


The Accenture logo, featuring the word "accenture" in a lowercase, sans-serif font with a small chevron symbol above the letter 't'.

accenture

The background of the cover is a vibrant, abstract composition. It features a large, faceted blue crystal or glass structure that refracts light, creating a spectrum of colors from deep blue to bright cyan. Overlaid on this are several green leaves with detailed vein patterns, some appearing as if they are floating or attached to a stem. The overall aesthetic is clean, modern, and nature-inspired.

Environmental and Inclusion & Diversity Metrics

2024

Environmental and Inclusion & Diversity Metrics

Environmental Metrics for the fiscal year ended August 31, 2024

Inclusion & Diversity Metrics as of and for the year ended December 1, 2024



Accenture plc

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Purpose

Accenture's commitments to environmental sustainability and inclusion and diversity, in how we operate our business, in addition to helping our clients, are an important part of our commitment to creating 360° value. We believe that transparency builds trust – with our clients, people, shareholders, partners and communities.

The purpose of this document is to report on and provide transparency into our calculation methodologies for select Environmental metrics, as well as select Inclusion and Diversity metrics. Select Environmental and select Inclusion and Diversity metrics for 2024 are subject to limited assurance by KPMG LLP (see Independent Accountants' Review Report at page 8). Additionally, this document provides brief commentary on our results relative to our Environmental and Inclusion & Diversity goals.

Disclaimer and Forward-looking Statements

This report 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 report 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. 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.

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

Environmental Overview

We have a strong commitment to environmental sustainability in how we operate our business, and we hold ourselves accountable to clear and measurable objectives. For example, in 2020, we established a 2025 carbon removal goal—previously referred to as our 2025 net-zero emissions goal—and we are on track to achieve this goal.

Our greenhouse gas (GHG) emissions primarily result from business travel and purchased goods and services, since we have 100% renewable electricity in our facilities.

We are a signatory to the UN Global Compact Business Ambition for 1.5°C Pledge, committing to do our part to keep global warming below 1.5° Celsius in alignment with the Paris Agreement and the criteria and recommendations of the Science Based Targets initiative (SBTi).

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 near-term and long-term reduction targets.

SBTi-Approved Net-Zero Targets

Fiscal 2030 Near-term Targets

- 80% reduction of absolute Scope 1 and 2 GHG emissions from fiscal 2019 base year.
- 55% reduction of Scope 3 GHG emissions per unit of revenue from fiscal 2019 base year.

Fiscal 2040 Long-term Targets

- 90% reduction of absolute Scope 1 and 2 GHG emissions from fiscal 2019 base year.
- 90% reduction of absolute Scope 3 GHG emissions from fiscal 2019 base year.

The following table compares current year emissions to our near-term emission targets:

	Target	2024
Carbon removal goal by 2025⁽¹⁾		
Net residual emissions ⁽²⁾	0	654,819
Science-based emissions target by 2030⁽³⁾		
Reduction of absolute Scope 1 and 2 emissions from fiscal 2019 base year	(80)%	(89)%
Reduction of Scope 3 emissions per unit of revenue from fiscal 2019 base year	(55)%	(60)%

(1) Previously referred to as our 2025 net-zero emissions goal.

(2) Net residual emissions reflect a market-based accounting approach for Scope 2 emissions, which includes the impact of renewable electricity contracts. To offset all residual emissions and achieve our carbon removal goal by 2025 and SBTi-approved net-zero target, we are investing in nature-based carbon removal solutions to directly remove carbon from the atmosphere. We plan to begin applying carbon removal credits in fiscal 2025. We canceled an immaterial amount of carbon credits to voluntarily offset certain emissions in fiscal 2024. However, these canceled credits were not applied to offset any of our total reported emissions for fiscal 2024.

(3) Accenture's science-based reduction targets exclude the use of carbon offsets but include the impact of renewable electricity procured through renewable energy sources.

As of the end of fiscal 2024, Scope 1 and 2 emissions decreased from our fiscal 2019 base year, primarily due to a mix of achieving 100% renewable electricity in our facilities in 2023, as well as driving energy-efficient practices where possible. To drive reductions in Scope 3 emissions, we continue to leverage digital tools to meet client needs while minimizing travel where possible; encourage our people to make climate-smart travel decisions; work with our suppliers to decarbonize business travel; and engage with our suppliers to set environmental targets and take action to reduce emissions.

While we plan to continue these actions, our ability to continue sustainable progress against our near- and long-term goals remains challenging. Our emissions may increase as our business grows and evolves to meet our clients' needs, including driving reinvention with data, technology and AI, and as we continue to collaborate with clients in their locations.

Additionally, our progress may be impacted by the availability, cost and ability to apply other low- or zero-carbon energy sources and technologies such as green gas, sustainable aviation fuel and biodiesel, the ability of our suppliers to reduce their emissions and harness new technologies, as well as the availability of suppliers that can meet our sustainability standards.

For more information on our overall environmental sustainability strategy, governance and material risks, please refer to our fiscal 2024 Form 10-K and Proxy Statement relating to our 2025 Annual General Meeting of Shareholders, as well as our 360° Value Report on our website, and other environmental, social and governance disclosures included in our Task Force on Climate-Related Financial Disclosures (TCFD) index and our most recent CDP response.

Inclusion & Diversity Overview

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. To drive reinvention, innovation must be at the forefront, which requires us to attract, develop and inspire top talent. Talent is one of our most important areas of competitive differentiation. As part of our talent strategy, we hire and develop people who have different backgrounds, different perspectives and different lived experiences. These differences ensure that we have and attract the cognitive diversity to deliver a variety of perspectives, observations and insights which are essential to drive the innovation needed to reinvent. To help achieve this diversity we set goals, share them publicly and collect data to measure our progress, continuously improve and hold our leaders accountable for ensuring we have the most innovative and talented people in our industry. This approach is a key driver of our progress.

We recognize that some people come to Accenture having faced obstacles as an aspect of their identity or lived experience. At Accenture, we are committed to harness these perspectives and ensure that all of our people have the opportunity to thrive and unlock their full potential. We are committed to equality and a workplace free from bias. We are a meritocracy. Our intention is to foster a culture and a workplace in which all of our people feel a sense of belonging and are respected and empowered to do their best work and to create 360° value for all our stakeholders.

We are 48% women, compared to our gender parity goal, for those whose gender is binary, by 2025. And, we are currently 30% women managing directors, in line with our 2025 goal. We are also working toward our total workforce 2025 race and ethnicity goals in the U.S., the U.K., and South Africa, which we announced in 2020.

Progress towards our key inclusion & diversity goals is as follows:

Gender Equality	2025 Goal	As of December 1,	
		2024	2023
Employee Workforce			
Women	50%	48%	48%
Men	N/A	52%	52%
Managing Directors			
Women	30%	30%	30%
Men	N/A	70%	70%

Race and Ethnicity	2025 Goal	As of December 1,		At Goal
		2024	2023	Announcement Date
				2020
U.S. Workforce				
African American and Black	12.0%	11.7%	11.9%	9.0%
Hispanic American and Latinx	13.0%	10.4%	10.5%	9.5%
U.S. Managing Directors				
African American and Black	4.4%	4.1%	4.2%	2.8%
Hispanic American and Latinx	4.7%	5.0%	4.5%	3.5%
U.K. Workforce				
Black	7.0%	5.5%	5.6%	4.0%
U.K. Managing Directors				
Number of Black Managing Directors	16 or more	12	12	8
South Africa Workforce				
African Black	68.0%	46.9%	45.3%	45.0%
Coloured	10.0%	10.5%	10.8%	6.0%
South Africa Managing Directors				
African Black, Coloured and Indian	70.0%	45.7%	53.2%	39.0%



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Independent Accountants' Review Report

To the Board of Directors and Management of Accenture plc

Report on the 2024 Statements of Environmental and Inclusion & Diversity Metrics

Conclusion

We have reviewed whether the Consolidated Statement of Environmental Metrics and notes for the fiscal year ended August 31, 2024 (the Consolidated Statement of Environmental Metrics) and the Consolidated Statement of Inclusion & Diversity Metrics and notes as of and for the year ended December 1, 2024 (the Consolidated Statement of Inclusion & Diversity Metrics) (collectively, the Statements) of Accenture plc have been prepared in accordance with the respective criteria set forth in the Basis of Presentation note in the Consolidated Statement of Environmental Metrics and the Basis of Presentation and Employees notes in the Consolidated Statement of Inclusion & Diversity Metrics (collectively, the Criteria).

Based on our review, we are not aware of any material modifications that should be made to the Statements in order for them to be prepared in accordance with the Criteria.

Our conclusion on the Statements does not extend to any other information that accompanies or contains the Statements and our report.

Basis for conclusion

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants in the versions of AT-C section 105, *Concepts Common to All Attestation Engagements*, and AT-C section 210, *Review Engagements* that are applicable as of the date of our review. We are required to be independent and to meet our other ethical requirements in accordance with relevant ethical requirements related to the engagement. We believe that the evidence we have obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

Other matters

The Consolidated Statement of Environmental Metrics for the fiscal year ended August 31, 2019, and the Consolidated Statement of Inclusion & Diversity Metrics as of December 1, 2020, were not subject to our review and, accordingly, we do not express a conclusion or provide any assurance on such information.

We previously reviewed the following:

- The Consolidated Statement of Environmental Metrics for the fiscal year ended August 31, 2022 on which our report dated December 13, 2022 included an unmodified conclusion. We subsequently reviewed the adjustments to the Scope 3 emissions for the fiscal year ended August 31, 2022 that are described in Note 4 of the Consolidated Statement of Environmental Metrics for the fiscal year ended August 31, 2023 (see below).
- The Consolidated Statement of Environmental Metrics for the fiscal year ended August 31, 2023, and the Consolidated Statement of Inclusion & Diversity Metrics as of and for the year ended December 1, 2023 on which our report dated December 13, 2023 included an unmodified conclusion.

Our conclusion is not modified with respect to these matters.

Responsibilities for the Statements

Management of Accenture plc is responsible for:

- designing, implementing and maintaining internal control relevant to the preparation of the Statements such that they are free from material misstatement, whether due to fraud or error;

- selecting or developing suitable criteria for preparing the Statements and appropriately referring to or describing the criteria used; and
- preparing the Statements in accordance with the Criteria.

Inherent limitations in preparing the Statements

As described in the “Use of Estimates” note in the Consolidated Statement of Environmental Metrics, environmental and energy use data used in the preparation of the Consolidated Statements of Environmental Metrics are subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements being reported.

As described in the “Measurement Uncertainty” note in Consolidated Statement of Inclusion & Diversity Metrics, inclusion and diversity information is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data due to the reliance on individuals to self-report their information.

Our responsibilities

The attestation standards established by the American Institute of Certified Public Accountants require us to:

- plan and perform the review to obtain limited assurance about whether any material modifications should be made to the Statements in order for them to be prepared in accordance with the Criteria; and
- express a conclusion on the Statements based on our review.

Summary of the work we performed as the basis for our conclusion

We exercised professional judgment and maintained professional skepticism throughout the engagement. We designed and performed our procedures to obtain evidence that is sufficient and appropriate to provide a basis for our conclusion. Our procedures selected depended on our understanding of the Statements and other engagement circumstances, and our consideration of areas where material misstatements are likely to arise. In carrying out our engagement, the procedures we performed primarily consisted of:

- inquiring of management to obtain an understanding of the methodologies and inputs used to prepare the metrics included in the Statements;
- evaluating the suitability and application of the Criteria used in preparing the Statements;
- inspecting a selection of supporting documentation related to metrics included in the Statements;
- recalculating a selection of the metrics included in the Statements;
- performing analytical procedures; and
- evaluating the disclosures included in the Statements for consistency with our evidence obtained.

The procedures performed in a review vary in nature and timing from, and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether the subject matter information is prepared in accordance with the criteria, in all material respects, in order to express an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed.

KPMG LLP

New York, New York
December 13, 2024

Consolidated Statements of Environmental Metrics

For the fiscal years ended August 31, 2024, 2023, 2022 and 2019

	Fiscal Year			
	2024	2023 ⁽¹⁾	2022 ⁽¹⁾	Base Year 2019 ⁽²⁾
Carbon Emissions by Scope				
Scope 1	22,395	22,038	17,804	19,922
Scope 2 (market-based method, Note 3)	3,584	4,786	8,356	226,013
Total Scope 1 and 2 Carbon Emissions	25,979	26,824	26,160	245,935
Scope 3 - Category 1, 2, 3, 6, 7 (Note 4)	628,840	515,371	405,352	1,049,032
Scope 1, 2 and 3 Reported Carbon Emissions	654,819	542,195	431,512	1,294,967
Office Energy by Source (MWh)				
Non-Renewable Electricity	—	—	9,020	N/A
Renewable Electricity	328,268	336,682	297,224	N/A
Natural Gas	15,431	21,162	21,726	N/A
Diesel	2,161	3,129	2,415	N/A
Office Energy	345,860	360,973	330,385	N/A
Percentage of electricity procured from renewable sources (Note 3)	100%	100%	97%	N/A

The accompanying notes are an integral part of these statements.

Amounts in table may not total due to rounding.

- (1) Independent Accountants' Review Reports on these metrics and related notes are available in the Accenture 2023 and 2022 Environmental and Inclusion & Diversity Metrics Reports.
- (2) The fiscal 2019 information was not subject to assurance by KPMG LLP and, accordingly, KPMG LLP does not express a conclusion or any form of assurance on such information.

Notes to Consolidated Statements of Environmental Metrics

1. Summary of Business and Significant Accounting Policies

Description of Business

Accenture is a leading global professional services company, providing a broad range of services, solutions and assets across Strategy & Consulting, Technology, Operations, Industry X and Song. We serve clients in three geographic markets: North America, EMEA (Europe, Middle East and Africa) and Growth Markets (Asia Pacific and Latin America)¹. We combine our strength in technology and leadership in cloud, data and AI with unmatched industry experience, functional expertise and global delivery capability to help the world's leading businesses, governments and other organizations build their digital core, optimize their operations, accelerate revenue growth and enhance citizen services—creating tangible value at speed and scale.

In this report, we use the terms “Accenture,” the “Company,” “we” and “our” to refer to Accenture plc and its subsidiaries.

Basis of Presentation

Carbon emissions in the Consolidated Statements of Environmental Metrics have been prepared in accordance with the Greenhouse Gas (GHG) Protocol². The percentage of electricity procured from renewable energy sources is calculated by dividing total renewable electricity procured from renewable energy sources in accordance with the RE100 Technical Criteria (December 2022)³ by total electricity usage from the grid.

GHG emissions amounts are presented in metric tons of carbon dioxide equivalents (mTCO₂e). Percentage of renewable electricity is based on megawatt hours (MWh).

All references to years refer to our fiscal year, which ends on August 31. For example, a reference to “fiscal 2024” means the 12-month period ended on August 31, 2024.

Use of Estimates

The preparation of the Consolidated Statements of Environmental Metrics and accompanying notes requires management to make estimates and assumptions that affect amounts reported. We base these estimates, including methodologies to calculate GHG emissions, on available information and various other assumptions believed to be reasonable. We regularly review emissions calculation methodologies and best practices. Calculation methodologies for reporting environmental metrics may be updated and previously reported metrics may be adjusted to reflect improvements in availability and quality of third-party data, changing assumptions, changes in the nature and scope of our operations and other circumstances.

¹ 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.

² References in this document to the GHG Protocol refer collectively to the GHG Protocol: A Corporate Accounting and Reporting Standard Revised Edition and the GHG Protocol Scope 2 Guidance: An amendment to the GHG Protocol Corporate Standard.

³ In certain locations (representing less than 1% of our global electricity consumption), renewable electricity contracts that meet RE100 Technical Criteria are limited or not available.

Environmental and energy use data used in the preparation of the Consolidated Statements of Environmental Metrics are subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. Scope 3 emissions rely on the quality and accuracy of information provided by suppliers. Third-party data (such as electricity and third-party factors) 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. Emission factors are evaluated for updates on an annual basis. Changes in third party emission factors due to updates in methodologies or the size or quality of data sets may impact our emissions. The selection of different but acceptable measurement techniques can result in materially different measurements being reported. The precision of different measurement techniques may also vary. Energy consumption data is based on raw data when available; when unavailable, we estimate consumption based on actual annual utilities costs and average consumption of comparable facilities.

2. Organizational and Operational Boundaries

This report includes Scope 1, 2 and 3 emissions data for Accenture plc, an Irish company, and our controlled subsidiary companies. Accenture plc is an Irish public limited company, which operates its business through its subsidiaries. We apply the operational control approach to consolidate GHG emissions, which means we account for GHG emissions from operations over which Accenture has authority to introduce and implement operating policies. We do not account for GHG emissions from operations in which we own an interest but have no operational control. See Notes 3 and 4 for additional operational boundaries information.

Scope 1, 2 and 3 emissions from acquisitions made by Accenture are included upon integration with the business, generally within a year of the acquisition date.

3. Scope 1 and 2 Emissions Factors and Reporting

Scope 1

Scope 1 GHG emissions represent direct emissions from the combustion of fuel from sources owned or controlled by Accenture, and include:

- Emissions from mobile combustion in vehicles owned or controlled by Accenture, and Company-provided aircraft travel;
- Emissions from stationary combustion in equipment owned or controlled by Accenture, such as backup generators;
- Fugitive emissions due to equipment leaks/usage, such as refrigerants and fire extinguishers owned by Accenture.

A summary of Scope 1 GHG emissions is as follows:

	2024	2023	2022
Carbon Emissions			
Leased Cars	16,076	16,163	11,804
Other	6,319	5,875	6,000
Total Scope 1 Carbon Emissions	22,395	22,038	17,804

Scope 1 emissions are calculated using the factors below. Global Warming Potential (GWPs) are sourced from the Intergovernmental Panel on Climate Change’s (IPCC) Fifth Assessment Report, unless a different Assessment Report is embedded in the emission factor source.

Emissions Source Type	Emission Factor Source
Mobile Combustion – Leased Cars	For leased cars, we use factors from GHG Protocol Cross-sector tools (2017) to convert consumption into emissions. Where applicable, we use GlobalPetrolPrices.com to estimate fuel consumed based on spend.
Other	
Mobile Combustion – Air Travel	For Company-provided aircraft travel, we use emissions data provided directly by the airline, which is based on fuel consumption and US Energy Information Administration (EIA) factors.
Stationary Combustion – Diesel Fuel	For diesel fuel related to office generators, we use factors from the GHG Protocol Cross-sector tools (2017).
Fugitive Emissions	For fugitive emissions, we use GWPs sourced from the IPCC Fifth Assessment Report.

Scope 2

Scope 2 GHG emissions represent indirect emissions from generation of purchased electricity and heat consumed by Accenture and are disclosed in the Consolidated Statements of Environmental Metrics using the market-based methodology (MBM) in accordance with the GHG Protocol Scope 2 guidance. MBM includes the impact of renewable electricity contracts. We disclose Scope 2 emissions using the MBM as it represents our selected method for reporting against emission reduction goals (i.e., carbon removal goal and SBTi targets).

A summary of Scope 2 GHG emissions under the MBM is as follows:

	2024	2023	2022
Carbon Emissions			
Office Electricity	—	—	3,572
Other	3,584	4,786	4,784
Total Scope 2 Carbon Emissions - MBM	3,584	4,786	8,356

Scope 2 emissions using the location-based methodology (LBM) are quantified using the average energy generation emissions factors based on the location of energy generation. A reconciliation of Scope 2 emissions - LBM to Scope 2 emissions – MBM is as follows:

	2024	2023	2022
Carbon Emissions			
Scope 2 Carbon Emissions - LBM	181,455	180,510	164,660
Impact of renewable electricity contracts	(177,871)	(175,724)	(156,325)
Impact of residual mix factors	—	—	21
Scope 2 Carbon Emissions - MBM	3,584	4,786	8,356

Scope 2 emissions are calculated using actual or estimated energy consumption and the factors described below. For locations where actual energy consumption data is not available, we estimate consumption using average consumption intensity for comparable facilities in the same city, state, country or region, as available. GWPs are sourced from the IPCC Fifth Assessment Report, unless a different Assessment Report is embedded in the emission factor source.

Emissions Source Type	Emission Factor Source
Electricity - MBM	GHG Protocol aligned emissions factors from International Energy Agency (IEA) (2023), US Environmental Protection Agency (EPA) Emissions & Generation Resource Integrated Database (eGRID) (2022), and Australia National Greenhouse and Energy Reporting (NGER) (2023)
Electricity - LBM	GHG Protocol aligned emissions factors from IEA (2023) and eGRID (2022)
Heat (Diesel and Natural Gas)	GHG Protocol Cross-sector tools (2017)

Renewable Electricity

In 2023, we achieved our goal of 100% renewable electricity in our facilities, and we maintained this in fiscal 2024, as part of our participation in RE100, a global corporate renewable energy initiative bringing together businesses committed to 100% renewable electricity. As we do not own our facilities and procure most of our energy from the grid, we purchase renewable electricity contracts equivalent to the amount of electricity we consume, including directly with local electricity producers (Power Purchase Agreements or PPAs) or with electricity retailers (Verified Green Tariffs) when possible; otherwise, through renewable electricity certificates (RECs), unbundled or separated from the electricity supply source (energy attribute certificates). All renewable electricity contracts meet GHG Protocol Scope 2 Quality Criteria requirements and include a mix of wind and solar as the primary energy generation technology.

For fiscal 2024, Accenture's sources of renewable electricity included PPAs (15%), green tariffs (17%) and unbundled RECs (68%) to maintain 100% renewable electricity.

4. Scope 3 Emissions Factors and Reporting

We have elected to present the following Scope 3 GHG emissions, which represent indirect, upstream emissions calculated with reference to the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard ("GHG Protocol Scope 3 guidance"):

- Category 1: Purchased Goods and Services⁴ – Primarily subcontractor services and technology costs (e.g., software licensing, cloud computing costs).
- Category 2: Capital Goods – Primarily capitalized technology costs (e.g., hardware).
- Category 3: Fuel and Energy-related Activities not included in Scope 1 or 2.
- Category 6: Business Travel – Employee business travel including air travel, car rentals, reimbursed personal car travel, hotels, rail, taxi, limousine and car sharing.
- Category 7: Employee Commuting⁵ – Local transport and telecommuting.

⁴ As Accenture is primarily a services business, Categories 4 (Upstream Transportation & Distribution) and 5 (Waste generated in operations) are not considered material for separate disclosure in fiscal 2024. Emissions from activities related to these categories are included in Category 1.

⁵ Local transport is currently limited to contracted vehicle services in locations which host the majority of our office-resident workforce. Refer to description of Category 7 emissions calculation methodology for further details on telecommuting.

The following table includes Scope 3 GHG emissions based on the relevant categories in the GHG Protocol Scope 3 guidance that we have elected to present:

	2024	2023	2022
Carbon Emissions			
Purchased Goods and Services	250,369	218,240	180,314
Capital Goods	32,707	31,068	38,524
Fuel and Energy-related activities	30,018	28,164	24,489
Air Travel	155,432	113,750	80,846
Other Business Travel	85,531	81,496	51,687
Total Business Travel	240,963	195,246	132,533
Employee Commuting	74,783	42,653	29,492
Scope 3 Reported Carbon Emissions	628,840	515,371	405,352

We evaluate the 15 Categories of GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (GHG Protocol Scope 3 guidance) emissions. The following table summarizes our evaluation, emissions factor sources and calculation methodology. GWPs are sourced from the IPCC Fifth Assessment Report, unless a different Assessment Report is embedded in the emission factor source.

Emissions Type	Emission Factor Source	Emissions Calculation Methodology
<p>Category 1: Purchased Goods & Services</p> <p>Category 4: Upstream Transportation & Distribution</p> <p>Category 5: Waste Generated in Operations</p>	<p>Supplier-reported emissions data via CDP Supply Chain and Accenture’s Sustainable Procurement Hub (the Supplier Hub)</p> <p>CDP Sectoral Average Median Intensity Factors (2023)⁶</p>	<p>We apply a hybrid method, as follows:</p> <ul style="list-style-type: none"> • We request allocated emissions via CDP Supply Chain and the Supplier Hub and include in our inventory if internally developed validation criteria are met. • Where allocated emissions are not available or do not meet our validation criteria, we use supplier emissions and revenue data obtained via CDP Supply Chain and the Supplier Hub, subject to certain validation criteria. In this case, we apply a spend-based approach using internal expense data. • We apply a spend-based approach to remaining suppliers using CDP Sectoral Average median intensity factors and internal expense data. • As Accenture is primarily a services business, Categories 4 and 5 are not considered material for separate disclosure in fiscal 2024. Emissions from activities related to these categories are included in Category 1.

⁶CDP 2023 sectoral averages were modified this year to include the last 5 years of CDP data, versus the previous one year assumption.

Emissions Type	Emission Factor Source	Emissions Calculation Methodology
Category 2: Capital Goods	Supplier-reported emissions data via CDP Supply Chain and the Supplier Hub CDP Sectoral Average Median Intensity Factors (2023)	We apply a hybrid method, consistent with Purchased Goods & Services methodology described above.
Category 3: Fuel and Energy-related Activities not included in Scope 1 and 2 (FERA)	GHG Protocol aligned emissions factors from International Energy Agency (IEA) (2023) and DEFRA (2023)	For fuel consumption, we apply Well-to-Tank (WTT) factors from DEFRA. For electricity, we apply Transmission and Distribution (T&D) factors from IEA.
Category 6: Business Travel (Air)	Distance-based emission factors provided by airlines	We apply a distance-based method (per passenger) to source data obtained from our third-party travel agency and emission factors provided by airlines.
Category 6: Business Travel (Rental Car)	Spend-based emission factors from rental car agencies	We apply a spend-based method using data from our time and expense reporting tool and emission factors provided by rental car agencies.
Category 6: Business Travel (Taxi)	Price of Travel website GHG Protocol Cross-sector tools (2017) and DEFRA (2023)	We use publicly available city taxi fares to estimate distance traveled based on spend from our time and expense reporting tool. We use GHG Protocol Cross-sector tools and DEFRA factors to convert distance to emissions.
Category 6: Business Travel (Personal Car)	GHG Protocol Cross-sector tools (2017) and DEFRA (2023)	We apply a distance-based method using data from our time and expense reporting tool and factors from GHG Protocol Cross-sector tools and DEFRA.
Category 6: Business Travel (Rail)	GHG Protocol Cross-sector tools (2017) Operator-Specific rail factors	We apply a distance-based method using GHG Protocol Cross-sector tools or rail operator factors. Country-specific rail distance obtained from our primary travel booking agency, or rail operator-specific booking data, where available.
Category 6: Business Travel (Hotel)	Hotel-calculated emissions per occupied night	We apply emissions factors provided by hotels to hotel nights occupied from our time and expense reporting tool.

Emissions Type	Emission Factor Source	Emissions Calculation Methodology
Category 7: Employee Commuting	GHG Protocol Cross-sector tools (2017) and DEFRA (2023)	We apply distance-based factors by engine type to locally reported travel for local transport.
	GHG Protocol aligned emissions factors from IEA (2023)	Where telecommute expenses for electricity usage are reimbursed, we apply a spend-based method using data from our time and expense reporting tool and IEA factors.
Category 8: Upstream Leased Assets	Not applicable	As we report emissions from energy consumption related to material lease arrangements in Scope 1 and 2, this category is not material for disclosure in fiscal 2024.
Category 9: Downstream Transportation & Distribution	Not applicable	
Category 10: Processing of Sold Goods	Not applicable	While Accenture is primarily a services business, we do manufacture or have manufactured on our behalf a limited number of hardware products. Downstream emissions related to these products are not considered material for disclosure for fiscal 2024.
Category 11: Use of Sold Goods	Not applicable	
Category 12: End of Life Treatment of Sold Goods	Not applicable	
Category 13: Downstream Leased Assets	Not applicable	
Category 14: Franchises	Not applicable	This category is not relevant as Accenture does not operate any franchises.
Category 15: Investments	Not applicable	Accenture is primarily a services business. Based on the nature and amount of our investments, the emissions for this category are not considered material for disclosure for fiscal 2024.

5. Base Year

Under the GHG Protocol our base year is fiscal 2019, which aligns with our new, SBTi-approved net-zero targets. Per the GHG Protocol, the emissions base year is subject to recalculation should a material change in total base year emissions be identified due to factors including but not limited to inorganic growth and a change in methodology. Our significance threshold applied to base year recalculations is 5%.

Consolidated Statements of Inclusion & Diversity Metrics

As of and for the years ended December 1, 2024 and 2023

Workforce	As of December 1,		
	2024	2023⁽¹⁾	
Global Headcount (rounded)	798,000	742,000	
Gender Equality⁽²⁾	As of December 1,		
	2024	2023⁽¹⁾	
Employee Workforce			
Women	48%	48%	
Men	52%	52%	
Executives			
Women	33%	33%	
Men	67%	67%	
Managing Directors			
Women	30%	30%	
Men	70%	70%	
New Hires	For the year ended December 1,		
	2024	2023⁽¹⁾	
Women	48%	52%	
Men	52%	48%	
Race and Ethnicity⁽²⁾	As of December 1,		At Goal
	2024	2023⁽¹⁾	Announcement
U.S. Workforce			2020⁽³⁾
African American and Black	11.7%	11.9%	9.0%
Hispanic American and Latinx	10.4%	10.5%	9.5%
U.S. Managing Directors			
African American and Black	4.1%	4.2%	2.8%
Hispanic American and Latinx	5.0%	4.5%	3.5%
U.K. Workforce			
Black	5.5%	5.6%	4.0%
U.K. Managing Directors			
Number of Black Managing Directors	12	12	8
South Africa Workforce			
African Black	46.9%	45.3%	45.0%
Coloured	10.5%	10.8%	6.0%
South Africa Managing Directors			
African Black, Coloured and Indian	45.7%	53.2%	39.0%

The accompanying notes are an integral part of these statements.

(1) Independent Accountants' Review Report on these metrics and related notes is available in the Accenture 2023 Environmental and Inclusion & Diversity Metrics Report.

(2) Refer to Note 1 for further information on the calculation of gender equality and race and ethnicity metrics.

(3) The 2020 information was not subject to assurance by KPMG LLP and, accordingly, KPMG LLP does not express a conclusion or any form of assurance on such information.

Notes to Consolidated Statements of Inclusion & Diversity Metrics

1. Summary of Business and Significant Policies

Description of Business

Accenture is a leading global professional services company, providing a broad range of services, solutions and assets across Strategy & Consulting, Technology, Operations, Industry X and Song. We serve clients in three geographic markets: North America, EMEA (Europe, Middle East and Africa) and Growth Markets (Asia Pacific and Latin America)⁷. We combine our strength in technology and leadership in cloud, data and AI with unmatched industry experience, functional expertise and global delivery capability to help the world's leading businesses, governments and other organizations build their digital core, optimize their operations, accelerate revenue growth and enhance citizen services—creating tangible value at speed and scale.

In this report, we use the terms “Accenture,” the “Company,” “we” and “our” to refer to Accenture plc and its subsidiaries.

Basis of Presentation

Gender equality metrics reflect our workforce as of December 1. Race and ethnicity metrics for 2020 are reflective as of the goal announcement date – for the U.S., September 1, 2020, and for the U.K. and South Africa, October 1, 2020.

Gender metrics reflect people who have self-reported as binary in our enterprise management system. Less than one thousand people have self-reported as other than binary or have not self-reported at all.

Race and ethnicity metrics only include employees who have self-reported in our enterprise management system. Race and ethnicity metrics are calculated by dividing only the number of employees that have self-reported by the racial and ethnic categories presented by the total number of the country's workforce less the workforce exclusions described below. Not all employees have self-reported.

New Hires reflect employees hired during the twelve months ended December 1, 2024 and 2023.

Employees

Our global workforce includes all full-time and part-time employees of Accenture and consolidated subsidiaries. Contractors and inactive employees (defined as those on unpaid leave) are excluded. Inactive employees represent less than 1% of our global workforce.

Gender Equality and Race and Ethnicity metrics include employees within the global workforce as well as inactive employees and exclude employees from certain subsidiaries, including Avanade (a joint venture between Accenture and Microsoft that is majority-owned by Accenture) and recent acquisitions. Employees from excluded subsidiaries and recent acquisitions represent less than 5% of our global workforce.

⁷ 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.

“Executives” include managers, senior managers, associate directors, managing directors, senior managing directors and members of our Global Management Committee. “Managing Directors” include managing directors, senior managing directors and members of our Global Management Committee.

For the U.S., metrics include colleagues who have self-reported United States EEO-1 categories “Hispanic or Latino” and “Black or African American (Not Hispanic or Latino).” For the U.K., metrics, “Black” includes Black/Black British colleagues who have self-reported 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, “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.

Measurement Uncertainty

Inclusion and diversity information is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data due to the reliance on individuals to self-report their information.