



Environmental 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).

This policy statement applies to all sites from which Capgemini operate, all employees, and suppliers and alliances retained by Capgemini.

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 impact 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. Scale up our investment in climate and nature solutions at a level commensurate with our total GHG emissions, with investment in projects that abate and remove carbon from beyond our value chain and have wider environmental and social benefits.
5. 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.
6. 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.
7. Sustainably manage water use and take steps to reduce water consumption, particularly in areas of water stress and water risk. To the extent possible, we will implement water efficiency initiatives to reduce freshwater demand, by reducing, re-using and recycling water.
8. 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.
9. 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.
10. Through our work with clients, we aim to help organizations to accelerate their dual transition to a digital and sustainable world.

In addition, the Group has responsibility to carry out an environmental due diligence process for significant mergers and acquisitions to assess the environmental impacts, performance and potential environmental risks.

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

Performance against key objectives and targets will be reviewed regularly by our Net Zero Board and published annually in our Annual Financial Report and in any associated Environmental Sustainability Reports. Our EMS is integrated into our sustainability and net zero governance structure and includes a third-party verification and assurance process. This Environmental Policy will be reviewed at least annually.



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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