

Environmental 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 and alliances 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.

We recognize that our business activities have impact on the environment, and we are committed to continually improving our environmental performance against science-based targets and to working with our clients to help them reduce their environmental impacts.

We are committed to train our employees on the impact of their work on the environment and regularly consult with key stakeholders (particularly employees, clients and suppliers) on environmental issues and ensuring our environmental program is responsive to their feedback.

We are committed to fulfilling our compliance obligations relating to the environmental impacts of our operations, and to the protection of the environment, including prevention of pollution through the adoption of appropriate controls.

Specifically, we expect the operations in the Netherlands to:

1. Understand our exposure to climate risks within the areas in which they operate and implement initiatives to mitigate such risks.
2. Have a full understanding how to quantify and track our environmental impacts (at a minimum, our greenhouse gas (GHG) emissions) in line with our reporting requirements.
3. Identify and implement energy saving initiatives across our sites to reduce energy consumption, support the Group's transition to renewable energy, and help reduce associated GHG emissions.
4. Implement initiatives to minimize travel and associated GHG emissions, without disrupting our ability to meet the demands of our clients.
5. Implement initiatives to reduce the amount of waste we generate and maximize the percentage of our waste which is recycled, by incorporating the principles of zero waste and circularity.
6. Understand exposure of our sites to water stress and water risks within the areas in which they operate and implement water saving initiatives to help reduce the Group's water consumption.
7. Understand exposure of our sites to biodiversity risks in the areas in which they operate, and where feasible implement nature positive initiatives to help halt nature loss and contribute to the long-term recovery of nature.
8. Have procurement processes which ensure that our suppliers and business partners provide products and services which help us to achieve our Group environmental objectives, particularly in relation to carbon emissions, reducing energy and water consumption, reducing our biodiversity impact, and minimizing waste by incorporating the principles of zero waste and circularity.
9. Consider, where possible, the environmental impacts and risks when working with clients, and manage our environmental impacts in accordance with this policy.
10. Consider, where relevant, the environmental impacts of distribution and logistics.

We manage the implementation of this environmental policy and our environmental impacts through our global environmental performance management system which is certified to ISO 14001 standards.

Performance against our objectives and targets will be reviewed at least annually and reported publicly in our Annual Financial Report and in any associated Sustainability Reports. This Environmental Policy will be reviewed at least annually.

Signed:



Willem de Paape

Position: NL Board CSR & Sustainability Representative

Date: February 27, 2025