Capgemini

CAPGEMINI ENVIRONMENTAL SUSTAINABILITY

PERFORMANCE REPORT 2021 / 2022

WE ARE DRIVEN BY OUR PURPOSE

Unleashing human energy through technology for an inclusive and sustainable future

CONTENTS

03 **INTRODUCTION**
ABOUT CAPGEMINI
WELCOME

07 **OUR APPROACH**
OUR FRAMEWORK AND APPROACH
OUR AMBITION

10 **MANAGING OUR IMPACTS**
SUSTAINABLE IT
ENERGY
TRAVEL AND COMMUTING
SUPPLY CHAIN

16 **BEYOND OUR DECARBONISATION STRATEGY**
BEYOND VALUE CHAIN MITIGATION
BIODIVERSITY PROJECTS

20 **COLLECTIVE ACTION**
ENGAGING OUR PEOPLE
PARTNERING WITH CLIENTS
ADVOCACY AND COLLABORATION

26 **APPENDIX**
ABOUT THE REPORT
UN SDGS
PARTNERSHIPS
RECOGNITIONS
MANAGEMENT AND GOVERNANCE
PERFORMANCE DATA
ASSURANCE

The photographs, including the front cover, which have been used in our 2021/22 Environmental Sustainability report (unless otherwise stated) have been taken by Kuber Nagarkar, a Senior Consultant from Capgemini, India. A Passionate Wildlife & Nature Photographer, in his free time he focuses on his hobbies and captures the beauty of our planet through images of wildlife, birds and our natural world.

July 2022

ABOUT CAPGEMINI

COMPANY PROFILE

For more than 55 years, we have been a dedicated partner to organizations around the world, helping them transform and manage their businesses.

As a diverse collective of more than 340,000 strategic and technological experts across more than 50 countries, we are guided by our core values in all that we do:

Honesty | Boldness | Trust | Freedom | Fun | Modesty | Team spirit

We are driven by one shared passion: to unleash human energy through technology **for a more inclusive, sustainable future.**

KEY FACTS

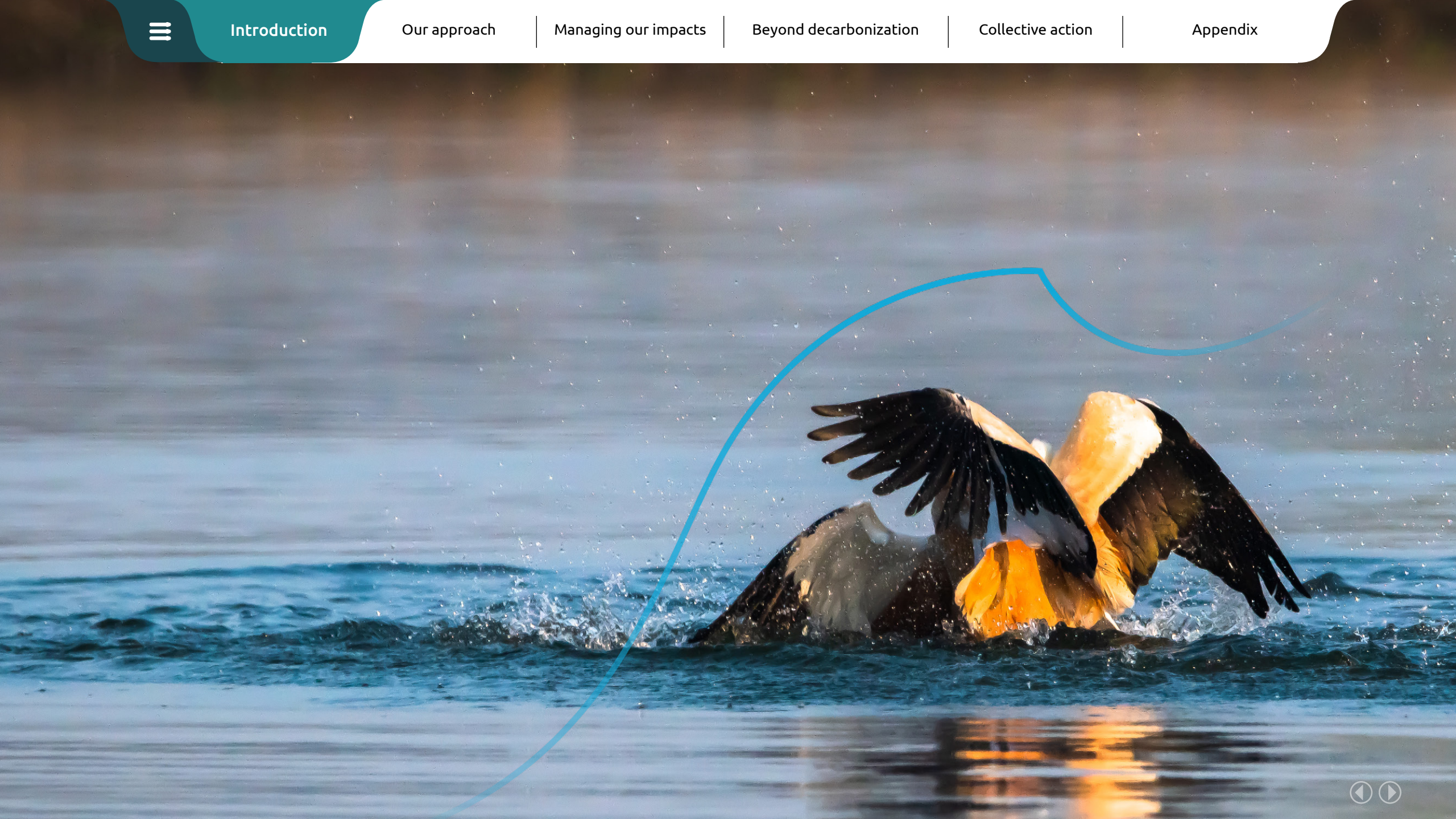
10 consecutive years named as **one of the World's Most Ethical Companies** by Ethisphere

Work with **85%** of the **200 largest public companies** on the Forbes Global 2000 list

Capgemini Research Institute ranked **#1** six years in a row **for the quality of its research** by Source Global Research

€18 Billion **in revenues** with an operating margin of 12.9%

More than **50** countries with more than 120 nationalities



WELCOME TO OUR 2021/2022 ENVIRONMENTAL SUSTAINABILITY PERFORMANCE REPORT

Reflections on 2021

2021 saw a profoundly changed world. The Covid-19 pandemic and the ever increasingly tangible and more frequent impacts of the climate crisis, have all been major global disruptors. In addition, the recent escalation of the Russia-Ukraine crisis has shaken much of the world and highlighted the global dependency on the limited supply of fossil fuels - and the need for significant investment in renewable alternatives.

It has been an introspective time for many businesses, who are questioning if they are doing enough to meet rising expectation. Whilst we have seen an increasing number of public corporate sustainability commitments, many have been vague, leading to scepticism, particularly over claims about 'net zero' and 'carbon neutrality.'

As a key global business player, we have a duty to act in responsible way, and ensure we are credible.

We have been committed to the climate safe Paris Pathway for many years, with a program in place to ensure that our emissions reduce in line with levels needed to limit warming to 1.5°C. Furthermore, our commitments and actions as a climate leader have been recognised this year, with a place on the CDP's A list.

During 2021 we also published our new ESG policy, setting out clearly our commitments and targets to hold ourselves publicly accountable. We also committed to aligning ourselves to the Science Based Target initiative's new Net-Zero Standard, supporting the aim of a single universal definition of 'net zero'.

During 2021 and into the first quarter of 2022, we achieved record financial performance across our business. As we look forward to the continued expansion of our Group, we recognise the critical importance of decarbonization and evolving towards being a sustainability services business.

Our actions to meet our ambitions.

Strategically, we have implemented our ten-point net zero program which provides an overall framework for our sustainability efforts. This includes both reducing our own operational impacts and also embedding sustainability at the heart of the transformation services that we provide to our clients.

Operationally, we are focusing on reducing emission from our facilities, business travel and commuting, and our supply chain. Our Green Lease Framework won gold recognition in the Green Lease Leaders Awards, and in 2021, nine new Green Leases were signed across Europe, APAC, and India. We also continued the transition of our electricity portfolio with 58% coming from renewable sources (up from 51% in 2021). We also recently launched our Energy Command Centre (ECC) in Bangalore, India - a unique initiative using smart technology to help us dynamically optimise the use of energy in our largest offices in India and beyond. The ECC showcases the benefit of bringing together technology and sustainability.

We continue to accelerate action to drive down emissions from both business travel and commuting. Building on our learnings from Covid-19 around remote working we have established a new framework for our 'new normal' and have started measuring the impacts from working at home. When travel is required we are strengthening our ability to offer low carbon alternatives such as electric vehicles with the wider installation of charging infrastructure.

We've also been continuing to work with our supply chain to understand and reduce our emissions from procured goods and services, proactively engaging our top 100 suppliers who account for around 50% of all supply chain emissions.

Our people are critical to our vision

To meet both our operational targets and to deliver the client sustainability services of the future, the mobilisation of our people has been key. Our 2021 'Climate Circle' campaign was our largest employee engagement program ever as a business with our leadership community tasked with hosting a one-hour climate conversation with their teams with the aim of generating both ideas and actions.

We have also launched our global 'Skill Up for a Sustainable Future' campaign with a new virtual Sustainability Campus providing a single point for employees to reinforce their knowledge on global sustainability issues.

The goals of the Paris Agreement cannot be delivered by a single party

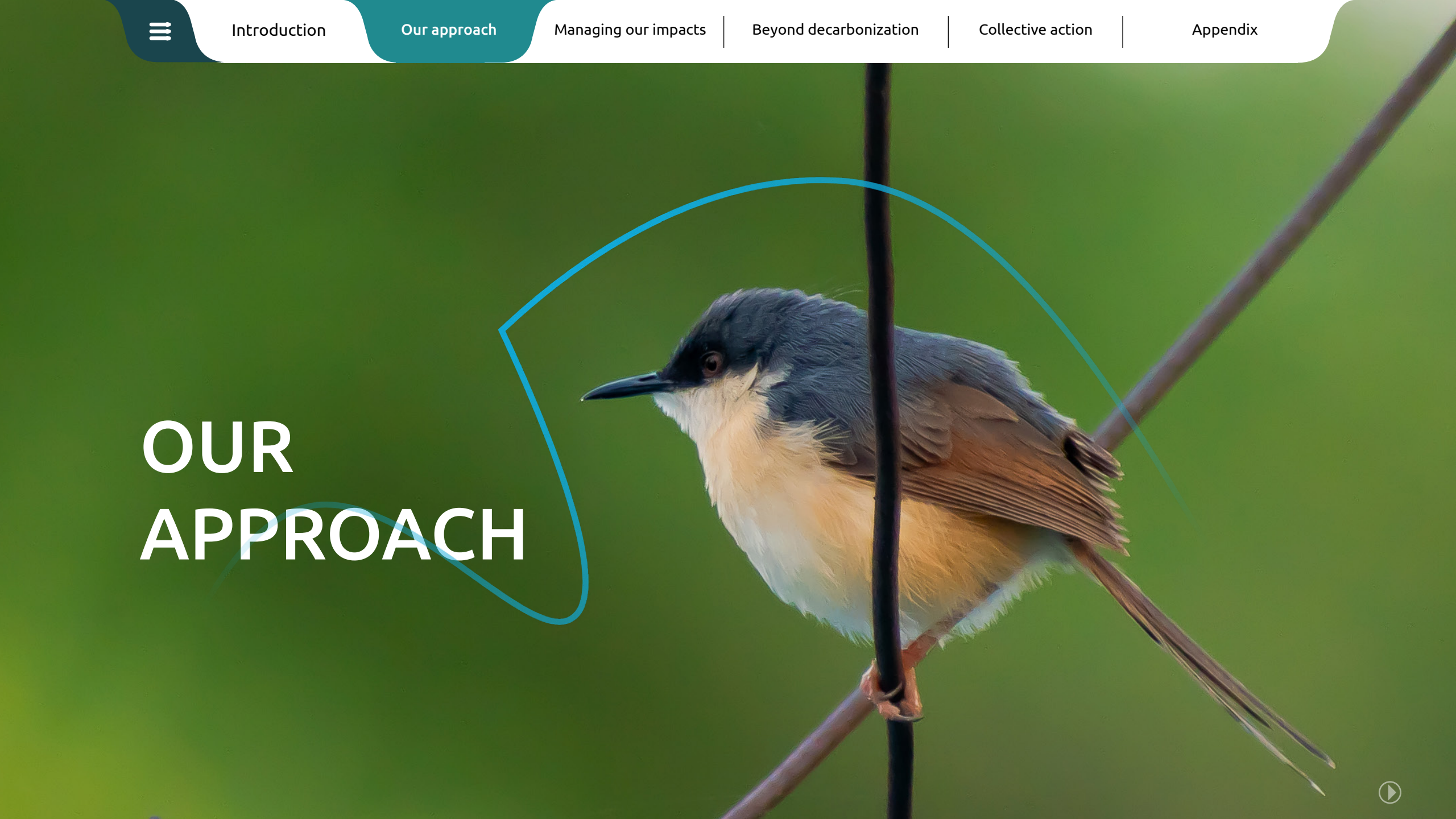
Recognising that globally, we will only achieve the outcomes of the Paris Agreement through collaboration, we are working with an increasing proportion of our clients on support their own sustainability transformation journeys. To accelerate this, we have released a number of new global sustainability service offerings and have engaged with more than 170 clients during 2021.

We have also increased our support of public initiatives to scale up collective impact with our CEO joining the World Economic Forum's Alliance of CEO Climate Leaders. In addition, we continued as a key partner for our third year to the World Climate Summit at COP26.

However, despite global efforts to date to reduce emissions, the climate crisis is already affecting the lives of millions of people around the world. In the words of Secretary-General Antonio Guterres, "the Climate Crisis is a race we are losing, but it is a race we can win". Of course, we must all play our part, and by collaborating with our partners and suppliers, start-ups, policy-makers, governments and academics, Capgemini remains committed to build the sustainable future we all need.

Cyril Garcia
Director of Capgemini Invent, Sectors and Corporate Social Responsibility

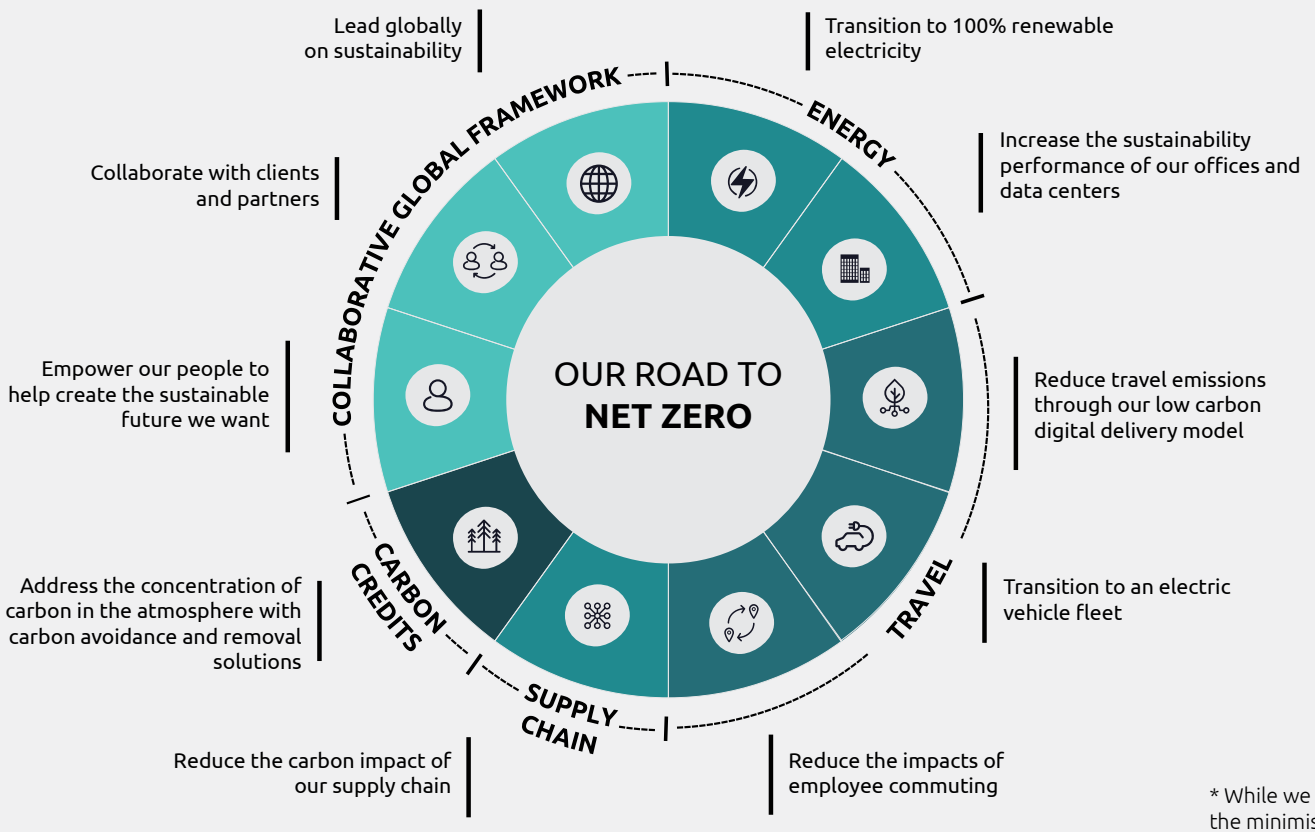
OUR APPROACH



OUR ENVIRONMENTAL SUSTAINABILITY APPROACH

Capgemini has a long-term commitment to environmental sustainability, with a strategy that focuses on managing and reducing our own environmental impacts whilst also using our business expertise to help clients address their own sustainability challenges. The sustainable transformation of our organisation at the scale and pace we have targeted is ambitious and will materially impact every aspect of the way we operate. It requires radical change in everything from procurement and IT operations, to how we work and our business model.

10 POINT TRANSITION ROADMAP



OUR COMMITMENTS

Reduce our carbon emissions by **90%** to become net zero by 2040 and carbon neutral* by 2025 for our own operations, and across our supply chain by 2030

100% renewable electricity by 2025 and transition to electric vehicle fleet by 2030

Help clients save 10 million tons of CO_2e by **2030**

KEY 2021 ACHIEVEMENTS

58% of our electricity comes from renewable sources

93% of our headcount covered by Global Environmental Management **ISO14001**

A list recognition from CDP for leadership in tackling climate change

* While we recognise there is currently debate on the validity of terms like carbon neutrality, we will continue to support the minimisation and reduction of greenhouse gases in the atmosphere aligned to our own operational footprint.

A STRENGTHENED AMBITION - OUR NEW AND VALIDATED NET ZERO TARGETS

This year we have refined our net zero targets in line with the Science Based Target initiative's (SBTi) new Corporate Net-Zero Standard. The Standard is the world's first framework for setting corporate net zero targets and was launched at the end of 2021 after a thorough consultation process in which Capgemini was a part. It addressed the lack of a previous robust benchmark which had triggered scepticism over some corporate claims, and net zero as a concept. Our refined net zero targets have been assessed by the SBTi and got approved in July 2022.

Our new net zero headline target is to achieve a 90% reduction in carbon emissions across Scopes 1, 2 and 3 by 2040 compared to a baseline of 2019. This sees us significantly raising our ambition beyond our previous 2030 targets and reflects our continuing commitment to address climate issues in line with the latest climate science.

In addition, we are strengthening our near-term (2030) Scope 3 targets for commuting and business travel to a 55% reduction per employee against a 2019 baseline (compared to 50% reduction per employee vs 2015).

Our other previous Scope 1, 2 and 3 targets were already aligned to or in some cases were more ambitious than the new SBTi Corporate Net-Zero Standard. Consequently, they remain in place but with the baselines revised from 2015 to 2019, increasing our ambition further and ensuring greater transparency and consistency in our greenhouse gas emissions data after the integration of Altran into the Group.

Our commitment to the new Standard reflects our continued increasing ambitions aligned to the needs of climate science and recognises that the world needs to rapidly decarbonise through both short- and long-term systems change and new operating models. The Standard requirements are highly ambitious and will require significant collaboration across our entire value chain to achieve the radical change needed.

Dr. James Robey
Global Head of Environmental Sustainability

OUR REFINED NET ZERO TARGETS

Category	2025 target	2030 target (SBTi near term target)	2040 target (SBTi long term target)
Headline targets			**-90% absolute**
Scope 1 & 2 emissions		-80% absolute	-90% absolute
Business travel		-55% per employee	-90% absolute
Commuting		-55% per employee	-90% absolute
Procured goods & services		-50% absolute	-90% absolute
Supporting targets	100% renewable electricity	100% EV fleet	
Overall emissions	Operational carbon neutral*	Supply Chain carbon neutral*	Net zero

* While we recognise currently there is debate on the validity of terms like carbon neutrality, we will continue to support the minimisation and reduction of greenhouse gases in the atmosphere aligned to our own operational footprint.

THE KEY FEATURES OF SBTi's NET-ZERO STANDARD

1. **Decarbonization of 90-95%** for the majority of organizations across their entire value chain emissions, including those produced by their own processes (scope 1), purchased electricity and heat (scope 2), and generated by suppliers and end-users (scope 3).
2. **Long-term targets** as well as near-term targets (to become net zero by 2050 latest).
3. **Carbon removals only to be used when a company has met its long-term reduction target to mitigate for the final 5-10% of emissions**- and no claims of net zero can be made until this point.

In addition, the SBTi recommends that companies make investments outside their science-based targets to help mitigate climate change elsewhere and help increase the likelihood that the global community stays within a 1.5˚C carbon budget. but are not a substitute for the rapid and deep reduction of a company's own value chain emissions. (See more in our 'Beyond decarbonization' section')

MANAGING OUR IMPACTS

OUR COMMITMENT TO SUSTAINABLE IT ACROSS OUR OPERATIONS

SCOPE 1, 2 AND 3 EMISSIONS

As a technology company, we want to ensure that we lead on issues relevant to our sector. Our commitment to sustainable IT is reflected in our Capgemini Research Institute's report on 'Sustainable IT', by our commitment to helping clients with this issue through our new Sustainable IT services, and through our employee 'Tech for Good' activities.
In our own operations, we recognize that there are many unintended consequences of the digital world. During 2021, we strengthened our commitment to sustainable IT for our own operations and we established a steering group led by Group IT who have developed a plan to reduce the environmental impact associated with our IT use as a business. The first step was to measure our own technology footprint and then benchmark our current performance and maturity with other companies to clearly define the levers whereby we could make the most material impact.

TECHNOLOGY HAS **UNINTENDED CONSEQUENCES...**

As a country, the IT industry would be the **3rd largest** electricity consumer in the world

IT accounts for around **3%** of global CO_2 emissions, more than Spain, Italy, France and Portugal **combined**

... BUT IT ALSO HAS THE ABILITY TO SOLVE MANY ISSUES

By 2030, IT has the potential to cut **9.7 times** as many carbon emissions as emitted

Digital solutions can contribute to achieving **all 17 UN SDGs** and **>50%** of the 169 SDG sub-targets

OUR **FOCUS AREAS**

Our new steering group, established in 2021, focuses on:

1. Improving the efficiency of the devices we use to reduce energy consumption
2. Reducing the embedded carbon of our devices working in partnership with our procurement team
3. Enabling IT solutions to support lower carbon delivery models
4. Minimizing our E-waste
5. Educating our Group IT Team on all aspects of sustainable design and operation of our IT

ACTIONS TO REDUCE OUR **OWN IT FOOTPRINT**

We are taking measures to control and reduce the impact from our own use of IT. Throughout 2021, we have carried out a number of actions:

In terms of our user hardware and devices, we have extended end-of-usable-life for computing devices (desktops and mobile workstations) and improved how we dispose of computing devices (desktops and mobile workstations)

In 2021, Group IT has applied carbon reduction levers across its practices and reduced its net electricity usage by 1.2 GWh (Gigawatt hours). This included rationalizing, decommissioning and adjusting offsets from newly procured IT equipment.

We have also worked to enable the procurement of IT accessories made from recycled materials. We have improved our network and communication systems to support our 'new normal' and hybrid way of working, including the necessary tools for our people to collaborate virtually. We have migrated our applications and data to a greener public cloud SaaS from 45 data centers into 18 Software-Defined Private Cloud data centers.

INCREASING THE SUSTAINABILITY OF OUR FACILITIES - A FOCUS ON ENERGY

SCOPE 1+2 EMISSIONS

Capgemini continues to make progress on reducing its emissions from energy. This has been achieved through two key levers: firstly, by improving energy efficiency, and secondly, by transitioning electricity supply to renewable sources.

ENERGY EFFICIENCY IN OUR OPERATIONS

Our commitment to sustainable and energy-efficient workplaces starts with environmental conscious design. Many of our flagship buildings across India, France, Germany, Poland, Spain, and Sweden are certified under LEED, IGBC, BREEAM or equivalent green building accreditations.

Our global real estate team also led the development one of the first Green Lease frameworks in our sector. Under the framework, which achieved 'Gold' recognition in 2022 through the Green Lease Leader program, the criteria for choosing buildings includes factors such as energy efficiency, EV charging points, and proximity to public transport. In 2021, nine new Green Leases were signed across Europe, APAC, and India.

ENERGY EFFICIENCY INITIATIVES TAKEN IN 2021

- Installation of energy efficient variable speed water-cooled chillers in Bangalore
- Replacement of air handling units with energy efficient electronically commutated (EC) fan systems in Bangalore and Pune
- Implementation of solar streetlights for campus in for Bangalore, Chennai, and Noida
- Chiller plant Manager for Mumbai and Pune.
- Implementation of energy efficient variable flow refrigerant system for network rooms across Bangalore
- Switching to LED lighting at numerous sites in France, Italy and the UK
- Implementation of a cooling optimization solution, employing an AI engine for our data centers in India

OUR ENERGY COMMAND CENTER

We recently launched our Energy Command Center (ECC) at our EPIP campus, Bangalore. It is a unique initiative to reduce our own emissions, using smart technology to optimise the use of resources and to monitor asset health.

The ECC will measure and predict various metrics like indoor air quality, energy intensity, water intensity, health of critical assets, renewable energy generation, and the overall performance across all energy assets. The ECC showcases the benefit of bringing together technology and sustainability and will enable Capgemini to manage its energy use across its offices in India and beyond.

Capgemini employees in our Energy Command Centre.

INCREASING THE SUSTAINABILITY OF OUR FACILITIES - A FOCUS ON ENERGY

SCOPE 1+2 EMISSIONS

RENEWABLE ELECTRICITY

As a member of the RE100 initiative, we are committed to switching to 100% renewable electricity by 2025. In 2021, we continued the transition of our electricity portfolio with 58% coming from renewable sources (up from 51% in 2021).

At the end of 2021, all facilities (including legacy Altran facilities) in Belgium, Denmark, Finland, Ireland and Luxembourg were running on 100% renewable electricity, with Netherlands, Sweden and UK at above 95%; and France, Germany, Japan, Spain above 80%.

In India, where the renewables market is still developing, our campuses in Bangalore, Mumbai (Airoli) and Pune (Hinjewadi, Talwade) have recently been converted to 100 % renewable energy through a combination of onsite generation and 'Green Power' utility programme. Our Chennai campuses in India started using solar power generated by an offsite solar farm located in Kovilpatti, Tuticorin district in Tamil Nadu through CPPA. The solar farm will deliver over 1.6 million kWh of clean renewable electricity to our owned facilities (SIPCOT & MIPL) in Chennai.

This bring the total of electricity supplied from renewable sources in India to 36.5%, with around 7,5000MWh generated on site in 2021. Most of this electricity was directly consumed in our offices, however with reduced demand during the COVID-19 lockdowns, around 760MWh of clean electricity was also exported to the local grid in 2021.

INVESTING IN SOLAR PARKS

The largest Solar Park in the Capgemini Group, and amongst all corporates in Mumbai, was recently commissioned at our Airoli campus. The energy generated through the addition of new 3.6 MWp Solar Park, comprising of over 10,000 panels, is expected to provide around 40% of electricity consumed within the campus.

Capgemini Solar Park, Mumbai

MINIMISING OUR TRAVEL AND COMMUTING IMPACTS

SCOPE 3 EMISSIONS

As a global company, travel has consistently comprised the largest share of Capgemini's carbon footprint. In 2019, pre-COVID, 57.5% of our overall carbon footprint was from travel (29.3% from business travel and 28.2% from commuting). At the heart of our approach to reduce travel impacts is ensuring that the first question we ask is "do we need to travel?" And then if so, how can we make smarter travel choices? This was a key part of our approach to our new normal and a key element of our Travel Policy launched last year.

BUSINESS TRAVEL

We have continued to expand our virtual collaboration capabilities and digital workplace initiatives to connect people wherever they are as part of our 'new normal'.

For the travel that remains necessary, we continue to enable people to make lower carbon choices and local travel plans have been developed that promote car-sharing, walking, cycling and use of public transport.

COMMUTING

We continue to focus on the measurement and understanding of commuting emissions (including working from home emissions) to enable future reductions. We are preparing for a new survey later this year to gain further insight into the post Covid-19 commuting and working from home patterns.

EV TRANSITION

In July 2021 we announced our intention to stop with immediate effect the order of new pure diesel or petrol vehicles and eliminate non-hybrid/EV from our 12,000-vehicle company fleet, as part of our transitioning to 100% EVs by 2030 (Capgemini is a member of EV100)

We have been working on adapting local company car policies and our vehicle catalogs this year. The share of plug-in hybrid and full electric vehicles at the end of 2021 was 17.5%.

To facilitate the transition, we have invested in extending the number of charging points at our facilities. In 2021 we doubled the number of charging points from 146 to 305.

REDUCING THE IMPACTS FROM PROCURED GOODS & SERVICES

SCOPE 3 EMISSIONS

Sustainable businesses need sustainable supply chains and we are working with our suppliers to make their activities more sustainable. Establishing a solid measurement mechanism is the first key action.

PROCURED GOODS AND SERVICES

In 2021, we refined our calculation methodology for assessing the carbon emissions from procured goods and services. Next to accuracy improvement, our focus is on carbon reduction initiatives and supplier collaboration.

Some examples of initiatives that we have taken:

- Engaging with our 100 top suppliers on decarbonization (estimated to account for 50% of our supply chain carbon). This includes dialogue on collaboration through a series of CPO roundtables
- Developing approaches to systematically embed sustainability into vendor selection and procurement choices
- Using purchasing instruments (contract conditions, action plans, supplier roadmaps) to maintain vendor accountability for carbon reductions
- Direct engagement with IT hardware and software vendors to identify opportunities for collaboration on pathways for decarbonization
- Developing plans to train buyers on our sustainable procurement methodology and defining specific actions plans for individual procurement categories.

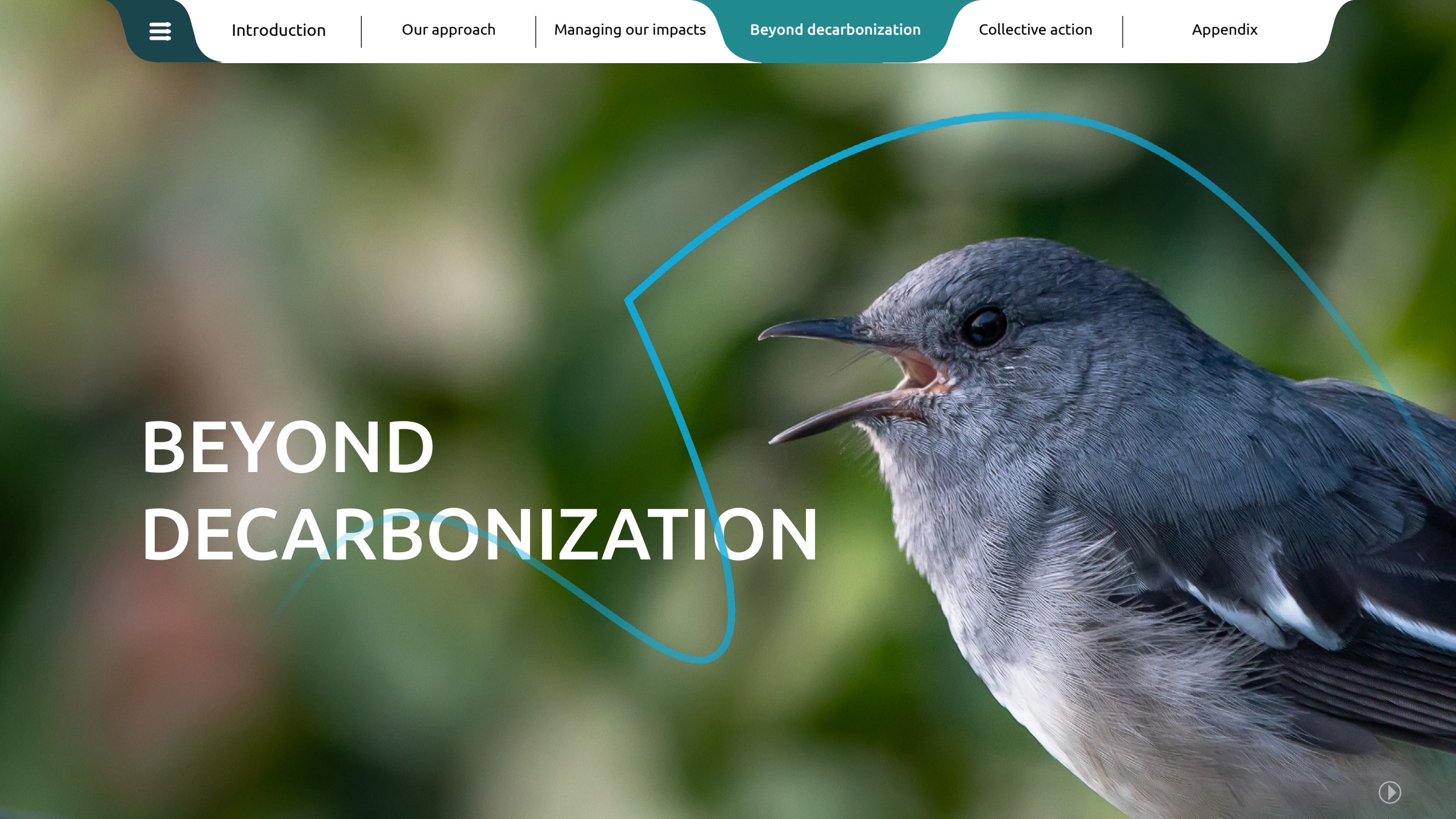
STOP BUYING WASTE!

While waste is not a major contributor to our overall carbon footprint, it is intrinsically linked to procurement – ultimately, every item purchased has the potential to become waste unless circular economy principles are applied at the outset.

Consequently, in December 2021, the Net Zero Board agreed two new waste targets:

1. Reduce total waste per employee by 80% by 2030 (baseline year 2019)
2. Reduce to zero the amount of waste that goes to landfill and below 5% incineration building on the principles of circularity (SDG 12)

A joint Real Estate and Procurement team are currently finalizing our roadmap and action plan to achieve this target. A key focus will be how we avoid 'buying waste,' items which cannot be fully reused or recycled at the end of their life.



BEYOND DECARBONIZATION

BEYOND OUR DECARBONISATION STRATEGY

Our focus is on decarbonisation and in line with the SBTi's new Net Zero Standard we will achieve a 90% carbon reduction across our value chain by 2040. With terminology such as 'net zero,' 'carbon neutrality,' and 'carbon positive' coming under increasing scrutiny, the work of the SBTi's Net Zero Standard, is being reinforced across the rapidly transforming carbon market landscape. During 2021 we established our approach to beyond value chain mitigation.

OUR PRINCIPLES FOR BEYOND VALUE CHAIN MITIGATION

1. **DECARBONISE FIRST:** Rapid and ambitious decarbonization aligned to the SBTi's Corporate Net-Zero Standard must be at the heart of our climate commitment.
2. **RESPONSIBILITY TO ACT BEYOND OUR VALUE CHAIN:** We have a responsibility to act beyond the decarbonization of our own operations to keep global average temperature increases to below 1.5 °C. We will invest[1] in climate change mitigation measures beyond our own value chain through solutions that have a positive impact for the planet, such as high-quality carbon credit projects (as defined by independent standards[2]). We will also target solutions with wider co-benefits[3].
3. **TRANSPARENCY:** Our strategy will be transparent and aligned to best practice and our levels of investment will be relevant to our carbon emissions.

This is a highly complex topic: from ensuring projects meet stated aims, to the increasing scarcity of high-quality carbon credits and projects. Guidance and legislation around both the use of investment mechanisms and the need for transparency around corporate claims are evolving. We are listening and collaborating with a wide range of market actors and we will continue to evolve our strategy.

1. *To reach our target to be carbon neutral by 2025, in parallel with focusing on reducing our operational emissions, we will expand our carbon credit program by scaling up each year to reach our neutrality target. This will be achieved through the retirement of high-quality carbon credits such that our net operational emissions compared to 2019 will be 45%, 30%, 15%, 0% in 2022, 2023, 2024 and 2025 respectively.*
2. *High quality credits come from independent standards, such as Verified Carbon Standard or Gold Standard, that have approved methodologies in place, third-party auditing, and registry systems that avoid double-counting.*
3. *For example, in support of the United Nations' Sustainable Development Goals (SDGs), helping to improve biodiversity, ensuring integration and benefit sharing with Indigenous Peoples and Local Communities (IPLCs) and the development of circular economies.*

"Our net zero programme is about reducing our absolute carbon impacts and we have set near and long term science based goals.

Recognising the urgency to achieve global net zero emissions, we have a responsibility to act beyond the decarbonisation of our own operations to keep global average temperature increases to below 1.5 °C. Therefore we are investing in carbon avoidance and removal solutions (including high quality carbon credits).

While we recognise currently there is debate on the validity of terms like carbon neutrality, we will continue to support the minimisation and reduction of greenhouse gases in the atmosphere aligned to our own operational footprint.

Dr. James Robey
Global Head of Environmental Sustainability

BEYOND OUR DECARBONIZATION STRATEGY

OUR PROJECT FOCUS FOR BEYOND VALUE CHAIN MITIGATION

During 2021 we have been finalizing initial investments, choosing to support projects that have, or will earn, high-quality carbon credits. We have evaluated all projects to understand relevant key criteria, for example, their additionality, permanence, potential leakage, conservativeness, integration with local communities and co-benefits.

Our program will support a mix of projects that both avoid new greenhouse gases entering the atmosphere (e.g. avoided deforestation and improved cookstoves) and some projects that remove them (e.g. afforestation). Avoiding new emissions into the atmosphere will be particularly important over the next decade and these projects represent the majority of the credits currently available.

Over time our program will increasingly support removal projects as more opportunities become available and opportunities for avoiding emissions reduce. Our initial focus will be on nature-based solutions because of the availability and co-benefits but we are aware of the limitation of sequestering carbon in the biosphere and the availability of land. We therefore intend to explore opportunities in new technologies for more permanent removal-based solutions such as Direct Air Capture and Storage that are globally necessary.

While our impact on biodiversity issues is relatively low as a business, we are driving programs that address the ecological crisis in other ways, in addition to our investments in carbon credits - for example, by supporting nature projects including tree-planting initiatives and beach cleans ups, or by encouraging wildlife to flourish at our sites across our Group. We encourage our employees to use technology and innovation to address key sustainability challenges. Here are some examples of our activities last year:

1TRILLION TREES CAMPAIGN

Last year, Capgemini joined the World Economic Forum's (WEF) **1trillion trees** campaign to conserve, restore and grow one trillion trees around the world. We committed to plant 20 million trees by 2030.

And, in India, we achieved the target to plant one million trees through our **#MissionMillionTrees** campaign.

We have also established our **'Capgemini Forest'** through our supplier Ecologi as a way for any stakeholder within the business to invest in tree planting in forests. To date we have supported the planting of 783,890 trees.

BEYOND OUR DECARBONIZATION STRATEGY

BIODIVERSITY PROTECTION AND RESTORATION: LES FONTAINES IN FOCUS

The Serge Kampf Capgemini University at Les Fontaines sits in 52 hectares of parkland. Sustainability and protection of biodiversity is very much at the heart of how the campus is managed. In 2021, working with Mytree, the University has been focused on the renovation of the English Gardens of the Château de Chantilly as well as preserving biodiversity and the local historical heritage.

In addition, the University has a policy that governs the management of the parkland:

Disturbance of nature and wildlife is kept to a minimum, with no activity permitted on the lake. We avoid noise pollution and have no park lighting. All park maintenance equipment is electric. We support biodiversity by planting and conserving a wide variety of plants and animals, and have grown over 50 fruit trees and installed 50 beehives within a meadow of honey producing flowers. We are cultivating a meadow with plant species for roe deer.

The campus has three rainwater-harvesting wells, one of which is used for watering the Château gardens. We use an advanced watering system with a hygrometric probe, which ensures we water only when it's necessary. Finally, to reduce food waste we use a dehydrator so that we can apply fertiliser directly in our park.

USING OUR SKILLS AND EXPERTISE TO ADDRESS GLOBAL SUSTAINABILILTY CHALLENGES

MOJAVE DESERT

A team in North America developed an AI & Machine Learning based tool to help protect the ecosystem of the Western Mojave Desert.

GLOBAL DATA CHALLENGE

We teamed up with the Lofoten-Vesterålen (LoVe) Ocean Observatory, Norway to look at how AI can help provide new insights through data about the ocean environment to contribute to our understanding of climate issues. 1,187 colleagues across 667 teams within 33 countries participated in this challenge.

CAPGEMINI BLUE CHALLENGE

In Europe we launched a challenge in collaboration with BluMarine to support start-ups creating innovative seaweed solutions for a sustainable and inclusive world.

COLLECTIVE ACTION

EMPOWERING OUR PEOPLE TO HELP CREATE A SUSTAINABLE FUTURE

Our approach to mobilizing our people includes a focus on three areas: education, engagement and empowerment. At a global level, we aim to accelerate the knowledge and engagement of our sizeable workforce on sustainability and ultimately drive positive change. Since our first targets in 2008, we've been striving to create a culture where sustainable actions are normalised. We run regular webinars and opportunities for employees to share and develop their skills in addressing real-life global challenges.

CLIMATE CIRCLES

Climate Circles was our lead engagement campaign during 2021, aiming to mobilize our people on sustainability. Our Vice-Presidents (VP) community, including members of our Group Executive Committee (GEC) were asked to engage small groups of team members in ideation sessions to share knowledge, provoke discussion and ultimately drive positive change.

The two key topics for the Climate Circles were 'The Race to Net Zero' and 'Technological Innovations and Breakthroughs for the Planet.' Training and conversation guides, including specially created videos to kick-start the sessions, were made available to all hosts, boosting their knowledge on sustainability as part of the process.

Across the business, hundreds of Climate Circle conversations took place during the second half of 2021, sparking new thinking and actions. Ultimately, over 14,000 employees were engaged with over 13,000 pledges to take further action registered. The campaign was also adapted for use by our University Learning team to reach larger audiences, creating a 'Climate Circle Live' event for training weeks.

SUSTAINABILITY CAMPUS

To support our commitment to building employee knowledge on sustainability, we significantly enhanced our global sustainability training program for all employees in June 2021. This learning approach has been significantly expanded in 2022 with the launch of our 'Skill Up for a Sustainable Future' campaign launched on Earth Day, April 2022.

Subsequently, on World Environment Day, June 2022, we launched our Virtual Sustainability Campus. The Campus provides a single point where employees can reinforce their knowledge on global sustainability issues, our own corporate commitments and actions, the impact of our sector, and the potential impacts of our products and services.

The awareness module (a one-hour program) provides a comprehensive entry point into the rest of the Campus which provides employees with the knowledge they need to deliver our products and services more sustainably, and to encourage them to become 'environmental thinkers and innovators'.

PARTNERING WITH CLIENTS ON THEIR SUSTAINABILITY CHALLENGES

We recognize that the biggest impact we can have is through working to help our clients manage their sustainability challenges. Hence, in 2019 we announced our commitment to help clients save 10 million tons of CO_2e by 2030. In 2021, we launched our Sustainability Accelerator Services and a series of new global offers designed to help clients at key stages of their sustainability journey. Our Client Carbon Impact Calculator was further developed to measure and model the carbon impacts of our services across a broad range of sectors and projects as well as the impacts of our project delivery teams. This has been rolled out to key teams to ensure that we are helping drive sustainability thinking across our projects.

SUSTAINABILITY OFFERING FRAMEWORK

Last year we established our sustainability framework to help clients define and achieve sustainability commitments across their entire value chains while driving growth and competitiveness. We support them in three main ways:

1. **COMMIT:** Help organizations define their net-zero strategy, establish the underlying organization, embark all relevant stakeholders internally and externally while adjusting their business models.
2. **ACT:** Help clients operationalize their strategy by designing more sustainable products and services, refining their operations and supply chains to reduce their environmental footprints, and by switching their legacy IT capabilities to sustainable IT.
3. **MONITOR & REPORT:** Model, track and anticipate the evolution of any organization's greenhouse gas emissions through sustainability data hubs and by leveraging innovative technologies.

We have released four new global service offerings across these areas, engaging with more than 170 clients on during 2021. (See **https://www.capgemini.com/services/sustainability/** for more detail.)

CLIENT IMPACT CALCULATOR

We have developed an internal tool to measure the reduction of CO_2e emissions delivered through our client projects, and to ensure we meet our 2030 target.

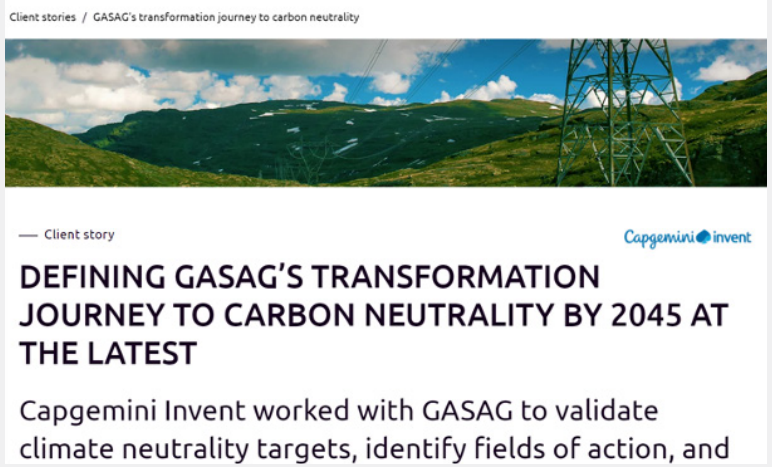
The carbon impact calculator enables client engagement teams to accurately calculate and report the environmental impact of their projects, with functionality for calculating the impact of fuel, electricity, delivery , data center, and water. Once the user has logged the estimated usage and information about the delivery team, the tool creates a report detailing the estimated impact, which can be then shared with clients

The calculations performed by the tool are based on the emissions factors and data developed by the Department for Environment, Food and Rural Affairs (DEFRA) in the UK and the International Energy Agency (IEA) – which are both recognized by the Agence de l'Environnement et de la Maîtrise de l'Energie (ADEME), the French ecological transition agency.

BRINGING INNOVATION AND EXPERTISE TO HELP CLIENTS ACCELERATE THEIR SUSTAINABILITY TRANSFORMATION

COMMIT

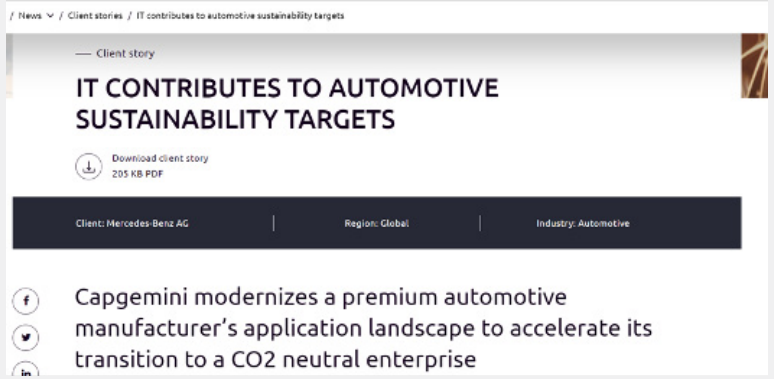
We helped **Gasag** take the first steps toward its goal of achieving carbon neutrality by 2045. We validated its cross-units strategy for emissions assessment and reduction, identified measures for a total reduction potential of 2.5M tCO_2 annually, and developed a tool for reporting carbon emissions and savings.



https://www.capgemini.com/news/client-stories/defining-gasags-transformation-journey-to-carbon-neutrality/

ACT

We helped **Mercedes-Benz** in its efforts to reach climate neutrality by 2040 through the unification of a CO_2 data and analytics platform, covering end-to-end supply chain and logistics from inbound to outbound logistics and spare parts management processes. This has secured future CO_2 reporting with a robust solution enabling frequent CO_2 reporting, and thus enabling the company to take timely actions to reach its CO_2 targets. It also enables the company to better use analytics capabilities automation and artificial intelligence/machine learning to proactively mitigate its CO_2 footprint.



https://www.capgemini.com/news/client-stories/it-contributes-to-automotive-sustainability-targets/

MONITOR & REPORT

We have supported a **Swiss well-known luxury brand** on its journey towards net zero. The sustainability team of this brand has chosen to implement Salesforce Net Zero Cloud with our Swiss Salesforce Experts for their carbon accounting data.

As well as implementation, Capgemini worked with the customer to design an action plan to complete the Net Zero Data journey preparing for the future - a robust and trusted Carbon Data ecosystem with Salesforce Net Zero Cloud as the central reporting and monitoring platform.

ADVOCATING AND COLLABORATING FOR GREATER IMPACT

We are committed to working with others, including clients, partners and NGOs, to find solutions to major systemic challenges – building stronger eco-systems and participating in conversations that lead to innovations and new ways of working.

SHARING KEY SUSTAINABILITY INSIGHTS FROM A BUSINESS AND SOCIETAL PERSPECTIVE TO DRIVE CONVERSATION AND ACTION

Our worldwide network of experts works closely with clients, technology and academic partners to explore and share the latest developments in business, sustainability and technology as well as share actionable insights and analysis on climate challenges and opportunities.

Our Capgemini Research Institute is proud to have been ranked #1 in the world for the quality of our research by independent professional services research firm Source Global Research.

Twenty-two sustainability research reports and points of view were published in 2021 by Capgemini – placing sustainability at the heart of our thought leadership efforts.

LEVERAGING THE POWER OF PARTNERSHIPS TO AMPLIFY AND ACCELERATE IMPACT

We are committed to working with our clients, partners, start-ups and NGOs to find solutions to major systemic challenges, participating in conversations to drive innovations and new ways of working.

Since joining the Race to Zero campaign as a founder member in 2020, we have extended our memberships and collaborations. In 2021, our CEO joined the World Economic Forum's Alliance of CEO Climate Leaders, a global community of Chief Executive Officers formed to catalyze action across all sectors. We also joined the World Economic Forum (WEF) 1trillion trees movement, committing to plant 20 million trees by 2030.

Through our memberships of the RE100 and EV100, we are collaborating with other members to send a powerful signal to markets and governments about the need for a rapid transition to both renewable electricity and electric vehicles. We also joined the European Green Digital Coalition, a group of technology leaders aiming to ensure technology is a key driver in addressing sustainability issues.

"As the CEO of a global technology services company, I will do everything I can to make sure digital technology is positively part of the solution for a more sustainable economy. I commit to working with our partners and the European Green Digital Coalition, across the technology value chain and beyond, to make a collective meaningful impact on sustainability.

Aiman Ezzat,
CEO

ENGAGING STRATEGICALLY AT KEY MOMENTS IN 2021

PARTNERSHIP WITH WORLD CLIMATE SUMMIT FOR COP26

In November 2021, Glasgow hosted the 26th United Nations Climate Change Conference of the Parties, COP26. This global event marked the deadline for governments to set out their more ambitious climate change goals following the Paris Agreement, signed at COP21 six years before.

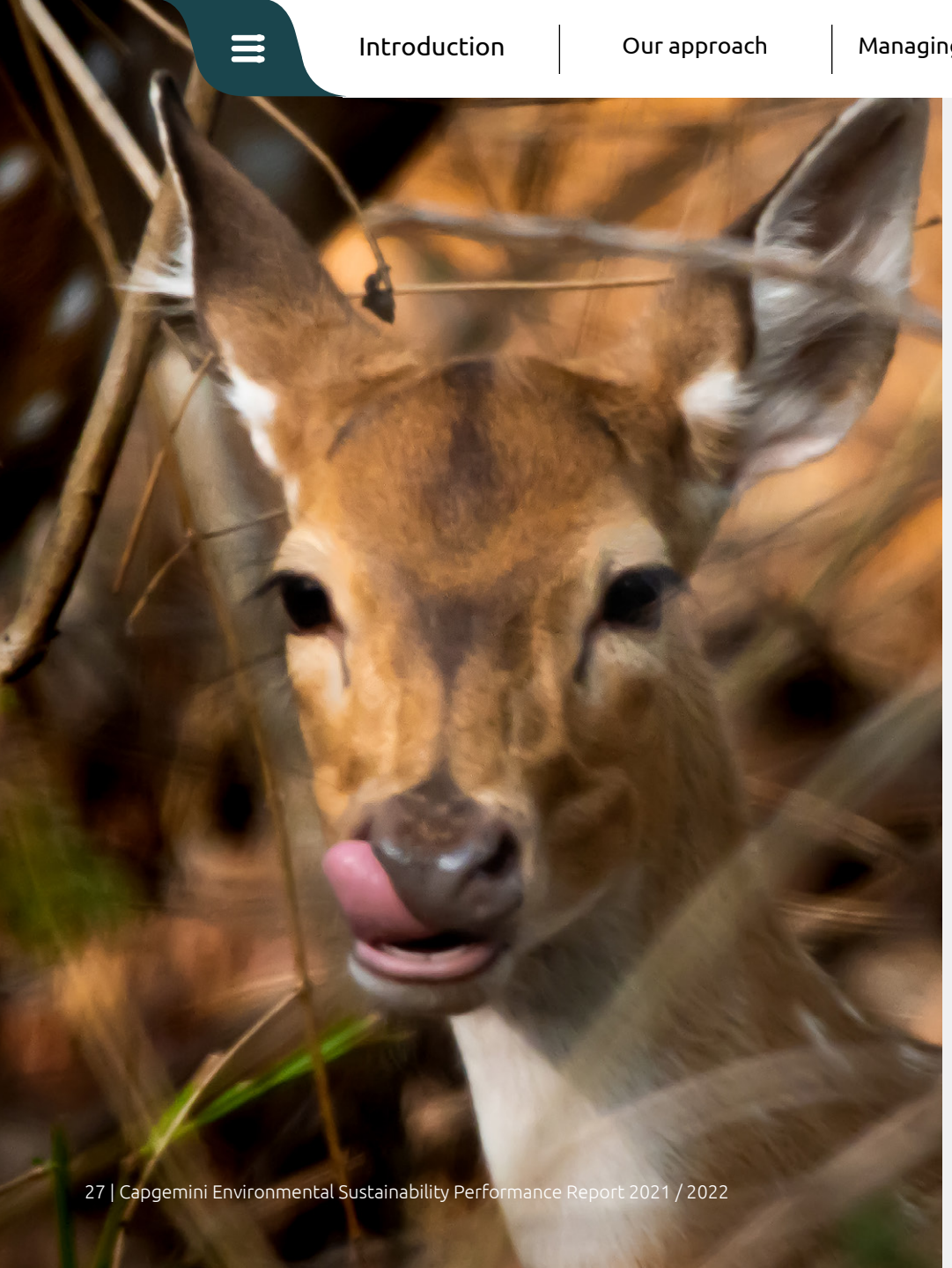
As the key partner for the World Climate Summit, the leading forum for business and investment-driven solutions to climate change at COP26, our Group CEO, Aiman Ezzat in his opening speech shared his views on how corporate sustainability leaders are tackling the climate crisis.

Our experts James Forrest, Global Industry Leader for Energy and Utility, and Courtney Holmes, UK Vice President of Sustainability Solutions spoke on the challenges of the global energy transition and the importance of coalitions and public-private partnerships in tackling the climate crisis.

CLIMATE WEEK NYC

Climate Week NYC, hosted by the Climate Group in partnership with the United Nations, COP26 and the City of New York, was held in October 2021. It focused on fulfilling and increasing collaboration between businesses, governments, and organizations, and aimed to provide a platform for showcasing leading climate action and discussing how to do more, faster.Capgemini hosted a panel discussion on how 'Tech Projects Shape A Sustainable Future.' Moderated by our American sustainability team, it included speakers from Google, Engie, Panasonic, and Climate Engine. Once again, the need for deep collaboration was at the heart of the discussion.

APPENDIX



ABOUT THIS REPORT

SCOPE

Unless stated otherwise, the data in this report covers the environmental sustainability activities of all Capgemini subsidiaries for the year 2021. This is based upon data collected across 35 countries (representing 99.5% of the Group headcount) with an estimation included for the remainder of the Group.

FOR MORE INFORMATION

To find out more about our wider approach to responsible business please visit:
https://www.capgemini.com/about-us/csr/

Our ESG Policy (published in 2021) provides the detail of the integration of our priorities into the company's strategy and decision-making processes. See more here:
https://www.capgemini.com/about-us/approach-to-esg/

FEEDBACK

We welcome feedback on our approach to environmental sustainability and the content of this report.
Please email sustainability.reporting@capgemini.com

DATA AND REPORTING QUALITY

Data published in this report is the audited and complete final set of environmental data 2021.It complements the information published earlier this year, in the CSR section of our Universal Registration Document 2021 and Integrated Annual Report 2021. Any variances in data are explained in the Performance Scorecard section.

The full report has been audited by Mazars and the assurance statement can be found at the end of the report.

OUR CONTRIBUTION TO THE UN SUSTAINABLE DEVELOPMENT GOALS

Capgemini's global approach to responsible business is guided by the United Nations Sustainable Development Goals (SDGs). Here, we list how Capgemini contributes to the SDGs through our Environmental Sustainability strategy. Examples of actions to meet the targets are listed in our Universal Registration Document available on our website.

Goal	Target	Influence
7 AFFORDABLE AND CLEAN ENERGY	**Target 7.2:** "By 2030, increase substantially the share of renewable energy in the global energy mix"	We are committed to transitioning our own energy supply to 100% renewable electricity by 2025 and through our membership of the RE100, we are a vocal supporter of the acceleration of renewable electricity markets and support our clients in their renewable energy transitions.
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	**Target 9.4:** "By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, all countries taking action in accordance with their respective capabilities"	We are committed to working with clients in the public and private sectors to increase their sustainability and resource efficiency, with a target to help our clients save 10 million tons CO_2e. Upgrading IT infrastructure, advancing cutting edge technology and fostering sustainable innovation are a few examples of our client services that help advance this target.
11 SUSTAINABLE CITIES AND COMMUNITIES	**Target 11.6:** "By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management"	As a company that employs more than 300,000 people, many of whom live and work in cities, the decisions we make on mobility and waste management can have a global reach. We are committed to reducing the emissions and air pollutants associated with business travel and employee commuting. We are also ensuring the sustainable management of waste.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	**Target 12.2:** "By 2030, achieve the sustainable management and efficient use of natural resources"	We have an impact on advancing resource efficiency and supporting the circular economy, primarily through the decisions on what we buy, how we use, re-use and dispose of resources. At the end of 2021, a waste target has been adopted and we are currently defining the action plan to achieve this goal. At the same time, we support clients in building circularity and sustainable resource management into their business models.
13 CLIMATE ACTION	**Target 13.3:** "Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning"	Our sustainability program is oriented around a goal to drive strong action on climate change. We are committed to improving education, building capacity, and raising awareness of climate change both throughout our workforce and with our clients.

OUR PARTNERSHIPS

1. We have been signatories of the UN Global Compact's "Caring for Climate" initiative since its inception in 2007.
2. We joined the World Economic Forum's Alliance of CEO Climate Leaders, a global community of Chief Executive Officers who catalyse action across all sectors and engage policymakers to help deliver the transition to a net zero economy.
3. We became a signatory to the RE100, committing to transition 100% of our electricity to renewable sources by 2025.
4. We committed to EV100, transitioning to an electric fleet by 2030 as well as supporting customers and staff to use electric vehicles by installing charging infrastructure.
5. Science Based Targets initiative (SBTi) validated our carbon reduction targets as being in line with the level of reduction needed to limit global warming to 1.5°C.
6. We became a founding member of the UN's Race to Zero campaign - a coalition of leading net zero initiatives.
7. We signed the Business Ambition for 1.5-degree targets.
8. We joined the WEF 1trillion trees campaign to conserve, restore and grow trees around the world with a commitment to plant 20 million trees by 2030 .
9. We became a signatory to the Taskforce for Climate-related Financial Disclosures (TCFD), supporting action to build resilient solutions to climate change through climate-related financial disclosures.
10. We Joined the European Green Digital Coalition to ensure technology is a key driver to address sustainability issues.

OUR RECOGNITIONS AND AWARDS

1. We achieved a position on the A list in the CDP climate change assessment, recognising our leadership position in taking action on climate change.
2. We were recognised by CDP as a Supplier Engagement Leader, in the top 7% of companies assessed. The CDP Supplier Engagement Rating provides a rating for how effectively companies are engaging their suppliers on climate change.
3. We achieved a platinum rating in our Ecovadis CSR assessment, the highest possible rating for the third year in a row, which puts us in the top 1% of companies assessed.
4. We retained our "Prime" status in the ISS ESG Corporate Performance index, increasing our score to achieve a place amongst the top 2% of highest scoring companies in our sector.
5. We retained our "AA" rating on the MSCI Index as a leader in its industry in managing the most significant ESG risks and opportunities.
6. We continued our inclusion in the FTSE4Good Index, which is designed to measure and recognize the performance of companies demonstrating strong environmental, social and governance practices.
7. We were confirmed as a constituent of the EURONEXT Vigeo Eiris Eurozone 120 indice (our performance on environmental, social and governance issues places us in the Top 120 companies in the Eurozone).
8. Included in the S&P Global Sustainability Yearbook 2021, which is an important recognition of our leadership on sustainability, with companies featured being the top 15% of their industry.
9. We continued our inclusion in the STOXX ESG Leaders index, which offers a representation of the leading global companies in terms of environmental, social and governance criteria, based on indicators provided by Sustainalytics.
10. We were confirmed as a component of the Standard Ethics SE French Index and the SE European Best in Class Index - we are one of the few global companies with a score of EEE-, equating to "Excellent".
11. We were re-confirmed as a constituent of the Ethibel Sustainability Index (ESI) Excellence Europe and the Ethibel Sustainability Index (ESI) Excellence Global.
12. We were awarded Gold level recognition through the Green Lease Leaders program in recognition of our global commitment to increasing environmental performance and sustainability in buildings.

MANAGEMENT AND GOVERNANCE

We established the governance for our net zero transformation programme in 2020, creating a Net Zero Board that includes our CEO, Chief Financial Officer, the Chief CSR Officer, the CEO of Capgemini India (accounting for almost half of the group's headcount and 42% of our total carbon emissions) and the Group Head of Environmental Sustainability. It is chaired by our sponsor, Group Executive Board member and Global Head of Capgemini Invent.

The Net Zero Board is supported by a Cross Function Sustainability Committee which brings together executives at the operational level, enabling us to rapidly accelerate and embed our sustainability actions.

In addition, our CEO, the Group Executive Committee, the Group Executive Board, and the Board of Directors (formally through the CSR and Strategy Committee) are all consulted and involved in key decisions relating to our sustainability program to ensure the program remains fully aligned and embedded into our corporate strategy. Key executives, including the CEO, have sustainability criteria as an important component of their performance and remuneration metrics.

Ultimate Executive responsibility for material decisions relating to the program sits with the CEO, Aiman Ezzat.

THE NET ZERO BOARD

- Provides executive level governance with responsibility for monitoring climate risks and reviewing, debating and approving climate and sustainability policies and practices for the Group.

THE CROSS-FUNCTION SUSTAINABILITY COMMITTEE

- Brings together the leaders of key organizational functions such as Corporate Real Estate, Group IT and Procurement, with key members of the Group's sustainability team to ensure delivery of the strategy.

THE NET ZERO MANAGEMENT COMMITTEE

- Provides the governance for the environmental management system, our targets and data, and delivery of the program.

THE ENVIRONMENTAL SUSTAINABILITY TEAM

- Drives change at all levels of the business, working in partnership with key organizational functions and teams.

DEDICATED LOCAL TEAMS

- Ensure that the global strategy is both translated into action plans and closely monitored.

MANAGEMENT AND GOVERNANCE

MAKING LONG TERM DECISIONS – UNDERSTANDING OUR CLIMATE RELATED RISKS

As a business made up of diverse global business lines and multiple service offers, operating in 50 countries we have some in-built resilience against climate change. However, the increasingly visible impacts of global heating, flooding and fires, and a deep understanding of the science behind climate change, mean that we recognize that the level of climate-related risks is likely to escalate in the coming years. In 2020 we committed to report in alignment with the Taskforce for Climate-related Financial Disclosures (TCFD). We revised our Climate Change Risk Assessment (CCRA) process with a stronger focus on transition risks and climate-related scenario analysis, and with increased integration into our corporate risk management processes.

Through research, workshops and analysis we explore different climate scenarios as set out by the IPCC – one where temperature increase is limited to 1.5°C. and one which sees severe and irreversible climate change. (Further details can be found in our Universal Registration Document.)

The CCRA has been integrated into the internal control and risk management system. Physical and Transition risks are included in the Group's Risk Register and periodically assessed via Group risk mapping in terms of impact and likelihood, which is validated by the Group Risk Committee.

At a more granular level, risks identified through the CCRA are entered into our EMS at both Group, country and site level. The risks become part of the Aspect and Impact Register, and action plans are defined to manage the risks, to monitor performance, and drive improvement.

UNDERSTANDING AND MANAGING OUR IMPACTS

Our carbon reduction programme is underpinned by two key management systems that are essential for managing and monitoring our activities and for taking informed decisions:

Our Global Environmental Management System

Our global ISO140001 EMS is our framework for managing the environmental performance of our business.

At the end of 2021 our ISO14001 certification covers 93% of our global headcount incorporating the majority of legacy Altran and three new Capgemini entities (Portugal, Ukraine, and Colombia). In 2022, we will bring the remaining Altran countries and sites fully into the scope of our global certificate.

Our global ISO 50001 EnMS covers France, Netherlands, and the UK.

Our global ISO 45001 Health and Safety management system certificate covers Germany and the Netherlands (Italy and India hold local ISO 45001 certificates).

Further expansion of ISO 50001 and ISO 45001 is planned in 2022.

Our Carbon Accounting System

Our centralized Carbon Accounting System monitors around 10 million data points a year, covering 99% of our operations and ensures we have a high level of consistency and data quality.

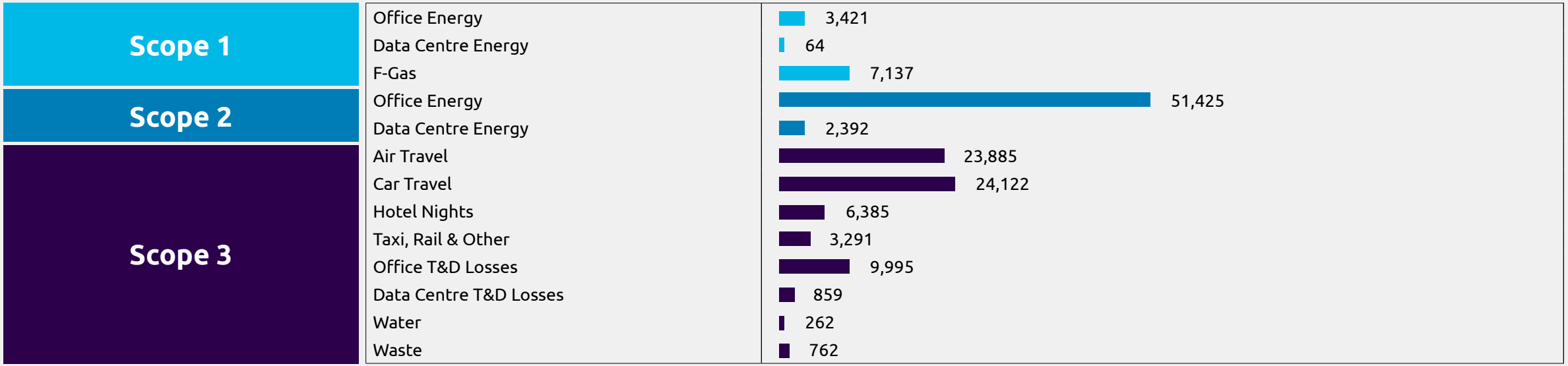
We use this extensive data set to enable a very granular analysis of greenhouse gas emissions, and to help us pinpoint opportunities to reduce emissions.

In 2021, we integrated environmental data from Altran into Capgemini's carbon accounting processes.

OUR PERFORMANCE DATA 2021

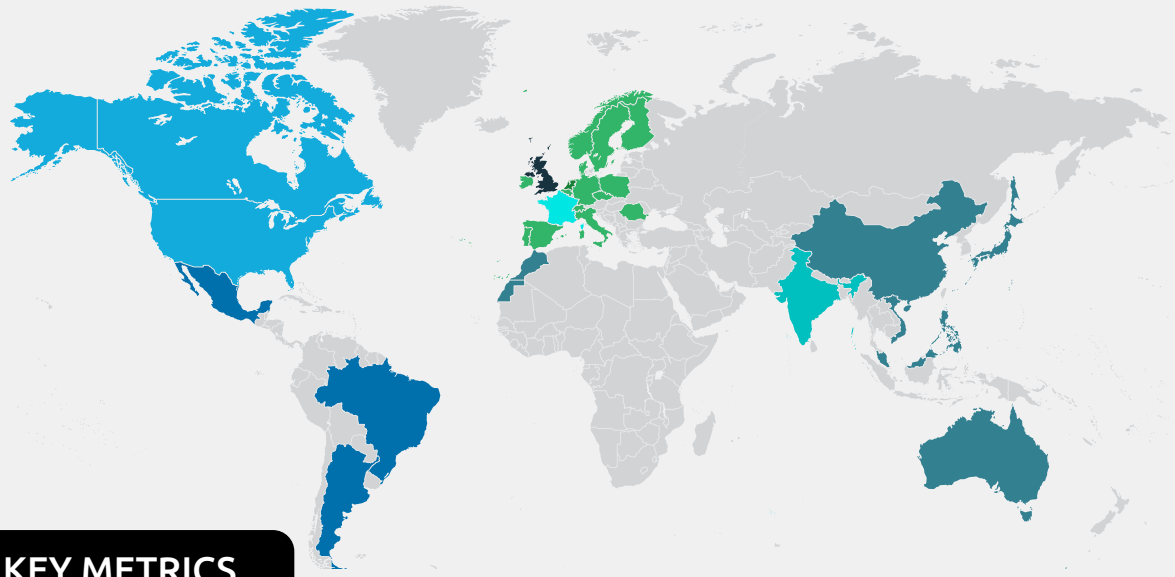
On the following pages we provide insight into our carbon footprint. **Our 2021 data is presented against our new baseline year 2019 as well as our previous baseline 2015.** The information is based on the environmental data we gather from Capgemini entities in 35 countries, covering 99.5% of our global operations in 2021. The final 0.5% is extrapolated to report a complete estimate.

Breakdown of 2021 emissions (tCO_2e) by scope



2021 REGIONAL VIEW OF KEY METRICS

We gather environmental data from Capgemini entities in 35 countries covering over 99.5% of our global operations in 2021. The data below shows a regional breakdown of our key metrics.



KEY METRICS

- Change compared to 2020
- Office energy efficiency
- Scope 1 & 2 emissions
- Business travel emissions
- % of total electricity from renewables

	Scope 1 & 2 emissions	Business travel emissions	Office energy efficiency	% of total electricity from renewables
India (44% of Group emissions)	43,733 ▼	6,856 tCO_2e ▼	53.96 kWh/m² ▼	37% *
North America (11% of Group emissions)	5,377 tCO_2e ▼	9,061 tCO_2e ▼	133.53 kWh/m² ▼	9% ▲
France (10% of Group emissions)	1,788 tCO_2e ▼	10,340 tCO_2e ▼	115.96 kWh/m² ▼	80% ▲
Netherlands (4% of Group emissions)	392 tCO_2e ▼	4,154 tCO_2e ▼	78.52 kWh/m² ▼	97% =
United Kingdom (3% of Group emissions)	1,328 tCO_2e ▼	2,273 tCO_2e ▼	239.88 kWh/m² ▼	95% ▲
Other Europe (19% of Group emissions)	6,192 tCO_2e ▼	18,465 tCO_2e ▼	95.02 kWh/m² ▲	76% ▲
Latin America (1% of Group emissions)	291 tCO_2e ▼	772 tCO_2e ▼	47.83 kWh/m² ▼	0% =
Other Regions (8% of Group emissions)	4,928 tCO_2e ▼	5,448 tCO_2e ▼	92.41 kWh/m² ▼	5% ▲

Notes:

- * in 2021, the share of onsite solar and wind generated electricity increased by 32% across facilities in India.

TABLE 1: CARBON EMISSIONS BY SCOPE

	Metric	Unit	2015	2019	2020	2021	% change vs 2015	% change vs 2019
Scope 1	Data Centre Energy (natural gas, diesel)	tCO_2e	213	90	67	64	-70%	-29%
	Office Energy (natural gas, diesel)	tCO_2e	6,624	6,859	4,009	3,421	-48%	-50%
	F-Gas	tCO_2e	2,784	5,476	4,403	7,137	156%	30%
	Total Scope 1	**tCO_2e**	**9,621**	**12,425**	**8,479**	**10,622 √**	**10%**	**-15%**
"Scope 2 (Market based)"	Data Centre Energy (electricity, heating, cooling)	tCO_2e	15,693	3,399	3,419	2,392	-85%	-30%
	Office Energy (electricity, heating, cooling)	tCO_2e	171,374	139,842	68,701	51,425	-70%	-63%
	Total Scope 2	**tCO_2e**	**187,067**	**143,242**	**72,120**	**53,818 √**	**-71%**	**-62%**
"Scope 2 (Location based)"	*Data Centre Energy (electricity, heating, cooling)*	*tCO_2e*	*47,487*	*19,941*	*17,278*	*14,074*	*-70%*	*-29%*
	Office Energy (electricity, heating, cooling)	*tCO_2e*	*183,041*	*168,259*	*98,951*	*75,861*	*-59%*	*-55%*
	Total Scope 2	***tCO_2e***	***230,527***	***188,200***	***116,229***	***89,935***	***-61%***	***-52%***
Scope 3	Business Travel	tCO_2e	347,149	338,731	99,543	57,682	-83%	-83%
	Office Energy (T&D losses)	tCO_2e	34,444	23,322	13,845	9,995	-71%	-57%
	Data Centre Energy (T&D losses)	tCO_2e	3,521	1,312	1,022	859	-76%	-35%
	Waste	tCO_2e	451	492	880	762	69%	55%
	Water	tCO_2e	1,999	1,970	929	262	-87%	-87%
	Total Scope 3	**tCO_2e**	**387,564**	**365,828**	**116,219**	**69,560 √**	**-82%**	**-81%**
	Total emissions	**tCO_2e**	**584,252**	**521,494**	**196,819**	**134,000**	**-77%**	**-74%**
	Emissions per employee	**tCO_2e/head**	**2.68**	**1.96**	**0.74**	**0.45 √**	**-83%**	**-77%**

Scope 3 extension	Employee Commute	tCO_2e	n/a	301,594	70,613	18,801	n/a	-94%
	Working from home	tCO_2e	n/a	22,022	96,110	122,408	n/a	456%
	Purchased Goods & Services	tCO_2e	n/a	319,604	308,263	346,073	n/a	8%
	Total emissions	**tCO_2e**		**1,164,714**	**671,804**	**621,281**	**n/a**	

Notes:

- Data identified with a √ has been reviewed by Mazars with a reasonable level of assurance.
- Going forward we will include employee commuting, working from home and purchased goods and services. They have been presented above in a separate table for reference only as these numbers have not yet been validated by the external auditors.
- Data differs from that reported in the Universal Registration Document (URD) 2021 for the following key reasons: a) Part of 2020 Q4 estimated data replaced by actuals. b) there has been a methodology change in the scope 2 emissions; for countries like US, Canada and China we have moved from IEA emission factors to more accurate and country specific local-grid emission factors. This significantly impacted the emissions as per market-based approach. c) For US, CA, India, and China the location-based scope 2 emissions have changed due to changes to local-grid emission factors. These changes have been applied to all previous years up to baseline year 2015.
- A s recommended by the GHG Protocol, emissions of Fluorinated Gas (F-gas) not covered by the Kyoto Protocol such as chlorofluorocarbons (CFCs) are not reported as Scope 1 emissions and are therefore not included above. These F-gas emissions are, however, captured with a value of 1,128 tons of CO_2e for 2021.
- The majority of the increase in reported F-gas in 2021 relate to deferred servicing of air-conditioning systems in India due to the lockdown of premises during 2020 due to COVID lockdown. Our total carbon footprint takes into account the market based methods to reflect the effect of the green power purchase agreements that we are putting in place.
- In line with the GHG Protocol, our scope 2 emissions have been calculated using both the "market based" method, applying the supplier specific emissions factors as well as the 'location based" method, using the regional electricity emission factors.
- Our business travel emissions have been calculated including the impact of radiative forcing for air travel, as well as the impact of hotel night stays. Whilst this is recommended best practice, many companies in our sector do not yet include these two emission sources and therefore caution should be applied when comparing Capgemini's business travel emissions to those of other companies in our sector.
- The decrease in reported water emissions in 2021 is mainly due to reduce water consumption due to COVID lockdowns
- The increase in waste emissions in 2020 was due to an update to the BEIS emissions factors. The total volume of waste decreased.

The carbon emissions during 2021 remain notably lower than those in 2019 as a result of the COVID-19 related lockdowns.

As in 2020, working from home remained the default for most employees in 2021 and consequently, business travel was heavily restricted.

As the world started to open up after the COVID-19 lockdowns, we have been taking measures to ensure travel emissions remain well below pre-COVID levels; remote delivery, greater virtual collaboration and a hybrid way of working have become the norm.

Being conscious that working from home is not without emissions, we have developed a methodology to assess these emissions. We will periodically survey our employees to calculate the working from home emissions and monitor the trend in conjunction to emissions from employee commuting.

TABLE 2: ENERGY CONSUMPTION

	Metric	Unit	2015	2019	2020	2021	% change vs 2015	% change vs 2019
Office	Diesel/Gas Oil	MWh	11,301	9,275	3,821	2,982	-74%	-68%
	District Cooling	MWh	1,732	2,163	889	1,005	-42%	-54%
	District Heating	MWh	6,108	6,672	5,665	6,796	11%	2%
	LPG	MWh	0	3,347	797	86		
	Natural Gas	MWh	19,142	20,323	15,452	14,314	-25%	-30%
	Non-Renewable Electricity	MWh	259,273	205,669	108,049	77,886	-70%	-62%
	Renewable electricity	Mwh	43,695	80,223	84,927	79,832	83%	0%
	% Renewable electricity	**%**	**14%**	**28%**	**44%**	**51%**		
	Total Office Energy Use	**MWh**	**341,251**	**327,673**	**219,601**	**182,901 √**	**-46%**	**-44%**
	% of renewable energy	**%**	**13%**	**24%**	**39%**	**44%**		
	Office energy usage per area	**MWh/m²**	**0.16**	**0.14**	**0.09**	**0.08 √**	**-52%**	**-45%**
Data Centre	Diesel/Gas Oil	MWh	544	329	239	238	-56%	-28%
	Natural Gas	MWh	355	30	30	14	-96%	-54%
	Non-Renewable Electricity	MWh	76,938	28,227	25,598	19,580	-75%	-31%
	Renewable Electricity	MWh	70,724	58,670	55,716	53,002	-25%	-10%
	% Renewable electricity	**%**	**48%**	**68%**	**69%**	**73%**		
	Total Data Centre Energy Use	**MWh**	**148,561**	**87,257**	**81,582**	**72,834**	**-51%**	**-17%**
	% of renewable energy	**%**	**48%**	**67%**	**68%**	**73%**		
Total	**Total Energy Use**	**MWh**	**489,811**	**414,929**	**301,183**	**255,734**	**-48%**	**-38%**
	% of renewable electricity	**%**	**25%**	**37%**	**51%**	**58% √**		
	% of renewable energy	**%**	**23%**	**33%**	**47%**	**52%**		

Notes:

- Data identified with a √ has been reviewed by Mazars with a reasonable level of assurance
- "Renewable Electricity" includes all renewable electricity purchased on renewable energy tariffs or through renewable energy certificates, as well as electricity generated on-site in India using solar photovoltaic panels. "Non-renewable electricity" includes purchased electricity generated from mixed tariffs which are largely made up of fossil fuel and nuclear sources.
- Given the nature of our business, many of Capgemini's offices contain large server rooms. Whilst these are not considered to be data centers, their presence should be taken into consideration when comparing the energy usage and energy efficiency of our offices against those in other sectors.

TABLE 3: BREAKDOWN OF BUSINESS TRAVEL EMISSIONS

	Metric	Unit	2015	2019	2020	2021	% change vs 2015	% change vs 2019
Travel by Source	Air	tCO_2e	217,780	218,052	52,507	23,885	-89%	-89%
	Car	tCO_2e	68,326	60,788	28,038	24,122	-65%	-60%
	Hotel	tCO_2e	45,860	40,291	13,294	6,385	-86%	-84%
	Other Travel	tCO_2e	1,683	2,322	1,013	309	-82%	-87%
	Rail	tCO_2e	6,425	8,819	1,997	1,359	-79%	-85%
	Taxi	tCO_2e	7,075	8,459	2,693	1,623	-77%	-81%
	Total Travel Emissions	**tCO_2e**	**347,149**	**338,731**	**99,543**	**57,682**	**-83%**	**-83%**
	Total Travel Emissions per head	**tCO_2e/head**	**1.59**	**1.27**	**0.37**	**0.20 √**	**-88%**	**-85%**

Notes:

- Data identified with a √ has been reviewed by Mazars with a reasonable level of assurance
- Hotel emissions are calculated based on emission factors specific to the country in which the traveler is staying. For some countries, emission factors were not available from DEFRA and therefore have been sourced directly from https://www.hotelfootprints.org (DEFRA emission factors are derived from the same data set).
- Where mileage data (e.g., for taxis) is not available, this has been estimated by taking the cost data within that country and applying the average cost per mile ratio from other data within that country or region.
- "Other travel" refers to travel by other modes of transportation (bus, tram, motorcycle)

TABLE 4: WASTE AND WATER

	Metric	Unit	2015	2019	2020	2021	% change vs 2015	% change vs 2019
Waste by disposal method	Waste to Landfill	tons	4,233	3,575	1,840	1,581	-63%	-56%
	Waste Recycled	tons	1,865	1,796	1,029	906	-51%	-50%
	Waste to Energy	tons	115	149	86	72	-37%	-51%
	Waste Others	tons	12	545	180	55	371%	-90%
Total waste	**Total waste**	**tons**	**6,225**	**6,065**	**3,135**	**2,614**	**-58%**	**-57%**
	Total waste emissions	**tCO_2e**	**451**	**492**	**880**	**762 √**	**69%**	**55%**
	% of waste diverted from landfill	%	32%	41%	41%	40% √	24%	-4%
Water	**Total water use**	**m^3**	**18,99,605**	**18,73,046**	**882,619**	**622,176**	**-67%**	**-67%**
	Total water emissions	**tCO_2e**	**1,999**	**1,970**	**929**	**262 √**	**-87%**	**-87%**

Notes:

- Data identified with a √ has been reviewed by Mazars with a reasonable level of assurance
- The availability of accurate waste and water data varies considerably across the Group, depending on the type of site, the type of lease and local waste arrangements. Where actual data is not available, it has been estimated using relevant estimation methods. We take a conservative principle of assuming waste has been landfilled where landlords cannot confirm otherwise, and hence it is likely that a higher proportion of waste is diverted from landfill than what is stated here.
- As recommended by DEFRA we calculate both the emissions associated with water supply and the emissions associated with water treatment. As the volume of water being sent for treatment is not currently metered, we have made an assumption that it is the same as the volume of water supplied.

ASSURANCE STATEMENT

Report by one of the Statutory Auditors on a selection of environmental indicators of the Environmental Sustainability Performance Report
For the year ended 31 December, 2021

To the Shareholders,

As requested and in our capacity as the Statutory Auditor of your company (hereinafter the "Entity"), we hereby report to you on a selection of consolidated environmental information for the year ended December 31, 2021, identified by the symbol √, (hereinafter named "Environmental Information"), and disclosed in the Environmental Sustainability Performance Report 2021/2022. At the company's request and on a voluntary basis, we carried out works aimed at formulating a reasoned opinion that expresses a reasonable level of assurance on a selection of information, prepared in accordance with the entity's procedures (hereinafter the "Statement").

Conclusion

Based on the procedures we performed, as described in the "Nature and scope of our work" and the evidence we collected, we believe that this work enables us to express reasonable assurance on the information selected by the company and identified by the sign √.

In our opinion, the Environmental information selected by the Entity and identified by the symbol √ in the Environmental Sustainability Performance Report 2021-2022 is fairly presented, in all material respects, in compliance with the Guidelines.

Preparation of the Environmental Sustainability Performance Report

The absence of a generally accepted and commonly used framework or established practices on which to base the evaluation and measurement of the Environmental Information permits the use of different, but acceptable, measurement techniques which may affect comparability between entities and within the time.

Consequently, the Information must be read and understood with reference to the Entity's procedures (hereinafter the "Guidelines"), the significant elements of which are presented in the Statement.

Limits inherent in the preparation of the Information

The Environmental Information may be subject to uncertainty inherent in the state of scientific or economic knowledge and the quality of the external data used. Some information is sensitive to the methodological choices, assumptions and/or estimates used for their preparation and presented in the Statement.

The entity's responsibility

The Corporate Social Responsibility & Sustainability division is responsible for preparing the Environmental Information in accordance with the guidelines used by the Entity (hereinafter the "Guidelines"), summarized in the methodological notes presented in the Environmental report and available on request at the Entity's headquarters.

Responsibility of the Statutory Auditor

On the basis of our work, our responsibility is to express, at the request of the Entity, a report expressing a reasonable assurance conclusion on the Environmental information selected[1] by the Entity and identified by the symbol √, in the Environmental report. The conclusions given below relate solely to the Environmental information, and not to the Entity's Environmental report as a whole. We performed our work in accordance with ISAE 3000[2] and in compliance with the professional guidelines applicable in France.

Independence and quality control

Our independence is defined by the requirements of article L.822-11-3 of the French Commercial Code and the French Code of Ethics (Code de déontologie) of our profession. In addition, we have implemented a system of quality control including documented policies and procedures regarding compliance with applicable legal and regulatory requirements, the ethical requirements and French professional guidance.

Nature and scope of our work

We conducted interviews with the persons responsible for preparing the Environmental Information in the departments in charge of collecting the information and, where appropriate, responsible for internal control and risk management procedures, in order to:

assess the suitability of the Guidelines in terms of their relevance, completeness, reliability, neutrality and understandability, and taking into account industry best practices where appropriate;

verify the implementation of data-collection, compilation, processing and control process to reach completeness and consistency of the Environmental Information; and obtain an understanding of the internal control and risk management procedures used to prepare the Environmental Information.

We determined the nature and scope of our tests and procedures based on the nature and importance of the Environmental Information with respect to the characteristics of the Entity and environmental challenges of its activities, its sustainability strategy and industry best practices.

At the Entity level, we performed analytical procedures on the Environmental information and verified, using sampling techniques, the calculation and the consolidation of the data.

At the level of a representative sample of entities selected by us[3] on the basis of their activity, their contribution to the consolidated indicators, their location and a risk analysis, we conducted interviews to verify that procedures are properly applied and to identify potential undisclosed data, and we performed tests of details, using sampling techniques, in order to verify the calculations and reconcile the data with the supporting documents.

The selected sample represents between 48 % and 81 % of the Environmental information.

We consider that this work enables us to express a conclusion of reasonable assurance for the information selected by the Entity and identified by the symbol √.

Due to the use of sampling techniques and other limitations inherent to information and internal control systems, the risk of not detecting a material misstatement in the Environmental information cannot be totally eliminated.

Mazars SA

Paris La Défense, 27th July, 2022

Edwige REY
CSR & Sustainability Partner

Anne-Laure ROUSSELOU
Partner

1. Total energy consumption and office energy consumption per square meter; GHG emissions linked to energy consumption and business travel; GHG emissions per employee and associated reduction; Share of electricity from renewable sources; Share of operations per employee covered by ISO 14001 certification
2. ISAE 3000 - Assurance engagements other than audits or reviews of historical financial information
3. Capgemini India, Capgemini Italy, Capgemini France

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 over 340,000 team members in more than 50 countries. With its strong 55-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 2021 global revenues of €18 billion.

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