

**Accenture's leadership establishes an innovation policy that expresses a commitment to implement and maintain an Innovation Management System based on the requirements of ISO 56002:2019 that is appropriate to the organization, efficient and dynamic, and that enables us to meet the needs and expectations of our stakeholders, understood as any organization, person or population that has direct or indirect interaction with Accenture.**

# Innovation Policy

Our purpose is to deliver on the promise of technology and human ingenuity, with the goal of helping our clients embody change for the common good. This includes making sure we have the best people and give them the right tools to be increasingly innovative and help our clients be innovative as well.

Innovation activities are part of Accenture's genesis, and the Innovation Management System (IMS) embodies and formalizes long-standing innovation practices, supporting and documenting them.



## Policy

Accenture Portugal's Innovation Policy is committed to promoting Innovation activities as one of the competitive differentiating factors in the markets where it is present, since according to our innovation strategy and vision, it is a strategic issue for us, our clients and our stakeholders.

### Organizational Commitment

- The leadership of Accenture Portugal is actively involved in defining the innovation strategy
- Resources (namely human resources) are allocated to ensure the efficiency of the management system
- A culture of innovation is promoted in Accenture Portugal at all organizational levels

### Excellence in execution

- KPIs are defined for monitoring the system, to ensure its efficiency
- We use the PDCA methodology to ensure, through the cycle plan - do - check - act, the continuous improvement of the system
- We are judicious in choosing our teams and our partners

### 360° value creation

- Stakeholders are constantly listened to, and we act to stay relevant and respond to their needs
- All innovation activities, including the investment plan, are aligned with Accenture's Code of Ethics and Sustainability Strategy
- The ultimate goal of the Management System and innovation activities is not limited to financial return per se, but 360° value creation across several dimensions

### Our people

- We support the mental health and well-being of our people
- We promote the empowerment of our people for the challenges of innovation
- We provide the right training, tools, and resources for the best performance of our people

**This policy is regularly reviewed according to system indicators and outputs, stakeholders listening, and technology and trends surveillance. It is documented and communicated to internal and external stakeholders according to the communication matrix of the IMS.**

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