



Energy Policy Statement for Capgemini Polska Sp. z o.o.

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.

We will:

1. Set objectives and targets for energy performance, reporting and reviewing progress appropriately.
2. Gather and analyse office energy consumption data to identify energy reduction opportunities.
3. Implement efficient operation and maintenance of energy consuming plant and equipment, including defined tolerances for office temperatures.
4. Include energy efficiency and energy efficient technology as a high priority in the design of all replacement and refurbishment projects.
5. 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.
6. Adopt digitization of energy data collection via tools to track and monitor energy data.
7. Locate servers (client and Capgemini) in data centres rather than in offices wherever possible/practical.
8. 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.
9. Ensure all Facilities or Site Managers are aware of, and actively manage, energy consumption at their sites.
10. 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.
11. Ensure compliance to 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.



About Capgemini

Capgemini is an AI-powered global business and technology transformation partner, delivering tangible business value. We imagine the future of organizations and make it real with AI, technology and people. With our strong heritage of nearly 60 years, we are a responsible and diverse group of over 420,000 team members in more than 50 countries. We deliver end-to-end services and solutions with our deep industry expertise and strong partner ecosystem, leveraging our capabilities across strategy, technology, design, engineering and business operations. The Group reported 2025 global revenues of €22.5 billion.

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