

Performance data table

The following table quantifies our progress since fiscal 2019 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.

Accenture at a Glance¹	FY19	FY20	FY21
Revenues	\$43.2	\$44.3	\$50.5
Operating Expenses	\$36.9	\$37.8	\$42.9
Operating Income	\$ 6.3	\$ 6.5	\$ 7.6

(US\$ billions)

Our People	FY19	FY20	FY21
Global Headcount at Fiscal Year End (rounded)	492,000	506,000	624,000
Employee Workforce Percentage by Gender²			
Women	44%	45%	46%
Men	56%	55%	53%
New Hires Percentage by Gender²			
Women	49%	49%	47%
Men	51%	51%	52%
Executives Percentage by Gender^{2,3}			
Women	30%	30%	32%
Men	70%	70%	68%
Managing Directors Percentage by Gender^{1,2,4}			
Women	24%	25%	27%
Men	76%	75%	72%
Total Training Spend (US\$ thousands)	\$973	\$866	\$900
Average Training Hours per Employee	38	38	60



Community Impact ¹	FY19	FY20	FY21
People with a Substantive Life Improvement (cumulative rounded)⁵	3,588,000	4,598,000	5,878,000
Accenture Contributions by Region			
North America	\$15,973	\$18,925	\$42,239
Europe	19,654	22,193	24,976
Growth Markets	18,419	21,021	23,947
Cross-Region	21,167	32,105	74,717
Total Accenture Contributions	\$75,213	\$94,244	\$165,879
Accenture Contributions by Type			
Cash	\$24,191	\$28,721	\$97,319
In-Kind (Accenture Development Partnerships and pro bono consulting)	47,489	62,869	66,611
Time (Paid volunteering)	3,533	2,654	1,949
Total Accenture Contributions	\$75,213	\$94,244	\$165,879
Accenture Foundations Contributions ⁶	\$11,008	\$14,762	\$10,838
Total Accenture and Accenture Foundations Contributions	\$86,221	\$109,006	\$176,717

Community Impact ¹	FY19	FY20	FY21
Hours of Participation in Accenture-sponsored "Time & Skills" Programs ⁷	872,023	971,990	1,047,729
Employees Participating in Accenture-sponsored "Time & Skills" Programs ⁷	9,847	8,289	6,895
Employee Donations	\$10,798	\$18,003	\$20,345

(US\$ thousands)

Environment ^{1,9}	FY19	FY20	FY21
Percentage Change in Total Carbon Emissions Compared to FY16 Baseline	-7%	-32%	-65%
Core Carbon Emissions per Employee (metric tons of CO₂)⁸	1.57	0.87	0.83
Core Carbon Emissions by Source⁸	Metric Tons of CO ₂		
Air Travel	370,028	176,482	16,798
Other Business Travel	157,097	104,586	37,235
Office Electricity ¹⁰	210,934	159,522	66,811
Other Energy (Natural Gas, Diesel)	4,426	3,896	4,154
Total Core Carbon Emissions	742,485	444,486	124,998
Core Carbon Emissions by Region⁸	Metric Tons of CO ₂		
North America	233,664	136,342	26,370
Europe	130,125	67,283	26,113
Growth Markets	378,696	239,931	71,762
Cross-Region	0	930	753
Total Core Carbon Emissions	742,485	444,486	124,998
Carbon Emissions from Other Purchased Goods and Services	423,771	410,436	317,473
Total Carbon Emissions	1,166,256	854,922	442,471

Environment ^{1,9}	FY19	FY20	FY21
Carbon Emissions by Scope^{1,9}	Metric Tons of CO ₂		
Scope 1	18,923	13,945	9,250
Scope 2 ¹⁰	214,680	162,983	70,659
Scope 3	932,653	677,994	362,562
Total Carbon Emissions	1,166,256	854,922	442,471
Office Electricity Efficiency (kWh/square meter)	159	124	93
% Electricity from Renewable Sources	26%	30%	53%
Energy Usage by Source	MWh		
Non-Renewable Electricity	351,414	272,485	132,311
Renewable Electricity	121,101	115,149	147,260
Natural Gas	13,596	14,171	16,854
Diesel	6,709	4,130	2,994
Total Energy Usage	492,820	405,935	299,418
Electronic Waste by Disposal Method^{11, 12}	Metric Tons		
Avoided Landfill	423	278	320
Landfill	<1	<1	<1
Total	423	278	320
Total Water Consumption (cubic meters)	2,639,436	1,997,036	1,019,067
Water Consumption per Employee (cubic meters)	5.57	3.93	1.92

Supply Chain ^{1,12}	FY19	FY20	FY21
Diverse Procurement Spend by Type (U.S. only)			
Minority-Owned Business	\$429,455	\$395,892	\$360,210
Women-Owned Business	164,835	122,482	95,194
Small Business	49,930	50,846	43,312
Other Type Business ¹³	2,264	3,323	5,335
Total Diverse Procurement Spend (U.S. only)	\$646,485	\$572,543	\$504,050
Diverse Procurement Spend as Percentage of Total Procurement Spend (U.S. only)	34%	31%	32%
Diverse Procurement Spend as a Percentage of Total Procurement Spend (Canada only)	25%	19%	25%
Global Diverse Supplier Development Program Graduates			
Global Diverse Supplier Development Program Graduates (cumulative)	165	165	196

(US\$ thousands)

Endnotes

- Some detailed numbers may not sum exactly to total number due to rounding.
- Fiscal year 2021 values reflect our workforce as of December 1, 2021, and prior year values reflect our workforce as of December 31 in 2019 and 2020. Values 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 includes both people skilled to get a job or build a business as well as lives improved in the Next Generation cohort (people between the ages of 8-14).
- 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.
- Detailed methodology for carbon emissions and energy usage calculations is available in [Accenture’s CDP Climate Change response](#). A [limited assurance review](#) was performed by an independent third party over all of Accenture’s fiscal 2021 Scope 1 and Scope 2 emissions, as well as a subset of Scope 3 emissions.
- 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, office electricity market-based emissions factor renewable electricity impacts as well as residual non-renewable emissions where appropriate. Also in line with the guidance, we report CO₂ emissions using a location-based approach, which for fiscal 2021 would be 151,932 tons for Office Electricity and 155,779 tons for Scope 2.
- Electronic waste (e-waste) is a significant environmental aspect in our waste stream. E-waste by disposal method is provided for laptops and workstations.
- Balance excludes Avanade, a joint venture between Accenture and Microsoft that is majority-owned by Accenture.
- “Other Type Business” consists of the following subcategories: Veteran, Disabled Veteran Business Enterprise, Historically Black Colleges and Universities and LGBTI.

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