Carbon Reduction Plan

Supplier name: **Capgemini UK, including all UK wholly owned subsidiaries**

Publication date: **10th July 2026**

Commitment to achieving net zero

Capgemini Group is committed to achieving net zero emissions by 2040.

Its net zero target has been set in line with the Science Based Targets initiative's (SBTi) Corporate Net-Zero Standard and includes the target of achieving a 90% reduction in carbon emissions across Scopes 1, 2 and 3 by 2040 compared to a baseline of 2019.

Capgemini UK is fully aligned to the Capgemini Group target. This Carbon Reduction Plan sets out Capgemini UK's commitment and actions to transition to net zero.

Baseline emissions footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2019	
Additional details relating to the baseline emissions calculations	
Capgemini UK follows the Greenhouse Gas Protocol Corporate Standard. Emissions have been calculated using the conversion factors recommended by the Department for Energy Security and Net Zero and Department for Business, Energy & Industrial Strategy (formerly BEIS). Where specified, we have reported "market-based" emissions in line with the GHG Protocol. **Scope 1** emissions arise from purchased and landlord supplied gas for space heating, diesel for testing of backup energy generation equipment, and F-gas for use in heating, ventilation and air conditioning (HVAC) systems. **Scope 2** emissions arise from purchased electricity and landlord-supplied electricity for its offices and data centres. **Scope 3** emissions arise from business travel, electricity transmission and distribution losses, waste and water consumption, employee commuting and working from home, third-party managed data centres, and upstream transportation and distribution. An explanation for the exclusion of downstream transportation and distribution is provided below.	
Baseline year emissions: 2019	
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	**1,023** **Natural Gas** 882 **Diesel** 8 **F-Gas** 118 **LPG** 15
Scope 2	**2,409** (market-based emissions) **Data Centre Electricity** 889 **Office Electricity** 1,520
Scope 3 **(Included Sources)**	**34,772** **Business Travel** 22,631 **T&D Losses** 330 **Water** 56 **Waste** 12 **Commuting** 9,924 **Working From Home** 1,314 **Third Party Managed Data Centres** 478 **Upstream Transportation and Distribution** 27 Scope 3 emissions include the GHG Protocol categories **(3) Fuel and energy related activities**, **(4) Upstream transportation and distribution, (5) Waste generated in operations, (6) Business travel** and **(7) Employee commuting.** **(9) Downstream transportation and distribution** emissions are excluded. Explanation: As a provider of technology consulting services, we do not sell or transport products. For this reason, Capgemini does not have Scope 3 emissions associated with downstream transportation and distribution of physical goods.
Total Emissions	**38,204**

Current emissions reporting

Reporting year: 2025	
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	**522** **Natural Gas** 438 **Diesel** 3 **F-Gas** 81 **LPG** 0
Scope 2	**0** (market-based emissions)
Scope 3 (Included Sources)	**16,764** **Business Travel** 9,878 **T&D Losses** 147 **Water** 9 **Waste** 1 **Commuting** 3,473 **Working From Home** 3,020 **Third Party Managed Data Centres** 206 **Upstream Transportation and Distribution** 30 Scope 3 emissions include the GHG protocol categories **(3) Fuel and energy related activities**, **(4) Upstream transportation and distribution, (5) Waste generated in operations, (6) Business travel** and **(7) Employee commuting.** **(9) Downstream transportation and distribution** emissions are excluded. Explanation provided above.
Total Emissions	**17,286**

The data reported above has changed compared to previous reports for the following key reasons:

I. For 2019 and 2025, Cambridge Consultants data has been consolidated with Scope 1, 2 and 3 emissions included within Capgemini UK's emissions reporting. In line with the guidance from the GHG Protocol and the UK Environmental Reporting Guidelines, this change has been made to data for all years to ensure year-on-year comparability and maintain a constant perimeter.

Please note: In 2025, the reported zero emissions for Scope 2 use the market-based approach due to the renewable electricity contracts at our sites and the purchase of REGOs (Renewable Energy Guarantees of Origin).

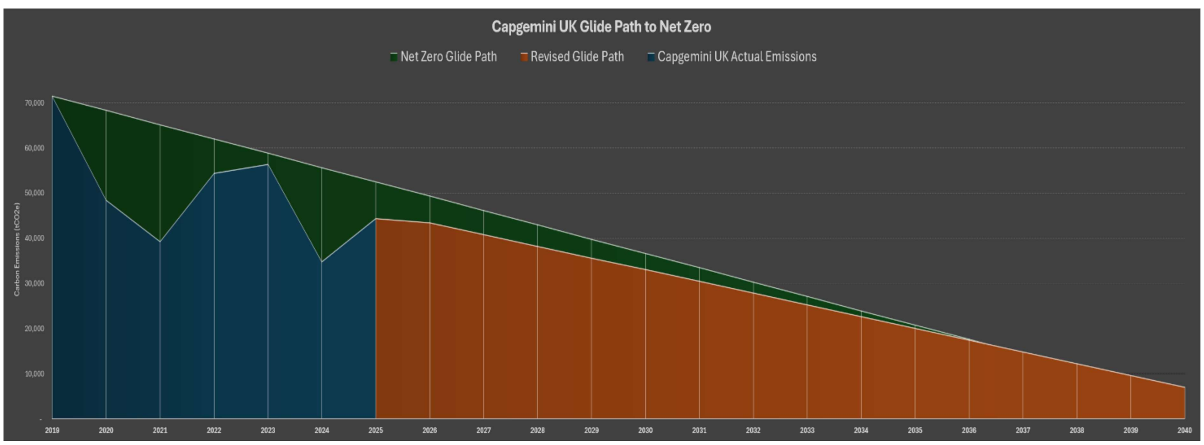
Emissions reduction targets

Capgemini Group has set targets to reduce carbon emissions by 90% to become net zero by 2040. These targets have been validated by the Science Based Targets initiative as being aligned with the Corporate Net Zero Standard. Capgemini Group and Capgemini UK continue to make good progress both in decarbonizing its business and collaborating across its supply chain to drive change and improvement. Capgemini Group efforts in this area have been recognized once again by CDP with a position on the CDP A-List for 2025. **In 2025, Capgemini Group including the UK achieved its 100% renewable electricity target.**

In order to continue its progress towards achieving net zero, Capgemini Group has adopted the following carbon reduction targets.

Category	2025 target	2030 target (SBTi near-term target)	2040 net zero target (SBTi long-term target)
Headline targets			**-90% absolute**
Scope 1 & 2 emissions		-80% absolute	-90% absolute
Scope 3 business travel		-55% per employee	-90% absolute
Scope 3 commuting		-55% per employee	-90% absolute
Scope 3 procured goods and services		-50% absolute	-90% absolute
Supporting targets	*100% renewable electricity*	*100% EV fleet*	

Capgemini UK's progress against its long-term targets can be seen in the graph below. Please note this includes all Scope emissions:



Graph includes all sources of emissions, including purchased goods and services.

Capgemini UK projects that carbon emissions will decrease over the next five years to around 33,145 tCO_2e by 2030. This is a reduction of 24% against 2025 and includes emissions from purchased goods and services.

Capgemini UK also sets annual targets at the UK country level for its operational emissions (covering emissions from offices, data centres, business travel, commuting and working from home).

The UK Country Board set ambitious short-term carbon reduction targets to drive emissions reductions ahead of the Group's 2040 net zero goal. Capgemini UK set out to achieve absolute reductions in operational emissions against its 2019 baseline of 45% by the end of 2024, which was achieved with a 46% reduction. The 2025 target was set at 50% reduction against 2019. At the end of 2025, Capgemini UK's overall carbon reduction was at 55%.

This was a 16% reduction year on year compared to 2024, with continuing reductions in estate emissions due to transitioning to a new London office designed to showcase sustainability in action and reducing the dependency on fossil fuel for heating and cooling across the estate. In addition, employee commuting and working from home emissions decreased, driven by engagement efforts and lower average commute distances travelled.

Carbon reduction projects

Completed carbon reduction initiatives

Environmental management measures and projects have been completed or implemented since 2019. The carbon emission reduction in operational emissions achieved by these initiatives in the UK equates to 20,922 tCO_2e over the past six years, a 55% reduction in operational emissions in 2025 against its 2019 baseline, and the measures will be in effect when performing the contract.

To reach its net zero ambition, Capgemini UK continues to accelerate a carbon reduction programme across its biggest operational impact areas, which are: business-related travel, energy use in its facilities and from employees working from home, the commuting of employees to offices, and from purchased goods and services. Capgemini UK is committed to driving efficiency and innovation across these impact areas.

2025 Projects included

Strengthening governance, through Capgemini UK's Net Zero Board

In 2025, Capgemini UK's UK Net Zero Board of senior leaders strengthened governance with accountability across five key areas:

- upskilling employees and establishing a vision for a net zero business;
- embedding carbon as a key performance indicator in business reviews;
- sustainable business travel and low carbon commuting;
- support for sustainable homeworking; and
- decarbonising the estate.

Each of these senior leaders actively drives collective change, challenging existing behaviours and mindsets to advance the sustainability agenda.

Capgemini UK continues to evolve its sustainability governance to drive impact and value for the business. Capgemini UK had zero audit non-conformities for its ISO 14001 & 50001 Environment Management System (EMS), demonstrating credibility to its clients.

Embedding carbon as a business metric

One of the key pillars of Capgemini's sustainability programme is about embedding carbon as a business performance metric and supporting people to manage carbon in the way Capgemini UK is used to managing finances, enabling carbon budget tracking for Business Lines, Accounts and Teams.

In 2025, Capgemini UK introduced the Sustainable Reporting Service (SRS) from the global Carbon Accounting System. SRS supports knowledge sharing, helping people understand performance and manage the root causes of environmental impact for the key areas of business travel, office energy, waste and water, commuting and working from home, and carbon emissions related to purchased goods and services.

Sustainable office headquarters in London

A major success of the year was Capgemini UK's move to a new HQ in London, St. Paul's, designed to showcase sustainability in action. The office operates on 100% renewable energy (verified by EcoAct, with no natural gas used) and has a rainwater harvesting system supplying all washroom toilets to reduce reliance on potable water in water-stressed London. This has resulted in reduced operational energy costs, resource consumption and carbon emissions, helping Capgemini UK progress on its 2030 net zero energy target.

Capgemini UK's St. Paul's office design will now act as the blueprint for the Capgemini estate, with circular resource use and responsible sourcing for furniture and fittings avoiding landfill waste as well as reducing carbon emissions. The roof terrace features pollinator-friendly planting, enhancing biodiversity and providing a green space for people. Indoor air quality was prioritised through VOC-compliant materials and smart technology that monitors CO_2 and humidity for a healthier, more productive environment.

St. Paul's represents Capgemini's vision of a unified, sustainable, inclusive, and thriving workspace. Sustainability sits at the heart of this initiative, reflecting not only Capgemini UK's commitment to environmental responsibility but also its dedication to inclusion and the wellbeing of its people.

Engaging its people for local action

In 2025, the Capgemini UK introduced its local community engagement roadshow initiative, bringing adventure and fun across its offices to inspire behavioural change that supports employees and its local environments. The roadshow featured interactive sessions and opportunities to connect with nature to enhance wellbeing. It also brought colleagues together to generate ideas for improving offices, strengthening office communities, and making commuting more affordable and sustainable, including active travel & car-sharing.

Capgemini UK launched the Active Travel programme to help employees overcome barriers to walking, cycling, and running when commuting to work. Through these support programmes, Capgemini UK achieved a 6% reduction in commuting emissions in 2025, driven by an emphasis on the personal benefits of improved health, cost savings, and time efficiency.

Supporting sustainable home working

In 2025, Capgemini UK continued to address working from home emissions. A key initiative was its industry-leading home energy support programme, featured in Bloomberg, delivered with energy experts Energy Helper and Heat Scheme. Interest-free loans are offered to employees to help them implement home improvements to reduce costs and emissions, including insulation, solar panels, or heat pumps. Additional employee benefits for home energy support include free home energy assessments and advice, access to smart apps and online energy webinars.

Transforming Capgemini UK's mobility

Business travel remains the largest source of operational emissions and a key challenge Capgemini UK continues to tackle. During 2025, Capgemini UK continued working on minimising emissions from business travel and commuting, through sustainable hybrid delivery, and by making low carbon options available when travel is necessary.

Capgemini's commitment to sustainability goes beyond the decarbonisation of Capgemini UK's operations and supply chain. Capgemini UK knows there are impacts, risks, and opportunities related to waste, water, and biodiversity that must be addressed. During 2025, Capgemini Group has made progress in creating sustainability models to measure and report on Capgemini UK's own wider impacts.

Future Carbon Reduction Initiatives 2026

Examples of planned carbon reduction initiatives for 2026 include:

- *Launching Individual Carbon Travel Footprint:* to bring all its people insights into its carbon impacts.
- *Enhancing its sustainable AI tools*: playbooks and guidance to support employees drive innovation, cost efficiency and positive impact through AI within the net zero trajectory.
- *Active and Sustainable travel:* support and promotion from Mobilityways car sharing app, uptake of free railcards and a focus on improving employee health and wellbeing by embracing the outdoors.
- *Power 2 You Communities:* establishing "Active Site Committees" to encourage employees to become involved and take action to reduce carbon emissions
- *Home Energy:* launch the Home Energy Smart App for homeowners and renters by Energy Helper.
- *Business travel and automation of data*: increasing awareness, travel carbon reduction options and efficiency through using the Individual Carbon Footprint tool and Top Traveller Tool.
- *Sustainable Estates*: complete and roll out the framework and standard for Capgemini UK estates to prioritize action and investment that aligns with sustainability goals and carbon reduction targets.
- *Circular IT Project:* Capgemini Group are continuing working to minimise the impact of its IT by applying circular economy principles to eliminate waste and pollution.
- Testing new technologies with the aim of replicating in-person experience to reduce the need for frequent long-haul flights, by delivery colleagues, to offshore locations.
- *Event Planner Tool:* roll out across the organisation to support employees in making carbon conscious decisions when planning events.

Capgemini UK is aware that its actions to decarbonise the business by 2040 will not eliminate the very real problem of carbon dioxide going into the atmosphere today. Consequently, Capgemini UK is investing in projects to abate and remove carbon emissions from beyond its own value chain. For example, supporting forestry restoration projects that will remove carbon dioxide, whilst also delivering wider positive biodiversity and social impacts.

Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard[3].

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:

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Rob Walker, UK Managing Director

Date: 10th July 2026

[1]https://ghgprotocol.org/corporate-standard[2]https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting[3]https://ghgprotocol.org/standards/scope-3-standard
[2]https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting[3]https://ghgprotocol.org/standards/scope-3-standard
[3]https://ghgprotocol.org/standards/scope-3-standard