

Energy Policy Statement Capgemini NL

Capgemini is a global leader in consulting, digital transformation, technology and engineering services. Our business activities are delivered from both our own network of offices as well as at our clients' sites and other remote locations.

This Policy statement applies to all locations managed by Capgemini NL, all employees, and suppliers retained by Capgemini NL. In scope of Capgemini NL are the legal entities Capgemini Nederland B.V., Capgemini Educational Services B.V. and Sogeti Nederland B.V.

Consumption of energy accounts for a relevant proportion of Capgemini NL's carbon footprint and operating cost. We are committed to responsible energy and carbon management and to continually improving our energy performance wherever possible.

The objective of this Policy is to provide the direction and support for conserving energy wherever practical and cost-effective, whilst maintaining a comfortable and productive working environment.

We will:

- Set objectives and targets for energy performance, reporting & reviewing progress appropriately.
- Gather and analyze office energy consumption data to identify energy reduction opportunities.
- Implement efficient operation and maintenance of energy consuming plant and equipment, including defined tolerances for office temperatures.
- Include energy efficiency and energy efficient technology as a high priority in the design of all replacement and refurbishment projects.
- Locate servers (client and Capgemini NL) in data centers rather than in offices wherever possible/practical.
- Encourage and empower employees to directly reduce their own energy consumption in the areas and activities that they control or can reasonably influence, such as lighting, IT, and office equipment.
- Ensure all site managers are aware of, and actively manage, energy consumption at their sites.
- Continue to purchase green energy for all sites where Capgemini is responsible for the procurement of energy, wherever practical.
- Ensure compliance to all applicable legal requirements and other requirements to which the organization subscribes related to its energy use, consumption, and efficiency.

Performance against our objectives and targets and this Energy Policy will be reviewed at least annually to ensure continued relevance for the business.

Signed:



Willem de Paepe

Position: NL Board CSR & Sustainability Representative

Date: February 19, 2025