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## **Capgemini recognized, once again, in the Bloomberg Gender-Equality Index (GEI) 2023, demonstrating its commitment to diversity and inclusion**

***The Group saw its overall score improve, placing 9.59 points ahead of the industry average, and obtaining the highest possible score in two categories***

Paris, February 6, 2023 – Following its first inclusion last year, [Capgemini](#) has once again been listed in the [Bloomberg Gender-Equality Index \(GEI\) 2023](#). The benchmark index, which singled out 484 firms this year, was developed to gauge the performance of public companies dedicated to reporting gender-related data. This reference index measures gender equality across five pillars: leadership & talent pipeline, equal pay & gender pay parity, inclusive culture, anti-sexual harassment policies, and external brand.

Capgemini is committed to offering an inclusive work environment with goals to achieve 30% of women in executive leadership positions and 40% of women in its teams by 2025. It has already increased this rate by 4 percentage points in the last two years. After being [included into the Index for the first time in 2022](#), this year the Group's overall score is above 80 points, close to 10 points above the industry average and it obtained the maximum score of 100% on 2 of the 5 dimensions: "Anti sexual harassment policies" and "Pro women brands".



*"At Capgemini we believe that a diverse, equitable and inclusive work environment makes for a more innovative and successful company, and supports our objective to be an employer of choice for women in the tech industry. The Bloomberg Gender-Equality Index gives us a relevant and ambitious framework towards this goal,"* said Shobha Meera, Chief Corporate Responsibility Officer at Capgemini and member of the Group Executive Committee.

*"Congratulations to the companies that are included in the 2023 GEI,"* said Peter T. Grauer, Chairman of Bloomberg and Founding Chairman of the U.S. 30% Club. *"We continue to see an increase in both interest and membership globally, reflecting a shared goal of transparency in gender-related metrics."*

Capgemini also recently announced that it has obtained [the EDGE Assess and EDGEplus certifications at a global level](#), demonstrating its commitment towards gender equity and more broadly regarding diversity with all of its dimensions. The Group is also actively engaged to promote a fair representation of people with disabilities and from under-represented minorities and build a LGBT+ friendly workplace, through the OUTfront Global Network, and has received Stonewall awards in a number of geographies.



### **About the Bloomberg Gender-Equality Index (GEI):**

The Bloomberg Gender-Equality Index (GEI) is a modified market capitalization-weighted index which provides insight into an opaque area of ESG data reporting.

The 2023 GEI reaches globally to represent 45 countries and regions, including firms headquartered in Luxembourg, Ecuador, and Kuwait for the first time. Member companies represent a variety of sectors, including financials, technology, and utilities, which continue to have the highest company representation in the index from 2022.

Capgemini submitted a social survey created by Bloomberg, in collaboration with subject matter experts globally. Those included on this year's index scored at or above a global threshold established by Bloomberg to reflect disclosure and the achievement or adoption of best-in-class statistics and policies.

Both the survey and the GEI are voluntary and have no associated costs. Bloomberg collected this data for reference purposes only. The index is not ranked. While all public companies are encouraged to disclose supplemental gender data for their company's investment profile on the Bloomberg Terminal, those that have a market capitalization of USD1 billion are eligible for inclusion in the Index.

For more information on the GEI: <https://www.bloomberg.com/gei>.

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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 over 350,000 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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