



# GRI CONTENT INDEX

FY 2021

June, 2022

CAPGEMINI Group follows the GRI Sustainability Reporting Standards and applies their principles (GRI 101). The 2021 reporting has been prepared in accordance with the GRI Standards: Core option. The FY 2021 URD and the INTEGRATED ANNUAL REPORT 2021 are available online at: <https://investors.capgemini.com/en/all-publications>

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION on the FY 2021 URD or OMISSION	PAGES	INTEGRATED ANNUAL REPORT 2021 AND OTHER DOCUMENTS
GRI 101: FOUNDATION 2016					
GRI 102 : General disclosures 2016					
102-1	Name of the organization	8.1.1 Corporate name, head office and website		398	
102-2	Activities, brands, products, and services	1.1 Capgemini group fundamentals		6-8	
102-3	Location of headquarters	8.1.1 Corporate name, head office and website		398	
102-4	Location of operations	1.2.1 Dynamic global services market		13	
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102-6	Markets served	1.2.1 Dynamic global services market		13	
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102-8	Information on employees and other workers	4.3.1 Talent attraction, engagement and rewards (workforce planning)		164	
102-9	Supply chain	1.2.4 Partners and Ecosystem of partners 1.3.1 Value creation drivers 4.4.3.4 Responsible procurement		15-16 17-19 210-211	
102-10	Significant changes to the organization and its supply chain	5.1.1 General comments on the Group's activity in 2021		230-235	Integrated Annual Report 2021 - pages 10-29
102-11	Precautionary Principle or approach	3.1.1 Definition of the internal control and risk management systems		110	
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102-14	Statement from senior decision-maker	4.1.1 ESG ambition		130	ESG Policy Integrated Annual Report 2021 - letter from Chairman and letter from the CEO (pages 7-
102-15	Key impacts, risks, and opportunities	4.1.3 ESG materiality matrix and ESG risk management		137-141	
102-16	Values, principles, standards, and norms of behavior	4.4.2 Ethics and human rights		198-202	ESG Policy Human Rights Policy Anti-Corruption Policy Data Protection Policy Code of Business Ethics
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102-47	List of material topics	4.1.4 Stakeholders' approach and engagement		142	
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102-53	Contact point for questions regarding the report	4.6.2 Methodology and scope of non-financial performance indicators		218-220	
102-54	Claims of reporting in accordance with the GRI Standards	8.3 Persons responsible for the information		402	Investors website: <a href="https://investors.capgemini.com/en/esg/">https://investors.capgemini.com/en/esg/</a> Investors website: <a href="https://investors.capgemini.com/en/esg/">https://investors.capgemini.com/en/esg/</a>
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GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION on the FY 2021 URD or OMISSION	PAGES	INTEGRATED ANNUAL REPORT 2021 AND OTHER DOCUMENTS
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	103-2	The management approach and its components	4.1.1 ESG ambition 4.3 Social: aligned entrepreneurs with protection and respect for all 4.4 Governance: Leading with trust and transparency	130 161-197 197-212	
	103-3	Evaluation of the management approach	4.1 Social: aligned entrepreneurs with protection and respect for all 4.6.3 Non-financial performance indicators	161-197 220-224	
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	203-2	Significant indirect economic impacts	4.3.6.1 Support digital inclusion in our communities 1.3.1 Value creation drivers	193 17-19	
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<b>ANTI-COMPETITIVE BEHAVIOR</b>					
GRI 206 : Anti-competitive Behavior - 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	4.4.3.2 Fair competition	206	
<b>TAX</b>					
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	207-3	Stakeholder engagement and management of concerns related to tax	4.4.3.5 Group Tax Policy	211	
	207-4	Country-by-country reporting	Not disclosed for confidentiality constraints		

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GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION on the FY 2021 URD or OMISSION	PAGES	INTEGRATED ANNUAL REPORT 2021 AND OTHER DOCUMENTS
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	103-2	The management approach and its components	4.1.1 ESG ambition 4.2 Environment: Accelerating the transition to Net zero 4.4 Governance: Leading with trust and transparency	130 144 197	
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	302-4	Reduction of energy consumption	4.2.3 Our Net-zero strategy and program 4.2.5 Carbon emissions 2021	148-150 157	
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	303-5	Water consumption	4.2.5 Carbon emissions 2021 (Other environmental indicators)	157	
<b>BIODIVERSITY</b>					
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<b>EMISSIONS</b>					
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<b>WASTE</b>					
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	103-2	The management approach and its components	4.1.1 ESG ambition 4.3 Social-aligned entrepreneurs with protection and respect for all	130 161	
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## About Capgemini

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

The Group is guided everyday by its purpose of unleashing human energy through technology for an inclusive and sustainable future. It is a responsible and diverse organization of 325,000 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 2021 global revenues of €18 billion.

Learn more about us at

[www.capgemini.com](http://www.capgemini.com)

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