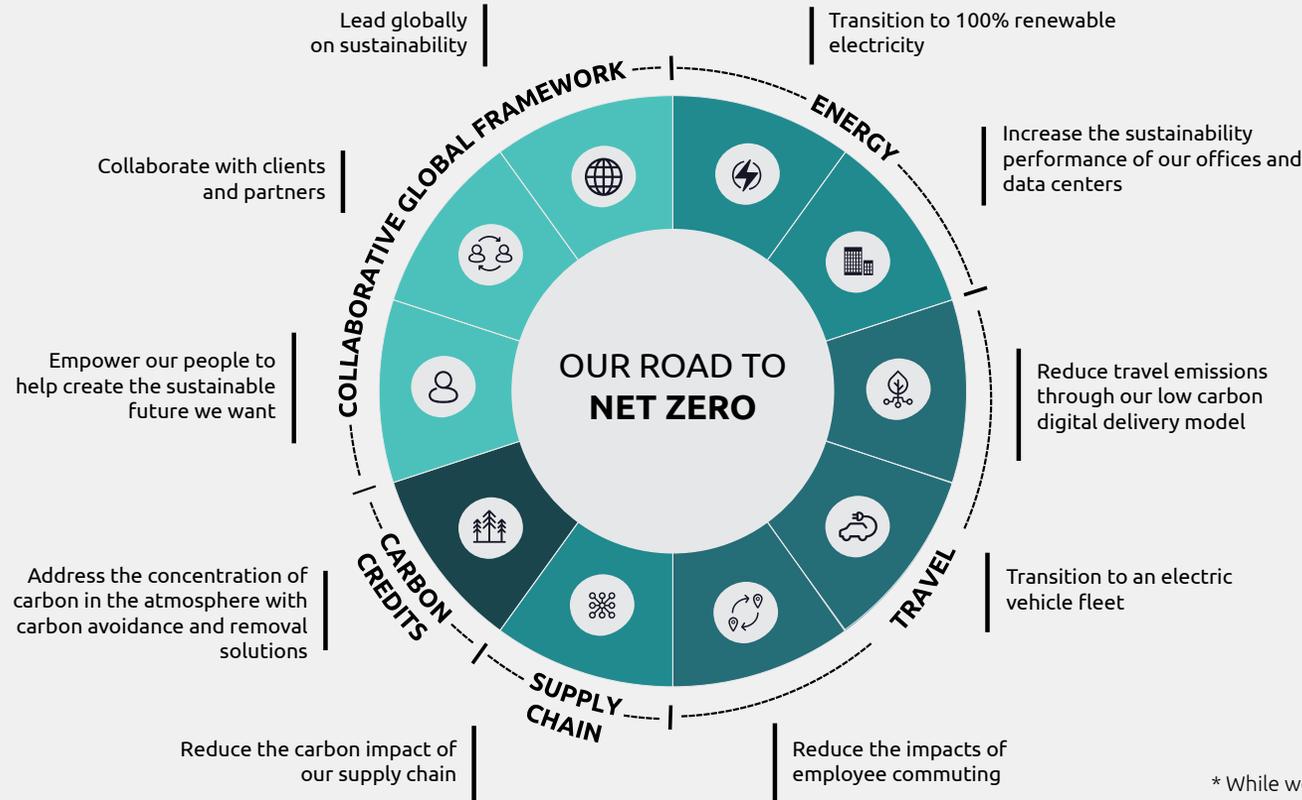


# OUR ENVIRONMENTAL SUSTAINABILITY APPROACH

Capgemini has a long-term commitment to environmental sustainability, with a strategy that focuses on managing and reducing our own environmental impacts whilst also using our business expertise to help clients address their own sustainability challenges. The sustainable transformation of our organisation at the scale and pace we have targeted is ambitious and will materially impact every aspect of the way we operate. It requires radical change in everything from procurement and IT operations, to how we work and our business model.

## 10 POINT TRANSITION ROADMAP



### OUR COMMITMENTS

Reduce our carbon emissions by **90%** to become net zero by 2040 and carbon neutral\* by 2025 for our own operations, and across our supply chain by 2030

**100%** renewable electricity by 2025 and transition to electric vehicle fleet by 2030

Help clients save 10 million tons of CO<sub>2</sub>e by **2030**

### KEY 2021 ACHIEVEMENTS

**58%** of our electricity comes from renewable sources

**93%** of our headcount covered by Global Environmental Management ISO14001

**A list** recognition from CDP for leadership in tackling climate change

\* While we recognise there is currently debate on the validity of terms like carbon neutrality, we will continue to support the minimisation and reduction of greenhouse gases in the atmosphere aligned to our own operational footprint.

# A STRENGTHENED AMBITION - OUR NEW AND VALIDATED NET ZERO TARGETS



This year we have refined our net zero targets in line with the Science Based Target initiative's (SBTi) new Corporate Net-Zero Standard. The Standard is the world's first framework for setting corporate net zero targets and was launched at the end of 2021 after a thorough consultation process in which Capgemini was a part. It addressed the lack of a previous robust benchmark which had triggered scepticism over some corporate claims, and net zero as a concept. Our refined net zero targets have been assessed by the SBTi and got approved in July 2022.

Our new net zero headline target is to achieve a 90% reduction in carbon emissions across Scopes 1, 2 and 3 by 2040 compared to a baseline of 2019. This sees us significantly raising our ambition beyond our previous 2030 targets and reflects our continuing commitment to address climate issues in line with the latest climate science.

In addition, we are strengthening our near-term (2030) Scope 3 targets for commuting and business travel to a 55% reduction per employee against a 2019 baseline (compared to 50% reduction per employee vs 2015).

Our other previous Scope 1, 2 and 3 targets were already aligned to or in some cases were more ambitious than the new SBTi Corporate Net-Zero Standard. Consequently, they remain in place but with the baselines revised from 2015 to 2019, increasing our ambition further and ensuring greater transparency and consistency in our greenhouse gas emissions data after the integration of Altran into the Group.

Our commitment to the new Standard reflects our continued increasing ambitions aligned to the needs of climate science and recognises that the world needs to rapidly decarbonise through both short- and long-term systems change and new operating models. The Standard requirements are highly ambitious and will require significant collaboration across our entire value chain to achieve the radical change needed.

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



## OUR REFINED NET ZERO TARGETS

Category	2025 target	2030 target (SBTi near term target)	2040 target (SBTi long term target)
<b>Headline targets</b>			<b>-90% absolute</b>
Scope 1 & 2 emissions		-80% absolute	-90% absolute
Business travel		-55% per employee	-90% absolute
Commuting		-55% per employee	-90% absolute
Procured goods & services		-50% absolute	-90% absolute
Supporting targets	100% renewable electricity	100% EV fleet	
Overall emissions	Operational carbon neutral*	Supply Chain carbon neutral*	Net zero

\* While we recognise currently there is debate on the validity of terms like carbon neutrality, we will continue to support the minimisation and reduction of greenhouse gases in the atmosphere aligned to our own operational footprint.

## THE KEY FEATURES OF SBTi's NET-ZERO STANDARD

- Decarbonization of 90-95%** for the majority of organizations across their entire value chain emissions, including those produced by their own processes (scope 1), purchased electricity and heat (scope 2), and generated by suppliers and end-users (scope 3).
- Long-term targets** as well as near-term targets (to become net zero by 2050 latest).
- Carbon removals only to be used when a company has met its long-term reduction target to mitigate for the final 5-10% of emissions**- and no claims of net zero can be made until this point.

In addition, the SBTi recommends that companies make investments outside their science-based targets to help mitigate climate change elsewhere and help increase the likelihood that the global community stays within a 1.5°C carbon budget. but are not a substitute for the rapid and deep reduction of a company's own value chain emissions. (See more in our 'Beyond decarbonization' section')

