

## Energy Policy Statement Capgemini NL

Capgemini is a global business and technology transformation partner, helping organizations to accelerate their dual transition to a digital and sustainable world. Our business activities are delivered from our own sites, clients' sites and other remote locations (including employees' homes).

Our use of energy is a material impact of our operations, and this policy statement applies to Capgemini sites where Capgemini is in control of or has influence over energy management.

We are committed to responsible energy management and continually improving 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.

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.

We will:

- Set objectives and targets for energy performance, reporting and 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.
- Deploy digital transformation, IOT and application of smart and intelligent sensing, where relevant, through IoT-based architecture for demand control auto pilot operation of energy consuming equipment and asset health monitoring.
- Adopt digitization of energy data collection via tools to track and monitor energy data.
- Locate servers (client and Capgemini) 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 (including home office) equipment.
- Ensure all Facilities or Site Managers are aware of, and actively manage, energy consumption at their sites.
- In support of the Group's commitment to RE100 and wherever practical, continue to purchase renewable energy for all sites where Capgemini is responsible for the procurement of energy.
- Ensure compliance with all applicable legal requirements and other requirements to which the organization subscribes related to its energy use, consumption, and efficiency.

This Policy will be reviewed at least annually to ensure continued relevance for the business.

Signed:



Willem de Paepe

Position: Chief Operating Officer

Date: February 9, 2026