



Overview KPIs 2021-2025

Capgemini & Sogeti Nederland 2025 H1 Update

Utrecht, 07-11-2025

Auteurs

Annelies Hermens
Jeroen van Schaik

Capgemini & Sogeti Nederland KPI's 2021-2025

Scope of the carbon footprint is Capgemini & Sogeti NL, with the following legal entities:

- Capgemini Nederland B.V.
- Capgemini Educational Services B.V.
- Sogeti Nederland B.V.

Group Net Zero roadmap 2021-2025 KPI's are:

- Reduce scope 1 and 2 emissions with 80% by 2030 compared to base year 2019
- 50% reduction of overall mobility emissions per employee in 2022 compared to base year 2019
- 50% reduction of overall mobility emissions per employee in 2023 compared to base year 2019
- 5,5% reduction of mobility emissions per employee in 2024 compared to 2023
- 100% renewable electricity use by end of 2025
- Reduce business travel related emissions per employee with 55% by end of 2030 compared to 2019
- Reduce absolute business travel related emissions with 90% by end of 2040 compared to 2019
- Continuation of compensating remaining carbon emissions (since 2019)

This KPI overview document is set up according to CO2 Performance Ladder emission factors. The NL Footprint is annually verified against ISO14064-1 according to these emission factors. KPI's reported are Capgemini Group KPI's. Group reported results can therefore vary from the CO2 Performance Ladder reported results.

KPI's overall* Base year 2019		2021	2022	2023	2024	2025 H1
Total CO ₂ -footprint	19.548	3.109,3	7.450,5	9.787,2	9.328,2	4.135,2
Mobility footprint	19.040	2.834,1	6958,5	9.370,9	9.162,4	3.954,4
Average # employees	6.295	6.611	7950	8.548	8.251	8.051
Mobility tCO ₂ e / employee	3,02	0,43	0,88	1,10	1,11	0,49
KPI 2021 40% overall emission reduction compared to base year		-84,1%				
KPI 2022 50% reduction of mobility emissions per employee compared to base year			-70,9%			
KPI 2023 50% reduction of mobility emissions per employee compared to base year				-63,6%		
KPI 2024 5,5% reduction of mobility emissions per employee compared to 2023					-0,9%	

KPI 2030 Reduce mobility related emissions per employee with 55% compared to base year	-86,6%	-71,1%	-63,6%	-63,2%	
KPI 2040 Reduce absolute mobility related emissions with 90% compared to base year	-85,2%	-63,8%	-51,2%	-51,9%	

*All reported emissions in this document are based on CO2 Performance ladder emission factors. Group Carbon Accounting uses different emission factors.

KPI's OFFICE		2021	2022	2023	2024	2025 H1
	Base year 2019					
Electricity usage kWh	2.981.324	2.057.032	2.869.780	2.848.764	2.421.582	1.357.230
Total (average) m2	32.903	30.437	30.696	32.913	28.590	24.872
Energy efficiency kWh/m2	90,6	67,6	93,5	86,6	84,7	
Renewable electricity	81,1%	85,3%	98,3%	*100%	*100%	*100%

*According to Group Carbon Accounting 100% renewable electricity. According to SKAO CO2Performance Ladder rules 80,5% renewable electricity (only Dutch Wind) in 2024.

OVERVIEW FOOTPRINT 2021-2025

Scope 1-2-3 overview		2021	2022	2023	2024	2025 H1
tCO2e Base year 2019*						
Scope 1	11.623	1.481,2	2.928,0	3.261,9	2.588,7	1.078,5
Scope 2	578	377,6	907,7	1.192,8	1.105,1	652,3
Total Scope 1 and 2	12.201	1.858,8	3.835,7	4.454,7	3.693,9	1.730,8
Reduce absolute scope 1 and 2 emissions with 80% by 2030 compared to base year 2019		-84,8%	-68,6%	-63,5%	-69,7%	
Reduce absolute scope 1 and 2 emissions with 90% by 2040 compared to base year 2019		-84,8%	-68,6%	-63,5%	-69,7%	
Scope 3 Business travel	7.347	1.250,5	3.614,8	5.332,5	5.634,3	2.404,4
Total scope 1-2-3	19.548	3.109,3	7.450,5	9.787,2	9.328,2	4.135,2

*In 2019 all business travel was included in scope 1 and 2 according to CO2 Performance Ladder rules. Like for like 7.347,0 tCO2 would now be reported as Scope 3 Business Travel. This leaves 12.201 tCO2 for scope 1 and 2 for 2019.

Note: Covid measures have been lifted as per March 2022

Note: Capgemini Engineering integration per April 2022

Note: Business travel targets changed slightly due to changes in net zero definition