



ESG INDEX

Environment | Social | Governance

November, 2021

Capgemini ESG Index

CAPGEMINI ESG OBJECTIVES	GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION on the 2020 URD or OMISSION	PAGES	2020 ANNUAL INTEGRATED REPORT AND OTHER DOCUMENTS	Capgemini SDGs TARGETS	UNGC Principles	SASB	TCFD	
GRI 101: FOUNDATION 2016											
GOVERNANCE & ORGANIZATION: Leading with trust & transparency											
ORGANIZATION											
GRI 102: GENERAL DISCLOSURES 2016											
GRI 102: General disclosures 2016	102-1	Name of the organization	A Leader for Leaders		2						
	102-2	Activities, brands, products, and services	1.1.3 The Group business lines		8						
	102-3	Location of headquarters	8.1.1 Corporate name, head office and website		3						
	102-4	Location of operations	1.2.1 A dynamic global services market		364						
	102-5	Ownership and legal form	6.1 Capgemini share capital		12						
	102-6	Markets served	1.1.4 An agile and innovative offer portfolio		8						
				1.1.5 Enhanced sectoral expertise		9					
	102-7	Scale of the organization	1.5.3 Consolidated financial statements		27	Worldwide					
				1.5.4 Non-financial achievements		28	Annual Integrated Report page 22				
	102-8	Information on employees and other workers	4.1.1.1 Business challenges and our people culture		143			8.5 10.2	6		
	102-9	Supply chain	Responsible Purchasing		193						
	102-10	Significant changes to the organization and its supply chain	1.1.1 Group history		7	Our achievements in 2020					
				Other significant events in 2020		214	Annual Integrated Report page 27				
102-11	Precautionary Principle or approach	3.1.1 Definition of the internal control and risk management systems		120							
102-12	External initiatives	Public commitments		142							
102-13	Membership of associations	Public commitments		142							
STRATEGY											
GRI 102: General disclosures 2016	102-14	Statement from senior decision-maker	Public commitment			Letter from Chairman and Editorial from the CEO Annual Integrated report pages 10 to 15					
	102-15	Key impacts, risks, and opportunities	1.3.1 Value creation drivers 3.2 Risk analysis		15 126				TC-SI-550a.2: Description of business continuity risks related to disruptions of operations.	Strategy A Strategy B	
ETHICS & INTEGRITY											
GRI 102: General disclosures 2016	102-16	Values, principles, standards, and norms of behavior	4.2 Ethics & Compliance		186		16.3	10			
		Monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations							TC-SI-520a.1. Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations		
GOVERNANCE											
Objective 8: Maintain best-in-class corporate governance		Maintain a long-term positioning on corporate governance in the top quartile of MSCI ESG's rating compared to industry peers				Capgemini ESG Policy page 44 and following	16.6				
	GRI 102: General disclosures 2016	102-18	Governance structure	2.1 Company management and administration	31		16.6			Governance A	

Capgemini ESG Index

CAPGEMINI ESG OBJECTIVES	GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION on the 2020 URD or OMISSION	PAGES	2020 ANNUAL INTEGRATED REPORT AND OTHER DOCUMENTS	Capgemini SDGs TARGETS	UNGC Principles	SASB	TCFD
STAKEHOLDERS ENGAGEMENT										
	GRI 102 : General disclosures 2016	102-40	List of stakeholder groups	1.2.5 We continually communicate with our stakeholders	14					
		102-41	Collective bargaining agreements	4.1.1.9 Labor relations	168			3		
		102-42	Identifying and selecting stakeholders	1.2.5 We continually communicate with our stakeholders	14					
		102-43	Approach to stakeholder engagement	1.2.4 Ecosystem of partners 1.2.5 We continually communicate with our stakeholders	13 14					
		102-44	Key topics and concerns raised	4.1.3.3 Increasing our Sustainability Impact Employees : 4.1.1.7 People Experience	182 164					
REPORTING PRACTICE										
	GRI 102 : General disclosures 2016	102-45	Entities included in the consolidated financial statements	1.4.1 The main subsidiaries and a simplified Group organizational chart 1.4.2 A client-focused organization	19 21					
		102-46	Defining report content and topic Boundaries	4.4 Methodology and scope for non-financial information	195					
		102-47	List of material topics	3.2.2 Corporate & Social Responsibility Materiality Assessment	136					
		102-48	Restatements of information	4.4 Methodology and scope for non-financial information	195					
		102-49	Changes in reporting	4.4 Methodology and scope for non-financial information	195					
		102-50	Reporting period	1st January to 31rd December 2020						
		102-51	Date of most recent report	25 March 2020 (2019 URD)						
		102-52	Reporting cycle	Annual						
		102-53	Contact point for questions regarding the report	8.3.1 Person responsible for financial information	368					
		102-54	Claims of reporting in accordance with the GRI Standards				Investors website: https://investors.capgemini.com/en/esg/			
		102-55	GRI content index				Investors website: https://investors.capgemini.com/en/esg/			
102-56	External assurance	4.5 External Report on the Déclaration de performance extra-financière	205							
TOPIC-SPECIFIC GRI STANDARDS										
GRI 200: ECONOMIC STANDARDS										
	GRI 103 : Management approach 2016	103-1	Explanation of the material topic and its Boundary	3.2.2 Corporate & Social Responsibility Materiality Assessment	136					Governance A & B
		103-2	The management approach and its components	4.1.2 Digital Inclusion 4.1.3.3 Increasing our Sustainability Impact	168 182		5.b			Governance A & B
		103-3	Evaluation of the management approach	Non-financial performance table indicator correspondence table	201					Governance A & B

CAPGEMINI ESG OBJECTIVES	GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION on the 2020 URD or OMISSION	PAGES	2020 ANNUAL INTEGRATED REPORT AND OTHER DOCUMENTS	Capgemini SDGs TARGETS	UNGC Principles	SASB	TCFD
ECONOMIC PERFORMANCE										
	GRI 201 : Economic performance - 2016	201-1	Direct economic value generated and distributed	4.1.2 Digital Inclusion 4.1.3.3 Increasing our Sustainability Impact	168 182		5.b 7.a 7.b 8.2 8.6 9.4			
		201-2	Financial implications and other risks and opportunities due to climate change	3.2.2 Corporate & Social Responsibility Materiality Assessment 4.1.3.1 Climate Change	136 154		13.b	7, 8, 9		Strategy A Risk Management A
		201-3	Defined benefit plan obligations and other retirement plans	Note 25: Provisions for pensions and other post-employment benefits	269					
		201-4	Financial assistance received from government	18. Income tax expense	308					
MARKET PRESENCE										
	GRI 202 : Market Presence - 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	4.1.1.8 Reward and compensation	167		5.1 8.5 10.4	6		
		202-2	Proportion of senior management hired from the local community	Disclosed only in certain countries for confidentiality constraints and specific legal prohibition			8.5	6	TC-SI-330a.1. Percentage of employees that are (1) foreign nationals and (2) located offshore	
INDIRECT ECONOMIC IMPACTS										
Objective 6: 5M beneficiaries supported by our Digital inclusion programs by 2030	GRI 203 : Indirect Economic Impacts - 2016	203-1	Infrastructure investments and services supported	4.1.2 Digital Inclusion 4.1.3.3 Increasing our Sustainability Impact	168 182		8.2 9.4	8, 9		
		203-2	Significant indirect economic impacts	4.1.2 Digital Inclusion	168		8.2 8.3 8.5			
PROCUREMENT PRACTICES										
	GRI 204 : Procurement Practices -2016		Proportion of spending on local suppliers	Not material for Capgemini						
ANTI-CORRUPTION										
Objective 9: Maintain over 80% of the workforce with an Ethics Score between 7-10	GRI 205 : Anti-corruption - 2016	205-1	Operations assessed for risks related to corruption	4.2 Ethics & Compliance 4.3 Duty of care	186 192		16.5	10		
		205-2	Communication and training about anti-corruption policies and procedures	4.2 Ethics & Compliance 4.3 Duty of care	186 192		16.5	10		
		205-3	Confirmed incidents of corruption and actions taken	4.2 Ethics & Compliance 4.3 Duty of care	186 192		16.5	10		
ANTI-COMPETITIVE BEHAVIOR										
	GRI 206 : Anti-competitive Behavior - 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	4.2 Ethics & Compliance	186					
TAX										
	GRI 207 : Tax - 2019	207-1	Approach to tax	4.2.3 Group Tax Policy	191					
		207-2	Tax governance, control, and risk management	4.2.3 Group Tax Policy	191					
		207-3	Stakeholder engagement and management of concerns related to tax	4.2.3 Group Tax Policy	191					
		207-4	Country-by-country reporting	Not disclosed for confidentiality constraints						
DATA PRIVACY AND FREEDOM OF EXPRESSION										
Objective 11: Be recognized as a front leader on data protection and cybersecurity			Description of policies and practices relating to behavioral advertising and user privacy			Capgemini ESG Policy page 54 and following				TC-SI-220a.1. Description of policies and practices relating to behavioral advertising and user privacy
			Number of users whose information is used for secondary purposes			Disclosed in 2022 on FY 2021				TC-SI-220a.2. Number of users whose information is used for secondary purposes
			Total amount of monetary losses as a result of legal proceedings associated with user privacy			Disclosed in 2022 on FY 2021				TC-SI-220a.3. Total amount of monetary losses as a result of legal proceedings associated with user privacy
			(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure			Disclosed in 2022 on FY 2021				TC-SI-220a.4. (1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure
			List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring			Disclosed in 2022 on FY 2021				TC-SI-220a.5. List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring
			Percentage of revenues associated to client engagements triggering processing of personal data subject to an end-to-end digital maturity assessment			Disclosed in 2022 on FY 2021				
			Percentage of Data protection officers (DPO) certified with one of the external certifying bodies			Disclosed in 2022 on FY 2021				
		Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards				Capgemini ESG Policy page 54 and following			TC-SI-230a.2. Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	

CAPGEMINI ESG OBJECTIVES	GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION on the 2020 URD or OMISSION	PAGES	2020 ANNUAL INTEGRATED REPORT AND OTHER DOCUMENTS	Capgemini SDGs TARGETS	UNGC Principles	SASB	TCFD
ENVIRONMENT: Accelerating the transition to net zero										
HELPING CLIENTS ACHIEVE THEIR ENVIRONMENTAL COMMITMENTS										
Objective 3: Help our clients to save 10m tons of CO ₂ e by 2030			We have developed a Client Carbon Impact Calculator and the associated methodology to provide a transparent carbon impact of client projects.			Capgemini ESG Policy page 24 and following	3.9 13.2	7, 8		
GRI 300: ENVIRONMENTAL STANDARDS										
	GRI 103 : Management approach 2016	103-1	Explanation of the material topic and its Boundary	3.2.2 Corporate & Social Responsibility Materiality Assessment	136			7	TC-SI-130a.3. Discussion of the integration of environmental considerations into strategic planning for data center needs	Risk Management A, B & C
		103-2	The management approach and its components	4.1.3 Environmental Sustainability	172			7		Strategy C
		103-3	Evaluation of the management approach	Non-financial performance table indicator correspondence table	201					
			Materials used by weight or volume	Not material			12.2	7		
			Recycled input materials used	Not material			12.2			
			Reclaimed products and their packaging materials	Not material			12.2			
ENERGY										
Objective 2: Transition to 100% renewable electricity by 2025 and electric vehicles by 2030	GRI 302 : Energy - 2016	302-1	Energy consumption within the organization	4.1.3.2 Environmental Management	177		7.2 7.3 12.2	7	TC-SI-130a.1: (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	
		302-2	Energy consumption outside of the organization	4.1.3.2 Environmental Management	181		7.2 8.4 12.2	8		
		302-3	Energy intensity	4.1.3.2 Environmental Management	177		7.2 8.4 12.2	7		
		302-4	Reduction of energy consumption	4.1.3.2 Environmental Management	177		7.2 7.3 8.4 12.2	7		
		302-5	Reductions in energy requirements of products and services	4.1.3.3 Increasing our Sustainability Impact	182		7.2 7.3 8.4 12.2	7, 9		
WATER AND EFFLUENTS										
	GRI 303 : Water and Effluents - 2018	303-1	Interactions with water as a shared resource	Material and in progress with WRIAqueduc (www.wri.org)		Disclosed in 2022 on FY 2021				
		303-2	Management of water discharge-related impacts	4.1.3.2 Environmental Management	177		12.2	7		
			Water withdrawal	Not material for Capgemini			12.2		TC-SI-130a.2 : (1) Total water withdrawn, (2) total water consumed percentage of each in regions with High or Extremely High Baseline Water Stress	
		303-5	Water consumption	4.1.3.2 Environmental Management	177		11.6 12.2	7		
BIODIVERSITY										
	GRI 304 : Biodiversity - 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	4.1.3.2 Environmental Management	177			7		

Capgemini ESG Index

CAPGEMINI ESG OBJECTIVES	GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION on the 2020 URD or OMISSION	PAGES	2020 ANNUAL INTEGRATED REPORT AND OTHER DOCUMENTS	Capgemini SDGs TARGETS	UNGC Principles	SASB	TCFD
EMISSIONS										
Objective 1: Be carbon neutral for our own operations no later than 2025 and across our supply chain by 2030, and committed to becoming a net zero business well ahead of 2050 Objective 2: Transition to 100% renewable electricity by 2025 and full electric vehicles by 2030	GRI 305: Emissions - 2016	305-1	Direct (Scope 1) GHG emissions	4.1.3.1 Climate Change	173		3.9 13.2	7		Metrics & targets: B
		305-2	Energy indirect (Scope 2) GHG emissions	4.1.3.1 Climate Change	173		3.9 13.2	7, 8		Metrics & targets: B
		305-3	Other indirect (Scope 3) GHG emissions	4.1.3.1 Climate Change	173		3.9 13.2	8		Metrics & targets: B
		305-4	GHG emissions intensity	4.1.3.1 Climate Change	173		13.2	7		
		305-5	Reduction of GHG emissions	4.1.3.1 Climate Change	173		13.2	7		
		305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	4.1.3.2 Environmental Management	179		3.9 13.2	7		
WASTE										
	GRI 306: Waste - 2020	306-1	Waste generation and significant waste-related impacts	4.1.3.2 Environmental Management	177		12.5	7, 8		
		306-2	Management of significant waste-related impacts	4.1.3.2 Environmental Management	177		3.9 12.5	7, 8		
		306-3	Waste generated	4.1.3.2 Environmental Management	177		3.9 12.5	7, 8		
		306-4	Waste diverted from disposal	4.1.3.2 Environmental Management/ In progress	179		3.9 12.5			
		306-5	Waste directed to disposal	4.1.3.2 Environmental Management/ In progress	179		12.5			
ENVIRONMENTAL COMPLIANCE										
	GRI 307: Environmental Compliance - 2016	307-1	Non-compliance with environmental laws and regulations	4.1.3.2 Environmental Management	177					
SUPPLIER ENVIRONMENTAL ASSESSMENT										
Objective 10: By 2030, suppliers covering 80% of the purchase amount of the previous year, will have committed to our ESG standards	GRI 308: Supplier Environmental Assessment - 2016	308-1	New suppliers that were screened using environmental criteria	Responsible Purchasing	193					
		308-2	Negative environmental impacts in the supply chain and actions taken	Responsible Purchasing	193					

CAPGEMINI ESG OBJECTIVES	GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION on the 2020 URD or OMISSION	PAGES	2020 ANNUAL INTEGRATED REPORT AND OTHER DOCUMENTS	Capgemini SDGs TARGETS	UNGC Principles	SASB	TCFD
SOCIAL: Aligned entrepreneurs with protection & respect for all										
GRI 400: SOCIAL STANDARDS										
	GRI 103: Management approach 2016	103-1	Explanation of the material topic and its Boundary	3.2.2 Corporate & Social Responsibility Materiality Assessment	136					
		103-2	The management approach and its components	4.1.1 People and Inclusion	143					
		103-3	Evaluation of the management approach	Non-financial performance table indicator correspondence table	201					
EMPLOYMENT										
	GRI 401: Employment - 2016	401-1	New employee hires and employee turnover	4.1.1.1 Business challenges and our people culture 4.1.1.3 Talent brand & attractiveness	143 154		5.1 8.5 10.2	6		
			Percentage of employees that are (1) foreign nationals and (2) located offshore			Disclosed in 2022 on FY 2021				TC-IM-330a.1: Percentage of employees that are foreign nationals
		401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Telecommuting: 4.1.1.6 Health, safety, and wellbeing at work Compensation: 4.1.1.8 Reward and compensation	159 167		5.4 8.5			
			Employee engagement as a percentage		166					TC-SI-330a.2: Employee engagement as a percentage
		401-3	Parental leave	4.1.1.8 Reward and compensation	167		5.1 5.4	6		
LABOR/MANAGEMENT RELATIONS										
	GRI 402: Labor/Management Relations - 2016	402-1	Minimum notice periods regarding operational changes	4.1.1.9 Labor relations	168		8.8	3		
OCCUPATIONAL HEALTH AND SAFETY										
	GRI 403: Occupational Health and Safety - 2018	403-1	Occupational health and safety management system	4.1.1.6 Health, safety, and wellbeing at work	159		8.8			Strategy B
		403-2	Hazard identification, risk assessment, and incident investigation	4.1.1.6 Health, safety, and wellbeing at work	159		8.8			
		403-3	Occupational health services	4.1.1.6 Health, safety, and wellbeing at work	159		8.8			
		403-4	Worker participation, consultation, and communication on occupational health and safety	4.1.1.6 Health, safety, and wellbeing at work	159		8.8			
		403-5	Worker training on occupational health and safety	4.1.1.6 Health, safety, and wellbeing at work	159		8.8			
		403-6	Promotion of worker health	4.1.1.6 Health, safety, and wellbeing at work 4.3 Duty of care	159 192		3.8 8.8			
		403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.1.1.6 Health, safety, and wellbeing at work	159		8.8			
		403-8	Workers covered by an occupational health and safety management system	4.1.1.6 Health, safety, and wellbeing at work	159		8.8			
		403-9	Work-related injuries	4.1.1.6 Health, safety, and wellbeing at work	159		3.6 8.8			
		403-10	Work-related ill health			Included in the ISO 45001:2018 certification process in progress	8.8			

Capgemini ESG Index

CAPGEMINI ESG OBJECTIVES	GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION on the 2020 URD or OMISSION	PAGES	2020 ANNUAL INTEGRATED REPORT AND OTHER DOCUMENTS	Capgemini SDGs TARGETS	UNGC Principles	SASB	TCFD
TRAINING AND EDUCATION										
Objective 4: Increase average learning hours per employee by 5% every year to ensure regular lifelong learning	GRI 404 : Training and Education - 2016	404-1	Average hours of training per year per employee	4.1.1.4 Continuous learning & development: right skills and opportunities	156		4.3 4.4 4.5 5.1	6		
		404-2	Programs for upgrading employee skills and transition assistance programs	4.1.1.4 Continuous learning & development: right skills and opportunities 4.1.1.5 Leadership 4.1.2 Digital Inclusion	156 158 168		4.3 4.4 4.5			
		404-3	Percentage of employees receiving regular performance and career development reviews	4.1.1.4 Continuous learning & development: right skills and opportunities	156		4.3 4.4	6		
DIVERSITY AND EQUAL OPPORTUNITY										
Objective 5: Reach 40% of women in our teams by 2025 Objective 7: 30% of women in executive leadership positions in 2025	GRI 405 : Diversity and Equal Opportunity - 2016	405-1	Diversity of governance bodies and employees	2.1.3 Composition of the Board of Directors 4.1.1.2 Inclusion	35 146		4.5 5.1 5.5 8.5 10.2 10.3 10.4	6		TC-SI-330a: Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees
		405-2	Ratio of basic salary and remuneration of women to men			Disclosed only on specific countries including France France: https://www.capgemini.com/fr-fr/index-egalite-professionnelle/	8.5 10.3 10.4	6		
NON-DISCRIMINATION										
	GRI 406 : Non-discrimination - 2016	406-1	Incidents of discrimination and corrective actions taken	4.2 Ethics & Compliance 4.3 Duty of care	186 192		5.1 16.b	6		
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING										
	GRI 407 : Freedom of Association and Collective Bargaining - 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	4.2 Ethics & Compliance 4.3 Duty of care	186 192		8.8	3		
CHILD LABOR										
	GRI 408 : Child Labor - 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	4.2 Ethics & Compliance 4.3 Duty of care	186 192		8.7 16.2	5		
FORCED OR COMPULSORY LABOR										
	GRI 409 : Forced or Compulsory Labor - 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	4.2 Ethics & Compliance 4.3 Duty of care	186 192		8.7	4		
SECURITY PRACTICES										
	GRI 410 : Security Practices - 2016		Security personnel trained in human rights policies or procedures	Not material for Capgemini				1		
RIGHTS OF INDIGENOUS PEOPLES										
	GRI 411 : Rights of Indigenous Peoples - 2016		Incidents of violations involving rights of indigenous peoples	Not material for Capgemini				1, 2		
HUMAN RIGHTS ASSESSMENT										
Objective 9: Maintain over 80% of the workforce with an Ethics Score between 7-10	GRI 412 : Human Rights Assessment - 2016	412-1	Operations that have been subject to human rights reviews or impact assessments	4.3.2.1 Assessment Procedures	193		16.1	1, 2		
		412-2	Employee training on human rights policies or procedures	4.2.1 Values and Ethics	187		16.1	1, 2		

Capgemini ESG Index

CAPGEMINI ESG OBJECTIVES	GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION on the 2020 URD or OMISSION	PAGES	2020 ANNUAL INTEGRATED REPORT AND OTHER DOCUMENTS	Capgemini SDGs TARGETS	UNGC Principles	SASB	TCFD
LOCAL COMMUNITIES										
Objective 6: 5M beneficiaries supported by our Digital inclusion programs by 2030	GRI 413: Local Communities - 2016	413-1	Operations with local community engagement, impact assessments, and development programs	4.1.4 Employee engagement through volunteering	184		5.4			
			Operations with significant actual and potential negative impacts on local communities	Not material for Capgemini						
SUPPLIER SOCIAL ASSESSMENT										
Objective 10: By 2030, suppliers covering 80% of the purchase amount of the previous year, will have committed to our ESG standards	GRI 414: Supplier Social Assessment - 2016	414-1	New suppliers that were screened using social criteria	Responsible Purchasing	193		5.2	2, 6		
		414-2	Negative social impacts in the supply chain and actions taken	Responsible Purchasing	193		5.2	2, 6		
PUBLIC POLICY										
	GRI 415: Public Policy - 2016	415-1	Political contributions	4.2.2 Compliance	188		16.5	10		
CUSTOMER HEALTH AND SAFETY										
	GRI 416: Customer Health and Safety - 2016		Assessment of the health and safety impacts of product and service categories	Not material for Capgemini						
			Incidents of non-compliance concerning the health and safety impacts of products and services	Not material for Capgemini						
MARKETING AND LABELING										
	GRI 417: Marketing and Labeling - 2016		Requirements for product and service information and labeling	Not material for Capgemini						
			Incidents of non-compliance concerning product and service information and labeling	Not material for Capgemini						
			Incidents of non-compliance concerning marketing communications	Not material for Capgemini						
CUSTOMER PRIVACY										
	GRI 418: Customer Privacy - 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	4.2.2.2 Data Protection	189		16.1			TC-SI-230a.1. (1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected
SOCIOECONOMIC COMPLIANCE										
	GRI 419: Socioeconomic Compliance - 2016	419-1	Non-compliance with laws and regulations in the social and economic area	4.2.2 Compliance	188					



About Capgemini

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

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

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

Learn more about us at

www.capgemini.com

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