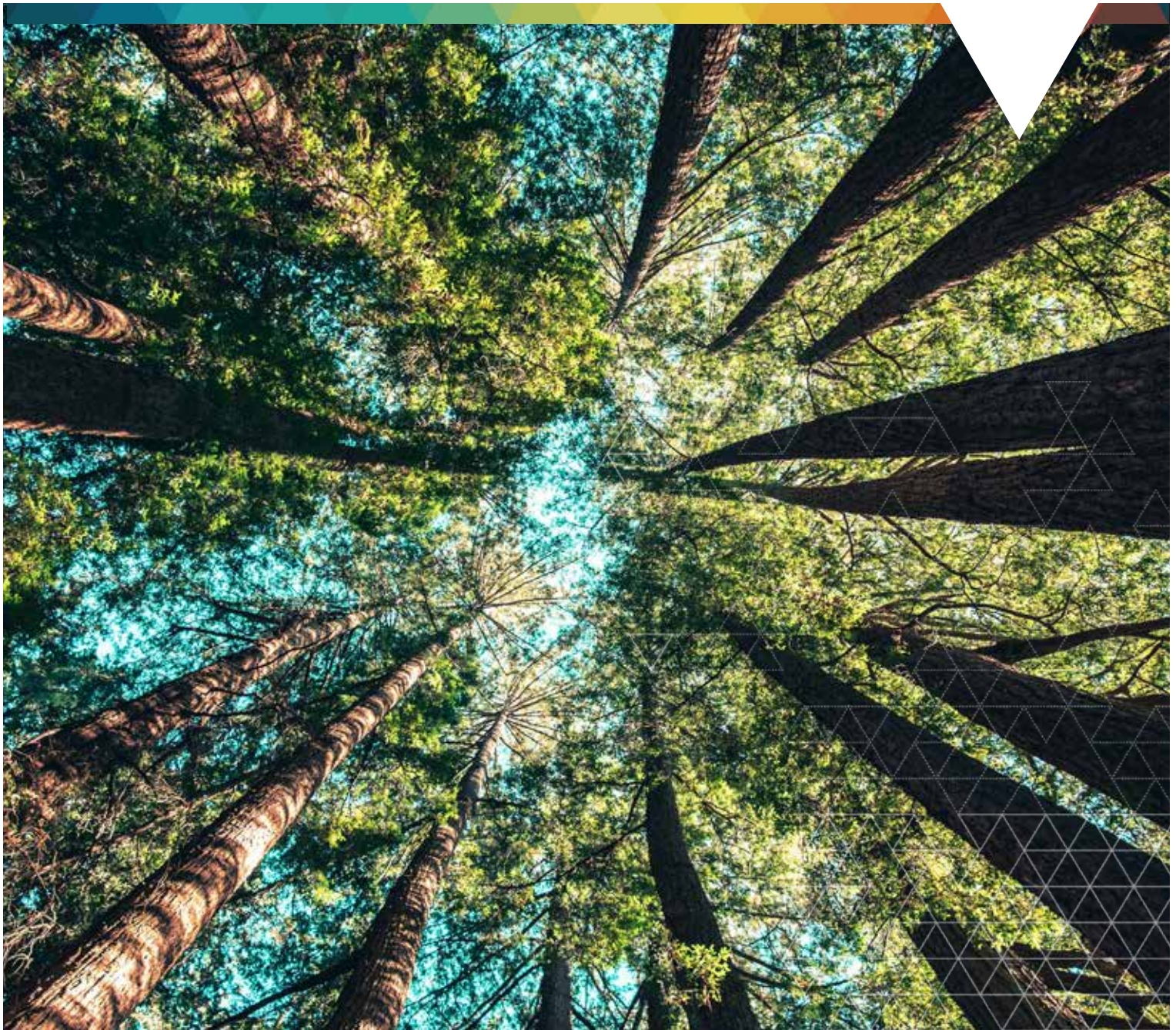


AGN International Impact Report 2024



Excellent.
Connected.
Individual.

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► Introduction

This annual Impact Report highlights our commitment to accountability, standards, and responsible business practices within the global accounting community. As a leading international association, we empower firms worldwide to advance sustainability.

We celebrate our diverse membership spanning continents and cultures, united by a shared dedication to sustainability. In today's evolving business landscape, Environmental, Social, and Governance (ESG) factors are key to long-term success. Accountants are at the forefront, guiding businesses toward sustainable practices.

While we don't mandate ESG policies, we provide the tools, resources, and education necessary for firms to integrate sustainability into their operations. We're also mindful of our environmental footprint, especially regarding our global conferences, and are committed to minimizing it through carbon offsetting, sustainable venues, and virtual attendance options.

Our association facilitates collaboration and knowledge-sharing among accountants, equipping them with the skills to lead in sustainable business practices. This report outlines our ongoing efforts to advance ESG principles, and while the journey continues, our focus remains on driving positive change and building a sustainable future for all.



► Our vision, values and commitment to support members

Comprising around
\$1.6 billion
revenues



12,000
people



570
offices in
80
countries



Data correct as of November 2024

Our Mission

AGN's mission is to enable members to provide international support to businesses and individuals, with high technical standards, straightforward & practical business advice and local commercial know-how, whenever the need arises.

The clients of AGN members have direct access to practical business advice within a structure of trusted relationships. Our association assists members in delivering high standards at an affordable cost; an antidote to the complexity and cost of some global service providers.

We commit to delivering three key benefits to our members:

1. A global business referral platform, class-leading business development tools and content geared to increasing members' international business revenues.
2. The opportunity to collaborate and share amongst similar businesses dealing with similar problems through collaboration platforms, conferences, sharegroups and our committee structure.
3. A steadfast focus on developing and delivering content, tools, guides and L&D experiences.

Client service, strong trust-based relationships.

With a dedication to being commercial, pragmatic and genuine, all AGN members commit to client service standards as a term of their AGN membership. But beyond that, a voluntary membership association fosters personal relationships that are stronger than simple corporate courtesies. A camaraderie and desire to support other member firms provide a level of service that you can trust – a dedication founded more on personal reputation than on bureaucracy.

BUILDING VALUABLE BUSINESSES



Excellent
High standards and client service at the heart of all that we do.

CONNECTING GLOBAL COMMUNITIES



Connected
A trusted global resource of professionals to meet clients' needs.

SUPPORTING INTERNATIONAL BUSINESSES



Individual
Relationships with real people you actually want to do business with.

▶ Supporting the ‘Member Agenda’

The accountancy industry is facing levels of change and disruption not previously experienced in its long history.

A very tight recruitment market, revolutionary technological change and a consequent pressure to change its service profile. These matters coupled with the emergence of its role as effective expert witness testifying client compliance with a range of new environmental, social and governance metrics.

AGN are committed to supporting members with these matters through a range of information sources, initiatives, diagnostics and practice management tools.



Strategies for Winning

Global Talent Solutions Attracting, retaining, and developing top talent – supporting outsourced service procurement.	Technology and Digital Transformation Strategies and relationships to maximise quality, efficiency, and client outcomes.	Service Evolution and ESG As client needs and technology evolve, members must adapt their services.
<ul style="list-style-type: none"> AGN initiatives assist members with recruitment and retention, fostering diversity and inclusion and strategic succession planning. Enhance employer branding to establish firms as employers of choice, attracting top talent from around the globe. A global approach to member ‘outsourcing’ including preferred suppliers, and development of member led solutions. 	<ul style="list-style-type: none"> Benchmarking and online diagnostic tools, insights and practical guides around Chat GPT, Robotic Process Automation, blockchain, cyber security and developments around the Metaverse. An online IT sharegroup and a repository of referable software brands used by members and the recruitment of software resource partners. 	<ul style="list-style-type: none"> Guides, workshops and training to help members grasp the immediate ESG opportunities and consider reporting challenges of the future. Guiding members to embrace ESG principles thus setting an example while enhancing their own employer brand appeal. The AGN Advisory Resource Centre and Advisory Migration Methodology framework will ensure a seamless transition towards delivering high-value advisory and consultancy services to clients.

▶ Workforce Well-being

As a top international association of accountants and business advisers, we understand the critical significance of workforce well-being and diversity in fostering a thriving organizational culture.

In this section of our report, we highlight our unwavering dedication to promoting the health, safety, and inclusivity the highly skilled workforces embedded in our members. We believe that through promoting diversity initiatives, knowledge and training aimed at enhancing well-being and embracing diversity, we help our members to cultivate a dynamic and supportive workplace where every individual can flourish, driving innovation and sustainable growth.



► Encouraging diversity in practice

An accountancy firm's Diversity and Inclusion (D&I) strategy tackles gender and ethnic equity. It also addresses issues related to sexual orientation, socioeconomic status, age, religious beliefs, and physical or mental disabilities.

There is evidence that a workforce characterized by diversity fosters creativity and innovation. We also know that organizations that fail to embrace diversity and inclusivity in their workplaces tend to experience higher turnover rates, as they face an increased risk of nurturing a hostile work environment.

According to McKinsey, companies that rank lowest in terms of diversity are nearly 30% more likely to underperform in terms of profitability. It's in this context that we alight upon the issue of gender diversity as a focus for member information and communications. AGN have provided practical guides on getting the basics right and creating the best environment for enhanced staff retention and improved productivity.



Diversity and inclusion (D&I) is not a new issue, but its importance has increased further as global talent shortage and mobility has been precipitated post-pandemic. AGN has been working with its members to devise valuable approaches and solutions. Some of the key issues were included in our publication – *Good business, or a matter of survival?* It highlighted why and how a professional and well-designed diversity policy could provide access to a larger pool of potential talent. However, this AGN guide has the unique merit of being produced as a result of direct consultation with the AGN professional community.



Top 10 D & I recommendations to our Members

1. Find out the current/expected laws that regulate your approach to diversity.
2. Consider your firm's values and how they might underpin a diversity and inclusion strategy.
3. Discuss the matter at the next available management/board meeting and define what diversity and inclusion means for your firm.
4. Make a list of all of the diverse minority groups/individuals currently employed by your firm that a policy would need to consider.
5. Define expectations and competencies and incorporate them in job descriptions and other documentation, just as you would for technical skills, workplace standards etc.
6. Consider awareness and training - lead by example, starting with partners and senior leadership team, and cascade down.
7. Expand your hiring pool and review your hiring approach to eliminate bias and unconscious bias.
8. Benchmark the status quo...collect data about your firm's diversity and compare this with best practice employment.
9. Check your employment contract and terms and conditions of employment to ensure that it is 'inclusive' and not discriminatory.
10. Link diversity objectives and targets to individual appraisals, especially for leadership and management.

▶ Women of Impact

A record-breaking number of AGN professionals from across the globe came together to inspire inclusion, and honour the remarkable contributions of women in the workforce and amplify the visibility of female professionals on International Women's Day.

With around 100 attendees over two sessions to accommodate global time zones, the event served as a testament to AGN's unwavering commitment to gender equality, diversity, and inclusivity in the workplace.

Aligned with the theme of *International Women's Day 2024* – "Inspire Inclusion," the dynamic one-hour session provided a platform to celebrate women's achievements while advocating for greater diversity and representation across all sectors. Several AGN firms connected as a collaborative team. This approach demonstrates their commitment to cultivating a diverse and inclusive culture.

AGN was thrilled to welcome guest speaker Leslie G. Ungar, President of *Electric Impulse Communications*. Leslie's presentation served as a catalyst for meaningful conversations and reflections on the importance of gender equality, diversity, and women's empowerment in the workplace.

Leslie highlighted new communication patterns and effective implementation methods through several thought-provoking poll questions with multiple-choice answers. This engaging session provided seven crucial takeaways with the penultimate message of taking one small step every day – Lead the Way: Your Inner Brilliance Will #InspireInclusion.

The AGN Women of Impact (WOI) led the event, a group of trailblazing female leaders who have been driving change since 2022. The inception of WOI in 2022 marked a pivotal moment for AGN, as fifteen women leaders from AGN firms globally embarked on a mission to address a critical question: "Why do so many women not make it to partner level at their firms?"

The findings and solutions that emerged from this profound dialogue feature in the **AGN Global Business Voice: The Great Female Resignation...?**



23% 
of partners in AGN member firms **globally are female.**



Related AGN Global Business Voice Publications:

Balancing Gender Diversity

The Great Female Resignation

Diversity & Inclusion (D&I)

▶ Women of Impact

“At Joannides + Co, diversity is our strength. Joining AGN’s event as a team for International Women’s Day affirmed our commitment to equality. Our empowered women, representing senior to partner levels, lead with distinction.

We are proud that all voices, regardless of gender and background, are heard in our teams. We value AGN’s commitment to these principles and are thankful for the opportunity to participate in these enlightening events.”



Davinia Joannidou, Director at Joannides + Co Limited

AGN’s commitment to gender diversity extends far beyond International Women’s Day. We remain steadfast in our dedication to collaborating with the Women of Impact group to create opportunities for sharing diverse perspectives and driving practical outcomes that enable firms to attract, retain, and advance talented professionals from all backgrounds.

Key Industry Focus: Strategies for Winning Global Talent

A key industry issue on the AGN Member Agenda is strategies for winning Global Talent. Helping AGN firms adopt an inclusive culture to foster engagement, loyalty, innovation, diversity, and organizational resilience is a testament to retaining and attracting top talent worldwide.

As part of the global 2024/2025 strategy, we asked event participants to define which one (or more) of the practical steps defined in the Global Business Voice: Balancing Gender Diversity, they would commit to. We encouraged them to share their success stories and discover what steps AGN firms have already taken to support Diversity & Inclusion in the workplace.

The program will evolve towards implementing the challenges and opportunities of the different policies presented as real, practical steps forward. We will help and attend firms on this journey by following up on specific cases and creating sharing opportunities, mostly around the themed sessions at World Congress and regional meetings.

Additionally, an AGN Mentorship program is in development, a professional women’s breakfast will take place at the AGN World Congress in Nashville on 2 – 4 June, and the AGN North America Professional Women Sharegroup will continue meeting and sharing their views.

Meet some of AGN’s Women of Impact



Angelina Milo
Meaden & Moore, LLP
Cleveland, OH



Yi Ping
Gilligan Sheppard Public Accountants
Auckland, New Zealand



Zalpha Nassar
Serhal Nassar & Company
Beirut, Lebanon



Marielos de Rueda
Panchita Aguirre De Kaehler Y Asociados
Guatemala



Angie Bartolozzi
Munt Audit & Forensic
Barcelona, Spain



Marlijn Lawson
AGN International



Mireia Rovira
AGN International

▶ Community Engagement and Environmental Responsibility

At AGN, we recognise our members' intrinsic philanthropic ethos within their local countries. While we cannot dictate their policies there is plenty of evidence of how they invest deeply in the well-being of their respective communities.

AGN takes a role of leadership and education, empowering our members to embrace responsible practices. Notably, in alignment with our commitment to sustainability, we have prudently reduced our conference frequency by a third, emphasizing quality engagement over quantity, and also seek to reduce the use of conference consumables such as paper, energy and plastics.



▶ AGN Members - Community and Environment policies



Giving Back – North America

We encourage individual community service through volunteering, participating in nonprofit committees, and involvement in the community.

Additionally, we dedicate company resources, such as sponsorships, donations, and time, fostering a culture of corporate and individual responsibility. In 2023, we raised \$85,000 for the Special Olympics of Ohio and Northern Kentucky in honour of our 85th anniversary.

Our core mission is central to who we are and what we do. Operating with the same goals and priorities since 1938, we aim:

- To provide the finest professional services.
- To be associated with reputable growing businesses and help them prosper and achieve their highest economic potential.
- To contribute to and be part of the social, business, and professional communities where we live and work.
- To grow and sustain our business, but never lose our local identity and our personal relationships with our clients, which is essential to the foundation of our firm.
- To be a firm that is enjoyable to work for, rewarding to work with, and rich with opportunities for dedicated people.

“ Our longstanding mission and commitment to these principles have allowed us to thrive and continue serving our community with excellence. ”



Net Zero – United Kingdom


Our Journey to Net Zero


Achieving net zero emissions is a crucial goal in addressing climate change and ensuring a sustainable future.

So far...

We are working towards net zero because we recognise the urgency and importance of combating climate change. By embracing this goal, we are committed to reducing our environmental impact, fostering a greener future, and leaving a positive legacy for future generations.


380
Equivalent of trees planted


6.279kg
CO2 emission saved


32.4 MWh
Energy produced

Solar panels
Energy Efficient Boiler
Energy Efficient LED lighting
Cycle to work incentive scheme
Recycling
Window coating
Compostable and waste providers
Ground source heat pump
Battery for excess solar
Charging point for EVS

▶ AGN Members - Community Engagement and Environmental Responsibility



Starlight – Australia

Starlight Children’s Foundation.

As a proud Major Sponsor of the SE Melbourne Phoenix NBL team, Ashfords wanted to get involved in their annual Starlight Round in a very real and tangible way to support the cause. Ashfords put the call out to our partners, clients and suppliers, who all pitched in and generously donated items to be auctioned at a special online event, a first for the Starlight Foundation.

Our goal? To raise at least \$6,500, which is the cost to grant one child’s wish. The event culminated in a live auction. In the true spirit of camaraderie and uniting for a great cause, two of Ashford’s clients joined forces and walked away with the main prize on a generous \$3,000 bid.

This auction, alongside our dedicated fundraising page, yielded a massive \$7,564 in donations!



Giving Back – North America

Giving back to our community is how we invest in a better future.

SFW Gives Back was formed in 2020 with the purpose of sharing our collective resources to better serve our community. By backing organizations with good values and a meaningful impact, we strengthen our community and our team here at SFW Partners.

SFW Gives Back matches funds raised by employees and fosters volunteerism among our team. SFW team members are encouraged to nominate charities of special significance and pay-it-forward.

Organisations that receive our support include:

Duo Dogs - train and connects dogs with people to cultivate positive change in individuals, families, and communities. Duo Dogs opens the doors to independence to individuals with physical challenges, to those in need of emotional assurance, and even dogs that bring encouragement, reading assistance to area students, and educational programming to schools and businesses.

Angels’ Arms - engages the community to support foster families in our loving homes and beyond, keeping siblings together, and allowing kids to surpass the limits of foster care. Angels’ Arms aims to become the national, knowledgeable authority to which decision-makers turn for counsel about foster children and their needs.

Cardinal Glennon’s Fun Run - SSM Health Cardinal Glennon Children’s Foundation provides the financial support necessary for delivering exceptional health care, in state-of-the-art facilities, to all children in need of care.



▶ Member Impact

In this section we delve into the transformative impact on our members by bringing forward our commitment to progressive practices. Through curated conferences featuring visionary speakers, we broaden horizons, fostering a culture of innovation and sustainability within our global network of accountancy firms.

Central to our mission is the nurturing of future talent, exemplified by our NextGen - focused training and networking initiatives. By empowering our members to embrace new ideas, we catalyze positive change, driving sustainable growth, and shaping a brighter future for both our profession and the communities we serve.



► Fostering international co-operation while broadening horizons

Connecting people across borders and cultures is at the heart of what we do; our conferences enable face to face interactions and friendship building, nurturing greater understanding of cultures, traditions, regional and territory differences.

AT AGN events, business-people become associates but importantly they become friends, in some cases establishing family connections that last for decades.

Face to face international events have a high environmental tariff and so we are focused on reducing the volume of consumables (paper, water, plastic, energy) at these events, but most critically over the last 2 years we have reduced the frequency of such events. For example in 2025, our World Congress in Nashville is combined with the North American Regional Meeting, and in 2025 we plan to combine the World Congress with the Europe, Middle East and Africa conference.

Our time together is therefore precious and as such we recognize our role in exposing our members to new concepts and new progressive thinking on a whole range of subjects. We very deliberately choose speakers who encourage our members to take a new perspective on global affairs and emerging trends....



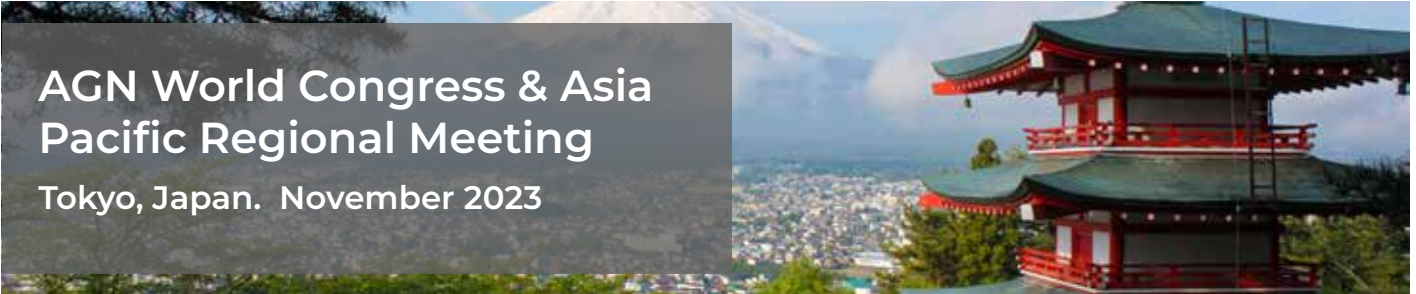
Work To A Different Beat Justin Jones-Fosu

An inside out approach powered by practical research that empowers people to bring their best selves to work every day. Using the African drum as a metaphor of bringing meaning, Justin creates a customized and unforgettable experience that will inspire the audience to take immediate action in how they show up.

Demography is Destiny Ken Gronbach - Demographer

Exploring the common-sense, but very counterintuitive and fascinating realm of demography. What nations are demographically doomed and which ones will dramatically prosper? How will the workforces change? Exactly what is a demographic dividend? Why is fertility becoming a major international issue and concern?

► Fostering international co-operation while broadening horizons



Learning from Japanese Culture Katheryn Gronauer

This presentation explored unique aspects of Japanese culture compared with other nations. The blend of ancient traditions with advanced technology creates a unique societal fabric. Additionally, Japanese punctuality showcases a deep commitment to efficiency, setting Japan apart in a way that enriches the visitor experience profoundly.



Accountants Will Save the World Skadi Mobius

CSRD & ESG Reporting Expert - Co-Founder of Move

In this enlightening plenary session, accountants delve into the pivotal role of CSRD for SMEs. The workshop uncovered the profound impact of CSRD on clients and their own practices. Topics include sustainability integration, ethical accountability, and financial resilience. As the session progresses, participants gain invaluable insights to drive informed decision-making, foster client trust, and enhance long-term business viability in an ever-evolving landscape.

▶ Encouraging New Talent - NextGen program

Over 250 people across dozens of AGN members located all around the world – have joined our NextGen Community. NextGenners are people at the front end of their career. Whether technical or support staff, newly qualified or a newly promoted manager, director or partner, this group represent the future of our members.

AGN have have developed a NextGen International community, fostering their drive, energy and passion through a series of learning & development events, and opportunities to collaborate with their peer group across continents.

The 'Road To...'

Over the last 5 years AGN have offered members an annual online global NextGen challenge. Centered around a learning and development opportunity, 'Road to' presents the opportunity for a team of 3 NextGenners, from anywhere in the world to attend the AGN World Congress - for free. Mixed member (country) teams compete across a range of challenges and judged presentations to win the prize. As they do this they form new relationships, friendships and become accustomed to each others unfamiliar cultures and practices.



NextGen Learning & Development

AGN have created a range of other L&D opportunities specifically targeted at the global NextGen community:



In North America and EMEA, AGN Advance Next Leaders academy is squarely aimed at the ambitious fast track NexGenner. Whether technical training, leadership or practice management skills, smaller groups come together for a premium, 12-month training experience. When the course is over, many have made potentially life-long connections and friendships.

▶ Encouraging New Talent - NextGen program

Excellent + ...and ESG

This (Excellent +) EMEA based NextGen technical training and networking experience is essentially a 1 and half day technical training conference examining the latest developments in IFRS, ESG, GAAP, indirect taxes and transfer pricing. It also affords the opportunity to spend a half day learning a new soft skill, or gaining some knowledge about contemporary practice management issues.

2023 Excellent + in Rotterdam saw some 55 NextGeners develop a 'model' member firm ESG strategy. Working in groups of 10, the NextGeners tackled how to develop a firm's policy towards issues such as governance, community and the environment. This experimental workshop has now been developed into a template workshop for members to use in engaging staff in the development of their own ESG strategy.



AGN Talent Secondment Program

Talent Secondment Program

Global Connections. International Experiences.

The Talent Secondment Program offers a solution for firms looking for temporary employees during busy seasons or to assist with a specific project.

An overseas secondment offers employees an experience of a lifetime and an opportunity to progress in their professional roles and career paths. The program is also an opportunity to retain, motivate and develop talent within your firm.

Why invite secondees to your firm?

- Increase talent retention within your firm and boost employee morale.
- Get extra help when required with no long-term commitment to employment.
- Get professional support for special assignments. Perhaps you need someone with legislative knowledge in a particular country or someone who can communicate in another language.
- Share your experiences and business practices.
- Build NextGen peer-to-peer long-term trusted relationships.
- Strengthen relationships at a firm level that help firms developing.

What are the benefits as a secondee?

- Experience a life-changing opportunity with personal growth benefits.
- Meet new and interesting people from different cultures and backgrounds, opening your mind to fresh ideas/approaches.
- Develop your skills, grow your confidence and expand your knowledge.
- Build international relationships.
- Learn a new language.
- Ignite your enthusiasm and professional interest.
- Increase the value you provide to your firm and its clients.

Apply as a hosting firm. Apply as a secondee.

Visit the Talent Secondment Program page at [MyAGN](#) for more insight and to help you get started! The list of the top 10 things to think about when considering a secondment will help you shape the scope of the project.

alpp ADVANCED LEADERSHIP & PRACTICE MANAGEMENT PROGRAM

Training NextGen Future Leaders

...with practice management knowledge in an international context.

A UNIQUE CROSS CULTURAL TRAINING EXPERIENCE

Over 12 months ALPP includes 3 face to face sessions and 4 webinars covering:

- Introduction to practice strategy, developing a leadership role, how and if to become a partner.
- Tackling today's and future strategic challenges - Practice digitization, impact of technology, the journey to advisory, ESG and beyond.
- Building, maintaining and realizing practice value.
- Introduction to HR issues, Marketing, Succession Planning and Profit Sharing

PROGRAM DETAILS:
Starts Oct 2023. Ends Oct 2024.
Scan for full details.

THE INTERNATIONAL PRACTICE LEADER

A unique opportunity to prepare future partners (or even new partners) with knowledge and skills in key areas of strategic practice management, while building valuable referral relationships with an international peer group.

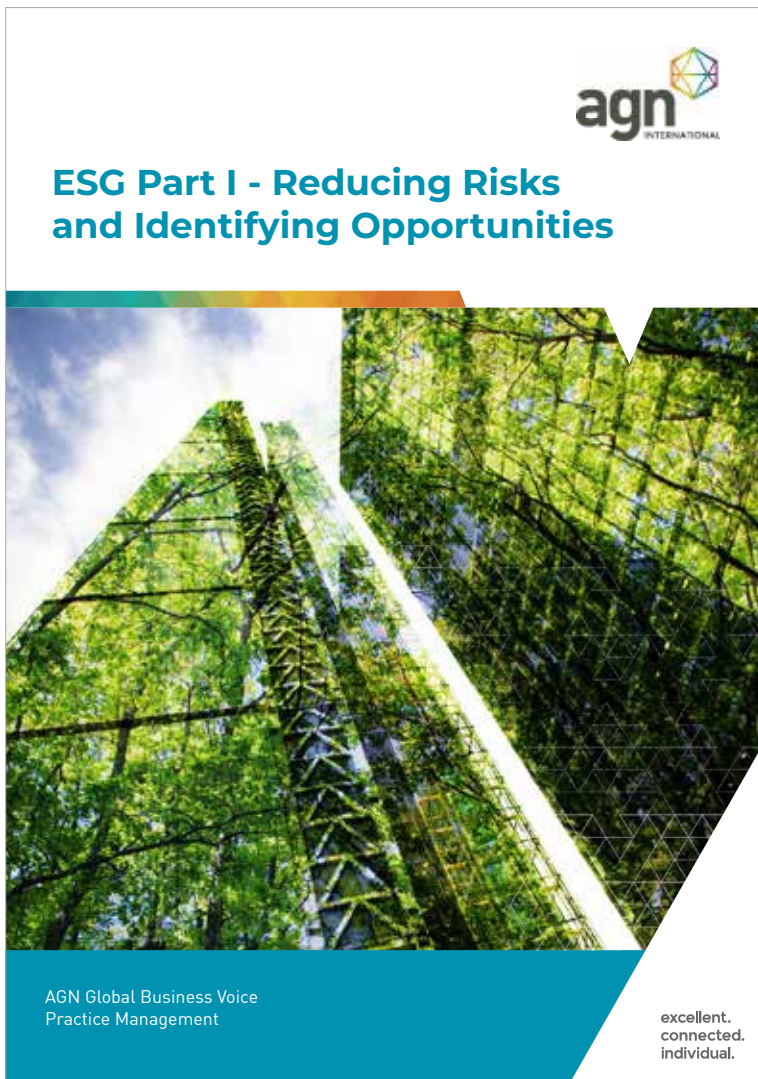
Cost: Course fee's and course hotel expenses are at zero cost to members. Travel, further accommodation and any associate conference attendance costs are at member expense.

Registration: For more information and becoming involved,

▶ ESG - And Practice Management

ESG – Reducing Risks & Identifying Opportunities

Aside from ESG technical training, regular newsletters and conference downloads from expert speakers, we have a series of ESG guides. One of these looked at the practical steps a medium sized accounting firm should consider as CSRD (Corporate Sustainability Reporting Directive) and other regulatory regimes start to impact clients, and critically how the firms themselves should develop strategy.



For our members this issue impacts heavily around the following factors:

- Recruiting younger talent who tend to be more attuned to ESG concerns. Meaningful work and social responsibility are important factors for Gen Y and Z in choosing a place to work.
- Securing work from an increasing pool of businesses (not just large businesses and those in the public sector) that require suppliers to perform to certain ESG standards, and/or whose vendor supply chains are increasingly under scrutiny for their environmental impact.
- Motivating and engaging with existing talented team members who want to have pride and confidence doing meaningful work for an employer who is making a visible social and environmental contribution.
- Advising clients on raising capital from banks or investors who are increasingly measured/regulated on the ESG impact of their investment choices.
- Building market reputation and brand value – commitment and responsibility in ESG will grow the reputation of their firms helping them attract new talent

▶ Looking to the future...



► Service Evolution – Advisory Migration Methodology

Accountants and their ‘move to advisory’, or their transition from pure compliance services to a more advisory centred approach, is a phenomenon driven by the deployment of the latest technologies and changing client expectations.

Some firms see this as an opportunity to specialise in regulated assurance and tax compliance services and leverage technology to that effect. There are others where the technology

opens up the opportunity to transition to a more value-led consultancy and advisory proposition, and also plenty where a mix of the two is seen as desirable.

There is no right or wrong approach, but as compliance processes become increasingly automated, there is opportunity for the consultancy aspect of client service to become a greater part of the value billed to the client. It’s exactly with this in mind that AGN International has developed the Advisory Migration Methodology (AMM) and accompanying Advisory Migration

Diagnostic tool (AMD). This is a unique and proprietary diagnostic, analytical methodology and workshop designed to support members on their journey to service evolution.



► Members Digital Maturity

The measure of a member firm’s progress towards any future state or evolution can be identified by their ‘digital maturity’. In 2023 AGN conducted a global survey which identified the key challenges that members are facing.

The measure of a member firm’s progress towards any future state or evolution can be identified by their ‘digital maturity’.



This initiative was only a prelude to some further development work which produced an online diagnostic tool that members can use to benchmark their digital performance, categorizing their position on the development journey and then producing a report pin pointing the key next steps to achieve the next level along.



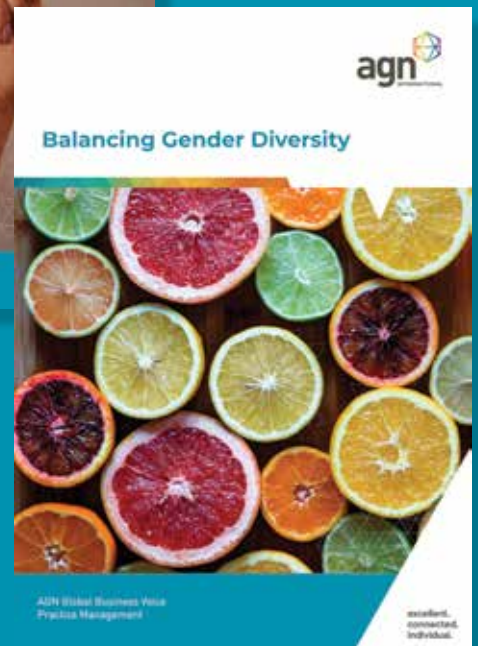
▶ Global Business Voice - Guides and Advice on Emerging Business Issues

Of course, like other associations we are keen to share our members' latest technical updates, thought leadership and published material.

But at AGN central we also have an eye on emerging business practices and issues that will impact member practice management and are quick to respond through our proprietary publication, the AGN Global Business Voice.

Over the years the Global Business Voice has alighted on topics as diverse as...diversity, ESG policy and practice, the development of the Metaverse, a 5 part series examining the ups and downs of digital currencies and blockchain, top strategies to enhance a firm's employer brand appeal, and the latest developments in digital marketing.

The purpose of the GBV is to help our members tackle these issues and to stay informed. Many of the pieces are set in an international context and make excellent material for member websites, particularly as we encourage joint branding of the material where possible.



Conclusion

The 2024 AGN Impact Report showcases a year of significant achievements and strategic progress. Our focus on service evolution, technology, and talent development through the Member Agenda has been instrumental in helping members navigate today's fast-changing business environment.

Members have embraced ESG best practices, contributing positively to their communities and driving sustainable business operations. Our continued publication of the AGN Global Business Voice, along with thought leadership, guides, and management tools, has provided essential support for members' professional growth and operational success.

We are especially proud of dedicated communities, including the Global NextGen and the "Women of Impact" initiatives, which promotes gender diversity and empowers women in the accounting field through mentorship, leadership development, and opportunities to connect.

AGN's member events and conferences this year have created valuable opportunities for networking, knowledge exchange, and professional development, while fostering a strong sense of community and cultural understanding. These efforts ensure that our members remain at the forefront of industry trends and best practices.

Our priorities for 2025 include reviewing our internal governance structures, ensuring that the issues in this report are placed at the heart of what we do. We also plan to progress further the measurement of and reduction in the environmental impact of our own activities and events.

“ As we look forward to the coming year, we remain committed to fostering innovation, collaboration, and excellence within our association. We will continue to build on our successes, leveraging our collaborations and resources to support our members' growth and to drive the accounting profession forward. Thank you for your continued support and dedication to our shared mission. ”

Malcolm Ward
AGN Global CEO

Contact:

For further information on this topic, workshop packs or anything relating to the AGN International association of accounting and advisory firms, or to become an AGN member, please email your closest AGN Regional Director (see below) or go direct to www.agn.org.

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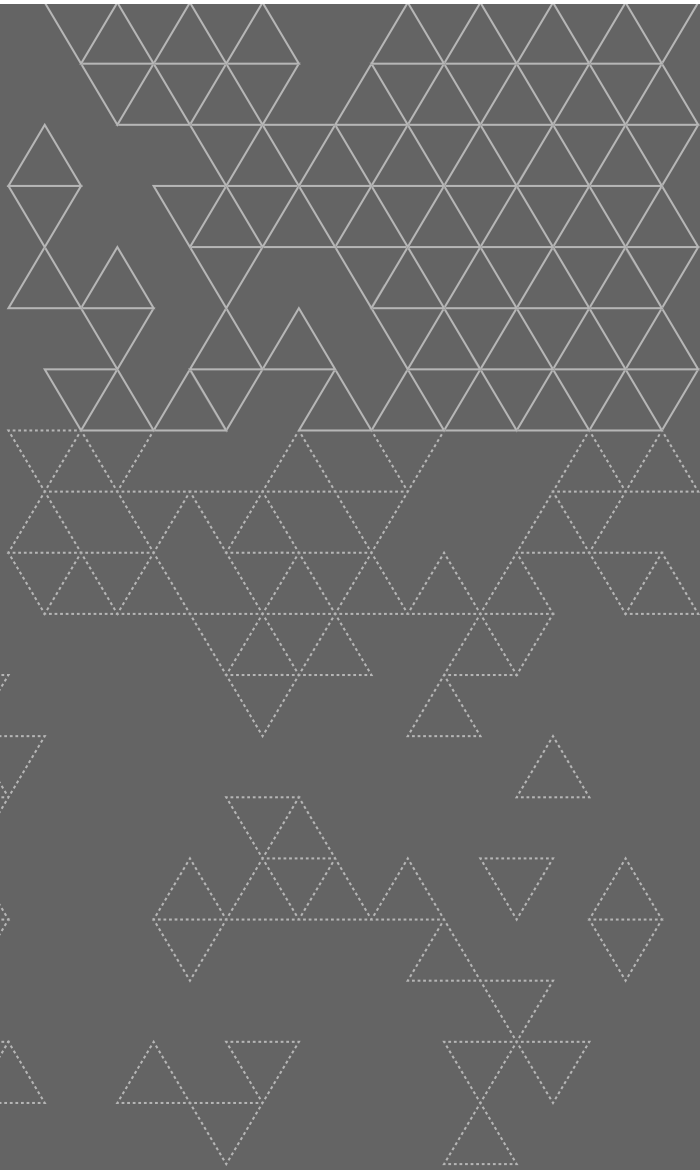
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Excellent.
Connected.
Individual.



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