2023 ESG PERFORMANCE



| ELECTED KPIs | | 2019 (BASELINE) | 2023 | PROGRESSION | |
|-----------------|---|--------------------|--------|------------------|----------------------|
| | | | | 2019 Baseline | 2030 Target L |
| CO ₂ | SCOPE 1 & 2 - ABSOLUTE EMISSIONS | 153,877 | 13,328 | -91% | -80% |
| CO ₂ | SCOPE 3 - BUSINESS TRAVEL & COMMUTING (tCO ₂ e per head) | 2.34 | 1.00 | -57% | -55% |
| | RENEWABLE ELECTRICITY | 28% | 96% | 96% | 100% |
| | LEARNING HOURS PER EMPLOYEE | 41.9 | 53.8 | 53.8 | 67 +5% p.a |
| | WOMEN IN OUR TOTAL WORKFORCE | 33% | 38.8% | 38.8% 40% | · |
| | WOMEN IN EXECUTIVE LEADERSHIP POSITIONS | 16.8% | 26.2% | 26.2% | |

For more information, see https://investors.capgemini.com/en/esg-policy/