Overview KPIs 2021-2025

Capgemini & Sogeti Nederland
2025 Update

Utrecht, 09-04-2026

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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
- 3,2% reduction of absolute mobility emissions in 2025 compared to 2024
- 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 therefor vary from the CO2 Performance Ladder reported results.

KPI's overall* Base year 2019		2021	2022	2023	2024	2025
Total CO_2-footprint (tCO2)	19.548	3.109,3	7.450,5	9.787,2	9.328,2	8.830,2
Mobility footprint (tCO2)	19.040	2.834,1	6958,5	9.370,9	9.162,4	8.513,0
Average # employees	6.295	6.611	7950	8.548	8.251	8.016
Mobility tCO2e / employee	3,02	0,43	0,88	1,10	1,11	1.06
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 2025 | 3,2% reduction of absolute mobility emissions compared to 2024					**-7,1%**

KPI 2030 | Reduce mobility related emissions per employee with 55% compared to base year	**-86,6%**	**-71,1%**	**-63,6%**	**-63,2%**	**-64,9%**
KPI 2040 | Reduce absolute mobility related emissions with 90% compared to base year	**-85,2%**	**-63,8%**	**-51,2%**	**-51,9%**	**-55,3%**

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

KPI's OFFICE Base year 2019		2021	2022	2023	2024	2025
Electricity usage (kWh)	**2.981.324**	**2.057.032**	**2.869.780**	**2.848.764**	**2.421.582**	**2.121.892**
Total (average) m2	**32.903**	**30.437**	**30.696**	**32.913**	**28.590**	**26.023**
Energy efficiency kWh/m2	**90,6**	**67,6**	**93,5**	**86,6**	**84,7**	**81,5**
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 tCO2e Base year 2019*		2021	2022	2023	2024	2025
Scope 1	11.623	1.481,2	2.928,0	3.261,9	2.588,7	2.025,7
Scope 2	578	377,6	907,7	1.192,8	1.105,1	1.278,4
Total Scope 1 and 2	12.201	1.858,8	3.835,7	4.454,7	3.693,9	3.304,1
Reduce absolute scope 1 and 2 emissions with 80% by 2030 compared to base year 2019		-84,8%	-68,6%	-63,5%	-69,7%	-72,9%
Reduce absolute scope 1 and 2 emissions with 90% by 2040 compared to base year 2019		-84,8%	-68,6%	-63,5%	-69,7%	-72,9%
Scope 3 Business travel	7.347	1.250,5	3.614,8	5.332.5	5.634,3	5.526,1
Total scope 1-2-3	19.548	3.109,3	7.450,5	9.787,2	9.328,2	8.830,2

*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