

【表紙】

【提出書類】 外国会社臨時報告書

【提出先】 関東財務局長

【提出日】 令和7年12月8日

【会社名】 アクセンチュア・パブリック・リミテッド・カンパニー
(Accenture public limited company)

【代表者の役職氏名】 リリアス・リー
秘書役補佐
(Lilias Lee, Assistant Secretary)

【本店の所在の場所】 アイルランド、ダブリン2、グランドキャナルハーバー、
グランドキャナルスクエア1
(1 Grand Canal Square, Grand Canal Harbour, Dublin 2,
Ireland)

【代理人の氏名又は名称】 弁護士 弦巻 充樹

【代理人の住所又は所在地】 東京都千代田区丸の内三丁目2番3号
丸の内二重橋ビル21階
King & Wood Mallesons 法律事務所・外国法共同事業

【電話番号】 03 - 5218 - 6711

【事務連絡者氏名】 弁護士 弦巻 充樹

【連絡場所】 東京都千代田区丸の内三丁目2番3号
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【縦覧に供する場所】 該当なし

(注1) 本書において、「会社」又は「当社」とは、アクセントチュア・パブリック・リミテッド・カンパニー、又は、アクセントチュア・パブリック・リミテッド・カンパニー及びその子会社を集合的に指す。

(注2) 本書において、「US\$」、「米ドル」はアメリカ合衆国ドル、「EUR」は欧州共同体設立条約(その後の修正を含む。)に基づき1999年1月1日に導入された単一通貨、「JPY」、「円」は日本円をいう。

(注3) 2025年11月19日(日本時間)現在における株式会社三菱UFJ銀行発表の対顧客電信直物売買相場の米ドルの日本円に対する仲値は、1米ドル=156.84円であった。

(注4) 換算後の金額において1円未満は四捨五入されている。

1【提出理由】

本外国会社臨時報告書は、修正・再制定されたアクセンチュア・パブリック・リミテッド・カンパニー2010年従業員株式購入制度(Amended and Restated Accenture plc 2010 Employee Share Purchase Plan)(以下「ESPP」という。)及び修正・再制定されたアクセンチュア・パブリック・リミテッド・カンパニー2010年株式インセンティブプラン(Amended and Restated Accenture plc 2010 Share Incentive Plan)(以下「SIP」という。また、ESPPと併せて「the Plans」という。)における条件に基づき採用されているアクセンチュア・パブリック・リミテッド・カンパニー2026年任意株式投資プログラム(Accenture plc 2026 Voluntary Equity Investment Program)(以下「the Program」という。)に基づき一定の要件を満たす当社及び当社子会社の従業員(以下「Eligible Employees」という。)に付与される、当社のクラスA普通株式(以下「Class A Ordinary Shares」という。)を取得する権利(以下「Share Acquisition Right」という。)に関連して金融商品取引法第24条の5第4項及び第15項並びに企業内容等の開示に関する内閣府令第19条第2項第1号及び第2号の2の規定に基づき提出されるものである。

2【報告内容】

(1) Name of Securities

Share Acquisition Rights

Under the Program approved by the Compensation, Culture & People Committee of the Company's Board of Directors on 15 July 2025, Eligible Employees may elect to participate in the plan during the period from 15 November to 15 December 2025 (the "**Enrolment Period**"). This enrolment period is the enrolment period to participate in the Program with respect to the 2026 Program year (1 January 2026 to 31 December 2026). Those who commence employment after 15 December 2025 and are recognised as being eligible to participate in the Program will be allowed to enrol from 15 May 2026 to 15 June 2026 subject to certain conditions to participate in the Program for half of the year. Participants (the "**Participants**") will accumulate contributions through monthly salary deductions during the period from 1 January 2026 to 31 December 2026. The Share Acquisition Rights will be exercised on the fifth day of each month following the month in which the deductions are made, and Participants will be allocated the corresponding number of Class A Ordinary Shares. After the end of the Program Year (5 January 2027), those participants who have not withdrawn from the Program and have not transferred the Shares purchased by the exercise of the Purchase Right will receive one restricted share unit for every two Shares so held on that date without charge. The Shares underlying the restricted share units will be released after two years of continuous employment from the grant date, subject to the Participants meeting certain other terms and conditions. Since Participants may withdraw from the plan up until the first day of the month in the month of purchase, the exercise of the option is considered voluntary, and therefore it qualifies as a Share Acquisition Right.

(2) Number of Share Acquisition Rights to be Issued

In Japan: 394,286

Outside Japan: 3,410,149

(Note 1) These are the estimated maximum numbers. 1 Class A Ordinary Share will be issued per 1 Share Acquisition Right. Accordingly, these numbers are equal to the estimated maximum number (fractional share to be disregarded) of Class A Ordinary Shares estimated to be delivered in Japan and outside Japan in accordance with the Program.

(Note 2) The estimated number of Class A Ordinary Shares are calculated by dividing the amount to be offered (JPY14,948,352,667 in Japan and US\$825,904,022 outside Japan) which is the maximum contribution amount (calculated according to the past exercised records of the Program as well as considering the estimated variation of the Participants' salaries) by the exercise price (the "**Exercise Price**") which is assumed hereby for the information purpose as US\$ 242.19 (JPY37,912, amounts less than JPY1 is rounded to the nearest JPY1 with JPY 0.5 rounded upwards), 2 being the Fair Market Value of the Shares as quoted on the New York Stock Exchange as at 19 November 2025. Fair Market Value means, on a given trading day, the mean of the highest and lowest trading prices of Accenture plc shares as quoted on the New York Stock Exchange (NYSE).

(3) Issue Price

In Japan: JPY0

Outside Japan: US\$0

(4) Aggregate Total Issue Amount

(i) Aggregate Total Amount of Share Acquisition Rights to be Issued

In Japan: JPY0

Outside Japan: US\$0

(ii) Aggregate Total Amount to be Paid Upon Exercise of Share Acquisition Rights

In Japan: JPY14,948,352,667 (estimated maximum amount, see Note 2 to Section 2(2))

Outside Japan: US\$825,904,022 (estimated maximum amount, see Note 2 to Section 2(2))

(5) Kind, Terms and Number of Shares Underlying the Share Acquisition Rights

(i) Kind of Shares

Class A ordinary shares of Accenture plc (registered, US\$0.0000225 par value)

(ii) Terms of Shares

Ordinary shares

(iii) Number of Shares

In Japan: 394,286 Class A Ordinary Shares (estimated maximum number, see Note 2 to Section 2(2))

Outside Japan: 3,410,149 Class A Ordinary Shares (estimated maximum number, see Note 2 to Section 2(2))

(6) Amount to be Paid Upon Exercise of the Share Acquisition Rights

Amount to be paid per share Exercise Price is to be decided on each monthly purchase date (the fifth date of each month during the Program year). During the Program year, the Participants' payroll contributions will be accumulated in Japanese yen and the accumulated contributions will be converted to US dollars as of the date of purchase.

(7) Exercise Period of the Share Acquisition Rights

1 January 2026 to 31 December 2026

(8) Conditions to Exercise the Share Acquisition Rights

Such that the Participants must be Accenture Leaders of the Company or any of its subsidiaries or affiliates.

In the Program, the eligibility to participate is provided as follows:

(i) Definitions

The following capitalized terms used in the Program have the respective meanings set forth in this section:

Code: The Internal Revenue Code of 1986, as amended, or any successor thereto.

Committee: The Compensation, Culture & People Committee of the Board.

Company: Accenture plc, a company incorporated under the laws of Ireland with a registered number of 471706.

Option: A share option granted pursuant to the Program.

Participating Subsidiary: A Subsidiary of the Company that is selected to participate in the Program by the Committee in its sole discretion.

Shares: Class A ordinary shares of the Company.

Subsidiary: Any entity that, directly or indirectly, is controlled by the Company, and any entity in which the Company has a significant equity interest, in either case as determined by the Committee.

(ii) Eligibility

Those eligible under the Program are key employees, directors, consultants or other service providers of outstanding ability ("Accenture Leaders") of the Company as well as those of its subsidiaries and affiliates that meet certain requirements.

(9) Amount to be Incorporated into Capital out of Issue Price of Shares Upon Exercise of Share Acquisition Rights

Not Applicable. No new shares will be issued at the time of exercise of the Share Acquisition Rights, but treasury shares will be delivered.

(10) Matters concerning the Transferability of the Share Acquisition Rights

Non-transferrable.

(11) Number and Breakdown of the Offerees of Acquisitions

Eligible Employees of the following subsidiaries in Japan: 680

Accenture Japan Ltd.

Avanade Japan K.K.

(12) Relationship Between such Company to the Filing Company if any of the Offerees Belongs to a Company other than the Filing Company

All companies mentioned in (11) above are direct/indirect subsidiaries of Accenture plc.

(13) Arrangement Between the Offerees and the Filing Company

The arrangement is explained in this document and in the provisions set out in the Plans.

(14) Amount of Issued Share Capital and Number of Issued Shares (as of 26 September 2025)

(i) Amount of Capital

EUR40,000 plus US\$14,816

(ii) Number of Issued Shares

Ordinary shares, par value EUR1.00 per share	40,000
Class A ordinary shares, par value US\$0.0000225 per share	658,171,748
Class X ordinary shares, par value US\$0.0000225 per share	302,358