

DIVERSITY & INCLUSION: FOCUS ON ACCELERATING GENDER PARITY

*Unleashing human energy through technology
for an inclusive and sustainable future.*





OUR DIVERSITY AND INCLUSION COMMITMENTS

Capgemini's Diversity & Inclusion ambition is to progress towards a more diverse, equal, and inclusive work environment.

Our definition of diversity encompasses all personal attributes, such as sex and gender identity, age, race/ethnicity or nationality, sexual orientation, ability status, social origin, cultural identity, ideologies, working methods, skills and experiences...

We value the differences and uniqueness of our people, while cultivating our commonalities, to ensure a safe, open, and collaborative environment, where all individuals feel valued and can contribute to the success of the Group.

We are breaking barriers to better futures and towards more inclusive tech, starting by accelerating gender parity

01
Be a destination company where all talent can thrive

02
Offer a safe workplace with equal opportunities to all

03
Strengthen an inclusive culture, engaging all our workforce

04
Make Tech and Consulting an opportunity for local communities and broader society

OUR TARGETS

40% of women in our workforce by 2025

30% of women in executive leadership positions by 2025

20% of underrepresented minorities in the US workforce by 2025

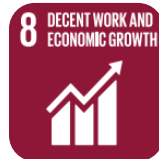
Our key affiliations



WOMEN'S EMPOWERMENT PRINCIPLES



UN Sustainable Development Goals





INCREASE REPRESENTATION OF WOMEN ACROSS OUR ORGANIZATION

IN THE WORKFORCE

37.8%

Women in our teams
(2% annual average increase since 2017, one of the fastest evolving in our industry)

IN CLIENT FACING AND CORE TECH ROLES

37%

Women in revenue producing roles

35%

Women in STEM related positions (IT and Engineering)

AT BOARD LEVEL

42%

Women in Board of Directors

IN MANAGEMENT

27.2%

Women at managerial level

44.7%

Women in non managerial roles

24.4%

Women in executive leadership/ senior management positions

20.4%

Women in middle management positions





DEVELOP EQUAL OPPORTUNITIES TO THRIVE

JOIN

39.8%

Gender mix within joiners

GROW

31.4%

Women in VP inflow
(newly hired or promoted
Vice Presidents)

GET REWARDED

**Equal pay for
equal work**

Considered in annual pay
planning, recruitments, and
promotions

FLEXIBILITY

Global

flexible and hybrid
work policy

PARENTAL LEAVE POLICIES

23 weeks

Average number of fully paid
weeks for primary parent

2 weeks

Minimum number of fully paid
weeks for secondary parent

INCLUSIVE BENEFITS

**More inclusive
benefits**

Healthcare and wellbeing
programs considering all types
of families and carers including
return from maternity leave
support, childcare facilities,
lactation rooms, fertility schemes



◀ Our global recognitions



BUILD A SAFE, INCLUSIVE, AND ENGAGING WORKPLACE



LISTEN FROM OUR EMPLOYEES

8.1/10

Average score on Diversity & Inclusion in our global employee survey in 2021

24/7

Availability of our SpeakUp hotline to report any concern or risk

Mandatory

Annual training module on **Anti-sexual harassment**

Inclusion Circles

Open conversations on D&I topics led by voluntary managers

EMBARK ALL IN OUR CULTURAL SHIFT

From Day 1

D&I trainings embedded in the on-boarding path.

Specific pathways available on demand on our NEXT learning platform

97%

VPs attended a workshop on Unconscious Bias Module. Topic included in all flagship programs

Women@Capgemini network

One of our global Employee Resource Groups, with local and professional chapters (Women In Sales, Women in Cyber, Women in Delivery...)

Global EDGE+ certification

obtained for our achievements in gender balance and inclusion for all (gender identity, age, sexual orientation, nationality, ability status)



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 every day by its purpose of unleashing human energy through technology for an inclusive and sustainable future. It is a responsible and diverse organization of nearly 350,000 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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