

PERFORMANCE DATA TABLE

The following table quantifies our progress since fiscal 2017 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 ensure they provide an accurate representation of Accenture's non-financial performance.

ACCENTURE AT A GLANCE¹	FY17	FY18	FY19
	US \$ THOUSANDS		
Revenues ²	\$36,176,841	\$40,992,534	\$43,215,013
Operating Expenses	30,985,439	35,093,755	36,909,939
Operating Income	\$5,191,402	\$5,898,779	\$6,305,074

OUR PEOPLE	FY17	FY18	FY19
Global Headcount at Fiscal Year End (rounded)	425,000	459,000	492,000
EMPLOYEE WORKFORCE PERCENTAGE BY GENDER³	PERCENT OF TOTAL		
Women	41%	42%	44%
Men	59%	58%	56%
Total	100%	100%	100%
NEW HIRES PERCENTAGE BY GENDER³	PERCENT OF TOTAL		
Women	45%	47%	49%
Men	55%	53%	51%
Total	100%	100%	100%
EXECUTIVES PERCENTAGE BY GENDER^{3,4}	PERCENT OF TOTAL		
Women	29%	29%	30%
Men	71%	71%	70%
Total	100%	100%	100%
MANAGING DIRECTORS PERCENTAGE BY GENDER^{3,5}	PERCENT OF TOTAL		
Women	21%	22%	24%
Men	79%	78%	76%
Total	100%	100%	100%
Total Training Spend (US \$ thousands)	\$935,200	\$927,484	\$972,939
Average Training Hours per Employee	45	42	38

COMMUNITY IMPACT¹	FY17	FY18	FY19
People Equipped with Skills to Get a Job or Build a Business (cumulative, rounded)	2,230,000	2,845,000	3,588,000
ACCENTURE CONTRIBUTIONS BY REGION	US \$ THOUSANDS		
North America	\$12,484	\$15,979	\$15,973
Europe	18,619	20,189	19,654
Growth Markets	16,080	17,026	18,419
Cross-Region	14,436	20,512	21,167
Total Accenture Contributions	\$61,619	\$73,706	\$75,213
ACCENTURE CONTRIBUTIONS BY TYPE	US \$ THOUSANDS		
Cash	\$19,638	\$22,289	\$24,191
In-Kind (Accenture Development Partnerships and Pro Bono Consulting)	38,408	47,530	47,489
Time (Paid Volunteering)	3,573	3,886	3,533
Total Accenture Contributions	\$61,619	\$73,706	\$75,213
Accenture Foundations Contributions ⁶	\$12,521	\$13,884	\$11,008
Total Accenture and Accenture Foundations Contributions	\$74,140	\$87,589	\$86,221
Hours of Participation in Accenture-Sponsored "Time & Skills" Programs ⁷	726,303	853,901	872,023
Employees Participating in Accenture-Sponsored "Time & Skills" Programs ⁷	7,349	8,465	9,847
Employee Donations (US \$ thousands)	\$8,804	\$9,735	\$10,798

ENVIRONMENT¹	FY17	FY18	FY19
Percentage Change in Total Carbon Emissions Compared to FY16 Baseline	-1%	-5%	-7%
Core Carbon Emissions per Employee (Metric Tons of CO ₂) ⁸	1.96	1.66	1.57
CORE CARBON EMISSIONS BY SOURCE^{8,9}	METRIC TONS OF CO₂		
Air Travel	389,098	351,966	370,028
Other Business Travel	157,471	164,533	157,097
Office Electricity ¹⁰	240,008	216,051	210,934
Other Energy (Natural Gas, Diesel)	4,436	3,416	4,426
Total Core Carbon Emissions	791,013	735,966	742,485
CORE CARBON EMISSIONS BY REGION^{8,9}	METRIC TONS OF CO₂		
North America	234,746	223,720	233,664
Europe ¹⁰	147,815	133,138	130,125
Growth Markets	408,451	379,108	378,696
Total Core Carbon Emissions	791,013	735,966	742,485
Carbon Emissions from Other Purchased Goods and Services ⁸	451,031	453,828	423,771
Total Carbon Emissions	1,242,044	1,189,794	1,166,256

ENVIRONMENT¹	FY17	FY18	FY19
CARBON EMISSIONS BY SCOPE⁹	METRIC TONS OF CO₂		
Scope 1	24,095	22,183	18,923
Scope 2 ¹⁰	243,773	218,855	214,680
Scope 3 ⁸	974,176	948,756	932,653
Total Carbon Emissions	1,242,044	1,189,794	1,166,256
Office Electricity Efficiency (kWh/square meter)	179	167	159
% Electricity from Renewable Sources	21%	24%	26%
ENERGY USAGE BY SOURCE^{9,11}	MWh		
Non-Renewable Electricity	376,439	361,512	351,414
Renewable Electricity	101,898	111,574	121,101
Natural Gas	15,485	12,155	13,596
Diesel	5,225	3,839	6,709
Total Energy Usage	499,047	489,080	492,820
ELECTRONIC WASTE BY DISPOSAL METHOD¹²	METRIC TONS		
Avoided Landfill	302	583	423
Landfill	<1	<1	<1
Total	303	583	423
Total Water Consumption (cubic meters) ¹³	2,179,000	2,518,000	2,639,436
Water Consumption per Employee (cubic meters)	5.39	5.69	5.57

SUPPLY CHAIN¹	FY17	FY18	FY19
DIVERSE PROCUREMENT SPEND BY TYPE (US ONLY)	US \$ THOUSANDS		
Minority-Owned Business	\$355,519	\$450,992	\$429,455
Women-Owned Business	100,620	118,587	164,835
Small Business	81,963	75,171	49,930
Other Type Business ¹⁴	5,649	1,731	2,264
Total Diverse Procurement Spend (US Only)	\$543,751	\$646,481	\$646,485
Diverse Procurement Spend as a Percentage of Total Procurement Spend (US Only)	27%	31%	34%

Footnotes

- 1 Some detail numbers may not sum exactly to total number due to rounding.
- 2 Effective September 1, 2018, we adopted ASU No. 2014-09 and eliminated our net revenues presentation. Prior period amounts have been revised to conform with the current period presentation.
- 3 Values reflect our workforce as of December 31 of that year and do not include information from Avanade, a joint venture between Accenture and Microsoft that is majority-owned by Accenture.
- 4 "Executives" comprises our managers, senior managers, managing directors, senior managing directors and members of our Global Management Committee.
- 5 "Managing Directors" comprises our managing directors, senior managing directors and members of our Global Management Committee.
- 6 Accenture Foundations refers to independent charitable organizations that bear the Accenture name.
- 7 "Accenture-sponsored 'Time & Skills' Programs" comprise Accenture Development Partnerships, pro bono consulting and paid volunteering projects.
- 8 Emissions designated as "Core" represent those most directly associated with Accenture's business model and align with total emissions reported prior to fiscal 2016. As part of Accenture's science-based emissions target, we now include scope 3 emissions for fiscal 2016 onward resulting from procurement of other purchased goods and services as part of our total emissions inventory.
- 9 Detailed methodology for carbon emissions and energy usage calculations is available in [Accenture's CDP Climate Change response](#); 100% of Accenture's fiscal 2019 scope 1 and 2 emissions, as well as a small subset of scope 3 emissions received a [positive statement for a limited assurance](#) review by an independent third party.
- 10 CO₂ emissions related to scope 2 Office Electricity reflect a market-based accounting approach as defined by the updated GHG Protocol scope 2 guidance. In line with the guidance, fiscal 2019 office electricity market-based emissions factor renewable electricity impacts as well as 4,339 tons of residual non-renewable emissions in Europe. Also in line with the guidance, we report CO₂ emissions using a location-based approach which for fiscal 2019 would be 277,743 tons for Office electricity and 281,489 tons for scope 2.
- 11 In previous reports, values for "Non-Renewable Electricity" and "Renewable Electricity" were combined into a single value for "Electricity." Prior year values disclosed for "Electricity" are the same as the sum of values for "Non-Renewable Electricity" and "Renewable Electricity."
- 12 Electronic waste (e-waste) is the most significant environmental aspect in our waste stream and includes laptops and workstations with disposal method tracked in Accenture's global asset management system. Other waste streams result primarily from our office-based activities, many of which include recycling services that are both inside and outside our operational control, and overall are not considered to have a significant environmental impact.
- 13 Fiscal 2019 total water consumption is derived from 66% measured data and estimating the remainder based on average per-workstation consumption from measured locations.
- 14 "Other Type Business" consists of the following subcategories: Veteran, Disabled Veteran Business Enterprise, Historically Black Colleges or Universities and LGBTI.