1.LETTER TO THE STAKEHOLDERS

2021 was the second year profoundly impacted by the COVID 19 pandemic, which once again required our utmost attention to the health of our people and to the continuity of services to our customers. However, the pandemic has made new ways of working a reality that otherwise would have taken years to become common, and it has helped us reorganize the priorities of people and the planet.

In this scenario that challenges us all, Capgemini Italia has decided to draft its first sustainability report, feeling the moral obligation to give evidence of its contribution to the important goals of the Parent Company.

In the following pages we will take a look together at the key points of Capgemini's commitment towards environmental, social and governance (ESG) objectives, starting with our Purpose: "**Unleashing human energy through technology for an inclusive and sustainable future**".

Digital technology has an extraordinary potential to transform the processes and services of companies. As a major player in this transformation, we feel a responsibility to promote this potential, starting with people and for people, closely linking the technological innovations that we constantly offer our customers, with the prospect of an ethical use of technology. At the same time, we intend to act as an example in forming a diverse and inclusive workforce, contributing to digital inclusion and reducing our environmental impact to a minimum.

Our ESG objectives reflect the entrepreneurial spirit and commitment of our people and put it into practice, starting from 8 overall priorities defined by our Board of Directors:
(1) act on climate change, (2) lead to low-carbon economic transition by supporting our clients to achieve their environmental commitments, (3) relentlessly invest in our talent, (4) enhance a diverse and inclusive work environment and (5) support digital inclusion in our communities. We also need to **(6) foster a diverse and accountable governance, (7) maintain high ethical standards at all times for mutual growth and increase digital trust by (8) protecting and securing both our own and our clients' data.**

Within the framework of these common priorities and the challenging goals associated with them, Capgemini Italia makes its contribution, which certainly does not begin today, but which we want to make visible to all our stakeholders starting from today, in full awareness of the challenge this entails.

In closing, I would like to thank everyone in the great Capgemini Italia team, from management to the youngest employees who have joined us: the ambitious goals we have set ourselves, as well as the goals achieved, are the result of your work and your daily commitment to building the future that we want together.
Get The Future you want

Andrea Falleni
CEO Italy

2. CAPGEMINI EGS ID CARD

8 AMBITIOUS ESG PRIORITIES FOR POSITIVE FUTURES

ENVIRONMENT

- Act on climate change by being carbon neutral by 2025, and becoming a net zero business.
- Lead to low-carbon economic transition by helping our clients achieve their environmental commitments.

SOCIAL

- Relentlessly invest in our talent through a unique experience, developing tomorrow's skills.
- Enhance a diverse, inclusive and hybrid work environment.
- Support digital inclusion in our communities.

GOVERNANCE

- Foster a diverse and accountable governance.
- Maintain high ethical standards at all times for mutual growth.
- Protect and secure data, infrastructure and identity.

IMPACTING 11 SDGs

There has never been a better time to mobilize technology and unleash the human capability to address ESG challenges. We are working with clients, partners and communities to leverage our leadership and operations, to speed up the transition to sustainability, and find solutions to societal challenges.

We advocate and outreach to peers, partners, clients, consumers and the public at large. For example, we have been signatories of the **UN Global Compact** since 2004; we support the principles of the **1948 Universal Declaration of Human Rights** and the **fundamental conventions of the International Labor Organization (ILO)** refusing the use of forced labor or child labor; and joined the **World Economic Forum's Alliance of CEO Climate Leaders** to help deliver the transition to a net zero economy.

Capgemini in Italy
Year End 2021

8,312

NUMBER OF EMPLOYEES

736,5mln€

REVENUES

4

COMMERCIAL BRANDS
Capgemini,
Capgemini Engineering,
Frog, Doing

20

LOCATIONS IN ITALY

Milano
Padova
Trieste
Piacenza
Ivrea
Marcon
Torino
Orbassano
Modena
Genova
Bologna
La Spezia
Firenze
Pisa
Roma
Bari
Pomigliano D'Arco
Napoli
Salerno
Palermo

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3. CAPGEMINI ESG PLEDGE: LEVERAGING TECHNOLOGY FOR THE BENEFIT OF ALL

3.1 Eight ESG priorities for a better future
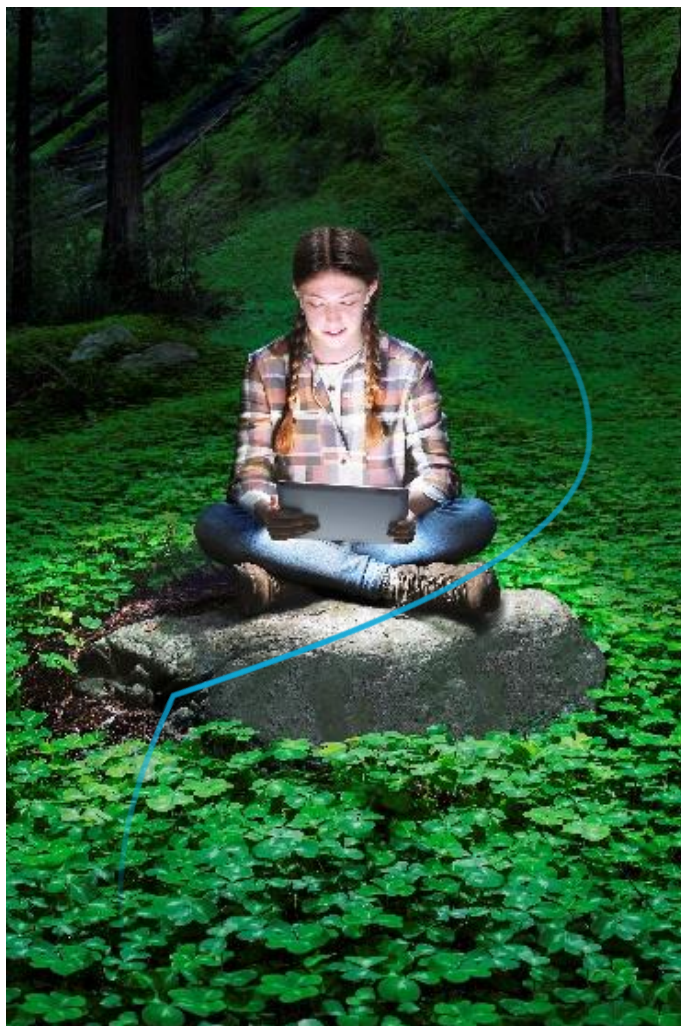
"Unleashing human energy through technology for an inclusive and sustainable future".
This is Capgemini's purpose, and to create a future that lives up to all its promises we believe that technology can help us if – most importantly – they are designed by and for human beings.

To achieve this goal, we are inspired by seven core values - **honesty, boldness, trust, freedom, fun, modesty and team spirit**, which we pursue collectively and individually, and which have been at the heart of our purpose since the Group was created in 1967. These values allow our people to master their company and technology domains, build meaningful relationships with colleagues, partners and customers, and plan better futures for the benefit of all.

It is our belief that we must leverage our leadership and our actions to speed up the transition to sustainability.
That's why by leveraging the spirit and energy of the Capgemini teams and using our operational excellence, innovative resources and added-value partnerships, we continually increase our ESG performance and develop solutions and services to substantially improve the environmental performance of our customers.
We fight exclusion and promote diversity, addressing climate change and the depletion of natural resources by ensuring that digital transformation benefits all of society.
We do this by committing ourselves to upholding the highest standards of governance and ethics, fully subscribing to the key principles of sustainable development, and especially inclusivity, integrity, stewardship and transparency.
Thus we focus on eight ESG priorities that have a positive and significant impact on Capgemini's business model and value drivers, as well as on our stakeholders.

ESG is an integral part of our corporate strategy, and is focused on 8 priorities:

ENVIRONMENT
• Priority A
Act on climate change by being carbon neutral by 2025, and becoming a net zero business.
• Priority B
Lead to low-carbon economic transition by helping our clients achieve their environmental commitments.

SOCIAL
• Priority C
Relentlessly invest in our talent through a unique experience, developing tomorrow's skills.
• Priority D
Enhance a diverse, inclusive and hybrid work environment.
• Priority E
Support digital inclusion in our communities.

GOVERNANCE
• Priority F
Foster a diverse and accountable governance.
• Priority G
Maintain high ethical standards at all times for mutual growt.
• Priority H
Protect and secure data, infrastructure and identity.

3.2 Eleven objectives for sharing our progress with our eight priorities

Our ESG policy is the guide for effectively integrating our priorities into the corporate strategy, in the decision-making process, in the development of solutions and services and in the relationship with the main stakeholders.
It aims not only at complying with the applicable regulations, but also at integrating ESG best practices and recommendations nationally and internationally.

To this end, it outlines **11 objectives** that will enable us to carry out our priorities.

PRIORITIES		OBJECTIVES	
ENVIRONMENT: Accelerating the transition to net zero	**A** Act on climate change by being carbon neutral by 2025, and becoming a net zero business	**1**	Be carbon neutral for our own operations no later than 2025 and across our supply chain by 2030, and committed to becoming a net zero business well ahead of 2050
		2	Transition to 100% renewable electricity by 2025, and electric vehicles by 2030
	B Lead to low-carbon economic transition by helping our clients achieve their environmental commitments	**3**	Help our clients to save 10m tons of CO_2eq by 2030
SOCIAL: Aligned entrepreneurs, with protection & respect for all	**C** Relentlessly invest in our talent through a unique experience, developing tomorrow's skills	**4**	Increase average learning hours per employee by 5% every year to ensure regular lifelong learning
	D Enhance a diverse, inclusive and hybrid work environment	**5**	40% of women in our teams by 2025
	E Support digital inclusion in our communities	**6**	5M beneficiaries supported by our digital inclusion programs by 2030
GOVERNANCE: Leading with trust & transparency	**F** Foster a diverse and accountable governance	**7**	30% of women in executive leadership positions in 2025
		8	Maintain best-in-class corporate governance
	G Maintain high ethical standards at all times for mutual growth	**9**	Maintain over 80% of the workforce with Ethics Score between 7-10
		10	By 2030, suppliers covering 80% of the purchase amount of the previous year, will have committed to our ESG standards
	H Protect and secure data, infrastructure and identity	**11**	Be recognized as a front leader on data protection and cybersecurity

3.3 Commitment to achieving 11 Sustainable Development Goals

In 2015, the United Nations General Assembly adopted the 2030 Development Agenda with 17 Sustainable Development Goals (SDGs) for the peace and prosperity of people and the planet. To promote these goals, business plays a vital role in mobilizing and sharing knowledge, skills, technologies and financial resources.

Capgemini is committed to making a contribution to achieving of 11 of the 17 SDGs, as we believe they best reflect our ability to integrate ESG challenges into our business.
These goals also reflect our commitment to the ten principles of the United Nations Global Compact, which Capgemini first signed in 2004.

ENVIRONMENT:
Accelerating the transition to net zero

6 CLEAN WATER AND SANITATION
7 AFFORDABLE AND CLEAN ENERGY
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
11 SUSTAINABLE CITIES AND COMMUNITIES
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION
14 LIFE BELOW WATER
15 LIFE ON LAND

GOVERNANCE:
Leading with trust & transparency

16 PEACE, JUSTICE AND STRONG INSTITUTIONS
17 PARTNERSHIPS FOR THE GOALS

SOCIAL:
Aligned entrepreneurs, with protection & respect for all

1 NO POVERTY
2 ZERO HUNGER
3 GOOD HEALTH AND WELL-BEING
4 QUALITY EDUCATION
5 GENDER EQUALITY
8 DECENT WORK AND ECONOMIC GROWTH
10 REDUCED INEQUALITIES

3.4 Increase the collective impact by participating in public initiatives

Guiding the path towards a positive future also means supporting and involving colleagues, partners, customers and consumers in general. Capgemini's commitment extends to ambitious national, regional and global initiatives, and that is why we have been signatories of the United Nations Global Compact since 2004. The member businesses of this program support and respect ten principles in the areas of human rights, workers' rights, the environment, and the fight against corruption.

Environment
- We have been signatories of the **UN Global Compact's "Caring for Climate" initiative** since its inception in 2007.
- We became a signatory to the Taskforce for Climate-related Financial Disclosures **(TCFD),** supporting action to build resilient solutions to climate change through climate-related financial disclosures.
- We signed a joint letter along with over 170 CEOs to European heads of state calling on them to increase emissions reduction targets to ensure they reach their net zero target by 2050.
- We became a signatory to the **RE100,** committing to transition 100% of our electricity to renewable sources by 2025.
- Science Based Targets initiative **(SBTi)** validated our carbon reduction targets as being in line with the level of reduction needed to limit global warming to 1.5°C.
- We became a founding member of the **UN's Race to Zero campaign** - a coalition of leading net zero initiatives.
- We signed the **Business Ambition for 1.5-degree targets.**
- We joined the **World Economic Forum's Alliance of CEO Climate Leaders,** a global community of Chief Executive Officers who catalyze action across all sectors and engage policymakers to help deliver the transition to a net zero economy.

Social
- We joined the **Business 4 Inclusive Growth** (B4IG) coalition which is a partnership between the OECD and a CEO-led coalition of global organizations, where we are leading a working group on the digital divide.
- In 2020, we joined the **"Valuable 500"** which is a global CEO community revolutionizing disability inclusion through business leadership and opportunity.
- We are a member of the **International Labor Organization's "Global Business and Disability Network."**
- Capgemini supports the principles of the 1948 Universal Declaration of Human Rights and the **fundamental conventions of the International Labor Organization (ILO)** refusing the use of forced labor or child labor.
- We have been signatories of the **Women's Empowerment Principles** since 2011.

Governance
- We refer to the **AFEP-MEDEF Corporate Governance Code** for issuers listed on the Paris stock exchange since its initial publication in 2008.
- We follow the principles and concepts of the <IR> Framework published by the **International Integrated Reporting Council (IIRC),** and are part of the <IR> Business Network.

CAPGEMINI'S INTEGRATED ESG APPROACH

4. CAPGEMINI'S INTEGRATED ESG APPROACH

4.1 Empower local initiatives through aligned leadership: our governance and our ESG organization

In Italy, CSR Governance is divided in relation to the three pillars of Group Strategy and reports to the Country Board, which has the task of **approving objectives and priorities, approving targets, monitoring project progress and approving the budget**.

There is a specific committee for environmental issues, the **Environmental Management System Operational Board**, which involves all company departments that contribute to the achievement of environmental sustainability goals, and which prepares the work plan and identifies the resources necessary to implement it.

The CSR governance system also includes **6 Employee Resource Groups (ERG)**, which follow the 3 pillars of CSR strategy and its formulation. More specifically, the ERGs active in Italy are:
- **Digital Inclusion**
- **Environmental Sustainability**
- **D&I Women@Capgemini***
- **D&I OUTfront***
- **D&I CapAbility Team***
- **D&I Multicultural pathway**

Overall, the ERGs involve:

150 employee
of whom

64% women

(*) The ERGs that have an equivalent at the Group level

CSR ITALY GOVERNANCE

Corporate D&I	Corporate Digital Inclusion	Corporate Environment

Italy management Board
- Approve goals and priorities
- Approve target and monitor plans' progression
- Approve budget

CSR: Propose goals and priorities, propose targets and plans, propose budget, coordinate activities

DIVERSITY	DIGITAL INCLUSION	ENVIRONMENT

Employee Resource Groups (ERG): share ideas/proposals, contribute to activities, lead some activity

Gender Disability LGBTQ+ Multiculturality		**EMS Operational Board** (CSR; Quality, H&S, Travel, Proc., CRES) • Propose new ambitions/initiotives • Defineaction plans • Monitor plans progression

4.2 Leveraging the dynamics of our stakeholders through constant dialogue

As a committed player in the areas where it operates, Capgemini Italia has initiated a constant, regular dialogue with all stakeholders to ensure that digital and technological transformation is a source of long-term growth. This dialogue allows us to offer solutions that are most suitable for the needs of each stakeholder, whether they are third sector organizations, local communities, training institutions, customers, suppliers or partners, in accordance with their values as well as with ethical and performance requirements.

For example, in the process of preparing this sustainability report, we interviewed the main external stakeholders (employees, customers, business partners) and internal stakeholders (management), to gather their vision of the emerging risks and opportunities that affect our business.

In this first edition of the Italian Sustainability Report we have chosen to focus on Customers and Partners who are extremely close to our core business, to ensure that we gather the essential elements in setting up analysis and disclosure work. The employees involved in the analysis were selected from among those following internal CSR initiatives. In the next financial year we will set in motion a real Stakeholder engagement.

Customers and Partners were involved in a discussion in which we illustrated the aims of the analysis, followed by the request to fill out a questionnaire with 10 topics important for the company and to rank them in order of priority. Employees participated in a training session that illustrated the logic of materiality and led them to the priority assessment of material issues with full awareness. Management worked on materiality during a workshop in which the Directors drew up a shared priority list.

PEOPLE

Employees,
local and international
works councils ● ●

Talent pool, families,
alumni ● ●

FINANCIAL COMMUNITY

Shareholders ● ●

Banks, financial
analysts, ratings agency,
ESG indexes ● ●

CLIENTS

Existing clients ● ●

Potential clients,
our clients' ecosystems ● ●

BUSINESS PARTNERS

Alliances, suppliers,
other partners ● ●

Market leaders,
professional or industry
organizations,
standardization bodies ● ●

**CIVIL SOCIETY
AND PUBLIC AUTHORITIES**

Local communities, academics,
thought leaders, think tanks,
local authorities, regulators,
legislators, EU ● ●

Citizens, NGOs, media,
international organizations
(OECD, etc.) ● ●

● ● **Long-term relationships / strong reciprocal influence**
● ● Occasional interactions

4.3 Focus on ESG material impacts in Italy

Our materiality matrix will be updated regularly because we believe that economic, social, environmental and governance issues can be defined as "material" only if they have an effect on our strategy, governance, performance or on our prospects.

There being no concerns from stakeholders and in keeping with the Group's materiality analysis, the material topics identified for Capgemini in Italy were: Health, Safety and Well-being of Workers - Services and Products Innovation and Safety - Talent Development - Business Ethics and Compliance - People and Diversity - Cybersecurity - Environmental Impact Management - Responsible Procurement - Awareness Raising and Training on Sustainability and Social Responsibility Issues - Digital Inclusion.

ZOOM ON MATERIAL IMPACTS

| IMPORTANT	VERY IMPORTANT	EXTREMELY IMPORTANT
Awareness Raising and Training on Sustainability and Social Responsibility Issues	People and Diversity	Health, Safety and Well-being of Workers
Digital Inclusion	Cybersecurity	Services and Products Innovation and Safety
	Environmental Impact Management	Talent Development
	Responsible Procurement	Business Ethics and Compliance

- **PEOPLE:** Committed to people
- **DATA:** Ensuring data protection and cybersecurity
- **ETHICS:** Uncompromising on ethics and compliance
- **WORLD:** Being a responsible business

4.4 Integrating ESG in our corporate strategy

As a responsible company, we use technology to serve customers and society, working for useful, accessible and sustainable innovation.

Sustainability is a key pillar of our strategic ambition and we are committed not only to reducing our environmental impact, but also to helping our clients achieve their Net Zero business goals.

What we offer our customers goes beyond the structural transformation of IT in terms of consumption habits and ways of working; it aims to create a culture of sustainable digital economy.

We take a holistic approach to identifying a company's emission hotspots and reducing their environmental impact. We use new technologies (the Internet of Things (IoT), augmented reality (AR), virtual reality (VR) to address environmental challenges, thereby enabling data capture, evaluation and analysis, monitoring and control, and supporting the decision-making process.

OUR OFFER

- Industry expertise
- Business lines
- Offerings
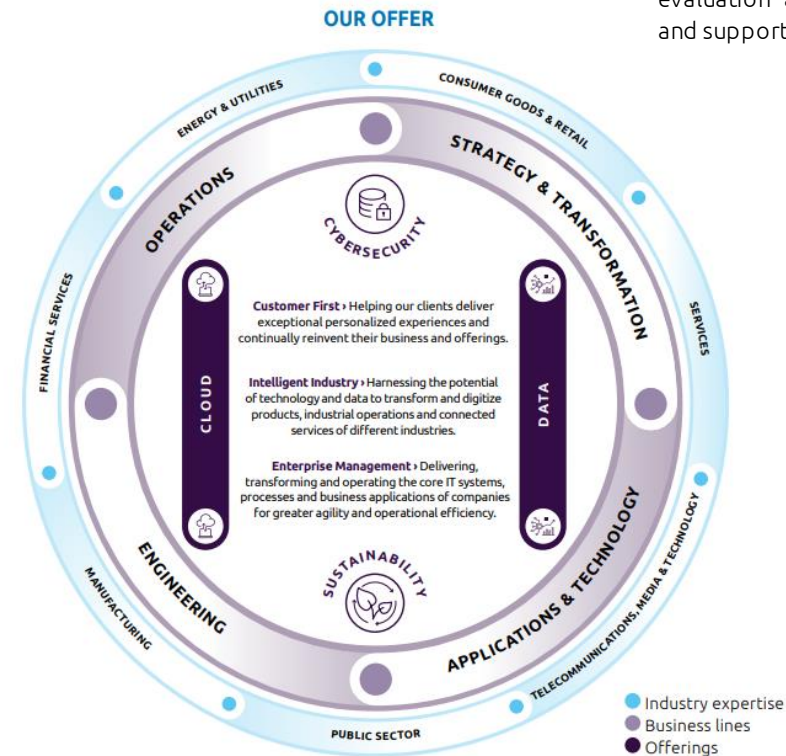
4.5 Managing significant ESG risks in Italy

From an ESG perspective, **Environmental** issues are governed according to ISO 14001 certification standards by means of a management system that enables us to identify and prevent the risks associated with our operations and the impact across the supply chain.

On the **Social** front, our pledge is to recognize, value and make use of the differences both in our internal processes and in identifying the resource teams we offer to customers, and the more the contribution that is requested of us requires the ability to propose high-level, bias-free solutions, the more this aspect is important.

Our teams always consist of a mix of skills, ages, genders and cultures, in order to respond to customer needs and find "out of the box" solutions. Likewise, our customer services are conceived from the design stage to ensure the utmost physical and cyber security for people and data.

On the **Governance** front, our company has invested for years to build a culture and create processes that systematically prevent, identify and oppose any form of discrimination, corruption or unethical behavior. This commitment is certified by having been recognized in 2021, for the ninth consecutive year, as one of the World's Most Ethical Companies® by the Ethisphere® Institute.

CAPGEMINI'S EIGHT ESG PRIORITIES

5. CAPGEMINI'S EIGHT ESG PRIORITIES

5.1 Environment: accelerating the transition to Net Zero

For years Capgemini has made environmental sustainability a central issue of its business, and for years it has been implementing a strategy aimed at managing and reducing its environmental impact and implementing the technological, engineering and business transformation skills to be offered to its customers to help them face their own sustainability challenges.

It is supported in this strategy by strong governance and collective responsibility. The CEO, the Group Executive Committee, the Group Management and the Board of Directors are all consulted and involved in key decisions relating to our sustainability program.

The ultimate executive responsibility for material decisions concerning the program rests with the Group CEO, Aiman Ezzat.

Our ISO 14001 (EMS) certified environmental management system is in line with the recommendations of the Taskforce on Climate Related Financial Disclosures (TCFD), and considers the potential impacts of climate change on our activities in terms of physical risks, transition risks, and opportunities.

A 10-point action plan has been outlined at both Group and local levels to achieve the ambitious environmental objectives defined by the Group:

Alongside the Net Zero plan, Italy has launched numerous social and environmental sustainability activities, and the first to be involved in these were the company's employees.

44% activities with Impact local communities

78% social impacts

22% enviromental impacts

At Capgemini, corporate volunteering is embedded in the corporate social responsibility strategy, because it is the voice of the people and it is the way by which together we can create a significant impact and generate benefits for many.

In 2021, 30% of the activities had an impact on the local communities in which Capgemini operates, and the remaining 70% were aimed at increasing employee awareness and commitment.

In 2021, environmental volunteering initiatives were carried out that involved our employees in practical training on good practices in waste management and in the reuse of the organic part of waste to produce garden compost. Furthermore, together with their families, they helped to clean up urban green areas in Turin, Milan, Rome and Naples by collecting 586 kg of waste (306 kg of unsorted waste, 32 kg of plastic, 42 kg of glass, 206 kg of bulky items).

Capgemini has a longstanding commitment to environmental sustainability relying on

A **strong governance** and collective responsibility

An **ISO 14001 certified** Environmental Management system (EMS)

Employee engagement through volunteering

OUR ROAD TO NET ZERO

- Lead globally on sustainability
- Collaborate with clients and partners
- Empower our people to help create the sustainable future we want
- Address the concentration of carbon in the atmosphere with carbon avoidance and removal solutions
- Reduce the carbon impact of our supply chain
- Reduce the impacts of employee commuting
- Transition to an electric vehicle fleet
- Reduce travel emissions through our low carbon digital delivery model
- Increase the sustainability performance of our offices and data centers
- Transition to 100% renewable electricity

COLLABORATIVE GLOBAL FRAMEWORK · ENERGY · TRAVEL · SUPPLY CHAIN · CARBON CREDITS

A 5.1.1 Act on climate change by being carbon neutral by 2025 and becoming a Net zero business

Capgemini was one of the first companies in its sector to have among its objectives the carbon reduction required by the Science Based Targets initiative (SBTi). In 2016, our goal was to reduce our total carbon footprint by 20% per employee by the end of 2020, and by 30% by the end of 2030: we reached the 2030 target as early as January 2020, 10 years ahead of schedule and before the COVID-19 related restrictions.

In July 2020, we launched our new Net Zero program, with three essential points:

- New goals aligned with 1.5°C climate science.
- A strategy to reduce emissions through the transition to renewable electricity and electric vehicles, greater engagement with suppliers, the creation of increasingly sustainable workplaces and the increase in digital collaboration.
- Development of a new carbon offsetting program, with a focus on projects such as the reforestation of areas for the benefit of the local community.

The program is underpinned by two key management systems:
- Our ISO 14001 certified Environmental Management System (EMS).
- Our carbon accounting system, which provides a comprehensive set of data that is collected and analyzed annually. This information is useful for giving us a very granular view of greenhouse gas emissions and helping us identify opportunities to reduce them.

In 2020, Capgemini re-launched its Climate Change Risk Assessment (CCRA) process, with stronger alignment to the TCFD recommendations.

In particular, we revised our CCRA process, first implemented in 2016, with a stronger focus on transition risks and climate-related scenario analysis, and with increased integration into our corporate risk management processes.

OBJECTIVE 1:
BE CARBON NEUTRAL
for our own operations no later than 2025 and across our supply chain by 2030, and committed to becoming a net zero business well ahead of 2050.

This objective is supported by Capgemini's new scientific goals, using 2019 baseline:

- Reduce our carbon emissions by 90% to become net zero by 2040 and carbon neutral* by 2025 for our own operations, and across our supply chain by 2030.
- 100% renewable electricity by 2025 and transition to electric vehicle fleet by 2030.
- Help clients save 10 million tons of CO2 e by 2030.

ITALIAN DATA 2021 CO_2

Travel	**1,692** ton of CO_2 eq	57%
Office	**1,168** ton of CO_2 eq	39%
Other	**124** ton of CO_2 eq	4%
Total	**2,984** ton of CO_2 eq	100%

ITALIAN DATA 2021 CO_2

Total Emissions 2019	**9,227** ton of CO_2 eq	-
Total Emissions 2020	**3,355** ton of CO_2 eq	-64%
Total Emissions 2021	**2,984** ton of CO_2 eq	-68%

* While we recognise there is currently debate on the validity of terms like carbon neutrality, we will continue to support the minimisation and reduction of greenhouse gases in the atmosphere aligned to our own operational footprint.

Our biggest material environmental impacts result from energy use in our facilities, business-related travel, the home/office commuting of employees, the disposal of office waste, and from the goods and services we buy. Therefore we are committed to:

• **Reducing business travel and commuting emissions**. Although meeting with our customers remains important for building relationships, we are determined to make use of what we have learned from the Covid-19 pandemic to create a new, more sustainable model under the new Group Travel Policy launched in 2021.

We have also developed a comprehensive strategy for transitioning company cars to electric vehicles as soon as possible, to ensure that 100% of the cars offered to employees in our catalogs are electric or hybrid.

• **Creating more energy efficient and sustainable workplaces**, which are good for both our people and for the environment. We have progressed on a number of efficiency measures to reduce energy consumption, including the replacement of lighting elements. The office evolution plan will have strict sustainability guidelines.

• **Transitioning the entire Capgemini Group to renewable electricity**. This objective is the result of a multiyear plan based on the selection of renewable electricity contracts supported by guarantee of origin certificates. The objective is gradually extended to the acquired companies as well.

• **Managing our waste effectively**. We have tried to apply circular economy principles to our operations in a number of ways, from innovative e-waste partnerships that enable the donation of end-of-life IT hardware wherever possible, to local initiatives such as using reusable cups instead of disposable ones, or replacing paper towels with high-efficiency hand dryers. Office waste is also collected and disposed of separately in all our offices.

• **Reducing plastic consumption** through our **#RethinkPlastic** campaign, which involved the progressive replacement of plastic materials used in offices and the issuing of an aluminum water bottle to employees.

OBJECTIVE 2:
Transition to

100 % renewable electricity by 2025 and to electric vehicles by 2030.

Capgemini joined the RE100 and EV100 initiatives in 2020.
In Italy, the goal of switching to renewable energy sources had already been 95% achieved by the end of 2020, and during 2021 we proceeded to update all the electricity supplies of the legal entities acquired through the integration with Altran.
During 2021 and following the acquisition of Altran Italia Spa and its associated companies, 58% of the electricity was from renewable sources.
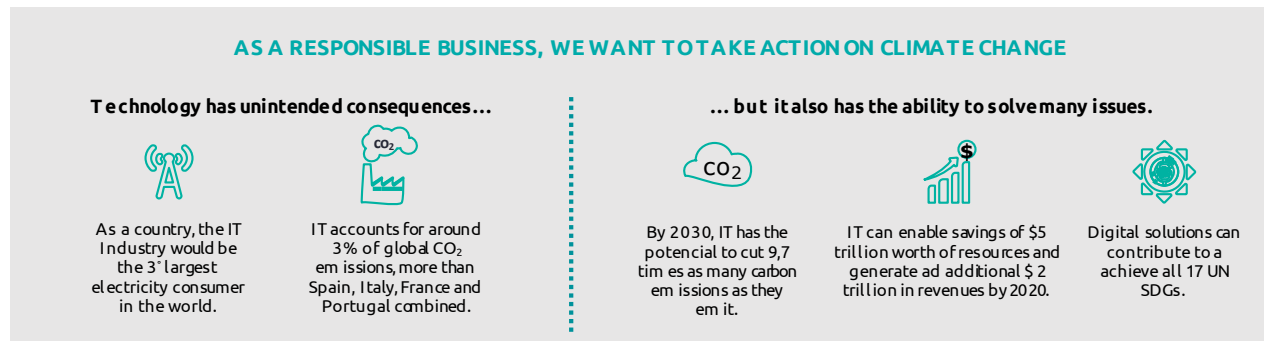
B 5.1.2 Lead to a low-carbon economic transition by helping our clients achieve their environmental commitments

As a responsible global business we are at the forefront for transforming the way our industry thinks about sustainability and ensuring the greatest positive impact on the planet.

IT has a significant impact on greenhouse gas emissions, but it also has the potential to provide profound solutions to the negative impacts caused by humans.

AS A RESPONSIBLE BUSINESS, WE WANT TO TAKE ACTION ON CLIMATE CHANGE

Technology has unintended consequences...

As a country, the IT Industry would be the 3° largest electricity consumer in the world.

IT accounts for around 3% of global CO_2 emissions, more than Spain, Italy, France and Portugal combined.

... but it also has the ability to solve many issues.

By 2030, IT has the potencial to cut 9,7 times as many carbon emissions as they emit.

IT can enable savings of $5 trillion worth of resources and generate ad additional $2 trillion in revenues by 2020.

Digital solutions can contribute to a achieve all 17 UN SDGs.

OBJECTIVE 3:
**Help our clients save 10 m tons of CO_2 eq by 2030.**

To help our customers with sustainability challenges and to support and accelerate their transition to a low-carbon future, **we offer a wide range of services and functions to support them**, from business strategy advice and in-depth data analysis to the design and expansion of sustainable IT architectures.

We help our clients leverage data and information in order to:
• **Define** the Net Zero strategy, design new business models and transformation paths.
• **Design** sustainable products and services, implement sustainable operations and circular models, carry out sustainable IT functions, optimize products and production through product life management (PLM), building information management (BIM) solutions in the construction industry, the floor management of the Industry 4.0 plant, including a focus on energy and CO_2 in its operating parameters.

• **Implement** inventory procurement models and transport management systems based on artificial intelligence so as to reduce uncoordinated purchasing plans, optimize fleets and logistics, and reduce fuel consumption, costs and emissions.
• **Enter** aggregate and intelligible data into sustainable transformation, modeling environmental impacts, providing ESG criteria and enabling the technological sustainability of artificial intelligence.
• **Analyze** the climate, sustainability expectations and weak signals expressed on social media regarding services, products, the distribution network and brand experience.
• **Manage** end-to-end climate and sustainability **data** in financial services (know-your-customer rating, exposure to corporate portfolio risk, etc.).
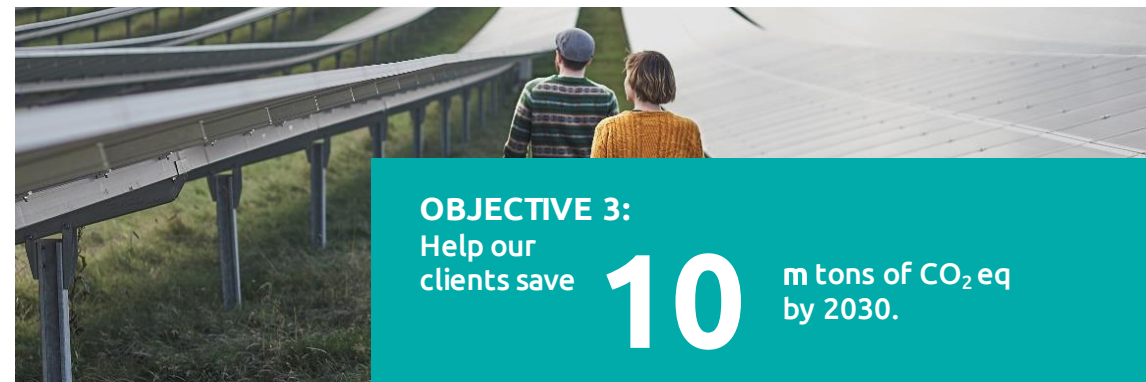
In order to measure and reduce the greenhouse gas emissions of their activities, we have developed a **carbon impact calculator** and related method to provide a transparent assessment.
The carbon calculator is being integrated with our sales and implementation platforms to include environmental costs and savings in every stage of project monitoring and to make it easy to check the data easily.

In addition to customers, **Capgemini also cares about communities**, because as a business we want to inspire people to make a difference through sustainable actions.
Our approach to mobilizing people focuses on three areas: **education**, **engagement** and **empowerment**:
• We have developed training guides and modules to **improve the collective knowledge** of the sustainability of our communities.

Furthermore, we carry out engagement campaigns to encourage people to make sustainable choices.
• **We teamed up with other companies** to raise the bar for climate action and we became a founding member of the UN's Race to Zero campaign by signing a joint letter with over 170 CEOs, calling on European heads of state to raise emissions reduction targets to ensure that they would reach the Net Zero target by 2050.
• Capgemini Italia has been a partner of Awold since it was elected to support the United Nations Act Now campaign in 2020. The use of the platform by our employees in 2021 generated **36,039 actions** to combat climate change, saving more than **73,000 kg of CO_2**, more than **31,000 kwh** of electricity and more than **8,900 liters** of water.

5.2 Social: aligned entrepreneurs, with protection and respect for all

Capgemini shapes the future of its employees by:

Deploying NEXT, the new Digital learning Platform

Moving to the NEW NORMAL ways of working

Fostering OUTFront, our LGBT+ Network

Capgemini wants to act as a compass for its employees and inspire them to have a positive impact on the world. As can be seen from our new brand promise, "**Get the Future you want,**" we want to actively engage our talents in shaping their future and that of our clients, our partners, the planet and society through their daily work.

Our social responsibility is therefore evident from how we are able to develop tomorrow's skills and from how we improve the work environment by making it diversified, inclusive and hybrid.

C 5.2.1 Investing ceaselessly in our talent through a unique experience, developing tomorrow's skills

Our employees are essential to our success. At present we have 8,312 people, from 55 countries,* with a wide range of skills, profiles and experiences, and each year we welcome more than 2,000 new colleagues.

+2,178 People compared to 2020

38 Mean age

27% <30 years old

56% Millennials (born between 1981 and 1996)

5% Generation Z (born between 1997 and 2012)

547 interns added during the year

hiring of our interns **71%**

OBJECTIVE 4:
Increase average learning hours per employee by **5** % every year to ensure regular lifelong learning.

*As at 31 December 2021

People Development

At Capgemini we follow the principle of **"Promote first, hire later"**: in other words, we ensure that we favor in-house candidates who show potential over outside candidates for career development and new positions that have opened.

We have always invested in the development of skills and in the growth of our talents through unique and tailored training programs by offering a wide variety of courses that focus on different sets of skills — from leadership and professional development to the improvement of cross-disciplinary skills — in a wide range of formats and across various learning platforms, such as Degreed, a global leader in online learning.

With Degreed we have implemented the **"NEXT"** digital learning platform, which provides access to over 250,000 courses and 3 million learning activities from 1,200 sources, including Coursera, Harvard and Pluralsight.

All development activities on NEXT are recognized within the company, and many are also recognized outside with certifications available free of charge.

With the **Connected Manager** program, in partnership with Harvard University, we support our managers through a flexible hybrid development model.

We also offer a selection of acceleration and development programs for high-potential employees - within each level - to increase the growth of specific talent and thus accelerate their careers. In Italy, thanks to the **Corporate Master in Business Innovation Management** provided by the Bologna Business School, our best talents have been able to strengthen their business and team management skills, in order to contribute to the spreading of the Capgemini managerial culture; developing innovation skills in situations of radical change in client companies and increasing awareness of the Worldwide organizational model and, in general, of the Group's international dimension.
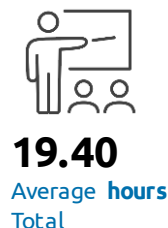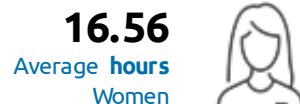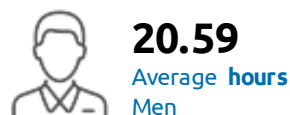
Clear objectives, continuous feedback and close support from our managers

By means of the **"Perform"** model, a system focused on improving rather than judging past performance, we:

- define a standardized and limited set of development needs and objectives according to position and rank;
- highlight the achieving of objectives through continuous feedback with colleagues, managers, partners and customers;
- make quick, effective assessments with the People Manager;
- discuss promotion decisions in quarterly People Reviews.

97%
of the colleagues
eligible for the assessment process are actually involved

Fair pay

At Capgemini, we believe that earning a fair wage is essential for everyone. Therefore we have developed a fair pay plan to give employees an appropriate amount based on their performance, experience and job requirements.

We are committed to creating the conditions for equal pay for men and women, for equal seniority and role.

20.59
Average **hours**
Men

16.56
Average **hours**
Women

19.40
Average **hours**
Total

Total average salary

0,94%
Executives

0,96%
Middle Management

0,97%
Office Workers

D 5.2.2 Making the work environment diversified, inclusive and hybrid

Making our people feel that they are in a positive, integrated environment is key to achieving long-term success. For this we are committed to:

- building a diverse and inclusive environment, where our talents can prosper and give customers the best value;
- protecting the health, safety and well-being of our employees and subcontractors;
- maintaining a constructive dialogue with employees and productive relationships at all levels, both local and worldwide.

A varied, inclusive environment

Diversity and inclusion are essential to our Group identity. We believe in "People first," and for this reason we promote the cooperation of heterogeneous and multicultural groups, we appreciate creativity, innovation, and the differences and uniqueness of our people, and we guarantee an open, inclusive, collaborative and safe work environment.

Capgemini Italia is a signatory of the Charter for Equal Opportunities and Equality at Work - Italian Diversity Charter. This Charter is a declaration of intent, signed voluntarily by companies of all sizes, for the spreading of an inclusive corporate culture and human resource policies, free from discrimination and prejudice, that is able to promote and make good use of talents in all their diversity.
With the Charter for Equal Opportunities, the Sodalitas Foundation, together with the signatory businesses, constitutes the Italian delegation within the European Diversity Charters Platform, promoted by the European Commission to make a concrete contribution to combating discrimination in the workplace.
In 2021 Capgemini also participated in Sodalitas's Call For Future with three projects on employee well-being, the environment, and innovative ways of working.

At Capgemini we continue to address the gender gap still found in our industry with the aim of ensuring that women workers actively participate at all levels in corporate life and in decision-making processes.
Inclusion initiatives are mainly governed and strategically developed by our **Employee Resource Groups (ERG)**, such as **Women@Capgemini**, a multi-country network in which women and men participate who wish to contribute to improving gender equality and promoting and making use of female talent.
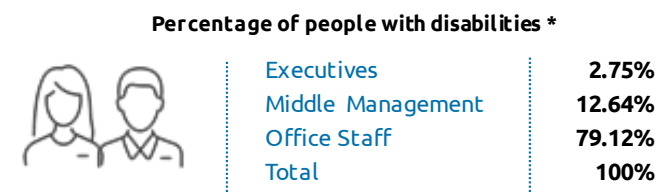In 2021 the women of the **Role Model** project went (virtually) to schools to give inspirational talks, meeting **480 students**, telling about their education and professional choices in what are still predominantly male jobs, testifying with their experience how varied and interesting the IT professions are and how successful and rewarding women can be in these jobs.

In the next few years we will continue to improve the pipeline of future women leaders at Capgemini. This will involve an increase in the hiring of women in all positions, the development and keeping of female talent, the expansion of mentoring programs, the introduction and implementation of a flexible work policy (regulated according to geography and position) and the implementation of programs for managers for learning about and developing diversity and inclusion, to help prevent the forming of unconscious biases.
As part of this, in 2021 the company leadership was involved in a program on the identification and management of unconscious biases, with over 90% of the leadership trained on this topic.

The attention to the uniqueness of our talents is further demonstrated by **OUTfront**, the network of those who identify with the LGBTQ+ community (Lesbian, Gay, Bisexual, Transgender, Queer) and their allies. Its mission is to foster a safe environment where people can be true to themselves in the workplace.

Likewise, our **CapAbility** ERG works toward the inclusion of people with disabilities. In 2017 our Parent Company joined the International Labor Organization's Global Business and Disability Network. This is a network of multinational companies, employers' organizations, business networks and organizations of disabled people who share the belief that talent and expertise can be found everywhere.
The latest in Italy is the **Multicultural Pathway** team, which works on promoting and enhancing the different cultures of our colleagues.

Percentage of people with disabilities *

Executives	**2.75%**
Middle Management	**12.64%**
Office Staff	**79.12%**
Total	**100%**

* There are people with disabilities at all levels of the organization.

OBJECTIVE 5:
Reach
40 % of women in our teams by 2025.

Health, safety and well-being of our employees and suppliers in the workplace

In 2020 and 2021, the Covid-19 pandemic profoundly challenged our working conditions, increasing the need to identify new spaces for working together, digital tools and activities pre-planned before entering an office.

The way in which we see and use our offices is moving towards a harmonized and hybrid way of working that embraces both face-to-face and remote models, with a rapid development of the ability to work together both virtually and physically, guaranteeing the right to disconnect.

To optimize building management we have implemented SmartOffice digital solutions, allowing our employees to plan their office workspace needs with the possibility of remotely reserving seats. These new conditions have also led us to change workspace according to activities and needs. The rooms have been reorganized by combining or dividing the spaces to accommodate the right number of people.

New ways of working, new needs

With the increase in remote working, we are committed to promoting the importance of maintaining a good work/private life balance for our employees. In March 2020, we issued guidelines for work from home, focusing on the preparation, connectivity and security of Capgemini ESG policies and interactions.

To face the challenges of staying socially connected while being physically at a distance, Capgemini Italia has developed the GrOw Smart program, with a focus on creating a daily routine, on identifying a suitable and comfortable workspace, on the importance of taking regular breaks and keeping oneself fit, as well as on finding time to chat with colleagues.

HEALTH & WELLNESS — Per contribuire al tuo benessere fisico e mentale.

WORK-LIFE BALANCE — Per incontrare le tue necessità e i tuoi bisogni.

PARENTS @WORK — Per supportare te che sei o stai per diventare genitore.

TEAM BUILDING — Per continuare a vivere l'azienda con i tuoi colleghi.

TOGETHER TO GROW — Per migliorare la tua esperienza di vita aziendale.

GrOw Smart

⭕ PARENTS@WORK

Capgemini wants to actively encourage and support the well-being of its employees, being attentive and sensitive to family issues through a series of actions aimed at supporting employees for greater harmony between their work life and private life.
As concerns parenting support, with the Parents@work program Capgemini intends to support all employees in taking care of their family and their work life so that they can enjoy a serene parenting experience. Employees can take advantage of various useful services, such as the Pediatric Card (to contact a pediatrician for free telephone advice or house calls), the opportunity to participate in psychological and nutritional support meetings and register with the Family Leave Community@Capgemini (a private group managed internally to keep in touch with the company, share posts and reflections within the community and be updated on the main company news).
For those such as new mothers who find themselves experiencing the return to the office, encountering difficulties in finding the right balance and getting back into the work environment, Capgemini plans a meeting and orientation with the human resources manager, to provide an up-to-date view of the company, notify about any organizational changes and the main news, and better plan job activities.
Alongside this, new parents with children 0 to 18 years old have the opportunity to join the Lifeed Parents Master program, which will help them transform their parenting experience into a "school" for improving the soft skills most important for growth and work effectiveness: a unique opportunity for personal and professional development that will accompany them in the months preceding the birth, during their parental leave and upon returning to work.

New mothers are also entitled to the 'Mom Bonus' of €200 per month, given as a flexible benefit until the child's second year of life: with this initiative, the company wants to give value to the contribution of new mothers, helping them to choose to return to the company and to ensure that their commitment to the family does not have to mean sacrificing work expectations and career prospects.

⭕ TOGETHER TO GROW

We believe that the starting point for improving the corporate life experience must be listening, feedback and dialogue. Therefore we have designed a series of tools to collect the viewpoint of employees, improve the culture of feedback, and find – independently as well –the information that is needed every day.

Employee engagement
Our goal is to provide a stimulating professional environment, where employees are encouraged to share their point of view. "Pulse" is Capgemini's digital continuous listening platform, which captures the voice of all employees through anonymous monthly voluntary engagement surveys that allow managers to understand how their teams judge their work experience. The overall employee engagement score measured on a scale of 0 to 10, and the employee Net Promoter Score (eNPS) measured on a scale of -100 to +100, are key indicators for taking action and improving the employee experience.
This allows us to (re)act quickly at all levels to simultaneously improve and increase our attractiveness in the talent market.
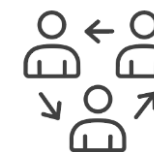
62% participation rate
7% higher than the reference average

Feedback Culture
This is an online program conceived to encourage the development of soft skills for giving or receiving feedback. Learning takes place through an ad hoc theoretical path with supporting materials and tools.

⃝ TEAM BUILDING

Remote work has inevitably changed life and company relationships. In order to shorten the distance between colleagues, in recent months we have created new, engaging ways of interacting.

Digital breakfast
A protected space for chatting informally with prominent persons in the company and creating non-business relationships among colleagues.

Gaming Community
In Capgemini we have created a Gaming Community for meeting new coworkers, participating in tournaments, listening to experts, and dedicated training sessions.

Health & Wellness
Among the initiatives for promoting the well-being of our people, we have activated a partnership for using a network of affiliated gyms and a Fitness on Demand portal with professional trainers. In addition, our people can take advantage of the Nutritionist service in order to receive online a personalized meal plan and information material related to the topic of healthy eating. A program on the discipline of Mindfulness was then launched in 2021 to improve the mental and physical equilibrium of our people.

Welfare plan
In the area of corporate welfare, Capgemini offers employees €200 per year in flexible benefits and a platform with a series of special arrangements and services to be used in the fields of culture, education, family assistance, leisure and sport.

Health care
Capgemini also provides its employees with medical-health assistance. Indeed, those who have acquired the right are registered in the Metasalute supplementary health care fund, which can also be extended to dependent family members. The company also provides "Health Plan B" coverage, which guarantees additional benefits to the basic coverage provided for by the National Collective Labor Agreement.

Insurance coverage for disability or invalidity
We have activated a set of insurance policies for protection against accidents that may happen to employees both on the job and during their private life.

Life insurance
As required by Art. 12 of the National Executives Agreement, the company has stipulated a policy that insures the Executive in the event of death and/or permanent disability that reduces her/his working capacity by more than 2/3.

Shareholding
Capgemini employees can avail themselves of the international Employee Share Ownership Plan (ESOP) that the company launches every year. With the ESOP shareholder plan, Capgemini rewards the hard work and commitment of its people by offering them the opportunity to buy shares at an advantageous price, investing in the growth of the Group and benefiting from its future yield through the evolution of the share price.

Handling emergency situations
Our employees receive regular training to provide them with health and safety information to educate them in handling emergency situations. This mainly involves general training and specific low-risk safety training, to which are added training courses for First Aid, Firefighting, Safety Officers, Workers' Health and Safety Representatives, etc.
We also organize additional training for employees who are exposed to greater-than-low risks (live electrical work, safe driving, AOR artificial optical radiation and work at height).

17,461.5 hours of training have been provided on H&S topics in 2021
(internships not included in the calculation)

To ensure maximum safety in the workplace, we schedule periodic inspections carried out by HS teams at all offices and delegate the safety officers to report any risks: the "near miss report" is on the company tool and is available to all employees.
All accidents in the last 3 years have been while commuting and have followed a strongly decreasing trend also due to the Covid-19-related travel restrictions. In any event, to mitigate the risk, training and documents on safe driving have been made available.

Year	2019	2020	2021
TOT INJURIES (on going)/ TOT PEOPLE INVOLVED	22	9	3

Constructive employee dialogue and labor relations
At the Group level, the International Workers Council (IWC) is involved in all major decisions and is a partner in the continuous transformation of our Group. Its mission is to put forward the interests of employees to management and to keep informed of action plans and projects implemented by management regarding their impact on employees. Employees are represented by national delegates and a permanent body called the IWC Bureau. The CEO attends the IWC at least once a year, and members of the Group Executive Committee are invited on a regular basis to attend meetings for open discussion with IWC members.

In Italy, the trade unions and the Unitary Workplace Union (RSU)/Plant-Level Union Delegation (RSA) have an ongoing dialogue with Capgemini's corporate leadership and human resources, and labor agreements signed in cooperation with both sides contribute to a better, safer and healthier work environment for all. In addition, employees are covered by national labor contracts and second-level negotiating

All employees are covered by CCNL.
Altran applied 3 different CCNLs.
Below is the distribution of the population by CCNL:
CCNL Trade: 98.09%
National Collective Labor Agreement for Industry Executives: 1.74%
National Collective Labor Agreement for the Metalworking Industry: 0.17%
All the remaining population was covered by the Metalworking Industry Contract or the Industry Executives Contract.

E 5.2.3 Support digital inclusion in our communities

It is Capgemini's ambition to create a bridge between technology and society by making the digital revolution an opportunity for everyone.

In 2021 Italy ranked 20th among the 27 countries of the European Union for the DESI (Digital Economy and Society Index), with especially negative performance as concerns digital skills (both professional and basic skills).
In this context, Capgemini Italia's commitment lies along three lines: the **school world** (students, teachers, educators), the world of **people with disabilities** and the world of **senior citizens**.
We have chosen to work in all three of these areas by creating partnerships around digital inclusion goals, with the awareness that the skills gap to be bridged is such that one cannot think of doing it alone.
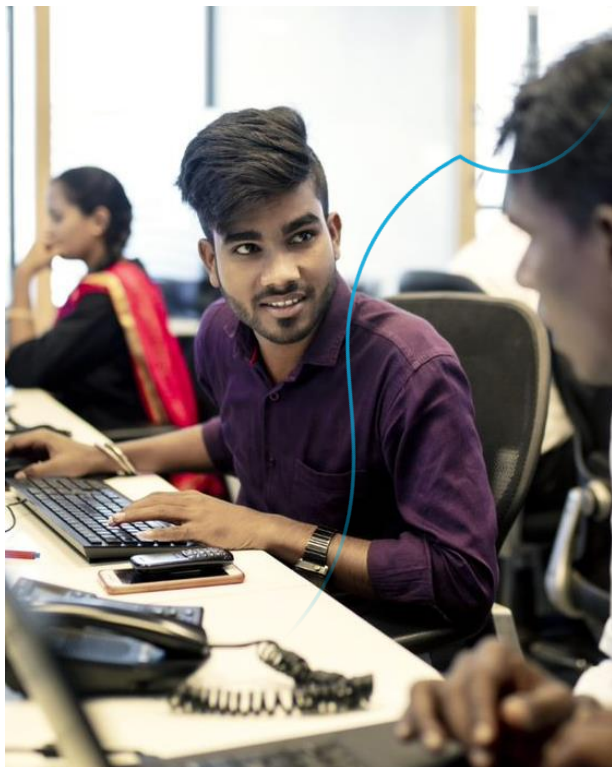
A first area in which it is certainly important to invest in digital skills is the schools, as regards both students and the adults who interact with them. Young digital natives often have great familiarity in using devices, but they do not always have an understanding of the underlying mechanisms or the validity of the content to which they have access. For this reason, in 2021 Capgemini Italia identified and supported the "**Open The Box**" project through its volunteers, who trained middle and high school teachers and their students to use data and contents on the Web in a conscious manner, transforming them into real "data checkers."

Another category that has often found itself even more isolated and with basic services that require a familiarity that most of them do not have (public services, health records, financial services ...) are the elderly (we should not be surprised if people over the age of 55 fall into this category). For them Capgemini Italia, together with Gray Panthers, the online magazine for the elderly, has organized **"Home Banking for Seniors"**: a cycle of four online seminars to help them better understand how to use the basic tools and devices and the security conditions to which they need to pay attention.

More generally, all the already socially disadvantaged groups, and especially people with disabilities, risk marginalization due to increasingly digital services made necessary by the pandemic, but they can also be benefited by solutions prepared for them.

OBJECTIVE 6:

5 **M beneficiaries supported by our digital inclusion programs by 2030.**

Such is the case of the two projects that we are carrying out for free together with Informatici Senza Frontiere: "**SmartCare**", an app designed for people with mild mental disabilities that allows them to find their reference points with just a few clicks, even in times of difficulty. The app's main features include a direct call to home or to a specified cell phone, maps of places usually frequented, and daily reminders (e.g. taking medicines). The **"Disability-Technology Map"** instead is a project that aims to create a map of disabilities and the related tools that technology makes available – software and hardware – to facilitate their integration and reduce the digital divide. It is a collection of information on the availability of functions and tools that allow fragile people to access information and services provided by information systems and specific aids aimed at overcoming or reducing disadvantaged conditions. The users could be people with disabilities, caregivers and organizations operating in the social sector.

5.3 Governance: leading with trust and transparency

Being able to rely on accountable, diversified corporate governance that encourages transparency and promotes good decision-making is necessary for generating long-term value creation for shareholders and for all stakeholders.

For Capgemini, this means staying true to its guiding principles: with our entrepreneurial spirit and passion for customers, we maintain high ethical standards at all times for mutual growth, and we are committed to protecting the infrastructure, identity and personal data they have entrusted with us.

Capgemini promotes long-term value creation for its shareholders and other stakeholders through:

- A balanced governance, tailored to Capgemini's specific requirements
- Anchoring ethical behaviors in all our activities
- Strengthening digital trust

F 5.3.1 Foster a diverse and accountable governance

In keeping with its diversity policy, in line with the Group's history and values, and in order to carry out its functions collectively and openly, the Group's governing bodies are made up of people with diverse and complementary professional and cultural backgrounds.

The replacement of a large number of directors in recent years has led to a change in its makeup, increasing the number of independent, international and female directors and reducing the average age.

The Board has also included a representative of employee shareholders since 2012 and two employee representatives since September 2016, further contributing to the range of experience and viewpoints.

In order to achieve the results defined for long-term performance, we have the goal of ensuring diverse and accountable governance in Italy as well. Thus the presence of women is always guaranteed in the company governing bodies.
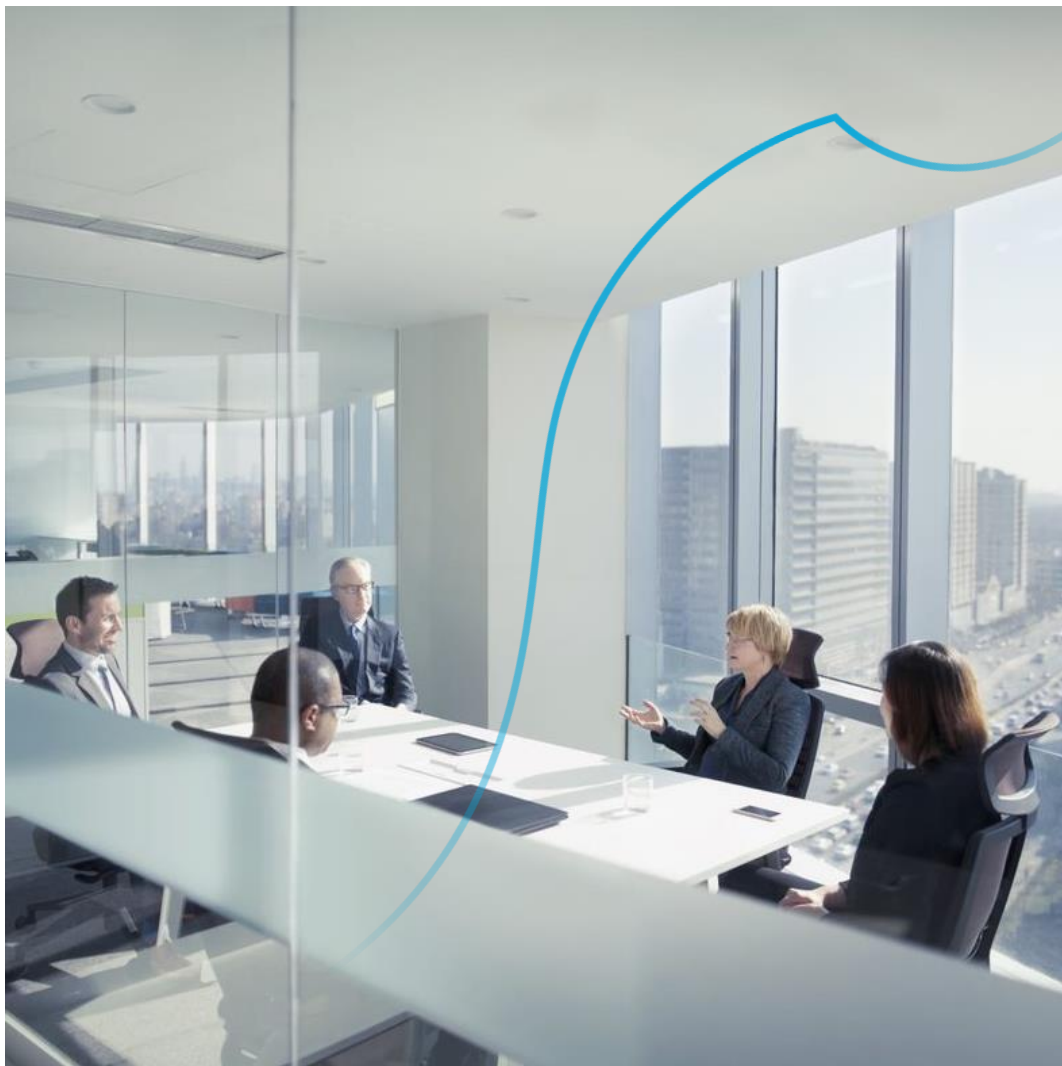
76.47%*
Men - Top Management

23.53%*
Women – Top Management

*Italian data

OBJECTIVE 7:

30 % of women in executive leadership positions in 2025.

Governance Structure

Capgemini Italia

Board of Directors composed of:
- Bernard Guehennec
- Andrea Falleni
- Eric Michel
- Virginie Regis
- Adolfo Cefis

Board of Auditors composed of:
1. Maurizio Foti
2. Alessandro Bares
3. Italo Papi

With reference in particular to the regulations pursuant to Legislative Decree 231 of 2001, the Supervisory Board is established, the members of which are:
- Adolfo Cefis
- Giuseppe Camia
- Maurizio Foti
- Angelica Marchese
- Philippe Christelle

The Committee responsible for the decision-making process on economic, environmental and social matters is the Board of Directors, the Supervisory Body pursuant to Legislative Decree 231/2001.

Reflect common interests in the Company's long-term performance

The Board of Directors of the Parent Company works to ensure that the Group's strategy is aligned with its long-term sustainability, considering the social and environmental issues associated with its activities and the main technological and competitive trends and developments. At the end of 2018, the Board of Directors gave the Strategy & Investments Committee, subsequently renamed the Strategy & CSR Committee, the specific task of monitoring Corporate Social Responsibility (CSR) to ensure consistency in the consideration of social and environmental aspects in the Group's main strategic orientations and decisions.

Surveillance and safeguarding

Our assets are essential to the realization of Capgemini's strategy and the achievement of its long-term goals. The Group's internal control and risk management systems seek to create and protect the Group's value, assets and reputation, to identify, assess and monitor the critical risks to which it is exposed, to anticipate and foresee changes in these risks and, lastly, to implement prevention measures.

In the final analysis, the Capgemini SE Board of Directors has the overall responsibility for managing risk and reviewing the effectiveness of internal control and internal audit methods. To this end, it relies on the work of the Audit & Risk Committee.

Risk monitoring

The Group has implemented a systematic and dynamic risk management process, identifying the main risks to which the Group's assets are exposed through mapping and defining a specific mitigation strategy. In addition to the mapping of the Group's risks, which identifies the critical risks, the specific mapping of non-financial risks throughout the Group's value chain covers the assets, purchases and use of assets and services of Capgemini and its subsidiaries, customers, suppliers and subcontractors.

The main areas to be analyzed are: Human Development linked to talent, Human Rights within the supply chain, Health and Safety, Respect for the Environment, Data Protection and Customer Sustainability Objectives.

Internal controls

Capgemini has defined and implemented an internal control system, which seeks to guarantee:
- Compliance with applicable laws and regulations;
- Compliance with the Group's seven core values criteria and guidelines established by the Board of Directors and the Group Management;
- Application by the subsidiaries of the instructions given by the group;
- The proper functioning of the Group's internal control processes for protecting assets;
- The reliability of accounting and financial information.

In compliance with the professional standards governing this activity, our Internal Audit function independently assesses the effectiveness of internal control and risk management procedures, given that, irrespective of how well they are drawn up and how stringently they are applied, these procedures can only provide a reasonable guarantee - not an absolute guarantee - against all risks.

OBJECTIVE 8:
Maintain a

best-in-class
corporate governance.

G 5.3.2 Maintain high ethical standards

Being a signatory of the United Nations Global Compact and working in a sustainable and ethical manner shows how Capgemini considers guaranteeing profitable and sustainable growth a commitment to be pursued.

As a global company we strive every day to operate in an exemplary manner and to uphold the laws and regulations of the countries in which we do business, to earn the trust of our customers, our suppliers, the communities we serve and the governments that represent them. Since 1967, Capgemini's success has been based on its core values, including honesty and trust, and being sharply opposed to unfair conduct and corruption. For Capgemini it is fundamental to maintain high ethical standards in business, which means acting in line with an ethical framework and fostering responsible behavior for mutual growth, ensuring that everyone in the Group respects rights and differences.

Acting in line with our values-based ethical framework
In 2009 our Company Code of Ethics was drawn up on the initiative of the Board of Directors.
The seven values – honesty, boldness, trust, freedom, fun, modesty and team spirit – inspire and guide our team members. Capgemini founder Serge Kampf was deeply convinced that sound ethics was an essential basis for a profitable and sustainable business, and this conviction set us apart from our competitors from the start. Our values unite and inspire the Group's work in nearly 50 countries, and the natural result is a shared ethical culture that we actively cultivate. Like in Italy, where in 2021 no cases of noncompliance with social and economic laws and regulations were recorded.
At Capgemini, we have a long-standing formal ethics program, supported by **5 main levers**, for creating and maintaining awareness among employees, enabling them to make decisions in line with our core values:

Policies
Our Code of Business Ethics provides guidance to all team members on how to act and conduct themselves in the right way. It is available in several languages and is supplemented by more detailed Group

policies for our Speakup Ethics Helpline and for preventing conflicts of interest, as well as policies adopted as part of our compliance program. We have also published our Code of Ethics for Artificial Intelligence (AI) to support the ethical development of all AI solutions within the Group, to be understood as a contribution to building an inclusive and sustainable future.

Training programs
Ethics@Capgemini are mandatory e-learning courses on our Code of Business Ethics: we use basic modules and micro e-learning modules based on ethical topics and short engaging videos to train employees on how to manage difficult ethical situations. **Think Ethics** is the management toolkit shared monthly, and **Ethics Café** raises awareness on a range of ethical workplace situations through short videos.

The internal ethical awareness communication program, defined at the Group level and distributed locally in each country, is intended for all employees, with specific communications and notifications for each level and position. The program uses multiple internal communication channels.

SpeakUP is an online and telephone ethics helpline, with a reporting, incident management and consulting tool. Our employees, customers, suppliers and business partners know that they can use the Group's helpline (SpeakUP) to report any alerts and/or ask for advice and guidance on actions or conduct that: (1) are not in line with our Values or our Code of Business Ethics and related ethics and compliance policies; (2) do not comply with applicable laws, or; (3) may significantly affect the vital interests of Capgemini and its affiliates.
Anyone who raises or helps address an alert on SpeakUP is protected by our non-retaliation policy, and substantiated alerts result in appropriate corrective action, including disciplinary action, counseling/training, or process improvements. The system helps us perform a root cause analysis and prevent future similar immoral behavior, misconduct, or violation of applicable policies or laws, helping us identify areas for improvement in our business processes. In Italy in 2021, as in the previous period, Capgemini was not involved in

any episode of discrimination, and in 2021 no cases linked to discrimination were reported and brought to the attention of the company.

The ethical culture survey, which all our employees are asked to take part in and to share their views, takes the pulse of our organizational ethical culture. Aggregated feedback and analysis from the survey, along with guidelines, are shared with team managers and national and company leaders.
As an ongoing priority, employee scores and feedback are shared with managers and leaders, enabling them to take informed and immediate action, and survey results are managed for the continuous improvement of our ethics program.

Foster responsible behavior in business for mutual growth
The Code of Ethics constitutes the foundation for our compliance program. The Code primarily covers competition and anti-trust laws, the fight against corruption and money laundering, the duty of care and human rights, sanctions and embargoes, and data privacy.

OBJECTIVE 9:
Maintain over

80 % of the workforce with an Ethics Score between 7 - 10.

Business conduct and compliance

The Group pledges to comply with all applicable competition and antitrust laws and regulations.

Ethical cooperation is vital to maintaining customer trust in our business and is directly linked to our license to operate and to our reputation. Because it contributes to business continuity, it helps us attract and retain the best talent, increases productivity, and creates long-term value for all.

Capgemini Italia takes the matter of rules of conduct very seriously, and it has reached a high degree of maturity in the adopting of rules and the training of its employees. In addition to compliance with Legislative Decree 231/2001, in 2021 we also monitored compliance with the French anti-corruption law, known as "Sapin II," with Risk Mapping done in 2020 and managing in 2021 the questions of the French anti-corruption authority (AFA), which carried out an audit of the Capgemini Group with audits also in Italy on sensitive issues such as charitable donations. Regarding this issue, Capgemini Italia has adopted a series of verification and escalation mechanisms by carrying out ethical checks on target nonprofit organizations and submitting all donations over 15K for Group authorization.

We have adopted our 7 core values in our business operations, as well as an Organization and Management Model pursuant to Legislative Decree 231/2001, a code of ethics at the local level, a code of business ethics at the Group level, an anti-corruption code, a competition code, a whistleblowing process called SpeakUP, and we have established an Ethics & Compliance Officer in charge of managing ethics and compliance issues, as well as a Supervisory Body pursuant to Legislative Decree 231/2001.

In 2021, as in the previous period, Capgemini in Italy was not involved in any episodes of violation of competition or antitrust. The policy on competition law adopted by the company has proved successful, as it has generated a correct and sustainable corporate culture. The **course on competition** is compulsory for everyone in the company, and a greater than **95% attendance** has been reached.

Anti-corruption

The Group adopted its Group Anti-Corruption Policy and anti-corruption training as part of its Compliance Program. The implementation of a corruption prevention and detection system is ensured by the Ethics and Governance Committee of the Board of Directors and the Company Management.

In 2021, as in the previous period, Capgemini in Italy was not involved in any episodes of corruption, either directly or indirectly. The **anti-corruption course** is compulsory for everyone in the company, and a greater than **95% attendance** has been reached.

Communication and training in political matters and anti-corruption procedures

85.21%
Executives

84.87%
Middle Management

80.46%
Office Staff

Duty of care and human rights

The Group has developed and implemented a reasonable plan to identify risks and prevent serious violations of human rights, fundamental freedoms and the health and safety of people, deriving from its own activities and those of its subsidiaries, subcontractors and suppliers. The Board of Directors' Ethics and Governance Committee monitors compliance with the rules and conventions on human rights and fundamental freedoms in the carrying out of its activities. Capgemini in Italy has not been subject to any checks on respect for human rights.

Responsible procurement

Our supply chain serves our customers and ensures that our internal operations are conducted properly. It is our pledge to ensure that it is in line with our ethical standards and that it meets the expectations of our customers. For over ten years the Group has had a mandatory purchase order policy and a global purchasing system that gives a clear picture of all our activities in this regard, from sourcing to payment.
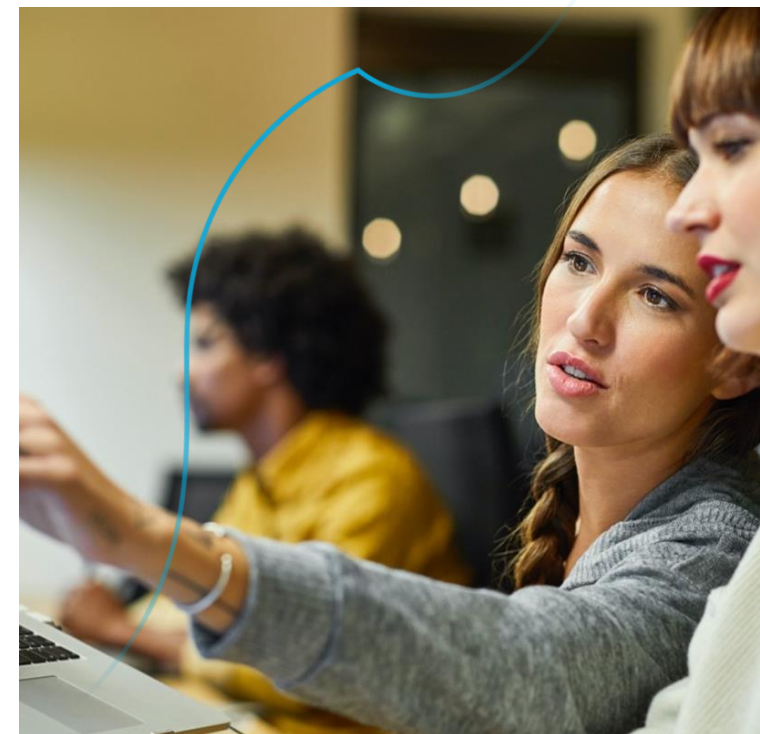
80
of the purchase amount of the previous year, will have committed to our ESG standards.

It is essential for Capgemini that its suppliers, including employees and the supply chain, be committed to maintaining the highest ethical standards, to protect the environment and to comply with all applicable laws, including human rights and anti-corruption laws, at the same time avoiding the perception of a potential conflict of interest.

Since 2015 the Group has implemented standards of conduct for suppliers by defining the prerequisites for ethics and compliance, Corporate Social Responsibility, sustainable development and commercial relations, such as the mandatory purchase order as a prerequisite for any business commitment.

The importance given to relations with suppliers is reflected in all guidelines regarding their selection and management.

The referral and sourcing process includes an evaluation process, in order to identify and prevent financial and non-financial risks. If necessary, mitigation measures can be defined, and corrective actions may be required. Suppliers presenting a serious risk may be excluded from the business transaction and blocked from the Capgemini Global Purchasing System.

In Italy in 2021:

100% of new suppliers were evaluated using **environmental criteria**	**85.08%** were evaluated using **social criteria**

At Capgemini Italia there is generally no risk of having underage workers, as those entering the Capgemini offices or the suppliers' offices always have their personal identity (and thus their age as well) checked, unless they show a false identification document.

Services offered remotely, such as systems maintenance and software development could possibly be subject to this risk; however, they should be excluded as they presuppose a specialization that is obtained after many years of study/experience and, therefore, is hardly compatible with minors.

All of the activities carried out at the Capgemini offices or at the customers' offices do not present the risk of forced or compulsory labor precisely because they take place at offices that are not their own and the workers are subject only to the rules of their employer.

Group tax policy

The tax strategy defines the objectives and principles adopted by the Parent Company in managing its own taxation and that of the Group companies. The Capgemini Group uses the **TRANSform tool** (finance policy and rules) to apply controls that can mitigate tax risks. The structure of the Capgemini Group provides for a Tax Department that follows the tax aspects of all countries, discusses the common aspects on a monthly basis and discusses the common approach.

Locally, the Legal Financial Directors and Chief Executive Officers, with the support of the Tax Managers, implement the Group's strategy.

The finance team is constantly updated through Group and institutional channels and external consultants. The constant updating makes it possible to implement internal controls to the processes so as to ensure compliance with tax laws.

The tax choices, in observance of compliance and the law, are always in line with the group tax strategy and are made in accordance with the group tax department. The Italian companies follow the tax consolidation regime and the VAT Group.

H 5.3.3 Protect and secure data, infrastructure, and identity

The Group Data Protection and the Cybersecurity teams ensure an incident, security and data breach management policy, as well as suitable tools to guarantee the actual implementation of data, infrastructure and identity protection obligations. For Capgemini, strengthening digital trust is a process focused on constant improvement, and for this reason the Group carries out a holistic cycle of actions to proactively prevent and respond effectively to threats from all sources.

Capgemini undertakes to protect all personal data received in the carrying out of its activities, both on its own behalf (as Data Controller) and on behalf of its customers (as Data Processor).

As an international group present in more than 50 countries, it is important for Capgemini that information flows in a compliant and secure manner, and that an adequate level of personal data protection is provided wherever it is processed within the Group.

It is one of the reasons why we chose to implement the Binding Corporate Rules (BCR), approved for the first time by the European data protection authorities in March 2016 and updated to comply with the European General Data Protection Regulation 2016/679 (GDPR).
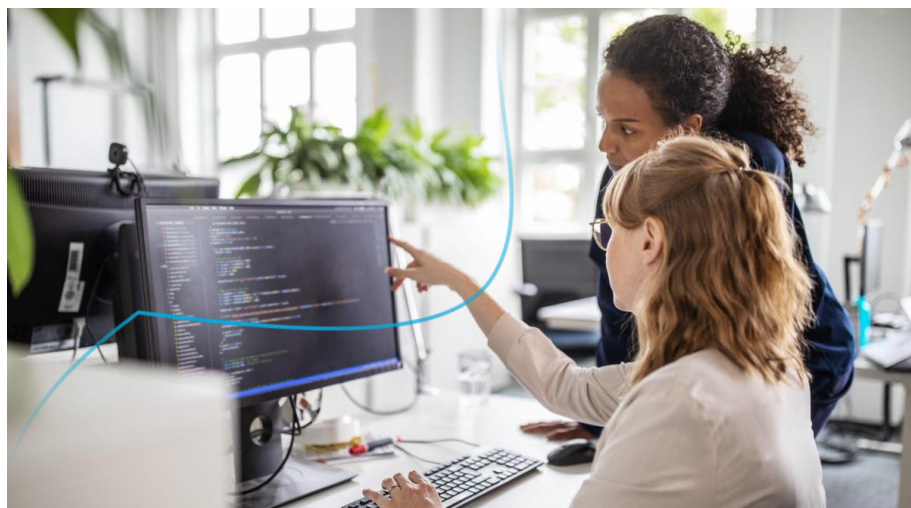
Capgemini's BCR defines not only the principles that the Group must comply with in the processing of personal data on its behalf and on behalf of its customers, but also specifies the procedures and its compliance with applicable data protection laws and in particular with the GDPR.

To support the effective implementation of the Capgemini BCR, Capgemini launched the Group Data Protection Program (GDPP) and established a strong organization led by the Group Data Protection Officer (GDPO), who relies on regional and local Data Protection Officers. Furthermore, the Data Protection Champions are appointed to represent each Group department and the Global Business Line (GBL) to ensure that the functions and specificities of the GBL are taken into account in the implementation of the GDPP.

The Capgemini Data Protection Program is constructed to ensure continuous improvement in all Group departments with a focus on Delivery, Sales, Finance, Human Resources and IT.

Capgemini monitors the actual implementation of the above through various procedures and checks, such as (1) Management of data subjects' rights; (2) Data transfer; (3) Data processing register; (4) Data Breach Management Procedure; and (5) Data Protection Training Program. Our roadmap for 2021-2022 aims at strengthening our command and our controls through further automated end-to-end maturity assessments and at continuously boosting the monitoring of the compliance of our eco-systems.

Protect infrastructure and identity

Capgemini Group Cybersecurity makes a strong contribution to creating an Ecosystem Trust with its employees, customers and partners, protecting internal activities and preventing external threats in order to provide reliable digital services.

Capgemini has responded to the surge in cybersecurity challenges with a comprehensive strategy and governance, consisting of four pillars of cyber risk management:
- Internal and external threats (for example, cyberattack threats).
- Strengthening activities both internally and externally (e.g. focus on vulnerability, including external activities).
- Compliance with security laws, regulations and standards (e.g. ISO 27001).
- Relationships of trust in the Capgemini ecosystem with customers, suppliers and authorities.

The threat situation is rapidly changing and requires a revised cybersecurity vision and architecture, especially with the advent of new ways of working and the growing attention on the providing of exceptional experiences. Individuals, whether they be employees or customers, consumers and citizens, demand freedom of choice in their devices and places, without lower performance due to security measures. On the other hand, threat actors are organized and equipped, have time and money to get prepared, and seek high-value systems and infrastructures and sensitive personal data. In response, the Capgemini group designed a security architecture based on "**Zero Trust**" principles:
- protect what is most important;
- allow only what is necessary;
- check before allowing access - always.

This strategy is implemented consistently throughout the organization, and our cyber risk management approach operates through the Capgemini Cybersecurity Management System, which is modeled on the National Institute of Standards and Technology (NIST) framework and includes aspects of the NSI (Network and Security of the Information System).

OBJECTIVE 11:
Be recognized as a:
front leader
on data protection and cybersecurity.

To support this objective, Capgemini is planning that:

• By 2025, 80% of revenues associated with customer engagements that trigger the processing of personal data be subject to an end-to-end digital maturity assessment;

• In 2025, 98% of our activities will be covered by the ISO 27001 certification, the Group obtains an "A rating" from RiskRecon, an "Advanced" Bitsight rating, and maintains its rank among the top 3% performers in the Cybervadis rating

In 2018 Group Cybersecurity created a resilient/segregated identity management infrastructure (Tier-0) and implemented advanced monitoring services (Security Operations Centers / Computer Emergency Response Team), supported with recent innovations such as UEBA (User Entity Behavior Analytics) and SOAR (Security Orchestration, Automation and Response). This infrastructure is regularly adjusted and improved on the basis of experience, security testing and threat level.

The Capgemini Group's cybersecurity department is tasked with anticipating cyber threats, mitigating risks, preventing cyber incidents and responding well in all circumstances. This dedicated structure is guided by the Group Chief Cyber Security Officer (CCSO), who reports to a member of the Group Executive Committee. Cyber Risk mapping is consolidated and communicated twice yearly to the Risk Group and the Audit Committee.

The **Cybersecurity Community Group** is the foundation of the Capgemini ESG Policy operating model and involves the Group CCSO and the team, the Chief Information Security Officers in Strategic Business Units (SBU) and Global Business Lines (GBL), and Cybersecurity Officers in the BOTs in every country in which the Group operates. Our acculturation program based on mandatory awareness courses (since 2016) has been supplemented with phishing tests associated with specific awareness modules. We organize the annual Cybersecurity Month in October and a Cyber Culture Challenge to reward the most effective and engaged Business Units.

Capgemini Group Cybersecurity Policy framework is a set of documented requirements aimed at defining and enforcing: (1) the strategy and governance model; (2) the basic policy (100 minimum and mandatory controls based on the ISO 27001 standard, NIS Directive and the GDPR) associated with the management policy documents used for ISO Certification; and (3) Technical policies for protecting data, endpoints, networks, systems, applications. We implemented the new Baseline Policy (revised every two years), including the annual compliance review, which makes for very consistent practices among the units. New policies have been defined such as: Data Security Policy,

Incident and Data Breach Management Policy, Third Party Security Management Policy, Log Management Policy.

We have conducted and completed several initiatives and projects such as technical debt management, data loss prevention, external risk reporting and assessment (via two third-party vendors) and external asset vulnerability (Domain Names Management). We produce a set of 16 metrics that demonstrate cyber risk status (globally and locally) and margins for improvement. They are brought together in a **Cyber Risk Index** reported to the Board.

The goal is to maintain a sustainable score within units that show moderate levels of risk to the company. Our 2021-2022 roadmap focuses on ten key actions, which include: Implementing the building blocks of Trustification Architecture, designing and building next generation Cyber Defense Centers, improving Tier 0 / Identity management resilience through virtualization, harmonization and the cyber-risk and compliance methodology/practices/report tool among units, completion and automation of our IT risk index. Furthermore, supply chain security and trust in eco-systems will pave the way for greater cybersecurity and data protection processes with our customers, suppliers and partners.

In keeping with the policies and standards adopted by all Capgemini Group companies, Capgemini Italia strives to achieve alignment with the main reference standards in terms of information security and compliance. The management of cybersecurity is a top priority within the corporate mission, where strategic importance is attached to the processing of information and the desire to defend the confidentiality, integrity and availability of our data and of customers' data takes shape. To this end, Capgemini recognizes the need to constantly develop, maintain, control and improve an Information Security Management System (for short, ISMS), in compliance with the ISO/IEC 27001:2013 standard, and a Business Continuity Management System in accordance with the ISO 22301:2019 standard.

In addition to that stated above, and aware of the importance assumed by cloud computing technologies in the economy of business processes, Capgemini has decided to extend its certified ISMS to the requirements of the following standards of the ISO 27000 family, i.e. ISO/IEC 27017:2015 - ISO/IEC 27018:2019.

As regards the Information Security aspects applicable to clouds, Capgemini has decided to use an approach aimed at adequately managing both the Cloud Services Customer dimension and the Cloud Services Provider dimension on behalf of its customers.

Capgemini Italia's goal of the continuous improvement of its cyber posture also takes shape in following the indications and findings provided by organizations such as BitSight, RiskRecon and Security Scorecard for quantifying the company's cyber posture, starting from a mix of techniques that exploit analyses of public data available online and cyber intelligence techniques. Verification of continuous improvement and immediate responses to security findings is also carried out by the Group Cybersecurity compliance through internal audits and periodic meetings.

Capgemini is aware that even the best prepared organization can be affected by multiple cybersecurity vulnerabilities or data breaches; the internal verification of its assets is thus made possible through actions such as the Penetration Test, Vulnerability Assessment, and Code Review.

The organization also makes use of a further assessment possibility, the Bug Bounty Program. Thanks to staff awareness and training programs through phishing campaigns, Capgemini pursues the goal of increasing employee resistance to phishing attacks by increasing the perception of danger, increasing the readiness to act correctly, and becoming aware of threats.

Innovation and Cybersecurity as part of the Capgemini offer

Given the recent cyberattacks in various industrial sectors and the increase in data breach fines due to EU security and privacy regulations, companies (both large enterprises and SMEs) need to start implementing a variety of actions that cover countless cybersecurity aspects with a solid, risk-based approach. Different standards and methods are applicable for the Automotive, ICS, Healthcare, Railway and more traditional industries such as Telecom Industriale, as each segment has its own unique threats and threat actors. Capgemini's IT security experts are able to strengthen the security level of people, processes and technologies through specific offer lines and solutions.

Cybersecurity portfolio overview
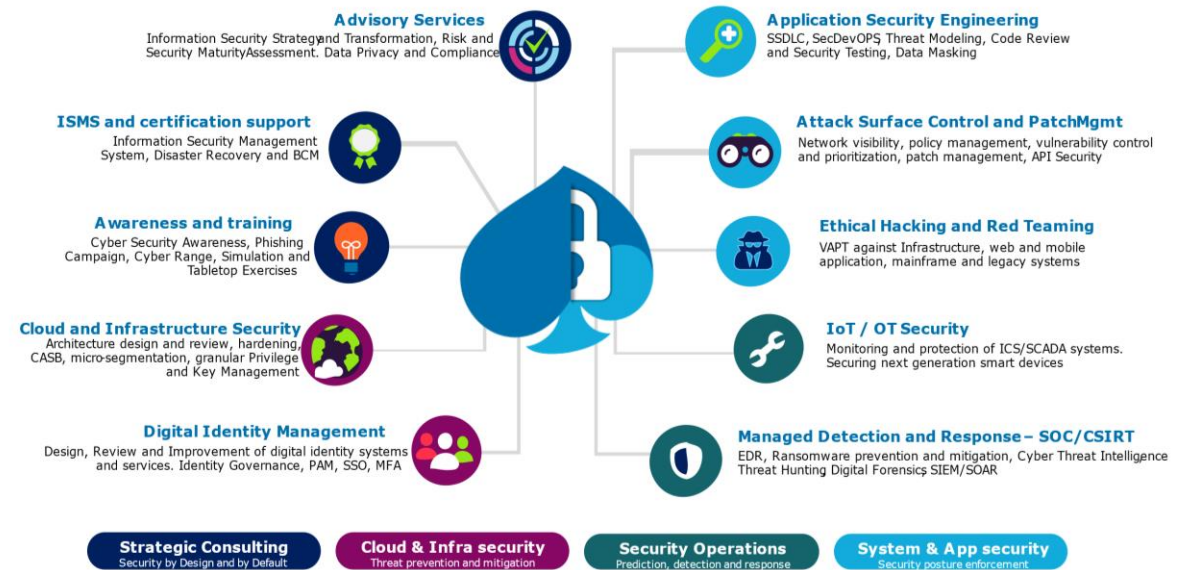
6.1 Capgemini ESG Report

The Italian companies belonging to the Capgemini Group as at 31/12/2021 are:

– Capgemini Italia S.p.A.
– Altran Italia S.p.A.
– ECSI Consulting S.r.l.
– Frog Design S.r.l.

The publication of the Italian consolidated financial statements is not envisaged, because being consolidated at Group level, and as the Capgemini Group is listed in France, we do not have this obligation.
How ever, all bodies are consolidated in the financial statements of the Capgemini Group, listed on the Paris Stock Exchange.

This report has been prepared in compliance with the GRI Standards: Core option and in compliance with the requirements of the Decree on the use of reporting standards issued by authoritative supranational, international or national bodies (Art. 3 p. 3). The Group has set up an internal working group, representative of the main corporate departments, in order to collect the information required for the NFS, aggregate it and validate it, and file the supporting documentation in order to ensure its traceability.

The reporting process w as divided into the following most significant work stages:

• materiality analysis with the related administration of the questionnaire to the various stakeholders;
• definition of the contents of the financial statements (indicators, information and scope);
• definition and starting of the process of collecting data and non-financial information via the ESGeo platform by specific figures within the company (Contributor, Approver).

In the calculation of greenhouse gas emissions, CO_2 equivalent emissions were considered. eCO_2 emissions are calculated by multiplying fuel and energy consumption by the emission factors taken from the most authoritative and updated technical literature.

The emission factors used to convert consumption into tons of CO_2 equivalent are the following:

2021 Conversion Factors			
SOURCE	**CONVERSION UNIT**	**2021**	**SOURCE**
DIESEL / GA S OIL (NON-TRAVEL)	kg/litre	2.75857	DEFRA/BEIS
NA T URAL GAS (GROSS CV /HHV)	kg/kW h	0.18316	DEFRA/BEIS
NA T URAL GAS (NET CV/LHV)	kg/kW h	0.20297	DEFRA/BEIS
NA T URAL GAS	kg/cubic meter	2.02135	DEFRA/BEIS
DIESEL (V EHICLE)	kg/litre	2.70553	DEFRA/BEIS
PURCHA SED ELECT RICITY - LOCA TION BASED	kg/kW h	0.2861	International Energy Agency (IEA) 2021 v1.2
PURCHA SED ELECT RICITY - MA RKET BASED	kg/kW h	0.45857	Residual M ix used for the following sites: IT002OF01 Rome, IT029OF01 Napoli. Supplier provided emission factor. Used for all sites (except above 2) using non-renewable electricity . Assumed to be 0, if not provided by the supplier. Used for all sites using renewable electricity.
PURCHA SED ELECT RICITY - MA RKET BASED	kg/kW h	0.466	
PURCHA SED ELECT RICITY - MA RKET BASED	kg/kW h	0	

The report regards 2021 w ith annual frequency.

6.2 Capgemini ESG index

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Ethics and Integrity		
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GRI 308: Environmental assessment of suppliers (2016)		
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6.3 Contacts

For more details, contact:

Alessandra Miata
Capgemini Italy CSR Head

6.4 ESG Digital Governance with the ESGeo platform

During 2021, Capgemini Italia invested in an ambitious project to digitize the collection of ESG (social, environmental and governance) data. In other words, it was decided to apply the technology to the monitoring, collection, management, protection and communication of non-financial data.The collection of data relating to sustainability requires the structuring of a complex process that involves many individuals inside and outside the company perimeter; however ESG information plays an increasingly crucial role in the various economic and financial processes. The adoption of a digital tool represents the necessary evolution, in order to produce high quality and efficient ESG data, as well as favoring the sharing of the value created with our stakeholders.

In particular, the project aims to:
• digitize the collection of ESG data in order to improve the reporting method;
• make the process more structured; trace all the steps in the construction phase of the Sustainability Report;
• allow supervision and coordination at all stages of the procedure;
• comply with the standards used for the Sustainability Report;
• provide a tool for constant monitoring of ESG performance;increase data reliability;facilitate engagement with all stakeholders.

The digital and technological tool chosen by Capgemini to carry out this project is the ESGeo platform, software for monitoring, data collection and reporting of sustainability data certified by GRI standards.

7.1 Capgemini in Italy ID Card and scope of the report

Name of the organization
Capgemini Italia S.p.A. is a sole shareholder joint stock company, under the management and coordination of Capgemini S.E. The Capgemini Group consolidates the financial statements of Capgemini Italia.

Activities, brands, products and services
With 300,000 employees of 120 nationalities in 50 countries, Capgemini is a world leader in consulting, digital transformation, technology and engineering services. It is a leader in supporting companies in their digital and business transformation process by leveraging the power of technology.

Location of operations
For the purposes of this report we will refer to its presence in Italy, although Capgemini Italia also operates in other countries in cooperation with the other legal entities of the Capgemini Group, or, in specific cases, where requested by its customers.
The company's registered office in Italy is Via di Torre Spaccata, 140 – 00173 Rome

Markets served
Capgemini Italia works with client companies in their digital and business transformation process thanks to its profound knowledge of the different market sectors and leveraging on an extensive mastery of the most innovative technologies and methods with clouds, data, artificial intelligence, connectivity, software, digital engineering and platforms.

Geographic locations where products and services are offered
Capgemini is present in Italy with 20 physical offices located in Milano, Torino, Orbassano, Ivrea, Padova, Pisa, Firenze, Roma, Bologna, Modena, Piacenza, Trieste, Marcon, La Spezia, Genova, Napoli, Pomigliano, Salerno, Bari and Palermo. It offers its services throughout Italy, and also outside the borders for international projects.

Sectors served
We serve companies in all sectors, focusing in particular on:

- Banking
- Insurance
- Manufacturing
- Automotive
- Life Sciences
- Telco
- Media
- Consumer Product
- Retail
- Distribution
- Public Sector

Customer and beneficiary categories
The customer portfolio is for the most part made up of large and medium-sized companies and organizations, operating both nationally and internationally.

Scale of the organization
During 2021 the integration (following acquisition in 2020) of the Altran Group and of the ECSI and Interactive Thinking companies was completed.
Throughout the year they operated as legally distinct entities, whereas from a Governance perspective they were already operating as part of the Capgemini Group, thus standardizing processes and procedures. Capgemini in Italy represents a solid economic-financial business also at a local level, with an increase both in revenues and in stable margins over time.

The data are the sum of the 2021 financial statements of:
− Capgemini Italia S.p.A. (which includes Interactive Thinking)
− Altran Italia S.p.A.
− Frog Design S.r.l.
− ECSI

Corresponding to the **commercial brands**: Capgemini, Capgemini Engineering, Frog, Doing.

	VALUE
Total number of employees (at 31 December 2021)	**8,312**
Sales	736,5 millions €
Total Capitalization	415,2 millions €
Debts	261,9 millions €
Equity	153,2 millions €

Active suppliers: 577
38% expenditure: top 10 suppliers
50% expenditure: top 21 suppliers
90% expenditure: top 162 suppliers

3 expenditure categories; 187 subcategories

ERPSTN (Consultancy, T&M, Professional Services, Training): 55% expenditure - 399 suppliers
INDIRECT (Marketing, Travel, Services for Employees): 24% expenditure - 159 suppliers
IT&TELCO: 21% expenditure - 115 suppliers

Global Suppliers: 60

Significant changes to the organization and its supply chain
There is no significant change. Capgemini Italia opened a new local unit in Salerno for an Academy project for recent university graduates.

Membership in associations
Capgemini Italia is a member of Unindustria Lazio and of the company representation system in the metalworking and manufacturing industry, and it actively participates in the committees organized within the same.

7.2 Performance Indicators

	ACTIVITIES THAT INVOLVE THE LOCAL COMMUNITY	TOTAL ACTIVITY	PERCENTAGE OF ACTIVITY INVOLVING THE LOCAL COMMUNITY
Number of activities with a social impact	11	21	52,38%
Number of activities with an environmental impact	5	5	100%
Number of disclosures to the public of the results of environmental and social impact activities	1	1	100%
Number of works councils, occupational health and safety committees and other employee representative bodies to address the impacts	0	12	0%
Total activity	**17**	**39**	**43,58%**

Energy consumed within the organization

ENERGY CONSUMPTION BY SOURCE		VALUE	GJ
Energy from renewable sources	Purchased electricity	1.654.848,7KWh	5.957.46
Energy from non-renewable sources	Purchased electricity	2.675.852,0KWh	4.269,06
	Natural gas	23.0295smc	8,13
	Petrol (company cars)	75.901l	1.818,73
	Diesel (company cars)	31.175.22l	111.737,69
Total energy consumed			**123.791,07**
	Of which renewable		5.957,46
	Of which not renewable		117.833,61

- (SCOPE 1) **Direct GHG emissions**
- (SCOPE 2) **Indirect GHG emissions from energy consumption**
- (SCOPE 3) **Other indirect GHG emissions**

SOURCES	SCOPE 1	SCOPE 2	SCOPE 3	GRAND TOTAL
Grand Total	457,53	736,69	1.790,07	2.984,28

Information on employees and other workers

TYPE OF CONTRACT	MEN	WOMEN	TOTAL
Indefinitely	5.213	2.205	**7.418**
Temporary	81	44	**125**
Training	555	214	**769**
Total of contract	**5.849**	**2.463**	**8.312**
Full-time	5.831	2.293	**8.124**
Part-time	18	170	**188**
Total of employee	**5.849**	**2.463**	**8.312**
Senior executives	231	53	**284**
Middle management	778	260	**1.038**
Employees	4.840	2.150	**6.990**
Office Workers	0	0	**0**
Total staff employed	**5.849**	**2.463**	**8.312**
Administered or other types of contract	46	24	**70**
Contractor cooperative staff	0	0	**0**
Interns	184	91	**275**
Total staff	**6.079**	**2.578**	**8.657**

New hires and turnover

	<30 YEARS			30-50 YEARS			>50 YEARS			TOTAL		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
New hires	846	322	**1.168**	751	257	**1.008**	111	44	**155**	1.621	557	**2.178**
New resignation	475	241	**716**	752	260	**1.012**	78	19	**97**	1305	520	**1.825**
Hiring rate	53,38%	50%	5240%	22,02%	17,39%	20,62%	13,00%	12,90%	12,97%	27,71%	22,61%	26,20%
Turnover rate	29,97%	37,42%	32,12%	22,05%	17,59%	20,70%	9,13%	5,57%	8,12%	22,31%	21,11%	21,96%

Average hours of training per year per employee

PEOPLE	MEN HOURS	MEN'S AVERAGE HOURS	WOMEN HOURS	WOMEN'S AVERAGE HOURS	TOTAL HOURS	AVERAGE TOTAL HOURS
Executives	2.975.03h	**12.88h**	770.96h	**14.55h**	3.745.99h	**13.19h**
Middle management	15.295.06h	**19.66h**	3.791.57h	**14.58h**	19.086.63h	**18.39h**
Office Workers	102.182.97h	**21.11h**	36.227.61h	**16.85h**	138.410.58h	**19.80h**
Blu collars	0h	**0h**	0h	**0h**	0h	**0h**
Total	120.453.06h	20.59h	40.790.14h	16.56h	161.243.20h	19.40h
Comments	Internships are excluded from the calculation					

Percentage of employees receiving periodic performance and professional development reviews

	MEN	WOMEN	TOTAL
Number of managers receiving regular evaluation	267	73	**340**
Total number of managers	274	74	**348**
Percentage of managers receiving regular evaluation	**97.45%**	**98.65%**	**97.70%**
Number of executives receiving regular evaluation	574	193	**767**
Total number of middle management	584	196	**780**
Percentage of middle management receiving regular assessment	**98.29%**	**98.47%**	**98.33%**
Number of remaining employees receiving regular evaluation	3.799	1.754	**5.553**
Total number of remaining employees	3.914	1.809	**5.723**
Percentage of remaining employees receiving regular evaluation	**97.06%**	**96.96%**	**97.03%**
Total number of regular assessments	**4.640**	**2.020**	**6.660**
Percentage of the total	**97.23%**	**97.16%**	**97.21%**
Comments	In the total number of each category considered, only the figures eligible for the trial were included.		
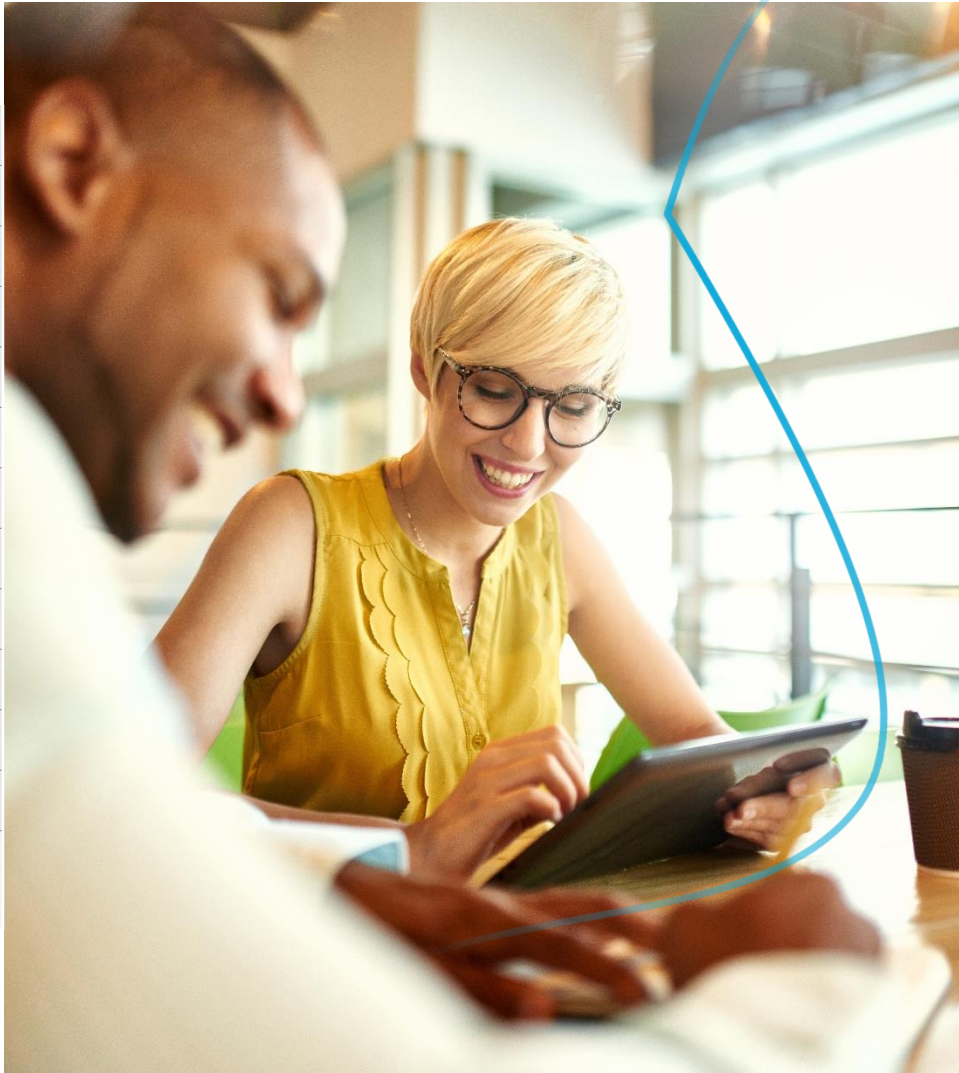
Diversity of employee categories

In the total number of each category considered were included for ease: Internships, Administrations, determined T. and employees who do not fall within the criteria for accessing the Perf campaign. Management (i.e. with hiring date> May 2020 for ABL and> October 2020 for ER&D)

			2021										
		<30 YEARS			**30-50 YEARS**			**>50 YEARS**			**TOTAL**		
		MAN	**WOMEN**	**TOTAL**	**MAN**	**WOMEN**	**TOTAL**	**MAN**	**WOMEN**	**TOTAL**	**UOMINI**	**WOMEN**	**TOTAL**
NUMBER OF PEOPLE	Executives	0	0	0	122	29	151	109	24	133	231	53	284
	Middle management	5	3	8	515	171	686	258	86	344	778	260	1.038
	Office Workers	1.580	641	2.221	2.773	1.278	4.051	487	231	718	4.840	2.150	6.990
	Blu collars	0	0	0	0	0	0	0	0	0	0	0	0
	Total	**1.585**	**644**	**2.229**	**3.410**	**1.478**	**4.888**	**854**	**341**	**1.195**	**5.849**	**2.463**	**8.312**
PERCENTAGE OF PEOPLE	Executives	0%	0%	0%	1,47%	0,35%	1,82%	1,31%	0,29%	1,60%	2,78%	0,64%	3,42%
	Middle management	0,06%	0,04%	0,10%	6,20%	2,06%	8,25%	3,10%	1,03%	4,14%	9,36%	3,13%	12,49%
	Office Workers	19,01%	7,71%	26,72%	33,36%	15,38%	48,74%	5,86%	2,78%	8,64%	58,23%	25,87%	84,10%
	Blu collars	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	Total	**19,07%**	**7,75%**	**26,82%**	**41,03%**	**17,78%**	**58,81%**	**10,27%**	**4,10%**	**14,38%**	**70,37%**	**29,63%**	**100%**

	<30 YEARS	**30-50 YEARS**	**>50 YEARS**	**TOTAL**
Top Management – Men	-	15	24	39
Top Mangement - Women	-	6	6	12
Top Management - Total	-	21	30	51
Percentage of Men- Top Management	**0%**	**71,43%**	**80,0%**	**76,47%**
Percentage of Women-Top Management	**0%**	**28,57%**	**20,0%**	**23,53%**

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