



# Sustainability Report Italy

2023



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# 01

# Letter to the Stakeholders



Statement on the strategy of sustainable development

2023 was characterized by continued macroeconomic instability linked to the conflict in Ukraine and the conflict in the Middle East; there was less growth in Europe than expected and inflation remained very high for much of the year. The rise in interest rates cooled down the economy, and with the situation thus many companies decided to postpone planned investments, putting the need to rationalize costs and activities back at the top of their priorities.

In this scenario, it can be seen once again how digital technologies are fundamental for achieving many different objectives at the same time: process efficiency and cost reduction, customer experience and environmental and social sustainability, topics developed and explored in depth by Capgemini Research Institute in the publication “The Dual Transition: The path to a digital and sustainable economy”<sup>[1]</sup>.

Software and clouds are the first drivers of the eco-digital<sup>TM</sup> era, thanks to their ability to support the transformation of company processes, with a view to greater efficiency and performance, together with the data that enable the evaluation of the environmental and

social impacts of business strategies. Generative AI, corporate culture and collaboration within ecosystems are the other essential ingredients for unlocking the potential of the sustainable digital economy.

*“By using generative AI to automate processes, optimize resources, implement diagnostic maintenance, optimize the supply chain, mitigate risk and improve decision making, organizations can save costs and improve their overall financial performance,”* says Aiman Ezzat, Chief Executive Officer of Capgemini.

Well-trained people committed to making the most of all the opportunities offered by technology are another necessary asset, as is the ability to build a collaboration ecosystem: the challenges we face in the new *eco-digital<sup>TM</sup>* era are numerous and worldwide. These global challenges cross national, corporate and industry boundaries, thus we need global collaboration to face them.

It is our intention not only to accompany our clients in these radical transformations, but to be the first to implement them, which is why year after year we renew our commitment to achieving the ESG goals we have set for ourselves.  
Our ESG goals are the concrete expression of the entrepreneurial spirit and commitment of

our people, and they put it into practice starting with the 8 overall priorities defined by our Board of Directors, which continue to guide our daily activities: 1) act on climate change; 2) guide the low environmental impact economic transition by supporting our clients in achieving their environmental commitments; 3) invest ceaselessly in our talents; 4) promote a diverse and inclusive work environment; 5) further the digital inclusion of the local communities in which we are present. At the same time we intend to 6) create a governance that expresses diversity; 7) maintain high ethical standards constantly and increase trust in the digital sector; 8) protect and secure our data and that of our clients.

Within the framework of these common priorities and the goals associated with them, which are even more pressing today, Capgemini in Italy makes its contribution, and in 2023 it launched new initiatives applying the common priorities to its local context: a context in which female employment stands at 55% (compared to the European average of 69.3%)<sup>[2]</sup>, in which female graduates in STEM disciplines fall short of 17%<sup>[3]</sup> and the level of basic digital skills ranks Italy near the bottom among the 27 countries of Europe<sup>[4]</sup>.

It is essential to remember that if our local and global commitment can generate a positive

impact in those segments of the population that need it most, this is only possible because of the work and daily commitment of the entire Capgemini in Italy team, from management to the youngest members: their contribution is crucial to building the future that we want together. My heartfelt thanks go to each and every one of them.

#GetTheFutureYouWant

Monia Ferrari  
AD Capgemini Italia



[1] “Conversation for tomorrow”, number 8, Capgemini Research Institute

[2] Eurostat data for the 4th quarter 2022

[3] According to ISTAT, in 2022, 23.8% of young people between 24 and 35 had a degree in STEM disciplines: if we look at men, the percentage rises to 34.5%, whereas if we look at women, it drops to 16.6%

[4] Digital Economy and Society Index (DESI) 2022





# 02 Capgemini ESG ID Card





Founded in 1967 by Mr. Serge Kampf in Grenoble, the Group has developed around principles which continue to guide us today: an entrepreneurial spirit, followed by a passion for clients, an obsession with getting the best from people, extremely high performance expectations, and a commitment to being ethically irreproachable at all times. Now, led by Mr. Aiman Ezzat and chaired by Mr. Paul Hermelin, Capgemini has 340,000 employees and it operates in more than 50 countries. As in 1967, Capgemini still has the same passion: helping businesses to be more efficient, innovative, and agile through technology.

Since the creation of the Group by Serge Kampf in 1967, seven core values inspire our team members and guide our decision making and actions. They shape the ethical business practices and culture of which we are proud.

Capgemini is a world leader in supporting companies in their digital and business transformation process by leveraging the power of technology. Capgemini aims to guarantee an inclusive, sustainable future, by taking full advantage of human energy via technology. Capgemini is a global business and technology transformation partner, helping organizations accelerate their dual transition to a digital and sustainable world, while creating a tangible impact on business and society. We are a

responsible, diversified group of 340,000 team members in more than 50 countries. With its strong heritage of over 55 years, Capgemini's clients trust it to leverage the value of technology to satisfy the full range of their business needs. It provides end-to-end services and solutions by leveraging the strengths of strategy, design and engineering, all fueled by its market-leading capabilities in artificial intelligence, cloud and data, combined with its extensive experience in the field and partner ecosystem.

Our business areas are:

**Strategy & Transformation:** Our expertise in technology, data science, and creative design allows us to advise on strategy, innovation and transformation.

**Application & Technology:** We develop, modernize, extend and secure IT and digital environments using the latest technologies to develop, optimize and maintain applications.





**Engineering:** We promote digital/engineering synergies to help our clients unleash their R&D potential and design intelligent products, operations and services at scale.

**Operation:** We provide greater efficiency and operational and technological excellence through the outsourcing of business processes and services managed by applications hosted in data centers or in the cloud.

Digital technologies are redesigning processes in many industries; Capgemini operates in Consumer Goods & Retail, Energy & Utilities, the Public Sector, Manufacturing, Financial Services and in the services sector.

Capgemini works with the main large and medium-sized organizations in many reference markets and does so with a network of business partners such as Microsoft, Amazon Web Services, and Google. Capgemini Venture invests and collaborates with startups and ecosystems to co-innovate the market.

There have been no significant changes in the company's value chain structure over the last year.

CAPGEMINI IN ITALY (\*)

TOTAL NUMBER OF EMPLOYEES (\*)

9,209

TOTAL REVENUES BU ITALY

€ 867m

OFFICES

21

Bari, Bologna, Florence, Genoa, Ivrea, La Spezia, Marcon, Milan, Modena, Naples, Padua, Palermo, Piacenza, Pisa, Pomigliano d'Arco, Rome, Salerno, Trieste, Turin, Verona

COMMERCIAL BRANDS

4

Capgemini, Capgemini Engineering, Frog, Invent

(\*) Data as of December 31, 2023



03

# Capgemini ESG pledge: leveraging technology for the benefit of all







**Our conviction:** There has never been a better time to mobilize technology and unleash the human capability to address ESG challenges.

**We – in business – must leverage our leadership and our operations to speed up a bold transition to sustainability.**

In 2021, we published our ESG Policy which is the guide for an effective integration of our priorities into the Company's strategy, decision-making process, development of solutions and services, and in our relationship with our main stakeholders. It aims not only to comply with applicable regulations, but also to incorporate national and international ESG best practices and recommendations.

Capgemini is a responsible leader, determined to have a positive impact on all stakeholders within our ecosystem. As a Group, we believe that digital transformation should benefit all of humanity and we intend to be a benchmark in terms of our contribution to society, for our own activities, and for those of our clients. This will see us fighting exclusion, acting to promote diversity, ensuring equal opportunities, and preserving natural resources. Building a viable and sustainable ecosystem for all sits at the very heart of our purpose: "Unleashing human energy through technology for an inclusive and sustainable future".

We aim to be the cornerstone of our ecosystem for lasting positive ESG impacts. Leveraging the spirit and energy of the Capgemini teams, and using our operational excellence, innovative assets, and added value partnerships, we continually increase our ESG performance and develop solutions and services to substantially improve the environmental performance of our clients.

We contribute to society by fighting exclusion and promoting diversity, by tackling climate change and natural resource depletion, and by ensuring that digital transformation benefits all of society. We do this both through our own activities and in collaboration with our clients for a shared success. We are committed to upholding the highest standards of governance and ethics, and fully subscribe to the key principles of sustainable development, namely, inclusivity, integrity, stewardship, and transparency.



## 3.1

# Eight ESG priorities for a positive future

Guided by our published ESG policy, which incorporates eight material ESG priorities and 11 specific objectives, we aim to drive positive changes in every facet of our operations.

## Environment

- A.** Act on climate change by being carbon neutral by 2025 and becoming a net zero business
- B.** Lead to low carbon economic transition by helping our clients achieve their environmental commitments

## Social

- C.** Relentlessly invest in our talents through a unique experience, developing tomorrow's skills
- D.** Enhance a diverse, inclusive and hybrid work environment
- E.** Support digital inclusion in our communities

## Governance

- F.** Foster a diverse and accountable governance
- G.** Maintain high ethical standards at all times for mutual growth
- H.** Protect and secure data, infrastructure and identity





As a key pillar of our strategic ambition and value creation model, ESG is intricately woven into our organization. We are committed to helping our clients achieve their net zero objectives in addition to reducing our own environmental impacts. As a people oriented business, we work with our stakeholders to have a positive impact throughout our value chain, and monitor and reduce potential negative impacts. We are committed to Corporate Governance best practices and policies that serve the long term interests of Capgemini and its stakeholders. We ensure that sustainability is as the heart of our business offerings to enable organizations to meet their environmental obligations for a sustainable future.

Therefore, our new offering goes from structurally transforming IT in terms of consumption habits and ways of working, to empowering clients to create a culture of sustainable digital economy. We take a holistic approach to identify a company's emission hotspots and reduce their environmental impact. We leverage new technologies like the Internet of Things (IoT), Artificial Intelligence (AI), Virtual Reality (VR), and Analytics to address the environmental challenges of an organization, thereby enabling efficient data capture, evaluation and analysis, monitoring and control, and supporting decision making.

In 2023, in our relentless pursuit of sustainable excellence, we recognized the imperative of understanding and mitigating our impacts. We conducted an analysis, scrutinizing our operations through the lenses of socio economic considerations, carbon footprint and biodiversity loss. This rigorous analysis allowed us to assess the tangible effects of our business activities and their contribution to local communities, employment opportunities, and societal well being. Simultaneously, a meticulous examination of our carbon footprint provided insights into our environmental impact, enabling us to identify areas for improvement and carbon reduction initiatives. Additionally, we delved into the realm of biodiversity loss, exploring the implications of our operations on ecosystems and undertaking measures to safeguard and restore biodiversity where needed. This impact analysis not only serves as a reflective snapshot of our progress, but also as a dynamic blueprint for future endeavors. It will be a strong base to set our priorities and objectives as we update our ESG policy in 2025.



## 3.2

# Eleven objectives for sharing our progress with our eight priorities

### Environment

1. Be carbon neutral for our own operations no later than 2025 and across our supply chain by 2030, and committed to becoming a net zero business by 2040.
2. Transition to 100% renewable electricity by 2025, and electric vehicles by 2030.
3. Help our clients to save 10 m tCO<sub>2</sub>e by 2030

### Social

4. Increase average learning hours per employee by 5% every year to ensure regular lifelong learning.
5. 40% of women in our teams by 2025.
6. 5M beneficiaries supported by our digital inclusion programs by 2030.

### Governance

7. 30% of women in executive leadership positions in 2025.
8. Maintain best-in-class corporate governance.
9. Maintain over 80% of the workforce with an Ethics score of between 7-10.
10. By 2030, suppliers covering 80% of the purchase amount of the previous year, will have committed to our ESG standards.
11. Be recognized as a front leader in data protection and cybersecurity.



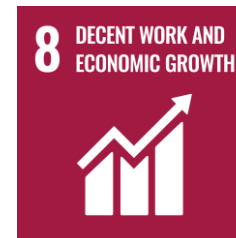


## 3.3

## Commitment to achieving 11 Sustainable Development Goals

In September 2015, all 193 Member States of the United Nations adopted a plan for achieving a better future for all – laying out a path over the next 15 years to end extreme poverty, fight inequality and injustice, and protect our planet. At the heart of “Agenda 2030” are the 17 Sustainable Development Goals (SDGs) which clearly define the world we want – applying to all nations and leaving no one behind.

Capgemini has committed to help achieve 11 of the 17 SDGs, as we believe that they best reflect our ability to integrate material ESG challenges in the way we do business. These goals also reflect our commitment to the ten principles of the UN Global Compact, which Capgemini first signed in 2004.



# Environment



## SDG 7 | Target 7.2: “By 2030, increase substantially the share of renewable energy in the global energy mix”

We are committed to transitioning our own electricity supply to 100% renewable by 2025 and through our membership of the RE100, we are a vocal supporter of the acceleration of renewable electricity markets and support our clients in their renewable energy transitions. In 2023, 96% of our electricity came from renewable sources. We also help some of our clients implement smart grids that handle renewables or move data centers to cloud providers that are 100% powered by renewable energy.

## SDG 9 | Target 9.4: “By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource use efficiency and greater adoption of clean and environmentally sound technologies and industrial

## processes, all countries taking action in accordance with their respective capabilities”

We are committed to working with clients in the public and private sectors to increase their sustainability and resource efficiency, with a target to help our clients save 10 million tons of CO2e. We help them redesign their industrial and supply chain footprint processes, implement best in class planning methods to limit material waste, water and energy consumption and CO2 emissions in networks. We also promote circular business models through reversible supply chain and manufacturing operating models. Finally, we support clients in the definition and implementation of their sustainable IT roadmap – including more sustainable moves to cloud.



## SDG 11 | Target 11.6: “By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management”

As a company that employs above 340,000 people, many of whom live and work in cities, the decisions we make on mobility and waste management can have a global reach. We are committed to reducing the emissions and air pollutants associated with business travel and employee commuting, with targets to reduce GHG emissions by 55% per employee by 2030 and 90% by 2040. We are also ensuring the sustainable management of waste. We also support our clients in measuring, monitoring and improving their environmental performance about air quality, GHG emissions, water management and energy sobriety. To help our clients limit employee commuting, we implement remote maintenance of their infrastructures and state-of-the-art digital workplaces.



**SDG 12 | Target 12.2:**

**“By 2030, achieve the sustainable management and efficient use of natural resources”**

We have an impact on advancing resource efficiency and supporting the circular economy, primarily through the decisions on what we buy, how we use, re use and dispose of resources. We are committed to reducing total waste per employee by 80% by 2030 (baseline year 2019) and to reducing to zero the amount of waste that goes to landfill. At the same time, we support clients in monitoring and reducing their natural resources impacts.

**SDG 13 | Target 13.3:**

**“Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning”**

Our sustainability program is oriented around a goal to drive strong action on climate change.

We are committed to improving education, building capacity, and raising awareness of climate change both throughout our workforce and with our clients. In April 2023, we ran a “Skill Up for a Sustainable Future” global campaign to coincide with Earth Day and followed with a re release of the Campus in November 2023 to include role based sustainability upskilling in the context of our new positioning, “Our Business to Planet Learning Journey.” We also help our clients in creating a culture of sustainability and upskilling their employees by launching their own sustainability academies. And we design their role specific processes and metrics to enable teams to action the ESG strategy as part of their day to day work and ensure a deep sustainability transformation.





## Social



### SDG 3 | Target 3.8:

“Achieve universal health coverage, including financial risk protection, access to quality essential health care services and access to safe, effective, quality and affordable essential medicines and vaccines for all”

We are committed to providing a stimulating, fulfilling and safe professional environment to all our employees and we pay particular attention to their physical and mental well being. As we are operating in a hybrid working model it is crucial to ensure employees feel navigated and included and part of the Company culture wherever they are working from. To this end, we have implemented a wide set of policies – personalized training paths, feedback culture, helplines, health coverage, well being initiatives, etc. – reflecting our commitment to providing a safe environment to our employees to evolve and thrive.

### SDG 4 | Target 4.4:

“By 2030, substantially increase the

number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship”

Through our Digital Literacy programs, Capgemini is committed to providing digital skills to the most excluded, while providing access to digital tools to the most disadvantaged. Our Digital Academy programs focus on providing specialized training in IT and ITES to disadvantaged populations with the aim of accelerating their social and economic independence.

We have ensured that all our employees in more than 50 countries have equal access to the same high quality and inclusive learning opportunities through heavy investments in world class digital learning technologies. More than just providing our people with resources to succeed, we also prioritize on going skills development at all levels of the organization to make sure that our employees develop lifelong learning habits that will serve them well both at Capgemini and in everyday life, while ensuring their employability to meet demanding market requirements.



**SDG 5 | Target 5.1:**

**“End all forms of discrimination against all women and girls everywhere”**

**SDG 5 | Target 5.5:**

**“Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life”**

Capgemini has zero tolerance to discrimination and pays special attention to potential bullying or harassment of women, including sexual harassment. Capgemini ensures that women employees benefit from equal opportunities of getting hired, trained, promoted and rewarded, and fully take part in corporate life and in decision making processes at all levels, as equals of men. One of our objectives set out in the ESG policy is to reach a minimum of 40% of women in our teams and 30% in Executive leadership positions by 2025 to enhance a diverse, equal, and inclusive work environment.

**SDG 5 | Target 5.b:**

**“Enhance the use of technology, in particular information and communications technology, to promote the empowerment of women”**

Capgemini is committed to opening Science, technology, engineering, and mathematics (STEM) careers to more women. To this end, we have several Digital Literacy initiatives hosted under our ACE of STEM program that are designed to spread awareness and inspire girls and young women to pursue careers in technology. Aside from ensuring a fair representation of women among our trainees, we have also designed several Digital Academies entirely dedicated to women.

**SDG 8 | Target 8.5:**

**“By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value”**

We have implemented a set of policies around inclusion, Health and Safety and continuously engage with our employees to measure their level of satisfaction and well being in the workplace. We are committed to facilitating the inclusion and progression of people with disabilities, neurodivergence or suffering from long or chronic illness in the workplace. The Group rewards individual and collective performance with a remuneration model that is competitive, motivating yet flexible, and offers equal remuneration for an equivalent role, level of expertise, seniority, and performance.

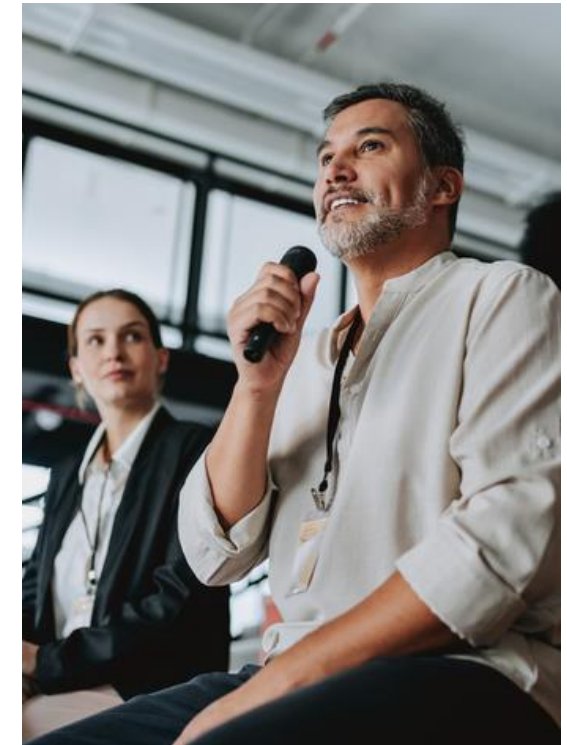
**SDG 8 | Target 8.6:**

**“By 2020, substantially reduce the proportion of youth not in employment, education or training”**

We reached above 340,000 employees at the year end and 14.8% of our headcount is aged under 25.

Through our Digital Academy program, Capgemini contributes to the upskilling of disadvantaged populations on topics such as ITES, web development, cybersecurity, etc. We strongly believe that our graduates not only enrich the diversity of our own organization but also represent an alternative pool of diverse

talents trained in top notch skills. Therefore, we take substantial actions every year to integrate these diverse and talented graduates within our organization, either through internships or full-time positions.



**SDG 8 | Target 8.7:**

**“Take immediate and effective measures to eradicate forced labor, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms”**

**SDG 8 | Target 8.8:**

**“Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment”**

We comply with the Universal Human Rights Declaration of 1948 and the International Labor Organization’s Declaration on fundamental principles and Rights at Work (ILO Declaration) refusing the use of forced and child labor and human trafficking.

Capgemini published its human rights policy setting up its 10 commitments on particular human rights issues.

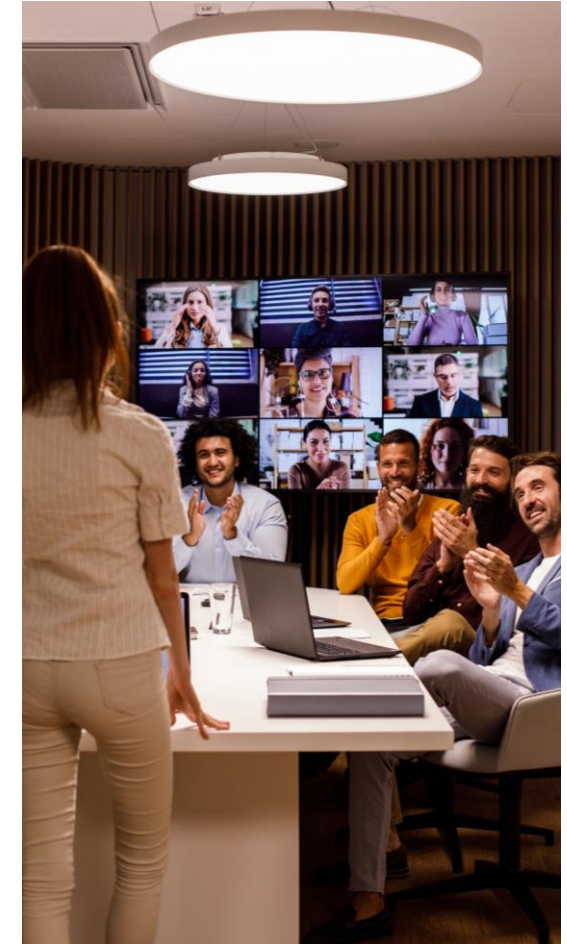
We have a dedicated mandatory e learning module on human rights available for all our employees.

**SDG 10 | Target 10.2:**

**“By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status”**

We promote the inclusion of all kinds of talents irrespective of age, gender, sexual orientation, social background, ethnic origin, disability status, religion, or political beliefs. We actively onboard and promote diverse profiles, with 40.2% women among our new recruits and 4,015 people with disability. In the US, the representation of underrepresented minorities is 15.1% and we have taken the commitment to reach 20% by 2025. Our network uniting our LGBT+ employees is active in 26 countries. We encourage all Capgemini employees to contribute to our Diversity & Inclusion (D&I) strategy and culture of inclusion through their

participation to Employees Networks. Through our Digital Academy and Digital Literacy programs, the Group contributes to the economic and social inclusion of disadvantaged populations. It includes NEET (Not in Education, Employment, or Training) youth, refugees, marginalized groups, women, elderly, ex offenders, people with disabilities, etc.





# Governance



## SDG 16 | Target 16.5: “Substantially reduce corruption and bribery in all their forms”

Our zero tolerance for corruption underpins our anti corruption program. It is part of Capgemini’s commitment to society reflected in the 10th principle of the UN Global Compact, which Capgemini first signed in 2004: Businesses should work against corruption in all its forms, including extortion and bribery. The member companies of this program support and comply with ten principles in the areas of environment, human rights, labor rights and the fight against corruption.



## SDG 16 | Target 16.b: “Promote and enforce non discriminatory laws and policies for sustainable development”

Since 2015, Capgemini has implemented the Supplier Standards of Conduct, which formalize the standards that will be applied and enforced in its business relationships with its partners and suppliers. The terms of the Standards of Conduct define prerequisites regarding ethics and compliance, Corporate Social Responsibility, and sustainable development, and ensure that our suppliers are committed to supporting our ESG priorities. In 2021, Capgemini published its Human Rights Policy setting up its 10 human rights commitments across our full value chain.



3.4

# Increase the collective impact by participating in public initiatives

Guiding the path towards a positive future also means supporting and engaging colleagues, partners, clients and consumers in general. Capgemini’s commitment extends to ambitious national, regional and global initiatives, and that is why we have been signatories of the United Nations Global Compact since 2004.

The member businesses of this program support and respect ten principles in the areas of human rights, workers’ rights, the environment, and the fight against corruption.

1. Environment

We have been signatories of the UN Global Compact’s “Caring for Climate” initiative since its inception in 2007.

We are a signatory to the Taskforce for Climate-related Financial Disclosures (TCFD), supporting action to build resilient solutions to climate change through climate-related financial disclosures.

We signed a joint letter along with over 170 CEOs to European heads of state calling on them to increase emissions reduction targets to ensure they reach their net zero target by 2050.

We became a signatory to the RE100 in 2020, committing to transition 100% of our electricity to renewable sources by 2025.

The Science Based Targets initiative (SBTi) validated our carbon reduction targets as being in line with the new Corporate Net Zero Standard, one of the first in our sector.

We are one of the founding members of the UN’s Race to Zero campaign - a coalition of

leading net zero initiatives.

We signed the Business Ambition for 1.5° targets.

We joined the World Economic Forum’s Alliance of CEO Climate Leaders, a global community of Chief Executive Officers who catalyze action across all sectors and engage policymakers to help deliver the transition to a net zero economy.

We joined EV100 in 2021, making a commitment to make a 100% transition to an electric fleet by 2030, guaranteeing access to charging infrastructures at all our offices.

We are members of the WEF 1t.org business alliance with our commitment to plant 20 million trees by 2030 to help fight climate change and support biodiversity.

We are members of the European Green Digital

Coalition, a group of companies committed to supporting the EU’s green and digital transition.

We are signatories of the European Commission’s Sustainable Consumption Pledge, reaffirming the actions we are taking to tackle climate change and to increase the circularity of our business.

We are a member of the LEAF Coalition, which aims to halt deforestation by financing large-scale tropical forest protection.

We have become a member of the First Movers Coalition for decarbonization, committing to contract at least 50,000 metric tons or \$25 million of sustainable, scalable net carbon dioxide removals by the end of 2030.





## 2. Social

Capgemini is committed to protecting and preserving human rights in accordance with the Universal Declaration of Human Rights, the International Labour Organization Declaration on Fundamental Principles and Rights at Work and its core conventions, and the United Nations Guiding Principles on Business and Human Rights.

In 2020 we joined the “Valuable 500,” which is a global CEO community revolutionizing disability inclusion through business leadership and opportunity.

We are a member of the International Labour Organization’s “Global Business and Disability Network.”

We have been signatories of the Women’s Empowerment Principles since 2011, the result of the alliance between UN Women and UN Global Compact.

Capgemini is committed to standing in solidarity with the LGBT+ community.

In 2022, our CEO signed the United Nations Standard of Business Conduct, opposing discrimination against LGBT+ people.

Capgemini is a founding member of the World Economic Forum’s Partnering for Racial Justice in Business initiative.

## 3. Governance

We refer to the AFEP-MEDEF Corporate Governance Code for issuers listed on the Paris stock exchange since its initial publication in 2008. We follow the principles and concepts of the < IR> Framework, which the International Accounting Standards Board (IASB) and the ISSB assumed responsibility for when the Value Reporting Foundation merged with the IFRS Foundation in August 2022. We have been a signatory to the Paris Call for Trust and Security in Cyberspace since its inception in November 2018.





# 04

## Capgemini's integrated ESG approach



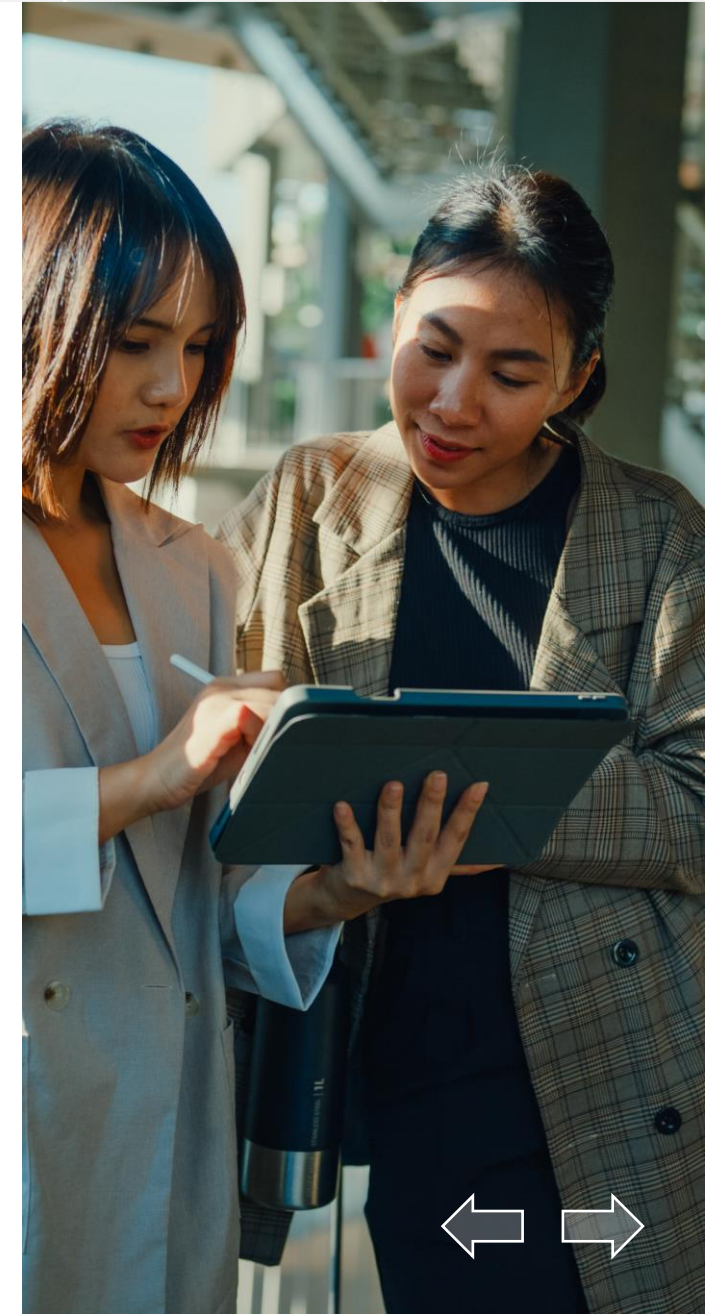
## 4.1

# Empower local initiatives through aligned leadership: our governance and our ESG organization

In Italy, CSR Governance is divided in relation to the three pillars of Group Strategy and reports to the Country Board, which has the task of approving objectives and priorities, approving targets and the budget, and monitoring project progress.

The key roles of governance are:

- CEO (for the 2023 period)  
Monia Ferrari
  - Acknowledges the results emerging during the approval of the sustainability report, defines with the ESG Manager and approves the ESG actions to be taken.
  - Approves the company sustainability report, drawn up by the ESG Manager, who analyzed each individual contribution received from the various departments involved.
- ESG Manager  
Alessandra Miata
  - Supervises all ESG-related processes and checks that the correct verification and approval procedures have been carried out for all the necessary requirements.
  - Involves top management in supporting ESG-related processes.
  - Verifies the effectiveness of the processes annually before drawing up the sustainability report.
  - Draws up the sustainability report and implements and coordinates the ESG actions to be taken.



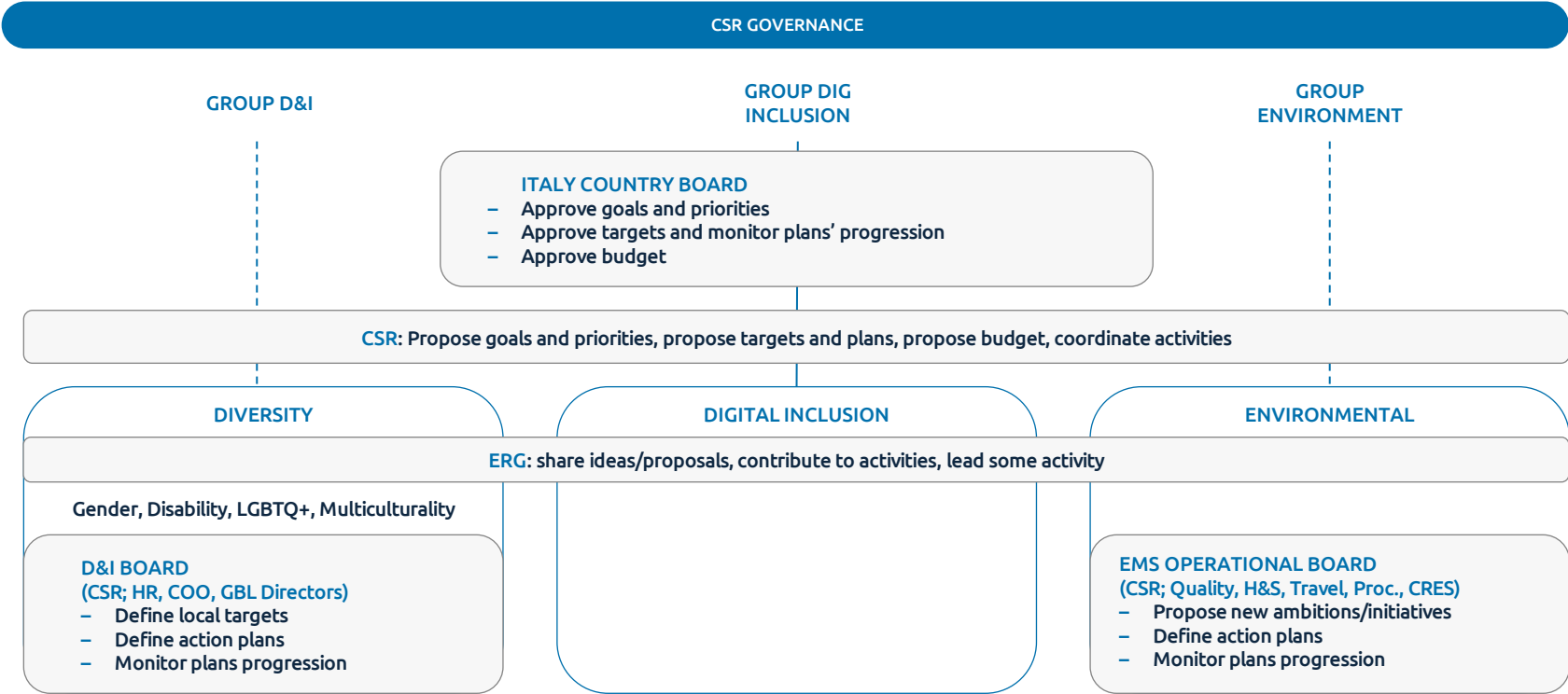


There is a specific committee for environmental issues, the Environmental Management System Operational Board, which involves all company departments that contribute to the achievement of environmental sustainability goals (Real Estate, CSR, HR/Health and Safety, Procurement, Quality), and which prepares the work plan and identifies the resources necessary to implement it. At the same time, on the Diversity & Inclusion front, there has been a Board in Italy since late 2021, which identifies its objectives and action plans and submits them for the approval of the Country Board.

The D&I Board is a interdepartmental body made up of the following members: Human Resources Director, CSR Director, the Talent Acquisition, Talent Development, Learning & Development and Diversity & Inclusion managers and the Directors responsible for the various business lines in Italy. The CSR Director is the secretary and coordinator of the Steering Committee. It meets virtually at least quarterly, or more frequently when necessary, and constitutes a fundamental, but not exclusive, part of Diversity & Inclusion Governance.

The CSR governance system also includes 6 Employee Network Groups (ENG), which follow the 3 pillars of CSR strategy and its formulation. The CSR Director is responsible for coordinating the work of the active committees and ERGs,

ensuring that local activities are aligned with Group strategies, and reporting on local ESG ambitions and performance.





Both in the case of the EMS operational board and in the case of the D&I Board the departments represented are present in the persons of their directors; in both cases, one or more members of the Country Board participate in these committees.

The CSR governance system also includes 6 Employee Network Groups (ENG), which follow the 3 pillars of CSR strategy and its formulation. More specifically, the ENGs active in Italy are:

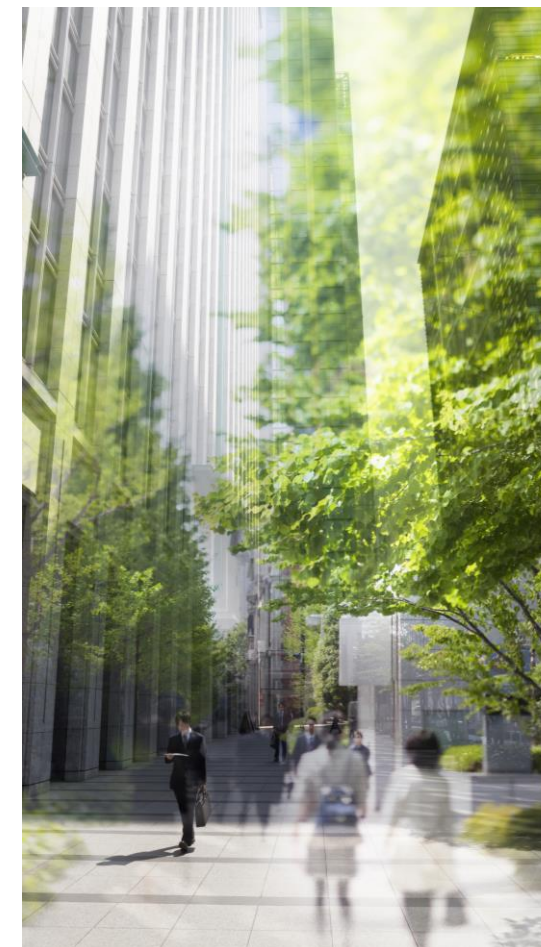
- Digital Inclusion (which includes people interested in developing Digital Inclusion initiatives in Italy and in expanding the network of ETS's that can support this ambition).
- Green Team (which includes people interested in developing environmental awareness initiatives).
- D&I Women@Capgemini\* (which includes men and women interested in promoting gender equity in the company).
- D&I OUTfront\* (which includes people who identify with the LGBT+ community, as well as "allies," with the common interest of promoting a culture of inclusion on LGBT+ issues).
- D&I CapAbility Team\* (which includes people with disabilities and

neurodivergences, but also able-bodied people, with the common interest of promoting a culture of inclusion towards people with disabilities).

- D&I CulturAll\* (which includes people with different cultural backgrounds and with the common interest of giving value to different cultures).

Overall, the ENGs involve approximately 375 employees, with an increase of 100% over last year. Both employees and managers participate in the ENGs, but it is important to emphasize that the role of these players is to propose new initiatives and to be consulted regarding initiatives proposed by management. The ENGs do not have decision-making or financial responsibilities.

The EMS Operational Board and the D&I Board report regularly to the Country Board on at least an annual basis, but often more frequently, depending on the number of ongoing projects/initiatives and their progress.



\* The ENGs that have an equivalent at the Group level





As part of its ESG commitment, Capgemini constantly monitors the Environmental and Social dimensions. Environment in particular is governed according to ISO 14001 certification standards by means of a management system that enables us to identify and prevent the risks associated with our operations and the impact across the supply chain.

On the Social front, our pledge is to recognize, value and make use of the differences both in our internal processes and in identifying the resource teams we offer to clients, an aspect that is all the more important the more the contribution that is requested of us has the connotation of being innovative and is able to offer bias-free solutions.

Our teams always consist of a mix of skills, ages, genders and cultures, in order to respond to client needs and find “out of the box” solutions. Likewise, our customer services are conceived from the design stage to ensure the utmost physical and cyber security for people and data.

### ENVIRONMENTAL CERTIFICATIONS AND RATINGS




CDP  
 Climate change rating = A



ecovadis  
 Sustainability Rating  
 APR 2024



Corporate ESG Performance  
 Prime



Euronext  
 Member of the CAC40® ESG INDEX and CAC SBT 1.5° NEXT




Euronext Vigeo  
 Member of the Europe 120 & Eurozones indexes



FTSE  
 Member of FTSE4Good Index



DJSI  
 Member of DJSI Europe




SBTi  
 Validation Certificate



EMS Certificate  
 ISO 14001:2015



ISO 14064



ENMS Certificate  
 ISO 50001:2018

### SOCIAL CERTIFICATIONS AND RATINGS



The Etisphere® Institute  
 Recognized as One of the World's Most Ethical Companies for the 10th year in a row



SILVER  
 EMPLOYER



EDGE  
 Global EDGEPlus Certification



Bloomberg  
 Gender Equality Index



Standard Ethics  
 Constituent Company of a Standard Ethics index



Equileap  
 Global Report 2023  
 Refer to Page 28



SA 8000



UNI PDR 125




ISO 30415



ISO 20400



ISO 37001



OHS Certificate  
 ISO 45001:2018






Regarding Governance we have implemented a code of ethics and the blue book that set out the responsible conduct to follow. Company policies comply with the highest ethical and human rights standards, considering all international aspects. All risk or vulnerable groups for which the company is responsible are taken into consideration with special attention given to all commitments made in terms of human rights and the protection of those rights. The policies are available to all employees through the company intranet.

The various policies are approved by the department head in charge of the process. For example, all ESG dynamics/policies are approved by the ESG Manager. All activities are provided according to company principles and values. These values are sought in partners through accurate checks of their ethical and anti-bribery systems. The commitments made are communicated to workers, business partners and other stakeholders through the acceptance of our codes of conduct. The Board of Directors receives periodic communications with the update of the main initiatives implemented, and the sustainability report is disclosed to top management.

In 2023, the sustainability report and related topics were shared with the company's Chief Executive Officer.

All indicators related to ESG issues are assessed according to criteria in line with group processes.

Performance assessment is done annually; in 2023 there were no actions following the assessment of ESG issues.

Top management remuneration policies

Locally, thus excluding board members of the parent company, all members of top management had two ESG objectives that act on the payout of the annual variable remuneration:

- Incremental trend of the training hours provided to employees;
- Increase in the number of women in management and top executive roles (regarding both promotion and hiring).

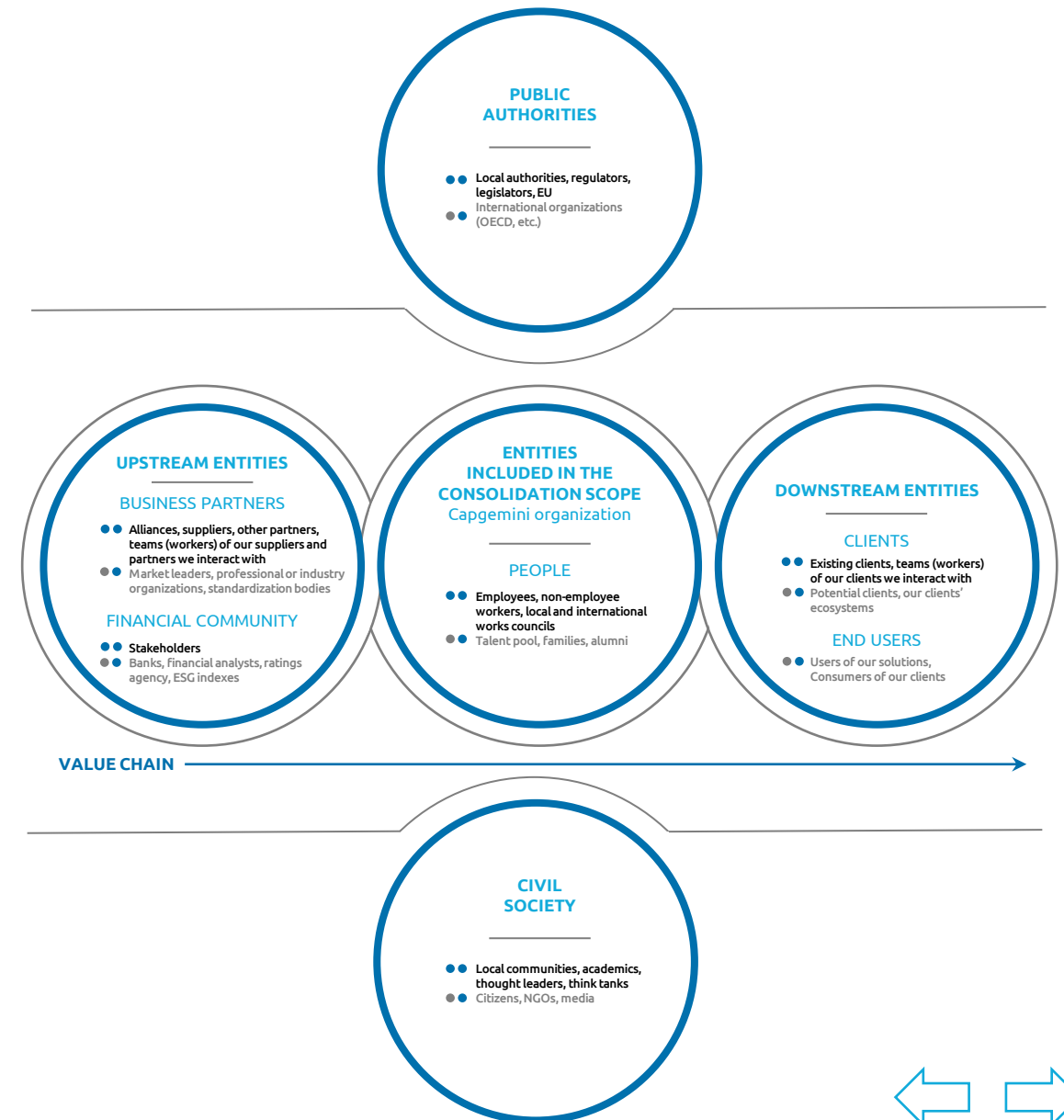


## 4.2

## Leveraging the dynamics of our stakeholders through constant dialogue

Capgemini's success is based on its ability to establish relationships of trust with each of its stakeholders, both upstream and downstream. We establish this communication with our stakeholders at three levels: that of the Group, that of its organizational and local entities, and that of each employee.

Capgemini has defined and developed a specific mode of interaction with the players in each of these five categories: Public Authorities, Upstream entities, Entities included in consolidation scope, Downstream entities, Civil Society.





As a committed player in the areas where it operates, Capgemini in Italy has initiated a constant, regular dialogue with all stakeholders to ensure that digital and technological transformation is a source of long-term growth. This dialogue allows us to offer solutions that are most suitable for the needs of each stakeholder, whether they are third sector organizations, local communities, training institutions, clients, suppliers or partners, in

accordance with its values, as well as with ethical and performance requirements.

For example, in the process of preparing this sustainability report for Italy, we took into account the main external stakeholders – employees, clients, business partners – and internal stakeholders –management.

In the first edition of the Italian Sustainability

Report we chose to focus on Clients and Partners who are extremely close to our core business, to ensure that we gather the essential elements in setting up analysis and disclosure work. The employees involved in the analysis were selected from among those following internal CSR initiatives. Naturally, the Parent Company also played a key role in defining the strategic reference framework for our materiality analysis.

In view of the significant changes in the approach to reporting introduced by the new European regulations, we considered it premature to repeat the exercise for the 2023 report; we will do so for the 2024 report, implementing all the new regulatory references.





## 4.3

# Focus on ESG material impacts

Material issues were analyzed in the 2021 reporting process. Specifically, Capgemini in Italy maintains a constant, regular dialogue with all stakeholders to ensure that digital and technological transformation is a source of long-term growth. This dialogue allows us to offer solutions that are most suitable for the needs of each stakeholder, whether they are third sector organizations, local communities, training institutions, clients, suppliers or partners, in accordance with their values as well as with ethical and performance requirements.

In 2023, an in-depth analysis of the impact on the supply chain was begun, also in regard to human rights. Further details on this local initiative are given in the specific section on the supply chain, which remains one of our material issues.





All that has been identified as a material issue by the Parent Company naturally plays a significant role in Capgemini in Italy’s materiality analysis.

The material issues identified in 2021 were confirmed during 2023:

- Compliance and Business Ethics
- Service and Product Innovation and Safety
- Digital Inclusion
- Sustainable Procurement
- Development of Talent
- People and Diversity
- Workers’ Health, Safety and Well-being
- Management of Environmental Impacts
- Activities to raise awareness and training on topics of sustainability and social responsibility
- Cybersecurity

ZOOM ON MATERIAL IMPACTS

IMPORTANT	
<div></div>	Activities to raise awareness and training on topics of sustainability and social responsibility
<div></div>	Digital Inclusion
VERY IMPORTANT	
<div></div>	People and diversity
<div></div>	Cybersecurity
<div></div>	Management of environmental impacts
<div></div>	Responsible procurement
EXTREMELY IMPORTANT	
<div></div>	Workers’ health, safety and well-being
<div></div>	Service and product innovation and safety
<div></div>	Development of talent
<div></div>	Compliance and business ethics

- PEOPLE: Commitments with people
- DATA: Guarantee the protection of data and IT security
- ETHICS: Ethics and compliance without compromise
- WORLD: Being a responsible enterprise





4.4

Integrating ESG in our corporate strategy

Capgemini, as a socially responsible organization, also has the goal of raising awareness and regularly training its staff on CSR strategy issues, with attention given in particular to those who act as coordinators and as such set an example for others.

In 2023 a vast training program was carried out, described in greater detail on page 52 of this report, on the topics of Diversity and Inclusion and emotional intelligence.

Furthermore, regarding gender equity, together with the LeadHerWay initiatives, described on page 63 of this report, several editions of the “Nel salotto con...” webinars were created, in which various female role model colleagues were interviewed on their

professional and life experiences, in a friendly, informal conversation, which involved over 200 participants.

As for LGBT+ issues, two web events were organized to explore the initiatives organized by the Employee Network Group OUTfront within the company to explore the possible impact that the LGBT+ models proposed by social communication have or can have on adolescents and young people, with a total of over 180 participants.

Regarding disability, [4 videos](#) were created for use both within and outside the company, which illustrate the role of the CapAbility team (ENG for the inclusion of people with disabilities) in improving the culture of inclusion with concrete

actions. Furthermore, two web events were held in December to illustrate the initial results of the Memorandum on reasonable accommodations launched in early 2023 and to introduce the topic of neurodiversity and autism spectrum diagnoses, with over 150 participants.

In 2023, our Diversity and Inclusion Circles on unconscious bias and the value of diversity in business continued. These involved over 150 employees.

From an environmental perspective, in addition to the training done with the Aworld app, mentioned in the report on page 42, in 2023 webinars called Green Talks were held again on the impacts of climate change, which were organized by the members of the Green Team

ENG on the following topics: sustainable agriculture, biodiversity, water, how to protect our environment/forests, and the circular economy, involving over 100 participants.



## 4.5

## Managing significant ESG risks

The organization has implemented procedures and mechanisms to ensure a high level of responsible business conduct. These mechanisms are also applied in business relations.

We have a code of ethics that gives the rules of responsible conduct to be followed; we have a policy for protecting human rights and a specific policy for diversity and inclusion.

Company policies comply with the highest ethical and human rights standards, considering all the facets from an international standpoint.

All risk or vulnerable groups for which the company is responsible are taken into consideration; the policies are available to all employees through the company intranet. The commitments made are communicated to workers, business partners and other

stakeholders through the acceptance of our codes of conduct.

The entire company is made aware through specific campaigns, therefore each department head has the obligation and commitment to implement these issues at all levels of his or her organization.

Every process complies with the standards of conduct required by the group, therefore all activities and strategies that reflect these processes are in line with the rules and commitments made.

Employees receive regular training on ethics, anti-bribery, competition, conduct and corporate values.

In order to identify the perception of employee during work and in relations with the company,

SpeakUp, the main tool for reporting any complaints and Pulse, the employee engagement evaluation tool, are analyzed regularly.

When a complaint has been received, work is done according to the type of report to improve the areas being reported and to limit future negative impacts.

Risk mitigation measures are implemented following receipt of the complaint. Specific actions are taken to improve any critical issues, based on the type of report.

Through SpeakUp all stakeholders can make reports of bad conduct and can express doubts or freely ask for advice and guidelines on issues relating to ethical principles.

In 2022, the Company did not receive any fines for violations of laws or regulations.







# 05 Capgemini's ESG Priorities

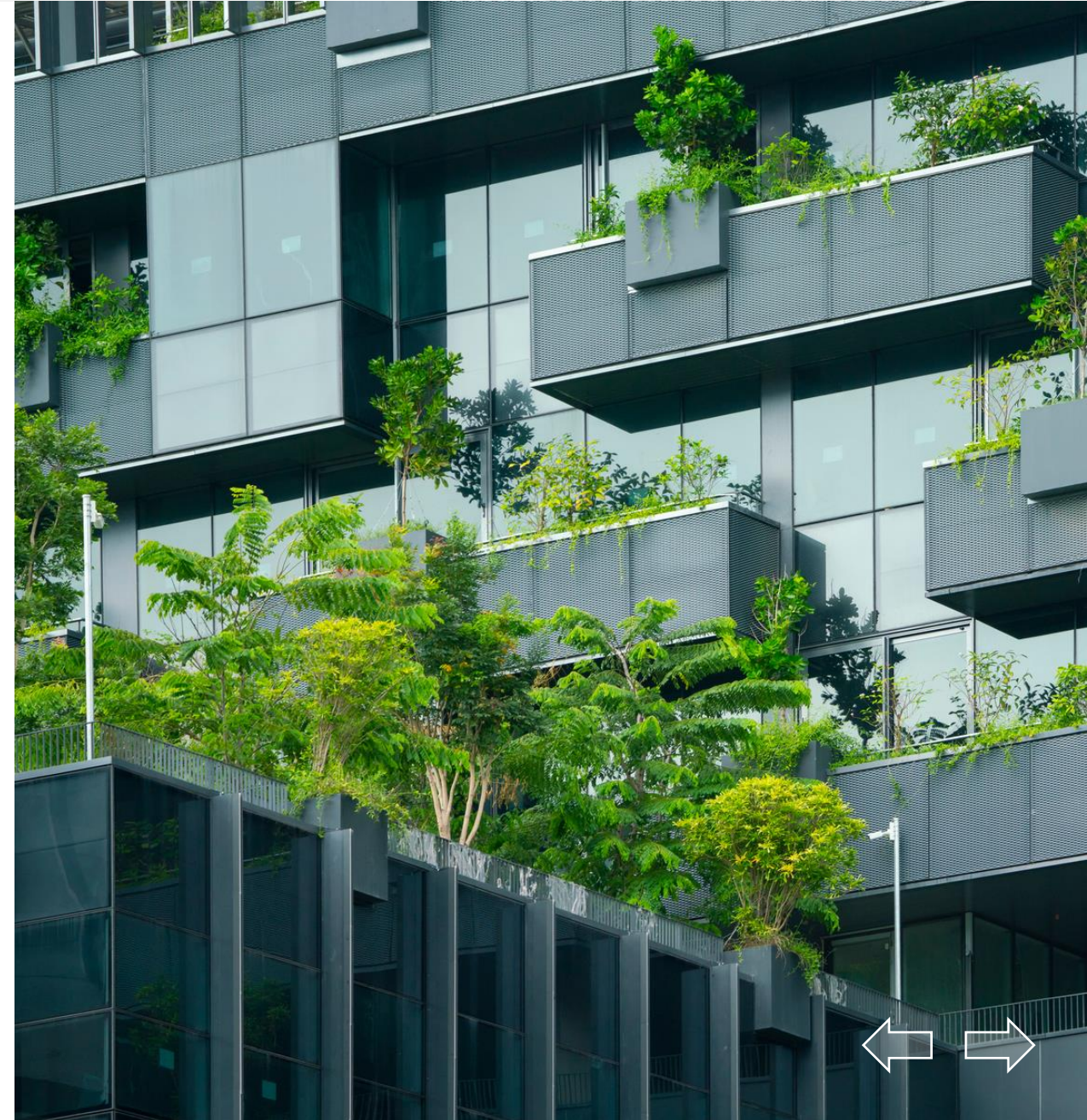


## 5.1

# Environment: accelerating the transition to Net Zero

Capgemini has a long-standing commitment to environmental sustainability by relying on:

- Strong governance and collective responsibility
- An ISO 14001 certified Environmental Management System (EMS)
- Employee engagement through volunteering





## 5.1.1

# Act on climate change being carbon emissions neutral by 2025 and becoming Net Zero

## Objective 1

### BE CARBON NEUTRAL

for our own operations no later than 2025 and across our supply chain by 2030, and committed to becoming a Net Zero business by 2040.

As a responsible business, we are determined to play a leadership role in ensuring technology creates a sustainable future. We drive internal change across every aspect of our operations, while helping our clients address their own environmental challenges. We also team up with our partners and suppliers, start ups, policy makers, governments and academics, to make sustainable progress together aligned to the goals of the Paris Agreement.

Conscious that we have an important part to play, Capgemini has set targets to reach net zero by 2040, which have been validated by the Science Based Targets initiative as being aligned with the Corporate Net Zero Standard.

We continue to make strong progress both in decarbonizing our business and collaborating across our supply chain to drive change and improvement. Our efforts in this area have been recognized once again by CDP (Carbone Disclosure Project) with a position on the CDP Climate Change A List.



OUR NET ZERO AMBITION

To reach its Net Zero ambition, Capgemini will continue to accelerate its carbon reduction program across our largest impact areas. We will focus first on reducing our absolute carbon impacts, with the ultimate aim to reduce our emissions by 90% by 2040. Given the urgent need to decarbonize, we are also scaling up our investment in projects that generate high quality carbon credits (as defined by independent standards), have a positive impact for the planet and deliver wider co benefits. Analyzing our footprint, we know our biggest carbon impacts result from our business related travel, the energy use in our facilities, the commuting of employees to the office, and from the goods and services we buy; we are committed to driving efficiency and innovation across these impact areas.



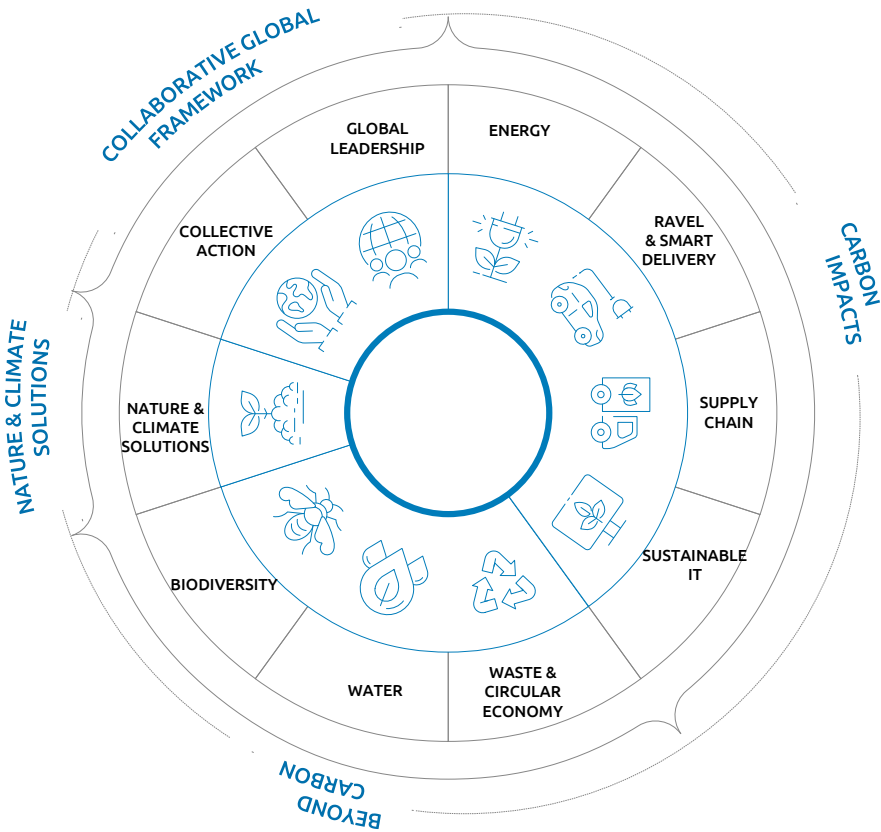
ITALIAN DATA 2023 (tCO2e)

2019	30,047.07	
2022	19,690.05	-34%
2023	18,840.51	-37%

NOTE: The scope of total reported emissions has been expanded over the years

To ensure we make rapid progress, we also have near term targets focused on driving a reduction in Scope 1 & 2, business travel, commuting and purchased goods and services emissions, alongside supporting targets.

OUR 10 POINT PLAN





Our net zero transition roadmap has been translated into action plans and the following actions have been taken in 2023:

## 1. ENERGY

Our focus is on ensuring we have the most sustainable buildings, that we operate them with optimum energy efficiency, and that we transition rapidly to renewable electricity.

## Objective 2

**Transition to 100% renewable electricity by 2025 and to electric vehicles by 2030.**

### Transition to 100% Renewable Energy

We are committed to transitioning to 100% renewable electricity by 2025, and this transition is on course. We made strong advances in our transition to renewable electricity, increasing our share of renewable electricity from 28% in 2019 to 96% in 2023 (in Italy we moved from 0% in 2019 to 95% in 2023).

### Increase the sustainability performance of our offices and data centers

Creating sustainable and energy efficient workplaces starts with strong environmental design. Many of our flagship buildings are certified under Leadership in Energy and Environmental Design (LEED), like the Pharo building in Milan, Italy.



## 2. SUSTAINABLE IT

The technology powering business today has a significant and growing impact on energy use and global carbon emissions. As a leader in the technology sector, we are very aware of IT related emissions, with a steering group tasked with strengthening our commitment to sustainable IT across our organization. 2023 has been a year of implementing Capgemini's sustainable IT transformation roadmap launched in 2022. Our sustainable IT transformation roadmap focuses on four key areas:

- Reducing IT energy consumption and thereby lowering the use phase emissions from IT equipment energy usage;
- Reducing the embedded carbon footprint of purchased IT equipment and services and progressively adopting circularity practices (including extending usable life of IT equipment and minimizing e waste);
- Investing in sustainable IT tools and talent for monitoring, governance, and reduction of our footprint;
- Enabling enterprise wide sustainable digital collaboration tools usage to support lower carbon delivery (hybrid working) models.

We continue to work with our data center providers to consolidate and modernize our data

center environments, driving a transformation to private cloud, which helps us reduce energy consumption and carbon emissions. As part of our application portfolio transformation roadmap, we have continued to rationalize and transform the enterprise application landscape into a sustainable application portfolio, including cloud/eco/SaaS-based modernization. This transformation enables standardization, consolidation and thereby retiring several legacy apps from the portfolio to make it more maintainable and sustainable.

We have launched several talent engagement initiatives during 2023. We engaged Group IT employees through a series of on site gamified interaction events on sustainable-IT topics: periodic posting of knowledge bytes on our Sustainable-IT intranet community, organized a Green Book (sustainable-IT-by design principles) masterclass for Group IT employees, promote adoption of eco design best practices into projects and initiatives that would help transform IT services into more sustainable IT services.





### 3. TRAVEL & SMART DELIVERY

#### Reducing business travel emissions through our low carbon digital delivery model

Hybrid working and virtual collaboration continues to be our “new normal”. We have invested in IT solutions and equipment that allow people to work from anywhere at any time, connecting in the most effective and sustainable way. Our Group Travel Policy continues to have a strong focus on sustainability, encouraging people to first ask if they really need to travel, then providing clear guidelines to ensure sustainable choices are prioritized. In 2023, we strengthened the policy to mandate the use of rail instead of air on journeys that can be reached by train in less than three hours. With 2023 marking our first full year without significant travel restrictions due to Covid, as expected we have seen some rebound in business travel emissions; however, in Italy the travel emission per person decreased of 48% versus 2019.

#### Transitioning to an electric vehicle fleet

Our membership of the EV100 commits us to transitioning our car fleet to 100% electric vehicles by 2030. We no longer allow the ordering of pure petrol and diesel cars, and at

the beginning of 2023, we introduced a cap of 50 gCO<sub>2</sub>/km for new car orders, which prevents the ordering of mild hybrids. At the end of 2023, the share of electric vehicles in Italy was 53% (including both pure electric and plug in hybrids), up from 40% in 2022. The next step, from 2025, will phase out plug in hybrid vehicles. To facilitate the transition, we continue to invest in the expansion of our charging facilities. Over the last couple of years, we have installed more than 1,300 charging points and continue to add more.

#### Reduce the impacts of employee commuting

In 2020, we introduced new targets to reduce the carbon impacts of commuting. Working from home, post pandemic, is now a significant contributor to our overall emissions. Our fifth global commuting survey has continued to understand our people’s commuting habits as well as the impacts of home working, including emissions associated with heating, cooling, and powering IT equipment. In 2023 in Italy we got 35% of employees voluntarily sharing information on their commutes, and, despite to people returning to the office, total commuting emissions per employee (including the impact of working from home) have been -8% versus 2019. For maintaining this trend, in Italy, in the contest of the “Commuting Plan” (Piano Spostamento Casa Lavoro – PSCL) a company

shuttle has been introduced in Rome office, connecting Capgemini office to the closest underground stops, and at the same time we launched a study for a carpooling initiative for Milan office, aimed to reduce the number of people reaching the office by car alone.







#### 4. SUPPLY CHAIN

Understanding the critical role of collective action in reducing Scope 3 emissions, in June 2021, our Group CEO and Chief Procurement Officer communicated our net zero ambitions to the majority of our suppliers, urging them to prioritize sustainability. To further this objective, we hosted several CPO roundtables and a Supplier Day in 2023, where our CEO shared our vision and expectations with key suppliers. The

importance of supplier engagement was further emphasized in 2023 during our Supplier Day and CPO Roundtable events. These engagements provided platforms for discussing target setting, emissions data capture, and low carbon pathways. In 2023 Italy procurement gained the ISO 20400 – Sustainable procurement – certification.

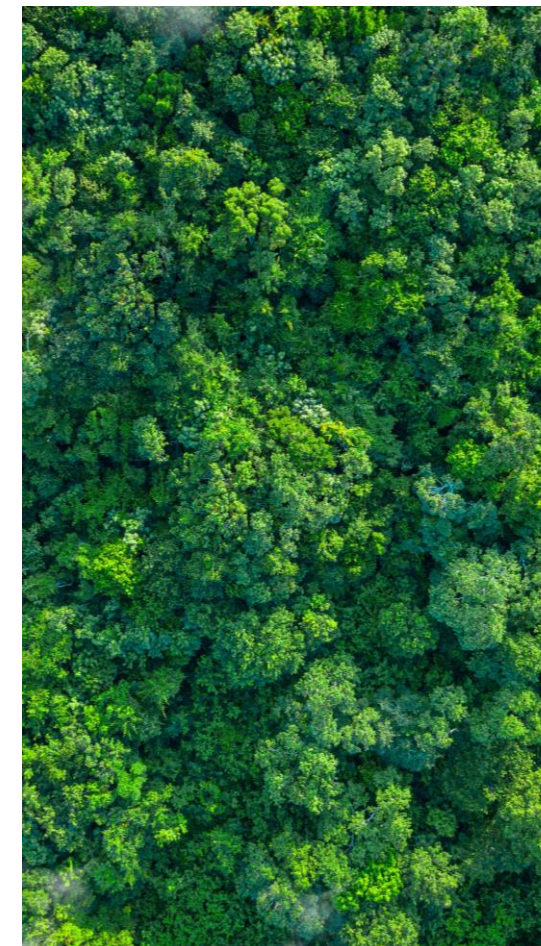
#### 5. NATURE AND CLIMATE SOLUTIONS

Our actions to decarbonize our business to reach net zero by 2040 are a clear imperative, but the reality is the current climate crisis is being driven by the level of carbon dioxide already in the atmosphere today. Consequently, alongside our carbon reduction focus, and as recommended in the SBTi's Net-Zero Standard, we are investing at a fair scale, commensurate with our emissions, in projects to abate and remove carbon from beyond our own value chain.

Since 2019, we have reduced our operational emissions by 47%. Alongside this decarbonization, we continued to scale up our climate contribution by retiring 236,191 carbon credits in 2023, which equates to 53% of our remaining operational emissions. Over the next two years we are planning to close the gap so that we are making a contribution against all our

residual operational emissions. Together with our partners we perform due diligence on each carbon credit project from which we have retired credits.

Capgemini is part of the World Economic Forum (WEF) 1 trillion trees campaign to conserve, restore, and grow one trillion trees around the world. We have committed to planting 20 million trees by 2030 and as of the end of 2023 we had planted around 14 million trees. Most of the trees planted are through our long term investments in early stage carbon credits projects aiming to restore natural landscapes. We have also established tree planting schemes, including the Capgemini Forest, through our partner Ecologi, a B-Corp climate action platform focused on tree planting around the world. Ecologi offered a robust framework, transparent approach and a simple purchasing mechanism to enable any stakeholder within the business to invest in high quality tree planting in forests to recognize the actions of our people. The "Capgemini Forest" has now reached over 1 million trees planted, of which more than 200.000 planted by Capgemini in Italy.





6. COLLECTIVE ACTION

We are committed to working with our clients, partners, start ups and NGOs to find solutions to major systemic challenges, participating in conversations to drive innovations and new ways of working. In 2023 was the first time our climate strategy was presented at our annual shareholders meeting. In 2023, Capgemini committed to 10 million young people being mobilized through Green Rising launched by UNICEF and Generation Unlimited in a three year partnership.

Skill up for a sustainable future

Our Sustainability Campus, launched in June 2022, acts as the virtual learning hub to provide our +340.000 employees worldwide with continuously enriched resources, based on their role and sector. This platform is jointly managed by the Sustainability Accelerator and Capgemini University teams. Employees can reinforce their knowledge of global sustainability issues and learn more about our own corporate commitments and actions, and the impact of our sector. It also provides information about our products and services, highlights the challenges within specific sectors, and deep dives into key topics such as the circular economy or biodiversity, as well as a series of role based and industry learning pathways. It received a gold

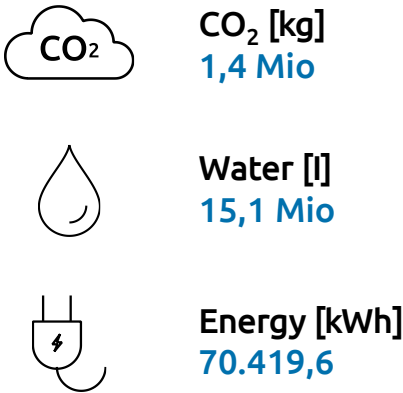
award for “Best Advance in Learning in the Flow of Work” by Brandon Hall, an organization certifying Human Capital Management Excellence Awards around the world. The Campus also has benefited from great visibility within Capgemini group, as more than 67% of our employees have now completed the Globe Awareness Module and 80% have completed the Sustainability awareness module. Additionally, 239 of our leaders completed the Stanford Strategies for Sustainability course and 20 participants completed the Exeter course in 2023.

Since 2020, Capgemini in Italy has been a partner of AWorld, a startup chosen by the United Nations to support “ActNow,” the global campaign against climate change that aims to raise awareness and lead the public towards a more sustainable lifestyle.

Within the AWorld app, available for iOS and Android, there is an exclusive community for Capgemini employees, who can thus track their actions for protecting the environment and access training content on sustainability and Sustainable Development Goals.

In 2023 the Capgemini team generated more than 138,000 actions logged to fight climate change, with significant savings of CO2 emissions, water and energy.

SAVINGS GENERATED BY ACTIONS LOGGED



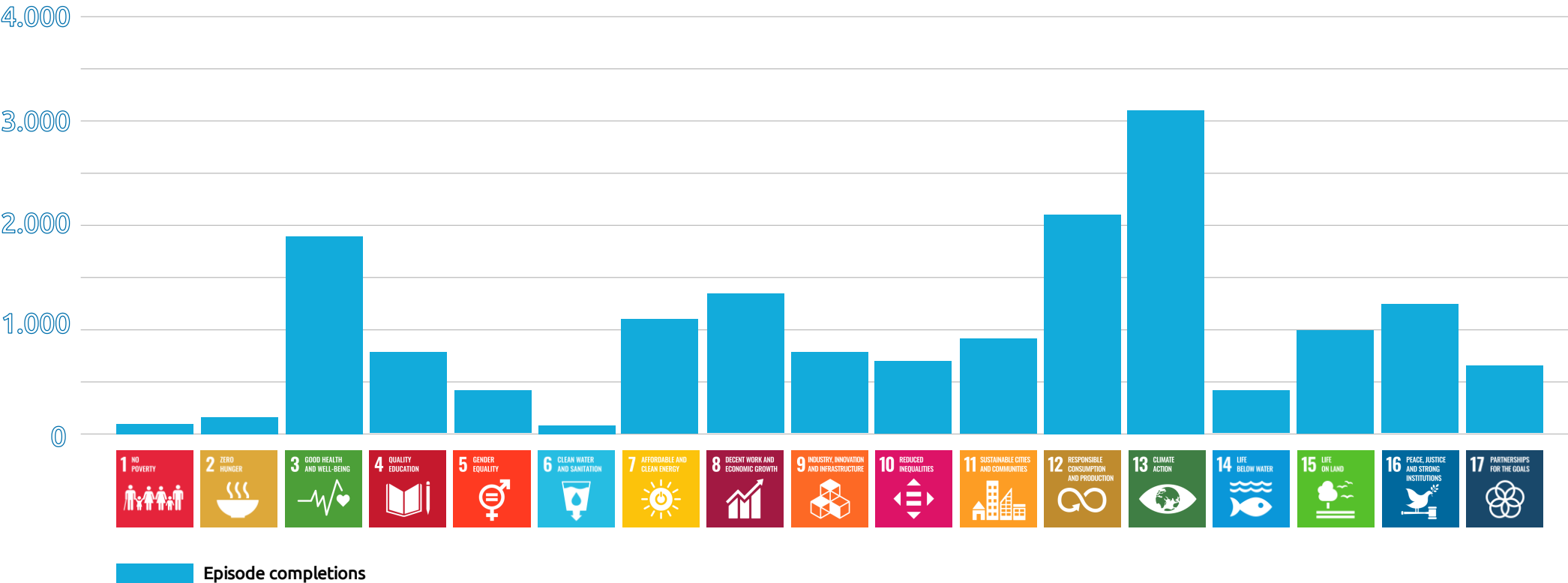
Estimation of savings generated by the actions logged by team members. Each action is associated with one specific type of saving.



Capgemini team members have supported all 17 of the United Nations Sustainable Development Goals through individual sustainable actions.

Starting in 2022, a specific training course reserved for the Capgemini team on the main environmental and social sustainability issues has been active on the Aworld app. All 17

Sustainable Development Goals were addressed in this training course as well.







Environmental corporate volunteering

In following with the initiatives of the Net Zero plan, in 2023 Capgemini in Italy worked with Legambiente with several actions that over the course of the year involved 7 offices and nearly 150 volunteers, with circular economy initiatives and the cleaning of beaches and urban gardens.

In 2020 Capgemini joined the “ID Card” initiative, which brings together all the corporate volunteering projects carried out by the company.



7. GLOBAL LEADERSHIP

Capgemini has a longstanding commitment to environmental sustainability, with a strategy that focuses on managing and reducing our own environmental impacts, whilst deploying our expertise in technology, engineering, and business transformation to help clients address their own sustainability challenges. In 2023, we made two new public commitments to invest in nature and climate solutions beyond our value chain through membership of LEAF Coalition, First Movers Coalition. In addition, we became one of 280 leading companies to become a CDP supply chain member helping our suppliers to calculate their carbon emissions.





## 8. SUSTAINABLE USE AND PROTECTION OF WATER

Water risk and baseline water stress is an imperative global issue. UNICEF states that almost two thirds of the world's population now experience water scarcity for at least one month each year, while half of the world's population could face water scarcity by 2025. Capgemini recognizes water scarcity as a key global issue which we have a responsibility to act on, starting with managing our own water consumption effectively.

Managing water Capgemini's primary use of water is for supplying cafeterias and sanitary areas at our offices and a few larger offices using water for maintaining landscaping and water features. Over the last few years, we have invested in measures to reduce our freshwater demand, from smaller initiatives such as hot water taps for hot drinks and low water toilet flush systems, to large scale investment in rainwater harvesting and sewage water treatment facilities. In 2023, our total water consumption was over 1,040,000 m<sup>3</sup>, with almost all of that being used at our offices. Our water consumption has reduced by 44% since 2019, mainly due to reduced office occupancy during the pandemic and the shift to hybrid working. As employees gradually start spending more time in the office, we are taking steps to

reduce our freshwater consumption and increase water recycling. We are using the WRI Aqueduct Water Risk Atlas and the WWF Water Risk Filter to help us identify water related risks and prioritize actions. The WWF screening suggests that we have a medium level of water risk across our sites and our supply chain. The screening from Aqueduct has helped identify 99 sites (a fifth of all sites) located in extremely high risk and high risk water stressed areas, of which some in Italy. We are in the process of developing a more comprehensive global view of where we can control, influence, and take further steps to reduce our freshwater consumption.

## 9. PROTECTION AND RESTORATION OF BIODIVERSITY AND ECOSYSTEMS

### Tackling biodiversity loss

Biodiversity loss, in terms of the speed and scale, is an urgent global issue. The Living Planet Index (2022) shows a decline of 69% in species populations in just 50 years. In addition, the Kunming-Montreal agreement requires a third of the planet to be conserved for nature by the end of the decade, restoring 30% of the planet's degraded ecosystems by 2030 to get us on track to live in harmony with nature by 2050. Capgemini recognizes the scale of the biodiversity crisis and the opportunities we have

to use our influence, capabilities, and expertise to help halt and reverse biodiversity loss. We continued to be a partner of the World Biodiversity Summit in 2023, co hosting a session about the role businesses can play in facilitating systemic change and driving nature positive outcomes through their supply chains.





Our Biodiversity Impact assessment

In 2023, we have continued working on the development of a biodiversity strategy for the Group. We commissioned a sustainability consultancy UTOPIES to support us with an initial biodiversity impact assessment, to evaluate the overall biodiversity impacts. In addition, we conducted our own screening of risks and opportunities in our direct operations and supply chain, using tools available from leading organizations, including the WWF Biodiversity Risk Filter and the Integrated Biodiversity Assessment Tool (IBAT).

The UTOPIES study underlined that Capgemini’s impacts are typical for our sector, with a contribution to four of the five biodiversity pressures identified by the Intergovernmental Science-Policy Platform on Biodiversity and ecosystem Services (IPBES) and three being most important (climate change, land use and ecotoxicity). As a service provider, both our overall impact on biodiversity and our potential for exposure to biodiversity risk is mainly located upstream in our supply chain, making responsible procurement a key focus for us.



10. TRANSITION TO A CIRCULAR ECONOMY

Managing our waste effectively is important in terms of minimizing our use of finite natural resources, as well as being a tangible, impactful way of demonstrating our environmental commitments to our people. Waste intrinsically links to procurement – ultimately, every item purchased has the potential to become waste unless circular economy principles are applied at the outset. The concept of “circular economy” is the idea of effectively “closing the loop” – maintaining products and materials in a cyclical use phase so that waste is designed out of the system. We have applied the principles of the circular economy to our own operations in numerous ways, from innovative e waste partnerships to reusing laptops and mobile phones, to local initiatives such as swapping disposable cups with reusable ones or replacing paper towels by high – efficiency hand driers. We have also focused on phasing out single use plastic where feasible, through cutting down on unnecessary packaging and plastic bags and making the most of reusable water bottles, coffee cups and food packaging.

We have ambitious targets to reduce waste per employee by 80%, versus 2019, and to reduce the amount of waste sent to landfill to zero with less than 5% incineration by 2030.



## 5.1.2

## Accompany a low-carbon economic transition by helping our clients achieve their environmental commitments

### Objective 3

Help our clients save **10M** tons of CO<sub>2</sub> eq by 2030.

As one of the world's leading business transformation player, we are in the best position not only to reduce our own environmental footprint, but also to help other organizations deliver their sustainability transition, ensuring maximum positive ESG impacts while enhancing their value chains.

In 2020, we publicly committed to help our clients save 10 million tCO<sub>2</sub>e by 2030.

With this aim, we have updated our framework of offers to adapt to the evolving market challenges and help our clients at any point of their sustainability journey. Our 5 main offers now further embrace the full breadth of ESG for our clients:

#### SUSTAINABILITY FRAMEWORK OF OFFERS

Commit

Sustainability Strategy & Governance

Act

Sustainable products

Sustainable Operations, Manufacturing & Supply Chain

Sustainable Technology

Monitor & Report

ESG Management & Reporting







Sustainability Strategy & Governance

Organizations today are under pressure to deliver on sustainability. At the same time, over 60% of executives now say that the business case for sustainability is clear. We help our clients consciously accelerate sustainability by defining actionable strategies, developing measurable commitments, creating comprehensive transformation roadmaps, choosing smart investments, identifying new business models, and enacting culture change to deliver tangible value through proactive governance for all stakeholders and the planet at large.

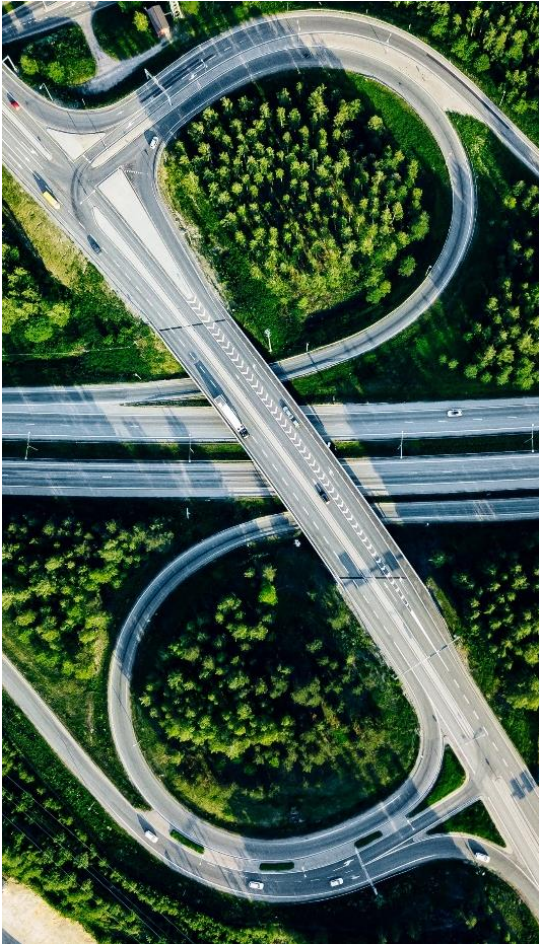
Sustainable Products

Making products that are better for the planet creates value for shareholders. According to the Capgemini Research Institute, 73% of organizations have seen an increase in revenue growth and 75% have seen an increased ability to attract capital through sustainable product initiatives. At Capgemini, we create, engineer, and redesign products by holistically considering planetary boundaries, product life cycles, current and pending regulations, cost constraints, and corporate values to delight customers and unlock competitive advantage through patents, green energy, digital product passports, circularity, and climate tech.



Sustainable Operations, Manufacturing & Supply Chain

According to joint research by CDP and Capgemini, Scope 3 emissions represent the overwhelming majority (92%) of emissions disclosed but only 37% are currently being addressed. While many companies have started their journey towards achieving net zero emissions, systemic collaboration across and between value chains is fundamental to align and upgrade corporate strategies and industrial policies. And it goes beyond just carbon, only 16% of organizations have completed an assessment of their supply chain impact on biodiversity. This is why we drive our clients' transparency and resiliency while unlocking innovation across the entire value chain by leveraging technologies and data to tackle issues including responsible procurement, traceability, biodiversity, resource efficiency, and waste resulting in increased customer satisfaction and loyalty, higher market share, and improved profitability.



## Sustainable Technology

From user devices to data centers and networks, the technology powering business today has a significantly high carbon footprint, and its energy consumption is expected to increase three fold from 2010 to 2025. With the explosion of data & AI in addition to technological advances, more and more resources are required to power the business. We champion sustainability through both Green IT and IT for Green initiatives that reduce the digital and technological impact, embrace sustainable technologies, improve services and employee experiences, and spark culture change by engaging IT and employees alike, all while measuring your progress and its impact.



## ESG Management & Reporting

Our clients face a rapidly evolving landscape of reporting standards and regulations including the EU Corporate Sustainability Reporting Directive (CSRD). Beyond mandatory reporting, there is increased pressure for more transparency. Supplier due diligence is under the spotlight while 33% of consumers globally believe organizations and brands are communicating false advertising on their sustainability initiatives. At Capgemini, we go beyond carbon and mandatory reporting to help measure commitments, monitor progress, and provide transparency. We securely harness data across companies' entire ecosystems to improve ESG performance and the bottom line.





## 5.2

# Social: aligned entrepreneurs, with protection and respect for all

Capgemini outlines the future of its employees:

- Deploying NEXT, the new Digital learning Platform
- Moving to the NEW NORMAL ways of working
- Relying on ours Employee Resource Group (ERG)



## 5.2.1

## Investing ceaselessly in our talent through a unique experience, developing tomorrow's skills

### Objective 4

**Increase average learning hours per employee by 5% every year to ensure regular lifelong learning.**

Capgemini is a company strongly focused on knowledge growth. It trains its people to develop the technological skills necessary to lead the market in the transition towards

strategic change based on the evolution of technology with a view to sustainability.

Capgemini operates in a market characterized by a low supply of advanced technological skills that can satisfy the demand generated by the technological transition. For this reason, Capgemini is playing on two fronts: on the one hand, the partnership with organizations and institutes for incentivizing the younger generations to invest in a future linked to technology and STEM disciplines, and on the other hand, guaranteeing upskilling for its own talents. In this way Capgemini also seeks to respond to the need to attract and retain the best talents in the IT and Engineering fields. The pandemic has hastened the adopting of

more fluid work models that had already started to come into use and that have called into question the old centralized office model. Thus it was necessary to launch a change management program with the aim of providing our people with the tools to best navigate this new situation through a detailed learning program: Upgrade Your Skills.





Upgrade your skills is a wide-ranging training program for upgrading the skills of Capgemini people in two main areas:

- Technical Skills to support continuous learning and updating of new technologies in line with the increased speed skills obsolescence.
- Managerial Skills to support new work models in a hybrid setting, increasingly favoring the coexistence of physical and virtual times, at the office and at the client.

The training plan started on July 10, 2023 and ended on November 17, 2023. It involved 1,400 employees from all levels and areas of the organization, hired by Capgemini Italy prior to November 30, 2022. Feedback on the plan was collected through a survey divided into two sections (overall evaluation & evaluation of the learning experience), with a total of 9 questions. Over 85% of the respondents gave a positive evaluation of the plan.

2023 DATA

+2,072  
people  
compared to 2022

26%  
Under  
30 years old



38  
years  
average age

53%  
Millennials



12%  
Gen Z

376  
interns  
(number of internships  
initiated during the year)



74,7%  
interns hired  
(% of interns hired out  
of those initiated)

In addition to the above, Capgemini supports its people in their career path with mentorships and through an important training program on the growth of technological skills as well as of those characteristics that are essential for being able to lead the transition (Emotional Intelligence, sustainable leadership, digital and agile mindset, ...). In the performance assessment process, the mentor is responsible for long-term development and is trained by the Talent, Learning & Development department and accompanied in the role through the dedicated Community where he or she can interact with HR specialists and other mentors.

AVERAGE ANNUAL TRAINING HOURS



Men  
34,60h | +50%



Women  
32,03h | +66%

(\*) Data as of December 31, 2023





At Capgemini there are structured processes (e.g. Quarterly Check in) that allow a dialogue between mentors and mentees regarding development and career topics. In 2023, we launched the new Performance Management process, which is based on the concept of continuous feedback and allows our people to have increased interaction with their mentor and project manager, and also facilitates the user experience through a new dedicated tool.

100% of eligible employees covered by performance evaluation.

Development processes are monitored at Capgemini through specific KPIs. More specifically, the Pulse Engagement Analysis monitors people’s engagement level. In 2023 Capgemini began to renew its career model, which will be implemented in 2024.

Analysis of Pulse data and identifying of actions to improve it. Constant monitoring of average training hours and the investigating of

phenomena with a potential impact on one’s developmental path.

Continuous improvement of the mentorship process and introduction of the new career Framework. Evaluation and monitoring of the impacts resulting from hybrid work. In 2023, an important training plan was also created, dedicated to more than 1,500 people for upskilling digital skills.

The line is constantly involved not only through structured, ongoing processes (Pulse), but also through specific ad hoc initiatives (e.g. survey on Hybrid Working, Female Leadership Workshop,...).





Process of determining remuneration

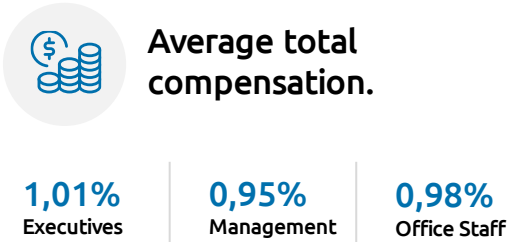
The goal that Capgemini pursues in drafting and applying its pay policies is to ensure that the remuneration of its employees is guided by the following principles:

- Merit: changes in salary are always linked to a prior objective assessment of the employee’s work performance.
- Competitiveness: decisions regarding the pay policy are also made on the basis of the pay positioning of the employees with regard to the pay market used as a benchmark,
- Fairness: salary increases must also follow a principle of fairness, so that there are no unjustified pay differences between those having the same organizational weight and skills.

Capgemini Italia does not in any way allow decisions regarding the pay of its employees to be based on purely discriminatory factors such as gender, for example.

Being a listed company, there is a central Remuneration Committee (Group Compensation & Benefit). This committee is responsible for preparing the remuneration report for the Group, but not at the local level of the individual branches.

Willis Towers Watson experts provide market remuneration compensation data, used to study the compensation positioning of employees in the reference market. WTW compensation surveys are purchased annually. This responsibility lies with the remuneration committee of the parent company.



BENEFITS FOR EMPLOYEES

Capgemini wants to actively encourage and support the well-being of its people through a number of programs for helping employees achieve greater harmony between their working life and private life:

Gym Membership

All employees can work out and practice the sports they want with a single membership. Each employee can choose where, when and how to work out, choosing to purchase admission packages or monthly memberships with discounts up to 60% compared to market prices, and can change gyms whenever they want. The service, which can be used via APP or the online site, is perfect for all those who do not want to be tied down with an annual membership and who also want to be able to change gyms or sports centers for logistical reasons, such as client consultants outside the office.

Online Fitness Platform

Employees can also do fitness workouts through a video on demand platform managed by professional trainers from the Fitprime network, which allows them to do many different activities for free, whenever they prefer, from the comfort of their own home.



A digital platform operated by Fitprime network endocrinologists and dieticians allows employees to request an individual 4-week nutrition plan and a consultation with a professional, entirely online, without having to use internal company structures and without having to physically see a doctor, at a minimal cost.

Psychological Support

The partner Fitprime offers Capgemini employees a new psychological support service. All employees have been informed of this and information campaigns are scheduled throughout the year to promote the service.

Wellbeing Hub

A Capgemini Group Teams APP that allows employees to take care of their health more regularly and develop good habits, while encouraging the creation of virtual and physical networking by the employees themselves.

Mindfulness Path

A webinar designed to help employees cultivate habits and practices that improve their psycho-physical well-being and experience a positive influence on their health and daily work.

Climate Analysis

Capgemini is always committed to listening to its people through a climate analysis, which is done

every month through their involvement in completing an anonymous survey called Pulse. Pulse is a tool that allows us to measure our company's health in real time through continuous feedback, and to get significantly closer to what our colleagues have "felt" and "experienced," providing an open line of communication between employees and management, allowing us to learn in real time what drives engagement and to identify possible areas for improvement.





WORK-LIFE BALANCE

Welfare Plan

In the area of corporate welfare, Capgemini has a dedicated portal (AON) that provides a series of goods and services for meeting every personal need (e.g.: health, transportation, culture, leisure, sports, travel) or family need (e.g.: babysitting, daycare, elderly care workers, disability support and care givers). With regard to the amounts available, all employees have the possibility of transferring all or part of the Performance Bonus (PdR) quota within the welfare platform, and employees of the Metalworking CCNL (national collective labor agreement) can receive a benefit of 200 euros per year to purchase the services that best suit their needs. New mothers are also entitled to the ‘Mom Bonus,’ granted in amount of €200 per month as welfare credit, until their child has reached the age of two years: with this initiative, the company wants to give value to the contribution of new mothers, helping them to choose to return to the company and to ensure that their commitment to the family does not have to mean sacrificing work expectations and career prospects.

Special Facilities

The welfare portal (AON) also has a section on special facilities for taking advantage of a wide

range of discounts on products and services from major brands and companies, as well as a bulletin board for getting in touch with colleagues for trades, sales or rentals between private individuals.

Healthcare

Capgemini also supports its employees with healthcare. Employees who participate in the Metasalute supplementary healthcare fund (Metalworking CCNL), which is also extended to dependent family members, the company provides “Health Plan B” coverage, which guarantees additional benefits to the national metalworking contract. Fasi, which is for employees hired or promoted to the rank of Manager of the CCNL Industry Managers, also offers healthcare to family members.

Flexibility

Capgemini offers all employees the opportunity to voluntarily request different flexible working arrangements, including flexible working, part-time and remote working. From the moment they join the company, all employees are informed of the possibility of availing themselves of the Flexible Working agreement, which provides for greater autonomy and flexibility in determining when and how to work, for a better work-life balance. For vulnerable categories, it is possible to have greater flexibility than what is defined in the

agreement, and this will be discussed in each instance based on the type of vulnerability. Greater protection is also provided, so that the recommended days present in the office per week are reduced from 2 to 1, without prejudice to the obligation of 1 day present in the office per month, in the following cases:

- workers with minor children with certified disabilities pursuant to Art. 3 p. 3 of Law 104/1992;
- workers with family members and relatives up to the 2nd degree with certified disabilities pursuant to Art. 3 paragraph 3 of Law 104/1992;
- workers with certified disabilities pursuant to Art. 3 paragraph 3 of Law 104/1992;
- workers with children up to 3 years of age.



## PARENTING AND CARE GIVING

### Parents@Work

Capgemini places the health, safety and well-being of its employees and their families at the forefront. For this reason, it believes it is essential that every employee be confident that they can experience parenthood serenely, enjoying the support and trust of the company. As part of the Parents@Work project, new parents can take advantage of some useful programs, such as A Bow in the Company, which includes receiving a pediatric card (for a free pediatric consultation by phone or at home) and the opportunity to participate free of charge in various psychological and nutritional support meetings for accompanying the new parent in this period of transition, registering in the Parents@Work community to stay in touch with the company, share posts and reflections and keep up to date with the main company news. In order to facilitate their return to the company, Capgemini wants to stand by the employee by scheduling a meeting (Taking Care of You) and orientation with their manager and human resources representative, to provide them with an updated view of the company, inform them regarding the main news and of any organizational changes, and best plan their work.

For caregivers, including parents, there is a self-learning training program, LifeFeed Care, that will

help them transform their caregiver experience into a training ground for improving the soft skills most important for growth and work effectiveness: a unique opportunity for personal and professional development.

### SHARE OWNERSHIP

All employees are offered the chance to purchase shares in the company at a lower-than-market price. The limit for the shares that can be purchased by each employee in this share ownership plan is equal to 2.5% of the employee's annual overall pay. The share ownership plan has the following aims:

- Reward the commitment of employees by giving them the opportunity to purchase shares at an advantageous price;
- Provide the opportunity to benefit from the performance of the shares through the evolution of the share price;
- Strengthen our Group and build a stable core of employee-shareholders;







WORKERS’ HEALTH, SAFETY AND WELL-BEING

At Capgemini, people are at the heart of our business, and the greatest attention is given to all regulations and to all aspects regarding health and safety issues, both within our offices and at the offices of clients where our personnel work. Indeed, our business requires our employees to work both at our offices and at our clients’ offices.



With respect to our employees’ activities, the majority of the people is classified with a video terminal operator risk (low risk). Some more specific activities have classifications with more specific tasks and with different risks than those of the video terminal operator (e.g. those who work in the automotive/defense market), which require a more detailed analysis and an assessment that is monitored and managed for individual activities (Medium Risk/High Risk).

Item	Job Description	Risk Class.
M01	Video terminal operator	Low
M02	Laboratory worker	Medium
M03	Vehicle activities worker	Medium
M04	Operational areas worker (construction sites, production departments, ...)	Medium
M05	Medical equipment activities worker (installation and maintenance)	High
M06	Chemical-biological laboratory activities worker	High

instituted for the management and greater support of newly hired personnel with disabilities. This is with a view to supporting and, where necessary, taking action before colleagues enter, so as to take all the necessary steps and, where required, to activate and implement any reasonable accommodations.

The process is managed by the company medical officer, who has a coordinating doctor and coordinated doctors appointed throughout the territory to guarantee the processes regarding occupational medicine. Furthermore, as described above, our services are also carried out at our clients’ premises, and therefore, with a view to greater protection and prompt verification, the position of the “Supervisor - at the client’s premises” was established. This supervisor becomes the contact person for health and safety issues and the focal point for the Prevention and Protection Service.



H&S governance includes 5 delegated executives, appointed by the employer, covering all the company’s markets. They meet quarterly to address the various HS topics.

We ensure that all our suppliers and sub-suppliers are in turn certified for HS and environmental issues. Furthermore, with reference to in-house procedures, both during the tender stage and during access to all our clients, the DUVRI (interference risk assessment document) is drawn up; within this, any interference risks are assessed and listed. Where necessary, all employees are provided with special Personal Protective Equipment and specific training.

All processes are oriented towards the “zero risk” goal and sentinel data (accident/near-accident) are constantly monitored. Periodic checks are carried out with the Supervisors for alignment and any actions to be taken. The policies and monitoring have ensured for us a situation that gave no need to initiate remedial actions.

**IDENTIFYING OF HAZARDS, RISK ASSESSMENT AND INVESTIGATING OF ACCORDING ACCIDENTS**

The prevention and protection service (SPP) manages reports and, where deemed necessary, responds with solutions/actions, updates the risk assessment document for all activities carried out by employees, and random audits are also carried out.

A form has been created within the HR management system, to which all employees have access, for reporting near misses, which are constantly analyzed by the SPP.

The risk assessment document is applied at all locations and at all our clients. Furthermore, a form has been implemented in the management system where the SUPERVISORS (a position appointed by the employer) verify and report any risks at the workplaces. The communications received are constantly analyzed and corrective actions are evaluated.

The periodic work-related stress assessment was begun in September 2023; the data will be available in September 2024.

Accident monitoring (severity index and frequency index):

Frequency Index (FI)		Severity Index (SI)	
2019	2.989	2019	0.035
2022	0.987	2022	0.040
2023	1.653	2023	0.042





WORKER TRAINING ON HEALTH AND SAFETY  
IN THE WORKPLACE

Health and Safety training is provided at Capgemini to all existing and incoming personnel in compliance with workplace health and safety laws and on the basis of the job assigned to the individual worker.

Industrial relations are an integral part of the dialogue with corporate stakeholders, and 100% of employees are covered by collective labor agreements. Capgemini in Italy is a member of:

- Unione Industriali Torino
- Confindustria Emilia Area Centro;
- Confindustria Venezia – Metropolitan Area of Venice - Rovigo;
- Unindustria Roma - Frosinone - Latina - Rieti - Viterbo, participating with the latter in working groups for regulatory updates and round tables with other companies in the same association system and in other sectors.

Number of hours of health and safety training in 2023:

Fire prevention and emergency supervisor		
High risk fire prevention and emergency supervisor		
CEI 11-27 for hybrid motors		
CEI 11-27 PES/PAV		
High risk training		
Medium risk training		
Safe driving		
Safe track driving		
Safety officers		
First aid		
Worker Safety Managers		
Use of defibrillators		
Video terminal operator		
Total	24,376 Basic Training Hours carried out	2,789 people involved

NOTE: The number of people involved in health and safety training includes interns and temporary workers.



## 5.2.2

# Making the work environment diversified, inclusive and hybrid

At Capgemini we believe that a work environment in which each individual feels valued for who they are is not only a great moral responsibility, but also a source of competitive advantage. Having a diverse workforce that represents today's society and fostering an inclusive culture are the foundations for creating a workplace where our people can grow in harmony and generate innovative solutions for our clients.

That is why we work with international and local organizations, as well as our own people, to make sure everyone has the opportunities they need, that workplace biases are eliminated, and that every manager has the skills to be a true inclusive leader.

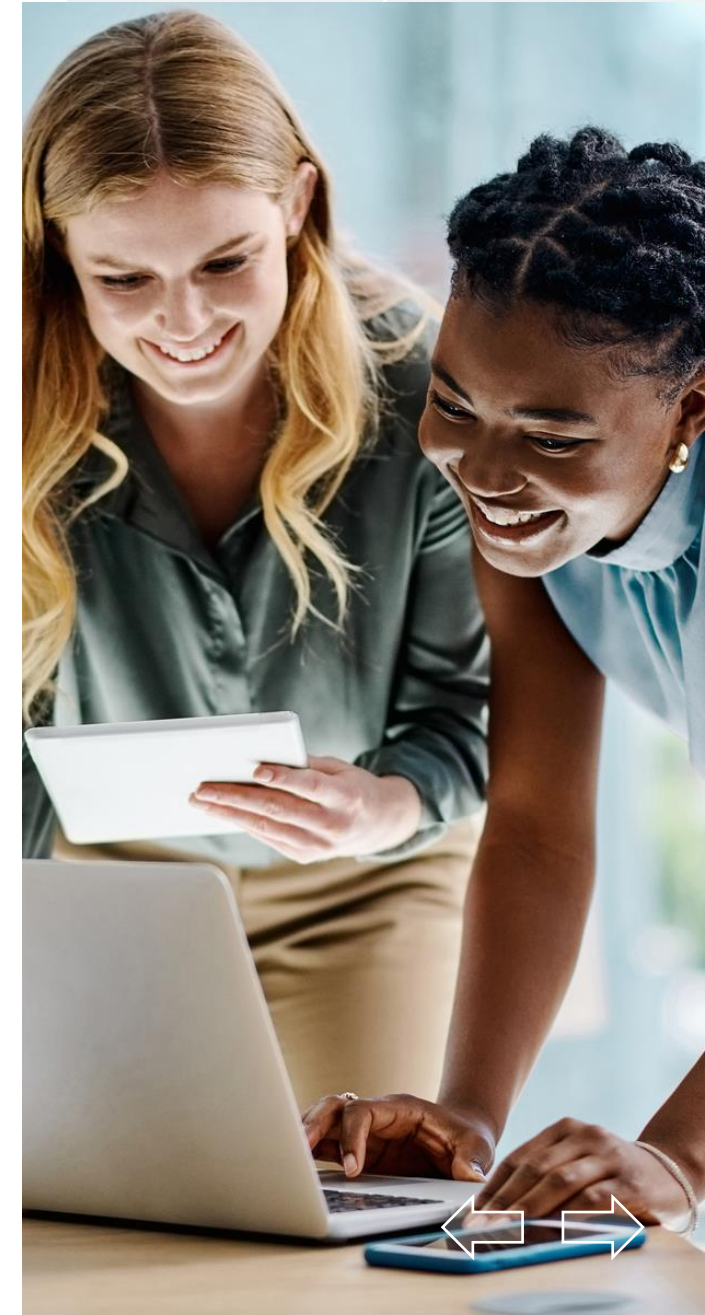
With this objective in mind, in 2023 a number of questions related to inclusion, as experienced by

people, were added to our employee engagement evaluation system. This will allow us to evaluate over time how much our progress has a real impact.

Capgemini has been awarded the Global Edgeplus certification, based on the Group's progress in creating a workplace that is inclusive and fair for all. This shows a strong commitment to all aspects of gender and intersectional equity, such as ethnicity, gender identity, sexual orientation, age, national origin and disability.

Confirming this global commitment, in Italy Capgemini confirmed for the second year the UNI/PdR 125:2022 gender equality certification and tested its processes and its inclusion management system against the ISO 30415 standards. This new element encourages us to

strengthen and further develop the principles of our Diversity & Inclusion Policy and of the Charter for Equal Opportunities and Equality at Work - Italian Diversity Charter, a declaration of intent signed voluntarily by companies of all sizes for the spreading of an inclusive corporate culture and human resource policies, free from discrimination and prejudice, that is able to promote and make good use of talents in all their diversity.





## Objective 5

### Reach **40%** of women in our teams by 2025.

In 2023 we were Gold Partners of the 4Weeks4Inclusion initiative, the largest inter-company event dedicated to inclusion. In its fourth edition it had over 300 companies and Third Sector associations engaged in carrying out a marathon of four consecutive weeks dedicated to inclusion, with a full program of digital events also organized by Capgemini.

#### Our goals

As part of our ESG policy, we have set ourselves the following quantitative and qualitative goals globally:

- 40% women in our workforce by 2025
- 30% women in executive leadership positions in 2025
- Build a LGBT+ friendly culture



#### “Take Pride, Take Action”

“Take Pride, Take Action” is an opportunity for us to highlight our goals, the progressive policies we are constructing, the training offered to our people and the collaboration-based culture that we are developing within the company, with the goal of creating a better future for the LGBTQIA+ community and its allies. We want to inspire both individuals and companies to engage in positive actions to ensure a truly inclusive future. In 2023 in Italy we organized company groups of participants in the Pride parades that were held in Milan, Turin, La Spezia, Bari, Naples, Palermo and Rome to demonstrate, in a festive and engaging setting, the commitment to building a community that is inclusive and respectful of all diversity. In collaboration with Parks – Free and Equal, we have also organized numerous in-house webinars to raise awareness on topics such as gender transition and inclusive language, as well as deepening the social and cultural aspects that in many parts of Italy still hinder the free expression of one’s own sexual orientation or their gender identity.



Accelerate gender equality in technology

Women are key to shaping the future of the digital economy, whether in technology, business or customer-facing roles.

For several decades, Italy has chronically suffered from an underrepresentation of women in STEM (Science, Technology, Engineering, Mathematics) studies. This is certainly influenced, at least in part, by certain gender stereotypes that see women as less suitable for scientific studies and professions and more suitable for “care” roles and studies.

Thus action must be taken on two fronts: to create a narrative of scientific professionalism that is attractive to women, and to help the younger generations recognize those unconscious biases that often direct study and professional choices. Our renewed commitment to the Role Models project fits into this context. For the third year, thirty of our female colleagues went to the high schools to give inspirational talks, meeting male and female students, talking about their study and professional choices in jobs that are still predominantly male, testifying with their experience how varied and interesting IT jobs are and how women can be successful in them and find them rewarding. From 2021 to 2023, our women Role Models have told their stories

to over 1,150 students. In order to create an inclusive culture more quickly and promote gender equality, in spring 2023 Capgemini launched LeadHERway, a women’s empowerment program. Personally sponsored by the CEO, LeadHERway was created to support a more inclusive, fair and socially sustainable work model within our company.

The program is designed to value, promote and utilize female colleagues both within Capgemini and externally, to increase awareness of their skills and potential and support their career path within Capgemini. It also aims to prepare female colleagues to occupy leadership positions and increase their visibility in order to foster their sponsorship in proposals for promotion.

Numerous initiatives were launched in 2023: Inspirational Talks, a series of meetings open to all, some in streaming and others in person, where role models (both within and outside the company) and business leaders discuss gender-related issues; Empowerment Workshops, webinars for helping female colleagues to bring out and increase their skills and resources, increasing awareness of themselves and their potential; Spread Your X Potential, a monthly column on the company intranet with stories of female colleagues, of different levels and positions, who have built their careers taking

inspiration from different female models, learning from failures, and above all making being a woman a strength in their personal and professional lives.

The company welfare program has also been expanded with Maternity Coaching, a program for accompanying moms-to-be and new mothers during the various stages of motherhood through the support of other female colleagues who have already gone through the same experience and with participation in a community designed to accompany them in this period of transition (also open to new fathers). Also created in 2023 was the Network4Women Community, a direct channel between Capgemini women and the company, where they can meet other female colleagues and which publicizes the LeadHERway program initiatives and the many events organized by Valore D, with which we have created a partnership. Alongside this, networking is organized at regular intervals in person and online, where woman colleagues can get to know each other and create female synergy.



Women  
30,45%

+1%  
compared to  
the previous  
year.

29,23%  
women among  
the Executive  
Leadership.







Fighting racism at all levels

As a founding member of the World Economic Forum’s “Partnering for Racial Justice in Business” initiative, we are committed to creating a fair environment for every employee regardless of their origin, by fighting all forms of racism in the workplace.

In Italy we periodically organize awareness-raising initiatives and webinars addressed to our corporate population, in which we give voice to co-workers from all over the world to shine a spotlight on the added value that the mix of different cultures brings to teamwork, project management and the relationship with clients and partners.

Our people are also at the forefront: in Italy the company’s “Multicultural Pathway” team is made up of volunteers who organize actions and initiatives to value and take advantage of the different cultures of our workforce. In the final part of 2023 a structured interview was conducted with colleagues with different cultural backgrounds and with those who have already gained experience leading multicultural project teams. By listening to these voices, an action plan was conceived that will come into being in 2024 and will support some key needs that have been identified, such as administrative assistance in the early stages of employment,

the need for moments of socialization and creation of a local network, and the sharing of people’s cultural origins.



Employees with foreign nationality (men and women)  
**+ 17%**

Promoting the integration of people with disabilities

Capgemini is part of the global “Valuable 500” network of CEOs committed to the inclusion of people with physical and mental disabilities. This partnership promotes better accessibility to the workplace, providing support to caregivers and offering various programs that encourage the employment of people with disabilities and guarantee them equal opportunities.

Since 2017 Capgemini has been part of the Global Business and Disability Network of the International Labor Organization, a network of

various multinational companies, employers’ organizations, business networks and organizations of people with disabilities who share the belief that talent and competence can be found everywhere.

Locally, our “CapAbility” ENG (Employee Network Group) works on the inclusion of people with disabilities, organizing in-house information and training events on the importance of real integration into the working world.



Capgemini has also adopted the internal company “Management of Disability and Reasonable Accommodation” procedure, a tool to improve the quality of company life for people with disabilities. Within an inclusion perspective, the identification of reasonable accommodations is led directly by the person with disability, who is invited to indicate their specific needs to the various company personnel. Indeed, “reasonable accommodation” means adopting necessary and appropriate changes and adjustments, which do not impose a disproportionate or excessive burden, for ensuring persons with disabilities the enjoyment or exercising of all human rights and fundamental freedoms on an equal basis with others.

By virtue of this new corporate procedure, Capgemini won the DNA award, the competition that rewards good practices of work inclusion of diversity in corporate environments, recognized by UNAR and sponsored by the Region of Lazio.

During 2023, the CapAbility team extended its range of action on the topic of neurodivergence, organizing awareness events and stories from its employees to promote greater understanding of the breadth of situations that are grouped under the “hat” of neurodivergence and to learn the basics of inclusive behavior towards people who fall into these categories.

By means of growth in a culture of inclusion, the ultimate goal is to increase job opportunities for people with disabilities and those who are in the autism spectrum.



**People  
with disabilities  
(men and women)  
+25% compared to  
the previous year.**







### Strengthening inclusive leadership

Starting in 2021, Capgemini managers and executives have been participating in inclusive leadership training courses and unconscious bias workshops to develop a new mindset and new behaviors. This training is designed to help our people recognize any biases, understand the impact they have on decision making, and address them in order to ensure an inclusive and productive culture.

In 2023, as part of the Upgrade Your Skills program, a new training plan involved all Italian management on the issues of diversity and inclusion. Specifically, the Pathway program dedicated to Hybrid Leadership – and within it the role of inclusion – was designed to adapt and improve the skills of all managers and executives on strategic assets for managing hybrid working people:

- Agile Mindset aimed at developing flexibility in relation to the rapid changes in today's business world: learning agility and a growth mindset to overcome individual, organizational and client-side obstacles, adapting to the innovations proposed by the setting;
- Hybrid Working focused on how to move on to the principles of widespread responsibility, leveraging "Trust" to develop

Purpose & Sense of belonging and make the virtual experience coexist with the physical presence at the office;

- Emotional Intelligence managing team dynamics through the use of Emotional Intelligence, applied both in physical presence and virtual presence, in the relationship with the team and with clients;
- Inclusion Experience for learning about the different aspects of inclusion, in relation to both our way of acting towards others and current macro inclusion trends (generational, gender, etc. in Hybrid mode) and understanding how to overcome barriers to diversity.

Furthermore, Italy was one of the pilot countries of the company Diversity and Inclusion Circles initiative, a very informal and open format in which company leaders meets with small groups of employees to discuss the issues of unconscious bias and the importance of diversity in business. The role of the leaders is not to train the participants, but to create a protected environment in which to discuss as equals the importance of Diversity and Inclusion in everyday life. The program was started in 2022 and continued in 2023 with a total of 36 circles and 330 participants.

In the course of 2023 no episodes of discrimination have been reported.



## 5.2.3

## Supporting digital inclusion in our communities

### Objective 6

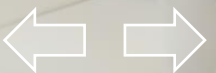
**5M beneficiaries supported by our digital inclusion programs by 2030.**

Digital transformation is a powerful and unstoppable lever of change, but in order for it to become a tool for greater social integration and a development opportunity for everyone, concrete actions must be carried out that make it possible to disseminate digital skills among those who still do not have them. Basic digital skills are essential for working, receiving medical care, traveling and staying informed in today's

world, but the poorest people in our society are often excluded from this.

Thanks to the skills and passion of our people, we continue to work to narrow the digital divide and to ensure a future in which technology is an opportunity for all people.

In confirmation of this commitment, we joined Business 4 Inclusive Growth (B4IG), a coalition of the OECD and the CEOs of global organizations in which we are leading a working group on the digital divide.





HELPING SOCIETY DEAL WITH THE IMPACT OF THE DIGITAL REVOLUTION

Digital literacy is more important than ever and can determine whether or not an individual is included in today's world. To bridge this gap, we are engaging in a number of actions planned to impart digital skills to those who need them and create new pathways for careers in technology.

Our digital literacy programs provide access to digital tools and devices, impart basic digital skills to uninformed and untrained people, and inspire young people and women to pursue careers in technology. In 2023 with the Group we helped 856,083 people, providing them with the skills and tools they need to thrive in the digital age and be ready for the future.

In this context, Capgemini Italia's engagement lies along various lines of work:



DIGITAL LITERACY

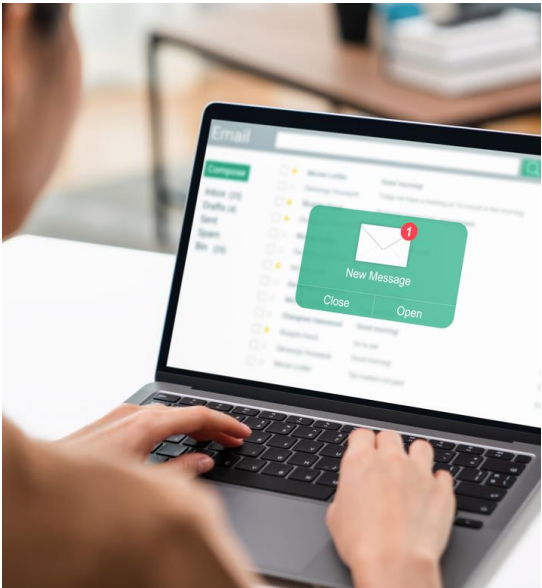
No more hunger: from emergency to autonomy

Again in 2023 we continued our collaboration with Action Against Hunger, an international humanitarian organization active in 50 countries around the world, now also in Italy, to combat the causes and consequences of malnutrition.

The "No more hunger: from emergency to autonomy" program, planned in Italy, foresees various actions including a job placement support group, which aims to ensure long-term food security and whose participants are "heads of the family," often single women with children, often coming from other countries. The initiative has been held twice in Milan and twice in Naples, which involved a total of 90 families in March and September. Among the impediments to the job placement of these people, in addition to the problem of recognition of foreign qualifications, there is also the lack of digital skills, by now essential for moving actively on the labor market, as regards both looking for a job or working at any type of job.

Digital skills were often not acquired in their countries of origin, and in Italy they are struggling to strengthen them, also considering that almost none of these people can afford

adequate devices and a home Internet connection. Almost everything is done through mobile phones, but if it comes to writing a CV or a cover letter on the computer, the difficulties are enormous, even just being able to practice this. At the events in Naples, Capgemini also donated the personal computers necessary for the activity and which will remain with Action Against Hunger for subsequent editions of the program.



Digital literacy helpdesks

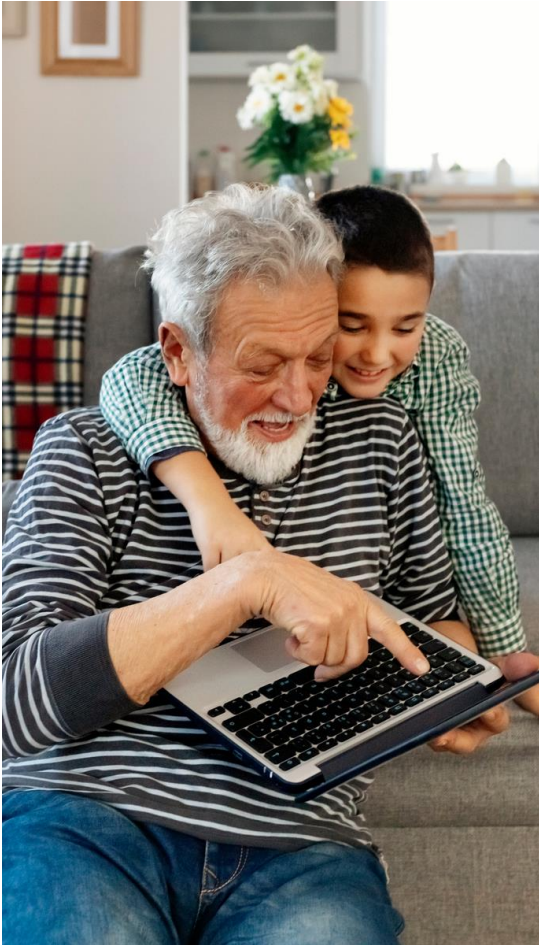
As part of the “Impact Together Week” and “Together for a Positive Future” corporate volunteering programs, since 2021 we have been collaborating with the WeWorld non-profit organization to offer training and technical skills to participants in the Women’s Spaces programs, places for meeting and building relationships of trust and activating awareness in women through actions for restoring self-esteem, planning and independence.

In 2023 we organized digital inclusion helpdesks at the Women’s Spaces in Milan, Rome, Bologna and Naples, welcoming women beneficiaries of WeWorld services and supporting them in resolving problems regarding the use of mobile phones to access various public and private services. We also donated laptop computers to all WeWorld Women’s Spaces to ensure that beneficiaries have the opportunity to practice using digital skills if, as often happens, they do not have access to their own PC.



New LIDI - Laboratories for Intergenerational Digital Inclusion

The program launched in 2022 by Capgemini in collaboration with Digit Srl, Grey Panthers, ProDIGI and the University of Urbino for promoting IT accessibility for the elderly through interaction between young and old continued in 2023, involving – thanks to the ELIS School/Business System network – 9 high schools in 5 different regions, plus some “senior” associations, for a total of around 250 young and old people. The project aims to develop open, free, online training solutions, which allow Italian municipalities and other actors in the area to activate Laboratories for Intergenerational Digital Inclusion (LIDI). In a common physical space, senior citizens meet with younger people to learn how to use the most useful and frequent digital devices, apps and services through an online platform accessible for free, with the aim of developing together a full and active digital citizenship.







### SCHOOL ORIENTATION TOWARDS STEM SUBJECTS

“Fantastic futures and where to find them - STEM without gender differences”

The educational campaign created by Capgemini continues, in collaboration with Libri Progetti Educativi, for talking in class about how stereotypes and biases can influence school and work choices, especially for girls. The project aims to introduce students to the importance of STEM subjects, which are linked to the emerging professions most in demand today. These are new professional figures from which women are very often excluded due to a lack of self-esteem, positive feedback and emotional factors, fueled by gender bias. The 2022-2023 school year campaign reached 500 middle school classes and their respective teachers, students and families, covering the entire national territory. <https://www.capgemini.com/it-it/futuri-fantastici/>

### FIRST® LEGO® League Challenge

Since 2023 we have supported the team robotics and science competition for girls and boys aged 9 to 16, who challenge each other by applying STEM disciplines to cultural, artistic and sports interests. From January to March, over 30 of our volunteers supported the teams and

contributed to the juries who proclaimed the winners at the various locations.

<https://www.capgemini.com/it-it/news/storie/capgemini-first-lego-league/>



## 5.3

# Governance: leading with trust and transparency

Capgemini promotes long-term value creation for its shareholders and other stakeholders through:

- Strengthening digital trust
- Anchoring ethical behaviors in all our activities
- A balanced governance, tailored to Capgemini's specific requirements





## 5.3.1

## Foster a diverse and accountable governance

### Objective 7

**30% of women in executive leadership positions in 2025.**

#### *Governance structure and composition (qualitative)*

The governance of Capgemini in Italy consists of a number of bodies:

- The 2023 Board of Directors was made up of: Andrea Falleni - Monia Ferrari - Eric Michel - Virginie Regis.
- The Supervisory Body, pursuant to Legislative Decree 231/2001, from 2023, made up of: Adolfo Cefis - Maurizio Foti - Giuseppe Camia - Laurant Perret
- Chief Executive Officer

The Board of Directors has a three-year term until the approval of the financial statements; the individuals indicated have international positions and roles within the corporate group and represent the two shareholders of Capgemini Italia S.p.A.: Capgemini S.E. and Altran Technologies SAS.

Following each legislative and organizational update, the Board of Directors updates the Organization and Control Model according to Legislative Decree 231/2001. Capgemini Italia has adopted a series of verification and escalation mechanisms on sensitive issues such as charitable donations, carrying out ethical checks on target nonprofit organizations and submitting all donations above €15K for authorization by the Group.



The shareholders' meeting identifies and appoints the members of the Board of Directors and of the various supervisory and control bodies, such as the board of statutory auditors, the auditor and the supervisory body.

The members of the Board of Directors are appointed by the shareholders' meeting and identified by the parent company.

Appointments are made upon recommendation of the shareholders.

The members of the Board of Directors are identified by the parent company according to group processes and on the basis of the role and position covered within the organization.



Each Board member has independent voting rights. Decisions are always taken by the majority of directors.

All company and Group employees follow the ethical corporate and ESG principles, therefore the choice mainly focuses on the international role and on the professional skills necessary for running a company.



The Board of Directors has a three-year term until the approval of the financial statements, and is made up of **4 executive members: two men and two woman.**







Andrea Falleni is the Chairman of the Board of Directors in Italy, and he also has an international role as CEO of Southern Central Europe as well as being a member of the Group Executive Board.

The Chairman is not in conflict with Capgemini Italia, as he is part of the local organization. The Chief Executive Officer is an executive of Capgemini Italia. Conflicts of interest are in any case mitigated by the fact that the organization's highest structures are subject to audits and checks in compliance with Group policies.

The Capgemini Group has issued a policy for addressing conflicts of interest, and all members

of the Organization are subject to this policy.

Objective 8

Maintain a corporate governance best-in-class.

On the Governance front, for years our company has invested in building a culture and creating processes that systematically prevent, identify and oppose all forms of ESG risk (discrimination, corruption and unethical behavior). There are processes that ensure complete freedom, anonymity and transparency for the employees, clients, partners and suppliers of the company in reporting unethical or non-inclusive behavior through "SpeakUp," the Group tool specifically dedicated to reporting ethical irregularities. Reports are received by the Group's Ethics Department, which sends them to the local Ethics and Compliance Officer, who examines them and forwards them to the departments of reference, keeping the company's Management regularly updated in this regard. In further support of an open approach to reporting by stakeholders, the SpeakUp Policy document explicitly states the commitment to ensure that there is no possible retaliatory

behavior towards employees or any other stakeholder who makes a report.

Furthermore, Capgemini is very attentive to the issue of ethics, and, in order to give increasing support to its employees, it has made a tool available to everyone (including members of the Board) for managing conflicts of interest. If a conflict of interest is identified, declared and managed effectively, it can in fact keep prevent employees from finding themselves in situations in which they could risk compromising their professional duties. The "Declare" tool must be used for declaring and managing various cases of potential conflict of interest, such as outside business interests, relatives, participation in the boards of directors of other companies, and being politically exposed.

Top management is promptly updated on any conflict of interest situations.



## 5.3.2

## Maintain high ethical standards at all times for common growth

### Objective 9

**Maintain 80% of the workforce with an ethics score between 7 and 10.**

The issue of ethics is a fundamental value that we also require of our partners. For us, these values are of great importance, and we try to maintain high standards, especially because the possible impacts could have repercussions on the company's visibility and economy.

In Italy over 80% of employees gave a rating

above 8.

We implemented codes of conduct and policies for protecting the company against ethical and corruption risks, greatly supported also by the Group. We constantly disclose this information to employees through training and targeted communications.

To prevent or mitigate the risk of potential negative impacts, we always refer to the ethical rules imposed by the Group, send targeted communications, and carry out periodic training.

We analyze the individual critical issues and, depending on the situation, we strengthen control measures to prevent the committing of crimes, with a view to continuous improvement.

Our policies and the tools at our disposal help the company monitor any critical issues. One very important aspect is the certification audits, which monitor specific aspects and help us maintain high levels of control and effectiveness.

We are committed to keeping all personnel updated and at a high level of training. The certifications obtained by the company provide clear indicators and objectives to ensure compliance with the certified standards.





Refresher courses are carried out regularly, with a participation of over 98% of employees for the course established by the Capgemini Group, and of over 69% for the course on Italian laws (D.Lgs. 231/2001). Furthermore, certification audits analyze the actions taken and confirm their effectiveness.

Each report received is analyzed to identify the vulnerabilities and strengthen the control and mitigation process. Such actions are incorporated into policies and procedures with each update. The involvement of process managers helps to assess the effectiveness of the actions undertaken in relation to the activities carried out.

In 2023 there were no confirmed incidents of corruption or bribery nor legal actions for anti-competition or antitrust behavior or monopolistic practices.

The tax strategy defines the objectives and principles adopted by the Parent Company in managing its own taxation and that of the Group companies. The Capgemini Group uses the TRANSform tool (finance policy and rules) to apply controls that can mitigate tax risks.

The Italian companies comply with the Tax Consolidation regime and the VAT Group. The structure of the Capgemini Group provides

for a Tax Department that follows the tax aspects of all countries, discusses the common aspects on a monthly basis and discusses the common approach.

Locally, the Legal Financial Directors and Chief Executive Officers, with the support of the Tax Managers, implement the Group’s strategy. The finance team is constantly updated through Group and institutional channels and external consultants. The constant updating makes it possible to implement internal controls to the processes so as to ensure compliance with tax laws.

The Group compliance function gives indications regarding the correct application of the internal auditing system, which is developed by the compliance team in Italy. The latter supervises the finance department so that the audits are carried out and the processes monitored.

The tax choices, in observance of compliance and the law, are always in line with the group tax strategy and are made in accordance with the group tax department. The goal is to operate in compliance with tax laws, respecting the deadlines for all obligations.

Procurement management is a key element of Capgemini’s sustainability strategy, and for this reason we ask all suppliers to accept the

Suppliers Standards of Conduct (SSC) document, which contains the guidelines that the supplier undertakes to observe. Suppliers who until now have not addressed the issue of responsible procurement must think about it and adapt as soon as possible.

Objective 10

By 2030, suppliers covering 80% of the purchase amount of the previous year will have committed to our ESG standards.



The sustainable management of the supply chain has multiple implications for the company:

### IMPACT ON THE ECONOMY

The value of orders for 2023 is equal to 23% of the turnover and is distributed among more than 803 suppliers. This is why supply chain management strategies have a significant economic impact.

Capgemini's expenditure is divided into 4 purchasing categories:

- Professional services for clients and for Capgemini itself: 57% of total costs;
- IT & Telco (HW, SW, maintenance): 25% (part of this cost is managed via agreements with international suppliers, managed by the Capgemini Group);
- Indirect purchases (meal vouchers, welfare, marketing, general services...): 20% (part of this cost is managed via agreements with international suppliers, managed by the Capgemini Group);
- Engineering Projects (equipment, measuring instruments...): 5%

Purchasing is done in compliance with the Global and Local purchase policy; any exceptions follow the procedure established for such cases by those policies. in questi casi dalle policy stesse.



### IMPACT ON PEOPLE AND THE ENVIRONMENT

Capgemini has hundreds of suppliers and of all sizes. The main suppliers, those towards whom the expenditure is greatest, in most cases are large companies that support the same ESG issues as Capgemini and they also promote them along their supply chain. Clearly, there are also some small suppliers, which find it difficult to invest the same amount of time and resources to endorse these issues; in any case, to become a Capgemini supplier, all of them must move in the direction to follow and respect our SSC. Furthermore, additional verification measures are adopted: audits, checking of the reputation of suppliers on social networks, assessments, third party due diligence, promoting of the use of the Speak-up tool (for anonymous reports).

Exceptions to accepting the "Supplier Standards of Conduct":

- which have their own code of conduct equivalent to the one required by Capgemini;
- companies with an order value of less than €50K.

In April 2023 the limit of €50K was removed and acceptance of the SSC was required of all suppliers.

### PERCENTAGE OF NEW SUPPLIERS EVALUATED ON



**Environmental  
Criteria:**  
**91%**



**Social  
Criteria:**  
**100%**





On the basis of the SSC, each supplier (including its entire supply chain), within its own area of business, must:

- prohibit child labor;
- protect young workers ;
- allow freedom of association;
- respect the working hours and minimum wages required by law;
- respect the dignity of employees;
- respect diversity and not discriminate in any way;
- provide employees with a safe, healthy work environment, in line with applicable policies.

There is generally no risk of having underage workers, as those entering the Capgemini offices or the suppliers’ offices always have their personal identity (and thus their age as well) checked, unless they show a false identification document.

Services offered remotely, such as systems maintenance, software development and engineering design could possibly be subject to this risk; they should be excluded, however, as they presuppose a specialization that is obtained after many years of study/experience and, therefore, is hardly compatible with minors.

In theory, all supplies carried out remotely could be at risk of forced or compulsory labor, but only because they cannot be controlled by us other than by physical audits carried out at the supplier’s premises.

The fact that the majority of supplies require specialized personnel and are, therefore, in high demand on the market, together with the precautionary measures taken by Capgemini, enables us to exclude virtually all cases of forced labor.

As concerns environmental criteria, each supplier (including all its own supply chain) within its own area of business must aim to:

- increase its use of recycled products;
- reduce its energy consumption and increase efficiency;
- reduce transport and travel to a minimum;
- ridurre al minimo i trasporti e i viaggi
- reduce waste production and dispose of waste appropriately;
- protect biodiversity;
- minimize its environmental impact (noise, atmospheric, water, land pollution...).



MORE

In 2023 we established new requirements for supplier qualification and extended them also to suppliers that had already been qualified. The new requirements arose from the need to improve the ‘quality’ of suppliers and to extend the commitments Capgemini has made towards its clients to the entire supply chain by working to obtain various certifications in the social field. Last but not least is the sustainable procurement certification. What we have done: having extended to all suppliers the acceptance of the standards of conduct that include all the principles of SA8000, we ask suppliers for the statement of compliance with PDR 125 and SA8000 (and also others), we assess the suppliers’ economic dependence on Capgemini and impose a maximum limit of 30%. For 2024 the plan is to requalify all the 1300+ suppliers that we have today according to these new requirements.

We give space to local suppliers wherever possible. However, our type of business, linked mainly to computer technology and specialist services, is not suitable for this type of procurement. Not having a production center, but mainly using services/goods from other companies, there are no negative impacts due to our supply needs.



## 5.3.3

## Protected and secure data, infrastructure, and identity

### Objective 11

Be recognized as a front **leader** on data protection and cyber security

In the historical period we are living in, especially one of ongoing wars, wars that are also propagating on global networks, all nations can be considered involved and impacted and are unintentionally part of the war and must implement defense strategies. Companies and national critical infrastructures are at risk of cyberattacks of various scales. The question is no longer whether a company will be targeted, but when. In this scenario, Capgemini thus feels the social responsibility to implement cyber defense and prepare for the worst-case scenario of unprecedented attacks and avoid becoming dominated by criminal organizations.

Ransomware attacks by organized groups have made headlines in recent years and are one of Capgemini's defense objectives. A ransomware

attack by these groups could result in organizations losing access to critical resources and data and being victims of the so-called hybrid war.

Capgemini has long put cybersecurity high on the agenda, adopting a robust cybersecurity strategy that can defend against known and unknown cyber threats, protecting both the external and internal perimeters of the organization while at the same time supporting clients in facing today's most difficult challenges.





One of the important ways for involving and raising awareness among project representatives, who also work with clients, is the publishing of security bulletins. When a vulnerability is disclosed, work is done to define a mitigation plan. This is one of many ways to reduce potential threats.

Another interesting practice is the protection of the supply chain and managing of third parties in order to guarantee a secure and transparent supply chain for clients as well. Assurance of supply chain security is provided through certification and compliance with relevant industry standards, standard operating procedures and continuous quality management. Cybersecurity expectations are set out in contracts and reinforced through second-party audits based on industry standards such as ISO 27001, NIST, etc..

Capgemini has long been committed to respecting privacy and security relating to the application development of technological solutions. Privacy and security are considered throughout the security development life cycle (SDLC), and global policies and standards are supported to protect data privacy and security. Training staff on good secure development practices is one of the organization's goals.

Capgemini believes in the benefits of artificial intelligence and promotes the use of solutions

for which cybersecurity aspects have been evaluated thoroughly, confident in the positive economic and social benefits that will derive from their use. We are aware that artificial intelligence technology can present new challenges both in terms of cybersecurity and ethics and in relation to human rights issues. The cybersecurity team assists the organization in defining choices in the use of artificial intelligence to achieve not only its commercial purpose, but also its promise as a positive and transformative force for the global economy.

The cybersecurity team helps the organization to address potential issues such as maintaining information integrity and protecting information privacy when collecting and using data to train AI systems, reducing the risk of harmful bias in artificial intelligence systems and building trust in machine learning applications by helping people who interact with these technologies to better understand their use and limitations



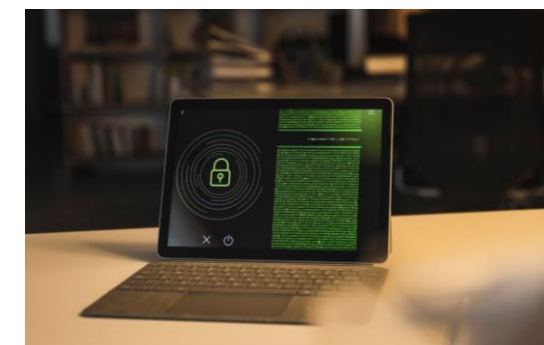


Developing cybersecurity awareness among Capgemini employees is one of its social responsibility actions. In 2023, several courses were provided to the company population through digital events and phishing test campaigns. The courses and tests allow employees to protect personal, company and customer data. A breach can result in financial loss, theft of sensitive data and potential loss of customer trust. By educating employees on cybersecurity best practices, each individual can help prevent such incidents and in some cases mitigate their impact.

Capgemini's cybersecurity governance includes the adopting of policies aligned with international standards (ISO 27001, NIST, PCI-DSS, etc.), client cybersecurity practices, and market trends, and those defined at a legislative level (NIS2, DORA, etc.).

Our internal information security and data protection organization is a key component of our operating model that we work on together to protect our company, our employees and our clients. The cybersecurity community includes the Cybersecurity Group and a team of Chief Information Security Officers across all local and global businesses and includes a community of DPOs at various levels. All these figures interact on a daily basis and also through periodic committee meetings that monitor the progress of the work.

The continuous improvement of Capgemini Italia's cyber posture also takes shape in continuing to follow the indications on reputation and findings provided by organizations such as BitSight, RiskRecon and Security Scorecard for quantifying the company's cyber posture, starting from a mix of techniques that exploit analyses of public data available online and cyber intelligence techniques. Verification of continuous improvement and immediate responses to security findings is also carried out by the Group Cyber Security compliance through internal audits and periodic meetings.





From the perspective of Information Security aspects applicable to the cloud context, Capgemini adopts an approach aiming to adequately control both the customer of cloud services and the provider of cloud services on behalf of its clients. In this regard, Capgemini in Italy continues to pursue the adopting of the requirements of the following standards from the ISO27000 family, namely ISO/IEC27017:2015-ISO/IEC27018:2019. In 2023, Capgemini did not receive any complaints either from any outside parties that were confirmed by the organization (legal actions/complaints from clients) or from regulatory bodies (legal actions/complaints from regulatory bodies).



### Innovation and Cyber Security as part of the Capgemini offer

Capgemini is also committed to engineering design and to protecting our clients' products, thanks to a cybersecurity team dedicated to the world of OT (OPERATION TECHNOLOGY) focusing on OT / IoT Embedded Connected products security. This is to guarantee compliance with the Standards/Best Practices in the Automotive, Aerospace, Railway, Energy, Industry, Life Sciences, Telecom/Media industries through certifications for these environments (TISAX) and methodologies (IEC 62443, IEC 61508, IEC 61511, ISO 26262, ...).

Capgemini continues to pursue the implementation of a security architecture based on "Zero Trust" principles, with the aim of protecting what is most important, allowing only that which is necessary and always checking before allowing access to the use of resources. The roadmap includes continuing to adopt IT and networking techniques that allow us to secure systems/networks that require more attention than others.



Capgemini’s cybersecurity portfolio and capabilities enable clients to build a solid digital foundation for the development of their business. The Capgemini approach focuses on the need to protect applications, data, infrastructure and users. The need for protection is extended to include a real cybersecurity strategy, because organizations can grow and prosper only by protecting these fundamental elements. Capgemini offers support using many international standards and best practices, including the internationally recognized NIST (National Institute for Standards and Technology of the United States Department of Commerce) framework, which envisages four main areas of intervention.

- 1. **Define:** Capgemini supports the client in understanding the cybersecurity strategy that can ensure business growth. The jurisdictions, laws and regulations to be complied with are identified, the main physical and virtual risks for the structure are mapped, and an assessment is provided that describes the current state of IT security within the organization.
- 2. **Protect:** based on the results of the assessment, Capgemini is able to indicate what needs to be protected and how. The Identity & Access Management consultancy services allow people to work and operate

from remote locations without interruptions, but with maximum security. Capgemini’s Cloud security capabilities can create complete solutions for cloud, public and hybrid environments. Capgemini can also provide appropriate end-point security solutions for any connected devices used by employees.

- 3. **Defend:** today cybersecurity is an active, even proactive, endeavor. It requires organizations to maintain constant vigilance on new threats and emerging risks to the company. With Cyber Defense Centers (CDCs) located around the world, Capgemini is able to address threats on behalf of our clients.
- 4. **Safeguard:** today’s world is constantly changing, and certainties are disappearing. That’s why Capgemini security capabilities are dynamic and help clients adapt to unexpected situations and new environments in real time.

For the banking industry – heavily impacted by European Union and national regulations, including the DORA regulation – Capgemini uses a holistic approach to strengthen awareness, strategies, organizational and operational safeguards in the face of current and future cyber risks connected to the use of technology.

Capgemini employs this holistic approach on two levels:

- 1. for outsourcing implemented by the customer bank for which it acts as essential or critical supplier (so-called FEI);
- 2. for the management of its Suppliers involved in the same outsourcing, so that the entire supply chain is subjected to the same aforementioned control measures.

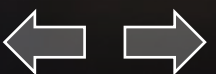
In this way, Capgemini helps to strengthen, according to the rationale that underlies the regulation, the solidity of the European Union’s financial system and to govern the complex ICT ecosystem that underlies it. In line with this, the company has begun – also through its subsidiaries, primarily Capgemini Finance Tech, specialized in the provision of banking services, and in collaboration with its bank customers and suppliers in the same supply chain – an adaptation process based on the transposition of contract amendments and on activities that must be carried out jointly.





# 06

## Methodological Notes



## 6.1

# Capgemini ESG Report and contacts

In 2023 no significant changes were made to the corporate structure of Capgemini in Italy. The two legal entities operating in Italy are Capgemini Italia SpA and Capgemini Finance Tech Srl. The ESG goals and performance of both fall within the scope of this report.

Any companies incorporated into Capgemini Italia S.p.A. will adopt the same processes.

Capgemini in Italy produces its own annual report on ESG issues. This sustainability report refers to the year 2023.

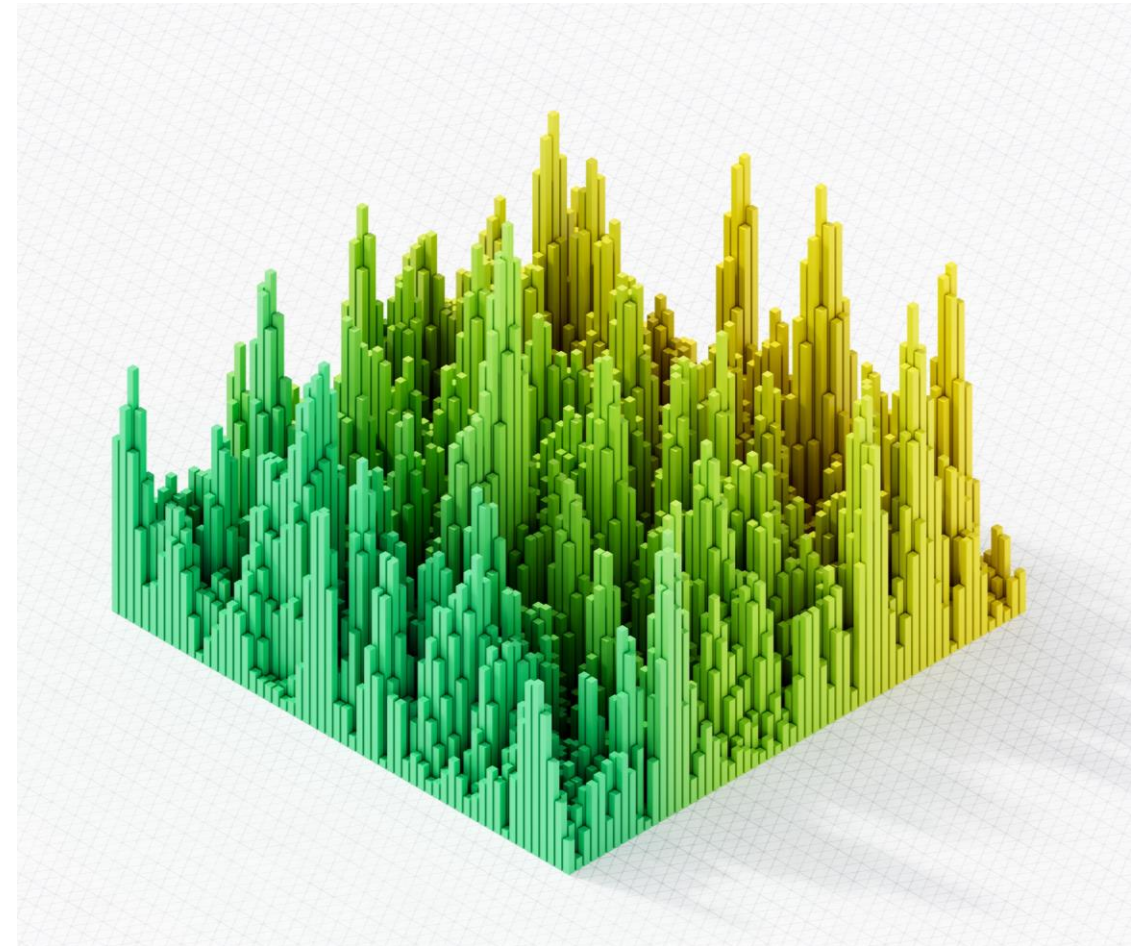
This report is not subject to external assurance because the disclosure obligations are up to the parent company.

Like the sustainability report, the financial statement for Capgemini in Italy is produced annually, and the latest financial document produced

refers to the year 2023.

This report is published in September 2024.

For any request or clarification regarding this sustainability report, please contact Alessandra Miata, CSR Director of Capgemini in Italy, at the e-mail address: [alessandra.miata@capgemini.com](mailto:alessandra.miata@capgemini.com).





## 6.2

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<i>GRI 2-16</i>	Role of top management body in impact management control	Pag 73		
<i>GRI 2-17</i>	Chairman of top management body	Pag 27		
<i>GRI 2-18</i>	Role of top management body in impact management control	Pag 27		
<i>GRI 2-19</i>	Chairman of top management body	Pag 27		
<i>GRI 2-20</i>	Process of determining remuneration	Pag 53		

## 4. Strategy, policies and practices

<i>GRI 2-22</i>	Statement regarding the sustainable development strategy	Pag 4		
<i>GRI 2-23</i>	Policy commitment	Pag 27, 33		
<i>GRI 2-24</i>	Integration of policy commitments	Pag 33		
<i>GRI 2-25</i>	Processes to remedy negative impacts	Pag 33		
<i>GRI 2-26</i>	Mechanisms to request clarifications and ease concerns	Pag 33		
<i>GRI 2-27</i>	Compliance with laws and regulations	Pag 33		
<i>GRI 2-28</i>	Association membership	Pag 59		

## 5. Stakeholder engagement

<i>GRI 2-29</i>	Approach to stakeholder engagement	Pag 28		
<i>GRI 2-30</i>	Collective Agreements	Pag 59		





Indicatori GRI	Informativa	N° Pagina	Omissioni	Note
GRI 3: Management of material topics (2021)				
Disclosure 3-1	Process to identify key issues	Pag 30		
Disclosure 3-2	List of material topics	Pag 31		
Specific Standard Disclosure				
Conformità e etica del business				
GRI 3-3	Management of material topic Compliance and business ethics	Pag 32, 74		
GRI 205: Anti-bribery (2016)				
205-2	Communication and training on anti-bribery policies and procedures	Pag 75, 106		
205-3	Episodes of corruption ascertained and actions taken	Pag 75		
GRI 206: Anti-competition conduct (2016)				
206-1	Lawsuits for anti-competition conduct, anti-trust and monopoly practices	Pag 75		

GRI 207: Taxes (2019)				
207-1	Tax approach	Pag 75		
Service and product innovation and safety				
GRI 3-3	Management of material topic Service and product innovation and safety	Pag 78		
GRI 416: Customer-centricity (2016)				
416-1	Assessment of the impacts on health and safety per product and service category	Pag 57		
Digital inclusion				
GRI 3-3	Management of material topic Digital inclusion	Pag 66		
GRI 413: Local communities (2016)				
413-1	Activities involving the local community, impact assessment and development programs	Pag 94		
Responsible procurement				
GRI 3-3	Management of material topic Responsible procurement	Pag 75		



GRI 308: Environmental assessment of suppliers (2016)				
308-1	New suppliers who have been assessed using environmental criteria	Pag 76, 107		
GRI 408: Child labor (2016)				
408-1	Activities and suppliers at significant risk of episodes of child labor	Pag 77		
GRI 409: Forced or compulsory labor (2016)				
409-1	Activities and suppliers at significant risk of episodes of forced or compulsory labor	Pag 77		
GRI 414: Social assessment of suppliers (2016)				
414-1	Percentage of new suppliers who have been assessed using social criteria	Pag 76		
People and diversity				
GRI 3-3	Management of material topic People and diversity	Pag 60		
GRI 405: Diversity and equal opportunity (2016)				
405-1	Diversity of managing bodies and employees	Pag 104, 105, 106		

405-2	Ratio between basic wage and women and men's pay	Pag 53, 103		
GRI 406: Nondiscrimination (2016)				
406-1	Episodes of nondiscrimination and corrective measures taken	Pag 65		
Development of talent				
GRI 3-3	Management of material topic Development of talent	Pag 50		
GRI 401: Employment (2016)				
401-1	New recruitment and turnover	Pag 99		
GRI 404: Training and education (2016)				
404-1	Average annual training hours per employee	Pag 100		
404-3	Percentage of employees who receive a regular performance assessment and professional development	Pag 101		



## Activities to raise awareness and training on topics of sustainability and social responsibility

<i>GRI 3-3</i>	Management of material topics to raise awareness and training on topics of sustainability and social responsibility	Pag 50		
GRI 404: Training and education (2016)				
<i>404-2</i>	Refresher program for employees' skills and transition assistance programs	Pag 50		
Workers' health, safety and well-being				
<i>GRI 3-3</i>	Management of material topic Workers' health, safety and well-being	Pag 57		
GRI 401: Employment (2016)				
<i>401-2</i>	Benefits envisaged for full-time employees but not for part-time or fixed-term contract employees	Pag 54		
GRI 403: Health and safety in the workplace (2018)				
<i>403-2</i>	Hazard identification, risk assessment and investigations into incidents	Pag 58		
<i>403-5</i>	Worker training on health and safety in the workplace	Pag 59		

## Management of environmental impacts

<i>GRI 3-3</i>	Management of material topic Management of environmental impacts	Pag 36		
GRI 302: Energy (2016)				
<i>302-1</i>	Energy consumption within the organization	Pag 97		
<i>302-3</i>	Energy intensity	Pag 97		
GRI 305: Emissions (2016)				
<i>305-1</i>	SCOPE 1 Direct Emissions	Pag 98		
<i>305-2</i>	SCOPE 2 Indirect Emissions	Pag 98		
<i>305-3</i>	SCOPE 3 Other Indirect Emissions	Pag 98		
GRI 306: Waste (2020)				
<i>306-3</i>	Waste generated	Pag 99		





Cybersecurity				
GRI 3-3	Management of material topic Cyber Security	Pag 81		
GRI 418: Customer privacy (2016)				
418-1	Proven reports of breach of customer privacy and loss of customer data	Pag 81		



## 6.3

## ESG Digital Governance with the ESGeo platform

In 2023, Capgemini in Italy continued its ambitious project to digitize the collecting of ESG (Environmental, Social and Governance) data.

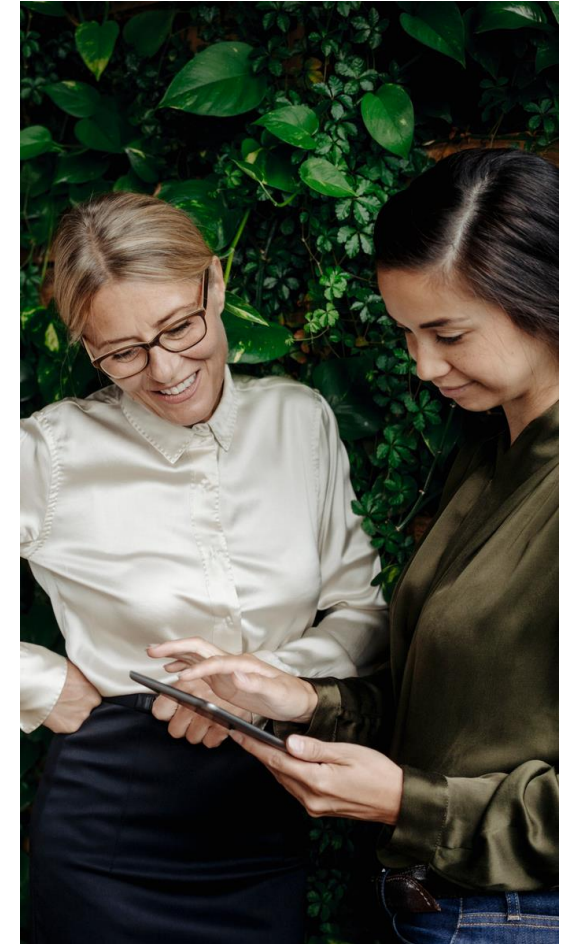
The collecting of sustainability data requires the structuring of a complex process that involves many persons and organizations within and outside the company; nonetheless, ESG information plays an increasingly crucial role in various economic and financial processes. The adopting of a digital tool is necessary for producing high-quality, efficient ESG data, as well as encouraging the sharing of the value created with our stakeholders.

Specifically, the project aims were:

- digitize the collecting of ESG data in order to improve the reporting method; make the process more structured; trace all the steps in the preparing of the Sustainability Report;
- allow supervision and coordination in all stages of the procedure;
- comply with the standards used for the Sustainability Report;
- incrementare l'affidabilità dei dati;
- facilitare engagement with all stakeholders.

The digital and technological tool chosen by Capgemini for carrying out this project is the ESGeo platform – software for the monitoring, data collection and reporting of sustainability data certified by GRI standards.

ESGEO



# 07 Technical Annexes



## 7.1

# Capgemini in Italy ID card and purpose of the report

Data as of December 31, 2023

Total number of employees	9.206
Revenues	867.0 milioni di €
Total capitalization	514.2 milioni di €
Debts	313,4 milioni di €
Capitale azionario (equity)	200.8 milioni di €

Capgemini is a world leader in supporting companies in their digital and business transformation process by leveraging the power of technology. Capgemini aims to guarantee an inclusive, sustainable future, by taking full advantage of human energy via technology.

Capgemini Italia has offices in the following cities: Bari, Bologna, Florence, Genoa, Ivrea, La Spezia, Marcon, Milan, Modena, Naples, Orbassano, Padua, Palermo, Piacenza, Pisa, Pomigliano d'Arco, Rome, Salerno, Trieste, Turin, Verona.

The consolidated financial data refer to the companies Capgemini Italia S.p.A. and Capgemini Finance Tech S.r.l. (Capgemini Group entities operating in Italy Region), with registered offices in Via di Torre Spaccata, 140 - 00173 Rome (Italy).





MARKETS SERVED

Capgemini Italia works with client companies in their digital and business transformation process thanks to its profound knowledge of the different market sectors and leveraging on an extensive mastery of the most innovative technologies and methods with clouds, data, artificial intelligence, connectivity, software, digital engineering and platforms.

GEOGRAPHIC LOCATIONS WHERE PRODUCTS AND SERVICES ARE OFFERED

Capgemini is present in Italy with 15 physical offices located in Milan, Turin, Ivrea, Pisa, Rome, Bologna, Modena, Piacenza, Marcon, La Spezia, Genoa, Naples, Pomigliano, Salerno and Bari. It offers its services throughout Italy, and also outside the borders for international projects.

SECTORS SERVED

We serve companies in all sectors, focusing in particular on:

Banking	Life Sciences	Retail
Insurance	Telco	Distribution
Manufacturing	Media	Public Sector
Automotive	Consumer Product	

WE SERVE COMPANIES IN ALL SECTORS, FOCUSING IN PARTICULAR ON:

The client portfolio consists mainly of large and medium-sized, national and international companies and organizations.



7.2

Performance Indicators

Activities involving the local community, impact assessment and development programs[GRI 413-1]

	CURRENT YEAR
Number of social impact assessments	0
Number of environmental impact assessments	0
Number of public disclosures of the results of environmental and social impact assessments	1
Number of local community development programs based on local community requirements	20
Number of stakeholder engagement plans based on their location	15
Total activities involving the local community	36
Total activities of the organization	36
Percentage of activities involving the local community	100.00%

Our partner associations are systematically involved in meetings throughout the year to assess the requirements of the areas and of the vulnerable populations they represent in order to identify objectives and work plans.

In 2024, 10 internal committees were held on the environment, health and safety, and 5 internal committees on Gender Equity/ Diversity for dealing with impacts.

During the year there were no complaints or reports from the local communities.







## Environmental Indicators

### Energy consumption within the organization [GRI 302-]

	CURRENT YEAR		PREVIOUS YEAR	
	Value	GJ	Value	GJ
<b>A- TOTAL FUEL CONSUMPTION FROM NON-RENEWABLE SOURCES</b>	-	6,140.42 GJ	-	10,426.44GJ
Natural Gas	1,705,673.96KWh	6,140.42GJ	267,427.00smc	10,426.44GJ
for heating	1,705,673.96KWh	6,140.42GJ	267,427.00smc	10,426.44GJ
<b>C- ELECTRICITY CONSUMPTION</b>	2,397,303.12KWh	8,630.29GJ	2,712,722.00KWh	9,765.79GJ
Electricity purchased	2,397,303.12KWh	8,630.29GJ	2,712,722.00KWh	9,765.79GJ
of which certified renewable electricity – from third parties	2,270,704.60KWh	8,174.53GJ	2,378,200.00KWh	8,561.52GJ
of which non-certified electricity – from third parties	126,598.52KWh	455.75GJ	-	-
<b>TOTAL ENERGY CONSUMPTION</b>	-	14,770.71GJ	-	20,192.24GJ
<i>Report the source of the conversion factors used</i>				
<i>Report the standards, methods, hypothesis and/or calculation tools used</i>				

### Energy intensity [GRI 302-3]

	CURRENT YEAR	PREVIOUS YEAR
Specific parameter: surface area of the organization (m²)	34,533,42 m²	40,814,00 m²
Energy consumed within the organization (GJ)	14,770,71 GJ	20,192,24 GJ
<b>Energy intensity (GJ/m²)</b>	<b>0.42</b>	<b>0.49</b>



## Direct GHG Emissions (SCOPE 1) [GRI 305-1]

	CURRENT YEAR		PREVIOUS YEAR	
	Quantity	Quantity ( tCO <sub>2</sub> e)	Quantity	Quantity ( tCO <sub>2</sub> e)
Emissions from fuel from non-renewable sources	-	312.01 tCO <sub>2</sub> e	-	528,679.11 tCO <sub>2</sub> e
of which natural gas	1,705,673.96KWh	312.01 tCO <sub>2</sub> e	267,427.00smc	528,679.11 tCO <sub>2</sub> e
<b>Total SCOPE 1</b>	-	<b>312.01 tCO<sub>2</sub>e</b>	-	<b>528,679.11 tCO<sub>2</sub>e</b>

## Indirect GHG Emissions from energy consumption (SCOPE 2)

	CURRENT YEAR	PREVIOUS YEAR
Totale Scope 2 ( tCO <sub>2</sub> e) electricity purchased - Location Based	677.47 tCO <sub>2</sub> e	720.77 tCO <sub>2</sub> e
Totale Scope 2 ( tCO <sub>2</sub> e) electricity purchased - Market Based	57.86 tCO <sub>2</sub> e	129.88 tCO <sub>2</sub> e

## Other Indirect GHG Emissions (SCOPE 3) [GRI 305-3]

	CURRENT YEAR	PREVIOUS YEAR
Air	1,311.22 tCO <sub>2</sub> e	810.54 tCO <sub>2</sub> e
Car	1,797.92 tCO <sub>2</sub> e	2,705.50 tCO <sub>2</sub> e
Energy	39.56 tCO <sub>2</sub> e	40.42 tCO <sub>2</sub> e
Hotel	381.15 tCO <sub>2</sub> e	303.74 tCO <sub>2</sub> e
Train	285.85 tCO <sub>2</sub> e	70.47 tCO <sub>2</sub> e
Taxi	68.92 tCO <sub>2</sub> e	50.43 tCO <sub>2</sub> e
Waste	11.40 tCO <sub>2</sub> e	10.29 tCO <sub>2</sub> e
Water	10.38 tCO <sub>2</sub> e	17.35 tCO <sub>2</sub> e
Other	5,257.13 tCO <sub>2</sub> e	14.31 tCO <sub>2</sub> e
<b>Total SCOPE 3</b>	<b>9,163.53 tCO<sub>2</sub>e</b>	<b>4,023.05 tCO<sub>2</sub>e</b>

Gases included in the calculation (CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O)

The consolidation approach used multiplies the emission factors for each of these gases by use, and the emissions generated are added together to obtain the equivalent CO<sub>2</sub> emissions

Source of emission factors and GWP: DEFRA 2023



Waste produced [GRI 306-3]

	VALORE
Total hazardous waste	0.00t
Other (specify)	0.00t
Total non-hazardous waste	47.33t
General waste for landfill	20.83t
Recycled electronic waste - IT	0.07t
Recycled electronic waste - Other	0.00t
Recycled paper and cardboard	23.06t
Recycled plastic	3.00t
Reused electronic waste - IT	0.35t
Other (specify)	0.00t







## Social Indicators

### New recruits and turnover [GRI 401-1]

	<30 years			30-50 years			>50 years			TOTAL		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
CURRENT YEAR												
New recruits	751	390	1,141	570	218	788	94	49	143	1,415	657	2,072
New resignations	476	183	659	687	258	945	208	72	280	1,371	513	1,884
Recruitment rate	44.99%	51.38%	46.99%	15.82%	13.97%	15.26%	8.28%	10.08%	8.82%	22.10%	23.42%	22.49%
Turnover rate	28.52%	24.11%	27.14%	19.08%	16.53%	18.31%	18.34%	14.81%	17.28%	21.41%	18.29%	20.45%
PREVIOUS YEAR												
New recruits	1,010	414	1,424	716	263	979	108	30	138	1,834	707	2,541
New resignations	548	208	756	853	383	1,236	111	35	146	1,512	626	2,138
Recruitment rate	60.04%	60.43%	60.16%	20.07%	17.17%	19.20%	9.72%	6.74%	8.86%	28.83%	26.56%	28.16%
Turnover rate	32.58%	30.36%	31.93%	23.91%	25.01%	24.24%	9.99%	7.86%	9.38%	23.77%	23.52%	23.70%
Remarks												



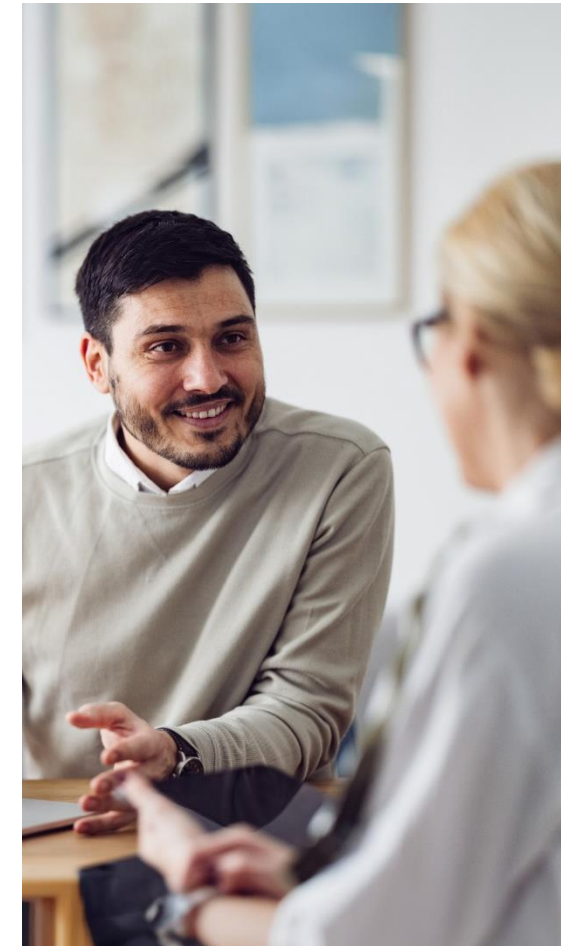
Average annual training hours per employee [GRI 404-1]

	Hours Men	Avg. Hours Men	Hours Women	Avg. Hours Women	Total Hours	Avg. Total Hours
CURRENT YEAR						
Executives	12,766.62h	44.48h	3,711.53h	48.20h	16,478.15h	45.26h
Management	42,053.80h	46.72h	14,263.56h	48.84h	56,317.36h	47.24h
Office Staff	166,762.00h	31.96h	71,880.00h	29.50h	238,642.00h	31.18h
Totale	221,582.42h	34.60h	89,855.09h	32.03h	311,437.51h	33.81h
PREVIOUS YEAR						
Executives	5,186.54h	18.65h	1,292.82h	19.88h	6,479.37h	18.89h
Management	24,209.00h	24.65h	7,517.48h	22.78h	31,726.48h	24.18h
Office Staff	117,174.20h	22.97h	42,415.67h	18.71h	159,589.88h	21.66h
Total	146,569.75h	23.04h	51,225.98h	19.25h	197,795.74h	21.92h



### Percentage of employees who receive a regular assessment of performance and professional development [GRI 404-3]

	CURRENT YEAR			PREVIOUS YEAR		
	Men	Women	Total	Men	Women	Total
Number of managers who are regularly assessed	274	74	348	206	43	249
Total number of managers	275	75	350	248	57	305
Percentage of managers who are regularly assessed	99.6%	98.6%	99.4%	83.06%	75.43%	81.63%
Number of middle managers who are regularly assessed	876	287	1.163	864	279	1.143
Total number of middle managers	876	287	1.163	864	282	1.146
Percentage of managers who are regularly assessed	100%	100%	100.0%	100,00%	98.93%	99.73%
Number of middle managers who are regularly assessed	4.913	2.241	7.154	3.952	1.790	5.742
Total number of remaining employees	4.922	2.241	7.163	3.969	1.809	5.778
Percentage of remaining employees who are regularly assessed	99.8%	100%	99.9%	99.57%	98.94%	99.37%
Total number of middle managers	6.063	2.602	8.665	5.022	2.112	7.134
Percentage of total	99.8%	99.9%	99.9%	98.83%	98.32%	98.68%





Employees divided according to gender [GRI 2-7]

	CURRENT YEAR				PREVIOUS YEAR			
	Men	Women	Other (gender specified by employee) / Not disclosed	Totale	Men	Women	Other (gender specified by employee) / Not disclosed	Totall
Total employees under contract	6,404	2,805	0	9,209	6,360	2,661	0	9,021
With permanent contract	6,328	2,730	0	9,058	6,270	2,619	0	8,889
With fixed-term contract	76	75	0	151	90	42	0	132
Zero-hours contract (e.g. per call, casual work)	0	0	0	0	0	0	0	0
Total full-time + part-time employees	6,404	2,805	0	9,209	6,360	2,661	0	9,021
Full-time	6,380	2,645	0	9,025	6,326	2,491	0	8,817
Part-time	24	160	0	184	34	170	0	204

The data is given on the basis of the head count, at the end of the reporting period,  
In 2023 there were no significant fluctuations. The number of employees grew regularly during the year.



Self-employed workers 2023 [GRI 2-8]

	CURRENT YEAR	
Total number of self-employed workers whose work is under the organization's control	205	
Describe the most frequent types of self-employed workers and their contractual relationship with the organization	Temporary workers	19
	Workers completing work experience	179
	Workers with coordinated and continual contract	7

Ratio between women's basic wage and pay compared to men [GRI 405-2]

		CURRENT YEAR	PREVIOUS YEAR
		Women/Men Ratio	Women/Men Ratio
Total average pay	Executives	1.01	1.02
	Management	0.95	0.95
	Office Staff	0.98	0.98



## Diversity between categories of employees [GRI 405-1]

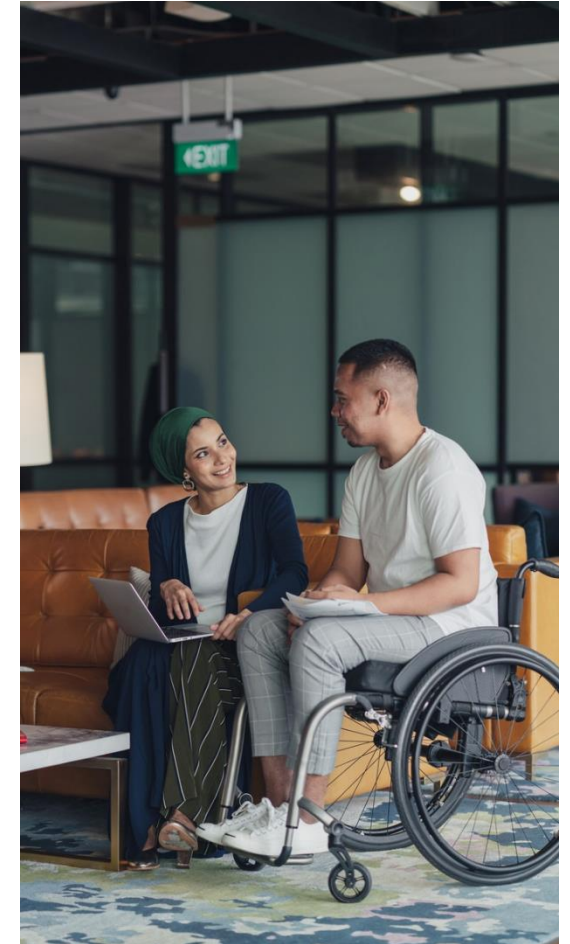
		CURRENT YEAR											
		<30 years			30-50 years			>50 years			Total		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of people	Executives	0	0	0	153	37	190	134	40	174	287	77	364
	Management	4	1	5	553	178	731	343	113	456	900	292	1,192
	Office Staff	1,665	758	2,423	2,895	1,345	4,240	657	333	990	5,217	2,436	7,653
	Total	1,669	759	2,428	3,601	1,560	5,161	1,134	486	1,620	6,404	2,805	9,209
Percentage of people	Executives	0.00%	0.00%	0.00%	1.66%	0.40%	2.06%	1.45%	0.43%	1.88%	3.11%	0.83%	3.95%
	Management	0.04%	0.01%	0.05%	6.00%	1.93%	7.93%	3.72%	1.22%	4.95%	9.77%	3.17%	12.94%
	Office Staff	18.08%	8.23%	26.31%	31.43%	14.60%	46.04%	7.13%	3.61%	10.75%	56.65%	26.45%	83.10%
	Total	18.12%	8.24%	26.36%	39.10%	16.93%	56.04%	12.31%	5.27%	17.59%	69.54%	30.45%	100.00%





## Other indicators of diversity between categories of employees [GRI 405-1b]

		CURRENT YEAR				PREVIOUS YEAR			
		Categories with protected status	People with disability	Other (Employees of foreign nationality)	Total	Categories with protected status	People with disability	Other (Employees of foreign nationality)	Total
Number of people	Executives	0	3	5	8	0	2	2	4
	Management	4	23	12	39	5	17	10	32
	Office Staff	12	201	308	521	12	162	266	440
	Total	16	227	325	568	17	181	2	476
Percentage of people	Executives	0.00%	1.23%	0.00%	1.14%	0.00%	1.01%	0.00%	0.84%
	Management	1.64%	9.46%	0.00%	6.86%	2.52%	8.58%	0.00%	6.72%
	Office Staff	4.93%	82.71%	0.00%	91.72%	6.06%	81.81%	0.00%	92.43%
	Total	6.58%	93.41%	0.00%	100.00%	8.58%	91.41%	0.00%	100.00%



## Structure and composition of the Board of Directors [GRI 2-9B]

	CURRENT YEAR					
	Women	Men	Total	Women	Men	Total
Total members	2	2	4	50.00%	50,00%	100.00%
Non-executive members	0	0	0	0.00%	0.00%	0.00%
Executive members	2	2	4	50.00%	50.00%	100.00%
Independent members	2	2	4	50.00%	50.00%	100.00%
Members belonging to under-represented social groups	0	0	0	0.00%	0,00%	0.00%
Members competent on ESG issues	1	0	1	25.00%	0,00%	25.00%



## Diversity of governance bodies (Top Management)[GRI 405-1°]

	CURRENT YEAR				PREVIOUS YEAR			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Top Management - Men	0	20	26	46	0	21	23	44
Top Management - Women	0	10	9	19	0	10	8	18
Top Management - Total	0	30	35	65	0	31	31	62
Percentage Men	0.00%	30.76%	40.00%	70.76%	0.00%	33.87%	37.09%	70.96%
Percentage Women	0.00%	15.38%	13.84%	29.23%	0.00%	16.12%	12.90%	29.03%



New suppliers who have been assessed using environmental criteria [GRI 308-1]

New suppliers who have been assessed using social criteria [GRI 414-1]

	CURRENT YEAR	PREVIOUS YEAR
Total new suppliers	132	177
New suppliers assessed according to environmental criteria	120	59
Percentage of new suppliers who have been assessed using environmental criteria	90.90%	33.33%

	CURRENT YEAR	PREVIOUS YEAR
Total new suppliers	119	177
New suppliers assessed according to social criteria	119	59
Percentage of new suppliers who have been assessed using social criteria	100.00%	33.33%

Communication and training regarding anti-bribery policies and procedures [GRI 205-2]

	CURRENT YEAR				PREVIOUS YEAR			
	BoD	Executives	Management	Office Staff	BoD	Executives	Management	Office Staff
Number of people who have received notification regarding anti-bribery	4	364	1.130	7.653	4	343	1.316	7.523
Percentage of people who have received notification regarding anti-bribery	100.00%	100.00%	95.00%	100.00%	100.00%	0.00%	0.00%	0.00%
Number of people who have received training on anti-bribery	0	236	690	5.452	4	269	978	6.507
Percentage of people who have received training on anti-bribery (Law 231)	0.00%	65.00%	58.00%	71.00%	100.00%	0.00%	0.00%	0.00%
Total employees per category	4	364	1192	7653	4	0	0	0





## About Capgemini

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 diverse 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. It delivers end-to-end services and solutions leveraging strengths from strategy and design to engineering, all fueled by its market leading capabilities in AI, cloud and data, combined with its deep industry expertise and partner ecosystem. The Group reported 2023 global revenues of €22.5 billion.

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