## FY23 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.

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

**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

<table>
<thead>
<tr>
<th>Gender Equality¹</th>
<th>As of December 1, 2023</th>
<th>As of December 1, 2022</th>
<th>As of December 1, 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Employee Workforce Percentage by Gender</strong></td>
<td>Percent of Total</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Women</td>
<td>48 %</td>
<td>47 %</td>
<td>46 %</td>
</tr>
<tr>
<td>Men</td>
<td>52 %</td>
<td>53 %</td>
<td>53 %</td>
</tr>
<tr>
<td><strong>Executives Percentage by Gender²</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Women</td>
<td>33 %</td>
<td>32 %</td>
<td>32 %</td>
</tr>
<tr>
<td>Men</td>
<td>67 %</td>
<td>68 %</td>
<td>68 %</td>
</tr>
<tr>
<td><strong>Managing Directors Percentage by Gender³</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Women</td>
<td>30 %</td>
<td>29 %</td>
<td>27 %</td>
</tr>
<tr>
<td>Men</td>
<td>70 %</td>
<td>71 %</td>
<td>72 %</td>
</tr>
<tr>
<td><strong>New Hires Percentage by Gender⁴</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Women</td>
<td>52 %</td>
<td>50 %</td>
<td>47 %</td>
</tr>
<tr>
<td>Men</td>
<td>48 %</td>
<td>50 %</td>
<td>52 %</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Race and Ethnicity⁵</th>
<th>As of December 1, 2023</th>
<th>As of December 1, 2022</th>
<th>As of December 1, 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>U.S. Workforce</strong></td>
<td>Percent of Total</td>
<td></td>
<td></td>
</tr>
<tr>
<td>African American and Black</td>
<td>11.9 %</td>
<td>12.1 %</td>
<td>10.9 %</td>
</tr>
<tr>
<td>Hispanic American and Latinx</td>
<td>10.5 %</td>
<td>11.1 %</td>
<td>10.6 %</td>
</tr>
<tr>
<td><strong>U.S. Managing Directors</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>African American and Black</td>
<td>4.2 %</td>
<td>4.2 %</td>
<td>4.0 %</td>
</tr>
<tr>
<td>Hispanic American and Latinx</td>
<td>4.5 %</td>
<td>4.5 %</td>
<td>4.2 %</td>
</tr>
<tr>
<td><strong>U.K. Workforce</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Black⁶</td>
<td>5.6 %</td>
<td>5.1 %</td>
<td>4.1 %</td>
</tr>
<tr>
<td><strong>U.K. Managing Directors</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number of Black Managing Directors⁷</td>
<td>12</td>
<td>12</td>
<td>10</td>
</tr>
<tr>
<td><strong>South Africa Workforce</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>African Black</td>
<td>45.3 %</td>
<td>44.4 %</td>
<td>45.2 %</td>
</tr>
<tr>
<td>Coloured⁶</td>
<td>10.8 %</td>
<td>9.8 %</td>
<td>7.5 %</td>
</tr>
<tr>
<td><strong>South Africa Managing Directors</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>African Black, Coloured⁶ and Indian</td>
<td>53.2 %</td>
<td>55.5 %</td>
<td>50.0 %</td>
</tr>
<tr>
<td><strong>Training</strong></td>
<td>FY23</td>
<td>FY22</td>
<td>FY21</td>
</tr>
<tr>
<td>Total Training Spend (US$ billions)</td>
<td>$1.1</td>
<td>$1.1</td>
<td>$0.9</td>
</tr>
<tr>
<td>Average Training Hours per Employee</td>
<td>56</td>
<td>61</td>
<td>60</td>
</tr>
</tbody>
</table>

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¹ 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.

² “Executives” comprises our managers, senior managers, associate directors, managing directors, senior managing directors and members of our Global Management Committees.

³ “Managing Directors” comprises our managing directors, senior managing directors and members of our Global Management Committee.

⁴ 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.

⁵ 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.

⁶ 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.
Community Impact

<table>
<thead>
<tr>
<th>Community Impact</th>
<th>FY23</th>
<th>FY22</th>
<th>FY21</th>
</tr>
</thead>
<tbody>
<tr>
<td>Skills to Succeed</td>
<td>4,344,000</td>
<td>1,637,000</td>
<td>1,280,000</td>
</tr>
</tbody>
</table>

Skills to Succeed
People equipped with skills toward employment or entrepreneurship¹

Accenture and Accenture Foundations Contributions

<table>
<thead>
<tr>
<th>Accenture Contributions by Region</th>
<th>US$ thousands</th>
</tr>
</thead>
<tbody>
<tr>
<td>North America</td>
<td>$48,235</td>
</tr>
<tr>
<td>Europe</td>
<td>27,821</td>
</tr>
<tr>
<td>Growth Markets</td>
<td>26,262</td>
</tr>
<tr>
<td>Cross-Region</td>
<td>25,666</td>
</tr>
</tbody>
</table>

Total Accenture Contributions $127,984 $130,581 $165,879

Accenture Contributions by Type

<table>
<thead>
<tr>
<th>Cash</th>
<th>In-Kind (Accenture Development Partnerships and pro bono consulting)</th>
<th>Time (Paid volunteering)</th>
<th>Total Accenture Contributions</th>
</tr>
</thead>
<tbody>
<tr>
<td>$39,820</td>
<td>$82,870</td>
<td>5,292</td>
<td>$127,982</td>
</tr>
</tbody>
</table>

Total Accenture Foundations Contributions $22,121 $21,322 $10,838

Total Accenture and Accenture Foundations Contributions $150,103 $151,903 $176,717

Footnotes
1. 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.
2. Accenture Foundations refers to independent charitable organizations that bear the Accenture name.
**Environment**

<table>
<thead>
<tr>
<th>FY23</th>
<th>FY22</th>
<th>FY21</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Percentage Change in Scope 1, 2 &amp; 3 Carbon Emissions compared to FY16 Baseline</strong></td>
<td>-57%</td>
<td>-66%</td>
</tr>
<tr>
<td><strong>Carbon Emissions per Employee (metric tons of CO₂e)</strong></td>
<td>0.7</td>
<td>0.6</td>
</tr>
<tr>
<td><strong>Carbon Emissions by Scope¹</strong></td>
<td>Metric Tons of CO₂e</td>
<td>Metric Tons of CO₂e</td>
</tr>
<tr>
<td>Scope 1</td>
<td>22,038</td>
<td>17,804</td>
</tr>
<tr>
<td>Scope 2</td>
<td>4,786</td>
<td>8,356</td>
</tr>
<tr>
<td>Scope 1 &amp; 2 Emissions</td>
<td>26,824</td>
<td>26,160</td>
</tr>
<tr>
<td>Scope 3</td>
<td>515,371</td>
<td>405,352</td>
</tr>
<tr>
<td>Carbon Emissions</td>
<td>542,195</td>
<td>431,512</td>
</tr>
<tr>
<td><strong>Carbon Emissions by Source²</strong></td>
<td>Metric Tons of CO₂e</td>
<td>Metric Tons of CO₂e</td>
</tr>
<tr>
<td>Scope 1 &amp; 2 Carbon Emissions by Source</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leased Cars</td>
<td>16,163</td>
<td>11,804</td>
</tr>
<tr>
<td>Office Electricity</td>
<td>—</td>
<td>3,572</td>
</tr>
<tr>
<td>Other</td>
<td>10,661</td>
<td>10,784</td>
</tr>
<tr>
<td>Scope 1 &amp; 2 Carbon Emissions</td>
<td>26,824</td>
<td>26,160</td>
</tr>
<tr>
<td>Scope 3 Carbon Emissions By Source</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Purchased Goods &amp; Services</td>
<td>218,240</td>
<td>180,314</td>
</tr>
<tr>
<td>Capital Goods</td>
<td>31,068</td>
<td>38,524</td>
</tr>
<tr>
<td>FERA</td>
<td>28,164</td>
<td>24,489</td>
</tr>
<tr>
<td>Business Travel</td>
<td>195,246</td>
<td>132,533</td>
</tr>
<tr>
<td>Employee Commuting</td>
<td>42,653</td>
<td>29,492</td>
</tr>
<tr>
<td>Scope 3 Carbon Emissions</td>
<td>515,371</td>
<td>405,352</td>
</tr>
<tr>
<td>Carbon Emissions</td>
<td>542,195</td>
<td>431,512</td>
</tr>
</tbody>
</table>

### Environment

<table>
<thead>
<tr>
<th>FY23</th>
<th>FY22</th>
<th>FY21</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Carbon Emissions By Region</strong></td>
<td>Metric Tons of CO₂e</td>
<td>Metric Tons of CO₂e</td>
</tr>
<tr>
<td>North America</td>
<td>201,847</td>
<td>156,020</td>
</tr>
<tr>
<td>Europe</td>
<td>157,102</td>
<td>118,280</td>
</tr>
<tr>
<td>Growth Markets</td>
<td>183,246</td>
<td>157,212</td>
</tr>
<tr>
<td><strong>Carbon Emissions</strong></td>
<td>542,195</td>
<td>431,512</td>
</tr>
<tr>
<td><strong>Office Energy By Source</strong></td>
<td>MWh</td>
<td>MWh</td>
</tr>
<tr>
<td>Renewable Electricity</td>
<td>336,882</td>
<td>297,224</td>
</tr>
<tr>
<td>Non-Renewable Electricity</td>
<td>—</td>
<td>9,020</td>
</tr>
<tr>
<td>Natural Gas</td>
<td>21,162</td>
<td>21,726</td>
</tr>
<tr>
<td>Diesel</td>
<td>3,129</td>
<td>2,415</td>
</tr>
<tr>
<td><strong>Office Energy</strong></td>
<td>360,973</td>
<td>330,385</td>
</tr>
<tr>
<td>% Electricity from Renewable Sources</td>
<td>100%</td>
<td>97%</td>
</tr>
<tr>
<td>Office Electricity Efficiency (kWh/square meter)</td>
<td>109</td>
<td>98</td>
</tr>
<tr>
<td><strong>Electronic Waste by Disposal Method³</strong></td>
<td>Metric Tons</td>
<td>Metric Tons</td>
</tr>
<tr>
<td>Reused or Recycled</td>
<td>429</td>
<td>512</td>
</tr>
<tr>
<td>Landfill</td>
<td>&lt;1</td>
<td>&lt;1</td>
</tr>
<tr>
<td>Total</td>
<td>429</td>
<td>512</td>
</tr>
<tr>
<td><strong>Total Water Consumption</strong></td>
<td>Cubic Meters</td>
<td>Cubic Meters</td>
</tr>
<tr>
<td>1,442,861</td>
<td>1,100,707</td>
<td>1,019,067</td>
</tr>
<tr>
<td>Water Consumption per Employee</td>
<td>2.0</td>
<td>1.6</td>
</tr>
<tr>
<td>% Water Consumption in High or Extremely High Baseline Water Stressed Regions</td>
<td>37%</td>
<td>37%</td>
</tr>
</tbody>
</table>

### Footnotes

1. 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.

2. 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.

3. 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.
## Supply Chain

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

**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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