



accenture

Performance Data Table

2024

Performance data table

The following table quantifies our progress since fiscal 2022 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	FY24	FY23	FY22
US\$ billions			
Revenues	\$64.9	\$64.1	\$61.6
Operating Expenses	\$55.3	\$55.3	\$52.2
Operating Income (Adjusted) ¹	\$10.0	\$9.9	\$9.4
Global Headcount at Fiscal Year End (rounded)	774,000	733,000	721,000

Footnotes

1. GAAP operating income for FY24 and FY23 of \$9.6 billion and \$8.8 billion has been adjusted to exclude the impact of \$438 million and \$1,063 million in business optimization costs, respectively.

Our People

	As of December 1, 2024	As of December 1, 2023	As of December 1, 2022
Gender Equality¹			
Employee Workforce Percentage by Gender			
Women	48%	48%	47%
Men	52%	52%	53%
Executives Percentage by Gender²			
Women	33%	33%	32%
Men	67%	67%	68%
Managing Directors Percentage by Gender³			
Women	30%	30%	29%
Men	70%	70%	71%
	For the period ended December 1, 2024	For the period ended December 1, 2023	For the period ended December 1, 2022
New Hires Percentage by Gender			
Women	48%	52%	50%
Men	52%	48%	50%

Footnotes

- Accenture's gender equality and race and ethnicity data as of and for the period ended December 1, 2024, has been reviewed by an independent third-party accountant. Refer to the Independent Accountants' Review Report within the [Environmental and Inclusion & Diversity Metrics report](#) for more information. Gender metrics reflect people who have self-reported as binary in our enterprise management system (EMS). Metrics exclude Avanade, a joint venture between Accenture and Microsoft that is majority-owned by Accenture; and recent acquisitions.
- "Executives" comprises our managers, senior managers, associate directors, 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.
- For the U.S., race and ethnic diversity metrics are based on self-reported United States EEO-1 categories "Hispanic or Latino" and "Black or African American (Not Hispanic or Latino)" in our EMS.
- For the U.K. metrics, Black includes Black/Black British colleagues who have self-reported in our EMS as being of African and Caribbean heritage or with dual heritage of White and Black African or White and Black Caribbean.
- For South Africa metrics, African Black, Coloured and Indian include colleagues who have self-reported in our EMS. 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, 2024	As of December 1, 2023	As of December 1, 2022
Race and Ethnicity¹			
U.S. Workforce⁴			
	Percent of Total		
African American and Black	11.7 %	11.9 %	12.1 %
Hispanic American and Latinx	10.4 %	10.5 %	11.1 %
U.S. Managing Directors⁴			
African American and Black	4.1 %	4.2 %	4.2 %
Hispanic American and Latinx	5.0 %	4.5 %	4.5 %
U.K. Workforce⁵			
Black	5.5 %	5.6 %	5.1 %
U.K. Managing Directors⁵			
Number of Black Managing Directors	12	12	12
South Africa Workforce⁶			
African Black	46.9 %	45.3 %	44.4 %
Coloured	10.5 %	10.8 %	9.8 %
South Africa Managing Directors⁶			
African Black, Coloured and Indian	45.7 %	53.2 %	55.5 %
Training			
	FY24	FY23	FY22
Total Training Spend (US\$ billions)	\$1.1	\$1.1	\$1.1
Average Training Hours per Employee	61	56	61

Community Impact	FY24	FY23	FY22
Skills to Succeed People equipped with skills toward employment or entrepreneurship ¹	5,013,000	4,344,000	1,637,000
Accenture and Accenture Foundations Contributions			
Accenture Contributions by Region²	US\$ thousands		
North America	\$44,586	\$48,235	\$49,464
EMEA	31,806	29,765	28,929
Growth Markets	27,575	24,316	23,239
Cross-Region	23,248	25,666	28,949
Total Accenture Contributions	\$127,215	\$127,982	\$130,581
Accenture Contributions by Type			
Cash	\$41,157	\$39,820	\$52,379
In-Kind (Accenture Development Partnerships and pro bono consulting)	80,717	82,870	74,239
Time (Paid volunteering)	5,341	5,292	3,963
Total Accenture Contributions	\$127,215	\$127,982	\$130,581
Accenture Foundations Contributions ³	\$22,778	\$22,121	\$21,322
Total Accenture and Accenture Foundations Contributions	\$149,993	\$150,103	\$151,903

Community Impact	FY24	FY23	FY22
Community Engagement Hours of participation in Accenture-sponsored "Time & Skills" Programs ⁴	1,674,172	1,495,906	1,255,678
Employees participating in Accenture-sponsored "Time & Skills" Programs ⁴	12,738	13,459	9,463
Employee Donations (US\$ thousands) ⁵	\$10,459	\$12,909	\$19,522

Footnotes

- 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.
- During the first quarter of fiscal 2024, we revised the reporting of our geographic markets for the movement of our Middle East and Africa market units from Growth Markets to Europe, and the Europe market became our EMEA (Europe, Middle East and Africa) geographic market. Prior period amounts have been reclassified to conform with the current period presentation.
- Accenture Foundations refers to independent charitable organizations that bear the Accenture name.
- "Accenture-sponsored 'Time & Skills' Programs" comprise Accenture Development Partnerships, pro bono consulting aligned with our community impact priorities, and paid volunteering projects.
- Excludes Avanade, a joint venture between Accenture and Microsoft; and Accenture Federal Services.

Environment	FY24	FY23	FY22
Carbon Emissions by Scope¹	Metric Tons of CO₂e		
Scope 1	22,395	22,038	17,804
Scope 2	3,584	4,786	8,356
Scope 1 & 2 Emissions	25,979	26,824	26,160
Scope 3	628,840	515,371	405,352
Carbon Emissions	654,819	542,195	431,512
Carbon Emissions by Source	Metric Tons of CO₂e		
Scope 1 & 2 Carbon Emissions by Source			
Leased Cars	16,076	16,163	11,804
Office Electricity	—	—	3,572
Other	9,903	10,661	10,784
Scope 1 & 2 Carbon Emissions	25,979	26,824	26,160
Scope 3 Carbon Emissions By Source			
Purchased Goods & Services	250,369	218,240	180,314
Capital Goods	32,707	31,068	38,524
FERA	30,018	28,164	24,489
Business Travel	240,963	195,246	132,533
Employee Commuting	74,783	42,653	29,492
Scope 3 Carbon Emissions	628,840	515,371	405,352
Carbon Emissions	654,819	542,195	431,512
Carbon Emissions By Region²			
North America	232,298	201,847	156,020
EMEA	186,455	168,414	125,531
Growth Markets	236,066	171,934	149,961
Carbon Emissions	654,819	542,195	431,512
Carbon Emissions per Employee	0.9	0.7	0.6

Footnotes

1. 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 2024 have been reviewed by an independent third-party accountant. Refer to the Independent Accountants' Review Report within the [Environmental and Inclusion & Diversity Metrics report](#) for more information.
2. During the first quarter of fiscal 2024, we revised the reporting of our geographic markets for the movement of our Middle East and Africa market units from Growth Markets to Europe, and the Europe market became our EMEA (Europe, Middle East and Africa) geographic market. Prior period amounts have been reclassified to conform with the current period presentation.
3. Learn more about our goals and progress in the Environment section of our [360° Value Report](#).

Environment	FY24 Progress	Target	FY19 Base Year
SBTi-Approved 2030 Targets³	Metric Tons of CO₂e		
Reduction of absolute Scope 1 and 2 emissions from fiscal 2019 base year	(89)%	(80)%	245,935
Reduction of Scope 3 emissions per unit of revenue from fiscal 2019 base year	(60)%	(55)%	0.000024
	FY24	FY23	FY22
Office Energy By Source¹	Megawatt hours (MWh)		
Renewable Electricity	328,268	336,682	297,224
Non-Renewable Electricity	—	—	9,020
Natural Gas	15,431	21,162	21,726
Diesel	2,161	3,129	2,415
Office Energy	345,860	360,973	330,385
% Electricity from Renewable Sources	100 %	100 %	97 %
Office Electricity Efficiency (kilowatt hours/square meter)	123	109	98
Water Consumption	Cubic Meters		
Total Water Consumption	1,495,728	1,442,861	1,100,707
% Water Consumption in High or Extremely High Baseline Water Stressed Regions	41 %	37 %	37 %
Water Consumption per Employee	2.0	2.0	1.6

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