12 MONTHS ON THE ROAD TO NET ZERO

Capgemini

A year ago, in July 2020, we announced a strengthened commitment to sustainability with a new ambition to achieve carbon neutrality across our operations no later than 2025, and to be a net zero business by 2030. Here we share highlights of our actions and progress in the first 12 months of this journey.

At the start of our journey we set six carbon reduction targets across our biggest operational impact areas, approved by the Science-Based Targets initiative (SBTi) as being in line with the level of reduction needed to limit global warming to 1.5°C and established a 10-point sustainability transformation roadmap to enable us to achieve our ambitions

OUR 10-POINT PLAN

Lead globally on sustainability

Collaborate with clients and partners

Empower our people to help create the sustainable future we want

Neutralise the impacts of residual emissions with carbon removal offsets

Reduce the carbon impact of our supply chain

Transition to 100% renewable electricity

Increase the sustainability performance of our offices and data centres

Reduce travel emissions through our low carbon digital delivery model

Transition to an electric vehicle fleet

Reduce the impacts of employee commuting

Energy · Travel · Supply Chain · Carbon Offsets · Collaborative global framework

"I HAVE PUT ACTING ON CLIMATE CHANGE AT THE HEART OF OUR GROUP PRIORITIES"

Aiman Ezzat
Capgemini Group Chief Executive Officer

KEY PROGRESS ON OUR ROAD TO NET ZERO

COLLABORATIVE GLOBAL FRAMEWORK

Global 1.5°C climate science targets validated by the SBTi

Global governance strengthened with global net zero board

New L&D pathway to mobilise employees on sustainability

Global ISO140001 EMS for 98% of Capgemini headcount (excluding Altran)

Strengthened cross sector collaboration joining Race to Net Zero, EV100, RE100, and WEF

First in a series of services launched to help clients measure and reduce impacts

CARBON OFFSETS

Strategy to focus on nature-based solutions developed

Estimation of required offset for 2021-2035 completed and sourcing commenced

SUPPLY CHAIN

Supply chain impacts quantified

Over 60% of supply chain engaged

TRAVEL

100% EV Company Fleet Transition underway

New Group Travel Policy enables sustainable choices

Hybrid Working established as 'new normal'

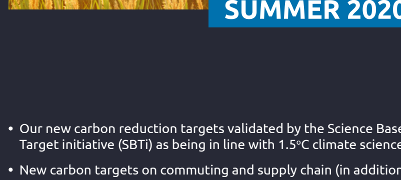
ENERGY

Doubling onsite renewable energy generating capacity in India underway

Award winning Green Lease Framework launched

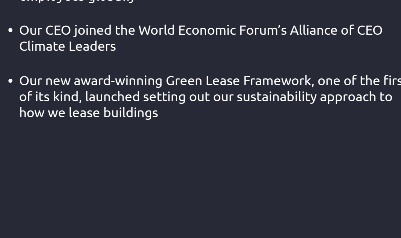
50%+ of our electricity now from renewable sources (including Altran offices)

OUR ROAD TO NET ZERO 2020/21

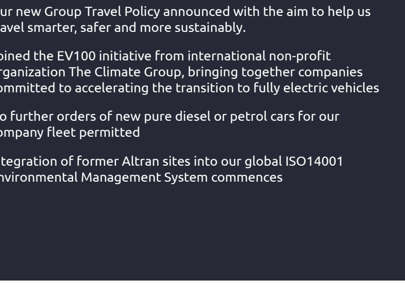


- Net zero and carbon neutral ambitions announced
- Executive governance established with the creation of our net zero board, including both our CEO and CFO as well as other Group Executive Board members
- Joined the Business Ambition for 1.5°C targets and United Nation's Race to Zero campaign as a founder member

- Our new carbon reduction targets validated by the Science Based Target initiative (SBTi) as being in line with 1.5°C climate science
- New carbon targets on commuting and supply chain (in addition to business travel and energy reduction targets)
  - Reduce the commuting impacts of our 270,000 employees by 50% by 2030
  - Halve the carbon impact of our supply chain by 2030
- New commitment to switch to 100% renewable electricity by 2025, joining RE100, the global corporate renewable energy initiative



- Global targets cascaded to country and function level
- New net zero action road maps established in all major countries with Country Sustainability Boards responsible for meeting local targets
- Global ISO140001 Environmental Management system covers 28 countries and 98% of Capgemini headcount (excluding Altran)
- Joined the World Economic Forum (WEF) Trillion Trees campaign



- A detailed global travel survey to understand current and expected commuting habits received responses from over 42,000 employees globally
- Our CEO joined the World Economic Forum's Alliance of CEO Climate Leaders
- Our new award-winning Green Lease Framework, one of the first of its kind, launched setting out our sustainability approach to how we lease buildings

- Our new Group Travel Policy announced with the aim to help us travel smarter, safer and more sustainably.
- Joined the EV100 initiative from international non-profit organization The Climate Group, bringing together companies committed to accelerating the transition to fully electric vehicles
- No further orders of new pure diesel or petrol cars for our company fleet permitted
- Integration of former Altran sites into our global ISO14001 Environmental Management System commences

PROGRESS AGAINST OUR 10-POINT PLAN

1. TRANSITION TO 100% RENEWABLE ELECTRICITY BY 2025

- Operations* in Belgium, Brazil, Denmark, Finland, Ireland, Italy, Luxembourg, Netherlands, Spain, Sweden Sweden, Switzerland and the UK fully transitioned to run on renewable electricity
- Impressive strides made in India, where the renewable energy market is evolving and growing
  - Committed to doubling our own on-site generating capacity for renewable energy
  - Installed another 8,400 solar panels bringing an additional 3.1 MW of generation capacity
  - Exported surplus renewable energy generated during the pandemic to the state electric grid
- Over 50% of our electricity (including Altran offices) now comes from renewable sources

2.INCREASE THE SUSTAINABILITY PERFORMANCE OF OUR OFFICES AND DATA CENTRES

- Launch of our new Green Lease framework sets out our sustainable approach to how we lease buildings and will drive significant impact on our real-estate portfolio
- New energy efficiency projects are underway, including new LED lighting upgrade and control in the UK, France, and Spain and new LED light fittings in India
- Smart meter implementations commenced in Germany
- In India improvements to air conditioning systems underway, with new efficient air handling equipment and the installation of chillers in key locations

3. REDUCE TRAVEL EMISSIONS THROUGH OUR LOW CARBON DIGITAL DELIVERY MODEL

- The establishment of our 'new normal' hybrid working approach accelerated as a result of Covid-19 and employees encouraged to question if travel is the right option
- New Group Travel policy increases awareness of sustainable travel and encourages people to choose more sustainable travel options with guidelines, support and tools on how to do so

4. TRANSITION TO AN ELECTRIC VEHICLE FLEET

- Transition to a fully electric car fleet is underway and by 2030 our fleet will be comprised of 100% electric vehicles
- No further orders of new pure diesel or petrol cars for our company fleet permitted
- New contracts with selected leasing companies and car manufacturers have been agreed
- In India we have invested in an additional 35 electric vehicles in its fleet for employee commuting across Bangalore, Pune and Noida locations

5. REDUCE THE IMPACTS OF EMPLOYEE COMMUTING

- Global commuting survey completed on current and expected commuting habits, informing commuting reduction action plans
- A new calculation methodology developed to estimate the carbon impacts of people working from home, and as part of our commuting survey we have begun gathering insights on the actions employees are taking to improve their sustainability at home.

6. REDUCE THE CARBON IMPACT OF OUR SUPPLY CHAIN

- Calculated the initial baseline measure of the carbon emissions from our supply chain as the first step in halving supply chain emissions by 2030
- Work is underway to develop an action plan to measure and reduce this going forward.
- Engaged with over 60% of our supply chain to encourage them to report on and drive down their carbon emissions associated with the goods and services they provide

7. NEUTRALISE THE IMPACTS OF RESIDUAL EMISSIONS WITH CARBON REMOVAL OFFSETS

- Developed carbon offsetting criteria to define our future carbon offsetting strategy (with agreement to focus on nature-based solutions)
- Estimation of required offset for 2021-2035 completed
- Discussions underway with carbon offset suppliers

8. EMPOWER OUR PEOPLE TO HELP CREATE THE SUSTAINABLE FUTURE WE WANT

- Accelerated employee learning with the creation of a new L&D pathway to mobilise on sustainability including new tools, training and development experiences
- 667 teams in 33 countries took part in a global challenge in collaboration with the Lofoten-Vesterålen (LoVe) Ocean Observatory, Norway to look at how AI can contribute to our understanding of the ocean environment and modelling of the earth's climate

9. COLLABORATE WITH CLIENTS AND PARTNERS

- Launched Centre of Excellence to drive down impacts of client services and products, launching Sustainable IT as the first client sustainability offer to help save them 10 million tons of carbon by 2030
- Client Carbon Impact Calculator developed to measure and model carbon impacts of our services across a broad range of sectors and projects as well as the impacts of our project delivery teams.
- Our award-winning Research Institute reports continue to bring together business, academia and government on sustainability topics: 'Conversations for Tomorrow', 'Sustainable IT' 'Sustainable Manufacturing'

10. LEAD GLOBALLY ON SUSTAINABILITY

- Global governance strengthened, with global targets and global net zero board established
- Global action plans for energy, travel, procurement and offsetting
- Enhanced reporting and risk management processes for climate related risks in line with commitment to TCFD (Task Force on Climate-related Financial Disclosures)

* Excluding some sites from the Altran organization acquired in April 2020

LEADER INSIGHTS

For commentary from our leaders on key actions and progress on our road to net zero, read our first-year reviews

HOW NET ZERO BECAME OUR NEW NORMAL

James Robey, VP, is Global Head of Environmental Sustainability and is responsible for our internal net zero transformation

https://www.capgemini.com/2021/06/how-net-zero-became-our-new-normal-our-progress-towards-ambitious-sustainability-targets/

ENERGIZING OUR SUSTAINABLE FUTURE

Venkat Neelakantan, VP is Deputy Global Head of Corporate Real Estate Services and is leading our global energy transition

https://www.capgemini.com/2021/07/road-to-net-zero-sustainable-travel-in-a-post-covid-world

SUSTAINABLE TRAVEL IN A POST-COVID WORLD

Vincent Moreau, Executive VP, is Global Head of Corporate Real Estate Services and is leading our 'New Normal' program

https://www.capgemini.com/2021/07/energizing-our-sustainable-future-on-our-road-to-net-zero/

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 270,000 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.

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