

GRI CONTENT INDEX

CAPGEMINI Group follows the GRI Sustainability Reporting Standards and applies their principles (GRI 101).

The 2020 reporting has been prepared in accordance with the GRI Standards: Core option.

The 2020 URD and the 2020 INTEGRATED REPORT are available online at: https://investors.capgemini.com/en/all-publications

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION on the 2020 URD or OMISSION	PAGES	2020 ANNUAL INTEGRATED REPORT AND OTHER DOCUMENTS
GRI 101: FOUNDATION 2016					
GRI 102 : General disclosures 2016	102-1	Name of the organization	A Leader for Leaders	2	
	102-2	Activities, brands, products, and services	1.1.3 The Group business lines	8	
	102-3	Location of headquarters	8.1.1 Corporate name, head office and website	3 364	
	102-4	Location of operations	1.2.1 A dynamic global services market	12	
	102-5	Ownership and legal form	6.1 Capgemini share capital	322	
	102-6	Markets served	1.1.4 An agile and innovative offer portfolio 1.1.5 Enhanced sectoral expertise	8 9	
	102-7	Scale of the organization	1.5.3 Consolidated financial statements 1.5.4 Non-financial achievements	27 28	Worldwide Annual Integrated Report page 22
	102-8	Information on employees and other workers	4.1.1.1 Business challenges and our people culture 4.1.1.3 Talent brand & attractiveness	143	
	102-9	Supply chain	Responsible Purchasing	193	
			1.1.1 Group history	7	Our achievements in 2020
	102-10	Significant changes to the organization and its supply chain	Other significant events in 2020	214	Annual Integrated Report page 27
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	102-11	Precautionary Principle or approach	3.1.1 Definition of the internal control and risk management systems	120	
	102-12	External initiatives	Public commitments	142	
-	102-13	Membership of associations	Public commitments	142	
	102-14	Statement from senior decision-maker	Public commitment		Letter from Chairman and Editorial fror the CEO Annual Integrated report pages 10 to 1
	102-15	Key impacts, risks, and opportunities	1.3.1 Value creation drivers 3.2 Risk analysis	15 126	
	102-16	Values, principles, standards, and norms of behavior	4.2 Ethics & Compliance	186	
	102-18	Governance structure	2.1 Company management and administration	31	
	102-40	List of stakeholder groups	1.2.5 We continually communicate with our stakeholders	14	
	102-41	Collective bargaining agreements	4.1.1.9 Labor relations	168	
	102-41	Identifying and selecting stakeholders	1.2.5 We continually communicate with our stakeholders	14	
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			1.2.4 Ecosystem of partners	13	
	102-43	Approach to stakeholder engagement	1.2.5 We continually communicate with our stakeholders	14	
			4.1.3.3 Increasing our Sustainability Impact	182	
	102-44	Key topics and concerns raised	Employees: 4.1.1.7 People Experience	164	
			1.4.1 The main subsidiaries and a simplified Group	10	
	102-45	Entities included in the consolidated financial statements	organizational chart	19	
			1.4.2 A client-focused organization	21	
	102-46	Defining report content and topic Boundaries	4.4 Methodology and scope for non-financial information	195	
	102-47	List of material topics	3.2.2 Corporate & Social Responsibility Materiality	136	
		Restatements of information	Assessment 4.4 Methodology and scope for non-financial	195	
	102-48	Restatements or information	information	195	
	102-49	Changes in reporting	4.4 Methodology and scope for non-financial information	195	
	102-50	Reporting period	1st January to 31rd December 2020		
	102-51	Date of most recent report	25 March 2020 (2019 URD)		
	102-52	Reporting cycle	Annual		
	102-53	Contact point for questions regarding the report	8.3.1 Person responsible for financial information	368	
	102-54	Claims of reporting in accordance with the GRI Standards			Investors website: https://investors.capgemini.com/en/es
	102-55	GRI content index			Investors website: https://investors.capgemini.com/en/esc
	102-56	External assurance	4.5 External Report on the Déclaration de performance extra-financière	205	

GRISTANDARD	DISCLOSURE	DESCRIPTION	LOCATION on the 2020 URD or OMISSION	PAGES	2020 ANNUAL INTEGRATED REPORT AND OTHER DOCUMENTS
TOPIC-SPECIFIC GRI STANDARDS					
GRI 200: ECONOMIC STANDARDS					
GRI 103 : Management approach 2016	103-1	Explanation of the material topic and its Boundary	3.2.2 Corporate & Social Responsibility Materiality Assessment	136	
	103-2	The management approach and its components	4.1.2 Digital Inclusion 4.1.3.3 Increasing our Sustainability Impact	168 182	
	103-3	Evaluation of the management approach	Non-financial performance table indicator correspondence table	201	
ECONOMIC PERFORMANCE					
GRI 201 : Economic performance - 2016	201-1	Direct economic value generated and distributed	4.1.2 Digital Inclusion 4.1.3.3 Increasing our Sustainability Impact	168 182	
		Financial implications and other risks and opportunities due	3.2.2 Corporate & Social Responsibility Materiality	136	
	201-2	to climate change	Assessment 4.1.3.1 Climate Change	154	
	201-3	Defined benefit plan obligations and other retirement plans	Note 25: Provisions for pensions and other post-employment benefits	269	
	201-4	Financial assistance received from government	18. Income tax expense	308	
MARKET PRESENCE					
GRI 202 : Market Presence - 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	4.1.1.8 Reward and compensation	167	
	202-2	Proportion of senior management hired from the local community	Disclosed only in certain countries for confidentiality constraints and specific legal prohibition		
INDIRECT ECONOMIC IMPACTS			constraints and specime regar promotion.		
GRI 203 : Indirect Economic Impacts - 2016	203-1	Infrastructure investments and services supported	4.1.2 Digital Inclusion 4.1.3.3 Increasing our Sustainability Impact	168 182	
	203-2	Significant indirect economic impacts	4.1.2 Digital Inclusion	168	
ANTI-CORRUPTION					
GRI 205 : Anti-corruption - 2016	205-1	Operations assessed for risks related to corruption	4.2 Ethics & Compliance 4.3 Duty of care	186 192	
	205-2	Communication and training about anti-corruption policies and procedures	4.2 Ethics & Compliance 4.3 Duty of care	186 192	
	205-3	Confirmed incidents of corruption and actions taken	4.2 Ethics & Compliance 4.3 Duty of care	186 192	
ANTI-COMPETITIVE BEHAVIOR					
GRI 206 : Anti-competitive Behavior - 2016 TAX	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	4.2 Ethics & Compliance	186	
GRI 207 : Tax - 2019	207-1	Approach to tax	4.2.3 Group Tax Policy	191	
	207-2	Tax governance, control, and risk management	4.2.3 Group Tax Policy	191	
	207-3	Stakeholder engagement and management of concerns related to tax	4.2.3 Group Tax Policy	191	
	207-4	Country-by-country reporting	Not disclosed for confidentiality constraints		

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GRI 103 : Management approach 2016	103-1	Explanation of the material topic and its Boundary	3.2.2 Corporate & Social Responsibility Materiality Assessment	136	
	103-2	The management approach and its components	4.1.3 Environmental Sustainability	172	
	103-3	Evaluation of the management approach	Non-financial performance table indicator correspondence table	201	
ENERGY			correspondence dance		
GRI 302 : Energy - 2016	302-1	Energy consumption within the organization	4.1.3.2 Environmental Management	177	
	302-2	Energy consumption outside of the organization	4.1.3.2 Environmental Management	181	
	302-3	Energy intensity	4.1.3.2 Environmental Management	177	
	302-4	Reduction of energy consumption	4.1.3.2 Environmental Management	177	
	302-5	Reductions in energy requirements of products and services	4.1.3.3 Increasing our Sustainability Impact	182	
WATER AND EFFLUENTS					
GRI 303 : Water and Effluents - 2018	303-1	Interactions with water as a shared resource	Material and in progress with WRIAqueduc (awww.wri.org)		
	303-2	Management of water discharge-related impacts	4.1.3.2 Environmental Management	177	
	303-5	Water consumption	4.1.3.2 Environmental Management	177	
GRI 304 : Biodiversity - 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	4.1.3.2 Environmental Management	177	
EMISSIONS					
GRI 305 : Emissions - 2016	305-1	Direct (Scope 1) GHG emissions	4.1.3.1 Climate Change	173	
	305-2	Energy indirect (Scope 2) GHG emissions	4.1.3.1 Climate Change	173	
	305-3	Other indirect (Scope 3) GHG emissions	4.1.3.1 Climate Change	173	
	305-4	GHG emissions intensity	4.1.3.1 Climate Change	173	
	305-5	Reduction of GHG emissions	4.1.3.1 Climate Change	173	
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	4.1.3.2 Environmental Management	179	
WASTE					
GRI 306 : Waste - 2020	306-1	Waste generation and significant waste-related impacts	4.1.3.2 Environmental Management	177	
	306-2	Management of significant waste-related impacts	4.1.3.2 Environmental Management	177	
	306-3	Waste generated	4.1.3.2 Environmental Management	177	
	306-4	Waste diverted from disposal	4.1.3.2 Environmental Management/ In progress	179	
	306-5	Waste directed to disposal	4.1.3.2 Environmental Management/ In progress	179	
ENVIRONMENTAL COMPLIANCE GRI 307 : Environmental Compliance - 2016	307-1	Non-compliance with environmental laws and regulations	4.1.3.2 Environmental Management	177	
SUPPLIER ENVIRONMENTAL ASSESSMENT					
GRI 308 : Supplier Environmental Assessment - 2016	308-1	New suppliers that were screened using environmental criteria	Responsible Purchasing	193	
	308-2	Negative environmental impacts in the supply chain and actions taken	Responsible Purchasing	193	

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GRI 103 : Management approach 2016	103-1	Explanation of the material topic and its Boundary	3.2.2 Corporate & Social Responsibility Materiality Assessment	136	
	103-2	The management approach and its components	4.1.1 People and Inclusion	143	
	103-3	Evaluation of the management approach	Non-financial performance table indicator correspondence table	201	
EMPLOYMENT					
GRI 401 : Employment - 2016	401-1	New employee hires and employee turnover	4.1.1.1 Business challenges and our people culture 4.1.1.3 Talent brand & attractiveness	143 154	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Telecommuting: 4.1.1.6 Health, safety, and wellbeing at work Compensation: 4.1.1.8 Reward and compensation	159 167	
	401-3	Parental leave	4.1.1.8 Reward and compensation	167	
LABOR/MANAGEMENT RELATIONS					
GRI 402 : Labor/ Management Relations - 2016	402-1	Minimum notice periods regarding operational changes	4.1.1.9 Labor relations	168	
OCCUPATIONAL HEALTH AND SAFETY					
GRI 403 : Occupational Health and Safety - 2018	403-1	Occupational health and safety management system	4.1.1.6 Health, safety, and wellbeing at work	159	
	403-2	Hazard identification, risk assessment, and incident investigation	4.1.1.6 Health, safety, and wellbeing at work	159	
	403-3	Occupational health services	4.1.1.6 Health, safety, and wellbeing at work	159	
	403-4	Worker participation, consultation, and communication on occupational health and safety	4.1.1.6 Health, safety, and wellbeing at work	159	
	403-5	Worker training on occupational health and safety	4.1.1.6 Health, safety, and wellbeing at work	159	
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	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.1.1.6 Health, safety, and wellbeing at work	159	
	403-8	Workers covered by an occupational health and safety management system	4.1.1.6 Health, safety, and wellbeing at work	159	
	403-9	Work-related injuries	4.1.1.6 Health, safety, and wellbeing at work	159	
	403-10	Work-related ill health			Included in the ISO 45001:2018 certification process in progress
TRAINING AND EDUCATION					
GRI 404 : Training and Education - 2016	404-1	Average hours of training per year per employee	4.1.1.4 Continuous learning & development: right skills and opportunities	156	
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	404-2	Programs for upgrading employee skills and transition	and opportunities 4.1.1.5 Leadership	158	
		assistance programs	4.1.2 Digital Inclusion	168	
	404-3	Percentage of employees receiving regular performance and career development reviews	4.1.1.4 Continuous learning & development: right skills and opportunities	156	
DIVERSITY AND EQUAL		and career development reviews	and opportunities		
OPPORTUNITY					
GRI 405 : Diversity and Equal	405-1	Diversity of governance bodies and employees	2.1.3 Composition of the Board of Directors	35	
Opportunity - 2016			4.1.1.2 Inclusion	146	Disclosed only on specific countries including France
	405-2	Ratio of basic salary and remuneration of women to men			France: https://www.capgemini.com/fr- fr/index-egalite-professionnelle/
NON-DISCRIMINATION					ir/index-egatic-professionnette/
GRI 406 : Non-discrimination - 2016	406-1	Incidents of discrimination and corrective actions taken	4.2 Ethics & Compliance 4.3 Duty of care	186 192	
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING					
GRI 407 : Freedom of Association and	407-1	Operations and suppliers in which the right to freedom of	4.2 Ethics & Compliance	186	
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CHILD LABOR					
GRI 408 : Child Labor - 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	4.2 Ethics & Compliance 4.3 Duty of care	186 192	
FORCED OR COMPULSORY LABOR					
GRI 409 : Forced or Compulsory Labor - 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	4.2 Ethics & Compliance 4.3 Duty of care	186 192	
HUMAN RIGHTS ASSESSMENT			•		
GRI 412 : Human Rights Assessment - 2016	412-1	Operations that have been subject to human rights reviews or impact assessments	4.3.2.1 Assessment Procedures	193	
	412-2	Employee training on human rights policies or procedures	4.2.1 Values and Ethics	187	
LOCAL COMMUNITIES					
GRI 413: Local Communities - 2016	413-1	Operations with local community engagement, impact assessments, and development programs	4.1.4 Employee engagement through volunteering	184	
SUPPLIER SOCIAL ASSESSMENT					
GRI 414 : Supplier Social Assessment - 2016	414-1	New suppliers that were screened using social criteria	Responsible Purchasing	193	
	414-2	Negative social impacts in the supply chain and actions taken	Responsible Purchasing	193	
PUBLIC POLICY					
GRI 415 : Public Policy - 2016	415-1	Political contributions	4.2.2 Compliance	188	
CUSTOMER PRIVACY					
GRI 418 : Customer Privacy - 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	4.2.2.2 Data Protection	189	
SOCIOECONOMIC COMPLIANCE					
GRI 419 : Socioeconomic Compliance - 2016	419-1	Non-compliance with laws and regulations in the social and economic area	4.2.2 Compliance	188	

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About Capgemini

Capgemini is a global leader in partnering with companies to transform and manage their business by harnessing the power of technology.

The Group is guided everyday by its purpose of unleashing human energy through technology for an inclusive and sustainable future. It is a responsible and diverse organization of 300,000 team members in nearly 50 countries. With its strong 50 year heritage and deep industry expertise, Capgemini is trusted by its clients to address the entire breadth of their business needs, from strategy and design to operations, fueled by the fast evolving and innovative world of cloud, data, AI, connectivity, software, digital engineering and platforms.

The Group reported in 2020 global revenues of €16 billion.

Learn more about us at

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