



GRI CONTENT INDEX

FY 2024

April, 2025



GRI 21 - Content Index

Statement of use	CAPGEMINI has reported in accordance with the GRI Standards for the period from January 1 st to December 31 st , 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No GRI sector standard available

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION		OMISSION		
		DOCUMENT - CHAPTER/SECTION	PAGES	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General disclosures						
	2-1 Organizational details	URD FY24 - 8.1 Legal information URD FY24 - Introduction URD FY24 - 6.2 Capgemini and the stock market	516 - 517 2 - 3 477 - 479			
	2-2 Entities included in the organization's sustainability reporting	URD FY24 - 4.1.7 Basis for preparation of our sustainability statement URD FY24 - note 33 List of the main consolidated companies by country	180 - 181 432 - 433			
	2-3 Reporting period, frequency and contact point	URD FY24 - 4.1.7 Basis for preparation of our sustainability statement Capgemini ESG Reporting FY24	180 - 181 Introduction			
	2-4 Restatements of information	URD FY24 - 4.1.7 Basis for preparation of our sustainability statement	180 - 181			
	2-5 External assurance	URD FY24 - Report on the certification of sustainability information and verification of the information publication requirements under Article 8 of Regulation (EU)	362 - 369			
	2-6 Activities, value chain and other business relationships	URD FY24 - 1.2.4 Partners and ecosystem of partners URD FY24 - 4.1.3 Value chain stakeholders' approach and	16 - 17 148			
	2-7 Employees	URD FY24 - 51 - Own workforce	240 - 243			
	2-8 Workers who are not employees	URD FY24 - 51 - Own workforce	245			
	2-9 Governance structure and composition	URD FY24 - 2.1.2 Governance structure URD FY24 - 2.1.3 Composition of the Board of Directors	36 - 38 39 - 48			
	2-10 Nomination and selection of the highest governance body	URD FY24 - 2.1.3 Composition of the Board of Directors	41			
	2-11 Chair of the highest governance body	URD FY24 - 2.1.2 Governance structure	36 - 38			
	2-12 Role of the highest governance body in overseeing the management of impacts	URD FY24 - 4.1.6 Governance of sustainability matters	163 - 172			
	2-13 Delegation of responsibility for managing impacts	URD FY24 - 4.1.6 Governance of sustainability matters	163 - 172			
	2-14 Role of the highest governance body in sustainability reporting	URD FY24 - 4.1.6 Governance of sustainability matters	163 - 172			
	2-15 Conflicts of interest	URD FY24 - 2.1.3 Composition of the Board of Directors	47			
	2-16 Communication of critical concerns	URD FY24 - 4.7.5 Diverse and inclusive environment	264 - 268			
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	URD FY24 - 2.2.1 Organization of the Board of Directors URD FY24 - 2.2.3 Assessment of the Board of Directors	71 - 74 78			
	2-18 Evaluation of the performance of the highest governance body	URD FY24 - 2.2.3 Assessment of the Board of Directors	78			
	2-19 Remuneration policies	URD FY24 - 2.3 Compensation of corporate officers	84 - 102			
	2-20 Process to determine remuneration	URD FY24 - 2.3.3 Compensation paid in 2023 or granted in respect of 2023 to Executive Corporate Officers	91 - 102			
	2-21 Annual total compensation ratio	URD FY24 - 2.3.3 Compensation paid in 2023 or granted in respect of 2023 to Executive Corporate Officers	91 - 102			
	2-22 Statement on sustainable development strategy	Annual Report FY24 - Letter from the CEO				
	2-23 Policy commitments	URD FY24 - 4.1.2.2 Taking into account our stakeholders' views and interests in our strategy and business model	152 - 153			
	2-24 Embedding policy commitments	URD FY24 - 4.1.3 Material sustainability matters and their interactions with our strategy	153 - 156			
	2-25 Processes to remediate negative impacts	URD FY24 - 4.1.3 Material sustainability matters and their interactions with our strategy URD FY24 - 4.1.4.3 Stakeholders' consultation	152 - 154 158 - 159			
	2-26 Mechanisms for seeking advice and raising concerns	URD FY24 - 4.1.2.1 Leveraging the dynamics of our stakeholders through dialogue URD FY24 - 4.7.5.2 Prevention and management of harassment cases	151 - 153 276 - 277			
	2-27 Compliance with laws and regulations	URD FY24 - 4.11.3 Overview of corporate culture and business conduct management	319 - 331			
	2-28 Membership associations	URD FY24 - 4.1.1.3 Our public commitments and external	145 - 151			
	2-29 Approach to stakeholder engagement	URD FY24 - 4.1.2.1 Leveraging the dynamics of our stakeholders through dialogue	151 - 153			
	2-30 Collective bargaining agreements	URD FY24 - 4.7.7 Social dialogue and collective bargaining	287 - 291			

Capgemini GRI Content Index FY24

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION		OMISSION		
		DOCUMENT - CHAPTER/SECTION	PAGES	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
MATERIAL TOPICS						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	URD FY24 - 4.1.3 Material sustainability matters and their interactions with our strategy	153 - 160			
GRI 3: Material Topics 2021	3-2 List of material topics	URD FY24 - 4.1.3.1 Overview of Capgemini sustainability matters	154			
ECONOMIC STANDARDS						
GRI 3: Material Topics 2021	3-3 Management of material topics	URD FY24 - 4.1.3 Material sustainability matters and their interactions with our strategy URD FY24 - Chapter 4 for all policies related to material topics	154 - 160			
	201-1 Direct economic value generated and distributed	URD FY24 - 1.3.1 Value creation drivers	19			
	201-2 Financial implications and other risks and opportunities due to climate change	URD FY24 - 4.3.1.1 Material impacts, risks and opportunities related to climate change	187 - 193			
GRI 201 : Economic performance - 2016	201-3 Defined benefit plan obligations and other retirement plans	URD FY24 - 4.7.4.3 Compensation and benefits URD FY24 - note 25 Provisions for pensions and other post-employment benefits	259 - 261 425 - 428			
	201-4 Financial assistance received from government	URD FY24 - note 10 Income tax expense	393 - 394			
	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	URD FY24 - 4.7.4.3 Compensation and benefits	261			
GRI 202 : Market Presence - 2016	202-2 Proportion of senior management hired from the local community	URD FY24 - 4.7.1.2 Presentation of our workforce	241 - 245			
GRI 203 : Indirect Economic Impacts - 2016	203-1 Infrastructure investments and services supported	Omission		Infrastructure investments and services supported	Not applicable	Capgemini is an asset light company. Capex are not material compared to Opex.
	203-2 Significant indirect economic impacts	Capgemini ESG Reporting FY24 - Materiality & value Chain Capgemini ESG Reporting FY24 - Materiality & value Chain				
GRI 204 : Procurement Practices - 2016	204-1 Proportion of spending on local suppliers					
	205-1 Operations assessed for risks related to corruption	URD FY24 - 4.11.4 Corruption and Bribery	322 - 326			
GRI 205 : Anti-corruption - 2016	205-2 Communication and training about anti-corruption policies and procedures	URD FY24 - 4.11.4 Corruption and Bribery	322 - 326			
	205-3 Confirmed incidents of corruption and actions taken	URD FY24 - 4.11.4 Corruption and Bribery	322 - 326			
GRI 206 : Anti-competitive Behavior - 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	URD FY24 - 4.11.6 Anti-competitive practices	328 - 329			
	207-1 Approach to tax	URD FY24 - 3.3 Group Tax Policy	135			
	207-2 Tax governance, control, and risk management	URD FY24 - 3.3 Group Tax Policy	135			
GRI 207 : Tax - 2019	207-3 Stakeholder engagement and management of concerns related to tax	URD FY24 - 4.1.2 Engagement with value chain stakeholders	151 - 153			
	207-4 Country-by-country reporting	Omission		The breakdown of taxes paid by country or region	Confidentiality constraints	Capgemini does not disclose this information due to local competition constraints

Capgemini GRI Content Index FY24

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION		OMISSION		
		DOCUMENT - CHAPTER/SECTION	PAGES	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
ENVIRONMENTAL STANDARDS						
GRI 3: Material Topics 2021	3-3 Management of material topics	URD FY24 - 4.1.3 Material sustainability matters and their interactions with our strategy URD FY24 - Chapter 4 for all policies related to material topics	154 - 160			
	GRI 301: Materials - 2016	301-1 Materials used by weight or volume	URD FY24 - 4.4 E5 – Circular economy and resources	224 - 231		
	301-2 Recycled input materials used	URD FY24 - 4.4 E5 – Circular economy and resources	224 - 231			
	301-3 Reclaimed products and their packaging materials	URD FY24 - 4.4 E5 – Circular economy and resources	224 - 231			
GRI 302: Energy - 2016	302-1 Energy consumption within the organization	URD FY24 - 4.3.3 Climate Change Mitigation	213 - 214			
	302-2 Energy consumption outside of the organization	URD FY24 - 4.3.3 Climate Change Mitigation	213 - 214			
	302-3 Energy intensity	URD FY24 - 4.3.3 Climate Change Mitigation	213 - 214			
	302-4 Reduction of energy consumption	URD FY24 - 4.3.3 Climate Change Mitigation	205 - 207 213 - 214			
	302-5 Reductions in energy requirements of products and services	Omission		Reduction in energy requirements of the products and services sold	Information unavailable/incomplete	
GRI 303: Water and Effluents - 2018	303-1 Interactions with water as a shared resource	URD FY24 - 4.5.2 Biodiversity and water management	232 - 233			
	303-2 Management of water discharge-related impacts	URD FY24 - 4.5.2 Biodiversity and water management	232 - 233			
	303-3 Water withdrawal	URD FY24 - 4.5.2 Biodiversity and water management	234			
	303-4 Water discharge	URD FY24 - 4.5.2 Biodiversity and water management	234			
	303-5 Water consumption	URD FY24 - 4.5.2 Biodiversity and water management	234			
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.	URD FY24 - 4.5.2 Biodiversity and water management	232 - 233			
	304-2 Significant impacts of activities, products, and services on biodiversity	URD FY24 - 4.5.2 Biodiversity and water management	232 - 233	Significant impacts of activities, products and services on biodiversity		This information is not material for Capgemini with regards to its business.
	304-3 Habitats protected or restored	Omission		Habitats protected or restored		This information is not material for Capgemini with regards to its business.
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Omission		IUCN red list species	Not applicable	This information is not material for Capgemini with regards to its business.
GRI 305: Emissions - 2016	305-1 Direct (Scope 1) GHG emissions	URD FY24 - 4.3.3.5 Metrics related to our net zero program	216 - 218			
	305-2 Energy indirect (Scope 2) GHG emissions	URD FY24 - 4.3.3.5 Metrics related to our net zero program	216 - 218			
	305-3 Other indirect (Scope 3) GHG emissions	URD FY24 - 4.3.3.5 Metrics related to our net zero program	216 - 218			
	305-4 GHG emissions intensity	URD FY24 - 4.3.3.5 Metrics related to our net zero program	216 - 218			
	305-5 Reduction of GHG emissions	URD FY24 - 4.3.3.5 Metrics related to our net zero program	216 - 218			
	305-6 Emissions of ozone-depleting substances (ODS)	Omission		Emissions of ozone-depleting substances (ODS)	Not applicable	Not used at Capgemini
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Omission		Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions.	Not applicable	Not used at Capgemini
GRI 306: Waste - 2020	306-1 Waste generation and significant waste-related impacts	URD FY24 - 4.4 E5 – Circular economy and resources	224 - 231			
	306-2 Management of significant waste-related impacts	URD FY24 - 4.4 E5 – Circular economy and resources	224 - 231			
	306-3 Waste generated	URD FY24 - 4.4 E5 – Circular economy and resources	231			
	306-4 Waste diverted from disposal	URD FY24 - 4.4 E5 – Circular economy and resources	231			
	306-5 Waste directed to disposal	URD FY24 - 4.4 E5 – Circular economy and resources	231			
GRI 307: Environmental Compliance - 2016	307-1 Non-compliance with environmental laws and regulations	URD FY24 - Non-compliance with laws and/or adverse changes to regulations	127			
GRI 308: Supplier Environmental Assessment - 2016	308-1 New suppliers that were screened using environmental criteria	URD FY24 - 4.11.7 Responsible procurement	329 - 331			
	308-2 Negative environmental impacts in the supply chain and actions taken	URD FY24 - 4.3.3.2 Policy contributing to our net zero program/ 4. Supply	203 - 204			

Capgemini GRI Content Index FY24

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION		OMISSION		
		DOCUMENT - CHAPTER/SECTION	PAGES	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
SOCIAL STANDARDS						
GRI 3: Material Topics 2021	3-3 Management of material topics	URD FY24 - 4.1.3 Material sustainability matters and their interactions with our strategy URD FY24 - Chapter 4 for all policies related to material topics	154 - 160			
	401-1 New employee hires and employee turnover	URD FY24 - 4.7.1.2 Presentation of our workforce Capgemini ESG Reporting - Human Capital	242			
GRI 401 : Employment - 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	URD FY24 - 4.7.4.3 Compensation and benefits/ b) Actions related to compensation and benefits	260			
	401-3 Parental leave	URD FY24 - 4.7.4.3 Compensation and benefits/ b) Actions related to compensation and benefits	261			
GRI 402 : Labor/Management Relations - 2016	402-1 Minimum notice periods regarding operational changes	URD FY24 - 4.7.2 Actions related to social dialogue and collective bargaining	287 - 290			
	403-1 Occupational health and safety management system	URD FY24 - 4.7.6 Health and Safety	277 - 285			
GRI 403 : Occupational Health and Safety - 2018	403-2 Hazard identification, risk assessment, and incident investigation	URD FY24 - 4.7.6 Health and Safety	277 - 285			
	403-3 Occupational health services	URD FY24 - 4.7.6 Health and Safety	277 - 285			
	403-4 Worker participation, consultation, and communication on occupational health and safety	URD FY24 - 4.7.6 Health and Safety	277 - 285			
	403-5 Worker training on occupational health and safety	URD FY24 - 4.7.6 Health and Safety	277 - 285			
	403-6 Promotion of worker health	URD FY24 - 4.7.6 Health and Safety URD FY24 - 4.7.4.4 Work-life balance and well-being	277 - 285 262 - 264			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	URD FY24 - 4.7.6 Health and Safety	277 - 285			
	403-8 Workers covered by an occupational health and safety management system	URD FY24 - 4.7.6 Health and Safety	277 - 285			
	403-9 Work-related injuries	URD FY24 - 4.7.6 Health and Safety	283			
	403-10 Work-related ill health	URD FY24 - 4.7.6 Health and Safety	283			
	404-1 Average hours of training per year per employee	URD FY24 - 4.7.4.2 Training and skills development	252 - 259			
GRI 404 : Training and Education - 2016	404-2 Programs for upgrading employee skills and transition assistance programs	URD FY24 - 4.7.4.2 Training and skills development	252 - 259			
	404-3 Percentage of employees receiving regular performance and career development reviews	URD FY24 - 4.7.4.2 Training and skills development	252 - 259			
GRI 405 : Diversity and Equal Opportunity - 2016	405-1 Diversity of governance bodies and employees	URD FY24 - 4.7.5 Diverse and inclusive environment URD FY24 - 2.1.3 Composition of the Board of Directors	264 - 277 39			
	405-2 Ratio of basic salary and remuneration of women to men	URD FY24 - 4.7.5 Diverse and inclusive environment/ 2. Focus on pay gaps and total compensation ratio	274			
GRI 406 : Non-discrimination - 2016	406-1 Incidents of discrimination and corrective actions taken	URD FY24 - 4.7.5.2 d) "Specific metrics about discrimination and harassment incidents" URD FY24 - 4.7.5.2 Prevention and management of harassment cases	277 276			
	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	URD FY24 - 4.7.7 Social dialogue and collective bargaining URD FY24 - 4.11.7 Responsible procurement	286 - 291 229 - 231			
GRI 408 : Child Labor - 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	URD FY24 - 4.8.2 Policies to prevent human rights violations in our supply chain	294 - 296			
GRI 409 : Forced or Compulsory Labor - 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	URD FY24 - 4.8.2 Policies to prevent human rights violations in our supply chain	294 - 296			
GRI 410 : Security Practices - 2016	410-1 Security personnel trained in human rights policies or procedures	Omission		Security personnel who have received formal training in the organization's specific human rights policies or procedures and their security implementation	Not applicable	Capgemini does not employ directly security personnels. Suppliers are requested to follow the Supplier Code of Conduct including Human rights policies

Cappemini GRI Content Index FY24

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION		OMISSION		
		DOCUMENT - CHAPTER/SECTION	PAGES	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 411 : Rights of Indigenous Peoples - 2016	411-1 Incidents of violations involving rights of indigenous peoples	URD FY24 - 4.9 S3 – Communities	297 - 303			
	412-1 Operations that have been subject to human rights reviews or impact assessments	URD FY24 - 4.1.6.4 Due diligence process and Duty of Care URD FY24 - 4.7.8.1 Description of our approach regarding Human rights	174 - 180 291 - 296			
GRI 412 : Human Rights Assessment - 2016	412-2 Employee training on human rights policies or procedures	URD FY24 - 4.7.5.2 Prevention and management of harassment cases	276			
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	URD FY24 - 4.1.6.4 Due diligence process and Duty of Care	174 - 180			
GRI 413 : Local Communities - 2016	413-1 Operations with local community engagement, impact assessments, and development programs	URD FY24 - 4.9 S3 – Communities	297 - 302			
	413-2 Operations with significant actual and potential negative impacts on local communities	URD FY24 - 4.9 S3 – Communities	297 - 302			
GRI 414 : Supplier Social Assessment - 2016	414-1 New suppliers that were screened using social criteria	URD FY24 - 4.1.6.4 Due diligence process and Duty of Care	174 - 180			
	414-2 Negative social impacts in the supply chain and actions taken	URD FY24 - 4.1.6.4 Due diligence process and Duty of Care	174 - 180			
GRI 415 : Public Policy - 2016	415-1 Political contributions	URD FY24 - 4.11.4 Corruption and Bribery	322 - 326			
GRI 416 : Customer Health and Safety - 2016	416-1 Assessment of the health and safety impacts of product and service categories	Omission		Assessment of the health and safety impacts of product and service categories	Not applicable	Not material for Cappemini as a BtoB IT services company
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Omission		The total number of incidents of non-compliance concerning the health and safety impacts of products and services	Not applicable	Not material for Cappemini as a BtoB IT services company
GRI 417 : Marketing and Labeling - 2016	417-1 Requirements for product and service information and labeling	Omission		Requirements for product and service information and labeling	Not applicable	Not material for Cappemini as a BtoB IT services company
	417-2 Incidents of non-compliance concerning product and service information and labeling	URD FY24 - 4.10.5 Cybersecurity and Data Protection	306 ; 312			
	417-3 Incidents of non-compliance concerning marketing communications	Omission		The total number of incidents of non-compliance with regulations and/or voluntary codes regarding marketing communications, including advertising, promotion and sponsorship, is missing	Not applicable	Not material for Cappemini as a BtoB IT services company
GRI 418 : Customer Privacy - 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	URD FY24 - 4.10.5 Cybersecurity and Data Protection	306 ; 312			
GRI 419 : Socioeconomic Compliance - 2016	419-1 Non-compliance with laws and regulations in the social and economic area	URD FY24 - Non-compliance with laws and/or adverse changes to regulations	127			
		URD FY24 - 4.1.6.4 Due diligence process and Duty of Care	174 - 179			



Capgemini is a global business and technology transformation partner, helping organizations to accelerate their dual transition to a digital and sustainable world, while creating tangible impact for enterprises and society. It is a responsible and diverse group of 340,000 team members in more than 50 countries.

With its strong over 55-year heritage, Capgemini is trusted by its clients to unlock the value of technology to address the entire breadth of their business needs. It delivers end-to-end services and solutions leveraging strengths from strategy and design to engineering, all fueled by its market leading capabilities in AI, generative AI, cloud and data, combined with its deep industry expertise and partner ecosystem. The Group reported 2024 global revenues of €22.1 billion.

For more details, contact:

Fabienne Philippot

Group ESG Lead

fabienne.philippot@capgemini.com

Vincent Biraud

Investor relations

vincent.biraud@capgemini.com

Patrick Massoni

Investor relations

patrick.massoni@capgemini.com

Get the future you want | www.capgemini.com