

# Performance Data Table

The following table quantifies our progress since fiscal 2018 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 Glance <sup>1</sup>	FY18	FY19	FY20
	US \$ Thousands		
Revenues <sup>2</sup>	\$40,992,534	\$43,215,013	\$44,327,039
Operating Expenses	35,093,755	36,909,939	37,813,395
Operating Income	\$5,898,779	\$6,305,074	\$6,513,644

Our People	FY18	FY19	FY20
<b>Global Headcount at Fiscal Year End (rounded)</b>	459,000	492,000	506,000
<b>Employee Workforce Percentage by Gender<sup>3</sup></b>	<b>Percent of Total</b>		
Women	42%	44%	45%
Men	58%	56%	55%
<b>New Hires Percentage by Gender<sup>3</sup></b>			
Women	47%	49%	49%
Men	53%	51%	51%
<b>Executives Percentage by Gender<sup>3,4</sup></b>			
Women	29%	30%	30%
Men	71%	70%	70%
<b>Managing Directors Percentage by Gender<sup>3,5</sup></b>			
Women	22%	24%	25%
Men	78%	76%	75%
<b>Total Training Spend (US \$ Thousands)</b>	\$927,484	\$972,939	\$866,063
<b>Average Training Hours per Employee</b>	42	38	38



Community Impact <sup>1</sup>	FY18	FY19	FY20
<b>People with a Substantive Life Improvement (cumulative rounded)<sup>6</sup></b>	2,845,000	3,588,000	4,598,000
<b>Accenture Contributions by Region</b>	<b>US \$ Thousands</b>		
North America	\$15,979	\$15,973	\$18,925
Europe	20,189	19,654	22,193
Growth Markets	17,026	18,419	21,021
Cross-Region	20,512	21,167	32,105
<b>Total Accenture Contributions</b>	<b>\$73,706</b>	<b>\$75,213</b>	<b>\$94,244</b>
<b>Accenture Contributions by Type</b>	<b>US \$ Thousands</b>		
Cash	\$22,289	\$24,191	\$28,721
In-Kind (Accenture Development Partnerships and pro bono consulting)	47,530	47,489	62,869
Time (Paid volunteering)	3,886	3,533	2,654
<b>Total Accenture Contributions</b>	<b>\$73,706</b>	<b>\$75,213</b>	<b>\$94,244</b>
Accenture Foundations Contributions <sup>7</sup>	\$13,884	\$11,008	\$14,762
<b>Total Accenture and Accenture Foundations Contributions</b>	<b>\$87,589</b>	<b>\$86,221</b>	<b>\$109,006</b>

Community Impact <sup>1</sup>	FY18	FY19	FY20
Hours of Participation in Accenture-sponsored "Time & Skills" Programs <sup>8</sup>	853,901	872,023	971,990
Employees Participating in Accenture-sponsored "Time & Skills" Programs <sup>8</sup>	8,465	9,847	8,289
Employee Donations (US \$ Thousands)	\$9,735	\$10,798	\$18,003



Environment <sup>1</sup>	FY18	FY19	FY20
<b>Percentage Change in Total Carbon Emissions Compared to FY16 Baseline</b>	-5%	-7%	-32%
<b>Carbon Emissions per Employee (Metric Tons of CO<sub>2</sub>)<sup>9</sup></b>	1.66	1.57	0.87
<b>Core Carbon Emissions by Source<sup>9,10</sup></b>	<b>Metric Tons of CO<sub>2</sub></b>		
Air Travel	351,966	370,028	176,482
Other Business Travel	164,533	157,097	104,586
Office Electricity <sup>11</sup>	216,051	210,934	159,522
Other Energy (Natural Gas, Diesel)	3,416	4,426	3,896
<b>Total Core Carbon Emissions</b>	<b>735,966</b>	<b>742,485</b>	<b>444,486</b>
<b>Core Carbon Emissions by Region<sup>9,10</sup></b>	<b>Metric Tons of CO<sub>2</sub></b>		
North America	223,720	233,664	136,342
Europe <sup>11</sup>	133,138	130,125	67,283
Growth Markets	379,108	378,696	239,931
Cross-Region	0	0	930
<b>Total Core Carbon Emissions</b>	<b>735,966</b>	<b>742,485</b>	<b>444,486</b>
Carbon Emissions from Other Purchased Goods and Services <sup>9</sup>	453,828	423,771	410,436
<b>Total Carbon Emissions</b>	<b>1,189,794</b>	<b>1,166,256</b>	<b>854,922</b>

Environment <sup>1</sup>	FY18	FY19	FY20
<b>Carbon Emissions by Scope<sup>10</sup></b>	<b>Metric Tons of CO<sub>2</sub></b>		
Scope 1	22,183	18,923	13,945
Scope 2 <sup>11</sup>	218,855	214,680	162,983
Scope 3 <sup>9</sup>	948,756	932,653	677,994
<b>Total Carbon Emissions</b>	<b>1,189,794</b>	<b>1,166,256</b>	<b>854,922</b>
Office Electricity Efficiency (kWh/square meter)	167	159	124
% Electricity from Renewable Sources	24%	26%	30%
<b>Energy Usage by Source<sup>10,12</sup></b>	<b>MWh</b>		
Non-Renewable Electricity	361,512	351,414	272,485
Renewable Electricity	111,574	121,101	115,149
Natural Gas	12,155	13,596	14,171
Diesel	3,839	6,709	4,130
<b>Total Energy Usage</b>	<b>489,080</b>	<b>492,820</b>	<b>405,935</b>
<b>Electronic Waste by Disposal Method<sup>13</sup></b>	<b>Metric Tons</b>		
Avoided Landfill	583	423	278
Landfill	<1	<1	<1
<b>Total</b>	<b>583</b>	<b>423</b>	<b>278</b>
Total Water Consumption (cubic meters) <sup>14</sup>	2,518,000	2,639,436	1,997,036
Water Consumption per Employee (cubic meters)	5.69	5.57	3.93



Supply Chain <sup>1</sup>	FY18	FY19	FY20
<b>Diverse Procurement Spend by Type (U.S. only)</b>	<b>US \$ Thousands</b>		
Minority-Owned Business	\$450,992	\$429,455	\$395,892
Women-Owned Business	118,587	164,835	122,482
Small Business	75,171	49,930	50,846
Other Type Business <sup>15</sup>	1,731	2,264	3,323
<b>Total Diverse Procurement Spend (US Only)</b>	<b>\$646,481</b>	<b>\$646,485</b>	<b>\$572,543</b>
Diverse Procurement Spend as Percentage of Total Procurement Spend (U.S. Only)	31%	34%	31%

## Footnotes

- Some detail numbers may not sum exactly to total number due to rounding.
- 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.
- 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.
- “Executives” comprises our managers, senior managers, 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.
- Substantive Life Improvement is the new term to include both people skilled to get a job or build a business as well as lives improved in the Next Generation cohort.
- 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.
- 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.
- Detailed methodology for carbon emissions and energy usage calculations is available in [Accenture’s CDP Climate Change response](#); 100% of Accenture’s fiscal 2020 scope 1 and scope 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.
- CO<sub>2</sub> 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 2020 office electricity market-based emissions factor renewable electricity impacts as well as 2,201 tons of residual non-renewable emissions in Europe. Also in line with the guidance, we report CO<sub>2</sub> emissions using a location-based approach, which for fiscal 2020 would be 224,913 tons for Office Electricity and 228,373 tons for Scope 2.
- 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.”
- 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.
- Fiscal 2020 total water consumption is derived from 64% measured data and estimating the remainder based on average per-workstation consumption from measured locations.
- “Other Type Business” consists of the following subcategories: Veteran, Disabled Veteran Business Enterprise, Historically Black Colleges or Universities and LGBTI.

