



# CAPGEMINI ENVIRONMENTAL SUSTAINABILITY

PERFORMANCE REPORT 2020 / 2021







# Welcome to the **Capgemini Environmental Sustainability Performance Report 2020/2021**, which provides details of our environmental performance in 2020.

## **Scope:**

Unless stated otherwise the data in this report covers the Environmental Sustainability activities of Capgemini for the calendar year 2020. This report complements the information published in the CSR section of our [Universal Registration Document 2020 and Integrated Annual Report 2020](#). Data published in this report is the audited and complete final set of environmental data 2020 with any variances from our previous reports explained.

## **Feedback:**

We welcome feedback on our approach to environmental sustainability and the content of this report. Please email: [sustainability.reporting.uk@capgemini.com](mailto:sustainability.reporting.uk@capgemini.com)

## **Find out more:**

For more information about our program please visit: [www.capgemini.com/corporate-responsibility/](http://www.capgemini.com/corporate-responsibility/)





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# INTRODUCTION



**DR JAMES ROBEY**

**Global Head of  
Environmental Sustainability**

The last 18 months have been remarkable in so many ways. When the lockdowns started in Spring 2020, I knew I wasn't alone in worrying that the previously accelerating corporate focus on sustainability and climate change would be put on hold. On the contrary, and thankfully, the opposite has transpired and the last 18 months have seen a surge of companies raising their ambitions to act faster and with greater commitment. In the light of the latest evidence presented recently in the Sixth Assessment Report (AR6) of the Intergovernmental Panel on Climate Change, the criticality of this increase in focus is clear.

Having delivered on our initial target (to reduce carbon emissions per employee by 30%) in January 2020, Capgemini announced new climate ambitions in July 2020. These are to become carbon neutral across our operations by no later than 2025 and to become a net zero business by 2030. Combined with accelerating the scale of our commitment,

we also felt that transparency with our new commitments was crucial – especially with regard to concepts such as carbon neutral and net zero, which can be interpreted in many different ways. In line with what we believe is best practice, we have defined our operational emissions to include all Scope 1 and 2 emissions (including energy consumption, fuel consumption, and fugitive emissions from air conditioning systems), as well as Scope 3 emissions from business travel, commuting, wastes, water and electricity transmission, and distribution losses.

Our ultimate aim is by 2030 to become a net zero business. Again, net zero is one of those terms whose definition is still emerging. While we are looking forward to the results from the current SBTi consultation exercise on defining net zero for the corporate sector, we have endeavored to align our ambition to the emerging consensus. The key principles of our commitment are:

1. Net zero requires carbon reduction first, offset is very much second
2. Carbon reductions should be in line with a 1.5-degree climate science pathway underpinned by targets validated by SBTi
3. Carbon reduction must be across the material parts of the organisation's value chain (not just its operational impacts). For us, this means including decarbonizing our supply chain.
4. Carbon offsetting will most likely be required – but it must follow carbon reduction – and should employ removal-based carbon offsets.

Having started with new ambitions, the last 12 months have been focused on the mobilisation of

our net zero program with detailed action planning implemented at both global and country levels. Last autumn, our new 1.5°C science-based targets were validated by SBTi and Capgemini joined both RE100 and EV100 underpinning our commitment to transition to 100% renewable electricity (by 2025) and 100% electric vehicles in the fleet (by 2030). Underpinning our net zero program, a reinforced governance structure has been implemented including a new Net Zero Board (comprising of our Group CEO together with other members of the Group's Executive Committee) and an enhanced Net Zero Management Committee (including key business and functional executives). This is underpinned by the Group's long established Environmental Sustainability teams driving the change at all levels of the business working in partnership with key organisational functions such as Corporate Real Estate and Procurement.

In this report you will read more about Capgemini's 2030 net zero commitment and the measures that we are taking to become carbon neutral in our operation by 2025.

The report also sets out Capgemini's audited carbon footprint for 2020, which driven by the COVID-19 pandemic contracted by 61% overall with emissions from business travel emissions down over 70%.

As restrictions ease and the business gradually evolves to operate in the, so called, new normal, it will be critical to leverage the learnings of remote delivery throughout the pandemic to inform new carbon optimal ways of delivering.



# CAPGEMINI'S NET ZERO AMBITION

In July 2020, Capgemini announced its new ambition to achieve carbon neutrality for its operations no later than 2025 and to become a net zero business by 2030. This ambition builds upon the Group's strong progress in delivering its earlier target of a 30% reduction in carbon emissions per employee compared to 2015. This target was met in January 2020, a decade ahead of schedule and before the COVID-19 related lockdowns. This milestone was made possible through programs focusing on both business travel and energy consumption. Driving down business travel emissions through virtual collaboration was underpinned by employee training and the roll-out of collaboration tools across the Group, as well as country-specific initiatives to encourage more sustainable travel. Capgemini also nearly doubled the proportion of its electricity coming from renewable sources, whilst simultaneously focusing on enhancing energy efficiency across its estate which resulted in energy consumption per square meter being reduced by over 18% since 2015.

To reach its new ten-year net zero ambition, Capgemini will continue to accelerate its carbon reduction program across its biggest operational impact areas which are business travel, commuting and office energy, in line with the requirements of a 1.5°C science-based target pathway. The Group's strategy also includes elements such as expanding its new ways of working initiative reducing the need for business travel and commuting, introducing new programs including the roll out of a hybrid and electric car fleet (as part of EV100),

and engaging with suppliers to reduce the carbon impact of its supply chain. Furthermore, Capgemini will switch to 100% renewable electricity across the Group by 2025, having committed to the RE100.

Capgemini's first priority remains focused on driving down its emissions in line, with new 1.5°C science-based targets validated by SBTi in October 2020. To reach carbon neutrality by 2025, any residual emissions will be offset through high-quality carbon offsets such as from re-forestation. The carbon reduction focus is also being extended to include Capgemini's full supply chain with the ambition of the Group becoming a net zero business by 2030.

Speaking in July 2020 on the need to act on climate change, Capgemini's Chief Executive Officer, Aiman Ezzat, said: "The current global situation with the COVID-19 pandemic has amplified the importance of the need to live in balance with our planet. Capgemini has had a decade long focus on reducing environmental impacts and whilst much has been achieved to date, we are now announcing our increased ambition. I have put acting on climate change at the heart of our Group priorities with a focal point of our ambitious target of net zero by 2030. A strong set of actions have been put in place, that range from expanding our digital workplace initiatives and work from home, through to leveraging technology to help our clients drive down their own emissions."

This report provides an overview of how Capgemini has mobilised its net zero program to deliver the goals described above.





# TEN-POINT ACTION PLAN

# OUR ROAD TO NET ZERO

To reach carbon neutrality from our own operations by 2025 and be a net zero business by 2030 we are taking a range of measures across the organisation. We have unfolded a 10 -point action plan to address all areas needed to achieve net zero. Our initiatives are focused primarily on carbon reduction with carbon offsetting only being used for residual emissions.

On the next pages you will read about the ten topics that we are addressing.

The targets marked with  are science based targets in line with the 1.5 degree scenario. Reduction targets have been set against baseline year 2015.



## Improve the sustainability of our offices and reduce absolute scope 1 & 2 emissions by 75% by 2025 and 80% by 2030

We are intensifying our focus on energy efficiency having set ourselves the target to increase the efficiency (kWh per m2) by 25% in 2022 and 35% in 2030. At the same time, we will be switching to renewable energy (see separate next action). In addition, we are ensuring the sustainable use of space, whilst continually driving down the waste and water we generate.

Read more at: <https://www.capgemini.com/2021/07/energizing-our-sustainable-future-on-our-road-to-net-zero/>



## Transition to 100% renewable electricity by 2025

We are committed to the transition to renewable electricity and are rolling out our strategy to meet our 2025 target of 100% renewable electricity primarily through self-generation and power purchase agreements.

To underline our commitment, we have joined the RE100, a global initiative bringing together the world's most influential businesses committed to 100% renewable electricity.



## Reduce business travel emissions per employee by 38% by 2025 and 50% by 2030

We are expanding our virtual collaboration capabilities while creating new frameworks for connecting people wherever they are. We have embedded sustainability into our Group travel policy and will continue to enable people to make lower carbon choices when they do travel.

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





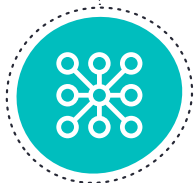
### Reduce employee commuting emissions by 35% in 2025 and 50% in 2030

In line with our ambition to fully account for our environmental footprint, we have extended the scope of our carbon footprint reporting to include commuting, and set a new science based target to reduce the carbon impact of the commuting by 50% by 2030. Read more on approach on page 9.



### Transition to a 100% electric vehicle fleet by 2030

In July 2020, we announced that we have stopped ordering pure petrol and diesel vehicles across our 12,000-vehicle company fleet. This marks the beginning of our transition to a fully electric fleet by 2030. Simultaneously, we joined the EV100, a global initiative bringing together companies committed to switching their fleets to electric vehicles and installing charging infrastructure for employees and customers.



### Reduce the scope 3 emissions from our purchased goods and services by 50% by 2030

Sustainable businesses need sustainable supply chains and we are working with our suppliers to reduce the environmental impact of ours. To understand the scope 3 emissions from our purchased goods and services, we have completed an initial assessment and are now developing a tool to build a realistic estimate of emissions based on various data sources. We are entering into dialogue with our top suppliers to explain our net zero ambition and to ensure that they too put sustainability and carbon reduction high on the agenda.



### Empower our people to help create the sustainable future we want

Our people are critical to our net zero transition. We are accelerating their learning through the deployment of new tools, training and development experiences enabling them to both reduce their own carbon footprint and as well as being equipped to support our clients with their sustainability challenges.



### Lead globally on sustainability

We have a global framework for our net zero ambitions with global targets, defined and actioned locally within our operating countries. Our Environmental Performance Management System provides the framework for driving sustainable transformation throughout our business globally. Our Environmental Management System (EMS) has a global ISO14001 certificate covering 97.8% of our Capgemini's legacy headcount (excluding our Altran acquisition). In addition, our Altran business has ISO14001 certification at many strategic sites (covering 33% of Altran headcount). Overall, 86% of the Capgemini group is certified under ISO14001 and this continues to increase as the integration of Altran continues.



### Collaborate with clients and partners

We are committed to working with others, including clients, partners, NGOs to find solutions to major systemic challenges, building stronger eco-systems and participating in conversations that lead to innovations and new ways of working. Since joining the Race to Zero campaign as a founder member last summer, we have also partnered with the World Economic Forum (WEF) 1t.ort movement committing to plant 20m trees part of their aim to conserve, restore, and grow one trillion trees around the world, and our CEO has joined the World Economic Forum's Alliance of CEO Climate Leaders, a global community of Chief Executive Officers who continue to set the bar higher and catalyse action across all sectors and engage policymakers to help deliver the transition to a net-zero economy. Read more about on how we collaborate with clients on page 8



### Neutralise the impacts of residual emissions with carbon removal offsets

Whilst carbon reduction is the primary focus for our sustainability actions, we recognize that there will be residual emissions which will need be offset using high quality carbon removal offsets. We are currently building relationships with key strategic carbon offset partners to deliver the required offsets over the next decade.

# HELPING CLIENTS TO REDUCE THEIR CARBON EMISSIONS

Whilst striving to reduce our own emissions, Capgemini recognises that our biggest opportunity to reduce global carbon emissions comes through the transformation services we provide to our clients, many of whom have environmental footprint hundreds of times larger than our own.

We have been working with clients on efficiency projects with positive carbon benefits for many years. Throughout the last year, we have been developing specific sustainability centric propositions and services designed to support our clients accelerate their sustainability journeys and net zero transformations.

Specifically, service offers are being created to support client:

- defining net zero strategies and business models
- creating low carbon and circular products and services
- implementing sustainable operations, including manufacturing operations and supply chain
- reducing the environmental impact of IT, and leveraging IT to drive operational emissions
- analysing data sets to support net zero strategies through monitoring and reporting

Recognising the importance of supporting our clients, we set ourselves the initial ambition to help clients save 10 million tonnes of CO<sub>2</sub>e by 2030.

In addition to developing specific client solutions, Capgemini is also investing in the development of meaningful research and thought leadership on sustainability. A selection of recent publications can be found on our website







## ENHANCING OUR CARBON ACCOUNTING

Since launching our new ambitions and setting new science-based targets last year, we have taken steps to broaden the assessment of our scope 3 carbon emissions. In addition to introducing an enhanced focus and targets on supply chain emissions, we have also been assessing the carbon impacts of our employee commuting and working from home.

### Commuting

Having completed commuting surveys in 2016 and 2018, in early 2021 we undertook our third global commuting survey which was completed by almost 43,000 employees. The responses provided insights into the commuting habits of our people both before and during the COVID-19 pandemic, and into the frequency and means of transport taken to reach the office each week.

Based on the survey results, we were able to make preliminary calculations that the emissions from commuting in 2020 amounted to 57,470 tCO<sub>2</sub>e compared to 244,052 tCO<sub>2</sub>e pre-pandemic in 2019. Without the impact of COVID-19, we estimate that the footprint for 2020 would have been around 235,000 tCO<sub>2</sub>e (or around 1.08 tCO<sub>2</sub>e /employee). This represents a 20.6% reduction in estimated commuting emissions per person compared to 2015.

Looking to the future, as COVID-19 lockdowns start to ease, we will certainly leverage the learnings from remote working patterns to reduce the commuting emissions. Flexible ways of working will become the 'new normal' with employees working between home, offices and client sites as needed. As well as changing travel patterns, we will also see emissions reduce through lower carbon travel options - for example, through the transition of Capgemini's fleet to electric vehicles. Our Corporate Real Estate team will continue to focus on ensuring that office locations are chosen with a good connection to public transport.

### Working from home

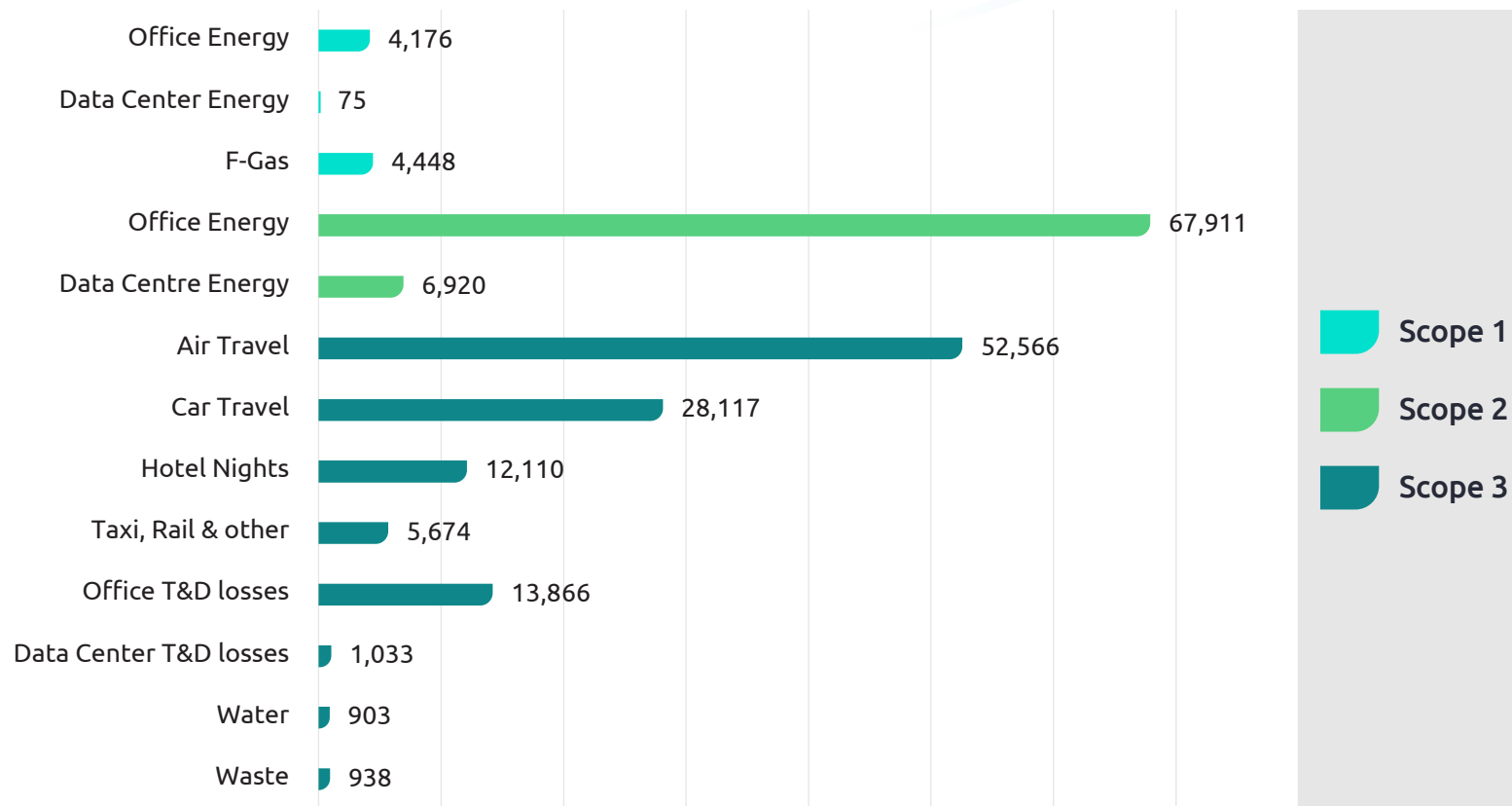
Driven by the COVID-19 pandemic, the vast majority of our employees transitioned to working from home almost overnight. Whilst leading to significant reductions in carbon emissions from office energy consumption, business travel and commuting, we recognize that the emissions associated with our people working at home is not insignificant. Energy is consumed not only through the use of laptops and desktop computers, but also potentially through lighting, heating and air conditioning (dependent on the country and season). Adapting some of the emerging methodologies, we are currently finalizing an initial view of the carbon emissions associated with employees working from home.



# CARBON FOOTPRINT INFORMATION 2020

On the following pages we provide insight into our carbon footprint. Our 2020 data is presented against 2019 figures as well as our baseline year, 2015. The information is based on the environmental data we gather from Capgemini entities in 35 countries, covering over 99% of our global operations in 2020. The final 0.5% is extrapolated to report a complete estimate.

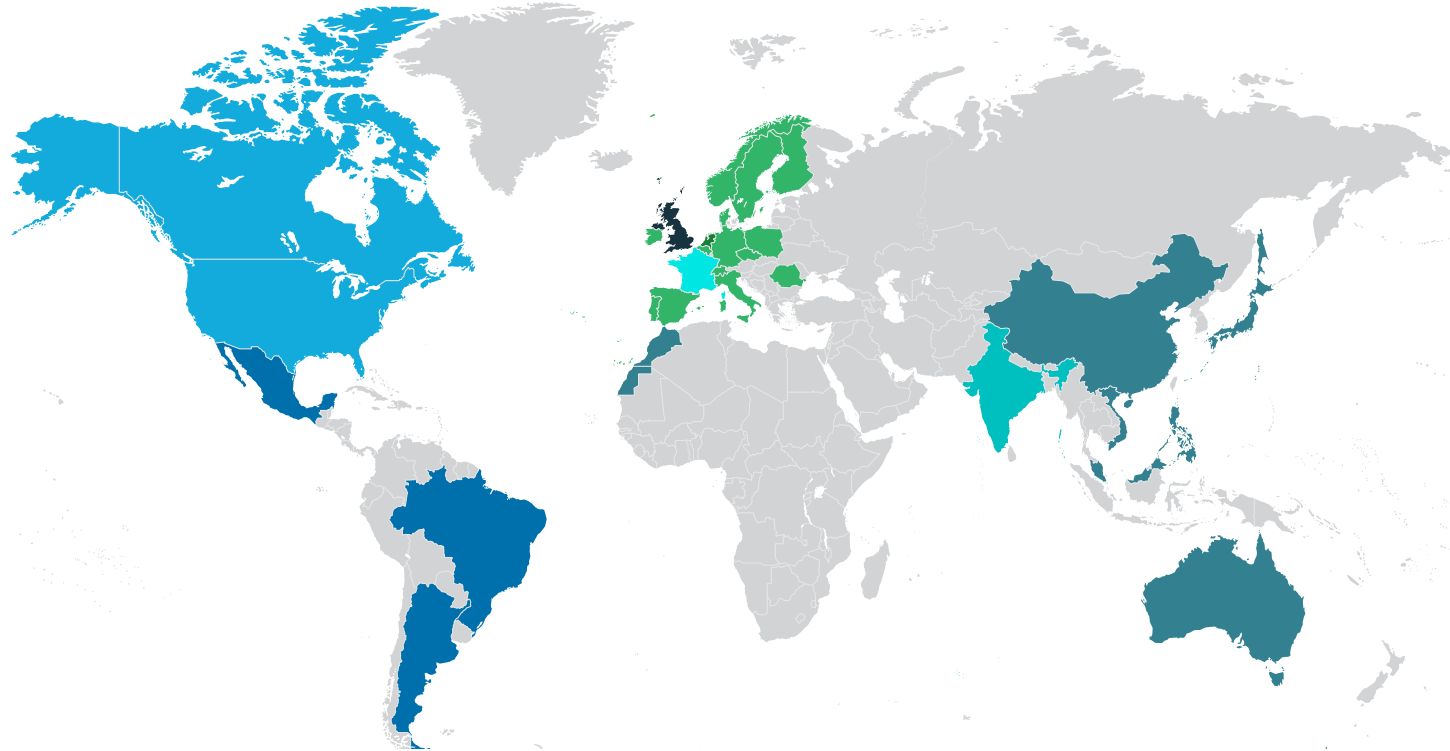
## Breakdown of 2020 emissions (tCO<sub>2</sub>e) by scope





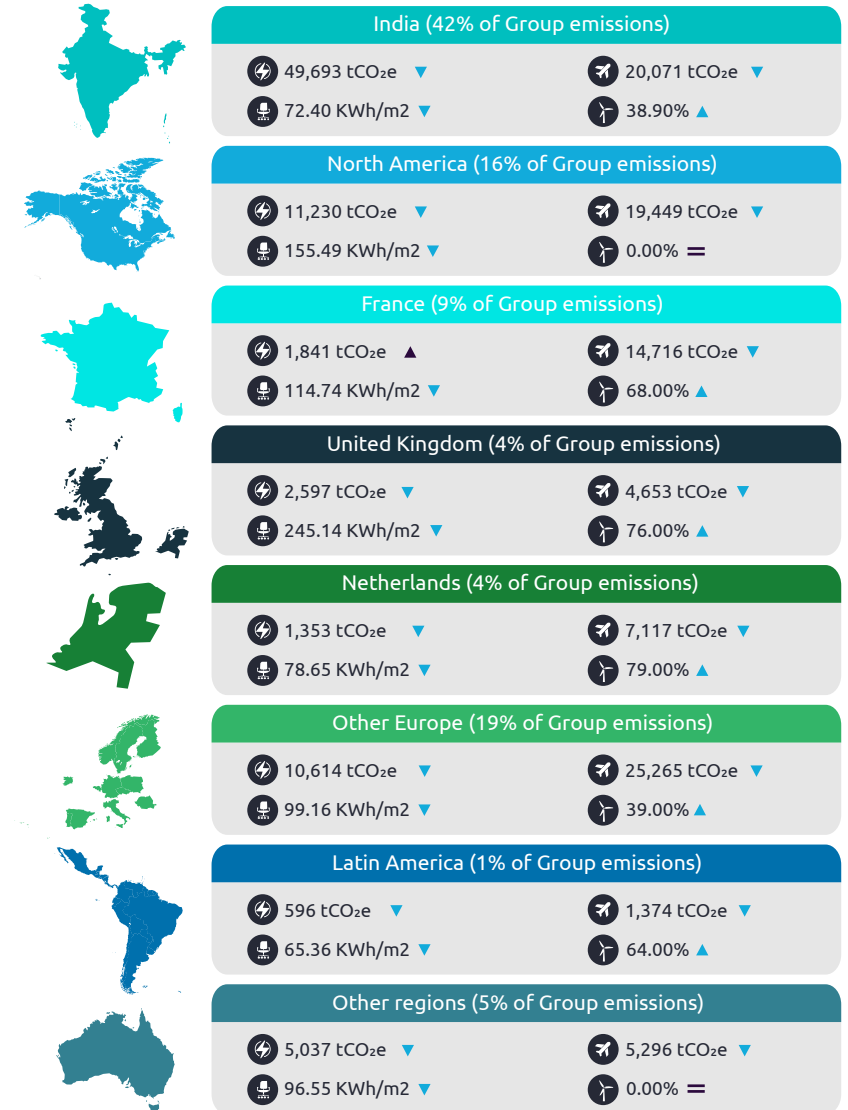
# 2020 REGIONAL VIEW OF KEY METRICS

We gather environmental data from Capgemini entities in 35 countries covering over 99% of our global operations in 2019. The data below shows a regional breakdown of our key metrics.



## Key Metrics

- ▲ Change compared to 2019
- ✈ Business travel emissions
- 🔌 Scope 1 & 2 emissions
- 🌿 % of total electricity from renewables
- 🏢 Office energy efficiency





# CARBON EMISSIONS BY SCOPE

	Metric	Unit	2015 Total	2019 Total	2020 Total	% Change vs 2015
Scope 1	Office Energy (natural gas, diesel/gas oil, LPG)	T CO <sub>2</sub> e	6,602	6,210	4,176	-36.7%
	Data Center Energy (natural gas, diesel)	T CO <sub>2</sub> e	239	103	75	-68.5%
	F gas	T CO <sub>2</sub> e	2,795	5,682	4,448	59.1%
	TOTAL Scope 1	T CO <sub>2</sub> e	9,637	11,994	8,699 ✓	-9.7%
Scope 2 (Market Based)	Office Energy (electricity, heating, cooling)	T CO <sub>2</sub> e	170,538	126,379	67,911	-60.2%
	Data Center Energy (electricity)	T CO <sub>2</sub> e	16,761	9,211	6,920	-58.7%
	TOTAL Scope 2	T CO <sub>2</sub> e	187,298	135,590	74,831 ✓	-60.0%
Scope 3	Business Travel	T CO <sub>2</sub> e	345,862	337,436	98,466 ✓	-71.5%
	Office Energy (T&D losses)	T CO <sub>2</sub> e	34,515	23,319	13,866	-59.8%
	Data Center Energy (T&D losses)	T CO <sub>2</sub> e	3,635	1,503	1,033	-71.6%
	Water	T CO <sub>2</sub> e	2,004	1,969	903	-54.9%
	Waste	T CO <sub>2</sub> e	455	513	938	106.4%
	TOTAL Scope 3	T CO <sub>2</sub> e	386,470	364,740	115,207	-70.2%
	<b>TOTAL EMISSIONS</b>	<b>T CO<sub>2</sub>e</b>	<b>583,405</b>	<b>512,323</b>	<b>198,737</b>	<b>-65.9%</b>

The carbon emissions for 2020 are notably lower than those in 2019 as result of the COVID-19 pandemic and subsequent lockdowns.

Throughout 2020, working from home became the default for most employees and virtually all business travel cease for an extended period. Consequently, travel emissions per employee reduced from 1.27 tons in 2019 to 0.37 tons in 2020.

As lockdowns have gradually been released across an increasing number of countries in 2021, we are taking measures to ensure travel emissions remain well below pre-COVID levels. Remote delivery, greater virtual collaboration and increased working from home remain the norm.

Capgemini is conscious that working from home is not without emissions and consequently we are currently assessing credible methodologies to assess these emissions (see page 9)

## Data identified in these tables by a ✓ has been reviewed by Mazars with a reasonable level of assurance

- Data differs from that reported in the Universal Registration Document (URD) 2020 for the following key reasons: a) Part of 2020 Q4 estimated data replaced by actuals. b) Change in India electricity corresponding to the purchase of 10,000 MWh of IRECs. 3) Reduction in Altran air data to compensate for cancellations.
- The 2019 data differs from last year's report as the Altran data has now been fully incorporated. Moreover, this 2020 report shows the market based emissions as opposed to location based in the 2019 report.
- Our carbon accounting approach follows the Greenhouse Gas Protocol Corporate Standard - the term "Scope" is used to categorize emissions reported according to the level of control a company has over an emissions source.
- All emission sources, except electricity, have been calculated using the emission factors recommended by DEFRA: <https://www.gov.uk/measuring-and-reporting-environmental-impacts-guidance-for-businesses>
- Electricity emissions have been calculated in the main body of the table above, in line with the GHG Protocol's "market-based" approach. Scope 3 "T&D losses" refers to electricity transmission and distribution grid losses i.e. the energy loss that occurs in transmitting the electricity from the generation source to our facilities.
- As recommended by the GHG Protocol, emissions of Fluorinated Gas (F-gas) not covered by the Kyoto Protocol such as chlorofluorocarbons (CFCs) are not reported as Scope 1 emissions and are therefore not included above. These F-gas emissions are, however, captured with a value of 1,548 tons of CO<sub>2</sub>e for 2019.
- Our business travel emissions are calculated including the impact of radiative forcing for air travel, as well as the impact of hotel night stays. Whilst this is recommended best practice, many companies in our sector do not yet include these two emission sources and therefore caution should be applied trying to compare Capgemini's business travel emissions to those of other companies in our sector
- Our waste emissions increased significantly in 2020, despite the volume of waste being reduced. This is due to an update to the BEIS emissions factors with the emissions associated with landfilled waste more than four times higher in 2020 than in 2019.



# BREAKDOWN OF ENERGY USE AND TRAVEL EMISSIONS

## ENERGY USE

	Metric	Unit	2015 Total	2019 Total	2020 Total	% Change vs 2015
Office	<b>Office Energy Consumption</b>	MWh	344,895	322,356	221,144 ✓	-35.9%
	Natural Gas	MWh	19,089	16,777	16,303	-14.6%
	Diesel & LPG	MWh	11,257	12,633	4,659	-58.6%
	Renewable Electricity	MWh	50,569	84,858	85,450	69.0%
	Other Electricity	MWh	256,139	200,387	107,262	-58.1%
	District Heating	MWh	6,108	5,862	6,334	3.7%
	Office Cooling	MWh	1,733	1,840	1,137	-34.4%
	% Electricity from renewables	%	16.5%	29.7%	44.3%	168.9%
Data Center	<b>Office energy usage per area</b>	MWh/m^2	0.16	0.14	0.09 ✓	-43.9%
	Natural Gas	MWh	355	30	30	-91.5%
	Diesel	MWh	641	378	271	-57.6%
	Renewable Electricity	MWh	73,331	56,493	52,131	-28.9%
	Other Electricity	MWh	90,687	39,524	28,880	-68.2%
	Total Data Center Energy Use	MWh	165,013	96,426	81,312	-50.7%
	% Electricity from renewables	%	44.7%	58.8%	64.4%	43.9%
	Average PUE of strategic data centers	Average PUE	1.64	1.68	1.64	-0.05%
<b>TOTAL ENERGY</b>	<b>Total Energy Use</b>	MWh	509,909	418,782	302,456	-40.7%
	% of Total Electricity from renewables	%	26.3%	37.1%	50.3% ✓	91.0%

## BUSINESS TRAVEL

	Metric	Unit	2015 Total	2019 Total	2020 Total	% Change vs 2015
	<b>Business Travel emissions</b>	T CO <sub>2</sub> e	345,862	337,436	98,466	-71.5%
Travel by Source	Air Emissions	T CO <sub>2</sub> e	218,123	218,168	52,566	-75.9%
	Car Emissions	T CO <sub>2</sub> e	68,368	60,937	28,117	-58.9%
	Hotel Emissions	T CO <sub>2</sub> e	44,184	38,887	12,110	-72.6%
	Rail Emissions	T CO <sub>2</sub> e	6,458	8,708	1,977	-69.4%
	Taxi Emissions	T CO <sub>2</sub> e	7,102	8,470	2,691	-62.1%
	Other Travel Emissions	T CO <sub>2</sub> e	1,627	2,266	1,006	-38.2%
Travel per head	<b>Total Travel emissions per head</b>	T CO <sub>2</sub> e/employee	1.59	1.27	0.37 ✓	-76.7%

### Note :

- “Renewable Electricity” includes all renewable electricity purchased on renewable energy tariffs or through renewable energy certificates, as well as electricity generated on-site in India and the UK using solar photovoltaic panels. “Other electricity” includes purchased electricity generated from mixed tariffs which are largely made up of fossil fuel and nuclear sources.
- Given the nature of our business, many of Capgemini’s offices have large server rooms. These are not considered to be data centers but their presence should be taken into consideration when comparing the energy usage and energy efficiency of our offices against those in other sectors.
- Data Center Power Usage Effectiveness (PUE) is a standard industry measure of how energy efficient a data center is. It compares the amount of non-computing overhead energy (used for things like cooling and power distribution) to the amount of energy used to power IT equipment. A PUE of 2.0 means that for every watt of IT power, an additional watt is consumed to cool and distribute power, whereas a PUE of closer to 1.0 means nearly all the energy is used for computing. To track the energy efficiency of data centers we use, we calculate a simple average of all data centers, including Capgemini-leased or owned data centers, client-specific data centers which we operate, as well as co-located data centers which we buy space in. We also calculate an average PUE for our strategic data centers.



# ASSURANCE STATEMENT

## Report by one of the Statutory Auditors on a selection of **environmental indicators**

*For the year ended 31 December, 2020*

### To the Shareholders,

As requested and in our capacity as the Statutory Auditor of your company (hereinafter the "Entity"), we hereby report to you on a selection of consolidated environmental information for the year ended December 31, 2020, identified by the symbol ✓, (hereinafter named "Environmental Information"), and disclosed in the Environmental Sustainability Performance Report 2020/2021 (hereinafter the "Environmental report").

### The entity's responsibility

The Corporate Social Responsibility & Sustainability division is responsible for preparing the Environmental Information in accordance with the guidelines used by the Entity (hereinafter the "Guidelines"), summarized in the methodological notes presented in the Environmental report and available on request at the Entity's headquarters.

### Independence and quality control

Our independence is defined by the requirements of article L.822-11-3 of the French Commercial Code and the French Code of Ethics (Code de déontologie) of our profession. In addition, we have implemented a system of quality control including documented policies and procedures regarding compliance with applicable legal and regulatory requirements, the ethical requirements and French professional guidance.

### Responsibility of the Statutory Auditor

On the basis of our work, our responsibility is to express, at the request of the Entity, a report expressing a reasonable assurance conclusion on the Environmental information selected<sup>1</sup> by the Entity and identified by the symbol ✓, in the Environmental report. The conclusions given below relate solely to the Environmental information, and not to the Entity's Environmental report as a whole.

We performed our work in accordance with ISAE 3000<sup>2</sup> and in compliance with the professional guidelines applicable in France.

### Nature and scope of our work

We conducted interviews with the persons responsible for preparing the Environmental Information in the departments in charge of collecting the information and, where appropriate, responsible for internal control and risk management procedures, in order to:

- assess the suitability of the Guidelines in terms of their relevance, completeness, reliability, neutrality and understandability, and taking into account industry best practices where appropriate;
- verify the implementation of data-collection, compilation, processing and control process to reach completeness and consistency of the Environmental Information; and obtain an understanding of the internal control and risk management procedures used to prepare the Environmental Information.

We determined the nature and scope of our tests and procedures based on the nature and importance of the Environmental Information with respect to the characteristics of the Entity and environmental challenges of its activities, its sustainability strategy and industry best practices.

At the Entity level, we performed analytical procedures on the Environmental information and verified, using sampling techniques, the calculation and the consolidation of the data.

At the level of a representative sample of entities selected by us<sup>3</sup> on the basis of their activity, their contribution to the consolidated indicators, their location and a risk analysis, we conducted interviews to verify that procedures are properly applied and to identify potential undisclosed data, and we performed tests of details, using sampling techniques, in order to verify the calculations and reconcile the data with the supporting documents.

The selected sample represents between 38% and 63% of the Environmental information.

We consider that this work enables us to express a conclusion of reasonable assurance for the information selected by the Entity and identified by the symbol ✓.

Due to the use of sampling techniques and other limitations inherent to information and internal control systems, the risk of not detecting a material misstatement in the Environmental information cannot be totally eliminated.

### Conclusion

In our opinion, the Environmental information selected by the Entity and identified by the symbol ✓ in the Environmental report is fairly presented, in all material respects, in compliance with the Guidelines.

**Mazars SA**

Paris La Défense, 19th October, 2021

**Edwige REY**  
CSR & Sustainability  
Partner

**Anne-Laure  
ROUSSELOU**  
Partner

**Dominique  
MULLER**  
Partner

1. Total energy consumption and office energy consumption per square meter; GHG emissions linked to energy consumption and business travel; GHG emissions per employee and associated reduction; Share of electricity from renewable sources; Share of operations per employee covered by ISO 14001 certification

2. ISAE 3000 - Assurance engagements other than audits or reviews of historical financial information

3. Capgemini India, Capgemini Spain, Altran France, Altran India & Altran Spain.





**TOGETHER, WE'LL GET  
THE FUTURE WE WANT FOR  
PEOPLE AND PLANET**





## 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 290,000 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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