

# Creating value *beyond business*

For people,  
planet and society

An overview of  
corporate responsibility  
at Capgemini, 2026

Capgemini 



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All data contained within this corporate responsibility overview, is based on previously published and audited data from our latest Universal Registration Document, published March 2026.

# Introduction *and purpose*



## Creating value for people and planet

We create long-term value for our people, clients, and the communities we are a part of. Our commitment to responsible business shapes the choices we make, the partnerships we build, and how we apply technology.

Driven by our purpose to make a sustainable and inclusive future a reality, this brochure highlights how we are creating value beyond business and brings together examples of how we are contributing to inclusive growth, environmental responsibility, and positive societal impact.



**‘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.’

**Sarika Naik**  
Chief Corporate Responsibility Officer,  
Group Executive Committee member



**‘Sustainability and inclusion are central to business resilience, stakeholder trust, and long-term value creation.**

Yet, they are increasingly scrutinized, politicized, and, in some cases, resisted. Capgemini has remained steadfast. Our commitment to sustainable transformation is not driven by compliance, but by conviction. In 2025, we strengthened our ESG commitments publicly: we believe sustainability is a source of strategic advantage and future growth.’

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



## Who we are

Our world is changing. AI and cutting-edge technologies are driving a new age of intelligence. Creating the potential for endless opportunities, and new sources of long-term value. Capgemini is at the heart of this revolution. Partnering with others to fulfill the potential of AI, technology and people, we deliver positive change.

We bring real vision. With 60 years of experience advising and transforming the world's leading businesses. And we deliver real value. Through our deeply collaborative, people-centric approach and unique human-AI chemistry, we make it real.

## Our values



Honesty



Boldness



Trust



Freedom



Fun



Modesty



Team Spirit

## At a glance

# 420,000

people across more than  
50 countries

Work with

# 85%

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

A network of

# 21

Applied Innovation Exchanges,  
our community of experts and  
ecosystem partners bringing  
ideas to life with clients

# €22.465 billion

Group revenues with a  
stable operating margin  
at 13.3% of revenue

# #1

Capgemini Research  
Institute ranked #1 in the  
world six consecutive times  
– an industry first

# 4.3/5

client satisfaction  
level

# Our approach

Our Corporate Responsibility strategy is built around three interconnected priorities, guiding how we create impact 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.

### Environmental sustainability

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.

## Partnerships

We collaborate with others to address the world's most pressing social and environmental challenges.



## Awards



# Our goals

## People

35%

Women in leadership positions by 2030

Maintain

40%

of women across our teams

## Planet

Reduce carbon emissions by

90%

to become Net zero by 2040 (v. 2019)

Maintain

100%

Renewable electricity

We have near terms (2030) carbon reduction targets (v. 2019)

-55% Business travel & commuting (per employee)

-80% Scope 1 & 2

-50% Purchased goods & services

## Society

10M

Beneficiaries by 2030 (v. 2018)

In addition to our ESG goals, we:

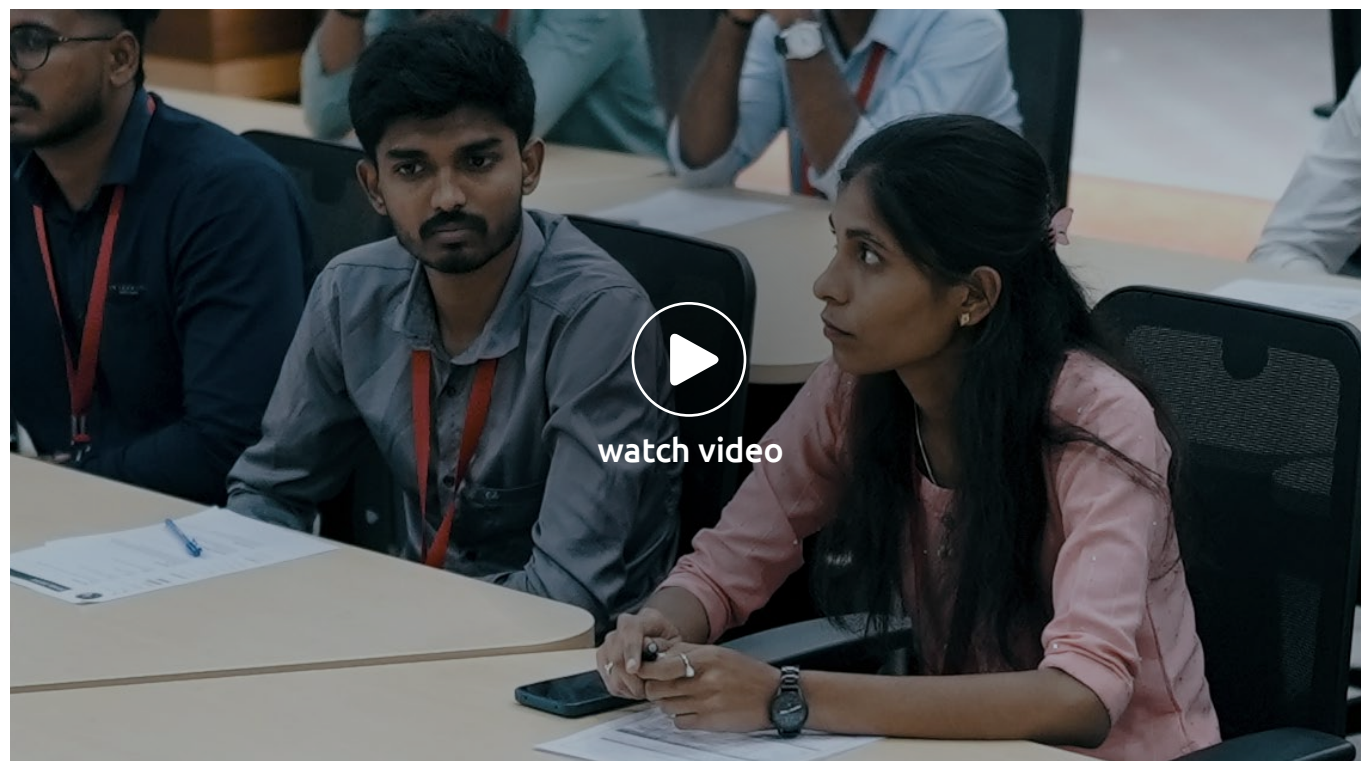
Support UNICEF's Green Rising ambition to mobilize

100M

young people by 2030

# A shared agenda: collaborating with clients and partners





## Co-creating opportunities through digital academies

**118**  
youths trained

**400**  
hours of  
focused training

Expanding access to digital skills requires strong partnerships. Together with Synchrony, we are expanding access to opportunity through our Digital Academy program for underserved communities in both India and the USA, with plans for further academies in process.

This program continues to advance digital inclusion by equipping young people with essential skills for today's technology-driven workplace.

Through more than 400 hours of focused training, supported by two non-profit partners, Per Scholas and Edubridge, this initiative has enabled over 118 youths across two countries to access digital learning opportunities and build future-ready skills. This partnership reflects our shared belief that digital skills can unlock employment opportunities, strengthen economic independence, and contribute to more inclusive growth.



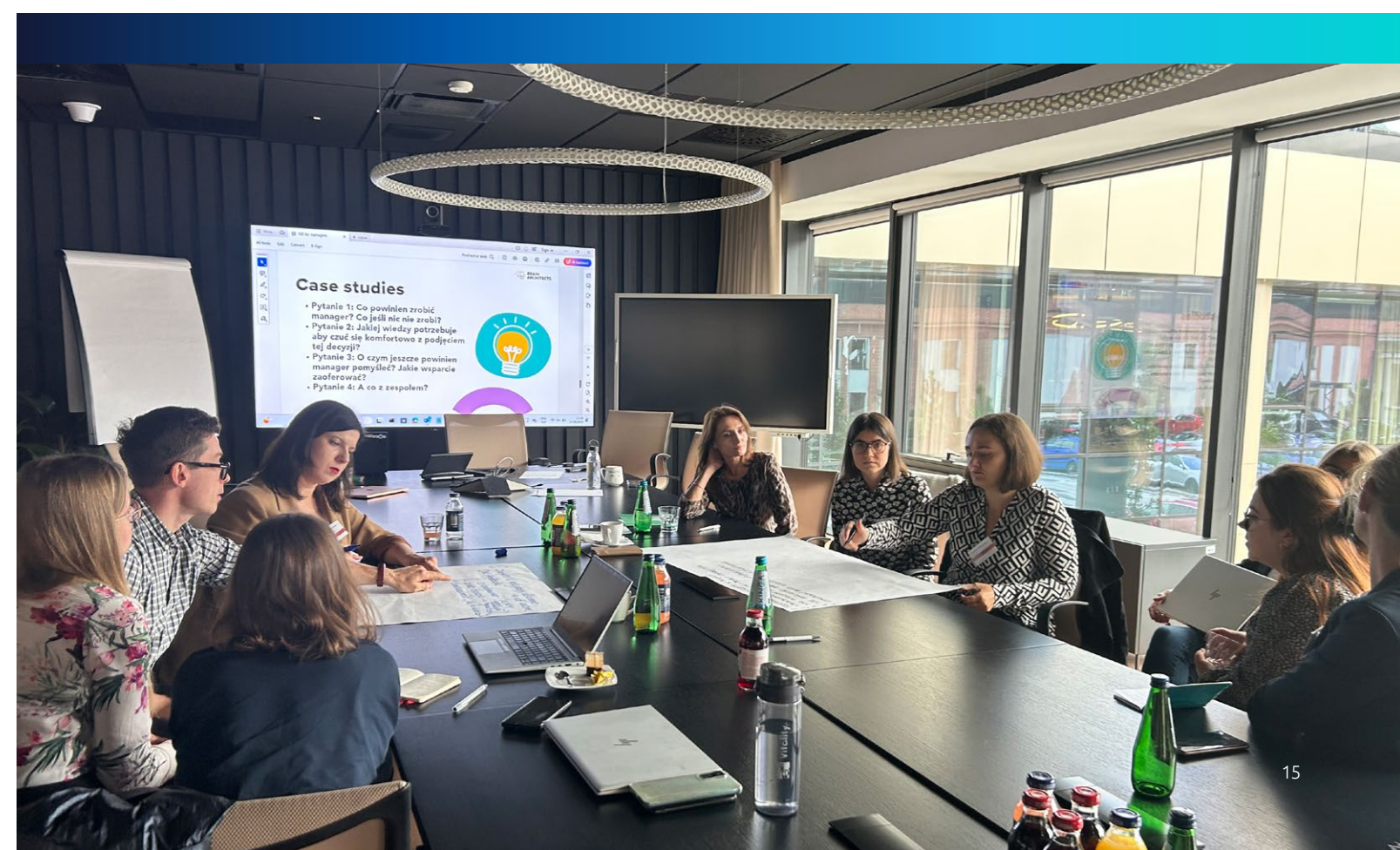
## Collaborating to build more inclusive workplaces for neurodiverse talent

Creating inclusive workplaces requires collective action. In 2025, we were among the nine founding members of 'Objectif Neuroinclusion', a coalition of leading French CAC 40 listed companies dedicated to sharing best practices and advancing workplace inclusion for neurodivergent talent.

The coalition of neuroinclusive global companies, includes Orange, L'Oréal, Carrefour, Schneider Electric, Siemens, Thales, Pernod Ricard, and FDJ United. We are driving collective progress through a shared agenda. Together, we are building a unified framework for neuroinclusion, raising awareness and education on neurodiversity, showcasing inclusive practices that deliver results, and mobilizing action to advance cognitive inclusion across industries.

**9**  
member  
companies

**+1M**  
represented  
employees





## Partnering with UNICEF & Generation Unlimited to build green skills and amplify youth voices

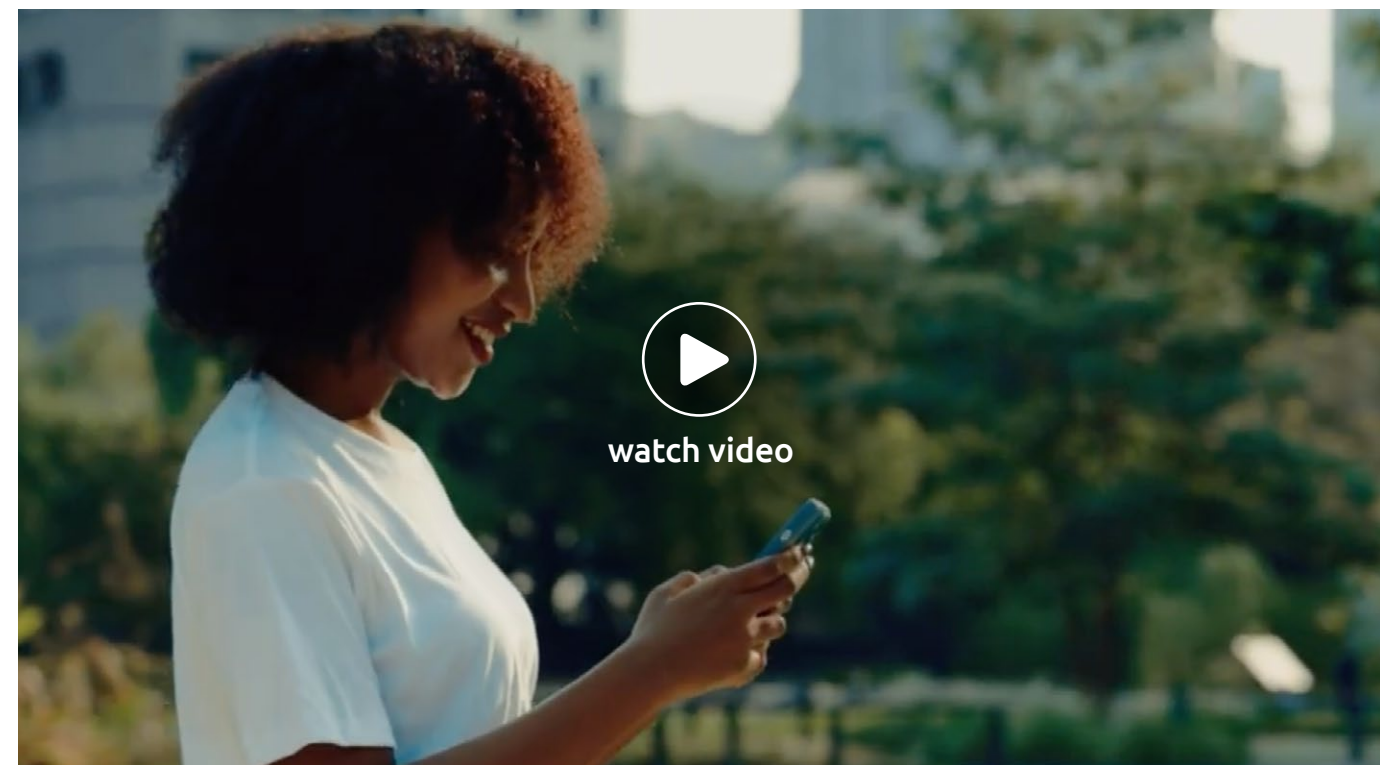
Target:  
**100M**  
youth equipped  
with green skills  
by 2030

Our multi-year collaboration with UNICEF and Generation Unlimited focuses on Green Rising, an initiative to help young people build green skills and access opportunities in a rapidly changing world.

The Green Rising goal is to mobilize 100 million youth by 2030, equipping them with green skills and opportunities to lead climate action and make sustainable futures real.



UNICEF does not endorse any company, brand, product or service.



### Using AI to connect young people with green opportunities

Our Global Data Science Challenge (GDSC) is one Capgemini's global innovation initiatives that brings together our skills in data, AI and technology to solve real-world challenges with meaningful social impact.

The 2025 edition, Green Agents of Change, was delivered as part of the partnership with UNICEF and supported by Capgemini's technology partners – AWS and Mistral AI. Thousands of Capgemini employees were challenged to develop innovative agentic AI solutions, designed to help young people discover green learning opportunities and sustainability-focused career paths – and contribute to a more sustainable future for all. Designed for initial deployment in Brazil, it shows how responsible AI can help bridge the gap between interest in green careers and access to skills.

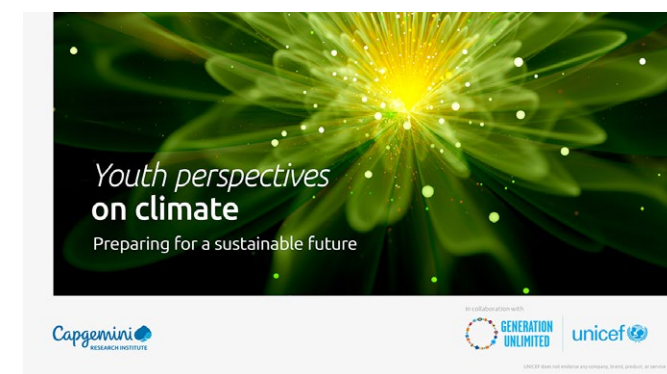
### Youth voices for climate action

Alongside helping young people develop green skills, we are also working to better understand their perspectives on climate action and sustainable employment.

We collaborated on research through the Capgemini Research Institute, in partnership with UNICEF's Generation Unlimited, gathering insights from 5,100 young people across 21 countries to understand youth perspectives on climate change, green skills, and pathways to sustainable employment.

Published in May 2025, the report highlights a critical gap between aspirations for green careers and preparedness, with fewer than half feeling equipped with the skills required.

These findings have helped shape conversations at client events and global forums, including New York Climate Week and COP30, reinforcing the importance of partnerships in accelerating climate action.



Read the Capgemini Research Institute report:

**Youth perspectives on climate: Preparing for a sustainable future.**





# Inclusive *futures*

## Our impact

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**40.5%**

**women in workforce**

(+6.8pts vs 2020)

**& 30.5% women among  
executive leaders**

(+10.2pts vs 2020)

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**70,000**

**employees have joined**

our global networks and  
local chapters

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**74%**

**increase in reported  
numbers of employees  
living with disabilities**

(v.2020) This is due to recruitment  
(adapting our job ads and interview  
processes) & in encouraging more  
of our existing employees to  
self-declare

## Moving the dial on leaders of tomorrow

Leadership is evolving rapidly as organizations navigate technological transformation, changing workforce expectations, and increasing demands for inclusion. At Capgemini, we are helping build more inclusive leadership practices through practical actions as well as programs that encourage dialogue and research into trends to challenge bias and broaden perspectives.



### Inclusion Circles: Making inclusion a daily leadership practice

Inclusion Circles is a global program which empowers leaders to host open conversations with their teams. Launched in 2023, it enables leaders to host small-group discussions exploring workplace scenarios through our inclusive approaches, focusing on how inclusion shapes everyday decisions, collaboration, and ways of working.

In 2025, we strengthened the program with a new scenario-based format, built on colleague feedback and focused on practical, real-life situations to drive actions towards a more inclusive workplace.

To date, more than 62,000 colleagues have participated in nearly 3,800 circles worldwide. Inclusion Circles are helping turn awareness into action by embedding inclusive thinking into everyday ways of working and leadership practices.

**62,000**  
colleagues

**3,800**  
circles

### Growing future ready leaders

Alongside building inclusive leadership capabilities internally, we continue to contribute to broader conversations about leadership and equity through evidence-based research. In 2025, the Capgemini Research Institute (CRI) published our report on Gender and leadership: *Navigating bias, opportunity, and change*. This report examined how leadership is evolving at a time when AI, data, and technology are becoming critical future skills. While the research shows progress in perceptions of women's leadership overall, it also highlights future critical skills, particularly linked to AI and innovation, continue to be viewed through a predominantly masculine lens.

The report was launched at a client event to coincide with Capgemini's partnership with the Women's Rugby World Cup 2025, bringing together clients and voices from the world of sport to explore leadership, power, and performance in practice.

Read the report:

[Gender and leadership: Navigating bias, opportunity, and change.](#)





## Removing barriers, creating opportunities

29

chapters of  
Women@  
Capgemini  
employee  
network globally

2

men's networks

At Capgemini, gender equality is both a business priority and a catalyst for innovation. Reaching 40% women in our global workforce in 2025 marked an important milestone in a journey built on leadership commitment, measurable goals, and inclusive talent practices. Yet our ambition extends beyond representation to creating a culture where everyone can contribute, thrive, and progress as per their skills and potential.

In 2026, more than 5,000 employees participated in International Women's Day activities across 70 events worldwide.

**Our commitment to gender equality is reflected in our programs in broader society.**

From the IT Girls rEvolution Academy in Poland, to SheLeads labs in Morocco, Shape Your Future workshops in France and more, our STEM programs help girls and young women see a future in technology and take their first steps towards careers in IT.

Over 90 colleagues joined Sine Qua Non charity runs in France raising awareness of sexual violence. Capgemini is also a signatory to the One in Three charter and supports AXA's Safe Spaces training, pledging a safe workplace for people impacted by domestic abuse.



Read more here:

[Inclusive Futures: Focus on accelerating gender parity](#)



## Unlocking accessible and inclusive AI

At Capgemini, we use AI to remove everyday barriers that can make work harder than it needs to be, particularly for colleagues with disabilities and neurodivergence.

AI is an assistive technology, providing automatic translation, captions and subtitles and text-to-speech, supporting clearer written communication and task prioritization. These tools reduce cognitive load benefiting not only neurodivergent colleagues and those with a disability, but everyone.

Our new Global NeuroInclusion Framework provides principles and practical guidance for teams, managers and HR, including AI tips and tools. It was built with the collaboration of a global taskforce, including 12 countries, and our six NeuroAbility employee groups.

We continue advancing our Accessibility by design program, assessing the accessibility of our buildings and digital tools, with 14 sites across 11 countries assessed so far. This work is supported by our facilities and IT teams, and our global CapAbility employee network, recognized as Disability Network of the Year at the 2025 European Diversity Awards.

## Developing innovation skills for disability inclusion

In partnership with BNP Paribas and multiple clients, we run our Tech4PositiveFutures: Youth Edition innovation challenge, supporting young people who are not in education, employment, or training (NEET) to develop solutions to real-world accessibility and social issues. Running across five countries, Capgemini and client mentors help participants build skills, confidence, and experience for future career opportunities.

As a founding partner of France's leading disability innovation accelerator, Handilab, we support start-ups developing solutions that advance accessibility, inclusion, and independence for people with disabilities.

**CapAbility recognized as Disability Network of the Year at the 2025 European Diversity Awards.**



## Driving inclusion through sport

Through our global sports partnerships and community programs, we promote greater inclusion and visibility for all, helping create life-changing moments and new opportunities for all to participate and succeed.

A key focus is advancing women's empowerment in leading competitions. Beyond sponsorship, we dive deep into inclusion in sport and work in our *Beyond the Scoreboard* mini-series, uncovering real-life experiences and inspiring stories from Capgemini team members as well as guest athletes.

### Beyond sponsorship:

**We use sport to expand opportunity, representation, and leadership**



### Tour de France: cycling with purpose

In 2025, we announced our partnership with 14 cycling races, including the world renowned Tour de France, connecting millions globally. Its true power lies in its ability to reach beyond sport, across cultures, generations, and communities:

- Through our participation in the Tour de France Femmes avec Zwift, and La Vuelta Femenina, we are developing women's professional cycling.
- As partner of Tour de Léo's podcasts, we brought an inclusive dimension to the Tour de France, sharing the stories of NGOs, para-athletes and local people actively supporting people with disabilities or neurodivergence, and communities from rural or disadvantaged backgrounds.
- As the Official Technology Partner, we created 'Inside My Race', an AI-powered innovation that helps bring new audiences into the cycling community and strengthens its relevance for a changing world.

### Moving women's rugby forward: on and off the field

Capgemini's commitment to women's rugby is rooted in a long-term vision to help shape a stronger, more visible, and more inclusive future for the sport.

As Principal Partner of the Women's Rugby World Cup 2025 and a Global Partner of Women's Rugby, our role went beyond sponsorship, to support the growth and credibility of the women's game, on and off the field.

Through the Capgemini Women in Rugby Leadership Program, we supported women across the rugby ecosystem with leadership development, coaching, mentoring, helping address the historic lack of women in decision-making positions. In India through the HSBC Rugby Premier League, in France through the Rugby Girl Académie, and in Morocco through TIBU Africa, we enrich rugby programs with STEM education, health and nutrition awareness to develop girls self confidence and unlock their potential.



# Environmental *sustainability*

## Our impact

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**100%**

share of renewable  
electricity  
(v.28% in 2019)

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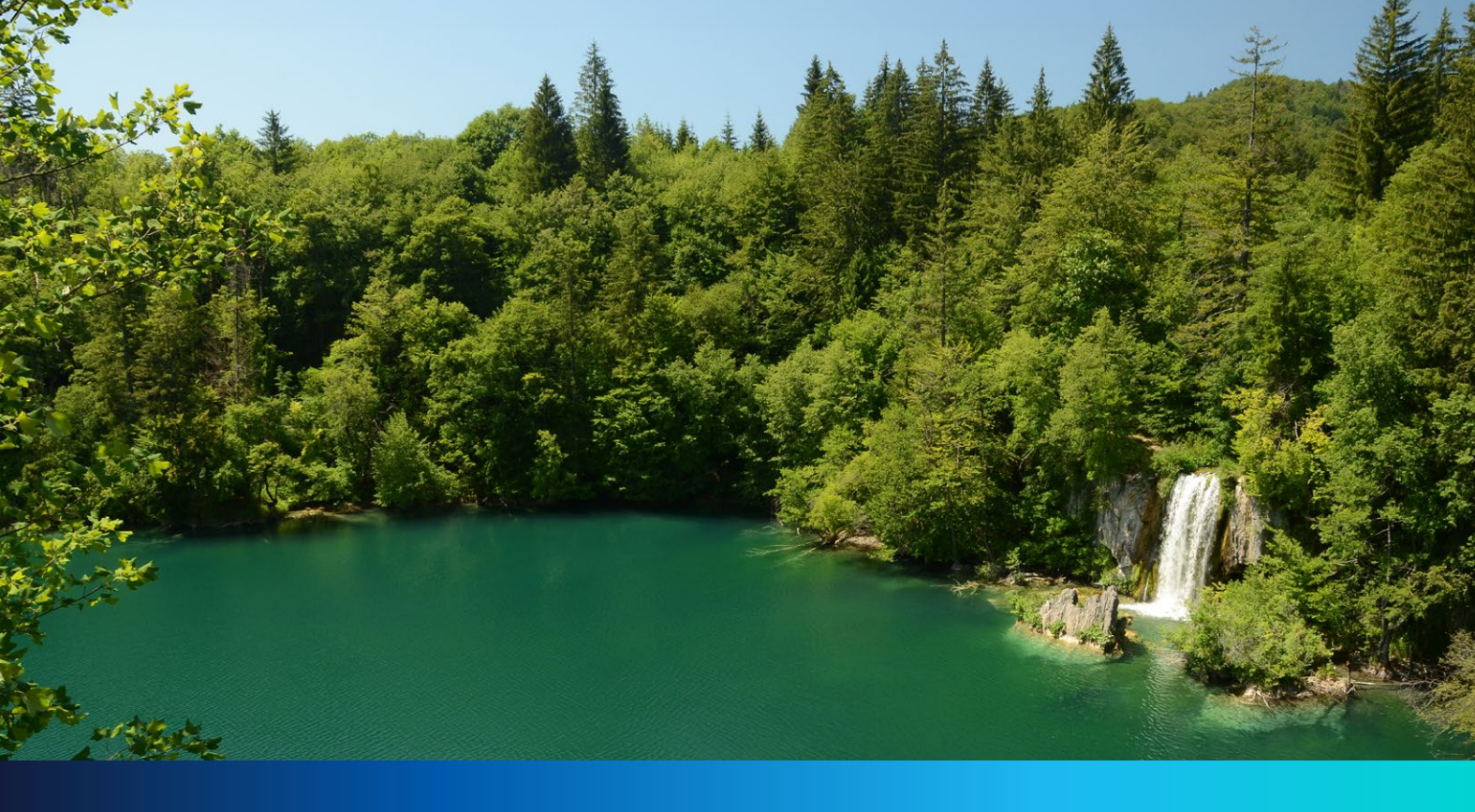
**70%**

reduction in business  
travel emissions  
(v. 2019)

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**94%**

reduction in scope  
1 & 2 emissions  
(v. 2019)

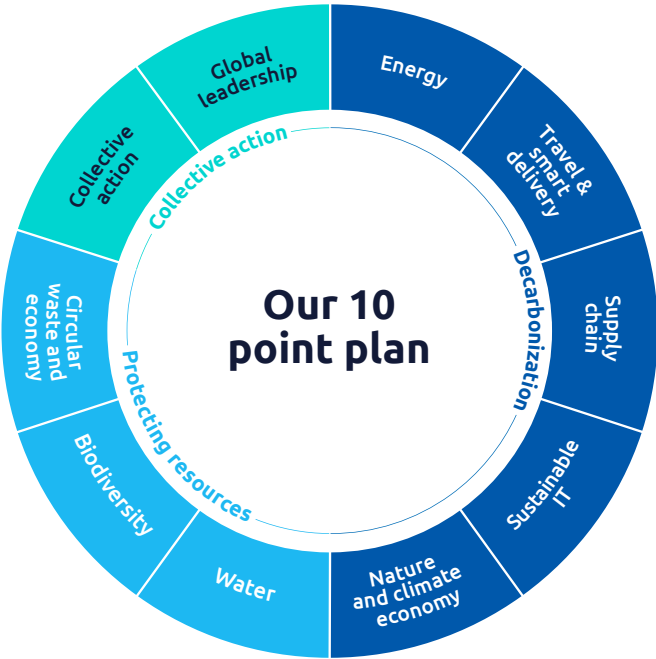


# Five years on our road to net zero

Five years ago, we announced our ambition to become a net zero business with a target to reduce our carbon emissions by 90% by 2040 (v. 2019 baseline).

In 2025, we reached a major milestone: 100% renewable electricity across our global operations, in line with our RE100 commitment. As a result, we have already met, and exceeded, our 2040 Scope 1 and 2 emissions reduction targets. We are also ahead of track on reducing our overall emissions.

Our actions are guided by our 10-point transition plan covering energy and travel to procurement, digital sustainability, governance, and employee skills. The plan provides a structured framework for reducing emissions, protecting resources, and embedding sustainability into how we operate and deliver value for clients.



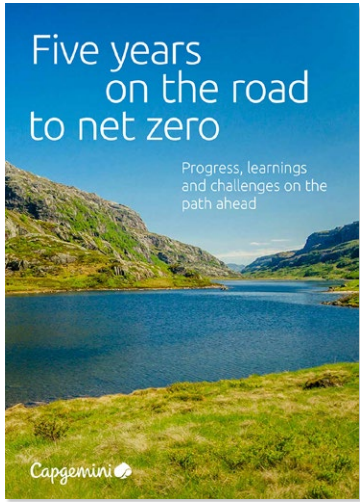
## Our five-year review

We published a review of our progress, lessons learnt and challenges for the future. The review provides an honest reflection on what it takes to transform a global organization at scale. It highlights the progress achieved, the lessons learned from embedding sustainability into everyday decisions, and the complex challenges that remain on the road ahead.

Above all, it shows how sustainability has become increasingly integrated into the way we operate, innovate, and deliver value for clients.

Read the report:

[Five years on the road to net zero.](#)



## Mobilizing our people: EnvironmentALL

Our people are critical enablers of our strategy and in 2025 we launched a global employee network EnvironmentALL, to bring colleagues together to learn, share ideas, and act. As Capgemini's fifth global Employee Network Group, it reflects the growing role of employee-led engagement in advancing our sustainability goals.

## Powering the future

Achieving net zero requires both cleaner energy and smarter energy management. Alongside our transition to renewable electricity, we continue to improve energy efficiency across our operations.



### Achieving 100% renewable electricity

In 2025, we achieved 100% renewable electricity across our global operations, marking a significant milestone in our decarbonization journey, investing significantly in on-site solar generation, the gold standard of renewable energy, particularly in India.

Today, all our operations are powered by renewable electricity, supported through a combination of power purchase agreements and on-site solar generation.

This transition has played a significant role in reducing our environmental footprint, contributing to a 94% reduction in Scope 1 and Scope 2 emissions compared to our 2019 baseline.

**94%**  
reduction in Scope 1  
and Scope 2 emissions  
v. 2019

### Driving energy efficiently through the Energy Command Center (ECC)

Since its launch in 2022, the Energy Command Center (ECC) has contributed to a 30% reduction in energy use across key campuses in India, saving 26 GWh in 2025 compared to 2019.

The ECC now covers 25 campuses and more than 70 buildings and continues to expand globally, with UK sites integrated in 2025 and feasibility studies completed in five countries. The ECC supports more informed energy management across the Group and underpins a client-facing solution, developed by Capgemini and powered by Schneider Electric, to help simplify energy management and optimize consumption.

**30%**  
reduction in  
energy use

**25**  
campuses  
and more than  
70 buildings



## Using carbon credits responsibly and transparently

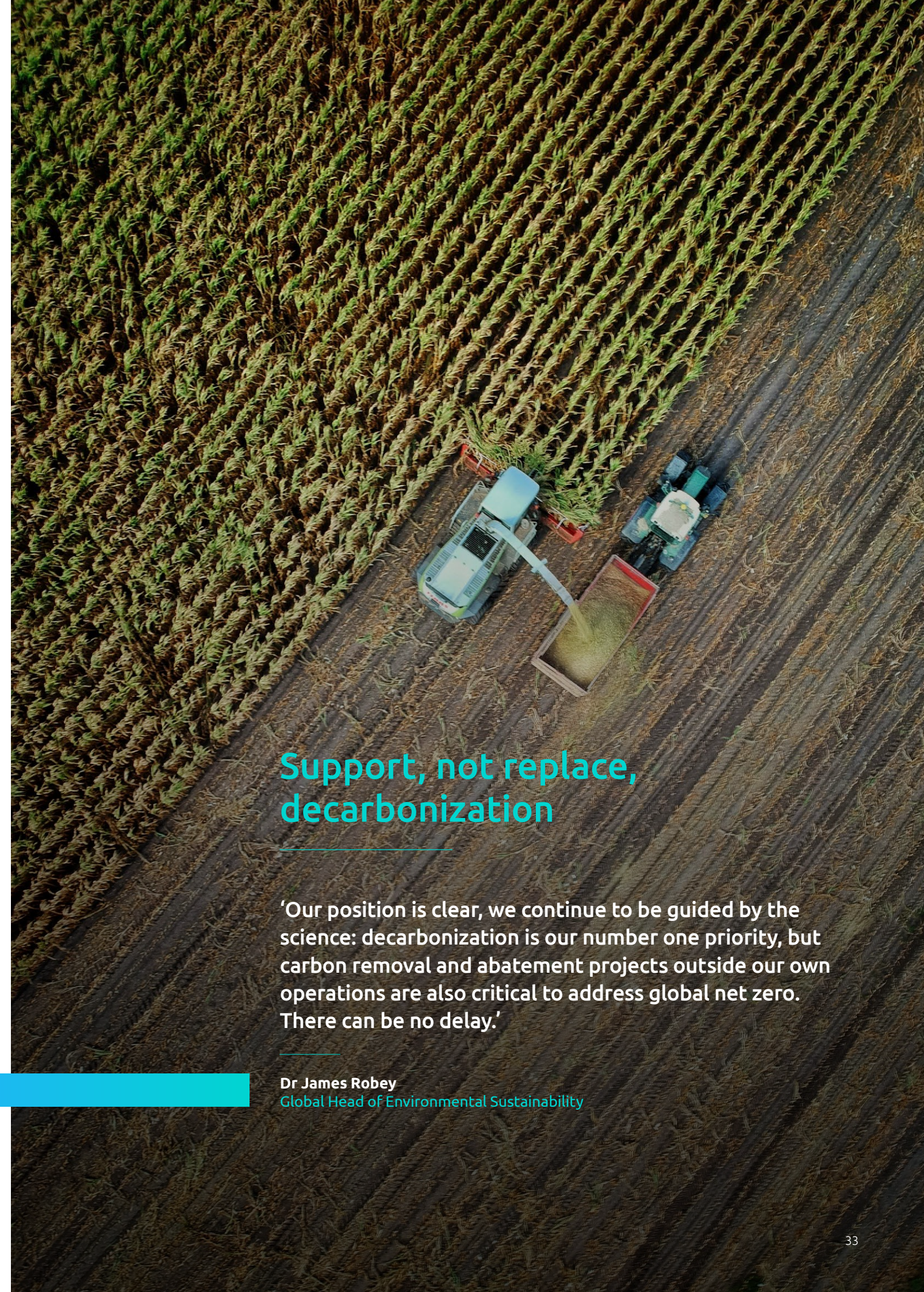
While reducing emissions and decarbonizing our business remains a top priority, we are also investing in nature and technology solutions to address residual emissions and excess carbon already in the atmosphere.

In 2025, we published our approach to carbon credits, setting out our commitment to robust principles that ensure transparency, project quality, and wider environmental and social co-benefits.

We retired carbon credits equivalent to our remaining operational emissions for 2025, as set out in our ESG policy. These credits are used to support, not replace decarbonization, and our approach aligns with evolving best practice in the voluntary carbon market.

Click here to read the blog:

[Carbon credits, used responsibly and transparently, are a critical part of corporate climate action.](#)



## Support, not replace, decarbonization

**'Our position is clear, we continue to be guided by the science: decarbonization is our number one priority, but carbon removal and abatement projects outside our own operations are also critical to address global net zero. There can be no delay.'**

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



# Positive *futures*

## Our impact

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**955,000**

Digital inclusion  
beneficiaries in 2025

(8.4M since 2018)

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**20,286**

graduates trained in  
our Digital Academies  
in 2025

with 969 hired by Capgemini

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**32,000**

Employees participated  
in our 2025 Impact  
Together Month

supporting 400 partners  
with 24 clients



# Digital inclusion: From learning to employment

Our digital inclusion program equips underserved communities with the digital skills needed to participate fully in society. By combining foundational digital literacy with access to tools and devices, we help individuals take their first steps toward digital autonomy while addressing the risk of exclusion in a connected world.

Through our Digital Academies, we create pathways to employment and financial independence. In 2025, we reached 955,000+ beneficiaries, with 20,286 learners graduating and 2,831 graduates hired by Capgemini in the last two years. Delivered across 55+ academies globally, these programs combine technical training with workplace skills to prepare participants for careers in technology.

Our impact is brought to life through local initiatives such as AI workshops for children in Morocco, inclusive AI training in Spain, and employment pathways through partnerships such as CodeYourFuture in the UK and ReDI School in Germany.

Since 2018, our initiatives have supported 8.4 million beneficiaries, expanding access to digital opportunities and enabling more inclusive participation in the digital economy.

**955,000+**  
beneficiaries in 2025

**20,286**  
learners graduating in 2025

**2,831**  
graduates hired by Capgemini  
in last two years

**8.4M**  
beneficiaries since 2018



## CodeYourFuture: Creating pathways into technology

Digital skills can open doors, but access to opportunity remains a barrier for many aspiring technologists. Through our partnership with CodeYourFuture in the UK, we help people from low-income and underrepresented backgrounds develop the technical, professional, and workplace skills needed to succeed in the technology sector.

In 2025, the partnership reached a significant milestone, with 100 CodeYourFuture graduates beginning careers at Capgemini. The achievement reflects the power of combining skills development with employee-to-trainee mentoring and meaningful employment opportunities to help create pathways to long term career growth and greater social mobility.

**100**  
CodeYourFuture graduates  
beginning careers at Capgemini  
since 2019



# Tech4Positive Futures: Innovation with purpose

Tech4Positive Futures (T4PF) is our flagship program for innovation with purpose, bringing together technology expertise, collaboration, and partnerships to address pressing social and environmental challenges.

At the heart is the Tech4Positive Futures Challenge, now in its fourth edition. The challenge brings together teams from across Capgemini to work with non-profit organizations, social enterprises, and academic partners, applying data analytics and AI to real world issues.

Recent projects have focused on biodiversity protection and climate resilience, including monitoring invasive species through environmental DNA, detecting harmful algal blooms in water systems, and using AI and drone data to manage invasive plant species.

These initiatives demonstrate how technology, when applied responsibly, can help protect natural ecosystems, support communities, and contribute to long-term sustainability.

## 4th edition of T4PF

## Data analytics and AI

## Recent winning solutions from Tech4PositiveFutures Challenge



### Gene Genius: Accelerating wildlife conservation

Environmentalists rely on NABIT kits to conduct environmental DNA testing that helps identify wildlife and monitor invasive species in fragile ecosystems. In partnership with Conservation X Labs, Capgemini's North America team has developed an automated assembly process that can increase the cartridge production twenty-fold, helping expand access to the NABIT tool, critical for conservation and accelerate wildlife monitoring efforts.

→ Read more here:  
[Enabling real-time DNA analysis for wildlife conservation](#)



### Algal Blooms: Protecting water resources with AI

In Morocco, the team has developed an AI-enabled early detection solution to monitor harmful algal blooms in reservoirs. Combining eco-sensors with an AI-powered water-based drone, the solution aims to improve water quality monitoring and enable earlier intervention by up to three days before the blooms form, impacting biodiversity and drinking water supply to millions.

→ Read more here  
[Protecting Morocco's water resources with AI](#)



### Invasive X: Using AI to manage invasive species

In India, the Invasive X team has built an AI-driven solution to identify and remove Lantana Camara, one of the world's most invasive plant species in Yercaud forest in India. Using AI, imagery analysis, automated detection, and pruning capabilities, the solution aims to help conservation partners and forest authorities reduce the spread of Lantana Camara to protect native ecosystems and preserve biodiversity.

→ Read more here  
[Managing the spread of Lantana Camara using AI](#)



## Impact Together Month: Unleashing human energy for a positive future

Beyond all-year-round volunteering, Impact Together Month (ITM) brings Capgemini employees, clients, NGO partners, and communities together to create positive social and environmental impact. What began as a volunteering initiative has evolved into a global movement that reflects how we live our purpose of unleashing human energy through technology for an inclusive and sustainable future.

At the heart of Impact Together Month is the belief that meaningful change happens through collective action. In 2025, more than 32,000 employees came together to support community and environmental initiatives, helping create positive outcomes for over 60,000 beneficiaries through collaborations with 441 NGO partners and 24 clients.

Impact Together Month has evolved from individual volunteering activities into a more integrated, action-driven approach that is closely connected to our Corporate Responsibility commitments and the value we create alongside our clients. By combining employee advocacy, skills-based volunteering, and community engagement, the program demonstrates how collective action can create meaningful and lasting impact.

# 441

NGO partners

# 32,000

employees mobilized



## Connect with us

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

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

Please find out more about our program here.

[www.capgemini.com/about-us/csr](http://www.capgemini.com/about-us/csr)



## 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.

Make it real | [www.capgemini.com](https://www.capgemini.com)

