

A yearly publication by ACRA on the

ACCOUNTING ENTITIES SURVEY 2025

Insights for the year 2024



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The figures presented in this report have been rounded up to one decimal place. As such, the totals and subtotals may not match perfectly, and percentages may not add up to 100%.

The estimated figures presented are extrapolated to represent the entire industry.

Introduction



What

National Survey conducted by the Accounting and Corporate Regulatory Authority (ACRA) on Accounting Entities.

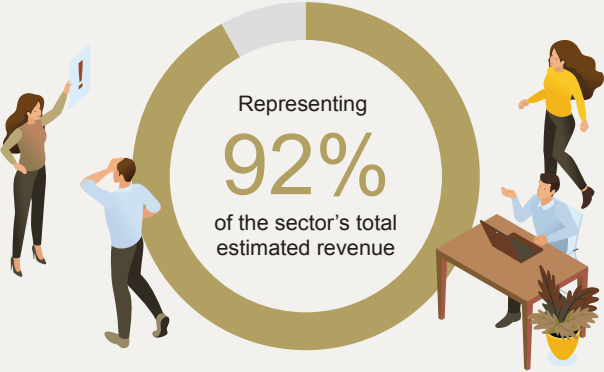


When

Conducted to capture activities for the year 2024.

Who

233 respondents across all AE size segments.



Representing **92%** of the sector's total estimated revenue

| AE RESPONDENTS | | | |
|---------------------------------|--------------------|---------------------------------|---------------|
| | No. of Respondents | Estimated Population by AE Size | Response Rate |
| Big 4 (≥1,000 staff) | 4 | 4 | 100% |
| Large (101-999 staff) | 12 | 12 | 100% |
| Medium (31-100 staff) | 20 | 26 | 77% |
| Small (10-30 staff) | 55 | 185 ¹ | 30% |
| Micro (<10 staff) | 142 | 534 ¹ | 27% |

¹ Estimated based on total population of 761 Accounting Entities approved under the Accountants Act as at 31 March 2025 (Source: Accounting and Corporate Regulatory Authority)

The survey comprises four segments: market structure, accountancy workforce, revenue per employee, and technology adoption. These segments were measured as follows:




MARKET STRUCTURE

Measured by both domestic revenue (work performed in Singapore) and foreign revenue (work performed outside Singapore).




ACCOUNTANCY WORKFORCE

Measured firms' distribution of jobs across the 5 service categories: audit and assurance, business advisory, tax advisory and compliance, corporate support, and administrative/support, as well as wages across different seniorities.



REVENUE PER EMPLOYEE

Measured by the average annual revenue per employee; total wage expenses as a percentage of total operating revenue; and total wage expenses as a percentage of total operating expenses.



TECHNOLOGY ADOPTION

Measured by the average adoption level of common accounting related software such as audit, data analytics and tax software as well as broad-based software such as human resources (HR)/payroll and marketing/customer relationship management (CRM) software etc.

About ACRA

The Accounting and Corporate Regulatory Authority (ACRA) is the regulator of business registration, financial reporting, public accountants, and corporate service providers. We are responsible for developing the accountancy sector and setting the accounting standards for companies, charities, co-operative societies, and societies in Singapore. ACRA fosters a vibrant and trusted business environment that enables innovation and growth and contributes towards making Singapore the best place for business.

For more information, please visit: www.acra.gov.sg.

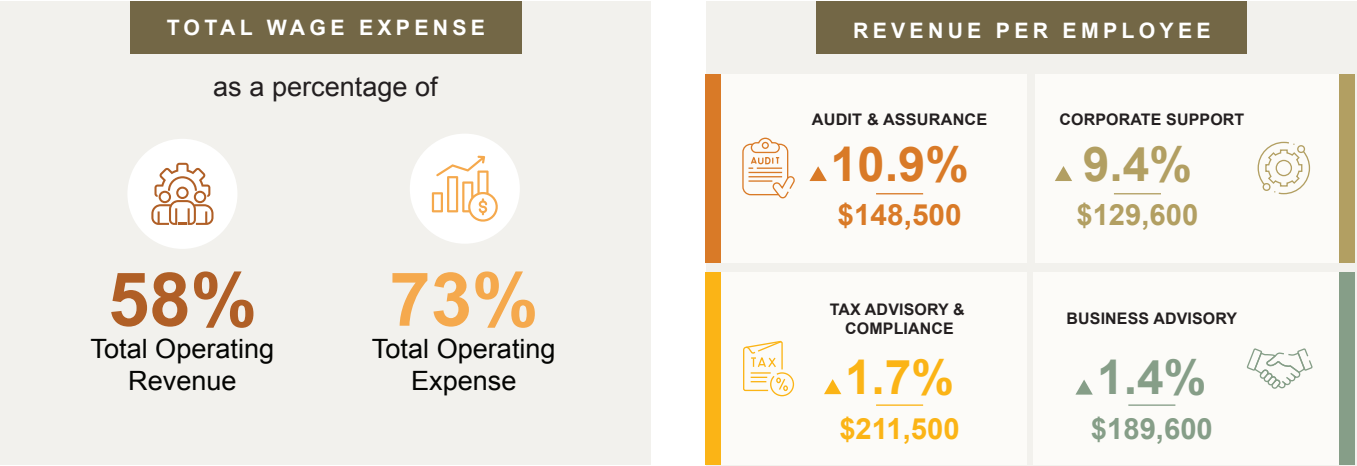
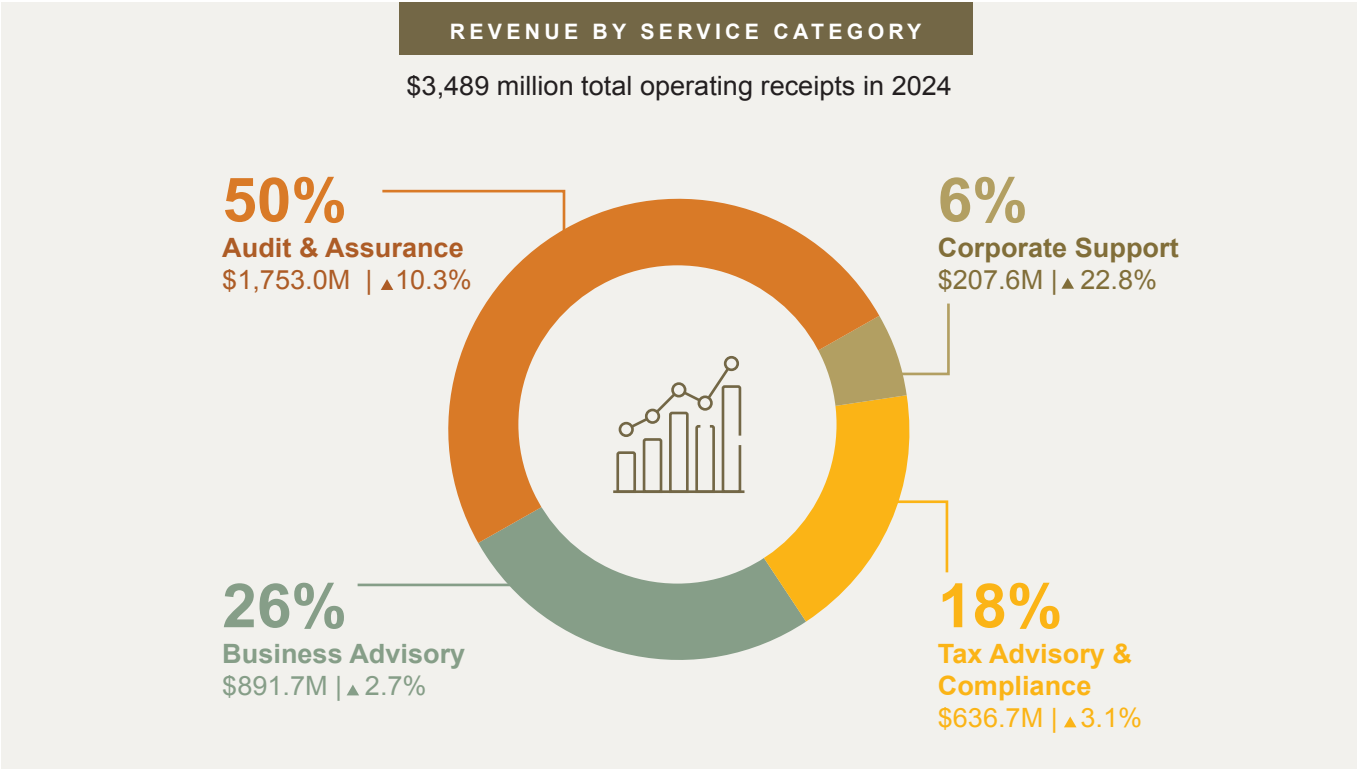
Acknowledgement

ACRA would like to extend our sincere appreciation to all respondents who contributed their time to participate in the survey.

Supporting Partners



Summary of Findings



² Year-on-Year change



³ This was 70% in 2023. Residents are Singapore citizens and permanent residents

⁴ Compared to the median gross monthly income of resident managers and administrators across industries in full-time employment in the 25 to 29, and 35 to 39 age groups respectively. Source: Labour Force in Singapore 2024. Comprehensive Labour Force Survey. Manpower Research & Statistics Department, Ministry of Manpower

CHAPTER 1

Market Structure

Overview

In 2024, the accounting sector’s total estimated revenue rose by \$244.5 million (7.5%), reaching \$3,489.0 million. This robust growth outpaced Singapore’s overall economic growth of 4.4% in 2024, and was significantly higher than the 1.2% growth in real value added for the professional services sector⁵.



2024

TOTAL REVENUE
\$3.5 Billion

2023

TOTAL REVENUE
\$3.2 Billion

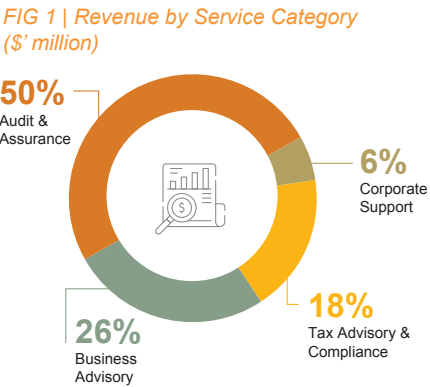
2022

TOTAL REVENUE
\$2.9 Billion



Revenue Composition

The sector’s growth was driven primarily by increases in audit and assurance services of \$163.4 million (10.3%), followed by corporate support services, business advisory services, and tax advisory and compliance services. Audit and assurance services remained the primary source of revenue, accounting for 50% of the sector’s total operating receipts, with business advisory services being the next biggest contributor at 26%.



| Year | Audit & Assurance | Business Advisory | Corporate Support | Tax Advisory & Compliance |
|----------|-------------------|-------------------|-------------------|---------------------------|
| 2024 | \$1,753.0 | \$891.7 | \$207.6 | \$636.7 |
| 2023 | \$1,589.5 | \$868.3 | \$169.1 | \$617.6 |
| Change | ▲ \$163.4 | ▲ \$23.4 | ▲ \$38.6 | ▲ \$19.1 |
| % Change | ▲ 10.3% | ▲ 2.7% | ▲ 22.8% | ▲ 3.1% |

Top 3 business advisory services in 2024



FIG 2 | Revenue by Business Advisory Services (\$' million)

| Service Line | 2024 | 2023 | Change | Year-on-Year Change |
|-----------------------------------|---------|---------|----------|---------------------|
| Corporate Finance & Deal Advisory | \$249.7 | \$201.0 | ▲ \$48.7 | ▲ 24.2% |
| IT Advisory | \$250.4 | \$233.0 | ▲ \$17.3 | ▲ 7.4% |
| Restructuring & Insolvency | \$76.5 | \$136.0 | ▼ \$59.5 | ▼ 43.7% |
| Risk Management & Governance | \$176.0 | \$182.1 | ▼ \$6.1 | ▼ 3.4% |
| Other Advisory Services * | \$139.1 | \$116.2 | ▲ \$22.9 | ▲ 19.7% |

* Includes revenue from sustainability reporting and advisory services

⁵ Ministry of Trade and Industry Singapore, Economic Survey of Singapore 2024



Sustainability-related services

(includes sustainability reporting and advisory, and sustainability assurance)

▲ 19.2%



Emerging Growth Area

2024
\$33.2M

2023
\$27.9M

Overseas Revenue

AEs generated an estimated \$369.0 million from work performed outside Singapore, accounting for 11% of the sector’s total revenue. This reflects a substantial growth, with revenue from work performed outside Singapore increasing by \$81.9 million (28.5%). The growth in overseas revenue demonstrates the growing global reach and competitiveness of AEs as they enhance their capabilities in serving cross-border clients, and expand their service offerings beyond Singapore to capture opportunities in international markets.

FIG 3 | Estimated Revenue Derived from Work Performed Outside Singapore (\$' million)

| | 2024 | 2023 | % of revenue 2024 | % of revenue 2023 | Change | Year-on-Year Change |
|-------|---------|---------|-------------------|-------------------|----------|---------------------|
| Total | \$369.0 | \$287.1 | 11% | 10% | ▲ \$81.9 | ▲ 28.5% |

CHAPTER 2

Accountancy Workforce

Overview

In 2024, Singapore’s accountancy workforce grew by approximately 200 positions, driven by an expansion in the resident workforce of more than 1,300 positions, marking the first rise since 2020. While this growth was offset by a decrease in the non-resident workforce of about 1,100 positions, the sector successfully attracted more residents to join and remain in the accountancy profession in 2024.



▲ 0.9%

Increase in headcount by 201

2024

HEADCOUNT
21,783

2023

HEADCOUNT
21,582

2022

HEADCOUNT
21,190



Workforce Composition

Almost 10,700 professionals, which accounted for almost half of the workforce, worked in audit and assurance roles in 2024. Audit and assurance recorded a marginal decline in headcount mainly due a decline in non-resident headcount, despite an 8.7% increase in the resident workforce. Administrative/support as well as corporate support services experienced the largest increases in headcount, adding 177 and 167 staff respectively.

FIG 4 | Workforce Composition, by Service Category

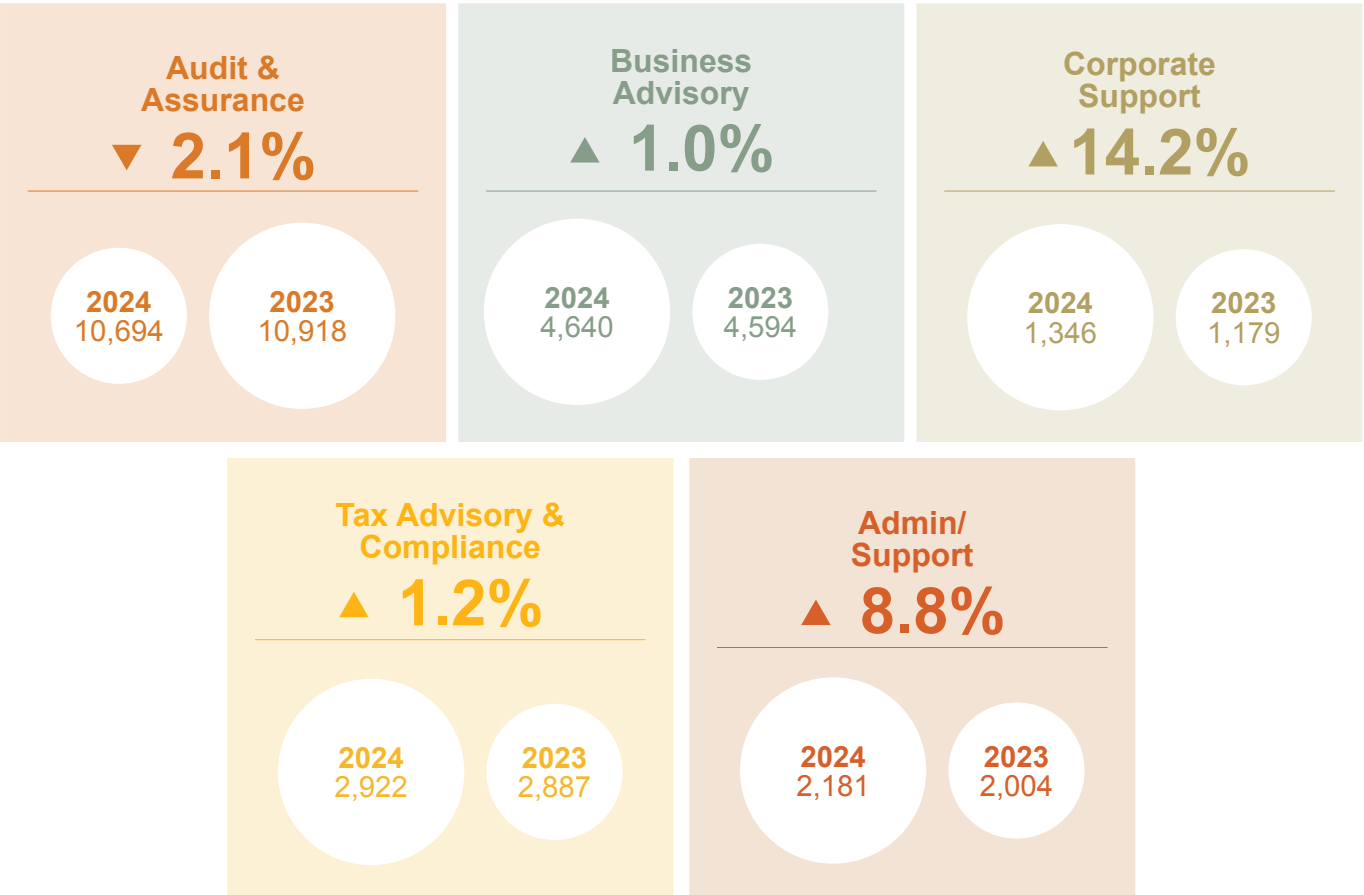
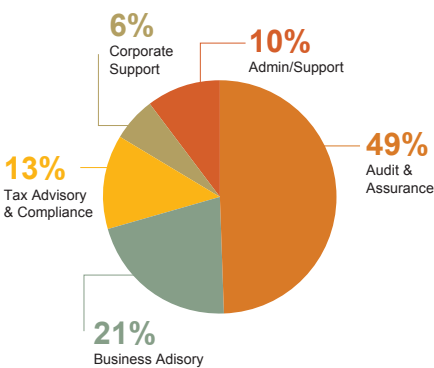


FIG 5 | Workforce Composition, by Business Advisory Services (Based in Singapore)

| Service Line | 2024 | 2023 | Change | Year-on-Year Change |
|-----------------------------------|-------|-------|--------|---------------------|
| Corporate Finance & Deal Advisory | 1,083 | 761 | ▲ 322 | ▲ 42.3% |
| IT Advisory | 1,244 | 1,492 | ▼ 248 | ▼ 16.6% |
| Restructuring & Insolvency | 278 | 623 | ▼ 345 | ▼ 55.4% |
| Risk Management & Governance | 1,195 | 891 | ▲ 304 | ▲ 34.1% |
| Other Advisory Services | 840 | 827 | ▲ 13 | ▲ 1.6% |

Resident Workforce

The resident workforce expanded significantly by 1,339 positions (8.8%) in 2024. Following the release of the Accountancy Workforce Review Committee’s (AWRC) report⁶ in May 2024 which outlined key strategies to strengthen the attractiveness of the accountancy sector to grow Singapore’s pool of skilled accounting professionals, several recommendations such as increases in starting salaries and the expansion of entry pathways have been announced and implemented to strengthen the sector’s talent pipeline and deepen professional competencies.

Administrative/support roles remained the highest proportion of residents in their workforce at 88%, followed by corporate support and other advisory services.

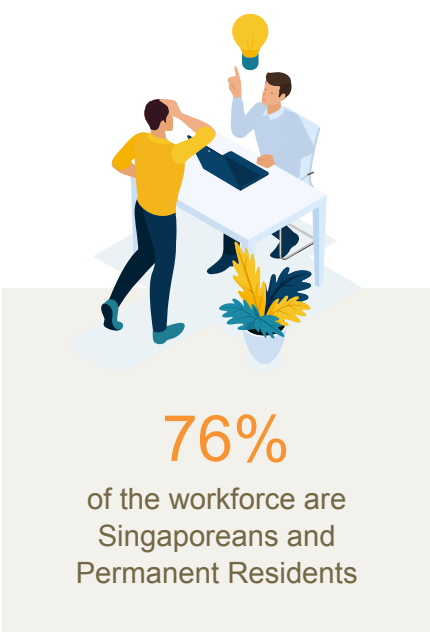
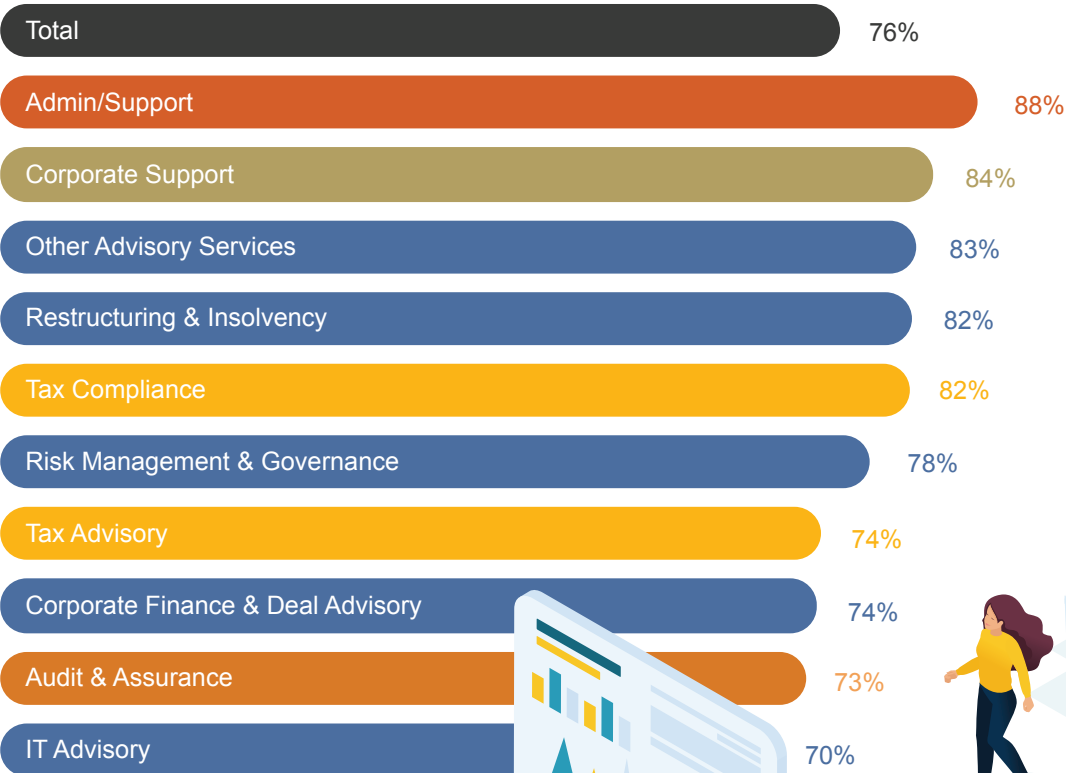


FIG 6 | Percentage of Resident Workforce in AEs, by Service Line

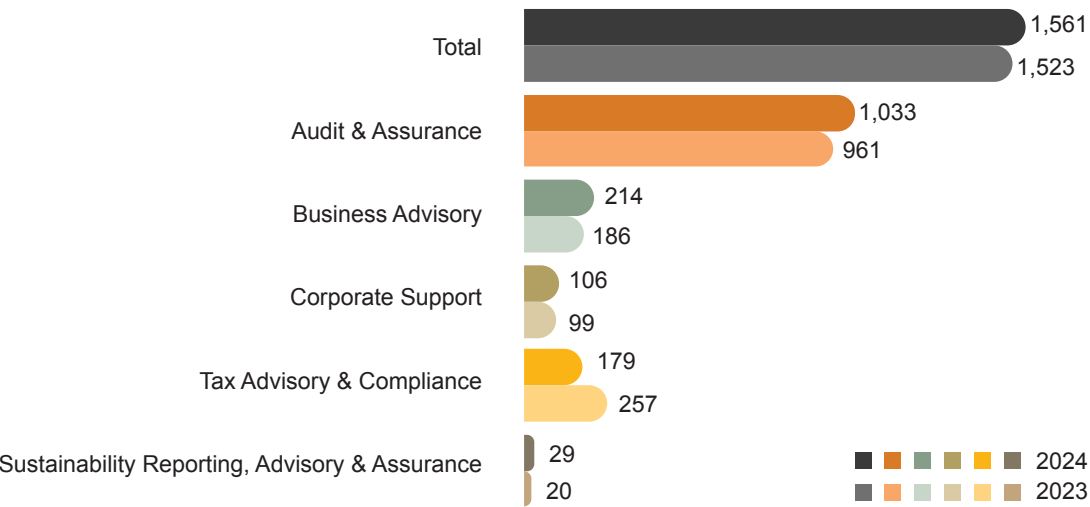


⁶ Developing Singapore’s Accountancy Workforce of Tomorrow – The Report of the Accountancy Workforce Review Committee

Range of Job Opportunities

The sector is expected to continue expanding its workforce with AEs reporting an estimated total of 1,561 job vacancies in 2024, representing a marginal increase of 2.5% compared to 2023. About two-thirds of these career opportunities are in audit and assurance, followed by business advisory contributing over 200 roles.

FIG 7 | Job Vacancies, by Service Category



Wages

Although median entry-level wages held steady for first year audit assistants and associates at \$3,000 and \$4,200 respectively, more graduates secured higher wages in 2024. This is in line with recommendations from the AWRC report for firms to redesign reward structures to attract and retain young talent.

The percentage of first-year audit assistants earning above \$3,200 increased from 12% in 2023 to 37% in 2024. Similarly, the proportion of first-year associates with salaries above \$4,000 rose from 60% to 66%, with over a quarter earning more than \$4,400 in 2024, compared to none in 2023.

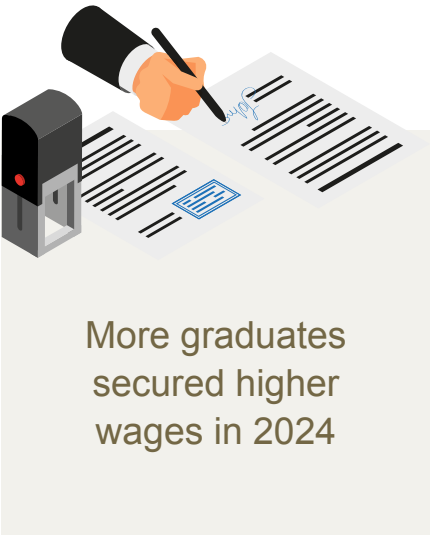


FIG 8 | Estimated Median Gross Monthly Salary for First Year Audit Assistant

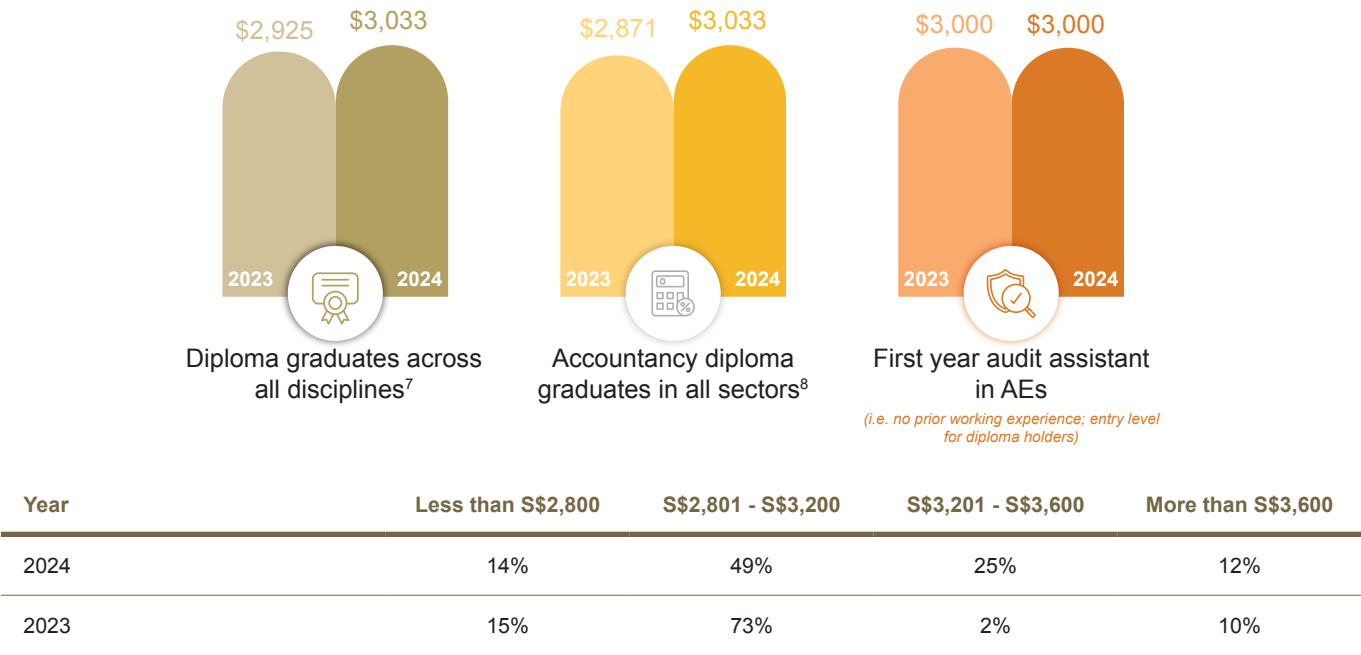
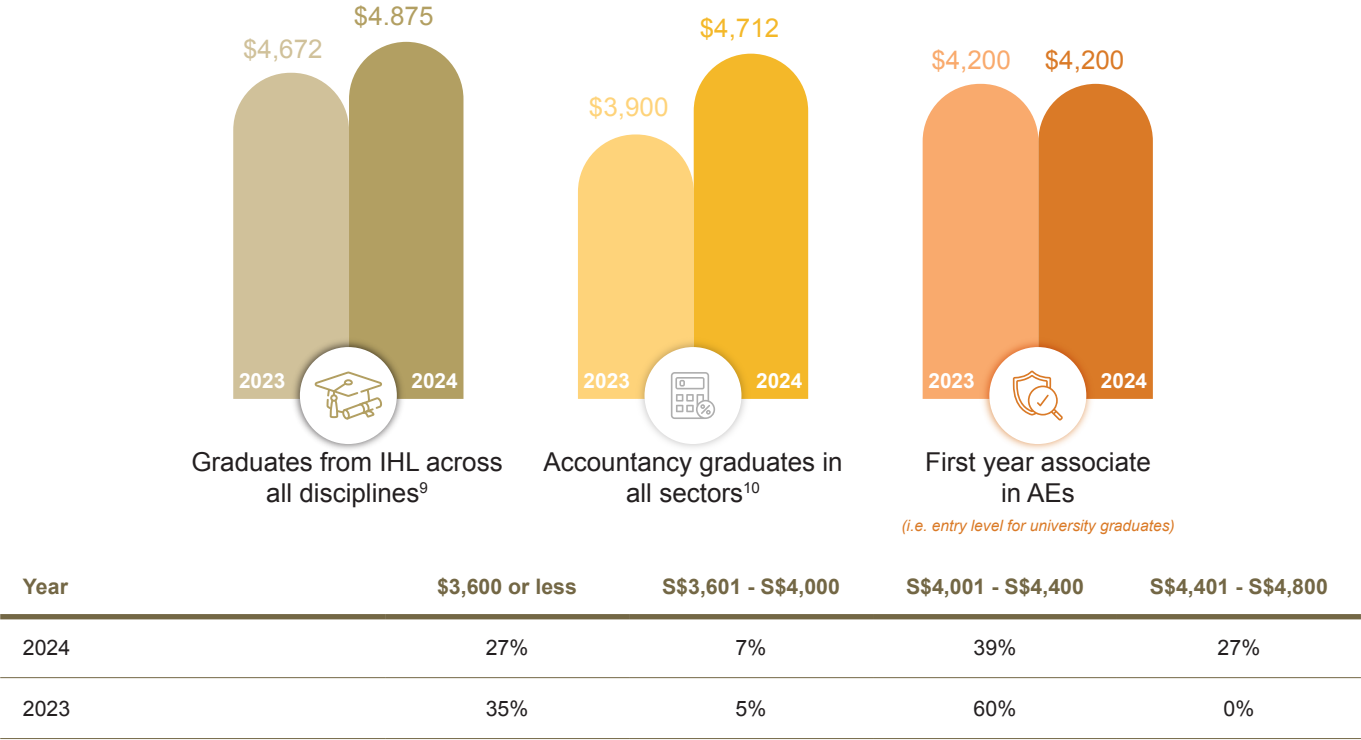


FIG 9 | Estimated Median Gross Monthly Salary for First Year Associate



⁷ Median gross monthly salary (excluding bonuses) of fresh polytechnic graduates and Post-NS graduates in full-time employment in 2024 was \$2,800 and \$3,000 (2023: \$2,700 and \$2,963) respectively. Assuming a 1 month annual wage supplement, ACRA estimates that the median gross monthly starting salary inclusive of bonuses would be \$3,033. Source: Graduate Employment Survey.

⁸ The median gross starting salary (excluding bonuses) of accountancy polytechnic graduates was estimated to be \$2,800 in 2024 (2023: \$2,650). Assuming a 1 month annual wage supplement, ACRA estimates that the median gross starting salary inclusive of bonuses in 2024 would be \$3,033 (2023: \$2,871). Source: Graduate Employment Survey.

⁹ Median gross monthly salary (excluding bonuses) of graduates in full-time employment from the Institutes of Higher Learning in 2024 was \$4,500 (2023: \$4,350). Assuming a 1 month annual wage supplement, ACRA estimates that the median gross monthly starting salary inclusive of bonuses for 2024 would be \$4,875 (2023: \$4,672). Source: Graduate Employment Survey.

¹⁰ The median gross starting salary (excluding bonuses) of accountancy graduates was estimated to be \$4,350 in 2024 (2023: \$3,600). Assuming a 1 month annual wage supplement, ACRA estimates that the median gross starting salary inclusive of bonuses in 2024 would be \$4,712 (2023: \$3,900). Source: Graduate Employment Survey.

Median gross monthly salaries rose across experienced roles, with wages of first year senior associates, managers, and directors growing by 8.0%, 6.9% and 17.4% respectively. This trajectory demonstrates that accountants' salaries accelerate as they advance in their careers.



FIG 10 | Estimated Median Gross Monthly Salary for First Year Senior Associate

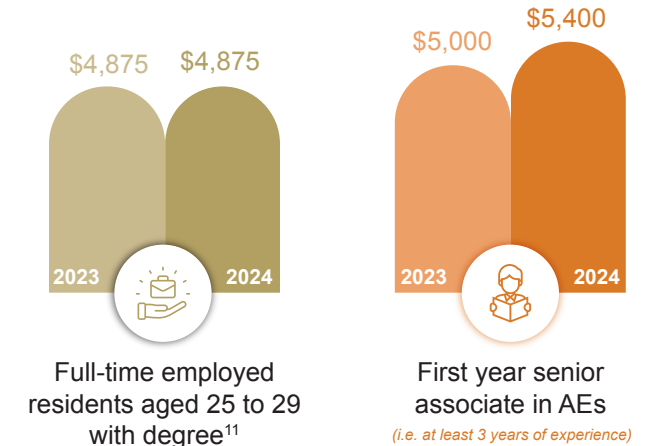


FIG 11 | Estimated Median Gross Monthly Salary for First Year Manager

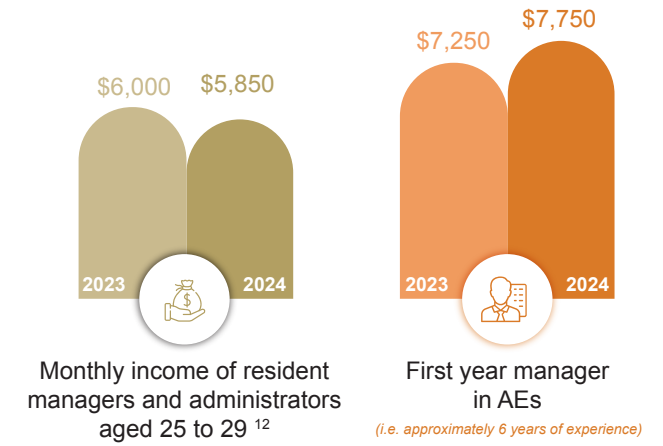
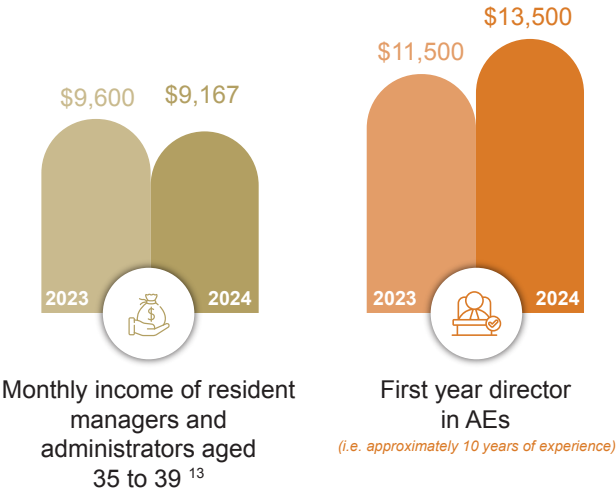


FIG 12 | Estimated Median Gross Monthly Salary for First Year Director



¹¹ Median gross monthly income from work (excluding employer CPF) of full-time employed residents aged 25 to 29 with degree in June 2024 was \$4,875 (June 2023: \$4,875). Source: Comprehensive Labour Force Survey. Manpower Research & Statistics Department, Ministry of Manpower.

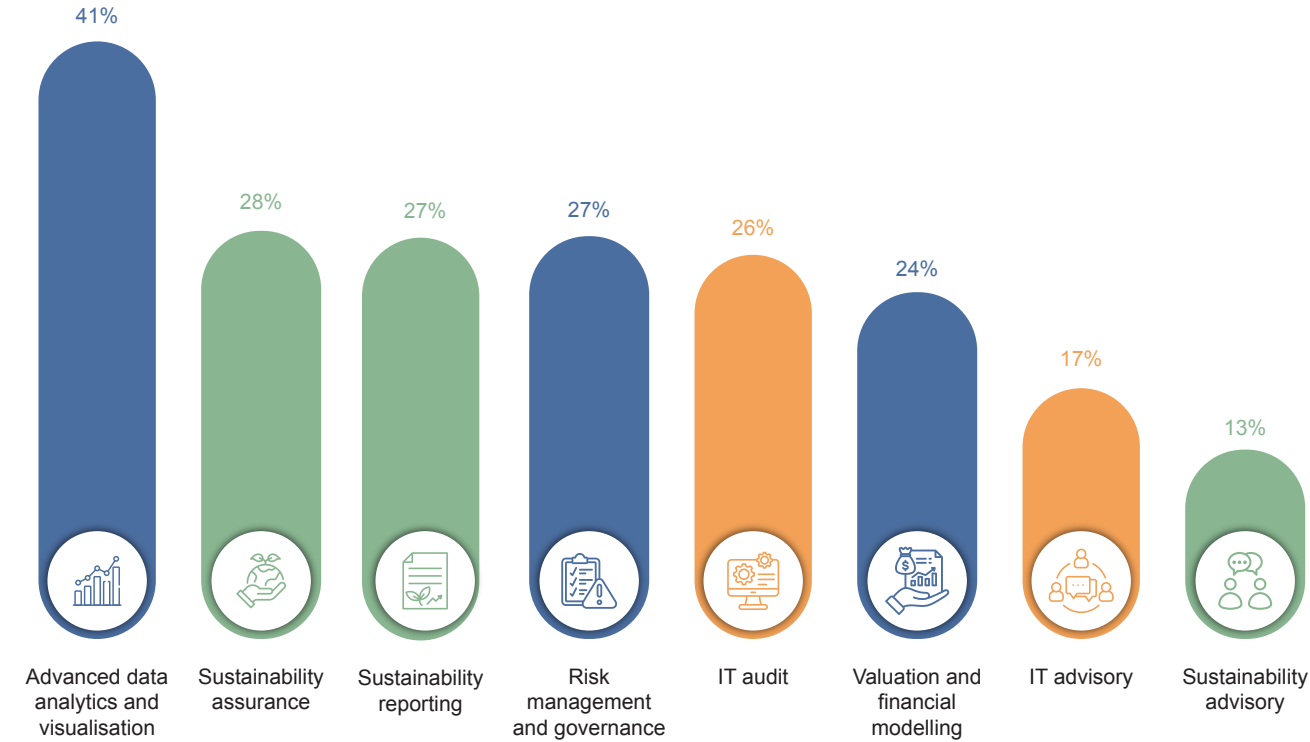
¹² Median gross monthly income from work (excluding employer CPF) of full-time employed resident managers and administrators aged 25 to 29 in June 2024 was \$5,850 (June 2023: \$6,000) Source: Comprehensive Labour Force Survey. Manpower Research & Statistics Department, Ministry of Manpower.

¹³ Median gross monthly income from work (excluding employer CPF) of full-time employed resident managers and administrators aged 35 to 39 in June 2024 was \$9,167 (June 2023: \$9,600). Source: Comprehensive Labour Force Survey. Manpower Research & Statistics Department, Ministry of Manpower.

In-Demand Skillsets

With the growth of the digital and green economy, majority of accounting firms indicated interest in growing digital and sustainability capabilities and skills within their workforce. 41% of respondents indicated interest to build data analytics and visualisation skills within their workforce over the next 3 years, followed by sustainability assurance, sustainability reporting as well as risk management and governance skills. These priorities signal a strategic focus on data-driven decision-making and Environmental, Social and Governance (ESG) competencies.

FIG 13 | Top In-Demand Skillsets that AEs Would Like to Build Within Their Workforce Over the Next 3 Years (Percentage of Respondents)



CHAPTER 3

Average Revenue per Employee

Overview

In 2024, average revenue per employee rose by 5.7% to \$149,300. The increase in revenue per employee was driven mainly by audit and assurance services, and corporate support services.



Average Revenue per Employee

Average revenue per employee grew across all service categories in 2024. Audit and assurance services recorded the highest increase at 10.9%, followed by corporate support services at 9.4%.

FIG 14 | Average Revenue per Employee, by Service Category (\$'000)

| Service Category | 2024 | 2023 | Year-on-Year Change |
|---------------------------|---------|---------|---------------------|
| Audit & Assurance | \$148.5 | \$133.9 | ▲ 10.9% |
| Business Advisory | \$189.6 | \$186.9 | ▲ 1.4% |
| Corporate Support | \$129.6 | \$118.5 | ▲ 9.4% |
| Tax Advisory & Compliance | \$211.5 | \$207.9 | ▲ 1.7% |
| TOTAL | \$149.3 | \$141.3 | ▲ 5.7% |

Average Revenue per Employee, by Service Line

Restructuring and insolvency services achieved the highest average revenue per employee at \$274,200, followed by tax advisory and corporate finance and deal advisory. Business advisory, as well as tax advisory and compliance services consistently generated higher revenue per employee compared to other service lines.

FIG 15 | Average Revenue per Employee, by Service Line (\$'000)

| Service Line | % of Total Revenue | Average Revenue per Employee | Ranking Based on Average Revenue per Employee |
|-----------------------------------|--------------------|------------------------------|---|
| Restructuring & Insolvency | 2% | \$274.2 | 1 |
| Tax Advisory | 9% | \$243.6 | 2 |
| Corporate Finance & Deal Advisory | 7% | \$228.9 | 3 |
| IT Advisory | 7% | \$200.9 | 4 |
| Tax Compliance | 10% | \$189.8 | 5 |
| Other Advisory Services | 4% | \$157.5 | 6 |
| Audit & Assurance | 50% | \$148.5 | 7 |
| Risk Management & Governance | 5% | \$146.1 | 8 |
| Corporate Support | 6% | \$129.6 | 9 |

Total Wage Expense as a Percentage of Total Operating Revenue

Total wage expense as a percentage of total operating revenue decreased from 61% in 2023 to 58% in 2024. This decline was primarily attributed to the 7.5% increase in revenue, which outpaced the modest 0.9% growth in workforce size.

Total Wage Expense as a Percentage of Total Operating Expense

Total wage expense as a percentage of total operating expense also saw a slight decrease, falling from 74% in 2023 to 73% in 2024.

FIG 16 | Total Wage Expense as a Percentage of Total Operating Revenue and Expense

| | Total Wage Expense as a Percentage of Total Operating Revenue | | Total Wage Expense as a Percentage of Total Operating Expense | |
|-------|---|------|---|------|
| | 2024 | 2023 | 2024 | 2023 |
| Total | 58% | 61% | 73% | 74% |



Total Wage Expense
as a percentage of
total operating

Revenue
58%

Expense
73%



CHAPTER 4

Technology Adoption

Overview

Technology adoption remained strong with 85% of AEs adopting at least one or more solution, and 64% adopting two or more solutions. The adoption rates increased from 82% and 57% in 2023 respectively, demonstrating sustained digital transformation across the sector.



85% of AEs
adopted 1 or more
technology solution

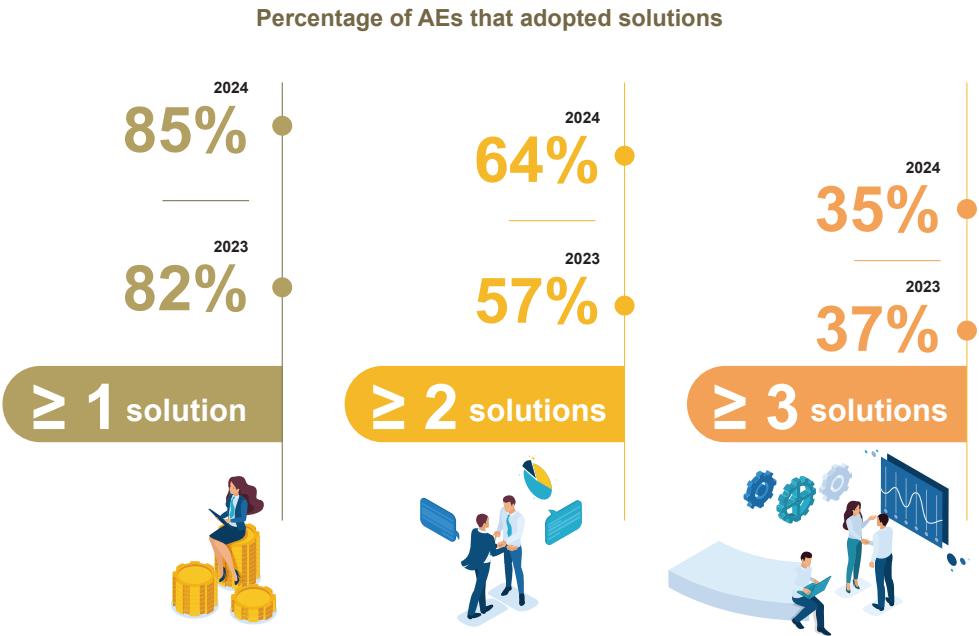
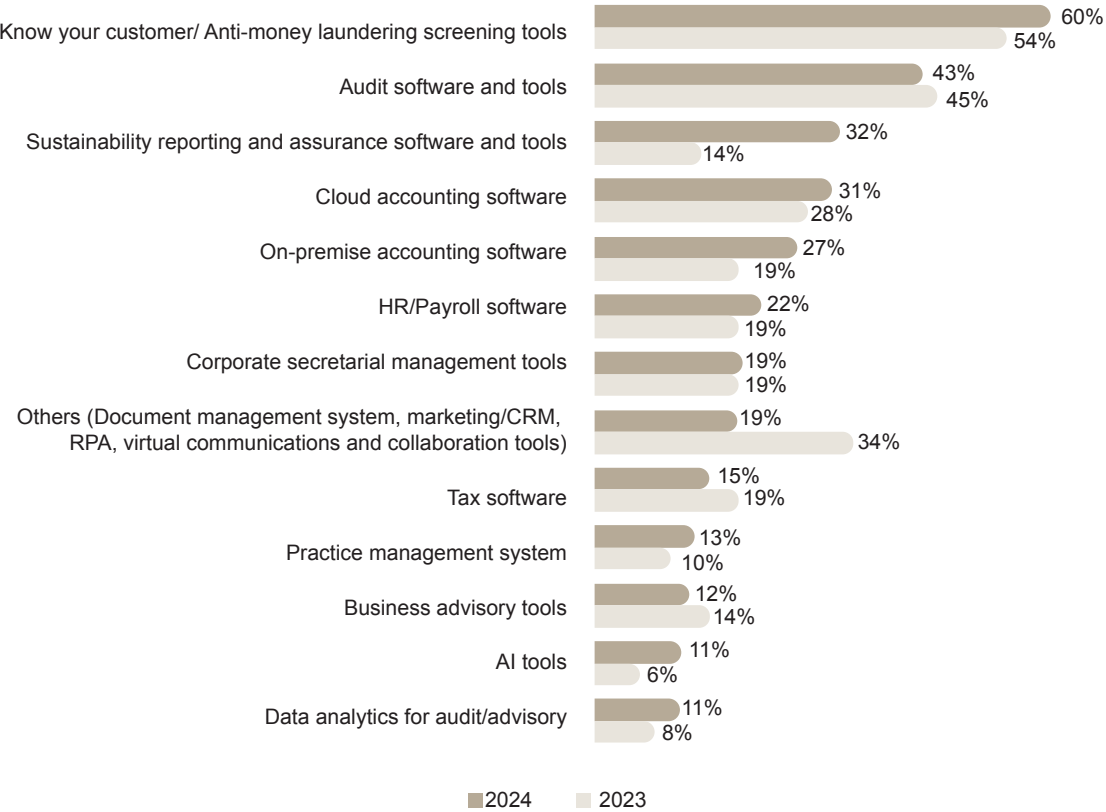


FIG 17 | Technology Adoption Level by Type of Technology



Top 50 Accounting Entities by Headcount¹⁴

| Big 4 (≥ 1,000 staff) | Large (101 - 999 staff) | Medium (31 - 100 staff) | Small (10 - 30 staff) |
|--|---|--|---|
| Deloitte & Touche LLP Ernst & Young LLP KPMG LLP PricewaterhouseCoopers LLP | Baker Tilly TFW LLP BDO LLP CLA Global TS Public Accounting Corporation Crowe Horwath First Trust LLP Foo Kon Tan LLP Grant Thornton Audit LLP HLB Atrede STRB PAC Forvis Mazars LLP Moore Stephens LLP PKF-CAP LLP RSM SG Assurance LLP UHY Lee Seng Chan & Co. | Assentsure PAC Assurance Partners LLP Audit Alliance LLP Ecovis Assurance LLP EisnerAmper PAC FOZL Assurance PAC Helmi Talib LLP Heng Lee Seng LLP Infinity Assurance LLP JK Medora PAC Kreston David Yeung PAC MRI Moores Rowland LLP Nexia Singapore PAC Natarajan & Swaminathan LLP Onestop Assurance PAC P G Wee Partnership LLP Philip Liew & Co Pinebridge LLP Prime Accountants LLP Reliance Audit PAC | Casey Lin & Company FAC Assurance PAC K.C.Chan & Co PAC KLP LLP K Y Chiang LLP MGI Alliance Singapore PAC MGI N Rajan Associates One Partnership PAC Paul Wan & Co Prestige Assurance PAC Robert Yam & Co PAC TKNP International Thong & Lim Verity Partners LLP |



¹⁴ Based on respondents of the AE Survey 2025

Glossary Terms

| | |
|---------------------------------------|---|
| Accounting Entity (AE) | An Accounting Corporation, Accounting Firm, or Accounting Limited Liability Partnership, approved under the Accountants Act (Chapter 2). An accounting entity provides audit and assurance services – regulated by ACRA – as well as other non-audit related services such as basic accounting services, tax preparations, corporate advisory services and consultancy services. |
| Accounting Services Entity (ASE) | An entity that does not provide audit and assurance services that are regulated by ACRA, but provide non-audit related accounting services such as basic accounting services, tax preparations and corporate advisory services. |
| Audit and Assurance | Comprises: <ul style="list-style-type: none">Statutory audit;Accounting advisory; andOther assurance services. |
| Corporate Support Services | Comprises: <ul style="list-style-type: none">Bookkeeping;Corporate secretarial and legal services;Outsourcing of accounting/finance personnel;Payroll; andStatutory financial reporting/compilation services. |
| Corporate Finance and Deal Advisory | Comprises: <ul style="list-style-type: none">Business valuation;Financial modelling;Debt and capital advisory;IPOs and capital markets activity; andM&A and due diligence. |
| IT Advisory | Comprises: <ul style="list-style-type: none">IT solution business;Technology risk advisory;Technology consulting; andIT forensic services. |
| Restructuring and Insolvency Advisory | Comprises: <ul style="list-style-type: none">Corporate restructuring (operational restructuring)Debt restructuring (capital advisory, judicial management, scheme of arrangement);Insolvency services (liquidation, receiverships); andLitigation support and expert witness services. |
| Risk Management and Governance | Comprises: <ul style="list-style-type: none">Risk advisory;Corporate governance advisory;Fraud and forensic services; andInternal audit services. |
| Sustainability Advisory | Comprises: <ul style="list-style-type: none">Sustainability reporting - International Sustainability Standards Board (ISSB) StandardsSustainability reporting (Non-ISSB Standards e.g. GRI, SASB Standards)Sustainability advisory (e.g. climate scenario analysis, policy, strategy, impact measurement, risk management); andOther services. |
| Sustainability Assurance | Comprises: <ul style="list-style-type: none">Assurance on sustainability reports; andAssurance on greenhouse gas emissions and carbon tax. |
| Tax Compliance | Comprises: <ul style="list-style-type: none">Compliance in corporate tax;Compliance in personal income tax; andCompliance in GST services. |

| | |
|----------------------------------|--|
| Tax Advisory | Comprises: <ul style="list-style-type: none">Transfer pricing advisory;International tax advisory; andTax advisory – other services. |
| Other Advisory Services | Comprises: <ul style="list-style-type: none">Process improvement;HR compliance/succession planning/business transfer; andOther services. |
| Work Performed in Singapore | <p>Income received by all entities based in Singapore which is sourced locally. This excludes non-operating income, such as sale/disposal of fixed assets, grants and from revenues collected on behalf of others.</p> <p>For example:</p> <ul style="list-style-type: none">Income received from the provision of accounting services in Singapore. |
| Work Performed outside Singapore | <p>Income received by all entities based in Singapore which is sourced overseas. This excludes non-operating income, such as sale/disposal of fixed assets, grants and gross revenues collected on behalf of others.</p> <p>For example:</p> <ul style="list-style-type: none">Revenue from work performed by Singapore staff outside SingaporeRevenue from the provision of cloud-based services to clients based outside Singapore. |
| Business Unit | A segment of the entity that represents a specific business function or an entity comprising a business function. |

About Accounting and Corporate Regulatory Authority

The Accounting and Corporate Regulatory Authority (ACRA) fosters a vibrant and trusted business environment that enables innovation and growth, contributing towards making Singapore the best place for business. ACRA regulates the registration of businesses, and their financial and other reporting obligations. We also oversee the public accountancy and corporate service provider sectors. In addition, ACRA plays a critical role in developing the accountancy profession, and sets accounting standards for companies and various other entities in Singapore.

For more information, please visit www.acra.gov.sg



ACCOUNTING AND CORPORATE REGULATORY AUTHORITY

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