

# Shaping the *future* we want for our people, planet, and society

An overview of corporate  
responsibility at Capgemini 2025



# Who we are

Capgemini is a global business and technology transformation partner, helping organizations to accelerate their dual transition to a digital and sustainable world, while creating tangible impact for enterprises and society.

It is a responsible and inclusive group of 340,000 team members in more than 50 countries. With its strong over 55-year heritage, Capgemini is trusted by its clients to unlock the value of technology to address the entire breadth of their business needs.



Honesty



Boldness



Trust



Freedom



Fun



Modesty



Team spirit

We are driven by one shared passion:

To unleash human energy through technology for a more inclusive, sustainable future guided by our values

## Unlocking the value of *technology*

Work with

**85%**

of the **200 largest public companies** on the Forbes Global 2000 list

Capgemini  
Research Institute  
ranked

**#1**

in the world six  
consecutive times  
– an industry first

**13**

consecutive years

one of the  
**World's Most Ethical Companies®**  
by the Ethisphere® Institute

Contribute to

**11**

of the

UN's Sustainable  
Development Goals

**50**

countries  
with more than

**160 nationalities**

# We are creating business and social value through our commitments and actions

At Capgemini, our commitment to responsible business is a reflection of who we are and the future we want to shape. It is at the heart of our core purpose: unleashing human energy through technology for an inclusive and sustainable future.

We believe innovation should enable progress for everyone – and that belief guides how we operate and engage with our people, clients, and communities.

In this overview of corporate responsibility at Capgemini, we aim to shine a light on our commitments and actions. We're proud of the progress we're making – but even more excited about what we can achieve together. Let's connect to co-create inclusive, sustainable, and positive futures for all.



**Sarika Naik**

Chief Corporate Responsibility Officer,  
Group Executive Committee member



“At Capgemini, responsible business isn’t just a strategy – it’s a shared conviction that runs through everything we do. Our programs are powered by our people, whose passion and purpose drive meaningful change every day. Together, we’re taking urgent action on climate, championing inclusion, and ensuring digital transformation benefits everyone. By working with clients and our partners who share our goals, we amplify our impact – for people, planet, and society. Join us, because together, we can achieve more.”

**Cyril Garcia**

Head of Global Sustainability Services and Corporate  
Responsibility, Group Executive Board member



# We focus our activities as a responsible business on three key areas



We believe technology and innovation should drive progress for all, creating a sustainable and inclusive future for people, planet, and society.

## Inclusive futures

By creating a vibrant and inclusive workplace, we boost creativity and innovation and enable all our talents to build meaningful careers.

## Sustainable futures

By embedding a sustainability mindset into our operations and the way we work, we're making tangible progress towards a better future for the planet and the people who live there.

## Positive futures

By combining our passions and expertise in transformative technology, we shape a future where everyone has the knowledge, skills and opportunities to thrive in a digital and sustainable world.



Our work is aligned with, and informed by, the United Nations Sustainable Development Goals



# We are making progress

Data from end of 2024

## People

**39.7%**

of our global workforce  
are women

**48k+**

employees engaged in  
Employee Network Groups



**EDGE Move** and  
**EDGEplus** global  
certifications for  
inclusion

**2025 DISABILITY INDEX** Best Places to  
Work for Disability  
Inclusion™



**Gold Top Global  
Employer Award**  
in the Stonewall  
Global Workplace  
Equality Index

## Planet

**98%**

of electricity consumption  
from renewable sources

**93%**

reduction in Scope 1 and 2  
emissions (v. 2019)

**62%**

reduction in business travel  
emissions per employee (v. 2019)



**CDP A  
List status**



**Ecovadis  
Platinum rating**

## Society

**3.1M+**

people supported through digital  
inclusion programs in 2024

**19,101**

trained through Digital  
Academies in 2024

**4.3M**

beneficiaries supported through  
our support of UNICEF's Green Rising  
Initiative (since Nov 2023)

**26,000+**

employees volunteered during Impact  
Together Month



**ICC Award for Social  
Impact for Women  
Empowerment in  
Tech (India)**



For the 13th year in a row,  
Capgemini has been recognized  
as one of the World's Most  
Ethical Companies® by the  
Ethisphere® Institute.)

Our work is aligned and informed  
by the United Nations Sustainable  
Development Goals.





# Inclusive futures

By creating a vibrant and inclusive workplace we boost creativity and innovation and enable all our talents to build meaningful careers

Our targets:

**40%**  
of women  
maintained in  
our teams

**35%**  
of women in  
**executive leadership**  
**positions** by 2030



## Our approach

We are committed to being an inclusive company, where everyone is valued and included. Being an inclusive company that attracts, supports and retains all talent is part of our DNA and is critical to our long-term performance.

It is an enabler of our capacity to innovate and grow, allowing us to better reflect our global clients and their customers:

### 1 Destination company for all

Our program ensures we access a wide source of talent, enabling us to hire the best talent, based on skills, performance and potential.

### 2 Success without barriers

Our Accessibility roadmap, flexible work schemes and parental policies means that everyone has equal opportunities to succeed.

### 3 Inclusive culture

Through awareness and training and through engagement in our employee network groups, we promote a sense of belonging and respect for all.

### 4 Reaching beyond

And beyond Capgemini, we promote inclusion through our client work, our brand sponsorships, and society at large.







## Making our workspaces accessible to everyone

We are committed to providing tools, support, and flexibility for our colleagues with disabilities, and we do this in three key ways: ensuring accessibility of workspaces, enhancing digital tools for accessibility, and ensuring accessibility throughout the end-to-end employee journey.

We have made important progress in workspace accessibility across our offices. Covering over 50 countries, our Group Facilities team are creating environments that improve productivity for all.

In addition, our offices are designed to support employee well-being. Many facilities include including maternity rooms for nursing mothers, multi-faith well-being rooms, and quiet zones.



**5**  
global  
employee  
networks

With  
**48,000** people  
across  
**94** chapters

## Activating our inclusive culture through our employee network groups

Capgemini employee networks provide supportive communities for people with shared interests and identities, connecting our people across Capgemini and informing our policy and strategy. Our five employee networks are made up of groups of passionate colleagues. They bring together 48,000 people across 94 chapters, all engaged and instrumental in our inclusive culture.

### CapAbility

Whatever the ability, neurodiversity or care giver status, CapAbility is our global employee network to help our people thrive. This year we rolled out our NeuroAbility sub-group across 12 key geographies.

### OUTfront

Promoting LGBT+ inclusion, OUTfront supports our people to take pride in being their authentic self, whatever the sexual orientation or identity.

### women@capgemini

Open to all genders, Women@Capgemini promotes gender equality and connects and empowers our people across the Group to realize their full potential.

### CulturALL

Showcasing our diversity, CulturALL brings all ethnicities and cultures together, celebrating mutual connections and promoting respect across the Group.

### EnvironmentALL

Connects colleagues who share a passion for environmental sustainability and empowers them to take collective action to protect our planet.



# Inclusion Circles driving new conversations and behaviours globally

**30,000**  
employees in  
**1,700 open**  
conversations  
since 2023

Inclusion Circles is a global program engaging 30,000 employees in 1,700 open conversations since 2023. Hosted by senior leaders, small groups have open conversations on topics including the value of inclusion in business, or bias in tech and AI. This has helped drive awareness and understanding, embedding openness and sharing, where different perspectives are valued and commonalities cultivated. After a successful first edition, we have rolled out a second edition in 2025 focusing on practical steps and behaviors needed to be a truly inclusive organization.

## Inspirational lessons on inclusion from sports

Building on Capgemini's long legacy in sports, and leveraging the momentum around our World Rugby sponsorship, as well as the Olympic and Paralympic games in Paris, we developed a podcast, Beyond the scoreboard to share lessons on inclusion from sports experience. We invited athletes from outside and inside Capgemini, including our colleague, Camille Senéclauze, who achieved 4th place at the Paris 2024 Paralympics.

In addition, our inclusion commitments extend further to our sports sponsorships – we are a Global Partner of Women in Rugby, and our Women in Rugby Leadership program identifies and develops leaders in the game, enabling inspirational role models to fulfill their potential and create further parity.

Through our community programs, we also ensure sport is inclusive. In Belgium, our colleagues hosted and participated in an inspiring exhibition game with MIXAR (Mixed Ability Rugby), to experience and promote inclusion through the power of sports.



# Building a sustainable future

By embedding a sustainability mindset into our operations and the way we work, we make tangible progress towards a better future for the planet and the people who live here

Our targets:

**90%**

carbon emissions reduction (vs.2019) across scope 1, 2 and 3 to become net zero by 2040

**scale up**

our investment in climate and nature solutions at a level commensurate with our total GHG emissions





## Our approach

We are at the forefront of addressing the climate crisis, a challenge that demands urgent action to prevent devastating impacts on humanity. This crisis while posing a risk to society, also presents an opportunity for innovation and sustainable growth.

### 1 Decarbonization

We are accelerating the carbon reduction in our operations and supply chain and building climate resilience in our business. We also invest in nature and climate tech solutions.

### 2 Protecting resources

We are committed to zero waste, embedding circularity principles into our business model. We minimise water consumption and work to protect and restore biodiversity.

### 3 Collective action

We drive internal engagement through employees and through our business functions and our countries. Externally we advocate through wider networks, championing change.

### 4 Partnering for sustainable impact

We also work with our clients to address their sustainability challenges through our delivery and services.







# Driving smarter energy efficiency in our operations through our Energy Command Center

Alongside our focus on renewable energy, we have continued to improve the energy efficiency of our operations. The Energy Command Center (ECC) launched in 2022 in India, has helped reduced energy use across our main campuses in India by 29% vs 2019. In 2024 we extended the ECC from 8 to 23 campuses and 66 buildings.

The ECC measures metrics such as indoor air quality, energy and water intensity, health of critical assets, renewable energy generation, and overall performance across all energy assets. Scalable both geographically and operationally, it will enable us to manage and reduce our energy use across the Group. Its success has also led to the development of a service, *The Energy Command Center* solution, developed by Capgemini and powered by Schneider Electric. It is an integrated and centralized platform that leverages a unique end-to-end combination of digital solutions and cutting-edge technologies, to both simplify energy management and optimize its consumption.

“At Capgemini we are deeply convinced that there is an incredible untapped potential for digital technologies and data to accelerate the energy transition. We share this vision and commitment with Schneider Electric.”

**Aiman Ezzat,**  
CEO at Capgemini



**29%**  
energy reduction  
**in our India campuses**  
vs 2019

ECC extended from  
**8 to 23**  
**campuses and 66 buildings**  
in 2024



# Using our platform to promote green skills

Capgemini is committed to working with others and building stronger eco-systems to create greater impact. We champion sustainability issues at major global events, including Climate Week NYC, COP, ChangeNOW, the Paris Motor Show, and the Hannover Messe. In particular during 2024, we have been championing green skills through our support for UNICEF's Green Rising Initiative.

During New York Climate Week, we co-hosted an event with UNICEF and Generation Unlimited in support of our commitment to the Green Rising initiative which focuses on developing youth skills on climate action. The event brought together young people, industry leaders, policymakers, and sustainability champions to highlight innovative climate action strategies led by youth on the ground, and explored opportunities for deeper collaboration and to amplify impact.

We continued the theme on green skills through the launch of research from Capgemini's Research Institute, co-developed with UNICEF's Generation Unlimited, **Youth perspectives on climate: preparing for a sustainable future**. It is based on a comprehensive survey of 5,100 youth across 21 countries. It highlighted that young people who are more at risk from climate change, urgently need the right skills and support to address climate challenges and create lasting impact in their communities.



## Investing in nature and climate solutions

Recognizing the urgency of the climate crisis, which is being driven by the levels of carbon dioxide in the atmosphere today, we are committed to driving the growth in the development of nature and climate tech solutions. We are members of the Lowering Emissions by Accelerating Forest finance (LEAF) Coalition, a public-private partnership with the goal to halt deforestation by financing large scale tropical forest protection at jurisdiction level (country/state) and last year, were one of the first buyers of high integrity forest carbon credits from early adopting jurisdictions. We are also members of the First Movers Coalition for carbon removal, committing to contract at least 50,000 tons or \$25m of durable and scalable carbon dioxide removals by the end of 2030.

"Our approach is guided by the science: the decarbonization of the world is not happening fast enough, and we need to act as quickly as possible to avoid arriving at dangerous tipping points."

**James Robey,**  
Global Head of  
Environmental Sustainability

# Shaping positive futures

By combining our expertise with the passions of our people, and our transformative technology, we shape a future where everyone has the knowledge, skills and opportunities to thrive in a digital and sustainable world

Our target:

**10 million**

10 million beneficiaries supported from underserved communities by 2030





## Our approach

Digital transformation should be an opportunity for all, so that everyone, whatever their circumstance or background can develop the knowledge and skills to connect and thrive.

### 1 Digital inclusion

We equip underserved communities with the digital skills needed to access basic services and through our digital academies, we open pathways to employment in our sector.

### 2 Tech and innovation for positive futures

We bring our expertise in technology and innovation to amplify the action and impact of our NGO partners.

### 3 Sustainable and resilient communities

We empower communities to address sustainability challenges through programs to support environmental action programs, and develop green skills for jobs.

### 4 People powering change

Our people, who share their time, skills and expertise, are a critical enabler of our community strategy. We also advocate for change and respond in time of crisis.



# Our partnership with UNICEF



At the end of 2023, we became one of the first private partners to support UNICEF and Generation Unlimited in their Green Rising initiative.

This aims to open up new pathways to bring green skills to underserved communities, harness the passion of young people to engage in solutions to address climate change, and foster sustainable, inclusive growth.

In 2024, Green Rising surpassed its initial target and empowered over 10 million youth to address the climate crisis. The new goal is to reach 20 million changemakers worldwide by 2026.

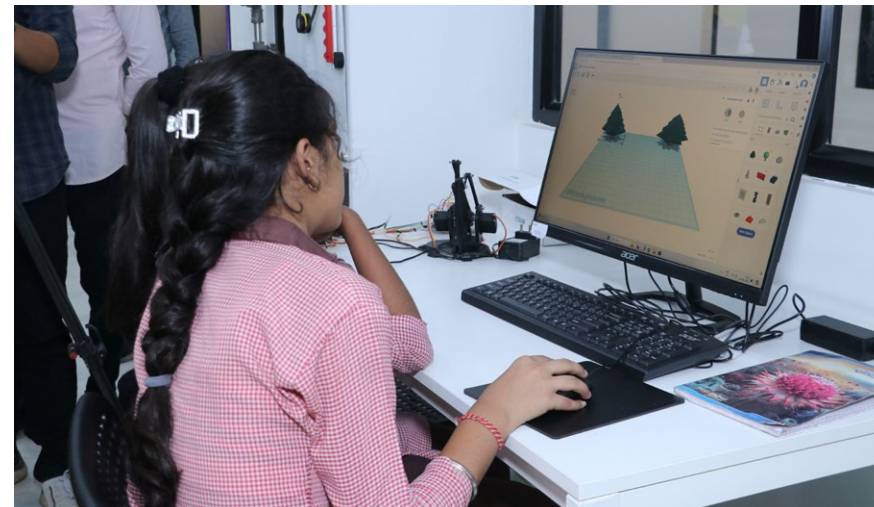
## Here are some of the highlights of our partnership in 2024:

**In Brazil** we supported youth activations in tree planting, plastic clean-up, recycling, water conservation, and flood response.

**In India** we helped develop the MeriLiFE platform to support youth in energy conservation, reducing single-use plastic, and promoting sustainable food systems.

**YOMA in Africa** offers green-specific opportunities for social impact learning-to-earn initiatives, including water monitoring and river clean-up efforts.

In addition, our senior team are actively involved in helping shape a future where young people have the skills needed to thrive in a digital and sustainable world. In 2020 Capgemini India became a founding partner of GenU in India, and our CEO Aiman Ezzat joined Generation Unlimited's global board in 2024, and spoke at the UN General Assembly on the topic of skills. Cyril Garcia, Head of Sustainability Services and Corporate Responsibility shared platforms with UNICEF during Change Now, New York Climate Week and at various client events to advocate for green skills acceleration.



## Developing skills for the future in our communities: AI and Machine learning in India

In 2024, partnering with Noida Special Economic Zone (NSEZ), in India, we launched an integrated Center of Excellence in Skilling in Noida. The program is designed to empower marginalized women and youth by providing an enabling ecosystem where they can become well-versed in essential skills, by offering advanced training in new technologies such as Generative AI, robotics and Fintech. Capgemini aims to provide curated courses in AI and Machine Learning to 1,000 young aspirants annually.

The training program started in June 2024 with 30 students at the NSEZ Noida Center and as at the start of 2025, 750 students had completed the training and are ready to embark on their digital careers.





Our commitment to using technology to solve societal challenges is embodied in our Tech4Positive Futures Challenge. This initiative harnesses the innovation and creativity of our teams to explore and develop solutions that address critical social and environmental challenges.

In 2024, we successfully ran another Tech4Positive Futures Challenge, involving 42 teams in 12 countries, with the three innovative winning solutions addressing clean drinking water, food and wildlife trafficking, and invasive species management.

**The solutions are:**

**Gene Genius (US)**

A sustainable redesign of NABIT test cartridges for environmental DNA analysis, enabling precise validation of wildlife or food product identification globally.

**Algal Blooms (Morocco)**

A project employing microalgae sensors to monitor harmful algal blooms in dams, addressing critical water quality and availability challenges.

**Invasive X (India)**

An AI-powered tool designed to analyze satellite imagery for invasive species identification, offering a cutting-edge approach to managing ecological threats.

# Capgemini teams up with UNESCO and AWS for the Global Data Science Challenge to develop an agentic Gen AI system for improved learning

Another key flagship innovation challenge is our Global Data Science Challenge. This year, the challenge focused around education for young people: 251 million children around the world are out of school and nearly 70% of 10-year-olds in low and middle-income countries are unable to read or understand basic text. UNESCO wanted to work with our global teams of solutionists to investigate the potential of Generative AI to leverage data insights for improved learning. Capgemini participants were tasked with building an AI education tool capable of analyzing and providing insights from the PIRLS 2021 dataset, one of the world's most comprehensive studies of children's reading literacy. Almost 1,500 participants joined the challenge and developed AI systems that could intelligently answer complex questions about educational trends, student performance, and teaching practices.

By leveraging advanced large language models and agentic systems, the teams created solutions that could process and interpret data from 400,000 students across 57 countries to make sophisticated educational insights accessible to policymakers, educators, and researchers. The winning solutions demonstrated the ability to provide data-driven answers about everything from COVID-19's impact on reading habits to 4th graders' reading habits and achievement.



# Working with clients for greater impact

Our shared commitment to responsible business opens-up new opportunities for action and engagement with clients and we work side-by-side to create impact.

Here are a few examples:



## Tech4Positive Futures Youth Challenge

We worked with 8 client teams, in our most recent challenge, including BNP Paribas and AXA, to mentor 255 underrepresented youth across 4 countries, empowering them with digital and sustainability skills to develop solutions that address biodiversity challenges.



## Opening pathways to employment through Digital Academies for underserved communities

Together with Synchrony, at the end of last year, we launched a digital academy for skills for underserved communities in India, bringing together our combined expertise to provide IT and BFSI (Banking, Financial Services, and Insurance) training to youth from economically challenged backgrounds.



## Connecting with clients on inclusion topics, at moments that matter

This year, with our clients we participated in panel discussions and shared learning at industry events, for example the Paris Airshow, Vivatech and Change Now. We collaborate on a broad range of topics including neurodiversity and gender – for example 26 clients participated in our International Women's Day event in France earlier this year.



## Volunteering together with our clients

Impact Together Month provides a focus for our collective actions around the globe. Each year, our team members, together with clients and partners, support a range of activities focusing on climate action, digital literacy, promoting gender equality, and developing green skills.



# Across the responsible business agenda, as well as partnering with clients, we work with academics and NGOs in our pursuit of a sustainable, inclusive and positive future

## Our affiliations

We collaborate with others through a number of cross industry partnerships to drive the agenda forward.

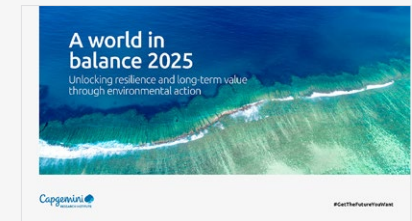


## Our thought leadership

We're thought leaders, who explore key issues from a business and societal perspective.



## Our award winning in-house global think tank



## About Capgemini

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**[www.capgemini.com](https://www.capgemini.com)**

### For more information

If you have feedback or questions on our approach to responsible business, please contact:

**[globalcorporateresponsibility@capgemini.com](mailto:globalcorporateresponsibility@capgemini.com)**

