

FY23

# Performance Data Table

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# Performance data table

The following table quantifies our progress since fiscal 2021 on key non-financial indicators. Unless specified, all metrics are global in scope, reported on a fiscal year basis, consistent with previously reported figures and cover those of our consolidated entities. All data are consolidated from performance management systems across multiple Accenture teams and vetted through an internal controls process, which includes senior leadership, to confirm they provide an accurate representation of Accenture's non-financial performance.

<b>Accenture at a Glance</b>	<b>FY23</b>	<b>FY22</b>	<b>FY21</b>
	US\$ billions		
Revenues	\$64.1	\$61.6	\$50.5
Operating Expenses	\$55.3	\$52.2	\$42.9
Operating Income (Adjusted) <sup>1</sup>	\$9.9	\$9.4	\$7.6
<b>Global Headcount at Fiscal Year End (rounded)</b>	733,000	721,000	624,000

**Footnotes**

1. FY 23 GAAP operating income of \$8.8 billion has been adjusted to exclude the impact of \$1.1 billion in business optimization costs.

## Our People

	As of December 1, 2023	As of December 1, 2022	As of December 1, 2021
<b>Gender Equality<sup>1</sup></b>			
<b>Employee Workforce Percentage by Gender</b>			
	Percent of Total		
Women	48 %	47 %	46 %
Men	52 %	53 %	53 %
<b>Executives Percentage by Gender<sup>2</sup></b>			
Women	33 %	32 %	32 %
Men	67 %	68 %	68 %
<b>Managing Directors Percentage by Gender<sup>3</sup></b>			
Women	30 %	29 %	27 %
Men	70 %	71 %	72 %
	For the period ended December 1, 2023	For the period ended December 1, 2022	For the period ended December 1, 2021
<b>New Hires Percentage by Gender<sup>4</sup></b>			
Women	52 %	50 %	47 %
Men	48 %	50 %	52 %

### Footnotes

- Accenture's gender equality and race and ethnicity data as of and for the period ended December 1, 2023, has been reviewed by an independent third-party accountant. Refer to the [Independent Accountants' Review Report](#) for more information. Gender metrics reflect people who have self-reported as binary in our enterprise management system. Metrics do not include Avanade, a joint venture between Accenture and Microsoft that is majority-owned by Accenture and recent acquisitions.
- "Executives" comprises our managers, senior managers, associate directors, managing directors, senior managing directors and members of our Global Management Committee.
- "Managing Directors" comprises our managing directors, senior managing directors and members of our Global Management Committee.
- New Hires reflect employees hired during the twelve months ended December 1, 2023, the twelve months ended December 1, 2022, and the eleven months ended December 1, 2021. In 2020, Accenture reported new hires for the twelve months ended December 31.
- For U.K. metrics, Black includes Black/Black British colleagues who have self-identified as being of African and Caribbean heritage or with dual heritage of White and Black African or White and Black Caribbean.
- For South Africa metrics, Coloured is a multiracial ethnic group native to Southern Africa who have ancestry from more than one of the various populations inhabiting the region, including Khoisan, Bantu, Afrikaner, Whites, Austronesian, East Asian or South Asian.

## Our People

	As of December 1, 2023	As of December 1, 2022	As of December 1, 2021
<b>Race and Ethnicity<sup>1</sup></b>			
<b>U.S. Workforce</b>			
	Percent of Total		
African American and Black	11.9 %	12.1 %	10.9 %
Hispanic American and Latinx	10.5 %	11.1 %	10.6 %
<b>U.S. Managing Directors</b>			
African American and Black	4.2 %	4.2 %	4.0 %
Hispanic American and Latinx	4.5 %	4.5 %	4.2 %
<b>U.K. Workforce</b>			
Black <sup>5</sup>	5.6 %	5.1 %	4.1 %
<b>U.K. Managing Directors</b>			
Number of Black Managing Directors <sup>5</sup>	12	12	10
<b>South Africa Workforce</b>			
African Black	45.3 %	44.4 %	45.2 %
Coloured <sup>6</sup>	10.8 %	9.8 %	7.5 %
<b>South Africa Managing Directors</b>			
African Black, Coloured <sup>6</sup> and Indian	53.2 %	55.5 %	50.0 %
<b>Training</b>			
	<b>FY23</b>	<b>FY22</b>	<b>FY21</b>
Total Training Spend (US\$ billions)	\$1.1	\$1.1	\$0.9
Average Training Hours per Employee	56	61	60

Community Impact	FY23	FY22	FY21
<b>Skills to Succeed</b>			
People equipped with skills toward employment or entrepreneurship <sup>1</sup>	4,344,000	1,637,000	1,280,000
<b>Accenture and Accenture Foundations Contributions</b>			
<b>Accenture Contributions by Region</b>	<b>US\$ thousands</b>		
North America	\$48,235	\$49,464	\$42,239
Europe	27,821	26,915	24,976
Growth Markets	26,262	25,253	23,947
Cross-Region	25,666	28,949	74,717
<b>Total Accenture Contributions</b>	<b>\$127,984</b>	<b>\$130,581</b>	<b>\$165,879</b>
<b>Accenture Contributions by Type</b>			
Cash	\$39,820	\$52,379	\$97,319
In-Kind (Accenture Development Partnerships and pro bono consulting)	82,870	74,239	66,611
Time (Paid volunteering)	5,292	3,963	1,949
<b>Total Accenture Contributions</b>	<b>\$127,982</b>	<b>\$130,581</b>	<b>\$165,879</b>
Accenture Foundations Contributions <sup>2</sup>	\$22,121	\$21,322	\$10,838
<b>Total Accenture and Accenture Foundations Contributions</b>	<b>\$150,103</b>	<b>\$151,903</b>	<b>\$176,717</b>

**Footnotes**

- Skills to Succeed includes people skilled to get a job or build a business including those in the Next Generation cohort (people between the ages of 8-14), as reported by our Skills to Succeed partners during our fiscal year.
- Accenture Foundations refers to independent charitable organizations that bear the Accenture name.
- "Accenture-sponsored 'Time & Skills' Programs" comprise Accenture Development Partnerships, pro bono consulting and paid volunteering projects.

Community Impact	FY23	FY22	FY21
<b>Community Engagement</b>			
Hours of participation in Accenture-sponsored "Time & Skills" Programs <sup>3</sup>	1,495,906	1,255,678	1,047,729
Employees participating in Accenture-sponsored "Time & Skills" Programs <sup>3</sup>	13,459	9,463	6,895
Employee Donations (US\$ thousands)	\$12,909	\$19,522	\$20,345

Environment	FY23	FY22	FY21
<b>Percentage Change in Scope 1, 2 &amp; 3 Carbon Emissions compared to FY16 Baseline</b>	-57%	-66%	-70%
<b>Carbon Emissions per Employee (metric tons of CO<sub>2</sub>e)</b>	0.7	0.6	0.7
<b>Carbon Emissions by Scope<sup>1</sup></b>	<b>Metric Tons of CO<sub>2</sub>e</b>		
Scope 1	22,038	17,804	9,250
Scope 2	4,786	8,356	70,659
<b>Scope 1 &amp; 2 Emissions</b>	<b>26,824</b>	<b>26,160</b>	<b>79,909</b>
<b>Scope 3</b>	<b>515,371</b>	<b>405,352</b>	<b>297,067</b>
<b>Carbon Emissions</b>	<b>542,195</b>	<b>431,512</b>	<b>376,976</b>
<b>Carbon Emissions by Source<sup>2</sup></b>	<b>Metric Tons of CO<sub>2</sub>e</b>		
<b>Scope 1 &amp; 2 Carbon Emissions by Source</b>			
Leased Cars	16,163	11,804	8,060
Office Electricity	—	3,572	66,811
Other	10,661	10,784	5,038
<b>Scope 1 &amp; 2 Carbon Emissions</b>	<b>26,824</b>	<b>26,160</b>	<b>79,909</b>
<b>Scope 3 Carbon Emissions By Source</b>			
Purchased Goods & Services	218,240	180,314	154,667
Capital Goods	31,068	38,524	27,516
FERA	28,164	24,489	40,576
Business Travel	195,246	132,533	55,657
Employee Commuting	42,653	29,492	18,651
<b>Scope 3 Carbon Emissions</b>	<b>515,371</b>	<b>405,352</b>	<b>297,067</b>
<b>Carbon Emissions</b>	<b>542,195</b>	<b>431,512</b>	<b>376,976</b>

**Footnotes**

- In fiscal 2023, we elected to present Fuel and Energy-related activities (FERA) as part of our reported carbon emissions and enhanced our methodology for calculating Scope 3 emissions to include well-to-tank emissions for personal car travel and taxi under Business Travel and Employee Commuting. Prior periods have been revised to reflect these changes. Emissions related to Office Electricity reflect a market-based accounting approach which includes the impact of renewable electricity contracts and residual mix factors. Accenture's carbon emissions for fiscal 2023 have been reviewed by an independent third-party accountant. Refer to the [Independent Accountants' Review Report](#) for more information.
- In fiscal 2023, we changed the presentation for Scope 3 emissions to separately report emissions from Capital Goods, which were previously included in Purchased Goods & Services. Prior periods have been revised to reflect this change.
- Electronic waste (e-waste) includes computers, servers and uninterruptible power supply devices and excludes Avanade, a joint venture between Accenture and Microsoft that is majority-owned by Accenture.

Environment	FY23	FY22	FY21
<b>Carbon Emissions By Region</b>	<b>Metric Tons of CO<sub>2</sub>e</b>		
North America	201,847	156,020	122,894
Europe	157,102	118,280	85,184
Growth Markets	183,246	157,212	168,898
<b>Carbon Emissions</b>	<b>542,195</b>	<b>431,512</b>	<b>376,976</b>
<b>Office Energy By Source</b>	<b>MWh</b>		
Renewable Electricity	336,682	297,224	147,260
Non-Renewable Electricity	0	9,020	132,311
Natural Gas	21,162	21,726	16,854
Diesel	3,129	2,415	2,994
<b>Office Energy</b>	<b>360,973</b>	<b>330,385</b>	<b>299,419</b>
% Electricity from Renewable Sources	100 %	97 %	53 %
Office Electricity Efficiency (kWh/square meter)	109	98	93
<b>Electronic Waste by Disposal Method<sup>3</sup></b>	<b>Metric Tons</b>		
Reused or Recycled	429	512	320
Landfill	<1	<1	<1
<b>Total</b>	<b>429</b>	<b>512</b>	<b>320</b>
	<b>Cubic Meters</b>		
<b>Total Water Consumption</b>	1,442,861	1,100,707	1,019,067
Water Consumption per Employee	2.0	1.6	1.9
% Water Consumption in High or Extremely High Baseline Water Stressed Regions	37 %	37 %	37 %

Supply Chain	FY23	FY22	FY21
	US\$ thousands		
Diverse Procurement Spend North America (U.S. and Canada) <sup>1</sup>	\$880,634	\$997,549	\$534,524
<b>Diverse Procurement Spend By Type (U.S. Only)<sup>1</sup></b>			
Minority-Owned Business	\$419,552	\$543,829	\$360,210
Women-Owned Business	\$153,971	\$135,422	\$95,194
Small Business	\$226,056	\$219,081	\$43,312
Other Business <sup>2</sup>	\$27,546	\$38,352	\$5,335
<b>Total Diverse Procurement Spend (U.S. only)</b>	<b>\$827,125</b>	<b>\$936,684</b>	<b>\$504,050</b>
Diverse Procurement Spend as a Percentage of Total Procurement Spend (U.S. only) <sup>1</sup>	45 %	47 %	32 %
Diverse Procurement Spend as a Percentage of Total Procurement Spend (Canada only) <sup>1</sup>	27 %	34 %	25 %
<b>Global Diverse Supplier Development Program Graduates (cumulative)</b>	256	217	196

**Footnotes**

1. FY 21 balance excludes Avanade, a joint venture between Accenture and Microsoft that is majority-owned by Accenture.
2. "Other" consists of the following diverse organizations: Veteran, Disabled Veteran Business Enterprise, Historically Black Colleges and Universities and LGBT.

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