ESG Priorities

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ESG priorities aligned with Company purpose and UN’s Sustainable Development Goals

"Unleashing human energy through technology for an inclusive and sustainable future"

Our conviction: there has never been a better time to leverage technology and human capabilities to tackle ESG challenges

We - in business - must leverage our leadership and our operations, to speed up the transition to sustainability

ENVIRONMENT

Act on **climate change** and

**Lead to low-carbon economic transition** by helping our clients to tackle their environmental challenges

SOCIAL

Relentlessly **invest in our talents** and

**Enhance a diverse and inclusive environment**

GOVERNANCE

Foster a **diverse and accountable governance** and

**Protect and secure** both own and client **data**

Focus on 11 Sustainable Development Goals

"Unleashing human energy through technology for an inclusive and sustainable future"
Environmental ambitions expanding well beyond our own footprint

Our environmental program is about making a long-term contribution to global environmental challenges, particularly climate change, through our own operations and those of our clients.

Reach Carbon neutrality by 2025 and Net Zero emissions by 2030

“Action on climate change” is one of our top strategic business priorities since January 2020. Our new Net Zero program covers our operations and value chain, with three essential components:

- Aligning our new science-based targets to the 1.5°C scenario (validated by the SBTi)
- Using actionable levers such as transitioning to 100% renewable energies by 2025, switching to electric vehicles, or developing sustainable workplaces
- Developing a new carbon offsetting program to offset residual emissions

Help our clients to save 10m metric tons of CO₂ by 2030

We work with our clients and communities to help them to measure and accelerate their transition towards a low carbon future:

- We have developed a Client Carbon Impact Calculator and associated methodology to provide a transparent carbon impact of client projects
- We propose a wide range of capabilities and assets which secure clients in reaching their sustainability targets from business strategy consulting to R&D products designers, solution developers, sustainable IT architects and deep data analytics

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Aligned entrepreneurs, with respect, protection and equal opportunities for all

Our new brand promise “Get the Future you want” aims to empower our talents to actively engage and shape that future for themselves, our clients, our partners and for the society through their daily work.

Engaging with and investing in our talents

As specialists recognized in their field of expertise, our employees are essential to our success:

- We attract and retain top talents in our industry offering motivating projects and fulfilling career opportunities
- We invest in skills development with individualized learning paths through our Digital Learning Platform ‘NEXT’ (access to 250,000+ courses and 3 million learning activities)
- We monitor Employee Engagement via “Pulse” as a key indicator for Leadership, with a 7.7 score in 2020 (+0.5pt vs 2019)

Enhancing a diverse, inclusive and hybrid work environment

Create an empowering and inclusive environment is critical to deliver our solutions and services:

- We foster collaboration of diverse and multi-cultural teams
- We continue to address the gender gap, reaching 35% of women in our workforce at the end of 2020 excluding Altran (+2pts vs 2019), and growing a strong women leaders pipeline
- We embrace all aspects of diversity and offer equal opportunities to all
- We shift our ways of working by combining ‘on site’ and ‘work from home’ models while ensuring the right to disconnect
Leading with trust & transparency
We are committed to governance best practices and policies that serve the long-term interests of Capgemini and its stakeholders

Foster a diverse and accountable governance

- Seek to implement a balanced and accountable governance
- Ensure that directors and leadership team bring a plurality of expertise adjusted to the Group’s priorities, while caring about diversity of experience, nationalities and gender balance
- Ensure that long-term value creation for all stakeholders is promoted, taking into consideration the social and environmental aspects of its main strategic decisions
- Nurtures a constructive dialogue with shareholders and other stakeholders
- Safeguards our assets by managing the Group risks, including ESG risks

Protect data, infrastructure and identity
We are committed to protecting the personal data we process on our behalf and on behalf of our client:

- Comprehensive Data Protection Policy or so-called Binding Corporate Rules (BCR) approved by European authorities
- Comprehensive, board-sponsored Cybersecurity Program built on 3 pillars: architecture, governance and operations
- Mandatory training program for all employees to develop awareness and foster a Group-wide data/cyber-safety culture

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Our ESG strategy at the heart of our ambition

There has never been a better time to address ESG challenges and to leverage our strengths to reach the speed and the scale our society needs.
Capgemini is a global leader in consulting, digital transformation, technology and engineering services. The Group is at the forefront of innovation to address the entire breadth of clients’ opportunities in the evolving world of cloud, digital and platforms. Building on its strong 50-year+ heritage and deep industry-specific expertise, Capgemini enables organizations to realize their business ambitions through an array of services from strategy to operations. Capgemini is driven by the conviction that the business value of technology comes from and through people. Today, it is a multicultural company of 270,000 team members in almost 50 countries. With Altran, the Group reported 2019 combined revenues of €17billion.

Learn more about us at www.capgemini.com