

ESG Priorities

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



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

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

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

Focus on 11 Sustainable Development Goals



ENVIRONMENT



Act on **climate change** and

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

SOCIAL



Relentlessly **invest in our talents** and

Enhance a **diverse and inclusive environment**

GOVERNANCE



Foster a **diverse and accountable governance** and

Protect and secure both own and client data

Environmental ambitions expanding well beyond our own footprint



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



Reach Carbon neutrality by 2025 and Net Zero emissions by 2030

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

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



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

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

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

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

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



Engaging with and investing in our talents

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

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



Enhancing a diverse, inclusive and hybrid work environment

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

- We **foster collaboration of diverse and multi-cultural teams**
- We continue to **address the gender gap**, reaching **35% of women** in our workforce at the end of 2020 excluding Altran (+2pts vs 2019), and growing a **strong women leaders pipeline**
- We **embrace all aspects of diversity** and **offer equal opportunities to all**
- We shift our ways of working by **combining 'on site' and 'work from home' models** while **ensuring the right to disconnect**

Leading with trust & transparency

We are committed to governance best practices and policies that serve the long-term interests of Capgemini and its stakeholders



Foster a diverse and accountable governance

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



Protect data, infrastructure and identity

We are committed to **protecting the personal data we process on our behalf and on behalf of our client:**

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

Our ESG strategy at the heart of our ambition



ENVIRONMENT



SOCIAL



GOVERNANCE



There has **never been a better time** to address ESG challenges and to leverage our strengths to reach **the speed and the scale** our society needs.



People matter, results count.

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