

# Performance Data— 2007–2010

## Accenture at a Glance

	FY07	FY08	FY09	FY10
Net Revenues <sup>1</sup> (US\$ millions)	\$19,696	\$23,387	\$21,577	\$21,551
Operating Expenses excluding reimbursable expenses (US\$ millions)	\$17,203	\$20,375	\$18,933	\$18,636
Operating Income (US\$ millions)	\$2,493	\$3,012	\$2,644	\$2,915
Global Workforce at fiscal year end (rounded)	169,600	186,800	177,200	203,900
<b>By Region</b>				
Americas	48,700	51,700	47,300	52,100
Europe, Middle East, Africa	59,500	64,100	58,100	57,000
Asia Pacific	61,400	71,000	71,800	94,800
<b>By Region (%)</b>				
Americas	28.7%	27.7%	26.7%	25.6%
Europe, Middle East, Africa	35.1%	34.3%	32.8%	28.0%
Asia Pacific	36.2%	38.0%	40.5%	46.5%

<sup>1</sup> Net revenues excludes reimbursements (for example, travel and out-of-pocket expenses and third-party costs, such as the cost of hardware and software resales).

## Corporate Governance

	FY07	FY08	FY09	FY10
Ethics and Compliance Training Completion Rate for All Employees	91%	92%	94%	96%
Ethics and Compliance Training Completion Rate for Senior Executives	99%	99%	99%	99%

## Skills to Succeed

Total Accenture and Accenture Foundations <sup>2</sup> Contributions (US\$ thousands)	—	\$33,496	\$48,286	\$34,127
Accenture Foundations Contributions (US\$ thousands)	\$4,202	\$3,348	\$6,258	\$5,043
Accenture Contributions (US\$ thousands)	—	\$30,148	\$42,027	\$29,083
<b>By Region</b> (US\$ thousands)				
Americas	—	\$6,993	\$11,283	\$2,725
Europe, Middle East, Africa	—	\$15,113	\$21,875	\$15,342
Asia Pacific	—	\$1,084	\$1,692	\$2,008
Accenture Development Partnerships—Global	\$2,400	\$6,958	\$7,177	\$9,008
<b>By Region</b> (%)				
Americas	—	23.2%	26.8%	9.4%
Europe, Middle East, Africa	—	50.1%	52.1%	52.8%
Asia Pacific	—	3.6%	4.0%	6.9%
Accenture Development Partnerships—Global	—	23.1%	17.1%	31.0%

<sup>2</sup> Accenture Foundations refers to independent charitable organizations that bear the Accenture name.

**Skills to Succeed (continued)**

FY07

FY08

FY09

FY10

	FY07	FY08	FY09	FY10
<b>By Type</b> (US\$ thousands)				
Cash	\$8,000	\$10,222	\$12,497	\$9,025
In-Kind (Accenture Development Partnerships and pro bono consulting)	—	\$17,903	\$28,040	\$18,444
Time (Paid volunteering)	—	\$2,023	\$1,490	\$1,614
<b>By Type</b> (%)				
Cash	—	33.9%	29.7%	31.0%
In-Kind (Accenture Development Partnerships and pro bono consulting)	—	59.4%	66.7%	63.4%
Time (Paid volunteering)	—	6.7%	3.5%	5.5%
Hours of Participation in Accenture-sponsored "Time & Skills" Programs <sup>3</sup>	—	256,313	338,873	267,425
Employees Participating in Accenture-sponsored "Time & Skills" Programs <sup>3</sup>	—	3,741	3,877	2,895

<sup>3</sup> "Accenture-sponsored 'Time & Skills' Programs" comprise Accenture Development Partnerships, pro bono consulting and paid volunteering projects.

## Environmental Stewardship<sup>4</sup>

	FY07	FY08	FY09	FY10
Total Carbon Emissions per Employee (Metric Tons of CO <sub>2</sub> -e)	4.0	3.4 <sup>5</sup>	3.0	3.0
Total Carbon Emissions (Metric Tons of CO <sub>2</sub> -e)	621,198	611,914 <sup>5</sup>	541,552	563,540
<b>By Source</b> (Metric Tons of CO <sub>2</sub> -e)				
Air Travel	345,566	350,549	278,107	304,342
Other Business Travel	67,000	64,986	73,970	64,200
Office Electricity	199,422	188,300 <sup>5</sup>	176,323	182,328
Other Energy (Natural Gas, Diesel)	9,210	8,079 <sup>5</sup>	13,152	12,670
<b>By Source (%)</b>				
Air Travel	55.6%	57.3%	51.4%	54.0%
Other Business Travel	10.8%	10.6%	13.7%	11.4%
Office Electricity	32.1%	30.8%	32.6%	32.4%
Other Energy (Natural Gas, Diesel)	1.5%	1.3%	2.4%	2.2%

<sup>4</sup> Carbon emissions and energy usage use the standard conversion factors from the Greenhouse Gas Protocol. Daily employee commuting is not currently measured or considered within the scope of our business travel.

<sup>5</sup> As a result of our ongoing review of our environmental performance metrics, in early 2010 we adjusted our fiscal 2008 carbon emissions data, which was originally stated as 3.1 metric tons per person and 566,622 metric tons of total carbon emissions. We have updated these numbers to 3.4 metric tons per person and 611,914 metric tons of total carbon emissions. Specifically, the electricity (increase from 145,318 metric tons), natural gas (increase from 3,325 metric tons) and diesel (increase from 2,445 metric tons) portions of our carbon emissions data were not fully reflected in our original reporting. No changes to travel-related data were necessary.

**Environmental Stewardship (continued)**

FY07

FY08

FY09

FY10

**By Region (Metric Tons of CO<sub>2</sub>-e)**

Americas	—	229,780	195,280	220,567
Europe, Middle East, Africa	—	163,836	130,444	120,789
Asia Pacific	—	215,806	213,613	220,584
Company Jet-Global	—	2,492	2,215	1,600

**By Region (%)**

Americas	—	37.6%	36.1%	39.1%
Europe, Middle East, Africa	—	26.8%	24.1%	21.4%
Asia Pacific	—	35.3%	39.4%	39.1%
Company Jet-Global	—	0.4%	0.4%	0.3%

**By Scope (Metric Tons of CO<sub>2</sub>-e)**

Scope 1	9,210	10,571 <sup>5</sup>	15,367	14,270
Scope 2	199,422	188,300 <sup>5</sup>	176,323	182,328
Scope 3	412,566	413,043	349,863	366,942

**By Scope (%)**

Scope 1	1.5%	1.7%	2.8%	2.5%
Scope 2	32.1%	30.8%	32.6%	32.4%
Scope 3	66.4%	67.5%	64.6%	65.1%

## Environmental Stewardship (continued)

	FY07	FY08	FY09	FY10
Energy Usage—Natural Gas, Diesel, Electricity (MWh)	364,185	345,487 <sup>6</sup>	370,397	369,810
<b>By Source (MWh)</b>				
Electricity	325,560	309,668 <sup>6</sup>	312,336	314,595
Natural Gas	20,686	17,399 <sup>6</sup>	27,348	23,509
Diesel	17,939	18,420 <sup>6</sup>	30,713	31,706
<b>By Source (%)</b>				
Electricity	89.4%	89.6%	84.3%	85.1%
Natural Gas	5.7%	5.0%	7.4%	6.4%
Diesel	4.9%	5.3%	8.3%	8.6%

## Our People

Employee Donations (US\$ thousands)	—	\$16,049	\$9,918	\$8,612
Total Hours of Training	10,456,199	13,188,495	11,224,371	7,577,561
Average Training Hours per Employee	65	73	67	42
Total Training Spend (US\$ thousands)	\$775,768	\$985,929	\$794,218	\$591,229

<sup>6</sup> As a result of our ongoing review of our environmental performance metrics, in early 2010 we adjusted our fiscal 2008 carbon emissions data, which was originally stated as 3.1 metric tons per person and 566,622 metric tons of total carbon emissions. We have updated these numbers to 3.4 metric tons per person and 611,914 metric tons of total carbon emissions. Specifically, the electricity (increase from 145,318 metric tons), natural gas (increase from 3,325 metric tons) and diesel (increase from 2,445 metric tons) portions of our carbon emissions data were not fully reflected in our original reporting. No changes to travel-related data were necessary.

<b>Our People (continued)</b>	FY07	FY08	FY09	FY10
Women in Workforce	36.0%	36.1%	36.0%	35.2%
Women New Hires	35.6%	36.6%	37.1%	33.5%
Women Senior Executives	15.6%	15.7%	16.1%	16.2%
Attrition (excludes involuntary)	18%	16%	10%	15%

### **Supply Chain Sustainability and Diversity**

Total Procurement Spend to Diverse Suppliers (US only)	—	14.6%	15.8%	20.8%
<b>By Type (US only)</b>				
Minority-Owned Business	—	7.0%	4.8%	7.7%
Women-Owned Business	—	2.7%	3.9%	5.5%
Small Business	—	3.9%	5.5%	5.5%
Other Type Business	—	1.0%	1.6%	2.1%
Total Diverse Procurement Spend (US only; US\$ thousands)	—	\$286,573	\$266,488	\$308,535
<b>By Type (US only; US\$ thousands)</b>				
Minority-Owned Business	—	\$137,134	\$81,907	\$114,824
Women-Owned Business	—	\$52,551	\$65,851	\$81,663
Small Business	—	\$76,371	\$92,461	\$81,223
Other Type Business <sup>7</sup>	—	\$20,517	\$26,268	\$30,823
RFPs Issued by Procurement Including Environmental Questionnaire	—	90%	98%	99%

<sup>7</sup> "Other Type Business" consists of the following subcategories: Service-Disabled Veteran, Veteran, Historically Underutilized and Lesbian/Gay/Bisexual/Transgender.