Capgemini Environmental Sustainability

Performance Report 2019/20

Architects of Positive Futures

Welcome to the Capgemini **Environmental Sustainability Performance Report 2019/2020,** which provides details of our environmental performance in 2019.

Scope:
Unless stated otherwise, the data in this report covers the Environmental Sustainability activities of the Capgemini Group for the calendar year 2019. This report complements the information published in the CSR section of our Universal Registration Document 2019, Annual Report 2019 and Integrated Report 2019. Data published in this report is the audited and complete final set of environmental data for 2019, with any variances from our previous reports explained in the Performance Scorecard section.

Feedback:
We welcome feedback on our approach to environmental sustainability and the content of this report. Please email sustainability.reporting.uk@capgemini.com

Find out more:
For more information about our program please visit:
www.capgemini.com/corporate-responsibility/

The images throughout this report depict various aspects of climate change. They were taken by Capgemini employees for an internal photographic competition, in support of Capgemini Invent's sponsorship of the World Climate Summit 2019, the lead business event of the UN COP25.

In this report

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Welcome to our 2019/20 Environmental Sustainability Performance Report

With many parts of the world still facing lockdown measures due to the COVID-19 pandemic, we are facing extraordinary challenges that will impact our social and economic systems for years to come. Now, more than ever, we need to ensure the path beyond the pandemic is sustainable and that we focus as a responsible business on addressing the climate crisis that is in evidence all around.

2019 marks the end of the warmest ever decade on record[1], with the average global temperature increasing at around 1.1°C above pre-industrial conditions. In parallel, 2019 was a year in which the call for climate action grew stronger, with an estimated six million people joining climate protests[2] in September alone.

For Capgemini, the year was marked with a number of key milestones – significant among those was making it onto the CDP's prestigious 'A list', placing us amongst 2% of high performing businesses working to tackle climate change. We also made real progress towards our 2030 targets, reaching a 29.8% reduction in carbon emissions per employee ✓[3] just 0.2% away from our headline science-based target, which we went on to reach in January 2020 before the COVID-19 related lockdowns began.

These achievements were made possible by our continued focus on driving down business travel emissions through virtual collaboration, with training and the roll-out of Office365™ across the Group, as well as country-specific initiatives to encourage more sustainable travel. In 2019 we also nearly doubled the proportion of our electricity coming from renewable sources reaching 46.2% compared to 23.7% the year before, whilst simultaneously significantly enhancing energy efficiency across our estate.

We continued to advance our focus on reducing waste through our commitment to eliminate single-use plastics within our own operations, as well as by encouraging behavior change to reduce the amount of waste brought into our offices.

The work we do with clients continues to be the most material positive impact we can deliver as a business. Building on our external commitment to help clients with their sustainability challenges, in 2019 we have focused on embedding sustainability within our existing portfolio offers, while also engaging account teams within key sectors. Through Capgemini Invent, we were the key sponsor of the 10th World Climate Summit in support of the United Nation's COP 25, bringing leaders and decision makers together to discuss the 'climate emergency' and the challenges it poses for the future of every business.

Whilst we are very proud of how far we have progressed, we know there is much more to do. I am delighted to announce Capgemini is now committed to becoming a net zero business by 2030. This will mean accelerating our carbon reduction strategy, with our next set of targets fully aligned to a 1.5°C science-based pathway. Delivering against this strategy will require that we scale up our investment in energy efficiency and renewable energy, with a new ambition to transition to 100% renewable electricity for all our operations by 2025. We will also continue to transform the way we collaborate with clients and internally, with an enhanced focus on unlocking the full potential of virtual collaboration.

While our priority remains focused on driving down our carbon emissions, our new strategy will involve offsetting any residual emissions from our operations through a high quality carbon offset scheme. We plan to invest in carbon offsets covering emissions from all key operational impacts (energy, business travel, commuting, waste and water), ensuring we achieve carbon neutrality by 2025. The focus will be on projects such as re-forestation that remove carbon emissions from the atmosphere, with the scheme extended over time to include Capgemini's full operational and supply chain impacts by 2030.

As we move into a new decade, in the midst of the current health pandemic, I hope that we can learn from the experience. 'Lockdown' of course is not a long-term answer for the environment, but the 'new normal' will need wide collaboration and radical transformation in how we work and live. I believe Capgemini, our people and partners will be a key part of that transformation.

Dr. James Robey
Vice President,
Global Head of Environmental Sustainability
July 2020

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1   https://medialibrary.climatecentral.org/resources/decades-of-warming
2   https://www.theguardian.com/environment/2019/sep/27/climate-crisis-6-million-people-join-latest-wave-of-worldwide-protests
3   The ✓ mark is used throughout this report denotes data points which have been assured by our auditors KPMG to a level of reasonable assurance.

About Capgemini

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Company profile and key fixtures

A global leader in consulting, technology services and digital transformation, Capgemini is at the forefront of innovation to address the entire breadth of clients' opportunities in the evolving world of cloud, digital and platforms.

Our Values
Since the formation of Capgemini in 1967, we have been guided by the same seven core values. These values are the threads that run throughout our history; they guide the ethical approach through which we conduct our business.

Honesty Boldness Trust Freedom Fun Modesty Team spirit

Our Ethics
Our commitment to act in an ethical and responsible way is central to the way we do business. We have been recognised by the Ethisphere® Institute as one of the World's Most Ethical Companies for the past eight years. We were one of only three organisations in the consulting sector to receive this accolade in 2019, in recognition of our commitment to ethical business practices.

2020 WORLD'S MOST ETHICAL COMPANIES®™
WWW.ETHISPHERE.COM

Key figures in 2019

219,300 employees

in more than **40 countries**

representing over **120 nationalities**

€14.1 billion revenue

12.3% operating margin

€1.29 billion free cash flow

Find out more>>

Capgemini >>
Architects of Positive Futures >>
Previous Environmental Sustainability Report >>

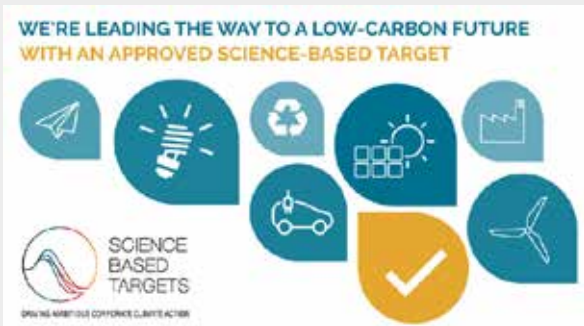# Environmental Sustainability Strategy and 2019 Highlights

Capgemini's Environmental Sustainability program is about building innovative solutions to address environmental issues, both within our business and with our clients.

We were one of the first in our sector to publish approved science-based targets.

To reduce our carbon emissions per employee by 20% by 2020 and by 30% by 2030 (vs. 2015)

We also have a commitment to help clients with their sustainability challenges.

To help our clients save 10 million tonnes of CO_2e emissions by 2030

WE'RE LEADING THE WAY TO A LOW-CARBON FUTURE WITH AN APPROVED SCIENCE-BASED TARGET

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

We are **Resourceful**

Driving efficiency and innovation across our business operations, focusing on our most material environmental impacts – our travel emissions, energy consumption and waste disposal.

29.8% carbon reduction per employee (vs 2015) ✓

22.0% reduction in travel emissions per employee (vs 2015) ✓

40.9% reduction in energy emissions per employee (vs 2015)

46.2% electricity from renewable sources by the end of 2019 – an increase from 23.7% in 2018

First corporate campus in India to receive the **Net Zero Energy Platinum certification** from the Indian Green Building Council (IGBC) was our Bangalore EPIP campus

New ambition to phase out **single-use plastic from our offices by 2020** was launched

We are **Impactful**

Helping our clients reduce their environmental impacts by leveraging the combined innovation and capabilities of the Group.

2,750 employees engaged in face-to-face briefings, business challenges, workshops and trainings, equipping them to support clients with sustainable transformation

Project FARM (Financial and Agricultural Recommendation Models), an intelligent data platform to optimize the agricultural value chain and bolster global food supply, launched by our Applied Innovation Exchange (AIE) in the Netherlands

A **Geo Satellite Intelligence (GSI) solution** used to help halt the destructive annual march of the spruce bark beetle, developed by our Sogeti business in Sweden

Guidance on assessing and maximizing the environmental benefits of cloud computing published in collaboration with the Department for Environment, Food and Rural Affairs (DEFRA)

Capgemini Invent accelerated their sustainability focus, sponsoring the 10th World Climate Summit and launching the Invent for Society initiative

We are **Accountable**

Monitoring, reporting and managing our environmental impacts and risks using a world-class carbon accounting system, and a global environmental management framework to meet our ambitious science-based targets.

Named on **CDP's prestigious Climate Change A-list, placing us among 2% of high performing businesses**, in recognition of our progress on tackling climate change

Global ISO 14001 certificate expanded to a further 9 countries, bringing the total to 22 countries, incorporating 91.5% of our operations by headcount ✓

Global Carbon Accounting system rolled out to Japan, Singapore, Hong Kong and Malaysia with 99.5% our operations now covered (remaining 0.5% is estimated)

Awards and recognitions we received in 2019

Achieved a place on **CDP's prestigious climate change "A-list"** in recognition of our strong action on climate change - this places us in the top 2% of all companies responding to CDP.

Achieved a place of **CDP's supplier engagement leader board**, one of only 159 companies to be recognized for our action on corporate supply chain engagement.

Achieved a **Platinum rating in our Ecovadis CSR assessment**, the highest possible rating with a score which puts us in the top 1% of organizations assessed.

Once again recognized as one of the **"World's Most Ethical Companies®" by the Ethisphere® Institute** – a distinction that highlights our commitment to ethical leadership, compliance practices, and corporate social responsibility.

Retained our **"Prime" status in the ISS ESG Corporate Performance index**, increasing our score to achieve a place amongst the top 2% of highest scoring companies in our sector.

Confirmed as a constituent of the **EURONEXT Vigeo Eiris Europe 120 and Eurozone 120 indices** (our performance on environmental, social and governance issues places us in the Top 120 companies in Europe and the Eurozone).

Confirmed as a component of the **Standard Ethics SE French Index and the SE European Best in Class Index** - we are one of the few global companies with a score of EEE-, equating to "Excellent".

Re-confirmed as a constituent of the **Ethibel Sustainability Index (ESI) Excellence Europe** and the **Ethibel Sustainability Index (ESI) Excellence Global.**

Continued our inclusion in the **FTSE4Good Index,** which is designed to measure and recognize the performance of companies demonstrating strong environmental, social and governance practices.

Continued our inclusion in the **STOXX ESG Leaders index,** which offers a representation of the leading global companies in terms of environmental, social and governance criteria, based on indicators provided by Sustainalytics.

*FTSE Russell (the trading name of FTSE International Limited and Frank Russell Company) confirms that Capgemini SE has been independently assessed according to the FTSE4Good criteria, and has satisfied the requirements to become a constituent of the FTSE4Good Index Series. Created by the global index provider FTSE Russell, the FTSE4Good Index Series is designed to measure the performance of companies demonstrating strong Environmental, Social and Governance (ESG) practices. The FTSE4Good indices are used by a wide variety of market participants to create and assess responsible investment funds and other products
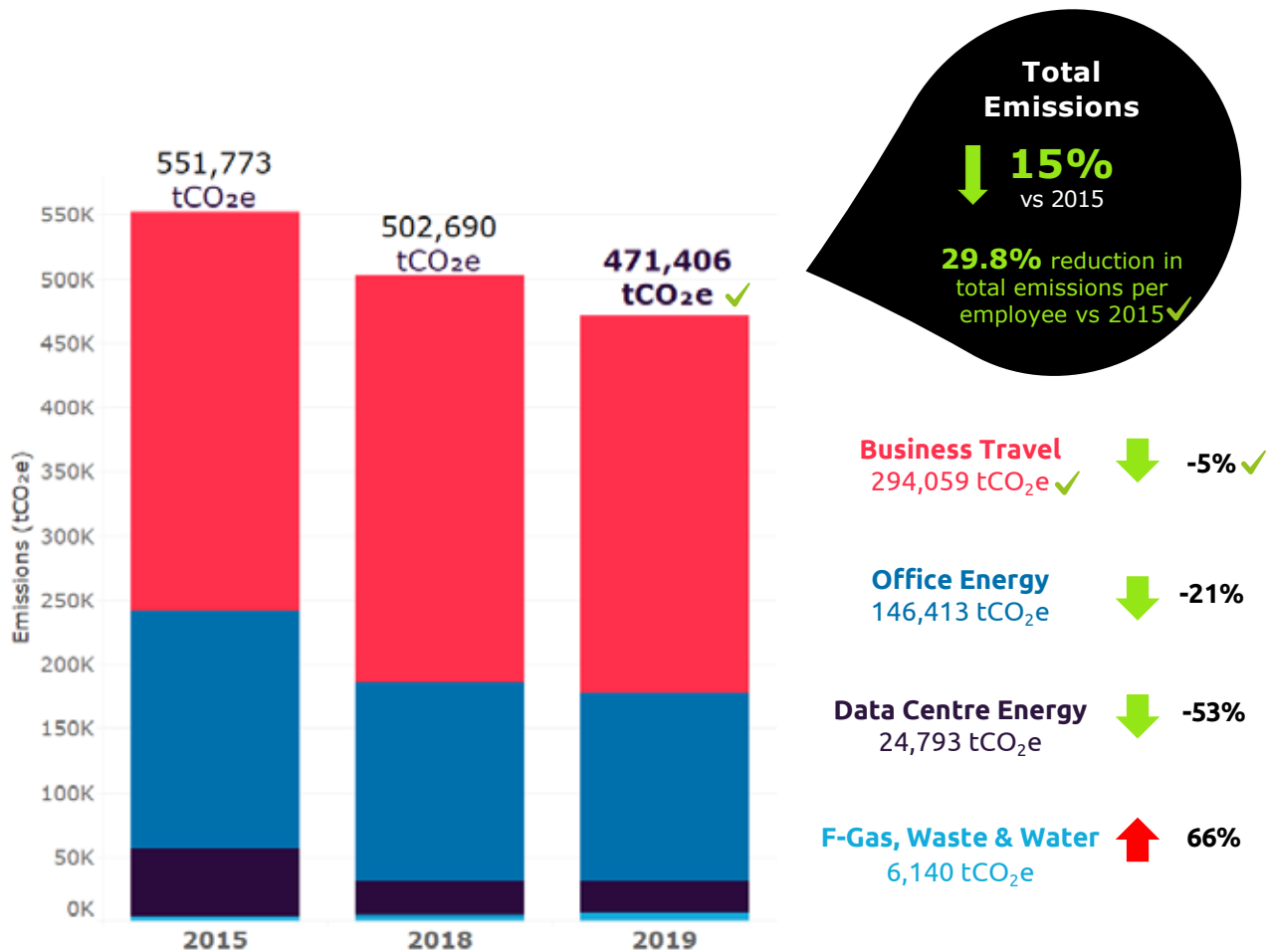
Resourceful

Our carbon emissions at a glance

Our carbon emissions largely come from three main sources: our travel, our office energy consumption and our data centre energy consumption.

551,773 tCO₂e
502,690 tCO₂e
471,406 tCO₂e ✓

2015 | 2018 | 2019

Emissions (tCO₂e)

Total Emissions

↓ **15%** vs 2015

29.8% reduction in total emissions per employee vs 2015 ✓

Business Travel ✓
294,059 tCO₂e ✓   ↓ -5% ✓

Office Energy
146,413 tCO₂e   ↓ -21%

Data Centre Energy
24,793 tCO₂e   ↓ -53%

F-Gas, Waste & Water
6,140 tCO₂e   ↑ 66%

INDIA
209,052 tCO₂e
44% of total Group emissions
1.9 tCO₂e per employee
↓ 33% in tCO₂e per employee vs 2015

NORTH AMERICA
79,335 tCO₂e
17% of total Group emissions
4.4 tCO₂e per employee
↓ 25% in tCO₂e per employee vs 2015

FRANCE
37,903 tCO₂e
8% of total Group emissions
1.5 tCO₂e per employee
↓ 6% in tCO₂e per employee vs 2015

UNITED KINGDOM
28,188 tCO₂e
6% of total Group emissions
3.2 tCO₂e per employee
↓ 49% in tCO₂e per employee vs 2015

NETHERLANDS
26,438 tCO₂e
6% of total Group emissions
4.2 tCO₂e per employee
↓ 24% in tCO₂e per employee vs 2015

Cutting carbon across our largest emissions sources

Through our Environmental Management program, we measure, manage and reduce our own carbon emissions, with a strong focus on our largest sources of emissions, energy and travel.

Travel

As a people-centered business, meeting with clients continues to be an important part of building relationships and developing teams. Business travel is, however, our single largest source of carbon emissions and a significant contributor to air pollution. Across the Group, 2019 saw continued focus on sustainable travel initiatives from virtual collaboration and incentivized public transport, to car sharing apps and electric pool cars.

2019 Achievements (vs 2015)

22.0% reduction in travel emissions per employee ✓

13.4% increase in rail emissions per employee

29.3% reduction in hotel emissions per employee

19.3% reduction in air emissions per employee

31.6% reduction in car emissions per employee

Case Study | Virtual Collaboration in the UK

In 2019, Capgemini UK launched a new travel reduction program, to shift our focus from 'travel' to how we can better 'connect', bringing together virtual collaboration technology with organizational behavior change. Investing in the creation of nine branded physical 'hub' spaces across the UK, we enabled geographically dispersed teams to co-collaborate without the need to travel. This has been further supported by new Office365™ solutions deployed in the UK and globally, enabling employee collaboration from any location.

Helping people to understand and use the technology was central to the campaign, and over 1,700 employees participated in training and behavioral workshops supported by 100 'Change Agents' and Senior Business Sponsors. 30 pilot groups involving several clients tested out new collaborative approaches to reduce travel.

The campaign has contributed to a 13.3% reduction in business travel emissions in the UK in 2019 alone.

Our Virtual Collaboration Hub in Telford, UK

Energy

We are committed to creating sustainable and energy efficient workplaces which are good for our people and the environment. Across our estate, we are embracing a range of efficiency measures to reduce energy and water use, adopting new technology and prompting our employees into action. A continued focus on energy efficiency across our offices and data center operations has helped reduce total energy use by 19.8% since 2015 ✓. In addition, we have accelerated the deployment of renewable energy across our entities in Europe and India, with France moving its entire electricity consumption onto a hydro power contract and India significantly increasing the amount of renewable energy generated. Overall, we almost doubled the proportion of electricity coming from renewable sources in 2019.

We are committed to building on this progress further and in 2020 we set a new target to ensure that 100% of our electricity will come from renewable sources by 2025.

2019 Achievements (vs 2015)

7.9% reduction in office energy usage ✓

40.8% reduction in data center energy usage

18.4% reduction in office energy kWh per m² since 2015

Percentage of electricity from renewable sources increased from **23.7% in 2018 to 46.2% in 2019**

Case Study | India's First Net Zero Campus – Bangalore

In 2019, Capgemini's Bangalore EPIP campus was the first corporate campus in India to receive the Net Zero Energy Platinum certification from the Indian Green Building Council (IGBC). This is the highest level of certification available under the IGBC rating system and recognizes Capgemini for having a very efficient site where an equal amount of energy is generated from renewable resources as we use for our own operations.

The Bangalore campus has installed a range energy efficient features, including smart aisle containment for efficient cooling of its server rooms, modular uninterrupted power supply systems and a dual feeder electricity supply to reduce diesel generator usage. Once energy efficiency had been optimized, the focus shifted to ensure that the energy consumed on campus is generated from renewable sources. An in-house captive solar plant of 1,100KW with bidirectional energy meters was commissioned. The meters export unused green energy to the local grid during weekends and holidays.

Capgemini also entered into a long-term agreement for purchase of renewable power from offsite solar and wind farms, ensuring the total power consumed is from renewable sources.

Our EPIP campus in Bangalore is the First Corporate Campus in India to achieve Net Zero Energy Platinum Certification

Impactful

Helping our clients deliver their sustainability objectives

We are committed to working collaboratively with our clients to help them with their sustainability challenges, supporting and accelerating their transition towards a low carbon future.

In 2019, we focused on embedding sustainability across our business:

Engaged account teams on the topic of sustainability across five regions (France, North America, UK, the Netherlands and Germany, and within three key sectors (Energy & Utilities, Consumer Products and Retail, and Automotive).

Worked with the Portfolio leaders for Cloud, ADM Next, Perform AI and Digital Manufacturing to embed sustainability within the existing portfolio offers.

Developed our range of sustainability tools, including our Carbon Travel Dashboard, which helps clients recognize opportunities to reduce emissions through virtual collaborative delivery.

Engaged 2,750 employees in face-to-face briefings, business challenges, workshops and training on sustainability.

Capgemini Invent was global partner to the 10th World Climate Summit in December 2019, focusing on our expertise areas, including electric vehicles, smart cities and renewable energy.

In addition, we focused on advocating for technology and innovation as an enabler to address sustainability challenges

Through Capgemini Invent, we launched our approach for a Sustainable Business Revolution and shared expertise in areas including electric vehicles, smart cities and renewable energy.

Capgemini Invent's innovation and strategy arm, Fahrenheit 212, has developed an approach to help organizations transition to cleaner business models for Clean Growth.

In the 21st edition of the World Energy Markets Observatory, we focused on the growing threat of climate change, particularly as it relates to energy consumption and efficiency.

We launched an approach to helping organizations address the circular economy. The report considers how consumer products and retail brands can build value and resiliency through the circular economy.

Working with **Clients**

Case Study | Project FARM - platform to help small-scale farmers in Kenya

Project FARM (Financial and Agricultural Recommendation Models) was developed by our Applied Innovation Exchange (AIE) in the Netherlands. It uses Artificial Intelligence to determine farming patterns, generating insights to make recommendations which help small-scale farmers in Kenya.

Using a smartphone, farmers can access tailor-made advice to optimize crop production, and make meaningful commercial decisions. The platform also provides information to other partners in the value chain, including providers of seeds and fertilizers as well as producers and buyers, thereby eliminating inefficiencies.

This solution was built in collaboration with Agrics, a social enterprise operating in East Africa that provides local farmers with agricultural products and services on credit.

Click on the image above to watch the Project Farm video

Case Study | Hunting spruce bark beetles in Sweden's forests from 700 km above the Earth

Large forestry areas are destroyed every year by spruce bark beetles. According to the national authority, Swedish Forest Agency, three to four million cubic meters of forests in Sweden were destroyed in 2018.

Our business, Sogeti, worked with state-owned Sveaskog, Sweden's largest forestry owner, to track and contain the progress of the beetle. The solution uses Artificial Intelligence, with advanced cognitive image analysis, Machine Learning and Deep Learning, to produce detailed maps that visualize the movements of the bark beetle. Drone technology is used to verify the accuracy of the data relating to affected forest areas, enabling Sveaskog to move fast to contain the progress of the bark beetles.

Click on the image above to find out more

Case Study | Partnering with DEFRA for the Defra e-Sustainability Alliance (DeSA)

Working with the UK Department for Environment, Food and Rural Affairs (DEFRA), we developed guidance on assessing and maximizing the environmental benefits of cloud computing and co-authored an industry best practice guide on sustainable ICT alongside WWF and United Nations.

This was launched as part of the new Defra e-Sustainability Alliance (DeSa), a partnership of 16 companies along with the UN Environment Programme, UNICEF UK, UNGC, WWF and AXELOS, all collaborating with a shared vision to make the ICT sector more sustainable.

Click on the image above to view the report

Mobilizing **our people**

Our Environmental program is underpinned by a strong focus on engaging our team members. As a business, we are focused on creating a culture where individual sustainable actions are normalized, and people are empowered to make a difference to problems that matter to them.

Our approach to mobilizing our people includes a focus on three areas: education, engagement and empowerment. We have developed practical guides, briefing packs and a computer-based training approach to enhance the collective sustainability knowledge of our people. With engagement campaigns, we apply a '360-degree' approach to our programs considering policies, infrastructure and information to enable and encourage people to make sustainable choices that later become normalized actions. In 2019, employee-led networks of Sustainability Ambassadors have continued to grow and have been instrumental for accelerating momentum for sustainability in the business.

Educating our people through training and workshops.

2,750 employees have participated in face-to-face briefings, webinars, workshops and training, as well as 'real business' challenges, equipping them to help our clients transform sustainably.

In North America, a series of quarterly webinars have engaged over 1000 employees on topics ranging from biodiversity and water issues to the environmental impacts of ICT technologies.

Engaging our people to #Rethink Plastic in support of our commitment to phase out single use plastic.

In support of the UN's World Environment Day 2019, we launched a new employee campaign to eliminate single-use plastic from across our offices and operations by 2020.

We invited our people to take action, cutting down unnecessary waste from personal consumption, encouraging use of reusable goods such as water bottles and coffee cups – and saying no to excess packaging.

In India, the BYOB (Bring Your Own Bottle) campaign and 'Cap Bottle Challenge' have raised awareness and engaged employees. Germany has distributed 3,000 cloth bags to replace single-use plastic ones.

In Brazil, sustainability 'kits' containing reusable bottles, coffee cups and eco-bags have been distributed to all employees.

Personal actions have supported a wider corporate campaign that has seen changes across the business with biodegradable or reusable crockery being introduced, water dispensers replacing bottle water, and changes in cleaning equipment to reduce use of plastic.

Empowering our people to take action through an employee-led week of awareness, discussion and action.

The UK's Pollination Project, a week-long program, brought together over 300 team members across the business to explore and learn about sustainability themes and create solutions for clients.

Timed to coincide with COP 25, activities included webinars and documentary screenings, as well as panel discussions, bringing together our UK Chairman, partners and clients to discuss a range of sustainability issues. Eight green start-ups also joined the week to talk about how they use innovation to deliver a green economy.

The week culminated in the launch of an innovation challenge seeking ideas for how we can save carbon – engaging 440 employees in voting for the 70 ideas generated.

Capgemini employee, Harriet Weeks, presenting at the Pollination Project, UK

2019 World Climate Summit - **Capgemini Photo Competition**

Capgemini Invent became a global partner of the World Climate Summit in Madrid in part to communicate our conviction that radical business transformation is essential to deliver the necessary level of reduction in carbon emissions.

The **Lone Tree**

A lonely tree stands in the overflowing Bhavli dam in Nashik, Maharastra, India. Dams are an invaluable source of water for the nearby farm lands, however, they trigger massive damage on sea life and biodiversity. Severe droughts are likely to become more common while hydropower is described as one of the major levers of energy transition. Consequently water will be a key issue of future geopolitical conflicts. This tree represents a symbol of hope in a sea of fears.

*Photo and story by **Ashish Tamhane**, Capgemini India*

Ladakh Glaciers of **Serenity and Uncertainty**

Climate change is no longer a doomsday prophecy, it's a reality and this is stripping Ladakh (India) of its very identity. Global warming has accelerated the rate at which glaciers are melting, leading to scarcity of rain and snowfall in this region. This has had a detrimental impact on the health of water streams therefore triggering shrinking of vegetation. Here is a gut wrenching picture of Nubra Valley, a place known for its serene scenic landscape beauty, which is now, slowly reducing to a maroon lifeless piece of land, thanks to us!

*Photo and story by **Aayush Kaul**, Capgemini India*

Fuelled by **People Power**

Taken at the 2014 People's Climate March (PCM) in New York City, the picture depicts the strength, diversity and unity of people mobilised in the fight against climate change. At a +2ºC world (at least), young people have inherited a world in which they have no choice but to take a stand. During this decade, we have observed young generations at the forefront of the battle against climate change, one of the biggest threats to humanity in the 21st century. The 2014 PCM was one of the largest climate marches in history and represents a movement fuelled by 'people power'.

*Photo and story by **Jessica Li**, Capgemini France*

Flamingo **Paradise**

The Laguna Colorado in Bolivia is a positive example of how the conservation of natural areas can work well. The wetland is also called The Flamingo Paradise, because it's home to a great number of flamingos and has a stunning biodiversity with algae that makes the water very colourful. Wetlands are especially exposed to the effects of climate change and this one is therefore protected by The Ramsar Convention. Wetlands are a critical part of our natural environment, they protect our shores from wave action, reduce the impacts of floods, absorb pollution and improve water quality.

*Photo and story by **Rebecca Knoblich**, Capgemini Austria*

Chicago **Succumbing to Lake**

Record rainfall in the Midwest United States wiped out crops and inundated cities last year. Lake Michigan, the fifth largest lake in the world with a water surface of 57,753 square km, reached an all time high water level. This picture is of the lake overtaking the wall and approaching the streets. The tops of the ladders sticking out of the water are typically used to get in an out of the lake 1-2 metres below. There were a number of deaths and injuries on the lake last year because objects that used to be above the water could not be seen by boaters. In some neighbourhoods, the lake is about to lap against buildings that used to have sidewalks and beach between them.

*Photo and story by **David Hirsh**, Capgemini US*

As part of that engagement, we invited colleagues to take part in a competition to share photos from around the world illustrating some of the impacts of climate change. Some of the winning photographs have been used to illustrate this report - visit the Sway to view all the photos in this library

Protect **My Frozen Heart**

Mesmerizing, mystical, majestic, the jewel of the Swiss Alps is the Matterhorn. Stands alone. Quiet. Strong. Yet very vulnerable.

The iconic Swiss mountain, with its near perfect pyramid shape, may one day be unrecognisable. It is cracking as the frozen core of the peak begins to thaw due to rising temperatures making the surface unstable and prone to landslides. As a consequence, hiking in this place as well as in many others has become more dangerous year after year.

Photo and story by **Parul Gupta, Capgemini UK**

Cloud **Burst**

This is a picture of Thane, Navi Mumbai, taken during the Monsoon season (mid September 2019), when Mumbai generally gets stuck due to the heavy rains and the lower parts of the city are flooded. Every year the same story repeats itself and the phenomenon gets stronger, with an increasing impact on the people, generating more and more suffering. The Municipal department tries to adapt to these changing rain patterns, but with little room for manoeuvre. This shows how much we are helpless in the face of climate change. Thus every "Mumbaiker" (a native or inhabitant of the city of Mumbai) just prays that next year the rain doesn't come with the same destructing power.

Photo and story by **Sajal Bain, Capgemini US**

More **is Less**

Root causes of most of the environmental and ecological problems are related to consumerism. Over-consumption of natural resources worsens climatic behaviour and increases global warming drastically. As our demand increases, the need to produce goods also increases, which leads to more pollutant emissions, increased land-use and deforestation and accelerated climate change.

This picture, which shows how much consumerism is now a part of our society, has been taken in a West-Bengal landfill in India. The degradation process of organic waste, landfills are a significant emitter of methane, which has been assessed to have 28 times the global warming potential of carbon dioxide (over a 100-year timeline).

Photo and story by **Debiprasad Mukherjee, Capgemini India**

Endangered **Nature**

This picture is the Argentinian Perito Moreno, one of only three Patagonian glaciers that are not yet melting. Human beings admiring the ice at the bottom of the image seem very small in front of the gigantic 5,000 meter long glacier front. It's hard to imagine that in some places, the glacier is as high as two Eiffel towers. Similarly to the 'Overview Effect', a cognitive shift in awareness reported by some astronauts during space flight, often while viewing the Earth from outer space; when I discovered one of the few Patagonian glacier maintaining a state of equilibrium, I realized how urgently we need to fight global warming and climate change.

Photo and story by **Victor Falières, Capgemini France**

Dry **Tears**

The Aral Sea is a symbol of ecological disaster and human tragedy. From a flourishing economy based on fishery, this region spreading over Kazakhstan and Uzbekistan has turned into a no man's land in a few decades, when then rivers that fed the sea were diverted for various irrigation projects. The impacts on climate and ultimately on the population, have been disastrous; regional climate change leading to even stronger water stress, destruction of local economies, population exodus, etc.

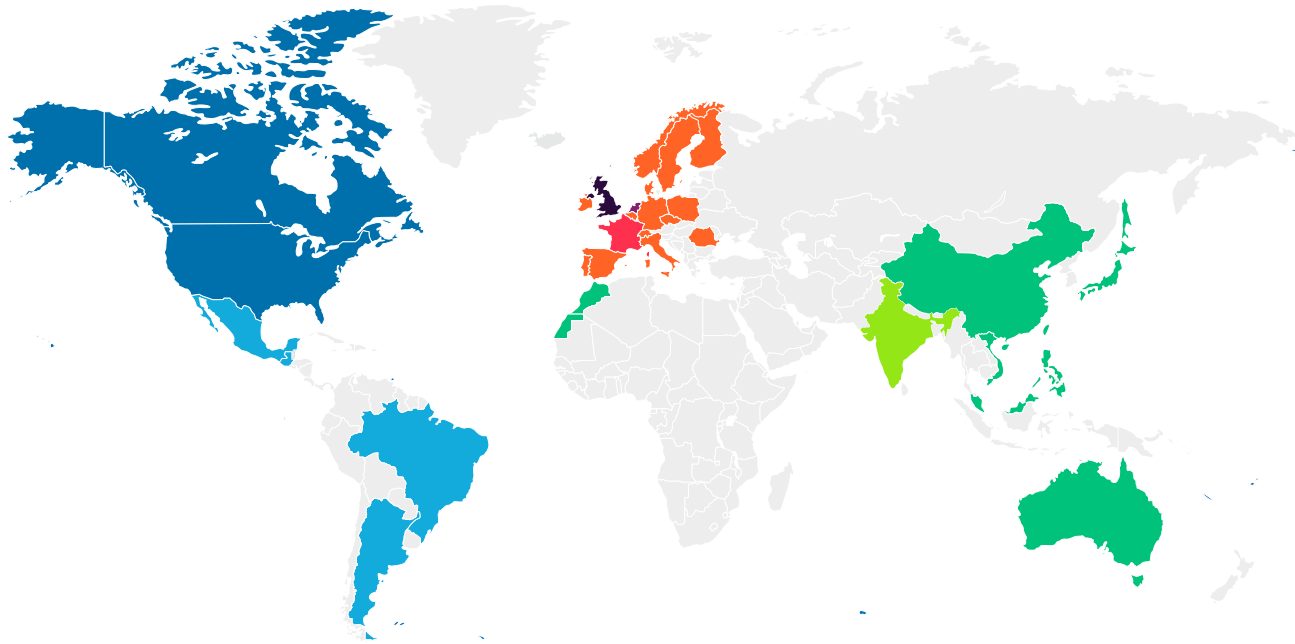Photo and story by **Véronique Rossignon, Capgemini France**

Accountable
Performance Scorecard

2019 Regional view of key metrics

We gather environmental data from Capgemini entities in 34 countries covering 99.5% of our global operations in 2019. The data below shows a regional breakdown of our key metrics.

INDIA (44% of Group emissions)

- 1.9 tCO$_2$e per employee ▼
- 90,524 tCO$_2$e ▼
- 126 kWh/m^2 ▼
- 16.4 % ▲

NORTH AMERICA (17% of Group emissions)

- 4.4 tCO$_2$e per employee ▼
- 64,017 tCO$_2$e ▼
- 201 kWh/m^2 ▲
- 0.0% ◄

FRANCE (8% of Group emissions)

- 1.5 tCO$_2$e per employee ▼
- 31,916 tCO$_2$e ▼
- 166 kWh/m^2 ▼
- 100% ▲

UNITED KINGDOM (6% of Group emissions)

- 3.2 tCO$_2$e per employee ▼
- 19,529 tCO$_2$e ▼
- 229 kWh/m^2 ▲
- 89.6% ▲

NETHERLANDS (6% of Group emissions)

- 4.2 tCO$_2$e per employee ▼
- 19,375 tCO$_2$e ▼
- 75 kWh/m^2 ▼
- 98.2% ▲

OTHER EUROPE (14% of Group emissions)

- 2.0 tCO$_2$e per employee ▼
- 48,743 tCO$_2$e ▼
- 154 kWh/m^2 ▼
- 22.9% ▼

LATIN AMERICA (1% of Group emissions)

- 0.9 tCO$_2$e per employee ▼
- 5,285 tCO$_2$e ▼
- 125 kWh/m^2 ▼
- 36.1% ▼

OTHER REGIONS (4% of Group emissions)

- 2.2 tCO$_2$e per employee ▼
- 13,331 tCO$_2$e ▼
- 122 kWh/m^2 ▼
- 0.0 % ◄

Key Metrics

- ▼▲ change compared to 2018
- 🛫 business travel emissions
- 👤 carbon emissions per employee
- ⚡ % of total electricity from renewables
- 💺 office energy efficiency
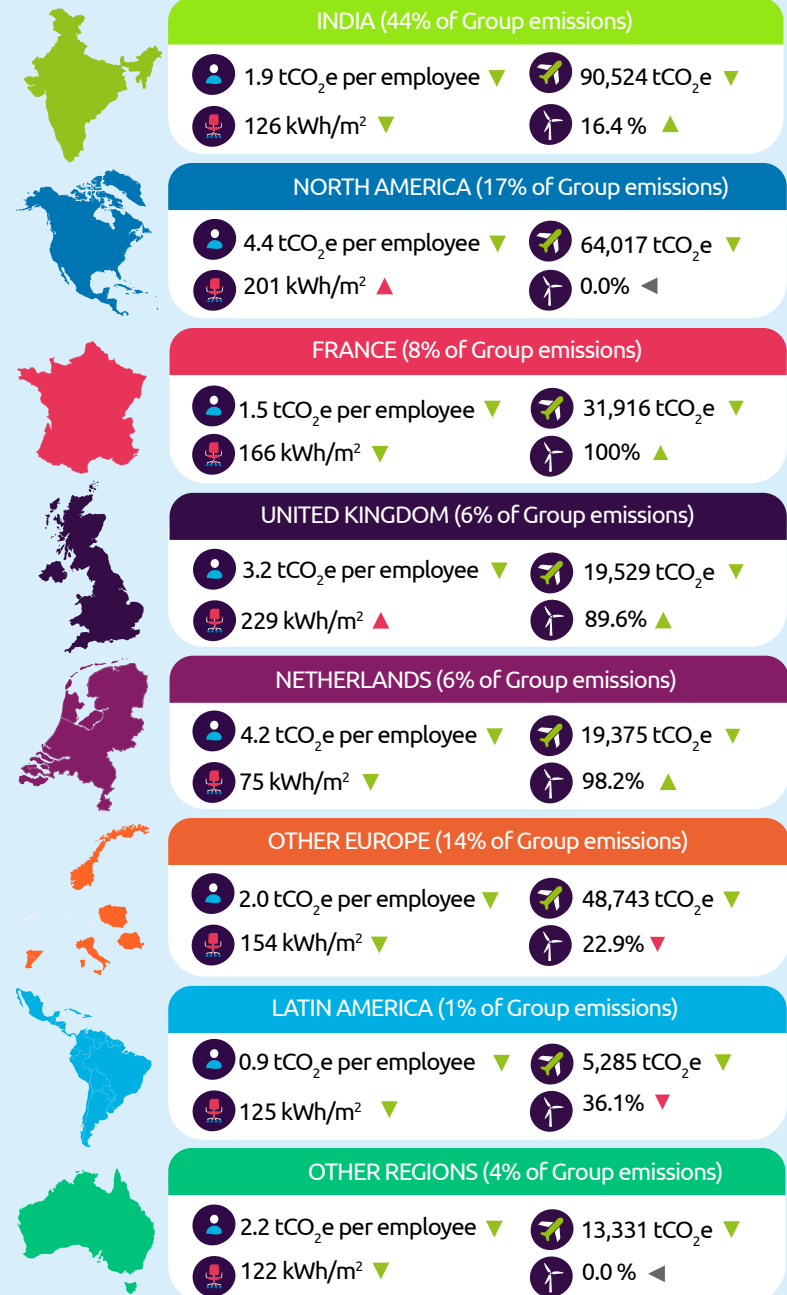
2019 Carbon emissions by scope

1

Office Energy 4,908	▼	-7.2%
Data Center Energy 102	▲	+10.4%
F-Gas 4,026	▲	+92.6%

The increase in fluorinated gas is largely due to improved reporting from four facilities in India.

2

Office Energy 122,625	▼	-4.5%
Data Center Energy 23,182	▼	-8.5%

The reduction in office energy emissions reflects improved energy efficiency, increased solar capacity in India and decarbonisation of grid electricity in many regions.

3

Air Travel 188,571	▼	-7.9%
Car Travel 54,821	▼	-5.1%
Hotel Nights 32,649	▼	-12.8%
Taxi, Rail & other 18,019	▲	5.5%
Office T&D losses 18,879	▼	-8.5%
Data Center T&D losses 1,509	▼	-6.9%
Water 1,687	▲	+4.0%
Waste 428	▲	+6.3%

Our business travel emissions reduced overall. The increase in rail emissions is a positive indication of modal shift from air and car to rail.

The reductions in data center electricity & T&D emissions reflects rationalisation of our data center portfolio

*All data is given in Tonnes of CO_2e

■ Scope 1   ■ Scope 2   ■ Scope 3   ▼▲ % change compared to 2018

TABLE 1: CARBON EMISSIONS BY SCOPE

		Metric	Unit	2015 Total	2018 Total	2019 Total	Change vs 2015	Comments
Target		**To reduce our carbon footprint per employee by 20% by 2020 and 30% by 2030**	**T CO_2e per employee**	**3.10**	**2.45**	**2.18** ✓	**-29.8%** ✓	
Carbon Emissions by Scope (Location Based)	**Scope 1**	Office Energy (natural gas, diesel/gas oil, LPG)	T CO_2e	5,727	5,287	4,908	-14.3%	The reduction in Scope 1 energy emissions has largely been driven by reductions in natural gas use in Spain, France, the Netherlands, and the UK. Fluorinated gas (F-gas) from our air conditioning systems tends to fluctuate year-on-year in part due to the irregularity of maintenance cycles and the challenge of getting high quality data from leased sites. The increase in 2019 is largely due to F-gas increase in India caused by improved reporting from four facilities.
		Data Center Energy (natural gas, diesel)	T CO_2e	239	92	102	-57.3%	
		F gas	T CO_2e	1,507	2,090	4,026	167.1%	
		TOTAL Scope 1	**T CO_2e**	**7,473**	**7,470**	**9,036**	**20.9%**	
	Scope 2	Office Energy (electricity, heating, cooling)	T CO_2e	151,110	128,439	122,625	-18.9%	The reduction in office electricity emissions can largely be attributed to reduced energy consumption across our larger regions. The reductions in data center emissions reflect the rationalisation of our data center portfolio, with reductions in the UK, the Netherlands, North America, Finland and Germany. An increase in our solar capacity in India and decarbonisation of the electricity grid have also been important drivers.
		Data Center Energy (electricity)	T CO_2e	48,597	25,399	23,182	-52.3%	
		TOTAL Scope 2	**T CO2e**	**199,707**	**153,837**	**145,807**	**-27.0%**	
	Scope 3	Business Travel	T CO_2e	309,903	317,111	294,059 ✓	-5.1%	Our business travel emissions are responsible for the majority of the reduction in Scope 3 emissions, particularly due to reduction in air emissions (-2%), car emissions (-17%), and hotel emissions (-14%) compared to 2015. Waste and water usage have also decreased compared to 2015, with India key to that reduction.
		Office Energy (T&D losses)	T CO_2e	28,864	20,625	18,879	-34.6%	
		Data Center Energy (T&D losses)	T CO_2e	3,635	1,622	1,509	-58.5%	
		Water	T CO_2e	1,790	1,622	1,687	-5.8%	
		Waste	T CO_2e	401	403	428	6.8%	
		TOTAL Scope 3	**T CO_2e**	**344,592**	**341,382**	**316,562**	**-8.1%**	
		TOTAL EMISSIONS	**T CO_2e**	**551,773**	**502,690**	**471,406** ✓	**-14.6%**	
Market-Based Emissions	**Scope 2 only**	Market-Based Emissions	T CO_2e	162,569	127,616	113,342	-30.3%	

Data identified in these tables by a ✓ has been reviewed by KPMG with a reasonable level of assurance.

1. Data differs from that reported in the Universal Registration Document (URD) 2019 for the following key reasons:
- A small increase in the scope of reporting in 2019 to include shuttle data between offices in India;
- An error was identified for India air data, with over-reporting of air data due to some employees booking offline through the global travel agency instead of the company paying centrally for their travel. This resulted in a 4% decrease in India's air emissions and a 1.4% decrease in global air emissions.
- A few smaller data corrections and updates have been applied for the Netherlands and Spain, including car travel and energy data for Canada, Australia and Japan;
- In addition, data had previously been estimated in cases where it had not been received at the time of the URD (particularly for Q4 2019), these estimation have now been replaced with actual data.

2. Our carbon accounting approach follows the Greenhouse Gas Protocol Corporate Standard - the term "Scope" is used to categorize emissions reported according to the

level of control a company has over an emissions source.

3. All emission sources, except electricity, have been calculated using the emission factors recommended by DEFRA: https://www.gov.uk/measuring-and-reporting-environmentalimpacts-guidance-for-businesses

4. Electricity emissions have been calculated in the main body of the table above, in line with the GHG Protocol's "location-based" approach. Regional electricity emission factors have been applied for the UK (DEFRA 2019) and the US (eGrid). For all the other countries, emission factors from the International Energy Agency (IEA) have been applied to calculate Scope 2 location-based emissions. Scope 3 "T&D losses" refers to electricity transmission and distribution grid losses i.e. the energy loss that occurs in transmitting the electricity from the generation source to our facilities.

5. As recommended by the GHG Protocol, emissions of Fluorinated Gas (F-gas) not covered by the Kyoto Protocol such as chlorofluorocarbons (CFCs) are not reported as Scope 1 emissions and are therefore not included above. These F-gas emissions

are, however, captured with a value of 1,308 tons of CO_2e for 2019.

6. Our business travel emissions are calculated including the impact of radiative forcing for air travel, as well as the impact of hotel night stays. Whilst this is recommended best practice, many companies in our sector do not yet include these two emission sources and therefore caution should be applied trying to compare Capgemini's business travel emissions to those of other companies in our sector.

7. The "Market-based emissions" given in the final row of the first table are a recalculation of Scope 2 emissions using the GHG Protocol's market-based approach. Where possible, market-based emissions have been calculated using supplier-specific emission factors. Where these are not available, we have used a residual fuel mix factor, sourced from RE-DISS for countries in Europe and from green-e.org for US and Canada. For a few smaller entities, we have assumed an emission factor of 0 for electricity purchased on renewable energy tariffs. In locations where neither supplier-based nor residual fuel mix factors are available, we have used a location-based emission factor.

TABLE 2: ENERGY USE

	Metric	Unit	2015 Total	2018 Total	2019 Total	Change vs 2015	Comments
	Office Energy Consumption	**MWh**	**290,790**	**270,991**	**267,900** ✓	**-7.9%**	
Office	Natural Gas	MWh	15,530	12,703	11,350	- 26.9%	Office energy consumption has reduced across the Group, despite a 4% increase in floor area, with improvements in energy efficiency and space utilisation being key to this. The reduction in natural gas has largely been in Spain (-50% vs 2018), France (-41% vs 2018) the Netherlands (-17% vs 2018), Czech Republic (-23% vs 2018), and the UK (-15% vs 2015). Diesel emissions are reduced by 6%, mainly in the US (-65% since 2018) and Brazil (-31% vs 2018), however this is offset by a 31% increase in LPG consumption in India. The complete transition to renewable electricity in France in 2019 and continued increase in both renewable energy purchases and solar generation in India have resulted in a significant increase in renewable energy consumption this year.
	Diesel & LPG	MWh	10,449	11,156	11,44	9.5%	
	Renewable Electricity	MWh	41,642	40,784	87,540	110.2%	
	Other Electricity	MWh	215,454	199,172	150,319	-30.2%	
	District Heating	MWh	6,001	5,424	5,575	-7.1%	
	Office Cooling	MWh	1,714	1,753	1,671	-2.5%	
	% Electricity from renewables	%	16.2%	17.0%	36.8%	20.6%	
	Office energy usage per area	**MWh/m²**	**0.170**	**0.146**	**0.139** ✓	**-18.4%**	
Data Center	Natural Gas	MWh	355	34	30	-91.5%	The rationalization of our data center portfolio has led to significant reductions in data center energy usage across the Group. At the same time, our average PUE has remained flat, which is positive given that before closure or migration of a data center the PUE tends to increase – the energy overheads such as cooling remain, whilst the amount of computing power delivered to clients reduces. The PUE of our strategic data centers is notably lower than that of our overall average.
	Diesel	MWh	641	312	376	-41.3%	
	Renewable Electricity	MWh	73,331	40,934	67,452	-8.0%	
	Other Electricity	MWh	90,687	63,467	29,892	-67.0%	
	Total Data Center Energy Use	**MWh**	**165,013**	**104,746**	**97,750**	**-40.8%**	
	% Electricity from renewables	%	44.7%	39.2%	69.3%	24.6%	
	Average PUE of strategic data centers	Average PUE	1.64	1.65	1.64	0.9%	
	Average PUE of all data centers	Average PUE	1.76	1.80	1.79	4.9%	
TOTAL ENERGY	**Total Energy Use**	**MWh**	**455,803**	**375,737**	**365,649** ✓	**-19.8%** ✓	
	% of Total Electricity from renewables	**%**	**27.3%**	**23.7%**	**46.2%**	**18.9%**	

Notes

1. "Renewable Electricity" includes all renewable electricity purchased on renewable energy tariffs or through renewable energy certificates, as well as a small amount of electricity generated on-site in India and the UK using solar photovoltaic panels. "Other electricity" includes purchased electricity generated from mixed tariffs which are largely made up of fossil fuel and nuclear sources.

2. Given the nature of our business, many of Capgemini's offices have large server rooms. These are not considered to be data centers but their presence should be taken into consideration when comparing the energy usage and energy efficiency of our offices against those in other sectors.

3. Data Center Power Usage Effectiveness (PUE) is a standard industry measure of how energy efficient a data center is. It compares the amount of non-computing overhead energy (used for things like cooling and power distribution) to the amount of energy used to power IT equipment. A PUE of 2.0 means that for every watt of IT power, an additional watt is consumed to cool and distribute power, whereas a PUE of closer to 1.0 means nearly all the energy is used for computing. To track the energy efficiency of data centers we use, we calculate a simple average of all data centers, including Capgemini-leased or owned data centers, client-specific data centers which we operate, as well as co-located data centers which we buy space in. We also calculate an average of our strategic data centers.

4. 69% of the office energy data in France for Q1-Q4 2019 has been estimated. This estimated data accounts for approximately 8% of the total energy use in the Group, 10% of total office energy use and 0.45% of total GHG emissions.

6. For all regions, office energy emissions and data center energy emissions have been calculated using the GHG Protocol location-based approach.

TABLE 3: BUSINESS TRAVEL

	Metric	Unit	2015 Total	2018 Total	2019 Total	Change vs 2015	Comments
	Business Travel emissions	**T CO_2e**	**309,903**	**317,111**	**294,059** ✓	**-5.1%**	
Travel by Source	Air Emissions	T CO_2e	192,179	204,832	188,571	-1.9%	Reducing our business travel has been a significant achievement in the context of a continued growth in headcount and revenue. On a per employee basis, air mileage has reduced by 18%, car emissions by 32% and hotel nights by 3%. There has also been evidence of some modal shift to rail, with rail mileage per head increasing by 24% since 2015. Another important contributor to the overall reduction in emissions has been the decarbonisation of travel, with both car emission factors and air emission factors significantly reducing since 2015.
	Car Emissions	T CO_2e	65,855	57,776	54,821	-16.8%	
	Hotel Emissions	T CO_2e	37,983	37,432	32,649	-14.0%	
	Rail Emissions	T CO_2e	5,933	7,463	8,183	37.9%	
	Taxi Emissions	T CO_2e	6,542	7,714	7,829	19.7%	
	Other Travel Emissions	T CO_2e	1,411	1,895	2,006	42.2%	
Travel per head	**Total Travel emissions per head**	**T CO_2e/ employee**	**1.74**	**1.55**	**1.36** ✓	**-22.0%** ✓	

TABLE 4: WASTE & WATER USE

	Metric	Unit	2015 Total	2018 Total	2019 Total	Change vs 2015	Comments
Waste Disposal	Waste to Landfill	Tonnes	3,735	2,621	2,977	-20.3%	
	Waste Recycled	Tonnes	1,360	1,166	1,155	-15.1%	
	Waste to Energy	Tonnes	115	105	106	-8.1%	There has been a significant reduction in waste generated since 2015 with India, France, Spain, Sweden and UK contributing to this . Recycling rates have also increased across several regions, including India and Brazil. Note that the waste emission factor for landfilled waste significantly increased in 2016-2019 compared to 2015, which is part of the reason why our waste emissions have increased even though our landfilled waste and our total waste generation have reduced significantly.
	Waste Anaerobic Digestion	Tonnes	12	440	545	4598.2%	
	Total Waste	Tonnes	5,222	4,333	4,783	-8.4%	
	Total Waste Emissions	T CO_2e	400.9	402.7	428.1	6.8%	
	% of Waste Diverted from landfill	%	28.5%	39.5%	37.8%	9.3%	
Water Use	**Total Water Use**	**Cubic meters**	**1,700,853**	**1,541,714**	**1,603,279**	**-5.7%**	
	Total Water Emissions	T CO_2e	1,790	1,622	1,687	-5.8%	

Notes

1. Hotel emissions are calculated based on emission factors specific to the country in which the traveler is staying. For some countries, emission factors were not available from DEFRA and therefore have been sourced directly from https://www.hotelfootprints.org (DEFRA emission factors are derived from the same data set).

2. Where mileage data is not available this has been estimated by taking the cost data within that country and applying the average cost per mile ratio from other data within that country or region.

3. "Other travel emissions" refers to travel by other modes of transportation (bus, tram, motorcycle).

4. The availability of accurate waste and water data varies considerably across the Group, depending on the type of site, the type of lease and local waste arrangements. Where actual data is not available, it has been estimated using relevant estimation methods. We take a conservative principle of assuming waste has been landfilled where landlords cannot confirm otherwise, and hence it is likely that a higher proportion of waste is diverted from landfill than what is stated here.

5. For anaerobic digestion and composting, data gathering was rolled out across the Group in 2016, hence why the figure for 2015 is very low.

6. As recommended by DEFRA we calculate both the emissions associated with water supply and the emissions associated with water treatment. As the volume of water being sent for treatment is not currently metered, we have made an assumption that it is the same as the volume of water supplied.

Assurance

Capgemini S.E.
Registered office: 11, rue de Tilsitt, 75017 Paris

Report by one of the Statutory Auditors on a selection of environmental indicators published in
Capgemini Environmental Sustainability Performance 2019/2020 Report
For the year ending 31 December, 2019

To the shareholders,

As requested and in our capacity as the Statutory Auditor of your company (hereinafter the "Entity"), we hereby report to you on a selection of consolidated environmental information for the year ended December 31, 2019, identified by the symbol ✔ (hereinafter named "CSR Information"), and disclosed in the Environmental Sustainability Performance 2019/2020 Report of the Entity (hereinafter the "Environmental report").

Responsibility of the entity

The Corporate Social Responsibility & Sustainability division is responsible for preparing the CSR Information in accordance with the guidelines used by the Entity (hereinafter the "Guidelines"), summarised in the methodological notes presented in the Environmental report and available on request at the Entity's headquarters.

Independence and quality control

Our independence is defined by the requirements of article L.822-11-3 of the French Commercial Code and the French Code of Ethics (Code de déontologie) of our profession. In addition, we have implemented a system of quality control including documented policies and procedures regarding compliance with applicable legal and regulatory requirements, the ethical requirements and French professional guidance.

Responsibility of the Statutory Auditor

On the basis of our work, our responsibility is to express, at the request of the Entity, reasonable assurance that the CSR information selected[1] by the Entity and identified by the symbol ✔ in the Environmental report is fairly presented, in all material respects, in accordance with the Guidelines. The conclusions given below relate solely to the CSR Information and not to the Entity's Environmental report as a whole.

We performed our work in accordance with ISAE 3000[2] and in compliance with the professional guidelines applicable in France.

Nature and scope of our work

We conducted interviews with the persons responsible for preparing the CSR Information in the departments in charge of collecting the information and, where appropriate, responsible for internal control and risk management procedures, in order to:

- assess the suitability of the Guidelines in terms of their relevance, completeness, reliability, neutrality and understandability, and taking into account industry best practices where appropriate;
- verify the implementation of data-collection, compilation, processing and control process to reach completeness and consistency of the CSR Information and obtain an understanding of the internal control and risk management procedures used to prepare the CSR Information.

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1 Total energy Use, Total Office Energy Usage, Office Energy Usage per square meter, Percentage reduction in total energy use compared to 2015 baseline, Total greenhouse gas emissions, Total greenhouse gas emissions per employee, Percentage of reduction in greenhouse gas emissions per employee since 2015, Greenhouse gas emissions related to business travel, Greenhouse gas emissions related to business travel per employee, Percentage reduction in business travel emissions per employee compared to 2015 baseline, Share of operations by headcount covered by ISO 14001 certification
2 ISAE 3000 : international standard on assurance engagements other than audits or reviews of historical financial information

We determined the nature and scope of our tests and procedures based on the nature and importance of the CSR Information with respect to the characteristics of the Entity, the human resources and environmental challenges of its activities, its sustainability strategy and industry best practices.

At the Entity level, we performed analytical procedures on the CSR information and verified, using sampling techniques, the calculation and the consolidation of the data.

At the level of a representative sample of entities selected by us[3] on the basis of their activity, their contribution to the consolidated indicators, their location and a risk analysis, we conducted interviews to verify that procedures are properly applied and to identify potential undisclosed data, and we performed tests of details, using sampling techniques, in order to verify the calculations and reconcile the data with the supporting documents. The selected sample represents between 40% and 79% of the CSR information.

We consider that this work enables us to express a conclusion of reasonable assurance for the information selected by the Entity and identified by the symbol ✓.

Due to the use of sampling techniques and other limitations inherent to information and internal control systems, the risk of not detecting a material misstatement in the CSR information cannot be totally eliminated.

Conclusion

In our opinion, the CSR information selected by the Entity and identified by the symbol ✓ in the Environmental report is fairly presented, in all material respects, in compliance with the Guidelines.

Paris-La Défense, on July 9th 2020

KPMG S.A.

Anne Garans	Stéphanie Ortega	Frédéric Quélin
Partner Sustainability Services	Partner	Partner

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3   India, France, Netherlands, Italy.

People matter, results count.

About Capgemini

Capgemini is a global leader in consulting, digital transformation, technology and engineering services. The Group is at the forefront of innovation to address the entire breadth of clients' opportunities in the evolving world of cloud, digital and platforms. Building on its strong 50-year+ heritage and deep industry-specific expertise, Capgemini enables organizations to realize their business ambitions through an array of services from strategy to operations. Capgemini is driven by the conviction that the business value of technology comes from and through people. Today, it is a multicultural company of 270,000 team members in almost 50 countries. With Altran, the Group reported 2019 combined revenues of €17billion.

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