

Capgemini 2022 *Footprint*

Socio-economic | Biodiversity | Carbon

November 2023



In partnership with



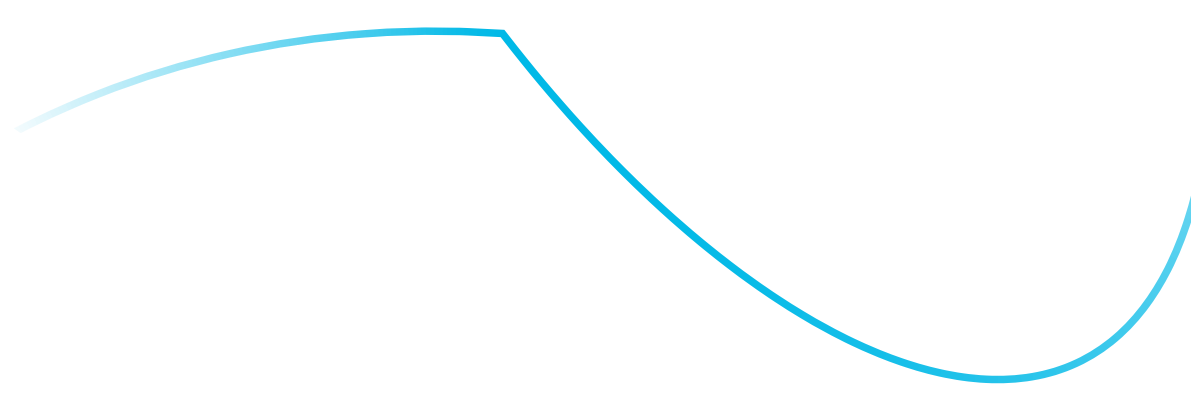
Capgemini 



“This study highlights Capgemini strong socio-economic impact, with up to 43 billion euros generated and over 1.4 million jobs supported in 2022, and our related environmental footprint in terms of carbon emissions (approx. 800,000 tCO₂eq) and biodiversity loss.

It will be a strong base to set our priorities and objectives as we will update our ESG policy in 2025.”

– *Olivier Lepick*



Our purpose “Unleashing human energy through technology for an inclusive and sustainable future” is now one of the Group’s fundamentals. We believe that all technologies can drive progress for everyone if, first and foremost, they are designed by and for humans, and we are convinced that there has never been a better time to mobilize technology and unleash the human capability to address Environment, Social and Governance (ESG) challenges.

Capgemini is determined to have a positive impact on value creation and employment for all stakeholders within its ecosystem. We - in business - must leverage our leadership and our operations to speed up a bold transition to sustainable and inclusive growth. To succeed, our policies must be based on a more integrated approach combining economic growth, climate change mitigation and adaptation, and biodiversity footprint. Capgemini has therefore launched its first large-scale impact study, drawing on reliable and internationally recognized methodologies.

This evaluation – covering 99% of our activities – highlights our determination to implement an increasingly stringent continuous improvement process. Using this study, we can gauge and understand all the direct, indirect, and induced impacts of our activity. We identified and measured the economic flows of all our business lines in terms of purchases, wages, and taxes, and quantified the wealth produced and distributed by the Group across the world. Using the same inputs, we also analyzed our impact on climate and biodiversity.

Based on the findings, we can develop sound sustainable strategies and update, in the coming years, our ESG priorities. These will promote the socioeconomic impacts and opportunities, including with respect of human rights, as well as the comprehensive implementation of measures to avoid, reduce or remedy the environmental impacts of our operations.





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OBJECTIVE

In 2023, Capgemini conducted the first-ever socio-economic and environmental footprint assessment of its 2022 activities.

The objective is to put Capgemini activities into perspective in terms of global employment and economic wealth creation, carbon footprint and biodiversity loss.

SCOPE

This study covers 99% of Capgemini revenue. It provides a complete overview of both the direct impacts of our activities and the impacts across the entire value chain of the Group.

INTERNATIONALLY RECOGNIZED METHODOLOGIES & TOOLS



The LOCAL FOOTPRINT© model is based on “Input-Output” tables and the “reverse matrix” concept invented by Wassily Leontief, who was awarded the Nobel Prize for Economics. Eora “Input-Output” tables show the economic links that exist between business sectors, households and the public arena. They are used by major international bodies such as the OECD, WBCSD, and the IMF.



The Global Biodiversity Score, developed in 2020 by the CDC Biodiversité, is a corporate biodiversity footprint assessment tool which focuses on the biodiversity impacts of economic activities across their value chain.

The main approach of the GBS is to link data on economic activity to pressures on biodiversity, and translate these pressures into biodiversity impacts expressed in the unique MSA.km² metric.

CAPGEMINI CARBON ACCOUNTING SYSTEM

Our Global Environmental Management System provides a framework for managing the environmental performance of our business. The Capgemini EMS, which has been built over a decade of experience in environmental management, is **ISO 14001:2015** certified.

Our centralized Carbon Accounting System monitors around 10 million data points each year, covering more than 99% of our operations, and ensures we have a high level of consistency and data quality.

DEFINITIONS AND APPROACH

DIRECT IMPACTS

They correspond to added value and the number of employees (Full Time Equivalent) at Capgemini. Restated added value is calculated based on consolidated revenue, external purchases, intercompany transactions and management fees.

INDIRECT IMPACTS

These are the jobs and added value supported by purchases of goods and services by Capgemini to its suppliers. These suppliers (known as Tier 1) buy from suppliers themselves (known as Tier 2) to produce their goods and services. These purchases generate additional production activity which requires the use of production factors (capital and labor). The added value thus created is broken down into profits, wages translated into job equivalents, taxes and subsidies.

INDUCED IMPACTS, FROM HOUSEHOLD CONSUMPTION

These are jobs and added value supported by purchases of goods and services from households. Salaries paid are spent (partially) on purchases of goods and services. The added value thus created is broken down into profits, wages translated into job equivalents, taxes and subsidies.

INDUCED IMPACTS, FROM PUBLIC SPENDING

These are jobs and added value supported by purchases of goods and services from public services. Taxes paid by Capgemini, suppliers and households support government spending. This spending in turn generates spin-offs for the economy in the form of added value and jobs.

MSA.KM² UNIT

MSA.km² is the Mean Species Abundance, a metric characterizing the intactness of ecosystems over an area. A loss of 1 MSA.km² indicates that 1km² of undisturbed pristine ecosystem has been converted to an area without biodiversity (e.g. parking lot).

BIODIVERSITY STATIC GAINS/ LOSSES

Cumulated past degradation which occurred between the historically unaltered environmental state and today's current altered state that can be linked to Capgemini past activities.

BIODIVERSITY DYNAMIC GAINS/ LOSSES

An annual measurement of the biodiversity impact caused by one year of activity.



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Capgemini selected UTOPIES, the pioneer consulting firm in Sustainable Development, CSR and Impact studies in France.

1

COLLECT Capgemini financial flows, consumption & assets

- Revenue & added value
- Wages
- Purchases
- Taxes
- GHG* emissions
- Water & energy consumption
- Surface area of all controlled assets

2

MEASURE Capgemini impacts

Modeling of socio-economic flows in 220 countries and 380 sectors; purchases have been processed according to a sector logic, based on economic behavior standards published by the BEA** and adjusted by UTOPIES.

To assess the corporate biodiversity footprint, GBS*** links data on economic activity to pressures on biodiversity and translates these pressures into biodiversity impacts. It uses peer-reviewed tools such as EXIOBASE or GLOBIO.

3

CONSOLIDATE & ANALYZE

Impacts in terms of
geographic/sectorial breakdown

SOCIO-ECONOMIC FOOTPRINT

DIRECT	INDIRECT	INDUCED
Wages	Supply chain	Household consumption
Added value		Public administrations
Purchases		
Taxes		

BIODIVERSITY FOOTPRINT

STATIC IMPACTS | DYNAMIC IMPACTS

CARBON FOOTPRINT

SCOPE 1 | SCOPE 2 | SCOPE 3

* Greenhouse Gas
**Bureau of Economic Analysis
***Global Biodiversity Score



CAPGEMINI SOCIO-ECONOMIC FOOTPRINT

MAIN FLOWS INJECTED BY CAPGEMINI



€17.9bn
Restated*
added value



€13.9bn
Wages



€4.1bn
Purchases



€0.5bn
Taxes

1.4m JOBS
supported worldwide

For every employee,
3 additional jobs are
supported in the
economy

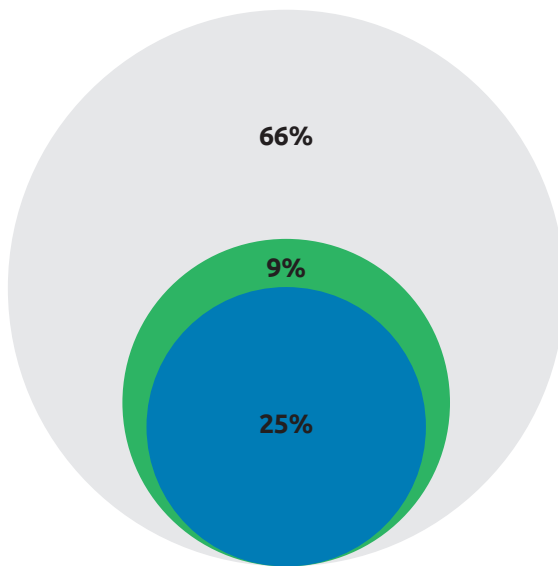
€43bn GDP
generated worldwide

For every Euro
of added value created,
an additional €1.4
is generated

*Amount adjusted of internal financial flows
Source: 2022 data



BREAKDOWN OF JOBS SUPPORTED



- **DIRECT JOBS**
352,535
Consulting/Technical experts
- **INDIRECT JOBS**
133,000
Bank, finance & insurance
Consulting/Technical experts
Real estate
- **INDUCED JOBS**
930,000
Agriculture
Government & public administrations,
educational services, health care
& social assistance
Commerce
Real estate

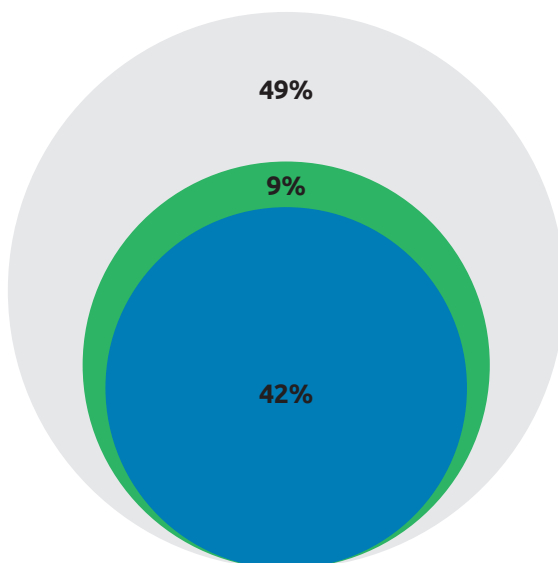
The consulting/technical experts sector accounts for 29% of jobs supported worldwide, mainly due to direct jobs at Capgemini (25%) and purchases from subcontractors (4%). In addition to these subcontractors, Capgemini has a global delivery

partner network with companies whose solutions are complementary to its own. Even if its activities generate indirect jobs for its partners, they are not taken into account as financial flows are directly linked to its mutual clients.

The majority of Capgemini headcount works in India; Agriculture accounts for 31% of induced jobs as this industry is labor-intensive in this country. Government & public administrations and whole-sale, each represent 7%.



BREAKDOWN OF WEALTH GENERATED



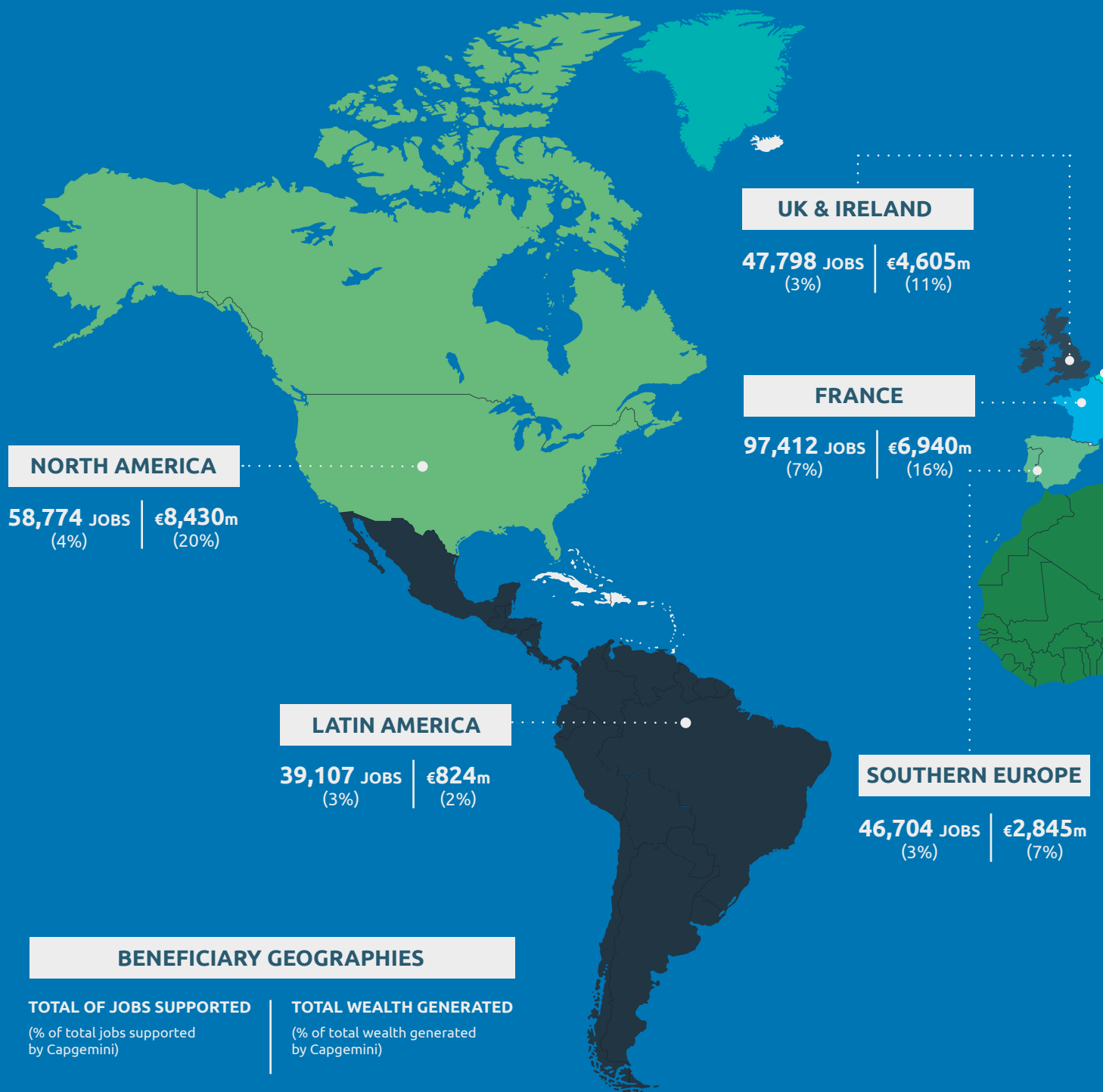
- **CAPGEMINI ADDED VALUE**
Consulting/Technical experts
- **INDIRECT WEALTH**
Consulting/Technical experts
Business support services
Bank, finance & insurance
- **INDUCED WEALTH**
Government & public administrations,
educational services, health care
& social assistance
Real estate
Commerce

The consulting/technical experts sector accounts for 47% of wealth generated worldwide, mainly due to direct added value (42%) and purchases from subcontractors (5%).

As for other highly skilled industries, this reflects the strong added-value of our activities in the economies where we operate.

Government & public administrations represent 7% of wealth generated. Real estate & wholesale amount respectively to 7% and 5%.

MAIN JOBS SUPPORTED AND WEALTH GENERATED (DIRECT, INDIRECT, INDUCED) AND THEIR LOCALISATION



NORDIC COUNTRIES

19,309 JOBS | €1,957m
(1%) | (5%)

CENTRAL & EASTERN EUROPE

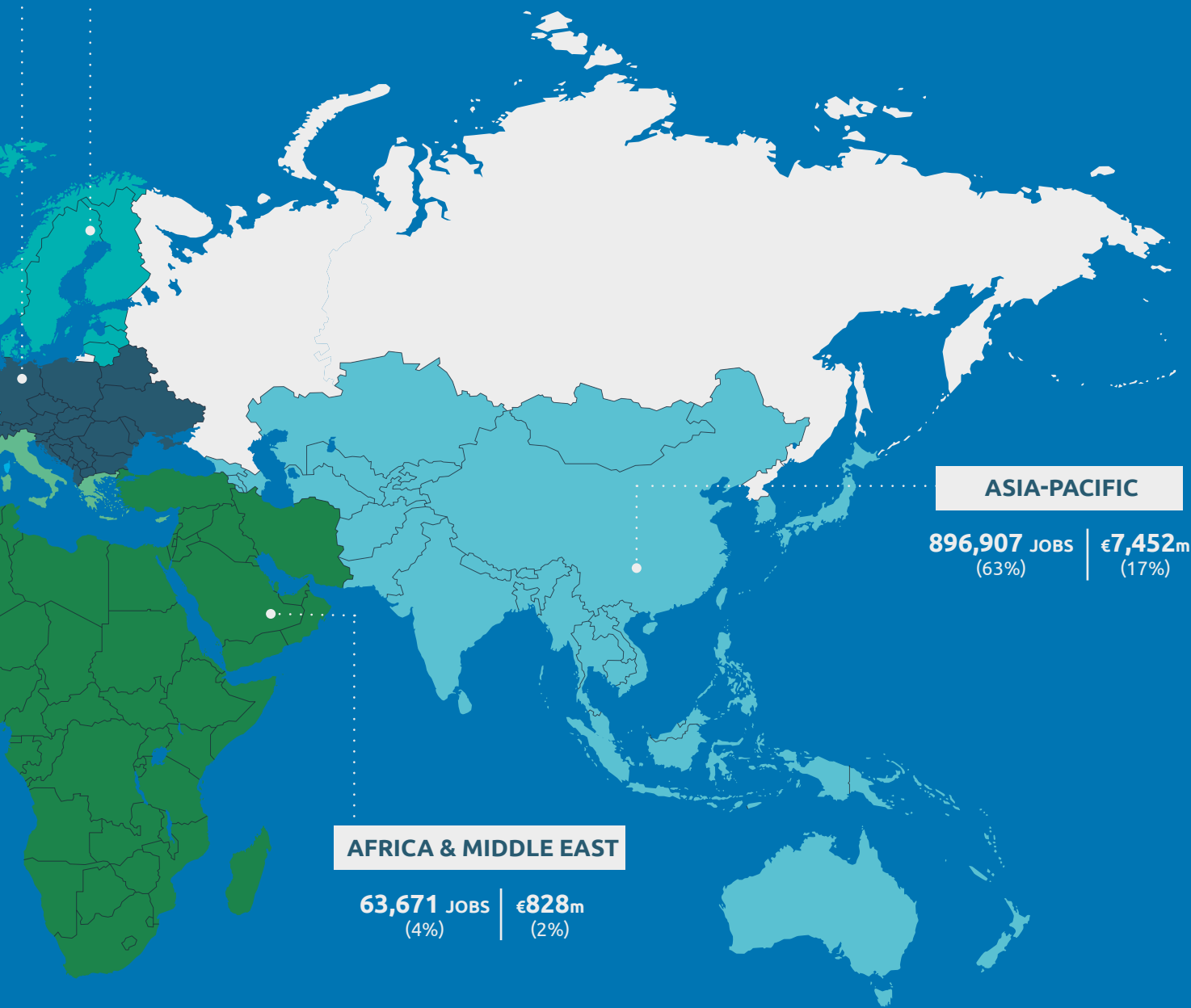
109,256 JOBS | €5,271m
(8%) | (12%)

ASIA-PACIFIC

896,907 JOBS | €7,452m
(63%) | (17%)

AFRICA & MIDDLE EAST

63,671 JOBS | €828m
(4%) | (2%)





@unsplash-joyful

CAPGEMINI BIODIVERSITY FOOTPRINT

Capgemini activities contribute mainly to the following pressures:

- CLIMATE CHANGE**
- LAND USE**
- ECOTOXICITY** (pollution)

We invest significantly in a range of projects to protect and enhance biodiversity, e.g. planting over one million trees in the Capgemini forest with our partner Ecologi, protecting tropical rainforest in Indonesia and investing in cook stoves that reduce deforestation in Ghana.

Through our Tech4Positive Futures challenge, we are adopting an innovative approach to ensure **technology can contribute to understanding, monitoring and preserving of our biodiversity.**

STATIC IMPACTS

representing the share of ecological debt for which Capgemini can be held responsible.

Ecological debt corresponds to the cumulated past degradation which occurred between an unaltered environmental state and today's observed altered state of biodiversity.

TERRESTRIAL REALM

279 MSA.km², equivalent to the surface area of **3** TIMES PARIS

FRESHWATER REALM

19 MSA.km², equivalent to the surface area of **15** OLYMPIC SWIMMING POOLS

DYNAMIC IMPACTS

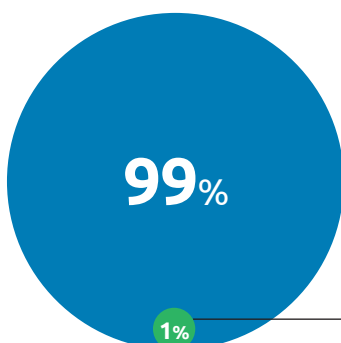
representing additional biodiversity degradation caused by one year of activity (2022 in the study).

TERRESTRIAL REALM*

6 MSA.km², equivalent to the surface area of **850** RUGBY FIELDS

*No impacts were computed on the dynamic freshwater realm

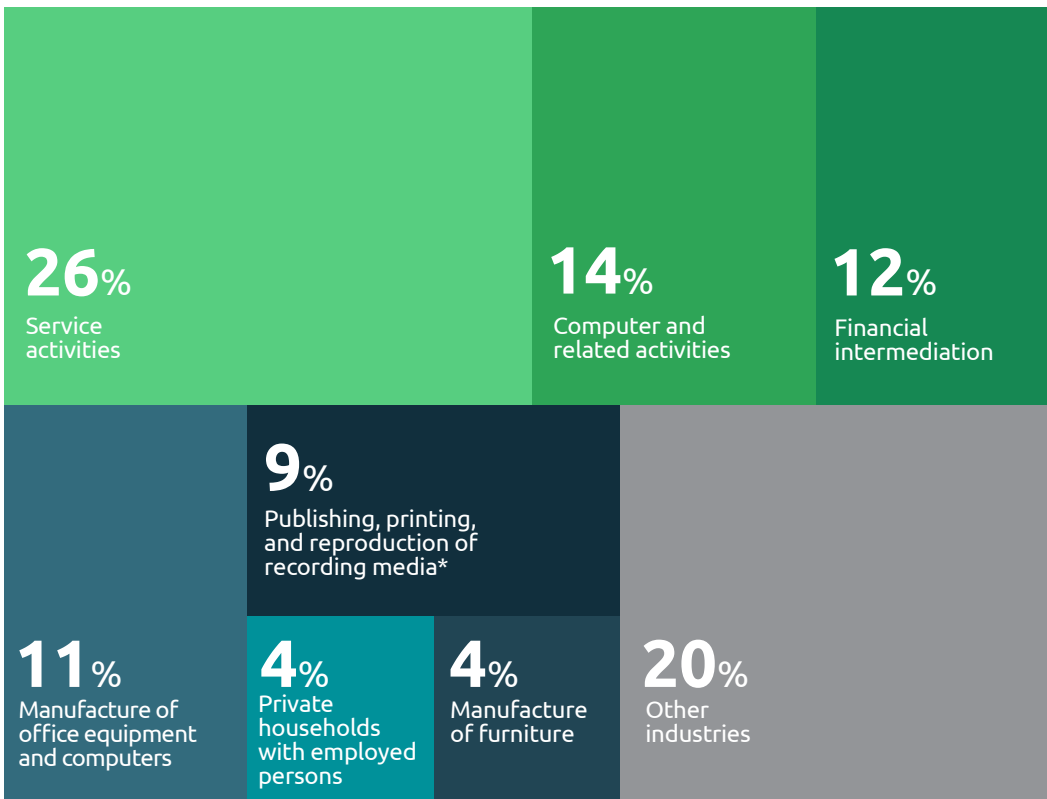
Almost all Capgemini biodiversity impacts are **located upstream** and are **tied to purchases**.



Static impacts of Capgemini **supply chain**

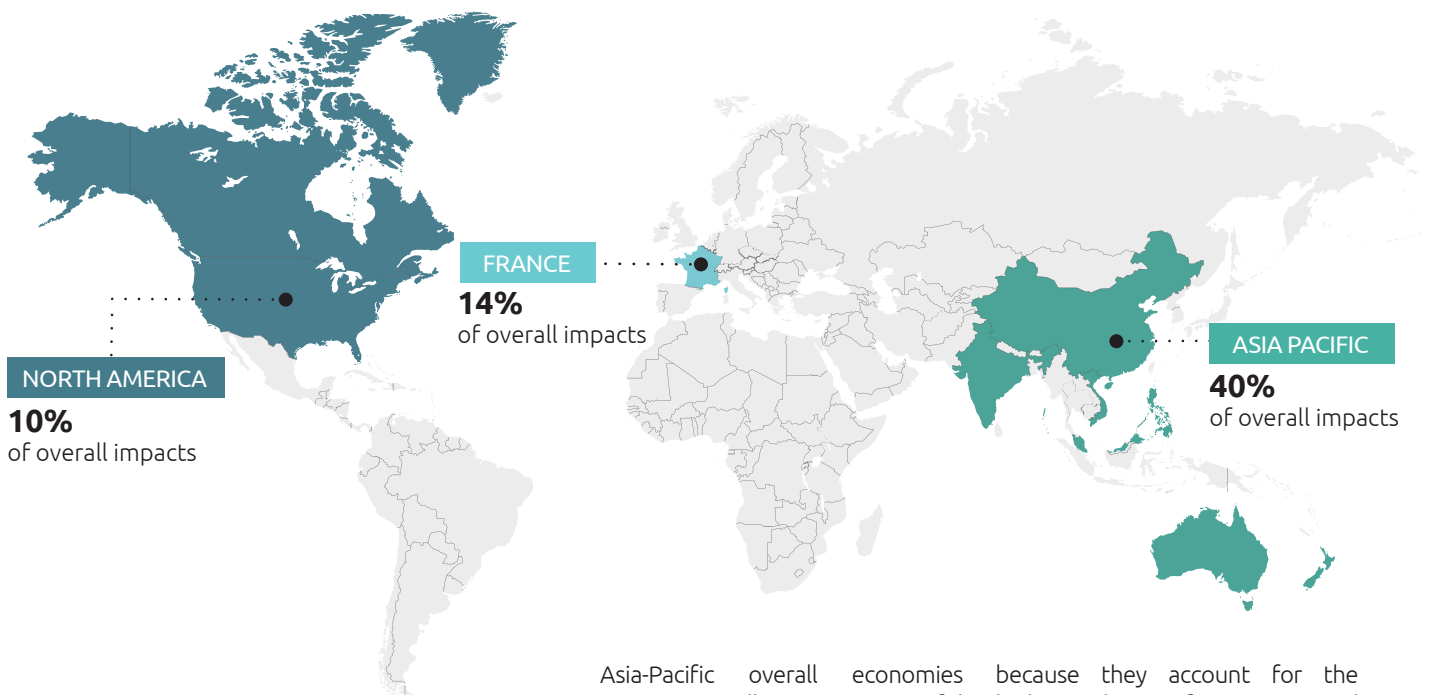
Static impacts of Capgemini **direct operations**

CAPGEMINI BIODIVERSITY IMPACTS BY TYPE OF PURCHASE



* Printing and publishing impacts are over estimated due to the small percentage of actual "paper" publishing vs digital publishing purchased by Capgemini.

CAPGEMINI BIODIVERSITY IMPACTS IN GEOGRAPHIES WHERE WE OPERATE



Asia-Pacific overall economies are structurally more impactful (highly carbon-emitting, prone to extensive urban sprawl in highly rich biodiversity areas). France and North America are impactful

because they account for the highest share of revenue and purchases. When compared to spending and revenue, India is the most impactful country, largely above France and North America.



CAPGEMINI CARBON FOOTPRINT

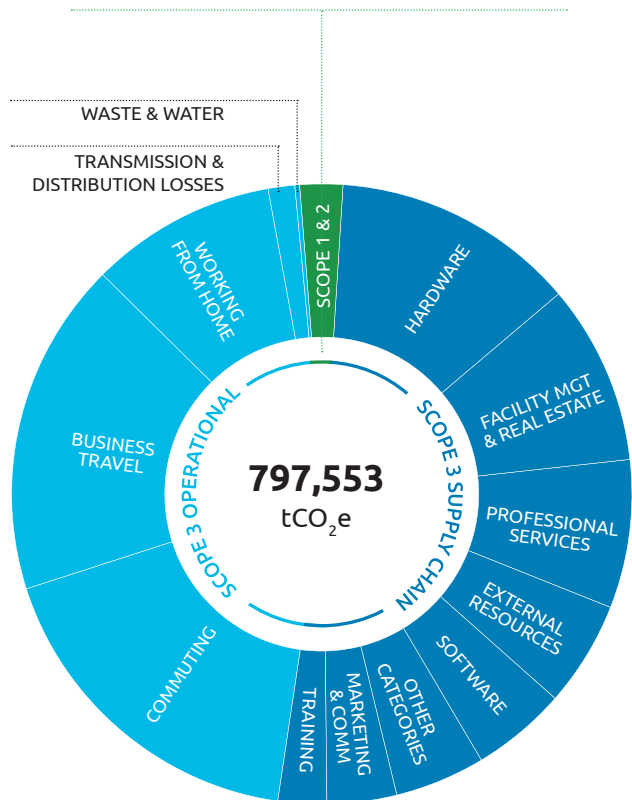
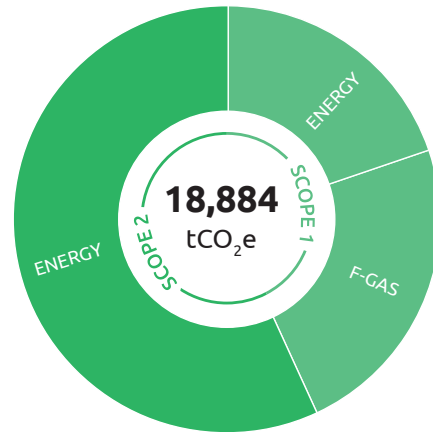
SCOPE 1 & 2 EMISSIONS

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. As a member of the RE100, we are committed to transitioning to 100% renewable electricity by 2025, and this transition is on course. The launch of our Energy Command Center (ECC) in 2022 enables more precise monitoring and enhanced control of energy consumption. Consequently, in 2022, we met our target to reduce Scope 1 and 2 emissions by 80% by 2030, eight years ahead of schedule.

SCOPE 3 EMISSIONS

As a global business operating in more than 50 countries, travel and commuting comprise the largest share of Capgemini operational carbon footprint. We are committed to reducing both business travel and commuting emissions per employee by 55% by 2030, compared to 2019. We remain committed to acting beyond our value chain in supporting the limitation of atmospheric greenhouse gas concentration.

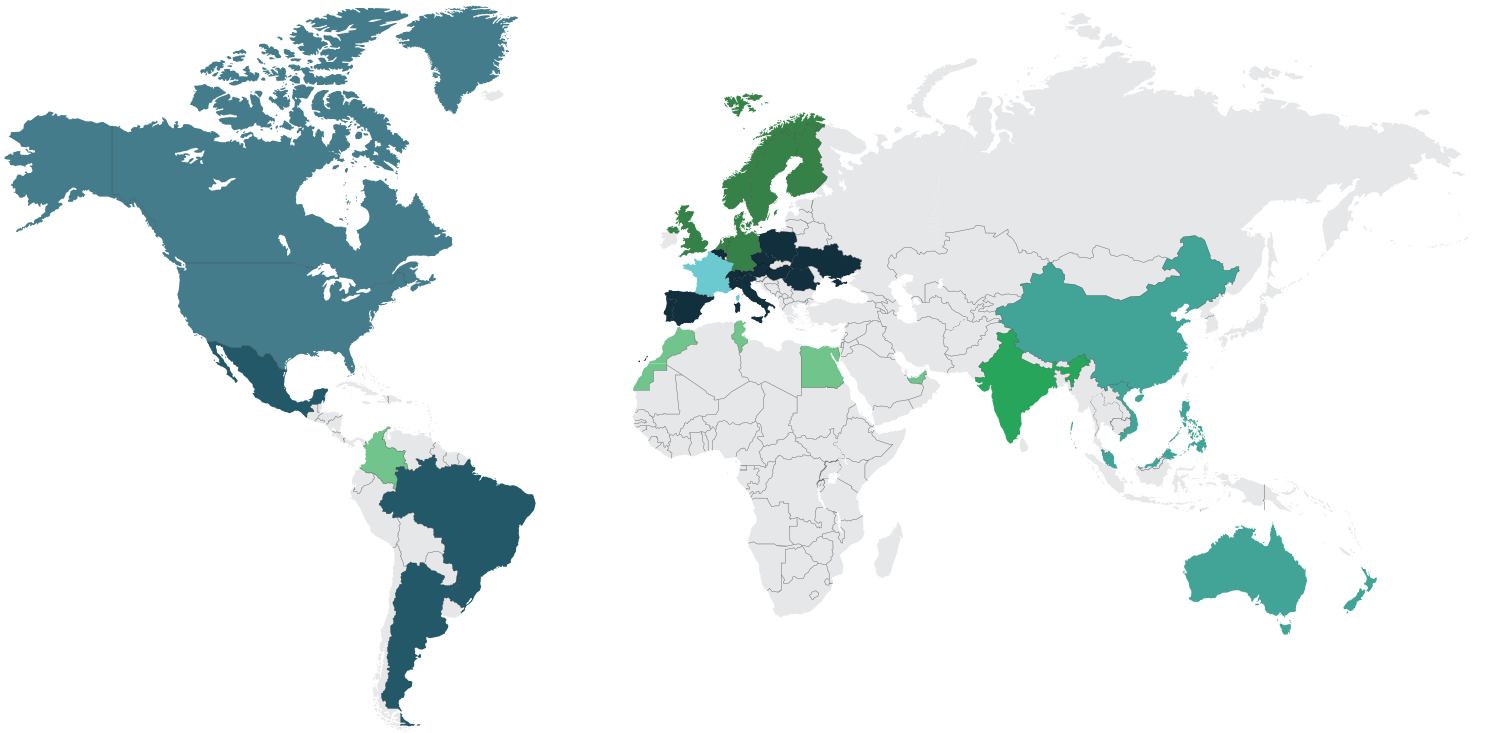
The information is based on the environmental data we gather from Capgemini entities in 38 countries, which covered 99.5% of our global operations in 2022. The final 0.5% is extrapolated to report a complete estimate.



Whilst our focus is on decarbonization with a target to reduce our carbon emissions by 90% across all scopes by 2040, we recognize that the Voluntary Carbon Market offers a way to scale up the necessary climate finance and reduce the concentration of carbon dioxide in the atmosphere today. Consequently, alongside our reduction program, and as recommended in the SBTi Net-Zero Standard, we are investing in projects to remove carbon from the atmosphere.



KEY COUNTRIES GHG EMISSIONS RELATED METRICS



Region	Scope 1 & 2 Emissions Change VS 2019	Business Travel Emissions/Employee Change VS 2019	Commuting and WFH/Employee Change VS 2019	% of Total Electricity from Renewables
INDIA (38% of Group emissions)	-96%	-79%	-65%	100%
NORTH AMERICA (14% of Group emissions)	-6.4%	-57%	-64%	24%
FRANCE (14% of Group emissions)	-8%	-47%	-48%	96%
NORTHERN EUROPE (13% of Group emissions)	-61%	-70%	-70%	92%
SOUTHERN AND CENTRAL EUROPE (12% of Group emissions)	-69%	-61%	-66%	74%
ASIA PACIFIC (5% of Group emissions)	-59%	-70%	-43%	52%
LATIN AMERICA (1% of Group emissions)	-71%	-59%	-91%	0%
OTHER REGIONS + UNREPORTED COUNTRIES (2% of Group emissions)	-29%	-79%	+17%	0%

- SCOPE 1 & 2 EMISSIONS CHANGE VS 2019**
- BUSINESS TRAVEL EMISSIONS/EMPLOYEE CHANGE VS 2019**
- COMMUTING AND WFH/EMPLOYEE CHANGE VS 2019**
- % OF TOTAL ELECTRICITY FROM RENEWABLES**

About Capgemini

Capgemini is a global leader in partnering with companies to transform and manage their business by harnessing the power of technology. The Group is guided everyday by its purpose of unleashing human energy through technology for an inclusive and sustainable future. It is a responsible and diverse organization of nearly 360,000 team members in more than 50 countries. With its strong 55-year heritage and deep industry expertise, Capgemini is trusted by its clients to address the entire breadth of their business needs, from strategy and design to operations, fueled by the fast evolving and innovative world of cloud, data, AI, connectivity, software, digital engineering and platforms. The Group reported in 2022 global revenues of €22 billion.

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