

## Environmental 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).

This policy applies to all sites from which Capgemini NL operates, all employees, and suppliers and alliances retained by Capgemini. 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 both impacts and opportunities for the environment and we are committed to continually improving our environmental performance against relevant objectives and targets (science-based where feasible) and to working with our clients to drive the transition to a net zero, sustainable future.

We are committed to training our employees on the impacts of their work on the environment, empowering them to make more sustainable choices. We will 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. Across our direct operations and value chain, we work together as one Capgemini to identify, assess and manage our environmental risks and opportunities in the following ways:

1. Management of our climate risks, both physical and transition, to enable us to prepare for climate change through appropriate resilience planning, as well as mitigation and adaptation actions.
2. Development and deployment of a climate transition plan to enable us to reach net zero by 2040. This will be achieved by reducing our total greenhouse gas (GHG) emissions by 90% by 2040, alongside investment in climate and nature solutions. In parallel, we will work to continually improve our approach to measuring our GHG emissions, particularly scope 3 emissions.
3. Through digital transformation, we will monitor and optimize energy use across our sites, increase energy efficiency and implement energy saving initiatives to reduce the Group's energy consumption. We will support the Group's transition to renewable energy and help reduce associated GHG emissions.
4. Implement initiatives to reduce travel-related GHG emissions, whilst supporting our- business needs and clients' expectations. We will also consider, where relevant, the environmental impacts of distribution and logistics.
5. Embed circularity across our operations and supply chain, where feasible, by embedding a sustainable mindset to our approach to business needs and demand management, as well as by reducing our total waste generation per employee and working towards zero waste. To the extent possible, we will transition away from the use of virgin resources to recycled, sustainable, renewable resources in purchased products and services.
6. Understand our dependencies and impacts on nature, particularly for our sites in areas of biodiversity risk or near biodiversity sensitive areas, and where feasible nature positive initiatives will be implemented to help halt nature loss and contribute to the long-term recovery of nature.

7. Collaborate with our key suppliers and business partners on the provision of 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 embracing the principles of circularity.
8. Through our work with clients, we aim to help organizations to accelerate their dual transition to a digital and sustainable world.

We manage the implementation of this policy through relevant initiatives and performance monitoring, underpinned by our global environmental management system (EMS) which is certified to ISO 14001:2015 standards. This Environmental Policy will be reviewed annually.

Signed:



Willem de Paepe  
NL Chief Operating Officer  
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