

The Accenture logo, featuring a chevron symbol above the word "accenture" in a lowercase, sans-serif font. The background of the entire image is a composite of a snowy mountain range, a cityscape at night, and a futuristic digital interface with glowing lines and a bright sunburst effect.

World Economic Forum International Business Council Index

2024

World Economic Forum International Business Council (WEF IBC) Index

This index reflects our alignment with the Stakeholder Capitalism Metrics (the Metrics) published by the International Business Council of the World Economic Forum. Accenture signed the CEO “Letter of Commitment” in support of the Metrics.

Accountability and transparency are priorities for Accenture and are part of the foundation on which we build trust with our clients, people, shareholders, partners and communities.

This index may contain forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Words such as “may,” “will,” “should,” “likely,” “promise,” “commit,” “anticipates,” “expects,” “intends,” “believes,” “estimates,” “positioned,” “continues,” “maintain,” “remain,” “goal,” “target,” “plan,” “recurring” and similar expressions are used to identify these forward-looking statements. These statements involve a number of risks, uncertainties and other factors that are difficult to predict, which could cause actual results to differ materially from those expressed or implied, including changes in clients' levels of business activity, regulatory legislative developments, changes in global economic conditions, and updates to our business strategy. For a more detailed discussion of these and other factors, see the information under “Risk Factors” and “Management’s Discussion and Analysis of Financial Condition and Results of Operations” in our most recent Form 10-K filed with the SEC. Our forward-looking statements speak only as of the date of this index or as of the date they are made, and we undertake no obligation to update them, notwithstanding any historical practice of doing so. Forward-looking and other statements in this document may also address our corporate responsibility progress, plans and goals (including environmental and inclusion and diversity matters), and unless specifically indicated otherwise, the inclusion of such statements is not an indication that these contents are necessarily material to Accenture, our investors, or other stakeholders or required to be disclosed in Accenture’s filings, in each case, under U.S. securities or any other laws or requirements that may be applicable to Accenture. Materiality, as referenced in this index, differs from the definition of materiality under U.S. securities law and used in the context of filings with the SEC. Please refer to Accenture’s Form 10-K and quarterly 10-Qs for information deemed material for SEC reporting purposes. In addition, historical, current and forward-looking environmental and social-related statements have been, and may in the future be, based on standards for measuring progress that are still developing; historical or current goals, commitments, or estimates; internal controls and processes that continue to evolve; and assumptions that are subject to change in the future.

We caution you that these statements are not guarantees of future performance, nor promises that goals or targets will be met, and are subject to numerous and evolving risks and uncertainties that we may not be able to predict or assess. In some cases, we may determine to adjust our commitments, goals or targets, or establish new ones to reflect changes in our business, operations or plans.

Third-party data have been obtained from sources believed to be reliable, but the suitability of the design and effectiveness of the third-party systems and associated controls over the accuracy and completeness of the data has not been independently assessed.

Website references throughout this document are provided for convenience only, and the content on the referenced websites is not incorporated by reference into this document.

All amounts throughout this report are stated in U.S. dollars, except where noted.

Some imagery in this document has been generated using artificial intelligence technology.

In this index, we either reference existing disclosures or respond directly. We provide disclosures against those metrics most relevant to our business. We currently do not report on all the Metrics, and in some instances, only partial information is available. We expect our disclosures to evolve over time.

All reported data is as of and for the fiscal year ended August 31, 2024, unless otherwise noted.

Indicates Core Metric

Metric	Response
Principles of Governance	
Governing Purpose	
Setting Purpose The company's stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental and social issues. Corporate purpose should create value for all stakeholders, including shareholders.	Refer to "Our Strategy", "People" and "Environmental Sustainability" in Item 1 – Business of our 2024 Annual Report on Form 10-K and "Board Oversight – Oversight of ESG" and "Our People, Environment and Communities" in our 2024 Proxy Statement . For more information on how we deliver 360° Value to all of our stakeholders, refer to our 360° Value Report 2024 .
Purpose-led Management How the company's stated purpose is embedded in company strategies, policies and goals.	Refer to our response above, as well as our 360° Value Report 2024 for our priority goals and progress.
Quality of Governing Body	
Governance Body Composition Composition of the highest governance body and its committees by: competencies relating to economic, environmental and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual's other significant positions and commitments, and the nature of the commitments; gender; membership of under-represented social groups; stakeholder representation.	Refer to "Corporate Governance - Director Independence" and "Proposal 1: Appointment of Directors" in our 2024 Proxy Statement .
Progress Against Strategic Milestones Disclosure of the material strategic economic, environmental and social milestones expected to be achieved in the following year, such milestones achieved from the previous year, and how those milestones are expected to or have contributed to long-term value.	Refer to "Our goals & progress" in Sustainability and Inclusion & Diversity as well as "Reporting & Data – Performance data table" in our 360° Value Report 2024 .

Metric	Response
<p>Remuneration</p> <ol style="list-style-type: none"> 1. How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental and social topics, as connected to the company's stated purpose, strategy and long-term value. 2. Remuneration policies for the highest governance body and senior executives for the following types of remuneration: fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses and deferred or vested shares; sign-on bonuses or recruitment incentive payments; termination payments; clawbacks; retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives and all other employees. 	<p>Refer to "Executive Compensation" and "Director Compensation" in our 2024 Proxy Statement for our remuneration policies.</p>
<p>Stakeholder Engagement</p>	
<p>Material Issues Impacting Stakeholders</p> <p>A list of the topics that are material to key stakeholders and the company, how the topics were identified and how the stakeholders were engaged.</p>	<p>Refer to "Reporting & Data – Assessing our ESG priorities" and "Reporting & Data - Our priority SDGs" in our 360° Value Report 2024.</p>

Metric	Response
Ethical Behavior	
<p>Anti-corruption</p> <ol style="list-style-type: none"> 1. Total percentage of governance body members, employees and business partners who have received training on the organization’s anti- corruption policies and procedures, broken down by region. 2. <ol style="list-style-type: none"> a. Total number and nature of incidents of corruption confirmed during the current year, but related to previous years; and b. Total number and nature of incidents of corruption confirmed during the current year, related to this year. 3. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption. 	<ol style="list-style-type: none"> 1. 99% of our people, including our managing directors and Global Management Committee, completed our required Ethics and Compliance training in fiscal 2024. There was no meaningful difference between Markets in these completion rates. Additionally, we had 99% completion rates for those required to take our course on anti- corruption. Refer to “Ethics & governance – Ethics & Compliance training” and “Supply chain - Our ethical procurement strategy” in our 360° Value Report 2024 for more information on training, including contractors and suppliers. 2. Refer to Note 15 – Commitments and Contingencies of our 2024 Annual Report on Form 10-K for material litigation and regulatory matters. 3. Refer to our Code of Business Ethics and the Accenture Supplier Standards of Conduct. Additionally, refer to “Ethics & governance”, “Human rights” and “Supply chain” in our 360° Value Report 2024 for more information on initiatives with our people and suppliers.
<p>Protected Ethics Advice and Reporting Mechanisms</p> <p>A description of internal and external mechanisms for:</p> <ol style="list-style-type: none"> 1. Seeking advice about ethical and lawful behavior and organizational integrity; and 2. Reporting concerns about unethical or unlawful behavior and lack of organizational integrity. 	<p>Refer to “Corporate Governance – Communicating with the Board” in our 2024 Proxy Statement, as well as our Code of Business Ethics - How to Raise Concerns.</p>
<p>Alignment of Strategy and Policies to Lobbying</p> <p>The significant issues that are the focus of the company’s participation in public policy development and lobbying; the company’s strategy relevant to these areas of focus; and any differences between its lobbying positions and its purpose, stated policies, goals or other public positions.</p>	<p>Refer to “Corporate Governance - Political Contributions and Lobbying” in our 2024 Proxy Statement for information on our political contributions and lobbying policy.</p>

Metric	Response
<p>Monetary Losses from Unethical Behavior</p> <p>Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice or violations of other related industry laws or regulations.</p>	<p>Refer to Note 15 – Commitments and Contingencies of our 2024 Annual Report on Form 10-K for material litigation and regulatory matters.</p>
<p>Risk and Opportunity Oversight</p>	
<p>Integrating Risk and Opportunity into Business Process</p> <p>Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental and social issues, including climate change and data stewardship.</p>	<p>Refer to Item 1A – Risk Factors of our 2024 Annual Report on Form 10-K for our material risks, including our environment, social and governance risks.</p> <p>Refer to “Corporate Governance – Board Oversight” in our 2024 Proxy Statement for Board oversight of ESG and People and Culture, including strategy and monitoring evolving risks.</p> <p>Refer to “Our Strategy” in Item 1 – Business of our 2024 Annual Report on Form 10-K for our growth strategy is to be our clients’ reinvention partner of choice, delivering 360° value to our clients, people, shareholders, partners and communities.</p> <p>Refer to "Sustainability Services" on our website for information on our full suite of Sustainability Services to advance our clients toward their sustainability goals.</p>
<p>Planet</p>	
<p>Climate Change</p>	
<p>Greenhouse Gas (GHG) Emissions</p> <p>For all relevant greenhouse gases (e.g., carbon dioxide, methane, nitrous oxide, F-gases, etc.), report in metric tonnes of carbon dioxide equivalent (tCO2e) GHG Protocol Scope 1 and Scope 2 emissions. Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.</p>	<p>Refer to “Reporting & Data - Performance data table” in our 360° Value Report 2024 for our Scope 1, 2 and 3 carbon emissions.</p> <p>Refer to the Independent Accountants' Review Report within the Environmental and Inclusion & Diversity Metrics report for further information on assurance of certain environmental metrics.</p>

Metric	Response
<p>TCFD Implementation</p> <p>Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C – and to achieve net-zero emissions before 2050.</p>	<p>Refer to our 2024 TCFD Index.</p> <p>Refer to “Environmental Sustainability” in Item 1 – Business of our 2024 Annual Report on Form 10-K and “Environment – Our external commitments” in our 360° Value Report 2024 for our commitments and goals aligned to the Paris Climate Agreement.</p>
<p>Paris-aligned GHG Emissions Targets</p> <p>Define and report progress against time-bound science-based GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C. This should include defining a date before 2050 by which you will achieve net-zero greenhouse gas emissions, and interim reduction targets based on the methodologies provided by the Science Based Targets initiative, if applicable.</p>	<p>In 2018, we established a SBTi 2025 near-term emissions reduction target, which we have surpassed. During fiscal 2024, we received SBTi approval for net-zero GHG emissions targets aligned with SBTi's Corporate Net-Zero Standard, including new 2030 near-term and 2040 long-term reduction targets.</p> <p>Refer to “Sustainability - Our goals & progress” in our 360° Value Report 2024 for progress against our SBTi approved net-zero targets and goals.</p> <p>Refer to the Independent Accountants' Review Report within the Environmental and Inclusion & Diversity Metrics report for further information on assurance of certain environmental metrics.</p>
<p>Nature Loss</p>	
<p>Land Use and Ecological Sensitivity</p> <p>Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA).</p>	<p>We recognize the importance of nature and biodiversity restoration and remain committed to managing our impact. Our location footprint is largely leased office space in urban areas, where our direct impact on nature is low.</p>
<p>Freshwater Availability</p>	
<p>Water Consumption and Withdrawal in Water- Stressed Areas</p> <p>Report for operations where material: megalitres of water withdrawn, megalitres of water consumed and the percentage of each in regions with high or extremely high baseline water stress, according to WRI Aqueduct water risk atlas tool. Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.</p>	<p>Refer to “Reporting & Data - Performance data table” in our 360° Value Report 2024 for total water consumption (which is not significantly different from water withdrawn) and for water consumption in water stressed regions.</p>

Metric	Response
Solid Waste	
<p>Single-use plastics</p> <p>Report wherever material along the value chain: estimated metric tonnes of single-use plastic consumed.</p> <p>Disclose the most significant applications of single-use plastic identified, the quantification approach used and the definition of single-use plastic adopted.</p>	<p>Refer to “Environment – Move toward zero waste” in our 360° Value Report 2024 for how we have eliminated single-use plastics in our facilities.</p>
People	
Dignity and Equality	
<p>Diversity and Inclusion (%)</p> <p>Percentage of employees per employee category, by age group, gender and other indicators of diversity (e.g., ethnicity).</p>	<p>Refer to “Inclusion & Diversity - Our goals & progress” and “Reporting & Data – Performance data table” in our 360° Value Report 2024 for our gender, race & ethnicity metrics, goals and progress.</p> <p>Refer to the Independent Accountants' Review Report within the Environmental and Inclusion & Diversity Metrics report for further information on assurance of certain inclusion & diversity metrics.</p>
<p>Pay Equality (%)</p> <p>Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men, minor to major ethnic groups, and other relevant equality areas.</p>	<p>Refer to “Our People, Environment and Communities – Our People” in our 2024 Proxy Statement for the results of our most recent pay equity review.</p>
<p>Wage Level (%)</p> <ol style="list-style-type: none"> Ratios of standard entry level wage by gender compared to local minimum wage. Ratio of the annual total compensation of the CEO to the median of the annual total compensation of all its employees, except the CEO. 	<ol style="list-style-type: none"> Refer to “Talent – Equal pay for equal work” in our 360° Value Report 2024 for information on our review process to help ensure we pay 100% of our people a living wage or more, which is above the legally required minimum wage in those countries. Refer to “Executive Compensation – Pay Ratio” in our 2024 Proxy Statement.
<p>Living Wage (%)</p> <p>Current wages against the living wage for employees and contractors in states and localities where the company is operating.</p>	<p>Refer to our response above.</p>

Metric	Response
<p>Risk for Incidents of Child, Forced or Compulsory Labor</p> <p>An explanation of the operations and suppliers considered to have significant risk for incidents of child labor, forced or compulsory labor. Such risks could emerge in relation to type of operation (such as manufacturing plant) and type of supplier; and countries or geographic areas with operations and suppliers considered at risk.</p>	<p>Refer to “Human Rights – Human rights across our business and our supply chain” in our 360° Value Report 2024 for information on our commitment to and policies for human rights in our operations and with our supply chains, including how we assess our risks.</p>
<p>Health and Well-Being</p>	
<p>Health and Safety (%)</p> <ol style="list-style-type: none"> 1. The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries; main types of work-related injury; and the number of hours worked. 2. An explanation of how the organization facilitates workers’ access to non-occupational medical and healthcare services, and the scope of access provided for employees and workers. 	<ol style="list-style-type: none"> 1. The number of fatalities is very low based on the nature of Accenture’s business. 2. Refer to “Talent – Unlock people's potential” in our 360° Value Report 2024 for a comprehensive range of benefits offered to our people.
<p>Skills for the Future</p>	
<p>Training Provided (#, \$)</p> <ol style="list-style-type: none"> 1. Average hours of training per person that the organization’s employees have undertaken during the reporting period, by gender and employee category (total number of hours of training provided to employees divided by the number of employees). 2. Average training and development expenditure per full time employee (total cost of training provided to employees divided by the number of employees). 	<p>Refer to “People” in Item 1 – Business in our 2024 Annual Report on Form 10-K for our total investment in learning and professional development during 2024 and "Reporting & Data - Performance data table" in our 360° Value Report 2024 for average training hours per person.</p>

Metric	Response
<p>Number of unfilled skilled positions (#, %)</p> <ol style="list-style-type: none"> 1. Number of unfilled skilled positions (#). 2. Percentage of unfilled skilled positions for which the company will hire unskilled candidates and train them (%). 	<p>We are investing in our communities to reach and empower previously untapped pools of talent. To do so, we partner with governments, nonprofits, community colleges and others to educate, train and support the workforce through apprenticeships and other roles at Accenture.</p> <p>Since 2016 we have hired, trained, coached and provided career opportunities for untapped talent through our North America Apprenticeship Program. Apprenticeship hires make up 20% of our entry-level hiring in North America. Refer to “Talent - Apprenticeships open vibrant career pathways” in our 360° Value Report 2024 for more information and examples of how we support the workforce through apprenticeships and other roles at Accenture.</p>

Prosperity

Employment and Wealth Generation

Absolute Number and Rate of Employment

1. Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region.
2. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.

1. Refer to “Reporting & Data - Performance data table” in our [360° Value Report 2024](#) for our workforce and percent of new hires by gender.
2. Refer to “People” in Item 1 – Business and “Overview” in Item 7 – Management’s Discussion and Analysis of Financial Condition and Results of Operations in our 2024 [Annual Report on Form 10-K](#) for information on attrition.

Economic Contribution

1. Direct economic value generated and distributed (EVG&D), on an accruals basis, covering the basic components for the organization’s global operations, ideally split out by:
 - a. Revenues
 - b. Operating costs
 - c. Employee wages and benefits
 - d. Payments to providers of capital
 - e. Payments to government
 - f. Community investment
2. Financial assistance received from the government: total monetary value of financial assistance received by the organization from any government during the reporting period.

1. Refer to “Consolidated Financial Statements and Notes” in our 2024 [Annual Report on Form 10-K](#).
Refer to Total Tax Paid metric below.
Refer to the “Reporting & Data - Performance data table” in our [360° Value Report 2024](#) for our community investment .
2. From time to time, Accenture will receive financial assistance from governments in the form of non-income tax credits or grants. These amounts are not considered material to the operations or financial results of the Company.

Metric	Response
<p>Significant indirect economic impacts</p> <ol style="list-style-type: none"> 1. Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts. 2. Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities (e.g. national and international standards, protocols, policy agendas). 	<p>We are uniquely positioned to help drive positive change by unlocking people's potential with our clients and in communities around the world through partnerships, community impact, skilling and employment opportunities.</p> <p>Collaboration with our clients, ecosystem partners, nonprofit partners and others is at the heart of how we deliver this impact and accelerate our collective progress. In fiscal 2024, programs supported by Skills to Succeed reported that approximately 5 million people worldwide were equipped with skills toward employment or entrepreneurship. For more information on the impacts we are making in our communities, refer to "Community impact" in our 360° Value Report 2024.</p>
<p>Financial Investment Contribution</p> <ol style="list-style-type: none"> 1. Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the company's investment strategy. 2. Share buybacks plus dividend payments, supported by narrative to describe the company's strategy for returns of capital to shareholders. 	<ol style="list-style-type: none"> 1. Refer to Consolidated Cash Flows Statements in our 2024 Annual Report on Form 10-K. 2. Refer to Consolidated Shareholders' Equity Statements in our 2024 Annual Report on Form 10-K. <p>For more information on our capital returned to shareholders and investment strategy, refer to "Liquidity and Capital Resources" in Item 7 - Management's Discussion and Analysis of Financial Condition and Results of Operations of our 2024 Annual Report on Form 10-K.</p>
<p>Innovation of Better Products and Services</p>	
<p>Total R&D Expenses (\$)</p> <p>Total costs related to research and development.</p>	<p>Refer to Note 1 – Summary of Significant Accounting Policies in our 2024 Annual Report on Form 10-K.</p>
<p>Vitality Index</p> <p>Percentage of gross revenue from product lines added in last three (or five) years calculated as the sales from products that have been launched in the past three (or five) years divided by total sales, supported by narrative that describes how the company innovates to address specific sustainability challenges.</p>	<p>Our purpose is to deliver on the promise of technology and human ingenuity. Our strategy is to deliver 360° value for all our stakeholders by helping them continuously reinvent. Refer to "Our Strategy", "People" and "Innovation and Intellectual Property" in Item 1 – Business in our 2024 Annual Report on Form 10-K for how we innovate.</p> <p>Refer to our Q4 FY24 Infographic for highlights of our strategic priorities' fiscal 2024 revenues.</p>

Metric	Response
<p>Social Value Generated (%)</p> <p>Percentage of revenue from products and services designed to deliver specific social benefits or to address specific sustainability challenges.</p>	<p>Our cloud-based services include migrating workloads from on-premise to less carbon-intensive cloud-based solutions, which can deliver GHG emissions reduction. See Accenture research “The Green Behind the Cloud”.</p> <p>Cloud is a Strategic Growth Priority for Accenture. Refer to our 2024 Q4 FY24 Infographic for our fiscal 2024 Cloud revenue.</p> <p>Refer to “Sustainability Services” on our website for information on our suite of Sustainability Services to help our clients become sustainable businesses and how we deliver 360° Value for our clients.</p>

Community and Social Vitality

<p>Total Tax Paid</p> <p>The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes, and other taxes that constitute costs to the company, by category of taxes.</p>	<p>The following table reflects the approximate amount of each significant category of tax borne by Accenture globally.</p> <table border="1"> <thead> <tr> <th>Global Tax Borne in Fiscal (in billions of U.S. dollars)</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Employer-paid Payroll Taxes</td> <td>\$ 3.8</td> </tr> <tr> <td>Corporate Income Taxes</td> <td>\$ 2.4</td> </tr> <tr> <td>Non-creditable VAT and Others Sales Taxes</td> <td>\$ 0.2</td> </tr> <tr> <td>Property Taxes</td> <td>\$ 0.0</td> </tr> <tr> <td>Other Taxes that Constitute Costs to the Company</td> <td>\$ 0.0</td> </tr> <tr> <td>Total</td> <td>\$ 6.4</td> </tr> </tbody> </table>	Global Tax Borne in Fiscal (in billions of U.S. dollars)	2024	Employer-paid Payroll Taxes	\$ 3.8	Corporate Income Taxes	\$ 2.4	Non-creditable VAT and Others Sales Taxes	\$ 0.2	Property Taxes	\$ 0.0	Other Taxes that Constitute Costs to the Company	\$ 0.0	Total	\$ 6.4
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Property Taxes	\$ 0.0														
Other Taxes that Constitute Costs to the Company	\$ 0.0														
Total	\$ 6.4														

<p>Additional Tax Remitted</p> <p>The total additional global tax collected by the company on behalf of other taxpayers including VAT and employee-related taxes that are remitted by the company on behalf of customers or employees, by category of taxes.</p>	<p>The following table reflects the approximate amount of each significant category of tax collected by Accenture globally.</p> <table border="1"> <thead> <tr> <th>Global Tax Collected in Fiscal (in billions of U.S. dollars)</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Employee-related Taxes</td> <td>\$ 8.9</td> </tr> <tr> <td>VAT and Other Sales Taxes</td> <td>\$ 4.5</td> </tr> <tr> <td>Other Taxes Collected and Remitted</td> <td>\$ 0.2</td> </tr> <tr> <td>Total</td> <td>\$ 13.6</td> </tr> </tbody> </table>	Global Tax Collected in Fiscal (in billions of U.S. dollars)	2024	Employee-related Taxes	\$ 8.9	VAT and Other Sales Taxes	\$ 4.5	Other Taxes Collected and Remitted	\$ 0.2	Total	\$ 13.6
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