâ€™s regular payroll in the United States as a Managing Director or a Senior Managing Director on your Termination Date, (2) your employment with Accenture is involuntarily terminated, including a mutual managed departure, for reasons other than Cause (as determined by Accenture in its sole discretion), and (3) you submit (and do not later revoke) a signed Separation Agreement to Accenture by the stated deadline (as further described below). In addition, you will become a Participant if (i) following expiration of your extended medical leave, you are still disabled and unable to return to work, with or without a reasonable accommodation, and your employment is terminated pursuant to Policy 1018 as a result, and (ii) you submit (and do not later revoke) a signed Separation Agreement to Accenture by the stated deadline (as further described below). Even if you meet either set of these requirements, you will not be eligible for benefits under the Plan if any of the following applies to you:â€¢your employment agreement, offer letter, separation agreement, release agreement, settlement agreement or other written agreement with Accenture (or an Affiliate) clearly states that you are ineligible for benefits under the Plan, provided that members of the Global Management Committee (GMC) will continue to be eligible for the COBRA Payment and Professional Outplacement Services under the Plan, subject to any limits that apply under the terms of the Standardized Severance benefit applicable to GMC;Â Â Â Â â€¢you are offered a Comparable Position with Accenture (or an Affiliate) prior to your Termination Date;â€¢you initiate the termination of your employment with Accenture, including but not limited to your informing Accenture â€" either verbally or in writing -- of your intent to end your employment with Accenture on a specific or unknown future date, resignation, voluntary termination following a change in the terms and conditions of your employment, job abandonment, disability, death, and inability or unwillingness to meet fundamental requirements for your position;â€¢prior to your Termination Date, you receive an offer of employment by a service provider, vendor, client, successor contractor or independent contractor of Accenture in a Comparable Position that primarily involves providing the same services that you were providing to/on behalf of Accenture;â€¢After receiving notice of employment termination, but while still employed, you fail to: (i) exhibit professional conduct in the workplace; (ii) adhere to all Accenture practices and policies; (iii) perform your regular job duties and responsibilities in accordance with required performance standards; (iv) successfully transition job activities; or (v) cooperate with Accenture personnel in matters relating to your position or termination;â€¢you request to return to employment with Accenture following a leave of absence, and Accenture determines that there are no available positions for which you are qualified; provided, however, this provision will not apply to you if you are returning from an extended medical leave, a leave of absence which has a legally-protected status (such as Family and Medical Leave Act (FMLA) leave) or a leave of absence that is otherwise treated as protected by Accenture (such as future leave);â€¢in connection with a business transaction involving Accenture or an Affiliate (including, without limitation, a sale of assets of Accenture, an outsourcing transaction, or a contractual arrangement with a third party), you are offered a position with the other party to the transaction (or one of its affiliates) prior to your Termination Date;â€¢you fail to comply with the conditions below under â€œReturn of Accenture Property/Time Reports;â€â€¢after receiving notice from Accenture that your employment is being terminated, you resign prior to your Termination Date;â€¢you are an employee of an employer that has not adopted the Plan, including, but not limited to, Accenture Flex LLC; â€¢you participate in the Enhanced Equity and Retirement Benefits for SMDs; â€¢you are classified as an intern, a contractor or a temporary employee;-2-â€¢you are a Puerto Rico resident and your employment terminates for â€œJust Causeâ€ as defined by Puerto Rico law for reasons other than closing of operations, technological or reorganizational changes and/or reductions in force (residents of Puerto Rico may be eligible for legislatively-required severance outside of the terms of this Plan); or â€¢you fail to comply with any condition set forth in the Plan. Though employees terminated for â€œCauseâ€ are not eligible for Plan benefits, residents of Puerto Rico still may be eligible for legislatively-required severance payments, provided the circumstances of the separation do not meet the definition of â€œJust Causeâ€ under P.R. Act No. 80.Individuals performing services for Accenture who are not on Accentureâ€™s regular payroll (e.g., independent contractors and staffing agency employees) are not eligible for Separation Benefits, regardless of any subsequent reclassification as an employee or joint employee of Accenture.All determinations of eligibility for the Plan will be made by Accenture in its sole discretion.SEPARATION AGREEMENT REQUIREMENTYou will be required to sign a Separation Agreement and all other documentation, which may include a document titled â€œAmendment to Restricted Share Unit and Other Grant Agreementsâ€ to become a Participant and receive Separation Benefits, provided that your status as a Participant will not be effective until any revocation rights that may apply to your signed Separation Agreement have expired. You are advised to consult a personal attorney to review the Separation Agreement. You must submit a signed Separation Agreement to Accenture not earlier than your Termination Date and not after the deadline set forth in the Separation Agreement. You may have a right to revoke the Separation Agreement. If such a right exists, it will be indicated in the Separation Agreement. Any such revocation must be in writing and must be received by Accenture during the time frame set forth in the Separation Agreement. If you choose not to submit a signed Separation Agreement to Accenture or if you effectively revoke the signed Separation Agreement, you will still terminate employment as of your Termination Date but will not be a Participant and will not be eligible to receive Separation Benefits. As noted above, Separation Agreements will not be accepted prior to your Termination Date nor after the deadline set forth in the Separation Agreement.Signed Separation Agreements (and any other accompanying documents to be signed) must be returned to Accenture using Adobe Sign or such other method specified in the Separation Agreement.In the event you breach the provisions of the Separation Agreement, the payment of Separation Benefits will cease and Accenture will exercise, and the employee will be bound by, the remedies provided in the Separation Agreement.-3-SEPARATION BENEFITS PROVIDED UNDER THE PLANIf you satisfy the Planâ€™s eligibility requirements, you will become a Participant. Participants will receive Separation Benefits consisting of Separation Pay (including a COBRA Payment) and Professional Outplacement Services, each as described below.Separation PayThe amount of Separation Pay that a Participant is entitled to receive depends upon the circumstances of their termination (i.e., whether they terminate for Performance Reasons), as described below. Standard PackageEach Participant terminated other than for Performance Reasons is entitled to receive Separation Pay consisting of (1) a base benefit, (2) a variable benefit based on the Participantâ€™s Years of Service, subject to a maximum set forth below, and (3) a COBRA Payment (more fully described below), as set forth in the table below.Â Base BenefitVariable BenefitCOBRA Payment6 Months of Pay1 Week of Pay for each complete Year of Service (rounded down to last complete Year of Service), but not to exceed 8 Weeks of Pay$12,000Performance PackageEach Participant terminated for Performance Reasons is entitled to receive Separation Pay consisting of (1) a base benefit, and (2) a COBRA payment, as set forth below: Base BenefitCOBRA Payment4 Months of Pay$8,000In all cases, any Separation Pay payable to you under the Plan under a Standard Package or a Performance Package will be reduced dollar for dollar by any amount required to be paid to you by the federal Worker Adjustment and Retraining Notification (WARN) Act and/or any state or local law that is similar to the federal WARN Act.COBRA PaymentThe COBRA Payment will be paid whether or not the Participant is enrolled for coverage in the Active Medical Plan and whether or not the Participant elects COBRA Continuation Coverage. To receive COBRA Continuation Coverage, a Participant must elect such coverage in accordance with the terms of the Active Medical Plan and otherwise comply with the terms and conditions that apply. -4-Professional Outplacement ServicesEach Participant, including a Participant terminated for Performance Reasons, is entitled to participate in a Managing Director Professional Outplacement Services program to be provided by an outside firm selected by Accenture. Each Participant will receive from Accenture separate, detailed information about the Professional Outplacement Services program, including the duration of the program, the types of available services, how to enroll, and the locations of available programs. No Participant may receive cash in lieu of the Professional Outplacement Services. A Participant must enroll in the Professional Outplacement Services program in order to participate; enrollment is not automatic. A Participant may enroll in the Professional Outplacement Services program after the date the Participant submits the Separation Agreement or, in the case of a Participant entitled to revoke the Separation Agreement, upon expiration of the applicable revocation period. A Participant must enroll in the Professional Outplacement Services program no later than sixty (60) days after the Termination Date or, in the case of a Participant entitled to revoke the Separation Agreement, no later than sixty (60) days after the date the revocation period expires.PAYMENT TIMINGUnless otherwise required by law and except as provided in the following sentence, Separation Pay will be paid in a single lump sum on the next regular payroll date following the date Accenture receives the signed Separation Agreement or, in the case of a Participant entitled to revoke the signed Separation Agreement, the next regular payroll date following the date the applicable revocation period expires (or as soon as administratively practicable thereafter in accordance with Accentureâ€™s payroll procedures). If a Participant dies before receiving full payment of their Separation Pay, remaining unpaid amounts will be paid to their estate.SHORT TERM DISABILITY WAGE REPLACEMENT As of their Termination Date, if a Participant (1) is receiving short-term disability wage replacement benefits, (2) is approved to receive short-term disability wage replacement benefits but has not yet commenced, or (3) has started the process to receive or extend short-term disability wage replacement benefits for an event that has occurred or is to occur no later than thirty (30) days following their Termination Date and Accenture determines that they are eligible for such benefit, the Participantâ€™s Separation Pay will include additional Base Pay (as described below) for the lesser of (i) the number of weeks (if any) of disability wage replacement benefits occurring after the Termination Date the Participant is scheduled to receive, or (ii) eight weeks, and their COBRA Payment will be increased by the same number of weeks. If the number of weeks in (or remaining in) the Participantâ€™s short-term disability wage replacement benefits after the Termination Date is not known prior to the payment of their Separation Pay, they will receive eight weeks of Base Pay. For purposes of this paragraph only, â€œBase Payâ€ is determined by Accenture in accordance with Accentureâ€™s short-term disability wage replacement benefit, as set forth under the U.S. Leaves of Absence Policy (1018), as amended from time to time.-5-MATERNITY LEAVE / PARENTAL CAREGIVER LEAVE WAGE REPLACEMENTAs of their Termination Date, if a Participant is on, or has submitted a request for, but has not yet begun, maternity leave and/or parental leave under Parental Leave: Birth, Adoption and Surrogacy Policy (1491) and Accenture determines that they are eligible for such leave, their Separation Pay also will include an amount equal to their Base Pay (as described below) for the number of weeks to which the Participant would otherwise be entitled under the policy following their Termination Date, and their COBRA Payment will be increased by the same number of weeks. For purposes of this paragraph only, â€œBase Payâ€ is determined by Accenture in accordance with Policy 1491, as amended from time to time. If the Participant is aligned to the Puerto Rico location, any amount owed under this paragraph will be reduced by any payment the Participant already received for maternity leave and/or parental leave under Policy 1491.If a Participant satisfies the requirements to receive additional benefits under both the provision above titled, â€œShort Term Disability Wage Replacement,â€ and the provision titled, â€œMaternity Leave / Parental Caregiver Leave Wage Replacement,â€ the Participant will receive benefits only under the provision that provides the greater benefit and will not be eligible for benefits under the provision that provides the lesser benefit. If the benefits are the same under each provision, the Participant will receive the benefits under â€œShort Term Disability Wage Replacement.â€RETURN OF ACCENTURE PROPERTY/TIME REPORTSAs a condition of becoming a Participant and receiving Separation Benefits under the Plan, you must (1) return to Accenture all Accenture property (e.g., building keys, credit cards, documents and records, identification cards, office equipment, portable computers, parking cards, computer drives) and (2) return to Accentureâ€™s clients all client property (e.g., building keys, credit cards, documents and records, identification cards, office equipment, portable computers, mobile phones, parking cards, computer drives). Any Accenture property and client property must be returned no later than your Termination Date, or such later date as expressly agreed to by Accenture.Â The following are also pre-conditions of receiving Separation Benefits:â€¢The balance of any expense against your Accenture personnel number must be zero. â€¢You must submit final time reports and all outstanding expense receipts.â€¢The unpaid balance of any Accenture-related credit cards or credit accounts issued to you, including a Corporate American Express card, must be zero.Â If you have a credit card or credit account balance, Accenture may require either: (1) payment of the outstanding balance within 60 days of the Termination Date; or (2) deduction of the outstanding balance from the Separation Benefits, to the extent permitted by applicable law.Accenture reserves the right, exercisable in its sole discretion, to reduce (on a dollar-for-dollar basis) the amount of any Separation Benefits payable to a Participant under the Plan by any disability, severance, separation, termination pay, or pay-in-lieu of notice amounts that Accenture pays or is required to pay to the Participant through insurance or otherwise under any plan or contract of Accenture (including the amount of any compensation payable and the value of any benefits to be provided during any notice period under an employment agreement with -6-Accenture or any Affiliate) or under any federal or state law (other than unemployment compensation). In addition, Accenture reserves the right, exercisable in its sole discretion, to reduce the amount of Separation Benefits payable to a Participant under the Plan by the amount, if any, that the Participant owes Accenture (or an Affiliate).IMPACT OF REEMPLOYMENT ON SEPARATION BENEFITSIf you accept a job offer from Accenture or an Affiliate â€" or, as a result of an exception to Policy 1420, you become a Contractor with Accenture or an Affiliate â€" after your Termination Date, and the date you begin employment or the contracting engagement (such date, the â€œStart Dateâ€), as applicable, occurs prior to expiration of the Separation Pay Period, your entitlement to Separation Benefits will be affected as follows:â€¢Start Date Prior to Payment - If your Start Date occurs before your Separation Pay has been paid to you, your Separation Pay but not the COBRA Payment will be reduced to an amount equal to the number of weeks that passed from your Termination Date to your Start Date, and you will not be entitled to Professional Outplacement Services. â€¢Start Date After Payment - If your Start Date occurs after your Separation Pay has been paid to you, you must repay to Accenture a prorated amount of your Separation Pay within 15 days following your Start Date, but not the COBRA Payment or the cost of any Professional Outplacement Services. The amount of your Separation Pay you are required to repay is equal to the total number of weeks represented by your Separation Pay less the number of full weeks that passed from your Termination Date to your Start Date. Accenture, in its sole discretion, reserves the right to decide not to require repayment. Note: If the Plan Administrator, in its sole discretion, determines that your new position is not a Comparable Position, the provisions above will apply to you, but you will be permitted to receive and retain 50% of the Separation Pay otherwise payable to you based on the chart above, and the full COBRA Payment.For purposes of this section, the following rules apply: (1) â€œSeparation Payâ€ means your Base Benefit and your Variable Benefit, and (2) each month of your Base Benefit is treated as representing 4 weeks.REPAYMENTS AND FORFEITURESNotwithstanding any other provision of the Plan, a Participant is required to reimburse Accenture for the full amount of Separation Benefits received by the Participant under the Plan if the Participant subsequently discloses any of Accentureâ€™s (or an Affiliateâ€™s) trade secrets, violates any written covenants or agreements with Accenture or an Affiliate, including but not limited to non-compete and non-solicitation provisions in any employment or equity agreement, or otherwise engages in conduct that may adversely affect Accentureâ€™s (or an Affiliateâ€™s) reputation or business relations. In addition, the Participant will immediately forfeit any right to benefits under the Plan that have not yet been paid. Accenture will take such steps as it deems necessary or desirable to enforce the provisions of this subsection.-7-OTHER PLANS The Plan supersedes and replaces all other severance or separation plans, programs, policies, or practices of Accenture, other than the Accenture United States Separation Benefits Plan. Separation Benefits (if any) will not be included as eligible compensation for purposes of any of Accentureâ€™s pay-based benefits, such as 401(k), profit sharing, retirement, life insurance, and long-term disability. Payments or benefits provided to a Participant under any deferred compensation, savings, retirement, or other employee benefit plan of Accenture are governed solely by the terms of such plan. Nothing in this Plan limits Accentureâ€™s right to, at any time or for any reason, modify, amend, or terminate any of Accentureâ€™s employee benefit or compensation plans, programs, policies, or arrangements.PLAN ADMINISTRATION Accenture LLP is responsible for the administration and operation of the Plan. Accenture LLP is the Planâ€™s â€œplan administratorâ€ and â€œnamed fiduciaryâ€ (within the meaning of such terms under ERISA). Accenture LLP may adopt from time to time such rules as may be necessary or desirable for the proper and efficient administration of the Plan and as are consistent with the terms of the Plan. These rules will be applied on a uniform basis to similarly situated individuals. In administering the Plan, Accenture LLP has the authority, exercisable in its sole discretion, to construe and interpret the provisions of the Plan and to make factual determinations thereunder, including the discretionary authority to determine the eligibility of employees (or other individuals) and the amount of benefits payable under the Plan. Any decisions made by Accenture are final and conclusive with respect to all questions concerning the Plan and are binding on all parties. Accenture may delegate to one or more of its employees or other persons the responsibility for performing certain of Accentureâ€™s duties under the terms of the Plan and may seek such expert advice as Accenture deems reasonably necessary with respect to the Plan.BENEFIT DETERMINATIONSNo benefits will be provided to any individual under the Plan unless Accenture LLP decides in its sole discretion that the individual is entitled to benefits under the Plan. AMENDMENT / TERMINATIONAccenture LLP reserves the right in its sole discretion to amend or terminate the Plan at any time by a written instrument adopted by an authorized officer or employee of Accenture LLP.-8-No employee, officer, director, or agent of Accenture has the authority to alter, vary or modify the terms of the Plan, except by means of an authorized written amendment to the Plan. No verbal or written representations contrary to the terms of the Plan and its written amendments are binding upon Accenture or the Plan.NO ASSIGNMENT Separation Benefits are not to be subject to anticipation, alienation, pledge, sale, transfer, assignment, garnishment, attachment, execution, encumbrance, levy, or lien, and any attempt to cause such benefits to be so subjected will not be recognized, except to the extent required by applicable law or otherwise set forth in the Plan.NO EMPLOYMENT RIGHTS The Plan does not confer employment rights upon any person. No person is entitled, by virtue of the Plan, to remain in the employ of Accenture or to be rehired, and nothing in the Plan restricts the right of Accenture to terminate the employment of any person at any time. NO ADDITIONAL BENEFITS RIGHTSNeither eligibility for, nor participation in, the Plan gives any employee a right or claim to any benefit under the Plan, unless such right or claim has specifically accrued under the terms of the Plan.PLAN FUNDING The Plan does not confer on any Participant (or any other individual) any right in or title to any assets, funds, or property of Accenture. Any benefits payable under the Plan are unfunded obligations of Accenture and will be paid from Accentureâ€™s general assets.PLAN TYPE / APPLICABLE LAW The Plan is an unfunded welfare benefit plan for purposes of ERISA, a severance pay plan within the meaning of Department of Labor Reg. Â§ 2510.3-2(b) and an involuntary separation pay program under Treas. Reg. Â§ 1.409A-1(b)(9)(iii).The Plan is governed and will be construed in accordance with ERISA. To the extent not superseded by ERISA or other federal law, the laws of the state of Illinois will apply to the Plan.INFORMATION TO BE FURNISHED BY PARTICIPANTS Each Participant must furnish to Accenture such documents, evidence, data, or other information as Accenture considers necessary or desirable for the purpose of administering the Plan. Benefits under the Plan for each Participant are provided on the condition that the Participant will furnish full, true, and complete data, evidence, or other information and that the Participant will promptly sign any document required under the Plan or requested by Accenture.-9-WORDING Where the context permits, words in the plural will include the singular, and the singular will include the plural.MISTAKE OF FACT Any mistake of fact or misstatement of fact will be corrected when it becomes known and proper adjustment made by reason thereof. A Participant must repay to Accenture any benefits paid under this Plan by mistake of fact or law.SEVERABILITY In the event any provision of the Plan is held to be illegal or invalid for any reason, such illegality or invalidity will not affect the remaining parts of the Plan, and the Plan will be construed and enforced as if such illegal or invalid provisions had never been included in the Plan.WITHHOLDING Accenture reserves the right to withhold from any amounts payable under this Plan all federal, state, city, and local taxes as are legally required, as well as any other amounts authorized or required by Accenture policy including, but not limited to, withholding for garnishments and judgments or other court orders. Any amounts you owe to Accenture may be deducted from your Separation Benefits, subject to applicable law.BENEFIT CLAIMS PROCEDURESYou do not need to apply for benefits under the Plan. However, if you wish to file a claim for benefits, you (or your authorized representative) may make a claim by filing a written description of your claim with Accenture LLP within 180 days of your Termination Date. Accenture LLP will notify you in writing if your claim is granted. If your claim is denied, Accenture LLP will notify you of its decision, setting forth the specific reasons for the denial, references to the Plan provisions on which the denial is based, additional information necessary to perfect the claim, if any, and a description of the procedure for review of the denial. Any written claim decision will be sent to you within 90 days (or 180 days if warranted by special circumstances) after Accenture LLP received your claim.You (or your authorized representative) may request a review of a complete or partial denial of your claim for benefits. Any such request must be in writing and must be received by Accenture LLP within 60 days after you received the notice of the denial of your claim. You will be entitled to review pertinent Plan documents and submit written issues and comments to Accenture LLP. Within 60 days (or 120 days if warranted by special circumstances) after Accenture LLP receives your request for review, Accenture LLP will furnish you with written notice of its decision, setting forth the specific reasons for the decision and references to the pertinent Plan provisions on which the decision is based.-10-You (or your authorized representative) may not challenge a decision of Accenture LLP in court or in any other administrative proceeding unless you have complied with the claim and appeal procedures described above and such procedures have been completed. If your claim for benefits is finally denied by Accenture LLP, you may only bring suit in court (or other administrative proceeding) if you file such action within 120 days after the date of the final denial of your claim by Accenture LLP. No action at law or in equity shall be brought to recover benefits under this Plan until the appeal rights herein provided have been exercised and the Plan benefits requested in such appeal have been denied in whole or in part.RIGHTS UNDER ERISAEach Participant in the Plan is entitled to certain rights and protections under ERISA. ERISA provides that Participants will be entitled to:â€¢Examine, without charge, at Accenture LLPâ€™s offices, all documents governing the Plan, and a copy of the latest annual report (Form 5500 series) filed by Accenture LLP with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.â€¢Upon written request to Accenture LLP, obtain copies of documents governing the operation of the Plan, a copy of the latest annual report (Form 5500 series), and an updated summary plan description. Accenture LLP may make a reasonable charge for the copies.In addition to creating rights for Participants, ERISA imposes duties upon the people who are responsible for the operation of the Plan. The people who operate the Plan, called â€œfiduciariesâ€ of the Plan, have a duty to do so prudently and in the interest of the Participants. No one, including Accenture or any other person, may fire any person or otherwise discriminate against a person in any way to prevent him or her from obtaining a benefit or exercising their rights under ERISA. If a claim for benefits is denied, in whole or in part, the claimant has the right to know why this was done, obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.Under ERISA, there are steps a person can take to enforce the above rights. For instance, if a person requests a copy of the Plan documents or the Planâ€™s latest annual report from Accenture LLP and such person does not receive them within thirty days, they may file suit in a federal court. In such case, the court may require Accenture LLP to provide the requested materials and pay such person up to $110 per day until they receive the materials, unless the materials were not sent because of reasons beyond the control of Accenture LLP. If a person has a claim for benefits which is denied or ignored, in whole or in part, they may file suit in a state or federal court. If it should happen that the fiduciaries misuse a planâ€™s money, or if an individual is discriminated against for asserting their rights, they may seek assistance from the U.S. Department of Labor or may file suit in a federal court. The court will decide who should pay court costs and legal fees. If a person is successful in the lawsuit, the court may order the person sued to pay these cost fees. If the person filing the lawsuit loses, the court may order that person to pay these costs and fees; for instance, if it finds the claim to be frivolous.-11-If a person has any questions about the Plan, they should contact Accenture LLP. If that person has any questions about this statement or about ERISA, they should contact the nearest area office of the Employee Benefits Security Administration, listed in the telephone directory, or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C.Â 20210. A person also may obtain certain publications about the rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.INFORMATION REQUIRED BY ERISAa.Name of Plan Accenture LLPLeadership Separation Benefits Planb.Restated Effective DateNovember 1, 2024c.Plan YearJanuary 1 â€“ December 31d.Plan Number702e.Type of PlanThe Plan is an employee welfare benefit plan as defined in Section 3(1) of ERISA.f.Plan SponsorAccenture LLP500 W. Madison St. Chicago, IL 60661g.Plan Sponsorâ€™s Identification No.72-0542904h.Plan AdministratorAccenture LLP500 W. Madison St.Chicago, IL 60661 Attn: Toni L. Corban(973) 301-1350i.Agent for Service of Legal ProcessGeneral Counselc/o Robert F. GoldmanAccenture LLP 500 W. Madison St.Chicago, IL 60661j.Separation Agreements/NoticesSigned Separation Agreements or revocation notices should be sent to Accenture using Adobe Sign or such other method specified in the Separation Agreement. Any other notices or documents required to be given or filed with Accenture under the Plan will be properly given or filed if delivered or mailed, by registered mail, postage prepaid, to the Plan Administrator at the address above.-12-CERTIFICATE OF ADOPTIONWHEREAS, Accenture LLP desires to adopt and maintain this restated Accenture LLP Leadership Separation Benefits Plan (the â€œPlanâ€) for the benefit of its eligible employees, effective as of the Restated Effective Date.NOW, THEREFORE, Accenture LLP, acting through its duly authorized representative, hereby restates the Plan, effective as of the Restated Effective Date, in its entirety in the form included hereto.Katherine L. CliffordExecutive Director HR â€“ North America Â Â Â Â -13-Â Â Â Â GLOSSARY OF TERMSâ€œAccentureâ€ means Accenture LLP and those of its Affiliates that have adopted the Plan with Accentureâ€™s consent. Accenture LLP is the sponsor and administrator of the Plan. â€œActive Medical Planâ€ means any or all of the Participating Medical Plan, Participating Dental Plan and Participating Vision Plan under the Accenture United States Group Health Plan, as amended from time to time.â€œAffiliateâ€ means an entity directly or indirectly controlling, controlled by, or under common control with, Accenture or any other entity in which Accenture or an Affiliate has an interest and which has been designated as an Affiliate by Accenture, in its sole discretion. Examples of Affiliates include, but are not limited to, Accenture Federal Services, Avanade, and certain joint ventures set up by Accenture.â€œBase Salaryâ€ means a Participantâ€™s base compensation (as specified by Accenture), determined as of the Participantâ€™s Termination Date, excluding overtime, bonus, incentive pay, or any other special compensation such as quarterly variable compensation and annual variable compensation. For purposes of determining Separation Pay (as described above under â€œSeparation Benefits Provided under the Planâ€), Base Salary of a Participant classified by Accenture as a part-time employee as of their Termination Date will reflect the part-time percentage in effect on their Termination Date.â€œCauseâ€ means â€œcauseâ€ as defined in any employment agreement then in effect between an employee and Accenture or an Affiliate, or if not defined therein, or if there is no such agreement, â€œCauseâ€ means the employeeâ€™s (i) embezzlement, misappropriation of corporate funds, or other acts of dishonesty; (ii) commission or conviction of any felony, or of any misdemeanor involving moral turpitude, or entry of a plea of guilty or nolo contendere to any felony or misdemeanor; (iii) engagement in any activity that the employee knows or should know could harm the business or reputation of Accenture or an Affiliate; (iv) failure to comply or adhere to Accentureâ€™s or an Affiliateâ€™s policies; (v) continued failure to meet performance standards as determined by Accenture or an Affiliate; or (vi) violation of any statutory, contractual, or common law duty or obligation to Accenture or an Affiliate, including, without limitation, the duty of loyalty and obligations under any employment agreement or its incorporated exhibits.Â The determination of the existence of Cause will be made by Accenture in good faith, and such determination is conclusive for purposes of the Plan.â€œCOBRA Continuation Coverageâ€ means continued coverage after your Termination Date under the Active Medical Plan, pursuant to the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA).â€œCOBRA Paymentâ€ means that portion of the Separation Pay that does not constitute the base benefit or variable benefit.Â Â Â Â -14-Â Â Â Â â€œComparable Positionâ€ means a position that, as determined by Accenture, (i) is in the same metropolitan area as the employeeâ€™s current position, and (ii) has compensation and benefits (in the aggregate) that are comparable to the aggregate compensation and benefits of the eligible employeeâ€™s current position. Notwithstanding the foregoing, if you change organizational unit but remain in the same role, you will be considered in a Comparable Position, even if it results in a change to your benefits and/or compensation.â€œDeficient Performanceâ€ means, as determined by Accenture in its sole discretion, an employee has (i) demonstrated significant performance deficiencies which have been documented, (ii) been given a written action plan for improving their performance, (iii) been given written documentation that describes the consequences of the individualâ€™s failure to address deficiencies in their performance, or (iv) failed or been unwilling to meet job requirements, including but not limited to requirements related to travel. The term â€œDeficient Performanceâ€ excludes any reason determined by Accenture to constitute â€œCause.â€â€œERISAâ€ means the Employee Retirement Income Security Act of 1974, as amended.â€œMonth(s) of Payâ€ means the amount determined by dividing a Participantâ€™s annual Base Salary by 12.â€œPerformance Reasonsâ€ means the Managing Director was terminated for Deficient Performance.â€œPlanâ€ means this Accenture LLP Leadership Separation Benefits Plan.â€œProfessional Outplacement Servicesâ€ means the professional outplacement services that a Participant is entitled to receive (in addition to Separation Pay) in consideration for executing and, where applicable, not revoking, the Separation Agreement.â€œSeparation Agreementâ€ means the agreement (in the form provided and approved by Accenture) that an eligible employee must execute, return to Accenture and not revoke (if revocation rights apply) in order to become a Participant.â€œSeparation Benefitsâ€ means the benefits to which a Participant is entitled under the terms of the Plan upon executing and, where applicable, not revoking, the Separation Agreement. â€œSeparation Payâ€ mean the base benefit, variable benefit and COBRA Payment that a Participant is entitled to receive (in addition to Professional Outplacement Services) in consideration for executing and, where applicable, not revoking the Separation Agreement.â€œSeparation Pay Periodâ€ means the period equal to the total number of weeks represented by your Base Benefit and your Variable Benefit, provided that each month of your Base Benefit is treated as representing 4 weeks.â€œTermination Dateâ€ means the date specified by Accenture for termination of an employeeâ€™s employment with Accenture.Â Â Â Â -15-Â Â Â Â â€œWeek of Payâ€ means the amount determined by dividing a Participantâ€™s annual Base Salary by 52.â€œYears of Serviceâ€ means, with respect to a Participant, each complete twelve-month period of the Participantâ€™s service with Accenture or an Affiliate, beginning with the earlier of (a) the Participantâ€™s most recent date of hire with a business entity which Accenture or an Affiliate acquired, or (b) the Participantâ€™s last date of hire with Accenture or an Affiliate (based on the applicable payroll records) and ending on their Termination Date, unless otherwise noted in the Participantâ€™s offer letter or employment agreement. Periods of service prior to a Participantâ€™s last date of hire with the acquired entity, Accenture or an Affiliate, as applicable, will not be counted for purposes of the Plan, unless otherwise noted in the Participantâ€™s offer letter or employment agreement. Years of Service will not include accrued but unused PTO, vacation time, sick leave, personal time, or any other paid or unpaid time off. Only complete Years of Service are counted as Years of Service. Participants are credited with their employment period with Affiliates when immediately joining Accenture (i.e., without any employment gap between the two companies), and such Participants are considered to have an unbroken service record with Accenture for purposes of the Plan.Â Â Â Â -16-Â Â Â Â EX-31.1 3 acn1130202410-qex311.htm SECTION 302 CERTIFICATION OF THE PRINCIPAL EXECUTIVE OFFICER DocumentExhibit 31.1PRINCIPAL EXECUTIVE OFFICER CERTIFICATIONI, Julie Sweet, certify that:1.I have reviewed this Quarterly Report on Form 10-Q of Accenture plc for the period ended November 30, 2024, as filed with the Securities and Exchange Commission on the date hereof;2.Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;3.Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;4.The registrantâ€™s other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:a.Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;b.Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;c.Evaluated the effectiveness of the registrantâ€™s disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; andd.Disclosed in this report any change in the registrantâ€™s internal control over financial reporting that occurred during the registrantâ€™s most recent fiscal quarter (the registrantâ€™s fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrantâ€™s internal control over financial reporting; and5.The registrantâ€™s other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrantâ€™s auditors and the audit committee of the registrantâ€™s board of directors (or persons performing the equivalent functions):a.All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrantâ€™s ability to record, process, summarize and report financial information; andb.Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrantâ€™s internal control over financial reporting.Date: DecemberÂ 19, 2024 Â /s/ Julie SweetJulie SweetChief Executive Officer of Accenture plc(principal executive officer) EX-31.2 4 acn1130202410-qex312.htm SECTION 302 CERTIFICATION OF THE PRINCIPAL FINANCIAL OFFICER DocumentExhibit 31.2PRINCIPAL FINANCIAL OFFICER CERTIFICATIONI, Angie Park, certify that:1.I have reviewed this Quarterly Report on Form 10-Q of Accenture plc for the period ended November 30, 2024, as filed with the Securities and Exchange Commission on the date hereof;2.Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;3.Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;4.The registrantâ€™s other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:a.Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;b.Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;c.Evaluated the effectiveness of the registrantâ€™s disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; andd.Disclosed in this report any change in the registrantâ€™s internal control over financial reporting that occurred during the registrantâ€™s most recent fiscal quarter (the registrantâ€™s fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrantâ€™s internal control over financial reporting; and5.The registrantâ€™s other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrantâ€™s auditors and the audit committee of the registrantâ€™s board of directors (or persons performing the equivalent functions):a.All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrantâ€™s ability to record, process, summarize and report financial information; andb.Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrantâ€™s internal control over financial reporting.Date: DecemberÂ 19, 2024 Â /s/ Angie ParkAngie ParkChief Financial Officer of Accenture plc(principal financial officer) EX-32.1 5 acn1130202410-qex321.htm SECTION 906 CERTIFICATION OF THE PRINCIPAL EXECUTIVE OFFICER DocumentExhibit 32.1Certification of the Principal Executive OfficerPursuant to 18 U.S.C. SectionÂ 1350,As Adopted Pursuant to SectionÂ 906 of the Sarbanes-Oxley Act of 2002In connection with the Quarterly Report of Accenture plc (the â€œCompanyâ€) on Form 10-Q for the period ended November 30, 2024 as filed with the Securities and Exchange Commission on the date hereof (the â€œReportâ€), I, Julie Sweet, Chief Executive Officer of the Company, certify, pursuant to 18 U.S.C. Â§1350, as adopted pursuant to SectionÂ 906 of the Sarbanes-Oxley Act of 2002, that:(1)The Report fully complies with the requirements of SectionÂ 13(a) or 15(d) of the Securities Exchange Act of 1934; and(2)The information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company.Date: DecemberÂ 19, 2024 Â /s/ Julie SweetJulie SweetChief Executive Officer of Accenture plc(principal executive officer) EX-32.2 6 acn1130202410-qex322.htm SECTION 906 CERTIFICATION OF THE PRINCIPAL FINANCIAL OFFICER DocumentExhibit 32.2Certification of the Principal Financial OfficerPursuant to 18 U.S.C. SectionÂ 1350,As Adopted Pursuant to SectionÂ 906 of the Sarbanes-Oxley Act of 2002In connection with the Quarterly Report of Accenture plc (the â€œCompanyâ€) on Form 10-Q for the period ended November 30, 2024 as filed with the Securities and Exchange Commission on the date hereof (the â€œReportâ€), I, Angie Park, Chief Financial Officer of the Company, certify, pursuant to 18 U.S.C. Â§1350, as adopted pursuant to SectionÂ 906 of the Sarbanes-Oxley Act of 2002, that:(1)The Report fully complies with the requirements of SectionÂ 13(a) or 15(d) of the Securities Exchange Act of 1934; and(2)The information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company.Date: DecemberÂ 19, 2024 Â /s/ Angie ParkAngie ParkChief Financial Officer of Accenture plc(principal financial officer) EX-101.SCH 7 acn-20241130.xsd XBRL TAXONOMY EXTENSION SCHEMA DOCUMENT 0000001 - Document - Cover Page link:presentationLink link:calculationLink link:definitionLink 9952151 - Statement - Consolidated Balance Sheets link:presentationLink link:calculationLink link:definitionLink 9952152 - Statement - Consolidated Balance Sheets (Parenthetical) link:presentationLink link:calculationLink link:definitionLink 9952153 - Statement - Consolidated Income Statements link:presentationLink link:calculationLink link:definitionLink 9952154 - Statement - Consolidated Statements of Comprehensive Income link:presentationLink link:calculationLink link:definitionLink 9952154 - Statement - Consolidated Statements of Comprehensive Income link:presentationLink link:calculationLink link:definitionLink 9952155 - Statement - Consolidated Shareholders' Equity Statement link:presentationLink link:calculationLink link:definitionLink 9952156 - Statement - Consolidated Cash Flows Statements link:presentationLink link:calculationLink link:definitionLink 9952157 - Disclosure - Basis of Presentation link:presentationLink link:calculationLink link:definitionLink 9952158 - Disclosure - Revenues link:presentationLink link:calculationLink link:definitionLink 9952159 - Disclosure - Earnings Per Share link:presentationLink link:calculationLink link:definitionLink 9952160 - Disclosure - Accumulated Other Comprehensive Loss link:presentationLink link:calculationLink link:definitionLink 9952161 - Disclosure - Business Combinations link:presentationLink link:calculationLink link:definitionLink 9952162 - Disclosure - Goodwill and Intangible Assets link:presentationLink link:calculationLink link:definitionLink 9952163 - Disclosure - Shareholders' Equity link:presentationLink link:calculationLink link:definitionLink 9952164 - Disclosure - Financial Instruments link:presentationLink link:calculationLink link:definitionLink 9952165 - Disclosure - Borrowings and Indebtedness link:presentationLink link:calculationLink link:definitionLink 9952166 - Disclosure - Income Taxes link:presentationLink link:calculationLink link:definitionLink 9952167 - Disclosure - Commitments and Contingencies link:presentationLink link:calculationLink link:definitionLink 9952168 - Disclosure - Segment Reporting link:presentationLink link:calculationLink link:definitionLink 9955511 - Disclosure - Basis of Presentation (Policies) link:presentationLink link:calculationLink link:definitionLink 9955512 - Disclosure - Basis of Presentation (Tables) link:presentationLink link:calculationLink link:definitionLink 9955513 - 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Disclosure - Basis of Presentation - Investments (Details) link:presentationLink link:calculationLink link:definitionLink 9955523 - Disclosure - Basis of Presentation - Depreciation and Amortization (Details) link:presentationLink link:calculationLink link:definitionLink 9955524 - Disclosure - Revenues - Additional Information (Details) link:presentationLink link:calculationLink link:definitionLink 9955524 - Disclosure - Revenues - Additional Information (Details) link:presentationLink link:calculationLink link:definitionLink 9955525 - Disclosure - Revenues - Schedule of Revenue (Details) link:presentationLink link:calculationLink link:definitionLink 9955526 - Disclosure - Earnings Per Share (Details) link:presentationLink link:calculationLink link:definitionLink 9955527 - Disclosure - Accumulated Other Comprehensive Loss (Details) link:presentationLink link:calculationLink link:definitionLink 9955528 - Disclosure - Business Combinations (Details) link:presentationLink link:calculationLink link:definitionLink 9955529 - Disclosure - Goodwill and Intangible Assets - Goodwill Rollforward (Details) link:presentationLink link:calculationLink link:definitionLink 9955530 - Disclosure - Goodwill and Intangible Assets - Intangible Table by Major Class (Details) link:presentationLink link:calculationLink link:definitionLink 9955531 - Disclosure - Goodwill and Intangible Assets - Amortization (Details) link:presentationLink link:calculationLink link:definitionLink 9955532 - Disclosure - Shareholders' Equity - Dividend Activity (Details) link:presentationLink link:calculationLink link:definitionLink 9955533 - Disclosure - Shareholders' Equity - Additional Information (Details) link:presentationLink link:calculationLink link:definitionLink 9955534 - Disclosure - Financial Instruments - Additional Information (Details) link:presentationLink link:calculationLink link:definitionLink 9955535 - Disclosure - Financial Instruments - Notional and Fair Values of All Derivative Instruments (Details) link:presentationLink link:calculationLink link:definitionLink 9955536 - Disclosure - Financial Instruments - Offsetting Derivative Assets and Liabilities (Details) link:presentationLink link:calculationLink link:definitionLink 9955537 - Disclosure - Borrowings and Indebtedness - Schedule of Outstanding Debt (Details) link:presentationLink link:calculationLink link:definitionLink 9955538 - Disclosure - Borrowings and Indebtedness - Schedule of Repayments (Details) link:presentationLink link:calculationLink link:definitionLink 9955539 - Disclosure - Borrowings and Indebtedness - Schedule of Borrowing Facilities (Details) link:presentationLink link:calculationLink link:definitionLink 9955540 - Disclosure - Borrowings and Indebtedness - Additional Information (Details) link:presentationLink link:calculationLink link:definitionLink 9955541 - Disclosure - Income Taxes (Details) link:presentationLink link:calculationLink link:definitionLink 9955542 - Disclosure - Commitments and Contingencies (Details) link:presentationLink link:calculationLink link:definitionLink 9955543 - Disclosure - Segment Reporting - Additional Information (Details) link:presentationLink link:calculationLink link:definitionLink 9955544 - Disclosure - Segment Reporting - Reportable Operating Segments (Details) link:presentationLink link:calculationLink link:definitionLink EX-101.CAL 8 acn-20241130_cal.xml XBRL TAXONOMY EXTENSION CALCULATION LINKBASE DOCUMENT EX-101.DEF 9 acn-20241130_def.xml XBRL TAXONOMY EXTENSION DEFINITION LINKBASE DOCUMENT EX-101.LAB 10 acn-20241130_lab.xml XBRL TAXONOMY EXTENSION LABEL LINKBASE DOCUMENT Senior notes due 2034 Senior notes due 2034 [Member] Senior notes due 2034 Additions/ Adjustments Goodwill, Acquired During Period Contract assets (current) Contract with Customer, Asset, after Allowance for Credit Loss, Current Cover [Abstract] NET INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS Cash, Cash Equivalents, Restricted Cash, and Restricted Cash Equivalents, Period Increase (Decrease), Including Exchange Rate Effect Other accrued liabilities Other Liabilities, Current Trading Symbol Trading Symbol Segment Reporting Information [Line Items] Segment Reporting Information [Line Items] Schedule of Netting Derivative Assets against Liabilities under Counterparty Master Agreements Offsetting Derivative Assets And Liabilities [Table Text Block] Tabular disclosure of derivative assets and liabilities that are subject to offsetting, including master netting arrangements. COMPREHENSIVE INCOME Comprehensive Income (Loss), Net of Tax, Including Portion Attributable to Noncontrolling Interest All Trading Arrangements All Trading Arrangements [Member] Thereafter Long-Term Debt, Maturity, After Year Four Long-Term Debt, Maturity, After Year Four Long-term debt Long-term debt Long-Term Debt and Lease Obligation Compensation Actually Paid vs. Net Income Compensation Actually Paid vs. Net Income [Text Block] Assets Derivative Asset, Subject to Master Netting Arrangement, before Offset Non-NEOs Non-NEOs [Member] Schedule of Basic and Diluted Earnings per Share Schedule of Earnings Per Share, Basic and Diluted [Table Text Block] Rule 10b5-1 Arrangement Adopted Rule 10b5-1 Arrangement Adopted [Flag] Quarterly cash dividend declared (in USD per share) Common Stock, Dividends, Per Share, Declared Awards Close in Time to MNPI Disclosures Awards Close in Time to MNPI Disclosures [Table] Derivative [Line Items] Derivative [Line Items] Allowance for credit losses for client receivables and contract assets Accounts Receivable, Allowance for Credit Loss, Current Class A Ordinary Shares Common Class A [Member] Equity method investments Equity Method Investments Pay vs Performance Disclosure [Line Items] Peer Group Total Shareholder Return Amount Peer Group Total Shareholder Return Amount Income tax benefit (expense) Other Comprehensive Income (Loss), Cash Flow Hedge, Gain (Loss), after Reclassification, Tax Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction, Start Date [Axis] Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction, Start Date [Axis] Receivables and contract assets, current and non-current Increase (Decrease) in Accounts Receivable Derivative [Table] Derivative [Table] Beginning balance Ending Balance AOCI, Cash Flow Hedge, Cumulative Gain (Loss), after Tax Products Products [Member] Products Non-Rule 10b5-1 Arrangement Adopted Non-Rule 10b5-1 Arrangement Adopted [Flag] Issuances of Class A shares for employee share programs (in shares) Stock Issued During Period, Shares, Restricted Stock Award, Net of Forfeitures NET INCOME NET INCOME Net income Income (Loss) from Continuing Operations, Net of Tax, Including Portion Attributable to Noncontrolling Interest Hedging Relationship [Domain] Hedging Relationship [Domain] Portion attributable to noncontrolling interests Other Comprehensive Income (Loss), Cash Flow Hedge, Gain (Loss), after Reclassification and Tax, Noncontrolling Interest Net income attributable to noncontrolling interests in Accenture Canada Holdings Inc. Noncontrolling Interest in Net Income (Loss) Other Noncontrolling Interests, Redeemable Award Timing Disclosures [Line Items] Other Performance Measure, Amount Other Performance Measure, Amount 2028 Finite-Lived Intangible Asset, Expected Amortization, Year Three Goodwill [Line Items] Goodwill [Line Items] Ordinary shares, shares outstanding (in shares) Beginning Balance (in shares) Ending Balance (in shares) Common Stock, Shares, Outstanding Short-term debt, weighted average effective interest rate Short-Term Debt, Weighted Average Interest Rate, at Point in Time Operating lease cost Operating Lease, Cost Lease liabilities Operating Lease, Liability, Noncurrent Cash Flow Hedges Cash Flow Hedging [Member] Total non-current assets Assets, Noncurrent Industry Sector [Domain] Industry Sector [Domain] Local guaranteed and non-guaranteed lines of credit Local Guaranteed and Non Guaranteed Lines of Credit [Member] Local Guaranteed and Non Guaranteed Lines of Credit [Member] Proceeds from issuance of shares Proceeds from Issuance or Sale of Equity Other non-current assets Other Assets, Noncurrent Entity Tax Identification Number Entity Tax Identification Number Gross Carrying Amount Finite-Lived Intangible Assets, Gross Intangible Asset, Finite-Lived [Table] Intangible Asset, Finite-Lived [Table] Purchases of Class A shares (in shares) Treasury Stock, Shares, Acquired Deferred transition costs Capitalized Contract Cost, Net, Noncurrent Net cash provided by (used in) operating activities Net Cash Provided by (Used in) Operating Activities Patents Patents [Member] CASH FLOWS FROM OPERATING ACTIVITIES: Net Cash Provided by (Used in) Operating Activities [Abstract] Treasury Shares Treasury Stock, Common [Member] Schedule of Notional and Fair Values of Derivative Instruments Schedule of Derivative Instruments [Table Text Block] Schedule of Accumulated Other Comprehensive Loss Schedule of Accumulated Other Comprehensive Income (Loss) [Table Text Block] Other, net Stockholders' Equity, Other Equity Components [Axis] Equity Components [Axis] Other current assets Other Assets, Current Award Timing Method Award Timing Method [Text Block] Trading Arrangements, by Individual Trading Arrangements, by Individual [Table] Consulting Consulting Revenue [Member] Consulting Revenue [Member] Entity Common Stock, Shares Outstanding (in shares) Entity Common Stock, Shares Outstanding Insider Trading Policies and Procedures [Line Items] Total operating expenses Costs and Expenses Business Acquisition, Acquiree [Domain] Business Acquisition, Acquiree [Domain] OTHER COMPREHENSIVE INCOME (LOSS), NET OF TAX: Other Comprehensive Income (Loss), before Tax [Abstract] Adjustment to Compensation, Amount Adjustment to Compensation Amount Compensation Amount Outstanding Recovery Compensation Amount Diluted earnings per share Earnings Per Share, Diluted [Abstract] Aggregate Change in Present Value of Accumulated Benefit for All Pension Plans Reported in Summary Compensation Table Aggregate Change in Present Value of Accumulated Benefit for All Pension Plans Reported in Summary Compensation Table [Member] Entity Small Business Entity Small Business Company Selected Measure Amount Company Selected Measure Amount Tabular List, Table Tabular List [Table Text Block] Aggregate Grant Date Fair Value of Equity Award Amounts Reported in Summary Compensation Table Aggregate Grant Date Fair Value of Equity Award Amounts Reported in Summary Compensation Table [Member] Other non-current liabilities Other Liabilities [Member] Income taxes payable Accrued Income Taxes, Noncurrent Credit Facility [Domain] Credit Facility [Domain] CASH AND CASH EQUIVALENTS, beginning of period CASH AND CASH EQUIVALENTS, end of period Cash, Cash Equivalents, Restricted Cash, and Restricted Cash Equivalents Cash flow hedges Other Comprehensive Income (Loss), Cash Flow Hedge, Gain (Loss), after Reclassification and Tax [Abstract] CURRENT ASSETS: Assets, Current [Abstract] Goodwill Goodwill, beginning balance Goodwill, ending balance Goodwill Restricted share units Restricted Share Units Value Amount represents share-based compensation accumulated amounts expensed related to unvested awards of restricted share units. A restricted share unit represents an unfunded, unsecured right, which is nontransferable except in the event of death of the participant, to receive an Accenture plc Class A ordinary share on a specified date. Treasury shares, ordinary shares (in shares) Treasury Stock, Common, Shares Forgone Recovery due to Disqualification of Tax Benefits, Amount Forgone Recovery due to Disqualification of Tax Benefits, Amount Product and Service [Domain] Product and Service [Domain] Employee Stock Option Share-Based Payment Arrangement, Option [Member] Depreciation Depreciation Total fair value Derivative, Fair Value, Net Other financing, net Proceeds from (Payments for) Other Financing Activities COMPREHENSIVE INCOME ATTRIBUTABLE TO ACCENTURE PLC Comprehensive Income (Loss), Net of Tax, Attributable to Parent Income taxes payable Accrued Income Taxes, Current Security Exchange Name Security Exchange Name Award Type Award Type [Axis] Financial Services Financial Services Sector [Member] Foreign Currency Translation Goodwill, Foreign Currency Translation Gain (Loss) Basic earnings per share Earnings Per Share, Basic [Abstract] Asia Pacific Asia Pacific Segment [Member] Asia Pacific Segment Other comprehensive income (loss) attributable to noncontrolling interests Other Comprehensive Income (Loss), Net of Tax, Portion Attributable to Noncontrolling Interest Deferred contract costs Deferred Costs, Noncurrent Property and equipment, net Property, Plant and Equipment, Net Repayments of debt Repayments of Debt HealthÂ & Public Service Health And Public Service [Member] Health And Public Service Noncontrolling interests Equity, Attributable to Noncontrolling Interest Cash dividends per share (in USD per share) Dividend Per Share (in USD per share) Common Stock, Dividends, Per Share, Cash Paid Separate, uncommitted, unsecured multicurrency revolving credit facilities Separate Uncommitted Unsecured Multi Currency Revolving Credit Facilities [Member] Separate Uncommitted Unsecured Multi Currency Revolving Credit Facilities [Member] Ordinary shares, par value Common Stock, Par or Stated Value Per Share Forgone Recovery, Explanation of Impracticability Forgone Recovery, Explanation of Impracticability [Text Block] Expiration Date Trading Arrangement Expiration Date CASH FLOWS FROM INVESTING ACTIVITIES: Net Cash Provided by (Used in) Investing Activities [Abstract] Managed Services Outsourcing Revenue [Member] Outsourcing Revenue [Member] Goodwill and Intangible Assets Disclosure [Abstract] Goodwill and Intangible Assets Disclosure [Abstract] Lease liabilities Operating Lease, Liability, Current Total Shareholder Return Amount Total Shareholder Return Amount Ordinary shares, shares issued (in shares) Common Stock, Shares, Issued Letter of credit and surety bonds outstanding Letters Of Credit And Surety Bonds Outstanding, Amount The total amount of the contingent obligation under letters of credit and surety bonds outstanding as of the reporting date. Other non-current assets Other Assets [Member] Income taxes payable, current and non-current Increase (Decrease) in Income Taxes Payable Equity Awards Adjustments, Footnote Equity Awards Adjustments, Footnote [Text Block] Credit Facilities Line of Credit Facility, Maximum Borrowing Capacity Net derivative liabilities Derivative Liability Beginning balance Ending balance Accumulated Other Comprehensive (Income) Loss, Defined Benefit Plan, after Tax Melissa Burgum [Member] Melissa Burgum Insider Trading Policies and Procedures Adopted Insider Trading Policies and Procedures Adopted [Flag] Accumulated depreciation Accumulated Depreciation, Depletion and Amortization, Property, Plant, and Equipment Unrealized gain (loss) Other Comprehensive Income (Loss), Cash Flow Hedge, Gain (Loss), before

Reclassification and Tax Portion of guarantee not recoverable PerformanceGuarantee, Not Recoverable Portion of the aggregate potential liability to clients for expressly limited guarantees involving the performance of third parties that may not be recovered from third parties if payments to the client are required. Debt Instrument [Line Items] Debt Instrument [Line Items] Named Executive Officers, Footnote Named Executive Officers, Footnote [Text Block] Ordinary shares, shares authorized (in shares) Common Stock, Shares Authorized Total considerations, net of cash acquired Payments to Acquire Businesses, Net of Cash Acquired Basis of Presentation Basis of Accounting, Policy [Policy Text Block] Diluted (in shares) Diluted weighted average Class A ordinary shares (in shares) Weighted Average Number of Shares Outstanding, Diluted MNPI Disclosure Timed for Compensation Value MNPI Disclosure Timed for Compensation Value [Flag] Remainder of 2025 Finite-Lived Intangible Asset, Expected Amortization, Remainder of Fiscal Year Long-Term Debt, Type [Axis] Long-Term Debt, Type [Axis] Total Accenture plc shareholdersâ€™ equity Equity, Attributable to Parent Class X Ordinary Shares Common Class X [Member] Class X ordinary shares are entitled to one vote per share and do not have cumulative voting rights. Holders of Class X ordinary shares are not entitled to receive dividends and are not entitled to be paid any amount upon a winding-up of Accenture plc. Accenture plc may redeem, at its option, any Class X ordinary share for a redemption price equal to the par value of the Class X ordinary share. Class X ordinary shares are not transferable without the consent of Accenture plc. Treasury shares, at cost: Ordinary, 40,000 shares as of November 30, 2024 and AugustÂ 31, 2024; ClassÂ A ordinary, 49,248,770 and 47,204,565 shares as of November 30, 2024 and AugustÂ 31, 2024, respectively Treasury Stock, Value Proceeds from debt Proceeds from Issuance of Debt Derivatives, Fair Value, by Balance Sheet Location [Axis] Statement of Financial Position Location, Balance [Axis] Deferred tax expense (benefit) Deferred Income Tax Expense (Benefit) Reclassification adjustments into Cost of services Other Comprehensive Income (Loss), Cash Flow Hedge, Gain (Loss), Reclassification, before Tax Schedule of Goodwill Schedule of Goodwill [Table Text Block] Letters of credit outstanding Letters of Credit Outstanding, Amount Entity Address, Country Entity Address, Country OTHER COMPREHENSIVE INCOME (LOSS) ATTRIBUTABLE TO ACCENTURE PLC Other Comprehensive Income (Loss), Net of Tax, Portion Attributable to Parent Current portion of long-term debt and bank borrowings Total current portion of long-term debt and bank borrowings Debt, Current Receivables Accounts Receivable, after Allowance for Credit Loss, Current Purchases/redemptions of Accenture Canada Holdings Inc. exchangeable shares and Class X shares (in shares) Purchases Redemptions Of Noncontrolling Interests, Shares Purchases and redemptions of shares and shares related to noncontrolling interests. Other current and non-current liabilities Increase (Decrease) in Other Operating Liabilities Total carrying amount Long-Term Debt Pension Adjustments Prior Service Cost Pension Adjustments Prior Service Cost [Member] Document Fiscal Period Focus Document Fiscal Period Focus 2029 Long-Term Debt, Maturity, Year Four All Executive Categories All Executive Categories [Member] Diluted effect of employee compensation related to Class A ordinary shares (in shares) Incremental Common Shares Attributable to Dilutive Effect of Share-Based Payment Arrangements Net income attributable to noncontrolling interests â€“ other Noncontrolling Interest in Net Income (Loss) Other Noncontrolling Interests, Nonredeemable Statement of Financial Position Location, Balance [Domain] Statement of Financial Position Location, Balance [Domain] 2027 Finite-Lived Intangible Asset, Expected Amortization, Year Two Changed Peer Group, Footnote Changed Peer Group, Footnote [Text Block] Business Combinations Mergers, Acquisitions and Dispositions Disclosures [Text Block] ASSETS Assets [Abstract] Other comprehensive income (loss) Other Comprehensive Income (Loss), Net of Tax Document Type Document Type Commercial Paper Commercial Paper [Member] Pension Benefits Adjustments, Footnote Pension Benefits Adjustments, Footnote [Text Block] Schedule of Reportable Segments Schedule of Segment Reporting Information, by Segment [Table Text Block] Total Shareholder Return Vs Peer Group Total Shareholder Return Vs Peer Group [Text Block] Remainder of 2025 Short-Term Debt, Maturity, Remainder of Fiscal year Short-Term Debt, Maturity, Remainder of Fiscal year Income tax benefit (expense) Other Comprehensive (Income) Loss, Defined Benefit Plan, after Reclassification Adjustment, Tax Schedule of Receivables, Contract Assets and Contract Liabilities (Deferred Revenues) Contract with Customer, Contract Asset, Contract Liability, and Receivable [Table Text Block] Schedule of Future Amortization Expense Related to Intangible Assets Schedule of Finite-Lived Intangible Assets, Future Amortization Expense [Table Text Block] Total AccentureÂ plc Shareholdersâ€™ Equity Parent [Member] Amortization - Intangible assets Amortization related to intangible assets Amortization of Intangible Assets Equity Valuation Assumption Difference, Footnote Equity Valuation Assumption Difference, Footnote [Text Block] Intangibles Net Carrying Amount Finite-Lived Intangible Assets, Net Accounts payable Accounts Payable, Current REVENUES: Revenues [Abstract] Debt Instrument, Unamortized Discount Debt Instrument, Unamortized Discount Exchangeable shares, exchange ratio Exchangeable Shares, Exchange Ratio Exchangeable Shares, Exchange Ratio Commitments and Contingencies Commitments and Contingencies, Policy [Policy Text Block] Net income attributable to noncontrolling interest in Accenture Canada Holdings Inc. Net Income (Loss) Attributable to Redeemable Noncontrolling Interest Current Fiscal Year End Date Current Fiscal Year End Date NON-CURRENT ASSETS: Assets, Noncurrent [Abstract] Short-term investments Short-Term Investments PEO Name PEO Name Non-Rule 10b5-1 Arrangement Terminated Non-Rule 10b5-1 Arrangement Terminated [Flag] INCOME BEFORE INCOME TAXES Income (Loss) from Continuing Operations before Income Taxes, Noncontrolling Interest Non-PEO NEO Average Total Compensation Amount Non-PEO NEO Average Total Compensation Amount All Award Types Award Type [Domain] Name Outstanding Recovery, Individual Name Resources Resources [Member] Resources Country Region Country Region Compensation Actually Paid vs. Company Selected Measure Compensation Actually Paid vs. Company Selected Measure [Text Block] Retirement obligation Liability, Defined Benefit Plan, Noncurrent Deferred tax assets Deferred Income Tax Assets, Net Non-PEO NEO Non-PEO NEO [Member] Ordinary Shares Ordinary Shares [Member] Ordinary shares satisfy the minimum share capital requirements for an Irish public limited company commencing operations. Ordinary shares are held in Treasury by Accenture plc and have no voting rights and no dividend rights. Additional Paid-in Capital Additional Paid-in Capital [Member] Hedging Relationship [Axis] Hedging Relationship [Axis] Award Timing Predetermined Award Timing Predetermined [Flag] Subsequent Event Type [Domain] Subsequent Event Type [Domain] Accenture plc, Cash Outlay Payments of Ordinary Dividends, Common Stock Class of Stock [Line Items] Class of Stock [Line Items] Diluted effect of share purchase plans related to Class A ordinary shares (in shares) Incremental Common Shares Attributable to Dilutive Effect of Nonvested Shares with Forfeitable Dividends New Accounting Pronouncement New Accounting Pronouncements, Policy [Policy Text Block] Diluted (in USD per share) Diluted earnings per share (in USD per share) Earnings Per Share, Diluted Class of Stock [Axis] Class of Stock [Axis] Finite-Lived Intangible Assets by Major Class [Axis] Finite-Lived Intangible Assets by Major Class [Axis] Accumulated Amortization Finite-Lived Intangible Assets, Accumulated Amortization Name Measure Name Entity Interactive Data Current Entity Interactive Data Current Individually Immaterial Acquisitions Series of Individually Immaterial Business Acquisitions [Member] Restatement does not require Recovery Restatement Does Not Require Recovery [Text Block] Expressly limited performance guarantee Expressly Limited Performance Guarantee Aggregate potential liability to clients for expressly limited guarantees involving the performance of third parties. Income taxes paid, net Income Taxes Paid Statement of Financial Position [Abstract] Statement of Financial Position [Abstract] Share-based compensation expense Share-Based Payment Arrangement, Noncash Expense EMEA EMEA Segment [Member] EMEA Segment Sales and marketing Selling and Marketing Expense Gain (loss) recognized in income on derivatives Derivative Instruments Not Designated as Hedging Instruments, Gain (Loss), Net Income tax expense Income Tax Expense (Benefit) Long-term debt, interest rate Debt Instrument, Interest Rate, Stated Percentage Total notional value Derivative, Notional Amount Net derivative assets Derivative Asset SUPPLEMENTAL CASH FLOW INFORMATION: Supplemental Cash Flow Information [Abstract] Net income for diluted earnings per share calculation Net Income (Loss) Available to Common Stockholders, Diluted Statement of Comprehensive Income [Abstract] Statement of Comprehensive Income [Abstract] Defined benefit plans Other Comprehensive (Income) Loss, Defined Benefit Plan, after Reclassification Adjustment, after Tax [Abstract] Other Other Long-Term Debt Proceeds from the sale of businesses and investments Proceeds from Divestiture of Businesses and Interests in Affiliates Effective tax rates Effective Income Tax Rate Reconciliation, Percent Net cash provided by (used in) investing activities Net Cash Provided by (Used in) Investing Activities OPERATING INCOME Total Operating Income Operating Income (Loss) Interest expense Interest Expense, Operating and Nonoperating Business Acquisitions [Line Items] Business Acquisition [Line Items] Revenues recognized that were included in deferred revenues Contract with Customer, Liability, Revenue Recognized1 Contract with Customer, Liability, Revenue Recognized1 Number of reportable segments Number of Reportable Segments TOTAL LIABILITIES AND SHAREHOLDERSâ€™ EQUITY Liabilities and Equity Rule 10b5-1 Arrangement Terminated Rule 10b5-1 Arrangement Terminated [Flag] All Adjustments to Compensation All Adjustments to Compensation [Member] Accrued payroll and related benefits Employee-related Liabilities, Current Additional paid-in capital Additional Paid in Capital Short-Term Debt, Type [Domain] Short-Term Debt, Type [Domain] Letter of credit and surety bonds outstanding, net of recourse provisions Letters Of Credit And Surety Bonds, Net Of Recourse Provisions, Amount Letters Of Credit And Surety Bonds, Net Of Recourse Provisions, Amount Financial Instruments Derivative Instruments and Hedging Activities Disclosure [Text Block] Business optimization costs Restructuring Charges Commitments and Contingencies Disclosure [Abstract] Commitments and Contingencies Disclosure [Abstract] Interest income Investment Income, Interest Finite-Lived Intangible Assets, Major Class Name [Domain] Finite-Lived Intangible Assets, Major Class Name [Domain] Schedule of Maturities of Long-Term Debt Schedule of Maturities of Long-Term Debt [Table Text Block] Industry Sector [Axis] Industry Sector [Axis] Underlying Security Market Price Change Underlying Security Market Price Change, Percent Individual: Individual [Axis] Accumulated Other Comprehensive Loss AOCI Attributable to Parent [Member] Timing of satisfaction of remaining performance obligation Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction, Period Product and Service [Axis] Product and Service [Axis] Long-Term Debt, Type [Domain] Long-Term Debt, Type [Domain] Statement [Line Items] Statement [Line Items] Derivative Instruments and Hedging Activities Disclosure [Abstract] Derivative Instruments and Hedging Activities Disclosure [Abstract] Erroneous Compensation Analysis Erroneous Compensation Analysis [Text Block] Compensation Actually Paid vs. Total Shareholder Return Compensation Actually Paid vs. Total Shareholder Return [Text Block] LIABILITIES AND SHAREHOLDERSâ€™ EQUITY Liabilities and Equity [Abstract] Allowance for Credit Losses - Client Receivables and Contract Assets Credit Loss, Financial Instrument [Policy Text Block] Less: unamortized debt discount and issuance costs Debt Instrument, Unamortized Discount (Premium) and Debt Issuance Costs, Net Contract assets Contract assets (non-current) Contract with Customer, Asset, after Allowance for Credit Loss, Noncurrent Restatement Determination Date Restatement Determination Date Adoption Date Trading Arrangement Adoption Date Pay vs Performance Disclosure Pay vs Performance Disclosure [Table] Deferred transition revenues Deferred Transition Revenues Amounts billable to a client for transition or set-up activities that are deferred and recognized as revenue evenly over the period outsourcing services are provided. They are included in non-current Deferred revenues relating to contract costs. Total Long-Term and Short-Term Debt (excluding Finance Leases), Gross Long-Term and Short-Term Debt (excluding Finance Leases), Gross Lease assets Operating Lease, Right-of-Use Asset Erroneously Awarded Compensation Recovery Erroneously Awarded Compensation Recovery [Table] Other Other Long-Term Debt, Current Short-Term Debt, Type [Axis] Short-Term Debt, Type [Axis] Segments [Axis] Segments [Axis] Change in Fair Value as of Vesting Date of Prior Year Equity Awards Vested in Covered Year Change in Fair Value as of Vesting Date of Prior Year Equity Awards Vested in Covered Year [Member] Senior notes due 2027 Senior notes due 2027 [Member] Senior notes due 2027 Total principal amount Long-Term Debt, Gross Exercise Price Award Exercise Price Americas Americas Segment [Member] Americas Segment Earnings Per Share Earnings Per Share [Text Block] Accrued payroll and related benefits Increase (Decrease) in Employee Related Liabilities Arrangement Duration Trading Arrangement Duration Subsequent Event Subsequent Event [Member] OPERATING EXPENSES: Costs and Expenses [Abstract] Goodwill and Intangible Assets Goodwill and Intangible Assets Disclosure [Text Block] Investments Total non-current investments Long-Term Investments Income Taxes Income Tax, Policy [Policy Text Block] Peer Group Issuers, Footnote Peer Group Issuers, Footnote [Text Block] Segment [Domain] Segments [Domain] Material Terms of Trading Arrangement Material Terms of Trading Arrangement [Text Block] Receivables and contract assets Receivables and contract assets, net of allowance (current) Receivables And Contract Assets Amount due from customers or clients, within one year of the balance sheet date (or the normal operating cycle, whichever is longer), for goods or services (including trade receivables) that have been delivered or sold in the normal course of business, reduced to the estimated net realizable fair value by an allowance established by the entity of the amount it deems uncertain of collection. 2029 Finite-Lived Intangible Asset, Expected Amortization, Year Four All Individuals All Individuals [Member] Basis of Presentation Basis of Presentation and Significant Accounting Policies [Text Block] Other Other Depreciation and Amortization PEO PEO [Member] Income Tax Disclosure [Abstract] Income Tax Disclosure [Abstract] Name Trading Arrangement, Individual Name Other income (expense), net Other Nonoperating Income (Expense) Statement of Stockholders' Equity [Abstract] Statement of Stockholders' Equity [Abstract] Schedule of Borrowing Facilities Schedule of Line of Credit Facilities [Table Text Block] Commitments and Contingencies Commitments Contingencies and Guarantees [Text Block] Business Combination, Asset Acquisition, and Joint Venture Formation [Abstract] Awards Close in Time to MNPI Disclosures, Table Awards Close in Time to MNPI Disclosures [Table Text Block] Cash dividends paid TotalÂ Cash Outlay Payments of Ordinary Dividends Prior Year End Fair Value of Equity Awards Granted in Any Prior Year that Fail to Meet Applicable Vesting Conditions During Covered Year Prior Year End Fair Value of Equity Awards Granted in Any Prior Year that Fail to Meet Applicable Vesting Conditions During Covered Year [Member] Total non-current liabilities Liabilities, Noncurrent Aggregate Erroneous Compensation Amount Aggregate Erroneous Compensation Amount Local Phone Number Local Phone Number Aggregate Erroneous Compensation Not Yet Determined Aggregate Erroneous Compensation Not Yet Determined [Text Block] Deferred tax liabilities Deferred Income Tax Liabilities, Net Other current and non-current assets Increase (Decrease) in Other Operating Assets Change in assets and liabilities, net of acquisitions â€" Increase (Decrease) in Operating Capital [Abstract] NON-CURRENT LIABILITIES: Liabilities, Noncurrent [Abstract] PEO Total Compensation Amount PEO Total Compensation Amount Liabilities Derivative Liability, Subject to Master Netting Arrangement, before Offset Defined benefit plans Defined benefit plans, net of tax Other Comprehensive (Income) Loss, Defined Benefit Plan, after Reclassification Adjustment, after Tax Debt Disclosure [Abstract] Common Stock Common Stock [Member] Measure: Measure [Axis] Issuances of ClassÂ AÂ shares for employee share programs Shares Issued, Value, Share-Based Payment Arrangement, after Forfeiture Forgone Recovery due to Expense of Enforcement, Amount Forgone Recovery due to Expense of Enforcement, Amount Shares issued (in shares) Stock Issued During Period, Shares, New Issues Schedule of Business Acquisitions, by Acquisition [Table] Schedule of Business Acquisitions, by Acquisition [Table] Entity Emerging Growth Company Entity Emerging Growth Company Segment Reporting [Abstract] Segment Reporting [Abstract] Entity Central Index Key Entity Central Index Key Communications, Media & Technology Communications, Media And Technology [Member] Communications, Media and Technology [Member] Thereafter Finite-Lived Intangible Asset, Expected Amortization, After Year Four Finite-Lived Intangible Asset, Expected Amortization, After Year Four Non-GAAP Measure Description Non-GAAP Measure Description [Text Block] Syndicated loan facility Syndicated Loan Facility Due May 14, 2029 [Member] Syndicated Loan Facility Due May 14, 2029 Non-PEO NEO Average Compensation Actually Paid Amount Non-PEO NEO Average Compensation Actually Paid Amount Shareholders' Equity Equity [Text Block] Award Timing, How MNPI Considered Award Timing, How MNPI Considered [Text Block] Equity Component [Domain] Equity Component [Domain] Segment Reporting Segment Reporting Disclosure [Text Block] Commercial paper, gross Commercial Paper, Gross Commercial Paper, Gross Adjustments to reconcile Net income to Net cash provided by (used in) operating activitiesÂ â€" Adjustments, Noncash Items, to Reconcile Net Income (Loss) to Cash Provided by (Used in) Operating Activities [Abstract] Additional 402(v) Disclosure Additional 402(v) Disclosure [Text Block] Share-based compensation expense APIC, Share-Based Payment Arrangement, Increase for Cost Recognition Entity Shell Company Entity Shell Company Entity Incorporation, State or Country Code Entity Incorporation, State or Country Code Schedule of Dividend Activity Dividends Declared [Table Text Block] Title Trading Arrangement, Individual Title Portion attributable to noncontrolling interests Other Comprehensive Income (Loss), Foreign Currency Transaction and Translation Adjustment, before Tax, Portion Attributable to Noncontrolling Interest Statement [Table] Statement [Table] Comprehensive income attributable to noncontrolling interests Comprehensive Income (Loss), Net of Tax, Attributable to Noncontrolling Interest Finite-Lived Intangible Assets, Amortization Expense, Maturity Schedule [Abstract] Finite-Lived Intangible Assets, Amortization Expense, Maturity Schedule [Abstract] City Area Code City Area Code CURRENT LIABILITIES: Liabilities, Current [Abstract] Insider Trading Policies and Procedures Not Adopted Insider Trading Policies and Procedures Not Adopted [Text Block] Foreign currency translation Foreign currency translation, net of tax Other Comprehensive Income (Loss), Foreign Currency Transaction and Translation Adjustment, Net of Tax Total current assets Assets, Current Statement of Cash Flows [Abstract] Statement of Cash Flows [Abstract] Senior Notes Senior Notes [Member] Purchases of shares Payments for Repurchase of Common Stock 2028 Long-Term Debt, Maturity, Year Three Document Information [Line Items] Document Information [Line Items] Schedule of Long-term Debt Instruments [Table] Schedule of Long-Term Debt Instruments [Table] Schedule of Segment Reporting Information, by Segment [Table] Schedule of Segment Reporting Information, by Segment [Table] Investments without readily determinable fair values Equity Securities without Readily Determinable Fair Value, Amount Schedule of Depreciation, Amortization and Other Depreciation And Amortization [Table Text Block] Depreciation, amortization and lease costs. Subsequent Event Type [Axis] Subsequent Event Type [Axis] Other Other Intangible Assets [Member] Percentage of remaining performance obligation expected to be recognized Revenue, Remaining Performance Obligation, Percentage Income Taxes Income Tax Disclosure [Text Block] Accumulated Other Comprehensive Income (Loss), Net of Tax [Abstract] Earnings per ClassÂ A ordinary share: Earnings Per Share [Abstract] Equity [Abstract] Equity [Abstract]

Retained earnings Retained Earnings (Accumulated Deficit) Class of Stock [Domain] Class of Stock [Domain] Net unrealized gains expected to be reclassified in the next twelve months Cash Flow Hedge Gain (Loss) to be Reclassified within 12 Months Schedule of Outstanding Debt Schedule of Debt [Table Text Block] General and administrative costs General and Administrative Expense 2027 Long-Term Debt, Maturity, Year Two Organization, Consolidation and Presentation of Financial Statements [Abstract] Organization, Consolidation and Presentation of Financial Statements [Abstract] Aggregate Available Trading Arrangement, Securities Aggregate Available Amount Equity Awards Adjustments Equity Awards Adjustments [Member] Net cash provided by (used in) financing activities Net Cash Provided by (Used in) Financing Activities Underlying Securities Award Underlying Securities Amount Senior notes due 2031 Senior notes due 2031 [Member] Senior notes due 2031 Deferred revenues Deferred revenues (current) Deferred Revenue, Current Credit Facility [Axis] Credit Facility [Axis] Amendment Flag Amendment Flag Fair value of senior notes Long-Term Debt, Fair Value Commercial paper Commercial Paper Entity Registrant Name Entity Registrant Name Beginning balance Ending balance Accumulated Other Comprehensive Income (Loss), Foreign Currency Translation Adjustment, Net of Tax Purchases/redemptions of Accenture Canada Holdings Inc. exchangeable shares and Class X shares Purchases Redemptions Of Noncontrolling Interests And Shares During Period, Value Purchases and redemptions of shares and shares related to noncontrolling interests Adjustment to Non-PEO NEO Compensation Footnote Adjustment to Non-PEO NEO Compensation Footnote [Text Block] Stock Appreciation Rights (SARs) Stock Appreciation Rights (SARs) [Member] Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction [Table] Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction [Table] Fair Value as of Grant Date Award Grant Date Fair Value Borrowings and Indebtedness Debt Disclosure [Text Block] Portion attributable to noncontrolling interests Other Comprehensive (Income) Loss, Defined Benefit Plan, before Tax, after Reclassification Adjustment, Attributable to Noncontrolling Interest SHAREHOLDERSâ€™ EQUITY: Equity, Including Portion Attributable to Noncontrolling Interest [Abstract] Customer-related Customer-Related Intangible Assets [Member] Amortization - Deferred transition Capitalized Contract Cost, Amortization Recovery of Erroneously Awarded Compensation Disclosure [Line Items] Technology Technology-Based Intangible Assets [Member] Entity Address, Postal Zip Code Entity Address, Postal Zip Code Accenture Canada Holdings Inc., Cash Outlay Payments of Ordinary Dividends, Noncontrolling Interest Restatement Determination Date: Restatement Determination Date [Axis] Title of 12(b) Security Title of 12(b) Security Ordinary shares, value Common Stock, Value, Issued Cash and cash equivalents Cash and Cash Equivalents, at Carrying Value Other investing, net Payments for (Proceeds from) Other Investing Activities Year-over-Year Change in Fair Value of Equity Awards Granted in Prior Years That are Outstanding and Unvested Year-over-Year Change in Fair Value of Equity Awards Granted in Prior Years That are Outstanding and Unvested [Member] Finite-Lived Intangible Assets [Line Items] Finite-Lived Intangible Assets [Line Items] Schedule of Non-current Investments Investment [Table Text Block] Other accrued liabilities Other Current Liabilities [Member] CASH FLOWS FROM FINANCING ACTIVITIES: Net Cash Provided by (Used in) Financing Activities [Abstract] Year-end Fair Value of Equity Awards Granted in Covered Year that are Outstanding and Unvested Year-end Fair Value of Equity Awards Granted in Covered Year that are Outstanding and Unvested [Member] Current portion of long-term debt and bank borrowings Debt, Current [Abstract] Basic (in USD per share) Basic earnings per share (in USD per share) Earnings Per Share, Basic Accounts payable Increase (Decrease) in Accounts Payable Adjustment To PEO Compensation, Footnote Adjustment To PEO Compensation, Footnote [Text Block] Award Timing MNPI Disclosure Award Timing MNPI Disclosure [Text Block] Aggregate Pension Adjustments Service Cost Aggregate Pension Adjustments Service Cost [Member] Assets Derivative Asset [Abstract] Goodwill [Table] Goodwill [Table] Compensation Actually Paid vs. Other Measure Compensation Actually Paid vs. Other Measure [Text Block] Class of Stock [Axis] Stock, Class of Stock [Table] Total current liabilities Liabilities, Current Vesting Date Fair Value of Equity Awards Granted and Vested in Covered Year Vesting Date Fair Value of Equity Awards Granted and Vested in Covered Year [Member] Weighted average ClassÂ A ordinary shares: Weighted Average Number of Shares Outstanding, Diluted [Abstract] TOTAL ASSETS Assets 2026 Finite-Lived Intangible Asset, Expected Amortization, Year One Cost of services Cost of Goods and Services Sold Borrowings outstanding Long-Term Line of Credit Purchases of property and equipment Payments to Acquire Property, Plant, and Equipment Other non-current liabilities Other Liabilities, Noncurrent Forgone Recovery due to Violation of Home Country Law, Amount Forgone Recovery due to Violation of Home Country Law, Amount Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction [Line Items] Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction [Line Items] COMMITMENTS AND CONTINGENCIES Commitments and Contingencies Purchases of businesses and investments, net of cash acquired Payments to Acquire Businesses and Interest in Affiliates Termination Date Trading Arrangement Termination Date Revenues Total Revenues Revenues 2026 Long-Term Debt, Maturity, Year One Entity Address, City or Town Entity Address, City or Town Debt Instrument [Axis] Debt Instrument [Axis] NETÂ INCOMEÂ ATTRIBUTABLEÂ TOÂ ACCENTUREÂ PLC Net income attributable to Accenture plc Net Income (Loss) Attributable to Parent Trading Arrangement: Trading Arrangement [Axis] Class A ordinary shares issuable upon redemption/exchange of noncontrolling interests (in shares) Incremental Common Shares Attributable To Redemption Or Exchange Of Noncontrolling Interests Weighted average Class A ordinary shares issuable upon redemption/exchange of noncontrolling interests of Accenture Holdings plc and Accenture Canada Holdings Inc, entities that are consolidated into the reporting entity's financial statements. Accenture Holdings plc and Accenture Canada Holdings Shares can be redeemed or exchanged for Accenture plc Class A Ordinary shares. Accumulated Other Comprehensive Loss Comprehensive Income (Loss) Note [Text Block] Pay vs Performance Disclosure, Table Pay vs Performance [Table Text Block] Business Acquisition [Axis] Business Acquisition [Axis] Schedule of Definite-Lived Intangible Assets Schedule of Finite-Lived Intangible Assets [Table Text Block] Equity Awards Adjustments, Excluding Value Reported in Compensation Table Equity Awards Adjustments, Excluding Value Reported in the Compensation Table [Member] Dividends or Other Earnings Paid on Equity Awards not Otherwise Reflected in Total Compensation for Covered Year Dividends or Other Earnings Paid on Equity Awards not Otherwise Reflected in Total Compensation for Covered Year [Member] Entity File Number Entity File Number Cash flow hedges Cash flow hedges, net of tax Other Comprehensive Income (Loss), Cash Flow Hedge, Gain (Loss), after Reclassification and Tax Revenues Revenue from Contract with Customer [Text Block] Document Fiscal Year Focus Document Fiscal Year Focus Noncontrolling Interests Noncontrolling Interest [Member] Income Statement [Abstract] Income Statement [Abstract] Entity Address, Address Line One Entity Address, Address Line One Foreign currency translation Other Comprehensive Income (Loss), Foreign Currency Transaction and Translation Adjustment, Net of Tax [Abstract] Purchases of ClassÂ A shares Treasury Stock, Value, Acquired, Cost Method Entity Address, Address Line Two Entity Address, Address Line Two Debt Instrument, Name [Domain] Debt Instrument, Name [Domain] Effect of exchange rate changes on cash and cash equivalents Effect of Exchange Rate on Cash, Cash Equivalents, Restricted Cash, and Restricted Cash Equivalents, Continuing Operations Dividends Dividends, Common Stock Dividends, Common Stock Name Forgone Recovery, Individual Name Document Period End Date Document Period End Date Deferred revenues Deferred revenues (non-current) Deferred Revenue, Noncurrent Investments Investment, Policy [Policy Text Block] Other, net Other Noncash Income (Expense) Depreciation, amortization and other Total depreciation, amortization and other Depreciation, Amortization And Other The aggregate expense recognized in the current period that allocates the cost of tangible assets, intangible assets, or depleting assets to periods that benefit from use of the assets. Award Timing MNPI Considered Award Timing MNPI Considered [Flag] Deferred revenues, current and non-current Increase (Decrease) in Deferred Revenue Insider Trading Arrangements [Line Items] Outstanding Aggregate Erroneous Compensation Amount Outstanding Aggregate Erroneous Compensation Amount Other current assets Other Current Assets [Member] PEO Actually Paid Compensation Amount PEO Actually Paid Compensation Amount Reclassifications into net periodic pension and post-retirement expense Other Comprehensive (Income) Loss, Defined Benefit Plan, Reclassification Adjustment from AOCI, before Tax Adjustment to Compensation: Adjustment to Compensation [Axis] Senior notes due 2029 Senior notes due 2029 [Member] Senior notes due 2029 Liabilities Derivative Liability [Abstract] Document Transition Report Document Transition Report Document Quarterly Report Document Quarterly Report John Walsh [Member] John Walsh Accumulated other comprehensive loss Accumulated other comprehensive loss Accumulated Other Comprehensive Income (Loss), Net of Tax Entity Current Reporting Status Entity Current Reporting Status Retained Earnings Retained Earnings [Member] Pension Adjustments Service Cost Pension Adjustments Service Cost [Member] Long-term debt Long-Term Debt, Excluding Current Maturities [Abstract] Basic (in shares) Basic weighted average Class A ordinary shares (in shares) Weighted Average Number of Shares Outstanding, Basic Stock Price or TSR Estimation Method Stock Price or TSR Estimation Method [Text Block] Document Information [Table] Document Information [Table] Total shareholdersâ€™ equity Beginning Balance Ending Balance Equity, Including Portion Attributable to Noncontrolling Interest Restricted Share Units Restricted Stock Units (RSUs) [Member] Income tax benefit (expense) OCI, Foreign Currency Transaction and Translation Gain (Loss), Arising During Period, Tax Foreign currency translation Other Comprehensive Income (Loss), Foreign Currency Transaction and Translation Adjustment, before Tax Increase (Decrease) in Stockholders' Equity [Roll Forward] Increase (Decrease) in Stockholders' Equity [Roll Forward] Other Derivatives Other Derivative Instruments [Member] Other Derivative Instruments [Member] Executive Category: Executive Category [Axis] Name Awards Close in Time to MNPI Disclosures, Individual Name Entity Filer Category Entity Filer Category Remaining performance obligation Revenue, Remaining Performance Obligation, Amount Company Selected Measure Name Company Selected Measure Name EX-101.PRE 11 acn-20241130_pre.xml XBRL TAXONOMY EXTENSION PRESENTATION LINKBASE DOCUMENT GRAPHIC 12 acn-20241130_g1.gif GRAPHIC begin 644 acn-20241130_g1.gif

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S#. _S,J #,J,S,J9C,JF3,J MS#.J_S/5 #/5,S/59C/5F3/5S#/5_S/_ #/_,S/_9C/_F3/_S#/__V8 &8 M,V8 9F8 F68 S&8 _V8K &8K,V8K9F8KF68KS&8K_V95 &95,V959F95F695 MS&95_V: &: ,V: 9F: F6: S&: _V:J &:J,V:J9F:JF6:JS&:J_V:5 &:5 M,V:59F;5F6;5S&;5_V;_ &;_,V;_9F;_F6;_S&;_YD)D ,YD 9ID F9D MS)D _YDK)DK,YDK9IDKF9DKS)DK_YE5)E5,YE59IE5F9E5S)E5_YF)F M,YF 9IF F9F S)F _YFJ)FJ,YFJ9IFJF9FJS)FJ_YG5)G5,YG59IG5F9G5 MS)G5_YG_)G_,YG_9IG_F9G_S)G__\P ,P ,\P 9LP F/($.*'$FRI,F3*%.J7,FRITJM6K M"5FPL+*URR2D6,.*5=K"J=.M+;H04S:VK5N;7+6=>=FOA(5].C7E$VKOBP8,.; 5KJ,(887MF^]JCG_U:SZ-&>_4=G^7CY6]N+4 M7!L_MK+X2NZC0)EK9ZH5>N.SI[G._Y7NU*CD[>B%R@[N]SOYR[+C=_7.<.[U] MFL4YTQ;^=_'XZG_IYHMR]Q7X$F:JU686>?U-YV!MK'F6G8$4HA0=>(Y!U^"" M$/XEGU]&%5;AB"/UER!FBSWF78?QF66:%3Y-2.*,&D4WG'@J^D?EA6BRU< >1N M,E)IID%&9AC>E@E>R>.+?7T99W57-.*+B&?FN<^%[LF59(\WNNFC@R]>$::' M(9:IYY!IKBGF#AKIXJ)A=''')5?8N2:%MC)AKW'W&4-OE@F"[V95J8 M=N'9:856^-S%'F-9 CCIK:CF&M^EE5HGIIVNO7K?IP!N^*B63+[YY;*QOACF MI5UT(:&P]X&JF&VCCH=LJ6!:ZM2/J((K9IUK<4JM;\EB*QR'7;ZYZK<+6I=K MK&&*V=>WK-YU[G+2!=?@OP Z-JV;]S[YK:IR_MCKN (JH^B^DV%[Y;KPW;:M MI&#V.K"SXU9:[Y<,=S&@N1 ;9IV_&"IH+,&['OPAK_."K/"S'9.Q5LD1JVEB MRFS:>BJ'\2WL(<=B\EIHT1T[$B/.>YV\V8U';ECQSQ\"/7#"'C?[I*$_?LNP M9P0R_SV6GQ4?R6!X[+)L\-;+VNNKQ^-ZC;3;'8N\#,EB+Y5C?IN1FF*[/K[L MI+Q:*RQOW.%V7"_#,8=MU*EZ;S:G__ABO'0WM9;,&:<\TUS>,N/JZ=#S\> ME'/Y&2DKI%07'*^J7L(+;N$*R_ZVX:(#";;I1'6'H=E,=FCYAS_"SK77]WHN M^L<=>SYWTL04HP_>O,NTX*Q]7V@;RX/&.B>OJM+K_=RNZXKTXLLW'V4QCE<_ M4YLHZJ<@@X"[:^J[YF.M?L?-'KY_[KH;F?MHTIX3M2=R@1+,]8!FJGBY+'R= MHU? H7/8DYC4/@.K#0JOV4;H!HB1U)G+/_#"D-I>]"VGP8O^>_O87NO,IKH4L M])V/.B2O=7J2DO*X:W>!!X3)L]KIQ)7_VBW/RRP$ N-\ P].DA#D"AF:K7Y MT^HN-C ?9DWLR'ID%<4419%[+0/? MJD[XI5@A\%>ZQ\ T]M/SWZVLO*EZG I%-_E=*NHE)E>KCHZ$J MV<>.(6)3T?CD1IX8*2EF9EOUB]V\9O?(ML6KBU_$8"VO@$DQ-=.(T+P"?:"A M2XQ<[T]G,U8PX7BI+*I*BQ.$6___8NG%_;G@B'T4A#2C-Y5J4L1/2#HDBG:T MS12>T'A;2UZXAG9!26(P?1ETYB692=!GWC)8G3(<"BWI0[U*)&<8Z#;YM0K MA!U.=-]K7K,L>L31#P6R^9@M[E-CDF0:.+[YTO)V45+ M"I2,!<5I-+%P"%^P[XPF3<@!UT4QAK+4I[;J*DSC;=KAOPLVI841G+9NI4X*J MDZ!6=<2 :MHXT.?B_KYQ:@^3XQ]C*8?< V'3G5[! M"XC@)!-U*2\FFB>(VP=RXJ7->>-KE86JC86JW8UXE7M*B%])6& MOQSJ0W&X_\"?K0V53X*@VX[9B\$7"KUD@Z&2K*6\7]>CVP:K]-0*5JBO?0WO@> M(EZA?F :[$A\^@,7E3O\9A+XG.8X@_EI+JZG9:!"TIHS%>Y^BJ"Q7D+I*0%M=8 M^<)]QT_?Q]3_\QX'/\, M=$OZJD^!MHI[RJIB>5A&?'N$&\NV,_F'%N?!$#L:"M8K^)\:.=R4%3U_N*7>B$ M6HAAABKR\<\2W>LG92J%LHDBZ$VK]$TFR]A_ZDCL2IQEI]81S&TNGK@Q7NI80E @C:NU'N4CX(Y!IQ&T5_/"=:.UVOWIKG[6C^5$IJ+%MBC4CR4!#QU7QL^#_LN7A M"D>PW\+7KVG7CO!TG2S@=OF.H__[]KZM>M7`V+\_^J1O.$&KFVQ4,:F.T%^&2]'$ M"VV'^B1\S&#.P+^TCV=/!L6X!^7BF7;^%'G:5'1`3*3@A:1_\Z-[4#LJZ^:NV'ZD M4#A[3#=!.)\9D"]M M/FF6)2@&#0I[^#"D'!7 N^ZK&WSDH@$7R:R4,=IL_K?#WS4I'"3[^0]EV_XV!K(Q:M66H*"D'!:Y*>.]Q&K&9.'3QL:5[(U%"*]+ M[-!\<7+9H;*=%V>]NS0]U1G5Z%J)#"">YD_\&7O6UW4^(M:M^9WV3+;'.C M[@HA%;6*]+5OX^%_7>XJ?E83K7FMWNH(@N;P0%9+J.W:D=6YVJT<$VUIC+3 M]+=]P=:XEB'J;\K"K@:ML8P;:]J'.N%P-@JW46&:T!"/->4,AXAI9$SC/W)#3*9Z#C5H #FE ZKLD!-A*;DM<\9P^:P$%!Q%Q;6J#[C6N3W>FH7BVK=:^C3@'N1\WZ;FB,R) MB$ZB!GZH0>HEGK-S\V@ATN+WA_K&%KPXI4?$.+SV+DA@=@#;(L8,:T=$*SK[CBHTO=_6C%-ZN9U\.PJ.@CO MTTFJ:0V\H1#5'Y11!7!Z>2BB<>M1#&%A>KIE/&B1WE+;OOT/L/$7\-@@!_V\CV5E"R$'(/5D? M-\N^C&YJ^-+%BI#:;P:?0HU.(!7(&:=Q]>>!MZ(_"VSE'&J!*Z0UG:<GNK.HG=\R+4EKWZN^" =GTOSC"AB0FKFYPQW'WE1)+GPG@:2-"9%.#@^-*_"CEJ2^1Y,+MN>XD$@<FCVVL/C<5[\&R^W%7\VA:_BN4@^&R>DY1B'5T]_H3'*4'EQ#0M^XFVD"=RPP*&'%\'<JWZRCV\KI`D`K]%!-#L^UWZXFG7'[7OR69)!F_YC;*\4+FKWXRS-P M8@J\O0LV@^HPW`CY$5UA:K9!8!%__YXO')PZ'\`-I'K8AT'DT4>=_6S$6:#UF^ M\(Q[=#@'=2GS5:;R$UNAXR;9BRC6;K'PT^7YAUE]#=L^FF!*">HW\3+_:.9U5V\+D@J%LB)?C)^)FXK!DHHWA7Z0Y!!%.E1#YPN]]!2!D$O`]RAU"WG^*=Q#I*$WD@4B6I2%)9G]G*KP0M'<)%GF+JW&@3"+C,NK@]J&I0J-#\8VE\'"4(1;0@A7'G<-F'\.]('X=Q0S=@?O[#'`%_G'XK-Y"3A#*)Y/F3Y!\QJ[I6,D%:(A`+D,9,0$.1#.>&B`&D$DM0<@GW3=<@'7`NT)JIW.H.@0Q#]KJ%=G_N$'GWB@*![\FTLF:;K?MJ,0U*^N`8!UOM:GNQ>M]J#O-=ZUQAOF!"F#'?<^I2C@SA\?_(@/#JEXDNMG@M]D[SM!*0NW[UG6]KFCU+@FBJU0NXJJ'"EOZOP1IM[&6O?(#*!8?>/Y&XCM[9"8PUA+.)]@'DSE]V>XQHQO^(I/&JW(-]M&3VF*:P]:H@6!1>P.[D=OG<`T!SWL]L[)GPE`_AP2R.$Z^E7O"N[=OK(Y9\^C2-^Z/Z4AJR.@RNP'G9:2ML>.Q2R'5^$Y*#Z]1W#GD)ZD7T(HV9E*"U@ZX#\=<2#F>I3AM"?CO]89%:N]QB)P5"E;?W]LJ'#U;>"W'(=@X_]*V)+@)[R:'=Y-.9?,)2\B]^Q6#[#]4\9>N?I/VXI"RN>WQ=R_"U.']0R%'P..9NJ*M>5RM3[RB@/*6V>![)PVUJ_=:,0:Y]_@?*M2K)4*G,PRXZV:`8:O+JRF9>-I=G3:<KPU*6LDV*HI)M%KOX:4(7!,OVUTZ^,(I&MT\RR0+PHBO11\.8TNE9ALDD[%4.F@80L[O5F(HQD\OMX%*@U5/@Q^_-QLY)MP[%@0I01*J"23FAR$VUH[-C_W>6?UGSV=N%?LCT->4@*J!M?U6.:&TEU&XU7T&&X&/-Y&@UO;,IGF6R>U@@'&[YJ(G;A[\^\S[-D=O`^'3Z1,7H0/H<4"[I_]`#Z67+/<D2B><>2/]2NKOK+5W!?(M5;]'D0A[G6(N&AS&'#U,JV=X-8_*]KN:+6GN@^AQDCE'%@SK/->IW(F$5#UP-&L`@?)5K9_[G&*([+RH&1:4H/P&&]8'6+$4S,M?J]P_0+MYY9IC^B@AQXXSNO&!J.5MQ?!G\AU8)9;CT6*PV%A4=*<4*0+SI*">>8<>#L_.5Z@1M=5S#5Z[^UA&`M:@K7^.4`EJ^MSCY-[0I2E`UL\J&)+7#M)_S1(>R]U8_E:7=&L'YD-2=D>T`T',K>W!+B?FO?#;,/ZM9,I`M<4NP0>L8\\#@%%[JE`5=6D0_$(4PE0G>I?*!ZQ>=1>K=5IA%)>'2<`1L!HS(N'LDP\(X1#>U6E<!\DF_=H"Q(0+C'L&EUM&D[VT`D6[!8=&N=](!I<E_#L<9!\DJMRF>_SM8L!E$QU-1%/;1V=3SZJ7,&0X\;%?3%!?\&N[$3!,,%*&5\X1Q5M`*\OIYA3WFL\<%XSM<MS>@NJ.L?W1BL&!Q_\1WH)#QO9U[R3^P6\H=^VBHQQNF&.U(7->^Z%!*7^S*RXAK>!%F<%F3IEJ/9\RVN-9M=.;]HZWFB!#&IAP`%<A3&,TV%P4K&BBNQ)_EDVV_**OF?,-1BO&4MSDZO*=+*``"+7ZN:_`VS4RR+P@!!+YB`#ZM;AAO@V&I!C#MA:HPN)U:YGQ^*S8+/JY*1,_"\.^RR8-$EN0:K?YOXTEO_HUG9`[CN(3,ED2;VDMT4T`70IS;L2U(,+[)YH.U[4>L-L&;\%.4N,7?S=I`5T\"W9,-5]T4]-9+1`JXC\T^Q4:D'9'*J7)44RPFZP%;QLBE.6E9;O-;D,8U'1JA=*J#;8X_*D9I7[0A9UMF%,-(&VU](@/H-]5@'R3;`'KPK8#:.H`\HX(U\4SE*'.OI8.#QE-FQI;8J:N-0$9I;BY.PUXWQ['QZ!JW=VJ;Q;YO^^'P\^D-%0G$7<

(!DT0[,"[4I'%BRT8M2\=IRZB..NJVM&J_L\)9HY-CLH:#.? MHYJ7]N&@'*H.*M*64_I I:'$8JB'7E0AK*J'(O(QNE/'/&1'>+3(3V3 E]NP M460W]"LSOE*BW?I":*M&T0 @XYJ7Q9D2O'@<1NR)-Y*LG9B%7%!(5NK%)]20 M=;2"/<2\G;R"=.3)8V1!!>Q#*U1 _T+*^O L-OFN,20NISP?1:R6E8R+AW') M;*FBI(&)6=C%>L!ZS_XJ*.(I-S=$V?9$W_5,W,$TL6/,RR7$QFM#MZ M!"N.5%!!#+'>ZL>%(9E65*A_S*5XH[_2 [$*+$G2""4"6I&'ZD#7N G A,ZXVX>$HP2@W$DK&-#K M+,P5_ZU2PQ10>#S&V'Q!%\W"9%.U>_2PD;H/)2.ISXJ_5\0=!:L62\/*BQ&$ M1Y!#?[HO'QLTE@M0GRQ64+5./1W0BF36 ^5)4\N\0/W.+!2+R/PKF]O'WFPS M?WRBCELCYC*DO'A3^V2EP'S",;@"%O#4=-4NPV37/#W 92W59)W(*!7*LWS6 M+&W 9.NPSA.^T.N[$?,Z6H6U'17.E3*\((U4O&BM.'S.")&H^ Q8HC"="1+ M=B55=@U0>*W.$HW2/:V[9RU+:>U2,FO0+WU+K@N\1V.;L9!0:HNR>9H;]:H) M(WW8AC2*+Y(:=,78=.W4U\13/.U/D,U342U0+.W#*R39/_\\-+@[MR/A$(.R2Y,,D!JR)SC\ MA?V9PVA0AD&S@IU\W+%-6[,MT4\56G>5TG>E2&9-4?%#2\V-QQ=]N+94OQKU M0C&=-I! J/0,I%?$&@Z*"T1P3G^2'1]K4MI-UF+%V,AUS8P5VGEUP6554:0- M6?1E5<^[NLWK*[Z[P8*ZS+G G M;5R-?=R;6#LK,BS?$QC5P!9F$&'E#=I=**E%<(1M]\W3VB?#B&:#=4,U1H[&%&K< = MG-4F0I_TL(NX *?#5 5KMT[MYN2-95PG_V;@/([@RK52]67;XL5(1,-"9?-7FNLNRD3/=:K?OGT+AUVZ9%)2 MBL5D%A!;VV4!)X;BGLW=[FU-W\5. T;6\$M?X-6N+L[2VL3"5O:N0830(R-) M6*WT]T=MD"$1P"HU[V*BM5D3%[<[SU6*Y;B*,[8%RXT*KZ\BZU2+49E/BS* M]84X9UQ*Y153N>R0S?"9M?TV!G^V"GEU ,T5K!N ;0DZP>< MQU!DR_7[,'J+)J5L10O$ D3@7SC6J:B^ZX1V7(;N[+PF9SQ&YW-&5G;^Z8M- M4<949N+-N^(M1>##X(DKJQNE3. 4K4D!Z,'%;*NR:IG6Y,\^YYK66)\T[3S4 M8]=D1_-=1Q@NY685ZQL^MABE6[@,Q$8#8B6YN=-#!$?@Q93;!UYV7%_>Y,T& M;>$68-S%4QC678K,5YYV[MUSYN%M;0S_!EVG%3[S@2'2[0CNCFL=\UE>WF68 M[FV[3N$!!E\!!M#"YF/<)65 5G :?NZ-!F/TV[O?,U1GRV[T^_=2@M$\ 5> MW.T*TVM?MFH[9F&L1F;BIE>N1E:O]N+SQ5(;1NQG=E\;?%4=Q/ F(UAHD0A' M:%WO9@JI]E2$5NA=?FGSEF(5WUACU>/;U68U&Y=3A_Q4UG=.55=.QV MJK?M[FX@9PJ]IFFKQFO-/G+TYF/11MM1GMRO;N?@U=<#[=SYH/-2#$0NY/*" M/0M!<(2!!G.G^.^HGNI?+N_01O%.IM(TOVEW56Z_)MKF9DSPC#BFM7![;+2D M%JE,<@XO[^__S<*0L_D_P9FNB9MK-9J$M5C*-].%X='MQ590W-F&$_:"QXR M+"]4';Q;#7\)+_"%;_9TJ/A)7D[AJ4[HAB[SGN7DUTSQ)1]F=_W/>571=83; MQ*;R:77&&P>]:'RVRN;O$/_U3V=AS_94X*[C=#;WVWU7UKSB$V51[7QQL"99 MH:;;43SDW5J7D9)?#R>&;Z*(]=L8O?E_S;W\U[GGM3IOC;;P)[7HS7+WL/H MQ':X'19CW)2X@NH,_N9WQ1!VFB;GJT9ROD[U*/U4>OU=WHWQ4V9S!.7HCJ9T M&W_&,(4(KC72C&>,[QWV(=]L4@]X,4?S R]:!D?ND2=?=4/1 X7U>H)>Y8_& M]J!RMH3H\TZG>:<@7.:N4BQV(.^L!>;ZVNR)]^;E:EX)+EW$.>=$3@]95N M>\?8>/(V\T$7][T>[F%F]@9&>!L>^Y-_=WK.88ZTB+Y?NB!VJ-+K_HGN^S=HBG]_;/CPI-'O+_/O9>!EKA M5GTH#>4%OOSC1_D%5-66_U*P\ +NUGW?$/"$AFD#-W&&#N;6+]O'5?&N]L_6 MW%C+G6CU%=X71/I:1S3./PA'X-_H3X]!KVKJE_M#)VVK>(&UFGS1_YU M X@65ZY@&4AP8,&#!@DF;(@082 OCHC5VV?Q(L:,&C=R[.CQ(\B0(D>2++GO M"@LK+5B@5*DR9$9C3Y\"? U4N[$FTA96B1'L:%,BT M*%2#"0].+6CUX15!7GP1,^GU*]BP8O_'>F0!+M#KA&@5* M=.W-@4B9"B3*TF!2OE$'/U4X=>'A@H$4"B(8"-%$LI(G4ZY,%F5;F#AKTK3) M>>X5GG19^F4:.*?1T(5O"G2JNK7>V*L/NZ:*^*'#*XXH$5MF^3?PX,+WP8P9 M=R;508A04LP^YJGW((01$G<6 M7,[%Q=E\GH$VFG_W.47:??Q%=9UW>H6W75%781&1([XLHX^$,EE9947(Y8YKF1A@6Y%'BH*6QRLJ1AL99^%Z%.^X4IE _'7JHF ;])6)4Q$+% MG57D]0;KK,TV>R.6+\$D%YZY!NGEG[^F-JIIJ1*Y+:H":B=00EVXZ"RZZ9[$ MF:W-1>ON7+6R]FN8\X)[U(_#IEHB8_YN::DN9 MJNB8X=;6T&[%U!,-P!G'BI-[-G9Z')Z=-@?:<]F%")2'A9Z:Z&J*NJP;,YVDPD C3 M=W)>2>ZDVD)_/6R0LLHPVS3941K77EK+X>@67#V761J9* ,[+(F"*;DDV OZ M5C;?^4DW=J/L) MS3"HKX6+8A?^3GZZE)O!9R7K=W[&X\CY50WL45J?.93* S7BR]*H^RZC9II> MB6N\7_HY[]6"^IA:4OA^2YXR>_\^O80V%O_''G/!/^VVU;\>7BBXB.(^4!=*M4W]^C#FZ:Z6>F^F$,)@9%GW==2"FW$(7DJ*_OX1_@YPISPKVE@V1K"\H,]F@ MPE4Z8G2%?PY\4.4&AZNT3*UX/1)5R0AU&I55IPMC@-(#0Y@>U;&N0LFY4^$4 M-J2E(!!\!AD#;T0HP_1,*SZVH@D%/T; @V$P8MGJ2?XTX8X9$O$\@<-9\#8E MP,V=C%YE"I##RM? (E(Q.&>3VG(D2#BZ%*Y#="/?!\=6Q3%.9G"9NN$ 6\=$ M'NYJ(&.0%#TP1L8Y5D9]P1-9K0K&O3]5+657^""#Z"C(RE1+/FHI9 69*#\H MYD]L@WPD93*%L[5"%0R'>83?^X;F0?-!LI.264YFM/<_/EEKC_B3E!@]J4J3 MH 53 V.;#9>X*[PLY8/16R4NQ8*V/?UMB2GL41!3F;;.<(Q$2IEYGR42B MQ(.1,R<\17+(M@$0F?59IC#CJ<^,#,Q&:[O<__[(P'T2-"29X]19I&F3+DPB MFP5]Z$8L)RT[!JZ=C5!:/B$*T8023(M7R-\[-2K2B&I*?2;M0B:D-]*5:J2& M;#/+7H+)TIENY(@U"0T,R4G3G5KDBBUQYXMX*M2+O(=+4APJ4B]2DQDT0A-) I?:I%NF"%948CHU =Z0=5>M6M XML 14 R1.htm IDEA: XBRL DOCUMENT

Cover Page - shares	3 Months Ended Nov. 30, 2024	Dec. 09, 2024
Document Information [Line Items]		
Document Type	10-Q	
Document Quarterly Report	true	
Document Period End Date	Nov. 30, 2024	
Document Transition Report	false	
Entity File Number	001-34448	
Entity Registrant Name	Accenture plc	
Entity Incorporation, State or Country Code	L2	
Entity Tax Identification Number	98-0627530	
Entity Address, Address Line One	1 Grand Canal Square	
Entity Address, Address Line Two	Grand Canal Harbour	
Entity Address, City or Town	Dublin	
Entity Address, Postal Zip Code	2	
Entity Address, Country	IE	
Country Region	353	
City Area Code	1	
Local Phone Number	646-2000	
Title of 12(b) Security	Class A ordinary shares, par value $0.0000225 per share	
Trading Symbol	ACN	
Security Exchange Name	NYSE	
Entity Current Reporting Status	Yes	
Entity Interactive Data Current	Yes	
Entity Filer Category	Large Accelerated Filer	
Entity Small Business	false	
Entity Emerging Growth Company	false	
Entity Shell Company	false	
Amendment Flag	false	
Document Fiscal Year Focus	2025	
Document Fiscal Period Focus	Q1	
Entity Central Index Key	0001467373	
Current Fiscal Year End Date	--08-31	
Class A Ordinary Shares		
Document Information [Line Items]		
Entity Common Stock, Shares Outstanding (in shares)		674,873,315
Class X Ordinary Shares		
Document Information [Line Items]		
Entity Common Stock, Shares Outstanding (in shares)		307,754

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Consolidated Balance Sheets - USD ($) $ in Thousands	Nov. 30, 2024	Aug. 31, 2024
CURRENT ASSETS:		
Cash and cash equivalents	$ 8,306,055	$ 5,004,469
Short-term investments	5,150	5,396
Receivables and contract assets	14,574,637	13,664,847
Other current assets	2,312,495	2,183,069
Total current assets	25,198,337	20,857,781
NON-CURRENT ASSETS:		
Contract assets	128,981	120,260
Investments	371,507	334,664
Property and equipment, net	1,507,460	1,521,119
Lease assets	2,669,480	2,757,396
Goodwill	20,868,911	21,120,179
Deferred contract costs	893,898	862,140
Deferred tax assets	4,108,532	4,147,496
Intangibles	2,740,590	2,904,031
Other non-current assets	1,380,374	1,307,297
Total non-current assets	34,669,733	35,074,582
TOTAL ASSETS	59,868,070	55,932,363
CURRENT LIABILITIES:		
Current portion of long-term debt and bank borrowings	114,321	946,229
Accounts payable	2,579,165	2,743,807
Deferred revenues	4,711,553	5,174,923
Accrued payroll and related benefits	6,602,324	7,050,833
Income taxes payable	863,673	719,084
Lease liabilities	709,964	726,202
Other accrued liabilities	1,605,968	1,615,049
Total current liabilities	17,186,968	18,976,127
NON-CURRENT LIABILITIES:		
Long-term debt	5,039,460	78,628
Deferred revenues	623,750	641,091
Retirement obligation	1,845,092	1,815,867
Deferred tax liabilities	453,066	428,845
Income taxes payable	1,366,759	1,514,869

Lease liabilities	2,282,652	2,369,490
Other non-current liabilities	967,900	939,198
Total non-current liabilities	12,578,679	7,787,988
COMMITMENTS AND CONTINGENCIES		
SHAREHOLDERS’ EQUITY:		
Restricted share units	2,777,423	2,614,608
Additional paid-in capital	15,364,338	14,710,857
Treasury shares, at cost: Ordinary, 40,000 shares as of November 30, 2024 and August 31, 2024; Class A ordinary, 49,248,770 and 47,204,565 shares as of November 30, 2024 and August 31, 2024, respectively	(11,304,512)	(10,564,572)
Retained earnings	24,402,568	23,082,423
Accumulated other comprehensive loss	(2,049,394)	(1,554,742)
Total Accenture plc shareholders’ equity	29,190,495	28,288,646
Noncontrolling interests	911,928	879,602
Total shareholders’ equity	30,102,423	29,168,248
TOTAL LIABILITIES AND SHAREHOLDERS’ EQUITY	59,868,070	55,932,363
Ordinary Shares		
SHAREHOLDERS’ EQUITY:		
Ordinary shares, value	57	57
Class A Ordinary Shares		
SHAREHOLDERS’ EQUITY:		
Ordinary shares, value	15	15
Class X Ordinary Shares		
SHAREHOLDERS’ EQUITY:		
Ordinary shares, value	$ 0	$ 0

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Consolidated Balance Sheets (Parenthetical)	Nov. 30, 2024 € / shares shares	Nov. 30, 2024 $ / shares shares	Aug. 31, 2024 € / shares shares	Aug. 31, 2024 $ / shares shares
Ordinary Shares				
Ordinary shares, par value | € / shares	€ 1.00		€ 1.00	
Ordinary shares, shares authorized (in shares)	40,000	40,000	40,000	40,000
Ordinary shares, shares issued (in shares)	40,000	40,000	40,000	40,000
Treasury shares, ordinary shares (in shares)	40,000	40,000	40,000	40,000
Class A Ordinary Shares				
Ordinary shares, par value | $ / shares		$ 0.0000225		$ 0.0000225
Ordinary shares, shares authorized (in shares)	20,000,000,000	20,000,000,000	20,000,000,000	20,000,000,000
Ordinary shares, shares issued (in shares)	674,278,898	674,278,898	672,484,852	672,484,852
Treasury shares, ordinary shares (in shares)	49,248,770	49,248,770	47,204,565	47,204,565
Class X Ordinary Shares				
Ordinary shares, par value | $ / shares		$ 0.0000225		$ 0.0000225
Ordinary shares, shares authorized (in shares)	1,000,000,000	1,000,000,000	1,000,000,000	1,000,000,000
Ordinary shares, shares issued (in shares)	307,754	307,754	307,754	307,754
Ordinary shares, shares outstanding (in shares)	307,754	307,754	307,754	307,754

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Consolidated Income Statements - USD ($) $ in Thousands	3 Months Ended	
	Nov. 30, 2024	Nov. 30, 2023
REVENUES:		
Revenues	$ 17,689,545	$ 16,224,303
OPERATING EXPENSES:		
Cost of services	11,866,716	10,776,362
Sales and marketing	1,811,109	1,709,891
General and administrative costs	1,063,243	1,033,499
Business optimization costs	0	139,664
Total operating expenses	14,741,068	13,659,416
OPERATING INCOME	2,948,477	2,564,887
Interest income	76,027	101,980
Interest expense	(30,042)	(14,495)
Other income (expense), net	(39,217)	(35,719)
INCOME BEFORE INCOME TAXES	2,955,245	2,616,653
Income tax expense	639,055	606,672
NET INCOME	2,316,190	2,009,981
Net income attributable to noncontrolling interests in Accenture Canada Holdings Inc.	(2,170)	(2,016)
Net income attributable to noncontrolling interests – other	(35,126)	(34,521)
NET INCOME ATTRIBUTABLE TO ACCENTURE PLC	$ 2,278,894	$ 1,973,444
Weighted average Class A ordinary shares:		
Basic (in shares)	625,676,922	627,996,111
Diluted (in shares)	634,656,410	637,398,361
Earnings per Class A ordinary share:		
Basic (in USD per share)	$ 3.64	$ 3.14
Diluted (in USD per share)	3.59	3.10
Cash dividends per share (in USD per share)	$ 1.48	$ 1.29

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Consolidated Statements of Comprehensive Income - USD ($) $ in Thousands	3 Months Ended	
	Nov. 30, 2024	Nov. 30, 2023
Statement of Comprehensive Income [Abstract]		
NET INCOME	$ 2,316,190	$ 2,009,981
OTHER COMPREHENSIVE INCOME (LOSS), NET OF TAX:		
Foreign currency translation	(474,983)	68,192
Defined benefit plans	(15,758)	36,392
Cash flow hedges	(3,911)	11,302
OTHER COMPREHENSIVE INCOME (LOSS) ATTRIBUTABLE TO ACCENTURE PLC	(494,652)	115,886
Other comprehensive income (loss) attributable to noncontrolling interests	(10,093)	1,885
COMPREHENSIVE INCOME	1,811,445	2,127,752
COMPREHENSIVE INCOME ATTRIBUTABLE TO ACCENTURE PLC	1,784,242	2,089,330
Comprehensive income attributable to noncontrolling interests	27,203	38,422
Other comprehensive income (loss)	$ (504,745)	$ 117,771

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Consolidated Shareholders' Equity Statement - USD ($) $ in Thousands	Total	Class X Ordinary Shares	Common Stock Ordinary Shares	Common Stock Class A Ordinary Shares	Common Stock Class X Ordinary Shares	Common Stock Restricted Share Units	Additional Paid-in Capital	Treasury Shares	Retained Earnings	Accumulated Other Comprehensive Loss	Total Accenture plc Shareholders' Equity	Noncontrolling Interests
Beginning Balance at Aug. 31, 2023	$ 26,458,593		$ 57	$ 15	$ 0	$ 2,403,374	$ 12,778,782	$ (7,062,512)	$ 19,316,224	$ (1,743,101)	$ 25,692,839	$ 765,754
Beginning Balance (in shares) at Aug. 31, 2023			40,000	664,616,000	325,000			36,391,000				

Increase (Decrease) in Stockholders' Equity [Roll Forward]												
Net income	2,009,981								1,973,444		1,973,444	36,537
Other comprehensive income (loss)	117,771									115,886	115,886	1,885
Purchases of Class A shares	(1,188,289)						1,050	$ (1,188,289)			(1,187,239)	(1,050)
Purchases of Class A shares (in shares)								(3,810,000)				
Share-based compensation expense	423,000					365,711	57,289				423,000	
Purchases/redemptions of Accenture Canada Holdings Inc. exchangeable shares and Class X shares (in shares)					(7,000)							
Purchases/redemptions of Accenture Canada Holdings Inc. exchangeable shares and Class X shares	(2,839)						(2,839)				(2,839)	
Issuances of Class A shares for employee share programs (in shares)				1,896,000				641,000				
Issuances of Class A shares for employee share programs	477,434					(245,342)	525,335	$ 218,783	(21,751)		477,025	409
Dividends	(810,056)					29,279			(838,504)		(809,225)	(831)
Other, net	(158)						(6,140)				(6,140)	5,982
Ending Balance at Nov. 30, 2023	27,485,437		$ 57	$ 15	$ 0	2,553,022	13,353,477	$ (8,032,018)	20,429,413	(1,627,215)	26,676,751	808,686
Ending Balance (in shares) at Nov. 30, 2023			40,000	666,512,000	318,000			39,560,000				
Beginning Balance at Aug. 31, 2024	29,168,248		$ 57	$ 15	$ 0	2,614,608	14,710,857	$ (10,564,572)	23,082,423	(1,554,742)	28,288,646	879,602
Beginning Balance (in shares) at Aug. 31, 2024		307,754	40,000	672,485,000	308,000			47,245,000				
Increase (Decrease) in Stockholders' Equity [Roll Forward]												
Net income	2,316,190								2,278,894		2,278,894	37,296
Other comprehensive income (loss)	(504,745)									(494,652)	(494,652)	(10,093)
Purchases of Class A shares	(897,395)						742	$ (897,395)			(896,653)	(742)
Purchases of Class A shares (in shares)								(2,528,000)				
Share-based compensation expense	470,425					413,697	56,728				470,425	
Purchases/redemptions of Accenture Canada Holdings Inc. exchangeable shares and Class X shares	(869)						(869)				(869)	
Issuances of Class A shares for employee share programs (in shares)				1,794,000				484,000				
Issuances of Class A shares for employee share programs	477,367					(284,465)	605,253	$ 157,455	(491)		477,752	(385)
Dividends	(925,558)					33,583			(958,258)		(924,675)	(883)
Other, net	(1,240)						(8,373)				(8,373)	7,133
Ending Balance at Nov. 30, 2024	$ 30,102,423		$ 57	$ 15	$ 0	$ 2,777,423	$ 15,364,338	$ (11,304,512)	$ 24,402,568	$ (2,049,394)	$ 29,190,495	$ 911,928
Ending Balance (in shares) at Nov. 30, 2024		307,754	40,000	674,279,000	308,000			49,289,000				

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Consolidated Cash Flows Statements - USD ($) $ in Thousands	3 Months Ended	
	Nov. 30, 2024	Nov. 30, 2023
CASH FLOWS FROM OPERATING ACTIVITIES:		
Net income	$ 2,316,190	$ 2,009,981
Adjustments to reconcile Net income to Net cash provided by (used in) operating activities —		
Depreciation, amortization and other	569,340	521,400
Share-based compensation expense	470,425	423,000
Deferred tax expense (benefit)	59,222	(24,371)
Other, net	(19,903)	6,795
Change in assets and liabilities, net of acquisitions —		
Receivables and contract assets, current and non-current	(1,225,106)	(836,231)
Other current and non-current assets	(441,514)	(658,647)
Accounts payable	(124,399)	48,728
Deferred revenues, current and non-current	(313,397)	(510,391)
Accrued payroll and related benefits	(307,357)	(273,763)
Income taxes payable, current and non-current	50,891	85,142
Other current and non-current liabilities	(11,906)	(293,092)
Net cash provided by (used in) operating activities	1,022,486	498,551
CASH FLOWS FROM INVESTING ACTIVITIES:		
Purchases of property and equipment	(152,205)	(68,933)
Purchases of businesses and investments, net of cash acquired	(241,560)	(788,025)
Proceeds from the sale of businesses and investments	5,270	0
Other investing, net	2,971	1,528
Net cash provided by (used in) investing activities	(385,524)	(855,430)
CASH FLOWS FROM FINANCING ACTIVITIES:		
Proceeds from issuance of shares	477,367	477,434
Purchases of shares	(898,264)	(1,191,128)
Proceeds from debt	5,061,085	0
Repayments of debt	(931,885)	0
Cash dividends paid	(925,558)	(810,056)
Other financing, net	(30,997)	(28,163)
Net cash provided by (used in) financing activities	2,751,748	(1,551,913)
Effect of exchange rate changes on cash and cash equivalents	(87,124)	4,601
NET INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS	3,301,586	(1,904,191)
CASH AND CASH EQUIVALENTS, beginning of period	5,004,469	9,045,032
CASH AND CASH EQUIVALENTS, end of period	8,306,055	7,140,841
SUPPLEMENTAL CASH FLOW INFORMATION:		
Income taxes paid, net	$ 529,162	$ 563,359

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Basis of Presentation	3 Months Ended
	Nov. 30, 2024
Organization, Consolidation and Presentation of Financial Statements [Abstract]	

Basis of Presentation | Basis of Presentation

The accompanying unaudited interim Consolidated Financial Statements of Accenture plc and its controlled subsidiary companies have been prepared pursuant to the rules and regulations of the Securities and Exchange Commission ("SEC") for quarterly reports on Form 10-Q and do not include all of the information and note disclosures required by U.S. generally accepted accounting principles ("U.S. GAAP") for complete financial statements. We use the terms "Accenture," "we" and "our" in the Notes to Consolidated Financial Statements to refer to Accenture plc and its subsidiaries. These Consolidated Financial Statements should therefore be read in conjunction with the Consolidated Financial Statements and Notes thereto for the fiscal year ended August 31, 2024 included in our Annual Report on Form 10-K filed with the SEC on October 10, 2024.

The accompanying unaudited interim Consolidated Financial Statements have been prepared in accordance with U.S. GAAP, which requires management to make estimates and assumptions that affect amounts reported in the Consolidated Financial Statements and accompanying disclosures. Although these estimates are based on management's best knowledge of current events and actions that we may undertake in the future, actual results may differ from those estimates. The Consolidated Financial Statements reflect all adjustments of a normal, recurring nature that are, in the opinion of management, necessary for a fair presentation of results for these interim periods. The results of operations for the three months ended November 30, 2024 are not necessarily indicative of the results that may be expected for the fiscal year ending August 31, 2025.

Allowance for Credit Losses—Client Receivables and Contract Assets

As of November 30, 2024 and August 31, 2024, the total allowance for credit losses recorded for client receivables and contract assets was $27,354 and $27,561, respectively. The change in the allowance is primarily due to immaterial write-offs and changes in gross client receivables and contract assets.

Investments

All available-for-sale securities and liquid investments with an original maturity greater than three months but less than one year are considered to be Short-term investments. Non-current investments consist of equity securities in privately-held companies and are accounted for using either the equity or fair value measurement alternative method of accounting (for investments without readily determinable fair values).

Our non-current investments are as follows:

	November 30, 2024	August 31, 2024
Equity method investments	$ 127,776	$ 128,634
Investments without readily determinable fair values	243,731	206,030
Total non-current investments	**$ 371,507**	**$ 334,664**

For investments in which we can exercise significant influence but do not control, we use the equity method of accounting. Equity method investments are initially recorded at cost and our proportionate share of gains and losses of the investee are included as a component of Other income (expense), net.

Depreciation and Amortization

As of November 30, 2024 and August 31, 2024, total accumulated depreciation was $2,752,886 and $2,713,855, respectively. See table below for a summary of depreciation on fixed assets, deferred transition amortization, intangible assets amortization and operating lease cost for the three months ended November 30, 2024 and 2023, respectively.

	Three Months Ended	
	November 30, 2024	November 30, 2023
Depreciation	$ 133,099	$ 133,245
Amortization - Deferred transition	85,324	98,491
Amortization - Intangible assets	160,214	111,631
Operating lease cost	186,529	175,014
Other	4,174	3,019
Total depreciation, amortization and other	**$ 569,340**	**$ 521,400**

New Accounting Pronouncements

On November 27, 2023, the Financial Accounting Standards Board ("FASB") issued Accounting Standards Update ("ASU") No. 2023-07, Improvements to Reportable Segment Disclosures, which requires entities to enhance disclosures regarding their segments, including significant segment expenses. The ASU will be effective beginning with our annual fiscal 2025 financial statements and requires a retrospective method upon adoption. We are currently evaluating the impact of this standard on our segment disclosures.

On December 14, 2023, the FASB issued ASU No. 2023-09, Improvements to Income Tax Disclosures, which requires disclosure of disaggregated income taxes paid, prescribes standard categories for the components of the effective tax rate reconciliation, and modifies other income tax-related disclosures. The ASU will be effective beginning with our annual fiscal 2026 financial statements and allows for adoption on a prospective basis, with a retrospective option. We are in the process of assessing the impacts and method of adoption. This ASU will impact our income tax disclosures, but not our financial position or results of operations.

On November 4, 2024, the FASB issued ASU No. 2024-03, Disaggregation of Income Statement Expenses, which requires entities to disclose specified information about certain expenses in the notes to the financial statements, including employee compensation. The ASU will be effective beginning with our annual fiscal 2028 financial statements. We are currently evaluating the impact of this standard on our disclosures.

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Revenues	3 Months Ended Nov. 30, 2024
Revenues [Abstract]	
Revenues	Revenues

Disaggregation of Revenue

See Note 12 (Segment Reporting) to these Consolidated Financial Statements for our disaggregated revenues.

Remaining Performance Obligations

We had remaining performance obligations of approximately $29 billion and $30 billion as of November 30, 2024 and August 31, 2024, respectively. Our remaining performance obligations represent the amount of transaction price for which work has not been performed and revenue has not been recognized. The majority of our contracts are terminable by the client on short notice with little or no termination penalties, and some without notice. Under Topic 606, only the non-cancelable portion of these contracts is included in our performance obligations. Additionally, our performance obligations only include variable consideration if we assess it is probable that a significant reversal of cumulative revenue recognized will not occur when the uncertainty is resolved. Based on the terms of our contracts, a significant portion of what we consider contract bookings is not included in our remaining performance obligations. We expect to recognize approximately 58% of our remaining performance obligations as of November 30, 2024 as revenue in fiscal 2025, an additional 20% in fiscal 2026, and the balance thereafter.

Contract Estimates

Adjustments in contract estimates related to performance obligations satisfied or partially satisfied in prior periods were immaterial for the three months ended November 30, 2024 and 2023.

Contract Balances

Deferred transition revenues were $623,750 and $641,091 as of November 30, 2024 and August 31, 2024, respectively, and are included in Non-current deferred revenues. Costs related to these activities are also deferred and are expensed as the services are provided. Deferred transition costs were $893,898 and $862,140 as of November 30, 2024 and August 31, 2024, respectively, and are included in Deferred contract costs. Generally, deferred transition costs are recoverable under the contract in the event of early termination and are monitored regularly for impairment. Impairment losses are recorded when projected remaining undiscounted operating cash flows of the related contract are not sufficient to recover the carrying amount of contract assets.

The following table provides information about the balances of our Receivables and Contract assets, net of allowance, and Contract liabilities (Deferred revenues):

	November 30, 2024	August 31, 2024
Receivables	$ 12,590,544	$ 11,873,442
Contract assets (current)	1,984,093	1,791,405
Receivables and contract assets, net of allowance (current)	**14,574,637**	**13,664,847**
Contract assets (non-current)	128,981	120,260
Deferred revenues (current)	4,711,553	5,174,923
Deferred revenues (non-current)	623,750	641,091

Changes in the contract asset and liability balances during the three months ended November 30, 2024 were a result of normal business activity and not materially impacted by any other factors.

Revenues recognized during the three months ended November 30, 2024 that were included in Deferred revenues as of August 31, 2024 were $2.8 billion. Revenues recognized during the three months ended November 30, 2023 that were included in Deferred revenues as of August 31, 2023 were $2.8 billion.

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Earnings Per Share	3 Months Ended Nov. 30, 2024
Earnings Per Share [Abstract]	
Earnings Per Share	Earnings Per Share

Basic and diluted earnings per share are calculated as follows:

	Three Months Ended	
	November 30, 2024	November 30, 2023
Basic earnings per share		
Net income attributable to Accenture plc	$ 2,278,894	$ 1,973,444
Basic weighted average Class A ordinary shares	625,676,922	627,996,111
Basic earnings per share	**$ 3.64**	**$ 3.14**
Diluted earnings per share		
Net income attributable to Accenture plc	$ 2,278,894	$ 1,973,444
Net income attributable to noncontrolling interests in Accenture Canada Holdings Inc. (1)	2,170	2,016
Net income for diluted earnings per share calculation	**$ 2,281,064**	**$ 1,975,460**
Basic weighted average Class A ordinary shares	625,676,922	627,996,111
Class A ordinary shares issuable upon redemption/exchange of noncontrolling interests (1)	595,837	641,659
Diluted effect of employee compensation related to Class A ordinary shares	8,185,818	8,492,332
Diluted effect of share purchase plans related to Class A ordinary shares	197,833	268,259
Diluted weighted average Class A ordinary shares (2)	**634,656,410**	**637,398,361**
Diluted earnings per share	**$ 3.59**	**$ 3.10**

(1) Diluted earnings per share assumes the exchange of all Accenture Canada Holdings Inc. exchangeable shares for Accenture plc Class A ordinary shares on a one-for-one basis. The income effect does not take into account "Net income attributable to noncontrolling interests - other," since those shares are not redeemable or exchangeable for Accenture plc Class A ordinary shares.

(2) The weighted average diluted shares outstanding for the calculation of diluted earnings per share excludes an immaterial amount of shares issuable upon the vesting of restricted stock units because their effects were antidilutive.

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Accumulated Other Comprehensive Loss	3 Months Ended Nov. 30, 2024
Accumulated Other Comprehensive Income (Loss), Net of Tax [Abstract]	
Accumulated Other Comprehensive Loss	Accumulated Other Comprehensive Loss

The following table summarizes the changes in the accumulated balances for each component of accumulated other comprehensive loss attributable to Accenture plc:

	Three Months Ended	
	November 30, 2024	November 30, 2023
Foreign currency translation		
Beginning balance	$ (1,295,743)	$ (1,510,632)
Foreign currency translation	(486,087)	67,789
Income tax benefit (expense)	1,030	2,240
Portion attributable to noncontrolling interests	10,074	(1,837)
Foreign currency translation, net of tax	**(474,983)**	**68,192**
Ending balance	**(1,770,726)**	**(1,442,440)**
Defined benefit plans		
Beginning balance	(254,172)	(226,503)
Reclassifications into net periodic pension and post-retirement expense	(17,680)	44,294
Income tax benefit (expense)	1,907	(7,865)
Portion attributable to noncontrolling interests	15	(37)
Defined benefit plans, net of tax	**(15,758)**	**36,392**
Ending balance	**(269,930)**	**(190,111)**
Cash flow hedges		
Beginning balance	(4,827)	(5,966)
Unrealized gain (loss)	14,598	23,614
Reclassification adjustments into Cost of services	(7,477)	(10,600)
Income tax benefit (expense)	(11,036)	(1,701)
Portion attributable to noncontrolling interests	4	(11)
Cash flow hedges, net of tax	**(3,911)**	**11,302**
Ending balance (1)	**(8,738)**	**5,336**
Accumulated other comprehensive loss	**$ (2,049,394)**	**$ (1,627,215)**

(1) As of November 30, 2024, $25,149 of net unrealized gains related to derivatives designated as cash flow hedges is expected to be reclassified into Cost of services in the next twelve months.

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Business Combinations	3 Months Ended Nov. 30, 2024
Business Combination, Asset Acquisition, and Joint Venture Formation [Abstract]	
Business Combinations	Business Combinations During the three months ended November 30, 2024, we completed individually immaterial acquisitions for total consideration of $184,871, net of cash acquired. The pro forma effects of these acquisitions on our operations were not material.

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Goodwill and Intangible Assets — 3 Months Ended Nov. 30, 2024

Goodwill and Intangible Assets Disclosure [Abstract]

Goodwill and Intangible Assets

Goodwill and Intangible Assets

Goodwill

The changes in the carrying amount of goodwill by reportable segment are as follows:

	August 31, 2024	Additions/ Adjustments	Foreign Currency Translation	November 30, 2024
Americas (1)	$ 11,960,650	$ 31,993	$ (33,777)	$ 11,958,866
EMEA	7,341,686	109,591	(307,796)	7,143,481
Asia Pacific (1)	1,817,843	842	(52,121)	1,766,564
Total	**$ 21,120,179**	**$ 142,426**	**$ (393,694)**	**$ 20,868,911**

(1) During the first quarter of fiscal 2025, our Latin America market unit moved from Growth Markets to North America. With this change, North America became the Americas market and Growth Markets became the Asia Pacific market. Prior period amounts have been reclassified to conform with the current period presentation.

Goodwill includes immaterial adjustments related to prior period acquisitions.

Intangible Assets

Our definite-lived intangible assets by major asset class are as follows:

	August 31, 2024			November 30, 2024		
Intangible Asset Class	Gross Carrying Amount	Accumulated Amortization	Net Carrying Amount	Gross Carrying Amount	Accumulated Amortization	Net Carrying Amount
Customer-related	$ 3,924,339	$ (1,336,679)	$ 2,587,660	$ 3,861,361	$ (1,412,787)	$ 2,448,574
Technology	335,845	(183,182)	152,663	338,271	(198,843)	139,428
Patents	120,457	(72,518)	47,939	118,339	(71,700)	46,639
Other	150,098	(34,329)	115,769	145,021	(39,072)	105,949
Total	**$ 4,530,739**	**$ (1,626,708)**	**$ 2,904,031**	**$ 4,462,992**	**$ (1,722,402)**	**$ 2,740,590**

Total amortization related to our intangible assets was $160,214 and $111,631 for the three months ended November 30, 2024 and 2023, respectively. Estimated future amortization related to intangible assets held as of November 30, 2024 is as follows:

Fiscal Year	Estimated Amortization
Remainder of 2025	$ 444,238
2026	534,917
2027	470,141
2028	435,618
2029	346,275
Thereafter	509,401
Total	**$ 2,740,590**

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Shareholders' Equity — 3 Months Ended Nov. 30, 2024

Equity [Abstract]

Shareholders' Equity

Shareholders’ Equity

Dividends

Our dividend activity during the three months ended November 30, 2024 is as follows:

		Accenture plc Class A Ordinary Shares		Accenture Canada Holdings Inc. Exchangeable Shares		
Dividend Payment Date	Dividend Per Share	Record Date	Cash Outlay	Record Date	Cash Outlay	Total Cash Outlay
November 15, 2024	$ 1.48	October 10, 2024	$ 924,675	October 9, 2024	$ 883	$ 925,558

The payment of cash dividends includes the net effect of $33,583 of additional restricted stock units being issued as a part of our share plans, which resulted in 93,129 restricted share units being issued.

Subsequent Event

On December 18, 2024, the Board of Directors of Accenture plc declared a quarterly cash dividend of $1.48 per share on our Class A ordinary shares for shareholders of record at the close of business on January 16, 2025 payable on February 14, 2025.

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Financial Instruments — 3 Months Ended Nov. 30, 2024

Derivative Instruments and Hedging Activities Disclosure [Abstract]

Financial Instruments

Financial Instruments

Derivatives

In the normal course of business, we use derivative financial instruments to manage foreign currency exchange rate risk. Our derivative financial instruments consist of deliverable and non-deliverable foreign currency forward contracts.

Cash Flow Hedges

For a cash flow hedge, the effective portion of the change in estimated fair value of a hedging instrument is recorded in Accumulated other comprehensive loss as a separate component of Shareholders’ Equity and is reclassified into Cost of services in the Consolidated Income Statements during the period in which the hedged transaction is recognized. For information related to derivatives designated as cash flow hedges that were reclassified into Cost of services during the three months ended November 30, 2024 and 2023, as well as those expected to be reclassified into Cost of services in the next twelve months, see Note 4 (Accumulated Other Comprehensive Loss) to these Consolidated Financial Statements.

Other Derivatives

Realized gains or losses and changes in the estimated fair value of foreign currency forward contracts that have not been designated as hedges were net losses of $4,256 and $20,280 for the three months ended November 30, 2024 and 2023, respectively. Gains and losses on these contracts are recorded in Other income (expense), net in the Consolidated Income Statements and are offset by gains and losses on the related hedged items.

Fair Value of Derivative Instruments

The notional and fair values of all derivative instruments are as follows:

	November 30, 2024	August 31, 2024
Assets		
Cash Flow Hedges		
Other current assets	$ 55,013	$ 51,152
Other non-current assets	26,407	28,363
Other Derivatives		
Other current assets	34,707	39,733
Total assets	**$ 116,127**	**$ 119,248**
Liabilities		
Cash Flow Hedges		
Other accrued liabilities	$ 29,863	$ 29,247
Other non-current liabilities	25,371	35,346
Other Derivatives		
Other accrued liabilities	8,851	25,974
Total liabilities	**$ 64,085**	**$ 90,567**
Total fair value	**$ 52,042**	**$ 28,681**
Total notional value	**$ 14,707,184**	**$ 14,824,483**

We utilize standard counterparty master agreements containing provisions for the netting of certain foreign currency transaction obligations and for the set-off of certain obligations in the event of an insolvency of one of the parties to the transaction. In the Consolidated Balance Sheets, we record derivative assets and liabilities at gross fair value. The potential effect of netting derivative assets against liabilities under the counterparty master agreements is as follows:

	November 30, 2024	August 31, 2024
Net derivative assets	$ 83,615	$ 91,127
Net derivative liabilities	31,573	62,446
Total fair value	**$ 52,042**	**$ 28,681**

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Borrowings and Indebtedness	**3 Months Ended Nov. 30, 2024**
Debt Disclosure [Abstract]	
Borrowings and Indebtedness	Borrowings and Indebtedness

On October 4, 2024, Accenture Capital Inc. (“Accenture Capital”), a wholly owned finance subsidiary of Accenture plc, issued $5 billion aggregate principal amount of senior unsecured notes. Net proceeds from the offering are being used for general corporate purposes, including repayment of outstanding commercial paper borrowings. Interest on the senior unsecured notes is payable semi-annually in arrears. Accenture Capital may redeem the senior unsecured notes at any time in whole, or from time to time, in part at specified redemption prices. Accenture plc and Accenture Capital are not subject to any financial covenants under the senior unsecured notes.

The following is a summary of total outstanding debt as of November 30, 2024 and August 31, 2024, respectively:

	November 30, 2024	August 31, 2024
Current portion of long-term debt and bank borrowings		
Commercial paper (1)	$ 99,446	$ 931,507
Other (2)	14,875	14,722
Total current portion of long-term debt and bank borrowings	**$ 114,321**	**$ 946,229**
Long-term debt		
Senior notes – 3.90% due 2027	$ 1,100,000	$ —
Senior notes – 4.05% due 2029	1,200,000	—
Senior notes – 4.25% due 2031	1,200,000	—
Senior notes – 4.50% due 2034	1,500,000	—
Total principal amount (3)	$ 5,000,000	$ —
Less: unamortized debt discount and issuance costs	(37,998)	—
Total carrying amount	**$ 4,962,002**	**$ —**
Other (2)	77,458	78,628
Total long-term debt	**$ 5,039,460**	**$ 78,628**

(1) The carrying amounts of the commercial paper as of November 30, 2024 and August 31, 2024 include the remaining principal outstanding of $100,000 and $935,000, respectively, net of total unamortized discounts of $554 and $3,493, respectively. The weighted-average effective interest rate for the commercial paper was 4.6% and 5.4% as of November 30, 2024 and August 31, 2024, respectively.

(2) Amounts primarily include finance lease liabilities.

(3) The total estimated fair value of our senior notes was $4.9 billion as of November 30, 2024. The fair value was determined based on quoted prices as of the last trading day of the first quarter of fiscal 2025 and is classified as Level 1 within the fair value hierarchy.

As of November 30, 2024, future principal payments for total outstanding debt, excluding finance leases, are summarized as follows:

Fiscal Year	Amount
Remainder of 2025	$ 100,000
2026	—
2027	—
2028	1,100,000
2029	—
Thereafter	3,900,000
Total	**$ 5,100,000**

As of November 30, 2024, we had the following borrowing facilities:

	Credit Facilities
Syndicated loan facility (1)	$ 5,500,000
Separate, uncommitted, unsecured multicurrency revolving credit facilities (2)	1,917,931
Local guaranteed and non-guaranteed lines of credit (3)	281,345
Total	**$ 7,699,276**

(1) This facility, which matures on May 14, 2029, provides unsecured, revolving borrowing capacity for general corporate purposes, including the issuance of letters of credit and short-term commercial paper. Borrowings under this facility will accrue interest at the applicable risk-free rate plus a spread. We continue to be in compliance with relevant covenant terms. The facility is subject to annual commitment fees.

(2) We maintain separate, uncommitted and unsecured multicurrency revolving credit facilities. These facilities provide local currency financing for the majority of our operations. Interest rate terms on the revolving facilities are at market rates prevailing in the relevant local markets. As of November 30, 2024 and August 31, 2024, we had no borrowings under these facilities.

(3) We also maintain local guaranteed and non-guaranteed lines of credit for those locations that cannot access our global facilities. As of November 30, 2024 and August 31, 2024, we had no borrowings under these various facilities.

We had an aggregate of $1,242,317 and $1,269,178 of letters of credit outstanding and $100,000 and $935,000 (excluding unamortized discounts) of commercial paper outstanding as of November 30, 2024 and August 31, 2024, respectively. The amount of letters of credit and commercial paper outstanding reduces the available borrowing capacity under the facilities described above.

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Income Taxes	**3 Months Ended Nov. 30, 2024**
Income Tax Disclosure [Abstract]	
Income Taxes	Income Taxes

We apply an estimated annual effective tax rate to our year-to-date operating results to determine the interim provision for income tax expense. In addition, we recognize taxes related to unusual or infrequent items or resulting from a change in judgment regarding a position taken in a prior year as discrete items in the interim period in which the event occurs.

Our effective tax rates for the three months ended November 30, 2024 and 2023 were 21.6% and 23.2%, respectively. The lower effective tax rate for the three months ended November 30, 2024 was primarily due to higher benefits from adjustments to prior year tax liabilities.

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Commitments and Contingencies	**3 Months Ended Nov. 30, 2024**
Commitments and Contingencies Disclosure [Abstract]	
Commitments and Contingencies	Commitments and Contingencies

Indemnifications and Guarantees

In the normal course of business and in conjunction with certain client engagements, we have entered into contractual arrangements through which we may be obligated to indemnify clients with respect to certain matters.

As of November 30, 2024 and August 31, 2024, our aggregate potential liability to our clients for expressly limited guarantees involving the performance of third parties was approximately $2,181,000 and $2,370,000, respectively, of which all but approximately $59,000 and $61,000, respectively, may be recovered from the other third parties if we are obligated to make payments to the indemnified parties as a consequence of a performance default by the other third parties. For arrangements with unspecified limitations, we cannot reasonably estimate the aggregate maximum potential liability, as it is inherently difficult to predict the maximum potential amount of such payments, due to the conditional nature and unique facts of each particular arrangement.

As of November 30, 2024 and August 31, 2024, we have issued or provided guarantees in the form of letters of credit and surety bonds of $1,692,529 ($1,514,492 net of recourse provisions) and $1,758,783 ($1,609,046 net of recourse provisions) respectively, the majority of which support certain contracts that require us to provide them as a guarantee of our performance. These guarantees are typically renewed annually and remain in place until the contractual obligations are satisfied. In general, we would only be liable for these guarantees in the event we defaulted in performing our obligations under each contract, the probability of which we believe is remote.

To date, we have not been required to make any significant payment under any of the arrangements described above. We have assessed the current status of performance/payment risk related to arrangements with limited guarantees, warranty obligations, unspecified limitations, indemnification provisions, letters of credit and surety bonds, and believe that any potential payments would be immaterial to the Consolidated Financial Statements, as a whole.

Legal Contingencies

As of November 30, 2024, we or our present personnel had been named as a defendant in various litigation matters. We and/or our personnel also from time to time are involved in investigations by various regulatory or legal authorities concerning matters arising in the course of our business around the world. Based on the present status of these matters, except as otherwise noted below, management believes the range of reasonably possible losses in addition to amounts accrued, net of insurance recoveries, will not have a material effect on our results of operations or financial condition.

On July 24, 2019, Accenture was named in a putative class action lawsuit filed by consumers of Marriott International, Inc. (“Marriott”) in the U.S. District Court for the District of Maryland. The complaint alleges negligence by us, and seeks monetary damages, costs and attorneys’ fees and other related relief, relating to a data security incident involving unauthorized access to the reservations database of Starwood Worldwide Resorts, Inc. (“Starwood”), which was acquired by Marriott on September 23, 2016. Since 2009, we have provided certain IT infrastructure outsourcing services to Starwood. On May 3, 2022, the court issued an order granting in part the plaintiffs’ motion for class certification, which we appealed. On August 17, 2023, the appeals court vacated the class certification and remanded the case to the district court for consideration of, among other things, the class action waiver signed by Starwood customer plaintiffs. On November 29, 2023, the district court reinstated the classes previously certified by the court in May 2022. We are appealing the district court’s decision. We continue to believe the lawsuit is without merit and we will vigorously defend it. At present, we do not believe any losses from this matter will have a material effect on our results of operations or financial condition.

After Accenture Federal Services ("AFS") made a voluntary disclosure to the U.S. government, the U.S. Department of Justice ("DOJ") initiated a civil and criminal investigation concerning whether one or more employees provided inaccurate submissions to an assessor who was evaluating on behalf of the U.S. government an AFS service offering and whether the service offering fully implemented required federal security controls. AFS is responding to an administrative subpoena and cooperating with DOJ's investigation. This matter could subject us to adverse consequences, including civil and criminal penalties, including under the civil U.S. False Claims Act and/or other statutes, and administrative sanctions, such as termination of contracts, forfeiture of profits, suspension of payments, fines and suspensions or debarment from doing business with agencies of the U.S. government. We cannot at this time determine when or how this matter will be resolved or estimate the cost or range of costs that are reasonably likely to be incurred in connection with this matter.

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Segment Reporting	3 Months Ended Nov. 30, 2024
Segment Reporting [Abstract]	
Segment Reporting	Segment Reporting

Our reportable segments are our three geographic markets, which are the Americas, EMEA and Asia Pacific.

Information regarding reportable segments, industry groups and type of work is as follows:

	Revenues Three Months Ended November 30, 2024	Revenues Three Months Ended November 30, 2023
Geographic Markets		
Americas (1)	$ 8,733,095	$ 8,026,972
EMEA	6,411,952	5,803,642
Asia Pacific (1)	2,544,498	2,393,689
Total Revenues	**$ 17,689,545**	**$ 16,224,303**
Industry Groups		
Communications, Media & Technology	$ 2,857,885	$ 2,669,448
Financial Services	3,168,835	3,033,578
Health & Public Service	3,812,609	3,377,466
Products	5,425,317	4,859,987
Resources	2,424,899	2,283,824
Total Revenues	**$ 17,689,545**	**$ 16,224,303**
Type of Work		
Consulting	$ 9,045,228	$ 8,456,506
Managed Services	8,644,317	7,767,797
Total Revenues	**$ 17,689,545**	**$ 16,224,303**

	Operating Income Three Months Ended November 30, 2024	Operating Income Three Months Ended November 30, 2023
Geographic Markets		
Americas (1)	$ 1,377,234	$ 1,292,981
EMEA	1,035,977	823,601
Asia Pacific (1)	535,266	448,305
Total Operating Income	**$ 2,948,477**	**$ 2,564,887**

(1) During the first quarter of fiscal 2025, our Latin America market unit moved from Growth Markets to North America. With this change, North America became the Americas market and Growth Markets became the Asia Pacific market. Prior period amounts have been reclassified to conform with the current period presentation.

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Pay vs Performance Disclosure - USD ($) $ in Thousands	3 Months Ended Nov. 30, 2024	3 Months Ended Nov. 30, 2023
Pay vs Performance Disclosure		
Net income attributable to Accenture plc	$ 2,278,894	$ 1,973,444

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Insider Trading Arrangements	3 Months Ended Nov. 30, 2024 shares
Trading Arrangements, by Individual	
Material Terms of Trading Arrangement	The table below summarizes the terms of trading arrangements adopted or terminated by our executive officers or directors during the first quarter of fiscal 2025. All of the trading arrangements listed below are intended to satisfy the affirmative defense conditions of Rule 10b5-1(c).

Name	Title	Date of Adoption or Termination	Duration of Plan (1)	Aggregate number of Class A ordinary shares to be sold pursuant to the trading agreement (2)
Melissa Burgum	Chief accounting officer	Adopted on October 21, 2024	January 19, 2025 - October 24, 2025	3,400
John Walsh	Chief operating officer	Adopted on October 24, 2024	January 22, 2025 - October 24, 2025	15,000

(1) Each plan will expire on the earlier of the expiration date or the completion of all transactions under the trading arrangement.
(2) The actual number of shares sold will depend on the vesting of certain performance-based equity awards and the number of shares withheld by Accenture to satisfy its income tax withholding obligations, and may vary from the approximate number provided.

Non-Rule 10b5-1 Arrangement Adopted	false
Rule 10b5-1 Arrangement Terminated	false
Non-Rule 10b5-1 Arrangement Terminated	false
Melissa Burgum [Member]	
Trading Arrangements, by Individual	
Name	Melissa Burgum
Title	Chief accounting officer
Rule 10b5-1 Arrangement Adopted	true
Adoption Date	October 21, 2024
Expiration Date	October 24, 2025
Arrangement Duration	278 days
Aggregate Available	3,400
John Walsh [Member]	
Trading Arrangements, by Individual	
Name	John Walsh
Title	Chief operating officer
Rule 10b5-1 Arrangement Adopted	true
Adoption Date	October 24, 2024
Expiration Date	October 24, 2025
Arrangement Duration	275 days
Aggregate Available	15,000

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Basis of Presentation (Policies)	3 Months Ended Nov. 30, 2024
Organization, Consolidation and Presentation of Financial Statements [Abstract]	
Basis of Presentation	The accompanying unaudited interim Consolidated Financial Statements of Accenture plc and its controlled subsidiary companies have been prepared pursuant to the rules and regulations of the Securities and Exchange Commission ("SEC") for quarterly reports on Form 10-Q and do not include all of the information and note disclosures required by U.S. generally accepted accounting principles ("U.S. GAAP") for complete financial statements. We use the terms "Accenture," "we" and "our" in the Notes to Consolidated Financial Statements to refer to Accenture plc and its subsidiaries. These Consolidated Financial Statements should therefore be read in conjunction with the Consolidated Financial Statements and Notes thereto for the fiscal year ended August 31, 2024 included in our Annual Report on Form 10-K filed with the SEC on October 10, 2024. The accompanying unaudited interim Consolidated Financial Statements have been prepared in accordance with U.S. GAAP, which requires management to make estimates and assumptions that affect amounts reported in the Consolidated Financial Statements and accompanying disclosures. Although these estimates are based on management's best knowledge of current events and actions that we may undertake in the future, actual results may differ from those estimates. The Consolidated Financial Statements reflect all adjustments of a normal, recurring nature that are, in the opinion of management, necessary for a fair presentation of results for these interim periods. The results of operations for the three months ended November 30, 2024 are not necessarily indicative of the results that may be expected for the fiscal year ending August 31, 2025.
Allowance for Credit Losses - Client Receivables and Contract Assets	**Allowance for Credit Losses—Client Receivables and Contract Assets** As of November 30, 2024 and August 31, 2024, the total allowance for credit losses recorded for client receivables and contract assets was $27,354 and $27,561, respectively. The change in the allowance is primarily due to immaterial write-offs and changes in gross client receivables and contract assets.

Investments

Investments

All available-for-sale securities and liquid investments with an original maturity greater than three months but less than one year are considered to be Short-term investments. Non-current investments consist of equity securities in privately-held companies and are accounted for using either the equity or fair value measurement alternative method of accounting (for investments without readily determinable fair values).

For investments in which we can exercise significant influence but do not control, we use the equity method of accounting. Equity method investments are initially recorded at cost and our proportionate share of gains and losses of the investee are included as a component of Other income (expense), net.

New Accounting Pronouncement

New Accounting Pronouncements

On November 27, 2023, the Financial Accounting Standards Board ("FASB") issued Accounting Standards Update ("ASU") No. 2023-07, Improvements to Reportable Segment Disclosures, which requires entities to enhance disclosures regarding their segments, including significant segment expenses. The ASU will be effective beginning with our annual fiscal 2025 financial statements and requires a retrospective method upon adoption. We are currently evaluating the impact of this standard on our segment disclosures.

On December 14, 2023, the FASB issued ASU No. 2023-09, Improvements to Income Tax Disclosures, which requires disclosure of disaggregated income taxes paid, prescribes standard categories for the components of the effective tax rate reconciliation, and modifies other income tax-related disclosures. The ASU will be effective beginning with our annual fiscal 2026 financial statements and allows for adoption on a prospective basis, with a retrospective option. We are in the process of assessing the impacts and method of adoption. This ASU will impact our income tax disclosures, but not our financial position or results of operations.

On November 4, 2024, the FASB issued ASU No. 2024-03, Disaggregation of Income Statement Expenses, which requires entities to disclose specified information about certain expenses in the notes to the financial statements, including employee compensation. The ASU will be effective beginning with our annual fiscal 2028 financial statements. We are currently evaluating the impact of this standard on our disclosures.

Income Taxes

We apply an estimated annual effective tax rate to our year-to-date operating results to determine the interim provision for income tax expense. In addition, we recognize taxes related to unusual or infrequent items or resulting from a change in judgment regarding a position taken in a prior year as discrete items in the interim period in which the event occurs.

Commitments and Contingencies

In the normal course of business and in conjunction with certain client engagements, we have entered into contractual arrangements through which we may be obligated to indemnify clients with respect to certain matters.

As of November 30, 2024 and August 31, 2024, our aggregate potential liability to our clients for expressly limited guarantees involving the performance of third parties was approximately $2,181,000 and $2,370,000, respectively, of which all but approximately $59,000 and $61,000, respectively, may be recovered from the other third parties if we are obligated to make payments to the indemnified parties as a consequence of a performance default by the other third parties. For arrangements with unspecified limitations, we cannot reasonably estimate the aggregate maximum potential liability, as it is inherently difficult to predict the maximum potential amount of such payments, due to the conditional nature and unique facts of each particular arrangement.

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Basis of Presentation (Tables) — **3 Months Ended Nov. 30, 2024**

Organization, Consolidation and Presentation of Financial Statements [Abstract]

Schedule of Non-current Investments

Our non-current investments are as follows:

	November 30, 2024	August 31, 2024
Equity method investments	$ 127,776	$ 128,634
Investments without readily determinable fair values	243,731	206,030
Total non-current investments	**$ 371,507**	**$ 334,664**

Schedule of Depreciation, Amortization and Other

See table below for a summary of depreciation on fixed assets, deferred transition amortization, intangible assets amortization and operating lease cost for the three months ended November 30, 2024 and 2023, respectively.

	Three Months Ended	
	November 30, 2024	November 30, 2023
Depreciation	$ 133,099	$ 133,245
Amortization - Deferred transition	85,324	98,491
Amortization - Intangible assets	160,214	111,631
Operating lease cost	186,529	175,014
Other	4,174	3,019
Total depreciation, amortization and other	**$ 569,340**	**$ 521,400**

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Revenues (Tables) — **3 Months Ended Nov. 30, 2024**

Revenues [Abstract]

Schedule of Receivables, Contract Assets and Contract Liabilities (Deferred Revenues)

The following table provides information about the balances of our Receivables and Contract assets, net of allowance, and Contract liabilities (Deferred revenues):

	November 30, 2024	August 31, 2024
Receivables	$ 12,590,544	$ 11,873,442
Contract assets (current)	1,984,093	1,791,405
Receivables and contract assets, net of allowance (current)	**14,574,637**	**13,664,847**
Contract assets (non-current)	128,981	120,260
Deferred revenues (current)	4,711,553	5,174,923
Deferred revenues (non-current)	623,750	641,091

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Earnings Per Share (Tables) — **3 Months Ended Nov. 30, 2024**

Earnings Per Share [Abstract]

Schedule of Basic and Diluted Earnings per Share

Basic and diluted earnings per share are calculated as follows:

	Three Months Ended	
	November 30, 2024	November 30, 2023
Basic earnings per share		
Net income attributable to Accenture plc	$ 2,278,894	$ 1,973,444
Basic weighted average Class A ordinary shares	625,676,922	627,996,111
Basic earnings per share	**$ 3.64**	**$ 3.14**
Diluted earnings per share		
Net income attributable to Accenture plc	$ 2,278,894	$ 1,973,444
Net income attributable to noncontrolling interests in Accenture Canada Holdings Inc. (1)	2,170	2,016
Net income for diluted earnings per share calculation	**$ 2,281,064**	**$ 1,975,460**
Basic weighted average Class A ordinary shares	625,676,922	627,996,111
Class A ordinary shares issuable upon redemption/exchange of noncontrolling interests (1)	595,837	641,659
Diluted effect of employee compensation related to Class A ordinary shares	8,185,818	8,492,332
Diluted effect of share purchase plans related to Class A ordinary shares	197,833	268,259
Diluted weighted average Class A ordinary shares (2)	**634,656,410**	**637,398,361**
Diluted earnings per share	**$ 3.59**	**$ 3.10**

(1) Diluted earnings per share assumes the exchange of all Accenture Canada Holdings Inc. exchangeable shares for Accenture plc Class A ordinary shares on a one-for-one basis. The income effect does not take into account "Net income attributable to noncontrolling interests - other," since those shares are not redeemable or exchangeable for Accenture plc Class A ordinary shares.

(2) The weighted average diluted shares outstanding for the calculation of diluted earnings per share excludes an immaterial amount of shares issuable upon the vesting of restricted stock units because their effects were antidilutive.

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Accumulated Other Comprehensive Loss (Tables) — **3 Months Ended Nov. 30, 2024**

Accumulated Other Comprehensive Income (Loss), Net of Tax [Abstract]

Schedule of Accumulated Other Comprehensive Loss

The following table summarizes the changes in the accumulated balances for each component of accumulated other comprehensive loss attributable to Accenture plc:

	Three Months Ended	
	November 30, 2024	November 30, 2023
Foreign currency translation		
Beginning balance	$ (1,295,743)	$ (1,510,632)
Foreign currency translation	(486,087)	67,789
Income tax benefit (expense)	1,030	2,240
Portion attributable to noncontrolling interests	10,074	(1,837)
Foreign currency translation, net of tax	**(474,983)**	**68,192**
Ending balance	**(1,770,726)**	**(1,442,440)**
Defined benefit plans		
Beginning balance	(254,172)	(226,503)
Reclassifications into net periodic pension and post-retirement expense	(17,680)	44,294
Income tax benefit (expense)	1,907	(7,865)
Portion attributable to noncontrolling interests	15	(37)
Defined benefit plans, net of tax	**(15,758)**	**36,392**
Ending balance	**(269,930)**	**(190,111)**
Cash flow hedges		
Beginning balance	(4,827)	(5,966)
Unrealized gain (loss)	14,598	23,614
Reclassification adjustments into Cost of services	(7,477)	(10,600)
Income tax benefit (expense)	(11,036)	(1,701)
Portion attributable to noncontrolling interests	4	(11)
Cash flow hedges, net of tax	**(3,911)**	**11,302**
Ending balance (1)	**(8,738)**	**5,336**
Accumulated other comprehensive loss	**$ (2,049,394)**	**$ (1,627,215)**

(1) As of November 30, 2024, $25,149 of net unrealized gains related to derivatives designated as cash flow hedges is expected to be reclassified into Cost of services in the next twelve months.

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Goodwill and Intangible Assets (Tables) — **3 Months Ended Nov. 30, 2024**

Goodwill and Intangible Assets Disclosure [Abstract]

Schedule of Goodwill

The changes in the carrying amount of goodwill by reportable segment are as follows:

	August 31, 2024	Additions/ Adjustments	Foreign Currency Translation	November 30, 2024
Americas (1)	$ 11,960,650	$ 31,993	$ (33,777)	$ 11,958,866
EMEA	7,341,686	109,591	(307,796)	7,143,481
Asia Pacific (1)	1,817,843	842	(52,121)	1,766,564
Total	**$ 21,120,179**	**$ 142,426**	**$ (393,694)**	**$ 20,868,911**

(1) During the first quarter of fiscal 2025, our Latin America market unit moved from Growth Markets to North America. With this change, North America became the Americas market and Growth Markets became the Asia Pacific market. Prior period amounts have been reclassified to conform with the current period presentation.

Schedule of Definite-Lived Intangible Assets

Our definite-lived intangible assets by major asset class are as follows:

	August 31, 2024			November 30, 2024		
Intangible Asset Class	Gross Carrying Amount	Accumulated Amortization	Net Carrying Amount	Gross Carrying Amount	Accumulated Amortization	Net Carrying Amount
Customer-related	$ 3,924,339	$ (1,336,679)	$ 2,587,660	$ 3,861,361	$ (1,412,787)	$ 2,448,574
Technology	335,845	(183,182)	152,663	338,271	(198,843)	139,428
Patents	120,457	(72,518)	47,939	118,339	(71,700)	46,639
Other	150,098	(34,329)	115,769	145,021	(39,072)	105,949
Total	**$ 4,530,739**	**$ (1,626,708)**	**$ 2,904,031**	**$ 4,462,992**	**$ (1,722,402)**	**$ 2,740,590**

Schedule of Future Amortization Expense Related to Intangible Assets

Estimated future amortization related to intangible assets held as of November 30, 2024 is as follows:

Fiscal Year	Estimated Amortization
Remainder of 2025	$ 444,238
2026	534,917
2027	470,141
2028	435,618
2029	346,275
Thereafter	509,401
Total	**$ 2,740,590**

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Shareholders' Equity (Tables) — **3 Months Ended Nov. 30, 2024**

Equity [Abstract]

Schedule of Dividend Activity

Our dividend activity during the three months ended November 30, 2024 is as follows:

		Accenture plc Class A Ordinary Shares		Accenture Canada Holdings Inc. Exchangeable Shares		
Dividend Payment Date	Dividend Per Share	Record Date	Cash Outlay	Record Date	Cash Outlay	Total Cash Outlay
November 15, 2024	$ 1.48	October 10, 2024	$ 924,675	October 9, 2024	$ 883	$ 925,558

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Financial Instruments (Tables) — **3 Months Ended Nov. 30, 2024**

Derivative Instruments and Hedging Activities Disclosure [Abstract]

Schedule of Notional and Fair Values of Derivative Instruments

The notional and fair values of all derivative instruments are as follows:

	November 30, 2024	August 31, 2024
Assets		
Cash Flow Hedges		
Other current assets	$ 55,013	$ 51,152
Other non-current assets	26,407	28,363
Other Derivatives		
Other current assets	34,707	39,733
Total assets	**$ 116,127**	**$ 119,248**
Liabilities		
Cash Flow Hedges		
Other accrued liabilities	$ 29,863	$ 29,247
Other non-current liabilities	25,371	35,346
Other Derivatives		
Other accrued liabilities	8,851	25,974
Total liabilities	**$ 64,085**	**$ 90,567**
Total fair value	**$ 52,042**	**$ 28,681**
Total notional value	**$ 14,707,184**	**$ 14,824,483**

Schedule of Netting Derivative Assets against Liabilities under Counterparty Master Agreements

The potential effect of netting derivative assets against liabilities under the counterparty master agreements is as follows:

	November 30, 2024	August 31, 2024
Net derivative assets	$ 83,615	$ 91,127
Net derivative liabilities	31,573	62,446
Total fair value	**$ 52,042**	**$ 28,681**

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Borrowings and Indebtedness (Tables) — **3 Months Ended Nov. 30, 2024**

Debt Disclosure [Abstract]

Schedule of Outstanding Debt

The following is a summary of total outstanding debt as of November 30, 2024 and August 31, 2024, respectively:

	November 30, 2024	August 31, 2024
Current portion of long-term debt and bank borrowings		
Commercial paper (1)	$ 99,446	$ 931,507
Other (2)	14,875	14,722
Total current portion of long-term debt and bank borrowings	**$ 114,321**	**$ 946,229**
Long-term debt		
Senior notes – 3.90% due 2027	$ 1,100,000	$ —
Senior notes – 4.05% due 2029	1,200,000	—
Senior notes – 4.25% due 2031	1,200,000	—
Senior notes – 4.50% due 2034	1,500,000	—
Total principal amount (3)	$ 5,000,000	$ —
Less: unamortized debt discount and issuance costs	(37,998)	—
Total carrying amount	**$ 4,962,002**	**$ —**
Other (2)	77,458	78,628
Total long-term debt	**$ 5,039,460**	**$ 78,628**

(1) The carrying amounts of the commercial paper as of November 30, 2024 and August 31, 2024 include the remaining principal outstanding of $100,000 and $935,000, respectively, net of total unamortized discounts of $554 and $3,493, respectively. The weighted-average effective interest rate for the commercial paper was 4.6% and 5.4% as of November 30, 2024 and August 31, 2024, respectively.

(2) Amounts primarily include finance lease liabilities.

(3) The total estimated fair value of our senior notes was $4.9 billion as of November 30, 2024. The fair value was determined based on quoted prices as of the last trading day of the first quarter of fiscal 2025 and is classified as Level 1 within the fair value hierarchy.

Schedule of Maturities of Long-Term Debt

As of November 30, 2024, future principal payments for total outstanding debt, excluding finance leases, are summarized as follows:

Fiscal Year	Amount
Remainder of 2025	$ 100,000
2026	—
2027	—
2028	1,100,000
2029	—
Thereafter	3,900,000
Total	**$ 5,100,000**

Schedule of Borrowing Facilities

As of November 30, 2024, we had the following borrowing facilities:

	Credit Facilities
Syndicated loan facility (1)	$ 5,500,000
Separate, uncommitted, unsecured multicurrency revolving credit facilities (2)	1,917,931
Local guaranteed and non-guaranteed lines of credit (3)	281,345
Total	**$ 7,699,276**

(1) This facility, which matures on May 14, 2029, provides unsecured, revolving borrowing capacity for general corporate purposes, including the issuance of letters of credit and short-term commercial paper. Borrowings under this facility will accrue interest at the applicable risk-free rate plus a spread. We continue to be in compliance with relevant covenant terms. The facility is subject to annual commitment fees.

(2) We maintain separate, uncommitted and unsecured multicurrency revolving credit facilities. These facilities provide local currency financing for the majority of our operations. Interest rate terms on the revolving facilities are at market rates prevailing in the relevant local markets. As of November 30, 2024 and August 31, 2024, we had no borrowings under these facilities.

(3) We also maintain local guaranteed and non-guaranteed lines of credit for those locations that cannot access our global facilities. As of November 30, 2024 and August 31, 2024, we had no borrowings under these various facilities.

XML 44 R31.htm IDEA: XBRL DOCUMENT

Segment Reporting (Tables)	**3 Months Ended Nov. 30, 2024**
Segment Reporting [Abstract]	
Schedule of Reportable Segments	Information regarding reportable segments, industry groups and type of work is as follows:

	Revenues	
	Three Months Ended	
	November 30, 2024	November 30, 2023
Geographic Markets		
Americas (1)	$ 8,733,095	$ 8,026,972
EMEA	6,411,952	5,803,642
Asia Pacific (1)	2,544,498	2,393,689
Total Revenues	**$ 17,689,545**	**$ 16,224,303**
Industry Groups		
Communications, Media & Technology	$ 2,857,885	$ 2,669,448
Financial Services	3,168,835	3,033,578
Health & Public Service	3,812,609	3,377,466
Products	5,425,317	4,859,987
Resources	2,424,899	2,283,824
Total Revenues	**$ 17,689,545**	**$ 16,224,303**
Type of Work		
Consulting	$ 9,045,228	$ 8,456,506
Managed Services	8,644,317	7,767,797
Total Revenues	**$ 17,689,545**	**$ 16,224,303**

	Operating Income	
	Three Months Ended	
	November 30, 2024	November 30, 2023
Geographic Markets		
Americas (1)	$ 1,377,234	$ 1,292,981
EMEA	1,035,977	823,601
Asia Pacific (1)	535,266	448,305
Total Operating Income	**$ 2,948,477**	**$ 2,564,887**

(1) During the first quarter of fiscal 2025, our Latin America market unit moved from Growth Markets to North America. With this change, North America became the Americas market and Growth Markets became the Asia Pacific market. Prior period amounts have been reclassified to conform with the current period presentation.

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Basis of Presentation - Additional Information (Details) - USD ($) $ in Thousands	**Nov. 30, 2024**	**Aug. 31, 2024**
Organization, Consolidation and Presentation of Financial Statements [Abstract]		
Allowance for credit losses for client receivables and contract assets	$ 27,354	$ 27,561
Accumulated depreciation	$ 2,752,886	$ 2,713,855

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Basis of Presentation - Investments (Details) - USD ($) $ in Thousands	**Nov. 30, 2024**	**Aug. 31, 2024**
Organization, Consolidation and Presentation of Financial Statements [Abstract]		
Equity method investments	$ 127,776	$ 128,634
Investments without readily determinable fair values	243,731	206,030
Total non-current investments	$ 371,507	$ 334,664

XML 47 R34.htm IDEA: XBRL DOCUMENT

Basis of Presentation - Depreciation and Amortization (Details) - USD ($) $ in Thousands	**3 Months Ended**	
	Nov. 30, 2024	**Nov. 30, 2023**
Organization, Consolidation and Presentation of Financial Statements [Abstract]		
Depreciation	$ 133,099	$ 133,245
Amortization - Deferred transition	85,324	98,491
Amortization - Intangible assets	160,214	111,631
Operating lease cost	186,529	175,014
Other	4,174	3,019
Total depreciation, amortization and other	$ 569,340	$ 521,400

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Revenues - Additional Information (Details) - USD ($) $ in Thousands	**3 Months Ended**		
	Nov. 30, 2024	**Nov. 30, 2023**	**Aug. 31, 2024**
Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction [Line Items]			
Remaining performance obligation	$ 29,000,000		$ 30,000,000
Deferred transition revenues	623,750		641,091
Deferred transition costs	893,898		$ 862,140

Revenues recognized that were included in deferred revenues	$ 2,800,000	$ 2,800,000
Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction, Start Date [Axis]: 2024-12-01		
Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction [Line Items]		
Percentage of remaining performance obligation expected to be recognized	58.00%	
Timing of satisfaction of remaining performance obligation	9 months	
Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction, Start Date [Axis]: 2025-09-01		
Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction [Line Items]		
Percentage of remaining performance obligation expected to be recognized	20.00%	
Timing of satisfaction of remaining performance obligation	1 year	

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Revenues - Schedule of Revenue (Details) - USD ($) $ in Thousands	Nov. 30, 2024	Aug. 31, 2024
Revenues [Abstract]		
Receivables	$ 12,590,544	$ 11,873,442
Contract assets (current)	1,984,093	1,791,405
Receivables and contract assets, net of allowance (current)	14,574,637	13,664,847
Contract assets (non-current)	128,981	120,260
Deferred revenues (current)	4,711,553	5,174,923
Deferred revenues (non-current)	$ 623,750	$ 641,091

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Earnings Per Share (Details) $ / shares in Units, $ in Thousands	3 Months Ended	
	Nov. 30, 2024 USD ($) $ / shares shares	Nov. 30, 2023 USD ($) $ / shares shares
Basic earnings per share		
Net income attributable to Accenture plc | $	$ 2,278,894	$ 1,973,444
Basic weighted average Class A ordinary shares (in shares)	625,676,922	627,996,111
Basic earnings per share (in USD per share) | $ / shares	$ 3.64	$ 3.14
Diluted earnings per share		
NET INCOME ATTRIBUTABLE TO ACCENTURE PLC | $	$ 2,278,894	$ 1,973,444
Net income attributable to noncontrolling interest in Accenture Canada Holdings Inc. | $	2,170	2,016
Net income for diluted earnings per share calculation | $	$ 2,281,064	$ 1,975,460
Basic weighted average Class A ordinary shares (in shares)	625,676,922	627,996,111
Class A ordinary shares issuable upon redemption/exchange of noncontrolling interests (in shares)	595,837	641,659
Diluted effect of employee compensation related to Class A ordinary shares (in shares)	8,185,818	8,492,332
Diluted effect of share purchase plans related to Class A ordinary shares (in shares)	197,833	268,259
Diluted weighted average Class A ordinary shares (in shares)	634,656,410	637,398,361
Diluted earnings per share (in USD per share) | $ / shares	$ 3.59	$ 3.10
Exchangeable shares, exchange ratio	1	

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Accumulated Other Comprehensive Loss (Details) - USD ($) $ in Thousands	3 Months Ended		
	Nov. 30, 2024	Nov. 30, 2023	Aug. 31, 2024
Foreign currency translation			
Beginning balance	$ (1,295,743)	$ (1,510,632)	
Foreign currency translation	(486,087)	67,789	
Income tax benefit (expense)	1,030	2,240	
Portion attributable to noncontrolling interests	10,074	(1,837)	
Foreign currency translation, net of tax	(474,983)	68,192	
Ending balance	(1,770,726)	(1,442,440)	
Defined benefit plans			
Beginning balance	(254,172)	(226,503)	
Reclassifications into net periodic pension and post-retirement expense	(17,680)	44,294	
Income tax benefit (expense)	1,907	(7,865)	
Portion attributable to noncontrolling interests	15	(37)	
Defined benefit plans, net of tax	(15,758)	36,392	
Ending balance	(269,930)	(190,111)	
Cash flow hedges			
Beginning balance	(4,827)	(5,966)	
Unrealized gain (loss)	14,598	23,614	
Reclassification adjustments into Cost of services	(7,477)	(10,600)	
Income tax benefit (expense)	(11,036)	(1,701)	
Portion attributable to noncontrolling interests	4	(11)	
Cash flow hedges, net of tax	(3,911)	11,302	
Ending Balance	(8,738)	5,336	
Accumulated other comprehensive loss	(2,049,394)	$ (1,627,215)	$ (1,554,742)
Net unrealized gains expected to be reclassified in the next twelve months	$ 25,149		

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Business Combinations (Details) $ in Thousands	3 Months Ended
	Nov. 30, 2024 USD ($)
Individually Immaterial Acquisitions	
Business Acquisitions [Line Items]	
Total considerations, net of cash acquired	$ 184,871

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Goodwill and Intangible Assets - Goodwill Rollforward (Details) $ in Thousands	3 Months Ended
	Nov. 30, 2024 USD ($)
Goodwill [Line Items]	
Goodwill, beginning balance	$ 21,120,179
Additions/ Adjustments	142,426
Foreign Currency Translation	(393,694)
Goodwill, ending balance	20,868,911
Americas	
Goodwill [Line Items]	
Goodwill, beginning balance	11,960,650
Additions/ Adjustments	31,993
Foreign Currency Translation	(33,777)
Goodwill, ending balance	11,958,866
EMEA	
Goodwill [Line Items]	
Goodwill, beginning balance	7,341,686
Additions/ Adjustments	109,591
Foreign Currency Translation	(307,796)

Goodwill, ending balance	7,143,481
Asia Pacific	
Goodwill [Line Items]	
Goodwill, beginning balance	1,817,843
Additions/ Adjustments	842
Foreign Currency Translation	(52,121)
Goodwill, ending balance	$ 1,766,564

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Goodwill and Intangible Assets - Intangible Table by Major Class (Details) - USD ($) $ in Thousands	Nov. 30, 2024	Aug. 31, 2024
Finite-Lived Intangible Assets [Line Items]		
Gross Carrying Amount	$ 4,462,992	$ 4,530,739
Accumulated Amortization	(1,722,402)	(1,626,708)
Net Carrying Amount	2,740,590	2,904,031
Customer-related		
Finite-Lived Intangible Assets [Line Items]		
Gross Carrying Amount	3,861,361	3,924,339
Accumulated Amortization	(1,412,787)	(1,336,679)
Net Carrying Amount	2,448,574	2,587,660
Technology		
Finite-Lived Intangible Assets [Line Items]		
Gross Carrying Amount	338,271	335,845
Accumulated Amortization	(198,843)	(183,182)
Net Carrying Amount	139,428	152,663
Patents		
Finite-Lived Intangible Assets [Line Items]		
Gross Carrying Amount	118,339	120,457
Accumulated Amortization	(71,700)	(72,518)
Net Carrying Amount	46,639	47,939
Other		
Finite-Lived Intangible Assets [Line Items]		
Gross Carrying Amount	145,021	150,098
Accumulated Amortization	(39,072)	(34,329)
Net Carrying Amount	$ 105,949	$ 115,769

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Goodwill and Intangible Assets - Amortization (Details) - USD ($) $ in Thousands	3 Months Ended		
	Nov. 30, 2024	Nov. 30, 2023	Aug. 31, 2024
Goodwill and Intangible Assets Disclosure [Abstract]			
Amortization related to intangible assets	$ 160,214	$ 111,631	
Finite-Lived Intangible Assets, Amortization Expense, Maturity Schedule [Abstract]			
Remainder of 2025	444,238		
2026	534,917		
2027	470,141		
2028	435,618		
2029	346,275		
Thereafter	509,401		
Net Carrying Amount	$ 2,740,590		$ 2,904,031

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Shareholders' Equity - Dividend Activity (Details) - USD ($) $ / shares in Units, $ in Thousands		3 Months Ended	
	Nov. 15, 2024	Nov. 30, 2024	Nov. 30, 2023
Class of Stock [Line Items]			
Dividend Per Share (in USD per share)	$ 1.48	$ 1.48	$ 1.29
Accenture Canada Holdings Inc., Cash Outlay	$ 883		
Total Cash Outlay	925,558	$ 925,558	$ 810,056
Class A Ordinary Shares			
Class of Stock [Line Items]			
Accenture plc, Cash Outlay	$ 924,675		

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Shareholders' Equity - Additional Information (Details) - USD ($) $ / shares in Units, $ in Thousands		3 Months Ended	
	Dec. 18, 2024	Nov. 30, 2024	Nov. 30, 2023
Class of Stock [Line Items]			
Dividends, Common Stock		$ (925,558)	$ (810,056)
Class A Ordinary Shares | Subsequent Event			
Class of Stock [Line Items]			
Quarterly cash dividend declared (in USD per share)	$ 1.48		
Restricted Share Units			
Class of Stock [Line Items]			
Shares issued (in shares)		93,129	
Common Stock | Restricted Share Units			
Class of Stock [Line Items]			
Dividends, Common Stock		$ 33,583	$ 29,279

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Financial Instruments - Additional Information (Details) - USD ($) $ in Thousands	3 Months Ended	
	Nov. 30, 2024	Nov. 30, 2023
Derivative Instruments and Hedging Activities Disclosure [Abstract]		
Gain (loss) recognized in income on derivatives	$ (4,256)	$ (20,280)

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Financial Instruments - Notional and Fair Values of All Derivative Instruments (Details) - USD ($) $ in Thousands	Nov. 30, 2024	Aug. 31, 2024
Assets		

Assets	$ 116,127	$ 119,248
Liabilities		
Liabilities	64,085	90,567
Total fair value	52,042	28,681
Total notional value	14,707,184	14,824,483
Cash Flow Hedges | Other current assets		
Assets		
Assets	55,013	51,152
Cash Flow Hedges | Other non-current assets		
Assets		
Assets	26,407	28,363
Cash Flow Hedges | Other accrued liabilities		
Liabilities		
Liabilities	29,863	29,247
Cash Flow Hedges | Other non-current liabilities		
Liabilities		
Liabilities	25,371	35,346
Other Derivatives | Other current assets		
Assets		
Assets	34,707	39,733
Other Derivatives | Other accrued liabilities		
Liabilities		
Liabilities	$ 8,851	$ 25,974

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Financial Instruments - Offsetting Derivative Assets and Liabilities (Details) - USD ($) $ in Thousands	Nov. 30, 2024	Aug. 31, 2024
Derivative Instruments and Hedging Activities Disclosure [Abstract]		
Net derivative assets	$ 83,615	$ 91,127
Net derivative liabilities	31,573	62,446
Total fair value	$ 52,042	$ 28,681

XML 61 R48.htm IDEA: XBRL DOCUMENT

Borrowings and Indebtedness - Schedule of Outstanding Debt (Details) - USD ($) $ in Thousands	Nov. 30, 2024	Oct. 04, 2024	Aug. 31, 2024
Current portion of long-term debt and bank borrowings			
Commercial paper	$ 99,446		$ 931,507
Other	14,875		14,722
Total current portion of long-term debt and bank borrowings	114,321		946,229
Commercial paper, gross	100,000		935,000
Long-term debt			
Other	77,458		78,628
Long-term debt	5,039,460		78,628
Commercial Paper			
Current portion of long-term debt and bank borrowings			
Debt Instrument, Unamortized Discount	$ 554		$ 3,493
Short-term debt, weighted average effective interest rate	4.60%		5.40%
Senior Notes			
Long-term debt			
Total principal amount	$ 5,000,000	$ 5,000,000	$ 0
Less: unamortized debt discount and issuance costs	(37,998)		0
Total carrying amount	4,962,002		0
Fair value of senior notes	$ 4,900,000		
Senior Notes | Senior notes due 2027			
Long-term debt			
Long-term debt, interest rate	3.90%		
Total principal amount	$ 1,100,000		0
Senior Notes | Senior notes due 2029			
Long-term debt			
Long-term debt, interest rate	4.05%		
Total principal amount	$ 1,200,000		0
Senior Notes | Senior notes due 2031			
Long-term debt			
Long-term debt, interest rate	4.25%		
Total principal amount	$ 1,200,000		0
Senior Notes | Senior notes due 2034			
Long-term debt			
Long-term debt, interest rate	4.50%		
Total principal amount	$ 1,500,000		$ 0

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Borrowings and Indebtedness - Schedule of Repayments (Details) $ in Thousands	Nov. 30, 2024 USD ($)
Debt Disclosure [Abstract]	
Remainder of 2025	$ 100,000
2026	0
2027	0
2028	1,100,000
2029	0
Thereafter	3,900,000
Total	$ 5,100,000

XML 63 R50.htm IDEA: XBRL DOCUMENT

Borrowings and Indebtedness - Schedule of Borrowing Facilities (Details) - USD ($)	Nov. 30, 2024	Aug. 31, 2024
Debt Instrument [Line Items]		
Credit Facilities	$ 7,699,276,000	
Syndicated loan facility		
Debt Instrument [Line Items]		
Credit Facilities	5,500,000,000	
Separate, uncommitted, unsecured multicurrency revolving credit facilities		

Debt Instrument [Line Items]		
Credit Facilities	1,917,931,000	
Borrowings outstanding	0	$ 0
Local guaranteed and non-guaranteed lines of credit		
Debt Instrument [Line Items]		
Credit Facilities	281,345,000	
Borrowings outstanding	$ 0	$ 0

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Borrowings and Indebtedness - Additional Information (Details) - USD ($) $ in Thousands	Nov. 30, 2024	Aug. 31, 2024
Debt Disclosure [Abstract]		
Letters of credit outstanding	$ 1,242,317	$ 1,269,178
Commercial paper, gross	$ 100,000	$ 935,000

XML 65 R52.htm IDEA: XBRL DOCUMENT

Income Taxes (Details)	3 Months Ended	
	Nov. 30, 2024	Nov. 30, 2023
Income Tax Disclosure [Abstract]		
Effective tax rates	21.60%	23.20%

XML 66 R53.htm IDEA: XBRL DOCUMENT

Commitments and Contingencies (Details) - USD ($) $ in Thousands	Nov. 30, 2024	Aug. 31, 2024
Commitments and Contingencies Disclosure [Abstract]		
Expressly limited performance guarantee	$ 2,181,000	$ 2,370,000
Portion of guarantee not recoverable	59,000	61,000
Letter of credit and surety bonds outstanding	1,692,529	1,758,783
Letter of credit and surety bonds outstanding, net of recourse provisions	$ 1,514,492	$ 1,609,046

XML 67 R54.htm IDEA: XBRL DOCUMENT

Segment Reporting - Additional Information (Details)	3 Months Ended
	Nov. 30, 2024 reportableSegment
Segment Reporting [Abstract]	
Number of reportable segments	3

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Segment Reporting - Reportable Operating Segments (Details) - USD ($) $ in Thousands	3 Months Ended	
	Nov. 30, 2024	Nov. 30, 2023
Segment Reporting Information [Line Items]		
Total Revenues	$ 17,689,545	$ 16,224,303
Total Operating Income	2,948,477	2,564,887
Consulting		
Segment Reporting Information [Line Items]		
Total Revenues	9,045,228	8,456,506
Managed Services		
Segment Reporting Information [Line Items]		
Total Revenues	8,644,317	7,767,797
Communications, Media & Technology		
Segment Reporting Information [Line Items]		
Total Revenues	2,857,885	2,669,448
Financial Services		
Segment Reporting Information [Line Items]		
Total Revenues	3,168,835	3,033,578
Health & Public Service		
Segment Reporting Information [Line Items]		
Total Revenues	3,812,609	3,377,466
Products		
Segment Reporting Information [Line Items]		
Total Revenues	5,425,317	4,859,987
Resources		
Segment Reporting Information [Line Items]		
Total Revenues	2,424,899	2,283,824
Americas		
Segment Reporting Information [Line Items]		
Total Revenues	8,733,095	8,026,972
Total Operating Income	1,377,234	1,292,981
EMEA		
Segment Reporting Information [Line Items]		
Total Revenues	6,411,952	5,803,642
Total Operating Income	1,035,977	823,601
Asia Pacific		
Segment Reporting Information [Line Items]		
Total Revenues	2,544,498	2,393,689
Total Operating Income	$ 535,266	$ 448,305

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M@6-/CR>C6L]$(DNW=.XTS M>3L.VG .ASDWW"706O?Q]29=/8%,Y8NVI9_+:=4 <)KD?X"I*K3[-%\X\PP[MP(8HP=WJ[;"+*S MV&B9>C8+E65-
&A0R:TX=IC*73ZF[WF";=YQ#3'"W/#H,!60P(C[IAHPX3,91 M/E,K67-1AK/!)E[$"1?6)-MV L4P\C29V(1A\'8MFQ9FDS3+*U23R[8U!,P MCKDUGPX[S'6S[E%IX(A/@6.RRX>WU#J@QS7+>;\-,8
D84">5*)#36.B;#.MUQVNAN//0TL M,? C8?@]RBHM9+U%!6J:I8NDAKE3J0TV%%$&X^YVP&F(6,0]V4X.CC=/)&"] M<7EC>1(""!F!G'?5.NQPI /SB#48)&$,GLH28M.L/@H4+.XJ=1@R1"/?61PQ
MV"-A[)U$$V*S#.,(6P M(S&*?37 $)"<*QUL2R$B$4<^T0:#;)(S!X<.W;Z/)-\V4 M,1C'NR^W MC^/??HDP$I_[3]_C";_=;*4G)6EY_)V_"#&L)2&6?HHRZI(9W5_7BZ30H)- M[FG1J8U*+(2@N-
OXN@PYTNSU)"ZT-U,N9;- _GLQ3GE-OXO$2*0,M0E MA=,4,DZ9\.P]J.D5:+A7T'U-HG^: YD4N>_H@3H.A"F%F%D]O,N2P A3WWZ9 M'CP(?7._O%EMVOVQ:A_?J95>Z,OZ!8JMYK(JW>+M?
N!2WUT-KNX&SV6)&*-Z MX7K$F]:!AEN'%G Z!,VVC2X=ZVS6IM9297-9E*^UM'X04KGSQ=$N:/1"^UFD MRS+2O1JGGH-F-CH+&NXL[E7>'-RK3/]E =)<;RVDY_R>.IH%A&)LI8QMI_', M?
=MJ:IH*>DI3\)0:(ZY3W5>[36-!W]A?-X>Y!_O4IKWP MH]<9B+V9]ASXNBR#![[4= LT?"K]6K?!N*FB3IUG[1#.Y>WX/0C3(;#P ?<[MNR-VUG/N[DF-U"_.N]CZ#-L4338+!P@]' M'PS
"6D9]O3N6_/_>-N)&<8S](2]>Y03GPKW!FU:_N>DM QZ>O>M.9.WX[A-,\'X6=,RVJ]\._8S>3N.W?0F M[(TC_]/3LG5T^&)AE^!!DU9@_^!UV/I=Y&])L4CS$F3R28^!'X1.A:)]O;?]
M4JEU\X;L5%656C4?ES+1351MH/_^I%3U^J5^Z7;_DO7-_P!02P,$% @ M$3:366VJB=_H P Y18 !@ !X;"]W:W]KV;7D&D?VNYD>WO5&MEH LB5A)UV^N,K 8O! M%Q I]H-!\)WO2-
\11SJ:'PC]PA*$./B:I3E;: GGNWM=9^L$99#=D1W*Q9L- MH1GDHDFW.MM1!./2*$MURS \/8,XUY;S\MD37,#JQU#^107@CY(AL_Q@O-D#U"*5IS20'%98]6*$TED^C'7S6IUOB4ANW[
M5_9/Y>#%8%X@0RN2_H%CGBRT0 ,QVL BY9_)X0=4#\B5?&N2LO(?'"JL(\#K M@G&2U<:B!QG.JRO\6@O1,K"M*P96;6"I&MBU@:UJX-0&CJJ!6QN40]>KL9?" MA9##Y9R2 Z
2+=CD3:E^:2WTPKF<*,^A$*P_2[N?WT8E*J^-W6^!Q#_$XD54*% M2JAH"-41PFV$<+])",Q8,2R"JR2"$BI40D5#J(X(7B."URO"KV+WPXJ6"*2K MRI ,GI(,2JA0"14-H3HR^(T,?]\,JQ0R!AZ
0L+O)1J;*&>S-PIO48*7CNJSAI59S=._+.S M3\\RFM_))S\"&X[1FK8CD"F<=RL&S=<$FKR=M\\W['\()@%)^JH0\.+4,L) MG,"U3K11@G:E:=4QYDT7BIJ^D[=GHF^^?SISE)'A):1O&8[KN:?**""
[PAQ+ M!+._1JB6CC]5EHY^IK'9:5*V<%*V:"JV;DR.!8/Y/RJ&_@6DGWETC&S5)612 MOY&*WZZVQ_+!O'7]8)YOY\UKR\@(;#@"&ZEANQ(="POSEI6%>;[1MPW?=YU3
M:=1PH2(N&L9UY3B6&&9_C7%-#6)PQF$N7FX'-3G?]5_61 T7*N*B85REB=XZ M(90'P#]!NL4Y RG:"$/CSA<,M#I3K1J<[,I#PQ?".&PO=V]R M:W-H965T&ULK5AM;YLZ%%XK5C9-
G;0UV("!+HV49&RKM*55 MDF[[Z@8W00.[?@T0/+?_$MI0(\IDG& M+P=;(787PR%;VE*^#G;T&R^N6=Y2H0%A2N)L,!X5 M,3V(HDS>I#OD]3D0^>TH0]7 [@X&EB$6^V0DT,QZ,=V= E%;>
[FUR. MAK65*$YIQF.6@9S>7PXF\&*&/*502'R/Z0,_>@;*E3O&?JG!570YL!0BFM"U M4":(_#O0&4T294GB^*'61R+(>)2S!Y K:6E-/12Q*;2E-W&FTK@4N7P;2STQ MGK&,LR2.B*
1N,K6+*5@*>1(IDIP\![<+C^"L]=OP6L09V"U97M.LHB/AD(N MKDP,U]5"TW(AU+.0#;ZQ3&PY"+.(1J?Z0PFZ1HZ>D$^1T>"<'JV 8Y=!](N[-D]]A;AJW!^&RXO=*$I51VJ]MJI%WQ'UO1R(+:N-
!4I\=A##WL!Z[CCH:' M8PA/-E3S+Q*VD: 0MS\,V1OJD>#5(SPAR21+* M@3PSY*F5_Z(BSC8ZG%YW>1]": 4MF!HYSPK\ .I1^C5*WXCR,\UH3I(")XGD M.1MSD1/%,& MHZP-K:^)&+9E';
<@Z^1LVPD"/>2@AAP8(4_W7,YP#MA.Q&G\ MAQ2TV(LVZ*"P6CB[$M .,';T,*'5,(QE!+IB0D96-AXJH-D&T$?9@W!]N5:F M3D XGB,#Z[?0ZB1M[;.466?
CZB1&@$W)PC5_/9];=0"Q1VED>!XSN>U\:I M$72QX_M>#TS4P$1&F%>9H/(0)9*8%6UK4:+.XAZV4 =C5PQ:,/"M'H@-)P:I M@=Q=_;EN6@-DB-'2!T-
W@#!3E!U[8];%@.&DEE7!8EF(:?KA=A5:)@-?D9+K5P74VANB[J ML+).$$.,W1Y6A@U-03-/56VE((_&.N@R$+8#R^W@U,A9DM%Z> HV1 7-3#4/ M5Z8-WV4>9$,,@_8QJA.TK"#P>R@*-
AP%S20UIT]['1 A\OAN+\A=(@/+0,;D M?"9REB3JB(VK?<=5TSY9KV4OO\\IF)&,1 1\84DDI;CJ]\^UOG8IZ[TL\(ZG M.C&K]_QMB V:F>W_^/GFE8\@_ "8VLQ:G[KT)KZBA062F
M05E>9>=7UECY/%FM%E?3V]5D^K6:65U7;V:S<+ZZ7533-U]G.J^J-8]:80\ MWP^/<;)7F?LOM%WFQ;:#91<#VT>"5M2S]_&?6@; MGD:.L=!"DF?%L24[25.1Z6O,V /\=8V]D+732#0= #)W $V-
J=L9%8["<7WR M2E/!44;L<]PY'G12L.]L>)@?F9G_N,"> ;4TICK[(Q1N^Q-0+]977@W](S/] MSPC?@B@^Q!'-(MY ?2YXKQ-!>.ZTOUJT4JC=$@Z/[O-2FF^*:TXNO^WVF2@O
MR.K9^BIU4EP@MN:G\&)67H@V9LK[V6\DW\09!PF]ER:M>98#P7;% MK>$=$X*EQ>.6DHCF2D"^OV=,/ W4 O7%_A?4$L#!!0 (!$VDUD333K5 M!@0 &4- 8 >&PO=V]R:W-
H965T&ULK5=M;^(X$/XK MH]SJU$U&;\LX+27J !"FK5NJ;,[+U*(2==+H/@2(;6*SMH'=?W]J_M?0D[Z(MU\@ M=F8=/_,Q&W]Y1]X2G&& KX5.>$#(Q5B]N8 M9NM4J ESV-
$:SS#XG7SPN3(K%&2K,"$9Y0 PZN!.4,W(S$#\XNX'!M\[(/^:- M&@BFY3*GSMTWAG@NNE$4:LN*GM7'N3F,A/61L $2-D3"8B0L0<)&9@BQ2 K/ MTY>P2*?IB4XGIIT(?"'I16ZP2ZG
FE*;N\EIYVYRDV+.MPMU5_F*RK3 O&(F MI=03S>KYW$1#POI(V)&R)A,1*6(&$C)&Q,A:,?AH%V.WF:V80P"T.?SC*Y MRS)IS;(/JVIZK]:QM5/>;AZ=;6KS;GL[2269-*[CDJDKX:%V]]NSNCXWS9"P
M/A(V0,*&2%ALJA1S?>V^,9'$4P^J.T?(2QLC82D=D9(;SV,HP\,6Z>10N,NA M\,P<ATC M82D2-@'!.AD>[3(\LF;X>MOALMWUGJU7I&HYFJTWT_,O[6?RIB\R'V1R8?1> MS^KXW*1%POI(V)&YI-
J^XW)--6^;%IYDMC5DN05S9"PL9(6'I:.$Y /CM9 MQMS]#KM[VDQZ5>6S?/G0YMAZ5MUM!3]]K,AFF1.7BUF[8^DDQ?2U2D-5K+C+ ML\^+_'GFS8K9;B_XM,G8?G'GSL90V@V4UH?
2!EM:9ZJ2YA8+U&D,I250V@A* M&T-I*90V0=&ZX\6!(H?]'\<+]J>(;9U3-)7:]:50-U/WU;5HY*]$7Y>[[-7.>A M*N^J;/GR](Z4S?2@M!LHK;^E=9\41H0X NIV"*7%4%I"-$G@2(*J-
PD3LVN8S"3?/GC>_/-RNI,I3JB'I/2$IT_/4,D2E-:'T@90VI!H MWTON^<+3)'AS7PA?GWJ%\)?"9LU"&0D]+RC&3OG;+/X96-Z7#R>6^/E]2 MHK6(?]L,]EHC9E4L7-_,'^>S_)AHW#,;I'TZZ
=ZJ$.%05!:'TH;0&E#HH%Y MQ&6D!SI4]@.EC<@8$:'OZJ(!J-N4=.M&W$P;\OK8D;S92W&878NS%@Y\YQ1Y M0R:.*5:X9'ZH9PU4B@.E]:&T 90VA-BJJ\"YND;F%"G(RAM#*6EIS7(A##S MHP/]?
#>Q]H(<9E?D](N9=J3AQ_+QM2/%^KJ(<.YZ//*8 MT,=XT_*2!5QROUO'B&S2-3SY0M\(@%(?>,)194KK*EV0=\T\8<\$T;(X^(M*JI).'!#?<
W#9DGF1OJ5Y807EM=4N#Y4C_,1GD7KFI?;HSXA(*$^;XG];OU ME&*&/ P#3Y<$@I:AC +WV-IB+[!@=H7%64?:Z,A#;I?W&*$Q<.7AR;UMW!'[MZM1P;IH%4N6$>1)M0'JFAG-D?
6,H+:%:1577K.T(ZG<,I:50V@1%ZQY(WDLK M^&8K]N\YNL:A4@DH[09*ZT-I RAM"*7%4%H"I8V@M#&4ED)I$Q2M.TSL%17<
MKJBP'V3CYOXQ%RQ@D:YJM'LY.Z.A^@V$,!221T<>;?"]N(';Q0U_ZE@;-W>O+WU7K>1]/>^PKP:!JA*@M &4 M-H328B@M@=)&4-J8"DPO\@)?O\4\U7!"&3+7/7@'3C?Q]H(#;A<<_)F3;IS8
M=@XC*2(C[Z"" BBM#Z4-H+0AE\U3W2\[$BX*3D@^W0$O;8QE);2@1D$OM#3 MB3 \;-N,NVU"=RN3?@?CKS9R6??.D+E$?7.'TH;0&E#H$^"V&TA).6$UG M8".HWS&4ED]I$Q2MF^]
[306W:RK^S $X;NY">]+U=!E(S^[Z[!2&:BV@M &4 M-J3:EXD@TC878L+.#R0/]7D1]J* TL906GIB8$Y07KLYMY=;<+O.,/MPIF_Y&0+-X47GI0BT&64]FL[.WFA;X&!T@90VI!HWTL>
M>E[@ZZMITS!PV[,M^LQ+B8VDYQM/F0C'7J2?:X%6-J6#29K/8LEWT!QYXQC? M:WVX7>MC/=C"3>G(9<1]WY#HVYV<'>G05Z=: :0,H;4@TL!"^?N(JACI-H+01 M&2-
^R/48&4/=IG1H>H$T;AP)PS \LH,A]A(>87\[BOU@BR#>PL&X?C:@9_=Q M;MI :7TH;0"E#:&TF.JL4$A]$H$7X4%I8rM@M(:\U!)H299.)89NU5+*N>K>&; M;"EIEOBX?PN7.::.MR>W??9&6?Z-
83.A(TA="9LC.]$,$VX6B88-8Q)?R+P MA- ?,A*6EXP)US._M8/R[GDN]P-]E*>@W/4BH8LZ4HH9L4C29ZD,X81DQ%AT\ M->V&VE[_(>SZC]./MM!A!WV)A3 WVTF5,V%'BL'\9(%%2XR(KZ6@_),J)RA
M]8VAM(1J%14A9FU'4+]C*"V%TB8HVB:[K@Z^K:W]&PO=V]R M:W-H965T&ULK5G=4N.X$&GX5579K:Z8*)OKQ+P=P+P=2%4+83=406,+,7CNV0G36
ML;*6$YCS]RC9W8DABV<@.VTVI_W:WNKI]NZ?.'YWV-)O%%&2R M#(;ZJ)"WN;/0['-:924BS;I$$/H#3<1RP:CR_+90SZZ MY+LB91E]R]R('8;391_N_:IOSE:H &;P\V?.Z4
^&H\MM]$P7M/BV?&G,A)TPM._6%*LKP;! "1T%>W2 MXI&__$%K@URE+*:I*/^"EUH6#0"\$P7?U(LE@@W+JO_1:^V(@P52CWX!KA?@ M[@+'L(#4"TAI:(6L-.LF*J+191L =SXJU -
,LH"9_/QR8H%#&F>24A\Q.7.\^ /< MQ@..3?MH+@L/RV*"H3HSJ[5>N5;5E_T(^2A%X.]X<6:.0@#,, -7)'X-P& MG&L-SSCYKTRH:E,77!:AF&)(*#-'&K3WX_8UH ET;I<6. M^X@(JX$.?
>+VH&L$L4]\CQB@M[R+[,0[J_N3 MZ)4VF^C[M=P*PP.?%I;T(+*"9"()@ _Z6@I&=@^VY>5"2M=C[-'N.9-_8*RT: M.1P2&)K@MX2,[(S\+Y!"K2%]D808R?H6=(7=,+ =4TIT'(U"C\TH\SFWZ>+
MGYE1D+4)^##SG4C;\=C8]@78RJRCAUT>KV4_*!3WRY#*\!4_REU)91^PW1AR MJ-9ZO]=C&&W+=0)>D%(#&4 MY2-[91]!'RY$_)G(6KZ9MP>UO--T]4>[9L
M;O+NQ%V;I&%C++G/Z[;F.D$_"" V-&FXI6ULI^V'G,>4)@*L^/W9W%+"&O3OE*"LHW9%9F7"W6=()2CF'F-S=TCBV#_+=&G8[FX_GDY^H M8?
BD<_BIM!U[H>T(L+TC.$X;)L0NRN(R;82:=_7!Z[.[X_O$Z_8Q>CF'.(;0 MM6T MK4,/P:!' M"7U!4R*T9([MD_8=BIT^RH9X\1+*?AT,ZVN/LMGH.2L\?RFNIC^^6WV??QU M:G::U:.WH4R"
[G(@>99F72DBRQS\I&P&=R5'YF6:9VF.J>:-XW>\5&D%I@PN)86PC+4<2.T=:C*#J<[45OF82)M"#;K=L:@1] MY,# ,<6@94OB6QN>Q;>'AZ_3.PEX_!4T78_<3K?WCW?CI]G]7'^<9.7@#Y\G
MG4C;L0]:&B9V&N\"&")N3 'O7,C%?(ZWX%U\EYA+AA)US#@V/5#E^>XG>?7Z&)2G4NW:JIC\KLHEZDD0$I74B7\XLM-E%V2%P7?E)=K&B4T5P+R]Q7GQ=N->D%S_C_Z/U!+ P04 " 1 M-I-
9?8"9@>@^P) "&@ & 'AL+W=OT9VDM;37NS&2>]#IQ\@$I)P(0$& "V[O[[/ M B!%V;+C:SKCL2@26.S+L_N4B<;;:[9M1".W96%LJ>]M7/5V\-#FZU%R6U? M5T+AR5*;DCM\-:M#6QG!<[^I+
Z'@\'TL.12]VEO>;9#E:.[IQ>'92\96X$>YK=6WP[;"5DLM2*"NU8D8L3WOS M3.WYF-;[!?^48F,[UXPL66C]C;Y] 2DD"I$YDL#U<2LN1%<1[9F0O$P7UO]G
MF[AVT&-9;9TNXV9H4$H5/OE=],,-+-@SCAJ'7.QSDM7%'3\[,7K##*V&-+KP MIOK=4$XJ"LJ-,W@JL<^=G7,K+=-+=FV$%IT/GQ7X2 _VV6B0L.%@.'Y&WJBU<^3EC9Z0
M=V567,G_>/,2=J&5U87,>4"&RG?,)W=\E(JK3/*"W>"F R=9?^:+ZPS -* _M]WDH*##>KP EUUM;\4R<]BHZR]R*WMFOOZ33P;MGS!NWYHV?D_[R,/X/8MB7
MM4#V9+JLN+J7:L5JQ>M<.I$SJ9PPLNPX%#?W^@Y"YUF&R]H(5A69][K$@PS M,;HHL-'6"RMS"7)@X30I+%OS6\$60B@&OU7<8%U5&UMSY9C3S$$Y4Q=82 *- M6-6%U]]?2
]O1%8;Z61<\>$N6W.U$E"Y+*7UY/+ZUU^.AL/!NYL/%%_XJ??>& M@>_8]YH;V%?<0VZE#5FA&)$!2P<'__#BY*Y85]@GV6(O)C+& 1N%<8NM@/BA8)"%N"ƒ&C%"^3:M:Z+G+2!:>&T(M-
HPJ%:D(F/U1JU *-M*MO)4?M?>"%QQ3@ M>_8]YH;V%?<0VZE#5FA&)$!2P<'__#BY*Y85]@GV6(O)C+& 1N%<8NM@/BA8)"%N"^3:M:Z+G+2!:>&T(M-
7BW*CT*])ED4P)_$TQ8)X'UF&/%'L?>.+41BT)0I0JEQFG!JZA MU^8@;R2Y&;DN[BIX"4?*R%'RS6Z23@\:$P][&G7!;).O9W;:VP'B?#=Q>S% M$)A\AC[REB^:6G-!A0OQ9G9.LA29S;_4>>0C:DB"MV-
[2#K]0T3Z[5+>B0?*6%8':W>!<2%$2TL=WHN8H#HD:ND#H%L.!HRSV4$:0Q(43M(F]1 MP\/ 5GBDE0@((>!!210>09P(HX&IFS6HH J9??8/N*L#AJRZ.KC!2#4@ +Q M)?3HV"").33]87B$\I
M.%&AIV1>0%D5L12PG%%<N>8I$ M41[85QZ-5E*!+P5X3ZRHKWE A<7WV7J!TH("UC>^\)!7"Z/4G23(09);5)7T M"7O"@]_ E\PFP^3H:!K)+IFEH^1H,GG(=S>>-)ZY*:-
7QK."X4CP8%S',JQ#CPHZ83(Q-WG(22A(B('"R2L"+'Z<[41 M4G Q>LSFM+D[@^_9_/#.:=#=6R+31*!D<'\>KX7BR&[L#K'_LA:-),H+PXZ-D M?)P^W'#YR"D8>)-A.F9IFB*K4W:USR?IT329#[]9.ILD
RP.@!LGZ6S,H&)Z M'/.X&[-DC[_]ME=L,CU.1N,!70W39#P8L$]B0Y-'0XG71BM<9['=NE);7X&& MHLSC_;\W8RPZA9TXRP;]O7BGJ_=M_\YFN[M[9/N^^,/!M#CLD1 "WVZ'J#!)>%%#?
B)5G_?;OOA1WX[GH0QAJU!K7^IW!](5 MU"'58"HHU :9-HE<0$^Z)!>?LT@ L0.$]J!GE'-JR'S?+_VX@>)L2((OV$1.
M/(Q#L4>C9FSOQ!KG^F@QR5(M,%^PXUU12'/M1\Z_(SKBWF>@#"DH'(08.:) M#D4W]*,6QGR HWJ.C\!(QSN@0)S;^,+Z;%]AY+U*L_*_/M"(@ H07M&W M=]L?..;AO?YV>?
AUY#=N5M2T%6*)K8/^;-)C)OSB$+XX7?FW_ OMG"[]Y1K- ML3"T ,^7&E&(7^B]F>?L_\"4$L#!!0 (!$VDUE*+,+^H@8 M >&PO=V]R:W-H965T&ULK5A;;]LV%/XK!UXKM/!FRY) MRY(
2=IN?26@;/.WZ,,R!EFB+*'25J)&7'^_4[4B=0N'W[(%I@.)R M5?I]W-/NX;.8 NZXC=LFC\P2QP&DO!DDNN;L?9&H-ZH\9L(&7"7T*=*8[_?M\U@E4B
D2R5^1,>WF6G Y@*=?,&Q=OJ\GX>7&*CE@@(:)OVJ^UT8JD(1S)GM_MDH|*?'; ;TP*(+/B-H7&^O2G\PRA#*?*R(H^:[F;I-R?;-1?1LG[R,BF?
%BY4IXW@1$E%N;$:OPK4LV7?7,/+FIN3 MD45K]&Z4-IH77C-Z1#.&]ZJTN8$W9<:S0_T1HNB@1"V4B^A)@Q_49@A&$ 4 M1LD3]N(NM-C9BY)#7X_7QJKL?Y_/!2E-Y(\;(1FXMA4+.6G
VQZP_6&#\Y^ M_&$\#7]^ F+204R>LOYD]K]-UX+P]KS=?=,+YX(^,ERS$_P/JTCG\)-ONYWN%AATPYXV>_XJOS0] V1X&(BOK!*'CK]:S '4#)M-<Y_&Y=#NNR(0HY* 8V$>6\?&A=ZZ2.Q=K]H/Q,A7B? /U@3$W9U7+"!66Z =U"P%&P@)8=F,FNd@W]AS@(:(1&&$!V7W%7\7R)>@1%/:V2LV73N:X]J\$(5R).3^,R-:7*G"=S(2\$)$!2P<'__#BY*Y85]@GV6(O)C+& 1N%<8NM@/BA8)"%N"^3:M:Z+G+2!:>&T(M-
$_/S:/SJ7I0%>9R2!3FT_'&6(?88"-]Q?GW_(6FNH3Q3D)C MYQ*P%=2/!6+PUZP$50X;D6$J]"]KX6;?^6Z5*C%,8)%P/D5!'C2Q*/&"*WFN MD8\+OV5RVC(?
X2U(OQ4G6:,Z0;!P3U8YC'8VWYH0G"LJKVW XTT2[/?)N M86%+":M\%=;(6"1'32>*B@E-_3^$*=]T:I"(R["!H"LBQ%R;X*P-;^YLT L,)
MI$V/)J!RK(JO4V9R6.%YWC1LWQ6)PT_VB8Y,O4(VU6.'CEVO>1>6.ES8?7M)<%DE@33> ;C.)A. MDV">S.[[+ >3CCK1'%&,\3<,HFD(]S+1LY\$,XQK,HEA$HS1T2**'Y(_L-]2
M5\M:ESDKUZ[(AW/AP+F(V\+L]B7/:NWZY%OIUO%%HW".QQEJZ2&DK"L#1ZW M<\30T-;..1V;FF=3AXX4VYUS^'J#B_P4J?@#40]>H4>]"6W"]=M=V XZ)_-VV>)O] M9>#
<7XCWXO[/"N^97@O5PCM4\T .NK^7G/T#4$L#!!0 (!$VDUEA6!&C0P0 $0+ 9 M&PO=V]R:W-H965T&B%-N@L;8[(CR)3-=@R,U$=2OJR4;IEEE[U;60ZC:SV2JV(TC@NHI9Q M&:P6?
N]:KQ:JMX)+O-9@^K9E^MLE"K5+[DDP;GSEMXUU&]JT;%;O$'[M MZ2W:HJ2\16FXDJ\QLPPNDO/+W,E[@5\X;LW!&IPG:Z7NW,NG>AG$CA *K*Q#
M8/2XQRL4P$1C3]VF,'>I%,\7(_H'[SOY,N:N:&;Q2XE=>>VV89E 'NN&&]L%%5 M]B/N_DZO$H]X])X[AF<0!5;ZQJ\K$%H_'71"ACVE\,FILL*8$?
MY3MFV6JAU1:TDR8M_"N>:FBTQB5RHWW5.,%63=LJ\=2I"F:SF$63GEV]UIR>+6-6KOAE"!TCG^QB* M4-<^:
_BIT8B/$@V4)FS7I'#RFZH-:&;R(JH6^^&F?;)#&&"MK2%D&F8'EPVE6?%M$V^B&)'++!3(H< Q^O'7MF(
F,&>@2*=4,A,2O">9K2>A,YT.68,EQ(J6A?*?F#.F?A$$$V!-%T(JRI\!P\&C;TXU%,[L'
(0P6>Y;LF4;A,,4,A_*~~~ M'657D(J[Y9AS[B*G&X-ZNBNFL1PB<+6W>E,Q\]@,GJ+8)?7!$RHHA'0UFP^* 7W'-H(A5_H_DC,&4)5KI!J7L/K@F!7\=BW;8(2GV[84^+!L,$'IL/*U&F(V1_8Q:FOIPXC9Y#"R"QAS$VMGK^RD&I)>*K%$:F$,D_[@G^!RUV28@&7W'-H(A5_H_DC,&4)5KI!J7L/K@F!7\=BW;8(2GV[84^+!L,$'IL/*U&F(V1_8Q:FOIPXC9Y#"R"QAS$VMGK^RD&I)>*K%$:F$,D_[@G^!RUV28@&7W'-H(A5_H_DC,&4)5KI!J7L/K@F!7\=BW;8(2GV[84^+!L,$'IL/*U&F(V1_8Q:FOIPXC9Y#"R"QAS$VMGK^RD&I)>*K%$:F$,D_[@G^!RUV28
MT'\8[7_$:=\$H=7JM8,_V'J:%!<7. M6-5-SL2@R^:3X*QXG'4X<\N +#GQRX /O,=# \J6P8K70:@_:61.:&PRI#MY$ MKI%N4]Y:35\;\K.KZ[+<=;M66*S@9UNCAEO5T?;63O<'A)^4,8NYI4C.?EY.
MJ#]EA=53_SDQ/-+D!YHW_"+@@&_7P J* 0]X? $O.J8= M#?7C1,]-?)4O5(?@N_1F#-]0=:@/OQ"/\=KTV5E,Q_7Y.EC%]#ZJ:[KTXL2 MEQ[%,J@?T%M]U68!M]=R"D*YA1?
0G_V5OY_\A?7(VQ42V@^R"U8L6YQ:O/F M3S1 ;E#@60FYIW,AA*DY@UZ(5LJ1O=^J[!!!&AB43QBTCH@ M5C?KW1C:B:Y+$3"U;7A%%C?BD?%%*"KLUH1W*ZK.5"*CQJ:TE-
:+6*,M/ M0#LO#5%Q\H-:ALI7?]3 O U^"*C1<*R.)J-LR0,6!KQV64H/\Y3%N39#-*, M97EQJ#]+!=&B9O@H^/=!(;G$'(@B@ SG@T?#C[.8%3GEE>8L++A3\31W LRR@&4\G;EQ
M"'/Z"V;PDLA+ME3&CV9FS/:^3R)69B14C[G*4L"BG2/92N,:39-1.!!RU-R M(U8]ZD9530G]=$$(64&OC/U6HVTT=JYX)L6(3\;2G,C$,6U/_&_J%D$&?L;R M-)D]0]\$?"?LV;R?
*AI2H23Y#**416<$Y6G!BBAP"_IKFZI^2O8TAT-OFL7RC)FZ9$#CU@:0J\#:+Z M@^X>)^*D^2U)ZXB[0ZMQO4H"Q9F+XPH\)@71\5[1C:61!^ Q=74>?
MHA$KG!$%BX(S%4KAU1/#5URC/&P\1E,SMW M<,]//[N,.]79X=0@"WTD[7LW'U>/#YGJ\S_\V'U]KX6F'3"0;0XH9@=9XH$> M7QKCQ*I^N-W7RM);81C6] #A#[0SH^T8I>YBX ,?
GWNHO4$L#!!0 (!$V MDUF&+G-0CP(,L% 9 >&PO=V]R:W-H965T-I*[08"I*%I@_$!\&:.,UI]Y+./[;/GC75WOD0D>-#*^$54$5G<>RS$K7P8UNAX9O".BV(1;>-
M? >50Y*V35G&+>>N:U)28-7#WMFGWW3Q>&A]^Z*T(D6VMB%GGXBGG,GE&!\PF,I53 ;^Y,ZFL0(>EUH&^@@:3KM]#DR"G#3#'V0?V<.=%B$&
HD@JSU9W3LS RU-]Q4/?1U>XY#V M#FG+NPO4LKP0))9S9QMPP9K1PJ%-M?5F3_@5F"I?64.GA@\DQ^X?,Z6!5KGM4X GZUNS%, MDQ&D23H[@#<=\IRV>--
_R',$*^_YW:^R^UIZV:F$R>&+E8;@%@W5#J'K?GA" M/U<;3XX?TJ^7*M01F+U,(S7F:]$AHN(I\CVV&T?/=F;$AO=@C] M]6W\@QBXJ)TT6Z 2^><007>]QM!KX$ZAWJ ;NC6"!B&SNE)(?"]-

+GGL]'IR60$AGO%BDSXLO-V MF(_A&].JG(5V00$6!<^[#W;,U^/S, &Q=L KS?6Y-<@=-I9@SVO\4C?B)P.F MT6W;->*9:VVHF[5!.VRJ53>@?\R[-7=NB"P9\7UA+>R$$$&/;W\C=02P,$% @
$3:36:@@%'MK!0 MZ@L !D !X;"]W;W)K&ULK59K;]LV%/TK%UXQ MI !KBWHK2P(X:=H56-N@[58,PSXP$FVSE427I))FOWZ'E.TX39H!Q;[8NN1] M\YQ+'EUK\]FNI'3TM6M[>SQ9.;
<^G,ULO9*=L%.]ECUV%MITPD$TRYE=&RF: M8-2ULSB*\EDG5#\Y.0IK%^;D2 ^N5;V\,&2'KA/FYE2V^OIXPB?;A7=JN7)^ M879RM!9+^5ZZW]<7!M)LYZ51G>RMTCT9N3B>S/GA:>KU@\(?
2E[;O6_RE5QJ M_=D+KYKC2>O3DJVLG?<@\'D=(X\O&YV07TAON?V^]OPBUHY9+8>69 M;C^JQJV.)^6$&KD00^O>Z>M?Y::>S/NK=6O#+UV/NEDRH7JP3G<;8V30J7[\ M%U\W?
=@S**/O&,0;@SCD/08*63X73IP<&7U-QFO#F_\(I09K)*=Z?RCOG<&N M@IT[>:EUB7ZI+EM)[= MRM)YW\CFKOT,N>T2C+<)GL:/.GRCKZ:41(SB*$X?\9?L"DZ"O^2"J;GRM:M MMH.1]-?
\TCH#V/S]4!O&*.G#43R5#NU:U/)X JY8::[DY.3GGW@>_?)(#>FN MAO0Q[S]P:(_Z>SC;_VC4;OO#2E*]PJZTI'IR7A3&W*A^2:+30^](+VBY5;^\ M 9?7VCCAG5FY!,,="?1;6%KH%E/"'M)\6 +
[E'!&\Z91GL!V1N A6-83,"&[M2VEVN*!Y]XVJX>& /Z4GQ#FK\HCE600!3JHJP<=!DK"B*+8*6A"U&JAZA")LY(7K$P3*M.8
M#K*8\3@L%WG.LCRE#]J)%O%BCIV(\:+RP=.8I7$>,JH2EE>I3PG;95ZRBO/@ M^OE@? =].Q?*H!=?!F$<:D8S%P IW*+RC)$>#/TF'%J_:0+&@_F,<3[TRE&' M5C6T,+JCET"96]'KL&O):?
318&%C-J6/"I);*;LY3W97@2YE+3H94MKU>Q/+ M8^0;__O:^WT;+:9T890VM(8?W6R 8FDEKB0LI1_X=2NLA0GR1ZZU[OT5A/$8 MD@3(!F,\=#8> G"!4@^5Z2TZ55^W0^.AB4L'[5/HFV@^
5P>=Q9A6BR"'.L[M"=5?!F5'X$T?@/];=!W#7Z^\EFK?)/5K9(8E8#U3GR"TR!3*.@QJ ME,>L*(M1*TU+EA@CZQ7 MO6[U\H:2) /1,JB6">-&F)+GF>8*=D<>%94Y6>B]A)*A"L!.1<.&1/O30K MZ*!
KQ\2FG!*J3'>1G2/"C V"C".C*%_!;X,O ?L:@J05(4$R-_SC,0&V9I MQJ+8CXB*187/),I8E58[MJ8CWU[Z/N&NAZ@IN&Q3P-Q'S">YRQ 2! G7B'H6]JFK(X*;V84X:3JWCAA0)G MCOF;X-%X!^PNMW5;P
7;/^Y-_ 5!+ P04 " 1-I-9'O9J?(0# M "[!P &0 'AL+W=O861\R.)ZNC^A?8NZ42\D<7AOUEQ2^6F;S M# 1N6*O\@]E_Q2Z?6<#C1KGXA7VR+2@B;YTW=>=,^UKJ],]^='4X<9B/WG H M.H;+ FM+"
(J49O(B=U:,JCMZ25Y.=7CQ6S6!DET+I? MX/:YEM2?(TKA#TA!WW..Y2KA%*\@3*!;T;[RL&M%BA>^N?$]*=5'&E=%>\"_FYV M0YB,!E",BND[>),^S4G$F[R!EQ*#O]>E\Y9.PC^OY9@@IJ]#A-
MQZ1K&<9G1 M\7=H=YBM/GT8GXT^OT-PVA.91/'^;%^/QSAP4W.8N@H4#^P+M'V/0'I@#G8&$77VEWV\'!/1FO. M4?O6(C2*P[5BSL'Z1'K--!,OA)1BNG@N_%,D=15)SCL0'?? YUJA ?DQHJT
MCF9W-%[8X4UY3W<\Z^A^A/%P.H<[[DV4CWKY13$=G)W/>M5%KYG/)U$_&\QF M<_A.E6DZ4F8#/(03?5&EYJH5Z&(!-0U3W&QH\ 3+CY/)8$90M&1"R#",*%LZ M0MY*
[JFX=,GY$[1:>@^=QIND'=EFZ$*HEU+3TY"T MX71UAMV1#A VM9SY2(TKXS"(R];172 4@OR-Z3:@C,]B%K/0-E:J&.X+EC8I MITDY?.WRYB<#M4:[C<^& VY:[=-L[:7]R[1. _D__2L?6-V*
[4#A1MR'0W/ M9QG8]%2DC3=-',^E\33LX[*BUQ5M,"#]QAA_W(0 _7N]^A=02P,$% @ M$3:36<^]\3$:!@ ; \ !D !X;"]W;W)K&UL
MG5=K3QLY%/TK5HJJ5IHFF4>2@0(2T+*MU)=*M_VPV@_.C).Q.K%3VY/ _OH] MUYXD P3*KH2(Q[X^]WUL'Z^U^6DK(1R[7M3*GO0JYY9'@X$M*K'@MJ^70F%E MILV".WR:^<
NC>"EW[2H!\EP.!XLN%2]TV,_]\6<'NO&U5*)+X;99K'@YN9< MU'I]THM[FXFO(-^Z7V'+U-NQ86N?\C252>]O,=*,>--[;[J]3O1^C,BO$+7UO]GZR [AG#1 M6*<7[698L) J_/+K-@Z=#?
GP@0U)NR'Q=@=%WLHWW/'38Z/7S) TT&C@7?6[M89Q4E)0K9[JL<^=7DK%52%YS=XKZTR#>#M[/'")H%!T<*M5GZ3!BR3#)'L%+MWZF'B]] .^-,'+%
MJ0*ZCC*N2O9.E'.IYNR,"D0Z*2Q[(VU1:]L8P?XZFT(OG[$I6SK4O88^M-3]RC,?B/W8K-=$"WFF:L$ M4]0:-2MT8ZQ@>L:FC84":R.V%JS!7+F+_&R+*CNH3J.@%1B @6/010IU;XQ0
MQ0T3UT7%%58,=_@G[<\^>]R8WV,6&K1A'1E4BAIRAD]KX=.MM'K5G;NG%!-K M;DK"\(FW?7;!;<4N06^6.]&(%Q5M#TC*8KFHY\1,1L)CS5L*4VGGE@!"VT MKDC%A'42A")*-N/2L!6O&Q\
[[G&H%G>^,&E!?H4VZ"O:>U84S:*I_6X-6 ,[M%TA<140)I2A;E#7^F!5+[N-& EH1%G1<51S"ND8([?-G>1)/7K.WOQKI;GQT
M@K::6RMGTFM$>BYT""45ARS@O@S)OT"4=2U+;\Q[!3V"73E\A224C2%?2'*) MA&EO_[J21>7G?,Q*AA@KRP-'M[[.E?Q'E'T?9:G"R1,.@> W3"H[I5@*BP3Z M%3A^)RFHKXH[%"-
Z^0F>=6QVE1<&"+0*O^>(U!E82BREBOF$F'S,,THA4KW&X MT*^K- I?7"]1","JW*-WV_BIX34E@;;0Y]^A3N**T50#_(HF0T]O8<),,HR8>$_W\R!]9;AI:M M;_KL#^\PK6YTJ3:0.[-Y**9M4X;XR=
!+RCQRHJ7D;?X:;U"^@A5SV86FZ8W M;>#OV;%M@K9])!"0P4N*_/=-Y!\X[;YYPJ960OX)>9]098A5JP@'32QVPT2@:QBD-XB@>):T8 MD?4=T60<9<,)2_(H':=[*G!S%R<2/#J,D
MR]D'R:>R#G>!!QS@16$:Q+_NB!ZPY##*QVD8)-EDCQ==^604I9.8I?C)Q@^Z MLD]3'N6CF/8?3K+6G=N&C+-
HF(\P.!Q&H_&DE>GT)P*=1,,L(5OS:)S'KXDD02S#L44&KM13AB<.SA.\'AP9/X;KL6S>)H"858"$."]QFD>UCH:2WG_F (;;+!059?H8VZ M.%W1#6FMV@.1*RIT#;(E!9C 4;DYLLD1BF?
@TJ[V_N8"=*NOSWD-=D5CTWT\ M7($"373;JJT[W]F=G($(YX8.[UV2^KYCEZ!]Y8BRP]6"C-O$:@^LYXW;==: M D-L?I,@:?]CDW\"5]VWX8#E:32.??G%OK7NR'6-]9HDK)Q$F5H@B?4Z;ZK M\Z#S
EH(,_?O/!O<#8^A[>SV*7D67E [\? ._&ULK5AK M;]O&$OTK"4]I;(#6@Z1>?@&VT^ 62)H@;F]0%/VP(E?2UB27V5U*T?WU/;-+
M490L^S9&/R3F8^=U9N;,B%=KI1_-4@C+ON598:X[2VO+BU[/)$N1<)-5I2CP M9JYTSBUN]):G2BUXZH3RK!?V^Z>-SF71N;ERSS[IFRM5V4P6XI-FILISKC=W
M(E/KZ\Z@LWWP62Z6EA[T;JY*OA /POY6?M*XZS5:4IF+PDA5,"WFUYW;P<5= M3.?=@?]*L3:M:T:1S)1ZI)N?T^M.GQP2F4@L:>#XLQ+W(LM($=SX6NOL-"9) ML'V]U?
[.Q8Y89MR(>Y5]D:E=7G(:D+U&9Y++P?_FW&H>6P*3_C$!8"X3.;V_(>?F66WYSI=6::3H-;73A M0G72<$X6E)0'J_%60L[>W"D-"5DL#.-%RGXN4C&S(BV$,5<]"P-TK)?4RNZ\ MLO 991'[H
]J-.PGJ$GWY7LPTW@7;KV["U]4^(M:=5G4#UC8#^,7]$5-M)'3 M%SVC[RV"8V^E23)E*BW8'[-I_)+V[\W+JY6QCP7[F%@U$YK%'N> M>U2)*"P!=,]+:7D&
MD:3+3G_\81*&_59P#&;A+U66;9A:%R)EIBH<6"6QS0LDAD"0]XKJK"DK@1A52:5841"92D MK%!6F"[[!116:I4(D1HVURIG=BD@,!=0LF <]F:"KBI#KD'%0A1"0W>B=*FT MLU?
AR@@#KXHDJU(ZKD7)-^ A9QR\9BQ I!>)RG.A$PD-)2\!X*S!N0O$K$!9 M0*AP?ASW&L%#=L-G&9W(Y3DOBHH3@!(P:-"LAJZG^<6^=XP M"Q8E?90:$3
<].C08ZO<7XH7CFA+,J84B9Q+J"$3>>GH$YE(Q)XO2)XKIZ?> M$=3P@-+^%]B7C) ?OAJD WPE<&T-7$X!W/,Q=-FO>#='33E@"2^^G2"4#ZO(M8#LK5-N,&WH)^A Y5?:60KR_U0*\RJ)!_2Q
F!0RC8=L5QR;C;'S:24\B%M=S_D0H;J6CPSZ6& MC9=1S C&?2D/W1,R.8TH 4,Z>A#2>U#C!6H1!P'S_U"-#J,4H\-]$L;$6X[= M$F50R:?1.)A.)V<'1A-T\<;QC[=Y IJ=CD+8"UOV=CD?CX-X.&'C23 *)
[6. M@P0[ER.4S8A'I8N]U+I.=\!3Y? M""9 ^NX$/*]IV-$[D?Y1,-9 (^Z.WCA+PV[\YGO@.72)TGA;HP^,0%72$;K' M<#L3,X%EDF628^I)*XGJ]!XI'@\)O(:LI5G%I68KGE7"CR"])4O?!N3\2=R=
M[N;G<=]K+MTI(\%44&%)FM:TW:8TK[Y6BLQZRJ^U$6P91]38ESS/LWV^5QJ MO/A:87['![.D4%$ */#NE58 F'CIPH4OA> B@VP[>-B2 .RY==2(HTZ60++ MV^.A!&Q>^2'4U&
]I(U/\M&Q$##Q;3O5]]* >4\SR\\55X/:\#&4X]D,RV;"0!TD[K,+M@]IJNT[%WSB#UL %+B:BU3O-B>WM0C M:M@0Z@-V(>JD U+320M9(+6T,
[Q:TCZ&970BK)2VM1[36NO!K9=0NX6001/&P06H^+5W&M#RN)*I,+MP@E8$.RP3CK6?T/GG.R2E MI9D7-+(%@-/M8"A>LP0%>J(_9*@N:RWQVZ6I%1PZ*<-<2Q)=M4@/RQQ9YF69
M(;VT9&I'L_G6@A/B&56N87*_:#OLB]C8651>V!PYE;&^$*Q)WGU*Z)!,K MI*39XAAYO-W4MO[M[WUC]9:YDO&[=)SX1@/10"Cu$P6_\!K1^K>2.> M&=$NNCK%]/*DV:629C.E/JDG1,
[_4IKBJ E7(0><%]V:N\@=,%OM_R=-RVC M1"W(!*CE47@A<@08X@"MM%O1&E;OFS]MGF7 9U;9F@8*U=^FB5[#PP_;X ^ MSXS:I2![12=ZU)3QP#J8<(^8$R0>/P10E_I);GF7
<9&H&_6TW_N4(5Z!P59D] M$U^\$&__MG2+2A#&81 -QG[%P.UH&@S&D^,]VIXG_ORQ/>=T-V2.;C5G3N/A M!K*G^_6[!_7@[J?R<9IYT3:.533U'6]0B3K:.$)^NU]NK5('>R9:SJAJ9G"_
M>^Q+2*_UM0I^+-PW.2P(Y+3_<-4\]&W?JO7;OC_IOA!ZX7$K66B3$^]WQ MQ_&<]_A_(U5I?OV-5/6JMQ=+L%T0M,!O)\K;#KU#1EH/H;>_U02P,$% M @ $3:365S.X[LS P $ < !D
!X;"]W;W)K&ULE55;<]0Z#/XKFISA/5DFRR%;L[TW*9TP=JQ QX8,Z#-U824U\U9AE+-[%EZ=,G69)7H_-7H4-,<&VT#>NLB[$_+8I0=VA$R%V/EDX:
MYXV(M/5M$7J/0B8CHXMRL3@IC% VVZR2[-)O5FZ(6EF\]! &8X2_.4?MQG5V MG-T*WJJVBRPH-JM>M/@.X[_]I:==,:-(9= &Y2QX;-;9V?'I^9+UD\('A6,X M6 -'LG7NBC<7,YM=LN'A^A;]98J=8MF*
M@,^<_JAD[-;9DPPD-F+0\T;_\%]/(\8KW8ZI"[W?JO7;OC_IOA!ZX7$K66B3$^]WQ MQ_&<]_A_(U5I?OV-5/6JMQ=+L%T0M,!O)\K;#KU#1EH/H;>_U02P,$% M @ $3:365S.X[LS P $ < !D
UWOI\LBY_8EW!*V=C%^"%E2B_MR^(R4RGO*5S M7MX+^-KM-4<7I7PJE^&!\]5J+4+@T?X=+8-T5-!_'=7R!/B M\FY$;+I+3T(L:UQEU04_PVSS]U_')XNG]_!=SGR7]Z'_\CI^WQH^(HB^US<@
M+&"(BBH8)6WL(#1@TV#]XB4&D]'$!VXP<,\PNH>29=3[=*9L2_T7].X# M:TF,Z*D4R:1#4)9VRD#OW4Z5J5)0=+$A,'QF@9(P!PNJ >E5-R,1S B0=:N MM>IK4B/*G6B2"X&.P2FF9
:CU\&M!%41:H&UW!@34G; ML(Z!W(;DE1U=H68UD7KDI6A !)!6'I[CV/DCCN]CHZR1+QT[573K# M'7MQ=3WXD,,;RMR/.0TI%ZP=.X\(9FH6Y&8#!G4T6_1SN=/=2%Y4E!PJTO(X
M/WDPR:J\?'#$4?>3 WV3PWM"I8F*=-G],[0H $09 9 >&PO M=W-B:W-H965T\[OW_O;:]=%HJ]Y[$?]NDW[W0AFWO1G-1N7%![U<17HQN;U>RZ6Z M5_'W]7N/I\D@I=&=LD$[*
[QJ;T9WLVW_8O*_IR1O-J9P/^*;5I[-A^)N@_1=7DS+.BT3?_++SD.!QLN MI]_8,\;YFQW4L16OI)1WEY[MQ6>5D,:_6!7>3>,TY:2R7_CKWBE0VU%T<.'T>]+_ M>,K^!W'B#?+86=WJ6E(5I25_[J67-
BK^+N)*'4L58D3M>A^4<*U8] %Z0EJO M+;[83[U-E;C5<25JY:.D#T9#M5!V"0Y@*RJQ56(E-PHOH_**]D=$C@?/?1(M#_UY.?1[UR]78KO2]8KV=G@%K!B8?121NS;IW]V&6%(5F![*S!#[2B&(1*
MA]8P%G>!' $ 5;=0?@ A>W37+U&;XF26WE4"C@NY7'I%&L7:1>C0L-1HN=!& MQQVIH$5%?A4J"\$CV!V6(80=Z/\IV.:NFTRF;B\>3BRD]5L5E<*'9520KQ4T:@Z3%
MQW+.KO9"SF=/2DE])'RM0*70X^4E7A5HNE5"1IBTVBR&^NMC$1EE+S>:@1,M"@@AK62 M+ #Q@&IY%(T_B/Q2K#]$'H%#9 &@C6X>HYFMHRR1;*.XR.AG32Y'EDW$BTI9 MP
7^]..L.K^:5V?S*_$S?I_3JO3J[FPBF-B&.Z87TI]81?$E!GU<79975Q M><+;SJ? \.GY=[<=0SI%_Y/S5+#=#A81^O78^[IDK$Q(QD"1H?.XUHMV'E$B. M 8GJ$FB'8\)!$8H(#T([%;ROTB<.
48G$W1J\:P 28$5M$5&@L.<7Y*=7F-'51 M:-<&S08YCMH4$ QLLD3>$!OP.A/$QD3=X7GEI.(U;UQLDT!HN:(*MX8R1 MR&/C,3%%&^%:%*(< @[!"P6Z9"'1
MMR@$1,J)!H6V!Q[5Y4(I6S*P)Q1I=R+H96I?L#073#:#OC*5]F,N:%2HO5Y0 MM!\ MC$*QCUWU;7K2QSWZ -C5?U!H%;\I@68H4V3VK#/0;1I/$-TN$\ X-<,31,41[AD;-6 M&>2E2;FWLJ.$D0Z
4=F&\@TP;J37#OD!LG(D]PW^(U/CI @?A$H37.YB.'^P MB_0_%41]R@GG^$T]H& ;G=V2Y86=E'U=$*.0JL \2L50AV1@(M1\PG"MK/TB1:?MA"I..3?C#8<>@A%](
J2SN8I2?/:83)6;E508.&JUCA0F M;HM;';A\%.??;:F9VSR&%40$ELRH3>PY-,"U"T$316!B#HD49)-Z#T.=FQ5L MKFN/QE 5_M46Z.-.G4<&S9#7F#^HDE.EB0%@FJUI0(-,B@0LS#-*^I):)NU1(<
MP:,0[.MS.0>E'H+H'&*._2#,#FG%M]]%/.8#$LY;M0MDV.SBN6BYZ^!+FI@* M:7F"05NE9YY&'=48SII0 A(DQM:(?*.XX,K,VML,^']162+J81CKTHDHIXX$ MT:F:7 5;^*USC?A(V-Y2^_R@
EIN>!33LK#$M"H-@^J_SDT T1@2A%3>_B) M6>8GC(;SL;C7%+;Y% /"T$V&X:6T^3>_P:W62Z2DKQDZKH\!^:K)3W)%UXJ= M*V8Q\-YA+&9%\WDUE'0L4Y($G#TUH241?
2Y\&L=2'7.*,1<.R4'K(SP20!) MR;J!\:M]P\3XKJ11R88\J\TNV(Z39$=:$;;(]&UFGWK123TD>Y@PZSJ=%E*R< MR:;@M![@2P6"*7*1%(KX@&:!,H8;I>A.M"6"VTK47N5>FW5*W8"%= >";_N@
ML&]#HYA?'7KWR"2O0#?QV$,D"T2Y(:8&-V1WD]:#/*4,4OI2H_ E'L@-D\ M%IIGS#8NSS]).'7N3,?Y& 85B?Z3T\GO=ZU)'9/J:\5)1Y=O]$J=>[U_<# M_76R(0/ $^@.S$W[.Y<,*Z;&;)4&V[&?>
[Y45"/@#UKWY]>\"R M,)+SCN.BWF NIM!BKL-<"A./>O=A/]ZN%",5$E^=PYF*7"NVRG&328'"*E! M?G3@"_VB0U5SU(@;;9X3L1O3#G.2VDC3)_:$MH5:2=.6T?.1L[0?X2J\@E4M M$H6-
C(QL'.W[:D';T[E PU;NWTS=F0K;G)B!LF'GX=H8N.:"+A^NPIL1F?J=. MCD 1PE-7A)-KIZQ,4709'!0OFF%SX!G_1Y&EIK4'8,WS(T1](LBE;+.@[C'D>1IZ2H M?AD]BG717(6,J?QY>&Y7,5P0B
M:CYBY;9?TP-?Y(0TXM(%U>$=!\T.]'*8!=,PD4X,7AV.AD8_T.T1LQXEB96.ZY![>#G\BN$LWX_OEZ>\+& :6 M: 88QUMLG8XOSD8XGO&=?7J(;LWWY M,#*[CGRL%MO*T -];ATDY/Y""X0\G
MM_\&4$L#!!0 (!$VDUE,&-2(%D=V]R:W-H965T MR9YW^&4C5*&;);(TN4B"3]< ,@ Q_[OD9;QH+ MA&%\GS"]Q4MK*"COT*#Y[LAES30_D\VM*$V]\#
(/2KYA0V.NY/8+G_C$%]Q^0 MC7;_83OJTMR#8M!&MI,Q1M"%;OQE/Z8\'!AD_D\,Z&1 7T=RC(Q?E!V;8\D3) M+2BKC6A6<%2=-08G.EN4:Z/PJT [LSF%:;8P!7OI3*BJT[F!F'MQWDQ09R.
M$/0G$"%_Q$"O@T*#Y!=L77#08*&ICB(/&;J17G4'%9*=;7HL &4W?<:); M7-5.S]0<5BU7HF"X__'BXPI85\)*"P:7K! ;4HE!QZ[<#,0X\!=Q!!H%[&C:RP;FACY'-
/>\&KN'&!708;83PN=!=AS3A.0I'9DF) H"DL<48I+Y M(4DB^H2Y0Z DCB(2Y1E*80'8Y*60XWTK#F,?8C"%*[CYK62Y 02B,2^B%F;DK'
MYS$=9[]MAPZCL[G$=%WP$MV]8VW_'FYX47>RD=4#8E"2Q2G)LMC)29*3*,K@ MD^A85PCT?8T-*@KT'9(@R4@6QBCY2#1._C"66/J"?9R6#=(93) K2Q 0#]'
M*4Q3$B4)7"I9#@6F+B81C4D8I!"A_YSD68HL-3:3=47Q*^[G.4HT0R"LR)LS M<3,UP:UM@C,DC_/5=M$1Y,2/8M3+7(&B."&QGV U.[P]RD>B&98G5"+&L'"=8%ZR5A?
@P**MI#_9&*&W@^\"401*8 M_(W0!>(AE9BX$?'5PNXH3/,!L$$-M,B]A(V2K>W=+;3CK"1F!B%&Y/9#&X% MKDR-1[NH65=Q\E0!UKQ@[=-9L_-EY\._\ ^U#_,S6LRP6X54*D"D1L@36RL'. MO)K=
<[3D=D 5#=,:33!^C+60;GKA!>R"Y'C"F4'Z83@IGUGW(F&PO=V]R:W-H965TZ&-U!<0?-A4K0P^N\ZUL>;8P7;:[=]C.VG6C79"B^QS[[G
MN7LNOAOMI+K7!:*!AY(+/0X*8ZJK,-2TP)+HGJQ0V)NU5"4QUE2;4%<*2>Y! M)0_C*!J&)6BR;^;*&RD:P-9P(7"G1=ED0]3I'+W3CH!_N#6[8IC#L(LU%% M-KA$1 M2P@Y4N,8B%VV.$/.'9%-
XU?+&70A'?!POV?_XK5;+2NB<2;Y3Y:;8AQ "0M(/%"F\R\K#DQ)!LIN0/EO"V;V_C.+>15PX3[BTNC["VS.),MR"-L M<2Q0^1R%K342N1Z&QL1U#2-LXTR9. M?").M2=F$+#9Y%C_AP?VIR[Q.-
]XM/X5<(;N>U!$GV .(K3(_G,_AZ>O)). MTM4Q\7S)O]3Q6+D:NO0XG>O*=UT1BN/ -J=&M<4@>_NF/XP^'=/ZG\B>*4\[MY>EK[-F-'35,4%DB$&,46]6&K#B"D3"A%
(5Q#ZGB]%@1&N:A9W;S9IO%\?G% MQ:7]H=M#?7_Z]2_/DS1]\FM2#P\H42U\?-! Y6U,,W3ZDZ[$33QG??B?&I' M4S-)GFB:N79-U(8)#1S7EC+JG=O&5LVL: PC*]]N*VEL_IM8<&PO=V]R M:W-
H965TXH65):F>H"Y$MB4KSGGCORGJ.TV"O]Q20 MECUD:6ZN1HFUQ9O)Q$0)9,*,50$Y/MDHGOF10[V=F$*#B)U1EDYX$)Q-,B'S MT7+AYN[T*CW":6)B;+12&V\ GLG\6=
MQM&D08EE!KF1*F<:-E>C5?CFFL_)P*WX2\+>='XS"F6MU!<:O(NO1@$Q@A0B M2Q "_^W@!M*4D)#'UQITU/@DP^[O
_IO+G@,9BT,W*CTLXQMU_QWJ@!S!2*7&_67[:NWT\!DSB=!@/+#3)NJI@YT>@>V+]H2M'JF[/)8[&9=90GOG0E[?"@I8B9?>@,\/4IF_+
M^DC[B=\38%:L4V!KM"Z.N6_8)BE1P=GMG8F.AEC(E:%9A@9I[1;*?- (TZA* MS> !HI*#LTW,@)M:%TL-=:CPD%<:@(D+QNIC65?22Z$1AKQMI(DP5-ST^9BM MTM0Q(#I]+%)IG%O"P\
(D[D%.G_,*F:$E6;SZ*P%\J!")DY8N"@MP"*%.T[Z MX*+\6&(BPF]/PU?1:_'[(/(@-U+B[-8710)6U['"<8S'T=- U_+77U]?<> MI2)GK\+7;+?=:MB295YFZRJVFU08PU9HCZ&@$-
:GFLBN@1F5QJPHM2E%;FGN M2=B(YH)FK_AK=@L8N1'LNM3;,F,WB80-JERDRMS2ZCKM%6/:I9S]@:DG&CRL M*^]]ROB%ZZB3D[;=?,ZJGIR2P(V'N5Y.RS2$U2>\+&0!$/.)I]XXCSXX["
M^4F GBAQ;T64L(+2N)>X_?!0X+DA8$H"")W**IEN2 ^KW,=ND[2;CE16I'#8 MHHF,7/?,(SBE!A(S^%I*^\C$7N@8JPBMR?0['WMIDP125U&K*$)>)2:A
MN3E_*]3N75)06$C#YEX9#O:@8U6654.1:'5@\PZQQ,G M4/T@'GL$:]X(UMRK+]4?MJIIZY,'4Y*GUSY03=X ,%#[JPA=^;%.4;LOI&Q M/FY^S"%NYPVW\VL#?E(\984 M?U;9>O1D -
'JTE<387NC#+VWOV5S+Z"+0B\1OWW=#:NS=.C//F;MQ3'T7_'> MMOWQ*#<_PK>=VD>K;0^A7\J[^W>X//5R\\P\PML^X^^MX*P[0JA7\+;^]IJ M)V1*]^)>2A7*W*'0>^]N.
<4[TF*RZ_/>ZG[H%^C.%[CPNHW:[?$]S+;RCOWZ_1141VP.W+C]G%JA9[[!?L9FCJ M.*"IO)5[[A?G04T=L'^JJ;-!3>6MVG._6O^ I@X@_]-Y:W4<[]0_ZBF#L#P M_F0IO)6Y_F SO^8IM8H74T-
Y\%WHCKI?.K*0&_=!SW#W&VC^NK5S#8?#?5 MI[)V>?7%\5;HK<0WP10V:!J,S]&WKC[B50.K"O?A;*VL59G[F8# UT9:@,\W M2MG#@!PTGU*7_P%02P,$% @ $3:36;Y S$"H"0 >AH !D !X;"]W
M;W)K&ULI5K;]LZ$OTKA"]PT*VXSCI.PG@I.UN ML7O;:-/N_;#8#QEEH$?#+FZ&T(:0E:QW^RtR&I>"x_EG2U3M(M6&JJ6]E$Y2NBM6(^+YHS5N
ZUN+72:BK1M\"_9D:+7:AFZH+A\%%D1S/B2=(ZZ+5EP>JU?QU\AR]+Z>C&E'^JW*\O1T]' MJ5:$;$K_WFS_3L2F1?1ZPO,Z4+*4M:@EC8&AP;G2CU\FWRVKC/D#DU:]!X-G;5&'S*'.
/7EU=#&%\'5(WCE.:DW'F+IPIR_NI:.N6$68E;2XZT MER%6#VY-J3)%[N'%B<B3^,]FLG7NF<\GWY$UC7F3AO M3;R>'U7XUFRFXFPV%O/9_/R(OK/.Y;.@[^P[^M[90FKU5_!T+&Z,=G VCXY+
MG>]' I%YK;34F9*EN,-- B*]$_]9+)VWP-1_#T4H&G!^V "NL^>NEAE=CFK> MRVYH>=/7[;Z>/9R^.N'?>N7=^3/OAC!XR\KB:#VM"R62FJJ7>*5V7(1LLF5YYR MH;0GJZI!Z'#*S8)1Q@2++<-
E8$G69A?@J/,@ $6O*$H*N63]%S"'B+L!=F(M M-R261%H@0K6T6%^&-\##.-B46LD)+15,&-\.../".LL8JK]**5_?9 M6NJ"8'1'5+1<8Y<'OOSV=SVFMCV0LMV '$ MZ6SRKZ N-
T(;CSAD99,C3&79JMTY,D62UA&(E]T9Z#7EMLHFKVM+4W2/UML;C=LYI#5Q(V6W5Y<%T> MIN)/$HVC8")JYQ(RKKLC).V]L&6VAOL1KII&MO>53HH>PO_'&?DQUC (A N M6;XX#(H."4C;5 "
CGY"KUN;ILS9&J@WEF$CN#VQB8#9IT9'_M\JOPXV_U@E M&Y0\%8ZTPPF$/,LBND$FMW)*T@YC>Q: JPM#@[C?S4@B)LCWB)A=8-)-X'+ VA M] \H8_QW=@&(_/Q=YLT283I-C!NE>*"BE
YJ;8[5%.WHP#46V[7*UBU> M'7J.1I-F79S 2GXF0#K"-5"6(!S91C+&+C.3A:AH**H6>KDI&F5CIULCX88Z$I M(^>8=1G;4JRDLJ+^JO6U'B7X.^7^.OR9,O(3)(8%%)JTB8K;FO%K2PA@' IB
MT:"E4\4@;]MZ2!IS:FN6 B$JG:M,\M36TFN[47"2PXQ:I_L:48+2[]0HQV:_ M2!]-C[391UV;?72T/RY*S+.A<'C?&]23\N*?QCD@<")N2L6 >@]OU$8NVTYU MPVT/:!$+K//N4%^<NNOAT>&
(*0'T\Q<_9XXX$I;'75@>'PW+&[VA!-1#WOVT M,,H;J-](5;*Y$$@V<;(DX?8;>ZE 3TPIO6#@,0GX6E6@K$K@Q+/(3A1H"YX; M$&:!?50N&R\0%!E.)1 M*.&-
+!OX19),M"U+&&LCG54$<@H#Q2D/6._7(<0!+K11+L23KF;[8G"H=@XP)D98DGW9#,%XG"JT&J%>@[A64&<+=[JIX_">1Y-@[!Z#O60!K- M2^?2YDY<&_SK1M;7B[OK;EK%^-
WPW'1([&/-_;"36]Q]J,3>FFG8?C>*#'6\J MY&[3#Y9QN@KPO*,BH/YE/RM,\O@>2P_B))>!K<']+F,.FP56@W46=;IS2 MSD^&>$[/1 MG-BRUK&]P0N@>(E&$D!Q>KX''N2YRR^\[W/V[-
N'\U5OS5;B5^R M*#@_<9(,*KR\Q\):JGP<)IC,*LQXO3.8(:@P?*KH9H2N8+OJ]C,$=<(R#)DX MD(12I5<%'/_*8+)C3698Y1"96"]#47NQ^C4?X*5,OT'$'M \,G\[3%E;-,$+#R(P#
M\S/M%X>R]HX%7VQAZ?Z1XG1?22='T7?"60&>+[L@9-FVX2_;N 6KU+U'J6+ MY /:!0+)2,CWS_Q+[IL9'4[OB@C:X4G'5ACZ@SK1M;7B[OK;EK%^-
[[@5_AB2'FC[2XIUV+>_J#.;"E!CHX11Z79E_JFE^HZ.[0E;>A.%#F MR ?[P!/?Q)M)Z$)LC\%TE HN8HD MLHV\@N;Q5\M<+7-@BT8WCLT,FE:,P#!.(D^N+PDV*QPL,7C$UUK
UZM/7'AV84%$P/[63)TS3S77@%=>!] M45O)63Q D2[2 =J%3(:7*L3!BN]B3)QBT_L :2UG)W6\M0UO*[KI.!U?S;)4 M19M^G'BIPEBQ2QNFTPS\8-KF%:U! #5V1>4>RL#)X'M 1;8(7SWX)(*!*WX:
MZ.YV'U86\7M"OSQ^E?E#VH*X9)6&)<&G^!\:N.7COC#FSI\75@:[TT5+M&PO=V]R:W-H965TT[">WP5># G:W">+]7ZYC9O^22("'$L M<&4= J?"F^Q*!P0T?!C>8
:M2:=XNCZBO_>^DR]+;O!6%7^+W&XGP3" '->\ M*NQG=:B C3^>X$H5QO_"H9&- EA5QJJR428&I9#UDS\UF2LK":W@K2L],Y-*
6L.#1H/2.DK>/=ZPZ7XS_O)X%9)HPJ1UVYSF9_'@>+R7D@N5X(7 ML*!#'JT!OZ9+8W55%'_=D6H)I!U$W"W[,;L^ HGP<[9TGL,IK__%O>CORZX ME[7N99?
0IPNZM7E5H*/^2O9=E"^"=E.^KS3@POBAP7@ M&H$;6*N^+KVY(29[+)>HVT3"K-I0<4,:-_MWWRMAGZ%$NU7Y&=85Q,F #09] MOQJR?!]=>D/WA50J"ZXEB>*9KJ1%33?
%53"LN="PYT6%!I(L98,T)GM]%]41 M/"I+67W-A2M(!S'K10.W2C/6[+V=P(3^]-C^]7[/6Z1H4FG5I3@KE;9-8?I* MO+=;U%W)NFBA.UD+1+ ^(DO7ARDS&OBQ$SLN^0D7H,]:/&%..31H#7-
M#BE$ M.5#14S^N*9[P910ZR^5&. NTME[[P\$DT[N8$"J8_"2E$!."+D)WTU42SK MWH&N=W04C4.A1<)7$&<1Q3(<=PWQ63>-AGO60$\:#' M(A+VA0 9BP<9$,5XU)1N?
E8_+^/MU:Z@UQ^Q-(O<*HE9%D6==1R>S) 2]<9/ M2D.$*FGK<=*>ML-X5L^@'^+U)/_]J49(0RZM236Z'E#!ZGHZUANK=GXB+96E M^>:76[JJ]?T O5\K98\;9Z#]BS+]'U!+ P04 " 1-I-9S$#
[&O," #6 M!@ &0 'AL+W=OOC6*.WFT<;[[74QVUH4=1?4 MJ#A+DE'*"FCQ:Q;N[.F6F]DAKO++BV:83]]P:5V<^C-#HNW,OUQH>%>#'; MBC4^H/]C>V?)B@@>46C:HG30:+*
[FT3*]ON'!OW/X4^+>G/>).I;OA!!+F35[L,&;T,*DD]I%$$SFIPZ4>$N[DN+\XAYWJ%MT\.JS*!6Z MU[/8$VS8C*L#Q$T/D?T'1 X?C?8;!<7]UC?73^)CH#)RR(Z>;["+@)[.[@CQA
MD"49OX7#QKS$@_F<: EZL7SEA["/^=4)[$M!G?HCFNW@(WK]!#NT.H\'H7+ M7J)!1QZ=S)CBGSEOEAOXGI*G\VIH*R5.F(D\H>"*Y7\HNWLQ5*B@2@GT
[HTS_T*O+>HWY0H\,$0;A%)%KT,X6YT@ÜHG-9IT'JHOUYF6ONP)JJEYZIG)5*R^G4OV:\[A('K.S]=@CV#ÜAQRZAOA6)
EDG#/.LQ^)P:NJI53:OX:432>< M)=.<9N-IRGA2/)-5_4S6*1YGQ9BS43Z&-&>C$6<3/GZ>7QO]YC$FFQ"+E,:$ M9:,GIW"3YG8])5%#D4+*5$TRP_Y_\$?Y3E;%PD,.(I*4WAW,..3WI-@W;=

M=51'TEOM^[8SK Y->]GWJD?WON-_%'8MM0.%*PI-KL9%!+;OHKWAS;;K7*7Q MU >[Z89^/&B# ^VOC/%'(R08?F6+[U!+ P04 " 1-I-9)M-J%UD$!8 M"P &0 'AL+W=O-5#4Q^*JV@6X4):53
MJGD0AV$6U(0);[5P>W=JM9"MX4S0.P6ZK6NB?MQ0+G=++_*&C6]L6QF[$:P6 M#=G2>VI^:>X4O@4C2LEJ*C23 A3=++WKZ/(FM?).X%=&=WIO#=:3M90/]N5S MN?
1"2XAR6AB+0/#Q2&\IYQ8(:?S98WJC2:NXOQ[0/SK?T9*/S*4,^L/A EF-AJ MN*,*[BNB*)Q])VM.]?DB,&C B@5%#W;3@<5'P!+X(H6I-'P0)2U?Z@=(;&07 M#^QNXI. 7^7C!)+0ASB,TQ-

@]UU]V=]*,_(9EE>:\ M4*DH@.3KJ7>-KN8X* ,JQ!\I/ZC.,2A360CQM1S+!7QC"]U2<',WR.? M\RPKF8R.?VM2K[EG&=@]?F9_5R5ODEDPQ>W4BSVPXFNVS_1G@->@;0
#UNQ5X9537QMA):W\Y>UJ+='47A$U"?Q> D(_ 5@B*DE?'X^_'J_ M,>'(%NZ;\C0UPDV-<,5'1OC>I46J^<4',]]L-?KK@\\US];^(_=9"RX@,"() VNIY,V.NE9G=?+Y3[?
M9TR;QV5$2IW^Q\IWADWJD2GH2+A $<84#K7:@"$.(QC;Q0:-V."LV$_F5?T= M)0U.;H\C"H,$#F1:< FDD""[RK!1&Y5.:_>1%Q>2%[5U2;Q+,./SG-'9+UD
MHR;9Z"7[/7)9!T=DO3K$31UB-_T>GTPZ$H>(A&@P.2VX!%,RUN])HS-QUN^) MI8TIPE$<#;3:@(2$830B%L'6<:&+CJ]9>JU,:1Q$=*#4!@SB* SAB-+.MP$Z MJ_2!+
[>%R,3FR2KP;/"/3G17;/U46XM'+^KQR*G)NV+KUZ*U>>3(YVN>7D.3 M&$?#OK?B@I@&(Q.T-8CN5NF1S<&3.*9DJ-8&C F*\8C%5N_%JW7 M(T=FCTY=')GVZ)AXG8\%AR$-
HI'9V;H]\GW!H]/F_TO^LMEU9=3CW>%5L_R\XR_F77\6X7 M\B_A\;CU>.S(X_&I=R,:0#ST>!LN@# 9ZZ#6X[$[C\<6ZR8)C(:+>2N.$CS6 M2*W#8R<.7[-T=SZ06&PO=V]R:W-
H965TV ,=JNP)-$23M]F+8"]HZ6T0ETB,I.]FG M+RDIBB6K2EWHC2U2O#_O?CR1O-F!\6\B!9#H(<^HF!NIE+LKTQ3K%'(L+MD. MJ'JS83S'4C7YUA0[#C@IC?+,="PK,'-,J!'-
RKY;'LU8(3-"X98C4>0YYH_7 MD+'#W+'-IXX[LDVE[C"CV0YOX1[DU]TM5RVS44E(#E001A&'S=Q8V%>Q[6B# M.'&L21@=+I-W]Z=KX/W P*T-W)\U\&H#KR13A5)RB+'$
MT8RS ^)ZM%+3#R7,TEJ%3ZA>]WO)U5NB[&3T@;'D0+(,89J@CU1BNB6K#-!" M") "O46+G'%)_L?E*KV.06*2B3?JQ=?[&+U^]0:]0H2B+RDKA)(0,U,JK[2V MN:X]N*X\
<'[@@8MN&)6I0.]H DG;WE31-"$Y3R%=.X."G]G^$KG6!7(LQ^OQ M9_GSYFZ/>3QLOBBVRMSNF[T5C=LLD%OJN;^V0#$1ZXR)@@/Z9[$2DJL/Z=^^ M1:AF\?IGT;O+E=CA-
XTXZJ38XT[E0 M1A)K00D;*.$@%,4AZ.,0GG#P76]JAQT.@^+G]B4/Q<#B.)M3C8UO-] MS7J)Q+3WDF6=H'"]P G]#HIA^7-9C*76AG%T>;4'87Q)014[&PF\%XE]NEM8 M4_J?
B7#DYR-9"2U-A+G&8DSB.2SJA67F/-'0K?ZW"ZH[&7CG-Q*G-"S_*G5 MA3,XW=EP>J:=6IYU=!NJXC:/2IH<^+8L#05:ZWBJ4J#I;BQ E.ULF \1U)-^=(6!<)/ESACFXG5MYX-
7\DRE=I@A^,"+?$,/>C)53*Q')T0SG L-0)27VL\ MPUFF@50:CQ6F56^I [?'S^@?#?7%Y1X)/&/9#Y+(=&(-+4CP JTR^95M/N&* M3Z#Q8I8)\PF;RM>Q(%X)R?
(J6&60$UI^H]^5#EL!??] @%L%N/L!P8$ KPKP MCMW!KP)\HTQ)Q>@0(8G",6<;X-I;H>F!$=-$*_J$ZF.?2ZY6B8J3X3Q%'*O3^$UV" T@ !" MX8X2*7#-J$P%?*)3G;C;<6N
MIN@^4[QT6P&_L'4/^L$9N([K-^5S1+CG' R/C@_W6MAX]8%Y!L\[@#?+D!# M%C"7+'Z GY_5.EQ)G(M?#B0#&>6*1H",S7V K?O.H/G/=- M0Q4)%G4$MB.B7XOHMZ&']?6^Q1S,$X
3?8/5O2Z4Q=SITR8Y2]B1@=45=1WV M>_YP;*^W93K&*6IRUTPZMH*85M-*:QC&F/> MF;**%&Y4[4=/3>1*\,%62L.AM\>M-8&77H&.P':T&M1:#5JU^L8DRDJT_\A2 MX@1;LHS<(
CV3WWPCWI-;M&_;L.^XP2#YI,_K]FV(.*I%'!U9?XHL_F^Y M&34\&']P'NR]J]8M7ZI.1V"E.O96VY5COC3MJX"8K:@LVY/:6G?(4],8[MEG MJG,N&]V_,&7;?8WXDE
!&5XH2*=WKLH0+UO9R95JVB&J>K^,=<. M#Q\RP!F\R>Z WJ_Q/A'U!+ P04 " 1-I-9B\^?XM(# #M$0 &0 'AL M+W=OGZ8[Q
M9Y$@2OB6I;F868F4FRO;%E&"&1$#ML%R&$M,,6+L61?NXIGE:(\P MQ4AJ!%%_6UQ@FFJ2\N.EAEI-G]IP__F-_J4,7@7S1 0N6/HWC64RL\86Q+@B M12H?V.X7K ,*-
"]BJ2A_85>W=2R("B%95ALK#S*:5__D6RWGH[/&+@U0;> MH4%PQ,"O#?R/]C"L#8:E,E4HI0XAD60^Y6P'7+=6-/U0BEE:J_!IKK_[4G+U MEBH[.5\FA&/"TABY^ EN7PHJ7^$S7,
<2G&A*M7SGPDK!,EC,;6EU6XO*+>^(6SY\ M9;E,!-SF,<9M>UN%V,3IO<5YX_4"0XP&X(XOP'.\89<__>:_L>T ?.>H>?AQ M<[\G&K_Y:G[)\X_P%BD1
M@*EI)%S_#/K^H]W$G,Q+\=SMU4L&$W3,\L5V)# M(IQ9:NH0R+=HS7_\P1TY/W<)91(6&H*U1!PV(@[[Z/.0;FF,>:GA>P()EF1K> MI9I= O:"3A6P@HU*F)Z6M_//$R\
(@O'4WNYKT]%N[#I.,&K:M<(.FK"#WK"K ML7,-O_.8YFJJAV65O/_!LG@2^%)@+N%VJWZ[E.AEGZJ$25AH"-;2=-1H.C*9 MCR.3(IJ$A89@+1$O&Q$O>P?F'P7A$GGZ"A$1"
<1U>JI5/$K5"(WA3*\O:M79 M(*]6G/,N<:M.)GMIXPZ&![FUZ/7D5-$,P5JBC1O1QKVB/:"0G$92R5/F<;4 M=^G2RSEUT)F$A89@+?TFC7X3DYD[,2FB25AH"-82T77>=Y%.[S"LUQ
J1%$G M:K4E[,S0?M:I*M:T8"_A)[[K30Y64U.=M@7:VV:[_:ONW@Y#+;4?3]M^[LEB MF:2%IFAM3;UW33V3N5O33"EIDA::HK65?#].N+T;[5.VPOVDDU7TO]OD^GXP
M]@^3]_MFWL2[G!SLA.V])PB(6)'+ZJC8U#9W%M?E2?V@?]'O,LKS M]3NFN@CY2OB:Y@)27"FD,[A4\PZO[A:J@F2;\K3]Q^0ZNY>/"1)UO-8-U/L5 M8_*MH#MH;GCF_P-02P,$% @
$3:36<^@S(*/ @ 08 !D !X;"]W M;W)K&ULK51=;YLP%/TK%JNF5EH+9I5'4'*Q[KV MH5/5KMO#M <';L"JL9EMDFZ_?M>&L*0BT1[V OZXY_C>X^N3K*5ZUB6 (2\5
M%WKLE<;45[ZOLQ(JJL]D#0)WEE)5U.!4%;ZN%=+#<@2KNAT$P)BO*A) MI8EL#&<"[A713551]6L*7*['WKFW67A@16GL@I\F-2W@$Y/SJUELXUW 5P9KO34FMI*%E,]VU*
(R)T4IM3DH\@AW\7[6$Y?4[BI:1H>)/PL5V@3]_K$A]C3 M3^@UY!AKQJY2D,E"L-^0VZ9B(I,5$.R[O-=PL,': T; N .M;J_0T#B]&B;_: M+G(@"]_X,NC#VO3]K==4@2J=&%F[-[N0!AW
#4OT:% V />74IK-Q![0NW[Z M!U!+ P04 " 1-I-9M56^,3T$!!%P &0 'AL+W=O+AE_+M8$B+!CR(OQ\P%*=\H4O5IS@604J(7F);>>%A=N^?C(5O+ MG);DG@.Q+@K,?[XC.=N./.@]7?
A,%TNI+_CCX0HOR .17U?W7)WY#F#*C856JFAI5[&!\G57:IP#K6R(QS<4;:!7'U MX1:\?O4&O *T!%^6;"T4EQCZ4KFM'^Y/:Q??[5Q$/2Y^8ILK$ 9_ !2@R "?
MV.$WZX6"0Q/<5\%J(H::B*&*+^SC$X)(HXP=+C+C]/MX+59X2D:>>N$$X1OB MC7__#2;!GR91CL@Z$L-
&8FACMTCO@9UJK'K*85T&H:$0982DWK(\Y>+D=LW8"T0PO,7I2:3D<35VQ=K>UP JV# MP4FM@^.*:DYX" "@!@ &0 M 'AL+W=O:_6 M
)H\%+Q44V>M]>;8=56ZAH*J0[&!$E=R(0NJ,90K5VTDT,R""NX&GC=R"\I* M)YG8N2N93$2E.2OA2A)5%065OT^ B^W4\9W'B6NV6FLSX2:3#5W!#>B[S97$ MR.U8,E9
J9@HB81\ZLS\XWEL\FW"-P9;U1L34\E2B'L3G&=3QS."@$.J#0/% M5PUSX-P0H8Q?+:?3;6F _?$C^ZFM'6M94@5P;"S3*^GSM@A&>2TXOI:;,^@ MK<<*3 57]DFV;:
[GD+126A0M&!44K&S>]*'UH0?PHU< 00L(_A80MH@%MHH MLV4MJ*;)1(HMD28;VF/16 TKS5>\T1)7&>)T*BTK_$!: MD8_D:YXKT)J5*[(R6IJW"8SA9.*T#(C%XPN%6&:@2+
["]"4<76 P+N;!=G? M.R![A)7D=BTJA=EJXFH4:[9TTU;822,L>$78I:@/2>A](($71 /P^=OP6;5" MN#\$=]&BSJ>@\RFP?.$K?#T3^D89)\X@6QF?9N9$-H8LF$JY4)4$\F.VQ'0\
MK3^'/&@VC88W-3?X6&UH"E,'KZ@"68.3O'_GC[S/0X[\)[G_H2=/^%;[,DE M-ISLR2-J#\I0Q0W-R-*8%E,GXW#DQQ.W[I>RF_7)]X.C+NN9QJC3&/V+1OYT M@H>$-EQQ3T+HQT?
A"Z&[6:,@BD;#0N-.:/RFT%NA\4+FE$E24U[!D+QXQZ$X M*+@A;S=K& \&OLOY+F]_F%Z]Q&PO=V]R:W-H965T_MX*@,2I,IM*S9-,5Q-EDNRL\>V')!N M05'*(Z5?
BYO[Z'9B%3TB"0E% 8'EGP-9D20ID&0__JI)W7.(K!]_0/];5F\ M+.81<[*BR9]Q)':WD_D$1&2#\T1\HL=WI"JH[&!($U[^#XY56VL"PIP+FE,! ML@=IG)W^XF\5$:T VSD3 *L >&D
J@+0I0%.%>"4S)Q**7D(L,#+!:-'P(K6 M$JVX*,DLHV7Y<58\]J5@\MM8QHGE'64R(LZV'. L O=91!X%B3+".7@-UG*8 M17E" -V C[G@0K:1,4$@&X&7 1$X3O@KV?#+.@ O7[P"+T"
<@<\[FG/9DB^F M0G:Q2#0-J^[LG*02Q83FFU?"\)24!!=A^1V(N<^)^Q)LM??[%GUF\]"DV"!8; .O2BFEZD0U^N M:)H2%L8X 7N\)TS%W
EA5B(4&GA8^K[CS!;30YL2;9ZQE"A2(MNUO#IGIUBG M+M;1%OM1[-05GL+<5CK;F7MNKT(M^-@*52D]"-4%NG6!KK; SU3(!QF:FC+N
ML(^V@Z#=XT7;I[&\#'/ZS@Q"7TW,K"9F-FJ87X$MHUQ9]&Q8M%7ZQ6MS3>V MZ&%.'[GMG)VBO;IH3RN=[SL/756K9U(338(%AL ZO,UKWN,_32;F@\?D>8X[M[XT,+?
A8'A0IYS,X5P\,OR[0UQ,X],#P!VE="\F)V)\%VCQC:QTFU=1J6XT[MLRZ=^P_G7G%ZB+$SP2A:8 JM2U_+W-K_CP&K\ICBV"1:8 JMRW'C<6VMQUN6 M:X'[C N6R_6@N)?,IP6?/]-
(A#$/*1YIIRG%6[;*+FNTYND^N2CJ1JF1(Z/ MSLS2QH?:>B.ZWLEZFT%U!8[E4S(L*5>XTM;R_155 EN^R&+.[$CI7F\0QOJ^#-H6;!?
MLU'SJTA[KN;&^MIZ[_L6QPP<<)*7&W+\I*S9667U!Z/0\97CVJ@3-H76W7%K M'#/4.^;V^P;\ ]8MDD DB8,6])1;;$9=M%&TP!1:E]+&14.]BW[Z/02-VF.C M:
($IM"YYK2U@O3WNDG"UM/^KV/I.#/F]6:O/.YJEG[&1"QL'#4.^O*W-1QN MK]K*32Y]QM\H$OE'#;6&%YNC<)(E:^DP*AE-HH6F$+K4MI89OALL\7JIFZJ6JU?_U09]X-$V&T+HT-
4X6^0*M4AT/N]+!CIYM1M_46I?2DDD*$]RM0B;M]LHH6F*K4M>_MX_.1WN>/URI'K54#J3)JW4VA=5EJK#NZY/S'15+E#J7*54J547>N2-N7JFGK M(%YQ;/)WS+9QQD%"-
C+&NO8D!#N=1#S="+HOS^8]4B%H6E[N"(X(*QK([S=4 MJE9U4QSWJ\^#+O\%4$L#!!0 (!$VDUFV&7\(?P(,8& 9 >&PO M=V]R:W-H965T\T"TH$TX.2KJ!%9BG\D%ASVU54E:
MT$P*HB";.;>#F_G4KJ\7_&2PTT=M8C-92_EL_?IS/&L(>"0&*M \;&%.^#< M"J&-OWM-IT7:P./V0?UKG3OFLJ8:[B3_Q5*3SYR)0U+(:,7-4NZ^P3Z?P.HE MDNOZG^R:M6-
RUN=$D3F#EX[C6H+3CQQP^#T/O2XW38.AWVJ<=+L%RB-5'!$>T$*&A!P3G0 MN L4O!<4MJ#P'&C2!0K?@ 9]&SAN<>-SN&D7;OS>O"8M:-(+>LP!*VYF0'7A
M)F]PPVE/=M,6.NV'2D-Y%V_ZYC0&G;OI'I4E6^&_4[5A0A,.&49ZUV.TK)]J MV72,+.M*M98&ZU[=S/%# \HNP/E,2G/HV.+7?KKB?U!+ P04 " 1-I-9 MJPN!V6H# -#P &0
'AL+W=O[J2ZTVL 0^XS+O3,6QNS.?5]G:PAH_I$;D#@@G:54&34X M52M?;Q30M'#*N!\%P=#*'*!-/"VNW:AX*G/#F8 ;172>953MSX'+WP%/YYNZ
H68'YL;A3._%HE91D(S:0@"I8S[RP\G8=]ZU!8.&2PTXTQ ML2BW4M[R54ZP(;$7!(C)6@^+.%.?!NE3^.OY6H5ZJ[!9OC'.7+ JF& MN>2>2_6&K6,V_LD126-.?
FN]Q]@0IH8/42R77Q37:5)>"1)-=&9I4S1I Q4?[2 M^RH1#0?4:7)>(*H?HJ4/_!8=> K0,O("JP+:F@\57)'E+5&-3LHC"QTH2*E%R)%&X-I *T)I_(JLFS3D0N22U);FD">/, M,-#DZ
(,95Q_1.,?BPMR]/[CU#<8EU7WDRJ&\S*&Z(48OLGM">D%QR0*HGZ+ M^]SM?I:OT#UL<__TJWDF_M M:SDID[!T)L&Y]FL?>4=B!VD:UVD:=UKKXR[!.Q([ )_4X)/_K_7)LUH/)^%H
MT@N?X[ISM3>RA,%C^Q$X:1K]S:9VF 3@I/6'B)XQO041(9MIH5VFV.'ANDL-L. M*>RT1>I*[1#^L4D*.B2*HUFL4;CL-BO/8)X7N1ND5&[#OV%T5 MB\ND#-!OG%7L0?
$K52LF-.&P1)_@9(0Y4^79JYP8N2F.+[?2X&&H&*[QO K* M&N#]I93F86)/1/4)./X'4$L#!!0 (!$VDUF'8Q'&<0(-,% 9 M=&PO=V]R:W-H965T
FMXDUQPZVTXY_S[6311U+)Q[(0^*/>T[.N;[7Z4ZJ!UT! M&/)8T\(=*RMC%_PL;6@)*S#WS:W"F3^P M%*P&H9D41,%FYLW#Z2*Q\2[@&X.=WAL3ZV0MY8.=W!0S+[""@$-N+
/%SQ86 MP+DE0AF->DYO^*4%[H^7V#\X[^AE334L)/_."E/-O$N/%+"A+3=WC_G MEB^77+LWV?6Q@4?R5AM9]V!44#/1?>ECGX+<]0)@< $0[(/I70-P#8F>T4^9L
M+:FA6:KDCB@;C6QVX'+CT.B&"7N*Z-PER'.9-=2(8*)4)A;J"G(C"E@;* 1H M3=Z1>5%$PFVW*<;]?1-.@O=C M1O\3V3/\6 ?HT]P3+FO*:;#I8VRS,$JB
M.+Q(_>V^J;&XR55X<3G$/=:;#'J35_4N9%N%#RAD6:S,;:4>D5%%/EE_R4D%6 MG[^$O>YN,U4E*%YIPV" P.+LX]XCJKI!N8F3CNG M#?:T M&U9XZX*R ;B_D=
(\36QC#_=X]@=02P,$% @ $3:368+="N@^ @ B 4 M !D !X;"]W M;W)K&ULK93;CILP%(9?Q7*EJI6J M0("F50I(.6S5O=@JVNWAHNJ% T.PUMC4=D+V[>L#H=D5F_:B-^##_+S8GSR\J
MG9#WJ@;0Z-@PKC<:]W.T 5-1$$340+W.Q40G9SFZG$L M:CE=$_VD;FJ+AK1CEL%)%+[IB'R80E,=!F>XM/"+=W5VBX$>=J2!-R!MIN MI)D% Z6D#7!%;J@POOIO-58N-=P#
"*G3H;(^MD*\2]G5R7#0YM0L"@T)9 MS.L *V#,@DP:OWHF'CYIA>?C$_VC\VZ\;(F"E6#?;:GK#+_'J(2*[)F^%=TG MZ/V\M;Q",6>J/.Q<8Q1L5=:-+W89-!0[M_DV)_#F'IG!'$@
MB)U1GYFSM2::Y*D4'9(VVM#LP)V-4QLWE-N_>*>EV:5&I_K7H@&T!=R!(5> MK4$3RM3K--"&;2."HN MF(P3;7G.54L*R*+"I/P7R #A_^6(Z"S^,V?U/L$?FD%%\7U45N')#VOB7
M1(,:\^LA4_]+:/LXY.$DFL[2X'#N#9PLCH8PGV-F=JD;D#M7ZPH58L^UOT,#,MZM!.%J%*G)PO39OQ7>$/QO>H&R)WE"O$H#+(\G6K2N=+9"FT)T MP]JT2I VP.Q70NC3Q'Y@:+
[Y;U!+ P04 " 1-I-9=S,LW- " "&!P M&0 'AL+W=O4[M];4&<;:>M (&J-@&8/B C6K$$(E0?YQR?>?VU^CS=2
MW>D5@@"'W%1=ZXJV,J<]]7Q@G/C,Y6/Y96&E:N8M![RAPBF:IEHBI,S:^OOB:*V MF=G;1#]?G5[JLA!LE(Y5H/J4J7):$A7PW#8+RY'X=C9^&PP#M;ACF)
(!M/G*5*R37[DLV+7:0*1HM)'5EHP.*B;4;%0:UJFE7+=++FRGAVH^#MRY@:&ZX+=N>,-9&M[RU^H,G*C%M:40(J-)Q$@W"&>@@&I]RM$HKEAUB%(8'NXG0@B%VVIV=TTK
MC&1[QR1,PRG1.%ZPQB@6Q]_[>H&H1R(!$HE@$>D'&YN4'NXGD0BVDV-JMOQ_J0S[6^M\@LS*KC_H>*$0&U^'J4+QQ$P:_M@PVQ9(#%-[T\[+S!NPFMGZ3(^&,!1+KX?D+#]RV)>KG
M>J8/8O@*8SYKRU(IMP3'YV'Y%)/W,@A)R\VA!E^[[HD4>U^/&Z3^P-C2)U*R4VJ2H[3B1U=[9Y^'W'B"'LH)NJ^RLHJX.O9J=W8/DS3<2Y6ZV+^8#@%%5#@H\,@&JIA
MVPLYES=DRR18D#21ALVNW^T.K0Q1[G]*$";&]"$,O4VP=HH6SPN1I6=5XE>4(G1G>"Z4>@S+Z'\ M%X^-X\EV=+:]BRX2WHO3 L7A.Q2%TY MTM*TT:_G"N#95L^SV=':J(X4D
9F=A3($P39ZU?+J_#3!:^KR>OJ$@$MVW[&PO=V]R:W-H M965TX_/O3R4CBC-GGCY7:P8D^!' MGA7B?+*2EVIMV(LT9X5(>0%*0%0>"N?#/KA'I$NJ(/U/V)':V057*^??YJYWKQ?G$
MJQBQC"6R@J#J:\NN6)952(K'ORWHI/O/*G%W^QG]GXDU3=CY1$UDPZ680D,(<3(0UV@ M03'H* 8C*&K97Q<$SYF-:H,3[#"',28XBO:86N*"$!,2V8F&'=%PD.@5+X0Z M52F.-
G*#N<=*QA&846;4E1F=<.9$+MO@",QH ^G:0%XX"%=CG&'<%XD. -+=15?ZN^4V3>P4!Q&.'0U'8$:QOJ>OFMX)9=F" M.^J$*S2S%3L&PG^A-%L 0W,AQLC?8M/U5:
J,HC*+XP+G2AVJN)^S99YOBC2I MQT\>S=LD5+PFN;K@^ K2U8%S_CRIY7(\#/#18^4(S6R#MB'^*7V([]2(N$(S M6Z&M&/]2+]["&%=N$D2$['L16V 8QAB3 [+59L0?=B.?
TX(62:J(#IU7AT&. M'A='&;\)VM;XX2DEZM3XN$(S6Z&MCS]H*<9(-.HI#_DA(:@G44N@AY!2\P&) M:F/B#SN3+XQFQ#RZ%%RA&8V0!L?/SZE8)V:(E=H
MYCVW=D5PT&J,$&P+8.B0^##TXCW!V@)1%.'P@$^%VJ_8;]R6_+%)I%V>H.I MQXZ&*S2S4.UY(#RA,*%3W^,*S6R%]CUPT$R,$2;JZ2W ,.A[5$L@)D$<'[J? MA]J1P&%'Z=,2R
DB%0+X%E.B,"AXW(1]DI^=TC<45FEFH-C.0G%*8 M3FV-*S2S%=K6P.$%G1'"C/NW]1%"7KQO/FV!@SC"-J%B;3A0&,,QYC56M3W M=$]H$$Q#A/*V0!C#F/@'R&KC@8:-
QZ>;3Q=6:DY-ARLTLTAM.M I30=R:CI< MH9FMV'GF\U+3@?I>(L2^'P=P7Y06=T(\%.)#,TB;#C1F&634#.JO"N+> M P]+(($H] Y-(&T;T/!JR(5(*;BE2?
J8)E:&3HV!*S2S6&T,T"G709#3=1!7 M:&8KM/U +UT'0?WE#1A@C./HQ^V0!2CD,0'Q*FM QKSA&;41"*]9YL$=UNO/T7QFU9?U2A)WQ2R>6+>+'>'U>O+BH7S?8.W[IGUTU
MKT]HF.9MCAM:-M-^"@(P]*DCO?:0:6:6#8O2#0[DJ_K=PP>N)0\K%=I<K^E5\VPPY*RG2D-X:F+\HLG=Z|_P-02P,$% @ $3:362Y/V-& P J!, T !X
M;"]S=-'EL97,N>&ULW5C13MLP%V5R(P)I(FTS0C-"MME9 F;1,2/.P-N8W3 M6G*B78S9P'2QS M(:LAF6M=O=@O=CIG.:W.BI))@V%V734+JU(QFE9 RD78EZW3B,*=-'UU
M[DXO=^,G%C@EH5?TW"_ZZ\=/1+9%]@O'3W![UG$7ZGH] $MR\,0D^_0QZ?Z8ZV MM!U^,(0<\1BC]ZL:N=(RH6/8WKHT%6R\)~XL#*M:,
[%RH5[$)@6HE"!-E5GTG4A4CTXN.MZ4)"U3LYEH6QNE\%]3^KA.\"Z!P:Y M$(W!'G&!T"D6C,EKTS'#K;!1U!0MV]7I7$X4W35[9V3EF!O\OM"UB4D"339HN M68=& \$RL^/X;
YW790A@%H7N6FDG,X*2:V^N-&DI$^(&GM:OV9,V,MO8 MMP[LFFR:QE#@+=#*N_J;:DY[4S9ZEFY0\OM"UB8Z4C;AP)EUXIE?6BJ?&G[RZPQ
M@*EW<75:EF+U7O"9S)F;_),3C@9TSOOFA>(/)AN4RM0$F@A\]!]=YQF33%&Q:=K4_B&O\K,=1Q?_RK+]K;)KV.NQ?@4? MNLGSEV R?
@DF7T!-1LGA>ZP/4X=N\C!7.JP/&1LGF:US3!,-X+PX)%_@]"G: MI,%DP87FLN[->9HR^>@X8^0UG9@_:;;TS?B4970A]T##DG;_LQ2OLB39M0U M+$0]JFU_@NEUX^:P:G)QF;
(E2\=U5\TFMAF8ALE:7T#81:[LY4!FO)SH@AV%?.&/<$XDB08 K7HK]$X1E8GAH]_M?T"G)[J2Q(\ YG<011@"3R..8 [X9$D7T/[KR/PO5[*FS_SS?Z#5!+ P04 M " 1-I-9EXJ[', 3 @ "P
%]R96QS+RYR96QSG9*Y;L,P#$_ MQ=">">,?0(8D6]'(?"QEK!\]Y&]EXK(%!?J<]B#MJ1+'W&W|Y!O0-TXI+:+ MJ]1C8"'>?\R%(LG!QQ$T@X@'YFEB@+%!.)(
N&6:WO606IW.D M5XA-/E,G;@ M2=&A(E@6FD7)TZ(=I7+%@G-@\T&/[!'4L&KM\^WVZBO*,&@U&L@\@@'QLI]@;"OY<1D1G%H[JYZ\N2%\ILL*PZ+ +>&+G1&'[[ ]-"BSYGFS
M>&\ULQ9I-!JLXS9!]!@B=BT%:(]H>&H3%-R0$9LI(S!CTQGJ]:2\[RJ<*JFQ+S>I!GI^\OGXGGHE3@_&(J!4^V^3ZXT@I+^]QG3F&"FN$<Y/HW- ($?0M[=%,^!2G,@N.TVVI
M>&UL4X+Q9#@:)S&=O'7P0I"+MQ

$3:362;3:A=9! 6 L !D ("! MIYL 'AL+W=O&PO=V]R:W-H965T&UL4$L! A0#% M @ $3:36>#F47&E @ Y04 !D ("!-:H 'AL+W=O.9D" J!@ &0 M@('3O >&PO=V]R:W-H965T&UL4$L! A0#% @ $3:36:8BOS0W P 1@D !D M ("!BL('AL+W=O&PO=V]R M:W-H965T&UL M4$L! A0#% @ $3:36;GU4%.;! ,!$!D ("!=LT M 'AL+W=OB]F M&N % !^'0 &0 @(%(T@ >&PO=V]R:W-H965T&UL4$L! A0#% @ M$3:361U",_#C P :A !D ("!^-H 'AL+W=O&PO=V]R:W-H965T&UL4$L! A0#% @ $3:36;55OC$]! 01< !D M ("!X?$ 'AL+W=O*:DYX" "@!@ &0 @(%5]@ >&PO=V]R:W-H M965T&UL4$L! M A0#% @ $3:36;89?PA_ @ Q@8 !D ("!=?\ 'AL M+W=O&PO=V]R:W-H965T&UL4$L! A0#% @ $3:3 M68+="N@^ @ B 4 !D ("!= @! 'AL+W=O&PO=V]R:W-H965T&UL4$L! A0#% @ $3:369I0G*^>!0 LB(M !D ("!3Q ! 'AL+W=O&PO ! #L(&@ @ $T'P$ >&PO M7W)E;',O=V]R:V)O;VLN>&UL+G)E;'-02P$"% ,4 " 1-I-9%-1QY- ! M "M($P @ %,(0$ 6T-O;G1E;G1?5'EP97-=+GAM;%!+ 4!08 /P _ # 1 !-(P$! end " XML 70 Show.js IDEA: XBRL DOCUMENT // Edgar(tm) Renderer was created by staff of the U.S. Securities and Exchange Commission. Data and content created by government employees within the scope of their employment are not subject to domestic copyright protection. 17 U.S.C. 105. var Show={};Show.LastAR=null,Show.showAR=function(a,r,w){if(Show.LastAR)Show.hideAR();var e=a;while(e&&e.nodeName!='TABLE')e=e.nextSibling;if(!e||e.nodeName!='TABLE'){var ref=((window)?w.document:document).getElementById(r);if(ref){e=ref.cloneNode(!0); e.removeAttribute('id');a.parentNode.appendChild(e)}} if(e)e.style.display='block';Show.LastAR=e},Show.hideAR=function() {Show.LastAR.style.display='none'};Show.toggleNext=function(a){var e=a;while(e.nodeName!='DIV')e=e.nextSibling;if(!e.style){}else if(!e.style.display){}else{var d,p_;if(e.style.display=='none'){d='block';p='-'}else{d='none';p='+'} e.style.display=d;if(a.textContent) {a.textContent=p+a.textContent.substring(1)}else{a.innerText=p+a.innerText.substring(1)}}} XML 71 report.css IDEA: XBRL DOCUMENT /* Updated 2009-11-04 */ /* v2.2.0.24 */ /* DefRef Styles */ .report table.authRefData{ background-color: #def; border: 2px solid #2F4497; font-size: 1em; position: absolute; } .report table.authRefData a { display: block; font-weight: bold; } .report table.authRefData p { margin-top: 0px; } .report table.authRefData .hide { background-color: #2F4497; padding: 1px 3px 0px 0px; text-align: right; } .report table.authRefData .hide a:hover { background-color: #2F4497; } .report table.authRefData .body { height: 150px; overflow: auto; width: 400px; } .report table.authRefData table{ font-size: 1em; } /* Report Styles */ .pl a, .pl a:visited { color: black; text-decoration: none; } /* table */ .report { background-color: white; border: 2px solid #acf; clear: both; color: black; font: normal 8pt Helvetica, Arial, san-serif; margin-bottom: 2em; } .report hr { border: 1px solid #acf; } /* Top labels */ .report th { background-color: #acf; color: black; font-weight: bold; text-align: center; } .report th.void { background-color: transparent; color: #000000; font: bold 10pt Helvetica, Arial, san-serif; text-align: left; } .report .pl { text-align: left; vertical-align: top; white-space: normal; width: 200px; white-space: normal; /* word-wrap: break-word; */ } .report td.pl a.a { cursor: pointer; display: block; width: 200px; overflow: hidden; } .report td.pl div.a { width: 200px; } .report td.pl a:hover { background-color: #ffc; } /* Header rows... */ .report tr.rh { background-color: #acf; color: black; font-weight: bold; } /* Calendars... */ .report .rc { background-color: #f0f0f0; } /* Even rows... */ .report .re, .report .reu { background-color: #def; } .report .reu td { border-bottom: 1px solid black; } /* Odd rows... */ .report .ro, .report .rou { background-color: white; } .report .rou td { border-bottom: 1px solid black; } .report .rou table td, .report .reu table td { border-bottom: 0px solid black; } /* styles for footnote marker */ .report .fn { white-space: nowrap; } /* styles for numeric types */ .report .num, .report .nump { text-align: right; white-space: nowrap; } .report .nump { padding-left: 2em; } .report .nump { padding: 0px 0.4em 0px 2em; } /* styles for text types */ .report .text { text-align: left; white-space: normal; } .report .text .big { margin-bottom: 1em; width: 17em; } .report .text .more { display: none; } .report .text .note { font-style: italic; font-weight: bold; } .report .text .small { width: 10em; } .report sup { font-style: italic; } .report .outerFootnotes { font-size: 1em; } XML 73 FilingSummary.xml IDEA: XBRL DOCUMENT 3.24.4 html 146 276 1 false 45 0 false 6 false false R1.htm 0000001 - Document - Cover Page Sheet http://www.accenture.com/role/CoverPage Cover Page Cover 1 false false R2.htm 9952151 - Statement - Consolidated Balance Sheets Sheet http://www.accenture.com/role/ConsolidatedBalanceSheets Consolidated Balance Sheets Statements 2 false false R3.htm 9952152 - Statement - Consolidated Balance Sheets (Parenthetical) Sheet http://www.accenture.com/role/ConsolidatedBalanceSheetsParenthetical Consolidated Balance Sheets (Parenthetical) Statements 3 false false R4.htm 9952153 - Statement - Consolidated Income Statements Sheet http://www.accenture.com/role/ConsolidatedIncomeStatements Consolidated Income Statements Statements 4 false false R5.htm 9952154 - Statement - Consolidated Statements of Comprehensive Income Sheet http://www.accenture.com/role/ConsolidatedStatementsofComprehensiveIncome Consolidated Statements of Comprehensive Income Statements 5 false false R6.htm 9952155 - Statement - Consolidated Shareholders' Equity Statement Sheet http://www.accenture.com/role/ConsolidatedShareholdersEquityStatement Consolidated Shareholders' Equity Statement Statements 6 false false R7.htm 9952156 - Statement - Consolidated Cash Flows Statements Sheet http://www.accenture.com/role/ConsolidatedCashFlowsStatements Consolidated Cash Flows Statements Statements 7 false false R8.htm 9952157 - Disclosure - Basis of Presentation Sheet http://www.accenture.com/role/BasisofPresentation Basis of Presentation Notes 8 false false R9.htm 9952158 - Disclosure - Revenues Sheet http://www.accenture.com/role/Revenues Revenues Notes 9 false false R10.htm 9952159 - Disclosure - Earnings Per Share Sheet http://www.accenture.com/role/EarningsPerShare Earnings Per Share Notes 10 false false R11.htm 9952160 - Disclosure - Accumulated Other Comprehensive Loss Sheet http://www.accenture.com/role/AccumulatedOtherComprehensiveLoss Accumulated Other Comprehensive Loss Notes 11 false false R12.htm 9952161 - Disclosure - Business Combinations Sheet http://www.accenture.com/role/BusinessCombinations Business Combinations Notes 12 false false R13.htm 9952162 - Disclosure - Goodwill and Intangible Assets Sheet http://www.accenture.com/role/GoodwillandIntangibleAssets Goodwill and Intangible Assets Notes 13 false false R14.htm 9952163 - Disclosure - Shareholders' Equity Sheet http://www.accenture.com/role/ShareholdersEquity Shareholders' Equity Notes 14 false false R15.htm 9952164 - Disclosure - Financial Instruments Sheet http://www.accenture.com/role/FinancialInstruments Financial Instruments Notes 15 false false R16.htm 9952165 - Disclosure - Borrowings and Indebtedness Sheet http://www.accenture.com/role/BorrowingsandIndebtedness Borrowings and Indebtedness Notes 16 false false R17.htm 9952166 - Disclosure - Income Taxes Sheet http://www.accenture.com/role/IncomeTaxes Income Taxes Notes 17 false false R18.htm 9952167 - Disclosure - Commitments and Contingencies Sheet http://www.accenture.com/role/CommitmentsandContingencies Commitments and Contingencies Notes 18 false false R19.htm 9952168 - Disclosure - Segment Reporting Sheet http://www.accenture.com/role/SegmentReporting Segment Reporting Notes 19 false false R20.htm 995410 - Disclosure - Pay vs Performance Disclosure Sheet http://xbrl.sec.gov/ecd/role/PvpDisclosure Pay vs Performance Disclosure Notes 20 false false R21.htm 995445 - Disclosure - Insider Trading Arrangements Sheet http://xbrl.sec.gov/ecd/role/InsiderTradingArrangements Insider Trading Arrangements Notes 21 false false R22.htm 9955511 - Disclosure - Basis of Presentation (Policies) Sheet http://www.accenture.com/role/BasisofPresentationPolicies Basis of Presentation (Policies) Policies 22 false false R23.htm 9955512 - Disclosure - Basis of Presentation (Tables) Sheet http://www.accenture.com/role/BasisofPresentationTables Basis of Presentation (Tables) Tables http://www.accenture.com/role/BasisofPresentation 23 false false R24.htm 9955513 - Disclosure - Revenues (Tables) Sheet http://www.accenture.com/role/RevenuesTables Revenues (Tables) Tables http://www.accenture.com/role/Revenues 24 false false R25.htm 9955514 - Disclosure - Earnings Per Share (Tables) Sheet http://www.accenture.com/role/EarningsPerShareTables Earnings Per Share (Tables) Tables http://www.accenture.com/role/EarningsPerShare 25 false false R26.htm 9955515 - Disclosure - Accumulated Other Comprehensive Loss (Tables) Sheet http://www.accenture.com/role/AccumulatedOtherComprehensiveLossTables Accumulated Other Comprehensive Loss (Tables) Tables http://www.accenture.com/role/AccumulatedOtherComprehensiveLoss 26 false false R27.htm 9955516 - Disclosure - Goodwill and Intangible Assets (Tables) Sheet http://www.accenture.com/role/GoodwillandIntangibleAssetsTables Goodwill and Intangible Assets (Tables) Tables http://www.accenture.com/role/GoodwillandIntangibleAssets 27 false false R28.htm 9955517 - Disclosure - Shareholders' Equity (Tables) Sheet http://www.accenture.com/role/ShareholdersEquityTables Shareholders' Equity (Tables) Tables http://www.accenture.com/role/ShareholdersEquity 28 false false R29.htm 9955518 - Disclosure - Financial Instruments (Tables) Sheet http://www.accenture.com/role/FinancialInstrumentsTables Financial Instruments (Tables) Tables http://www.accenture.com/role/FinancialInstruments 29 false false R30.htm 9955519 - Disclosure - Borrowings and Indebtedness (Tables) Sheet http://www.accenture.com/role/BorrowingsandIndebtednessTables Borrowings and Indebtedness (Tables) Tables http://www.accenture.com/role/BorrowingsandIndebtedness 30 false false R31.htm 9955520 - Disclosure - Segment Reporting (Tables) Sheet http://www.accenture.com/role/SegmentReportingTables Segment Reporting (Tables) Tables http://www.accenture.com/role/SegmentReporting 31 false false R32.htm 9955521 - Disclosure - Basis of Presentation - Additional Information (Details) Sheet http://www.accenture.com/role/BasisofPresentationAdditionalInformationDetails Basis of Presentation - Additional Information (Details) Details 32 false false R33.htm 9955522 - Disclosure - Basis of Presentation - Investments (Details) Sheet http://www.accenture.com/role/BasisofPresentationInvestmentsDetails Basis of Presentation - Investments (Details) Details 33 false false R34.htm 9955523 - Disclosure - Basis of Presentation - Depreciation and Amortization (Details) Sheet http://www.accenture.com/role/BasisofPresentationDepreciationandAmortizationDetails Basis of Presentation - Depreciation and Amortization (Details) Details 34 false false R35.htm 9955524 - Disclosure - Revenues - Additional Information (Details) Sheet http://www.accenture.com/role/RevenuesAdditionalInformationDetails Revenues - Additional Information (Details) Details 35 false false R36.htm 9955525 - Disclosure - Revenues - Schedule of Revenue (Details) Sheet http://www.accenture.com/role/RevenuesScheduleofRevenueDetails Revenues - 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Goodwill Rollforward (Details) Details 40 false false R41.htm 9955530 - Disclosure - Goodwill and Intangible Assets - Intangible Table by Major Class (Details) Sheet http://www.accenture.com/role/GoodwillandIntangibleAssetsIntangibleTablebyMajorClassDetails Goodwill and Intangible Assets - Intangible Table by Major Class (Details) Details 41 false false R42.htm 9955531 - Disclosure - Goodwill and Intangible Assets - Amortization (Details) Sheet http://www.accenture.com/role/GoodwillandIntangibleAssetsAmortizationDetails Goodwill and Intangible Assets - Amortization (Details) Details 42 false false R43.htm 9955532 - Disclosure - Shareholders' Equity - Dividend Activity (Details) Sheet http://www.accenture.com/role/ShareholdersEquityDividendActivityDetails Shareholders' Equity - Dividend Activity (Details) Details 43 false false R44.htm 9955533 - Disclosure - Shareholders' Equity - Additional Information (Details) Sheet http://www.accenture.com/role/ShareholdersEquityAdditionalInformationDetails Shareholders' Equity - Additional Information (Details) Details 44 false false R45.htm 9955534 - Disclosure - Financial Instruments - Additional Information (Details) Sheet http://www.accenture.com/role/FinancialInstrumentsAdditionalInformationDetails Financial Instruments - Additional Information (Details) Details 45 false false R46.htm 9955535 - Disclosure - Financial Instruments - Notional and Fair Values of All Derivative Instruments (Details) Sheet http://www.accenture.com/role/FinancialInstrumentsNotionalandFairValuesofAllDerivativeInstrumentsDetails Financial Instruments - Notional and Fair Values of All Derivative Instruments (Details) Details 46 false false R47.htm 9955536 - Disclosure - Financial Instruments - Offsetting Derivative Assets and Liabilities (Details) Sheet http://www.accenture.com/role/FinancialInstrumentsOffsettingDerivativeAssetsandLiabilitiesDetails Financial Instruments - Offsetting Derivative Assets and Liabilities (Details) Details 47 false false R48.htm 9955537 - Disclosure - Borrowings and Indebtedness - Schedule of Outstanding Debt (Details) Sheet http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofOutstandingDebtDetails Borrowings and Indebtedness - Schedule of Outstanding Debt (Details) Details 48 false false R49.htm 9955538 - Disclosure - Borrowings and Indebtedness - Schedule of Repayments (Details) Sheet http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofRepaymentsDetails Borrowings and Indebtedness - Schedule of Repayments (Details) Details 49 false false R50.htm 9955539 - Disclosure - Borrowings and Indebtedness - Schedule of Borrowing Facilities (Details) Sheet http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofBorrowingFacilitiesDetails Borrowings and Indebtedness - Schedule of Borrowing Facilities (Details) Details 50 false false R51.htm 9955540 - Disclosure - Borrowings and Indebtedness - Additional Information (Details) Sheet http://www.accenture.com/role/BorrowingsandIndebtednessAdditionalInformationDetails Borrowings and Indebtedness - 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Used to reflect the current portion of the liabilities (due within one year or within the normal operating cycle if longer)." } } }, "auth_ref": ["r73", "r728"] }, "us-gaap_AccountsReceivableNetCurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "AccountsReceivableNetCurrent", "crdr": "debit", "calculation": { "http://www.accenture.com/role/RevenuesScheduleofRevenueDetails": { "parentTag": "acn_ReceivablesAndContractAssets", "weight": 1.0, "order": 2.0 } }, "presentation": ["http://www.accenture.com/role/RevenuesScheduleofRevenueDetails"], "lang": { "en-us": { "role": { "verboseLabel": "Receivables", "label": "Accounts Receivable, after Allowance for Credit Loss, Current", "documentation": "Amount, after allowance for credit loss, of right to consideration from customer for product sold and service rendered in normal course of business, classified as current." } } }, "auth_ref": ["r872"] }, "us-gaap_AccruedIncomeTaxesCurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "AccruedIncomeTaxesCurrent", "crdr": "credit", "calculation": { "http://www.accenture.com/role/ConsolidatedBalanceSheets": {

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Excludes net income (loss), and accumulated changes in equity from transactions resulting from investments by owners and distributions to owners." } } }, "auth_ref": ["r1", "r14", "r22", "r487", "r490", "r526", "r577", "r578", "r844", "r845", "r846", "r857", "r858", "r859", "r860"] }, "ecd_Additional402vDisclosureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "Additional402vDisclosureTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Additional 402(v) Disclosure", "label": "Additional 402(v) Disclosure [Text Block]" } } }, "auth_ref": ["r782"] }, "us-gaap_AdditionalPaidInCapital": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "AdditionalPaidInCapital", "crdr": "credit", "calculation": { "http://www.accenture.com/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_StockholdersEquity", "weight": 1.0, "order": 3.0 } }, "presentation": ["http://www.accenture.com/role/ConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "terseLabel": "Additional paid-in capital", "label": "Additional Paid in Capital", "documentation": "Amount of excess of issue price over par or stated value of stock and from other transaction involving stock or stockholder. 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As a noncash expense, this element is added back to net income when calculating cash provided by or used in operations using the indirect method." } } }, "auth_ref": ["r11", "r322", "r329", "r710"] }, "us-gaap_AociLossCashFlowHedgeCumulativeGainLossAfterTax": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "AociLossCashFlowHedgeCumulativeGainLossAfterTax", "crdr": "credit", "calculation": {

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Basis of presentation describes the underlying basis used to prepare the financial statements (for example, US Generally Accepted Accounting Principles, Other Comprehensive Basis of Accounting, IFRS). Accounting policies describe all significant accounting policies of the reporting entity." } } }, "auth_ref": ["r110"] }, "us-gaap_BusinessAcquisitionAcquireeDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "BusinessAcquisitionAcquireeDomain", "presentation": ["http://www.accenture.com/role/BusinessCombinationsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Business Acquisition, Acquiree [Domain]", "label": "Business Acquisition, Acquiree [Domain]", "documentation": "Identification of the acquiree in a material business combination (or series of individually immaterial business combinations), which may include the name or other type of identification of the acquiree." } } }, "auth_ref": ["r323", "r324", "r325", "r326", "r327", "r475", "r719", "r720"] }, "us-gaap_BusinessAcquisitionAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "BusinessAcquisitionAxis", "presentation": ["http://www.accenture.com/role/BusinessCombinationsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Business Acquisition [Axis]", "label": "Business Acquisition [Axis]", "documentation": "Information by business combination or series of individually immaterial business combinations." } } }, "auth_ref": ["r47", "r48", "r323", "r324", "r325", "r326", "r327", "r475", "r719", "r720"] }, "us-gaap_BusinessAcquisitionLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "BusinessAcquisitionLineItems", "presentation": ["http://www.accenture.com/role/BusinessCombinationsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Business Acquisitions [Line Items]", "label": "Business Acquisition [Line Items]", "documentation": "Line items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table." } } }, "auth_ref": ["r475"] }, "us-gaap_BusinessCombinationAndAssetAcquisitionAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "BusinessCombinationAndAssetAcquisitionAbstract", "lang": { "en-us": { "role": { "label": "Business Combination, Asset Acquisition, and Joint Venture Formation [Abstract]" } } }, "auth_ref": [] }, "us-gaap_CapitalizedContractCostAmortization": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CapitalizedContractCostAmortization", "crdr": "debit", "calculation": { "http://www.accenture.com/role/BasisofPresentationDepreciationandAmortizationDetails": { "parentTag": "acn_DepreciationAmortizationAndOther", "weight": 1.0, "order": 3.0 } }, "presentation": ["http://www.accenture.com/role/BasisofPresentationDepreciationandAmortizationDetails"], "lang": { "en-us": { "role": { "terseLabel": "Amortization - Deferred transition", "label": "Capitalized Contract Cost, Amortization", "documentation": "Amount of amortization expense for asset recognized from cost incurred to obtain or fulfill contract with customer." } } }, "auth_ref": ["r307"] }, "us-gaap_CapitalizedContractCostNetNoncurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CapitalizedContractCostNetNoncurrent", "crdr": "debit", "presentation": ["http://www.accenture.com/role/RevenuesAdditionalInformationDetails"], "lang": { "en-us": { "role": { "terseLabel": "Deferred transition costs", "label": "Capitalized Contract Cost, Net, Noncurrent", "documentation": "Amount, after accumulated amortization and accumulated impairment loss, of asset recognized from cost incurred to obtain or fulfill contract with customer; classified as noncurrent." } } }, "auth_ref": ["r306"] }, "us-gaap_CashAndCashEquivalentsAtCarryingValue": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CashAndCashEquivalentsAtCarryingValue", "crdr": "debit", "calculation": { "http://www.accenture.com/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_AssetsCurrent", "weight": 1.0, "order": 1.0 } }, "presentation": ["http://www.accenture.com/role/ConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "terseLabel": "Cash and cash equivalents", "label": "Cash and Cash Equivalents, at Carrying Value", "documentation": "Amount of currency on hand as well as demand deposits with banks or financial institutions. Includes other kinds of accounts that have the general characteristics of demand deposits. Also includes short-term, highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates. Excludes cash and cash equivalents within disposal group and discontinued operation." } } }, "auth_ref": ["r26", "r158", "r695"] }, "us-gaap_CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalents": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalents", "crdr": "debit", "presentation": ["http://www.accenture.com/role/ConsolidatedCashFlowsStatements"], "lang": { "en-us": { "role": { "periodStartLabel": "CASH AND CASH EQUIVALENTS, beginning of period", "periodEndLabel": "CASH AND CASH EQUIVALENTS, end of period", "label": "Cash, Cash Equivalents, Restricted Cash, and Restricted Cash Equivalents", "documentation": "Amount of cash and cash equivalents, and cash and cash equivalents restricted to withdrawal or usage. Excludes amount for disposal group and discontinued operations. Cash includes, but is not limited to, currency on hand, demand deposits with banks or financial institutions, and other accounts with general characteristics of demand deposits. Cash equivalents include, but are not limited to, short-term, highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates." } } }, "auth_ref": ["r26", "r106", "r201"] }, "us-gaap_CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalentsPeriodIncreaseDecreaseIncludingExchangeRateEffect": { "xbrltype": "monetaryItemType", "nsuri":

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Cash includes, but is not limited to, currency on hand, demand deposits with banks or financial institutions, and other accounts with general characteristics of demand deposits. Cash equivalents include, but are not limited to, short-term, highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates." } } }, "auth_ref": ["r0", "r106"] }, "us-gaap_CashFlowHedgeGainLossToBeReclassifiedWithinTwelveMonths": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CashFlowHedgeGainLossToBeReclassifiedWithinTwelveMonths", "crdr": "credit", "presentation": ["http://www.accenture.com/role/AccumulatedOtherComprehensiveLossDetails"], "lang": { "en-us": { "role": { "terseLabel": "Net unrealized gains expected to be reclassified in the next twelve months", "label": "Cash Flow Hedge Gain (Loss) to be Reclassified within 12 Months", "documentation": "The estimated net amount of existing gains or losses on cash flow hedges at the reporting date expected to be reclassified to earnings within the next 12 months." } } }, "auth_ref": ["r69"] }, "us-gaap_CashFlowHedgingMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CashFlowHedgingMember", "presentation": ["http://www.accenture.com/role/FinancialInstrumentsNotionalandFairValuesofAllDerivativeInstrumentsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Cash Flow Hedges", "label": "Cash Flow Hedging [Member]", "documentation": "Hedge of the exposure to variability in the cash flows of a recognized asset or liability, or of a forecasted transaction, that is attributable to a particular risk." } } }, "auth_ref": ["r57"] }, "ecd_ChangedPeerGroupFnTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "ChangedPeerGroupFnTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Changed Peer Group, Footnote", "label": "Changed Peer Group, Footnote [Text Block]" } } }, "auth_ref": ["r793"] }, "ecd_ChngInFrValAsOfVstngDtOfPrrYrEqtyAwrdsVstdInCvrdYrMember": { "xbrltype": "domainItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "ChngInFrValAsOfVstngDtOfPrrYrEqtyAwrdsVstdInCvrdYrMember", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Change in Fair Value as of Vesting Date of Prior Year Equity Awards Vested in Covered Year", "label": "Change in Fair Value as of Vesting Date of Prior Year Equity Awards Vested in Covered Year [Member]" } } }, "auth_ref": ["r790"] }, "ecd_ChngInFrValOfOutsdngAndUnvstdEqtyAwrdsGrntdInPrrYrsMember": { "xbrltype": "domainItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "ChngInFrValOfOutsdngAndUnvstdEqtyAwrdsGrntdInPrrYrsMember", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Year-over-Year Change in Fair Value of Equity Awards Granted in Prior Years That are Outstanding and Unvested", "label": "Year-over-Year Change in Fair Value of Equity Awards Granted in Prior Years That are Outstanding and Unvested [Member]" } } }, "auth_ref": ["r788"] }, "dei_CityAreaCode": { "xbrltype": "normalizedStringItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "CityAreaCode", "presentation": ["http://www.accenture.com/role/CoverPage"], "lang": { "en-us": { "role": { "terseLabel": "City Area Code", "label": "City Area Code", "documentation": "Area code of city" } } }, "auth_ref": [] }, "us-gaap_ClassOfStockDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ClassOfStockDomain", "presentation": ["http://www.accenture.com/role/ConsolidatedBalanceSheets", "http://www.accenture.com/role/ConsolidatedBalanceSheetsParenthetical", "http://www.accenture.com/role/ConsolidatedShareholdersEquityStatement", "http://www.accenture.com/role/CoverPage", "http://www.accenture.com/role/ShareholdersEquityAdditionalInformationDetails", "http://www.accenture.com/role/ShareholdersEquityDividendActivityDetails"], "lang": { "en-us": { "role": { "terseLabel": "Class of Stock [Domain]", "label": "Class of Stock [Domain]", "documentation": "Share of stock differentiated by the voting rights the holder receives. 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The maturities of these money market securities generally do not exceed 270 days." } } }, "auth_ref": ["r72", "r129", "r934"] }, "acn_CommercialPaperGross": { "xbrltype": "monetaryItemType", "nsuri": "http://www.accenture.com/20241130", "localname": "CommercialPaperGross", "crdr": "credit", "presentation": ["http://www.accenture.com/role/BorrowingsandIndebtednessAdditionalInformationDetails", "http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofOutstandingDebtDetails"], "lang": { "en-us": { "role": { "terseLabel": "Commercial paper, gross", "label": "Commercial Paper, Gross", "documentation": "Commercial Paper, Gross" } } }, "auth_ref": [] }, "us-gaap_CommercialPaperMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CommercialPaperMember", "presentation": ["http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofOutstandingDebtDetails"], "lang": { "en-us": { "role": { "terseLabel": "Commercial Paper", "label": 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(2) is exposed to potential losses or, less frequently, gains, arising from (a) possible claims against a company's resources due to future performance under contract terms, and (b) possible losses or likely gains from uncertainties that will ultimately be resolved when one or more future events that are deemed likely to occur do occur or fail to occur." } } }, "auth_ref": ["r82", "r133", "r542", "r626"] }, "us-gaap_CommitmentsAndContingenciesDisclosureAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CommitmentsAndContingenciesDisclosureAbstract", "lang": { "en-us": { "role": { "terseLabel": "Commitments and Contingencies Disclosure [Abstract]", "label": "Commitments and Contingencies Disclosure [Abstract]" } } }, "auth_ref": [] }, "us-gaap_CommitmentsAndContingenciesPolicyTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CommitmentsAndContingenciesPolicyTextBlock", "presentation": 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["http://www.accenture.com/role/ConsolidatedBalanceSheets", "http://www.accenture.com/role/ConsolidatedBalanceSheetsParenthetical", "http://www.accenture.com/role/ConsolidatedShareholdersEquityStatement", "http://www.accenture.com/role/CoverPage"], "lang": { "en-us": { "role": { "terseLabel": "Class X Ordinary Shares", "label": "Common Class X [Member]", "documentation": "Class X ordinary shares are entitled to one vote per share and do not have cumulative voting rights. Holders of Class X ordinary shares are not entitled to receive dividends and are not entitled to be paid any amount upon a winding-up of Accenture plc. Accenture plc may redeem, at its option, any Class X ordinary share for a redemption price equal to the par value of the Class X ordinary share. Class X ordinary shares are not transferable without the consent of Accenture plc." } } }, "auth_ref": [] }, "us-gaap_CommonStockDividendsPerShareCashPaid": { "xbrltype": "perShareItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CommonStockDividendsPerShareCashPaid", "presentation": ["http://www.accenture.com/role/ConsolidatedIncomeStatements", "http://www.accenture.com/role/ShareholdersEquityDividendActivityDetails"], "lang": { "en-us": { "role": { "terseLabel": "Cash dividends per share (in USD per share)", "verboseLabel": "Dividend Per Share (in USD per share)", "label": "Common Stock, Dividends, Per Share, Cash Paid", "documentation": "Aggregate dividends paid during the period for each share of common stock outstanding." } } }, "auth_ref": ["r120"] }, "us-gaap_CommonStockDividendsPerShareDeclared": { "xbrltype": "perShareItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CommonStockDividendsPerShareDeclared", "presentation": ["http://www.accenture.com/role/ShareholdersEquityAdditionalInformationDetails"], "lang": { "en-us": { "role": { "terseLabel": "Quarterly cash dividend declared (in USD per share)", "label": "Common Stock, Dividends, Per Share, Declared", "documentation": "Aggregate dividends declared during the period for each share of common stock outstanding." } } }, "auth_ref": ["r120"] }, "us-gaap_CommonStockMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CommonStockMember", "presentation": ["http://www.accenture.com/role/ConsolidatedShareholdersEquityStatement", "http://www.accenture.com/role/ShareholdersEquityAdditionalInformationDetails"], "lang": { "en-us": { "role": { "terseLabel": "Common Stock", "label": "Common Stock [Member]", "documentation": "Stock that is subordinate to all other stock of the issuer." } } }, "auth_ref": ["r735", "r736", "r737", "r739", "r740", "r741", "r742", "r857", "r858", "r860", "r921", "r967", "r970"] }, "us-gaap_CommonStockParOrStatedValuePerShare": { "xbrltype": "perShareItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CommonStockParOrStatedValuePerShare", "presentation": ["http://www.accenture.com/role/ConsolidatedBalanceSheetsParenthetical"], "lang": { "en-us": { "role": { "terseLabel": "Ordinary shares, par value", "label": "Common Stock, Par or Stated Value Per Share", "documentation": "Face amount or stated value per share of common stock." } } }, "auth_ref": ["r85"] }, "us-gaap_CommonStockSharesAuthorized": { "xbrltype": "sharesItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CommonStockSharesAuthorized", "presentation": ["http://www.accenture.com/role/ConsolidatedBalanceSheetsParenthetical"], "lang": { "en-us": { "role": { "terseLabel": "Ordinary shares, shares authorized (in shares)", "label": "Common Stock, Shares Authorized", "documentation": "The maximum number of common shares permitted to be issued by an entity's charter and bylaws." } } }, "auth_ref": ["r85", "r627"] }, "us-gaap_CommonStockSharesIssued": { "xbrltype": "sharesItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CommonStockSharesIssued", "presentation": ["http://www.accenture.com/role/ConsolidatedBalanceSheetsParenthetical"], "lang": { "en-us": { "role": { "terseLabel": "Ordinary shares, shares issued (in shares)", "label": "Common Stock, Shares, Issued", "documentation": "Total number of common shares of an entity that have been sold or granted to shareholders (includes common shares that were issued, repurchased and remain in the treasury). These shares represent capital invested by the firm's shareholders and owners, and may be all or only a portion of the number of shares authorized. Shares issued include shares outstanding and shares held in the treasury." } } }, "auth_ref": ["r85"] }, "us-gaap_CommonStockSharesOutstanding": { "xbrltype": "sharesItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CommonStockSharesOutstanding", "presentation": ["http://www.accenture.com/role/ConsolidatedBalanceSheetsParenthetical", "http://www.accenture.com/role/ConsolidatedShareholdersEquityStatement"], "lang": { "en-us": { "role": { "terseLabel": "Ordinary shares, shares outstanding (in shares)", "periodStartLabel": "Beginning Balance (in shares)", "periodEndLabel": "Ending Balance (in shares)", "label": "Common Stock, Shares, Outstanding", "documentation":

"Number of shares of common stock outstanding. Common stock represent the ownership interest in a corporation." } } }, "auth_ref": ["r15", "r85", "r627", "r645", "r970", "r971"] }, "us-gaap_CommonStockValue": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CommonStockValue", "crdr": "credit", "calculation": { "http://www.accenture.com/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_StockholdersEquity", "weight": 1.0, "order": 5.0 } }, "presentation": ["http://www.accenture.com/role/ConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "terseLabel": "Ordinary shares, value", "label": "Common Stock, Value, Issued", "documentation": "Aggregate par or stated value of issued nonredeemable common stock (or common stock redeemable solely at the option of the issuer). This item includes treasury stock repurchased by the entity. Note: elements for number of nonredeemable common shares, par value and other disclosure concepts are in another section within stockholders' equity." } } }, "auth_ref": ["r85", "r543", "r728"] }, "acn_CommunicationsMediaAndTechnologyMember": { "xbrltype": "domainItemType", "nsuri": "http://www.accenture.com/20241130", "localname": "CommunicationsMediaAndTechnologyMember", "presentation": ["http://www.accenture.com/role/SegmentReportingReportableOperatingSegmentsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Communications, Media & Technology", "label": "Communications, Media And Technology [Member]", "documentation": "Communications, Media and Technology [Member]" } } }, "auth_ref": [] }, "ecd_CompActuallyPaidVsCoSelectedMeasureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "CompActuallyPaidVsCoSelectedMeasureTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Compensation Actually Paid vs. Company Selected Measure", "label": "Compensation Actually Paid vs. Company Selected Measure [Text Block]" } } }, "auth_ref": ["r799"] }, "ecd_CompActuallyPaidVsNetIncomeTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "CompActuallyPaidVsNetIncomeTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Compensation Actually Paid vs. Net Income", "label": "Compensation Actually Paid vs. Net Income [Text Block]" } } }, "auth_ref": ["r798"] }, "ecd_CompActuallyPaidVsOtherMeasureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "CompActuallyPaidVsOtherMeasureTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Compensation Actually Paid vs. Other Measure", "label": "Compensation Actually Paid vs. Other Measure [Text Block]" } } }, "auth_ref": ["r800"] }, "ecd_CompActuallyPaidVsTotalShareholderRtnTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "CompActuallyPaidVsTotalShareholderRtnTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Compensation Actually Paid vs. Total Shareholder Return", "label": "Compensation Actually Paid vs. Total Shareholder Return [Text Block]" } } }, "auth_ref": ["r797"] }, "us-gaap_ComprehensiveIncomeNetOfTax": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ComprehensiveIncomeNetOfTax", "crdr": "credit", "calculation": { "http://www.accenture.com/role/ConsolidatedStatementsofComprehensiveIncome": { "parentTag": null, "weight": null, "order": null, "root": true } }, "presentation": ["http://www.accenture.com/role/ConsolidatedStatementsofComprehensiveIncome"], "lang": { "en-us": { "role": { "totalLabel": "COMPREHENSIVE INCOME ATTRIBUTABLE TO ACCENTURE PLC", "label": "Comprehensive Income (Loss), Net of Tax, Attributable to Parent", "documentation": "Amount after tax of increase (decrease) in equity from transactions and other events and circumstances from net income and other comprehensive income, attributable to parent entity. Excludes changes in equity resulting from investments by owners and distributions to owners." } } }, "auth_ref": ["r23", "r186", "r188", "r197", "r535", "r553", "r555"] }, "us-gaap_ComprehensiveIncomeNetOfTaxAttributableToNoncontrollingInterest": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ComprehensiveIncomeNetOfTaxAttributableToNoncontrollingInterest", "crdr": "debit", "calculation": { "http://www.accenture.com/role/ConsolidatedStatementsofComprehensiveIncome": { "parentTag": "us-gaap_ComprehensiveIncomeNetOfTax", "weight": -1.0, "order": 1.0 } }, "presentation": ["http://www.accenture.com/role/ConsolidatedStatementsofComprehensiveIncome"], "lang": { "en-us": { "role": { "terseLabel": "Comprehensive income attributable to noncontrolling interests", "label": "Comprehensive Income (Loss), Net of Tax, Attributable to Noncontrolling Interest", "documentation": "Amount after tax of increase (decrease) in equity from transactions and other events and circumstances from net income (loss) and other comprehensive income (loss), attributable to noncontrolling interests. Excludes changes in equity resulting from investments by owners and distributions to owners." } } }, "auth_ref": ["r9", "r51", "r53", "r186", "r188", "r196", "r534", "r553", "r554"] }, "us-gaap_ComprehensiveIncomeNetOfTaxIncludingPortionAttributableToNoncontrollingInterest": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ComprehensiveIncomeNetOfTaxIncludingPortionAttributableToNoncontrollingInterest", "crdr": "credit", "calculation": { "http://www.accenture.com/role/ConsolidatedStatementsofComprehensiveIncome": { "parentTag": "us-gaap_ComprehensiveIncomeNetOfTax", "weight": 1.0, "order": 2.0 } }, "presentation": ["http://www.accenture.com/role/ConsolidatedStatementsofComprehensiveIncome"], "lang": { "en-us": { "role": { "totalLabel": "COMPREHENSIVE INCOME", "label": "Comprehensive Income (Loss), Net of Tax, Including Portion Attributable to Noncontrolling Interest", "documentation": "Amount after tax of increase (decrease) in equity from transactions and other events and circumstances from net income and other comprehensive income. Excludes changes in equity resulting from investments by owners and distributions to owners." } } }, "auth_ref": ["r53", "r123", "r186", "r188", "r195", "r533", "r553"] }, "us-gaap_ComprehensiveIncomeNoteTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ComprehensiveIncomeNoteTextBlock", "presentation": ["http://www.accenture.com/role/AccumulatedOtherComprehensiveLoss"], "lang": { "en-us": { "role": { "terseLabel": "Accumulated Other Comprehensive Loss", "label": "Comprehensive Income (Loss) Note [Text Block]", "documentation": "The entire disclosure for comprehensive income, which includes, but is not limited to, 1) the amount of income tax expense or benefit allocated to each component of other comprehensive income, including reclassification adjustments, 2) the reclassification adjustments for each classification of other comprehensive income and 3) the ending accumulated balances for each component of comprehensive income." } } }, "auth_ref": ["r92", "r194", "r532", "r552"] }, "acn_ConsultingRevenueMember": { "xbrltype": "domainItemType", "nsuri": "http://www.accenture.com/20241130", "localname": "ConsultingRevenueMember", "presentation": ["http://www.accenture.com/role/SegmentReportingReportableOperatingSegmentsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Consulting", "label": "Consulting Revenue [Member]", "documentation": "Consulting Revenue [Member]" } } }, "auth_ref": [] }, "us-gaap_ContractWithCustomerAssetAndLiabilityTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ContractWithCustomerAssetAndLiabilityTableTextBlock", "presentation": ["http://www.accenture.com/role/RevenuesTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Receivables, Contract Assets and Contract Liabilities (Deferred Revenues)", "label": "Contract with Customer, Contract Asset, Contract Liability, and Receivable [Table Text Block]", "documentation": "Tabular disclosure of receivable, contract asset, and contract liability from contract with customer. Includes, but is not limited to, change in contract asset and contract liability." } } }, "auth_ref": ["r913"] }, "us-gaap_ContractWithCustomerAssetNetCurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ContractWithCustomerAssetNetCurrent", "crdr": "debit", "calculation": { "http://www.accenture.com/role/RevenuesScheduleofRevenueDetails": { "parentTag": "acn_ReceivablesAndContractAssets", "weight": 1.0, "order": 1.0 } }, "presentation": ["http://www.accenture.com/role/RevenuesScheduleofRevenueDetails"], "lang": { "en-us": { "role": { "terseLabel": "Contract assets (current)", "label": "Contract with Customer, Asset, after Allowance for Credit Loss, Current", "documentation": "Amount, after allowance for credit loss, of right to consideration in exchange for good or service transferred to customer when right is conditioned on something other than passage of time, classified as current." } } }, "auth_ref": ["r405", "r406", "r415"] }, "us-gaap_ContractWithCustomerAssetNetNoncurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ContractWithCustomerAssetNetNoncurrent", "crdr": "debit", "calculation": { "http://www.accenture.com/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_AssetsNoncurrent", "weight": 1.0, "order": 5.0 } }, "presentation": ["http://www.accenture.com/role/ConsolidatedBalanceSheets", "http://www.accenture.com/role/RevenuesScheduleofRevenueDetails"], "lang": { "en-us": { "role": { "terseLabel": "Contract assets", "verboseLabel": "Contract assets (non-current)", "label": "Contract with Customer, Asset, after Allowance for Credit Loss, Noncurrent", "documentation": "Amount, after allowance for credit loss, of right to consideration in exchange for good or service transferred to customer when right is conditioned on something other than passage of time, classified as noncurrent." } } }, "auth_ref": ["r405", "r406", "r415"] }, "acn_ContractWithCustomerLiabilityRevenueRecognized1": { "xbrltype": "monetaryItemType", "nsuri": "http://www.accenture.com/20241130", "localname": "ContractWithCustomerLiabilityRevenueRecognized1", "crdr": "credit", "presentation": ["http://www.accenture.com/role/RevenuesAdditionalInformationDetails"], "lang": { "en-us": { "role": { "terseLabel": "Revenues recognized that were included in deferred revenues", "label": "Contract with Customer, Liability, Revenue Recognized1", "documentation": "Contract with Customer, Liability, Revenue Recognized1" } } }, "auth_ref": [] }, "us-gaap_CostOfGoodsAndServicesSold": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CostOfGoodsAndServicesSold", "crdr": "debit", "calculation": { "http://www.accenture.com/role/ConsolidatedIncomeStatements": { "parentTag": "us-gaap_CostsAndExpenses", "weight": 1.0, "order": 3.0 } }, "presentation": ["http://www.accenture.com/role/ConsolidatedIncomeStatements"], "lang": { "en-us": { "role": { "terseLabel": "Cost of services", "label": "Cost of Goods and Services Sold", "documentation": "The aggregate costs related to goods produced and sold and services rendered by an entity during the reporting period. This excludes costs incurred during the reporting period related to financial services rendered and other revenue generating activities." } } }, "auth_ref": ["r97", "r98", "r528"] }, "us-gaap_CostsAndExpenses": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CostsAndExpenses", "crdr": "debit", "calculation": { "http://www.accenture.com/role/ConsolidatedIncomeStatements": { "parentTag": "us-gaap_OperatingIncomeLoss", "weight": -1.0, "order": 2.0 } }, "presentation": ["http://www.accenture.com/role/ConsolidatedIncomeStatements"], "lang": { "en-us": { "role": { "totalLabel": "Total operating expenses", "label": "Costs and Expenses", "documentation": "Total costs of sales and operating expenses for the period." } } }, "auth_ref": ["r103"] }, "us-gaap_CostsAndExpensesAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CostsAndExpensesAbstract", "presentation": ["http://www.accenture.com/role/ConsolidatedIncomeStatements"], "lang": { "en-us": { "role": { "terseLabel": "OPERATING EXPENSES:", "label": "Costs and Expenses [Abstract]" } } }, "auth_ref": [] }, "dei_CountryRegion": { "xbrltype": "normalizedStringItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "CountryRegion", "presentation": ["http://www.accenture.com/role/CoverPage"], "lang": { "en-us": { "role": { "terseLabel": "Country Region", "label": "Country Region", "documentation": "Region code of country" } } }, "auth_ref": [] }, "dei_CoverAbstract": { "xbrltype": "stringItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "CoverAbstract", "lang": { "en-us": { "role": { "label": "Cover [Abstract]", "documentation": "Cover page." } } }, "auth_ref": [] }, "us-gaap_CreditFacilityAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CreditFacilityAxis", "presentation": ["http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofBorrowingFacilitiesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Credit Facility [Axis]", "label": "Credit Facility [Axis]", "documentation": "Information by type of credit facility. Credit facilities provide capital to borrowers without the need to structure a loan for each borrowing." } } }, "auth_ref": ["r347", "r908"] }, "us-gaap_CreditFacilityDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CreditFacilityDomain", "presentation": ["http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofBorrowingFacilitiesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Credit Facility [Domain]", "label": "Credit Facility [Domain]", "documentation": "Type of credit facility. Credit facilities provide capital to borrowers without the need to structure a loan for each borrowing." } } }, "auth_ref": ["r347", "r908", "r909"] }, "us-gaap_CreditLossFinancialInstrumentPolicyTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CreditLossFinancialInstrumentPolicyTextBlock", "presentation": ["http://www.accenture.com/role/BasisofPresentationPolicies"], "lang": { "en-us": { "role": { "terseLabel": "Allowance for Credit Losses - Client Receivables and Contract Assets", "label": "Credit Loss, Financial Instrument [Policy Text Block]", "documentation": "Disclosure of accounting policy for credit loss on financial instrument measured at amortized cost basis, net investment in lease, off-balance sheet credit exposure, and available-for-sale debt security. Includes, but is not limited to, methodology used to estimate allowance for credit loss, how writeoff of uncollectible amount is recognized, and determination of past due status and nonaccrual status." } } }, "auth_ref": ["r287", "r288", "r289", "r291", "r292", "r293", "r294", "r295", "r296", "r297", "r298", "r299", "r300", "r301", "r302", "r303", "r304", "r305"] }, "dei_CurrentFiscalYearEndDate": { "xbrltype": "gMonthDayItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "CurrentFiscalYearEndDate", "presentation": ["http://www.accenture.com/role/CoverPage"], "lang": { "en-us": { "role": { "terseLabel": "Current Fiscal Year End Date", "label": "Current Fiscal Year End Date", "documentation": "End date of current fiscal year in the format --MM-DD." } } }, "auth_ref": [] }, "us-gaap_CustomerRelatedIntangibleAssetsMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CustomerRelatedIntangibleAssetsMember", "presentation": 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in compliance with debt covenants, and other matters important to users of the financial statements, such as the effects of refinancing and noncompliance with debt covenants." } } }, "auth_ref": ["r114", "r202", "r336", "r337", "r338", "r339", "r340", "r346", "r347", "r358", "r364", "r365", "r366", "r367", "r368", "r369", "r374", "r381", "r382", "r384", "r517"] }, "us-gaap_DebtInstrumentAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DebtInstrumentAxis", "presentation": ["http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofOutstandingDebtDetails"], "lang": { "en-us": { "role": { "terseLabel": "Debt Instrument [Axis]", "label": "Debt Instrument [Axis]", "documentation": "Information by type of debt instrument, including, but not limited to, draws against credit facilities." } } }, "auth_ref": ["r20", "r75", "r76", "r130", "r132", "r206", "r359", "r360", "r361", "r362", "r363", "r365", "r370", "r371", "r372", "r373", "r375", "r376", "r377", "r378", "r379", "r380", "r711", "r712", "r713", "r714", "r715", "r726", "r854", "r901", "r902", "r903", "r930", "r931"] }, "us-gaap_DebtInstrumentCarryingAmount": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DebtInstrumentCarryingAmount", "crdr": "credit", "calculation": { "http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofOutstandingDebtDetails": { "parentTag": "us-gaap_LongTermDebt", "weight": 1.0, "order": 1.0 } }, "presentation": ["http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofOutstandingDebtDetails"], "lang": { "en-us": { "role": { "terseLabel": "Total principal amount", "label": "Long-Term Debt, Gross", "documentation": "Amount, before unamortized (discount) premium and debt issuance costs, of long-term debt. 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These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table." } } }, "auth_ref": ["r206", "r359", "r360", "r361", "r362", "r363", "r365", "r370", "r371", "r372", "r373", "r375", "r376", "r377", "r378", "r379", "r380", "r383", "r711", "r712", "r713", "r714", "r715", "r726", "r854", "r930", "r931"] }, "us-gaap_DebtInstrumentNameDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DebtInstrumentNameDomain", "presentation": ["http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofOutstandingDebtDetails"], "lang": { "en-us": { "role": { "terseLabel": "Debt Instrument, Name [Domain]", "label": "Debt Instrument, Name [Domain]", "documentation": "The name for the particular debt instrument or borrowing that distinguishes it from other debt instruments or borrowings, including draws against credit facilities." } } }, "auth_ref": ["r20", "r206", "r359", "r360", "r361", "r362", "r363", "r365", "r370", "r371", "r372", "r373", "r375", "r376", "r377", "r378", "r379", "r380", "r711", "r712", "r713", "r714", "r715", "r726", "r854", "r901", "r902", "r903", "r930", "r931"] }, "us-gaap_DebtInstrumentTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DebtInstrumentTable", "presentation": ["http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofBorrowingFacilitiesDetails", "http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofOutstandingDebtDetails"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Long-term Debt Instruments [Table]", "label": "Schedule of Long-Term Debt Instruments [Table]", "documentation": "Disclosure of information about long-term debt instrument or arrangement." } } }, "auth_ref": ["r20", "r38", "r41", "r70", "r118", "r119", "r206", "r359", "r360", "r361", "r362", "r363", "r365", "r370", "r371", "r372", "r373", "r375", "r376", "r377", "r378", "r379", "r380", "r383", "r711", "r712", "r713", "r714", "r715", "r726", "r854", "r930", "r931"] }, "us-gaap_DebtInstrumentUnamortizedDiscount": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DebtInstrumentUnamortizedDiscount", "crdr": "debit", "presentation": ["http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofOutstandingDebtDetails"], "lang": { "en-us": { "role": { "terseLabel": "Debt Instrument, Unamortized Discount", "label": "Debt Instrument, Unamortized Discount", "documentation": "Amount, after accumulated amortization, of debt discount." } } }, "auth_ref": ["r912", "r929", "r930", "r931"] }, "us-gaap_DebtInstrumentUnamortizedDiscountPremiumAndDebtIssuanceCostsNet": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DebtInstrumentUnamortizedDiscountPremiumAndDebtIssuanceCostsNet", "crdr": "debit", "calculation": { "http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofOutstandingDebtDetails": { "parentTag": "us-gaap_LongTermDebt", "weight": -1.0, "order": 2.0 } }, "presentation": ["http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofOutstandingDebtDetails"], "lang": { "en-us": { "role": { "negatedTerseLabel": "Less: unamortized debt discount and issuance costs", "label": "Debt Instrument, Unamortized Discount (Premium) and Debt Issuance Costs, Net", "documentation": "Amount of unamortized debt discount (premium) and debt issuance costs." } } }, "auth_ref": ["r370", "r386", "r516", "r517", "r518", "r712", "r713", "r726"] }, "us-gaap_DeferredCosts": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DeferredCosts", "crdr": "debit", "calculation": { "http://www.accenture.com/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_AssetsNoncurrent", "weight": 1.0, "order": 6.0 } }, "presentation": ["http://www.accenture.com/role/ConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "terseLabel": "Deferred contract costs", "label": "Deferred Costs, Noncurrent", "documentation": "Amount of deferred cost, excluding capitalized cost related to contract with customer; 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They are included in non-current Deferred revenues relating to contract costs." } } }, "auth_ref": [] }, "us-gaap_Depreciation": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "Depreciation", "crdr": "debit", "calculation": { "http://www.accenture.com/role/BasisofPresentationDepreciationandAmortizationDetails": { "parentTag": "acn_DepreciationAmortizationAndOther", "weight": 1.0, "order": 5.0 } }, "presentation": ["http://www.accenture.com/role/BasisofPresentationDepreciationandAmortizationDetails"], "lang": { "en-us": { "role": { "terseLabel": "Depreciation", "label": "Depreciation", "documentation": "The amount of expense recognized in the current period that reflects the allocation of the cost of tangible assets over the assets' useful lives. Includes production and non-production related depreciation." } } }, "auth_ref": ["r11", "r32"] }, "acn_DepreciationAmortizationAndOther": { "xbrltype": "monetaryItemType", "nsuri": "http://www.accenture.com/20241130", "localname": "DepreciationAmortizationAndOther", "crdr": "debit", "calculation": { "http://www.accenture.com/role/ConsolidatedCashFlowsStatements": { "parentTag": "us-gaap_NetCashProvidedByUsedInOperatingActivities", "weight": 1.0, "order": 2.0 }, "http://www.accenture.com/role/BasisofPresentationDepreciationandAmortizationDetails": { "parentTag": null, "weight": null, "order": null, "root": true } }, "presentation": ["http://www.accenture.com/role/BasisofPresentationDepreciationandAmortizationDetails", "http://www.accenture.com/role/ConsolidatedCashFlowsStatements"], "lang": { "en-us": { "role": { "verboseLabel": "Depreciation, amortization and other", "totalLabel": "Total depreciation, amortization and other", "label": "Depreciation, Amortization And Other", "documentation": "The aggregate expense recognized in the current period that allocates the cost of tangible assets, intangible assets, or depleting assets to periods that benefit from use of the assets." } } }, "auth_ref": [] }, "acn_DepreciationAndAmortizationTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://www.accenture.com/20241130", "localname": "DepreciationAndAmortizationTableTextBlock", "presentation": ["http://www.accenture.com/role/BasisofPresentationTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Depreciation, Amortization and Other", "label": "Depreciation And Amortization [Table Text Block]", "documentation": "Depreciation, amortization and lease costs." } } }, "auth_ref": [] }, "us-gaap_DerivativeAssets": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DerivativeAssets", "crdr": "debit", "calculation": { "http://www.accenture.com/role/FinancialInstrumentsOffsettingDerivativeAssetsandLiabilitiesDetails": { "parentTag": "us-gaap_DerivativeFairValueOfDerivativeNet", "weight": 1.0, "order": 1.0 } }, "presentation": ["http://www.accenture.com/role/FinancialInstrumentsOffsettingDerivativeAssetsandLiabilitiesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Net derivative assets", "label": "Derivative Asset", "documentation": "Fair value, after the effects of master netting arrangements, of a financial asset or other contract with one or more underlyings, notional amount or payment provision or both, and the contract can be net settled by means outside the contract or delivery of an asset. Includes assets not subject to a master netting arrangement and not elected to be offset." } } }, "auth_ref": ["r174", "r175", "r497", "r498", "r499", "r501", "r607", "r608", "r609", "r610", "r611", "r613", "r614", "r616", "r617", "r618", "r633", "r634", "r675", "r678", "r679", "r680", "r681", "r682", "r696", "r722", "r725", "r737", "r923", "r924", "r925", "r968"] }, "us-gaap_DerivativeAssetsAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DerivativeAssetsAbstract", "presentation": ["http://www.accenture.com/role/FinancialInstrumentsNotionalandFairValuesofAllDerivativeInstrumentsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Assets", "label": "Derivative Asset [Abstract]" } } }, "auth_ref": [] }, "us-gaap_DerivativeFairValueOfDerivativeAsset": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DerivativeFairValueOfDerivativeAsset", "crdr": "debit", "calculation": { "http://www.accenture.com/role/FinancialInstrumentsNotionalandFairValuesofAllDerivativeInstrumentsDetails": { "parentTag": "us-gaap_DerivativeFairValueOfDerivativeNet", "weight": 1.0, "order": 1.0 } }, "presentation": ["http://www.accenture.com/role/FinancialInstrumentsNotionalandFairValuesofAllDerivativeInstrumentsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Assets", "label": "Derivative Asset, Subject to Master Netting Arrangement, before Offset", "documentation": "Fair value, before effects of master netting arrangements, of a financial asset or other contract with one or more underlyings, notional amount or payment provision or both, and the contract can be net settled by means outside the contract or delivery of an asset. Includes assets elected not to be offset. Excludes assets not subject to a master netting arrangement." } } }, "auth_ref": ["r17", "r91", "r125", "r126", "r173", "r696"] }, "us-gaap_DerivativeFairValueOfDerivativeLiability": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DerivativeFairValueOfDerivativeLiability", "crdr": "credit", "calculation": { "http://www.accenture.com/role/FinancialInstrumentsNotionalandFairValuesofAllDerivativeInstrumentsDetails": { "parentTag": "us-gaap_DerivativeFairValueOfDerivativeNet", "weight": -1.0, "order": 2.0 } }, "presentation": ["http://www.accenture.com/role/FinancialInstrumentsNotionalandFairValuesofAllDerivativeInstrumentsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Liabilities", "label": "Derivative Liability, Subject to Master Netting Arrangement, before Offset", "documentation": "Fair value, before effects of master netting arrangements, of a financial liability or contract with one or more underlyings, notional amount or payment provision or both, and the contract can be net settled by means outside the contract or delivery of an asset. Includes liabilities elected not to be offset. Excludes liabilities not subject to a master netting arrangement." } } }, "auth_ref": ["r17", "r91", "r125", "r126", "r173", "r696"] }, "us-gaap_DerivativeFairValueOfDerivativeNet": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DerivativeFairValueOfDerivativeNet", "crdr": "debit", "calculation": { "http://www.accenture.com/role/FinancialInstrumentsNotionalandFairValuesofAllDerivativeInstrumentsDetails": { "parentTag": null, "weight": null, "order": null, "root": true }, "http://www.accenture.com/role/FinancialInstrumentsOffsettingDerivativeAssetsandLiabilitiesDetails": { "parentTag": null, "weight": null, "order": null, "root": true } }, "presentation": ["http://www.accenture.com/role/FinancialInstrumentsNotionalandFairValuesofAllDerivativeInstrumentsDetails", "http://www.accenture.com/role/FinancialInstrumentsOffsettingDerivativeAssetsandLiabilitiesDetails"], "lang": { "en-us": { "role": { "totalLabel": "Total fair value", "label": "Derivative, Fair Value, Net", "documentation": "Fair value of the assets less the liabilities of a derivative or group of derivatives." } } }, "auth_ref": ["r501"] }, "us-gaap_DerivativeInstrumentsAndHedgingActivitiesDisclosureAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DerivativeInstrumentsAndHedgingActivitiesDisclosureAbstract", "lang": { "en-us": { "role": { "terseLabel": "Derivative Instruments and Hedging Activities Disclosure [Abstract]", "label": "Derivative Instruments and Hedging Activities Disclosure [Abstract]" } } }, "auth_ref": [] }, "us-gaap_DerivativeInstrumentsAndHedgingActivitiesDisclosureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DerivativeInstrumentsAndHedgingActivitiesDisclosureTextBlock", "presentation": ["http://www.accenture.com/role/FinancialInstruments"], "lang": { "en-us": { "role": { "terseLabel": "Financial Instruments", "label": "Derivative Instruments and Hedging Activities Disclosure [Text Block]", "documentation": "The entire disclosure for derivative instruments and hedging activities including, but not limited to, risk management strategies, non-hedging derivative instruments, assets, liabilities, revenue and expenses, and methodologies and assumptions used in determining the amounts." } } }, "auth_ref": ["r124", "r484", "r492"] }, "us-gaap_DerivativeInstrumentsGainLossByHedgingRelationshipAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DerivativeInstrumentsGainLossByHedgingRelationshipAxis", "presentation": ["http://www.accenture.com/role/FinancialInstrumentsNotionalandFairValuesofAllDerivativeInstrumentsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Hedging Relationship [Axis]", "label": "Hedging Relationship [Axis]", "documentation": "Information by type of hedging relationship." } } }, "auth_ref": ["r16", "r60", "r63"] }, "us-gaap_DerivativeInstrumentsNotDesignatedAsHedgingInstrumentsGainLossNet": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DerivativeInstrumentsNotDesignatedAsHedgingInstrumentsGainLossNet", "crdr": "credit", "presentation": ["http://www.accenture.com/role/FinancialInstrumentsAdditionalInformationDetails"], "lang": { "en-us": { "role": { "terseLabel": "Gain (loss) recognized in income on derivatives", "label": "Derivative Instruments Not Designated as Hedging Instruments, Gain (Loss), Net", "documentation": "Amount of realized and unrealized gain (loss) of derivative instruments not designated or qualifying as hedging instruments." } } }, "auth_ref": ["r64", "r836"] }, "us-gaap_DerivativeLiabilities": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DerivativeLiabilities", "crdr": "credit", "calculation": { "http://www.accenture.com/role/FinancialInstrumentsOffsettingDerivativeAssetsandLiabilitiesDetails": { "parentTag": "us-gaap_DerivativeFairValueOfDerivativeNet", "weight": -1.0, "order": 2.0 } }, "presentation": ["http://www.accenture.com/role/FinancialInstrumentsOffsettingDerivativeAssetsandLiabilitiesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Net derivative liabilities", "label": "Derivative Liability", "documentation": "Fair value, after the effects of master netting arrangements, of a financial liability or contract with one or more underlyings, notional amount or payment provision or both, and the contract can be net settled by means outside the contract or delivery of an asset. Includes liabilities not subject to a master netting arrangement and not elected to be offset." } } }, "auth_ref": ["r174", "r175", "r497", "r498", "r499", "r501", "r607", "r608", "r609", "r610", "r613", "r614", "r616", "r617", "r618", "r640", "r642", "r643", "r676", "r677", "r678", "r679", "r680", "r681", "r682", "r696", "r923", "r924", "r925", "r968"] }, "us-gaap_DerivativeLiabilitiesAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DerivativeLiabilitiesAbstract", "presentation": ["http://www.accenture.com/role/FinancialInstrumentsNotionalandFairValuesofAllDerivativeInstrumentsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Liabilities", "label": "Derivative Liability [Abstract]" } } }, "auth_ref": [] }, "us-gaap_DerivativeLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DerivativeLineItems", "presentation": ["http://www.accenture.com/role/FinancialInstrumentsNotionalandFairValuesofAllDerivativeInstrumentsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Derivative [Line Items]", "label": "Derivative [Line Items]", "documentation": "Line items represent financial concepts included in a table. 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For a 2006 annual report, which may also provide financial information from prior periods, fiscal 2006 should be given as the fiscal year focus. Example: 2006." } } }, "auth_ref": [] }, "dei_DocumentInformationLineItems": { "xbrltype": "stringItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "DocumentInformationLineItems", "presentation": ["http://www.accenture.com/role/CoverPage"], "lang": { "en-us": { "role": { "terseLabel": "Document Information [Line Items]", "label": "Document Information [Line Items]", "documentation": "Line items represent financial concepts included in a table. 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The format of the date is YYYY-MM-DD." } } }, "auth_ref": [] }, "dei_DocumentQuarterlyReport": { "xbrltype": "booleanItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "DocumentQuarterlyReport", "presentation": ["http://www.accenture.com/role/CoverPage"], "lang": { "en-us": { "role": { "terseLabel": "Document Quarterly Report", "label": "Document Quarterly Report", "documentation": "Boolean flag that is true only for a form used as an quarterly report." } } }, "auth_ref": ["r749"] }, "dei_DocumentTransitionReport": { "xbrltype": "booleanItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "DocumentTransitionReport", "presentation": ["http://www.accenture.com/role/CoverPage"], "lang": { "en-us": { "role": { "terseLabel": "Document Transition Report", "label": "Document Transition Report", "documentation": "Boolean flag that is true only for a form used as a transition report." } } }, "auth_ref": ["r781"] }, "dei_DocumentType": { "xbrltype": "submissionTypeItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "DocumentType", "presentation": ["http://www.accenture.com/role/CoverPage"], "lang": { "en-us": { "role": { "terseLabel": "Document Type", "label": "Document Type", "documentation": "The type of document being provided (such as 10-K, 10-Q, 485BPOS, etc). 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"Amount of increase (decrease) from effect of exchange rate changes on cash and cash equivalents, and cash and cash equivalents restricted to withdrawal or usage; held in foreign currencies. Excludes amounts for disposal group and discontinued operations. Cash includes, but is not limited to, currency on hand, demand deposits with banks or financial institutions, and other accounts with general characteristics of demand deposits. Cash equivalents include, but are not limited to, short-term, highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates." } } }, "auth_ref": ["r505"] }, "us-gaap_EffectiveIncomeTaxRateContinuingOperations": { "xbrltype": "percentItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "EffectiveIncomeTaxRateContinuingOperations", "presentation": ["http://www.accenture.com/role/IncomeTaxesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Effective tax rates", "label": "Effective Income Tax Rate Reconciliation, Percent", "documentation": "Percentage of current income tax expense (benefit) and deferred income tax expense (benefit) pertaining to continuing operations." } } }, "auth_ref": ["r454", "r721"] }, "us-gaap_EmployeeRelatedLiabilitiesCurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "EmployeeRelatedLiabilitiesCurrent", "crdr": "credit", "calculation": { "http://www.accenture.com/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_LiabilitiesCurrent", "weight": 1.0, "order": 6.0 } }, "presentation": ["http://www.accenture.com/role/ConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "terseLabel": "Accrued payroll and related benefits", "label": "Employee-related Liabilities, Current", "documentation": "Total of the carrying values as of the balance sheet date of obligations incurred through that date and payable for obligations related to services received from employees, such as accrued salaries and bonuses, payroll taxes and fringe benefits. Used to reflect the current portion of the liabilities (due within one year or within the normal operating cycle if longer)." } } }, "auth_ref": ["r76"] }, "us-gaap_EmployeeStockOptionMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "EmployeeStockOptionMember", "presentation": ["http://xbrl.sec.gov/ecd/role/AwardTimingDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Employee Stock Option", "label": "Share-Based Payment Arrangement, Option [Member]", "documentation": "Share-based payment arrangement granting right, subject to vesting and other restrictions, to purchase or sell certain number of shares at predetermined price for specified period of time." } } }, "auth_ref": [] }, "dei_EntityAddressAddressLine1": { "xbrltype": "normalizedStringItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityAddressAddressLine1", "presentation": ["http://www.accenture.com/role/CoverPage"], "lang": { "en-us": { "role": { "terseLabel": "Entity Address, Address Line One", "label": "Entity Address, Address Line One", "documentation": "Address Line 1 such as Attn, Building Name, Street Name" } } }, "auth_ref": [] }, "dei_EntityAddressAddressLine2": { "xbrltype": "normalizedStringItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityAddressAddressLine2", "presentation": ["http://www.accenture.com/role/CoverPage"], "lang": { "en-us": { "role": { "terseLabel": "Entity Address, Address Line Two", "label": "Entity Address, Address Line Two", "documentation": "Address Line 2 such as Street or Suite number" } } }, "auth_ref": [] }, "dei_EntityAddressCityOrTown": { "xbrltype": "normalizedStringItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityAddressCityOrTown", "presentation": ["http://www.accenture.com/role/CoverPage"], "lang": { "en-us": { "role": { "terseLabel": "Entity Address, City or Town", "label": "Entity Address, City or Town", "documentation": "Name of the City or Town" } } }, "auth_ref": [] }, "dei_EntityAddressCountry": { "xbrltype": "countryCodeItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityAddressCountry", "presentation": ["http://www.accenture.com/role/CoverPage"], "lang": { "en-us": { "role": { "terseLabel": "Entity Address, Country", "label": "Entity Address, Country", "documentation": "ISO 3166-1 alpha-2 country code." } } }, "auth_ref": [] }, "dei_EntityAddressPostalZipCode": { "xbrltype": "normalizedStringItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityAddressPostalZipCode", "presentation": ["http://www.accenture.com/role/CoverPage"], "lang": { "en-us": { "role": { "terseLabel": "Entity Address, Postal Zip Code", "label": "Entity Address, Postal Zip Code", "documentation": "Code for the postal or zip code" } } }, "auth_ref": [] }, "dei_EntityCentralIndexKey": { "xbrltype": "centralIndexKeyItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityCentralIndexKey", "presentation": ["http://www.accenture.com/role/CoverPage"], "lang": { "en-us": { "role": { "terseLabel": "Entity Central Index Key", "label": "Entity Central Index Key", "documentation": "A unique 10-digit SEC-issued value to identify entities that have filed disclosures with the SEC. It is commonly abbreviated as CIK." } } }, "auth_ref": ["r747"] }, "dei_EntityCommonStockSharesOutstanding": { "xbrltype": "sharesItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityCommonStockSharesOutstanding", "presentation": ["http://www.accenture.com/role/CoverPage"], "lang": { "en-us": { "role": { "terseLabel": "Entity Common Stock, Shares Outstanding (in shares)", "label": "Entity Common Stock, Shares Outstanding", "documentation": "Indicate number of shares or other units outstanding of each of registrant's classes of capital or common stock or other ownership interests, if and as stated on cover of related periodic report. Where multiple classes or units exist define each class/interest by adding class of stock items such as Common Class A [Member], Common Class B [Member] or Partnership Interest [Member] onto the Instrument [Domain] of the Entity Listings, Instrument." } } }, "auth_ref": [] }, "dei_EntityCurrentReportingStatus": { "xbrltype": "yesNoItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityCurrentReportingStatus", "presentation": ["http://www.accenture.com/role/CoverPage"], "lang": { "en-us": { "role": { "terseLabel": "Entity Current Reporting Status", "label": "Entity Current Reporting Status", "documentation": "Indicate 'Yes' or 'No' whether registrants (1) have filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that registrants were required to file such reports), and (2) have been subject to such filing requirements for the past 90 days. This information should be based on the registrant's current or most recent filing containing the related disclosure." } } }, "auth_ref": [] }, "dei_EntityEmergingGrowthCompany": { "xbrltype": "booleanItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityEmergingGrowthCompany", "presentation": ["http://www.accenture.com/role/CoverPage"], "lang": { "en-us": { "role": { "terseLabel": "Entity Emerging Growth Company", "label": "Entity Emerging Growth Company", "documentation": "Indicate if registrant meets the emerging growth company criteria." } } }, "auth_ref": ["r747"] }, "dei_EntityFileNumber": { "xbrltype": "fileNumberItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityFileNumber", "presentation": ["http://www.accenture.com/role/CoverPage"], "lang": { "en-us": { "role": { "terseLabel": "Entity File Number", "label": "Entity File Number", "documentation": "Commission file number. The field allows up to 17 characters. The prefix may contain 1-3 digits, the sequence number may contain 1-8 digits, the optional suffix may contain 1-4 characters, and the fields are separated with a hyphen." } } }, "auth_ref": [] }, "dei_EntityFilerCategory": { "xbrltype": "filerCategoryItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityFilerCategory", "presentation": ["http://www.accenture.com/role/CoverPage"], "lang": { "en-us": { "role": { "terseLabel": "Entity Filer Category", "label": "Entity Filer Category", "documentation": "Indicate whether the registrant is one of the following: Large Accelerated Filer, Accelerated Filer, Non-accelerated Filer. Definitions of these categories are stated in Rule 12b-2 of the Exchange Act. This information should be based on the registrant's current or most recent filing containing the related disclosure." } } }, "auth_ref": ["r747"] }, "dei_EntityIncorporationStateCountryCode": { "xbrltype": "edgarStateCountryItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityIncorporationStateCountryCode", "presentation": ["http://www.accenture.com/role/CoverPage"], "lang": { "en-us": { "role": { "terseLabel": "Entity Incorporation, State or Country Code", "label": "Entity Incorporation, State or Country Code", "documentation": "Two-character EDGAR code representing the state or country of incorporation." } } }, "auth_ref": [] }, "dei_EntityInteractiveDataCurrent": { "xbrltype": "yesNoItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityInteractiveDataCurrent", "presentation": ["http://www.accenture.com/role/CoverPage"], "lang": { "en-us": { "role": { "terseLabel": "Entity Interactive Data Current", "label": "Entity Interactive Data Current", 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This is not an indicator of the fair value of the investment, rather it is the initial cost adjusted for the entity's share of earnings and losses of the investee, adjusted for any distributions (dividends) and other than temporary impairment (OTTI) losses recognized." } } }, "auth_ref": ["r242", "r261", "r273", "r283", "r839", "r874"] }, "us-gaap_EquitySecuritiesByIndustryAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "EquitySecuritiesByIndustryAxis", "presentation": ["http://www.accenture.com/role/SegmentReportingReportableOperatingSegmentsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Industry Sector [Axis]", "label": "Industry Sector [Axis]", "documentation": "Information by industry sector, examples include but are not limited to, commercial, industrial, agricultural, financial services, technology, healthcare and real estate." } } }, "auth_ref": ["r609", "r612", "r615", "r670", "r673", "r674", "r683", "r708", "r722", "r724", "r725", "r737"] }, "us-gaap_EquitySecuritiesIndustryMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "EquitySecuritiesIndustryMember", "presentation": ["http://www.accenture.com/role/SegmentReportingReportableOperatingSegmentsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Industry Sector [Domain]", "label": "Industry Sector [Domain]", "documentation": "Industry sector consisting of government, private and corporate entities engaged in business activities, including but not limited to, commercial, industrial, agricultural, financial services, technology, healthcare and real estate." } } }, "auth_ref": ["r609", "r612", "r615", "r670", "r673", "r674", "r683", "r722", "r724", "r725", "r737"] }, "us-gaap_EquitySecuritiesWithoutReadilyDeterminableFairValueAmount": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "EquitySecuritiesWithoutReadilyDeterminableFairValueAmount", "crdr": "debit", "calculation": { "http://www.accenture.com/role/BasisofPresentationInvestmentsDetails": { "parentTag": "us-gaap_LongTermInvestments", "weight": 1.0, "order": 1.0 } }, "presentation": ["http://www.accenture.com/role/BasisofPresentationInvestmentsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Investments without readily determinable fair values", "label": "Equity Securities without Readily Determinable Fair Value, Amount", "documentation": "Amount of investment in equity security without readily determinable fair value." } } }, "auth_ref": ["r282"] }, "ecd_EquityValuationAssumptionDifferenceFnTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "EquityValuationAssumptionDifferenceFnTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Equity Valuation Assumption Difference, Footnote", "label": "Equity Valuation Assumption Difference, Footnote [Text Block]" } } }, "auth_ref": ["r796"] }, "ecd_ErrCompAnalysisTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "ErrCompAnalysisTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/ErrCompDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Erroneous Compensation Analysis", "label": "Erroneous Compensation Analysis

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Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach)." } } }, "auth_ref": ["r330", "r692", "r710"] }, "us-gaap_FiniteLivedIntangibleAssetsAmortizationExpenseRemainderOfFiscalYear": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FiniteLivedIntangibleAssetsAmortizationExpenseRemainderOfFiscalYear", "crdr": "debit", "calculation": { "http://www.accenture.com/role/GoodwillandIntangibleAssetsAmortizationDetails": { "parentTag": "us-gaap_FiniteLivedIntangibleAssetsNet", "weight": 1.0, "order": 1.0 } }, "presentation": ["http://www.accenture.com/role/GoodwillandIntangibleAssetsAmortizationDetails"], "lang": { "en-us": { "role": { "terseLabel": "Remainder of 2025", "label": "Finite-Lived Intangible Asset, Expected Amortization, Remainder of Fiscal Year", "documentation": "Amount of amortization for assets, excluding financial assets and goodwill, lacking physical substance with finite life expected to be recognized in remainder of current fiscal year." } } }, "auth_ref": ["r976"] }, "us-gaap_FiniteLivedIntangibleAssetsAmortizationExpenseYearFour": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FiniteLivedIntangibleAssetsAmortizationExpenseYearFour", "crdr": "debit", "calculation": { "http://www.accenture.com/role/GoodwillandIntangibleAssetsAmortizationDetails": { "parentTag": "us-gaap_FiniteLivedIntangibleAssetsNet", "weight": 1.0, "order": 4.0 } }, "presentation": ["http://www.accenture.com/role/GoodwillandIntangibleAssetsAmortizationDetails"], "lang": { "en-us": { "role": { "terseLabel": "2029", "label": "Finite-Lived Intangible Asset, Expected Amortization, Year Four", "documentation": "Amount of amortization for assets, excluding financial assets and goodwill, lacking physical substance with finite life expected to be recognized in fourth fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach)." } } }, "auth_ref": ["r330", "r692", "r710"] }, "us-gaap_FiniteLivedIntangibleAssetsAmortizationExpenseYearThree": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FiniteLivedIntangibleAssetsAmortizationExpenseYearThree", "crdr": "debit", "calculation": { "http://www.accenture.com/role/GoodwillandIntangibleAssetsAmortizationDetails": { "parentTag": "us-gaap_FiniteLivedIntangibleAssetsNet", "weight": 1.0, "order": 3.0 } }, "presentation": ["http://www.accenture.com/role/GoodwillandIntangibleAssetsAmortizationDetails"], "lang": { "en-us": { "role": { "terseLabel": "2028", "label": "Finite-Lived Intangible Asset, Expected Amortization, Year Three", "documentation": "Amount of amortization for assets, excluding financial assets and goodwill, lacking physical substance with finite life expected to be recognized in third fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach)." } } }, "auth_ref": ["r330", "r692", "r710"] }, "us-gaap_FiniteLivedIntangibleAssetsAmortizationExpenseYearTwo": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FiniteLivedIntangibleAssetsAmortizationExpenseYearTwo", "crdr": "debit", "calculation": { "http://www.accenture.com/role/GoodwillandIntangibleAssetsAmortizationDetails": { "parentTag": "us-gaap_FiniteLivedIntangibleAssetsNet", "weight": 1.0, "order": 2.0 } }, "presentation": ["http://www.accenture.com/role/GoodwillandIntangibleAssetsAmortizationDetails"], "lang": { "en-us": { "role": { "terseLabel": "2027", "label": "Finite-Lived Intangible Asset, Expected Amortization, Year Two", "documentation": "Amount of amortization for assets, excluding financial assets and goodwill, lacking physical substance with finite life expected to be recognized in second fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach)." } } }, "auth_ref": ["r330", "r692", "r710"] }, "us-gaap_FiniteLivedIntangibleAssetsByMajorClassAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FiniteLivedIntangibleAssetsByMajorClassAxis", "presentation": ["http://www.accenture.com/role/GoodwillandIntangibleAssetsIntangibleTablebyMajorClassDetails"], "lang": { "en-us": { "role": { "terseLabel": "Finite-Lived Intangible Assets by Major Class [Axis]", "label": "Finite-Lived Intangible Assets by Major Class [Axis]", "documentation": "Information by major type or class of finite-lived intangible assets." } } }, "auth_ref": ["r321", "r323", "r324", "r325", "r327", "r328", "r331", "r332", "r529", "r530", "r692"] }, "us-gaap_FiniteLivedIntangibleAssetsFutureAmortizationExpenseCurrentAndFiveSucceedingFiscalYearsAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FiniteLivedIntangibleAssetsFutureAmortizationExpenseCurrentAndFiveSucceedingFiscalYearsAbstract", "presentation": ["http://www.accenture.com/role/GoodwillandIntangibleAssetsAmortizationDetails"], "lang": { "en-us": { "role": { "terseLabel": "Finite-Lived Intangible Assets, Amortization Expense, Maturity Schedule [Abstract]", "label": "Finite-Lived Intangible Assets, Amortization Expense, Maturity Schedule [Abstract]" } } }, "auth_ref": [] }, "us-gaap_FiniteLivedIntangibleAssetsGross": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FiniteLivedIntangibleAssetsGross", "crdr": "debit", "calculation": { "http://www.accenture.com/role/GoodwillandIntangibleAssetsIntangibleTablebyMajorClassDetails": { "parentTag": "us-gaap_FiniteLivedIntangibleAssetsNet", "weight": 1.0, "order": 1.0 } }, "presentation": ["http://www.accenture.com/role/GoodwillandIntangibleAssetsIntangibleTablebyMajorClassDetails"], "lang": { "en-us": { "role": { "terseLabel": "Gross Carrying Amount", "label": "Finite-Lived Intangible Assets, Gross", "documentation": "Amount before amortization of assets, excluding financial assets and goodwill, lacking physical substance with a finite life." } } }, "auth_ref": ["r308", "r328", "r530", "r710"] }, "us-gaap_FiniteLivedIntangibleAssetsLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FiniteLivedIntangibleAssetsLineItems", "presentation": ["http://www.accenture.com/role/GoodwillandIntangibleAssetsIntangibleTablebyMajorClassDetails"], "lang": { "en-us": { "role": { "terseLabel": "Finite-Lived Intangible Assets [Line Items]", "label": "Finite-Lived Intangible Assets [Line Items]", "documentation": "Line items represent financial concepts included in a table. 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These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table." } } }, "auth_ref": ["r310", "r311", "r312", "r313", "r314", "r315", "r316", "r317", "r318", "r319", "r320", "r709"] }, "acn_HealthAndPublicServiceMember": { "xbrltype": "domainItemType", "nsuri": "http://www.accenture.com/20241130", "localname": "HealthAndPublicServiceMember", "presentation": ["http://www.accenture.com/role/SegmentReportingReportableOperatingSegmentsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Health\u00a0& Public Service", "label": "Health And Public Service [Member]", "documentation": "Health And Public Service" } } }, "auth_ref": [] }, "us-gaap_HedgingRelationshipDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "HedgingRelationshipDomain", "presentation": ["http://www.accenture.com/role/FinancialInstrumentsNotionalandFairValuesofAllDerivativeInstrumentsDetails"], "lang": { 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Accenture Holdings plc and Accenture Canada Holdings Shares can be redeemed or exchanged for Accenture plc Class A Ordinary shares." } } }, "auth_ref": [] }, "us-gaap_IncrementalCommonSharesAttributableToShareBasedPaymentArrangements": { "xbrltype": "sharesItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "IncrementalCommonSharesAttributableToShareBasedPaymentArrangements", "calculation": { "http://www.accenture.com/role/EarningsPerShareDetails": { "parentTag": "us-gaap_WeightedAverageNumberOfDilutedSharesOutstanding", "weight": 1.0, "order": 4.0 } }, "presentation": ["http://www.accenture.com/role/EarningsPerShareDetails"], "lang": { "en-us": { "role": { "terseLabel": "Diluted effect of employee compensation related to Class A ordinary shares (in shares)", "label": "Incremental Common Shares Attributable to Dilutive Effect of Share-Based Payment Arrangements", "documentation": "Additional shares included in the calculation of diluted EPS as a result of the potentially dilutive effect of share based payment arrangements using the treasury stock method." } } }, "auth_ref": ["r225", "r226", "r227", "r237", "r421"] }, "ecd_IndividualAxis": { "xbrltype": "stringItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "IndividualAxis", "presentation": ["http://xbrl.sec.gov/ecd/role/AwardTimingDisclosure", "http://xbrl.sec.gov/ecd/role/ErrCompDisclosure", "http://xbrl.sec.gov/ecd/role/InsiderTradingArrangements", "http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Individual:", "label": "Individual [Axis]" } } }, "auth_ref": ["r758", "r768", "r778", "r802", "r810", "r814", "r822"] }, "ecd_InsiderTradingArrLineItems": { "xbrltype": "stringItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "InsiderTradingArrLineItems", "lang": { "en-us": { "role": { "label": "Insider Trading Arrangements [Line Items]" } } }, "auth_ref": ["r820"] }, "ecd_InsiderTradingPoliciesProcLineItems": { "xbrltype": "stringItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "InsiderTradingPoliciesProcLineItems", "lang": { "en-us": { "role": { "label": "Insider Trading Policies and Procedures [Line Items]" } } }, "auth_ref": ["r750", "r826"] }, "ecd_InsiderTrdPoliciesProcAdoptedFlag": { "xbrltype": "booleanItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "InsiderTrdPoliciesProcAdoptedFlag", "presentation": ["http://xbrl.sec.gov/ecd/role/InsiderTradingPoliciesProc"], "lang": { "en-us": { "role": { "terseLabel": "Insider Trading Policies and Procedures Adopted", "label": "Insider Trading Policies and Procedures Adopted [Flag]" } } }, "auth_ref": ["r750", "r826"] }, "ecd_InsiderTrdPoliciesProcNotAdoptedTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "InsiderTrdPoliciesProcNotAdoptedTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/InsiderTradingPoliciesProc"], "lang": { "en-us": { "role": { "terseLabel": "Insider Trading Policies and Procedures Not Adopted", "label": "Insider Trading Policies and Procedures Not Adopted [Text Block]" } } }, "auth_ref": ["r750", "r826"] }, "us-gaap_InterestExpense": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "InterestExpense", "crdr": "debit", "calculation": { "http://www.accenture.com/role/ConsolidatedIncomeStatements": { "parentTag": "us-gaap_IncomeLossFromContinuingOperationsBeforeIncomeTaxesExtraordinaryItemsNoncontrollingInterest", "weight": -1.0, "order": 2.0 } }, "presentation": ["http://www.accenture.com/role/ConsolidatedIncomeStatements"], "lang": { "en-us": { "role": { "negatedTerseLabel": "Interest expense", "label": "Interest Expense, Operating and Nonoperating", "documentation": "Amount of interest expense classified as operating and nonoperating. Includes, but is not limited to, cost of borrowing accounted for as interest expense." } } }, "auth_ref": ["r242", "r250", "r254", "r260", "r273", "r515", "r703", "r704"] }, "us-gaap_InvestmentIncomeInterest": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "InvestmentIncomeInterest", "crdr": "credit", "calculation": { "http://www.accenture.com/role/ConsolidatedIncomeStatements": { "parentTag": "us-gaap_IncomeLossFromContinuingOperationsBeforeIncomeTaxesExtraordinaryItemsNoncontrollingInterest", "weight": 1.0, "order": 1.0 } }, "presentation": ["http://www.accenture.com/role/ConsolidatedIncomeStatements"], "lang": { "en-us": { "role": { "terseLabel": "Interest income", "label": "Investment Income, Interest", "documentation": "Amount before accretion (amortization) of purchase discount (premium) of interest income on nonoperating securities." } } }, "auth_ref": ["r242", "r253", "r273", "r703", "r847"] }, "us-gaap_InvestmentPolicyTextBlock": { 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Examples of items that might be included in the application of this element may consist of letters of credit, standby letters of credit, and revolving credit arrangements, under which borrowings can be made up to a maximum amount as of any point in time conditional on satisfaction of specified terms before, as of and after the date of drawdowns on the line. Includes short-term obligations that would normally be classified as current liabilities but for which (a) postbalance sheet date issuance of a long term obligation to refinance the short term obligation on a long term basis, or (b) the enterprise has entered into a financing agreement that clearly permits the enterprise to refinance the short-term obligation on a long term basis and the following conditions are met (1) the agreement does not expire within 1 year and is not cancelable by the lender except for violation of an objectively determinable provision, (2) no violation exists at the BS date, and (3) the lender has entered into the financing agreement is expected to be financially capable of honoring the agreement." } } }, "auth_ref": ["r20", "r132", "r935"] }, "us-gaap_LineOfCreditFacilityMaximumBorrowingCapacity": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LineOfCreditFacilityMaximumBorrowingCapacity", "crdr": "credit", "presentation": ["http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofBorrowingFacilitiesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Credit Facilities", "label": "Line of Credit Facility, Maximum Borrowing Capacity", "documentation": "Maximum borrowing capacity under the credit facility without consideration of any current restrictions on the amount that could be borrowed or the amounts currently outstanding under the facility." } } }, "auth_ref": ["r74", "r79"] }, "acn_LocalGuaranteedAndNonGuaranteedLinesOfCreditMember": { "xbrltype": "domainItemType", "nsuri": "http://www.accenture.com/20241130", "localname": "LocalGuaranteedAndNonGuaranteedLinesOfCreditMember", "presentation": ["http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofBorrowingFacilitiesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Local guaranteed and non-guaranteed lines of credit", "label": "Local Guaranteed and Non Guaranteed Lines of Credit [Member]", "documentation": "Local Guaranteed and Non Guaranteed Lines of Credit [Member]" } } }, "auth_ref": [] }, "dei_LocalPhoneNumber": { "xbrltype": "normalizedStringItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "LocalPhoneNumber", "presentation": ["http://www.accenture.com/role/CoverPage"], "lang": { "en-us": { "role": { "terseLabel": "Local Phone Number", "label": "Local Phone Number", "documentation": "Local phone number for entity." } } }, "auth_ref": [] }, "acn_LongTermAndShortTermDebtExcludingFinanceLeasesGross": { "xbrltype": "monetaryItemType", "nsuri": "http://www.accenture.com/20241130", "localname": "LongTermAndShortTermDebtExcludingFinanceLeasesGross", "crdr": "credit", "calculation": { "http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofRepaymentsDetails": { "parentTag": null, "weight": null, "order": null, "root": true } }, "presentation": ["http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofRepaymentsDetails"], "lang": { "en-us": { "role": { "totalLabel": "Total", "label": "Long-Term and Short-Term Debt (excluding Finance Leases), Gross", "documentation": "Long-Term and Short-Term Debt (excluding Finance Leases), Gross" } } }, "auth_ref": [] }, "us-gaap_LongTermDebt": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LongTermDebt", "crdr": "credit", "calculation": { "http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofOutstandingDebtDetails": { "parentTag": "us-gaap_LongTermDebtAndCapitalLeaseObligations", "weight": 1.0, "order": 1.0 } }, "presentation": ["http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofOutstandingDebtDetails"], "lang": { "en-us": { "role": { "totalLabel": "Total carrying amount", "label": "Long-Term Debt", "documentation": "Amount, after deduction of unamortized premium (discount) and debt issuance cost, of long-term debt. Excludes lease obligation." } } }, "auth_ref": ["r20", "r132", "r371", "r387", "r712", "r713", "r726", "r935"] }, "us-gaap_LongTermDebtAndCapitalLeaseObligations": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LongTermDebtAndCapitalLeaseObligations", "crdr": "credit", "calculation": { "http://www.accenture.com/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_LiabilitiesNoncurrent", "weight": 1.0, "order": 1.0 }, "http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofOutstandingDebtDetails": { "parentTag": null, "weight": null, "order": null, "root": true } }, "presentation": ["http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofOutstandingDebtDetails", "http://www.accenture.com/role/ConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "terseLabel": "Long-term debt", "totalLabel": "Long-term debt", "label": "Long-Term Debt and Lease Obligation", "documentation": "Amount of long-term debt and lease obligation, classified as noncurrent." } } }, "auth_ref": ["r20", "r541"] }, "us-gaap_LongTermDebtFairValue": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LongTermDebtFairValue", "crdr": "credit", "presentation": ["http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofOutstandingDebtDetails"], "lang": { "en-us": { "role": { "terseLabel": "Fair value of senior notes", "label": "Long-Term Debt, Fair Value", "documentation": "The fair value amount of long-term debt whether such amount is presented as a separate caption or as a parenthetical disclosure. Additionally, this element may be used in connection with the fair value disclosures required in the footnote disclosures to the financial statements. The element may be used in both the balance sheet and disclosure in the same submission." } } }, "auth_ref": ["r922", "r923", "r924", "r925"] }, "us-gaap_LongTermDebtMaturitiesRepaymentsOfPrincipalInNextTwelveMonths": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LongTermDebtMaturitiesRepaymentsOfPrincipalInNextTwelveMonths", "crdr": "credit", "calculation": { "http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofRepaymentsDetails": { "parentTag": "acn_LongTermAndShortTermDebtExcludingFinanceLeasesGross", "weight": 1.0, "order": 2.0 } }, "presentation": ["http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofRepaymentsDetails"], "lang": { "en-us": { "role": { "terseLabel": "2026", "label": "Long-Term Debt, Maturity, Year One", "documentation": "Amount of long-term debt payable, sinking fund requirement, and other securities issued that are redeemable by holder at fixed or determinable price and date, maturing in next fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach)." } } }, "auth_ref": ["r13", "r206", "r376"] }, "us-gaap_LongTermDebtMaturitiesRepaymentsOfPrincipalInYearFour": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LongTermDebtMaturitiesRepaymentsOfPrincipalInYearFour", "crdr": "credit", "calculation": { "http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofRepaymentsDetails": { "parentTag": "acn_LongTermAndShortTermDebtExcludingFinanceLeasesGross", "weight": 1.0, "order": 5.0 } }, "presentation": ["http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofRepaymentsDetails"], "lang": { "en-us": { "role": { "terseLabel": "2029", "label": "Long-Term Debt, Maturity, Year Four", "documentation": "Amount of long-term debt payable, sinking fund requirement, and other securities issued that are redeemable by holder at fixed or determinable price and date, maturing in fourth fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach)." } } }, "auth_ref": ["r13", "r206", "r376"] }, "us-gaap_LongTermDebtMaturitiesRepaymentsOfPrincipalInYearThree": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LongTermDebtMaturitiesRepaymentsOfPrincipalInYearThree", "crdr": "credit", "calculation": { "http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofRepaymentsDetails": { "parentTag": "acn_LongTermAndShortTermDebtExcludingFinanceLeasesGross", "weight": 1.0, "order": 4.0 } }, "presentation": ["http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofRepaymentsDetails"], "lang": { "en-us": { "role": { "terseLabel": "2028", "label": "Long-Term Debt, Maturity, Year Three", "documentation": "Amount of long-term debt payable, sinking fund requirement, and other securities issued that are redeemable by holder at fixed or determinable price and date, maturing in third fiscal year following current fiscal year. 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Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach)." } } }, "auth_ref": ["r13", "r206", "r376"] }, "acn_LongTermDebtMaturityAfterYearFour": { "xbrltype": "monetaryItemType", "nsuri": "http://www.accenture.com/20241130", "localname": "LongTermDebtMaturityAfterYearFour", "crdr": "credit", "calculation": { "http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofRepaymentsDetails": { "parentTag": "acn_LongTermAndShortTermDebtExcludingFinanceLeasesGross", "weight": 1.0, "order": 6.0 } }, "presentation": ["http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofRepaymentsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Thereafter", "label": "Long-Term Debt, Maturity, After Year Four", "documentation": "Long-Term Debt, Maturity, After Year Four" } } }, "auth_ref": [] }, "us-gaap_LongTermDebtNoncurrentAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LongTermDebtNoncurrentAbstract", "presentation": ["http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofOutstandingDebtDetails"], "lang": { "en-us": { "role": { "terseLabel": "Long-term debt", "label": "Long-Term Debt, Excluding Current Maturities [Abstract]" } } }, "auth_ref": [] }, "us-gaap_LongTermInvestments": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LongTermInvestments", "crdr": "debit", "calculation": { "http://www.accenture.com/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_AssetsNoncurrent", "weight": 1.0, "order": 9.0 }, "http://www.accenture.com/role/BasisofPresentationInvestmentsDetails": { "parentTag": null, "weight": null, "order": null, "root": true } }, "presentation": ["http://www.accenture.com/role/BasisofPresentationInvestmentsDetails", "http://www.accenture.com/role/ConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "terseLabel": "Investments", "totalLabel": "Total non-current investments", "label": "Long-Term Investments", "documentation": "The total amount of investments that are intended to be held for an extended period of time (longer than one operating cycle)." } } }, "auth_ref": ["r159"] }, "us-gaap_LongtermDebtTypeAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LongtermDebtTypeAxis", "presentation": ["http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofOutstandingDebtDetails"], "lang": { "en-us": { "role": { "terseLabel": "Long-Term Debt, Type [Axis]", "label": "Long-Term Debt, Type [Axis]", "documentation": "Information by type of long-term debt." } } }, "auth_ref": ["r20", "r901", "r902", "r903"] }, "us-gaap_LongtermDebtTypeDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LongtermDebtTypeDomain", "presentation": ["http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofOutstandingDebtDetails"], "lang": { "en-us": { "role": { "terseLabel": "Long-Term Debt, Type [Domain]", "label": "Long-Term Debt, Type [Domain]", "documentation": "Type of long-term debt arrangement, such as notes, line of credit, commercial paper, asset-based financing, project financing, letter of credit financing. These are debt arrangements that originally required repayment more than twelve months after issuance or greater than the normal operating cycle of the company, if longer." } } }, "auth_ref": ["r20", "r35", "r901", "r902", "r903"] }, "ecd_MeasureAxis": { "xbrltype": "stringItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "MeasureAxis", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Measure:", "label": "Measure [Axis]" } } }, "auth_ref": ["r794"] }, "ecd_MeasureName": { "xbrltype": "normalizedStringItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "MeasureName", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Name", "label": "Measure Name" } } }, "auth_ref": ["r794"] }, "acn_MelissaBurgumMember": { "xbrltype": "domainItemType", "nsuri": "http://www.accenture.com/20241130", "localname": "MelissaBurgumMember", "presentation": ["http://xbrl.sec.gov/ecd/role/InsiderTradingArrangements"], "lang": { "en-us": { "role": { "label": "Melissa Burgum [Member]", "documentation": "Melissa Burgum" } } }, "auth_ref": [] }, "us-gaap_MergersAcquisitionsAndDispositionsDisclosuresTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "MergersAcquisitionsAndDispositionsDisclosuresTextBlock", "presentation": ["http://www.accenture.com/role/BusinessCombinations"], "lang": { "en-us": { "role": { "terseLabel": "Business Combinations", "label": "Mergers, Acquisitions and Dispositions Disclosures [Text Block]", "documentation": "The entire disclosure for business combinations, including leverage buyout transactions (as applicable), and divestitures. This may include a description of a business combination or divestiture (or series of individually immaterial business combinations or divestitures) completed during the period, including background, timing, and assets and liabilities recognized and reclassified or sold. 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Financing activity cash flows include obtaining resources from owners and providing them with a return on, and a return of, their investment; borrowing money and repaying amounts borrowed, or settling the obligation; and obtaining and paying for other resources obtained from creditors on long-term credit." } } }, "auth_ref": ["r200"] }, "us-gaap_NetCashProvidedByUsedInFinancingActivitiesAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "NetCashProvidedByUsedInFinancingActivitiesAbstract", "presentation": ["http://www.accenture.com/role/ConsolidatedCashFlowsStatements"], "lang": { "en-us": { "role": { "terseLabel": "CASH FLOWS FROM FINANCING ACTIVITIES:", "label": "Net Cash Provided by (Used in) Financing Activities [Abstract]" } } }, "auth_ref": [] }, "us-gaap_NetCashProvidedByUsedInInvestingActivities": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "NetCashProvidedByUsedInInvestingActivities", "crdr": "debit", "calculation": { "http://www.accenture.com/role/ConsolidatedCashFlowsStatements": { "parentTag": "us-gaap_CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalentsPeriodIncreaseDecreaseIncludingExchangeRateEffect", "weight": 1.0, "order": 2.0 } }, "presentation": ["http://www.accenture.com/role/ConsolidatedCashFlowsStatements"], "lang": { "en-us": { "role": { "totalLabel": "Net cash provided by (used in) investing activities", "label": "Net Cash Provided by (Used in) Investing Activities", "documentation": "Amount of cash inflow (outflow) from investing activities, including discontinued operations. Investing activity cash flows include making and collecting loans and acquiring and disposing of debt or equity instruments and property, plant, and equipment and other productive assets." } } }, "auth_ref": ["r200"] }, "us-gaap_NetCashProvidedByUsedInInvestingActivitiesAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "NetCashProvidedByUsedInInvestingActivitiesAbstract", "presentation": ["http://www.accenture.com/role/ConsolidatedCashFlowsStatements"], "lang": { "en-us": { "role": { "terseLabel": "CASH FLOWS FROM INVESTING ACTIVITIES:", "label": "Net Cash Provided by (Used in) Investing Activities [Abstract]" } } }, "auth_ref": [] }, "us-gaap_NetCashProvidedByUsedInOperatingActivities": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "NetCashProvidedByUsedInOperatingActivities", "calculation": { "http://www.accenture.com/role/ConsolidatedCashFlowsStatements": { "parentTag": "us-gaap_CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalentsPeriodIncreaseDecreaseIncludingExchangeRateEffect", "weight": 1.0, "order": 1.0 } }, "presentation": ["http://www.accenture.com/role/ConsolidatedCashFlowsStatements"], "lang": { "en-us": { "role": { "totalLabel": "Net cash provided by (used in) operating activities", "label": "Net Cash Provided by (Used in) Operating Activities", "documentation": "Amount of cash inflow (outflow) from operating activities, including discontinued operations. Operating activity cash flows include transactions, adjustments, and changes in value not defined as investing or financing activities." } } }, "auth_ref": ["r106", "r107", "r109"] }, "us-gaap_NetCashProvidedByUsedInOperatingActivitiesAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "NetCashProvidedByUsedInOperatingActivitiesAbstract", "presentation": ["http://www.accenture.com/role/ConsolidatedCashFlowsStatements"], "lang": { "en-us": { "role": { "terseLabel": "CASH FLOWS FROM OPERATING ACTIVITIES:", "label": "Net Cash Provided by (Used in) Operating Activities [Abstract]" } } }, "auth_ref": [] }, "us-gaap_NetIncomeLoss": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "NetIncomeLoss", "crdr": "credit", "calculation": {

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limited guarantees involving the performance of third parties that may not be recovered from third parties if payments to the client are required." } } }, "auth_ref": [] }, "ecd_PnsnAdjsPrrSvcCstMember": { "xbrltype": "domainItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "PnsnAdjsPrrSvcCstMember", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Pension Adjustments Prior Service Cost", "label": "Pension Adjustments Prior Service Cost [Member]" } } }, "auth_ref": ["r786"] }, "ecd_PnsnAdjsSvcCstMember": { "xbrltype": "domainItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "PnsnAdjsSvcCstMember", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Pension Adjustments Service Cost", "label": "Pension Adjustments Service Cost [Member]" } } }, "auth_ref": ["r830"] }, "ecd_PnsnBnftsAdjFnTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "PnsnBnftsAdjFnTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Pension Benefits Adjustments, Footnote", "label": "Pension Benefits Adjustments, Footnote [Text Block]" } } }, "auth_ref": ["r785"] }, "us-gaap_ProceedsFromDivestitureOfBusinessesAndInterestsInAffiliates": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ProceedsFromDivestitureOfBusinessesAndInterestsInAffiliates", "crdr": "debit", "calculation": { "http://www.accenture.com/role/ConsolidatedCashFlowsStatements": { "parentTag": "us-gaap_NetCashProvidedByUsedInInvestingActivities", "weight": 1.0, "order": 3.0 } }, "presentation": ["http://www.accenture.com/role/ConsolidatedCashFlowsStatements"], "lang": { "en-us": { "role": { "terseLabel": "Proceeds from the sale of businesses and investments", "label": "Proceeds from Divestiture of Businesses and Interests in Affiliates", "documentation": "The cash inflow associated with the amount received from the sale of a business segment or subsidiary or sale of an entity that is related to it but not strictly controlled during the period (for example, an unconsolidated subsidiary, affiliate, joint venture or equity method investment)." } } }, "auth_ref": ["r24"] }, "us-gaap_ProceedsFromIssuanceOfDebt": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ProceedsFromIssuanceOfDebt", "crdr": "debit", "calculation": { "http://www.accenture.com/role/ConsolidatedCashFlowsStatements": { "parentTag": "us-gaap_NetCashProvidedByUsedInFinancingActivities", "weight": 1.0, "order": 3.0 } }, "presentation": ["http://www.accenture.com/role/ConsolidatedCashFlowsStatements"], "lang": { "en-us": { "role": { "terseLabel": "Proceeds from debt", "label": "Proceeds from Issuance of Debt", "documentation": "The cash inflow during the period from additional borrowings in aggregate debt. Includes proceeds from short-term and long-term debt." } } }, "auth_ref": ["r850"] }, "us-gaap_ProceedsFromIssuanceOrSaleOfEquity": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ProceedsFromIssuanceOrSaleOfEquity", "crdr": "debit", "calculation": { "http://www.accenture.com/role/ConsolidatedCashFlowsStatements": { "parentTag": "us-gaap_NetCashProvidedByUsedInFinancingActivities", "weight": 1.0, "order": 1.0 } }, "presentation": ["http://www.accenture.com/role/ConsolidatedCashFlowsStatements"], "lang": { "en-us": { "role": { "terseLabel": "Proceeds from issuance of shares", "label": "Proceeds from Issuance or Sale of Equity", "documentation": "The cash inflow from the issuance of common stock, preferred stock, treasury stock, stock options, and other types of equity." } } }, "auth_ref": ["r6", "r588"] }, "us-gaap_ProceedsFromPaymentsForOtherFinancingActivities": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ProceedsFromPaymentsForOtherFinancingActivities", "crdr": "debit", "calculation": { "http://www.accenture.com/role/ConsolidatedCashFlowsStatements": { "parentTag": "us-gaap_NetCashProvidedByUsedInFinancingActivities", "weight": 1.0, "order": 6.0 } }, "presentation": ["http://www.accenture.com/role/ConsolidatedCashFlowsStatements"], "lang": { "en-us": { "role": { "terseLabel": "Other financing, net", "label": "Proceeds from (Payments for) Other Financing Activities", "documentation": "Amount of cash inflow (outflow) from financing activities classified as other." } } }, "auth_ref": ["r834", "r849"] }, "srt_ProductOrServiceAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/srt/2024", "localname": "ProductOrServiceAxis", "presentation": ["http://www.accenture.com/role/SegmentReportingReportableOperatingSegmentsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Product and Service [Axis]", "label": "Product and Service [Axis]" } } }, "auth_ref": ["r276", "r528", "r570", "r571", "r572", "r573", "r574", "r575", "r576", "r694", "r717", "r729", "r730", "r731", "r733", "r734", "r906", "r907", "r914", "r936", "r939", "r940", "r941", "r942", "r943", "r944", "r945", "r946", "r947", "r948", "r949", "r950", "r951", "r952", "r953", "r954", "r955", "r956", "r957", "r958", "r959", "r960", "r961", "r962", "r963", "r964", "r965", "r966"] }, "srt_ProductsAndServicesDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/srt/2024", "localname": "ProductsAndServicesDomain", "presentation": ["http://www.accenture.com/role/SegmentReportingReportableOperatingSegmentsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Product and Service [Domain]", "label": "Product and Service [Domain]" } } }, "auth_ref": ["r276", "r528", "r570", "r571", "r572", "r573", "r574", "r575", "r576", "r694", "r717", "r729", "r730", "r731", "r733", "r734", "r906", "r907", "r914", "r936", "r939", "r940", "r941", "r942", "r943", "r944", "r945", "r946", "r947", "r948", "r949", "r950", "r951", "r952", "r953", "r954", "r955", "r956", "r957", "r958", "r959", "r960", "r961", "r962", "r963", "r964", "r965", "r966"] }, "acn_ProductsMember": { "xbrltype": "domainItemType", "nsuri": "http://www.accenture.com/20241130", "localname": "ProductsMember", "presentation": ["http://www.accenture.com/role/SegmentReportingReportableOperatingSegmentsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Products", "label": "Products [Member]", "documentation": "Products" } } }, "auth_ref": [] }, "us-gaap_PropertyPlantAndEquipmentNet": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PropertyPlantAndEquipmentNet", "crdr": "debit", "calculation": { "http://www.accenture.com/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_AssetsNoncurrent", "weight": 1.0, "order": 8.0 } }, "presentation": ["http://www.accenture.com/role/ConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "terseLabel": "Property and equipment, net", "label": "Property, Plant and Equipment, Net", "documentation": "Amount after accumulated depreciation, depletion and amortization of physical assets used in the normal conduct of business to produce goods and services and not intended for resale. Examples include, but are not limited to, land, buildings, machinery and equipment, office equipment, and furniture and fixtures." } } }, "auth_ref": ["r12", "r525", "r538", "r549", "r728"] }, "acn_PurchasesRedemptionsOfNoncontrollingInterestsAndSharesDuringPeriodValue": { "xbrltype": "monetaryItemType", "nsuri": "http://www.accenture.com/20241130", "localname": "PurchasesRedemptionsOfNoncontrollingInterestsAndSharesDuringPeriodValue", "crdr": "debit", "presentation": ["http://www.accenture.com/role/ConsolidatedShareholdersEquityStatement"], "lang": { "en-us": { "role": { "negatedLabel": "Purchases/redemptions of Accenture Canada Holdings Inc. exchangeable shares and Class X shares", "label": "Purchases Redemptions Of Noncontrolling Interests And Shares During Period, Value", "documentation": "Purchases and redemptions of shares and shares related to noncontrolling interests" } } }, "auth_ref": [] }, "acn_PurchasesRedemptionsOfNoncontrollingInterestsShares": { "xbrltype": "sharesItemType", "nsuri": "http://www.accenture.com/20241130", "localname": "PurchasesRedemptionsOfNoncontrollingInterestsShares", "presentation": ["http://www.accenture.com/role/ConsolidatedShareholdersEquityStatement"], "lang": { "en-us": { "role": { "negatedLabel": "Purchases/redemptions of Accenture Canada Holdings Inc. exchangeable shares and Class X shares (in shares)", "label": "Purchases Redemptions Of Noncontrolling Interests, Shares", "documentation": "Purchases and redemptions of shares and shares related to noncontrolling interests." } } }, "auth_ref": [] }, "ecd_PvpTable": { "xbrltype": "stringItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "PvpTable", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Pay vs Performance Disclosure", "label": "Pay vs Performance Disclosure [Table]" } } }, "auth_ref": ["r783"] }, "ecd_PvpTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "PvpTableTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Pay vs Performance Disclosure, Table", "label": "Pay vs Performance [Table Text Block]" } } }, "auth_ref": ["r783"] }, "acn_ReceivablesAndContractAssets": { "xbrltype": "monetaryItemType", "nsuri": "http://www.accenture.com/20241130", "localname": "ReceivablesAndContractAssets", "crdr": "debit", "calculation": { "http://www.accenture.com/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_AssetsCurrent", "weight": 1.0, "order": 3.0 }, "http://www.accenture.com/role/RevenuesScheduleofRevenueDetails": { "parentTag": null, "weight": null, "order": null, "root": true } }, "presentation": ["http://www.accenture.com/role/ConsolidatedBalanceSheets", "http://www.accenture.com/role/RevenuesScheduleofRevenueDetails"], "lang": { "en-us": { "role": { "terseLabel": "Receivables and contract assets", "totalLabel": "Receivables and contract assets, net of allowance (current)", "label": "Receivables And Contract Assets", "documentation": "Amount due from customers or clients, within one year of the balance sheet date (or the normal operating cycle, whichever is longer), for goods or services (including trade receivables) that have been delivered or sold in the normal course of business, reduced to the estimated net realizable fair value by an allowance established by the entity of the amount it deems uncertain of collection." } } }, "auth_ref": [] }, "ecd_RecoveryOfErrCompDisclosureLineItems": { "xbrltype": "stringItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "RecoveryOfErrCompDisclosureLineItems", "lang": { "en-us": { "role": { "label": "Recovery of Erroneously Awarded Compensation Disclosure [Line Items]" } } }, "auth_ref": ["r751", "r761", "r771", "r803"] }, "us-gaap_RepaymentsOfDebt": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RepaymentsOfDebt", "crdr": "credit", "calculation": { "http://www.accenture.com/role/ConsolidatedCashFlowsStatements": { "parentTag": "us-gaap_NetCashProvidedByUsedInFinancingActivities", "weight": -1.0, "order": 4.0 } }, "presentation": ["http://www.accenture.com/role/ConsolidatedCashFlowsStatements"], "lang": { "en-us": { "role": { "negatedTerseLabel": "Repayments of debt", "label": "Repayments of Debt", "documentation": "Amount of cash outflow for short-term and long-term debt. Excludes payment of lease obligation." } } }, "auth_ref": ["r851"] }, "acn_ResourcesMember": { "xbrltype": "domainItemType", "nsuri": "http://www.accenture.com/20241130", "localname": "ResourcesMember", "presentation": ["http://www.accenture.com/role/SegmentReportingReportableOperatingSegmentsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Resources", "label": "Resources [Member]", "documentation": "Resources" } } }, "auth_ref": [] }, "ecd_RestatementDateAxis": { "xbrltype": "stringItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "RestatementDateAxis", "presentation": ["http://xbrl.sec.gov/ecd/role/ErrCompDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Restatement

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A restricted share unit represents an unfunded, unsecured right, which is nontransferable except in the event of death of the participant, to receive an Accenture plc Class A ordinary share on a specified date." } } }, "auth_ref": [] }, "us-gaap_RestrictedStockUnitsRSUMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RestrictedStockUnitsRSUMember", "presentation": ["http://www.accenture.com/role/ConsolidatedShareholdersEquityStatement", "http://www.accenture.com/role/ShareholdersEquityAdditionalInformationDetails"], "lang": { "en-us": { "role": { "terseLabel": "Restricted Share Units", "label": "Restricted Stock Units (RSUs) [Member]", "documentation": "Share instrument which is convertible to stock or an equivalent amount of cash, after a specified period of time or when specified performance conditions are met." } } }, "auth_ref": [] }, "us-gaap_RestructuringCharges": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RestructuringCharges", "crdr": "debit", "calculation": { "http://www.accenture.com/role/ConsolidatedIncomeStatements": { "parentTag": "us-gaap_CostsAndExpenses", "weight": 1.0, "order": 4.0 } }, "presentation": ["http://www.accenture.com/role/ConsolidatedIncomeStatements"], "lang": { "en-us": { "role": { "verboseLabel": "Business optimization costs", "label": "Restructuring Charges", "documentation": "Amount of expenses associated with exit or disposal activities pursuant to an authorized plan. Excludes expenses related to a discontinued operation or an asset retirement obligation." } } }, "auth_ref": ["r11", "r343", "r344", "r904"] }, "us-gaap_RetainedEarningsAccumulatedDeficit": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RetainedEarningsAccumulatedDeficit", "crdr": "credit", "calculation": { "http://www.accenture.com/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_StockholdersEquity", "weight": 1.0, "order": 2.0 } }, "presentation": ["http://www.accenture.com/role/ConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "terseLabel": "Retained earnings", "label": "Retained Earnings (Accumulated Deficit)", "documentation": "Amount of accumulated undistributed earnings (deficit)." } } }, "auth_ref": ["r87", "r120", "r545", "r580", "r582", "r592", "r628", "r728"] }, "us-gaap_RetainedEarningsMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RetainedEarningsMember", "presentation": ["http://www.accenture.com/role/ConsolidatedShareholdersEquityStatement"], "lang": { "en-us": { "role": { "verboseLabel": "Retained Earnings", "label": "Retained Earnings [Member]", "documentation": "Accumulated undistributed earnings (deficit)." } } }, "auth_ref": ["r152", "r207", "r208", "r209", "r211", "r216", "r218", "r220", "r285", "r286", "r334", "r463", "r464", "r470", "r471", "r472", "r474", "r476", "r477", "r486", "r488", "r489", "r491", "r494", "r519", "r521", "r577", "r579", "r595", "r970"] }, "us-gaap_RevenueFromContractWithCustomerTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RevenueFromContractWithCustomerTextBlock", "presentation": ["http://www.accenture.com/role/Revenues"], "lang": { "en-us": { "role": { "terseLabel": "Revenues", "label": "Revenue from Contract with Customer [Text Block]", "documentation": "The entire disclosure of revenue from contract with customer to transfer good or service and to transfer nonfinancial asset. Includes, but is not limited to, disaggregation of revenue, credit loss recognized from contract with customer, judgment and change in judgment related to contract with customer, and asset recognized from cost incurred to obtain or fulfill contract with customer. Excludes insurance and lease contracts." } } }, "auth_ref": ["r150", "r407", "r408", "r409", "r410", "r411", "r412", "r413", "r414", "r416"] }, "us-gaap_RevenueRemainingPerformanceObligation": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RevenueRemainingPerformanceObligation", "crdr": "credit", "presentation": ["http://www.accenture.com/role/RevenuesAdditionalInformationDetails"], "lang": { "en-us": { "role": { "terseLabel": "Remaining performance obligation", "label": "Revenue, Remaining Performance Obligation, Amount", "documentation": "Amount of transaction price allocated to performance obligation that has not been recognized as revenue." } } }, "auth_ref": ["r145"] }, "us-gaap_RevenueRemainingPerformanceObligationExpectedTimingOfSatisfactionLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RevenueRemainingPerformanceObligationExpectedTimingOfSatisfactionLineItems", "presentation": ["http://www.accenture.com/role/RevenuesAdditionalInformationDetails"], "lang": { "en-us": { "role": { "terseLabel": "Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction [Line Items]", "label": "Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction [Line Items]", "documentation": "Line items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table." } } }, "auth_ref": [] }, "us-gaap_RevenueRemainingPerformanceObligationExpectedTimingOfSatisfactionPeriod1": { "xbrltype": "durationItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RevenueRemainingPerformanceObligationExpectedTimingOfSatisfactionPeriod1", "presentation": ["http://www.accenture.com/role/RevenuesAdditionalInformationDetails"], "lang": { "en-us": { "role": { "terseLabel": "Timing of satisfaction of remaining performance obligation", "label": "Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction, Period", "documentation": "Period in which remaining performance obligation is expected to be recognized as revenue, in 'PnYnMnDTnHnMnS' format, for example, 'P1Y5M13D' represents reported fact of one year, five months, and thirteen days." } } }, "auth_ref": ["r146"] }, "us-gaap_RevenueRemainingPerformanceObligationExpectedTimingOfSatisfactionStartDateAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RevenueRemainingPerformanceObligationExpectedTimingOfSatisfactionStartDateAxis", "presentation": ["http://www.accenture.com/role/RevenuesAdditionalInformationDetails"], "lang": { "en-us": { "role": { "terseLabel": "Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction, Start Date [Axis]", "label": "Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction, Start Date [Axis]", "documentation": "Start date of time band for expected timing of satisfaction of remaining performance obligation, in YYYY-MM-DD format." } } }, "auth_ref": ["r146"] }, "us-gaap_RevenueRemainingPerformanceObligationExpectedTimingOfSatisfactionTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RevenueRemainingPerformanceObligationExpectedTimingOfSatisfactionTable", "presentation": ["http://www.accenture.com/role/RevenuesAdditionalInformationDetails"], "lang": { "en-us": { "role": { "terseLabel": "Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction [Table]", "label": "Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction [Table]", "documentation": "Disclosure of information about expected timing for satisfying remaining performance obligation." } } }, "auth_ref": [] }, "us-gaap_RevenueRemainingPerformanceObligationPercentage": { "xbrltype": "percentItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RevenueRemainingPerformanceObligationPercentage", "presentation": ["http://www.accenture.com/role/RevenuesAdditionalInformationDetails"], "lang": { "en-us": { "role": { "terseLabel": "Percentage of remaining performance obligation expected to be recognized", "label": "Revenue, Remaining Performance Obligation, Percentage", "documentation": "Percentage of remaining performance obligation to total remaining performance obligation not recognized as revenue." } } }, "auth_ref": ["r835"] }, "us-gaap_Revenues": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "Revenues", "crdr": "credit", "calculation": { "http://www.accenture.com/role/ConsolidatedIncomeStatements": { "parentTag": "us-gaap_OperatingIncomeLoss", "weight": 1.0, "order": 1.0 } }, "presentation": ["http://www.accenture.com/role/ConsolidatedIncomeStatements", "http://www.accenture.com/role/SegmentReportingReportableOperatingSegmentsDetails"], "lang": { "en-us": { "role": { "verboseLabel": "Revenues", "terseLabel": "Total Revenues", "label": "Revenues", "documentation": "Amount of revenue recognized from goods sold, services rendered, insurance premiums, or other activities that constitute an earning process. Includes, but is not limited to, investment and interest income before deduction of interest expense when recognized as a component of revenue, and sales and trading gain (loss)." } } }, "auth_ref": ["r140", "r141", "r193", "r204", "r242", "r251", "r252", "r267", "r273", "r276", "r278", "r279", "r284", "r349", "r350", "r351", "r352", "r353", "r354", "r355", "r356", "r357", "r502", "r537", "r703", "r910"] }, "us-gaap_RevenuesAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RevenuesAbstract", "presentation": ["http://www.accenture.com/role/ConsolidatedIncomeStatements"], "lang": { "en-us": { "role": { "terseLabel": "REVENUES:", "label": "Revenues [Abstract]" } } }, "auth_ref": [] }, "ecd_Rule10b51ArrAdoptedFlag": { "xbrltype": "booleanItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "Rule10b51ArrAdoptedFlag", "presentation": ["http://xbrl.sec.gov/ecd/role/InsiderTradingArrangements"], "lang": { "en-us": { "role": { "terseLabel": "Rule 10b5-1 Arrangement Adopted", "label": "Rule 10b5-1 Arrangement Adopted [Flag]" } } }, "auth_ref": ["r821"] }, "ecd_Rule10b51ArrTrmntdFlag": { "xbrltype": "booleanItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "Rule10b51ArrTrmntdFlag", "presentation": ["http://xbrl.sec.gov/ecd/role/InsiderTradingArrangements"], "lang": { "en-us": { "role": { "terseLabel": "Rule 10b5-1 Arrangement Terminated", "label": "Rule 10b5-1 Arrangement Terminated [Flag]" } } }, "auth_ref": ["r821"] }, "us-gaap_ScheduleOfAccumulatedOtherComprehensiveIncomeLossTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfAccumulatedOtherComprehensiveIncomeLossTableTextBlock", "presentation": ["http://www.accenture.com/role/AccumulatedOtherComprehensiveLossTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Accumulated Other Comprehensive Loss", "label": "Schedule of Accumulated Other Comprehensive Income (Loss) [Table Text Block]", "documentation": "Tabular disclosure of the components of accumulated other comprehensive income (loss)." } } }, "auth_ref": ["r22", "r927", "r928"] }, "us-gaap_ScheduleOfBusinessAcquisitionsByAcquisitionTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfBusinessAcquisitionsByAcquisitionTable", "presentation": ["http://www.accenture.com/role/BusinessCombinationsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Business Acquisitions, by Acquisition [Table]", "label": "Schedule of Business Acquisitions, by Acquisition [Table]", "documentation": "Disclosure of information about business combination. Includes, but is not limited to, recognized asset and liability." } } }, "auth_ref": ["r47", "r48", "r475"] }, "us-gaap_ScheduleOfDebtTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfDebtTableTextBlock", "presentation": ["http://www.accenture.com/role/BorrowingsandIndebtednessTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Outstanding Debt", "label": "Schedule of Debt [Table Text Block]", "documentation": "Tabular disclosure of information pertaining to short-term and long-debt instruments or arrangements, including but not limited to identification of terms, features, collateral requirements and other information necessary to a fair presentation." } } }, "auth_ref": [] }, "us-gaap_ScheduleOfDerivativeInstrumentsTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfDerivativeInstrumentsTextBlock", "presentation": ["http://www.accenture.com/role/FinancialInstrumentsTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Notional and Fair Values of Derivative Instruments", "label": "Schedule of Derivative Instruments [Table Text Block]", "documentation": "Tabular disclosure of pertinent information about a derivative or group of derivatives on a disaggregated basis, such as for individual instruments, or small groups of similar instruments. May include a combination of the type of instrument, risks being hedged, notional amount, hedge designation, related hedged item, inception date, maturity date, or other relevant item." } } }, "auth_ref": ["r16", "r54", "r55", "r56", "r58", "r61", "r63", "r65", "r66"] }, "us-gaap_ScheduleOfEarningsPerShareBasicAndDilutedTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfEarningsPerShareBasicAndDilutedTableTextBlock", "presentation": ["http://www.accenture.com/role/EarningsPerShareTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Basic and Diluted Earnings per Share", "label": "Schedule of Earnings Per Share, Basic and Diluted [Table Text Block]", "documentation": "Tabular disclosure of an entity's basic and diluted earnings per share calculations, including a reconciliation of numerators and denominators of the basic and diluted per-share computations for income from continuing operations." } } }, "auth_ref": ["r865"] }, "us-gaap_ScheduleOfFiniteLivedIntangibleAssetsTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfFiniteLivedIntangibleAssetsTable", "presentation": ["http://www.accenture.com/role/GoodwillandIntangibleAssetsIntangibleTablebyMajorClassDetails"], "lang": { "en-us": { "role": { "terseLabel": "Intangible Asset, Finite-Lived [Table]", "label": "Intangible Asset, Finite-Lived [Table]", "documentation": "Disclosure of information about finite-lived intangible asset. Excludes indefinite-lived intangible asset." } } }, "auth_ref": ["r321", "r328", "r331", "r332", "r333", "r529", "r692", "r710"] }, "us-gaap_ScheduleOfFiniteLivedIntangibleAssetsTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfFiniteLivedIntangibleAssetsTableTextBlock", "presentation": ["http://www.accenture.com/role/GoodwillandIntangibleAssetsTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Definite-Lived Intangible Assets", "label": "Schedule of Finite-Lived Intangible Assets [Table Text Block]", "documentation": "Tabular disclosure of assets, excluding financial assets and goodwill, lacking physical substance with a finite life, by either major class or business segment." } } }, "auth_ref": ["r710", "r895"] }, "us-gaap_ScheduleOfGoodwillTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfGoodwillTable", "presentation": ["http://www.accenture.com/role/GoodwillandIntangibleAssetsGoodwillRollforwardDetails"], "lang": { "en-us": { "role": { "terseLabel": "Goodwill [Table]", "label": "Goodwill [Table]", "documentation": "Disclosure of information about goodwill, including, but not limited to, change from acquisition, sale, impairment, and other reason." } } }, "auth_ref": ["r310", "r311", "r312", "r313", "r314", "r315", "r316", "r317", "r318", "r319", "r320", "r709"] }, "us-gaap_ScheduleOfGoodwillTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfGoodwillTextBlock", "presentation": ["http://www.accenture.com/role/GoodwillandIntangibleAssetsTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Goodwill", "label": "Schedule of Goodwill [Table Text Block]", "documentation": "Tabular disclosure of goodwill by reportable segment and in total which includes a rollforward schedule." } } }, "auth_ref": ["r709", "r877", "r878", "r879", "r880", "r881", "r882", "r883", "r884", "r885", "r886", "r887"] }, "us-gaap_ScheduleOfLineOfCreditFacilitiesTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfLineOfCreditFacilitiesTextBlock", "presentation": [

"http://www.accenture.com/role/BorrowingsandIndebtednessTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Borrowing Facilities", "label": "Schedule of Line of Credit Facilities [Table Text Block]", "documentation": "Tabular disclosure of short-term or long-term contractual arrangements with lenders, including letters of credit, standby letters of credit, and revolving credit arrangements, under which borrowings can be made up to maximum amount as of any point in time conditional on satisfaction of specified terms before, as of and after the date of drawdowns on the line." } } }, "auth_ref": ["r74", "r79"] }, "us-gaap_ScheduleOfMaturitiesOfLongTermDebtTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfMaturitiesOfLongTermDebtTableTextBlock", "presentation": ["http://www.accenture.com/role/BorrowingsandIndebtednessTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Maturities of Long-Term Debt", "label": "Schedule of Maturities of Long-Term Debt [Table Text Block]", "documentation": "Tabular disclosure of maturity and sinking fund requirement for long-term debt." } } }, "auth_ref": ["r13"] }, "us-gaap_ScheduleOfSegmentReportingInformationBySegmentTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfSegmentReportingInformationBySegmentTable", "presentation": ["http://www.accenture.com/role/SegmentReportingReportableOperatingSegmentsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Segment Reporting Information, by Segment [Table]", "label": "Schedule of Segment Reporting Information, by Segment [Table]", "documentation": "Disclosure of information about profit (loss) and total assets by reportable segment." } } }, "auth_ref": ["r29", "r30", "r31"] }, "us-gaap_ScheduleOfSegmentReportingInformationBySegmentTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfSegmentReportingInformationBySegmentTextBlock", "presentation": ["http://www.accenture.com/role/SegmentReportingTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Reportable Segments", "label": "Schedule of Segment Reporting Information, by Segment [Table Text Block]", "documentation": "Tabular disclosure of the profit or loss and total assets for each reportable segment. An entity discloses certain information on each reportable segment if the amounts (a) are included in the measure of segment profit or loss reviewed by the chief operating decision maker or (b) are otherwise regularly provided to the chief operating decision maker, even if not included in that measure of segment profit or loss." } } }, "auth_ref": ["r29", "r30", "r31"] }, "us-gaap_ScheduleOfStockByClassTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfStockByClassTable", "presentation": ["http://www.accenture.com/role/ShareholdersEquityAdditionalInformationDetails", "http://www.accenture.com/role/ShareholdersEquityDividendActivityDetails"], "lang": { "en-us": { "role": { "terseLabel": "Class of Stock [Axis]", "label": "Stock, Class of Stock [Table]", "documentation": "Disclosure of information about stock by class. Includes, but is not limited to, common, convertible, and preferred stocks." } } }, "auth_ref": ["r36", "r37", "r38", "r39", "r40", "r41", "r116", "r118", "r119", "r120", "r166", "r167", "r168", "r244", "r389", "r390", "r391", "r393", "r396", "r401", "r403", "r588", "r589", "r590", "r591", "r716", "r832", "r853"] }, "us-gaap_ScheduleofFiniteLivedIntangibleAssetsFutureAmortizationExpenseTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleofFiniteLivedIntangibleAssetsFutureAmortizationExpenseTableTextBlock", "presentation": ["http://www.accenture.com/role/GoodwillandIntangibleAssetsTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Future Amortization Expense Related to Intangible Assets", "label": "Schedule of Finite-Lived Intangible Assets, Future Amortization Expense [Table Text Block]", "documentation": "Tabular disclosure of the amount of amortization expense expected to be recorded in succeeding fiscal years for finite-lived intangible assets." } } }, "auth_ref": ["r710", "r897"] }, "dei_Security12bTitle": { "xbrltype": "securityTitleItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "Security12bTitle", "presentation": ["http://www.accenture.com/role/CoverPage"], "lang": { "en-us": { "role": { "terseLabel": "Title of 12(b) Security", "label": "Title of 12(b) Security", "documentation": "Title of a 12(b) registered security." } } }, "auth_ref": ["r746"] }, "dei_SecurityExchangeName": { "xbrltype": "edgarExchangeCodeItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "SecurityExchangeName", "presentation": ["http://www.accenture.com/role/CoverPage"], "lang": { "en-us": { "role": { "terseLabel": "Security Exchange Name", "label": "Security Exchange Name", "documentation": "Name of the Exchange on which a security is registered." } } }, "auth_ref": ["r748"] }, "us-gaap_SegmentDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "SegmentDomain", "presentation": ["http://www.accenture.com/role/GoodwillandIntangibleAssetsGoodwillRollforwardDetails", "http://www.accenture.com/role/SegmentReportingReportableOperatingSegmentsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Segment [Domain]", "label": "Segments [Domain]", "documentation": "Components of an entity that engage in business activities from which they may earn revenue and incur expenses, including transactions with other components of the same entity." } } }, "auth_ref": ["r140", "r141", "r142", "r143", "r242", "r247", "r250", "r251", "r252", "r253", "r254", "r255", "r256", "r257", "r258", "r259", "r261", "r262", "r264", "r265", "r266", "r267", "r268", "r269", "r270", "r271", "r273", "r274", "r275", "r279", "r310", "r311", "r312", "r313", "r314", "r315", "r316", "r317", "r318", "r333", "r342", "r345", "r559", "r560", "r561", "r562", "r563", "r564", "r565", "r566", "r567", "r568", "r569", "r700", "r703", "r704", "r709", "r732", "r936", "r939", "r940", "r941", "r942", "r943", "r944", "r945", "r946", "r947", "r948", "r949", "r950", "r951", "r952", "r953", "r954", "r955", "r956", "r957", "r958", "r959", "r960", "r961", "r962", "r963", "r964", "r965", "r966"] }, "us-gaap_SegmentReportingAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "SegmentReportingAbstract", "lang": { "en-us": { "role": { "terseLabel": "Segment Reporting [Abstract]", "label": "Segment Reporting [Abstract]" } } }, "auth_ref": [] }, "us-gaap_SegmentReportingDisclosureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "SegmentReportingDisclosureTextBlock", "presentation": ["http://www.accenture.com/role/SegmentReporting"], "lang": { "en-us": { "role": { "terseLabel": "Segment Reporting", "label": "Segment Reporting Disclosure [Text Block]", "documentation": "The entire disclosure for reporting segments including data and tables. Reportable segments include those that meet any of the following quantitative thresholds a) it's reported revenue, including sales to external customers and intersegment sales or transfers is 10 percent or more of the combined revenue, internal and external, of all operating segments b) the absolute amount of its reported profit or loss is 10 percent or more of the greater, in absolute amount of 1) the combined reported profit of all operating segments that did not report a loss or 2) the combined reported loss of all operating segments that did report a loss c) its assets are 10 percent or more of the combined assets of all operating segments." } } }, "auth_ref": ["r143", "r242", "r246", "r247", "r248", "r249", "r250", "r263", "r265", "r266", "r271", "r272", "r273", "r274", "r275", "r276", "r277", "r279", "r699", "r701", "r702", "r703", "r705", "r706", "r707"] }, "us-gaap_SegmentReportingInformationLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "SegmentReportingInformationLineItems", "presentation": ["http://www.accenture.com/role/SegmentReportingReportableOperatingSegmentsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Segment Reporting Information [Line Items]", "label": "Segment Reporting Information [Line Items]", "documentation": "Line items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table." } } }, "auth_ref": [] }, "us-gaap_SellingAndMarketingExpense": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "SellingAndMarketingExpense", "crdr": "debit", "calculation": { "http://www.accenture.com/role/ConsolidatedIncomeStatements": { "parentTag": "us-gaap_CostsAndExpenses", "weight": 1.0, "order": 2.0 } }, "presentation": ["http://www.accenture.com/role/ConsolidatedIncomeStatements"], "lang": { "en-us": { "role": { "terseLabel": "Sales and marketing", "label": "Selling and Marketing Expense", "documentation": "The aggregate total amount of expenses directly related to the marketing or selling of products or services." } } }, "auth_ref": [] }, "acn_SeniorNotesDue2027Member": { "xbrltype": "domainItemType", "nsuri": "http://www.accenture.com/20241130", "localname": "SeniorNotesDue2027Member", "presentation": ["http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofOutstandingDebtDetails"], "lang": { "en-us": { "role": { "terseLabel": "Senior notes due 2027", "label": "Senior notes due 2027 [Member]", "documentation": "Senior notes due 2027" } } }, "auth_ref": [] }, "acn_SeniorNotesDue2029Member": { "xbrltype": "domainItemType", "nsuri": "http://www.accenture.com/20241130", "localname": "SeniorNotesDue2029Member", "presentation": ["http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofOutstandingDebtDetails"], "lang": { "en-us": { "role": { "terseLabel": "Senior notes due 2029", "label": "Senior notes due 2029 [Member]", "documentation": "Senior notes due 2029" } } }, "auth_ref": [] }, "acn_SeniorNotesDue2031Member": { "xbrltype": "domainItemType", "nsuri": "http://www.accenture.com/20241130", "localname": "SeniorNotesDue2031Member", "presentation": ["http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofOutstandingDebtDetails"], "lang": { "en-us": { "role": { "terseLabel": "Senior notes due 2031", "label": "Senior notes due 2031 [Member]", "documentation": "Senior notes due 2031" } } }, "auth_ref": [] }, "acn_SeniorNotesDue2034Member": { "xbrltype": "domainItemType", "nsuri": "http://www.accenture.com/20241130", "localname": "SeniorNotesDue2034Member", "presentation": ["http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofOutstandingDebtDetails"], "lang": { "en-us": { "role": { "terseLabel": "Senior notes due 2034", "label": "Senior notes due 2034 [Member]", "documentation": "Senior notes due 2034" } } }, "auth_ref": [] }, "us-gaap_SeniorNotesMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "SeniorNotesMember", "presentation": ["http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofOutstandingDebtDetails"], "lang": { "en-us": { "role": { "terseLabel": "Senior Notes", "label": "Senior Notes [Member]", "documentation": "Bond that takes priority over other debt securities sold by the issuer. In the event the issuer goes bankrupt, senior debt holders receive priority for (must receive) repayment prior to (relative to) junior and unsecured (general) creditors." } } }, "auth_ref": [] }, "acn_SeparateUncommittedUnsecuredMultiCurrencyRevolvingCreditFacilitiesMember": { "xbrltype": "domainItemType", "nsuri": "http://www.accenture.com/20241130", "localname": "SeparateUncommittedUnsecuredMultiCurrencyRevolvingCreditFacilitiesMember", "presentation": ["http://www.accenture.com/role/BorrowingsandIndebtednessScheduleofBorrowingFacilitiesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Separate, uncommitted, unsecured multicurrency revolving credit facilities", "label": "Separate Uncommitted Unsecured Multi Currency Revolving Credit Facilities [Member]", "documentation": "Separate Uncommitted Unsecured Multi Currency Revolving Credit Facilities [Member]" } } }, "auth_ref": [] }, "us-gaap_SeriesOfIndividuallyImmaterialBusinessAcquisitionsMember": { "xbrltype": "domainItemType", 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Excludes employee stock ownership plan (ESOP)." } } }, "auth_ref": ["r44", "r84", "r85", "r120"] }, "us-gaap_StockholdersEquity": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "StockholdersEquity", "crdr": "credit", "calculation": { "http://www.accenture.com/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_StockholdersEquityIncludingPortionAttributableToNoncontrollingInterest", "weight": 1.0, "order": 2.0 } }, "presentation": ["http://www.accenture.com/role/ConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "totalLabel": "Total Accenture plc shareholders\u2019 equity", "label": "Equity, Attributable to Parent", "documentation": "Amount of equity (deficit) attributable to parent. Excludes temporary equity and equity attributable to noncontrolling interest." } } }, "auth_ref": ["r85", "r88", "r89", "r111", "r629", "r645", "r666", "r667", "r728", "r745", "r855", "r875", "r926", "r970"] }, "us-gaap_StockholdersEquityIncludingPortionAttributableToNoncontrollingInterest": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "StockholdersEquityIncludingPortionAttributableToNoncontrollingInterest", "crdr": "credit", "calculation": { "http://www.accenture.com/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_LiabilitiesAndStockholdersEquity", "weight": 1.0, "order": 3.0 } }, "presentation": ["http://www.accenture.com/role/ConsolidatedBalanceSheets", "http://www.accenture.com/role/ConsolidatedShareholdersEquityStatement"], "lang": { "en-us": { "role": { "totalLabel": "Total shareholders\u2019 equity", "periodStartLabel": "Beginning Balance", "periodEndLabel": "Ending Balance", "label": "Equity, Including Portion Attributable to Noncontrolling Interest", "documentation": "Amount of equity (deficit) attributable to parent and noncontrolling interest. 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(J65E$>65-[U_?#;^#;Y?#+Y;?+^\M16OAV=4W0+<&J M'O(58L*^L\^+Z?CGPQ*FY2!9OBS]T'=JB+"0ZG>68&+X$PN2 1F#O[UP4.V6 MPN[3FK07A4+8Y(V'4]0A,!Y
MX%,RT%R/"]>'OHWG 6@A&5HXOK*8)CUWE2)[.9G<+(CHQ96S$'F09%=_^NDZ M\21G\;D?Y?OS]A/X@">0Q*M_,H7AH^OG_LNF$U.,5&8">S@\T-X.GB7USWW
M7S(HX6W74"6DZZ:LCD6D(MF"BH;&FF-:LBX:BJ+_F]8S27\T"=NCCRBDX<0 MP=]/X!B_]0QZ/^%+1#9_?KIXKAEI= 5/MO2R\->4>]YQ-.89#\XB=);_\%(M.F]F4V(EG[]-
B=2!8C,*_&LC=G7_?Q5Z?+G\MB MWS+TPJ_$OE3I<[FO&4:E7ZR:E"'V=5.I92BY+^OJVI$R!^J=($A:NH>%-D)% MG^A5#ZV#D/&X/(28FR!$T@@?P#V\)ET[5CL!Z2>)$0
K%=0#DY HN3]MEDT# M0QV5$PQBI*<%0:G/I_"]W*_NX+"IDT(8_'P?QFEB^ZIH +U<-Y=-8+Z$Y8U, M;D6BTJ6/=4Z0X"$<>F_G1_^N#QP":F$D /1L(Z*3)ZF^3OAE<7-
]^!Y)X\EMM/BO?A8DM.(5SNW!*T]\KZA]E5SO0U<=BA)[!NJ7(NW@.%# M*7[)5I/:N+X",,OWA9JL!WEJA2J12Y@RA4!MS57/.TU[1]-@961XC)S/ M)%JMA'6^4*Z2G^Y,?U_9?
5M2TBAE" %,])6PK:1"B*.ASH(+;L-MZ._CZY^ MC.[J:GNXC@;EK<2#C](FMBL;R3;ZQCXST)8Y<-5U\"?D)R@"#:8$'>34JRP! MMCU%9^^XJ^R**U63W73S..6>R@=;!I*;
(>BF)6AJ5YN"E#A5WMB[MYVB4W9Q M[1D*SP8_?-F='57G[U8 M.:^VGNS!Q%-7L"_?W+M KNQ4Y<4#F!2$0)?C_\6! [-(26BYTU3&/Z.8I(^I(N%ZI.YS02S&B1TG(5[Z^02& MC^_/0-
8VFM0TWL.4:XW=&*R$JM"QJE L0=>7Z_!R1;$/12%KA]84ZPHS!3-$ M3!'_$:#4%CDV-;'[?>D29QTD[)S9>M4EV$C[K*G$R6BTIDQ9C./:Z2C8NL2A MRDY\3=
(_%$'7+$$M.+ECCJ^Y/NQRTLGEU?GU]Q'7??7JONO(3PTG_"Q"7WJ%.4V+:LJ"[U!H8NB'+5-MM<&W6$SS9HH]H8C:0I MB))@FEET7JW0WXQJA*ZRU427L MQEIJC3H7=?\Z4.
<\K@,.H0-H8\;,/0 ?,D7P40 ^BGEBVN[Z8$5G3$KUJ\ / M%J,,V\JRAO6$)K;W5;L>WCW*P61C-$S&@B5DD&+PEQ3/JAV/*Z&MWS M=,(#>6K[:/)J2,0$5;)*EF--
CGD3EIW=!D+3MI>A$,FPB&*EF"9RX4NF!,. MKG_;K'^+=_P*Y?F, ,YQ.(@#X"_P..U62)@\PG^!H4VZ_"4A N?0APX$OP8> M66=$FJ+TCTR5-
Y_[4@PWES[>O3YF7'VM55^TCH3T"02$,;FJ8DU5X8_#[6%!HYD4 MDEP!%[BZZ@IG-JVN=F--DN2C"IJ\[.EQE=5)E;4RXIFZV6G8,_U[>']_>_GE MQ_WPR[?
LD_OK[)N\G6SZSYMOY]WORU-,N"[WY6D\&KR <96ABV;:R(8IF-9R M923FXE1M5^@U*7'FY?:HQ'.3;,*3?)+J,)JE*(*JMD ^N573/:OF'_0?R $0 MSP0^(G#NP2C*3!B0Y[:!: *Q)W",:?
8&1:_- SSJ-E\M?C.SK4=1)',?0)72CYRZDT\4VED70T61-T0Q$N?*DBR1 M[&95T#5=4*6J]5JX.ND.%VZE3FIC0YFPH2$HEBDH.E*I*#%'*1AR/9*A$LF0>"
<:KHU71!VX/N;Z>%M]G+%4 M$>Z0%,J^=FQMGKE&[K!H5-/(:V1#ISJ9UWNN3R>GZU@DC#8614NK"!W,>US M&$V XSZY#O*=-,!#0SE;(F@]A&HG:.V'--W!N[5P=QY,IX%_%P?
V[U]S[LQ' M(CQ[ ]U"["'.M]?KJR"VL2_7LMA]VFMMBV.69"YO&YAGVPKL"0KM"]O MU_.<-;EDQ)PYI=<+?]BO3[XC/^3/SV%X:/KYV0S,*MDGQ R82+5PX36)A:4 M:;/:"0+0MH,I?
N$+N?MX%<0H IA;)X!N0CY&$(/S& 8@V ,X@F*$#@/?+J/ MD"1Q7K@^]&T\#W 7XP](KY3H[5;_^[5G+Y?)JF=!Y!(F.PN1!V/W"7WZZ3KQ M)!>.N5_E'/;V$_B 9X M[Y4_622RM8A]I"
!"C,Z#SX_A*>#Q1G/_Y<,2L3$ M-50)Z;HIJV,1J4BVH**AL>:8EJR+AJ+H_Y;E7OZC29A/9 8?T,-KJ")UMZ6?CK]!KKHDQBIO'@+$)G^1^??%H$B9$2[]^FU-?
3.>5&>S9F[.O^_BKT^7/9;%ORE;A5V)?JO2Y MW%>5:K]8-2D#@Y)BU#*4W#=$9>U(F8_S3A*D5."+<:6BV_*JPR@+KL"0\;B" M(MN$(9)&^#NX37IVK'F"]*B.RG6@DE(U.*?-
LLFMDCOJ9Q@%",U? A,?3Z% M[^5^]8GYIM/F,/CY/G&FB>VKH@+T4FD%&]%\"/ 6',3*3Z=I,*X^L=T!JO\FS<*OIF<'%]^QU(XLEO MM$(DJQ$HH@!D45:Q4^"0/Q1PH)70<<[<&
(NRO0&3J/KXXY"0INE5\[IO^OK(YL"2F4$J1@1MI*V"-2 M00RS*$BI];7-=NC4=1P/L5(CNT+RQ28JM/,\H8Z%M*X8H96%P$UK72'PG7.+ MR@IY#2>$J[1 R=D4'0SN.&2'Y'>+A;=??
EM1K-P2UQ4KKRC U;>Y)=64K MLVV[7-__.KH%V':YN1W].KJZN_S[:W_&#]^N[^X^"H"8-]<7I%TCO^3&&;5Y M1BT&[(L@Q/_T@9V$(?
+M%Q"'>#B/XBN_[M]H[^Z%H.J@/54+%B6^Z2R,L&MY!7Z[2^&&%1 M4CG Q+X3;YK&%=?BY3 TQI\YX"%MQP?K431#% M(8K=D!X;9ET2;\BNU #2F\@:8*A+:=A2?
7"06K(*ZB5Q5M9 _]^53-P!!;_I6AU>@-5(M465W& M5J[S6\B4^]+Y3? BN?TJ:8)I+K<"Y!U1CEE#'L)XILP/[(7; UG?T@\>%H"/ MI=N7'IFR9,177@M0-
>776!BP!s$T^!ED)WB4"=U9"VO*HDCZBYFFQCUF=M7: M(1R_(I>O^U4J>7O2VG/4"[MQ[4]Y+,*HD0!3I($55T&.>;5?[UA 80E],(1D0Y#+6ZPLI87S
MY/).V,G5SD2X%)V2/%1">OV%G%E:57I MW4S3$A1E^7(U<])ZU-9MM^R=%0F>10==_(3K,/4?UN!,(YZVAK'(S+ %<60= M9/AAULYZKQ%^)#U;3$&5>;YG?
5JJWO+P#.BQQL^W.M7UH5[?O1OM(#I_1F9T MZ8R,M?X6O._'N(.'&C:<59GMO"LCC5 8<22+-\PAW?(:6N"(UWR%E9SEKI MRWJU.N30?@VTDRR 4^SA
MQ+QG#N^9TX:>.3KOF;/]$*WJF4/ :1)X>'71__[)E"7C$QC]D;CQRQN^MKYK M#F^6L]]F.;JD5[:^M;ZJFY#6%8614NK"!W,>US M&$V XSZY#O*=-,!#0SE;(F@]A&HG:.V'--W!N[5P=QY,IX%_%P?
E(EUNBD]BV- M-;G3^\J&-L-'X">+N;W3^Y)4]=U[H-.&9M/%'HZL-N!AUV!H&J6")\4'(J\K M6>Y<5["2U)(_%JN0SQ#&+[0>#CU7%9G();TV%NU_G-24P\,Z?(Y+0@M_MD4
M+8KCI8L'B"7ZX.SU_+DNC=W,-W+1OW[X[IJ,WJ.GVQ!/D,3UH4>I M=0-=Y\3UZ=_G<$:_*.2O_L0P2@)7P"7MTWR%D-2]9]RR@B&/IXN)]=J,;/M M9)IX,,"-F-ZJ52Y%L)SG?
^+0"0ZXXC#(W'T9M1ZM6.'-5 MUEHMTXU!MEE*(&V2#.6.![M,[JN@7\)V*]B]NG+B+#]+KQ$_:&-B]L("M?5:4K?LKZ*WYW<6#_GD5%TDC(=C?[EB_O6;V!9FQ= M:J&$I)6\
($>VITSJ;67,*2SOL96L,Y6](Y!5)6SSH/I-/ I?Z4*[CJ)HQCZ MA!0%_"*)O8&Z7+.J_?S";13>*H"$\E4H\^\8+[,H'Q]-RG+4>3ZO=K)?D MWD
W9$'=H94'NQS%$;=3B*OM!W'G)6CL/B/GY+\H#(J$1R%G9286HD\=%!X. MQ^78KJIYJ_8&BFAVD&$XVG8*;?7]HVT)>X74$A5T215T+D-Z2ZUZS%+#GE86QUH[*>ZS[U19EKI"
<=8UL?SM@'KN7?!1^"A\%#X* M'^4PS3V9ME[D#:G_:LH4D#G(@RFI-^$ZR>8!M9I:E MHTDF;20^"A^%C\)'X:-PWW1_*4=+%WM6I!Q1'5O0^9L88WGW[\J&%,EMM51!
M+^CC72*=J%U&_A'RUE+@8Y^9T>ZC)O+44R]LA;BD@O>8C6/#LER4F^@B23SML(]$\YL:(!E;I+0GL (T:)YM"-0&O$9IDVW*Q1L;+WE MS$?AHQSW*%VSP2J98$OWV5?
HP[QM$TU?_#OT$C2T_TC<$#GG011_1_$D<(I4 MGMP;%%TTZ>894"?8IYH)O^$6;3FVJ6A&*;V!:1F"8FUUG9:S%$,L57PWNQ)7 MI;>S<[:JS$PTDTB3EW.BN\%*?)1C%
[$MLID:06V-H+8NZ-H1!%R.D*4V9"5M M:S_JQ?9CYSB&A^C*Y@\U D[&%B8E@Y$YQXUF'GPA\T>K698_Q9_B3_&GJCZU M_;% &RYD4C_RY %&R*%IB,B/:#HJ0,_D[QVO:=;@T_
A^!M':*4;]06:[:2 M7[2AJ-K0^4\2Q5/DQ]%],,3+)R-"[P:ZSJ5_#F=N##V*3!28SN=PZ19AJS=R M8W2'PB?71C=X-8%SB^S@T:>C4-NXLB5,TKDD1="M[>O(;D+_AMVNX_+2=SOM
M89P92:,Q73 *HK,=.D ZTE'X$%QY[ABG9@VO5-+HSA %5=Z^]Q+3RI.-(78+ MFW914#:$3)F3$VE;.=EUO]E.A=P[C[WF09Z&R$'3&;U^2QL)VS;FEB1$X!SZ MT('@U\ C*XG I6_W
7K&/_,?$;F1FZ5, N@[:2HE^"?/HN2C\%&.:Y2N^=75 M3K]7.-;0]L]>,?;V#6*OQ\55#**A[Z3Y3%^3D!1 H.HVT['+:I344=6MCAZ. M\U'X*!R =O24&P8@A0/0WIF;9PIMOL&7
M_D_FDXZ#$.#=]X(7E/FI8!8&CR&<TS:-T3==7O!^A+/48*J@Q3R0$.?.(MEF+<+4:\T+5CY-#'AC]AZ- ;S1=!.$8N"?I$E0-Z&NDJ9'2[Z"0?Y3B$L9KA MO93?L:[=U[),4BN#"N:7]
['WRD*HD]Y$JJ#J_%Y<.SBMSMR-/?"T1OHHB;(M!3=X.@3S1\UD&RY>[H')3&Q):(:@:04=H7,F8\V W9+/JABPRYQ%BHF9G;90 MN\95U2PQI4%+;(F;-)+JB7D=-;18&J5K3%UG
ESS^EBCJ3J&8!248.3(R2R3 M-5.'L1[DE'L#Q3P"%[7;!S4UIB?N <64%,44O>JMELX?WNR=<;ZZ3ZZ#?(>? MP/!1^"C<,5 SD['1*7RWLK&-VEE5!-X[(3]"%MI0E:^8A9:YA)1'
M*S!N.LC!@:3R<4Q616[$!([\$NOET;BZ*E M59S< 4,$1B'G?($>N6P+(+UN>Q4\H>D#"H$B"D 6974]#-1#ED*Y8H(X?][+ M\@\))\7KKH(F2F4XN?
1M+R'+OPE",OPPCD/W(8E)R;'[H/@B?Q' *+V!MIST ME6_9'M&WC,:L#4%JU*F[SZF\&<=<@3# N+RLNN>6\0F;G >WHOYCJ)HQCZA!1% M@J#V!@5JE@O"@02!ZTBN(]\)O'PH'4FJ-
RR?_W-HX#J2&7E9H2,WB,QZ'5G1 M5=5[ ]U0!=E8KOW$185K4:Y%V="B&Y) Z]*B\^ Q=I^1<_)?% 9%N&$0835E M2?[$<8,5W. JMK2*W2!/5=U0LS=0Q.5\+RX)7(-
R#C6;K_"MESB]N?"U(9." M=8)L5F[7T7V6Y4KH&)10)1U4^7[(7E2/@GU@55!%6=!T;L1R_.#XP81V+P*0 MI0K';FQ*HFFB=@@4 J:=G"#@ OT$0AT)7E>JB?
&A!AK6(PM0;)$0;5X!A?' M#XX?C.*'6J9EU-[GQ@Y1_DB3!DKDWP1QX;+CH=K2HLA^ZM!QNF$0;@^3^")(H MM^,?R^,MMU=U%.Z,?A_'?=I\!G_)Y_T%(:/KI_/S<*@4@M!K4WDE
DY[R<(M0-L.IOB%+WB!X"]J(401(VU4\ Q>SS6,(/3"#84SND<83%"%P'OB4.C!&#KAP M?>C;>![@+L8?3)$?1_W7_7F-V.SELH%G-PLBE[#168@\&+M/Z--/UXDGN>S, M_2K?M[>?P
<\@R1>_9,EJLYOEHV(/&1T'GQ^"$\'BS.>_^\DS,>' W 0'DD;X .[A->G:L=()0MH:@J@4U .3D"C"/[F&*B%= M-V5U+"(5R194-#36'-.2==%0%/W?6"?=4SDA?:2)#L6(_D4OA?AU17Q-I7-
M"8.?[\]#F]B^*FBNE[(W-@+S$BXW,KD5M2PN?:P_@@0/X="B!#_Z=WW@$% + ML<;QG:S=-YQB!1Y"[??3@;$,[,JZMM?*I[#_/1U?V/VU&-AM?&S:-O!A?7 MM]^!))[\5IN4[4[Y?
(CW9E@!E2Y+3$*Z+$%_ZTQ/VNH\L7J$ 6&\0;SF!A4 MV2?D%;59RY*T<;>7 >8F>&0N&;TN9'P"J6OVAK@@NT<$/A!OS/43Y'Q<:1S/ M+4S9\\(N@I 8]^
>:V$$ON/G)Q$8^0Y>YOO:,0HXT +H.&=NC"7=W@!95-_\ M\"'VC^,2%,^8RUAD+FV%T[!?(]VR^KJD5[;1M;ZJF#69PYI9STAB7S:+IUO5 MVI?
[AJH?:$YMHI/2EY1Z5EM3CJ)2C4_M/DYJ7@D]N:DZQ9S<[(T M]OA)E3B=-L])[ZO6H7!\U9RTOL7+$%VC!Y3*(8*%*:Q+:Y#^*F M5;-
P#Z]XX1MN]Y9:"N]$"M=ICM4\S+#+&Q>5K;W9@E)]J[GW9F7,*6SFNI6L M,,Y6Q07=G%6Q>+JAE78XZO]_+QM%-X>JA&5Z98V.BJ_?+!\;0<9]594-.4 M>@-
=5P5=TCO(41QQ.X6XK#5%,N7539'-SPXN8)C9M+$&1=$&6N7_A8@EU5(D16PWV# M+$Z"H2J")MQ 6) M76W$9&,+2^P-9$W0+5DPE>6.=5P;<2%B28@T)KL[6!)VKW5-
,+0NVW,;[EYV M5+3J6'7+96Y/69D594[&BDL75,T4-&NYQ\%.#0<:DGKE ,7+RU4U3^=D]]R[X*P4/@H?A8]2Y6RD%?W?:S!?-J2J7E*514KH
M7(3!E'2FS!F%A+$L0Q%4=7LG8K_=V+AM8%DL-J0,,B(6 MZ5(Q5&SXH8T/D984:-GWIJR_3W!=O%A^2?Y2!A4:H<)H=-6\Z(E6.;R2=C. M 9%F^BMV.2!"2S8">[Y<8Q8@
1\\S"Q+AY-,&DE\%#X*X6/PD?ASNG>/((- MEQ*H9EVH@_QF@EVA^T\#Y\KFT\&=C4E33#-[:\9M\O /SZVVA#S:(2M3,Y6 M76>K*#?+1MB*ICV:YO:7=-
O%5#P84388T0"W*2*IYR(9@F'PP-(#@86;)+0G M,$*T0AYM)1NPC#MQ5VA.F/KK60^"A_EN$=!%']\21P*BM%B9A@HK9]'U<\:JS$ZDE)-@2LL@U0U6XJ,=K M!+?5%+<-02ZX1]
<-83MNIMH0Y6N$J;15)F;G&*K; ;Y*G+8IPM<(I^E;F9T, MAO<<-YIY\(7,'ZWF6OX4?XH_Q9^J^E3GSQ:HNWGR "/DT-1%Y$(I\N/H/ACBY9,1H7<#7>?2/X
M!3"*7^=S\'6+L(45&P-T1Z:SN@]8-K2V+8QSR0A N?0 MAPX$OP8>64P$+GV[#]S_IG_B,C5X"R?$T#?2?,JP3]YBB6 Z^X;?
EE'D$JE'3U,9FF4X^'D"B&3RFP\])V4 MD[\F:F=08'+WA!6:@"S,+@,813'I]H M\RA=LPXJNN%ZF28C1"Z0,X]Q*>K=8@P,73M&#GUL^!.&#KUV?Q&$8^22N%]4
M&0AI&KAI=;J""!_E.(2QFJE>J?G:S!_XR>@--QORE'$M-G^-CLC(-:9ME,A.#F&0*AEFU91)G,A:9 M;+O[Y348L,N<9?4&NLK38%0$5=4LL:7XT,$L,9GT+)4$0]NJWV\+&(VE4;K&
M\!5F3NZ!U:7>0#4,092Y4=A5)MM05V_)EOF(QGSD=CI*P%'P3@HYA'9?@H?)0C&>6XC.;R"7>3P,-TB49_)&[\0E&R MLI(C:2F"I'.U@C8?A8_",;?.?([=,4<1NXTY7>.AW7SZ=6EP-
?"2U!MH@F4N MWSGHT-D&CP%LG;M1Q&'+3$1ZBFEF%[S\U#U??+LV%D5+JSBY UZT-0IYXPOT MR#U; .E-VZO@"4T?4 @440"R^"OK!;T>LA1*#A/$^?->EG](P"A>=Q6\T*6J
M>"IVUY"EG\3A&3X81R'[D,2D])S]T'Q_?XB>%%(R>$E=,FW;(_X6D8GUH8@ M-6K-W>=4SE!K%"88EY<5-[TWB,Q<=#V]".=Q%$,?4**(D%0298M%P16!('K
M2*XCWPE\99NZ+AU)2C@LG_)S:. ZDAEY6:$C-XC,>AU9,=JA]P:ZK@N:M!SO MX*+"M2C7HFQHTXBBVM M8C?(4U4WU.P-%@DYW,LE@6M0KD'9T*!E+GW7K$%+F-
\6*;BJ:8H@RMP Y_#! MX8-5^-!8A]5[TD15 P?J@&/P_B^,'Q8X_KKI1;HB]EWY9.8]H+DDB]@2F(MBBR(!7[,ABRZ[@OT$7O655MJ+3-Z<]%K5<9^MR5H>N7$S^ZS+-=!QZ"#*JF@
M,D5*]ZJY2",>45!E2U"EY1JYW(;E^,'Q@Q$;ME)O@/TCB4J:=NBR(<@%B1_< M(. "?00"74F>5W2_/; 8:]@0T 7=T L+3G.#@.,'QP\F\,HT[9K_A!:SR9 M@FXN5UGAX'%@\-
APS^UH464_=&DYW.SINE5%N#&PN6((JJD)JM*",[B]<-IV M=U%/Z<;@_W7G[&('GQ_"TP'_&?]9;3]3L !DGQ"I+CU*)A^R@7_"R*7(-U9 MB#P8NT_HTT_7B26MY_ !RPD2;SZ)TNKG,
<3@Q'(7C/C^?^200EB MNX8J(5TW974L(A7)%ET0T--8&O*?:]L\$PKGEP%]&S_(]/CAO-//AR MYOH4J.B//BT.1Y3$>Y E1$N_?IM37TSGE54 R-Z*$:.7LK,WVB-+6-_(Y-89 MK!\N?
6P\!0D>R*$5.7[T[_K (<@71A^WWT(&)#8SH.LC&Q:8WF!X?CZZNO]Q M.ZK1QRCW9G!Q??L=2.+);[5)UNZ4SX=X[W'4XRML%#-*&+. 'EOPWQI/JX:2 M=:P.4> #KK)?
R8!*76Z@)&W*1BOU9AY8^ @=:"1WGS(VQ]-H;8(@>7O_P8>*X>#\^EG1X MC$6'1VN/Y6T0>]FLQ*HAA'JHF7=D-/A_>_0HNOEW_ MXPY75W\#P_/[R[Y?WEZ.[LS(UZTL4%%Q'G_)Z?
8^CU-J6 M@,:GC;ZA'90+BAVB*Q0#!U[>#*6JP7F3I4[)FQ;Z8 ML>E-5S#':(%5QBOJEU\CGYETW""+,P(+VE'/#P CXD$?[#]3^"(&4;_Q&0O7MR M8Q=%Z?:]UMVIQ0]L?
7NT,T5ZNS++#+25S3#S.-2\! G!+4^"_]%XW4 M!*3X^$HN.%2)=^9AO!C%H>V?S=-[.$?MH>]LU4I $WL#3;<$I:!$;;?MG]7W M98^,V5;8#
(UP&VE<(4L"GG7']3ZK>$WO,Y\\0*+"2;X8\J,4K=$S^7O)F>=8 MO9N?2^G]A9#[?([:E>5&[@U4@]Q 7;XTQE'Z*-AL4XWJ>OA,P7PF*]@W:Q4^ MY^=>>+IH-?NF'+]=MN^BVG
M=AI9NH?/HY3B7U)Z5P8@%1N(EB 75!KD>JZM[+9C@[,5%_CKYCQRI5<5%&,Y M(KG7!HW'Z)24:'5^3/!<35[6X$,E+0G;PVB22DHF)I7E0^\-)$NPQ.7Z-VQT M#.2@O$?
G8P4FU\=M!NF6:UA5W5V.R/5PQ_D$^H\(N#Z 483BB;S/1<^N!X] MY:%@31+@H?U'XJ97I2+ 3WUJ9@]58?/X\!;9R'TB9\(I9]!#82R@&;<(P$ZP M:>;']$LLO2?9O[EZKUF]8Y -
$8S05Y3^[Z4_M&U,O#AZVZ+*V&N2&E6RK F2 MN%R>@BO[SK/%[MB]3/=UIOH$DBYCL>SF$S1TF&,BQR4UN0E'XH7ER/V8-/N QTOVB.&CZ=KG, M;C["9_0:4>%F^OY*
BR[O$31OF;XH:V=7Q.;2Z)@%EA+/*WT*%AOFW!+3;Q' MCC8U05*KIC1S4-_'\>9<4A,']/W9[(L'3SO82P;I+RX)%D]5.4;^V]YBKX\! M)6RP6XH@6LL
WQF#79<.C>W%M>BV*%!R9"B_>T^;#9EQ#@\2?8FVX O+S\B M8C:])16\4KZR9)$#4D&494WMD]666SBOL)1\/L&7Z%!AB=GM)8I;,WVE*R' MW5NDPIA36^]+J%Y>_7UTUU
)U:Y=HV#^+CWS$^Q.&;N;)+0GV)RGO3BP"8@A M.'ZA+C[Z(W%G4QZEK3]Q^0:^T+J!]\&0W/T*T4U&]QL/^O'0=T8YZ2NK/]<M79,%6:S0&IU;75UANPUF5X-\I_4&NBE82H=/W-
H X I)A!^(HNQ2H>L_H:Q& MZ>MU4^KKPW3_'0[M34/[E]<=P?*5E_N]](?CL>NY,-["P]%)E0U)T/3E E,< MXCO/?E4AOG[^,WH#PS0%L:"0'L?ZAK$^#&R$G B,PV!*&SY%,.V#N!KX.
<37 M&ZS-IX"4?_J$C*[<1*BZW&AI$4[B1K)N1!D@1<5[@[:UPKV=;'BV'U&SLE_M41@4<:%%XIA969+VI%_P&-*>TT-2G8+65GS,N0U:)V5IS#YQ;>11#.RS_=@M\ M"
[8_0#%%TEG$*JCAQW7.4;!AV7R0IOE0(B?76N?O6K8T+>05['E:R!Z2_U:< ME]I>0(^:\LV#?(@ K)[=8$5.D0SFP1R#,'[.\3)RXNKX97 MYSQQXKAZSRY&$MTH2J!OTTAB1-
I@')LNWVO4\#*C]G5XA\'P>DQ.7>.7RL"I MDH8VAJ#HRQ=MN:MV%"Q7(3Q8$\]I*<^IRK*UV"VWC%78GC_LYTC=Z!^11#> MHEE&\.OQ>3"=!OY='-
B_5Q8;'=NXEBG(.G>RCI#=2A[9U\AO!HF=21;^OX+X M61>*J8Q>L&T=M #/PO9AS$]_HHI75E2Z F[J$N":/*^D-T!Z,;-Z)N6WN(M;K;S$+T[J(Q5:Z9GB>G,4;D!P_F-Q-
N!L27V!I8B"68!%',SN87,52<*KV>N MM=AK21Q[#]L*BYPC.RXY.O(=4A7,Y1&8=EC,.R M)FA:!>>1XW!7^*QDN*(.1B-GOY(HB%]%RD,LT/K8'UZDJEAUK>D#JL5R6+0 M0QB-
Q\BF)2/0LYTV,P]AC$#Z=P0P]Z2U)$CW:O('*1CTA#>07SINT)-(=^5Z M/,KVY!9OR;5/Q(_\W^AM"VY1%(>N'2.'?#'TG<4/YIZL+)0F=ML-0->)7!KK! MIW5&AUA@3ZLW4
5=K']#L45*@SW_8W0/+J_;T?#NQ'X\'64_O41?P;H?8/A MU=?TC]%O/R[_/OPVNKJ_.S(=T;@#LI.0W>#Y!\YRC6_;2P@EY\4Y%?&*4HF1
MIS=0!7UARO1,SU%7M.#./B0Z]#6Z)*TCH[Z0AMTFFOG.:X3_N_%>DP(0# MH!9X0^N[Y-0'JG72MD.0.X^)I],!Y,L?-S??
1M^QP3/\!EY+UH#+JXOKV^_#^\OK*UZC9NUP*.LCJB) MXMC2MM$@C:QOFLV[CJ%:.PEF:$>BC&BTHKIM:WI6A-I6N^A;VZ_M;IVG4J MJS>]-
]!D2Y#TJ@[W7K:O=MMR]VFMMCZ/69BYS%;L6[^3T!I8:'5%4+2J8=M# MRR:U(TYC^."A/)2#_Y-/;PK#1]?/IV=A,:MEAZU-^RN3_,V?(!MO"_XA2_D MK.,JB$EGBQ!_[

,7;^]C"#VL\4.:GQ9/4(3->>!3 D'L:(L]Q _=!?C#VBN M>W\Q;E5BL8//#^'I8/EG9.]=0Y60KINR.A:1BF0+*AH::XYIR;IH*(K^;T7M ME7G7_);9B!3KW_#V;*",8JJ))+S-
P/U(F<_SCO4E+=W#0B.CB4#_>%Q!EVU".DDC? #W\)IT[5B'!:2] M,I9WVJ$"3$*B(?^T63:Q:-Y3.<%8>TZ4*\WPA>_E?K4?OLD3#H.?[T\ #WU. MHY?+>Z-ZZ3[8K'R68+R16:Y(1+
[TL8X,CR0\N?_.C?]8%#T"V,!)+>C8AU M,4GUJT..>?)_3;%704JFA #B_Y*,8C]=K&LQ(-I>$'"GX_8\P(!,:V-1Q(96 M?4Q!97IX?CZZNO]Q.ZHQ(KEQH^F; 8F.
4D\^:TVT=R=\OD0[RW3>@S*".?8E!E(M?9"YEE?)%]A+\=_%IW'+S!RH^OQ38@=$#^FRG7H.W>8Q]TQ%@<_'F(O!B,H MIN<-IK#MHN@>#_?
%HU4=CP+MUOJ3_+5BK]7Y5ZWVC.6[0 M#NR#)CY,'#>F5VJQ+^).-RMJLEF8,OC/!"O3F6>GS1GQ%X2J(5; ^(=1\A"Y MC@O#%Y"#3,)F, G!!X0\L$L1-C/Q<_-DI 4GXM!'-
#6CV'B9=T>0_28>'1_ MH\P=!G?(3D)ZY8X^D2>@ E)5U(TBP@H?2$TD6?QT-SJG?TF?/I+8!_@CP6XU M"KT7/.XK"&-ZT^LB"*=4L=#AG #X08SI0/);,9D\+W^OZZ?A$_("\B1^[-5:
MP#2(\)AIYV%R09F:(8_(1]B9QZ_#U,9V"/X*OC(37CU^B3LC*\WG2W_UM^'P M9F'6A'0>PB\,O^Y#].;Y@W\@D&"[A4P1KVT:@6RPU]T1LM'R+WZB_ .RC.S# M(GS3UV?#I8:@'$) Y
\A UN;%KA/XJ9XI43\+ UP7VYJ :VU(+D V?O79O4 M1K*$X;^BJ-F9Z(Y0T>B"A.R)BJ@NVS/>;,L\=O7V^WS:$"@!M87$Z%)EYM>_
MYYR4A$#B(A"4@)S8==L@4IDGS_WJ.;@;6#X($6W@13:B*:+9GXG/G60O;CRA M/6]?$C>4G@Q7A0TCB/&W(Q<]8-*FR)+:5?4,,V@/ M #3IW@<&Y$E?":&*^/0_L"
(20;XYP$;_G$8!P,6\F65+E^V(^WNP3EWSE'! M "6N&SHT*@&@EA."[+T,G&'DXR\(FEJ^_:8UD)\F]K?F82C6J9VG+($.XJ2 MZ8PSC7ABQY+-ZSTSE9\3/W_M[EBS=.X"W7>D>P]-
D/$D]=85-H.H:V.K KCW MQ;:I8YOY-@(@1+'TW0]> $_&9(,":POQ8.RY\-["25X8K#,'L(..$^/)TR., M$J)T?!BQ$;:5>'%$SSKN"$DSG:L;%#=(E+C#\8'Z/ (@<$/;^3-)Y^_BAFW@ M@\
5/1D>PLTC<'R;Z)^#'G>5;C*8N3Z2*_QL 0R,:PY9%*&00%*TI9'MAH@: M"T4 ?I"=**76B.4(QS/WTK-DC\$O O@BE1P9B<>3D $,82[(.I:"L*G@*;T5 M[^VJUE-+:7D Z*-
VRQ@0\\+7HAY(.PY$"2$ HO2_H@/GHN$]15NU7U&A9]3%SI],*@A MW<.S<)^;KZ*E;'F=+DQW>'=/Y%"!Z'ZUB),YK00QH*Z]!-\P Z_-P?MB1])_-9ATF=\[2-UW03*
(1XF7*NS1XJH?.%>M&P!3 M 'BJ*6N]44\N0;T?(MH"W>7/.1%.%.N7:"Q0 M$PV4UBEGB4Z".."*Y4Y0DB,'2"VCE[#88C=*K3YLIP#+C$#!F1Q3IT!:+V'PG ME0R_W?
GAQWQ<_%KFIU4P/^V;CR7F4O]")+UT4?B*=*)GVP.B MFS(;]4[2?VT/-NMSQ63*0+NC6H:"D?D3KKL*PB")R8PB,F9X7 F!D$6;XE^ M;E(I62 H!5LJ:%_%]_)
(YA_AITH!M%;1,Y9O3F$%H\B^"MT>N8BMI(G%3I M=12UWT@<&(.WU2_99U-;EMJ2L;JKSWI=EMN&V$1K?-S#*KNRQF(G$CJ+ MB/(?_!Z^FMX5[B%#W)_XMW<$]!I-
HD9M[*MZQQ+359'5<;6BU1$ZO!UFC= M9WW0M-(ET:" _"WPQT_>@[1+JV;.\U4Y%ZW/,+EQ(T-S$,;E33&?DY0;EIK M6S7+3:^$APA644.#:8!5J-A)5]-EPR@;HJUC%:_-
$2IRURN"=)5I(1C=;FV$ M[<*Q-+UTP3 %R8-80_L!PN'6*D3+7+1,3D7-&),4L!X,YK$FV8BR_C++$66
M+3FMEX*E'6FM1YM">R[0ADOIO'GFBXTOB6**YV(RZ"P,,+408(WC)'BA$;QC M;+M^&M3FJ3-Y2C&^@;%T^32QU(9'*58<^*@&PK-\HIW+6X+\A&EF?L1^IHX@ M%6':I=R)BD\J
ZNARZOL\H%_>P@95 MX6-C5;E?,7&I^=J,USJF2L=4-+E?T>1[M7)CMY1L>^B_*1YB9>]K\K/5BAH) MM:)&XAO#EJ6H? Z8%[RD!7U1,IUB>1\@\Q(ZPO^-W!_D\
<#*#QF^';&0TO%# MH!J7DVYA=UA)&-O^V,4WI!5%Q>^Y'X;7_?ECR<-)1=Q!4Z\"$%:!OV@E"_3 MCT#=XFQ31?KW^:9_5XOK[%[(<'N5IW9,2V]I3&9]__'\+-8N9^$M!]MPFB=B
M.Y\XVWF/;&>')'EQ]4?H@7ZQ)14G,C/:"C:S FS:T8CLA 1[QD4BJV;8-=:% M'#I6Z?QRW!ON/%]$H-H&E'YSIVB:W+6.,'A0%(.T@(*NBE"VM'L_B%)ZG%)4 MO>QH>,T2D/,7VNW.1:
[&RB57Z:WTKNR6N?I"E,8GW,_<&$[R'^9D'8D>@B@N M7D1MDC9N[OH]65/K%G6)BI,+0;DM\N(8.&?>W%E]6:\8Y/Z:M25"BK1 BGQ< M==T+&=*L#"G"^W&T #?
O;%>;E/N@$1I=656$_!#RXP3X9@&^*8ILU*Z0%;+C M\F3'8T405\B+9N5%#N/?$,2H^M6E6:T+--LWY)YZ!/^:D!'G@&);9$0#.*8 MCID]N5M;#Q%RX0+E B8U"T'0L"! H&Y("JM-
LNK-G2XKIC :.58B*J7)%$6B5Q=N13%]XQX9",ADMMI="00"XE9Q?0 M$G@D\HH3*,'3$-5 M9#*A]C.-=O*&EBAZY08QR\U :LUQ^,Q>"M,PP\"OPYYQ?3FV9B:<3[35."0
MTN*4TO(QSZ)N\-%?%#6IHS6,F'YTZ+6O7#";S%HO';H1-*O ?PGGT;YX?; MK_D@2C>*$AR)6/6SWV=829__[O[;[_G//@<=>OUM%_;Q<3H+<5_9S$@^,Y%*
MG;ZQ,0TT>;>8JU>:^P??\\DJ\%/F3V@DT?+\S3%L![<&1W5#*>)K1G+:6@>_ M*?8,2K^7TGXZZ00YV+WTXGH>#72CN8$NC2N$N_1Q!9I!@[U^;#[X,9WQAG/< M*@=TIF-,TS/8\-
TZ,DTD'(;N@!4 /H2' MQP$-.D5+$[B,&O<9XB MM=S"'EC1,C+S=Q?:I]RP8UL-^LD(N%E([8Z MRV.1!]C$?(BC25T_YZL9!OC90&$^&K.,?D5&S:8S+Y@S3D^PC)TAPR%8WU_
M0OD0?KN>SY8*AIMLQH:ZU?9V0'KWYFB]UT1_,M&?3/0G$_W)1'\RT9],]"<3 M__LF?F)^Q@#&$RS MBAR<_.01' >%E;X5.]NI@1 NVV&%;-F[3XYY'ES?LF862 M7U)4Z:?,#\I=HT
W/Z<&,XC)K5H!^6Q2@[3@RPK3R^_L"H_7OM"O;&J[9,I_M82%Y%]#5^S@_;L]=->=QL7\P:6(C^+/3S JG"0JG07?7;!8&/]PI30L_I$>? MM8:GY# M@'0!T3P$:"U8"\Z)*F=420/7\
[(LF0.:[.V[SUWBF(5#X.R9<@AS M<8C:'1:7.\+A-/#M]QMB=#9"LD9G$M>"R9F$Y=0IY&; CAD1<#KL(B__I$ MY,D<,.9GJV.[/#\GZN5'T*T\]K&@DWO*IO:?04@3Y$?$%X:I4.'S#
HC!@=S M[KOV7)HX /0Q ?:#"^.NR*'FN7&,1AN.A]^RG?.?-M#!R%W8T?H5LSF&?(% M.M+O/N@'8-G,0 8:74.&5WCSU"GHWPX18AYM))V>D+K.J? CV[(;+48DN-SQ MM@;@'>D>=
Z:PN!Y$$R2XUUIR8]P) M4.N GHPG=HPM#@MQ);R:, +.#(=(&T>B@S*[L<4E<2\FN:J'PP1OGG%/*88; MR8<*5^8IK#,,LREE =U+Y8!'V(? M.'O,G8Y8?(XL9
C&NPUR,J404PP&F/K/#=+C-XF.7Q%) S-,-G AX!\;SIO@& M/,)^757/#C=^Y>A]'KD?%;U:<@. [H\K-$UT@>:)9_QU3_G;,E.S;LJ9KM[< M&:HFF[T*?0UP9X]KVGKW/"^-
=BWKLC=BIX77#CPG6<$D2J4]31-SFN7ID2Y M& A># O-6R_\!A:."\;T6;$XI)]23\#/:S4HT>1F/__1.IOX *+!EH6RU=?EKJ6)7C=7 MB77;G'[-8UT/F^D]IH75V?LWZS\&&]#C9$ MG
K7<._GGO3]>L[VL+>@+O=,738TL_V=#H30N STWA"8,!2]51SJ(AN&+O?U M,T!O(9T:M"\17#XVN3/J]H2^P=S>QKZK_I@4-3M@"[DPF6@W0'&Q %HAT/R MU*ZL&N4<
L&OCX46I6#QU5H+1^?6&:C3#*]]S>X>-C4V%47N]82S1_#GXR&: M<7/7P^[9LJ761;0V<.1+Z!R\,\]N6,L^8K?/LR2X>IS] !W(7)]\+#K6[B\> M!#X?(D .P.?
^^J3T=C=37=.TM%BSWM)TU(>)[8\7W>+/%0G M";,F8SL5T5!.O9TVL,-H@X]XX4F#)(-15&6W3^G%V(. (/@O"W:O#7Q?*69E&IEHR+A!C7@>Y+]L]E^X\@;XJ2WZ/H;EEN_]
MHL^WRJ[/T[3S@K[LN$I%G7//PFX3%44,:%S1SH<;MKA<-/V@9MZ3, 9W2V M*_?S6]N_[QRZX=7H&VCD?0-%"SW10D^TT&OP-:*%GFBA)UKHB19Z5]Q"3Q4M
M]$0+OC;ZP\!MRS'*!JZ&5>^896KEG7K82-B&3:"UI M:_N\W??Y;3AA3N*QQ]'JCG^U(W=X[SOO7+0 G#5ENH9>*M-=T[Z/SM9:>YY. M2T+.X>?
%8F\.]X+4P^;LMC=,>)VU':5UO]'.!;;JZQ?86E:G9RAU30U3ZUB: MT4PI*WS1KV<@K/]=C1J M.R'EGDTY?O6=<&VJK$$U1.>[%B,W4])\M%7."0MWC;$J5@L39CZS.)O29<=Q MZ
X2KG+' 0X2!,4!9Z_-O.$1\^;.L\]JB8.??;+$FB'9BV&D,1]B]EL0U2Z- M,7HW=ZJLFGVY;QVA542KLSD;RN!L/1%=%:VL&0[=#+$85.=.O2'J$LL5CUZ^
M?/G.U4W^"/KEL*7CF$D/GAU%'"WNI0!'\MKAG"NBI2Y1HKBA2-D<1AL%87>5 MM/](P7_/H?^9NH8_CLB7'#TF,4VK!+C09>U&^MT%Z5-B;$\V3$.VU+J-889D-3PNV9"LWVXA
MBZ1NE*.ER1F5<=@J;H0SA3I&61%N73^%"_9VNHUB32JZ3%S:-]=B5&LXO$ MJ)P!,0HUY/+4D'=K4U9.$%AM)L)XDE4N#_;ZY 1 1<1<&EGP,541,#ETHGH MJFCEF
$74Q4!EW.0[Z^!H!M$/ "#JLX#S\.Z7A<3,UG$1T0NQ/^#[=N.+?TS M\/#,>?P&+<4C_:2(WE/'E)GWA?MZ"KXRA[$IM>U?NK>/Z;759AH:2EC%;+B#
M2>NEZU4&:0Z52$=&11U1L:L80G:U5G:=W%E2$%PXH7%#N4]6Z@,(<_F&J@<CH M'%GH/MNNQ]G<0S"=!OZW.!A^GX#VP\(H=>#5YF\>["OR%T1!Q+VLX@#'5M, M.08-ITF-
/5FO:'S<.AH6JM%EF_4BE?+24RE-D4IY;59Z^U(I39%*>29"Z/03 M9#:(&LF-HH34]R)=XW\6CN4&A14VO@35.*0V M9K:7*L2T0-FKQV_I,7R?7M/CJ-K#MV.(JL!
(K)N[GM63^Q5STX0DNQ8$K99D M[<#0?I?WP#9ZEA!S0LR5SIC?L2]PU"37TG@N#H01 M=E(C;".D24%,^>+/<>'[\,0N0>UJJS-*92;N[ZL]$&:*>56T$*:70M:;K;+
M7@$O5<1+W5)E3:OK+Q R[*ID& ^2'"6BW"0,U]!KV6.?Q+ MG&'P(0A'S*7OW[G/KL-\IS[3P"FBE@F&F9A2)T19"_$3Z%S3LRR2,. FT+S/9- MV6T(-.?%GAOKTI)G_Y6YK8FM(2JLC-
:Q63%#^#CS9\^370BNT$"_F ULH4\= M8\[-[F@G];=$/]LV_0]!@K-'4R#<(MF_T8R,%[B^P_SXS2U^T@SRF]OOG 8> M%7*A3O;692BH1J??PV.OU_)P:'4R91'-!BZF>-F>M[Z46*
(JXNQQ/ER)^VFP MX&NI 0EWZTAECPZP UM:RR!\LLA6>8->9 T?/W\HYJ&\+^R&&W#9)U\QSK]D MP@%TAVC&O<"F(N8O6(9U

X5^(8M_#;6_A"&MB1&W6DIPG+*MS2R(P3P)%P M"G=L?\?OXD"RAT,V^W:><^Y8/?I1I">6M%,$".,(YB'* XQWB M>\.\LA-'1BY=S'N)36T-L2%RE)R;61%DAOP+WP)=#\V17Q1#(@%N
M*)N$V\6AW'#YON1.L[GOZY8[/ML3X;#$^>]U*+1BUBZQ/ MC,\6X[/%^&PQ/EN,SSZW\=E:!4#$^&PQ/GME?=>25U,M693/P336<@FS(]
M[>95^"@8RD.HK6YYE+;5+8_2!C,SF:;#FQ^1Z4I*FY"PQO\XP[4+;Z875QP- M7[YFR+:E5)Q/*9]OW>AM#HL*"*GM'J JIQX?9PPD558!ZQBW0XJ,D?>GK!2)XB @;.]?6F?A]+O80
MSOCN;IV!O=-2.$Y;TQN:\=W3&MS4UAGF[?4U;Q_T7"F=Q/CL8T#UL ;J9SE9 M^<"QU$WJ4.<$-C&0NA77\B$(X9^^-$S"D/G#N12'L%QU>[\]J?S5)TJ+N=2M M2VS;%'$O__DK UT/ RJ9!GOYC2?
%(34FUBG;5UOM6M=!-N&OZU:H#O:G2EO M?$A9X].",]X[?R91C*[6SRQ^'#W9/^HVN+.HB;QJ]]613+Y>"E?HF&KQGT2Q2 M#%MHF.Q*'5];3'=8@"GWE*YL5%1MKZ6[*\[END:%8[_]]*E+
[,0K@&NLBM3 MJ2K_S*@)^P?1B+?G.G]PVYVR^WW+I8<7X9Q6O'G^[0%AS%XDY3 M-ONBN%N(O\;%'T=I*;9_2 /FLY$;2S^Q']BSB_TL"?EWZ!2%FN)OO1+]#]OU MJ6][Z$8
MW=)"']^@2,%SCX\A3JU=S4QV$B(OG8CJDEC0?2ZB"IDGY!]6__\ M$H1$*;M6B0AQV)QN*.6G=YMJ?]2 Z/8K#X(SZ[<-:]MZ.XE2\]Z7HX]+<>6 MXK.%RF!5UW'A6;U4\5J=5W
ZSZHL^8S2%\'PO#*Q6@WZ,_"R[AFJZ76[-W>Z MJH\[R+5JE-;=\N2K*.S:"SYP\4$PC,1]J-WAU_!%8V#W/^HVN+.HB;QJ]]613+Y>"E?HF&KQGT2Q2 MX,)UY6.DXN^E=J1LXE?.);[@UV2QTV^^!%$(*MJR* YVWY(GV^AMLZU,"<
)PK0+KE M+7QH'\)@>O_X\'&C]I!I&*A$[%L+T.MBWJXI&_T:+C>A\;87B4\526T%[IHW M=[HNJU;=M#FA!0O1>E =BY"7A^;M[LYI=N8C^W 03+R5K6XY45'DW9XK6AZ8 M=
[N"G=4#+5N[DRY;_2$CT=(-U&ISUA9/S M$E"TO19> [BJ@>0S9$T4CER>U#UGD7N2JI$SXD&'E8RT.K-(P30XPY*MBFX^ M3U8YR"$B^U>! MG >DED)67>]NB1AT;VZ
M6"/7SRH7V5#=_8,X:3M01?1NO$"F;%FN-824U:32[C03=A5 30DV4(YW'X)QZ MG(7[B':N]E!Q:*KP6EX,8K90UM7%2POT+N>H3<*>J/5I.81.G1:W=@JLL_ M:JO+QLV=)EMU.
(F0:^W%S[:*M=IH:9)O0>N*&B,A6=LE69?+C*2?E&OKM73* M 37'3693^S=W?=G41-'M1:!@H\5$1\8\"],HM0K7N1!OYR#>7G^#;7U* $X M3@#N+)X2@!. $X [BZ<$X 3@7@5PV=>B+/\
(J[3FEK<4M8B+:G-Z@%N%4Z7=H"O?]Z7="TT@_UFK.Z]^U6 MHW5O[E2YJUNR5C&L8E]W:&.,HUF'Z>';*C+V8_#*\Z1Y0=I;?,RO1-M8Z"$; MJBFK%4VUMV0,M8V$6Z(S_4()H/!?
QWV^(YCBW;M^8J=>? [ES\D4,&UX]W=X M+%MO:H=CUR>P:8!T*9AND;K?:$9&\J[O,#]^J6@EDFZ3?, MN8^S43>O-G"M^7:!&Z$EV7,%F M8 -8[R-,HOH#U2"5B1E/P:^%(FGF_.'&$]=_
M>F'>,_L$JT^BVBQ%Q3G$J%:));7Z")\6LL62YHT,DA8PKV7$)PC=9PJD1?!W MY(KTC1U)PY4,-,F-: 3@,/WE@,$ZBY-4E\["IQ+P4=C&CUB*Z9C2E,[9V075 M%C5*1-P%TDVQ1%<[)F+2+(A<_,4;.AJ
4KTH-8)_]ZL:=.E^\KM7/3 M-Z=?=^"K7\]?]JU.7[4JO^IVE%]?JQU=J_>+=9LR0$ MVM?:)Q1,C[UE8?:O*=C3,?PF1'E('JD7-V(2,,2A%T3,^7E_'&@!3:>V M0W-(031]__#P_O/3[U_?-
Y@^L_6BZOGR2E>_NOQDCS<,AG2ZP:6\TH M+^Y\:]ZMBY1800>]!NN_;&FPVT63)%G:U!D[J4JZI;^3GH M,G>]CO3W)6.Y;/ LFSB?6#AF870_'?B==Z OIKIU](ZSRB1DT1,L
M]*L7#+\O3!>M9/S"9_@:!F;.#*DF3-C-W:])!'N-(I STP%(%SZ\O&38+\&Z MV@CDRV^^P.(5]-;=0%U"M:RP]\E(28TH\$4@WZ2F4H2\QT0K)G1*BWLU1=& M(1*/Q62 P;%<)[$];RZY4[
A&>Y(L@O7@\8E&&\Q? S@B5P@ PX?D(NUC%]S MRYB"+_:<)/]30-@1LNP2&?>>H76Z;Y5J9O$Z*S%<[?4-' M>@@*8SL* OTEBHQ'8L:0- +!!I"_!",&1A%(P2X$3 9Q!'?"#6,J VEFA[)(I
M6\/VZ]VTGS48=5G#/X+ >7$]@_C!1S^V_;$+_/,>KC\N\(0*EM"K8 F],DO(MEB>-;?$\B;]A/];0V\P:C)4K6,L;ZEZ!LE6*6W/[CUPZS>ZW\FTX84[BL<=1
MMEK%%1BKP&XKNT2:'D[@ZA=]J$=AG/DH5QW1P(?9W ;S*60S8(P]7JP,3(H MB11]Y(N>!W;8F_4>I^63J^?C0-'['<6HYT!9MY0"7VAZ([X8=*!4OT1LZJB; MVHP)6])0#C>86A-
O$_&211+FB*3JHX*U0Z3(BX) +!%4F]^(0 LQM'M,C'C M@N#P(0CAGSX!X2$)0^8/Y_2/IQ"6]4A): XB:Q,US@%4)1-D"2Z[%Z(J%3'L MFDX66.:TC4KN2<,"5:&BSK3^"5N25E)]U"UI)3N=KY7-
9FI9N*59(]463FWK ME1?46T97-GKEAI^[E@#N0$+-U[9N>NGZ1"Q!#Q=!#\9N])!Y=;@SZPOL+*CO MX>G?W(%B9EF:H]!'V?2@Q,(&N2##-
*217/3.:E,NDI28.WDHBJT5CYG&4,KW+E;)>7^Y73-0ZN+WD,4CKI'U_3FYN MO?_T_GZ7=C[GUS*E 2KH'XD*%)R.H>F*;/3K$H'HNG->*&2=3IO7L3U]UY)[M5CE>*Y"JY4A53P4N8=7)56!=
Q6X:\]FU?+!F WAV06ULSN6OMA#;&ZZ:^/'JR2(+45*>Q,$]CR7^XHI]_7] M?71GQVRO$H6V-"?>K"F6,<>XN>OKY6;" F=:CC.U%,$RTIQ>$<3YZ*JLJ"T?
MS2#TP"/P+.U(8]]/(ZT,0^X99S*$IF5]A8ZH*5:GK@QALOM)VF2T(ZH@&H4< MP#>.E/AXT!S!4115U;.@%:Q"LX):8PU&FB1W/MNTI-W>:IV#D MAE$L_3NQPYB%6$(["G)U-I_&\@O7PIK8B1 ,K?
J.7E!Z0!&P*QT9;RXIOT M75CVO;)^\>EB=)#_HB-] =T\Q.X^H*+GK7TF]C.#7S)_N9<=[!78]*T],(W MR:0AB>\X6V$6L@C^26*\HAO YHZ3U>73UFG+I_"HF#1=2%IA&+:L!B MN\#9$A +31-60-
#:*OJ*7@$-5--_< 'WV6\NX/YJMP/J'5:NLN]IYU)E_PCT M#KR>3GCKX1&QU6,&1)L.B;7U4_M/:I0%_Y:(E/8MK:\\[EE4VJMJQZQ9JGV" MHN]NI]_OBTV=>%-:OU[U__5"JLE-
6<8)NQM4/J;T=BE^'X)@96$;C*%%&X1R M0?=AQ]^GTKT]<#FHU/T,AJVL*D+4 \KL!OL<[!TV;HV? P,;#J7M#12PA M!PB==+!1FP%8'.@#T(/]_&?7;AH"AAD?
0M*LC8(GFO#59L#M3;U'GGIVP2 _ MA-X%U(_%(4[:ENB9?: M81_]YDZ3+567-:VWU3=DP+KRIG.@ =,T=@/I;DN -W(TCQ&DBQGEJX/RTVI19209ZNJ++9K]'S3A"F(,PS(\P3T>4^
MJB=6M\FZWI=[YA&*8L^^==YK8,L3&TY\>,5X?N18VP4V.JA%:5N:(C>MC1I= M;/#:D_MZ>7R\Z*#1>O'6_A?@-[N- M[1.]\OY$MJ7I?N.JBP%DIG9EO5=V;%^LLGPIB%5/W]@?LYK2-\R;.U.5>TJ9
MHPM+O[U8=B(DVT='Z-_'98)532(KIMF2_2N+2T(<!3?X^\6F$V M71*.UA.\^R-I0X+7[(+@562S6[9$W;^52#?QEN*B###=DX%XYZ\6;^
M8SQAH3#RCTEAUI8!0DVK+29%Q+IRUZKK2SMC1?E2$*N6KG$ 9C6E:V L3)VZY:Y9(Y%.(.PE(>R)\'4?(6[B<.:>;.D79>:?;*#5:W1\
MJ9QI=4Q8B+$8USD6H\'968VK@AAAE'M:5S8K')2M:Z#_VGWR!8,0#.*UY^:\ M>K6PB4%BV5 -V>S6SG01M"MH]Z)H]S2DNX=)TN]B0;'5U>6N=@:S<:Z0/8BY M6F*NUE'G:C5M+?0QET'6#6
K5MD)USJ6TMIO6_NY!P43$DRHE1:)J[>U[&/^ MAVRJ]JQWFPL."/X@^(//@#Z^IL.QC]6AH]9AZ5^Y9Y6Q@H:(<.!%TWX&,O=-. MVJ.P#HZFS,).^8:Z(HLE'A@\"E:"AH/ D9DZ:PS4DD,=^!]RH-
CJ*#PE\T&:XS MFC%8XIEY\XZTW[3)8-.TR0]\G(2L"(CW/V;,C]B:,938_P7?Z_H)*#)Q^AF^ M?'DXY?LH=]>$B2-ZPUHL+6/HA'D.CH$,1CEH.&?)X>-&*V,B5\AU=4)GNF'^ M[OP@L.F+'"K9-
SI=K=XLP1/.VH,OM$9F[;58??K QQ[_/V;ODG5?F/?,/I%*7YO.^C=W M/4V7+;5=/5NN@MKD96%7D:ZLZ'7+/P1Y'4I>?4%>YT5> MZ)FJ2V!6%PA,Z\E&12,H06#")3!+$-A9$=B'(*EMAUD*EF
;LFJVJWW_Q=/7 MTX2%S![%HG_&JU"9/?0W4!@2U7 ED>(>[VIO,E/!#.M:LMX]1SU1E*Z]':1 MW7ZVP#2=HQ@#KOJD?HK'W>\'X2\KP>:"*BG(=+5C(EAG0>3BFJY0
M[!M08Q'D_>MR'#H#W>(G]@! E,3K?U+:\88M%O_$)1#+7%-7F&'T57W493I3 M+5OKL5'/Z5NJT34US?@_G)N8_F@2+D*38W8[#WI^RVI2F]L[\6>1W@+QU5NM_R,7E:-E6-
<7QU99>PDTS\',8NDIP#!0E*& MD'$G]_WQX$6 MT'2J,#2'%$33]PV[S__?[U?8,JT]:+IC=+'QZ_?I*4[NV_&B/-PR&?:&J M836C?>]V4JO B![(. &U7*S%^:LEZC0>_2#=?^6-.7=6%%79?
O7)=R574K M/P==YLZLG0,;!\OD\ #8$;O_YVX\1O%PCO.'I.P(L'5TLL)KI9>3G#]A@PX M7?EO?^FKBOE6XF_8+Q^5WK$!]L8*Z->FFM<%O:*51"G7_)W[[#H,!53I.+M? M1[[(.S8$X<:
<-5G&5F\5W&U-P7],0I"V_%02FN3/B %.$@*%[I[P74IH?F-73 M7D]*LF)U^MW-V>"G3U$V.]U^/8/I!&G3>D?IMBZ7&^YBFK-2U6.H/]?T,%;[;8\NCG<&=@=W)GRE+RPD
MW8]4F$/A8>T"@R&8V"OL Q#NA[@7T/PX-LR\(?_+@V='$?_K/0'G,83#V.%< M(BCM,BKQ@L'T8/NV8_. _O-T7MA_1%#Z_\[TOL?PXGMCQEI'LV JYK*UM:0 MG@/Y42 S V?H;Y/>V?'!K*?
V8_M'PUN# M15_12^QP--H1AH=DIUP4]\@#L..0]Z$[;@>\VY5L!=CV1[EUCOA&&E_M+8R M9]Y@H/>XO:3HA:+_JRV9@WI*$H+WJ,QN"P-FE,8\0]18INJ17_4L<)==7_^1!,
MIX%/3NG<%9HMA:SBB^TZ>090=^$.O'7V_%/O&&,-K]GAQE//# H^LG2EIWMQ9JBX;>U9+"%9Y M!:S2$IQ2<,H6OW-<$-MY%C(]T) M+Y-.3P.:*R+@#++24$W)M/<="/:HP/7[D2R]3-SA!-=>
M/%S%]:6U8*'?127E:JGB]N/G#Y6]WA]I+^\H^?8+W'/@\&R4S^R%OMI1T>HN M8*2 HJ7)BEH>&+D$%3IK&2]='1-Y7SNW^ULRB-B_$T3N]\ PYR'YQZ?+O/;3 M+ @V+/2(5OK)!$<
FP2I!"_K]M'P V3P%Q$.![Z?OM.)(]_M3!]P 9AX5F>/[M"']%5V;O5)QO*S59\W5"^<@&UW*(L6Y1EB]]L498MRK)% M6;8HRQ9EV4V491L5 !%EV:[>Z4LNU^W+/L=//1,FO-"ZSHA'C]O>_\DSEP
MB/$]KZ-U6;2A4MOH:]5*;?BL7*F]D"N%E^U5I,V7;[$AOX!K67*VT88G""XD=0YE/2#_;?&STDOA@Q?T M/2 6H6D>=7:MZM:6;\1JZD8492O/SS+6I0]>\"
(A,;+5Y_@WKD/B/MB\99GV"T4_2$C[MC@6.'ZP"_R866V&TK/MI<0&MJT#OGS>"EPKXA[1R,VLPD%\0$P);@K>4,?"40T M_C9TWK@CE]X8H]K,L1)@]>P.&3J@Z41+ZO1"]
[#"KITL2O!C+RC^#ONFL7/ M"&:.!.CJ1ZE_*SWKV(>;:<#H20MGUN0MU98S;@IC@/0S=UO0-'SE4M!\;L= MUZ G["RNIT4%]J/SX-4OS//POZ#% P]A:==8W.Y@IY>G8/5!$@Q3?E(7R_#
M,TQ"T,T;2I9^**/!(*/"PA *_0K\C&^%[R*VW>@Y%U;!SUJ0.>?!*[XR4*<8H_G$?D;Q%@/"7^%.%)R($K H%&Z MB[I!H])\SG4QHRJ=^"U#X7;ZI^RC5OPH(G19[1E'F>39
MFE/VL!F_K/;+5F;&?KY#\)2_#9#$#]E) M1"(!4?+JQP-ASL Q+U_V9$O<"=%4MAQ3*H M/X+U<52)EQ4VC7$NC8^>2&]/(\2(%0L&23S,!M%;T+"+>C6YR*ZIW9'1ZYB8 M1M!,FQM%
[;>LHPQN:LM2.PYWW>9_,><&$"66?UTS8N*Q3+Z3M:94'/ZDPV%A MF=-F$?/.[[L4G&Q)SVVFS.![Z3AJZ\,W4&AXE>8O M7+%:>-U-7:\G=Y6ZM5\-
W%CC)5_[C^RY7,JZ*@(R7X& <#*S(BL]]0PG@EV(M<,4HVV8!FX-@AR:!5SE?S^J__NE8-W-J(>O=NC/-SUWV5&'C52)=J8[E^$BG M= 'I^K)F[%?L?C[\NJ76;RD8*,S?*Y#00CH?Q"CA%Z_
6FFM&P\7REXEGI MEG(&3H!U*F"=)9O:!>MH5F@,^T/V-]<>N![5 MW@@#_L)=-B)AX0H]-O9P&&+#'F\]H5^>92"R%O;Q$FQI:+E%S\@DR;RVKH$9 M]9;9#7=5'1E@[X1Z,B@ZA(U>MZ><]
(>VZ[K"WF+VR0MR),LI6(M#G-3[4]$)A!13]9,YEN^_/,JV;N[<[PE9?:VR^K T\;T13^V2EFB9^N7*ZI:F-ER5 M%U/D-YPZOV%_E]#G-G=>6>
M<0:924)Y,%1Y6'2L$;]#T!V:UAWVZ"6F:C=W/57NZN6:T];Q'Z$UG 5!IKOI=<,R\1+&,OW>A MEF$0R^BKNJO73!9M'_^XML]TL>*MJ_VI[M#YGT;<)8S*>7L,TG44K9%Z.RSMI*1\)7.&X3 MA%
<4%=Q2NX[5L8?^FT=]U(T 7"GUPKDZA:H>&DE7;CRMFN5A.JI9'J9@Y # MG&6',PL6>X!/MMM8&B)*=!\0=?6@Y]]?M3.3@.N M-M36_/LW=WU--
I1RRL/!D80=B+/Y2,*N/=+K\Y+S)*)KHI6=K>4]:<6ZN;.4 MR@XHNSKQCT$2)PWZMT!:BC3O$TB3@NU9ETRT]LT=]'4]\]HJ@45*=TTV? B2
M8;]F*NMG66EULH#]:QAV#65I77,,1,13VYGII:D7D^DEHJI7Q5$$XWC5C#-- M,[>,L];%5HLQHJI/:@:*^-D'X2\KT;C",BG,=)77NL^"R,57O:'1N8 'BR#0 M7Y<#51GL%C^Q!P"C)%[_D]*6-
VRQ^"T@9/;W6WL4L_"-[;W8\PBOH;@YV%D*# -' M_]8YQ%D$Y-1NIZ]:C431U(ZNU?O%NDV9&) S&UD*,+BK[1*/6T%]A2-U2@_QP#[!:_C9'."8?"RZIDXQO75$5;&CD'2F$724[" M?
W]Z_>O[!G6GK1=-;Y8^/'[])"G=VW\U1IJ'0SY;8E7%:D;_WNU*%+,"('L@ MX ;=LH%6.6U=HD+E/4@W7/MC35]6AJUUR8=U"5=5MI)S4&7NK$YJ>^R4(+>P MQP;Q.\X0D[
B"T[3RUEPFE[.@OLU"$$0 N1Y&M]'WX&%F>.S*-HO1XV_I.+5 M:HW,M7("-EW,Z+_O3UJ9NBC+ST.XP SDG2>DR-+]\,AR%8 NO1@SUSTZW]T MAQWII[_]I:^JW;>EK^ESY>W/LF1++Q.0?
W,I>/%!8H](8H,AD PBUW'MD'(V M%[^?>4-9C,)@2DF4P6@$%^6/)50$!@S_ED2,9\2.F<]"6!LTRADJE?"^ M!/X6,5 GX+U>@@O$"MG,GD_3C-@@B2FC%[\8!E- 8]*09C9J&X,<]3$%%BP]
M%L&/_#3SMFK7F,0)JW/SC4W=6]L'[,<;=0$,(=B,(:Q51I"I/8=].8Q--RUN MQT""6P5=,9X0>&;P]B8[;KF6DLL8G>.]FTX M84[BD5MI$*]][M6,50;6UJ1R3"_FV;Z(?)C]"P">3E,]K]+27H?%Q12:*A(*

M2H#*#1YU'S89":4$4(ZSE!?)Q>1]NL*V*^= MC^=IMU3P"OTRVS=Y&NH\)=+*M^KN>\-6I*B+%/5+25%_2#N@@_K)Z[9&DA?X MXUO0':=<;**T&MC^]X)RN0-^G(2X]L@'WFGY5,0VM'S-58[0Q;F%+7T?5DV7 MGY2?CXE6QTX3;0L]7W+3]*/GQ2Z0\@OB9.WPOWES9UE[)"N>>T9L#6?H^1+0 MKH<[>R+9DC9S*)'T@4@P;[SVA/,=+^#5:RO:*'/511O]G]2C"EI1FW&8#*)+ M^@U4\"?0P-%MF&KHM>G,XKT^S"-4_+5:&(GRC)W8>%-XIG=Y&RJUG"S=_@J- M,VQHIRZ*+X9ML]TOS\@2G7F/4*^Q/Z]1<-"Y+FOJ&218GIL<;4AVMIYFKXDT MMU9$[$^:V)Q?-V15M=I/FB=1/5;SX=3\N&VJKFOYW,_[G%YK3/O?UO2_5H8 MHQ'XLAU?"JD.Z>]O\6',SSTM-GWCV5 \CPL3_A3EK;16UH" &* O<#5KSRH* M''USTEZ6L/;5CADE_#M?6(B97?:8Y1+G5EV('.WF3NM8W9*\^:OD) QCN579 MRL+D$7&E(TPWM Y)3ZVI:NE@!(H3690JMWA&%5D]%H=5;[_5="&T6L!#=@@B-R:T M-!1:/2&TKEIH&:<16OH5"*T6Y*9ORF@L==OX21-582)Z=W0.8YY0I&'G&11G M5RC21/3N$HGGH,Y,NXMGXUK$LZ*U,;F,1=$;0 20R["1_S"'%QA@ TL2U%AI M@(V]J/W7,(C*<^Z$E78@5?YT1)GV^^)BWZ57^B5D4S>9WOL,/9K>[0->[1ZM MT7OFS9UFRI;5+U%O2<,[>W&'B-03*XAJM9R6V^8:@*IJ2?, M/%&7=MSBEZTBL5@-6UN^8<15M@P5S+KS'OMT+J+U; U*4:.VOYJPGDPWRGRC MNU[FMXX^A9HAVIU14B4%B7^[4[J8UG*N!9 M7S;4NGC6!E:^WYBW=O4OW32&UCM9Z>N.W.;:AU"*L;9-".8BK[KWG72RP6_, MCMCC Y($TJBVEQ,H^BC9LFZ48X^MDX-%M-MQ71;,=UV+X7G2/Q#7ZL%M8YY MO#;/V&G<5SK((GL93P[6C(PR7=]A?OSF5BOG"S<]&<3^LR M>%2CTT<#B ;2K(01:.0*3O,IS4;:/HTE'P&0SEYBM%#(IK;KXQL6V6G%V3(G M&GVSZ_74&]NU1@>QA_YJF)]_A$%4GUOT;N[6]2DX.0[=W-%5G^U=K>'WC=V5 M@7V9>VVY*UDJ#@22)9_11#,^VFDI#6=#4=G38B*4]N1E2)X1.E*35#V>WH; MKO.\20]^.PO3ULE&.;(FIK3)'[MU/H &P&@YM+\5&Y#9#-Q/32]}<^U!Z[GOFYILN@YP5UK#=Q1%G&E$.@40!_C M9%W;#:5GVTL8'Y@;9J-=>?$K"IZ:REF-O*$/\/+_O7=73!TV%>3KY0;YB[G# MU33,16[A6'@$AV'P\6QRP,;!PK#[_^=! @ /BHW70V%KV<#!]<>AS8>AVO/L M\Y$;PA?_3NP0UL(/1RYN&E_;2U,ZI2'\..+3>&'!WQBP#$F17MQXXO+!PH5] M35S@F^%PLLI35]=N[SE%]Y,=)R'1SN.H"/,UDW5-=>_)NFLGIM=%[MV&G]Y7 MW[LLC1(^Z3CW/*23H".N5U4.NI4E]B,;';W$?"*9!B/SF;UD/-E1,M W>E-B M1G?G,5JUKW: KAJ;/*I;34P>;;%W_0.GV/_'[+#&F,]V9 E4IQ/?E_.'3SJV M\^2)35_)(^EPCHVL>N?P6;W!EBV*%!U:UKK'P<\^(V:#BYDZU@%< =C+9N_\HRQ&@D8"\7S*\LTL,?1 METPK^^A_AF6?7ICWS#[!.R91C;QD\QKZ3K21,$Q!&,Q>#7#BO_&&73^Q M.1#I,7Z>0?C+W;;8?R%R5@A+]O*PI%AEKU52+-/5CHE+S(+(Q>MY$S+/QFR8 M12SRK\O1X@S;%C^Q!X!52;S^)Z4 \X8M%O^<1XF#Q/?"2]%P&IHO4V<]9A'C5;J>_)2Z[Z^=J1]>:"1:;P%DTLY&E !F[MVBYAYQ4L5GH;1@KO&XK.^50%]Q^-:K#Z;8Q>Z2$>V"=X#3\[B+\@)&;,ZWFE M28BR]R^NJ2O,,/JJ/NHRG:F6K?78J.?T+=7HFIIF_!^8F91A@N'6!Q3;/G8W MN%=)>'L4?=UXVC!X6360(NUS3./$C)BH%"2SA4*+-[YUO'88'(,)CUA=G+Z MKZRFB)/SZ25*ZM_]]C#0/AWRVQ*I^V8PQLMN5*/T*@.R!@+LTB]A-[Q=; ME]BID+.&FK=B&V16F*:?]C=[YT;^!I?^.'H(F>/&'^QAFF-<3HKL=_=.BNRU M)"GRA4D3V^&YIY2]B)F.<*,A_]LH/WTYJ;'ZG&K5.<]"-3YM]F.3O51VS*3< MGR^WQ@_$:5):$.71^M-<;-HCP?';W'?@_:AA>@&\-:7SN52H2!<9D"(#LEC[MM64]<(70G'^R?[C39/IK)D\>[!E\$_K.E7["CI5&YI==9IT.[JSA M16QF8WFK#/B'E:UN#&P)_Q&Q80+H)$T3#S:8A"'SAW,I9,^!]XS*R9 +@X6.MLK%!Y94'4A5URY#EH]*OB@DWEF+*%D[+;5%D59#IKLCV6X"U+N,$:!7P"@N> M?$>"H]\6/L)?D:61DN:FD6-73X];!A8?E2UFSNUK\B:7AYK?5W4*(F1,Z$MR)G8FGUX3%Z$;?!DP[)DU2RWZ1)$\=FD5?35>]UMK.VUX(;Y5X767]9N,.) M-,4L1E2@?.F3/9<4G;RTEBS-PN#9=>";W"B2"W;0PET[3&F0*MK'S&'I;1Q\7#2B^MYDCT_X(ZCK.5#MNA_86Y0,_F3#&%>R?3\A(*'AB>%5:<08_,1\&X]TIY$+7!]6P<;P_U)49>43 M;NUAZ-.-1]QH^J,-[G[A6D'5]>I7.<6FL[@"OS\?'[S=I=DNJ&VQTB.K;"^@S$?,7 M^EJ[OKJ&K-[X%X^;,#RITQ5(OH+)D6F8;Y\SGV],X"O@\W&VP8/;>'KXBSI^# MB+-P8LCP;^"N0Q#108P:!(LB8MEC+QC ^L5K/ ->6KF[(V]"\-(F>:G6.",S MZ_+27N-;Z!_&2Y_MT V2]$B,F_N55;/8$S<)^X-?/[S-'H]#-D9U#_A'$PV_ M\YO@AE1V&8^+SF)5\]IW\)-8&$-1=576%+-\/4CI3?3 /M;VK2YMW[!DQ2P/ M/*BV/(O=V&J?[\C]V"UE?7.>QBZCL7PTMUL M;9>ZS/&KFB#S].#U'HB-&X#'$NS22"X%M+[(HU#A%\DY5]&*@:O9'N>//8;WY9]I^G+N?.*NHZ)UDU,5M6M'F834V&['E> MCN5'M/W9D_WC'<_Z!K.G%9J;3>YL\>YC]//<+'E9$N^F 2K81[8;M58$>YKMLD1IT=;F;.X)V2^!YP[G%5#55^'W!_>_S5$,+C]^I@ZQ10_RV/Z1^D,"TKIG MS$;W]]U#0I-[3X@&H\2+(WP]:Z?*O8OH5'&GW$,3(?A1U7?YY>'B[,>,^1%#M]XN$I@5>$6EH(1L&8Q\@AH\!H5)E&6P17I'X283;I)5&(?MW@]X]-V93]C#@ MFR%O31A,)5L;3FQ_3$[#/Q-G3'X^%/LAYU]25HD&+_K.?'S,QD:A 3\M,CAD MAR&<$/WU'ZMK)SP9_!@Y^RCVY^!U[QK<PV2HDZTC)];[:EN,;&XZ_S_:68S^V%W_@I XW M^YC[]JI:CEN]FSM5]>H-SWU5+0>N'W.K!FQ5ZY2GH?^U2I9Z 8"ZBH)KW1LV M1EZTX':XXWT"V<$/#9C/1BZVSB7R8[M[45-JJA)%36IHB95U*3NNTM1DRIJ4D5-:D5-JE4!$%&3^DHUJ2UVV"AU M'38/>5Y,Q&V5,0/6SZ]W_E'%LNK](RUS H7CEEVX126]\;\] YI/Z>.N=FI M8ZSIY^<% M,XSFF* 6\-'0W%_EIK<^3U\891EK9+OC$]F&IC:YOU>24SL**+@_V8 6 C;PZ/ 4' #8P7],7Z M62(7(@[H@A1*2;.?XXD;@H)HAQ080 ^(/9N%P0_RC<)Z346@WF<[_(UO\,MBM&SDKJ!WDL6[N5%GI*\>/21UA^\ LG>Q5W*G,<8=QFKRZNM(B;AHE0 X9O.3, M8N@ PC(3RB<_,I@70TDD\>PD;G;*O]CPB&/4E3B;\M,2D>)P&&66KQBA1)>Z:$TPU9\P!ID%"#(/5+-.655G(SL)LIO>E7?-&AF1IF M%\<.R8:ERCVU8K[B3R MIF]:!"JCGQMER4>^MAX>TNSU9;-?'G5=\]KV/46SUT9C&HPN2$N]'*3;>&W+MXF@U[9]K#E$RFP5AO+ $4@4_33O%F+(+G#))8UJ\O "6FG*!DS.#K)"@("R M^H0"PT#Q%L]GZ$3RL+;!9R]YL)U"\ Y\B FTR%IFG@U2"T#F>AD#SVV/5$9R MTQ%'4,+?(Y1/%#{C;T$B8>C3#T2QBARO#P$N+RYE)OQB/5++B_)],G. MA1HSU4L4WL_3:4AN%ODT 9P#%(%/0A(54Q52)LE)3MHK@9/087M?B?N7UZH^[M[,4H$)^\@S^4Z9,,&8C<$#(+K297^S@.8[G7%!4KO,E,J]D:DY YH;Y, H]M M3_1OB7OH-U 9O64_V%F0R*8. MYCM(.L![LNQB3!_@2+GPC_Q!6NPOV>+YHE2*P T.=\IU8/PO\DIN^W.V!G]' M=3UC96:9"\#K1WTWS@(Y[ASCR[$3N))P(>N(*L#F>$C0TPW XL#\B\]OA9^_M*-S:PA=%&??TQ$L0>L"Q?\VF37.FR>&S(&_J-.7Y)&LI5"53U.J@92"%[2[M_-2+E1$7SXDD!L"%96ZKS((H'R&,IY2I.OB&NDH3%>N.G(F;AU?2!D M,J]2Z\XE[H$UGL@4.=.2* M0S0?^ "XCP#*/^8OV3N 2GOY"$]JL5"G2ML#%@AL_&(!+(LH;])2GWCAC[M'F$.$8OA]R ?IX!Z\-TPB%)G/J!M$/IL'M%@(?,M5=;2-]P SV14B*@ZDOF_MR3$7(!^P8UNBRE JV@7L<"C%+W??)7Y*E#1]FU<'I;(!"2E\3M$+%*I[GA4 M$ [A2Q XTA](?R^HT7UE$6B!T0I,LPA(WUP$FPJB8]$\Y/9DIGE^?*(D1ANN)!D2ZF!R,]P7%:[B46@&/1PN MVU9'>N0UXO0B595SMA-GABL0 7!I#'*]90YH77/>0U=L3L:Y9<#VEB6F\D1 M%'>7"WAYH;*"]D'0S?G4Y M+@SA! %07 $H=+9/F$:1DP2A/@#>EQ^5L+]\1O$*>/ M"[,P@USFG%Y^4WI1$5EFJ&I55,5G"A7+^8K+=3Y * DC!UP70^_.?:S,PY MODDN=B4W[DCW<2;*"&>=(%5W^>*HJ*4B(_7]P2NXB.*+7[L(H)E3!;_@3G4 M=^%:1K<93[G_\"UGT5/;02 !+P,[I_PS3XC/4)_8]QA%K#^ENUCP=*REY\T* M (S_#>@+[\E?^]QOPN2 #)T[JEH?L,YB354H2@RJ,S<$D'*NHU+Q-&U 3< M'>]F&L"V&,B%8,X6M?8HUVQ,;T8?9Y0,IL!Y>-EF0)559+K KT$!)[]GFTO MX1P>WC9@$]L;9=;0RF'Q]P"NC/?!4R,XF[0,*-L<_J[TP"A!<1]%O9(>1.(EM=9>C]&)RH4(V:^!A^2B\BVS2:!;PDI+T# X "IF02VXXY"Q@OIOI"R2W\FL M2@%/-+H$612(R(9DDF23M;#@[@7;@9-'K:C7NK247%W,]B'%[O+SRWJ&QQ O M"*P?@!>#N03,:1H!GL:YVDQ0)&TS9JE47SVPS6.F\"VYE^$6>6I_QGP77A,9 MF?.(N5Q^C1!),$,8?QAA?G,9X:9D\0)W#8P YY*PYD,$Y 34X M)9I ;6RBR,8A<1-Q4PGEATZE-^ M0R4&F4[-%1YNQ(:L]&)[G<,1F7]2LA|SZ+1/BL$HPL;N.(4:4VD2(L4:9$B M+5*D18]T2)$6*=(B1;K)*U&[(D5:I$COD"*MUDV1_L:HGO@KPV@R0&U#;:O9 M+>=%PV?E=-MT32E?=)]4:+YR:_TFC^0-PO-Q#9P?F0>UT5.T-E]A\;/T-QN+ MABN:Y'RF EY,5,@62N$=:6Z9DV8H=!?7V:^YHUK;:M,'S]Y_>W_,,LBUI2\VE!ER'G0,2P1>CK%:1\Z//#PA[_'6> M?EF!IM;YY'_GYRD4]%>@%86LDR@.YQ(VOIIQST,]GY%."U?\'1U =I2.P;]" M>5=<KV,J:G/SKOJ-F*=H4U:_9)]-;5^]L6;*;1GH9>W2XKXHY"L4NB%5/K2A MB?E7S$E*CCCGZQ6NK<7M\]M[GZ_'K8W:8ZL1ZXE;8'SB+3#>8^SQM4;)G3]; M%(R*4E])UG?8R#E@F$9KYBFL;8Z\"1Z['7M_4^U<@:==_D,_FR&0U7?RCX6) M\HF:* U1^"9@[([JK[F*>%?'2']-F1D'=@A*E>W/7ETU-DX$+'#I&M.:M-#?KIZ]OMR:S.$^BN1K:4-1C M$8>"Q-%5#=DRRT5R^TX%;-6|*R&:=T)'=$?O,K;S*.+Y+(G2M(Y$DUAR+^N*M(EN]NC1YO@*K"M>N#]44U3P23FDX2[W?U61#%WS^FOE\,=I8988)GK^)0/M; MYJGO39\Z]L'IZ=BLH#PH0_#\"T8I1>T?":=ZU%O\ I[?+[?T$#S_$GG^AJG@MTKJHZH4YWFJ.!#]WQ]OA8\"5(I[$?:.1B(N\!N59VO+5NQO?YBM'S]/75I-/K M(<=CJ9@FT*,AJZHN:]URKZC6T:-002Y)!?F8Y6'^@_(PCY15TM9,>H%P)_=S M8%ML8+/#K'?5)^:X-N"Y=N$8L0M&U1?"Q7/MJ-,G[M/5/N)T4L^J*HYGJ(0^L>B3BHE;EA6+*NU_6!"F7QDF1WH9 Z;:W.GR8K1E_O:]<@O$:8@G#]27T\5$*>ZFB;W*F;$"[9_/6S_G\SVXDG1 M1ON2##QWF$D!(03]$:QV()5D6#[BHI=VH40N"Z<6C/:X6"L1 E_"P$F&&Z2]+.O),PUPSL.)DP=$P=UM2=KBBF8_77AU)&*#M3> MS9TN]WN6;/7KXI1@]]?$[+$->Q(.BP-0!;O?B32/E"&N&NB#U54@3TOH]E>&M4T?*0U5-Q"FU#S8CMD\0I/X*V+W(0Q5Y]"W)0U7[(@]5Q/E%'FI;\E!52^2A M"A7DU520M/?G'T'X722A"FP[=A*]CX.Q]}7S12N[(L6TMK5]I!13K7MSA[,SM>R!AKZ>2^#Q53Y%BNH8X]".EF&K4[DCO&7*O*!+,URR9/|'09$N=8[2E M5>3?]5LQT&,8C29&$TF1L=C:<_SA@.T_;'TD=_&$$7UZ2=X26U6#C(\\K$ MB#(QHDR,*#LZ\,2(LM=WPHD192]EX1XPH:UWZ@4C:V3:B+#<. =&N&WP6Q#5]]=@ MUV0]A%>UNL4RYUL %>D[ET0F6Z>5-4$GV,U85BU5MQ]*".I>L< 6@\N:'ES6 M!'EBT97;\89G;,868-$*K>MO;GK@110:W?U$E+@K'%KZU2S)I!+N;G3];ZL=>OVHA52X!K3.K?%;D5ZITCO M/')Z9Q-<3]5V,A;P/;W"M&I=0I=(]&PVT_$L.8=@$#LG>C;!(30:)FSH$]/'%$R:-W#"*I7\G=ABS$)NC%RD'4$[Z,E2 MD(32;TAY4AH"EJ:4?$#4+$V#9^9(HS"8X@2[EWB2I29(<2!]#D+X/(U91_K# MA7_%$S>2AA/:'S-Y^O%IP(9 \K2E/-JOG!K]DOA2RH6='$?P$]@]]!6ZW]ZX9MDTC)0T"3;(59MR"+X)XU-Z^0D2PB8+U/UG. MCK8V;K'X)RZ!W-H%(Y891E_51UVF,]6RM1X;]9R^I1I=4],_S.-F^O'DW"1 MFC=FMX.0V=]O[]$@\QO;>['G$3*.XN9@9RDP#(3GED,LKNHLTL75;J>O6HWDM>*L=7;OWBW6;.C%=W&QD*4#?KK9QI2/E;Q*NK6';HU$-[6 G4?%W^P2OX6<' MC2D(B5-Q,2M-0M3)_K(#$=[Y7 UV>G[9C9M>]C^SMW MJO#>;$645&W;^0:-;4HV(F0#J_^TM?5_H];/>V(X')FKXGXG/O0^DV:,U M@]WG$,/M&%3_PDO%4.X]JA&M2FHO// YB%D$;PV]Q(%_,B]B+0,6,ER>C)E_M<DI>!)".^]#P:]5_'4_Z C@XR.,;=-#B6%UBW2? MC),HYI>N*R"0:;EP3!&CZ:5($]%3R,$')MBEH87BE@92_19JY0XY1P]?7#B$#PCMR(O5|>]2BQ]_(DLO$WB4NEARKX#[+331E G^"G]+=3K.+#.MX8L> TK!]>&/YA808O:KSI0Z+ M78Z[]\T>1Q1>,?*YH%T&7T 5+\#-M(W]\=MD+XYPD2&+.3*8S>QB3^R<(81-^OCI<-W?82$#WP(>]9!@GV?QXA#D; MS*61/70]-^9Q1'ZU("IOTTL>!K!ZZ$H8N -@R2"L*5P=?$PN!.P7>D^UV MVWEM(GX?AP5&W;@%^F>UCQWZ"7]]F-YT!G@!"_=[YU) S<+ !CIR\07H(X/E;&]O-BY$R/^62]C" M ?%7@,3T=6&O58BZH[O$NMF*K<;*DM-K2LE1MBIK*KHY4"QY081\[BL;VR%) M,6W+_#7V]^"X#O^NR"E2[!H1+&T=K]GK9+?G0! A$2PM 1O/0(T!(2(#$ Q]$ S) 29#/SOGL]8FD:"83EGRCO*W[R/D/3 MQ6]UZ2=*"6SX@,IA?W,U2"B#RXI@ESZRSD](T==J)"X'6+%P&QBXKC$DY!6 M!S920L#5A8Q V8\9;#Y;$^C7G2(=@7")HF0Z6RP*!/4G/R80V1)@MZ ,! JS MUH]:MHYH;EC_EY2A^[Z!YQ M2A_//$#"TH?]I*7/|QSV7/%%@K2Z4>FO9Z;3]A$?5S\>!W87)#'P!!;G MG^)51"X0$JI!)O'O&K"AGG=(I+CJGW=$<<3!B&R@ N24^4:)7 =YWOBH M"Z#&/&'"8*.$*T$)@I*KU<^]^MUH^^D":2BCS">C(,"$N5XZ+BCD0M2=UOM.('C#N-.SFHJZ'2!O.D->(B9I(RDFX/N]'$Z8M0U.(YX#*?23L"N6L/ >MA MU0I2&"K+< T8SLO,CH60QBUR$F+(K(#'4]E!5<&UL'"JDI)(DTM*.8ZY#; M /YU':@XT8(@CX..:*?(\]D#$HA9"M.:W13]8#.K&E%Q_7&$<9L97MF>]* M%/0T7/H(JM:W.4A16Z<(^VF$CWE"0.TDYQG$(0@7B0;Z&>8*]O NF 1M*-| MT'@ +2#797M/R=\#YN4M]^>9TKRS@22PJC96Y8ZYGXCV[%G7.&BYT&6P+GP M7ZEI7+T:HC60 ,B_B,19X(]#VA$IC?1US(83'Z XGG.!@K("HDX:=B@-HO] M#-*#6(>E<)XOOA5?R&4+@/Q:2?BA/4"#"CF$N%44%Z"L'GX:IC&M"8)P+O&,KUVEN[CP6A?^$?1!QHT!GSPI< E AT-T^ 4SCV4"RP4^]QV,,VX$ MK_ UFS1!PHR7[/05EB2FOE?^I1*[*;DK"_#.;2/OGY!T-SA7$B MEPML$B>Q./"HTALB$PHVT=OI>NA;D;F7O"C9$@1$'[V"W"+A)"#/:+$")XBD8_INF>7]]=S>!"[#R9!SFPDL B2' M+EP6NZA,II$REEJQ:'RB"9[R]/Y@IC?#X]Z%]+GMNSY4#26_*X=3QFXKE[VR.]FPTCV(VE69V&/L4C LEEU9' MCDS(D?M:,2Y$F*?A1A,PD5]\?N]%?P?N+;%/^#*]8?1_"]27T7]RJTA^%ZM;CTBPEOM=:"0Z>7&V=V M6LFF!B44D':2U&L"6CIF>F$4&O;?4S5^V>|7,@Q=+-OD+G>Q@2D0WTYS\D>W M';QK3+%H6F-A9RR.!$RM"%W*-G28!\N%Z/QA&,S'3_''& Y/38D(&&$$TFN?9 M7P)'7&%.!1\[=DOW+ST4V\S]N"$ M,W0X9($"AOG30\(_.8\S/ .2YWB?V8NIERCS0N0^(WH3(NZ:9"A8U@;;=>0% M+]&*1S(/SPI$.QY/V^(-V.BTQPA],=<5,6EK[]>XRF-=I<,&0'\#+^<#_!97 M[VTIRK.6Y,0U'9.UHQMO.,2*^S3WS'=LS-;,N?$BR[.4HX?N>OL[2XMW?%:H MW<$? O_&#.VXD*TP+);S+"Z[D+VW 5-*&?[D_K]\6YH2,4XV,B]'U$-2Z(M&AF^C?,Q0'"0X')=D"&H!H,73/!]OW@6VEJ->LN9M1CT%0,*>#1D0"59_"K5:BFR*1C:"7,9*.2!EQ2$83]M/\P=0Q$P (1AQ0,!H M 7"5.*VQX=@ FY$7X+# M?R>1T#2#WE%M/*EK M,TDR_HWRJ+BW+4^D$H+GJ"IOS@EV-%BXD\3UAV17XWUY;NK/N0S+!,>@ODIH M7-UT36,0&".X4(!8#F6$^0D"KL8U^H(,FR::<,5%\64<,ISQT2-_!RXBID M*88,^0l787D]R[,;>+GJRY.\T^<+!E$I4U((CZ,1*&AIW[F 'P= C6G],<^R M3Y$@2K$ UTCU!)Z+YOI8_IG13M+*\"_J"TAH$8A]?DR:+A]-UFEY659@0LO M(=$4"G[0\7CM%CP#)!\#I>(;N!/2?H;,@S"&28=,&H-\A'3 MB7R>XOPQO%0GSWY)"W2E%6\7?)G8U$0=UZD7,WGTK8]"J;2OBNT<)5!B'6 M]&"1/<=EE!M]$6\$0H)-@\SI#]]\$]\VW+X7!5P+)KN#;$PL'1ZZT916SHN4 M9LD)!=B8"&+GY-'=K0T02\]V_X(=4IDPU'4Q+1.!@A58SNOC?5(=ZUEEWNS>=Z*NB3Z5(U1.I M>B)53Z3]B50]D:HG4O4]4_6T1E+U*CHX%2'Q)^B-]FA^TJ9K_?VHK!05V=3G5RP471C]U$;,G]O4^L6EYVUI$:V(X64+ +8MOZ;&WAZ& 9ALW]+(X=_LZ>PM=:P$]]L]%8O%-8R]?2$B6/OH,0^">2;]P@5 M^&,R[?%#*'+'=D=D8@MVRB&FX<;+@T)X5"<3YLT6D=:!?!;_?E;6[+AC-Z9T$\R+#&;Q.TU=-,YR_RP;<,OC%8PA=@Y* M&(6&XP8C3W&_0DT M ^4]K_UZ5IH>Q:3LO*V*L)]\5.6,DH*[IKB@D%6> W2XKXHY"L4NB%5/K2A MB?KE#7T0TQ1AWF+NHT^H^&WOOTO@PD7G46R]B3#G'_E6-R1'E*6 M5#P(=5TD2)<]S-")026X%5^E/M8(CGO..6C7.>9QIQ^]J130/W8UGGQCTC MK(VY*G>,L/X/FTN?6 QL=?^0ZLJ&3J42\T,,N4'R:U7F,/&TW%;;&ROH+HQ_C8.#@Y)'1^[G_]P$IAQ0%Q11,=>-G,@(W_K4L[=ZZ?A!,CB/%9S(MAAL>
<>]P3[0A:1N+>GIF(M'KL]O^>,+VM[GGF?OTX(5#1:"XG5I=OLIW\SLTH70(1+4GA,>&T2I*N]9 M5?E+W$^+X0(M#%^X%6_^#4V,E6') (= 25M$8?U);S=%\ U\<>1^:GHW1'@5MH6IXEQXW]$88(UNH@C&@]9PB7:N66YEX22[RR87)[]?AX0A#%0@6]]0>&PKV-DY]2 %Y,<$L81PAP'8&/Z-$+$#C@CY4 M JQ/S/?D%.H311:QAU_OH!=*$=8KPD?^S(;B6$ J0[I*R] 3ZX&7DQ6-4]Q M%('XM.2@B0M=K?S&80A&Y$L!PXTKXX&MH%.;:57SW\]Y_06X(&I0,E2-# M;]?;FAB6EIG< [3 H+P<\;Z8(ZR(8C>P="^'?M/X9W5NZ/P(LOHT,2\Q]8'19@CA%)MT2SR1Q,SD&%]?"/G]F:2Y\C_G?[7K]72K]?5Z MY1R:S5BPZE&RCD8EOZ]3Y/;$]TA0]SAR4ZF6^OX M?O6QG+/$$55X5+O1A%:5*;-_&?N M(U]8W=EZ+R,E^L?-6R[^]9+^28D<_>VMR.84R3:03'SY)^6Z]-.@H*X-9V!:Y>P\%C4L7Z37YSZ(VSL%;&Y9BSK<6]YL$M*BXKM_M[$9?"K+ E^I)SK/#;OD-]LW4[;LIU0BBL)ZH+7R6\0[;#\M"KNGKM;>STKMOOW]@SEC'WFK,,$[6G]SP4]$UYT=]D507]^<@BCB']765(SV M!=]XW'CV**P]1SS1VL+>DSH228]JET5>7-<%EQ?:)FKM(,_;?3Z[@3@Y10RM M4R'S<5QIK$ML%>ASA6%.M=$^ZK)O0HS2]W@]K1?H<+,1=YL]\?]S"SYTKP? M$LI]4KE0^1I1A;/P?!+L? -BEU6?T[?E+Q<1%DHLMBN?V!4RN2MW-BY;C,LM MK5W-J]RT]MC[B!P?7V[3TK6]@[:+T/_^DK,SB5F*ILMU4,VFY43Y7-DT)43 M\XO-W.LCAY@37N7B1TR MR]X>YAR3/*R@M+KO.NF,C\OHXY!MKTJ_O9$+3E[IE^#]_P&,F5U"F=|:;SJ- M7)B!!-/^P"W;%*&*#=>0MAA8ZVDI1,J#/"TS-UUZ+KN+^1C5UN8)A8IQKBG&NBOA5V]%7 6:IJ?.6($8%F&?DS1E4[YH#S"|]|") A$WAKC[$ MW(]ZI4+,L@FNMM$4S)FB_?EIKP),!7-V'0'F-MZH %/!G)5,@5S=@K%KI#) M7:E)NVPOKK>T*IBSBXV]%D]-#P9R=32$,$6%8%8'!+/!MHI^A6!67P2S_]9>A@K!3&%A71[7CH%X5$FN*02SI;*9M/>]Z5W'KHIJZ?!;N;JX,J2OS+OEV3/JZ/YBN^<@MA5^6B<^]U(K^"BYA]]8A M=ZC+",>]CGB&@FI%_*H27QUG,'I'.L:=H6BS!/?P:[< M!O7Q+V!79_/ZLF]?G^#J==VEM\9"6]]+UY6,LZL79-?_NO4E78*]&@&KTT7K M2Q*P^?LL]6Z9:R52H/O=:3O>PG?^V:[7,IY+]]G0]PO:WC=BO=1+N%%9PD!; M+$,%IKK3U[4]SXZWX]&/U*[5Z$Y=#C\]U[*??OL% H@'G)K^H^V2H1&: M6(]YZ&VW@:A_LI$#0_F,TRFAZ;FG/F>B$+:Y+,_S1!86/O M 3;D(W/*:4KRHR!^E*E:R-GGPYLDWTV1_-4CE=G>D\F_, MK53V/? 2N:XNDG/+?%]Z"2.R:"E!R1QS%O"[^"^O8T-KNZ0S]*/7BVM#4BZG MH,A3\74Z(:TI)D6!31*[R:\U^.K5ZN=&4^L:@]ROFIJ^T^>&UF]MHMUD^J> M)VGU2AD*)+'9VCB2D.<-+*F=(XE]J2M37V=3S>(;@M9--_,4_P&K%BX\]GRR0 M"[8Q.?C7U_]P^ZU==]M]HWVN,G;W!B8K0X?=ZS^P.@V>ZU6]W[+W[[1CHU! MUOT-O L,4O#+*W-95P^^3KKO8ULD84.PL]>QXU9!V;6(9D["LBY62F.1UYEH MH%-6@#\HE,;$%PL81));(VM(=D80 40?@Y^QLSG+^VKOBP,3OR 1*5/'SL>M_D)$HZ,Y2,9T9OHB9MWRBK;&"D?YO]@Z>Q1!]NI[GR$8!QF: R%]#X;$5"T3 M]#+BG!0CQQ,PA$Z!#'L 9_X%A-0P,"UEZT=),PHD9YKU<=*)C>4WH MZ-UQPY#LQ-YXTRED+2.A=WV@5LP+S'$-SZ:N" @\C *0-B"@"WR8:'T @QS*-&'AH8WS? MH"&>.?X6?B@RYI3,*=G8/L,F(4"88Y]#X8+,V,37RP^AG^DCP4TG&*.(_R MO;$-NF@I=CAGI.!"SY@G!.'9]I]+9D'DS1UG:Y)4"95][U*"FQ(\H4>B]$SNK M];M!P1:@]>+@.8L3!2ZP2PS-(6"W+]G#E#;LA]MW%D"T78#S/N%24!MLW$;:N1$ ML!K W/ 0@4ANA9WN%/D,(A 8"+5I$V+9C-GCHNT1?SCQ4$/4!](9CMD MGAIH:I[!:N!_8;[_XB.QA93AN)0L',2>PC-/N$<3@ F!]Z:&#NW8Q 8>K#>% M%I_B(%)! IY8X0;^"+01/N!D_E@@S:8Y2GGQ(%T%]5@PX[0EV*+?X"I5**+RH'I!XPS5AMA7R!OLD(ATRR[]K_,9/LM8PIJ",F_22I'J@RL$|;7%%'@$Z/YD/NQ8;LU@UOS5I)O9V.1&%<9@H*]]M*4 M)YSX7O0X6;'3TDPW\FQE;+9GCAGBP-*BF0[.'LT0F<,9"/WLI]@T9VU,UD+5 M0_/N@]@]LF>S1\8:T"%=RXVYQ.]PTV1+)X#G M#= L-_H=]8;@M4ROV,PN_!#D.I$(_@/Z:H(!H!=(&P4.TMA:,WL,&P&QDWZ MGI7?)+45%#=*2]?DOCYQHWB^6E@,F BUJLI:&=-5QCO,0^5Z#_3>X4A?M^]P+M]?I+^O]-]A:Y%H73_FK8|>3A+CE%MO :$"U@@+N&"+#POJRQ^>3YM*.6)4F! M'XLCB(EI"6WS[L>*[<4X"B.?BP?PE 5,#V8:G-B-G"'"H7D&2<9B"]V$D MQ_3SM#&E#8,SO'.9C/H+"@!"O$D[\VA;Y1K];9-:DO(XI=+W#EY5+408_\\;Y+I&I67 MHV I=1,0;N[GSAOL*(@*1E]U2',0TGO;3Z=M>%&0USR]6 MC>_DY7;BI-2&=-;KDFWP(K[WPT89!,,_#EKP#!]PL_1?HZ^R(K+>A$6D=R(K]^?=8.-&JAR#_W !QY"3!([@V M&&@]VHO=Z6RMU=2.7K^DL[5>RRCEO*RRD^KG?[5T3+=TTMS9=%UKY9+,F/Z7MO3;92O>OK2'^W_XWK^3@A_[^@:B:W[3QMVRQW*@%:=XS6ZS2;HUTL6;O0=Y=X(9_="L/_K.9$;FI#C MWX?@,M=(W8GTK71Z&$:QTB7]YUK+3LY%H;7QUY%(V!L,&LWT>KDBXWYDU(T]M2;R$N]LY<&<\6LD5X:&('>&,GO9NX*2&LG82=B:]IBKV8_;:+514/(@ PG[T MGO"|QV>M9@/)VU+DW96]\7[]"QO;5V%_/Y!/%$W\@ M(F]P74TSG>Y,;) .2J;>>)U>; 2+@O[?Z7QGXHD&B98\;'M,7B\]4Y_8,ER0WD:W'^-.-]2?X_!?'I9\A[^,O!8G+,3EW])FT+)\O&,B-NJ" M6&=-%ZR)/;M^,S)*8Z]>'L%[XR+>S6/=#9&>W-T0\4-!"7O[$7LZ]/&/YW$ MK#\ZD%NQ[B,=@KD!;KQ_RJYG]?S@>6*/]C0MF%3F\+R1.6Y<-?@B,EMC\]-L- MMK>O$+O$C]$\]5&((M)ALLFHGRE8)N2EQ?>S*=">?T]$SKS>M?T?P>[HK$,27,$#MZ4H!L# BYN=/ M#)EI@FTP73]:^LZYN 4B[U'8)G;'WYR20W/STT'CW4%OS,Z+&|]2&-R&)]5 M%8]]0E%5**H*156A7[J4586B8]2NE JE(7)V3D&RZ02> M2)'Q%H!=)%V*X-RV-&D(Z-LKK2E>F@;O@G>^1ME:AX:HF;HP%MJHX*DMHQR=XS N HB %I0M05]0KZWICBB8]8Y^ M5H$F7)M5^'D<4I#[O*Q'8IBAB 4MZ.JF 29LH8X<1(W!NE2(-VG%O>8YWCI"IZ-+QP% M$:25]DR-D]G:/W W6%M8]$M)- WVBD)$A<588Q>| M9'6%R.GS2C#D<9APA[7C A\!+-TBV_^%8]7A#W,NEQA@CBEAS>UK&>\']] M]]ZB/8YO1T9TD17>$G(RH-@(PNN_P"?,0S'#3$;>\T;2H"S)*@CZ2/, M^7?/0Z4N>A_]]$]>U4:@C3?A4;ZN1S+_N%[7)>>/%/ MY1_#&-W#VR!OFD^W2 8^HM]]P"B*&KH64"?=+5H[P2L+PK=.:6]=J"@HP6- EE@)]]!K]^R= N.K^-0H5]1U!]R# M3H4'1U!+O3X7K)5 M&1+LYL[BA^3 [4M$_QQ7#^?+I7*]Y?ZE?%O]<26CN?@_&%NSM?;4>4=8%=IV+M M28K8X8T=J]..]VG%6]6]_9OVRNZ6HKNB^\4_M^]0QD"UBE"V-29-_=*P#$V MNT/W[Z9JVV"N5H5TXY"F#AP:' M1]2:ZLB.$IR*]%94]L$]L(%]E*?.@RH;2[V\5N]0M$ BH?L=T$/I_Y_-'T MK;A(^^D#V4RUY"E^1)9G]Y+@-$7RT \A,G'J[26NM6>@26 (6=4]Y7"M#%(A;=U"U -[RURC-C2G#1L"S)RP#7P1CCJO/ M8?]Q7RTNT>;C3@=QA0Z,2D0?

2RP(&$?\TQ0H],R-Z&X0?.* S/!5%/>$,@*R M0)9'[%83(> EX->K:/D"_#L&RRQPTHB7^)VS*AI MJ82;0$D-EFB#BTY^@*:%%N3>)C9N&_PXDE)0+LQ,'ZN)]$9.\&W+*$LP\+60 M\V\Y4/-
I:PXR%H*#*-O#N6SX0M 9("34LP-I9L<(&XX=AEC)[L,ILP'(P%L M#:EL4!C-J?B%%\4#:.R3ZX@W@.N_'2%LAT/OS2#@B,XDZ0S3MC16C!PC(+*1 MZ6"82(L1_\,;0F GY1 BC)'C!>
(G'SW@G,%NXBYE+U$@<1R\6(BA) EIIL-5 M"!\([8D(B!OKD)G>8%AX;#1?YSVIT7?Z;W8_0AF%N3GSQOH. <^R7U12)9J4 M,BX;GIW7OM[ZU@&C!(>PK5]?:,=4Z'=>*& 3!6R2-Y("-E'
)@K8Y)#00@&; ME$0X!6QR9F"3;BG)MW%$%Y?&\/QJN+ZUF7(!KMYW(U!.U=+<%?1'+$'[$)O MG0(_;A5,<,[R1!*/!#4$+DE%_CH AT4SL M+,UGY%^IT2QU0T/,.X[W'-P534&-
|_>SV1=,HJUUNYO;M!P1*&+]YYV6FM09 M)K4UA:CD <<)*K_:]:[\%M%0_D%AL]+!)2-C; !P6!<-7P#FPS:4C*(@&8IZ MR]1+H3(N$"3C,;;'[9L,E$:\>(!D7!&R1SY8_MTOSO ^5_1>
[^'XII4%S:U2@5'>7\]JF*@'>X_G@_A1^.S(#=Z&O+S4KPW!4I M+R@?FZ;]505K@$4:O5:K]"+F@R^\'AKF9$W3[AI:3QFMOR@VC<(8*Y66N-T] MD0M)7V6X-#@;AR]'A:(D8[%F0U>B49UX5<6^.
[#TXCD35P.+U&=]"L'"9,W6,UVIX,[@6.5V/Q[S8,HZK@=Y67\LN(MI/(E8W!-0E$Y%# EC(L7&)0PGE$8SY]UJ OF!Y:^CTM(_] 2TK*N%!__KT:
MY8RCG%\OE8[OU!)S.HU.CB0M$>)RO8$!TXV@5D/?YH'K'@O>QI;G.O8U6O6\S: "J!(N MFYR>-XHOYV3,^8,_%5#L(#[_Q4TGG&1WTSY'0\<>Q?&%"B_(/_7U"R]OO^SP MHM53)>%5Y]
(V#5,L.C^+MA1UJBO'*M[8(D*??0];)]EM"U%HVS8Z*JZH* O: MC7Y7%>%6G4M5=%J*194O93] +*#BBAU$Z L/O,A7YR'QC0056-2:?4;_&L]#
MZL4E52&M.*3"BDL)*U2%]%5=*E85TNHBLZJ05A72*]2%=*5+TI5PJ@JI"LC MC.?/,E0<L&[SOJ_NWYWU5YM!I%E4?75L'7E4>[V"\=9GGY^Q2]^%F&XXUF
M^\+/=VJ[9W!EQ<_]1KNC+M=6)V4JN=RUJOF+ZK=4^S.RRDG&^8-5%?CNP-(/ MIFL^X65"/%I;-SZ8P]"A6+ZLNB\<$IX\O!$T6 MB2P;P-Y]X=*(DTE3]CJ>< H-"TNUJD=/JWU.X[7K)]7
MH(95ONET%=JV/O@\HN951OZJ>I_]3*)7N4LN2N2OYM:6$OF]9)2E9Z>O0G/H M6/Q 3;D(W/*:4KRHR!^E^E:R^-GG\YVA!:_T-AG MW_9\-H-Q/(N94L FYA.'7W*7^7SDF$$
/X'YPUQ'GCOV_"E[%I/D;!3Y/HA) M/,+,YP'\DOHN;!5 :3]1!C,B.5@G;CWZ7W'&Z\VM%[X/TO8']QY]G;+49%#(&'Q#D?0T]>^#6XE0 %V/)1?P<'1/!Y#BAV(SIP]IK21(@;D"V28'X-]M4;A_
4R:A'ATS1$,0--COIOL= M15!|\<:B,8ON#)HGN&<)\V!^>9\$OOO#0M!WY@V\^&)L4E%]#;X48RGD\ MPQI(9EV<'$K37V!1\? 6K R'T>#[9^XX^-]_Q$X;[MF@SV#S$[07,$_(R&) M..#]NLEM"N4 ?
N!SDSD:,W?L[&3%]BV?G3/)Y[)C3>3SX^1;*";X"#/ M4X6\T=PS#"LMG-'UK;*#\] MT>P;#";D@+N!3,)G_9\:.\50#>(XR((<$]3'Q(A\A)'@(O7O) H P_5;6NMG MD8WTVYKQ,[A F>5
TB$"^:)"TSU[#!S'M2.(!AX]'Q05E^NML@4H[D06AV@$ MZ B/!#+B@-C&=*33$$$N_HQ2*>YR7R]I:4UMUT:5"D$M@3L!.H?EL1@2,(DE M%OW$2#X[X]X,!4D(E:
G@5IG6V2^I.T@#+H(BDP8)HB)&- M;XY"D!:_8_'\0"H=3#CFKS&7]",[H2Y\#11U'U^S M((XM+1!2QYMA O.:GK%=8*I/JQ8O^G=D!S9U\]-RV2:62&,)XJ?< #9DJ2@? M164=1@':T"#[_LRB7]?
CWTI9H(VY #_P.82)]'*9Q_&9$3P!Z\M..7E6"L\V M\YC WZ$$;I8;# /0H[1.K@.X"0#%1WQ M@A-=:PJD+K8-K4?!B"=^?D<_AV6\?K:M<"(W$K,_C#=.TY^8P\!SHG#3U9L MOK0SO_TR]"3+CO%
[)\3/QYA!I;P=@@6\ONM.08;>FI7E/KM'JE M# 62V&QM'&G+W:-]KPZ1K*WQ>^/Q#MORA3*Y7]P3O$:L'8(*3QA@L4',)CX? M_]K'BW:OK?-NMV^TQTW>YL; ;'7XN&/U!T:WV6NUNO_;
_],@&&^PV\"SW< M+Z_,95U=?ZQ0L,ATW)?VOX66W#_WW9D>;4_YG+,/\-PD8 ^NQ:T"/K?KN75X*"BT,J++CK=C]X3GPZYSUK-!FTQ'[-#>'>G(6I%
MMU;Y&E_5FY]4Q,A3#=J4NWDK#R36]U*5'%?9M?%ZSK70&MC$#>=PNU>#;Z-! M/8M_MAP3O[O;J:?)K;]E;C6ZG]J5CIS#@N4 5-3>D;ZGLY4DO_+P,ZMBUB/DY\6+?0H CX"?
&OWN%KC5!:B'@'0-Q YHXWNUI6\"^ MJL5O!=2VH* -1]]7F4:-%TC@;E=3O62KSB2(5 >]"7HEGKKXL#&GXD)%CJ2#
M_6VHH=4*)%3@>&CHH1EUXK=RF8OJVM,KXS(OD;XP_;J05RG!6B8IG.M*/'7O M4>.V.E<50HHTKMNJ4TBA0L@#-U>T+2%(M=BMG.>2MK:V:*N*(_]2#K7Q6'4>
MM2]30E4IFJMJ_'@AW53R(\S?8P 7;Q:;4_L_&8"7$H++RX+87G?OI&_HQNO+ M:O5Q]/D>&,0]P:JI8)U-?L;TOVN2'[V];YIT#!]5&*[KGO[6U 87P%-E#\XA M.S=@$%;]26LJ-
^?/'(+_]N=+]N,J;1"NSH'HBZ@^8"H]!> M_!G^^_I9$$LW'6P+EBY>(?UY :P7;\WE0NIB:XZ >G4 78NMJ3"D;\OO!A+2 MM]72NIGW;UZMQA!#-WX-ROYC=I*(0YW!LQ4J_%6P4"+(+02>!5Q76%
&\@Q M(AXBO.TP-SU'Q%3$W1"8MT"\: 3K#&!1A(HN1UR>4=%UU4,]TPM5'U8N5%59 M0_.@=R?^V.[*VM075+6[FZ865A&\LR-5!"\HY*GHJJP\WC.\US&'L8C71+"R
M9Z[WBV>N;Q:VQ:HL95L!DG<5M=:B4V@=2=*Z6E.*VAI74$#.UK05<)/EH&5< M ?>NB70F^[6?L@ZA/H*9Z0H6<\""5K[.!O$&1N3]E! M!'I(+X'E;" NNAM0DRW\!ED\!)FEB'3D^3-
$XP5IC5PY&&%XPU\P?\%O:+@L MR#<&K>1<8]SOOSE"L6/" U.2T2W,^R==Z['A4]6(X"+Y@,@;7+NC8SHHO;Q MZF\ >59I!'HA9LG<;\"GMG@#6QIL"3]-/Q (:C(_'?$2V.#1_
M,!)*,](VPKA;C)L^@ON3Q6/!!'%(,>8C>28]@O"9SHUHU2(C,3*@U!(V;Z-PXL5S9WA#P1!3P<82?.OYD M.I'0]!7'1'/-I68>)%CP0O) =FP1F'C@V@&!I_:$-*8+O8[XK(=22BB)\@> M@1.HS!-&&*?
DS]+L$XBQ:9>%<@*(@TUHL3%E1WZ',F+I/!JI\FT$E72#S^(M++<64="G)2\A1'?)48@HP82 @*2]+F"R MFM2I)U4JGO?6+C&5/%ZHZE.'H&(;^L6@8C^>KQ)LO PQV&]J6=#L"5';ES8
R*0MW._;"XS^L)FF3KE0&C2]M A7 M722.QZ;'MC9;UT%KD8^79YDNBSK%);$$@;LHRI4M5W6@P.4WAZB'#P_V1,,+F'L:S=;A0?*VK;,SHH,=$QJL3GRN#Y-+X.5%L*QO
M[(U6I5AS;/@(Q9EJ8]X%MLL_FR![;H[R3ANL+ M0SJM+1#>%8I#5+"YOQ&N#9%WQ0L;[?[%?.;BC5QL+D%UDIQYFP9VI;#9!5K M5N:]JX*S75,A@27Y9\7*K,BYRXY-IT]#FDK>K3,:@W;_E?
K*4&N'E]VN!-0KIXJM3.:4K\CT=K7!E'(Q MRL4H%U/:TEO]ME)QM4=U^![5-8"8RS7$ G:+]NNNU8V-FNU:W WO;O&3DZU3 M[U ;@)AJ_0XN^VTA1.I.@_#4_L024";+VB0 %HM<.V13[PFQ MSQ
U]@_?>PXG$A*:P.(^>CY\(^/FL:\1]](S@V$83TWWDC<4'V)"/S"FG*27U M<_)=B-&U-'[VZ>PYN/B%QCYG@.:8*04LA??T^<@Q@P!^(O!"1QZAM@ED-AQT M%D/^B$F*?
4LPDX3J5A2T;0GHK#30MCV!SG;&'>ZW%]'H.S\W4LSXA%";@=H_MY2&K;9T%(KCCELK*"S'6_;G(&,4!6M?"T?U&);]K1Y'$;AM:#_5PY@4V"L<= M 0+:3SP%6T.@M

,PO4_69GQABEF_YSX\0@S\Y'?#H&UWV_- M,5#KSG2>S7F ?B'['GB)7%<7+>B6^:3.HA8 =D93ZQM;$<(*?6YH[=9NOU@W MJ1["LO5*&0HDL;D9G^]
(;"LD:VL,VWB\0UQ:R(O^8I[@-6+M%]*GDLT7412; M^'S\ZXM_V+VVSKO=OM$>-WF;&P.SU>'CCM4?&-UFK]7J_F_QQ6_?2"? *KV! M=X'O"'YY92[KZJE @U8>V__
,B=T/UA09,)0F(/=K:BE*"CW;]X\?/SVUY>' M$H.NY3?GBRA[I^G+!Z8W;_]9F-\%*5X,;Z1LOAV!<*MY+O9$?1_RJ<@Z#0U" M/1>\%B+R4C_&WNN O04"T'8AJC2$
MJ,BG!!>8';9I*6Z*E?.SW.!U#$EQ>F1C4 M H3X;\YX$-I3Q)>7B-> *$VC!I3IRA8A.@< .]=6?4" MZODBG>!OO]N]==NJ=7=WH*^N".@IY?W1?"3$RD#62)"]>_FHOH?\;U+5&C+?9%D
MYR'F826:#1"=$FE*<_25CCRQBC[29DGCLTJ:)*Y_7^P"1%UC:&6 *+[&BK= MV 97@_T&YGMNJ2AIWBS-6(1<#TD^O:!N4YTBDHR1)9KY2Q9JXTQ";PUT=GM
M7A+N:D@V$BKK]'VFK7H'O* 372HU5BV4V_&^4<39>RG5Z?]QTG;_-6_-X9JMW..=CNK MK,;Z-J78>#RXK.+"<,* Z9><;2E.IW5
MW1BUSMKI[.+;*ARQ<]=G47OO/GEE\.CBH_N;RE8JR^XCM(%3_N%$O#N@'YSBT:E\^-Z-X12+3J5&W;U;Q"D> MG@ZAVH>@?N2A/5.U#U#JR;]U&] U5C)]78235V M6G!CJG?
@67L'*F6['F73VTVE:DK5E*J=PJ_UFLJOG5'9UN_7J9S]&J5/I4J* MQ5R8BVFKGKBY9PFUZ/$;?&"35UKHR9N\PEO7-'E](V"%1RATEL21=SEURMG6 MBL=VJ="F1I9!(P-
@3]U_IC/'FW/. @Z"B%U0;LDMT9+74"UYKZ@E]YD[(;Q' M6$T.K!4 6R?MIT$0Z+5HE)!0:9?N6=B^[*=>-^U83/TS"'.*'_W)Z"XT,S;P MF3$IR?9@PMBX(1D+WI/25\/QGN%W=CQOT9
--<247YEH*!]!A,U@PH:F4\AH M5D5FB0G?S!_LX<>,NP&OA1 AT[CHV08&)H39"ZX4$B9D'775H&YRAJYU?Q:? MM30#Y :8/!,#.W,A'H++]^_+%Y<)S!,>'W*7CVVP@22'H]\#-
J8C2STC8SGG MV(T/!C-LT?/%YD%I7 M:.MQG#?P,&X%D&:GO8R_OG8S+4S,_T89?88=DIC<8M61KOLY[4J/O]->'\O@W M@NX\5,)K-(H4OK:A]3"/FWD!];*]
(X,+9C%MF?/S8B/G>,,G_8DY!&Z"*[] MR0H(-DPQ^^?*SCT>804!Y.X2H]/NM,0,!O3.=9W,>X#90]CWP$KFN+M)ERWS2 MO:%:M"$RFEK?&)324L70VJW=?K%N4CWLSK);GY>UZ]-
ZS589S5EVW<(F65MC MZ,?C',95"^W"_&*>X#5B[1;NAI%MOG,]E[]@$Y^/?WWQ#[O7UGFWVS?:XR9O MF< MG>>#!47N=Q?F8+&N]?=OWCQ_/;7EX<2X]'E-^>+*'OWZ M-9TY-
K$$+4N#&] WT5>>GOG"L?$N/2(AU['R6%GC@?]0/R&Y:..;$U&:1-08 MY(AFSHE03?<-5H-GM6^P>=^@F=GS="F(\9!!Y#@X\%.O*UL,6M]KC6_-/H57-
S98=FI:N*48NDH=_1^OU^.=T3 M=6VPO0UJCB>*24 Q:.&G#NK$6*0G]$;CM]Z^G1:/0M6U%]).[4GRB;S278_= M!Q!=S3RP"ROT7M3]&L'#[G5S]@[PL/D+PZW-
BEZ,.BTZ]G&L08V*K5<9UIY!1VS^J'6C51^J7C5]T06PGG[#*Z98AC MVKC]B@?J: +;Q;/-$HA29PM9QO(K:D [@XH:T'+TL KVM=Q!U035!-4$3SW! M@C5]>Q18E7T
=F"=W'FFLZ8D"T]991%*6'@' G[@1!8/&!CUQ<(EO+M@3'W M?:K&2\:5U['Q:ZP7B.^/PD/#.<,WB:HPGSO\R81QDMO9,!,;'TNI_#E[GN I M)WZ2+2:@H\^X"+#HZ5[GU)< BA]
[V[*Q/-YZWW#B6\7#U5Q$C/-0,KT0'7H M!4#-Z%FA2@#?7%G0U<6/.?QGE%UQZ#;GA_<%3]75P?IZB!=':37_B"]^.ZN M.DBOYN9!7=WU4'ZF0\E_TN4\?
K\B;O@^#%\]\1U9/#ZOKBC?$UGD4W-]&#+ M$"6\N<+]YY]*]>L2V&8%^Z3+K8]SUD.[@M)>A6H<^40G!=W?%)X[-Z]F=:O][87K_^T%]4 M'9CF3_O?D6W9X9RRYS?
FS$8LT"\||"]_Q(-ZX-7=4[GEBI%LP']""2V,8-\X M+/7)=,29'*+5];46&\;UF4OX-!VM&7_'3!K_/G],@E"(?DMOR-K'6A"(Z#!V MO&<)=9:$10V(BYYX0!$2TFDL"K]Q7YB5$MQ9]?O\
[$#B:H_5V!RZ'QW]'X M*9H,_XRA2"_(O;:?\0O%(P]F2*WNBI*POO6.'5T;]^-VOF8J/IQFXG/NL_M[0N>5)XH-4^!W3+^_:$L_Y[CA9T;:^YV7-?<_+CH394@,1N &S*D$&R$W]
MI7W5F(66SP_65^4[T&X1]I4F?!X)20H#E&R5ZN/,C91*DN\5OEJ6.7EOR% M[H4U%]\X*^$4'88YI7[11QZ*.'GF>T^V)2Z_W40!16XO[THR)9LH4URGKG24 M4G=N*;_N55
0/R6;MFD2LF>;U!KM;>738M_,TW78TLI?L=YH;]L++R=B*;=Y MV/Y-DBY71NLNBNU!!.]3*"F[6'GK&.USRMMU1!?OTPW/M=%%WK'PL2*-RDC? M3;O?77M<7'>7>]$'_?
U.M<[Y%?\6PXA>4YGU8Q/Y7<(]E3+KHA%TY\+SJ4LV M'C=ZH],QE'FO+H?.C5:SX]M$;KKGDH?!T/37D6^4%KA@9<_,M('HQ'G'M)_8A!3BBK0!8?\H0Y!;2 M#F4' @9?
XO6.;0]NA MI>_)M+5U/L=A6M]9]KF8UNXU$Z;%"5]2G]&MTEQ..0)E8,9=T>';3:$>S1$D M9U+K'%W?Q<:Y/6QFVS-FAF9KXWXMR2!7?@&GV] M>2LHN&P_JO\AHS1>Q#!
(0@HBG&5F]:?A%5_HN#4N>13D(0#'@W"X!CP=@&LL>XG"Y$,BQ\Y@Y,:BJEW!T')Q3?WCX*\0 CY.L_&3+ M,;& !W]1B!$L83Q?0=Q
M3'5[0\FJ)";T'H8^,P\86SOJ&>I_<37]JZ/@\+T)^80Y#(*U_]D19JD^/SV MR]!_M=S2._/G).E6,3,?^>T0:/O]ELA[9SK/YCS 4#'['GB)7%<7:ZVWS">-
M'VM166HTM;XQ**7RTM#:K=U^L6Y2/2SB]4R%$ABLW6.&LYU7=71F(W':Z1> MV\P9-8[^Q3S!:\3:+<2A/]E,C, [8Q.?C7U_]8SN:00^[@*%.>&T:Z'84S>7
M=;7\&LUR2CF/UW]E&"M6(?Q^S=O'CY^^^O+0XG!T?*;]T64O?OTY0/3FI?_M+,SO@A0O5B-5-M^.0+A\[)XT:3 T]L%TP6MA)(1EMY[;"W=C"*@H!P)L"! MWT-_]L*N5-PS30-
Q$PTC-?!+0E/O(I#1V*U[8>00?B-RQOYYR(TB2BK6:. M:.;L&E4ZLOT:#8/0=$,8!Q(*^.Y3.$M!HT@%Q/N$)3&OR+?#BQ[])B?=!Z M/Q%VP_4@;'W$)@:>/TC;D@O4 H/GD
MLJ]\%B(C\SQCIN) #F6BM**,B#X>0%R15HE"OCQE7V\,(%]1'T2FD(;GB3V;ML/L1XE9@QC-S1HE)?9YX*W>L\MC2!N^\(&29W\601V1)DT_<+PAFEWYY=O[M-
[2G:P)B]ZX6X08GOI7KLU8G;Z!.8^?@(%,2L-=$_9M*V-]I4R?%.1*$ M PM->2)]I(LRUE^2F1K/5UA;I"LI"M@@H%+FCV!.1@C]&I@\,X3!'6$;_Q7P) M,0@280?_BR9,9]5+A!.I.]
(5\NETB6(@>/U1-EZ/(]_K]W10L$U?[&5&_H(H MD)M"#38"9MOAL8M<\BX:./2+E=<$8C#@A MI+NW^<7XRHOC$SQ!_90%;Q\M:/->T3/9?GF.1Z+]W1UIR*5CLUHB?
48@$EB2J(X@* M"=(^]1.]-(\_N0F:$$SL6;OQ9_O8>&=JAZ@\X)7<8 R1U<;-LRD)SZ?(7^:M MW #$/6KB*G]=D)"6Y%XE1Z2E52>&(:<92-"VX K VMJZUFYOWG,J#$%F:*W.
M;FEFW\!/%]^2D6EJSO^O+3S*IKD*0]QV"7(Z'8?=TKO I=C 4]*RO#RFX&UE; MN@A72B19=*:0Z3Z"_PFO+P&AA-\%@=&(H$]AJ)7?]RWPBJA$\)B?9IN M;(.Q\Y'&!9!$"5$)0G39.(.?
UB:@ CVN]5K M.;<'P&%)W*D1S%35VRKF+ZS7*]S*J-+R=LF6@Q"!63N ML]$L/M%Q3OZF^U4U*MU1TA3 @>*3XM/&/*+54W A5>?261N(7H-GS>PCK *S M7+)DM3]M1K-
=>!=!68!S60!#\:CJ/%(QC^*30N$]='3Q#>$-BOO9(X*65.8T MQVATC%ZCUZH>=-2YX3L45H["RCG"TON#GE*U\ZG:M5O[5]^CQ$]9>F7IC[]T M72G:
8AH\&6+QKY1E5M/;:R/#:+1!-^"1,,A+/'9]*T@+AF+ MGR]0YE)=]3J(U5O=ZNTH:K)3"V7*,]#OCR9ONU%03B;@6+LJYS+GO..):W /E>)2(PAW116DB>!D2ZW2 M#@Q'US7-=3@7H-
#H1Q>*,#;9MOF-1F* +D"F0:X^5*=W^QTI:\7#.JO,]9LC' M+(\ &TW9; *(GE;4FD^FI=^%^)@[HK)SOR(]66$F;SO77 ;8M\ZLM%K+PC!< M-@+!6 M%]O#W"!?* G!7]AA<3T8
U5+8OX+:PO&X9 HL,&)'%YRE+ M,V5K/I^:ME".,1O; ;A&5* .R0%S(]*]5 0B)[01\,"99P:,]E\0S];WRU4EE M-8Q#TW(?O0QN&192>R,A>2BS+KT%Z>'P)^X$"65Q8*JT'IH.5K[C<+*.>
K? M^0+CDZDWR" K)H6"C001CF+1:?%[&"IR3"KLM#UL#^"BQ@^1'QQQ-+B5N-.Q Z% 1!AP*)P@/R35^%]- M5,4LR*;TQE/R90E!4EF?
%;/DMR@R",\QDSUN"E;.%BV%;21O1YI%@I!?(QA> M,PX[M[]T?C%CY]%$\MBL9NF:588ADGD$80;I,$H207;B7\&LFW.T@3[Q7EH% M(&Y(G$":I-H!+
!E*&SNNHOF3E];5[LK_)*^%6)&%-:,Q]>_"[4".4! DGO? M1Y]+BOI:% >_%Y 3+B(4.!G]2G%674OZS7^!-TL=9X"XN2.'\%BX^R@5/) P M%T^$V< Q_""4%62\;Z(;@>G*$BF62
%$\9*1A8AFT;Y/P7G,Y0L#,858 M4W!\R(I,K.4R0WAK72]SOWD,$1E2F@D;Q-T8QX96/S6_% MWT]CN$!=BX.YM8>H;T,PH@)N=!SYP@.D6%/BM\\Y]FXW1I*,)R@3NLYNWGA3
M%TI4.8;TF5P"R.;'Q\]MRXVX6N&1V"AT2VAU_D,-$$ZU4,NOR9\9S>_FQ)_MI#.H&W"#SM%Z4K 9 4A]"M7U!L!U G M4$Q/A&+:TM@_$82/-C6>Q#X&?.#$_T8\4\<+
(MQZN1]BCO=!Y+Q?[."IPBC5 M^ZF%(_X,B?F]!C@D'[GZ0/>Z1R;G=1X]1$$I& MZ6)ZL@"%4BZ(8V=G8 :!!]$ZQOB4>,/@0!)70]]-YO14@W9_$5Q6M&06OP0! MD.
<3::.%>%#:Q+1P@@X&M]S\%PZT#,#,&QT-AO 6FEC'J9DCB8V?X]]-HZ&LY(S M8-[P7X)>@<9^I\-PCXWPYBN=%A'R]K"K,5G5IB5A]?Z1/S 8T+BGADV]]!H MHRB+*0A)Y
//8,0);@]9Z!BQ-B?>\OQ"%%EP3B[R<\/$SJA?#R* RU M,"??*I$+:=S = .J7TR!+3CY2;BC,M-9<]/EBM;8XTH9K.R)4XCVX>8[=\1 MV*>54W3Q*WQ]+CBS0:2(%1!B"=("[$4 S9EC?
\>CJ=!;?;ZQVWQKWIF]>-@! M[U0[P6HG6.T$]YU@M1.L=H+KM1,L-U:8K+]E GKA?;JQH/9XC5+V>%OMI1#;_M;-W.PXZH.?"?:+,WNV1+B }>6X4OHC42*844-=XV1?88IB@P32'N/^
?4'<_M_!N,196A6RMEN-?$T6FW%F*Y[LACYF'81UDHK"F(>UR)]X4AM:/#]>WE MXYIT:VS"3=HREV*4I4Q&H,LYO-
!TR'2/:B3=!L:^L5K>AHU^VKZ8ARD@=QHO4U;5Z&HO*7N#G[.>[U?L] ML]_90ID-E3?KNF546=._43<]:%9FUV4X,DMXV#I^ NWCO 93U;Q%"/*SS
MK_X=:3[324]Y;43]T/6"H*,$2?U(!7NTN0XF4]H;_%?LI]Z,-/E.)NO!*]2"K?SR!@^D$UL^PM-<9B_]=T(KZHHN*< M\(,Y9_\/E[: B6&T) M5AF8T!O;%42+>_[%+D/\%[O_B;_)%H#
[6]82\#O/09ZO?!:*Z\OQ)E.\VY]^ M$U]L/G)7MPO$].T9K8;>N0QD_I)X4Q7!+]#%I^HP:6NPX-LM3>]?A,A=LFGH MJGN-
=]=W$7Q2I]$>I]$+$G=6RW#QX=2G4>CE!5/QY_%1G@]E=J7LH*\W!]WF M1=C+2^93]]O2.BW%IH]SI==O-OKZ980?E\RG;D,_;V>WBW?92?WVLL]>*>Q6 M3GM7VO8-
]H]%M*RM3=3ZU.AW-4'L&56=3KPD9G&XH/E6<3YW&P#@KEX[9F'Q: M/GW#/0%VTRYR<%\.,8[9$Z>2DG]-[<^JV\'G:.UP]KA/>\)>.)7;QLU?-T9K M3:5A9]&P]I;M>]_=Z/:
[2O+.*GE'>XEJD[7K6]&6CCYD)%)_QM*G) M&)LS!0)/D)5:MOA1:&#K2=D+9B_VDPX(!MQ?@_.=U-XIX_F=XCLC=.T@T(M?
IKT<[#1TZ8222<0*F9"1/GL;Z@)!+XI:9@#CX^YC64QJD%4&7+RU4;<)5'] MQXQF4Q>@4[]3&Q4"2/.Y*,_+P9%:Z!5%]$\D,6BC' +;&MO^%+\ZH*&9$ <4 MJ5U:F[TM5A%%/1#2?
CS'<"_%2L;8=%3]3,3N_;[L8)$W;J9%E; T0-^?>CV= MR:N.HH%+7MN99"#+@Q=@"P]J&(4A^8^9+>!4]J$G?6\51D]OR<%S@&*+=YG
M/%%)5[L#/8,1^(GVG6+NR_X]F4Y,]$%P*=.1*6[5A6\PS(A^S0TBV5).JXM M?LHM+<]S-_5U:+3UG0VE/0I0M#NZF6.?"X"?UCH*?5/"3N2,I^$D%/ZG@)P]Q._I^4L%/GA=^LG5A
M+8;;&OL 7[,OYIA#YI#M %.3X!(2D]D,<@PD_P%8:G]_3KE!1UM5SJ(.Q5= MQ:X'A&T/:C\%_3]HUOI!7/-*4R2 MCZR[#Z'O?./^/@T_N9;.. W>/!WQQM]?T%\'|_VVNT7C 7- M0FZ]
<\S"%TS(%N&C+C_!N;/_@%BS/"7A*3$AN3/UXMO/$WW+#9>Q>?_*D; M%#IT#0GH6?M'>;X0BENNV;.8E<6C]W=(W^UD4D@.K7'6ZM%]>S8O>/$O4IR MV>V(K2\A+A@HT@"-
PR]%@ YB-8BS--D_K=79+:3?,]MG<#;9NPU#&H*2REK?R$(K<&($/^^R;M-O%$I9: MK#+RDSYG"/E5$)UN:(Z^/_I>Y%]WD&.:.>%Q08]+F,DYL1]PFCBJ+88YMR.%]Q.]%?YUP
WQU3M5C;]$L'V M>]=")YC&3)!"?> 0F@0F^SWR'Z/I.MRT2Y5?76&Q]](D&>64E /LPF9S/-H< M@0(3F+*,*4]*U/-NRA2ENQB/E]=^+'K@-=2<*3G,W/NZ04E$6FKQ'3X M
M)$IZ@F*Q.>78=6NSS@KUWZ8;H;77!PW11N\V ?W >RSXT2'>\ (H)$7UG2^N M1[#(M86@"@?Y8D5XVR\@'1S94TAZ?WWQ_N.[5;5(CYG!$]_C,?_]-%R49W#, MMY9!S4X$E ;J "#-
%/O-E\UFK G&/QC6=8Q&KM[X)K6BZ_Q>!TMKO@3@NT MQ9NX]&I@[.0P3]C;NF"]M1<=!=MJQ^Q7]<4OSOF4*9@V],Z<4EJG9A\?Y
M7KZJ['W;Q_^==6GV/L:QK&];UTIM+/W[9[(^_9>_*9W<2W6^=2YB$BJ_^M^6".)G35D3W;CB:NZ7/1MIPS;0]J.+78?Z;^+=_CCB]DC;SIS>+Q%8^)=T<6+
MKS%@>\YN_M8M]^K2U%A+4SS,@M5CFZN5LBK:IR%26WQ&7=D%]9]X(#TMDUW" ML.Z&1-X=\=LA74.65US-9].W@N3"Z,H[Z HO=ZS%N^;9PQ$[%(WGIHRN]6:O
M_&:N=*H;H#5-SCG=MY^*R+QVK9&#\Y;ME(R1KB9W+CF.'(VFCG7UZZ$5;&2KG/Y.!MW9KBD7GU.]KK>VG7P4<2U6?]NZAU;+DY^*>@2\FGN\VR M$=
I>]V@L>5^=9;_>Z13U:=.>@8!PYSH]HL WM#T&K3>6$^HDSDUD7)/Q6T/ MC$Z^0-A$154?^-2#].**I]*@#F!X$WLI,SO,5]HYN%!KS9SKL8,&VY
MOKO+U>\B:UNY^DVQ,SZ5O7N^$ 1QH>BOSS,K>2M]$H.SX.[5]^?G9PTFISUZ M3Z_N_='$AJCV%;<>3?!5) SF*TC^>]U>ZQ5,4OY5[^.,>_U7W]>;MO^6<
MI*8NG(OP&=CA'+="SN,HE)^HE(57?]'V?]*E7YF?>(-3&,DXI2&N]'ZD,G8 M,]+A#@%_$_BV';A7]"X\MXR;_7VC?D2]_#UCA7_0PR5*>,)-^#&:X%X]-S4 MX%8?M-H-1%61E1 +0W^5:
I@:).A3']HNCRX_?3#X?-X%*,)3RC?M:?O:NG* M;2FWI=Q6_=V6H=Q6ZK;>V:X)?X6_*;=UF6[+&Y+N2WEMFKNM@R5;17/MO0^ MPT[P;[3$R^BM3G.K*QHTN\H5'=$5&7$&%?
FN'4R4.U+N2+FCNKHCE445SJ*4 M.ZJF.S*4.U+N2+FC^KLCO7GNY.AD2\4JA['G.-XS084G?L?.H+)1S4#^7;U_M"O0G9\Z^\)GGAW1E"WY(V)5)MY[_)T^)+B1,7/W+ ?
07+T4/9KOL/5U49__? M[U_^O&,W]DL$0B6EH5M^OYL.%E6PKQ/.PV!=CP!V\Y=K1I8-OW@I[A2*W@(M M/7[EC;T\]GM15/$5[ZT]L*KL(/&B0O #G$V!PI-
@W8+HCEB>!I2=81,+]0/*8/8ARE61^Y4]C>!9OL.?0.Q@) MX'@\H$]OGH +,Y'+Q08+ OS2*.P_&E.J!SL'.'9BVMC+] MPAIL&#W58".?K%,UV% --E2##=5@XX#83#78*
(EP^0TVOL)K30Q@@^*UKI?: M2:.=(SOUZZ21PI&=@-'Z^9;>E9%T_V\A(IK<^J)G>R<%;1#*[X: >(<2-: MGUH1]D4V(T1HH6ZZODC%@# O$$D4I&+5UI!/3&<<-]VFHR'Y
':TX)$+/Z+Q MTIZC>Z+2GYBX""UVQ][R$664 @='0E:V#^JFYY87307$7?U+@MY=A@2:,7A6:Z8 MT00->P2-/?$R!)[MRMVH[I*SUER_V72?3!R%Q]ITF Y\]?KE)S&V!F)NY;
MP=#:L'E:L_W=5T//FL-_)N'4^>W_!U!+ P04 "1I-9[Q-J2.+. ! MC@ & .&%C@ &% .&%C@ &%&%C@ &%C BTR,#(T,3$S,"YX7FZLZ#X&03)*: MS%9>)KNY(A,JR=S.?=H2=@.Z-18KR23LK[^6C+'!+
[()Y?.NR:=@]Q^I^VFU MD)9L?_KA9>I9<^"",O^\U?EPT++ =YA+_?%YZ]O3C7W2^N'SNW>?_F;;WR\? M^M8U-3V_ZLQ:[8;_!;"*M M[D&W%Q6+
[O(S./UXV!T1QS[MN<=V[[#;LX==MVO#Z+C7@R[^>WSRS_'9"0'W M]/3$L4].P+%[W9-#FQP-_;Q<'1RX';'W8]'(>B+.!/.!*;$0M5\U'YP[.Z/20"

MHN+$\==*$\=!TP0/2\E.R(R*&NLV"2RW6 MLD)V^\PA4CNM*BFPJ%8O5;X-GA3JEZU^?7@1;JM=OM9 V&-"9I5]3L]$M2^O M5&E!D7MD-2-31/VR(SE;7:
(!721[ZS;$':!:&R*Y5[8AT^/S2#%)ZM_BM=L%6L8O-XNK?ZIXXAH(.&Z5.J/BZI^,.HGO,ZGE MU97EM=F,^B,67L!+RG7.(O]Y@%$43%.A>AG8.Z>GIVU]%X.A%B;&595'$?

M;,N&&_)@0;V^9U(_77@=%P$=E;8P(&BPZ!.5];?P<''F0V7-'/R0>VB#<-][CQ\3;*LCD_M.$3U8$UN@?H9Z*_A?)TLL00T)]G,![;]30KF+->'L"ZL:935'6:*6K_MS124H-T@H0/F>NU]TVP78\1WB7NF]?9VM.3<]Q-C> M8SH;3T:3#Y>+0B[W@/32&G3D1B=N
JB,K%;WCT!V:Y'12))0ZWRXG8"M@*U_MYZ:'%>@-Z?;X"HS+4L9(8#)7C&S(Q,$0;D&2)6F2,EGHUD;X#0"GK1"'R[J'_M&-NBJ%L@7/:2M&*AQYNX6\1_MP]^G-4R,7%FC:IL8ZWZG4LZ!=[0-HK69*1D";IZ2Z%,3TI9V@2)FM+0@PVR_M!=^SE"
[.+Q;VT[/SVNKH0U8MYU#+Q_0';I60Q]8>G"3322H1?0Y.8_,;K_NC_M_+I4J055Q_6_?\?Y0"3!8M7TK(_.[<-C)1:4MD_%VI]T^%8D0?5U*_MLR\%]]HQ;<_9%0W$;C1<6WR[_.=9Y5W>^[S_@ZB;CIW*B=96T_M?
%U4BZBEC25D)/\M94;NG$D.@HD:203H/8LH;I+XS:8Q5^MZLCV?;VT;6Q]&*0G&QJ_KPG"VH!*MG_M0*0Q@@7K_]=*MDZ?.!;[NU[KZ]Q%Z6]PNK#-ZP7W_M-V&8!TIG%P*5$&)-G%M30H?AF._M)]-%^_=5,WI/$\
[&,&"N=D]0)8.3G$/)]I/*>A>P=:GM'6"=J&YTDGX/)W"?_M(;Z>YN$X3*]B.[.!0'+)<E*JM12*9]F'9%<)F?1R(_RBMS:?MP"V[04HINT_M[SUGZSN$N:VU4I,XYM0!^@EF[CZG7B.:DBM;0-"0=:W2)ER"*&0&LBQUU,)Q_M6AN^](BF-M[!%@T4,I!
^[!@;V%:^?:[@.HIP+D1T"/'.+L3-^E+ZD=3B>C]6D83P>I:&Y(C_M0F3:@0ZAIF\SJY0OGT=#ASTH*$GD?2A'V$W50<<[$*K3]S'",7/'"(-DA0II8C_MC;2E%L9D0J.5):K\V3J5N^.+Z'TH"<^\-&A57/,N2/;9.N_FB#CN;F_2=I-
Y#0&)#G'\71%_M8>=>=#U\WG6(K(]S_MV"F9B+7Z!.1Z0J\4JZ6AK0?46;*(S_0?.HKYY_\[&Y._CXB/<]BI?+0R%5PD_MN8-*FB8H!>U2B7'0HF2(K3.DGNAAYU[VE@.YM/A[75UV*.0Y%_M9V_?_;8"IR,9M*@E9%80K4@I:@0V@>',HY.U:63[WJ!;
'WQ"M!.W'U4*;V(_M,_S/B^K;?*(0[^F?+3,YL#C06#V/IR5-N7H0)7D%B#$@"XE[VSR6N!G*R1E_M#23>PTV@#;#6*5@[.NK:0%]H![)$&Q!W-~T.U/#W!=;=@IZT0,'_1X7W,G=?(%%&IC*&EC_M-BG2Y+-1]9_D0BR:UR"Z=X[GD&3S_-
(.N$Y!2YK+_TA7.'\>CL,X#6MB$#G(_M%X04K5\GRURA,,X_A^'TW\.(%'Q2GHU&+TCU/X7Y(\>^_CAN5$-!V^1-]67_M+!KE5'T>\+/*1EDP*LN!+8S33Y?05P_M%3:*CFDGE0.9:(*TKTMP!CUDSY/+RF066JQ(1B#']{(:&77;T^HLY<8MS!:5
MY3:^!^02DTX1@$AS5+R6GK2U+XP1((N--K)H>6$/>$J[C/.E$]Q0;/,0!WTG!0@e@0-25G>A^44[,LF_M>@,._M?8FA%B/.TLDB''"*VCF@<6RD>.!2/K1/[2+P'75AL9,06?_;M6:-2[E$%\";_M.MW$R%#1G$'R9+U85HM07J'@/BS'-QA:\;6IMF]78?=P?+?_=0-
020F%PA0X_M7L@N&!DUX8B6F\56P&=TG+15=2]*L-&A5TC0AQ8&3UY,0Z"_MMHN._?4,)=>.)K).0JEJ\1YWW;C"]K@JTI'2_1:0P_@X0M[4%@+.*LB,HAZ_MX*9JD;Z0"''.D6<40D1LGBW\(*I36DZ:2+X'\)0:F%4^V[/SR<5X/M"TX7GA_M!(CB-
+T82H,7Y"$ICMXQ*6A/;)T1>A^64]*#E(^4MV['R?3Z>3WX?C#;-$R_M/F.<8Q[C;+:^<3)KGX6.UR.IL---F29QQ_0E4\[/>_MB>BXE2J_$N3^*IHMA,(L&"\XYV3FQM(Z,'@/E.YKS??'KHX"$F=W3F^N]9TD^I32>Y\-1E_F./T0,[GZJI>
M%,;RH@RPL&CN2NNMCYD!$SH9LIY8R:T]X$T^X'N_@0".WD\8R[L$Z08UI7<=I_M!U0]'9IO100X!^;=&7M_!3J(^WC*H+EEJ41&#E3M\9Q]7_/%%(BB'MJEE+EM_M7>#LF%KPP_'YL71@'RGW<8,9Q\)E_SDJPB]L_
)YF*VM,8Y+R,HDVNG5"F!]Y6+'X^ZB/;1ZV,JPH,7)XZC!_0(N2'_M-9G[VG[TX@*)#KM.R1)>:Z1-+K-BR1L.#)R)_414404RF!<'T+E^_@G2>9@H&EI?_M&$&I]8T9*U0V69'/&'4M82.!=*Y>E*I=_KQUPJA#Z%2G2^*B\.,0S"
Z;H0@F>)6SM06T$:Y))P:A9M""T]IC+7(G;Z_N_M7Y8B/%3\6AZL(^@>ZK0160D,(S>!%HL5QL4S3(57RM7>\3:[-W11%,!(VD?_MU,9DIULG$6\$\@B%'U00M*&&5S<9]Q1#75]M6J>S*6MK==,(K.:G*!XL.8'D_M1"2#+@H3BFU>
[W,#C,>V_%XU.UC0(M\>*+^EAX-@<+/H$MC@;_)8<>"L#&_8_M4]D5E+YY9-;+;$'Z'ZDZT;'\^#]\W]YJ7S?%Z%A'20>@E;S740D!0&D0%7Y0@'+@0JB_MB0@:2%%&$S+BS=IN_FK?A^?+)[V)E'LZ);F"HC@Y)\J_B(N0@9#@@R6]5-;4>J)!_MY09ERTZ(XT-
EV=!IJS&$6^0+WZ>3V6S_->A[^[<50S=U0?^!PP]G<\S//N$T?,!U_MC_NW88YU5[%!FT0T:DUF:*SMS9:"PKB1FGEEF]_IW17;EZ\F0;!P5UM,B]RV_M-,PY6.EKK1$W]JGULI44,09"%P_I-B]B&[G&R_MY%KQNG7?:49*[^KS/$RGE\/QA]?=HA2PD+W$P+;
CJ5R##RGU2^@S\8H1Q)H_M?X/K?CPGK"(=!-][IMT&L^G-%,^'%^?/QGGQT=GLHE;=>#Z9S6>+&XDAT&Z+_M$FR0M-H&GR%6HRH:KD4,.K4/'7>$?,*JU2]]/9Q/7I?,[(N2F*"5449'6'R4_M0-+N_8X_8%,A>#%*UC5M?'/RF].%BP/7C$=\)G@^2=C;80C!C(@%*S$T0;#
YBD_M@@I%)I]:US*^_^*DZ.XFXAZM8:.UY'CX.YV'T"L,_7\?1\,.RT.^_):8L_M.5K$EQ2@D&PC,M!%O='LLD0D<#4_=MX-V4EI1P]D].SQ7A5_&.14N,M*@XNT_M2ZG,R6;VR8$6T@EF"^>ZC\M<=X"+V:_*_ZK#&_,@3._MZN$/KT7&HTK&0+$&N2_9.Z0%]RNH.;
/Q[04&-A'JD^EQL#S*>;A?/6N72XR_MPHP@CPAI3W3:D5BTU0"$+V1)"R52069I6]\Q08OB*67,[L7K[5R*;O+M(SON_M!J)5*M@NF'K*E=VYW29;MRM97Z#H(^EA*@,4DXH\$'S4G/,8"3E00<5<[*_M*5HN6>6&9[]*:J16>+UUU'H.6QJ0**_KKZ.\7-
^R33$_&^=?^)///U=+_M>_:Z+'&0KXF0$B2/_C@KY-@K1^(RH8!E-2#MM'_N[Z!$^X_\A:M+5Z+NX>"M_M0EHC6@OAE_#'\/SB_,K'?QX^TE_FEX-2G.5)1\!:Z5,%+TA_3$$HJ-.Q;&'G.9QK_M?BRR![ZG$QCKXK/VQD@/>?W7L0[0\N!D0>]=:IQ?
B@S>:@>YL))5S(JYYA'T_M:^.?'0M[2?3>3:-M-/3=;J#Q%C_6T]W:*;%*@UWPU^2_A_JKU4#DND^EYG$UHI6,VVI"47%5])]40MM[+YP:XU#J1.\01GQ]&_M([*KQ(%[=A.!-I&,5MME*1WJ+DH_MIH=YK#!J<^VYD[;:,T5/)>:ZR)FK#_KQ8C9RVPJ2R%*Q!90M
M'KRLE1ETH14[.TRZM2FT%=!CI6)[UX;;VM>,E5XJ02ZPK(MW[_"FK\H$UX$:_M4CV#=D3=*0K95Z^XK*!(N3E/8/00/,_01!*UGZ./BI7:R7V':,G&AS]"_M*8+#A3UI*:G&_=.??0GIV4TPV2K+K4P0F*DU-1Q^D-[4NY5,<)^X9G('VNX\
M^$NEK)N$6K]ILV%X$]#?F"'F---3*E(G[-;@,G3[&I/;X]!@_C9,53D^H?H8:0*->?YX6K*/_M_!N;$;4LP\5XN&5)//L%\S_\&^?WF,[&D]'DPQJAT]()5^M4NR!?-;:L(KN4_M.24<4Z((NX-1L=MHQS6AL@6P&=A'*T%WWC9>'?,(SF9Z2L;R[B_MJ%K,"WCK\GC<2&^5
AYK(2VC!3B;%'AG;.&$+8==_,)M8YP$RTT%V;AV])0I_M)%^D^57V32G:<1HZ)UZ#3Z*_5PD!G71:&MKCTB[Y?>C(D=A!6XYI3;W$V_MN9BFJZPI]Q0R3:N#]#Z!XM&!"YE#X\.V]AF=&V\%ZPU^7G-X!U#X.^VX*<1?(,,
[78C#>Z%IQ)X]DMD(LG\!#I*,5.5>:>%NOWN-M'\'?N3;WJ\>5F0Y<_MDZ0^X?AB;?*5G*,+-M.;M0_*'>U_Q5I8I-,*-:V]?67Q'D=ZX^./MW$W%/RD_MK=0:'X051N'5AKB#B>G\.<9JLU7YYC_)?+?92FU!8D(B>_B!=WW_"^=RB9R_MZR$4N@(S&R@1L-
8F)$NRZI0H"#Z@!%-B52IEH9C657C78S_;&5I_26\'B;6'_M8-95(NK+>B$%7]4JLZ$('E1Q@%A(A6W,$!0G?\WJ8*71J8C6-X$WP#A!TKL*_MNW5*5D)@,TQ__C#Y]_.FO,Q:)E]R^&F8+\]H]GH\NGPXW?H&^]C4;7AOCEA@[M/?]['JAAQ_T%1\/9+/QX,?UP<;X<
MI]8;/=\.CC098/"Z_Z[ME5!HVCA?]S_M9CM;F>@G+9'3U^E>?:EF,@_CT(F%;3TE1\3=Z+CUV*=)19>YWQL__MN&>6_VZ?HEAAG_[T_\'4$L#!!0_(!$VDUE*%::"_S,_?_S_3_M86-N+3_P,C0Q,3,P7VS5EKG[+/W7LXC*R\[&CR_MZ@'_00(_PL8!_)_($@(!
V!@!_H!_*%0:_!(J$0-$0*_B!0R!P&_0.0.!(_M"!P-@8.0_@D_8)_"_!2$@_&A(_0E_0"_H&00$0%!*"0D-0(_0#@6!@$_P_MP2_A&$__[K#0%A$"_@$@(B(:_?_)_LV$P"_"(#{$$0]+\:#_J!06$P*_#_M(F%0-_P*PN_0&!P&@P,?!(&1\/@("P_@N_P0(_6
2%H"&!8_P%_2&@L%0_M_R%A*'0,!0(PT!@&!@,__P2!@@&#<._,!_"_VP("!2!B(AH'_#T_M?VK_H_S7W0]W^/^/EW?8#R"Q_R_<_T0]R8@^"#DAH!.KBJW.PC_&;O!4%5>_M;Q@)HT*F7'5^/X(*9K,R5%TP&/M(,I).0J9P.)%5_V4P7%,TFLIC-I(I7UL\
MEB'@?,"Q&/ZTVD(XB)!^I$:IT5QJD=UP:4J!B,N,E:ULL_Z%*2/0K:JJJ1]]_M7:C3&PE?ZBF=J>!L(=^@:ZC0S$"HSW8=*4)1*!V^.%_>WE_PKO!KO@^Y=_Z^_MW0M\,QVCER*]6&-0^I^<!_
M;SY)N:R#@XIGITNK)>IE*G7#YW:4((@I0^>U!%:_&LDIG6],6M_^[ZAYE;A_MI$-<:6N)(0?:K/W6/_XFG\R6;!W0A8P\/KD10ANMV72_6A%N]TW0%YRA^.M^_M=G0@0[^#<+HAOWT*H#_A>*5E?R?+)Z#UB).;7_DG^,N48RY!K_MK8_T>+#E\%;=NEA"!J!:
M32$P&MY$^/I26[IJ\VX@PBUWFb="3H:356/Y6_8+@KB-2(0#7J:4[L995[*M_MI(L>T'A;9XE*09TKV"^R(2K/3-F&ENGG])XK0[E,9U;;&TYK:^:VB=;02_MSV"F^U!@DZ!DA^9G4;(>2W%69;075V\0A]N2%*6.N^V:Z@ZJG2)#EY=Y53=?_M46GV!3%A=J6?]
YF8TL"H4"G[1>%BL_#IE"Z,,.YH-&(KU4VW*3R,7YQ0)5_MUQ.G:95YM4Z($/^/C!NQNPJ4T]^%PZ:'[_5['8DFWMLMIS\:*@H_70M5U6YJ_MZ?U*)79_D]M,0@MD=5*Q6W%TMS+\]_+[16#Y:2U]8K76,&F9M>F(W9(7>]@9_MY]'+0=-S/:LI>N&GC.?>66V+T;
(..F<35Q^*.08P\/NS'0O-UIEB?T6%$W)_M(?\^_,GCJ,;N=&YTZ;!L<-,KNFZ9'M%&/&S*G6SFEQ&?;MHJUG%4V*8'Y?B\_MLNYFP-W[]C2K4;UHOVTI!UR//)MCX60<.^E&M8WJ*2F]5=V/N>\?KY&R^N^T%Z;S'W_MZ3ZR@B>K;:-U:^QE:THT$#0B5?4=.'?
U8J#R,O-T;YGUN\B=%^KY'!>0#M_M15!_J^U!ZUY?A=_@&$._TD++?*WU73VLWH6IZ]/T5L8K-)(QYP0;;4VW0J0\$]Q4J4?0IL:B0G&0<*V!3?S=SP,7'_M)QB7'MJ)FUWZUID5_E#V0/-V%&DXI.>3^IJ-ZM]'.:'7D6YU8V39_MDQ[ZBD9-
H6X2\J8\OMON.TQ(^4G+U;N^A7%K#$T0%[Z36C-;%%+9*+_LE03YYZQ4A,I2\Z,4HU_5&^%N_MEFM?@:.U9E#L+$BZ7*8,\RJTW),3]77^Y,(H/(.$_1E4?Q492Y0=N_'[_]#U*#NVD_M.Y#\T@1VY50\20X8F+LFZAB^VZ^?:
MGJ]&LS=!#7Q.!+T5V:A5U_D<\1Z50U4#1,7NW[?&G(-DJ_JSK2T4CW_M]I?_]T6Y=#\1^;.:9KB?D_];33\J09TGMU62Y5_MEL(3-^92L<;D:-.K.+I5Z=0_Y,H5C,PTEY";&0N_';XLR6"VK[0U%5FIJ><(_M/G-
*0+ZWQ7M1RT\:&3>3*3Z7Z6I_3#GZYL:@;GRPJ2/\:[60LH9CL@HNR<[$_M=V2#\B,P1T\+M0[X:W]GVAJ;T4P[G_+0'[C(W!T1>I\_=TJBP(#SMR+RG+_J_M2U-?)>GYU6KUPT]F'+\'Z_9(1Z-+LQ?!_G,'%Q5C^N-_5'I[;*@S5]R'?5)2_MVV60P(0:$^RYCX
%F[.*8T(-A1':!=,9+:_M_Y@G_-?_4LV0PF5V4Y#+_FS_*\05Y_I2=JHXA\=#1@5QA[X58=L0K!ZK]_@_M&,,-0Q5E*0DCK]@Z]F:PO_3JW?'.*,+[0NJ/QR?W5[A4PJK_<9Q\PK)Y=5Q_M7)]YG'4<_[*"S7T);\0=I^\<;_ABE''L>P;Q,%]HYIL*Q1S0M.4&Y._U-
LH[_M/-HYN8X[?V6>W*_M_V&UIK-M_2QF:0T/T\5*6J;?PR7W4@TTAZ*(TY%^(K1_P_M#005#>M&FMT_3UF_-??'/]SQ"PLC@@TF@AE+NH#4JJ!-TW-V;KNS\ZG_)_Y3_M0TR&!CRQ<[B<^>^0XON+J>_X"\\XGGZXXX)?GEGZ#:B3CJHLFA2-C'O\K!.(_M_RD7
S4+8!Q%U=T?4_F0S,)KKW0KATGKKZ0I9>PNQ<5*WZ,J0W%(!S<7[?0_M?_LAS\GE:L06N8X'QU)';E,3E%+!DW7Q$?71N?+TL81'X_J_2_GA;@H*S/V_MI/HD6_.)^"#=VX_7?I+0HB3K0'(!$F5%?=Q/*+@&-I^1)>_^ZN8L/VL%?
'Q,/K[AK_.)BA8Q+G[9JH/3:53X*X'H6>BY0(1$Z_LT[M(85,*ZS_MN[0Y&/97XG";LA2_7Y0>-.77.9$T^X^/*4/0/C0[QKRZ*Q;PG#*PT(^+$9E4>_MQ_DFQZ_4=&H%!V<$$S1U.*WT<%E#AOC\CJ\=CC$_#L;F=_7T5W7T/!PDZ9P
MQV*0</4GH5P$AKFAC[9#YQIM;S?%T34*89@W0_^YT6&"6ZMM/V,X*B99U"H_MPZ!;I!RNUY,&FVG6KY_P$93A04$E/H'?@H*JG/6"Q!_#HX,5?%?X03L^_MC]!E;&*@9F:0%A&_&B6V*X1+3C4-;T*9?R2\Y@/[6T7:646KORBJ#RJV&\Z[NDW86,8=[*%R_L@
MFE7^RXA[^&U#M+I\7&_)><@;CU&_M_D_^=RS,P]AZ5U>"VJ">E;;!-[^0#;]'C_ZG45LDZ/'$!_M;.DX=ZFQ),;8W.Y80>@V7M<,D%AV1>-K>^-&=\P$>-T#%_M4,C0\/"!>;\I7(0&TB>?#;]P,>C;3:JGA3W1'>W4BYAVUGC:_3D'0,ALM_@'_M_NYM2.]R\B#%G0
=CZ!/"U9^LH@10'1?ZE"_4P_W>3_.Q-+A+S&UIC>:T$_M/-X76MQA19H%N#(X:9ZL6D9[_6$Z(I\+\?QKAI_WQ:E"0ZG7UYG4_CFB37E@_M*![9%EBB"[UU63<5HF;HUR*A\<'RB(=,$^J]D&=_:0(\K00VYW>VH^GWH8[)0EM1\R0;0_M3FLC_#33'NK/08T)-
PU^JLV9I]3]$C;%HK>I.!&?"R,^C\F2.5?0774A7K-$_MJ;)+K,V_*QA*083D7K%^[0X&/#X(")PK_;NSE$VZ#4+M+*+Y_*_@_M;I?RI;K%W=.S5!Q5,MF<%RU4BHLL0M8JQ"_U"G>G_M/%ORGLFHP0"J$+/M8G
M9GRX\]8,\4#5,4GI[G=K]7FAC4VIWD"G+GAC*_M\)IT?;LVS#?E?%0T\IRG0$AX<=C8GN>S78,C9!)0*C*,)DX0+[UP,5.1EI1_M,)IG"UZE"S17>DE\81/4('^T9LV\;TU-1*M_MX2J=F!N."'65*M]P6#7ZR?FCJ540;3IGCMH$HGHS*!VAMN6#I<1B36-9[4GR
M$.*#V?>=3*S75,)U1,C\.]VPP+2EV;<@2.'5_%XH?#FV2:^8:BEU!UG%0U#'%K%K(ZQV7%?D-TID+DQ"040C0(2C-Q0SJ5@VC\K=@2EI6]<5F%.Z8]?7D2U3_M+0L02DT(V'5%6*5;I5?&W$?:'"%6^UTHE(KO=B0II_FDD'YG:#9LDC$"BG_M7>^D=^"]{0L?
<0NI7^6,_4-EI&5'4ME-;:=_ME];MNG'MR0>9$:V?S^N?/">D050ECB8QBJ*6S]OQ'9+)QI?1]B0+=UJ-E/_FY[3%=B[1BIJU_M$J>?EEK2VA67.,@A[&2'OQ.@7.,QKD'N;1QEL:.+F96M96K4.1U+?3#AIH0]_M/0"P,TR_"B.J/E%F0XPW2-J304TG9%9+?
1"5/NBI[-U$/PPP/T.663KM=J2_M*<9>>U':9]76>8=H5U(:=#:H/405?E=[DKXV>/M4,4GQDUF?=[!/TA?IV:D7;_MMKS!H?N!LLU0KV/+W5,$:2U+]:P^?<%@[6TK1EV@V[E[6#SZ6/U@;C'I:UK_MYI&W0D/M\EZO1R-
C4C*=D0G"'HT7M.5="L/SRU5CU$W&WCU.Y3VN(NAM@]*(_MR3RNJ%8E!96:8$]_7E=N_NXIN0J^W>]56E5[&27LNL7JPP/;"K5:UNDI(H/_MK:/=43T[=I-!/$2=N7$:1W&5?0II1.+469:[33NYHLHC)7_MW2JQ5(HPO=&XJ&
($54^B30^+X22+09.KTGB/06D%"3HH#0_QL4]_"V7?&GZ<_M<_=ZQ3N=J;&;*9HW08*!OBJ'.@]D99L^E9]\E%'I+U\9IS?9E=X3]*)U=Z_M*J/9'*PDMVX2V-+4M5L2V+_F5]MZ/3QAFKK5&K.QPS)=%+WSC1(KHR><:=CH2+B^X'^.?&]"]+X_CZT'[]Q#X-?
75;Y*9(C1K!B>,'PY_M^F)*NC3,4(%H+-6Z6R5E6:LV!L=VD8.@#EJIAS9]FIAV.,VN]H0=,&T.XD#_MIH=NX4*4,?<(WVA-:4MXJ&S$?N54;S*^>&L_ME:**R=-'/X-XUD'8AR>/D)LE'C0PJD0@/V253.9(V'_M(_30P[5DH?3_L*X]59;IZ9R1)_5>P
M$EZYO=1B^[>>(WIELWS836PWV69;,Y_X4P4P215$ZI-T@/";EUN4T]U:3NOS_M]UY;\JGR\%W-&UQQ'ULIHE_0,-KN47^25+70KNWGLFAP=AU20[C_T^J=]NJA\7HP*!WNI^A;1?I-U$#7MXM/85KC'FR2?EW#DMV>5=YEJB3LF\20?U52^6R9-C0UC
M'Q!,'VHYC06Q[K,;+\.[20[/3!1V3,^O!HZ>CC6%=7C5^&VE/_'55^U'7B%B_M!JEE_40@VP^JW0S5,Y6L1IXN/30[=Q\U:KDUWK@03_H26/XXVJ.0T6F3:_MX=>W>&9_77)E7;[YD>=0FL0U<97_79^E^[&Q<\.K+=P(!+E7%XI^\-@4/_M5H<?
6Q9R1K5>]_4J7?K0'%G14/Y#I5'IR_BA$"_L^KWEKKOY+[]/MF0ZY@X+1UJ!A;0_-C)K8,.'_[=*/DNDG^_0V-Y5#?B'L6X/(B7K_TC_ML<#84_R?6^S,/.0'ER-CUT?^_V$5(B#KH_&4'%X#$A=MM<^A.!3=&]9F5*Z6+#*?593&!"QW/JH^H(G"?'
M,T7PZL\)+G=S37)'_4BG:^ZK%RMGB70P_\T41H1=P=0JTVD@TCI:;HWAQU_M$^G]Y,B99%9'1:3036X1^N%0YQ01R1:0KLE?4\Q.!G_MI@/1.]]3X^RX,XJ.]]'EZ'%%?6X1V$C2_!9?@:S';:+'6_M<;TK#(
%T_WQF&U_>?\LBPZ0J#&G]M1:K5YO*\RZUU,J-'Y]E_SMVY#Y'V_MR6%'N=EAW3Z_B,7D2B.Z+P?0R.AMT!YG1S+3?_]JZV.*_MTYF=K.L?M$KR<+=3E-05X#WYS59]55Q8]0$75H87[Z%*'F%[M(K@?X]Q_C>_MF8QBC"L^*EY^S+Q
MH5HXWB8H2;2/?3L%T_>Z[HJV>?^*]^R+4(/JP2>,-*,_M-8.%PB"G>,Y88I0LY:'-[F_>4#'XC753#2@_V#$U0\!*7DGOOP(GO^V@?J:BRG=^N(>'R/4)''DVM_NU%?=-*I@NR_2._FL5E726W@RY2U-9PQ:&&6_MN*_VB8.4\T"]8$9^MB23J#*CZ;>*
(I6H^2!3:JE7L.1K5GL1[\KIQ_/S^$*(AN99BVAMU!>6KCWB_MCYI+=@)'%ISPN+3E9!]'D+TF_<%4I>5MXDW)-'=:\U3VEP,9>+4LX?LT]5,L_M47X5.1"]+7R,]K'504&FYGG,PC0-HQ0V71U^3K^X$[>(IBT8!:[A#S7JD_M1F034N230L$%.ARFY,W,'
8/Z06H(Z3)=#;'(XVD]0H/?5'0*[[!?!MF,IO:_M0!=YCG@+R/K*X'3@T07XLS#6/J2]B11/B/M$\0$[@B&_0L1\'"02+=H>%U_$Q>$6".5_M:,G&CECF$J].B:UE/&90Q??X>T.IPVM7\7/18Z_A5CMCW(6?F?YUPT?S705_M0+7,^"H+C/^VZYN\)"/VRH_+4D6U0N+
ME4L"\R@?]&RW>DBUZ6G,;3IVT7.0;ZCX1=2-L]N135,[Z_.X"\K5./CZTB*M_M5#E1*E_M*S'#2+7_&_0$7*T&D/4$(UT_EC:5A!7:P5Y_;'S6_4.IOIMK700^89B?J"=$\
LIHX*:BNYE2D]10.KTSB"&SY,G!QP'B$_MP60ZM_G^G(GBP65@2!CC^=#S;'OY'.'F>)#7=&)^VR&W7\FI90=XF)0M_RI,_MHA17U^9B_Z0&!C4_7V@AT9GRQY31DPH=V/A9IFM_C#%A[H7&SM/*%LQ5'>/H<+R/RUM_M])T.!1QV"IHR+QEDP1%23E91AY/G9!)#
[Q4!=8B#*:+]6I1J\FB(J+S6IPP_MK9N5?5DB_KV0$_IXFN17_MRNQ;?_+#EFS/^!B!L(A,*4;#W"UUR)_I[KY@IRQZZ\%[%_N-;%Z88UWKSV#B_MNN^2.)\YYC4+0UGCJUZW_'@&?U8DZ6:C_;1HWJBN<_B9E?"5)-\^A!$V[.4J_M*9#^XW,TBI[4D,;?^7P?T
G[$'W@_MP4\Y?F34K&@^[M#0.;Q^)'PHJ16B=N%(;&C\P/LFGP2("8"1KT[3I]EQ,UHD_MU"!A5G7-8XITC0I&-X:2VB:5N53]P6(0.'*DY4DZSX,L'V7=T7@V3+\.++%_MUX\P%"P,3?Y#D?[2C$\E'C54YL6C5&2<*;"*02],%)A5.8BVKG5RI?'98<+)_M9^Z-
8V!=5&S*TMMB9N?\>GWUW(?ONK!6&50_ZAALNSZM0OL\2V7<6//E53Z_M.F^I!E1H,#RW2%_73LN+R-P3)W9I_=L?%3:E:.;H,;R7X1]#16E%1W/NMQPC/_M0,W#[C#&8D&2V;SBP;>%;OB2.?<+@R=EM63'+V4RJ(;EL*,_1;>_K&_/"UX_ME&Y+0G#X.7)7A$S,0V-
D-B2T;'GAD*+&K;TU$_YMIC'MJ"#_XJ]["51*W!'Y_M"WW_B!=WBY)=#?+KW=QM3Q;7YPL,3WM:,-%'&L"WU^Q4&AXBMOVX["QVN7/"/8^WEYI;W_K0_)7-5D83";_6F21MKG_M8P6"8TD.)'YZPE-[U+%K.0RG]GX6EWT<&!NYL6HXT;,Z.EMJM/=X,+,Q[#%[_M?
P[;"E--114F)<9ZB&$[PVHYZ>]2'7W?>>P+,F)L#,V-U>?[I]1EPR$<$]Z"_M&[G/6EA47=W1_Z!B-4Y7#5D0^.0HYLW>&J^55G].YG^RB>TDV$BEBE9UWR$Z_M?CA&*[Q#\A56EK7MIJ^0.J36N?)'X+#%M^7^5-[7NDC-I1HV%'S'1UYBU5
M99^:1Y]UMD#KL;=$6X4;?BR5=]0V92+R0+F[+*#?Y:K;A+)>^50SPX?92R;_MPH96.J>5JF($+L]YB_RK.'JF$BM3B-*E^[@F"B!BK[00_WJ)(*V;PMYZ5*6\(_M5M>2Z>\W"NIS<&BT#KT27'\0"3'([RK_4Z_*(N?M>H20F-#0>G,ANL5:[[I!_MN*T:,T02?
WI.S5^;I?HAD_)"/.=0?.\IN<277@GQ8.-3%A,-7/=P(?77]X1*78VWC5I42[Z7/-N_<3ROW5A)/30F1)^)SR_M\=Z2XK-%25"MB.]J-AS;--+\U\Z9),!(*09NOx=!ZDV=00M,3PS5>M?DFR+A_MT9I!FB2#6QS3IC%O:>]\!%/.5?X[*+0!^,
!>_[M@M):N(:I'[GV$&YEW[_M459N&R*:$SD.>07>N?SJW7,^084(8X^PWZ^Z7U#$2M8^0%:0I>^B,YUM<\L_M"=^L++.5*?LMPIONR";@7+*4A/05[/I4,]9I].T;@7+\KK,RT],)\60X*_M>W7^ID5C4,1_^/^@U69S!3DQ69Z:E_R.9L'_MG59:B(&JG-
9!/\MLG&M=H&A?6U9;H,06L)FY!,Z1)%13'/PP8UUS>1Y]+E*:N)%1_KDHO1_M!C+Y2E(O+PC7$P7T:/I=E=*V9HYN[@I(/E]H2H,%7._+A.DOY952J(A)WM?_M;3![(26;US?$MB6)4RC1CB4:H?J-#LFG<(>J0J2V)=%^.>G&E7P6V](D0LV_MP*P%+Z25;"
U2R,GF$[]F'PV+:J+-^@*Q./I3-$;;&*6'#>KDI@8M-*I6IA_M.>@%^R,;U*[ESWY^Z,25&.FK&-R+5S*JMT4V",Y;)$YS]#DPOPR?^-Z21_+P0^:_M';U_N?R,5&3X42!&4_DA^?NYH_%C*;1*V]"%ADS!EESC43DGO^,+I1"XN_6
M^;AX6*1"_B>A\/[I,0R&'++HC5HK_QC:1Q+R0X9ABJ5=Y^&=X/E=/35.I_MIZ@=H2GSZU*EP$=<'50*#I]C>EG_.4N&+5,Z^K6&VQ!40EL0_.AEP]A!:RA_M^W;*D&CUIQ82%*]*650C'Y4&QF#2E0(QL,0BA'?G-%8U(8?-#[J0[WXL/Q_M^2:"KN#QIN6PX
+LW!5Y*-7D(0>:'*Q0[R53]1_96/"1H!SK,=>H]7ZLBF]Y_MPL18.A'9J=U'CU-&H=@[0B_-EHV3]&_A?D[+T4[4M_M_T\G\3_C'&2(H?^@&%;1X:0\V+NGQZWC0]I#B==<%P_M]9K/BXAV67!BS+.&6,E':GWF..R[S
^KQIIU3!ZVDEX(Z874TY./)[]M>Q&M_MV695(>_5C0]0IF#MC6EXC\MK132.X$&I?^!9?CV?D^#9'CCW%C&FJ<_MJAS'0=#7B^]!$=XF.K$I?>G,UL8\]8\J!TU]>12V7]FD/&8RH@M#AY6:\Z;_MV6N[/=(S_Z,;.:0!:3_8JSD%_3%=GBC[$27P[\Y-
$'ZG^Q$E=R&;9$+M:5HJ_MP3,M$*)3C/78XI35Q5"[YD@30[8L:K]26Z3B3:_HRC05:(@.E6EF_EG/J([F>>_*T_M>Y$1+GJ[=%G"UPD>ZEQ;PB=:6L4-H1VMW8_NZ>65P!G1.F^B6_M.9##5A"8KAWN0W87U+6_D6^QF)0$.T[_^#/(K;??(W]IZ/RH5H?62[#T9'}
MGC.RF;6G/#IF"B4&$REOVY*J='O@>:^6D*R:VM71!@_$UP&U1]%TY%)VO@R_M/WU^B.;["(1:\60"-*V.3&0JNN@S,3K.WR>NEG_PKT12>PK>[[1Y*[2#!>@>4%166@,L+R30&&B$FV!/NI_MPP=E>#>9PPISC,'#$R.5/SI8,>MLQ0:C..;8XR0
'Y'FD)^0B'X\2M'+=%Z]_MU>"9SIUXHES\VZN':^UASB-5\LH?PCM;T18&+""P)A*S-E*O?F6Q0-$0)]7[_MP>)".V0:T1JPA7UL\.7*,RPQ5Q=/;+?G()$?]GB_40H10;8CQ-[Y9_]*E@R_M*QFN82J[QZ:6^'JWK2HG@249&>?V>QID?]
WBP;*0D0GVR$B,N9+1RB]1_M+6C*!N0X_B47+WM'&Z)"G5/&0HQCY"I$P-)_89M'(K]Z=G^=_MEW4%D@4QM>EY!IL&")<=!%89KK04;RH5&YX_M3K%T2RM0>*M"^8ME7*5-L0#%;U>_OIODN![7,ZPCR@X\+!AL42?*_>%LE>E_%SRKW$28W>ETU
MV5*C8\@'9V*4R$S<1Y$4\:[[FBFZ1B?X>A;I9M#*9;G%#W^A_0R9\=LAGE3FR=#.F]8'3]YTR,^I8Q>/+6AG^_@A+KS6#M?8,_:P04DS)?^J883:7_M,=G6%%*5*3H^Y?_UZ#_(3?IC8_G&!%F;[\CF;_MIQ@SUI\JE&&RC>2ZDLX
U<,*G7(.7^XK/K5T':/':K7P:1G9^D8!7'RU-)JXU_MURHW7?ANEGVUY]HVGEFH'?M\J6+6S2M>5A/9^J&7&I]@_(0E]/-W0L9Y.].;_M;9#0YL)H-WMV0X-0N2M[0N#=Z&K07I];$V%V4I24^_!\=\=]WX2MW3FW3(9_MIPZ5*]8_FEY_#%>CSS0_9^SM09AB%UK_
9X0_,IWTU&64;_HKU_^M%-_X0%&_M]@*+6P]7]B2>Q=A5<@HKY,HKT&@[=N_ZUZDA>.]"Y90GMQ=.46-W,?R7ZC=;_M-6/W'[,-=BK5.=RW#!XYSO0H+RIIWAQ_2XQI7QH&7X_MG>C0[C5N$E/GM+_CS/T>_.]'[H$ICJMIXT'9Q^O!,:]3G'OUBCW$]N]\/)MH_MKLZ]
[%^U;N'?;JXG8@F5&A)]57D_,K>B,9EE=D:]22MWKR?*.0\>77?NY_M]S%6XKO-0>I021;[S_[#U8H-W#GK"]F_KECA%-J5GZCE'#]U!^$2,-N%DYB_MX(X)QRQ;GKT:B*+A=SK:.V,2G"_E34,V5,>J&43P1(73ZFJ=7,+(AQ2V?P5=_MJ#(%!
[W,'S@SJ]=R6;PRC'C+@J@36J?!47_Y'OLJAR1\/3+]2;U##>\]7,!U_M?3WP*QGA*RK*:F:!!:-2B4*"_TT_=OINF'/$_)L%]U["QJ!;U.3(9\)75_M_M]:L+94]:BR-O\WJA,:RD^L_=_^E:STUW%+4[\\JXDVV#X:'(N]%V_P*\Q^VI
M;/M+1/7/3F*NW#:^!K8HE00\)W)_R?2E6/KOW(4B>CQC)N>S*+?-;_76346&_MMIM^3<5.D@;^=/\;0>DEW_^D_M7;/*_%H;6\G]P:-W>_MXU(MJV,3[F5])6*3FXI24[!&Z@'U+G0IG-7O-$*O'DBGNG@>UZ?&200"LVQ7_M'A7_,"$DQ=;]?*DDR))E.LR2Z)3-
9DGG;;A*ON;R$6Y^39G=_MC+N_G=-9S(>R+GW:S(EZ:,.B^L&P:8^C93^[#UDQ)GUX8E!?=YU;&JV!&NHTB$K67MCXW-^G0/_0L41?U8&2B_M-Y^;%UUV%A_>D0-B"'Y26AV^IY-9LY[9L1*Q'G?53;_M\/<,^TO\:)PY_QMW)2/ZD<.F#OZA=7,T(SS+0_MHAK-
0)'>Z/H>A8%HJBX-DA5+F",BD*WY]0+101;?3V@C"E_*OBUY*4T6W)_M=.CN-[_Y=_=_=*2FER.8-(+U;F-TNN0W5P&0;A1AVV9\+_@+$WB?IJ=^ZZ>8_M_=8;%&L/YJ,_!QF)WR*+Z7&NNS%&00I1)4_MK"&?_.>]3%>0"8_IXH'\7][U&.JG9R)?
>W5/^9BZQK*BC"P(XWI'YKM>J;\1_ML$Q<B^G:QMXF)E&)EBHDYN)H8)EE/$IM@K9Q;_=-_MZ3-Q]05\C-V=U"ZT3N91>9>#X[LEPL'_*XU9F1:0J_MB;TDG_I^JH30'OHI_(Y].MQ&P9?Y^_-S(?]TLDUAJ!ULU"AP>!KIL!7^CN_1
M\;#\3);>5B3GEUV$!_LLHBU,49V.79U;/9&:]\,S>5^4=,NG$_L9Q@)5^GT_MN!>FPJF^S.@/NTX0^UQU0GTY(_K5XR0G@0C_'U!+_P04_"_1-I-953FB_M7:'?_#@<0@_%_&%C;BTR,#(T,3$S,%]L86(N>&ULU+UI<^,XEBCZ_?X*
M0)Z(>5411A47<.N^,S>43F>5(S)MC^VJGHF*%PJL-GMDR4U*F>GY]0\@*8G:_M2_"Z;K=49E*B<19R'-P<-;__7^^0\S_5UZ4^6+^;W_Q?_+^_0B<+E@^?_JW_M0_SV^_FF?_D___Z__M?__G\@_,\/]Y_]QP5=0?#Y$EP6'"\Y_]_RY3-8/G/P
M]T7QW_E7#.YF>"D6Q0N$_U[==KEX?2ORI^_;BXM\V,7RF7]G__SR^<'^LQ?,,SGY1+/J0)0_MYG\MJR_+RA>5ESOQ0N^7_]I=%<7.J@K+3&'IQPK+?SD%[.$[_(05P?(5>3>N,*QBZ5S^-0#_M&H4*3C^0OQA0N#PAJ040%ZN"UGN!238HT3+F@/GYHK?
J8+:8"]+N'.^R**Q8L^\LN%_M_M.KF26!_P4L"L8+:5P?(63S3JU*^(3QZ_27Q8)]RV>S"?WG*B\X^[@JI"E>_M;S!3G*$X%3R%B9_Z$A$>PS2C&.)_B)#[89+YF8ZNT0$VL,Z9,):K=[;\&4S8_M/U;E4KW%I9[\:?&J6_FXYH"9$EI#00!KN*_&#&K(YXNB"7W;
[;F4!%;$"5R2_MBL)FG9^5L/[,9\MR_4TEOI7H:H$:181-B%Z+LM$]=B)]N9@0"TR7?Y>#$I2[Z4YOGEJBCDBS\E/(Q]+T$0X8!_Y#$$$L<<$3#*&**4X"H4PD6P-_MF_,+^!H#@!78$0Q_:[_FLFX#O/T1-TQ2\PD?L.-REVR!B_E7R%P_;"0'_:3_MV6SQ3;D)@)"
[\Z5\"_,E^+PHRPO0(.A.,1APPY%^T($XJIHP8,&^MC"YU4QI_M,)[+U;_*Y4A9@>AYNP^N'_(=EF#_'VM_IXUE[9?Q)/)'7KF2TY^>%E]_EO?4_M;YO\L'W)#E<:Y54Z2<#ZA3E]@>5>@LMG]=^5W*6^XIFRF>ZY7#FG\IBL?IC,_MV>X7K20KW>QZ3@N.2_Z1UW_+?
\]6RM][]9T^R^?-[^61^TH(+M\]@2G&"4[D_MX3:0AUN>8I@)>=9->)IE2112+T73Y>9TWJ^#1T7?:(<[X;JT=P?7-Y_M?S5YN_(_?+RJ/_THOP.7DX=?P>3F8_WAZC]^N_Y]\0GJYO'!X=-5%@395\%QJZ?KP_&]+_FC:@_MB_,U=0[W\W=Y*JY,@W&1']?*>)<'P_
MO+V0Q6P:,M]+0Y)_G[-0VHDT@)CY<11_6"9,0+L(YD'JP\L"PVL$_-3$_M#ZG0/Z%9TV0F9)KD&)W/CJ)N=3[;76FT\]E1_MKGL^,7V&U=#_Q).;+O^>NB_M6,I%K^#\TH=C1YJ@%_M>5%+*4UWMJM'S&9\4?^_M??E!$0;?
4TQ\2KPT@C3)$$1^0F'J\00&G">4>RG!D584T!Z%H94)?>9L->-@_M(5;?RHX-X@Q_MG0%\NM71.%PW-,XW^!SALT1IA\=_5%@!A1:H\#+(FK#DJ'Y.Q?"SY0GB(M"G2FA7<_IXH5+K7HK'O'WC0_G3FUPB_EDN2QRLEI6X!W625:ICS?6L,G=_WFX&U_ZD-
7$\W]C*@6\FYI-U,6YTBNS^E6%09_MZ!+7X9232S0*@[*MGNA=>!2!UR50+;G:UYL?R#\0YD^/0'CYR,GR"UZNBGSY_M-E&I6?_%D'+J(Y%Y/.,P"[$/44(I3_/*Y=DNHE+GL23@1BG(>F_'UG'5Z[Q4KS.3
M:)B=TS3Y1KP@3CR.H8002+ZE&20BQ3!.D@!E7A2(B)L^E/#/6A\>MTUKSR*:SUL!*4J$@#\!U*'*-"U#(@*_E3Y7/I49(_RRG_MQ:'^,YUKYIA[HK3X_0[0B888'?A,*+?$[GJWXK=ASWT]I1(*0XPS&69)_E,4QS_(10N)G/DYBE(A$ZUQH_G1HATX5_MES#;^K5XI;?
QN^:_F>COAT$OP,,V_->$E->AZ98+X@(0+A:%M_ZJ0(\[R\"$_M&X[L_BV0HUH%)DS8MPF,[C6W"&X6\QN^,/36[MPTL#1+6/#FZM;_';M+40]>_M;4V-F62N"7'L8#V*O=7&NK02:#OH40+:6^7Q"RS3')L,G5MQA8NY5(*J1N#A_M&1?\
RYS*HWNC_ELI3JW["9RQ($?$I;$,,4D@R@-(YA&2$"!J?"8_%$PHVW2_M$H\1\Y4N%JF!)IR7N];7<$CIK)>YN9&];=K5EW<83!_M!@E*YBF5Y[''59:E)1;C)EZ>QZJ#7,PSES/?T^\E--\CD2\-0_E;0,JU/\WP_MD^[N?
N+V@76/@@H46.BW#5/08*"__9^BOM\0<$"XF8KHH1G\H<_[LA-ZB+.R_M&$ZM.9KMT$-4VXKHN]0Z1>UE,7]82H']F'_-&9^SC7A_Y'0F_V+3),SD_[_/_M_\(Q1#P)Y!D[\R$)HQ@I+[R?168]40J!#BRM_['"A;QM]@:HJBIF#1J_->#!_M#_D<_/;PL;
(52H68T,@"T,Z9.KC"T_M>ZT"#"K(0$KY8_Y2Y2Q^N;F[!A\W:>(F^5.GF=&_:;OA@YE,Z[*@L>A=I5+U_M4FJ72'5ZV?'2J'I)VTFBZK_Z7(_YYTV-'DO\D$89AYX0@3SYLP2FE"_8XQ_'_M8:PJ(6,[!_GGD4H<6RYA^WK&8ZPQ]8=;$6SM_AZF-+&#&N?
NZ_O4WC80>)I_MY_3AI78BN&DE]VE1?%RLR%*L9A-*56%<><\IE^"DG*][1C"/T9_B_AGGH1+._M&&(623'EB$=>&'_:&%G61M"'WF=WFNK1NJF>U'FEW%>J;V:Y.BL6&[3J(BRZ_MV[[03,K-N*\G_X/QU'#/;D""+LE0DG"/_
MY4S*UZ2),5'L8X((@WZ*!401\F&*LQ1F4A>E29QE)##JBW_(8NA$&@4*3,!M_MP?(Y+M[J@ZFA\CC"&),#NBVY5L?Q-<'N8G']Q#@]9^_>(=3]3$"CY^ACUYI_M)WJJM=?R[0M?/JNN7E]YTWQ[FJ0L9!D1:O/GJK$_@CCF"!+/2U.,<>)Y1AG_M)^_,+
(0U5/!2@97'R@U<,S$\Q20]671_NIE_-E37$,&U!M7&(ME#DR.Y/_5E_M5.'L(75?0OLN-W=LW>&WWY6CK.HW(E'>>D-TSXV:JPSW1DK@X&L5JEV#;_ET_M'!\K#8FU_V+;+Q^OVBY>6\^*78K%ZK>;U5+;/\V(F[[U?SBV;[&*,AR>YX8BC%Y[/#_M3(KU"+63X)ZUQY-
>/2)W)%?SEC,ZKAXIA5=G>-4,]I,\%_[*V1/_!>=S]655_MGW:0_CAEF8N\GF3XB+]/PSAC,1,9#"@C*L,K@)F09[@P$DDHJXK@9K4M&NFQ?ZP20\10>NF3GT1:Y_M3@'8J>)[_I7/5_R>0T@X]0BBM;6V+5Z[DKI$->I^S%_D);?B07Y;"DS5;]4(
MU8]2<4V^Y^64)R*,Y:D>4IIX\DP?Q#_+4P+3)"6()HE(@\3D3.\60:&3X6ID_M54__!MV=X\@6X0NP1AG4.*MLTS;6%Z#"&RC$P1*=-\,8>T)XAHSV$]_M/>J,:U;:\1'0(Q[_M,9Y,*49@WX68)Y&)$$LF[Y60Y0J$T)/_RQ,'EU]W'1?HL_*=\7MGG
M!,^4X628%V7(6!(DD?#2!$:<"VG_9_+B2##(&15AZ,WE]Q)NW1>688\^I&\^2%:X2S@RACYMR_M9L>:@Z0SRV7,VW0>%0NVHIN6LEF8>'[H)S#&<0(1"R)(XBB#.!,1R@CB0F_F_M]N'20X;.#T9Y#UT:3?9=.>-KN6FKV/RZACYG'L
M.]IC[MTP6B_,XXBV&U^>N,*J^\J9Q=JG5QA8EE4[$V5V6*\X^KHK:RZK.&E4B]';";'59_M58!6==O_M"@$SY>JV&]*2!:01_@8)%B>IL*4P@R'H3Q79,IKR>C9&_M_VL_A9HR_$L5RU@G5%>UWG6!"G]YG2W>.*^__Z_%XJG_+V55&EY?9IA2NA?"8_M\2_+*/*CF+(
Q=.OO""+_WN>2AM=_>,Y?_M/RY48L^4IR*D,?=@C_,&4>*K>D;F08H832(J8IX9=1HY"6G@/;"!"]J_P1\U_M:,/8^&EFZ6E0)RPP4X)VU!NKK%[*'&F=TW!&51R]Y.[+?O\-[UEP,IDSN?>=_M,_X"(8@G"(>4D_BB*/0A\:3E1B*<1"G-_AR3=ZM$Z<+
<(O_.HD1E;27@/2MA_MOFLEY_U2AM73(SQ?/=7U)WE_MP##U-%J0[;:@XXM>SS<#9!12%17'KRSO.>/\I4HVY'&6QCSU(,&92KW,&"0^_MR6"&F>_X2X,DC,T2M1UB9[&?V'H%M'>3)H&9SY5W5&JQ.688_+J8L:J]NZ3P_M)[/]QN7#U-M8QGY_MO'58PI><;\UO:KQ-
-3;S8E;JH#(&F%W&\0_7'2T$[C$_M;%25/P!+]W7[$"_LF_\^OCRI)A:?#;JB'+UOP!Q&!6Y=KK;3U?:SZQ8HG939_M=[4]6''PNZAGU%6;N#-4S6>/(*+7%8E0#]$Q6[1N;YRYGI[A^62S8MWPVVQJ6_M**0TY)X/19H@B_0G,!6J-BGU8I&E)ZRP0E'4_86-
FLX9W10?Z0*7IZY2Q2_MS32&&97&:N_D)8X$_'#]447W)'G[0GGZPK,'0-5)=;>K92F%7?F#IA33"*5(_M0,2#%")$57VEJK1,&8M0[(F$:?'RD9/EWWG^]"R/#I.0_M0,!/?.V90,=+/E7)GL+/*&0LS2!B%_M_0A8\6V-!6C0V,95%"(7
"_!W4)R<#W3S&%]B"$S7)6!Z((=M]K#D!D'11VF_M]UNF.M5ID0.GSZH/T.6B7$ZYH!F21T9(_T^:L7'&(0F8!QD5/J.AA\/8:-[2_M(8BAS=@U0#"K.E/114?6B"Y7]/3!>;0:NIHW9%;_+L!E%YWFV3$G27&5S7((_M8-SLDY,$'F2+G+
[2A=1]SC')9_GR3<4CF[%;A%.19:D/,T(Y1(F:-B3B_*8D_MC4-$U;B3,X3P",2!9;(""V8-W-QT[%_PVSD\TPVG"FN&^AUJIOK463:I_XB_MSL?@O:-T=Y#?+>Q=-UHZDUKI91)*TR"$QRG.,II!+U2=Z>61'9),))"'(4K"_MT,S7<(52(]P(BQ+I)<'<:/PACW_M%-
Y%YL'QN_-BRW9Z5:RFM9%X?APE+$_P"S,IB1$1,.,^EQLQB1(1I%'&CKS+_K.5N5R^*M4?,AIS0@TLB-6:+:J@@/2G&C,,_A_M3SSA1Z%GM/UU@QMX'UP#_Q*^?-,LR^)Z.*8GD.[X8":>QBRPG/?71YG3L7\G_M@;W#]+\^PH\/->R]R[QMX6?YI&:_K'"!YTO.V63.I,
[8_OMS/N?EK:BG+J];_M&_($Q1[/8,J%/-L2CT(AF=ZHN??++0X'83RC-6L;/3[HH%E0M7S1360=]N_MBP<\X[>BWD.F,0L9Y3Z&'_^DS9RMED7<_JF?#A00)+^!4EAB&6Z;1D[,899ZX:TRSJ]1=_M?<#C)N\:,^0@?
==\!30%\EA4U?!OK:*$"96'_H*S:U,4^/85Q+DNL-,0:_MZ'YYT!JR.]V@09XC9=_%:53IUR!Y7]QU;K%-%WS-EWB6_P]GE\TD:I6_?,.7_M+5=32#,41RB_0@HV1_'R8):0$_92T'D:"(I](Y-!!^C_QL)'+KB$PX"$/B_S_MZM2K$0F-LPHUV*A@#;
[*^*\:K0_CRC.AV%E*H@;(D3,4]9EP_MF+!H<*]EHTB^5&F1=\7B:\XX^_#V6ZD,C4T6\T25S%4I'U,>D2S),()1D"@M_M$4009QF'_(.180-'?2;KZ9)A6&>F4137JDSFNS;7?EMS;5NO,.GGFGEK16,&N.J<_MJ_]XW,:(Q@PYZ'MHOH)ECH"TW>>;T:8T)&GBQ1B&?
I9"1",*LY03B),H2#&._MDQ@;--/1V/2%E93!,$2%"A"2!&+,((N3);5OX#"(_C=,DB&+!C69NF:,PL!1>_M3AY^!9\^W_[]_7RZ0_T";N^N[B>/US>_@,GEX_70UX_75P]_'6K#WK#9]<9M_MP[S!-
W#PQOHMA[K!GB>C[^D;!/ZD>_L^@^SW^(.5'+@7Z_8GS<:7X("2A!!(_MU):/4!Q#$B98'2YB#X6QER:)B5HZ"6E@[;-UI5DD^YUFCX7ST);H\UR'39\A_M]R9#+VU#^_UWX+R?U__8N9T^PZ,WG!MJ_,B+_"M>5M,MI#:H$L?+1_Y]^4$B
M_M]2@DDB[8H0DDC^@43J0R(B_BF.$<*ISQ@W2N#3!3RP0*_14&&"FX5R'.)9_ME?#^"><%^!W/5G4(88LD:&%I&W[LX;5I\-$=!\VT0YMYQQG4A!^!0@94V_P2_MB=1C@/,X9__8=XI"ZC'C=_Q2_YS]UT#=JKW9RL:7N0C@8D/_MXQ2E$!$N((ZC$#(_(DA-
KO&H40/-,_$943NU_/'QFE][DH+&N19F*JIP3EL_MK[WZF+L[7F8XHRF_M6CJ#6CMUTP+X_S8541>ULG&H/;JIGC)INPB?^91RBBDV,E:ZH_ULBM0@_MP18F^$-!-\'+I6\?*="Q40M:L4]Z^TGW_XA2^?%VQ[PM2<4W?B]H%%_M:F<:8@U:?
SK=*8J[10]V>?;5(.NLD8_[:XX^]/$$4<_MK?!,7[R.TMX06^>2;1IQ.QR,2]7_M,Q5_0^=?^7S%FR!N1+(H21F#:1"E$'DDA%D02&L1A6F(&$MBIA7C[H_Q=&[-_M!JI^>ZQ3W.@6-DU-MMMOHNM>W0T3E*06)%T:>!T6:!G4"319Y!#*>LE"0U$_U1C;J
M@1O:EU2WJC@VM*H]L\J\4$^3F=VZR3V+#!U->MQQV<_#E[F\LK&0+E;S'*:\U*UZ/JL.9=4=ELMR,F?-T.)RZG'&XB_D_M,N&FPJ"$PIQE!$*"%1',1"<)/"L7T_1GN3;40\;148;\":#I+J_0<
M6DUM80FIDM&K/@(M)D0>I\+95,B]Y4>>!'FNLQ.S#ZM2M6^M"\7K_M"N>F9IS7W=*G89(&<1@ET,$*4^D_M('W@8E'P1_S]KAJH+']0^>/\(Z__WM0Q49^GH>]%\BG$0E5YRV-E2_FD819$_M?L;B%!LI#0KFX?KW*W!](_]]!7[X?/0P\.,%_MN+EZ!+>?
P./D/PT+R5P\$3W],S*?S314;P+E!2_5CE6SRB&*S!RRQV5@]TR,_MQH\$NV'AT="QHZ4M8LWL'X\+!7WRLM0..+?N&3JJS/ZQ*I?*N0N6BTJ()(MP_ML\D;],,\(+7?CV!+I9EV.$U@'WUF\>0CQ-@%D=L+C1'0#",[*S)_MEY#KB,X%6+-F"#-8DU!7<^]ZH(T[^$Z/]
(/)=YJW69B=3T_+R^?YT]V\G/^._M9]?SA]7+2ZU-RN7\DBJH,"%P^J[0F_MD,_!G;Q>&7Q5/?5^0=T"/NE(<_GT;LG!2L_M%[%-9'EXP;/9VOLY32./1"R.($TB#R(1Q3!+5"-)+K*,AUXH0L/,E9WUQTE5_MJ4""-4S39)1=AG3K$P=D&AHE1A1:))
<.,;)+=]49.'SE*S&&^R/'+S*V&_MR\4#GW$J-?"7JO\+-SB9'[MWA#,YGJM!SC5@T$_V/I\?I;M_(SZ79#/)L:76_M:#/L(LEJOSNZX&A;6AX7)2<$F\E3F]9!>FQHT657"'%RU?&J(?H(VRF)Z+W87,:N_KE_MFWPK6.GN;&NPY&BGVE_4.&7P47W<]@C;#KD%=;E?
D1KS.<,3?>7L<=H1Y_M(@1+H?S/AP@1_C/L1]"3/XC$2](X->HVV@5L8'EM,I^6"BAXQ6_Z^[T6I_2$_MU17]ACM[#76=_%7!'6;XD_Y]CL2W$]2H0JQ#]+XH:]UC60E2<)80/V&JM,1;_MDT[-B,]3CQ&8!!&"*,41)&E$(?
=%%H:!GZ'(,QHV=@3(T$ZM"B18P[3,/#_*_M'3WA/9=F0Z^6*;GF]2$=]+BJ$3D&8MPZD0XB#VI%NJZUG018/J0_U,GI*YZI_MUA+WO%P6N7*IJ1\F<[;[1>O*:4!8XLD=&/),4(@8"F$J>_HC3%(_#+V(,3Q]_MK3(T'Y:X6&K*

[CDXF;SP^YCIO_MJN,CDYB.H/ES]QV_70T\^7]T\/JB,Y:=\ MKG(#U'FT!F Z7/"<)\)1*)(D9#!A 80XN(X^9=,"VP_F3+A9U6\NT[45?_L<*SW+QIAKYE+]R]B0M5[Z\ M%?T5-5AN8E&*$I@A7VYF@>_#S \2B#D3"*<")2%U4>/D ->A+5DEQV*V^ :>
M*Z3<5#>Y>$8&+J?WY[R-WZJS&JIZ+I_4FK!@\0!P]6@ZJ/ X6S0]@.<2 M:^CZVVW!.XB6ZB3)E;?0*(QQW7Q=9![X]SH0MI/&7Q8+]BV?S:8>RT3HJP3. MC#'5UU"*8H(8% &CC"0>\C,CK_QZX8%E;@W&3-@V5,=I(+A G)I2$JJ40H)
M"3#,&.>A'PCA!YZY,\2&=FN_QAI8VXU!L+R$&H8B-DQ)(Y_'-!4PCK,$HB@* M8)I1J9!3WXLC+_;2V#/U1]BSQ-BUL&4(KV0JSN.&G@JVH<],Z_:^Z<8Z=A]G M1VIUL^RHFG2?F'WE>?"[>7/8[0&YJA_Z;9XORRJ-9H?U@NY%LCCQ;512JAJYJO61Q]LWX"D^._M-
'!<_F56,T99Q?R4\GIJE#P M\J?GY07X]IS39Y"7*F-&&D/S40"BR@OCWY7*4,EC\A@$5"?7I4*$<;Q\5A_4 MMZ]RI\UI_HKG,$I5^=W"7)"J;Q#97N_SBBX5&=SB:Q4$_E<):+5J"J> M@/*54WELER@QR8"?W+3:[7TA.IKMGKYWM':
[O>BW&^[V7VQGUQZ9J5LW]YSZ MF1?$/DU@)H(,(0D9DBST89HB%M)$&GZ!T93)DY &UM>;\S-.^P MV\\[/5O("4?,M/GQ6=;KUKJ#CK+>)6VX4=8-G/<>9;U+KL8HZ[T;S'//TGL M%W.^[M'P<<4?%Q_S\I^5^ZKQF%9NJZ;V"Y;E#:=@)A*Z[VIWVT
MU#ZF?,1KS,Q;"%DQMEL%C,%3,\TP&#N-4L0/X8E5CKD5P-&2S<]A1SOK_*QU MS#1162RG=\6"K6C5^O6!%U]SRLLFV4HA86$ N1]3/PM(MEA&M.&0GE($53P.W"CXU@ WSX;IYU*TYG%%NIAZLB-86?2VBNDP&N4#+7)#_ MVDIY]]JCB+(6>6MYU;08LN/2R^ML\
<9Y97;EF@E>9A?!#Y6BXPV]5S\#6L*R+A@\#%(+T$NNJ9])).-V M2^HC]Z!/4N\-=D+Z4;EU:%X[Q% L=T5!*.2QR-3XY!!FB&$8L"!B099B0HSB M0>W%!Y;7-B@S,=WA@)YDVM)E)HQ:)!D+VC'<'/C_?6'WQXG'SY?
@<=;,+F\O+IY_.W^"MQ]OC0=%7::BWH:QA%OS+1)9T*[M!-_XRB_ 9+DLY-V6?FM0[VSPV&E((\\@ZR7YC&2YW??"V :\1A&B2="+\!Q9#99?>!Y4AE2_?KK[3JD?T#7[A MTY1Q07@@I3-*$X@\%*B.*S[$4:RZ]"**]=(33P86;7(,$:)E!]1OU'N5) MMW"ZH-
30'VY&I%&OWBY*K)KU'EUPM&Z]7>2TV_5V7F>Y(:JDQD=Y[^1[7AKM M;^T;!Y:7NI6> F:XD^T0I[E[V=)EN&-M2)_*$@N*XV.4>!J9]I9>]S=Z!A9 M!SO0T8OL1*,Y@^+9.K(KQ4]ROHE#^ERYIV)51)*%$.$0JPFV/B0>201C-&84
MFYTQ8%ALW/\UK&Y6^/:J$^UD5XU(E[2*X/N,SII0@]33V$<1#)S9OQ MIN,=)7*@V7B[L-YU,MY1LOOFXAV_R;Q<=E+F^ ZK\CCZP)]4O*JQ<,/("V(1 M$ACCD*NS@ =QP#A,PB!.4,!]%&BUZNX",0016X(%#5S]:M&3'.F67%=T&AZY M6R2"!F:_E:]/LWZ!K
O:+>MCC_# 38UG'TT=)9XG;QVMPK,/^7:!9^^U;IO* M*:-DT\9H4:BGW0Y2/BY42V15+;R8R=6?KN=2^'FYG**$^!'Q0BA\U7^(1A%, MO3B$C%+*@LC'R&)\@#O\1LFOH3MAW[P)^\Z4N0[P7J1WOH.FO+C&TU';.=NG MJ&.S,5/!&NWEVM'X!N>#J/PNVF"-]_
MYTE^DC^;O\]=I)]SU^;A&!5A$"6TQ"%$<-)#&E, M,$0L3F&*8@^B(&,TBQ,19>%T7@WF8X_Z0KT/1^L-SNHW^ ":]MN\A5KW<"*& M8GS '3W1M2+6LA59F\"/700:B^+V1>_D=>9.S5\YGBU5 MM_R[%9DIET85;FU<6C1E,44TA#$-
I*7*DPBFJ4"01T%"$N[[,4YU'9M=@ ;> M0&OO__HO?NS][5_QR^O?0(W#.N:0[_SKY%:_T],5#\S$L88*)-@]NBV\GYT, MT/> NF*$G1?T)$//II+5(>(MEM4ZWH[:^!+/E^HM,>M;Y-Z MA/ X@Q['RK?I<4B\+()Q$!&!TDBDU"@K8Q_ P.KHQHFK\8 K>E;
.;2:J9UZ M#O)A3) $*81!$*$%"2BPSJMG5 3JPK%;33M@:^#;- MH6I&^=0#Q^TWACTIM1B:"2\C8<)@EF8((I]B2##B$'E)'&(J4L'I]"LOR.*] M6-H&KN]D:R!O4R?&8:>>AG3-(C.M64-?M_W<('#13C.I7DJ%AM/"1&VBW54H M]H,1#Y,@]"+JT11YH>Z1SA52
^OP M-9JJX?8&T7;W[1>%*UTG>!9K9 &MI\N*#;KZYR1GSZO_4/D>3\%,IZTQ!"T4 MP09'4"&Y3;#=H EVI_M*1"T.K,X>A/[A]CT>B-U!>,0'8W2"=LW!CM.V,U"C MG^]MFGC3MX9F\(N>'*.)2SARU<(U!C4W<.V M)0$@=G ?Q>[-X),0W\L*[F-
!AQ'<>^O9??.OOK_*]Z5IB7W]\JJR47**2367 M_I%_7WZ05/VW9>-\O<4'5@C[K=XO0 LM%5K;1\RZ5;XF+[NUQBAL--,AQAP$ M?RBL0(66_V/F;):XZ)6O"?&]FN6;,:2C6[[A0N8*Z+%@DZ*08/*B@O)1:C== M_7+LWH'5QQ884-
#TE<-1.OME_UP2S43[L<#5,,16CVV@2[&1_':1926>1Q<< M3?JZR&D+5^=U=F;]#5]6KK!BH1QD[,/;;Z7J%G1=35C;:?:W':.<)9Y U(=(M]>9"TK:'&4Y\Z%.$$D\:_10')E:^.0I#!Q@F#[^"3Y]0__X /MW??@'7-[]? M/3Q>W_P")I>/U[]?/UY?
F4Y>MF"SWG%@6.:9B;^J$ZC]X TV@+R!'Q1"()___M"#8XM9J##E*8:<\31^<'"P1&/4[8,VC_=''&2N8.]]O5LGKWY+KW:M[B:I,3 ME45)0I, XH1RB+B/(8D]!!F)$(H"XF%?2R-U 1E8YWR15M(39X;=7CJYTN^F M=D&KF8IH000-2 L'\DF2]1W"+DBW<_!:L<#
(5=M'6X?K]>2MH[E2^Y!0NT9[MKSV0&A%,:X212@UD,:LH[P0VL;BJ88-8 U0[N:[)*3WFX M8X"A9;2&"RK %V #>H"NR7I$NJJ-[@8V;JFS%N$'E06\RMVMO[%/VMWAFM[FZ8 79K*YFY#PT/"B MACI(!L(QLMQG'>Q >:],@V.D=F07'+WC!;6&% MC(J'-
RFOZA1950@ HA "BRU&^JXS0 ;V^Q''8YJ9)FCP +=BG0JI:@EK7$"% M#&AACR-(0*;>2_V(0QMA57- MT^;+.6PZ$LE76P&WZ%"WPQ=-5\4YU!IZ)RI"&\^E^S;\)REQV9YM9_WQ&ZP= M(^IHB[2C%]I)W/52#8E098(GF008S4](Z0>S&*/ M0B'2]$0Y(
'!6HTE+& /+*7'YJ]=@(W$RIVJ)<%FHFO"8#VA'HAM9N*^1@+ ML$;C1R!/E.U9;N"N9Y"=L1*PH-R1>C"!/*KBL&#]0DJ06<+V<;WB=L'U@MU-P10#2@J@02]*I=5!Q\U8F*QG"],$C1/<:#7G^F M>#/IUJ!(@)SK'CK^E-7V>IWO[_.9_SM?
7>5'R]?<'?\Y?5 MRX=%#2R^J7HP_"I_6;Y-&?;BD&.,\RK8&$"B1]Q2-7N'I(X\+!1 T03X /+ M\D'YH]D^;L1&0BU*.08ND4D%NJP06 6$I7+ZN9JN/LZJG^D0NI)M@'/I2G=UVL?LD:$03!_Z4S]S8D'T"P_$&W:>58CQ'Y,0L] M)&"2)*I0]_9AZ@?
R#QKY8,PU-7TYX&Q M'7>>]#BL/YA0/1)0\V2+WR6ER?"L"J>5B_;93U'[AI.C!M@H(9F41%I00]3_7]R6G4@*B,$B1A6' $X@0SB 1-(DDGSB*8ZB MT*@9N2O$>S!M8H;8N:M?!T/M:<]Q2.SR^C\=;^H-)&49U)&B0KW=1&\P+LS4>Z MV!V0-
,AQQ0G_W]+SD/K00X@3IC9<=)PL[[[P;:JG<.GV>+;KYP]\5]P/E=? M?N!B4:BF3C- MQ&^JY]#)2BJTP3]>E3)VZC4:A*$C#*^YX(==] M49[H7U:XD#J?\Y0%LNFE5^4O!BP,LRC(5,)T"]'/8TB\0$#BJR$[G'*/:B5, MZX$;6'FN9TD0!'A:
(P#FBR4HMBCH^Y$TN-?0.G/+$S-E=PRVFG:[!/<#\4/? M5>:6+W9=M];KHDI'\--34<5^P.MB*I?+\6P3PW]30XWH+*_F'4K$?\NA;LL M9V_RDI=<6?*.-ZX$^7S=1%VM^[HEM0:5%TRU?:[:E2V?\1*\X+?J-25_.;* M]93NVKLX%V S=%'B4Q715#@!-5ZE4&-
CY9V.BE[TGU''.U%CD=&\B_H$M9V- M!G?9YL.0Y?6\7!;5&_PYG_/K?7\II]5/.L((@01Y&40)%C!%5(.49YPC3\1! M;#1HZ02@56R@@JV8,$?"C"H(!LV]CG%)SW[U 'U9LK7BG"+#)M,G*63">IAWDRW9>,!PIN\
MG5]\Y7:GLFULAS30I#Q;)Z;T+#9VGIN"##0)@ MC8%-EGH_4_IC T[Y82:E-;P8(^%=FUZKH$#_ZJ,%!;0);0<%]&)RU,9CLEH^ M+PKEAE-(8H$HF4^T";V9[\%"<"\0A3 M[!%L(0(FP ?6 76?*?D$JRAK=3:6BF#.JPX,5+DY<8.(F?P;\5=/(0S%-4.' M2>MPW4
#6T0NP$W-NLI#/.ECG;':L.&!(U$UBI'I4O6+#E'U-8[6&G>KY@,N\ MO!432E5[BWS^5"4V0-5_;FWB)"61B'D$19Q0B#*2P"RF(4R)AW@@,D*94=M>;&SQ@^;&RR,V?FMP0K@&BUPJ>*, M8*+>U/8I<3R^ZVGP ;EIILK7B(&$U"CHI1[?%E6>P.]X9I]IWK'$P
KZR\W==700 M0(5!%1!5./!Y66?#_*X_T+;/)?WN8T?<,-()HOPFE&NO:V5V[AKW>$/9?'!?3 MD(9AZ0L9>$,_A"B(,XA3ED"*?!IFF0B2P*BE@0.%^C"12>[HP0ATQS9)BXP&A4 M0\4A"_<-&)=+6W:.6LR?I-)X49'W1[G$Y'M>3ED8^!X.&8RP.J]&8>93P-(
MF4 ^YH)FQ"B7^QB0@;6: @D?)4R@@%X !;\H0 ;9K <99">PCJ7;#,-9$.Q M>2^G#I)<]6PZ!F+'^LG8G_"38I)[6W1#"Q_ A#NJ7N?#+-)*[)'%D3:MZ2X@B%^QR MYU%JEQJ_]G7?0:SR5%SJ'(F#R!2YRSF'Q567*0\N!175-50K%%E<_^C+]R
MT!0HJNPZ>:5*BB*4JZW\"?Q:"U054N^ IU9JPRPXY6HUEJL1T6H4A]Y[$HB M\<*Y_&W^MIX]L7I5Q5K@6UZY>JM0G0;3>3G_;V%I6<7W#&^36Y^Z^X %\K!U%3@)N;L M\+P4=3:Z)&WYO%@MUR,V2EY/W-BET4V)P.DWLZ,DX,A-HY4 G$:XG?+?<96=
M&?:H&F60BK=J&ZE<@M,@Y-0/?0P%5[E'GHAAEB$$24J$%5+"?9JM>ZGI&6*' M0+34Q&[7,T-3K &Y23*4\D$?Y?*OF[W@ B#OPO.\S1M,Z?O-XFO%5A'Z%I/ MA.IR]]73JES^Z[_XL?>WT*]_^%0[(M=?,N-5 3 MJ-;B:O+WK<6.*RT3&E63&L[*30(I-0]-
%2/="G5.G/HAB;) I- /A#S$,1; MU!<>3'! 29PR-//,TA=/@AK8BEP#KNO>F 1HF)1XFD=ZLNB&RES54BX6E XZ8-]A\)D"387X=M2F#5"O3AF?/EYT53V:T\?SPA M"0LQ@ZD(,E5ZGHGFFR:$J0* M&9P7]>YR <@;:) "%59@C9:5 _4D* 4DW 5[S.3[01Z[J0Z-
=5!F+L&KJN*[M19E73%AC<;'ADFL0:Q -SK+_3H 9.=^OF][C##+^>ZVTK>N59K&@-Q&F^+DVC MSRD)HI1X'H89EG\@G,I/+/%@Q-* 9B$2@AAE__; &SIGKX&NQF&ILG@%&?0 M:MB&:61]G-.3%!!",25[=<YC"D41@@GQ&$QD3J; &ML56D)5^7,,V
MC(=W\$E/X3FBWO#8=81P\,=C%1X9I.)*@TI7,?,.2.,&S_M)/HBB:]QBF7JV M.W7\8,[XU&=IQ!/BO2I\)H]<-(]I2C$,8^Q%&/G2WC(;5-@#<.B4M!I\5<== MS^%;;#$P3$KK8YV>G+MDB)FPMWC1S"32&/I9%$ 4![$.$&0!JJ- M>Q;$7*]WVBD
XMW#1(T,*6Y74/5%^R33.D69!>DF@FN*97:HMI'2D=]C+RU MEDKY0ZN,)Q<<1?CZR%D+6^]U[KT:ZXE$32?-=D;BXZ+.1YQRY$51DA(8T1!# M) 43$H_&T$MIYB$2B @1DX33,_$Q$EWS[-3;QU?!L'E[9>[^ZM?KVX>KG^_ M M=+=^X+ MG4=SOL_",
<.=.RJ:CBT20]5ZH6[W.G3>K"-^C>"-T,'F3^.",&"=B=_!9%G[M!J^7JZ*2N"26=DD8II#&6)Y#N(K^$^9'*-F6X%CUN=#?-6P995N?0,=EEVY@S(H)ID$P53+4@'';Z70/=X?=;=I.9;0SX^I:E/ N7S3*6T437:*HQ2F!$4
MHIB)E(38+!6E"]S@Z2A;H(8BU

RP&?LC7XOF77*Z[+CPH;\6- MI&,A3X*+F;SMZ7HNWPI>+LNZ3&>:L"1)DRR 7I1PB'PU_"-+/,BH2%G"A6!1 MK)>);HF!12C93!ULQ;T7NO62-A\+7L\97*J*K!VVYVO,7=6UP 1BU7'FRAB M3_+.B)SEKS!J5Z4S4*_".O_[Z>5T?DV]>J3?
#\Z7,S]B:7\A*0U/>YB.6S M\8GJ.)A"0J5MB'&0$8^&Z1]K30BRo#WPD;:V'ZU/:DIHI[C_];]6G5S,C$@3 MYNK9E .Q$&R+K$Y /ZS1^%'J$% S<8,*^*S!-F.[TH(!CLQ,$\BC6IT6+-DW M0FV6L&\-\]BTMI@F"<7,2PD,/>%)0Y,%$$]K%WV-]EL_3H?
5WVB3K6S^7@&0-^ MD7?SD2=N!WAKO5-N=A5K:>7KWA7YH@ /=:)N ME;BKWR'R%!.Z!<@1_8;''BW2^YM(&'6%[*'2JB/DJ35'ZY;90U2[$V3?I>9Y M)1^;TUG='NV.RR?/LG0RFF(DB2*(@$C1 5$*=@EK M)Z'T7WR^%?D%+U=%99K\>_5,U%LA]R@0>GM
MHNJ/"A3P8:Q=8]H',(OU<7@W^]F035V&MOEBYA;Y9#;;S'>)Q0^M"@D/#.S MO&N-@96%!-V:>+D%KF^-+S*@WR1W1;N9&CA%MF-+7(8JE M;9!&$'."H!?5B/E1()+@+=]%DI#V_W-1!@N!:5Y%MWRWCKJ%=>;6] * M&5F?%>>@(N1FXS4=
[&A;>]!HWL!Y,VDPDW4M/K1Z94EE7FV=670HDX15&$#-6BC M[=CQ[HZ+OWQYR$TOIO>*(IJ]Z2V8^1&U=[#,'9?DP\$Q5V[NH\+-2UD2E,O2#.40B*X!U&* M_Z@&U4(F0LZ#($0A-YQ:>PK4P%:P15NVD$%J'_>H:7NHI23<<,E-X S#'2=>Z M7;H'[%07
P$*18J:0'3](/>7\#L_%;D+\\605%?I4CVFGWJ)AI[. M;]G!V9V6'H:7CC2V8^1&U=[#,'9?DP\$Q5V[NH\+-2UD2E,O2#.40B*X!U&* M_Z@&U4(F0LZ#($0A-YQ:>PK4P%:P15NVD$%J'_>H:7NHI23<<,E-X S#'2=>Z M7;H'[%07
'KWSG6[!.0TKMN[0X519+]J=]OAM,<8S0!*'O^Y!Q1"$BD0]5=2?T MLC2+0R(P]^+AAITU6_SO94^&G&BVDY>;AB<0V9JPVYJ6>;AB<0V9JPVYJ6>;\ MRURR-0V?XED>VPZ;_8_F+F#0C+BV?W7%>_%(L5J^?YMNV1)K^]XXE!M8B
M#62@0(,*]@7XM%@LYXNEP^ =46^F(;H(!W\X[/$D96!"_[G*:P.QG,S9Q[0\;>S%6W<6X1ZC]LV(,U>S MK(NN5112+@M,EU.6I@RQ.(0B3#R(PD2UYX\BZ'NI3T/4!*%)HII=_FA(_L/
M#U>/#X0ES[0TZVD.>ZH,8_85'/#'&I)#&3].@JOBY-W%QRU'/DK800'R\:N& M.Q$UE?(3I7$0JT;6H>H#27+)QSB($093A/>I$;CT'6^#BQ030'93@.B)F[S MPTP%*!RW-> M-/Y#YB.(DCBN.[(&68Q11+PXU1N[;_PT DTZQQR![70Z&GN;?
2/9;;0_&ZW9ZJ<%ZHT,H=?N5%DSQ)/82]3/B0 M)2I%G9 (IL1+H$\I%U[Y_YJE)!V%,K0#JX-3% !-=L$C_-%:-]<[FUI#A]8> MH0XS2;4H;^+M5]L5V!Y8>YD-8P^X>%]_G$[0,+V;K*L)E< M4[;+#6W\R:>8T.]+=D"_F=CID3Z 1[F'4NLBRV-
KCEIDV4'4?I%EUZ7GSN)X MX$_J(=[SJFFBRF\1B^*E'OSQUQRX?3-)PCU/B!1F* T@PDA^2K,($D^@+ C3 M@'+/;DZ'$I*Y#IZJT1EG4"%69@ T6AMYD6U;K[;XC,-!,4;1YUT %&YQ "ZEJ
M3N7ZBG'FA%BQR/D,$3,LWFF^B^$K3L\>L50.W*RH>H54^>?/BYF\Y7XY_[W< M1."_5Q5-Y9561W4#E!8:4J"6JV(.?B];<5U]LT.T2?UFR #\,=,V>JP9P"PQ MI-5*3-&%.9K98DATVXPQ0=6\#>?#LU0M>Q6I;_=<)>?!]6Y%71B0\F"F'D7S
M\R,&!55Y]I[-_1T8!UW3IA M.(80&B$*A^/EYSML:GI2O$ED!N&6?MO+8;AFU^W2)>,NEF:,Z&CB:7!8J/U MKC0GL-VRTN)NJZ'%QA$PF;/JJKM%N2SX,J^KXAKOP)U\G4H5-PL2PE&6^3!% ME*MX X$$]2%DJCF(ET0,<,V(*X0&U05-V$W-
9N[&6,2.#KOJ!OE:=D>TA# M#(F91)"CD'LL@BH@/L<@83!C-<)@&02*,X+-@]&-G@W*;M/86L.\;Q(;L$9GG]$7ATR6 MEJ%B_0,I#.K0.X-G$J)WYAB,'-NS9M%AY,]^3?."$P014>/R:!$F2!RI=-D3 M0Q_10"0A@0G.B#SK^QAF6 3R40IAQ+o)
{$*/@ODOD1E2<-48[A6"@P4F*[:,0 MS'X-F66LP\F3,PN C/T\[*,BG45[*IC:\:G&B).XY*3CX(D3U-XEHN*2J:?" M+$YAV*GN>G9CDS^$,L&3B'LPXXD:".T+F/I1 ,,841;&27Y& @ZI\KN06::QXC:%\^CUUC6S;3$]U;LB_@4XRC@XR2I^V.C" F(8Y)
D@:9 M1X@7L,Q(X+K!#2R"._L?;&^4V,(RZ>%<@+PL#2(5#$H91#YE\A3-,1003[-8 MZB\BK42S68S.>&ZW&@0F@;-139.Y88Z;:=G@B#3%]8]>\T$F+1%>% M3]W QBV$TB+\H#!*\+[R[S?]:Z_X=5U;5VG*]53WKZV,N!)=ZF7*+]f%.55076 MDS4R8(,-V*
(#MOC8I*<.;J]:^(?EFYDB,&79 /DC=JRP2B,Q!#5:-HD"]I) MJ98K.&_;=.._7T09"$48I@C%3WB4UUSF5#(%!& 8"HU"D0>*H%Y,$-W@ X@%L,H7,(9/,YY*I:LK+]52R MB<54LAYFZ1E3[EA@ID/[0%@2^C]I5I$#MI@2@'[LW2,:A%NT!JJ?9?E&;29
MHGV'WY3G:#VH'84!SK \0844R[-G' 4PY2*$,<)A&B91$)/Z.QY%,S09\[U M1/??&JK=(/L]SF@>BLZFU_ PM":U 3C@8/KC)#D>2,\'Y%V&T1\G]-08^A-7 MVTGE.K"]Z2DB!3#E2>S#-,4)1,B/(?'#$'JOX GR*/=I:B*/P @EL3[J]^0
M;GZ[>OBKF0@=L$%/^,XA5DSLUI &:-]RB@Q'HG:P_*A"=HJX??$Z>9V=8*E< MR^NY7*I*/UMCFM7!5G#IEC9G@GI<6IM21,(Q#B[LA].P"N#+9G?S&%I/UKU?"GP*7NE@ M"" MA@_K+]&]6S[H%XLXY(=A<@Y?#@%)G"-&DM*,I&^%7B_-$EI%WSHWF+>V *^~
>7FWF.7TK=4YUN?43TD,<L:.,$PR4X"=_+D -1[@C^;0@;]]3=G@ ML$6/Y>% MB 26-.P=2?.?0?S,XY/E]GBEE 1>(', I$"%&: M,H@Y(U"ELD09)4PP(P?&&;@,K(3,)X^I05B;Y#1PB>>88?#K0L;D1:7J^OB3 MX3"R,YZ3GC(;B?
MFVNUPEMC^',@M;J<&C#D<*'8^BUQ-#SL#DW%'A9W/LH.Y M8 Z6-_2V3B!WCD5W/V$2_YU".AGV8BAH1Z&**"9"$F8!J\A>+$C_Q(ZVP M2A>0H6VL&NRZ7+D+;/G.E^LMCW6243@YUZQ7=!N:338D&_7\[*/)JQ_GR4$' MZP?:1U:[+VC0M>?
TIE<27J^_C:A0C@06*?3]+($H) P2QCB,!4ZQ"$B8Q&;9 MM2< #GUMW-[R]_N[Z]N'D'=N]XPQG*207J6@ NRS:1QDY*P@3E@<_O3A#EM M,4A&. 1E82.L6+$05@B7? C4LQCO&&$T9/9=8,_EL]9NYUB#6 MO+"M@QI7!6K'O(Q;-9!Y$'!6->U%KU\^
(&OVB-CFI=/K $W5W= @7&H!M0 M0T:WB%A28"810N96ZSQG@M1WFF)N_>3^1LK]Z'[U0S['HG\ M25$\&B_S]LTPT^Z[_#}!80VWA9S$J#!1GZ0,)6X0!ZH(4:#7PC#/]=_XT M(_JEP D/#!TV6N2#/Q06CA+U>ZFT$J?
3JXXF8+V$M46N_V[["VWK:ODDD:L] MT:M_G3[RHMZ=-\'+A9%TX[G$7[7(3!I.$H8\ED7;]=+_E*><$PRG[%4-:=. M?.1#% 3RO[9](40.$]QE%(64XMF5(IZ5GF/Y]GH&9UMIU,2LI!%0,P19U0"K-F6%!D5!G=S0,L;.9H2Y+Q6%#?TQML4XB;4VQXXN.
M:8EUDK5GB'5?:^M'PP7_@$0.V@"095Z7']ZVU]SA-_7=Y!LN6/6'<UF3/5 M6<S&=$%XN5$;.Q>;>_@#ZX#; 8JX-4D-V/?W #\UO7MO2?K#7WW@PZ#/VI8 M+DX=TOS/M&I(C@X=@IE&G3S#JN1\&"?DXX[% 5 GJ%H2T*(=I!Z'I]HL;&LW42@LF6 .]D&<=FT40,H\X2?
9#!3PVU11GU[(H] Q&+?"[PH#F*L M6X.0M_; $K>'IE]1L$]\MZR=29*9@&T]?>2ZR5+0S@B#/+L"B'Z'YI1N<,) M_#0*&_;0&*VI,V3Q=L"?U!N0Q1500 V42!,/HM#S(*$! M@HD($RI_]#RFU=#W0.6!);R!!GI@!JE0.]1W"_E9-
)F)N"8Y9FEMQU"WRV7; M66F\!+9C!.QDK1V]P-RVK,[]"EME=G;'<[9[^7EXH'/.%UR]H7C%$ MGMR8A2"0)%D*:<@#DN",H=2H0M)5H-;[&N$P(+,\J=*[S;0#MAOI[C;W26 MFNFNUBR1XQ.NNED[P6G<-M@NV7C0/]OIXK9=8.H!0IOHZ+9-
M7R9H%J(T@EG[$40>(3#C/($>3M(HS4(6.\Y(,6B\2::9!:,X M_UK!=(MT 2WWWYE$F4E5.5G W2B)#A+."_V/Z3SK(.)HH/\LYYERP]TV&3QU M!Y'F71$AC5$<>M!/8JZ\XPE,>8Q@XD<1SB+*:@UF?4#@('E90VR:3ZC[UL^
MRHQ^Q_FY))I)SQYU%B[THV3J^]'/)=?.F;XAN^XX!90?HQ100%I]X"6?YR^K ME_HG0/%KKC*="0[/56,(ED L"H#$X<#%]CR@I[N@G,@IF^4NN'!VT\?5(OU]4 MHXOYUAL$M^ON0%80G/F.JS)\C49VWWP!?;_5<4+. 5$.49_R5@_D"?%VH
M'AJ@R)^>FU8I\LJFLCEV_KKTTT9C(($70^G(U)P)+;1P@5=2+=CIW761;T M,I:KYXQGRI-R/;^L7YY&*"(L,(\S"BDC'DO[13"-. KC)(JH'_DAY5H!0RUH M0Z=WZL?P%YW.5[0SA[S?.GJJD@UFM[Y_SU\GWO)S2 MV,
<>S0B,B"^D#91Z$,=!!DE&8RG[688#P\:M-F@,K!.;J* -%ORA &N:$VA'.8=>AE.&LU;+&ZCZ#1+"T.']+HJSZ36T%TZ2ZK2*M),J M*]_%!15'\V!T$M3V8W1?:%FML"*E//E)N;WZ*0]0:.M-"KS'N.W\)G0# "2(D"T\.!O/:NVHEC
],/L'MZ>KI_+0)/_F]! MO*"')RE-;[$[NDY-6+,"'J@M0;W9B@Y@5FDH/KP!8$PT6U7)\^G,6XH_)NY1 M_?WH"X8U!TWE?76;?6Q3))7"}%T5W]>JW(8FE,=1YDE%JMDE0E"4,E>@Q$M2 MX85N%R,/-CAZB-54FVDW9W0A3Z/5HW/[LEX2\,3H09WIV;(]3<
,>D-7C5W=)M)MNV+%PX#!.S87-D=,ZTEH;0CU(,::QU#J"'P^JUGK+$&U\22JY^2?Y=SH"I[(9J[LU05J#X?%'FMS Z]85VH(THE]&J;S%WZT MTR;5XN&N?!7RCZRY+F\&(1Q.]@G=0!Z],$>$,869Q3-$4B]!$:<"!Y%/(Q=T
M&PIE8.HR*_'#V?'C[#$$G9@ U*R>,YU275":;2JF2;_F"K#VA0$(/F910^8 M*T%>>XWH'A-?009X$F)#J9A4I2+&/O)#J0HQ MJ/!CT%WL"3H518 J?00U^T?G691-'.$)H4R^@@/+);F86?3/SP-
;4_C,T6X(.I)B$U)>."U1 M>ZYT1"I+'0,4E5D=XXBHA_YN?Y(\ +@@*&)T]H]K]U$-AS4T$Y0UF<8B3- MET"9+"$)?[CGK95*1%)[4YW&\13CT?455(+HC,TTC^T':JG3Q9?-(/.F=\.-/9!$RZ;2QJ:-."?%T&B<<>
M[F0/VT:%IMUU9BL0[6&^6U3:]\]P5+KH8IVOWVH4>\+#E='LB,M5,D%#S/" MOC="J:_@(]_T0"2-.?)PY&.1>%<:MG:K&*&)#.,A[71HJRB@PO&.AVNF(UP6XTWK>,*LFRES[8_\.IW?Y=0/T/?>YU,B?
+#R]57@@9DK/_O.15W6RVZ7SV8^&%*LLF* ^0M. (D25 R*44XY"D M1"2@,[LI(Q,;>Y<=9)>/TV4$F*[SU;AF!F\&/<(\1L.INO"=4N:&JSVM3M!< M>JYN;*4*3=F1-8-Y-XIK*.$HWGK@>/K(?:I/=_+A2T%?K;PVZP08L&PSGJ;_B
MQ'ZIPXC#)2=.L5IOL!NV\.OZX3M_4^/1_31*@CF=KGX4$X[DPOEVH)\)0#KA MLAN=(!D9CM@P%7OGC\,WH;C]ES__BQ_,]7R[7,#8G(GRFQ5/A$IVR\OI"0R MPA(++\E(2+TI<9Q%"*.$HR1E!!$7!U&&2X04,:%Z\>\E#]+ M4BJ 24N0/A
%#D#\:"TS&^O/1*@N!!#H/>..A\V00X5&LF!!B#WFF25FN5%5I@',H#5(D@LA#V L$(I[0(NH&49#& KM$*[L*<J3@0%6Y94)0: ME@EGPX7SVX8/TRJI(7UJIELL:PF86CE?0>8%51H2VZZM&B+V<\JL-)1PLN)* MYUU#A$[M&\1I$GL<KY*,$I1S'+6.
('\C18=OZ(T:F=@B**J*): M8U!NAW(^%/^63-D'\&4IO&?+3_0W&O1:X).VUGN"B0.GC^"@5A>D05EL9Z MVC;S?B)_@-&:)TUY^&F#!,67Z\0OXD%\5$3;KGW"7L!03%%.(QQ$*4HY$\B/ M(DZ]A/,T\]&'*X^=>I!T@.CT-G8I__7ALN!?2/E0H?
K'6E>^ M<&,2N)G(4.@2&=Y3N8M3UZ4H#)(H=". 7>Q'PO44J:GW;[(4#9S5TX8P] +U MI)(TMVTKH@.W[H9F+}>6Z@3[]*AHUNXP3Q:^99R3.#C>\CI-RQ"YGY=K3^* M^G\H2K+!JD7'[$'}5"=.$LH#L,0!9QBA$6:H0#N9R\]&SX5P M-
+$K4)2<=TM]Z[U3"K9Z*/+_%C5"?-XDIV14S[;M/'7A-%]',?G>^MP>2RJ;$K 7Q_/O^XU49\6C*_1 MPF?>(;0.N1U!M@AH['J>/ .EC(4(3%!J#>>PJ%*1,(1F*" 00),03=&![45!+ M5952#0!>P5QFT_N%39CCO&N\GNX^-[]JZ!I+?]I7# 96?
<_70+^K)*X@3CYL& M.72)L_VZ)%54ZV_2+1I376SJ+ YR8-0X-"55DHC1%@FHYG_QXA$,JY)TSCQ MTL1/4@\8S>B2GMB0/Z^*!Z0PK65P0M<7,EAI6'%*R08T2-%6IVXT,H62H&$ M77="B0MGPX:C^+AP&DZ<'2LV(PNH^-9""&W",\
<*4(4"Z6>;'80V"4WL-NY7"BF0 M:$DZKV3Y 086)S0$/:F8RVUZ %%W$ZW@#=$I3A/]8ED_)!R0^4FQ?[^PIT/Z M$[^?:ZM-]@,Y8A@P9FKVD%<1%+L(Y'X(DW=*[TRT-7B(8&);5.>73J9 M!L-100.GY>K'35%7]>V5J3>0#F2!@(-
_R$(RP1WV4>IZ'1);R+,2A("FL[$>/[M27 M!+_>W7V^_G+]]?[RLW-U^2U0SJ?"M_JP;KY^N0WVY?>:KQ?T$G=NBI4_,&ESMP;Z2@=-<)'0::^0>*!:?#P52U/S"YK8WZT*,Z\^ /D"J.QX# 7C<%JUTW:0!S MG[M\)?
FR@M4&T2_F,AS+-4.CZ;0'#)%L*.ZY;_*#(UT;*]5+E34T@N^;]>JK7B3'K,V"R>_'XGCX0K7@\0(}5\@I?G0K4$% M41)1Z)I; 0CG+$4I7&F.GUI$,0]F,8;NV$0$[LY%H.'=JPV$Q@U?F5*3^4 MGN?[@Z@?YB5KI@_.VO!EX-9^G%8 1TEPX9!,?F?
52:\@&_,L9\VI M?@^09.X.Z"KX7Y9.Z)%M0S\V(/ M3X7"0%+X9C1"B9^&R*<>\X.[J_@4[,^[%";VPC4] Z^[IP2 KS05S<3#U??V MBIBCJ%GV0GV/V/0=>^0/;%]X07:>^*#AN-LRQ43@E>?]$L?5?'G.E<#7V^S M#5"0J&3%R6^ M"YIU:\[+Q!:[X@C
QM5??.U40.E70+BX?99E'7T72U<'@?4&=UVM_;K1VI87YW)<:R87?D %V+OITR4\]Q4?4"]=W00%0R5)8WO M4HU#"FZ0$!4EI[%+AHD"$B4E$$9/A&L)1J,;0I 2Y&'N^1T@4$1!LVKDZ M,2USWM)M(Y/S-.:96#I/7F!JZ4#(MAC"8G;IM#2V\DL]%.;
,)T6\2C'-/"H M:<-A00*4)SE+D$JIF=:N6I9@R(0!#1.?R:!'& R!.B"C]8,)>\+3 MMMNG&L-EP7S-ZUF-:;#/=?G[FY ML%>TXZ;"_L?,S%*'\]/VS_(N;M7BJ%IS7Q&GL[W&WAQJEH&GTH^)W&\[TH?-:1C0V012++ M0@F*X@X1XVA#/#'?0)%W:0K
RIU!O>E9JBUMP,RV3Q%>X2#%,JYE M@QWD-2L M5JPC]*%):[T#1S)3:0MUR_J/?/UX7[U5*MY89=?MY 1W\3KZ)XJ:'=&\P[/?;T'B MQ,M2ST48NS+P=9F+$M>59X,X3%V+>7+_UV/I;@E47XF3]2-;.#^E* M53'R\H4WJ"=<9*(LY9_+A5)>9&HNHb>]Q,1*A#F-
#2/.#\F)LV'EPMDR<^&T M[#@=?J93G3YNVX0J-$-ULZQ*$/Z;H3(&T.&@*\Z&'6=5N5;EW2VJ7;?P8^YQ-V^(>T+Z94*$*"%IC+ C5.79)D(0$4MITE- M[(8;PNK^MMR?2)#S9SHB3W%ZH3J6-C"U>UI=FJE<"TH IFZEWN^H^A.>;29I1T6SE90]36C>
M).RHP$=U_$W5,OXXR@R^BJZVYEQ>6.[]=N"1*$7}Z4]($&9!@%+.!0HR MS-$/$HY[G$DC&S@Q.G7^U05'OKYYO+#5>>;^Y0K[\[EUX_.][!]=?K0^V^WG MC]??0_Y3XGQ0T]UKQ_/KS?W_X19^@V)65=IHY@%M^A7"=%&GKV3%U7,DL&
M/TIN5K/7%?[0^+7?,QAW]](4GDM#"[[(L[\NG8LT_+G/AM)HHZB MBKPNDKFCJ@CS&G;.,,.N7_QA*[4C.V?BY_B7G&5A4 M*-+>6+GA)^%&=KE<7O)_U=V/SRV0MZ:!':\YL7%)@IU^C*KMS-W"U.M;5H_ MXU9UGK@PBQJ1U.
(HV6'\C(RI9[G9#.FT*%TC&GC*L*+QZ7FY>A*R/+M4[JZS M)VI&GP>!"-PH9"CU$U?UQH6(^C1%2<4&0>\1,0GM H0:EMD;'R1)&]R MB64=CY4+YNN-VA!XZ@.)>)3JYJ!F>V&--IHHD/\MY>S;"DMBH51E^3G-6Z"H
M*_Y17.+VBV;>X)+50,$F4[/2;HHK\IS+L*#"9U'L"\4%@E!6 &+)8+%)8)*G MUC!@('^&807S "3I36_Z6:CU(S.6%PQK.'L_I24]*F[<@.W!+WHFM**KKC:L1 ML<$&/2*4]*3,>F\%?^M9&4J)4+3),^1656XQT1]=!DQQXW'2NV*M>;!J]IN<;'U1/)BT4F ^PPE%LT M2[A
6$A#3468(D99&J81BQ,"PN<^06=BOZVI[GH$+@Q?X@V?FMHOW%CB%A*3UC MM2_$%@-13<8(58HF+4Y80U0AXD-BCJ)22QXTNC]ZD6925_]6JB:EA9.-O(QG!*&.;74?PFK.ZI"]JGESJ&.6;VLJ7[V[QXJ,?_-G=' M#--VT#-K?Y-AXC*ZQS*H8
:ZXRY31\.35C]601]>\;YIP= M=Q=C4,$V%:Q_JS^/HLTN"="6..C"_WP]#=S]G'IK;%&4 YRN@6Q%@836+L>5*N=[(?OZ@U3#OQPB3]A^A 0Q$FX@MQ@9 M+_HNJ"'U'&8FWE!V\Y<[K%F86:6K:KW8,: MIIAS:NXLQJDVE#3E,"I=5G[^6"J@TK0F@7'7-'-
[WX0BR-80I21T]4C*!U$M MDC .XA1GB''*$7:%0&E2(_[$E(6$IK&7+%Y%25>Z#JV/#,3.NL2TS6U;A[UZ M7N=/^7\WMR1L54$=5J^2]!S1N8+#',P>-:$/#3< MP67-#%+AS>;KC0=HVN(?A-QQN]:_U=,<,12ZB*AC''F8P^DBR3-IM@3X@L
MC/T8E;*$8Y+7NCP4F^1>LS1[8Z&T+ P5>09^V0*A#D"F[H#NPDC'5CR'S#: MLSH6([4<>AR5145[1C=P6DTKZ38M;N&5V/7<3* ,LX(PF&" R:X MC]T$-JFRG]#$#F;?]IB-:&^25[ZG>G[A,LPE["BV?=R[B74V>T>"Q;+61'J"
MS,5=I,/"'K>5CCQ09J;R1]ZOQ6=Y>E"X7/*3YW39N?Y00ZU*J\4=NU7J%X2] MQXI3RE(U_(*&TGI9E*$&<8$B5+#K>KZ?$E*R DA_^OR$Y ;5[#@[?IIA4-6% M4[/DU#PYBBG#JR^HT06\PH2JA#D+^UH$NQ]#75CR,?#JLSH>01#^]D}?
<9M]{>K I/(9MUD73/6^GKBQS?2% 09P9R%221D;.%%B"19(-V6 MJZ[<8Q'!YF%#$9GZ(KYE1]VW[1A2_TL3D>>.EO4OJ'TI^WIH O4^4}&*%^TB'/VSS:OM.=U+IPR:9D> 0H'LJEW!HNZ7LNA9QBGRR7[P[<7(1)5H.;GI%S< NE@ 5"ZYL7"H/9NaRPGTMYF
.=>8;)37[R:4@YDK(\I3N_*9K "&A$ M7WI^Q9X6H(F_!^UA^+7BY?'MH5W[[M\N_U79DS MJI-AP[6K#IC1:FK"(@RPOK1&/3$C2^_6'Z,G8K=710,-N,%*N\]?<_Y"E04N MHFF@^V]-OWFVQ#2G_;(-6YDYB*:*\%6CK5-\#3[1E9RL-1L5M$00M<*3CQA
MV!_"V,032]U[)MD[UPM5>- 6SU\O;JQ0G '3LIX6.TDE[F3)".B>NJVE/*6+0.'NA1& MP5LR!;N:/RG<_>R[_-LJ4TCPJZ(9*N8M/"^D;I1YR ^B3!Y[,X](E/@HHFG* M L)#!(& D6PQ-K$K:BBKK%+5H=V4QK^]QYA^,? M]D9WJWE4"&T;?
3<8=+9<7GA;:AT=A^KRVI]#)#,VBQ_LJL]:R53EMB:HWAz.\,.S(:T,$=(BV0QF39L@QR'<I^MJD^KYU#..$2?'DVZZ?>&4^W6>>"3C0:ZF^*><74d5V:1?I"I$2F3Q:$1X3HXJAH]4;4#6^#H@ $AQ]4A$T5F?@E%D+1.8H'.4?KMK(;#]%=LK1(N*.M.C+0$O+=KJ"7#D=$#^2Z?U+J6:3QU?Z@9%"]N#.9-'LG*R?&R/=T3<-HZ=1G:8P3L$;!2Q&%+8L@A1$,M#?(Z9B.:TQ*X1[9)B=#
J) MS(0F-BCH$8;-\..&50"]N;?R?.?MU#N(LN(FR8!XGXF$":NB]+(XTC$:IX?3@DT M"(!"<8Q)3W^10"]X!=M^C%$V;/:F#T"!85?JY^4Q@=;%^3&!>: &3PIX=/E] M^LG9^ANWI>ND)(X^V.]~
MA'_%BYZ#F$G9,$\RI9[GZ(.EW4.]K[K(@R[G]A/2;>[X0]G>JGT$R T:^0>2)^4?0Z$T(3K,>X3;(:E-6D=& MHP0-DX0.=K4Y]E.MDG9W;76;C1U>NQ10NO=M\4H13&7G@PLXT1+GG!N@RH#:3ZEZHRWY09NI]
D.;W:*NW#Z0+2INE0.EG&"+4@&" .EY$1D,E('$ MR&"RAFD*EZYW:.]:D*=5N5:#!51&1$!@W97B*7]YDIZQ?K2J7I3M7BG HZ]B MO4A2D2106@(2J?J#,"(,#]&<1!OX24BQ2DQF/M]EM:]G?VG/#;/MQ?I@RHWG9 M,>>PU23(609KQY6WG]E
1]W[;71SN=.KVC"?2]<=7W;A='AS-LPY[UKVWM?J M;M[9Z+SFL8;MM)G8M:(N:\G=\[B9.<%K177'25X[RYIB:QV/&ZV#%+GT5ZF7 M=J)(ED2"10*[[GGU)'9Y0B1^UI"UF'!I'&'A^S!O+1VRDR>DVJB,F$1E>HH+ MOC_D)!%
(^)0BG/%ZG$V(0L8(Q6E(,Q_#<_/MJ\X(*>>Q[&(3J5!CFD1G1EO#**(8Z Q M7-0P2P"%G=C6.'P4ZW8H8+XJ/LJ_U[F.+#&Q/EUD[376*K]9+H^THXH!HCD-J&,_; MV[(S.X-A=<-=-20S&RLX/.0]\2CSO-F0P-
[PO^6597G(%D0NS0>,W MITY&M:2 !M8CX;A9G2<*(T132D\C_2D.!0T)CK#2P=)C.QT6P(.^LM9:=L2=X/M1G0TK 5 MV9,=FJ-KQ=X1=;[9%%M_N) =\.*RYRU(GU,Z000X0 M=>)!+\\.V56CKA_)VB'2%?&-0ILQMVSU4-3Y3E)M?DZ.^J_EF[-ZE>?
@]:-0 M/?7:Z21Q&=!*E'[4J2JI:I%$/.0!#9%/4,@UBA_&,40Q9D; M-?ICI$)L6:U56,^YU#>B#W/&6" WX=Z4])=94@>.>6*UP#SUKN^M(C[=?UOI MO/.;GMI[9.$T7+V_<&K&IM4E8376^K]9+H^THXH!HCD-J&,_; MV[(S.X-A=<-=-20S&RLX/.0]\2CSO-F0P-
TH M(M@+6!1&(76USHQ:0U"..BVN210#PSK2N^NP(CG,UV[)-H9^X=24I2I#DG95 MD6'0;D)+1DM7$L.T9KVU!!T+{\ ]"[R7CCA\U1E)&Y6^Q&$[?NQ,?G;;G11XC M+G^O4IT$]DKD-\R >W[V-3^?3EZ7>\A:LMM-R.T).0YS3J["[\[=Z-,K3D^3
M3_]SA0NFPC?KHG5?M5?;:292WV:4!;Y@E" M$QMF31:X39Y2B>8.:4%0X.98HS >PG!A9P7O4*$Q8N,)/DQ EKH+[PTF&2,]{2+@^WM@8I@%Q>P>7T4IG8,_. M=!O8& .("WX<Z1GKV9+#+-5:(#A Q}!0MC Z>FG,"],O.814L?PV>BY&O& MV'X7#TT_?
#V*(O.S)!8^4HD_A_>(8J5>CH.SA+J^IF(O!S^JA-;:PM*3/[M'%23IIW:$AYHKYIRFV/H#,EC&TZGE];(0=89&OLDR,[@2P;][8_%PTWQJ?P[M65Y6M]G?JW7Q\%&>7N_*\I_E[7;Y<_2EC[O^8WQ>5KR?]>BM0CEHRLKWU%R.J;H
5U3_6)Y*4CN7M1Z20%S/IW4=4Y%E6%H?[W79F02N>?@I2;UL0ZC%?5 M#S9W?5?J)"+_J!X"M,6;JG[_#N'UF%.9#3%6X0ZMZ$NLZY$8YLZVZ4Z+S==>?J9:] M/0M5UX?97X7A?Q1?5VM1?7Q14C=QZTM!6&8I#@2*,9^@+ \U:.4AP1QABD+ MXC 0B5;*;8C(Y'&)
(NL4B3]#I$5DIROH?:R=5,^QF,D,C45Z9!WW /I"ZU\9 MVA#>[%X0]L%!MWUC0@QTCLV(=(S D=]ADMW;9#A)JDS_.US]LXNP?>XA#>J@\0[\"-1'6U>_VR= MDZ8[D%G_ZVI;]I^%R7+*]$,D],_ -V(^L03\#CY\DG(%<@FN)G$IF8I:P!
(5>QM4U6(J2U(L1B>[L MIED4"J9=2MU+86)SV=#4CP_[]3>$9\M'=!L6G).2\(@$NZ75#\/EMBT]+H M?:]]J8;65'>BK)'R=IA'$8U]X6*. M4 A2U"[=<>@PEZN MWH3X)NJ9?QWXNH4)M69AF'DHC<)4&C*E*,TX1YE0P!DB#%,*FN{}(3YU:!8
M^2*X\TS>Y!++MC^F&>Q)?A&?!G*IGw.82E)PG[#APGFWx.]RLS06'%: M7?IP.;_;\A(D*+D.E90F)4OX=E-$:ILW!L'U.*U]{$=>YOWIK:?C72:VCDJ9)X0>60RD,05EU:F
M4Q,%5LGTZD5ODSQ;6IA9'0HZP43K08ELU<7TTIBW'F9(S*,ZF,&'3;'VJGI- MBQJQ6E2BVD*$W?] M[?+^YNL0SO7_0;0^0WZ^W]!@>!.*$C/,FV(#3/.FF*#EM[2G*0P4PP:XAM M)\C,C-
$V+.PQ*MO(\V;&^LMJQ7-DRZ5<^:98RX"&>TV73:-69MK3+L,1,)9L\ MC"B1!U;L1@%*.$N0)U**TRB*DSB$F#",,2O6&F_J7OV#%,P?J5<-RI],6 MS!\,*VH?LV>*+)+9'BRY#R@69V*F6(.78WA*H:#6]K^EIOB553KN@9W$;D1 M=GGB(:G[$&&:92C-
J&I-D5Z&\HCC&%39T4-C8E?2H02?TGRD#B/PQ55%[LDU0$!L4.0Z"//0R;W*:"%'\:HO^PA]56@A;^0*P![!@0%4]GEXR;&PS%*?[KB=VP8J75[SNK&I6LM*]LTCU*0$7NJ63&H&?RAN&9X=:7,W^5&%%&(&)(XN=^$K<,3@T%X(?$V5]0+J^TH>+3BYW6R*J*OJ+1RPD[6F6W#2[P4[0[&4J7[5N%
[49K0!B][R4TN7]29!U]U$ZKQN&$>0JF#*;AZ(GF0$]0\B"E"'.5*X@1DE(?!1&G#+?2WP:>)6Y M]:X^==Y14P#64(-VI^I03/?;BH=,;M!NY7RIN^,?/2?K()9E_6Y5)%LM5MUMR0@?=RTRM,;#)?
B'Q]#;:KJ:0.PYZK40T];4 3 MXUN:'27 +$M*_@FVMG%9C7:V@65GV]C&1>ON:QI/PRNX.R,N+PN^&8W2),_]6M4*RAT$TR%*<"JXI,AJC*$A:6!ED@<; M%56JR&'W9U,], ?8UGU2^EM:>$UDY0J!2W>8([+ M'XN:GI47SJHOSIMJU@<_'
463LFR_NE4CT+^FKCJY'^W:G#$"$498>FLMN"5 M([TMA5SI,6>/0J&-YY6S7,GI]GQ_4:,:/ZQ6O&OH S5N\7<-LG@-@"[W**$@ M$#>J>M^@G#^25*F&$"7#Q3)OX '4$JMEC1C0X81)#50UT@ML30NY'K\A2F0 M_57]I$(D>*J+$95QE[(L_^N
=@5!5[P6H,7T#=I3AVK44-0Z#*7&N#JW^IE MBKG"+VAUU/1.KG4CQ!RPWV1;Y5KHK292::62\'4![,$0*[S8QKH:!A\?;;&\1A_Y46^%_E+^OHCNFRF0Q9FUM[VZV *3[)W]DB](0\/ 81 M"C,2R#-E&*#$\T(4%';@-
-2FWLET>AW!]IF& M'U0S='3[?%7J#E:[K,7338]HHQ>P?>\Q1CZ61LR,2L1^CS%'5XUCYS-8,. MYN7RIN#Y:\Y?R+*';U03NQ^Y DGOY-0#MSGYSCA^US1819_X%TEN&*AF0Q M>W+N6W"O>.5N>,]@@/Y JKQ0(D:@VL;"[L\?BC5+&Z6GEZP>^RR#
MT/HN*!?5+*5+TL.3!B2+6>@B7RB@0>?X*(EIBH(L$JG'0C_P0)6BY5 SL;76K#4X M730F8+O_G:K6BP'F4B#,%_3JKIGNB-/,V;'F;'B;J"[-AI8LA0S6L3)K<&!# M:8Y9$Y@WQ@NAB4+CY'('Q.*W#A4$*YAB@BIU6C035T_P=CW M4U R1C!B?
V7*1CZD(KT?))-P6%^IP%'[Y*NG4Z7N%6(=TQ;4*E?+?2)TSJ35:?P(\#VA:EK2.Y0(24C*^T WT@ F$5)WBU'\D=\$]9WK.. MVO\0WZ_=.?L',5L;=P7=NS8M+04,E&D=6,4BMA'.%9U&SQ-4"K\@I5M.MC$H< MCVE-:=\:)-
[TK^]GH3QUB6PSO1V+$N:@)FGL1+,*Q]/BV>[^+&'TL^I?SPM\D2 MR(%73 $\Y!^'^WG2]MG;>VEB6U0DH.W_&W'&MRAC26"VU%/1<'<'}1CF#0AJ M ^P(= 8&P&:EF2$ #@0X1@ X?."(0]?75;&]%6V,K$T+!WR!4]\).2;52+Z M=Z*6)4IR%2A8A)1L-
40["N*9A?L*{D\]$[.D+;'L$52//GC.+14+[^1%B+R+6[%@F]8#%)&]('\$0A''EP^SE*4 MR7_@?IRP-- -A]&E3GMJ]M'PH_BP*LO5CWKB^98/H./0UJ>F\YA"2T -'TE&O M8D+]=<-&IT0MY-EI&@C]2K#E4+3I5NM4H.HX\J;[6)7*2;LZ
I&;I9NB5X+R]$'AC7HFL1OIHA\G&&^Q@X@5+ JE55]%IRR8M^G]:B^16FL]5B:ZR@#93054<)A#@F=G=N]'O<5!5C-EDM[IAP4U;[I2]Z\V2]TKS87GJNKA+]H.H+J_"A;-PQ:=L-*CYY/JDR]OJ.(0(W4Y"M(@\0\7G+.HP4/=M\SS6K+*ANC?O*2:A>C"!?
M[VXZET#5A5.S!1QX,Z*E\62]907!/(FN;B0]\8'2FX_5&5E_WED[>L(>#>#1 M?,ULM[PC;_6^?)O=EEQZEO+MH[K$$O0O%KZ?DT^;D?$=8/-DGUZ/ -3>>9Y!P6B@%IC7LQ P%E.=@@%:*&JLK%@&E2:1U&2N7D27D##U&4!PPP"4G;IMNS%X*_05G[5[_6NML=N7]9*\
MV=.47N1E27Z8<]P054F/#5%E2]=>U*0AG*40:8C2K/&OALB'P8_*_!(9SLH MN)D/?+;#LD^)>R4%.*ZW^I/EUV/4M0'EUX];&4?S 86&Z'VL3Q4G=@E9&;_ M=$9J2508'YK]2WUJJWW@+XNW[@MNFU60QIHLHPG5MWOY_+S,61U%;(9R*^G]
MV#+520P.!O5$9=F!I(X['.0-_/2F@-{;>M*&\.LO5BW;5;A1'6F)AME#3KLJZT.#3-CE MEOUQB*4E=-D2((BP/L1ADG[&C$/BIS MQ%M[X+!+C9%'"7I!50GBPYS7!UR%)Z.H$6(V"%Y;('$]M*8%R9V2,PCH-C!
MAPVR1@\/Z^NRO%H]/$\^K;431'MO39T+>G@HZQ.C(TFN"K%ZJ9.HJA2GR8I> M F-:]LBLD>XQ%A>8V3E34E@EIUWAR]0L4G-JB:G%/3 M6;3JX=AZSE7.N".I"^8MJD,23!@+/*UQECD'W;&TK08+.8R),;&8 :?

M.6MK^;I:_U.L/PKY8WW*"Y7Z@]Y(:*SUL[U.$_@9>^"HN"=VQO'WS Y\'T4F9'S*M_U"W>!5K!>I M%S :A!AE8> AG*4>2K#($(\4/$;FLC0"#4D9H3>Q?]A0=];D=_/SWYC.]$Z" M%C4!/N9MN;R?U+%^/L,$=)IY!8M:LCDOO-
':EHLQL%4+D*'Q)YL1G@0T9\\'7Q(M$>-SP0??MN9!-NM?D>=\39:[)G_FNE'" Y2D"HV9BD#Z$Z9&.K+ I:&0002H M)5*?],2!Q-6CZLQ5EM%XC-J1++N;Z :@>5<_5CE__E/B>_Y?SW80I]1M[&(L M*-&.F]DZF):3J1 $@ J8SN&<(0RSGB]7<-%]!
MY1,6($)2C-) 9&D4DAC[L)&.0]0F=C%?;[^BJU^_?;O^>N]\0KG\9$T.H3X@!'J_<1 MTU1=F;_*C_$J5/U177YTF^W^G1WCJ*S'S?)VFXG03=_;5 '&>%3,&4$H3?"X<1$R!5*&4R0_ 018AFA%Y:L(I#:*4R[TDV7XN_2J_
M/]#G@I<+]GZN;59G37[_8WPZ01WK9WZ),W"W]CAVWC4\0W<4UQ?.Y@.U+#J* MQPN'9&K?^R;8DE15C<+=!*];WC>/W]\03/DKNGT:Q/R:P(NY\<*FT[502!C M$Y(S/0G0M3$\;/_+4P:K=#TU)NRP3-9"S5XB,P>60X(>AYYL#T*R*&CRK
M[>]Q&4Y"IFI$J"?#/>%QE! B(PG,:)@E'HT3#,68V:,P]65.3:_!<8.CQNSK M0L\&SY(09GY=X2RV#XU*8A&^97_]V1%:>L7K V'I?]!@/+<@M;W^GE?:\[AW MKTQL+"TES6N(0W'&\YR&DL",HB4B]R))QM:$[&/&S49B=]:9;P;V,?-[0Z][
M_MD46%5:R$U500C>]#?>B3)?\3K%\?V1E.(#J0309IX7..8TYG&"6,A#M:EX MB&1<()8&/'6#A FFA45NSL+$)J5X4=-HZX;X*W5R:7 !+IO_JA1/53UD5SP] M+U=O0HWLE7_G/)>KAY(\0>$4X9] ;U>;5K$P"__>**WAYJ)IUKUPZK]%-1M.
MV_>^GQQM#H>?5F4FC("JC:-3W. MA,H$^A[K>CP#B!ZF#.MX])KD?Q(L/4PYI]'I@>O 41BNBW6^?KM^$N6#=(:_ ME*L?ZT=UUB+%FTKE9%D@9! 39JH^VZ>(1F& 7!:E222(2Q-/%Y!A@,[$SJ>A M[&Q(.PUMIR6NC],PI*EA1V)1?
IB_,!0=A.2@(9@1J,/0NK/A.V@(UX5ZT'G< M,*(0#^HX\TT\JWG%Q?7A$V*/]=NQY MTWWU2JY:DN5-P<70_Z]X6P@11ZX72!NE68!PE'DH3=,$,1ZZ@;1;$7*M+,%) M"O/LI2U1IZ;J2++07?10+[K[YQG2&NV<^H(:[)DGA#ECMSQ<<>9]\H1 QSOD
MJ0=A9D9845_DOQ1MX6#U1?"<7!;\7K#'8K5[3/U!)X7 MN+73 RPTBQ>$"[9QBP9OPOWDI[S(U^)S_JJ :M;R!Y#3I:CQ)=2M"5L+?0FD M8I__;L;IJ'MUA6#]2?YL%E3@, KB!)$DP&J*0XA(BF/$H@0SS'B&0RU8B#/Y MF-BCWC^*4M0%!?
I>X1RMCK02F70%\Z\-4ZCFRMFQU4#,7#@;SIPN:Q=.S5R# MB:[8FT?#^LYX)DV;>>AI-0[RW!;T-.#.SUE]-A]0005=QV]C.7@5S-=5\8L\ M][9U@A]%Q:V&U+!M OEY=WSJ9(M,.#?F6+AD*&_;5]7<#< M\I :)D $U1?
5J&)%8_G9"E7T1>W6IP#>@@=SW]*KF)%P3^02-$.+58U,%_(MFX>E)M/-L3>,/8%IA +*U$QA&J DC#&BA(6^2R,WIEJ(VA"B4R>*MVPX2\F' MD[6,Z(<4VMH;C]"FT DP>;Q3AV)A,X[\S9%,.)(+Q\,7CF+$X,RKK2C]0&L*
MA9E%5=J*LQ,Y004?").TEYHM)H(*UPV P.\:13MW8055K"Y?'VIL%[9^((S!VD4 MAF'JHB!QF8(QS5 B!$8I#5CB8^I2 @(TU:8\=1"DJA5;/OY7.]'.H"172X?# MEC^I9H!7=LU@/[N''6/Y;!;@:M&=0P87HH[>,ES0 H;CV^^?'OZV^J'&15\5 M%2\-
[illegible]

M=E+&]? ZP%M+576 N/=+#*QSY==;=K(MK<\'U(QKB_6$I'2^=GY MIAB\'J"E*07YP4==(GFQ)7EQ02=P/M..;[4UVMH47.M$R+>I&Q< H",0-E9@ M!W;0%@>;'"-YGT3*QWK6^QD03D9^7:SJ"=N;\CY\F;@J,&B@CI(./\VG2^6&Q%>B&5"?FLD R[
"QMJ;:*# MJ+0%0?*(UFE3>.0XXSX-XYY0= 20DY33I?TZ1I03&2B^1=9IO'[=+5$9!' $('MO5;:?Z)$5I;I'#.!F)%.6?9K=VIT?Y*CW?/"/-Y3?Y^GR^0^0TX@+_++&><;\ET8#>-^47Z9S>O,T MS-XN5IM,X#4.G6">(F$#1M;^W)9[<"8E0"\,UFDXA36?
8;<'7908BV3@K#ZG:$!#J0U?(B>)N<$&5M\GIA,(':'A76 Y2=P= MX&;+N'?FI>=*"V#1<:A7QVKG<@T\!I9""" IMZ^OK#ZGH!"FGJ??^B?MILA[Y MS/W-DB*%L/RZ.?)=_89G$9>3R)4RSFN0B+Q6KSMP%)I <12G>)&M=ON, MWV
M['$1<'@N$T%UX.9V!2+;(3RXI(#&]$8FP)$]}G$(>OD4EH)!ADR*Q!1MKZ2 M]}"*<)^ .('*KTO!M6+Y9;CC*F]}+M[C<;(L3%%XR[0J84H?ALDR&+E#D MIGP1ADL3,VN=FMZ#K$L<;&<_C?
FB2XN*DY>5CUT@D6&9HW+7VG[,47,DG23V'A'T>K4Z)S:\P&BM%\"M3 MK!:;9:A520$@&^0&0>#MYPAQ)67L"M!AD7.$N'M$S9O5]6H=Y04L;<(<1E?; M]18?36W7RVMSU0)6>FO)G3>9#6YX;M$5=F7GL/@Y50 =@.A.I>DE8QN>)E(' M&;*B,(]K"@&4$!
965/BPD4?K5:I=6B]DYBQ:S*;PJ>-R)MA9\CCQHO"NVOY MK#X\9'SPN/9'BX]3W.A \=Y+;@HKO&?(&+3;*KF Z/$,6Z\ MY':@e.B@3=/K31O06LY!5@^1>;*K Z%C7%@6Y120M."Q^080<&JIA XPM>ES<)XH9*5U^?)C6'[
.N56J)@C@UA8J+>!$T1:#*"] MJ@DFQQ1K70>YC8YQTWJ#H.=D<7?I4$]B<5)K3XXARQ*4D7606]!@!4'?A2"S M:5Y/=X^&<9-X@[D_1XNY@WLIUZT[;V[(3A(&%VR]5.9K$A(I%HV.>?#UIJS* MEK'V+2X?DC'NOC1$M'GJK#N R^0Y9[*.52(7/
QE0:4<@=CB MM IB9-E?&K7F/=M&S#_0I@0[IK,*Z:RP2R2*U#J1 65 MR80W+ 1@02FA%3J?5.L=ZE&*ONW",JQWW%Y+>1?06 MS%<_85DL\59S_)^_D! 7ET7SFS/?'3>1+=+2XB&"M"G7+9RB25'O)$?MA2?1 M&-WZ9M.
[(S;SV,8B]B'[KMPWRY90%S&EP-L)HG"%"&2!NY1U48EY(#6Z97> M)1Y8T<+(]M[;5E+&[?4['DF<0$P4M! MB\L8IUKOY.-P,FY_CW'LYN :[\D;N?]QW7-\(Z,I9V0*;JW>8$<\V]R_H MZ=I)X\'6008J*5ZG6"C(O,180BC)M6Z5WI#_0X0V7."^%C*
[;(]Y\G,T(>7 M-_Q[FTM67((NN0::4D*4V4+)TF+(067?N0U%6P[VP_>5*@\;4<7]Y!+N,#LI M1@J?? +F7,W/UT0S1C-@N3"$H>A260=9ND/ ?BA[5E5@QPNX@_W]/W'ZX2/A M(<5G\FH^X._G]?;KF_*@K/]:4DR:I'/(()'$I0J*$@?*M.4@%R41B=3"
[illegible]
YTC;RN(L3N>;YYW0;N^QI[7IL+$P%MK$L]>UL5 M7$!R'FU-@Q>C6)W)9E+K8_## M*#S5 /Z1/F(^G^&;6R]9_?3UUE?0:XW?Q 2K%2N2S+IP) =K(9;D(5N> M."IC/&M]_?M0&L<]'AT08?-";5C]+]HKHU-,U4^7B*\69^0M3&H]&.,A@TCDQZI0
M;)WX%2$@$T(FU,RW/A3_)E%]F+235+\'G([70P? ^H-B9UR]*:_GN8X0. ^S MV=?79V?D^BZG8;9M@?Z&M>7\Q*6,W&0$\FLM**2@/C!)HC2*)VT5EZ+US8MC M:>T/AB= YOYF^A3ZZP"G6S@AGQU?K_%L-<'HG; HB8-ZJ*WJH;:/%J1%X13/ MAO:(X6W?
-3WCUO>,0;T>IY8.('8YJXB"[LOU><7<96:U1NB7/\F3FBI-&.M0 MA$US+65(?%) ,:(($VT2O'65S2'T=6?RCD3%XHE4U&UFY&^+1?YS.IN%>7Y- MSYM_F-*2W81EJZL?O50,9F6Q_#,L_$YD^/>TR:;TH#'1GF6J]>]>$C)J^DJ MS1:K\U0C-
'2THBA>@*-'4$QS<*4"S$<,VAD7;.NRB(,(;)=EN7KMY8;AF/!9 M*T"&IM96UD,=S@"+<<9(SVUJ?>*Q@Y1QS=QP:-F=,CE>$QWLL'^0;BZN#EZ: M[3_PP\:>;^(R#%GXH!-(84A (FIB!@N0-^IU#%IEWKJKSZ,$]9(E.4'E]V'4
M3/X]@.F"]LL82B>T4I<"1==#;>,=!*D\1%MD5B49HU5K\-PF8&2PM%/L@_CR M6"F/")$ZL^K%&47 *5Q)XC+J%4*I))D$R1V0HD"HUSB!61692U:1K+[A*>U\ M^,@0.%Y1BY92&UGM/__V\XN[Q&?'5.#,@ RAD"@R&X:MI>!M2K9R[QT.
(I1C)@2*\",I*27"-$8I"RW5B M@=^OKMR^R'<\?]P[*HW6>0O9=> $7/E&-^D%IIB-19%$LB, HPT0E55@/!.9 MBZRS:7T/]@$1020 VWF.I\FY(Z!,ZFIQB9,+%#2MF.+L9C@JA*@I0HN!&]ZZ M-N+JW7U$JT>J< <@#I)G-
_>1KR/WRUSA[5HYE"L9;.;.;(R@8HR@A/.@78Y MR1 9ZOLC8MNE=;;0,ZXQ&08U)\N](XOR[7D[$\Y<71T,K+*T1H0SX N%8HR3 M8^T4N,)QJ^_A?^]6+ZL9<6#G!CM\;[!3XX.Y7F4 M$R0C4#-#N",/W()2D@)MKA BLTIE+Q,A^_LX0?IE.I^N\=?
I9WSPVHOH!'FP MWEL/DK9Y4#7[$$/,H N3_W][7]8)H#8?34@B0Z)]PT\, MK%3/:5;)O4CF_?47:'9S:?92784BP'OM.*$CFQ(JD=^'1&8BD4#*(0%1;KO6 M7;HZ//?\G-I_SI05KPKVSP/S>?/(-*SRY=0QSK%F0'CI8Z"L(-!*2V",4TC& M?Z[>I$$)
<>%M@(3[P MEL>53&U(:]I"$"QVT@W[[1 M\[V34D1P+V.H9A'7@#H?5R]1!D@F C&<1(WF]I8["58V0_>2Y,N/4P7DNXCK MJ+D77CI"C(G".T1A]%HL A(B 4CT7;BEW&&6V_E[(D#9=-Q+DJF_WBL@S>I> M^![^4TLA5Y0"Y$/D/TQM6WAT@:WF 0?DM(>Y-
\D#XI3-VKTDH7)A4@&]#JCM M(?\I&(PFU2 @1'I E:8'2BA4@!.M/9,J,)S[VDL7N6HY_2X5H/8#J&[2_39+ M9R8>4<&I\G$^46N42@F4C KS0CA(XZ0@RUWP?DRF:AW_GBSH3K/3(:F;8H^:
MKIS=I&>:_G,%XU7PC%B($4""IF>KE0*2Q'B&4&R4TY+Y[*T;3I>RVA!@=!KF M@*V>+H\')0K%+ZY639)3?5TJ1@#41T_5Z(" MM)0)B Q)'?QT&&)JHT61N?= MJ7!D:]OU@N>VCQ?4*_>UNSXP^LGLT5D5.8I%JV)V X$S-@8('DL@G8T!_C.,
M0TB]=_HU'\4^UGIJ%_#T>U?.,$JI3L^*P!A\(1%7$4KFVDL-E3!6X=R6[;!$ MK^G(]13N/&M5F ^7WB;NIY^9=0P=],,RV8C'$W[_]P_?S/U=G=8B*OM#_'0? MEM&<>#=IKC]$5>OIGU[/Y@^Z]I '+RT@QLFH$.V Y%1$KQ<:QPBT(KR@.YAC M2G44>
([/])J847DH]%P17WU*CT4JI+S&9NY7SF+!"'; .!< A21:!X@TL)82 M1Z.A@#+W98<,8E<;L[\\#4^(L\;@Q*M;!E^B;_BD_:EPTEIA#%!6D_1(,P%* M40*<"@8Z8U20N<\$ATE<;:;@E9%_$!->'>^3EB]_M5>>IJID)F+T3.+^:SP$ MBB$#,"'&
(XFI]B^8@=T0:+5YB5?&\CZX0TYR1[;Z*RF@U($$X)6G@%KF@):* M RLE-@8A26P%]$ZB5GNJ^AH)?C+VKY+B']KE[$IK[AG& 4B"TI,;T)E0%0 M*0*-M2&@W'U*^DE:M@/_?R^"GXQ\X8)F6WCGI6C[W<3Y-Y")$@ ABF MXD[% T\-)""
CGH8G&*0=FF^,$"$LJ]3U4VXT"X]S7:'*3["DCT6/YUA7:, M4P+W- #DG(AQNHUQ>MS]@<90"Z41HR3[(W+/I*BDW>8P>+=0=@W3=0UL:6]N MVN;NNN6Z[CYPY"#5"@B/9#J-@D"G:01FL;?(*>33?9T@]Y8Z'Z4V!H48)\C44DQR0-+#B4X39'7N-
[%W"E++]86\.])P MG== G!7U[Q;2.JZ87_C9*NI(3S]0;GH88G*&J0\K,JH_PKLU8[9?)XT[2Q&JQ^;^!D_7URIJ"#' M.010ID06#2X=$" 0''=Q@2BI?>ZZXPYBE3V_?Q%>#4*B*G*=S]RDT;/[7-0\ M"OOH#)
8AM"0GCXB44O&1W=!"L^)]L1@ESM&.R!.V;/R,N)3?IQ2FU]B% IXY HV'"J0<6:#7 M5$<0&0^J*EDKEHT((CN;30J2D(=#[W,4_K^!0 M]21%$B)$R&U?#@I4S[E%!O+D4WT%//JV-'/_US(%"C_C+Y?QK]U5M0@@ ME82IQB":7BI3 T6K*/#>: ^U14ID3^?
L%J7P^XMC>3<9]%XG?=8K3 @.$=1Q M25'J #56 H5M (BY8&/$&963NX_]7F$*>SHYH#Y.GQYZKX] F\V8"VHQB]X? MPCCU,T^7NY$#G%F1,JG8F.S)P%V"5$>U?WO'#-V$GPMIEU74^CT)7L'^?SY=-'3%=GS/,0 M_M?
J1_,KK[C07$L0L$OUX$0!:6)LX2WW5G/%->5QVBD7/$D1#]"L)B%$,HT);:]*8(MBTL1,>]RW_4?+'19K^^EV/G,-WQ1K%^5[8U:6-DGW;@/>C+[0T^C*].&L^ET MI]+R6N6>'Q_/7N?01@66W!)AE<$:>,=<7#
\>@HVQN%0.QU#L10IH%J(>G'0ZFG,".3\^^3'*K&.TULXVDD 5Q9S]Z MZ"=I+:3L08XNVWE>I"K@XXYIK!/R.,GNM %.^^@*&4V!$A@"&132.*Y4C7*7 M@^T5IA96C<>$=@Q8*N!7NDC[8=K^6D]H?31C)&224 F(C0JA A$@N5? *61E
M]+$=U+FYM5.0LKS*!/)VEF>PQ@OW;EP]@KESS6U>YY4T"FRB3BA*K_,* R3F M&) @C##0"!3@D3BARW?*)ICSDB.[7BLP+6]2!&7]M^_>+SZE/YV02887:;," MD@% 1'%4$') (:\!DH0CQ;74V5^OW2=+60[E=(>R:+N*#@F[9K(I0J#6&*$D MB%MW5
N/OQB=G@%W1)* I?<^=U"W7YJRFU,>O#N0J(?J*S ^*V.Z:2+Z^)EF M+JT+1FJ@>%*/A7&C90@"J^+N*Q **GN#C7VRU$>@/ECO>B)[J.)K(="3":0^ ML#I "B0*<5^7,5Z0:5^W6*/@F7?:YJY/?29$V?UJ3,KT5G4M7%ES_M-$F\ET
ME5G;3(9)*FSJV!=]>4!5_@'Q2H[+'Y"YB=81#4PJ?G MLX >114X#SCW*48T'D@3?Q%(IYY^VC$URM;5CT&C%1N.R:!A2J^ .@\AQ:?[MFA1#@C=4(!75=\!<:"Q)(AIIA2D-L1#X(^G52A.IK9&2?SW$_'5=%D_:S(MYNB'("L"U
1PA]7Z#1'L+9!0!N^"]3C[TP7[9*DEJ=P3Y+VD&:#QJIAS?S9^ M'K8F=Z5QP- X#)"*NRPE<7:*!PRDMT3%((!)F;O3:A>Y:F'4$;LI54F.*JB MV*/M^$%;QGHFI $KNJ 8FQ@8*# !J1A#"UUP+F]H(,"U9)"S&VFANJ^*B+M
M7!R;&=Y>"6(4E4)&'T"D=EDJ'07:Z.1AQRRF- 6=+VN0[F6KQ68-IL-IAJL? M-05S+I412D&]#](!G,Z<:6H0JVV0-N6)9S?MLEE\9QPP@ MG;I^(JB ,C3RE'C#C?;!R0%-Q11 3ET$G#"5'JHB0')#0>*>TT0,9YD M;V+]>H*!4I3+@E:US???
M+-9^RMJ,KDU'Z//8A;>-7X^W[3Q:,/YD)5X81R$%1, 84,#(5V.Y!$0;:F*8&AS+ MW0AXMR3#[9U9/*S9]4F;L\%;Q0%WEL<0S"$0EZ8 'DF'$='$9B^;V2%&:<=L M,.[/C=4P55>P.WYJF^LXVDV:RGV+,H.Y0(&FRV;&10L;@W5E' 00,\NQ8^DU
M^,QTV25'>;X, K?-K.D*V;(N^6!(0!L,!)I)E([0!5"!!V!PJBZTUB&1VW;N MEJ0L8X8C?(0R/=1=-6F^^6;2SKZTB_MZGA0EV* P0-+:9'-3JV=G 1.*(2VC M8K+?"WXF1%U4Z8/L=F^D06JN@"=/#>Y=KTQ%D=>< .K38VV!4:"8<$ Y:854
M<6UE+]M\+D7IV#_0-C10R]7QY(N^V:P>#*5Q(BX^,+D(^0X;NDCCF)3EHP58SZ:7 ># !1KF+() M&N#H_E,=MVLBMX[N=EZ4W#=^343HBUR;68VU44%MRHR5Q,+95$!!XW[ID >* MH#@ECY@D\7^$FCY44#7<&QF?"GW46!D5"-KT19;QGR!6S*F!SX=
R:ZZD 2 M2C4Q2$.%>U!A,W[IW.[(5.BEQMJH0#SA:7V\&\\UAKB"C0J84V59A'QQLKX*V1 M.F@%K<\=C^P4I";[,3PD&:[K&@FS7DC(.ICL&LQU$-D?W=DA1DUYDI[P[J#,$%U70)BD[2;P7TN+NMWS;7FQUZK9LK[1&' MR$. J(8QU0,4&&HXL 0;K
T,+KM)V2=+^:1;3L)DT7@%S'DB.D5QXZ4<8+/* M6"E!9Q#5#!TR,NFKC\%>.G\6/42#HG/_KJM>#=JI0TVK*#0\W:^?P*,D28 MB9Z]IRR=7C,0*4HX]MFXKU[(S[[9K[/*^:0[0LVBN$F/PX'S]WNB; M&/1-_M.[5*VWNNR%H*76QG /V?
2>DPH%0GI9_K:?VSB=_Q\\54O?-HYA6;<1@HP%EW\N&D: M;RD($'''H*(B>T.GKK)UHAA_+10;!9$*F/;8'?O2-G9+91 IIREW(/KP:1MF M BB%1=R&K>2>$F5L[H0FAR4J[Q'GCK0S(E !GYYJZ/'*^+9(#R1=Q/T^(7;M MKQ"G5BF(@" RVF2<*@4M08
([[7&T0.$XQ8\'9*N?(%E+DXPVW?6ZNW%0M0_1GX1 0&T I0H"A:*5UEXYSJF,&L0?XV"_/&7-V(01:P (MU1%JAUMY,?,WD^7-6>-6?W0^7Z:VDF_;^6+UV)04.GH4G@"A2=P5M'+)*?3 M<,2PTP(SZ6/9K*M_K')%'1Z[D_-]/)]=U#-E?00BIB
M'!RQ)AA0'UW(&_/AU-Y(.FEC/)R]:JB;9&5S$B]DA#(!4X%Y>CRK^X8*5\X& M)!UE0)JX(5.'8EBBK 0,$ZDA"PAEO^N^4Y#RAR]CIB+ZZ;0:9F4=NCA\]3_T M[<#7B7M]YL7Z5!R9X;@M*B"'A@E! #*.1=N#$# 642 =HLP+JL4(S^GF;%&Q M*A!_G
;^K",,"D\7M5Y_*^N)R/P\?XM?T]$^O9U<^[MZ4: NP57'9("[CUAY= M0<:"P2A8!UFGJUF=0UB^NF0@ZD\J\<=1=&4^U'IB$S]_6)KGX6(V:>SD1VHL M^"6NRR)52!=:.(LTY&C.*.UG@\0GZ M3*1\>?A>&U?38KS\U5YA1Z@1R +E+ (4N01,EZ$
H>C>$I(J.T))BJ[E+.^^ ME61F'[!>)2$CP_P5L=+H."$@E R "A&=6:D#<)J;U:,^EN:NTNHG:?G:GN*D M/!FPUTC+#^TR.BXQJ&+8FNBXI!ZG/+W:H6V*^@4SDF,!;>[[>+T$+5\L5)J4 M)\-5^#KPC@G>GH4X]0UD2%Q>DA@$)(Z_T" LD!2JN-
2@]4I2+G27>\%'/U2^ M"BAC4))7K95PY*QQ3X*M]W_;Z3*ULKSK;^Y72<3Y76TF,A(KY3@0-+W 2H0! M"@H4]2@(-(9%=H036'/"ISOQ2+PR'HVE^M?<-_;^CWS0=0!C <.^]V)YN:YS M'C=!)YB#7!H/")8Q-F6, TU0*KEW1E&F''4NLSN2-
T&W.S5^=WW2$ZT13/<) M4'JCT=!HF!47@" 5G))QL?Z/[2%["NY=>LB>HNH*?/>W\9.3Q7KEW:[N]7/, M;(PQ< R%)8D:40QHK) '%-L4V-#D3M5_5R*\EP9!.SV9<%A6JZ.)^NK_)YS MBR5G0&F&4CY/
TE$5(F/BX9*BD/(G8[=)4=9K@S%]B!5>BBZ="^FV\9-;*KD M^M3JYGX>2_]9WR+ZJ-48#6YU[![U@^. LYP)(C%!L%/'MH[?JXDD M?5!M1U9Q:=KXJ,@XI=^;Z#K>3!9Q+R=UU%GO[U?]LIS^C MM_A$I0_0C3O#J-&" D0"J@P
N.CCCG&G'L:H$.P"ZTRR5/V!"@0[4I 5#Q- M8/7TMV6<=[/PWL60]4O;//Q[#(;_#SZ23E6HCJ[T"?VI? 9.+*F',>: ")I>5:H7C.H04Z."I%X9P*;-72YP@7TTA7D]";)^LC(5.9Y)'92YP??;\FTY2?.2=I]_65G)ZY.,?5<\ ? MF]#.;E:?&B')??
[(R>WN\]Q[*I3:73\!WBM**#IJH4RD 9K'542R-Y[F*D M<9+:G_PB$7:S1!X].;>^7*D#YC&2B#&%AS'>E18"C1$&3"F& M-<;0=_'VZ1 MCLA4?G\;R(AG1BHG"(4#NYW-=Z@A% 88!78FG3): 4P(%#BL%$72!*_X$7,T MJ&W1RU>"GDZ&+,JK=M?
ZF'(;_E+_/>3<=<<@>?:;8])EVDSN/[.#,A@KC:0C M@",3 /4L "T$!!))%D2,S;7(?:0[@#A#MY7W(7A[]U#N^ANI%<3;MEE,FF6T M:^>1W>0+8R2N$2ZA EXQDBH0-(CK P+G@B6!2F:R/U#47;JR6TTN0FS0-R.A
M4ZWQ>;M*JZYJ\.*V>C?/:]_8044@'0;-8YQ.E3Z3L7KTV;/MSSZGHR(\06'- M ,8H!MTB_DY3BU,I(Z'2&V^S=PP[2< A+LW[0Q-Z\^GMITG\X*J7S2KV:*R_ M3YU>!8P(#A8!Y; <8\/0#*.0:#*QT S8+_=CF^GB]/E6X5/W$;CQ6-/*+O. M"
[0%N^3_TBZ^>MNF;F\I"TNT31:< [BZ,^%4=!H9-ZLJ0.D@X/FS\-%*>*^S./,A#5QTX8B^@;$64!(M^KW@7G#4@4FG?;7P*=F+L&I$'&IFV!>_.]IZ2SCIRYF[<_)/#F'ZUE"[ST2 MU@,N5.KY !DPGB#
E,06<\6))$/9=E""LK>;*F!>/GRJ=>&_^>NDXJ_^1^JP M%5=8WF3W2O[SRB3@_],@ U'B>$B(,*!%\(":IT'.EW>%-P:K8PD^5\J MV"?+T#S$EV6J84B+(PV;">>S2QT^,HYU.G5V8]LH0X(7 M#FH 6>IX@+$&BE,(-(P!(',<>Y)
[]8YEHS87=L[#]A<>;010;M<_0*O8D4;C MH)D&W#$5I_2U4"M@?1.,$X)TC+WJ5P/,2NU:J=PYUG#]I'!JJ @9=6P.4G_ M9CF?K&Z4K1?ZJ@0?*QB"1QS8(-(5^J" (ND-7!8D04YZR[([!X<$*LRQL>FP M3;]LV-1 M#O9-R6M\1,6IFIEBD@2/FH$I?
MB@2OD3(B+EHQCT6NX[)(1V&W* M]-9RX93$V8V?3:S>:&)=CDPP0:MH5DC'T^.X".@8Q@(J@S(4!B.WV_0OS#;L M'+R*_:H/4&U.K16&_?WG]V=/A7>""I2Z6VG(TWO(,D8A1*4KZP)BI"QBL$N" MZ=G 9?/@>>
>IJW2*WP^T1?:3L+$/IV##40YQRSPJ]Y[/&"@0,8 :R>AIRI0 MUJ4AQ+[QRZ:J,ZWS'+JKP EX_]=RLH@.DEVWRWES^[%QR^BIW]WX%!#%+<\8 MX(A0J7LQ!2:]_JD]%L18H7#VLIC#$A4V&B_L;V9$IT*N;>:R7CF2:\:X8B!X M&2VG9 X8Z2Q
GA/I%*9J^P V.]>>2E36'\F)_1%:#0"B@G+799,N#:<3E_> M3?19XRZ]_=ZTT_9Z,R/,",221WLL=3+*W$=EI88[4%(L(<4!=SG;[_:UNF@S M!-MV5$578)'N.C)-]/2;G_V<6!_==AO_QGHR03(HK9? B[25IZ-C+:(A=UH+ M;PAER.;>_
X*5';O&X%8^6$H;([^Y?5T\3TNC(NEF2;/<#6=]3PTXD0)2@$R MZ25USC"0PE*@9#KEB7-QNDL<=>@;93WKD4Q/-J66KD&;M6YI%_?= D)@$D51 MG44IJ80#4-1ZX"61+)4I8-NE3\C34K55<99>;76I46@ +JBX 4EF".[TW'PW^CP7 MH$Q0DP?
3YP09J.#B06\S3WV)4EG(3]\L-[Y0<,Y(G5K(AKA6J)?11 8AP*I7 M#29"B.UNF'NBW)W#%V? 4-#:0!HL3()4[IPVR&=S@,Q)@I #R1E*.K% VAB, MDQ D)01KB[J$&?0&+Q.$CD.#+#JL((UQ8&/]=-_&0QBA+27I#<)T!HD% X8A MGHH F?4>
(^^SURQUD*MLQ/+B!22YD:J ?>NE,[^B6'LA?(@.?K*>.'B@M"> M!Y,ZOT =>.[W6#;?KJ)T(".J;0855T"-^V+5NY0.GU(_!1TPTC1(X'V(QEH8 M!S1%,7P73 0"F0TX=Q0F'6)447PP'F&&*KY\V?=J[+FW__NZ_?E_0'5WPY_] MTC-
W.;F),WNXW7.\L/L)@QX/>D<>ZQXXL_L+)U9U]Q9^8-UV_-35W5=N5I]X MV&7[JF/_B#U-P^,!/S<_)FG0RSCM-_&'_\XBY0-1BVP.1['8K-E.&BEHS)_(MYQ??6Y<9KZTQBUCF?FCMUD8E6%W$SRYF-XW[,-7769!Z.F*1K&(0G'9JHA*4
MTHI_V\S=+!],6T,6";!Z6[_GNJ@$J'^U0Q[DRVL!]PQ=Y%BG%W"'=5,8P/L] M=7+CW8=V]K:]^?&'G@Y>;H?&+?(^WDG0==!*#0M0_C:ZR?ZR01BE-IP]R;:I !BVB70,60VB/SMMN"J@@[WFW_N,?/K)H^B0SGXY=-ECN MM(H.*J4"L+Y]CY-]H^?>)1_(-
_.U_F:ZN5[="9V_N7WX,Q=WKTF0)O,PH\9= M3'7S1=_X=;E$YH.T,40L>F2RFPS;IV4C(E,!\=[?_)BVM]Y_6T0G[?Q'FMM1 M4][KEL0>[Y0]-1L3W>T;+\=470$=5K*=_8B?MY.5*KY.KK\OYM_.OGX;A1;' MOU?
VC.P%Z=%9]:7]0EV;;G2$T@SS!U&;@;000(WF8_0.H[;T4@-T0S=N-KV] M?BB6/KM9#,=MYZB=3#LLC]HAE=0 V?N_9_9B-K$9UM?#4)W J>!$\MGD:T#D MM]1.^)U>^]Z,0M#3Y<9H-DQ9B>,*CB'W*^.PF_]7=FWG_^]6%'I[??F^L(.
M,WM'ANX$7=FCR6[*J;4,Y_UL=5XP4@G.\]&SE-\<$3I#Z7CVK6=D MZ,7[3A\8L&37HVX^,SPY0W/ 8GG%4_!Y0%@/J:6PD?WJYY0696D/&)RDWS5> M,;P.ZKWMI(3_T<]?5B/:G!V::G0Q4K .V+ MUFY5%,9G(U"CI[?SR3Q/;=/>08L5@P[T0?
>JIS!ZWQ;_OIC9\]GE?/9^OIC< MW>')627?Z0/%*D7[HGJ*V@HC_/A=J7RF=/^HQ4I'^V)Y5$'U;(!?VL6?_GZG M]KG*N+M\H%@E:8;-\JC:"B/\(0[:-GXSTQP'HGN&+%91VA?%PZJI"[=W2W_9 MO0\[G?7[.,]T)]:N7.NAQ0:4[Q0[[,Z$?A7>^/?IJ?S
M9K>?]*\QL#_XL7('YSD9T$6?%=(@S0B0I9ZFMNIKZ2_UWV]\X\-D,;A8HM<' MRQW5YZ1#5[W618EHQJ:Z600\\>9'>CXJ3L!,II/%;1[?K=\7R]4&9"+%:9JM M)P++Z>(=&+9< 4&&(*Q.7V^'@)GCZ.UA.X%85:[KN(XJ.A5H_7SUHOM?R\GL
MWJ[D,CIRENJ? \)FJ/RYT+=_S"_\;-7& MJ;$^=^%/E_$'K.NHG.&U/O>#%#MP/0&%QRMR>_:E#X3^]G:YF/ST;Z.9N&[7 M[QX-.@W:.6(YF+;UW7:JK@U"TI^FE,'07OLV MT\,H)6M*CNNZ/3#Q\D4^4:0O6>#8'JO<7>@30=FCA']J%5]RI_FG/O&?^L33
ML''__[)=Q>-#E\?3D8J541U:'3LG6QJ Z?1>K#Q+8WNX9>&I3K MZ\7JUE(S;_[09T-TY:$G/KB.(AY11.OC)C5-0C,99:,>TWW93124H M7NJ!U1Z%E,[2_;6X/?LU<_,D8@:H=HU7KL-R)[-W0 6U@#.R M.W+*=\KE\0[M 0-
5^.#/)G8^[_M]#IZ4%]_S!;N^11RK]!NGRMW2?-S_6 M8&'H_YR];]R'U.[B/-Q/XK=9DP1_^W/F_IRELW377)\U[0?FYWSA,A"@]T?K M6/JGX=0F4W9AKJ3PZF.5EG];TNWY1&?CSUF._;S_5^LP&KW9,EC=A>GR1YS@ M];0%3K['><0?W],^ TU._UHQIS

70S[K6H5&-9*4P(?U4,SV$,1+9;7RK>H[)DD><:- MG\NDT$?L7$OWE$)'3BKRA;[,J"6E04;#=^7)$[:Y04!\IY^M31)?]Z#]:G_Y MUT_.XNNT#PZ.0OFP1YWVX?.'#?M &\.Y^+_9HP]4=)F(/TFQ_R\?]4#,QT5?
M220G<,A"1YG?;N$]6]CG;D@H051FN/=A:)(NS@D-IS>#L0/?J^_L4@WSOA+H M;N?GE3??*0IM%>UOH1AS;GW]?_;RW#*%"ODQK8KO)8 M>:Q4D5P)CD =9>@W^(U"AL)6%5RJF[F_MJ%?C(55Z=J+.$-??40(X\Y0Y8E6
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W0+4;!O6 ME$]+'C!'<$?N>IAC_^>?D1I@)C-_CM$0. H:8P?4Q7E"6#IE=S^%E!APMP&0 MR5AK# 3D"0\="0/CM2(S+C3&2R8&^:J'Q/V;B"B)^2RK3^#Q4.!TN>E_$MW@ M$9LE*)]AL^8R)Z&>T#6DSP*(?ZR:]JX+&7&WA!@8B-NXX'DR+0KY?:KGAWZ/
MF2_N1'P-W$UD5"1&G^(-]*]:Z3A"B#>IA!Q'%'EF2$P*HSO!.KG1)7L@?'W5+XXNVP MAP !R)>\Q&-4 N! NG*L9-U ?5^"9C=<:+;-4#-B6KAI6>&7G>H1H0!."R.Z M7UN$UW TA@)WG%B. M0!Q5XZKUX>>3LT_75H]NAL-V@LR-S5BP*!
M+I+49N"*ED./V+UD&=6!T8Q(7;00Q8Q6I3Z[%\IEZXG;ZQQ^8T_^0KOVW,.LE1(2%-2L/+P&4MKA-25A2< M>##U$:@]2:_]6/[IJV8D18S]YHI&WNN1-8!ZB^V)JA5&R=@WO7 MO5WB=VHYYAR>.3S/8%%04S4&@P5Y2%4=L:M2AVH^J(X;;Y@!2E9 M/N6,M+
(+D,*$-QVRY8S0"0VPG?6ZEC)LK'%,+R'U+K]L7*O]%ID&$LP0Z9 : M7:AS7F+MF0-NV0\ZF\U9HXR;IH7V@39Q.+&.IEC$R,T*SI/,D3^2L<[O4]V" M2Q35>C,PYU'&!N7/@2HW(E)@?$AJ[R'\P>XHD5G=^99R"AEI1@^R70MM-=S:
MG!FJR*P[#PSRU5#D:H^]08S=,"T(+*T3OSBT/>_K(R_.X,'I3D:5J:#IUG>! M^\15V(!.!4/I-CDZE7O1]N+!CSK=]=D6ZW_^0ETM+XU9W[L7U-$1^<5((20 M-EH%-[IL/'!KM!&UT!?E^3TZO6^-5IPF$T%>/&#ABR*'>R?@PZ\C)G5.F-N_ M2>S?
9.HW20%T>T]DE;95C)"+6JN-,.[:HK0MC3W?&W(U#3[!NEE_%D[=I*BZ?NB>O; /ZMQ'46PN*[K MA,!#U)F'#)4*?8[LKC/ZP3R)/,%4D)I @9/];(;YD95HW M"RTR84G9>FN1F3[]73/ 6\T21001X07V0YJA#FC:S/F2HNLKK%*#6970F&&
[1'PPD>ZJD:.4^P0 M0@/Y98!?I<7=EQ/G!URJRAZP\?(71W[6],;E(^]01UF5CV.WG9_["\SYH]Z0 M:8@==^$R%.R-7IJ]8QJ1E#V'0 DIZW2;IIQ,)K"A0$<,QJ):TQ!&!\V2KWOB M&$V_.7R2UICCOKV@=:K]5/M?
RUJTN<#/'*5*=R)GWWD1:P=%4QC].VY']?B4 M\U(YC+#&(,5P-[H[B[A *E^.+E"95?83Y\EE,0@"K_.QKHW1\E%MHJ_<)E.^ M##GUD_ZBU"Z8*TSE(J:$4746:Q/C*!%0%.QE]?NVV]^1G@;*D&=6TTLZVZ . M.#-VF;MY2QE4LQG\%OX-
4\+42[=KUHYLBW:9ZE%)VKCVYR;OBI3&6TZ@\>.R M;QME5-0G7,90@!LY(QR]TN,4S-;8\"L?I>J)_(8Y&-N"E01=]9\.) $ 5BL2 ! M (! &%C;BTR,#(T,3$S,"YH=&U02P$"% ,4 " 1-I-9[Q-J M2-X, !C@ $ @ $\) $ 86-
N+3(P,C0Q,3,P+GAS9%!+ M 0(4 Q0 (!$VDUD%/\F3Q8 0!A8VXM,C R-#$Q,S!?9&5F+GAM;%!+ 0(4 M Q0 (!$VDUE^%:." S, ",S 3 " 8B4 0!A8VXM M,C R-#$Q,S!?9S$N9VEF4$L! A0#% @ $3:3654YHEVAWP X'$(!0 M (!0,&UL4$L!
A0#% M @ $3:362)XH]>9>0 3*P% !0 (!CZ<" &%C;BTR,#(T M,3$S,%]P&UL4$L! A0#% @ $3:361G1UFG*!P \B8 !@ M (!6B$# &%C;C$Q,S R,#(T,3 M<65X,S$Q+FAT;5!+ 0(4 Q0 M (!$VDUE4=9]=Q < "8G 8 " 5HI P!A8VXQ,3,P
M,C R-#$P+7%E>#,Q,BYH=&U02P$"% ,4 " 1-I-9,"QIX$@$!V$@ M& @ %4,0, 86-N,3$S,#(P,C0Q,"UQ97@S,C$N:'1M4$L! M A0#% @ $3:361]89-Q$! 0, ! end XML 78 acn-20241130_htm.xml IDEA: XBRL DOCUMENT 0001467373
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Filer false false false 674873315 307754 8306055000 5004469000 5150000 5396000 14574637000 13664847000 2312495000 2183069000 25198337000 20857781000 128981000 120260000 371507000 334664000 1507460000 1521119000 2669480000 2757396000 20868911000 21120179000 893898000 862140000 4108532000 4147496000 2740590000 2904031000 1380374000 1307297000 34669733000 35074582000 59868070000 55932363000 114321000 946229000 2579165000 2743807000 4711553000 5174923000 6602324000 7050833000 863673000 719084000 709964000 726202000 1605968000 1615049000 17186968000 18976127000 5039460000 78628000 623750000 641091000 1845092000 1815867000 453066000 428845000 1366759000 1514869000 2282652000 2369490000 967900000 939198000 12578679000 7787988000 1.00 1.00 40000 40000 40000 40000 57000 57000 0.0000225 0.0000225 20000000000 20000000000 674278898 672484852 15000 15000 0.0000225 0.0000225 1000000000 1000000000 307754 307754 307754 307754 0 0 2777423000 2614608000 15364338000 14710857000 40000 40000 49248770 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39560000 20429413000 -1627215000 26676751000 808686000 27485437000 2316190000 2009981000 569340000 521400000 470425000 423000000 59222000 -24371000 19903000 -6795000 1225106000 836231000 441514000 658647000 -124399000 48728000 -313397000 -510391000 -307357000 -273763000 50891000 85142000 -11906000 -293092000 1022486000 498551000 152205000 68933000 241560000 788025000 5270000 0 -2971000 -1528000 -385524000 -855430000 477367000 477434000 898264000 1191128000 5061085000 0 931885000 0 925558000 810056000 -30997000 -28163000 2751748000 -1551913000 -87124000 4601000 3301586000 -1904191000 5004469000 9045032000 8306055000 7140841000 529162000 563359000 Basis of Presentation <div style="margin-bottom:9pt;margin-top:5pt">The accompanying unaudited interim Consolidated Financial Statements of Accenture plc and its controlled subsidiary companies have been prepared pursuant to the rules and regulations of the Securities and Exchange Commission (“SEC”) for quarterly reports on Form 10-Q and do not include all of the information and note disclosures required by U.S. generally accepted accounting principles (“U.S. GAAP”) for complete financial statements. We use the terms “Accenture,” “we” and “our” in the Notes to Consolidated Financial Statements to refer to Accenture plc and its subsidiaries. These Consolidated Financial Statements should therefore be read in conjunction with the Consolidated Financial Statements and Notes thereto for the fiscal year ended August 31, 2024 included in our Annual Report on Form 10-K filed with the SEC on October 10, 2024. </div><div style="margin-bottom:9pt;margin-top:5pt">The accompanying unaudited interim Consolidated Financial Statements have been prepared in accordance with U.S. GAAP, which requires management to make estimates and assumptions that affect amounts reported in the Consolidated Financial Statements and accompanying disclosures. Although these estimates are based on management's best knowledge of current events and actions that we may undertake in the future, actual results may differ from those estimates. The Consolidated Financial Statements reflect all adjustments of a normal, recurring nature that are, in the opinion of management, necessary for a fair presentation of results for these interim periods. The results of operations for the three months ended November 30, 2024 are not necessarily indicative of the results that may be expected for the fiscal year ending August 31, 2025.</div><div style="margin-bottom:6pt;margin-top:15pt">Allowance for Credit Losses—Client Receivables and Contract Assets </div><div style="margin-bottom:9pt;margin-top:5pt">As of November 30, 2024 and August 31, 2024, the total allowance for credit losses recorded for client receivables and contract assets was $27,354 and $27,561, respectively. The change in the allowance is primarily due to immaterial write-offs and changes in gross client receivables and contract assets. </div><div style="margin-bottom:6pt;margin-top:15pt">Investments</div><div style="margin-bottom:9pt;margin-top:5pt">All available-for-sale securities and liquid investments with an original maturity greater than three months but less than one year are considered to be Short-term investments. Non-current investments consist of equity securities in privately-held companies and are accounted for using either the equity or fair value measurement alternative method of accounting (for investments without readily determinable fair values).</div><div style="margin-bottom:9pt;margin-top:5pt">Our non-current investments are as follows:</div><div style="margin-bottom:9pt;margin-top:5pt"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:65.712%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.128%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.530%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.130%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="background-color:#e8defd;padding:2px 1pt;text-align:right;vertical-align:bottom">November 30, 2024</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:2px 1pt;text-align:right;vertical-align:bottom">August 31, 2024</td></tr><tr><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:left;vertical-align:top">Equity method investments</td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom">127,776 </td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td style="border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom">128,634 </td><td style="border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">Investments without readily determinable fair values</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">243,731 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">206,030 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">Total non-current investments</td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">371,507 </td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">334,664 </td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table></div><div style="margin-bottom:9pt;margin-top:5pt">For investments in which we can exercise significant influence but do not control, we use the equity method of accounting. Equity method investments are initially recorded at cost and our proportionate share of gains and losses of the investee are included as a component of Other income (expense), net.</div><div style="margin-bottom:6pt;margin-top:15pt">Depreciation and Amortization </div><div style="margin-bottom:9pt;margin-top:5pt">As of November 30, 2024 and August 31, 2024, total accumulated depreciation was $2,752,886 and $2,713,855, respectively. See table below for a summary of depreciation on fixed assets, deferred transition amortization, intangible assets amortization and operating lease cost for the three months ended November 30, 2024 and 2023, respectively. </div><div style="margin-bottom:2pt;margin-top:5pt"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:65.712%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.128%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.530%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.130%"></td><td style="width:0.1%"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="padding:2px 1pt;text-align:left;vertical-align:bottom"> </td><td colspan="9" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Three Months Ended</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="padding:2px 1pt;text-align:left;vertical-align:bottom"> </td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt;text-align:right;vertical-align:bottom">November 30, 2024</td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:right;vertical-align:bottom">November 30, 2023</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:left;vertical-align:top">Depreciation</td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom">133,099 </td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td style="border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom">133,245 </td><td style="border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">Amortization - Deferred transition</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span

style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">85,324 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">98,491 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">Amortization - Intangible assets</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">160,214 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">111,631 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">Operating lease cost</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">186,529 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">175,014 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">Other</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">4,174 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 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#000000;padding:2px 0;text-align:right;vertical-align:bottom">569,340 </td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">521,400 </td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr></table></div><div style="margin-bottom:6pt;margin-top:15pt">New Accounting Pronouncements</div><div style="margin-bottom:9pt;margin-top:5pt">On November 27, 2023, the Financial Accounting Standards Board ("FASB") issued Accounting Standards Update ("ASU") No. 2023-07, Improvements to Reportable Segment Disclosures, which requires entities to enhance disclosures regarding their segments, including significant segment expenses. The ASU will be effective beginning with our annual fiscal 2025 financial statements and requires a retrospective method upon adoption. We are currently evaluating the impact of this standard on our segment disclosures.</div><div style="margin-bottom:9pt;margin-top:5pt">On December 14, 2023, the FASB issued ASU No. 2023-09, Improvements to Income Tax Disclosures, which requires disclosure of disaggregated income taxes paid, prescribes standard categories for the components of the effective tax rate reconciliation, and modifies other income tax-related disclosures. The ASU will be effective beginning with our annual fiscal 2026 financial statements and allows for adoption on a prospective basis, with a retrospective option. We are in the process of assessing the impacts and method of adoption. This ASU will impact our income tax disclosures, but not our financial position or results of operations.</div><div style="margin-bottom:9pt;margin-top:5pt">On November 4, 2024, the FASB issued ASU No. 2024-03, Disaggregation of Income Statement Expenses, which requires entities to disclose specified information about certain expenses in the notes to the financial statements, including employee compensation. The ASU will be effective beginning with our annual fiscal 2028 financial statements. We are currently evaluating the impact of this standard on our disclosures.</div> <div style="margin-bottom:9pt;margin-top:5pt">The accompanying unaudited interim Consolidated Financial Statements of Accenture plc and its controlled subsidiary companies have been prepared pursuant to the rules and regulations of the Securities and Exchange Commission ("SEC") for quarterly reports on Form 10-Q and do not include all of the information and note disclosures required by U.S. generally accepted accounting principles ("U.S. GAAP") for complete financial statements. We use the terms "Accenture," "we" and "our" in the Notes to Consolidated Financial Statements to refer to Accenture plc and its subsidiaries. These Consolidated Financial Statements should therefore be read in conjunction with the Consolidated Financial Statements and Notes thereto for the fiscal year ended August 31, 2024 included in our Annual Report on Form 10-K filed with the SEC on October 10, 2024. </div><div style="margin-bottom:9pt;margin-top:5pt">The accompanying unaudited interim Consolidated Financial Statements have been prepared in accordance with U.S. GAAP, which requires management to make estimates and assumptions that affect amounts reported in the Consolidated Financial Statements and accompanying disclosures. Although these estimates are based on management's best knowledge of current events and actions that we may undertake in the future, actual results may differ from those estimates. The Consolidated Financial Statements reflect all adjustments of a normal, recurring nature that are, in the opinion of management, necessary for a fair presentation of results for these interim periods. The results of operations for the three months ended November 30, 2024 are not necessarily indicative of the results that may be expected for the fiscal year ending August 31, 2025.</div> <div style="margin-bottom:6pt;margin-top:15pt">Allowance for Credit Losses—Client Receivables and Contract Assets </div>As of November 30, 2024 and August 31, 2024, the total allowance for credit losses recorded for client receivables and contract assets was $27,354 and $27,561, respectively. The change in the allowance is primarily due to immaterial write-offs and changes in gross client receivables and contract assets. 27354000 27561000 <div style="margin-bottom:6pt;margin-top:15pt">Investments</div><div style="margin-bottom:9pt;margin-top:5pt">All available-for-sale securities and liquid investments with an original maturity greater than three months but less than one year are considered to be Short-term investments. 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style="padding:0 1pt"></td><td colspan="3" style="padding:2px 1pt;text-align:right;vertical-align:bottom">August 31, 2024</td></tr><tr><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:left;vertical-align:top">Equity method investments</td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom">127,776 </td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td style="border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom">128,634 </td><td style="border-top:1.5pt solid 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style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table></div> 127776000 128634000 243731000 206030000 371507000 334664000 2752886000 2713855000 See table below for a summary of depreciation on fixed assets, deferred transition amortization, intangible assets amortization and operating lease cost for the three months ended November 30, 2024 and 2023, respectively. <div style="margin-bottom:2pt;margin-top:5pt"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:65.712%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.128%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.530%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.130%"></td><td style="width:0.1%"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="padding:2px 1pt;text-align:left;vertical-align:bottom"> </td><td colspan="9" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Three Months Ended</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="padding:2px 1pt;text-align:left;vertical-align:bottom"> </td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt;text-align:right;vertical-align:bottom">November 30, 2024</td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:right;vertical-align:bottom">November 30, 2023</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:left;vertical-align:top">Depreciation</td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom">133,099 </td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td style="border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom">133,245 </td><td style="border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">Amortization - Deferred transition</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">85,324 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">98,491 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">Amortization - Intangible assets</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">160,214 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">111,631 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none">

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The ASU will be effective beginning with our annual fiscal 2025 financial statements and requires a retrospective method upon adoption. We are currently evaluating the impact of this standard on our segment disclosures.</div><div style="margin-bottom:9pt;margin-top:5pt">On December 14, 2023, the FASB issued ASU No. 2023-09, Improvements to Income Tax Disclosures, which requires disclosure of disaggregated income taxes paid, prescribes standard categories for the components of the effective tax rate reconciliation, and modifies other income tax-related disclosures. The ASU will be effective beginning with our annual fiscal 2026 financial statements and allows for adoption on a prospective basis, with a retrospective option. We are in the process of assessing the impacts and method of adoption. This ASU will impact our income tax disclosures, but not our financial position or results of operations.</div><div style="margin-bottom:9pt;margin-top:5pt">On November 4, 2024, the FASB issued ASU No. 2024-03, Disaggregation of Income Statement Expenses, which requires entities to disclose specified information about certain expenses in the notes to the financial statements, including employee compensation. The ASU will be effective beginning with our annual fiscal 2028 financial statements. We are currently evaluating the impact of this standard on our disclosures.</div> Revenues<div style="margin-bottom:6pt;margin-top:15pt">Disaggregation of Revenue </div><div style="margin-bottom:9pt;margin-top:5pt">See Note 12 (Segment Reporting) to these Consolidated Financial Statements for our disaggregated revenues. </div><div style="margin-bottom:6pt;margin-top:15pt">Remaining Performance Obligations </div><div style="margin-bottom:9pt;margin-top:5pt">We had remaining performance obligations of approximately $29 billion and $30 billion as of November 30, 2024 and August 31, 2024, respectively. Our remaining performance obligations represent the amount of transaction price for which work has not been performed and revenue has not been recognized. The majority of our contracts are terminable by the client on short notice with little or no termination penalties, and some without notice. Under Topic 606, only the non-cancelable portion of these contracts is included in our performance obligations. Additionally, our performance obligations only include variable consideration if we assess it is probable that a significant reversal of cumulative revenue recognized will not occur when the uncertainty is resolved. Based on the terms of our contracts, a significant portion of what we consider contract bookings is not included in our remaining performance obligations. We expect to recognize approximately 58% of our remaining performance obligations as of November 30, 2024 as revenue in fiscal 2025, an additional 20% in fiscal 2026, and the balance thereafter. </div><div style="margin-bottom:6pt;margin-top:15pt">Contract Estimates </div><div style="margin-bottom:9pt;margin-top:5pt">Adjustments in contract estimates related to performance obligations satisfied or partially satisfied in prior periods were immaterial for the three months ended November 30, 2024 and 2023.</div><div style="margin-bottom:6pt;margin-top:15pt">Contract Balances</div><div style="margin-bottom:9pt;margin-top:5pt">Deferred transition revenues were $623,750 and $641,091 as of November 30, 2024 and August 31, 2024, respectively, and are included in Non-current deferred revenues. Costs related to these activities are also deferred and are expensed as the services are provided. Deferred transition costs were $893,898 and $862,140 as of November 30, 2024 and August 31, 2024, respectively, and are included in Deferred contract costs. Generally, deferred transition costs are recoverable under the contract in the event of early termination and are monitored regularly for impairment. Impairment losses are recorded when projected remaining undiscounted operating cash flows of the related contract are not sufficient to recover the carrying amount of contract assets.</div><div style="margin-bottom:9pt;margin-top:5pt">The following table provides information about the balances of our Receivables and Contract assets, net of allowance, and Contract liabilities (Deferred revenues): </div><div style="margin-bottom:9pt;margin-top:5pt"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:65.712%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.128%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.530%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.130%"> </td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="background-color:#e8defd;padding:2px 1pt;text-align:right;vertical-align:bottom">November 30, 2024</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:2px 1pt;text-align:right;vertical-align:bottom">August 31, 2024 </td></tr><tr><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:left;vertical-align:top">Receivables</td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"> $</td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom">12,590,544 </td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td style="border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom">11,873,442 </td><td style="border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr> <tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">Contract assets (current)</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,984,093 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,791,405 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">Receivables and contract assets, net of allowance (current)</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"> 14,574,637 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">13,664,847 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">Contract assets (non-current)</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"> 128,981 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">120,260 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">Deferred revenues (current)</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">4,711,553 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">5,174,923 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">Deferred revenues (non-current)</td><td colspan="2" style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">623,750 </td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">641,091 </td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table></div><div style="margin-bottom:9pt;margin-top:5pt">Changes in the contract asset and liability balances during the three months ended November 30, 2024 were a result of normal business activity and not materially impacted by any other factors. </div><div style="margin-bottom:9pt;margin-top:5pt">Revenues recognized during the three months ended November 30, 2024 that were included in Deferred revenues as of August 31, 2024 were $2.8 billion. Revenues recognized during the three months ended November 30, 2023 that were included in Deferred revenues as of August 31, 2023 were $2.8 billion.</div> 29000000000 30000000000 0.58 0.20 623750000 641091000 893898000 862140000 <div style="margin-bottom:9pt;margin-top:5pt">The following table provides information about the balances of our Receivables and Contract assets, net of allowance, and Contract liabilities (Deferred revenues): </div><div style="margin-bottom:9pt;margin-top:5pt"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:65.712%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.128%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.530%"> </td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.130%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="background-color:#e8defd;padding:2px 1pt;text-align:right;vertical-align:bottom">November 30, 2024</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:2px 1pt;text-align:right;vertical-align:bottom">August 31, 2024</td></tr><tr><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:left;vertical-align:top">Receivables</td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom">12,590,544 </td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td style="border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom">11,873,442 </td><td style="border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">Contract assets (current)</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,984,093 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"> </td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"> 1,791,405 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">Receivables and contract assets, net of allowance (current)</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">14,574,637 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td>

colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">13,664,847 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">Contract assets (non-current)</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">128,981 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">120,260 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">Deferred revenues (current)</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">4,711,553 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">5,174,923 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">Deferred revenues (non-current)</td><td colspan="2" style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">623,750 </td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">641,091 </td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table></div> 12590544000 11873442000 1984093000 1791405000 14574637000 13664847000 128981000 120260000 4711553000 5174923000 623750000 641091000 2800000000 2800000000 Earnings Per Share <div style="margin-bottom:9pt;margin-top:5pt">Basic and diluted earnings per share are calculated as follows: </div><div style="margin-bottom:2pt;margin-top:5pt"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:99.561%"><tr><td style="width:1.0%"></td><td style="width:73.936%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.087%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.387%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.090%"></td><td style="width:0.1%"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="padding:2px 1pt;text-align:left;vertical-align:bottom"> </td><td colspan="9" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Three Months Ended</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="padding:2px 1pt;text-align:left;vertical-align:bottom"> </td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt;text-align:right;vertical-align:bottom">November 30, 2024</td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:right;vertical-align:bottom">November 30, 2023</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:left;vertical-align:top">Basic earnings per share</td><td colspan="3" style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 19pt;text-align:left;vertical-align:top">Net income attributable to Accenture plc</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">2,278,894 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">1,973,444 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 19pt;text-align:left;vertical-align:top">Basic weighted average Class A ordinary shares</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">625,676,922 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">627,996,111 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">Basic earnings per share</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">3.64 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">3.14 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">Diluted earnings per share</td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 19pt;text-align:left;vertical-align:top">Net income attributable to Accenture plc</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">2,278,894 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">1,973,444 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 19pt;text-align:left;vertical-align:bottom">Net income attributable to noncontrolling interests in Accenture Canada Holdings Inc. (1)</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,170 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,016 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 19pt;text-align:left;vertical-align:top">Net income for diluted earnings per share calculation</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">2,281,064 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">1,975,460 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 19pt;text-align:left;vertical-align:bottom">Basic weighted average Class A ordinary shares</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">625,676,922 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">627,996,111 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 19pt;text-align:left;vertical-align:top">Class A ordinary shares issuable upon redemption/exchange of noncontrolling interests (1)</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">595,837 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">641,659 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 19pt;text-align:left;vertical-align:top">Diluted effect of employee compensation related to Class A ordinary shares</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">8,105,818 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">8,492,332 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 19pt;text-align:left;vertical-align:top">Diluted effect of share purchase plans related to Class A ordinary shares</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">197,833 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">268,259 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 19pt;text-align:left;vertical-align:top">Diluted weighted average Class A ordinary shares (2)</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">634,656,410 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">637,398,361 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom">Diluted earnings per share</td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-

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align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">3.59</span><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%"> </span></td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid
#000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:0 1pt"></td><td
style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:700;line-height:100%">$</span></td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span
style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">3.10</span><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:400;line-height:100%"> </span></td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td
colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr></table></div><div
style="margin-top:3pt;padding-left:36pt;text-indent:-36pt"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:7.5pt;font-weight:400;line-height:120%">(1)</span><span
style="color:#000000;font-family:'Arial',sans-serif;font-size:7.5pt;font-weight:400;line-height:120%;padding-left:26.85pt">Diluted earnings per share assumes the exchange of all Accenture Canada
Holdings Inc. exchangeable shares for Accenture plc Class A ordinary shares on a one-for-one basis. The income effect does not take into account "Net income attributable to noncontrolling
interests - other," since those shares are not redeemable or exchangeable for Accenture plc Class A ordinary shares. </span></div><div style="margin-top:3pt;padding-left:36pt;text-indent:-36pt">
<span style="color:#000000;font-family:'Arial',sans-serif;font-size:7.5pt;font-weight:400;line-height:120%">(2)</span><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:7.5pt;font-weight:400;line-height:120%;padding-left:26.85pt">The weighted average diluted shares outstanding for the calculation of diluted earnings per share excludes an immaterial amount of
shares issuable upon the vesting of restricted stock units because their effects were antidilutive.</span></div> <div style="margin-bottom:9pt;margin-top:5pt"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:9pt;font-weight:400;line-height:120%">Basic and diluted earnings per share are calculated as follows: </span></div><div style="margin-bottom:2pt;margin-
top:5pt"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:99.561%"><tr><td style="width:1.0%"></td><td style="width:73.936%"></td><td
style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.087%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.387%"></td><td style="width:0.1%">
</td><td style="width:1.0%"></td><td style="width:11.090%"></td><td style="width:0.1%"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3"
style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="padding:2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%"> </span></td><td colspan="9" style="padding:2px 1pt;text-align:center;vertical-align:bottom"><span
style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">Three Months Ended</span></td><td colspan="3" style="display:none"></td><td colspan="3"
style="display:none"></td></tr><tr><td colspan="3" style="padding:2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:700;line-height:100%"> </span></td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt;text-align:right;vertical-align:bottom"><span
style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">November 30, 2024</span></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0
1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:700;line-height:100%">November 30, 2023</span></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none">
</td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:left;vertical-align:top"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">Basic earnings per share</span></td><td colspan="3" style="background-color:#e8defd;border-top:1.5pt solid
#5f0095;padding:0 1pt"></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td colspan="3"
style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-
top:0.5pt solid #000000;padding:2px 1pt 2px 19pt;text-align:left;vertical-align:top"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">Net
income attributable to Accenture plc</span></td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span
style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">$</span></td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px
0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">2,278,894 </span></td><td style="background-
color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td
style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-
height:100%">$</span></td><td style="border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:400;line-height:100%">1,973,444 </span></td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3"
style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-
top:0.5pt solid #000000;padding:2px 1pt 2px 19pt;text-align:left;vertical-align:top"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-
height:100%">Basic weighted average Class A ordinary shares</span></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-
align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">625,676,922 </span></td><td style="background-
color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td
colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:400;line-height:100%">627,996,111 </span></td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3"
style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-
top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">Basic
earnings per share</span></td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">$</span></td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-
align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">3.64</span><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:400;line-height:100%"> </span></td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td
colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span
style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">$</span></td><td style="border-top:0.5pt solid #000000;padding:2px 0;text-
align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">3.14</span><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%"> </span></td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom">
</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td
colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:700;line-height:100%">Diluted earnings per share</span></td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-
top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="display:none"></td><td colspan="3"
style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px
19pt;text-align:left;vertical-align:top"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">Net income attributable to Accenture plc</span>
</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:400;line-height:100%">$</span></td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span
style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">2,278,894 </span></td><td style="background-color:#e8defd;border-top:0.5pt solid
#000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-top:0.5pt solid
#000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">$</span></td><td
style="border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-
height:100%">1,973,444 </span></td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td
colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px
1pt 2px 19pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">Net income attributable to
noncontrolling interests in Accenture Canada Holdings Inc. (1)</span></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-
align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">2,170 </span></td><td style="background-
color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td
colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:400;line-height:100%">2,016 </span></td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none">
</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid
#000000;padding:2px 1pt 2px 19pt;text-align:left;vertical-align:top"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">Net income for
diluted earnings per share calculation</span></td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span
style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">$</span></td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px
0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">2,281,064</span><span
style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%"> </span></td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px
1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-top:0.5pt solid #000000;padding:2px 0 2px
1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">$</span></td><td style="border-top:0.5pt
solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">1,975,460</span>
<span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%"> </span></td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-
align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3"
style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 19pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">Basic weighted average Class A ordinary shares</span></td><td colspan="2" style="background-color:#e8defd;border-
top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-
height:100%">625,676,922 </span></td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3"
style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span
style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">627,996,111 </span></td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-
align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3"
style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 19pt;text-align:left;vertical-align:top"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">Class A ordinary shares issuable upon redemption/exchange of noncontrolling interests (1)</span></td><td colspan="2"
style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:400;line-height:100%">595,837 </span></td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom">
</td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">
<span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">641,659 </span></td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px
0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3"
style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 19pt;text-align:left;vertical-align:top"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">Diluted effect of employee compensation related to Class A ordinary shares</span></td><td colspan="2" style="background-
color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:400;line-height:100%">8,105,818 </span></td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td
colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span
style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">8,492,332 </span></td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-
align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3"
style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 19pt;text-align:left;vertical-align:top"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">Diluted effect of share purchase plans related to Class A ordinary shares</span></td><td colspan="2" style="background-
color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:400;line-height:100%">197,833 </span></td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td
colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span
style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">268,259 </span></td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-
align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3"
style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 19pt;text-align:left;vertical-align:top"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">Diluted weighted average Class A ordinary shares (2)</span></td><td colspan="2" style="background-color:#e8defd;border-
top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-
height:100%">634,656,410</span><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%"> </span></td><td style="background-color:#e8defd;border-
top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-
top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-
height:100%">637,398,361</span><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%"> </span></td><td style="border-top:0.5pt solid
#000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none">
</td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-
align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">Diluted earnings per share</span></td><td style="background-
color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-
serif;font-size:8.5pt;font-weight:700;line-height:100%">$</span></td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-
align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">3.59</span><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%"> </span></td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid
#000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:0 1pt"></td><td
style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:700;line-height:100%">$</span></td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span
style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">3.10</span><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:400;line-height:100%"> </span></td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td
```

colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr></table></div><div
style="margin-top:3pt;padding-left:36pt;text-indent:-36pt">(1)Diluted earnings per share assumes the exchange of all Accenture Canada
Holdings Inc. exchangeable shares for Accenture plc Class A ordinary shares on a one-for-one basis. The income effect does not take into account "Net income attributable to noncontrolling
interests - other," since those shares are not redeemable or exchangeable for Accenture plc Class A ordinary shares. </div><div style="margin-top:3pt;padding-left:36pt;text-indent:-36pt">
(2)<span style="color:#000000;font-family:'Arial',sans-serif;font-
size:7.5pt;font-weight:400;line-height:120%;padding-left:26.85pt">The weighted average diluted shares outstanding for the calculation of diluted earnings per share excludes an immaterial amount of
shares issuable upon the vesting of restricted stock units because their effects were antidilutive.</div> 2278894000 1973444000 625676922 627996111 3.64 3.14 2278894000 1973444000 2170000
2016000 2281064000 1975460000 625676922 627996111 595837 641659 8185818 8492332 197833 268259 634656410 637398361 3.59 3.10 1 Accumulated Other Comprehensive Loss <div style="margin-
bottom:9pt;margin-top:5pt">The following table summarizes the changes in the accumulated
balances for each component of accumulated other comprehensive loss attributable to Accenture plc: </div><div style="margin-bottom:2pt"><table style="border-
collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:73.900%"></td><td style="width:0.1%"></td><td
style="width:1.0%"></td><td style="width:11.034%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.530%"></td><td style="width:0.1%"></td><td style="width:1.0%">
</td><td style="width:11.036%"></td><td style="width:0.1%"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td
colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="9" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Three Months Ended</td><td colspan="3" style="display:none"></td><td colspan="3"
style="display:none"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt;text-align:right;vertical-
align:bottom">November 30, 2024</td><td colspan="3" style="border-top:0.5pt solid
#000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:700;line-height:100%">November 30, 2023</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none">
</td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:left;vertical-align:bottom">Foreign currency translation</td><td colspan="3" style="background-
color:#e8defd;border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td colspan="3" style="border-top:1.5pt solid
#5f0095;padding:0 1pt"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td>
</tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:400;line-height:100%">   Beginning balance</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-
align:bottom">$</td><td style="background-color:#e8defd;border-top:0.5pt solid
#000000;padding:2px 0;text-align:right;vertical-align:bottom">(1,295,743)</td><td
style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0
1pt"></td><td style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:400;line-height:100%">$</td><td style="border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-
serif;font-size:8.5pt;font-weight:400;line-height:100%">(1,510,632)</td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td
colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3"
style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-
height:100%">   Foreign currency translation</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-
align:bottom">(486,087)</td><td style="background-color:#e8defd;border-top:0.5pt
solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid
#000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-
height:100%">67,789 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td
colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px
1pt;text-align:left;vertical-align:bottom">   Income tax benefit (expense)
</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">1,030 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-
align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-
align:right;vertical-align:bottom">2,240 </td><td style="border-top:0.5pt solid
#000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none">
</td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom">   Portion attributable to noncontrolling interests</td><td colspan="2"
style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:400;line-height:100%">10,074 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom">
</td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">
(1,837)</td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-
align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3"
style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-
serif;font-size:8.5pt;font-weight:700;line-height:100%">   Foreign currency translation, net of tax</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid
#000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(474,983)
</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid
#000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-
serif;font-size:8.5pt;font-weight:700;line-height:100%">68,192 </td><td
style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td
colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-
align:bottom">   Ending balance</td><td colspan="2" style="background-
color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:700;line-height:100%">(1,770,726)</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td
colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(1,442,440)</td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-
align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3"
style="display:none"></td></tr><tr style="height:15pt"><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt
solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td
colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3"
style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-
height:100%">Defined benefit plans</td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid
#000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td
colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-
align:bottom">   Beginning balance</td><td colspan="2" style="background-
color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:400;line-height:100%">(254,172)</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td
colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(226,503)</td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-
align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3"
style="display:none"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3"
style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td>
</tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3"
style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3"
style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td>
<td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid
#000000;padding:2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-
height:100%">   Reclassifications into net periodic pension and post-retirement expense</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid
#000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(17,680)
</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid
#000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-
serif;font-size:8.5pt;font-weight:400;line-height:100%">44,294 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td
colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3"
style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-
height:100%">   Income tax benefit (expense)</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-
align:bottom">1,907 </td><td style="background-color:#e8defd;border-top:0.5pt
solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt
solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(7,865)
</td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3"
style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-
align:left;vertical-align:bottom">   Portion attributable to noncontrolling
interests</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">15 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-
align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-
align:right;vertical-align:bottom">(37)</td><td style="border-top:0.5pt solid
#000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none">
</td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom">   Defined benefit plans, net of tax</td><td colspan="2" style="background-
color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:700;line-height:100%">(15,758)</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td
colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">36,392<span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:400;line-height:100%"> </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td
colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000;padding:2px
1pt;text-align:left;vertical-align:bottom">   Ending balance</td><td colspan="2"
style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:700;line-height:100%">(269,930)</td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom">
</td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(190,111)</td><td style="border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-
align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3"
style="display:none"></td></tr><tr style="height:15pt"><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt
solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td
colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3"
style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-
height:100%">Cash flow hedges</td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid
#000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td
colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-
align:bottom">   Beginning balance</td><td colspan="2" style="background-
color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:400;line-height:100%">(4,827)</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td
colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(5,966)</td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-
align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3"
style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-

serif;font-size:8.5pt;font-weight:400;line-height:100%">   Unrealized gain (loss) </td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">14,598 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">23,614 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom">   Reclassification adjustments into Cost of services</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(7,477)</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(10,600)</td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom">   Income tax benefit (expense) </td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(11,036)</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(1,701)</td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom">   Portion attributable to noncontrolling interests</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">4 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(11)</td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom">   Cash flow hedges, net of tax</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(3,911)</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">11,302 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom">   Ending balance (1)</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(8,738)</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">5,336 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" 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style="display:none"></td></tr><tr style="height:15pt"><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom">Accumulated other comprehensive loss</td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">(2,049,394)</td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">(1,627,215)</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr></table></div>(1)As of November 30, 2024, $25,149 of net unrealized gains related to derivatives designated as cash flow hedges is expected to be reclassified into Cost of services in the next twelve months. <div style="margin-bottom:9pt;margin-top:5pt">The following table summarizes the changes in the accumulated balances for each component of accumulated other comprehensive loss attributable to Accenture plc: </div><div style="margin-bottom:2pt"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:73.900%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.034%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.530%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.036%"></td><td style="width:0.1%"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="9" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Three Months Ended</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt;text-align:right;vertical-align:bottom">November 30, 2024</td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:right;vertical-align:bottom">November 30, 2023</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:left;vertical-align:bottom">Foreign currency translation</td><td colspan="3" style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom">   Beginning balance</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">(1,295,743)</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">(1,510,632)</td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom">   Foreign currency translation</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(486,087)</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">67,789 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom">   Income tax benefit (expense) </td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,030 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,240 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom">   Portion attributable to noncontrolling interests</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">10,074 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(1,037)</td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom">   Foreign currency translation, net of tax</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(474,983)</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">60,192 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom">   Ending balance</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(1,770,726)</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(1,442,440)</td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr style="height:15pt"><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom">Defined benefit plans</td><td colspan="3" style="background-

color:#e8defd;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid
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size:8.5pt;font-weight:400;line-height:100%">   Beginning balance</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-
align:right;vertical-align:bottom">(254,172)</td><td style="background-
color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td
colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:400;line-height:100%">(226,503)</td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none">
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<td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">   Reclassifications into net periodic pension and post-retirement expense</td><td colspan="2"
style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:400;line-height:100%">(17,680)</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom">
</td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">
44,294 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-
align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3"
style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-
serif;font-size:8.5pt;font-weight:400;line-height:100%">   Income tax benefit (expense)</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid
#000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,907 </td>
<td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid
#000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-
serif;font-size:8.5pt;font-weight:400;line-height:100%">(7,865)</td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td
colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3"
style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-
height:100%">   Portion attributable to noncontrolling interests</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-
align:right;vertical-align:bottom">15 </td><td style="background-
color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td
colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:400;line-height:100%">(37)</td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td>
<td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid
#000000;padding:2px 1pt;text-align:left;vertical-align:bottom">   Defined
benefit plans, net of tax</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(15,758)</td><td style="background-color:#e8defd;border-top:0.5pt solid
#000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid
#000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">36,392 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-
align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3"
style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-
serif;font-size:8.5pt;font-weight:700;line-height:100%">   Ending balance</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-
align:right;vertical-align:bottom">(269,930)</td><td style="background-
color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td colspan="2"
style="border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-
height:100%">(190,111)</td><td style="border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td
colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr style="height:15pt"><td colspan="3" style="border-top:0.5pt solid
#000000;padding:0 1pt"></td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt">
</td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3"
style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom">Cash flow hedges</td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt
solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td
colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3"
style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-
height:100%">   Beginning balance</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(4,827)</td><td style="background-color:#e8defd;border-top:0.5pt solid
#000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid
#000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(5,966)
</td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none">
</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-
align:bottom">   Unrealized gain (loss) </td><td colspan="2"
style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:400;line-height:100%">14,598 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom">
</td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">
23,614 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-
align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3"
style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-
serif;font-size:8.5pt;font-weight:400;line-height:100%">   Reclassification adjustments into Cost of services</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt
solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(7,477)
</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid
#000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-
serif;font-size:8.5pt;font-weight:400;line-height:100%">(10,600)</td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td
colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3"
style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-
height:100%">   Income tax benefit (expense) </td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-
align:bottom">(11,036)</td><td style="background-color:#e8defd;border-top:0.5pt
solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt
solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(1,701)
</td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3"
style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-
align:left;vertical-align:bottom">   Portion attributable to noncontrolling
interests</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">4 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-
align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-
align:right;vertical-align:bottom">(11)</td><td style="border-top:0.5pt solid
#000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none">
</td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom">   Cash flow hedges, net of tax</td><td colspan="2" style="background-
color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:700;line-height:100%">(3,911)</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td
colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">11,302<span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:400;line-height:100%"> </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td
colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px
1pt;text-align:left;vertical-align:bottom">   Ending balance (1)</td><td
colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-
serif;font-size:8.5pt;font-weight:700;line-height:100%">(8,738)</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-
align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-
align:bottom">5,336<span style="color:#000000;font-family:'Arial',sans-
serif;font-size:8.5pt;font-weight:400;line-height:100%"> </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3"
style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3"
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</tr><tr style="height:15pt"><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:0
1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="display:none">
</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-bottom:0.5pt solid
#5f0095;border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-
height:100%">Accumulated other comprehensive loss</td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-
align:left;vertical-align:bottom">$</td><td style="background-
color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:700;line-height:100%">(2,049,394)</td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-
align:right;vertical-align:bottom"></td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-bottom:0.5pt solid
#5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-
height:100%">$</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">(1,627,215)</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px
0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3"
style="display:none"></td></tr></table></div>(1)As of November 30, 2024, $25,149
of net unrealized gains related to derivatives designated as cash flow hedges is expected to be reclassified into Cost of services in the next twelve months. -1295743000 -1510632000 -486087000

67789000 -1030000 -2240000 -10074000 1837000 -474983000 68192000 -1770726000 -1442440000 254172000 226503000 -17680000 44294000 1907000 -7865000 15000 -37000 15758000 -36392000 269930000 190111000
-4827000 -5966000 14598000 23614000 7477000 10600000 11036000 1701000 -4000 11000 -3911000 11302000 -8738000 5336000 -2049394000 -1627215000 25149000 Business Combinations <div style="margin-
bottom:9pt;margin-top:5pt">During the three months ended November 30, 2024, we completed
individually immaterial acquisitions for total consideration of $184,871, net of cash acquired. The pro forma effects of these acquisitions on our operations were not material.</div>
184871000 Goodwill and Intangible Assets<div style="margin-bottom:6pt;margin-top:15pt"><span style="color:#5f0095;font-family:'Arial',sans-serif;font-size:16pt;font-weight:700;line-
height:120%">Goodwill </div><div style="margin-bottom:9pt;margin-top:5pt">The
changes in the carrying amount of goodwill by reportable segment are as follows: </div><div style="margin-bottom:2pt"><table style="border-collapse:collapse;display:inline-table;margin-
bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:48.169%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td
style="width:11.034%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.530%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.034%">
</td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.530%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.034%"></td><td
style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.530%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.039%"></td><td style="width:0.1%">
</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-
serif;font-size:8.5pt;font-weight:700;line-height:100%">August 31,
2024</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:2px 1pt;text-align:right;vertical-
align:bottom">Additions/
Adjustments</td><td colspan="3" style="padding:0
1pt"></td><td colspan="3" style="padding:2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-
height:100%">Foreign
Currency
Translation</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="background-color:#e8defd;padding:2px 1pt;text-align:right;vertical-
align:bottom">November 30, 2024</td></tr><tr><td colspan="3" style="border-
top:1.5pt solid #5f0095;padding:2px 1pt;text-align:left;vertical-align:top">Americas (1)
</td><td style="border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:400;line-height:100%">$</td><td style="border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-
serif;font-size:8.5pt;font-weight:400;line-height:100%">11,960,650 </td><td style="border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td
colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td style="border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:1.5pt solid #5f0095;padding:2px 0;text-
align:right;vertical-align:bottom">31,993 </td><td style="border-top:1.5pt solid
#5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td style="border-top:1.5pt solid
#5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td
style="border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-
height:100%">(33,777)</td><td style="border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:1.5pt solid
#5f0095;padding:0 1pt"></td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">$</td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-
align:bottom">11,958,866 </td><td style="background-color:#e8defd;border-
top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-
align:top">EMEA</td><td colspan="2" style="border-top:0.5pt solid
#000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">7,341,686
</td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td
colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:400;line-height:100%">109,591 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-
top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">(307,796)</td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-
align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px
1pt;text-align:right;vertical-align:bottom">7,143,481 </td><td style="background-
color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-
align:left;vertical-align:top">Asia Pacific (1)</td><td colspan="2"
style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-
height:100%">1,817,843 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid
#000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-
serif;font-size:8.5pt;font-weight:400;line-height:100%">842 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3"
style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(52,121)</td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-
align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid
#000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,766,564
</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-bottom:0.5pt solid
#5f0095;border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-
height:100%">Total</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid
#000000;padding:2px 0;text-align:right;vertical-align:bottom">21,120,179 </td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid
#000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:0 1pt"></td><td
style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:700;line-height:100%">$</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">142,426<span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:400;line-height:100%"> </td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td
colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0
2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-
bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:700;line-height:100%">(393,694)</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td
colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid
#000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td
style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">20,868,911<span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-
height:100%"> </td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td>
</tr></table></div><div style="margin-top:3pt;padding-left:36pt;text-indent:-36pt">(1)
During the first quarter of fiscal 2025, our Latin America
market unit moved from Growth Markets to North America. With this change, North America became the Americas market and Growth Markets became the Asia Pacific market. Prior period amounts have been
reclassified to conform with the current period presentation.</div><div style="margin-bottom:9pt;margin-top:9pt"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:9pt;font-weight:400;line-height:120%">Goodwill includes immaterial adjustments related to prior period acquisitions.</div><div style="margin-bottom:6pt;margin-top:15pt">Intangible Assets</div><div style="margin-bottom:9pt;margin-top:5pt">Our definite-lived intangible assets by major asset class are as follows: </div><div
style="margin-bottom:9pt;margin-top:5pt"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td>
<td style="width:22.730%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.530%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td
style="width:10.888%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.530%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:10.888%">
</td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.530%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:10.888%"></td><td
style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.384%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:10.888%"></td><td style="width:0.1%">
</td><td style="width:0.1%"></td><td style="width:0.530%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:10.888%"></td><td style="width:0.1%"></td><td
style="width:0.1%"></td><td style="width:0.530%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:10.896%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3"
style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="15" style="padding:2px 1pt;text-align:center;vertical-align:bottom"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">August 31, 2024</td><td colspan="3" style="padding:0 1pt"></td><td colspan="15" style="background-
color:#e8defd;padding:2px 1pt;text-align:center;vertical-align:bottom">November 30,
2024</td></tr><tr><td colspan="3" style="padding:2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:700;line-height:100%">Intangible Asset Class</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-
align:right;vertical-align:bottom">Gross Carrying Amount</td><td colspan="3"
style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:right;vertical-align:bottom">Accumulated Amortization</td><td colspan="3" style="border-top:0.5pt solid
#000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-
serif;font-size:8.5pt;font-weight:700;line-height:100%">Net Carrying Amount</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt
solid #000000;padding:2px 1pt;text-align:right;vertical-align:bottom">Gross Carrying
Amount</td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid
#000000;padding:2px 1pt;text-align:right;vertical-align:bottom">Accumulated
Amortization</td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid
#000000;padding:2px 1pt;text-align:right;vertical-align:bottom">Net Carrying
Amount</td></tr><tr><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-
serif;font-size:8.5pt;font-weight:400;line-height:100%">Customer-related</td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td style="border-top:1.5pt solid
#5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td
style="border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-
height:100%">3,924,339 </td><td style="border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:1.5pt solid
#5f0095;padding:0 1pt"></td><td style="border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:400;line-height:100%">$</td><td style="border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">(1,336,679)</td><td style="border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-
align:bottom"></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td style="border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">
$</td><td style="border-top:1.5pt solid #5f0095;padding:2px 0;text-
align:right;vertical-align:bottom">2,587,660 </td><td style="border-top:1.5pt
solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td style="background-
color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:400;line-height:100%">$</td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">3,861,361 </td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-
align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td style="background-color:#e8defd;border-top:1.5pt
solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td>
<td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:400;line-height:100%">(1,412,787)</td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-
align:bottom"></td><td colspan="3" style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px
0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-
color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-
height:100%">2,448,574 </td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3"
style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-
height:100%">Technology</td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-
align:right;vertical-align:bottom">335,845 </td><td style="border-top:0.5pt solid
#000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid
#000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(183,182)
</td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td
colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:400;line-height:100%">152,663 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-
top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">338,271 </td><td style="background-color:#e8defd;border-top:0.5pt solid
#000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2"

style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(198,843)</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">139,428 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom">Patents</td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">120,457 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(72,518)</td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">47,939 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">118,339 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(71,700)</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">46,639 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom">Other</td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">150,098 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(34,329)</td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">115,769 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">145,021 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(39,072)</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">105,949 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom">Total</td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">4,530,739 </td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">(1,626,708)</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">2,904,031 </td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">4,462,992 </td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">(1,722,402)</td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">2,740,590 </td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table></div><div style="margin-bottom:9pt;margin-top:5pt">Total amortization related to our intangible assets was $160,214 and $111,631 for the three months ended November 30, 2024 and 2023, respectively. Estimated future amortization related to intangible assets held as of November 30, 2024 is as follows: </div><div style="margin-bottom:9pt;margin-top:5pt"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:86.034%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.530%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.036%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:2px 1pt;text-align:left;vertical-align:bottom">Fiscal Year</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:2px 1pt;text-align:right;vertical-align:bottom">Estimated Amortization</td></tr><tr><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:left;vertical-align:bottom">Remainder of 2025</td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td style="border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom">444,238 </td><td style="border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom">2026</td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">534,917 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom">2027</td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">470,141 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom">2028</td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">435,618 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom">2029</td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">346,275 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom">Thereafter</td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">509,401 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom">Total</td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">2,740,590 </td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table></div> <div style="margin-bottom:9pt;margin-top:5pt">The changes in the carrying amount of goodwill by reportable segment are as follows: </div><div style="margin-bottom:2pt"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:48.169%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.034%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.530%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.034%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.530%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.034%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.530%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.039%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:2px 1pt;text-align:right;vertical-align:bottom">August 31,
2024</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:2px 1pt;text-align:right;vertical-align:bottom">Additions/
Adjustments</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:2px 1pt;text-align:right;vertical-align:bottom">Foreign
Currency
Translation</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="background-color:#e8defd;padding:2px 1pt;text-align:right;vertical-align:bottom">November 30, 2024</td></tr><tr><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:left;vertical-align:top">Americas (1) </td><td style="border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom">11,960,650 </td><td style="border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td style="border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom">31,993 </td><td style="border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td style="border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom">(33,777)</td><td style="border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom">11,958,866 </td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">EMEA</td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">7,341,686 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">109,591 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-

top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(307,796)</td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">7,143,481 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">Asia Pacific (1)</td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,817,843 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">842 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(52,121)</td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,766,564 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">Total</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">21,120,179 </td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">142,426 </td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">(393,694)</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">20,868,911 </td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table></div><div style="margin-top:3pt;padding-left:36pt;text-indent:-36pt">(1)During the first quarter of fiscal 2025, our Latin America market unit moved from Growth Markets to North America. With this change, North America became the Americas market and Growth Markets became the Asia Pacific market. Prior period amounts have been reclassified to conform with the current period presentation.</div> 11960650000 31993000 -33777000 11958866000 7341686000 109591000 -307796000 7143481000 1817843000 842000 -52121000 1766564000 21120179000 142426000 -393694000 20868911000 <div style="margin-bottom:9pt;margin-top:5pt">Our definite-lived intangible assets by major asset class are as follows: </div><div style="margin-bottom:9pt;margin-top:5pt"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:22.730%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.530%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:10.888%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.530%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:10.888%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.530%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:10.888%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.384%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:10.888%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.530%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:10.888%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.530%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:10.896%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="15" style="padding:2px 1pt;text-align:center;vertical-align:bottom">August 31, 2024</td><td colspan="3" style="padding:0 1pt"></td><td colspan="15" style="background-color:#e8defd;padding:2px 1pt;text-align:center;vertical-align:bottom">November 30, 2024</td></tr><tr><td colspan="3" style="padding:2px 1pt;text-align:left;vertical-align:bottom">Intangible Asset Class</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:right;vertical-align:bottom">Gross Carrying Amount</td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:right;vertical-align:bottom">Accumulated Amortization</td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:right;vertical-align:bottom">Net Carrying Amount</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt;text-align:right;vertical-align:bottom">Gross Carrying Amount</td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt;text-align:right;vertical-align:bottom">Accumulated Amortization</td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt;text-align:right;vertical-align:bottom">Net Carrying Amount</td></tr><tr><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:left;vertical-align:bottom">Customer-related</td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td style="border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom">3,924,339 </td><td style="border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td style="border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom">(1,336,679)</td><td style="border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td style="border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom">2,587,660 </td><td style="border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom">3,861,361 </td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom">(1,412,787)</td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom">2,448,574 </td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom">Technology</td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">335,845 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(183,182)</td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">152,663 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">338,271 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(198,843)</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">139,428 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom">Patents</td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">120,457 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(72,518)</td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">47,939 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">118,339 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(71,700)</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">46,639 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom">Other</td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">150,098 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(34,329)</td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">115,769 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">145,021 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(39,072)</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">105,949 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom">Total</td><td colspan="3" style="border-

bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-
align:left;vertical-align:bottom">$</td><td style="border-bottom:0.5pt solid
#5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-
height:100%">4,530,739 </td><td style="border-bottom:0.5pt solid
#5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid
#000000;padding:0 1pt"></td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid
#000000;padding:2px 0;text-align:right;vertical-align:bottom">(1,626,708)</td><td
style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-bottom:0.5pt solid
#5f0095;border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">
$</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid
#000000;padding:2px 0;text-align:right;vertical-align:bottom">2,904,031 </td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid
#000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:0 1pt"></td><td
style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">$</td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid
#000000;padding:2px 0;text-align:right;vertical-align:bottom">4,462,992 </td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-
top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid
#000000;padding:0 1pt"></td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-
top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">
(1,722,402)</td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td
colspan="3" style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="background-color:#e8defd;border-bottom:0.5pt solid
#5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-
height:100%">$</td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">2,740,590<span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:400;line-height:100%"> </td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #5f0095;padding:2px 1pt 2px 0;text-
align:right;vertical-align:bottom"></td></tr></table></div> 3924339000 1336679000 2587660000 3861361000 1412787000 2448574000 335845000 183182000 152663000 338271000 198843000 139428000 120457000
72518000 47939000 118339000 71700000 46639000 150098000 34329000 115769000 145021000 39072000 105949000 4530739000 1626708000 2904031000 4462992000 1722402000 2740590000 160214000 111631000
Estimated future amortization related to intangible assets held as of November 30, 2024 is as follows: <div style="margin-bottom:9pt;margin-top:5pt"><table style="border-
collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:86.034%"></td><td style="width:0.1%"></td><td
style="width:0.1%"></td><td style="width:0.530%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.036%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3"
style="padding:2px 1pt;text-align:left;vertical-align:bottom">Fiscal Year</td><td
colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:700;line-height:100%">Estimated Amortization</td></tr><tr><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:left;vertical-
align:bottom">Remainder of 2025</td><td colspan="3" style="border-top:1.5pt solid
#5f0095;padding:0 1pt"></td><td style="border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:400;line-height:100%">$</td><td style="border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">444,238 </td><td style="border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-
align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-
serif;font-size:8.5pt;font-weight:400;line-height:100%">2026</td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid
#000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">534,917
</td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px
1pt;text-align:left;vertical-align:bottom">2027</td><td colspan="3"
style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">470,141 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-
align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">2028</td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-
top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-
height:100%">435,618 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid
#000000;padding:2px 1pt;text-align:left;vertical-align:bottom">2029</td><td
colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">346,275 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-
align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">Thereafter</td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2"
style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-
height:100%">509,401 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-bottom:0.5pt
solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-
height:100%">Total</td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-bottom:0.5pt solid #5f0095;border-
top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-
height:100%">$</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">2,740,590<span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-
height:100%"> </td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table></div>
444238000 534917000 470141000 435618000 346275000 509401000 2740590000 Shareholders' Equity <div style="margin-bottom:6pt;margin-top:15pt"><span style="color:#5f0095;font-family:'Arial',sans-
serif;font-size:16pt;font-weight:700;line-height:120%">Dividends </div><div style="margin-bottom:9pt;margin-top:5pt"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:9pt;font-weight:400;line-height:120%">Our dividend activity during the three months ended November 30, 2024 is as follows: </div><div style="margin-bottom:9pt;margin-top:5pt"><table
style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:19.806%"></td><td
style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.530%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:7.087%"></td><td style="width:0.1%"></td>
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style="width:0.530%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.274%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.823%">
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style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:8.849%"></td><td style="width:0.1%"></td></tr><tr style="height:21pt"><td colspan="3" style="padding:2px 1pt;text-
align:left;vertical-align:bottom"> </td><td colspan="3" style="padding:0 1pt">
</td><td colspan="3" rowspan="2" style="padding:2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-
height:100%">Dividend Per
Share</td><td colspan="3" style="padding:0 1pt"></td><td colspan="9" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Accenture plc Class A
Ordinary Shares</td><td colspan="3" style="padding:0 1pt">
</td><td colspan="9" style="padding:2px 1pt;text-align:center;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-
height:100%">Accenture Canada Holdings
Inc. Exchangeable Shares</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" rowspan="2" style="background-color:#e8defd;padding:2px
1pt;text-align:right;vertical-align:bottom">Total Cash
Outlay</td></tr><tr
style="height:12pt"><td colspan="3" style="padding:2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-
height:100%">Dividend Payment Date</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid
#000000;padding:2px 1pt;text-align:right;vertical-align:bottom">Record Date</td>
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weight:700;line-height:100%">Record Date</td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px
1pt;text-align:right;vertical-align:bottom">Cash Outlay</td><td colspan="3"
style="padding:0 1pt"></td></tr><tr><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:left;vertical-align:bottom">November 15, 2024</td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-
top:1.5pt solid #5f0095;padding:0 1pt"></td><td style="border-bottom:0.5pt solid #5f0095;border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-bottom:0.5pt solid #5f0095;border-top:1.5pt solid
#5f0095;padding:2px 0;text-align:right;vertical-align:bottom">1.48 </td><td
style="border-bottom:0.5pt solid #5f0095;border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-bottom:0.5pt solid
#5f0095;border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:right;vertical-
align:bottom">October 10, 2024</td><td colspan="3" style="border-bottom:0.5pt
solid #5f0095;border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td style="border-bottom:0.5pt solid #5f0095;border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-
align:bottom">$</td><td style="border-bottom:0.5pt solid #5f0095;border-top:1.5pt
solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom">924,675 </td>
<td style="border-bottom:0.5pt solid #5f0095;border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-bottom:0.5pt solid
#5f0095;border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:right;vertical-
align:bottom">October 9, 2024</td><td colspan="3" style="border-bottom:0.5pt
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align:bottom">$</td><td style="border-bottom:0.5pt solid #5f0095;border-top:1.5pt
solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom">883 </td><td
style="border-bottom:0.5pt solid #5f0095;border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-bottom:0.5pt solid
#5f0095;border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-
align:left;vertical-align:bottom">$</td><td style="background-
color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:400;line-height:100%">925,558 </td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-
align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3"
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style="display:none"></td></tr></table></div><div style="margin-bottom:9pt;margin-top:4pt"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:9pt;font-weight:400;line-
height:112%">The payment of cash dividends includes the net effect of $33,583 of additional restricted stock units being issued as a part of our share plans, which resulted in 93,129 restricted
share units being issued.</div><div style="margin-bottom:6pt;margin-top:15pt"><span style="color:#5f0095;font-family:'Arial',sans-serif;font-size:16pt;font-weight:700;line-
height:120%">Subsequent Event</div><div style="margin-bottom:9pt;margin-top:5pt"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:9pt;font-weight:400;line-
height:120%">On December 18, 2024, the Board of Directors of Accenture plc declared a quarterly cash dividend of $1.48 per share on our Class A ordinary shares for shareholders of record at the
close of business on January 16, 2025 payable on February 14, 2025.</div> <div style="margin-bottom:9pt;margin-top:5pt"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:9pt;font-weight:400;line-height:120%">Our dividend activity during the three months ended November 30, 2024 is as follows: </div><div style="margin-bottom:9pt;margin-top:5pt"><table
style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:19.806%"></td><td
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align:left;vertical-align:bottom"> </td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" rowspan="2" style="padding:2px 1pt;text-align:right;vertical-align:bottom">Dividend Per
Share</td><td colspan="3" style="padding:0 1pt"></td><td colspan="9" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Accenture plc Class A
Ordinary Shares</td><td colspan="3" style="padding:0 1pt"></td><td colspan="9" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Accenture Canada Holdings
Inc. Exchangeable Shares</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" rowspan="2" style="background-color:#e8defd;padding:2px 1pt;text-align:right;vertical-align:bottom">Total Cash
Outlay</td></tr><tr style="height:12pt"><td colspan="3" style="padding:2px 1pt;text-align:left;vertical-align:bottom">Dividend Payment Date</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:right;vertical-align:bottom">Record Date</td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:right;vertical-align:bottom">Cash Outlay</td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:right;vertical-align:bottom">Record Date</td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:right;vertical-align:bottom">Cash Outlay</td><td colspan="3" style="padding:0 1pt"></td></tr><tr><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:left;vertical-align:bottom">November 15, 2024</td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td style="border-bottom:0.5pt solid #5f0095;border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-bottom:0.5pt solid #5f0095;border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom">1.48 </td><td style="border-bottom:0.5pt solid #5f0095;border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:right;vertical-align:bottom">October 10, 2024</td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td style="border-bottom:0.5pt solid #5f0095;border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-bottom:0.5pt solid #5f0095;border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom">924,675 </td><td style="border-bottom:0.5pt solid #5f0095;border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:right;vertical-align:bottom">October 9, 2024</td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td style="border-bottom:0.5pt solid #5f0095;border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-bottom:0.5pt solid #5f0095;border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom">883 </td><td style="border-bottom:0.5pt solid #5f0095;border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom">925,558 </td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" 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Instruments <div style="margin-bottom:6pt;margin-top:15pt">Derivatives</div><div style="margin-bottom:9pt;margin-top:5pt">In the normal course of business, we use derivative financial instruments to manage foreign currency exchange rate risk. Our derivative financial instruments consist of deliverable and non-deliverable foreign currency forward contracts. </div><div style="margin-bottom:3pt;margin-top:9pt">Cash Flow Hedges </div><div style="margin-bottom:9pt;margin-top:5pt">For a cash flow hedge, the effective portion of the change in estimated fair value of a hedging instrument is recorded in Accumulated other comprehensive loss as a separate component of Shareholders' Equity and is reclassified into Cost of services in the Consolidated Income Statements during the period in which the hedged transaction is recognized. For information related to derivatives designated as cash flow hedges that were reclassified into Cost of services during the three months ended November 30, 2024 and 2023, as well as those expected to be reclassified into Cost of services in the next twelve months, see Note 4 (Accumulated Other Comprehensive Loss) to these Consolidated Financial Statements. </div><div style="margin-bottom:3pt;margin-top:9pt">Other Derivatives </div><div style="margin-bottom:9pt;margin-top:5pt">Realized gains or losses and changes in the estimated fair value of foreign currency forward contracts that have not been designated as hedges were net losses of $4,256 and $20,280 for the three months ended November 30, 2024 and 2023, respectively. Gains and losses on these contracts are recorded in Other income (expense), net in the Consolidated Income Statements and are offset by gains and losses on the related hedged items. </div><div style="margin-bottom:3pt;margin-top:9pt">Fair Value of Derivative Instruments </div><div style="margin-bottom:9pt;margin-top:5pt">The notional and fair values of all derivative instruments are as follows: </div><div style="margin-bottom:9pt;margin-top:5pt"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:65.712%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.128%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.530%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.130%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="background-color:#e8defd;padding:2px 1pt;text-align:right;vertical-align:bottom">November 30, 2024</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:2px 1pt;text-align:right;vertical-align:bottom">August 31, 2024</td></tr><tr><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:left;vertical-align:top">Assets</td><td colspan="3" style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 7.75pt;text-align:left;vertical-align:top">Cash Flow Hedges</td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 19pt;text-align:left;vertical-align:top">Other current assets</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">55,013 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">51,152 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 19pt;text-align:left;vertical-align:top">Other non-current assets</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">26,407 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">28,363 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 7.75pt;text-align:left;vertical-align:top">Other Derivatives</td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 19pt;text-align:left;vertical-align:top">Other current assets</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">34,707 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">39,733 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">Total assets</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">116,127 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">119,248 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">Liabilities</td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 7.75pt;text-align:left;vertical-align:top">Cash Flow Hedges</td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 19pt;text-align:left;vertical-align:top">Other accrued liabilities</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">29,863 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">29,247 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 19pt;text-align:left;vertical-align:top">Other non-current liabilities</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">25,371 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">35,346 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 7.75pt;text-align:left;vertical-align:top">Other Derivatives</td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 19pt;text-align:left;vertical-align:top">Other accrued liabilities</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">8,851 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">25,974 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">Total liabilities</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span

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style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">$</span></td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px
0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">64,085</span><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%"> </span></td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-
align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-
align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">$</span></td><td style="border-top:0.5pt solid
#000000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">90,567</span><span
style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%"> </span></td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-
align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">Total fair value</span></td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px
1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">$</span></td><td style="background-
color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-
height:100%">52,042</span><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%"> </span></td><td style="background-color:#e8defd;border-
top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-top:0.5pt
solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">$</span></td>
<td style="border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-
height:100%">28,681</span><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%"> </span></td><td style="border-top:0.5pt solid
#000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt;text-
align:left;vertical-align:top"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">Total notional value</span></td><td style="background-
color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-
serif;font-size:8.5pt;font-weight:700;line-height:100%">$</span></td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-
align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">14,707,184</span><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%"> </span></td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid
#000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:0 1pt"></td><td
style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:700;line-height:100%">$</span></td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span
style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">14,024,483</span><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:400;line-height:100%"> </span></td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom">
</td></tr></table></div><div style="margin-bottom:9pt;margin-top:5pt"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:9pt;font-weight:400;line-height:120%">We utilize standard
counterparty master agreements containing provisions for the netting of certain foreign currency transaction obligations and for the set-off of certain obligations in the event of an insolvency of
one of the parties to the transaction. In the Consolidated Balance Sheets, we record derivative assets and liabilities at gross fair value. The potential effect of netting derivative assets
against liabilities under the counterparty master agreements is as follows: </span></div><div style="margin-bottom:9pt;margin-top:10pt"><table style="border-collapse:collapse;display:inline-
table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:65.712%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td
style="width:15.128%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.530%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.130%">
</td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="background-color:#e8defd;padding:2px 1pt;text-align:right;vertical-align:bottom"><span
style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">November 30, 2024</span></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3"
style="padding:2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">August 31, 2024</span>
</td></tr><tr><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:400;line-height:100%">Net derivative assets</span></td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-
align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">$</span></td><td style="background-color:#e8defd;border-top:1.5pt solid
#5f0095;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">83,615 </span></td><td
style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0
1pt"></td><td style="border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:400;line-height:100%">$</span></td><td style="border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-
serif;font-size:8.5pt;font-weight:400;line-height:100%">91,127 </span></td><td style="border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td
colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:400;line-height:100%">Net derivative liabilities</span></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-
align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">31,573 </span></td><td style="background-color:#e8defd;border-top:0.5pt
solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt
solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-
height:100%">62,446 </span></td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-bottom:0.5pt
solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-
height:100%">Total fair value</span></td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-
align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">$</span></td><td style="background-color:#e8defd;border-bottom:0.5pt solid
#5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-
height:100%">52,042</span><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%"> </span></td><td style="background-color:#e8defd;border-
bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-
top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span
style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">$</span></td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid
#000000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">28,681</span><span
style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%"> </span></td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid
#000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table></div> -4256000 -20280000 <div style="margin-bottom:9pt;margin-top:5pt"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:9pt;font-weight:400;line-height:120%">The notional and fair values of all derivative instruments are as follows: </span></div><div style="margin-
bottom:9pt;margin-top:5pt"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td
style="width:65.712%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.128%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.530%">
</td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.130%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3"
style="background-color:#e8defd;padding:2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-
height:100%">November 30, 2024</span></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">August 31, 2024</span></td></tr><tr><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:2px 1pt;text-
align:left;vertical-align:top"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">Assets</span></td><td colspan="3" style="background-
color:#e8defd;border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td colspan="3" style="border-top:1.5pt solid
#5f0095;padding:0 1pt"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 7.75pt;text-align:left;vertical-align:top"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">Cash Flow Hedges</span></td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:0
1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td></tr><tr><td colspan="3"
style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 19pt;text-align:left;vertical-align:top"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-
height:100%">Other current assets</span></td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span
style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">$</span></td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px
0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">55,013 </span></td><td style="background-
color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td
style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-
height:100%">$</span></td><td style="border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:400;line-height:100%">51,152 </span></td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td
colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 19pt;text-align:left;vertical-align:top"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:400;line-height:100%">Other non-current assets</span></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-
align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">26,407 </span></td><td style="background-color:#e8defd;border-top:0.5pt
solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt
solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-
height:100%">28,363 </span></td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid
#000000;padding:2px 1pt 2px 7.75pt;text-align:left;vertical-align:top"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">Other
Derivatives</span></td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td>
<td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 19pt;text-align:left;vertical-
align:top"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">Other current assets</span></td><td colspan="2" style="background-
color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:400;line-height:100%">34,707 </span></td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td
colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span
style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">39,733 </span></td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-
align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">Total assets</span></td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-
align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">$</span></td><td style="background-
color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-
height:100%">116,127</span><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%"> </span></td><td style="background-color:#e8defd;border-
top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-top:0.5pt
solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">$</span></td>
<td style="border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-
height:100%">119,248</span><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%"> </span></td><td style="border-top:0.5pt solid
#000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top"><span
style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">Liabilities</span></td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid
#000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td></tr><tr><td
colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 7.75pt;text-align:left;vertical-align:top"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:400;line-height:100%">Cash Flow Hedges</span></td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt
solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px
19pt;text-align:left;vertical-align:top"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">Other accrued liabilities</span></td><td
style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:400;line-height:100%">$</span></td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span
style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">29,863 </span></td><td style="background-color:#e8defd;border-top:0.5pt solid
#000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-top:0.5pt solid
#000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">$</span></td><td
style="border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-
height:100%">29,247 </span></td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid
#000000;padding:2px 1pt 2px 19pt;text-align:left;vertical-align:top"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">Other non-current
liabilities</span></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">25,371 </span></td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-
align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-
align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">35,346 </span></td><td style="border-top:0.5pt solid
#000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 7.75pt;text-align:left;vertical-
align:top"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">Other Derivatives</span></td><td colspan="3" style="background-
color:#e8defd;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid
#000000;padding:0 1pt"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 19pt;text-align:left;vertical-align:top"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">Other accrued liabilities</span></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid
#000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">8,851 </span></td>
<td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid
#000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-
serif;font-size:8.5pt;font-weight:400;line-height:100%">25,974 </span></td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td
colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:700;line-height:100%">Total liabilities</span></td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span
```

style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">$</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px
0;text-align:right;vertical-align:bottom">64,085<span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%"> </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-
align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-
align:left;vertical-align:bottom">$</td><td style="border-top:0.5pt solid
#000000;padding:2px 0;text-align:right;vertical-align:bottom">90,567 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-
align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">Total fair value</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px
1pt;text-align:left;vertical-align:bottom">$</td><td style="background-
color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-
height:100%">52,042 </td><td style="background-color:#e8defd;border-
top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-top:0.5pt
solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td>
<td style="border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-
height:100%">28,681 </td><td style="border-top:0.5pt solid
#000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt;text-
align:left;vertical-align:top">Total notional value</td><td style="background-
color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-
serif;font-size:8.5pt;font-weight:700;line-height:100%">$</td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-
align:right;vertical-align:bottom">14,707,184<span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%"> </td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid
#000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:0 1pt"></td><td
style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:700;line-height:100%">$</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">14,824,483<span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:400;line-height:100%"> </td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom">
</td></tr></table></div> 55013000 51152000 26407000 28363000 34707000 39733000 116127000 119248000 29863000 29247000 25371000 35346000 8851000 25974000 64085000 90567000 52042000 28681000
14707184000 14824483000 The potential effect of netting derivative assets against liabilities under the counterparty master agreements is as follows: <div style="margin-bottom:9pt;margin-
top:10pt"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:65.712%"></td>
<td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.128%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.530%"></td><td style="width:0.1%">
</td><td style="width:1.0%"></td><td style="width:15.130%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="background-
color:#e8defd;padding:2px 1pt;text-align:right;vertical-align:bottom">November 30,
2024</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-
serif;font-size:8.5pt;font-weight:700;line-height:100%">August 31, 2024</td></tr><tr><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:left;vertical-
align:bottom">Net derivative assets</td><td style="background-
color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:400;line-height:100%">$</td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">83,615 </td><td style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-
align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td style="border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-
align:left;vertical-align:bottom">$</td><td style="border-top:1.5pt solid
#5f0095;padding:2px 0;text-align:right;vertical-align:bottom">91,127 </td><td
style="border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-
align:left;vertical-align:bottom">Net derivative liabilities</td><td colspan="2"
style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:400;line-height:100%">31,573 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom">
</td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">
62,446 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-
align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom">
Total fair value</td><td style="background-color:#e8defd;border-bottom:0.5pt
solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:700;line-height:100%">$</td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-
align:bottom">52,042<span style="color:#000000;font-family:'Arial',sans-
serif;font-size:8.5pt;font-weight:400;line-height:100%"> </td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px
0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-bottom:0.5pt solid
#5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-
height:100%">$</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">28,681<span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-
height:100%"> </td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table></div>
83615000 91127000 31573000 62446000 52042000 28681000 Borrowings and Indebtedness <div style="margin-bottom:9pt;margin-top:5pt"><span style="background-color:#ffffff;color:#000000;font-
family:'Arial',sans-serif;font-size:9pt;font-weight:400;line-height:120%">On October 4, 2024, Accenture Capital Inc. ("Accenture Capital"), a wholly owned finance subsidiary of Accenture plc,
issued $5 billion aggregate principal amount of senior unsecured notes. Net proceeds from the offering are being used for general corporate purposes, including repayment of outstanding commercial
paper borrowings. Interest on the senior unsecured notes is payable semi-annually in arrears. Accenture Capital may redeem the senior unsecured notes at any time in whole, or from time to time, in
part at specified redemption prices. Accenture plc and Accenture Capital are not subject to any financial covenants under the senior unsecured notes.</div><div style="margin-
bottom:9pt;margin-top:5pt">The following is a summary of <span style="background-
color:#ffffff;color:#000000;font-family:'Arial',sans-serif;font-size:9pt;font-weight:400;line-height:120%">total outstanding debt <span style="color:#000000;font-family:'Arial',sans-
serif;font-size:9pt;font-weight:400;line-height:120%">as of November 30, 2024 and August 31, 2024<span style="background-color:#ffffff;color:#000000;font-family:'Arial',sans-serif;font-
size:9pt;font-weight:400;line-height:120%">, respectively: </div><div
style="margin-top:3pt"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td
style="width:65.712%"></td><td style="width:0.1%"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td style="width:1.0%"></td><td style="width:15.128%">
</td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.530%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.130%"></td><td
style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="background-
color:#e8defd;padding:2px 1pt;text-align:right;vertical-align:bottom">November 30,
2024</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-
serif;font-size:8.5pt;font-weight:700;line-height:100%">August 31, 2024</td></tr><tr><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:left;vertical-
align:bottom">Current portion of long-term debt and bank borrowings</td><td
colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td colspan="3"
style="background-color:#ffffff;border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td></tr><tr><td colspan="3" style="border-
top:0.5pt solid #000000;padding:2px 1pt 2px 7pt;text-align:left;vertical-align:top"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-
height:100%">Commercial paper (1)</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td style="background-color:#e8defd;border-top:0.5pt solid
#000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td
style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:400;line-height:100%">99,446 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td
colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:0.5pt solid #000;padding:2px 0;text-align:right;vertical-
align:bottom">931,507 </td><td style="border-top:0.5pt solid #000;padding:2px 1pt
2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 7pt;text-align:left;vertical-align:top">Other (2)</td><td colspan="3" style="display:none"></td><td colspan="3"
style="display:none"></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">14,875 </td><td style="background-color:#e8defd;border-top:0.5pt solid
#000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid
#000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">14,722
</td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px
1pt;text-align:left;vertical-align:top">Total current portion of long-term debt and bank
borrowings</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px
1pt;text-align:left;vertical-align:bottom">$</td><td style="background-
color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-
height:100%">114,321 </td><td style="background-color:#e8defd;border-
top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-top:0.5pt
solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td>
<td style="border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-
height:100%">946,229 </td><td style="border-top:0.5pt solid
#000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr style="height:12pt"><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3"
style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3"
style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid
#000000;padding:2px 1pt;text-align:left;vertical-align:top">Long-term debt</td>
<td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:0 1pt"></td><td
colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td></tr><tr><td colspan="3" style="border-top:0.5pt
solid #000000;padding:2px 1pt;text-align:left;vertical-align:top"><div style="padding-left:6pt"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-
height:120%">Senior notes – 3.90% due 2027</div></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td style="background-color:#e8defd;border-top:0.5pt
solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td>
<td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:400;line-height:100%">1,100,000 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom">
</td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:0.5pt solid #000000;padding:2px 0;text-
align:right;vertical-align:bottom">— </td><td style="border-top:0.5pt solid
#000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top"><div
style="padding-left:6pt">Senior notes – 4.05% due 2029</div></td><td colspan="3"
style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-
align:bottom">1,200,000 </td><td style="background-color:#e8defd;border-top:0.5pt
solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt
solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">—
</td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px
1pt;text-align:left;vertical-align:top"><div style="padding-left:6pt">Senior notes –
4.25% due 2031</div></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid
#000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,200,000
</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid
#000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-
serif;font-size:8.5pt;font-weight:400;line-height:100%">— </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td
colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top"><div style="padding-left:6pt"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:400;line-height:120%">Senior notes – 4.50% due 2034</div></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="2"
style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:400;line-height:100%">1,500,000 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom">
</td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">

— </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 7pt;text-align:left;vertical-align:top">Total principal amount (3)</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">5,000,000 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">— </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 13pt;text-align:left;vertical-align:top">Less: unamortized debt discount and issuance costs</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(37,998) </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt 0 25pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 7pt;text-align:left;vertical-align:top">Total carrying amount</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">4,962,002 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt 0 25pt"></td><td style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">— </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 7pt;text-align:left;vertical-align:top">Other (2)</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">77,458 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt 0 25pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">78,628 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:bottom">Total long-term debt</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">5,039,460 </td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">78,628 </td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table></div><div style="margin-top:3pt;padding-left:36pt;text-indent:-36pt">(1)The carrying amounts of the commercial paper as of November 30, 2024 and August 31, 2024 include the remaining principal outstanding of $100,000 and $935,000, respectively, net of total unamortized discounts of $554 and $3,493, respectively. The weighted-average effective interest rate for the commercial paper was 4.6% and 5.4% as of November 30, 2024 and August 31, 2024, respectively.</div><div style="margin-top:3pt;padding-left:36pt;text-indent:-36pt">(2)Amounts primarily include finance lease liabilities.</div><div style="margin-top:3pt;padding-left:36pt;text-indent:-36pt">(3)The total estimated fair value of our senior notes was $4.9 billion as of November 30, 2024. The fair value was determined based on quoted prices as of the last trading day of the first quarter of fiscal 2025 and is classified as Level 1 within the fair value hierarchy.</div><div style="margin-bottom:9pt;margin-top:9pt">As of November 30, 2024, future principal payments for total outstanding debt, excluding finance leases, are summarized as follows:</div><div><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:82.671%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.129%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:2px 1pt;text-align:left;vertical-align:bottom">Fiscal Year</td><td colspan="3" style="padding:2px 1pt;text-align:right;vertical-align:bottom">Amount</td></tr><tr><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:left;vertical-align:top">Remainder of 2025</td><td style="background-color:#ffffff;border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom">100,000 </td><td style="background-color:#ffffff;border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">2026</td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">2027</td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">2028</td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,100,000 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">2029</td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">Thereafter</td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,900,000 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">Total</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">5,100,000 </td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table></div><div style="margin-bottom:9pt;margin-top:5pt">As of November 30, 2024, we had the following borrowing facilities:</div><div style="margin-bottom:2pt;margin-top:5pt"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:82.671%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.129%"></td><td style="width:0.1%"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:2px 1pt;text-align:right;vertical-align:bottom">Credit Facilities</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:left;vertical-align:top">Syndicated loan facility (1)</td><td style="background-color:#ffffff;border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom">5,500,000 </td><td style="background-color:#ffffff;border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">Separate, uncommitted, unsecured multicurrency revolving credit facilities (2)</td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,917,931 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">Local guaranteed and non-guaranteed lines of credit (3)</td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">281,345 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">Total</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">7,699,276 </td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr></table></div><div style="margin-top:3pt;padding-left:36pt;text-indent:-36pt">(1)This facility, which matures on May 14, 2029, provides unsecured, revolving borrowing capacity for general corporate purposes, including the issuance of letters of credit and short-term commercial paper. Borrowings under this facility will accrue interest at the applicable risk-free rate plus a spread. We continue to be in compliance with relevant covenant terms. The facility is subject to annual commitment fees. </div><div style="margin-top:3pt;padding-left:36pt;text-indent:-36pt">(2)We maintain separate, uncommitted and unsecured multicurrency revolving credit facilities. These facilities provide local currency financing for the majority of our operations. Interest rate terms on the revolving facilities are at market rates prevailing in the relevant local markets. As of November 30, 2024 and August 31, 2024, we had no borrowings under these facilities. </div><div style="margin-top:3pt;padding-left:36pt;text-indent:-36pt">(3)We also maintain local guaranteed and non-guaranteed lines of credit for those locations that cannot access our global facilities. As of November 30, 2024 and August 31, 2024, we had no borrowings under these various facilities.</div><div style="margin-top:9pt">We had an aggregate of $1,242,317 and $1,269,178 of letters of credit outstanding and $100,000 and $935,000 (excluding unamortized discounts) of commercial paper

outstanding as of November 30, 2024 and August 31, 2024, respectively. The amount of letters of credit and commercial paper outstanding reduces the available borrowing capacity under the
facilities described above.</div> 5000000000 <div style="margin-bottom:9pt;margin-top:5pt"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:9pt;font-weight:400;line-
height:120%">The following is a summary of total
outstanding debt as of November 30, 2024 and August 31, 2024, <span style="color:#000000;font-family:'Arial',sans-
serif;font-size:9pt;font-weight:400;line-height:120%">respectively: </div><div style="margin-top:3pt"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-
align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:65.712%"></td><td style="width:0.1%"></td><td colspan="3" style="display:none"></td><td colspan="3"
style="display:none"></td><td style="width:1.0%"></td><td style="width:15.128%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.530%"></td><td style="width:0.1%">
</td><td style="width:1.0%"></td><td style="width:15.130%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="display:none"></td><td
colspan="3" style="display:none"></td><td colspan="3" style="background-color:#e8defd;padding:2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-
serif;font-size:8.5pt;font-weight:700;line-height:100%">November 30, 2024</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:2px 1pt;text-align:right;vertical-
align:bottom">August 31, 2024</td></tr><tr><td colspan="3" style="border-
top:1.5pt solid #5f0095;padding:2px 1pt;text-align:left;vertical-align:bottom">Current
portion of long-term debt and bank borrowings</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="background-color:#e8defd;border-
top:1.5pt solid #5f0095;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td colspan="3" style="border-top:1.5pt solid
#5f0095;padding:0 1pt"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 7pt;text-align:left;vertical-align:top"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-height:100%">Commercial paper (1)</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td
style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:400;line-height:100%">$</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">99,446 </td><td style="background-color:#e8defd;border-top:0.5pt solid
#000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-top:0.5pt solid
#000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td
style="border-top:0.5pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-
height:100%">931,507 </td><td style="border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid
#000000;padding:2px 1pt 2px 7pt;text-align:left;vertical-align:top">Other (2)
</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-
align:right;vertical-align:bottom">14,875 </td><td style="background-
color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td
colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:400;line-height:100%">14,722 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-
top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">Total
current portion of long-term debt and bank borrowings</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td style="background-color:#e8defd;border-
top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-
height:100%">$</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">114,321<span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-
height:100%"> </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-
top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">$</td><td style="border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">946,229<span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:400;line-height:100%"> </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr style="height:12pt"><td colspan="3"
style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="background-
color:#e8defd;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid
#000000;padding:0 1pt"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top"><span style="color:#000000;font-family:'Arial',sans-
serif;font-size:8.5pt;font-weight:400;line-height:120%">Long-term debt</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3"
style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt
solid #000000;padding:0 1pt"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top"><div style="padding-left:6pt">Senior notes – 3.90% due 2027</div></td><td colspan="3" style="display:none"></td><td
colspan="3" style="display:none"></td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px
0;text-align:right;vertical-align:bottom">1,100,000 </td><td style="background-
color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td
style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-
height:100%">$</td><td style="border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:400;line-height:100%">— </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3"
style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top"><div style="padding-left:6pt"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:400;line-height:120%">Senior notes – 4.05% due 2029</div></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="2"
style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:400;line-height:100%">1,200,000 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom">
</td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">
— </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-
align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top"><div style="padding-left:6pt">Senior notes – 4.25% due 2031</div></td><td colspan="3" style="display:none"></td><td
colspan="3" style="display:none"></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,200,000 </td><td style="background-color:#e8defd;border-top:0.5pt solid
#000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid
#000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td
style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-
align:left;vertical-align:top"><div style="padding-left:6pt">Senior notes – 4.50% due
2034</div></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px
0 2px 1pt;text-align:right;vertical-align:bottom">1,500,000 </td><td
style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0
1pt"></td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:400;line-height:100%">— </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3"
style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 7pt;text-align:left;vertical-align:top"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-
height:120%">Total principal amount (3)</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td style="background-color:#e8defd;border-top:0.5pt solid
#000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td
style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-
weight:400;line-height:100%">5,000,000 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td
colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:0.5pt solid #000000;padding:2px 0;text-
align:right;vertical-align:bottom">— </td><td style="border-top:0.5pt solid
#000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 13pt;text-align:left;vertical-
align:top">Less: unamortized debt discount and issuance costs</td><td colspan="3"
style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-
align:bottom">(37,998)</td><td style="background-color:#e8defd;border-top:0.5pt
solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt 0 25pt"></td><td colspan="2" style="border-
top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">
— </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid
#000000;padding:2px 1pt 2px 7pt;text-align:left;vertical-align:top">Total carrying
amount</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-
align:left;vertical-align:bottom">$</td><td style="background-
color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-
height:100%">4,962,002 </td><td style="background-color:#e8defd;border-
top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt 0 25pt"></td><td style="border-
top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-
height:100%">$</td><td style="border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:700;line-height:100%">— </td><td style="border-
top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 7pt;text-
align:left;vertical-align:top">Other (2)</td><td colspan="3"
style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-
align:bottom">77,458 </td><td style="background-color:#e8defd;border-top:0.5pt
solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt 0 25pt"></td><td colspan="2" style="border-
top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-
height:100%">78,628 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-bottom:0.5pt
solid #5f0095;border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-
height:100%">Total long-term debt</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td style="background-color:#e8defd;border-bottom:0.5pt solid
#5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-
height:100%">$</td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">5,039,460<span style="color:#000000;font-family:'Arial',sans-serif;font-
size:8.5pt;font-weight:400;line-height:100%"> </td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-
align:right;vertical-align:bottom"></td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:0 1pt"></td><td style="border-bottom:0.5pt solid
#5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-
height:100%">$</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-
family:'Arial',sans-serif;font-size:8.5pt;font-weight:700;line-height:100%">78,628<span style="color:#000000;font-family:'Arial',sans-serif;font-size:8.5pt;font-weight:400;line-
height:100%"> </td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table></div><div
style="margin-top:3pt;padding-left:36pt;text-indent:-36pt">(1)
The carrying amounts of the commercial paper as of November
30, 2024 and August 31, 2024 include the remaining principal outstanding of <span style="background-color:#ffffff;color:#000000;font-family:'Arial',sans-serif;font-size:7.5pt;font-
weight:400;line-height:120%">$100,000 and <span style="background-
color:#ffffff;color:#000000;font-family:'Arial',sans-serif;font-size:7.5pt;font-weight:400;line-height:120%">$935,000<span style="color:#000000;font-family:'Arial',sans-serif;font-
size:7.5pt;font-weight:400;line-height:120%">, respectively, net of total unamortized discounts of <span style="background-color:#ffffff;color:#000000;font-family:'Arial',sans-serif;font-
size:7.5pt;font-weight:400;line-height:120%">$554 and $3,493<span style="color:#000000;font-family:'Arial',sans-
serif;font-size:7.5pt;font-weight:400;line-height:120%">, respectively. The weighted-average effective interest rate for the commercial paper was <span style="background-
color:#ffffff;color:#000000;font-family:'Arial',sans-serif;font-size:7.5pt;font-weight:400;line-height:120%">4.6%<span style="color:#000000;font-family:'Arial',sans-serif;font-
size:7.5pt;font-weight:400;line-height:120%"> and 5.4%
 as of November 30, 2024 and August 31, 2024, respectively.</div><div
style="margin-top:3pt;padding-left:36pt;text-indent:-36pt">(2)Amounts primarily include finance lease liabilities.</div><div
style="margin-top:3pt;padding-left:36pt;text-indent:-36pt">(3)The total estimated fair value of our senior notes was $4.9 billion as of
November 30, 2024. The fair value was determined based on quoted prices as of the last trading day of the first quarter of fiscal 2025 and is classified as Level 1 within the fair value hierarchy.
</div> 99446000 931507000 14875000 14722000 114321000 946229000 0.0390 1100000000 0 0.0405 1200000000 0 0.0425 1200000000 0 0.0450 1500000000 0 5000000000 0 37998000 0 4962002000 0 77458000
78628000 5039460000 78628000 100000000 935000000 554000 3493000 0.046 0.054 4900000000 <div style="margin-bottom:9pt;margin-top:9pt"><span style="color:#000000;font-family:'Arial',sans-serif;font-

size:9pt;font-weight:400;line-height:120%">As of November 30, 2024, future principal payments for total outstanding debt, excluding finance leases, are summarized as follows:</div><div><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:82.671%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.129%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:2px 1pt;text-align:left;vertical-align:bottom">Fiscal Year</td><td colspan="3" style="padding:2px 1pt;text-align:right;vertical-align:bottom">Amount</td></tr><tr><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:left;vertical-align:top">Remainder of 2025</td><td style="background-color:#ffffff;border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom">100,000 </td><td style="background-color:#ffffff;border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">2026</td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">2027</td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">2028</td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,100,000 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">2029</td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">Thereafter</td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,900,000 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">Total</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">5,100,000 </td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table></div> 100000000 0 0 1100000000 0 3900000000 5100000000 <div style="margin-bottom:9pt;margin-top:5pt">As of November 30, 2024, we had the following borrowing facilities:</div><div style="margin-bottom:2pt;margin-top:5pt"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:82.671%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.129%"></td><td style="width:0.1%"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:2px 1pt;text-align:right;vertical-align:bottom">Credit Facilities</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:left;vertical-align:top">Syndicated loan facility (1)</td><td style="background-color:#ffffff;border-top:1.5pt solid #5f0095;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-top:1.5pt solid #5f0095;padding:2px 0;text-align:right;vertical-align:bottom">5,500,000 </td><td style="background-color:#ffffff;border-top:1.5pt solid #5f0095;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">Separate, uncommitted, unsecured multicurrency revolving credit facilities (2)</td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,917,931 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">Local guaranteed and non-guaranteed lines of credit (3)</td><td colspan="2" style="border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">281,345 </td><td style="border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:top">Total</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">7,699,276 </td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr></table></div><div style="margin-top:3pt;padding-left:36pt;text-indent:-36pt">(1)This facility, which matures on May 14, 2029, provides unsecured, revolving borrowing capacity for general corporate purposes, including the issuance of letters of credit and short-term commercial paper. Borrowings under this facility will accrue interest at the applicable risk-free rate plus a spread. We continue to be in compliance with relevant covenant terms. The facility is subject to annual commitment fees. </div><div style="margin-top:3pt;padding-left:36pt;text-indent:-36pt">(2)We maintain separate, uncommitted and unsecured multicurrency revolving credit facilities. These facilities provide local currency financing for the majority of our operations. Interest rate terms on the revolving facilities are at market rates prevailing in the relevant local markets. As of November 30, 2024 and August 31, 2024, we had no borrowings under these facilities. </div><div style="margin-top:3pt;padding-left:36pt;text-indent:-36pt">(3)We also maintain local guaranteed and non-guaranteed lines of credit for those locations that cannot access our global facilities. As of November 30, 2024 and August 31, 2024, we had no borrowings under these various facilities.</div> 5500000000 1917931000 281345000 7699276000 0 0 0 0 1242317000 1269178000 100000000 935000000 Income Taxes<div style="margin-bottom:9pt;margin-top:5pt">We apply an estimated annual effective tax rate to our year-to-date operating results to determine the interim provision for income tax expense. In addition, we recognize taxes related to unusual or infrequent items or resulting from a change in judgment regarding a position taken in a prior year as discrete items in the interim period in which the event occurs. </div><div style="margin-bottom:9pt;margin-top:5pt">Our effective tax rates for the three months ended November 30, 2024 and 2023 were 21.6% and 23.2%, respectively. The lower effective tax rate for the three months ended November 30, 2024 was primarily due to higher benefits from adjustments to prior year tax liabilities.</div> We apply an estimated annual effective tax rate to our year-to-date operating results to determine the interim provision for income tax expense. In addition, we recognize taxes related to unusual or infrequent items or resulting from a change in judgment regarding a position taken in a prior year as discrete items in the interim period in which the event occurs. 0.216 0.232 Commitments and Contingencies <div style="margin-bottom:6pt;margin-top:15pt">Indemnifications and Guarantees </div><div style="margin-bottom:9pt;margin-top:5pt">In the normal course of business and in conjunction with certain client engagements, we have entered into contractual arrangements through which we may be obligated to indemnify clients with respect to certain matters. </div><div style="margin-bottom:9pt;margin-top:5pt">As of November 30, 2024 and August 31, 2024, our aggregate potential liability to our clients for expressly limited guarantees involving the performance of third parties was approximately $2,181,000 and $2,370,000, respectively, of which all but approximately $59,000 and $61,000, respectively, may be recovered from the other third parties if we are obligated to make payments to the indemnified parties as a consequence of a performance default by the other third parties. For arrangements with unspecified limitations, we cannot reasonably estimate the aggregate maximum potential liability, as it is inherently difficult to predict the maximum potential amount of such payments, due to the conditional nature and unique facts of each particular arrangement. </div><div style="margin-bottom:9pt;margin-top:5pt">As of November 30, 2024 and August 31, 2024, we have issued or provided guarantees in the form of letters of credit and surety bonds of $1,692,529 ($1,514,492 net of recourse provisions) and $1,758,783 ($1,609,046 net of recourse provisions) respectively, the majority of which support certain contracts that require us to provide them as a guarantee of our performance. These guarantees are typically renewed annually and remain in place until the contractual obligations are satisfied. In general, we would only be liable for these guarantees in the event we defaulted in performing our obligations under each contract, the probability of which we believe is remote.</div><div style="margin-bottom:9pt;margin-top:5pt">To date, we have not been required to make any significant payment under any of the arrangements described above. We have assessed the current status of performance/payment risk related to arrangements with limited guarantees, warranty obligations, unspecified limitations, indemnification provisions, letters of credit and surety bonds, and believe that any potential payments would be immaterial to the Consolidated Financial Statements, as a whole. </div><div style="margin-bottom:6pt;margin-top:15pt">Legal Contingencies</div><div style="margin-bottom:9pt;margin-top:5pt">As of November 30, 2024, we or our present personnel had been named as a defendant in various litigation matters. We and/or our personnel also from time to time are involved in investigations by various regulatory or legal authorities concerning matters arising in the course of our business around the world. Based on the present status of these matters, except as otherwise noted below, management believes the range of reasonably possible losses in addition to amounts accrued, net of insurance recoveries, will not have a material effect on our results of operations or financial condition.</div><div style="margin-bottom:9pt;margin-top:5pt">On July 24, 2019, Accenture was named in a putative class action lawsuit filed by consumers of Marriott International, Inc. (“Marriott”) in the U.S. District Court for the District of Maryland. The complaint alleges negligence by us, and seeks monetary damages, costs and attorneys’ fees and other related relief, relating to a data security incident involving unauthorized access to the reservations database of Starwood Worldwide Resorts, Inc. (“Starwood”), which was acquired by Marriott on September 23, 2016. Since 2009, we have provided certain IT infrastructure outsourcing services to Starwood. On May 3, 2022, the court issued an order granting in part the plaintiffs’ motion for class certification, which we appealed. On August 17, 2023, the appeals court vacated the class certification and remanded the case to the district court for consideration of, among other things, the class action waiver signed by Starwood customer plaintiffs. On November 29, 2023, the district court reinstated the classes previously certified by the court in May 2022. We are appealing the district court’s decision. We continue to believe the lawsuit is without merit and we will vigorously defend it. At present, we do not believe any losses from this matter will have a material effect on our results of operations or financial condition.</div><div style="margin-bottom:9pt;margin-top:5pt">After Accenture Federal Services (“AFS”) made a voluntary disclosure to the U.S. government, the U.S. Department of Justice (“DOJ”) initiated a civil and criminal investigation concerning whether one or more employees provided inaccurate submissions to an assessor who was evaluating on behalf of the U.S. government an AFS service offering and whether the service offering fully implemented required federal security controls. AFS is responding to an administrative subpoena and cooperating with DOJ’s investigation. This matter could subject us to adverse consequences, including civil and criminal penalties, including under the civil U.S. False Claims Act and/or other statutes, and administrative sanctions, such as termination of contracts, forfeiture of profits, suspension of payments, fines and suspensions or debarment from doing business with agencies of the U.S. government. We cannot at this time determine when or how this matter will be resolved or estimate the cost or range of costs that are reasonably likely to be incurred in connection with this matter.</div> <div style="margin-top:5pt">In the normal course of business and in conjunction with certain client engagements, we have entered into contractual arrangements through which we may be obligated to indemnify clients with respect to certain matters. </div>As of November 30, 2024 and August 31, 2024, our aggregate potential liability to our clients for expressly limited guarantees involving the performance of third parties was approximately $2,181,000 and $2,370,000, respectively, of which all but approximately $59,000 and $61,000, respectively, may be recovered from the other third parties if we are obligated to make payments to the indemnified parties as a consequence of a performance default by the other third parties. For arrangements with unspecified limitations, we cannot reasonably estimate the aggregate maximum potential liability, as it is inherently difficult to predict the maximum potential amount of such payments, due to the conditional nature and unique facts of each particular arrangement. 2181000000 2370000000 59000000 61000000 1692529000 1514492000 1758783000 1609046000 Segment Reporting<div style="margin-bottom:9pt;margin-top:5pt">Our reportable segments are our three geographic markets, which are the Americas, EMEA and Asia Pacific.</div><div style="margin-bottom:9pt;margin-top:5pt">Information regarding reportable segments, industry groups and type of work is as follows:</div><div style="margin-bottom:2pt;margin-top:5pt"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:65.712%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.128%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.530%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.130%"></td><td style="width:0.1%"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="9" style="border-bottom:0.5pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">Revenues</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="padding:2px 1pt;text-align:left;vertical-align:bottom"> </td><td colspan="9" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">Three Months Ended</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="padding:2px 1pt;text-align:left;vertical-align:bottom"> </td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt;text-align:right;vertical-align:bottom">November 30, 2024

</td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:right;vertical-align:bottom">November 30, 2023</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:left;vertical-align:top">Geographic Markets</td><td colspan="3" style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">Americas (1)</td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">8,733,095 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td style="border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:0.5pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">8,026,972 </td><td style="border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">EMEA</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">6,411,952 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">5,803,642 </td><td style="border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">Asia Pacific (1)</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,544,498 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,393,689 </td><td style="border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">Total Revenues</td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">17,689,545 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td style="border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:0.5pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">16,224,303 </td><td style="border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">Industry Groups</td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">Communications, Media & Technology </td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">2,857,885 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td style="border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:0.5pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">2,669,448 </td><td style="border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">Financial Services</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,168,835 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,033,578 </td><td style="border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">Health & Public Service</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,812,609 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,377,466 </td><td style="border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">Products</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">5,425,317 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">4,859,987 </td><td style="border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">Resources </td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,424,899 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,283,824 </td><td style="border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">Total Revenues</td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">17,689,545 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td style="border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:0.5pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">16,224,303 </td><td style="border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">Type of Work</td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">Consulting</td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">9,045,228 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td style="border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:0.5pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">8,456,506 </td><td style="border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">Managed Services</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">8,644,317 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">7,767,797 </td><td style="border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">Total Revenues</td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">17,689,545 </td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000;padding:0 1pt"></td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">16,224,303 </td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr></table></div><div style="margin-bottom:2pt;margin-top:5pt"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:65.712%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.128%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.530%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.130%"></td><td style="width:0.1%"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="9" style="border-bottom:0.5pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">Operating Income</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="padding:2px 1pt;text-align:left;vertical-align:bottom"> </td><td colspan="9" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">Three Months Ended</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="padding:2px 1pt;text-align:left;vertical-align:bottom"> </td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt;text-align:right;vertical-align:bottom">November 30, 2024</td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:right;vertical-align:bottom">November 30, 2023</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:left;vertical-align:top">Geographic Markets</td><td colspan="3" style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td colspan="3" style="display:none"></td><td

colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">Americas (1)</td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">1,377,234 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td style="border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:0.5pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">1,292,981 </td><td style="border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr>
<tr><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">EMEA</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,035,977 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">823,601 </td><td style="border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr>
<tr><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">Asia Pacific (1)</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">535,266 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">448,305 </td><td style="border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr>
<tr><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">Total Operating Income</td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">2,948,477 </td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000;padding:0 1pt"></td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">2,564,887 </td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr></table></div><div style="margin-top:3pt;padding-left:36pt;text-indent:-36pt">(1)During the first quarter of fiscal 2025, our Latin America market unit moved from Growth Markets to North America. With this change, North America became the Americas market and Growth Markets became the Asia Pacific market. Prior period amounts have been reclassified to conform with the current period presentation.</div> 3 <div style="margin-bottom:9pt;margin-top:5pt">Information regarding reportable segments, industry groups and type of work is as follows:</div><div style="margin-bottom:2pt;margin-top:5pt"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:65.712%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.128%"></td><td style="width:0.1%"></td><td style="width:0.530%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.130%"></td><td style="width:0.1%"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr>
<tr><td colspan="3" style="padding:0 1pt"></td><td colspan="9" style="border-bottom:0.5pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">Revenues</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr>
<tr><td colspan="3" style="padding:2px 1pt;text-align:left;vertical-align:bottom"> </td><td colspan="9" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">Three Months Ended</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr>
<tr><td colspan="3" style="padding:2px 1pt;text-align:left;vertical-align:bottom"> </td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt;text-align:right;vertical-align:bottom">November 30, 2024</td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:right;vertical-align:bottom">November 30, 2023</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr>
<tr><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:left;vertical-align:top">Geographic Markets</td><td colspan="3" style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr>
<tr><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">Americas (1)</td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">8,733,095 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td style="border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:0.5pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">8,026,972 </td><td style="border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr>
<tr><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">EMEA</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">6,411,952 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">5,803,642 </td><td style="border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr>
<tr><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">Asia Pacific (1)</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,544,498 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,393,689 </td><td style="border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr>
<tr><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">Total Revenues</td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">17,689,545 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td style="border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:0.5pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">16,224,303 </td><td style="border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr>
<tr><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">Industry Groups</td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr>
<tr><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">Communications, Media & Technology </td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">2,857,885 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td style="border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:0.5pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">2,669,448 </td><td style="border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr>
<tr><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">Financial Services</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,168,835 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,033,578 </td><td style="border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr>
<tr><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">Health & Public Service</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,812,609 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,377,466 </td><td style="border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr>
<tr><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">Products</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">5,425,317 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">4,859,987 </td><td style="border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr>
<tr><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">Resources </td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,424,899 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,283,824 </td><td style="border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr>
<tr><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">Total Revenues</td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">17,689,545 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td style="border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:0.5pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Arial',sans-serif;font-

size:8.5pt;font-weight:700;line-height:100%">16,224,303 </td><td style="border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">Type of Work</td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">Consulting</td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">9,045,228 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td style="border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:0.5pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">8,456,506 </td><td style="border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">Managed Services</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">8,644,317 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">7,767,797 </td><td style="border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">Total Revenues</td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">17,689,545 </td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000;padding:0 1pt"></td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">16,224,303 </td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr></table></div><div style="margin-bottom:2pt;margin-top:5pt"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:65.712%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.128%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.530%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.130%"></td><td style="width:0.1%"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="9" style="border-bottom:0.5pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">Operating Income</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="padding:2px 1pt;text-align:left;vertical-align:bottom"> </td><td colspan="9" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">Three Months Ended</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="padding:2px 1pt;text-align:left;vertical-align:bottom"> </td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt;text-align:right;vertical-align:bottom">November 30, 2024</td><td colspan="3" style="border-top:0.5pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:right;vertical-align:bottom">November 30, 2023</td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:left;vertical-align:top">Geographic Markets</td><td colspan="3" style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:0 1pt"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">Americas (1)</td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">1,377,234 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td style="border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-top:0.5pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">1,292,981 </td><td style="border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">EMEA</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,035,977 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">823,601 </td><td style="border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">Asia Pacific (1)</td><td colspan="2" style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">535,266 </td><td style="background-color:#e8defd;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-top:0.5pt solid #000;padding:0 1pt"></td><td colspan="2" style="border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">448,305 </td><td style="border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000;padding:2px 1pt;text-align:left;vertical-align:top">Total Operating Income</td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">2,948,477 </td><td style="background-color:#e8defd;border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000;padding:0 1pt"></td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">2,564,887 </td><td style="border-bottom:0.5pt solid #5f0095;border-top:0.5pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr></table></div><div style="margin-top:3pt;padding-left:36pt;text-indent:-36pt">(1)During the first quarter of fiscal 2025, our Latin America market unit moved from Growth Markets to North America. With this change, North America became the Americas market and Growth Markets became the Asia Pacific market. Prior period amounts have been reclassified to conform with the current period presentation.</div> 8733095000 8026972000 6411952000 5803642000 2544498000 2393689000 17689545000 16224303000 2857885000 2669448000 3168835000 3033578000 3812609000 3377466000 5425317000 4859987000 2424899000 2283824000 17689545000 16224303000 9045228000 8456506000 8644317000 7767797000 17689545000 16224303000 1377234000 1292981000 1035977000 823601000 535266000 448305000 2948477000 2564887000 <div style="margin-bottom:9pt;margin-top:5pt">The table below summarizes the terms of trading arrangements adopted or terminated by our executive officers or directors during the first quarter of fiscal 2025. All of the trading arrangements listed below are intended to satisfy the affirmative defense conditions of Rule 10b5-1(c).</div><div style="margin-bottom:9pt;margin-top:5pt"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:16.151%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:17.759%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:16.005%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:16.297%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:28.288%"></td><td style="width:0.1%"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="padding:2px 1pt;text-align:left;vertical-align:bottom">Name</td><td colspan="3" style="padding:2px 1pt;text-align:right;vertical-align:bottom">Title</td><td colspan="3" style="padding:2px 1pt;text-align:right;vertical-align:bottom">Date of Adoption or Termination</td><td colspan="3" style="padding:2px 1pt;text-align:right;vertical-align:bottom">Duration of Plan (1)</td><td colspan="3" style="background-color:#e8defd;padding:2px 1pt;text-align:right;vertical-align:bottom">Aggregate number of Class A ordinary shares to be sold pursuant to the trading agreement (2) </td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:left;vertical-align:bottom">Melissa Burgum</td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:right;vertical-align:bottom">Chief accounting officer</td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:left;vertical-align:bottom"><div style="text-align:right">Adopted on October 21, 2024</div></td><td colspan="3" style="border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:right;vertical-align:bottom">January 19, 2025 - October 24, 2025</td><td colspan="3" style="background-color:#e8defd;border-top:1.5pt solid #5f0095;padding:2px 1pt;text-align:right;vertical-align:bottom">3,400</td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom">John Walsh</td><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:right;vertical-align:bottom">Chief operating officer</td><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:left;vertical-align:bottom"><div style="text-align:right">Adopted on October 24, 2024</div></td><td colspan="3" style="border-top:0.5pt solid #000000;padding:2px 1pt;text-align:right;vertical-align:bottom">January 22, 2025 - October 24, 2025</td><td colspan="3" style="background-color:#e8defd;border-top:0.5pt solid #000000;padding:2px 1pt;text-align:right;vertical-align:bottom">15,000</td><td colspan="3" style="display:none"></td></tr></table></div><div style="margin-top:3pt;padding-left:36pt;text-indent:-36pt">(1) Each plan will expire on the earlier of the expiration date or the completion of all transactions under the trading arrangement.</div><div style="margin-top:3pt;padding-left:36pt;text-indent:-36pt">(2) The actual number of shares sold will depend on the vesting of certain performance-based equity awards and the number of shares withheld by Accenture to satisfy its income tax withholding obligations, and may vary from the approximate number provided.</div> false false false Melissa Burgum Chief accounting officer October 21, 2024 true 3400 John Walsh Chief operating officer true October 24, 2024 15000 '
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