



Performance Data Table

Fiscal 2022

Performance data table

The following table quantifies our progress since fiscal 2020 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 Glance	FY22	FY21	FY20
	US\$ billions		
Revenues	\$61.6	\$50.5	\$44.3
Operating Expenses	\$52.2	\$42.9	\$37.8
Operating Income	\$9.4	\$7.6	\$6.5
Global Headcount at Fiscal Year End (rounded)	721,000	624,000	506,000

Our People

	As of December 1, 2022	As of December 1, 2021	As of December 31, 2020
Gender Equality¹			
Employee Workforce Percentage by Gender	Percent of Total		
Women	47%	46%	45%
Men	53%	53%	55%
Executives Percentage by Gender²			
Women	32%	32%	30%
Men	68%	68%	70%
Managing Directors Percentage by Gender³			
Women	29%	27%	25%
Men	71%	72%	75%
	For the period ended December 1, 2022	For the period ended December 1, 2021	For the period ended December 31, 2020
New Hires Percentage by Gender⁴			
Women	50%	47%	49%
Men	50%	52%	51%

Footnotes

1. Accenture's gender equality and race and ethnicity data as of and for the period ended December 1, 2022, 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-identified as binary. Metrics do not include Avanade, a joint venture between Accenture and Microsoft that is majority-owned by Accenture.

2. "Executives" comprises our managers, senior managers, associate directors, managing directors, senior managing directors and members of our Global Management Committee.

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, 2022, and the eleven months ended December 1, 2021. In 2020, Accenture reported new hires for the twelve months ending December 31.

5. Race and ethnicity metrics for 2020 are reflective of the goal announcement date – for the U.S., September 1, 2020, and for the U.K. and South Africa, October 1, 2020.

6. 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.

7. 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.

Our People

	As of December 1, 2022	As of December 1, 2021	Date of Goal Announcement 2020 ⁵
Race and Ethnicity¹			
U.S. Workforce	Percent of Total		
African American and Black	12.1%	10.9%	9.0%
Hispanic American and Latinx	11.1%	10.6%	9.5%
U.S. Managing Directors			
African American and Black	4.2%	4.0%	2.8%
Hispanic American and Latinx	4.5%	4.2%	3.5%
U.K. Workforce			
Black ⁶	5.1%	4.1%	4.0%
U.K. Managing Directors			
Number of Black Managing Directors ⁶	12	10	8
South Africa Workforce			
African Black	44.4%	45.2%	45.0%
Coloured ⁷	9.8%	7.5%	6.0%
South Africa Managing Directors			
African Black, Coloured ⁷ and Indian	55.5%	50.0%	39.0%
Training			
	FY22	FY21	FY20
Total Training Spend (US\$ millions)	\$1,114	\$900	\$866
Average Training Hours per Employee	61	60	38

Community Impact	FY22	FY21	FY20
Skills to Succeed			
People with a substantive life improvement (cumulative rounded) ¹	7,515,000	5,878,000	4,598,000
Accenture and Accenture Foundation Contributions			
Accenture Contributions by Region	US\$ thousands		
North America	\$49,464	\$42,239	\$18,925
Europe	26,915	24,976	22,193
Growth Markets	25,253	23,947	21,021
Cross-Region	28,949	74,717	32,105
Total Accenture Contributions	\$130,581	\$165,879	\$94,244
Accenture Contributions by Type			
Cash	\$52,379	\$97,319	\$28,721
In-Kind (Accenture Development Partnerships and pro bono consulting)	74,239	66,611	62,869
Time (Paid volunteering)	3,963	1,949	2,654
Total Accenture Contributions	\$130,581	\$165,879	\$94,244
Accenture Foundations Contributions ²	\$21,322	\$10,838	\$14,762
Total Accenture and Accenture Foundations Contributions	\$151,903	\$176,717	\$109,006

Community Impact	FY22	FY21	FY20
Community Engagement			
Hours of participation in Accenture-sponsored "Time & Skills" Programs ³	1,255,678	1,047,729	971,990
Employees participating in Accenture-sponsored "Time & Skills" Programs ³	9,463	6,895	8,289
Employee Donations (US\$ thousands)	\$19,522	\$20,345	\$18,003

Footnotes

1. 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), as reported by our Skills to Succeed partners.
2. Accenture Foundations refers to independent charitable organizations that bear the Accenture name.
3. "Accenture-sponsored 'Time & Skills' Programs" comprise Accenture Development Partnerships, pro bono consulting and paid volunteering projects.

Environment	FY22	FY21	FY20
Percentage Change in Scope 1, 2 & 3 Carbon Emissions compared to FY16 Baseline	-68%	-74%	-40%
Carbon Emissions per Employee (metric tons of CO₂e)	0.6	0.6	1.5
Carbon Emissions by Scope¹	Metric Tons of CO₂e		
Scope 1	17,804	9,250	13,945
Scope 2	8,356	70,659	162,983
Scope 1 & 2 Emissions	26,160	79,909	176,928
Scope 3	374,297	252,546	575,910
Carbon Emissions	400,457	332,455	752,838
Carbon Emissions by Source²	Metric Tons of CO₂e		
Scope 1 & 2 Carbon Emissions by Source			
Leased Cars	11,804	8,060	12,579
Office Electricity	3,572	66,811	159,522
Other	10,784	5,038	4,827
Scope 1 & 2 Carbon Emissions	26,160	79,909	176,928
Scope 3 Carbon Emissions By Source			
Purchased Goods & Services	218,838	182,183	208,711
Business Travel	129,404	53,592	339,459
Employee Commuting	26,055	16,771	27,740
Scope 3 Carbon Emissions	374,297	252,546	575,910
Carbon Emissions	400,457	332,455	752,838

Footnotes

1. Prior years have been restated due to a change in methodology for Scope 3 emissions. CO₂ emissions related to Office Electricity reflect a market-based (MBM) accounting approach which includes the impact of renewable electricity contracts and residual mix factors. Accenture's carbon emissions for fiscal 2022 have been reviewed by an independent third-party accountant. Refer to the [Independent Accountants' Review report](#) for more information.
2. Beginning in fiscal 2022, we updated the presentation to reflect the sources of our emissions by Scope. Prior periods have been adjusted to conform to the current year presentation.
3. Electronic waste (e-waste) includes laptops and workstations and excludes Avanade, a joint venture between Accenture and Microsoft that is majority-owned by Accenture.

Environment	FY22	FY21	FY20
Carbon Emissions By Region	Metric Tons of CO₂e		
North America	154,623	116,024	284,922
Europe	112,743	80,049	148,764
Growth Markets	133,091	136,382	319,152
Carbon Emissions	400,457	332,455	752,838
Office Energy By Source	MWh		
Renewable Electricity	297,224	147,260	115,149
Non-Renewable Electricity	9,020	132,311	272,485
Natural Gas	21,726	16,854	14,171
Diesel	2,415	2,994	4,130
Office Energy	330,385	299,419	405,935
% Electricity from Renewable Sources	97%	53%	30%
Office Electricity Efficiency (kWh/square meter)	98	93	124
Electronic Waste by Disposal Method³	Metric Tons		
Avoided Landfill	512	320	278
Landfill	<1	<1	<1
Total	512	320	278
Total Water Consumption	Cubic Meters		
Total Water Consumption	1,100,707	1,019,067	1,997,036
Water Consumption per Employee	1.6	1.9	3.9
% Water Consumption in High or Extremely High Baseline Water Stressed Regions	37%	37%	N/A

Supply Chain

	FY22	FY21	FY20
	US\$ thousands		
Diverse Procurement Spend North America (U.S. and Canada)¹	\$997,549	\$534,524	\$582,238
Diverse Procurement Spend By Type (U.S. Only)¹			
Minority-Owned Business	\$543,829	\$360,210	\$395,892
Women-Owned Business	135,422	95,194	122,482
Small Business	219,081	43,312	50,846
Other Business ²	38,352	5,335	3,323
Total Diverse Procurement Spend (U.S. only)	\$936,684	\$504,050	\$572,543
Diverse Procurement Spend as a Percentage of Total Procurement Spend (U.S. only) ¹	47%	32%	31%
Diverse Procurement Spend as a Percentage of Total Procurement Spend (Canada only) ¹	34%	25%	19%
Global Diverse Supplier Development Program Graduates			
Global Diverse Supplier Development Program Graduates (cumulative)	217	196	165

Footnotes

1. Prior year balances exclude 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 LGBTI.



