



SUSTAINABILITY REPORT

2022



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1. LETTER TO THE STAKEHOLDERS

2022 was once again a year of great uncertainty from a geopolitical perspective: although the pandemic was gradually brought under control in most Western countries, the invasion of Ukraine and the resulting conflict forced Europe to come to terms again with a long-forgotten wartime situation. The ensuing energy crisis also had profound effects on the lives of families and forced the countries supplied by Russian gas and oil to quickly seek alternatives led more by the emergency than by consistency with sustainable supply strategies.

In this framework of profound complexity and economic instability, the need to continue with digital innovation programs and the redesigning of processes and products in terms of sustainability has nevertheless remained, as has Capgemini's commitment to accompany its clients towards new business models made possible by technology and by looking at human beings, as stated in our Purpose: **"Unleashing human energy through technology for an inclusive and sustainable future."**

The potential of digital technology to transform the processes and services of companies is and remains essential. As a major player in this transformation, we are aware of the importance of promoting this potential, starting with people and for people, closely linking the technological innovations that we constantly offer our clients, with the prospect of an ethical use of technology. At the same time, we intend to act as an example in forming a diverse and inclusive workforce, contributing to digital inclusion and reducing our environmental impact to a minimum.

Despite the widespread climate of uncertainty that characterized 2022, our commitment to environmental, social and governance (ESG) objectives remained central to both Group and Italian strategy, as well as the implementation plans for the various priorities that we have established.

Our ESG objectives are the natural expression of the entrepreneurial spirit and commitment of our people, and put it into practice starting with the 8 overall priorities defined by our Board of Directors, which continues to guide our daily activities: **(1) act on climate change, (2) lead to low-carbon economic transition by supporting our clients to achieve their environmental commitments, (3) relentlessly invest in our talent, (4) enhance a diverse and inclusive work environment and (5) support digital inclusion in our communities. We also need to (6) foster a diverse and accountable governance, (7) maintain high ethical standards at all times for mutual growth and increase digital trust by (8) protecting and securing both our own and our clients' data.**

Within the framework of these common priorities and the goals associated with them, which are even more challenging today, Capgemini Italia makes its contribution, which made progress in its path towards sustainability also in 2022, expanding the network of stakeholders involved in common initiatives for generating a significant impact for society.

In closing, I would like to say again that the ambitious goals we have set ourselves, as well as the goals achieved, are the result of the work and daily commitment of the entire great Capgemini Italia team, from management to the youngest members who joined us in 2022 toward building the future that we want together. My heartfelt thanks go to each and every one of them.

[#GetTheFutureYouWant](#)



Monia Ferrari
AD Capgemini Italy

2. CAPGEMINI ESG ID CARD

Our world is marked every day by the impacts spurred by the technological evolution. If designed with human beings as the focus, most of these impacts can greatly contribute to improving our society.

As a leader in digital transformation, Capgemini is well aware of the key role it can play in ensuring that technology is placed at the service of the challenges of ESG. Together with our clients, partners and communities, we continue to work tirelessly in various areas to accelerate the transition to sustainability and to find solutions to new challenges in society by leveraging our leadership.

Capgemini has been a signatory to the United Nations Global Compact since 2004, and it supports the principles of the 1948 Universal Declaration of Human Rights and the fundamental conventions of the International Labor Organization (ILO), which reject the use of forced or child labor.

We also joined the World Economic Forum's Alliance of CEO Climate Leaders to help ensure the transition to a Net Zero economy.

To bring our ESG reporting in line with international standards

Our Group identifies as important the existing information for our activities in the Global Reporting Initiative (GRI), the Sustainable Accounting Standards Board (SASB) and the Task Force on Climate-Related Financial Disclosures (TCFD). Capgemini discloses environmental, social and governance (ESG) data through various reports and websites according to the Capgemini ESG Index.

8 AMBITIOUS ESG PRIORITIES FOR POSITIVE FUTURES

ENVIRONMENT

- Act on climate change by being Carbon Neutral by 2025, and becoming a Net Zero business.
- Lead to low-carbon economic transition by helping our clients achieve their environmental commitments.

SOCIAL

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

GOVERNANCE

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

IMPACTING 11 SDGs



CAPGEMINI ITALY

Year End 2022*

9.021

NUMBER OF EMPLOYEES

€ 773,6 mln

REVENUES

20

LOCATIONS IN ITALY

4

COMMERCIAL BRANDS

Capgemini, Capgemini Engineering, Capgemini Invent, Frog

* Data at 31 December 2022





CAPGEMINI ESG PLEDGE: LEVERAGING TECHNOLOGY FOR THE BENEFIT OF ALL

3. CAPGEMINI ESG PLEDGE: LEVERAGING TECHNOLOGY FOR THE BENEFIT OF ALL

3.1 Eight ESG priorities for a better future

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

This is Capgemini’s purpose, and to create a future that lives up to all its promises we believe that technology can help us if – most importantly – they are designed by and for human beings.

To achieve this goal, we are inspired by seven core values - **honesty, boldness, trust, freedom, fun, modesty and team spirit**, which we pursue collectively and individually, and which have been at the heart of our purpose since the Group was created in 1967. These values allow our people to master their company and technology domains, build meaningful relationships with colleagues, partners and clients, and plan better futures for the benefit of all.

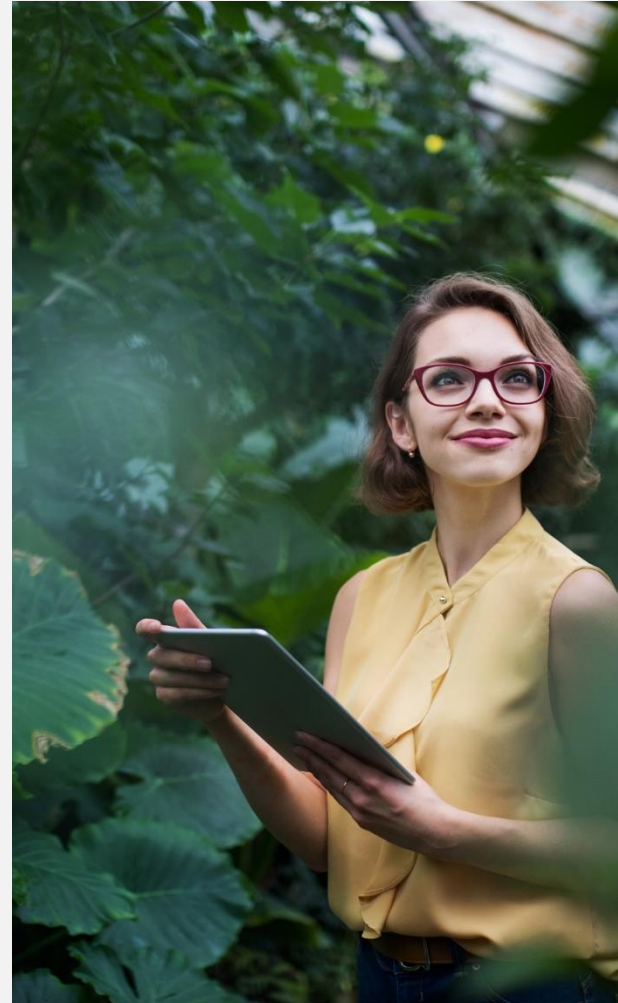
It is our belief that we must leverage our leadership and our actions to speed up the transition to sustainability.

That’s why by leveraging the spirit and energy of the Capgemini teams and using our operational excellence, innovative resources 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 fight exclusion and promote diversity, addressing climate change and the depletion of natural resources by ensuring that digital transformation benefits all of society.

We do this by committing ourselves to upholding the highest standards of governance and ethics, fully subscribing to the key principles of sustainable development, and especially inclusivity, integrity, stewardship and transparency.

Thus we focus on **eight ESG priorities** that have a positive and significant impact on Capgemini’s business model and value drivers, as well as on our stakeholders.



ESG is an integral part of our corporate strategy, and is focused on 8 priorities:

ENVIRONMENT

• Priority A

Act on climate change by being Carbon Neutral by 2025, and becoming a Net Zero business.

• Priority B

Lead to low-carbon economic transition by helping our clients achieve their environmental commitments.

SOCIAL

• Priority C

Relentlessly invest in our talent through a unique experience, developing tomorrow’s skills.

• Priority D

Enhance a diverse, inclusive and hybrid work environment.

• Priority E

Support digital inclusion in our communities.

GOVERNANCE

• Priority F

Foster a diverse and accountable governance.

• Priority G

Maintain high ethical standards at all times for mutual growth.

• Priority H

Protect and secure data, infrastructure and identity.

3.2 Eleven objectives for sharing our progress with our eight priorities

The Group ESG policy is the guide for effectively integrating our priorities into the corporate strategy, in decision-making processes, in the development of solutions and services and in the relationship with the main stakeholders. It aims not only at complying with the applicable regulations, but also at integrating ESG best practices and recommendations nationally and internationally.

To this end, it outlines **11 objectives** that will enable us to carry out our priorities.

	PRIORITIES	OBJECTIVES
ENVIRONMENT: Accelerating the transition to net zero	A Act on climate change by being carbon neutral by 2025, and becoming a net zero business	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
	B Lead to low-carbon economic transition by helping our clients achieve their environmental commitments	2 Transition to 100% renewable electricity by 2025, and electric vehicles by 2030
	C Relentlessly invest in our talent through a unique experience, developing tomorrow's skills	3 Help our clients to save 10m tons of CO ₂ eq by 2030
SOCIAL: Aligned entrepreneurs, with protection & respect for all	D Enhance a diverse, inclusive and hybrid work environment	4 Increase average learning hours per employee by 5% every year to ensure regular lifelong learning
	E Support digital inclusion in our communities	5 40% of women in our teams by 2025
	F Foster a diverse and accountable governance	6 5M beneficiaries supported by our digital inclusion programs by 2030
GOVERNANCE: Leading with trust & transparency	G Maintain high ethical standards at all times for mutual growth	7 30% of women in executive leadership positions in 2025
	H Protect and secure data, infrastructure and identity	8 Maintain best-in-class corporate governance
		9 Maintain over 80% of the workforce with Ethics Score 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 on data protection and cybersecurity

3.3 Commitment to achieving 11 Sustainable Development Goals

Since 2015, the 2030 Development Agenda with 17 Sustainable Development Goals (SDGs) for the peace and prosperity of people and the planet have been the point of reference for our ESG strategies and ambitions. To promote these goals, the companies play a vital role in mobilizing and sharing knowledge, skills, technologies and financial resources.

Capgemini is committed to making a contribution to achieving of **11** of the 17 SDGs, because we believe they best reflect our ability to integrate ESG challenges into our business.

These goals also reflect our commitment to the ten principles of the United Nations Global Compact, which Capgemini first signed in 2004.

ENVIRONMENT: Accelerating the transition to Net Zero



GOVERNANCE: Leading with trust & transparency



SOCIAL: Aligned entrepreneurs, with protection & respect for all



3.4 Increase the collective impact by participating in public initiatives

Guiding the path towards a positive future also means supporting and involving 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.

ENVIRONMENT

- We have been signatories of the **UN Global Compact's "Caring for Climate" initiative** since its inception in 2007.
- We became a signatory to the **Taskforce for Climate-related Financial Disclosures (TCFD)**, supporting actions to build resilient solutions to climate change through climate-related financial disclosures.
- Capgemini is included in the **2023 S&P Global Sustainability Yearbook**, an important recognition of our leadership in sustainability, with companies listed being in the top 10% of their respective industries.
- 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**, committing to transition to 100% of our electricity to renewable sources by 2025. **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 became a founding member of **UN's Race to Zero** campaign – a coalition of leading net zero initiatives.
- We signed the Business Ambition for 1.5 °C targets.
- We joined the **World Economic Forum's Alliance of CEO Climate Leaders**, a global community of Chief Executive Officers, who catalyzes action across all sectors and engages policymakers to help deliver the transition to a net zero economy.
- We became a member of the **EV100**, committing to transition the entire global company fleet to 100% electric vehicles by 2030, ensuring access to electric charging infrastructure across their estate.
- We became a corporate alliance member of the WEF's 1t.org and are committed to plant 20 million trees by 2030 to help fight climate change and support biodiversity.
- We became member of the **European Green Digital Coalition**, a group of companies committed to supporting the Green and digital transformation of the EU.

SOCIAL

- Capgemini is committed to protecting and preserving human rights in accordance with the **United Nations Universal Declaration of Human Rights**, the **UN Guiding Principles on Business and Human rights**, and the **International Labour Organization's Declaration on Fundamental Principles and Rights at Work** ("ILO Declaration") with its 8 core conventions.
- We joined the **Business 4 Inclusive Growth (B4IG)** coalition which is a partnership between the OECD and a CEO-led coalition of global organizations, where we are leading a working group on the digital divide and actively contribute to the global task force on ethnic diversity.
- 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 Labor Organization's **"Global Business and Disability Network"**.
- We have been signatories of the **Women's Empowerment Principles** since 2011, resulting from an alliance between UN Women and UN Global Compact.
- Capgemini is committed to stand in solidarity with the LGBT+ community. Our CEO signed, in 2022, the **UN Standard of Conduct for Business, tackling discrimination against LGBT+ people**.
- Capgemini is a founding member of the **World Economic Forum's Partnering for Racial Justice in Business initiative**.

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 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 signatories of the Paris Call for Trust and Security in Cyberspace since its inception in November 2018.



CAPGEMINI'S INTEGRATED ESG APPROACH

4. CAPGEMINI'S INTEGRATED ESG APPROACH

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

Within the scope of Capgemini's ESG objectives and strategies, described in the ESG Policy published by the Group in 2021, the key roles in Capgemini in Italia's 2022 ESG Governance are the following:

CEO (Andrea Falleni)

- Defines with the manager and approves the actions to be taken on ESG matters.
- Approves the company sustainability report.
- Acknowledges the results emENGing during the approval of the sustainability report, drawn up by the ESG Manager, who analyzed each individual contribution received from the various departments involved.

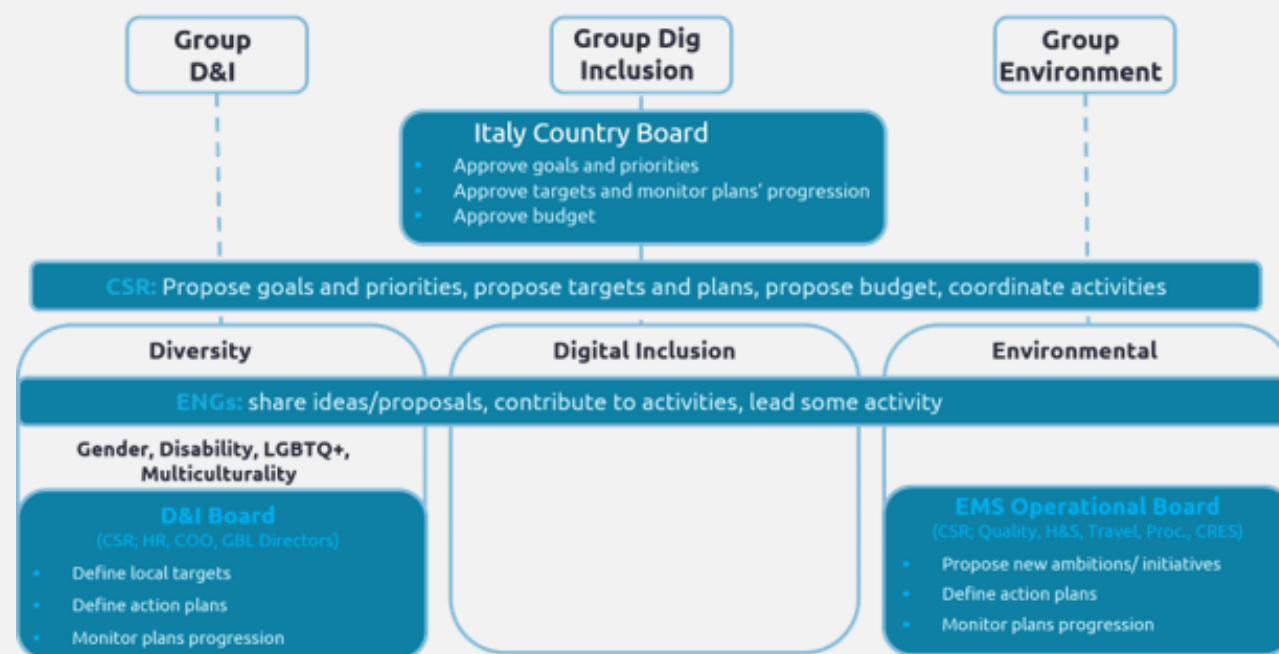
ESG Manager (Alessandra Miata)

- Draws up the sustainability report and implements and coordinates the ESG actions to be taken.
- The ESG Manager supervises all ESG-related processes and checks that the correct verification and approval procedures have been carried out for all the necessary requirements.
- The ESG Manager involves top management to support ESG-related processes.
- Verifies the effectiveness of the processes annually before drawing up the sustainability report.

From an organizational perspective, 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.

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.

CSR Governance:





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, 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.

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

More specifically, the ENGs active in Italy are:

- **Digital Inclusion**
- **Green Team**
- **D&I Women@Capgemini***
- **D&I OUTfront***
- **D&I CapAbility Team***
- **D&I Multicultural pathway**

Overall, the ENGs involve approximately:



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.

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). This commitment is certified by being recognized in 2022, for the tenth consecutive year, as one of the **World's Most Ethical Companies®** by the Ethisphere® Institute.

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.

(*) The ENGs that have an equivalent at the Group level

Lastly, in Italy Capgemini obtained in 2022 the ISO 37001:2016 certification, which regulates **Anti-Bribery Management Systems**.



As part of its ESG commitment, Capgemini constantly monitors the Environmental and Social dimensions. Environmental issue in particular are 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.

In terms of Diversity and Inclusion, Capgemini in Italia is UNI PDR 125 and ISO 30415 certified.



4.2 Leveraging the dynamics of our stakeholders through constant dialogue

As a committed player in the areas where it operates, Capgemini Italia 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 their respective values, as well as with ethical and performance requirements.

For example, in the process of preparing this sustainability report, we interviewed the main external stakeholders (employees, clients, business partners) and internal stakeholders (management), to gather their vision of the emerging risks and opportunities that affect our business.

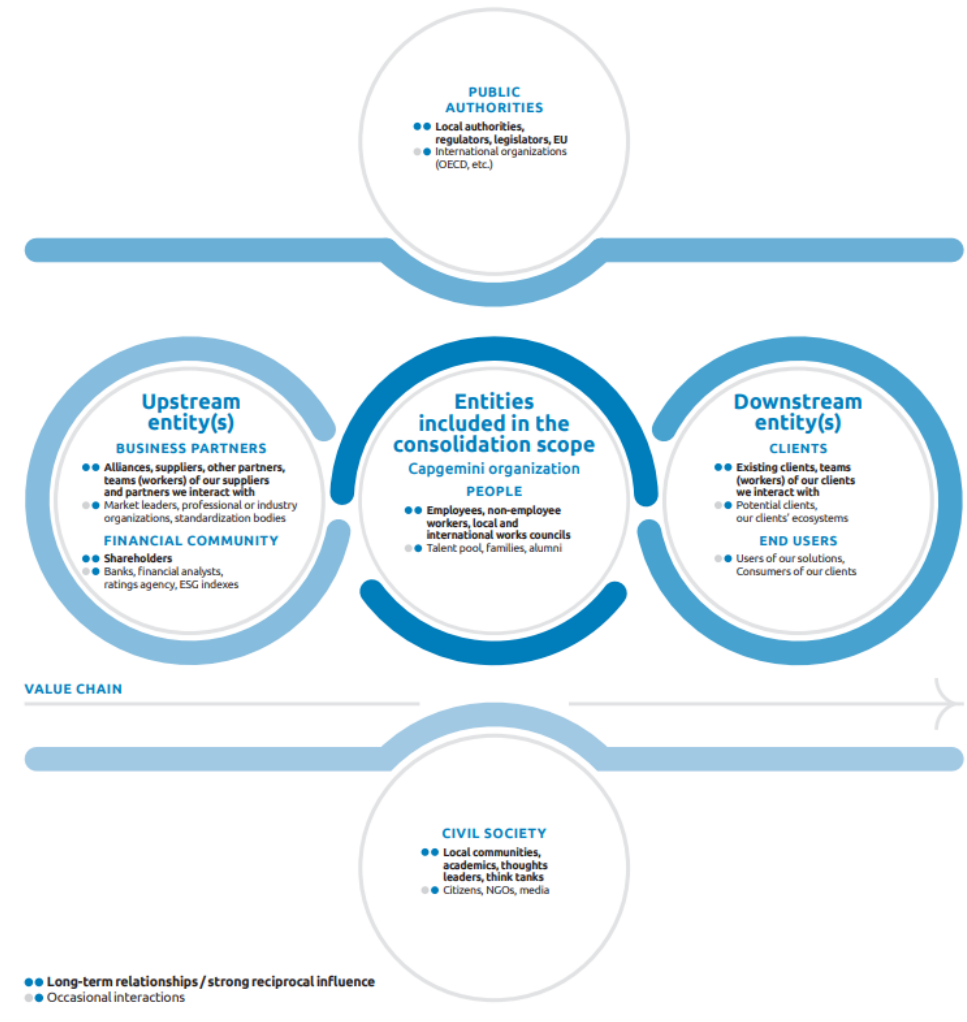
In the first edition of the Italian Sustainability Report we have chosen to focus on Clients and Partners who are extremely close to our core business, to ensure that we gather the essential elements in setting up analysis and disclosure work. The employees involved in the analysis were selected from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

In the second year of reporting, we deemed it premature to repeat the exercise with a broader basis, as the Parent Company is also moving ahead with continuity.

As a responsible company, we use technology to serve clients and society, working for useful, accessible and sustainable innovation.

Sustainability is a key pillar of our strategic ambition, and thus we are committed not only to reducing our environmental impact, but also to helping our clients achieve their Net Zero business goals.

But clients are not the only stakeholders we involve in building together “the future we want”: our business partners also play a key role in reducing the impact that digital-related businesses have on the environment, and in seeing that digital skills are increasingly accessible and able to include all. These inspiring principles guide us along our entire value chain, embracing relationships with suppliers, with institutions (e.g. universities) and with the third sector.



Our partner associations are systematically involved in meetings throughout the year to assess the needs, territorial and other, of the vulnerable populations they represent, in order to define objectives and work plans.

4.3 Focus on ESG material impacts in Italy

Material topics were analyzed in the 2021 reporting process.

Specifically, in the process of preparing the 2021 sustainability report, we interviewed the main external stakeholders (employees, clients, business partners) and internal stakeholders (management) to gather their vision of the emerging risks and opportunities that affect our business.

Clients and Partners were involved in a discussion in which we illustrated the aims of the analysis, followed by the request to fill out a questionnaire with 10 topics important for the company and to rank them in order of priority. Employees participated in a training session that illustrated the logic of materiality and led them to the priority assessment of material issues with full awareness. Management worked on materiality during a workshop in which the Directors drew up a shared priority list.

ZOOM ON MATERIAL IMPACTS

<ul style="list-style-type: none"> Awareness Raising and Training on Sustainability and Social Responsibility Issues Digital Inclusion 	<ul style="list-style-type: none"> People and Diversity Cybersecurity Environmental Impact Management Responsible Procurement 	<ul style="list-style-type: none"> Health, Safety and Well-being of Workers Services and Products Innovation and Safety Talent Development Business Ethics and Compliance
IMPORTANT	VERY IMPORTANT	EXTREMELY IMPORTANT

- PEOPLE:** Committed to people
- DATA:** Ensuring data protection and cybersecurity
- ETHICS:** Uncompromising on ethics and compliance
- WORLD:** Being a responsible business

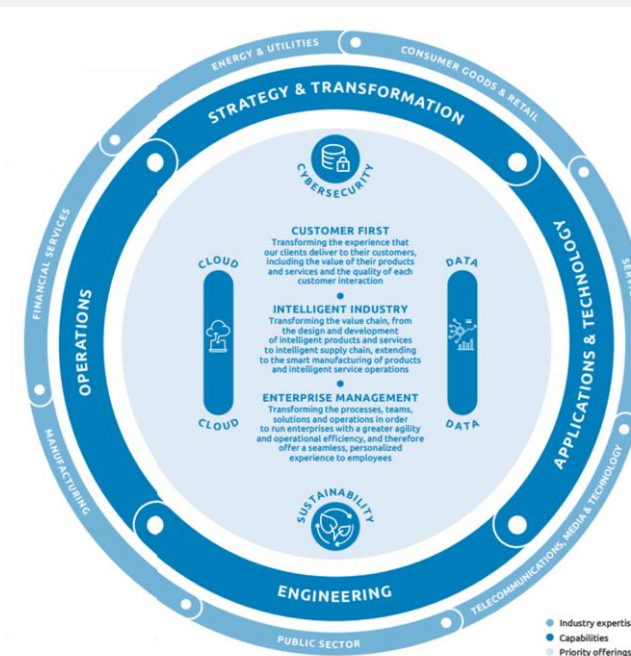
4.4 Integrating ESG in our corporate strategy

As a responsible company, we use technology to serve clients and society, working for useful, accessible and sustainable innovation.

Sustainability is a key pillar of our strategic ambition and we are committed not only to reducing our environmental impact, but also to helping our clients achieve their Net Zero business goals. What we offer our clients goes beyond the structural transformation of IT in terms of consumption habits and ways of working; it aims to create a culture of sustainable digital economy.

We take a holistic approach to identifying a company's emission hotspots and reducing their environmental impact. We use new technologies (the Internet of Things (IoT), augmented reality (AR), virtual reality (VR) to address environmental challenges, thereby enabling data capture, evaluation and analysis, monitoring and control, and supporting the decision-making process.

OUR OFFER



Each employee has a role in developing their awareness of social and environmental responsibility issues important for their professional life, just as the company has a social role in training and educating its employees on social impact issues.

Therefore CSR strategy issues are constantly part of in-house personnel training, with particular attention given to those who hold coordination positions and as such act, in practice, as role models.

From the perspective of social responsibility issues, two especially important training programs were held in 2022.

The Diversity and Inclusion Circles, workshops for all employees but facilitated by Executive roles that address the issues of unconscious prejudices and their risks and the importance of diversity in business. Executives who host a “circle” do not need to be experts on the topic they are dealing with; however, they must know the terms sufficiently to facilitate an open discussion in keeping with the company’s commitments on the specific issue. Indeed, in order to facilitate a “circle” the Executive must be prepared or at least kept up to date on the topic that she or he will be addressing, using the appropriate training material prepared for the workshop.



Over 180 employee participated in the D&I Circles pilot

Training on the Memorandum on Reasonable Accommodation. This memorandum was issued with the aim of helping employees with disabilities to specify the working conditions with which they can best contribute to company performance. These are all those instrumental and relational aspects that cannot always be identified by the occupational physician, who normally does not know the actual conditions in which employees work (for example alone/ on a team, in an individual closed office/in a room with multiple workstations, at the client’s location/at Capgemini/remote working, whether they have to travel for work or not, etc.). All these factors and others can affect a disabled employee’s ability to perform their duties in the best possible way, and being able to speak openly with their manager and with their team is a necessary condition for working at their best.



Over 210 employee were trained on the Memorandum on Reasonable Accommodation

The Memorandum has been developed precisely for this reason, and it clarifies the responsibilities of the various actors in identifying and implementing reasonable accommodation in compliance with the data protection of persons with disabilities. All unit managers, HR partners, Talent Acquisition team and health and safety team members were trained on the Memorandum, on the tools for identifying reasonable accommodations and on protecting sensitive data.

From an environmental perspective, in addition to the training done with the Aworld app, mentioned in the report on page 21 and 22, webinars called Green Talks were held on the impacts of climate change, which were organized by the members of the Green Team ENG on the following topics:

- Gender issues, because gender also affects the impact of climate change
- Sustainable agriculture
- Biodiversity
- Water
- How to protect our environment - Forests
- Circular Economy

Over 500 employees participated in these CSR training activities in 2023, in addition to the participants in the training webinars on gender equity, the inclusion of people with disabilities, LGBTQIA+ inclusion and the valuing of cultural differences, for a total of over 1100 participants.



Capgemini was awarded the Platinum Medal by EcoVadis, placing among the top 1% of the most virtuous companies in the sector on ESG issues.

4.5 Managing significant ESG risks

The company has adopted rules and procedures on all aspects of ESG risks, such as the protection of human rights, and it regularly raises awareness among the corporate population in this regard. Company policies comply with the highest ethical and human rights standards and 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, and they are systematically required to accept our codes of conduct. In 2022, the Company did not receive any fines for noncompliance with laws and regulations.

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

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.

We always try to ensure a high level of company conduct in business relationships by asking partners to comply with the measures adopted by the company. Periodic training is provided on ethics, anti-bribery, competition, conduct and corporate values.

There are policies and tools available to the company to counteract negative impacts and to correct them. **SpeakUp** is the main tool for reporting any complaints, and **Pulse** (employee listening tool) is used to monitor employee perceptions regularly during work and in relations with the company. On SpeakUp one can also express doubts or freely ask for advice and guidelines on issues relating to ethical principles.



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. Following receipt of the complaint, risk mitigation measures are implemented and specific actions are taken on the basis of the type of report to improve any critical issues.

SpeakUp tracks each report received with the resulting closure actions and mitigation activities implemented.

A man with short blonde hair and glasses, wearing a blue and green plaid shirt over a white t-shirt and dark jeans, is sitting cross-legged on a grassy slope. He is holding a smartphone in his right hand and looking off to the side. In the background, there is a modern building with a concrete facade and a metal railing. The foreground is filled with out-of-focus green foliage and purple flowers.

CAPGEMINI'S EIGHT ESG PRIORITIES

5. CAPGEMINI'S EIGHT ESG PRIORITIES

5.1 **Environment**: Accelerating on sustainability challenges

A 5.1.1 Act on climate change being carbon emissions Neutral by 2025 and becoming Net Zero

We are at the forefront of fighting climate change, one of the greatest social challenges of our time.

As a responsible company, we are determined to take a leadership role in ensuring that technology contributes to a sustainable future. We lead every aspect of the internal changes in our operations, and at the same time we support our clients in facing their environmental challenges. We also collaborate with partners, suppliers, startups, public administrations and the academic world to make sustainable progress together that is in line with the Paris Agreement goals.

We have been committed to managing our resources effectively and reducing our carbon emissions for many years. We were one of the first companies in our industry to have our carbon reduction targets validated by the Science Based Targets initiative (SBTi). It is our ambition to achieve a 90% reduction of all Scope 1, 2 and 3 carbon emissions and become a net-zero business by 2040. The SBTi standard is the world's first agreement to set a corporate net-zero target and is in line with the level of reduction needed to limit global warming to 1.5°C.

In December 2022, Capgemini maintained its top ranking by CDP, the nonprofit environmental association operating worldwide. The process that places Capgemini on the "A List" is widely recognized as the gold standard of environmental transparency and is based on data reported by the company through CDP's 2022 Climate Change Questionnaire. More than 15,000 companies have been evaluated.



Capgemini has a longstanding commitment to environmental sustainability relying on:

A strong governance and collective responsibility

An ISO 14001 certified Environmental Management System (EMS)

Employee engagement through volunteering

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 part of our environmental, social and governance policy, we have set goals to:

- be Carbon Neutral* no later than 2025 as regards our operations, and by 2030 as regards our supply chain, and become a Net-Zero business by 2040;
- make the transition to 100% electricity from renewable energy sources by 2025 and electric vehicles by 2030;
- support our clients in saving the equivalent of 10 million tons of CO₂ by 2030.

ITALIAN DATA 2022

Travel	3.954,99 ton CO ₂ eq	83.8%
Office	764.33 ton CO ₂ eq	16.2%
Total	4.719,32 ton CO ₂ eq	100.00%

ITALIAN DATA 2022

Total Emissions 2019	9.447,07	
Total Emissions 2021	3.239,64	- 66%
Total Emissions 2022	4.719,32	- 50%

Our road to Net Zero

The Net Zero transformation on a large scale and at the pace we set for ourselves is ambitious. It has a substantial impact on every aspect of the way we operate, from procurement to IT operations, HR policies and business models.



We are accelerating our carbon reduction strategy across all key impact areas:

- **Reduce the impact of our travel**

As a global business, travel – which includes business trips and commuting – is one of our main sources of impact. We are scaling up our virtual collaboration capabilities and digital workplace initiatives, creating a new way to connect people wherever they are. For necessary travel, we continue to allow the choice of the lowest carbon emissions. We encourage the sustainable mobility of our people in Italy by drawing up “home-work travel plans” for the main offices, such as that in Rome, and we are designing specific measures to reduce CO₂ emissions in commuting.

* 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.

OBJECTIVE 2: Transition to

100%

renewable electricity by 2025
and to electric vehicles by
2030.



• Transition to a fleet of electric vehicles

We have accelerated the rollout of a fleet of hybrid and electric cars and, in keeping with our commitment to the EV100 group, we are significantly increasing our investments in electric charging stations. Considering that company car emissions accounted for 24% of our business travel emissions prior to COVID-19, we expect this transition to have a significant impact.

• Transition to renewable electricity

In line with joining the RE100 group commitment to renewable electricity, we are implementing a strategy to achieve our goal of having 100% renewable electricity in 2025. We are also increasing the sustainability performance of our offices and data center, intensifying our focus on energy efficiency.

Following the corporate operations carried out, in Italy in 2022 the percentage of renewable electricity is:

88%



• Lead sustainability along our supply chain

Sustainable businesses need sustainable supply chains. We are proud to have been confirmed as a "leader" in the 2022 CDP Supplier Engagement Leaderboard ranking for taking steps to increase climate initiatives along the entire value chain.

• Our impact

87.3%

of our electricity comes
from renewable **energy**
sources

93%

of **Capgemini employees** covered by
the Global EMS 140 01 (in Italy in 2022 we
also achieved ISO 14064 certification)



*Co-working spaces are not considered corporate offices

Environmental corporate volunteering

In following with the initiatives of the Net Zero plan, in 2022 Capgemini in Italia launched a number of environmental sustainability activities with employees engaged on the front line. In June, an ideal relay was organized between 7 company offices which involved 38 employees (and family members) on the four Friday afternoons during the month and made it possible to collect 163 kg of waste and redevelop 7 urban green areas.

The event was repeated in October, with 120 participants (Capgemini employees and friends/family) who together collected 625 kg of waste.



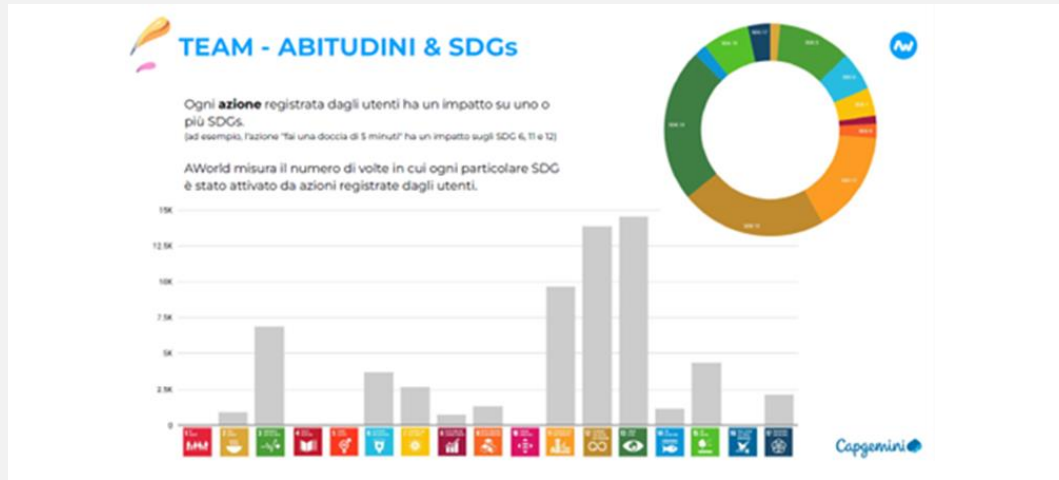
Capgemini in Italia confirms its partnership with AWorld

Since 2020, Capgemini in Italia 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. Through this partnership Capgemini aims to promote greater attention to the environment, but also to the dimensions of social sustainability.

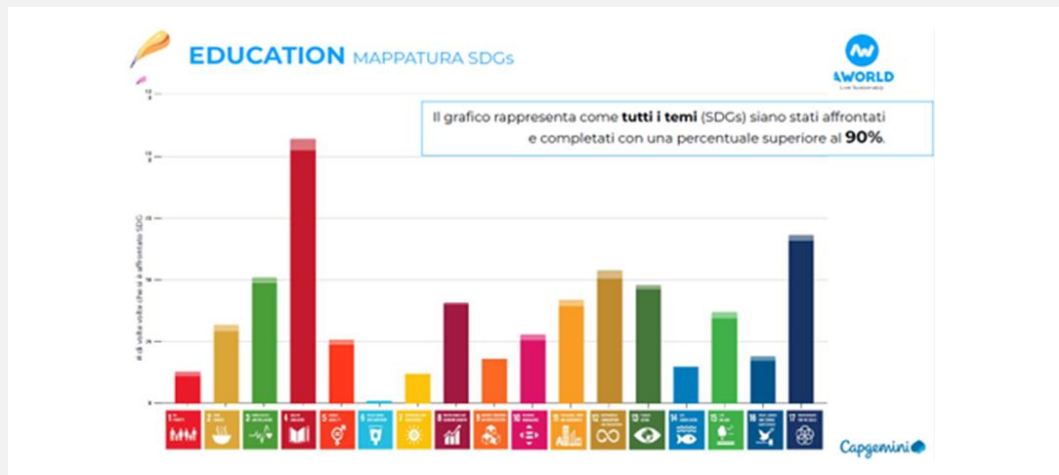
Within the AWorld app, available for iOS and Android, there is an exclusive community for Capgemini in Italia employees, who can thus track their actions for protecting the environment and access training content dedicated to sustainability and Sustainable Development Goals. In 2022, 25,561 sustainable actions were generated, which made it possible to save CO₂ emissions, water and electricity.



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



In 2022, a training course for the Capgemini team on the main topics of environmental and social sustainability was also launched on the Aworld app. All 17 Sustainable Development Goals were dealt with in this case as well.



• **Awareness and commitment to the environment**

On the occasion of the COP26 in 2021 and the 2022 Environmental Month, Capgemini launched a series of in-house initiatives aimed at increasing awareness among its people and individual commitment to the environment. The "Climate Circles" and the "Green Talks" proved to be winning formats for sharing ideas on sustainable transformation for positive change.

• **The Capgemini Forest**

Thanks to the partnership with Ecologi, Capgemini has given a real boost to its commitment to the reforestation of the planet and has planted trees all over the world, a fundamental tool for counteracting the advance of deserts and hydrogeological instability.



over 1,000,000
planted by the
Capgemini Group



of which over 200,000
planted by
Capgemini Italia

• **The Capgemini Beehives**

Aware of the essential role played by bees in guaranteeing the protection of biodiversity and the protection of the ecosystem, Capgemini has started working with Beeing, a startup that protects bees through digital tools that make the hives highly innovative and allow precise monitoring of the honey production and animal well-being. The honey produced by the Capgemini-supported hives is then donated to nonprofit organizations operating in underprivileged communities.

• **Sustainable Mobility**

As part of its commitment to sustainable mobility, in addition to having started the transformation of its corporate fleet towards hybrid or electric vehicles, Capgemini regularly carries out surveys on the travel styles of its employees, both for business trips and for commuting to the workplace.

The pandemic has drastically changed the way we travel, both in terms of frequency and means of transport. Even before the pandemic, Capgemini had adopted a flexible working method, and during and after the pandemic it defined hybrid working methods that reconcile the need for sociability, productivity, safety and comfort. In this context, business trips also underwent changes from 2019 to 2022, and following a drastic drop in 2020 and 2021, they began to increase again. This has made it a priority once again to define sustainable mobility tools. In 2021, as part of the home-to-work commuting plan (PSCL) of the various offices in Rome, a company shuttle was introduced that connects one of the Roman offices with the nearest underground lines. Studies have also been initiated to verify where to promote the use of bicycles or electric scooters.




B 5.1.2 Accompany a low-carbon economic transition by helping our clients achieve their environmental commitments

As Capgemini is one of the world's leading business transformation experts, we are in the best position not only to reduce our environmental footprint, but also to help other companies achieve their Net Zero transition, ensuring maximum positive environmental impact and improving their supply chains' value. This ambition is based on three main priorities:

a) A complete portfolio of sustainability offerings

We have created a dedicated offer to empower and support our clients in transforming climate challenges into opportunities. The framework enables organizations to accelerate their net-zero transformation, from commitment to sustainable results, based on three levels:

- **Commit:** help organizations define their Net Zero strategy, create the underlying organization, engage all important stakeholders internally and externally by adapting their business models accordingly;
- **Act:** help clients operationalize their strategy by designing more sustainable products and services, streamlining operations and supply chains to reduce their environmental impact, and transitioning their legacy IT capabilities into sustainable IT;
- **Monitor & Report:** accurately model, track and anticipate changes in an organization's greenhouse gas (GHG) emissions through sustainability data hubs and leveraging innovative technologies (e.g. AI).

 COMMIT	Net Zero strategy and new business models		
 ACT	Sustainable products and services	Sustainable operations and supply chain	Sustainable IT
 MONITOR AND REPORT	Data for Net Zero		



OBJECTIVE 3:

Help our clients save

10M tons of CO₂ eq by 2030

b) Calculation of our clients' carbon emission benefits

We developed our Carbon Impact Calculator service to enable client teams to accurately calculate and track the environmental impact and benefits of their projects. The service includes:

- contract clauses with clients to ensure agreement between the parties on the level of carbon emission reductions and to prevent the risk of greenwashing;
- internal systems to record and track CO₂ equivalents that will allow us to collect data and measure performance with respect to Capgemini's goal of helping our clients save 10 million tCO₂e by 2030;
- user guides and online training modules integrated into a comprehensive training plan that will train the company on sustainability and carbon emissions;
- CO₂e calculator and methodology document to help calculate the carbon emissions of a project or service provided within a client's company; and
- availability of a Central Carbon Calculation Support Team that helps company stakeholders gather the necessary calculation data.

c) Education, engagement and accountability of local communities

As a company, we focus on the creation of a culture in which individual sustainable actions are brought together and where people have the opportunity to make a difference with problems that are important for them. Our approach to mobilizing our people focuses on three areas: education, engagement and accountability. We have developed online training guides and modules to improve the collective knowledge of the sustainability of our communities. Furthermore, we carry out engagement campaigns to encourage people to make sustainable choices.

Through hackathons and business challenges, we create a platform in which our people can use their skills and expertise to address sustainability challenges. Furthermore, through strategic partnerships with leading NGOs and industry groups, Capgemini supports the acceleration of cross-sector action on sustainability.

In addition to upskilling our employees, we also maintain our long tradition of high-quality thought leadership, placing sustainability at the heart of this effort. Our award-winning Capgemini Research Institute and our network of partners, academics and colleagues help explore climate challenges, opportunities and priority actions, and also build strong industry experience with insights and analysis.



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

5.2.1 Relentlessly invest in our talents through a unique experience, developing tomorrow's skills

Capgemini is a Knowledge Based company, which bases its business on people and their knowledge and skills. For Capgemini, investing in Talent Development means training and raising awareness of its talents in order to bring the necessary skills to the world to support a sustainable and inclusive technological transition.

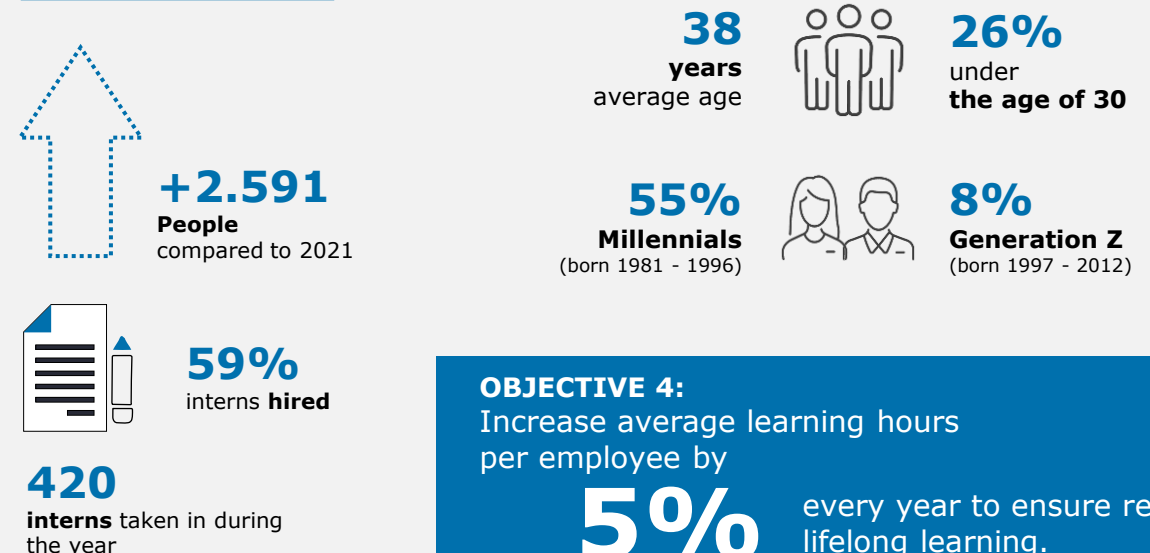
Capgemini outlines the future of its employees:

Deploying **NEXT**,
the new Digital
learning Platform

Moving to
the **NEW NORMAL**
ways of working

Relying on ours **Employee
Resource Group (ERG)**

Italy data 2022*:



*As at 31 December 2022

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 to **incentivize the younger generations to invest in a future linked to technology and STEM disciplines**, and on the other hand, guaranteeing upskilling paths 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.

Data 2022:



23.04 average hours
of training provided to the
male population
(+11% compared to 2021)



21.92 average
total hours of training
(+13% compared to 2021)

19.25 average hours
of training provided to
the female population
(+16% compared to 2021)



In addition to the above, Capgemini supports its people in their career path through the assigning of a mentor, delegated by the manager to coach the person in their professional development within Capgemini.

In 2022 it invested in the figure of the mentor:

- creating a dedicated Community, through which everyone can interact with HR specialists and other mentors;
- setting up onboarding for people new at their job;
- providing training pills on the performance management process and meetings dedicated to important topics for best performing the assigned job (certification process; use of the Next self-learning platform; wellbeing initiatives...).

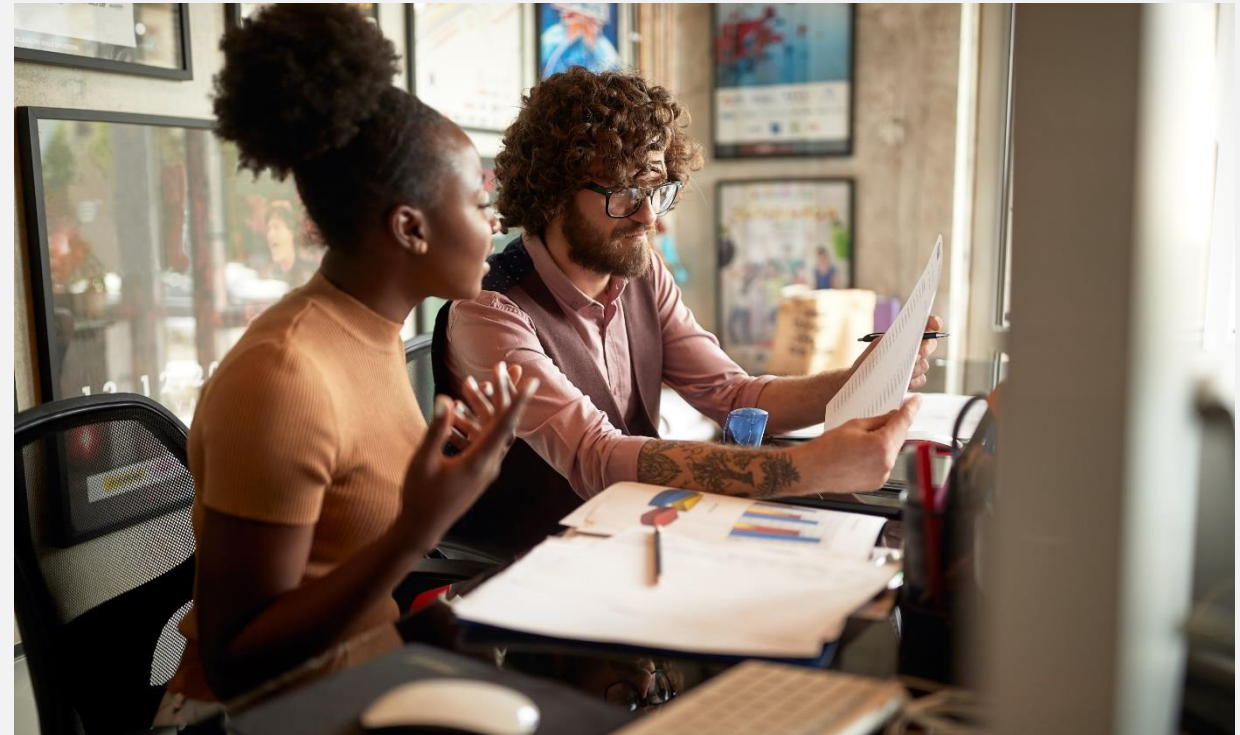
These initiatives arose from a stage of listening to mentors and mentees carried out in 2021, which led to the defining of the action plan, shared with the front lines and monitored through participation in the Community and in the proposed initiatives.

• **Clear objectives, continuous feedback and close support from our Managers**
By means of the “**Perform**” model, a system focused on improving rather than judging past performance, we:

- define a standardized and limited set of development needs and objectives according to position and rank;
- highlight the achieving of objectives through continuous feedback with colleagues, managers, partners and clients;
- make quick, effective assessments with the People Manager;
- discuss promotion decisions in quarterly People Reviews.



98.7%
of the colleagues eligible
for the assessment process are involved



• Fair pay

The goal that Capgemini Italia 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.

A part of variable pay is envisaged for employees who have at least the title of "Senior Consultant."

This part of the pay is calculated on the basis of both corporate and personal annual performance results.

This is a tool used for certain professional figures who are in high demand on the labor market.

Severance payments are calculated and paid according to the laws that regulate this institution. There are no clawback clauses for the local (Italian) population of the company; these clauses are usually applied to the members of the Board of the parent company.

Retirement benefits follow the provisions of the law and of the National Collective Labor Agreements applied in the part regarding supplementary pensions.

Being a listed company, there is a central Remuneration Committee. This committee is responsible for preparing the Group-wide remuneration report and uses sector-specific salary benchmarks.

Average total wages for women vs. men



1.02%
Executives

98%
Middle
Management

95%
Office Staff

D 5.2.2 Enhance a diverse, inclusive and hybrid work environment

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.

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.



OBJECTIVE 5:
Reach

40% of women in our
teams by 2025.



Confirming this global commitment, in 2022 Capgemini in Italy obtained UNI/PdR 125:2022 gender equality certification and adopted the “Diversity & Inclusion Policy” with the aim of defining the directions, guidelines and commitments regarding Diversity, Equity and Inclusion issues, which are based on understanding, respect and valuing the differences of each individual.

The company has also signed 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.

We are also partners of the 4Weeks4Inclusion initiative, the largest inter-company event dedicated to inclusion. Now in its third edition, in 2022 it had over 250 partners 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

Italy data 2022:



30%

women in our workforce

29.03%

women in executive leadership positions

• Accelerate gender equality in technology

Women are key to shaping the future of the digital economy, whether in technology, business or customer-facing roles. We have launched an ambitious program focused on improving female representation in recruiting, offering mentoring opportunities and supporting women at key moments in their professional and personal lives.

Capgemini is committed to having 40% of the workforce made up of women by the end of 2025, with 30% female representation in management teams, but by the end of 2022 in Italy, 29% of Vice President-level positions already consisted of women.

The company keeps a constant eye on the experiences of its women, who manage to reconcile family life and career using different methods and strategies: their stories are told in the “In the living room with...” format, periodic webinars for the corporate population during of which our colleagues talk about their experiences, the obstacles they have had to face, the prejudices they have fought, the successes they have achieved and the mindset they have adopted to achieve brilliant results in the fields in which they work.

As part of the “Impact Together Week” and “Together for a Positive Future” company volunteering programs, since 2021 we have been collaborating with WeWorld, an organization that has been working for women’s rights for over 50 years, to guarantee them a better life and a future sheltered from all forms of abuse and violence. In recent years we have offered training courses and technical skills to the beneficiaries of the Women’s Spaces programs, places for meeting and taking in women in difficulty, building relationships of trust and activating awareness in women through actions for restoring plans and independence and. In Milan, we supported the Women’s Spaces in the Corvetto and Giambellino districts, as well as joining the national awareness campaign #unrossoallaviolenza promoted by WeWorld for November 25, the International Day for the Elimination of Violence against Women.



• **Building a LGBT+ friendly culture**

As a company committed to creating an inclusive and sustainable future for our planet, our people and society as a whole, Capgemini has made great strides in supporting the LGBT+ community and the inclusion of all people.

Capgemini promotes a protected work environment that respects all sexual identities and orientations. Since 2007, our OUTfront global network of lesbian, gay, bisexual, transgender and queer employees and their allies has spread to many countries. It is now present in 21 countries around the world, and in Italy since 2021. Its task is to create a training and awareness platform to support the professional growth of and respect for LGBT+ people.

In collaboration with Parks – Free and Equal, we have also organized many in-house webinars to raise awareness on issues 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 and expression.



• **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.

• **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.

• 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.

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.



Other indicators of diversity of employee categories

	Protected Categories	Disabilities	Total
Executives	0.00%	1.01%	1.01%
Middle Management	2.52%	8.58%	11.11%
Office Staff	6.06%	81.81%	87.87%



• Engagement, welfare and wellbeing of employees

In addition to guaranteeing the provisions of the respective national labor contracts for employees and managers (with reference to the Industry/Commerce/Credit CCNL), the company offers all employees supplementary and improved health coverage. For Executives, health insurance supplementary to the FASI stipulated with Generali is also offered. This benefit provides for the possibility for Executives to enjoy extended coverage in terms of operations covered and expenditure ceilings.

All employees are provided with coverage by Generali in the event of death or permanent disability following an occupational or non-occupational accident.

The rules of the Industry/Commerce/Credit National Collective Labor Agreement are applied.

The company regularly pays social security contributions according to the rates established by the regulations applicable to its own categories of employees.

There is also the possibility of taking advantage of supplementary pension contribution funds as per the provisions of the National Collective Labor Agreement.

• New ways of working, new needs

Since 2017, Capgemini Italia has recognized smart working as a fundamental tool for reconciling professional and private life, confirming the advantages it represents both for its employees and for the company. However, the pandemic emergency accelerated the implementation of this working method: indeed, starting in April 2022, Capgemini has proposed that each employee sign an individual Flexible Working agreement, characterized by greater flexibility in carrying out their work duties. Face-to-face working is recommended 2 days a week, with one day a month being mandatory. The agreement also provides that each employee establishes, together with their manager, a time slot of 5 hours, between 9:30 a.m. and 6:30 p.m., in which they can always be reached and contacted. The remaining 3 hours foreseen in the contract can be scheduled, in a flexible manner, within the wider time slot of 8:00 a.m. to 8:00 p.m..

To face the challenges of staying socially connected while being physically at a distance, Capgemini Italia has developed the **GrOW Smart** program, with a focus on creating a daily routine, on identifying a suitable and comfortable workspace, on the importance of taking regular breaks and keeping oneself fit and healthy, as well as on finding time to chat with colleagues.

○ Parents@work

Capgemini wants to actively encourage and support the well-being of its employees, being attentive and sensitive to family issues through a series of actions aimed at supporting employees for greater harmony between their work life and private life.

As concerns parenting support, with the **Parents@work** program Capgemini intends to support all employees in taking care of their family so that they can enjoy a serene parenting experience. Employees can take advantage of various useful services, such as the Pediatric Card (to contact a pediatrician for free telephone advice or house calls), the opportunity to participate in psychological and nutritional support meetings and register with the Parents@Work Italia community (a private Yammer group managed internally to keep in touch with the company, share posts and reflections and stay updated on the main company news).

For those such as new mothers who find themselves experiencing the return to the office, encountering difficulties in finding the right balance and getting back into the work environment, Capgemini plans a meeting and orientation with the human resources manager, to provide an up-to-date view of the company, notify about any organizational changes and the main news, and better plan job activities. New mothers are also entitled to the 'Mom Bonus,' an amount of €200 per month, as flexible benefits until the 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. Alongside this, all caregivers have the opportunity to join **Master Lified Care**, a self-coaching training program that will help them transform the caregiver experience into a development "school" where they will have the opportunity to identify and improve the most important soft skills learned from this experience, and also to acquire a method for transferring these skills from their private life to the working environment.



Together to grow

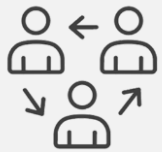
We believe that the starting point for improving the corporate life experience must be listening, feedback and dialogue. Therefore we have designed a series of tools to collect the viewpoint of employees, improve the culture of feedback, and find – independently as well – the information that is needed every day.

Employee engagement

Our goal is to promote a stimulating professional environment, in which employees are always encouraged to share their point of view and offer suggestions. “**Pulse**” is Capgemini’s digital continuous listening tool, which captures what is “perceived” by all the employees completely anonymous periodic surveys. It provides Managers with an aggregate of the engagement results of their team in real time, allowing them to take action with targeted improvement measures. The indicators used to monitor employee engagement are the Employee Engagement Score – which is measured on a scale of 0 to 10 – and the eNPS (employee Net Promoter Score) measured on a scale of -100 to +100.

This allows us to (re)act quickly at all levels to simultaneously improve and increase our attractiveness in the talent market.

Italian data 2022:



71% participation rate

11% higher than the reference average

From January 2022 to January 2023 the Employee Engagement Score improved by 0.2 percentage points.

Feedback Culture

This is an online program conceived to encourage the development of soft skills for giving or receiving feedback. Learning takes place through an ad hoc theoretical path with supporting materials and tools.

SmarthR

This is the new digital HR assistance tool, where one can find answers to questions about the main HR topics, such as welfare, training and development, administration, flexible working, and much more. It is found on all the pages of our corporate intranet and is also accessible through Microsoft Teams.



Team building

Remote work has inevitably changed life and company relationships. In order to shorten the distance between colleagues, in 2022 we have created new, engaging ways of interacting:

Digital breakfast

A protected space for chatting informally with prominent persons in the company and creating non-business relationships among co-workers.

Gaming Community

A gaming community for meeting co-workers who are gamers and participating in tournaments, listening to experts, and dedicated training sessions.

Health & Wellness

Gym memberships, online fitness and nutritionist service

Among the initiatives for promoting the well-being of our people, we have activated a partnership for using a network of affiliated gyms and an online fitness portal for working out how and when you choose, free of charge for all employees. In addition, our people can take advantage of the Nutritionist service in order to receive a personalized meal plan and information material related to the topic of healthy eating.

Mindfulness

A program on the discipline of Mindfulness was launched in 2021 to improve the mental and physical equilibrium of our people.

Well-being HUB

All employees can access the Well-being HUB, a free App available on Teams (created by the Capgemini Group), with various contents regarding well-being (mental, physical, financial, social), to help our people take care of their own health more regularly and to develop positive habits.

Work-life balance

Welfare Plan

In the area of corporate welfare, Capgemini offers employees an annual amount in flexible benefits to be used with a welfare platform (AON) for the reimbursement or purchase of goods and services in various areas (e.g. culture, education, family assistance, leisure, sports, etc.). Furthermore, with a view to improving the well-being of its employees, Capgemini has added to the Welfare Plan with company agreements reserved exclusively for its employees (AON/VIP District).

Health care

Capgemini also provides its employees with medical-health assistance. Indeed, those who have acquired the right are registered in the health care fund. In addition to the provisions of the Metasalute fund of the Metalworking National Collective Labor Agreement, the company offers supplementary curative coverage ("Health Plan B") to all employees.

Insurance coverage for disability or invalidity

We have activated a set of insurance policies for protection against accidents that may happen to employees both on the job and during their private life.

Life insurance

As provided for by Art. 12 of the National Executives Agreement, the company has stipulated a policy that insures the Executive in the event of death and/or permanent disability that reduces her/his working capacity by more than 2/3.

Shareholding

All employees are offered the chance to avail themselves of the international Employee Share Ownership Plan (ESOP) that the company launches every year, purchasing shares in the company at a lower-than-market price, investing in the growth of the Group and benefiting from its future yield through the evolution of the share price.

The share ownership plan has the following aims:

1. Reward the commitment of employees by giving them the opportunity to purchase shares at an advantageous price;
2. Provide the opportunity to benefit from the performance of the shares through the evolution of the share price;
3. Strengthen our Group and build a stable core of employee-shareholders;
4. Employees together represent a solid reference shareholder of the Group, with 8.43% of the capital as at 31 December 2021.

Health and Safety

For Capgemini Italia, 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, within our offices, in the workplace and at the offices of client where our personnel work.

Again in 2022, the protocol relating to COVID was implemented, which ensured a gradual return to work spaces, always in line with the constantly evolving current laws in force. With respect to our employees' activities, an accurate analysis is carried out based on the various tasks to classify the risk levels (low/medium/high).

Special attention is given to newly hired personnel with disabilities, for whom the pre-employment medical check-up was instituted in 2022, with the aim of anticipating the accessibility and instrumental reasonable accommodations that the company doctor can identify as soon as possible in order to make the workstation compliant with the specifications required by the newly hired employee, right from the first day.

Job description	Risk Classification
Video terminal worker	Low
Laboratory worker Vehicle activities worker Operational areas worker (construction sites, production departments, ...)	Medium
Medical equipment activities worker (installation and maintenance) Chemical-biological laboratory activities worker	High

The process is managed by the company doctor, from the Promelav company, with an organization divided into a coordinating doctor and coordinated doctors, appointed throughout the territory to guarantee everywhere uniform processes regarding occupational medicine.

Furthermore, as described above, our services are 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 at the client's workplace.

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, in which 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 for this reason they are subject to constant monitoring of sentinel data (accident/near-accident), and more specifically:

- periodic checks with the Supervisors for alignment and any actions to be taken are put in place;
- policies and monitoring ensuring a situation that gave no need to initiate remedial actions;
- the PPS manages reports and, where deemed necessary, responds with solutions/actions;
- sample audit and KPI check are performed regularly:

1. The total number of employees' medical visits to be made in 2022 have been 4.710, carried out at 100%.
2. Number of training hours and people involved in HS topics in 2022:



Hours of training

15,152.00

No. persons

1,746.0

3. A new work-related stress assessment is planned for 2023, and the results will be available at the end of the year.
4. Accident monitoring (severity index and frequency index):

Frequency Index (FI)			Severity Index (SI)		
2020	2021	2022	2020	2021	2022
1.346	0.426	0.947	0.011	0.005	0.038

We carry out at least 2 site inspections a year at all sites by the PPS, periodic meetings with the Workers' Health And Safety Representative and site supervisors; we monitor the Near-Accident Reports through the HR INAZ portal and communications via dedicated e-mail. We have also activated a new telephone number to call from 8:00 a.m. to 8:00 p.m., Monday to Friday, in the event of a serious health emergency.

Specific procedures regulate the following topics and are updated regularly:

- Accident and Injury Management
- Safe driving
- Correct Posture PC
- Working Alone
- Behavior and Use of Office Equipment
- Use of Video Terminal Equipment
- Behavior in case of Fire and Emergency Evacuation
- Emergency Room / Accident & Emergency

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. In regard to this point, the courses provided are:

- Consolidation Act on Occupational Safety: Workers (general training)
- Consolidation Act on Occupational Safety: Workers (specific training)
- Consolidation Act on Occupational Safety: Update
- Consolidation Act on Occupational Safety: Executives (general and specific training)
- Workers' Health and Safety Representative

Furthermore, the personnel in charge of the emergency teams at all offices are trained on the basis of the risk to which they are exposed, as well as the safety supervisors.

With reference to courses for specific tasks, we include the organization and provision of the following modules:

- Integration of Medium Risk Specific Training
- Integration of High Risk Specific Training
- Skilled Person/Qualified Person/Trained Person (PES/PEI/PAV) course for hybrid and electric vehicles
- CEI 11-27 Skilled Person/Trained Person (PES/PAV) course
- Safe Driving Course

Constructive employee dialogue and labor relations

At the Group level, the International Workers Council (IWC) is involved in all major decisions regarding employees and is a partner in the continuous transformation of our Group. Its mission is to put forward the interests of employees to management and to keep informed of action plans and projects implemented by management regarding their impact on employees. Employees are represented by national delegates and a permanent body called the IWC Bureau. The CEO attends the IWC at least once a year, and members of the Group Executive Committee are invited on a regular basis to attend meetings for open discussion with IWC members.

In Italy, the trade unions and the Unitary Workplace Union (RSU)/Plant-Level Union Delegation (RSA) have an ongoing dialogue with Capgemini's corporate leadership and human resources, and labor agreements signed in cooperation with both sides contribute to a better, safer and healthier work environment for all. In addition, employees are covered by national labor contracts and second-level negotiating.

Capgemini in Italia applies the rules of the Industry/Commerce/Credit National Collective Labor Agreement and is a member of the following trade organizations:

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

100% of the employees are covered by the national labor agreement.

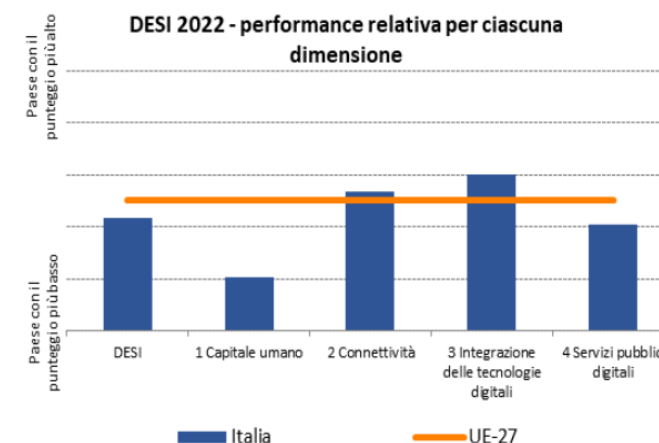
E 5.2.3 Support digital inclusion in our communities

In the 2022 edition of the Digital Economy and Society Index (DESI), Italy ranks 18th among the 27 EU Member States. As Italy is the third largest economy in the EU, the progress it will make in digital transformation in the coming years will be crucial in enabling the entire EU to achieve the digital decade goals for 2030 [cit. *Digital Economy and Society Index (DESI) 2022 – Italy*]. Although many steps forward have been taken, there are still some structural issues that need to be addressed, the most important of which is the serious shortage of human capital .



OBJECTIVE 6:

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



Digital Economy and Society Index (DESI) 2022 – Italy

The National Recovery and Resilience Plan (NRRP) defined in 2022 has set goals on this front concerning the digitization of schools, the reform of the “ITS” professional services training system, the strengthening of research and technology transfer centers and the modernization of public administration.

These state interventions are essential for accelerating the development of digital skills, but private companies operating in the technology sectors can also make a contribution: it is Capgemini’s ambition to create a bridge between technology and society by making the digital revolution an opportunity for everyone.

and society by making the digital revolution an opportunity for everyone.

Confirming this commitment, we have joined [Business 4 Inclusive Growth \(B4IG\)](#), a partnership between the OECD and the CEOs of various global organizations, in which we are leading a working group on the digital divide.

Our impact globally


13.030

People who graduated from our Digital Academies in 2021


40

Digital Academy


2.395

People graduates of our Digital Academies hired so far by Capgemini


 Over
760.000

Beneficiaries of Digital Literacy programs since 2018

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.

Disseminate digital skills in our reference communities

In 2022, we continued to develop our digital inclusion programs together with our nonprofit partners to have a genuine and meaningful impact while contributing to the United Nations Sustainable Development Goals, especially SDG 4 (quality education), SDG 5 (gender equality), SDG 8 (decent work and economic growth) and SDG 10 (reduced inequalities).

This year also marks a major milestone along our digital inclusion road, as we have positively impacted 1,899,744 beneficiaries and hired 5,881 talents out of the 25,735 graduates trained in our digital academies, since the launching of our digital inclusion programs.

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

Digital literacy

No more hunger: from emergency to autonomy

During 2022, some colleagues were involved as volunteers in one of the projects of 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 the management of a job placement support group, which aims to ensure long-term food security and whose participants have mostly arrived in Italy from other countries. The initiative has been held twice in Milan, one starting in March and one in September, which involved a total of **55 families** (the participants were the “heads of the family,” often single mothers). 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.

Thanks to the volunteering skills of some of its employees, the collaboration with Capgemini has provided hours of classroom IT training. Discussions included the basic functions of using an MS Word or LibreOffice document and how to write a CV and a cover letter with the correct layout, and then send them by e-mail.

The topics met with the enthusiasm of the participants who, perhaps for the first time in Italy, had a personal PC at their disposal to try their hand at it and some dedicated and competent resources who could support them. *[Excerpt from an interview with Ilaria Adinolfi, classroom tutor of the Action Against Hunger project.]*

We are partners of the Nuovi LIDI - Laboratories for Intergenerational Digital Inclusion project for the IT accessibility of the elderly, with interaction between young and old. 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. Along with Capgemini, other project partners are Digit Srl, Gray Panthers, ProDIGI and the University of Urbino.

School orientation

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, within the initiatives of the ELIS School-Business System. For the second year, around twenty of our colleagues went (virtually) to the schools to give inspirational talks, meeting more than 800 students over the two-year period, 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.

“Fantastic futures and where to find them - STEM without gender differences” is an educational campaign created by Capgemini in collaboration with Librì 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 hopes to reach 500 middle school classes and their respective teachers, students and families, covering the entire national territory.

<https://www.capgemini.com/it-it/futuri-fantastici/>

Professionalizing training

Our 40 digital academies around the world provide specialized IT training and IT-enabled skills (ITES) to disadvantaged peoples, to help them find sustainable work and achieve financial independence.

In 2022 Capgemini in Italia conceived, promoted and funded the **“Digital Inclusion Academy,”** a training course that provides specialized training on the IT skills in highest demand among companies to people with difficulty entering the job market, with the aim of helping them to find sustainable employment and achieve financial independence.

The first edition of the Digital Inclusion Academy, organized in collaboration with [AWS re/Start](#), provides a free full-time, 12-week skills development program and prepares participants for entry-level careers in the cloud environment. The program also avails itself of the organizational support of the [Fondazione Engim Lombardia](#) and the [Consorzio Ribes](#)

Emergency response: The outbreak of war in Ukraine and refugee management

The early months of 2022 were sadly marked by the Russian invasion of Ukraine, with millions of Ukrainian refugees fleeing to European countries, including Italy.

Capgemini supported Ukrainian refugees in Italy alongside Bibliothèques sans Frontières, the S.P.A (Social Promotion Association) founded in 2007 to provide access to information, education and cultural resources to those who need them most, in situations of humanitarian crises or emergencies. The project, which Italy, France and Belgium are participating in, offers over 60,000 Ukrainians of all ages who have arrived in Italy the possibility of accessing digital and paper resources in their own language through a network of libraries located in the main Italian cities.



Through the nonprofit libraries in **Rome, Milan and Turin**, Ukrainians living in Italy have been able to freely make use of **cultural, educational and linguistic sources, which are essential for good integration.**

What has made Bibliothèques Sans Frontières such an important association and made it grow exponentially was the creativity used in finding solutions that could help peoples and communities in difficulty, with flexible tools that can be adapted to various international and territorial settings.

Since February 24, 2022, the nonprofit organization has worked tirelessly to make these multimedia and play areas operational and accessible, due to the ever-increasing number of Ukrainian citizens arriving in the country, including many children.

Capgemini in Italia contributed to the building of field libraries in reception centers thanks to the donation of **30 laptop computers and 150+ books and 75+ board games** donated by employees.

5.3 Governance: leading with trust and transparency

F 5.3.1 Foster a diverse and accountable Governance



Being able to rely on accountable, diversified corporate governance that encourages transparency and promotes quality decision-making is necessary for generating long-term value creation for shareholders and for all stakeholders. For Capgemini, this means staying true to its guiding principles: with our entrepreneurial spirit and passion for customers, we maintain high ethical standards at all times for mutual growth, and we are committed to protecting the infrastructure, identity, and personal data they have entrusted with us.

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



Reflect common interests in the Company's long-term performance

The Board of Directors is committed to complying with the best Corporate Governance practices and policies that serve the long-term interests of Capgemini and its shareholders, also taking into consideration the social and environmental impacts of the Group's activities.

Our ambition is to "maintain the best Corporate Governance"; furthermore, to support our priority of promoting diverse and responsible governance, our goal is to ensure that women represent 30% of Group management positions in 2025.

Surveillance and safeguarding

Our assets are essential to the realization of Capgemini's strategy and the achievement of its long-term goals. The Group's internal control and risk management systems seek to create and protect the Group's value, assets and reputation, to identify, assess, and monitor the critical risks to which it is exposed, to anticipate and foresee changes in these risks and, lastly, to implement prevention measures.

In the final analysis, the Capgemini SE Board of Directors has the overall responsibility for managing risk and reviewing the effectiveness of internal control and internal audit methods. To this end, it relies on the work of the Audit & Risk Committee.

Risk monitoring

The Group has implemented a systematic and dynamic risk management process, identifying the main risks to which the Group's assets are exposed through mapping and defining a specific mitigation strategy. In addition to the mapping of the Group's risks, which identifies the critical risks, the specific mapping of non-financial risks throughout the Group's value chain covers the assets, purchases and use of assets and services of Capgemini and its subsidiaries, customers, suppliers and subcontractors.

The main areas to be analyzed are: Human Development linked to talent, Human Rights within the supply chain, Health and Safety, Respect for the Environment, Data Protection and Customer Sustainability Objectives.

Internal controls

Capgemini has defined and implemented an internal control system, which seeks to guarantee:

- Compliance with applicable laws and regulations;
- Compliance with the Group's seven core values criteria and guidelines established by the Board of Directors and the Group Management;
- Application by the subsidiaries of the instructions given by the group;
- The proper functioning of the Group's internal control processes for protecting assets;
- The reliability of accounting and financial information.

In compliance with the professional standards governing this activity, our Internal Audit function independently assesses the effectiveness of internal control and risk management procedures, given that, irrespective of how well they are drawn up and how stringently they are applied, these procedures can only provide a reasonable guarantee - not an absolute guarantee - against all risks.

Again with reference to Capgemini in Italy, 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 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 of directors mainly focuses on the international role and on the professional skills necessary for running a company.

The Chairman of the Board of Directors is Bernard Guehennec, who also holds an executive position in Holding Capgemini.

The Chairman is not in conflict with Capgemini Italia, as he is part of the Group 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 on 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.

Capgemini pays great attention to the issue of ethics, and in order to give ever greater support to its employees, it has made a tool available to all (including members of the Board) for managing conflicts of interest.

Indeed, if identified, declared, and managed effectively, a conflict of interest can 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.

The top management is promptly updated on any conflict of interest situations.

Board of Directors in 2022 consisting of: Bernard Guehennec - Andrea Falleni - Eric Michel - Virginie Regis - Adolfo Cefis (the last resigned in December 2022).

Supervisory Body pursuant to Legislative Decree 231/2001 in 2022: Adolfo Cefis - Maurizio Foti - Giuseppe Camia - Philippe Christelle - Angelica Marchese - Annalucia Di Pasquale - Biagino Costanzo (the last three resigned in December 2022).

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 Board of Directors has a three-year term until the approval of the financial statements, and is made up of 4 executive members, three of whom are men and one woman. All members of the Board of Directors have international assignments and positions within the Corporate Group.





Periodic communications are sent with the update of the main initiatives implemented, and the sustainability report is disclosed to top management.

In 2022, 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 at least once a year. During the year, no actions were foreseen following the assessment of ESG issues.

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

- Incremental trend of training hours provided to employees.
- The achievement of a given positive value in the climate surveys given to all company employees.

Percent Men - Top Management*	<30 years	30-50 years	>50 years	Total
	0%	67.74%	74.19%	70.96%
	0%	32.25%	25.80%	29.03%

*Italian data of 2022

G 5.3.2 Maintain high ethical standards at all times for mutual growth



Being a signatory of the United Nations Global Compact and working in a sustainable and ethical manner shows how Capgemini considers guaranteeing profitable and sustainable growth a commitment to be pursued.

As a global company we strive every day to operate in an exemplary manner and to uphold the laws and regulations of the countries in which we do business, to earn the trust of our customers, our suppliers, the communities we serve and the governments that represent them. Since 1967, Capgemini's success has been based on its core values, including honesty and trust, and being sharply opposed to unfair conduct and corruption. For Capgemini it is fundamental to maintain high ethical standards in business, which means acting in line with an ethical framework and fostering responsible behavior for mutual growth, ensuring that everyone in the Group respects rights and differences.

The issue of ethics is a fundamental value that we also require of our partners. We care deeply about these values, and we have high standards also because the possible impacts of ethical gaps could have repercussions on the company's visibility and economy.

Codes of conduct and policies for the protection of ethical and anti-bribery risks have been implemented, highly sensitized also by the Group, which we constantly disclose to employees through training and targeted communications.

To prevent or mitigate the risk of potential negative impacts, we constantly reinforce the group's ethical standards by sending targeted communications and organizing periodic training initiatives. We also monitor the level of ethical engagement of our staff through Pulse questions: in 2022 the Italian population obtained a score of 7.9 out of 10 with an increase of 0.4 compared to the previous year.

The individual critical issues are analyzed, and control measures are strengthened, individual opportunities are analyzed and an analysis is done of the control measures with a view to continuous improvement.

Policies and tools help the company monitor any critical issues. One very important aspect is the certification audits that monitor specific aspects that help us maintain a high level of monitoring and effectiveness.



We try to keep the training level of all employees constantly updated:
over 98% of our employees attend refresher courses.

Each report received is analyzed to understand the vulnerabilities and strengthen the control and mitigation process. Such actions are taken into consideration in policies and procedures with each update.

The involvement of process managers helps to understand the effectiveness of the actions undertaken in relation to the activities implemented.

Furthermore, the certifications obtained by the company, such as ISO 37001, present specific indicators and targets for compliance with the certified standard.



Percentage of people who have received anti-bribery communications

	BoD	Executives	Management	Office Staff
Percentage of people who have received anti-bribery communications	100,00%	100.00%	100.00%	100.00%
Percentage of people who have received anti-bribery training (Law 231)	100,00%	78.42%	74.54%	88.33%

During 2022 there were no confirmed incidents of corruption or bribery and consequently no corrective actions were taken and no legal actions for anti-competition behavior, antitrust and monopolistic practices.

Two incidents of discrimination were reported in 2022, both cases of discrimination raised by an anonymous reporter appear to describe a single case.

In both cases, it was an anonymous report describing discriminatory treatment of a black colleague who, according to the anonymous reporter, was sent to a client once a week (unlike the other team members, who worked entirely remotely) and was paid less than other employees of the same level. The status of these episodes is still under review: the anonymity of the report does not allow for targeted investigation; the action plan is currently under discussion with HR.

OBJECTIVE 10:

By 2030, suppliers covering

80%

of the purchase amount of the previous year will have committed to our ESG standards.

Capgemini has hundreds of Suppliers of all sizes, grouped into four purchase categories:

1. Professional services for customers and for Capgemini itself: 57% of the total cost
2. IT & Telco (HW, SW, maintenance): 26% (part of this cost is managed via agreements with international suppliers, managed by the Capgemini Group)
3. Indirect purchases (meal vouchers, welfare, marketing, general services...): 12% (part of this cost is managed via agreements with international suppliers, managed by the Capgemini Group)
4. Travel & Mobility: 5%

The costs comply with the Global and Local purchase policy; any exceptions follow the procedure established for such cases by those policies.



The main suppliers, those for which the cost is greater, are mainly large companies that support the same ESG issues as Capgemini and they also encourage 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 topics.

Regardless of their size, all suppliers with an expenditure that exceeds EUR 50K must accept and respect the 'Supplier Standards of Conduct' [SSC], which contain the guidelines the supplier undertakes to follow and respect in its relationship with Capgemini and with its own suppliers and subsuppliers. Exceptions to accepting the 'Supplier Standards of Conduct' are permitted only for companies which have their own equivalent code of conduct to the one required by Capgemini or companies with an order value of less than EUR 50K.

From April 2023, the limit of EUR 50K will be removed and acceptance of the SSC will be required by all suppliers.

The SSC guidelines are especially concerned with:

- respect for human rights
- respect for national and international laws
- respect for work hours
- the ban on forced labor and child labor
- the protection of young workers
- the freedom of association
- respect for diversity
- workers' health and safety
- respect for the environment

We give local suppliers space wherever possible. However, our type of business, linked mainly to computer technology and specialist services, is not suitable for this type of procurement.

Our approach to the sustainability of our supply chain takes into account 4 areas:

1. **SOCIAL RESPONSIBILITY:** We only work with companies that undertake to respect the social policies to protect the workers, ban child labor, protect young workers, and respect health and safety.
2. **INCLUSION AND DIVERSITY:** We only work with companies that support inclusion and diversity.
3. **INNOVATION:** The Group has created initiatives to support and reward the most diligent suppliers and to encourage collaboration and share best practices.
4. **ENVIRONMENTAL SUSTAINABILITY:** By accepting the 'Supplier Standards of Conduct', all suppliers undertake to operate according to what is envisaged in the Capgemini Group's Environmental Policy and help Capgemini achieve its environmental objectives.

More specifically, 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 its efficiency
- reduce transport and travel to the minimum
- reduce waste production and dispose of waste appropriately
- protect biodiversity
- minimize its environmental impact (noise, atmospheric, water, land pollution...)

**New suppliers in 2022
were evaluated according to:**

33%
environmental criteria



33%
social criteria



The reason for reduced percentage of new suppliers evaluated according to environmental and social criteria compared to 2021 is based mainly on the fact that 2022 was the year Capgemini Finance Tech was incorporated. This company is controlled entirely by Capgemini Italia and was established after the acquisition of a company branch of a primary Italian bank. This acquisition forced Capgemini to immediately endorse all the suppliers under contract transferred by the customer, and waive the procedure and, therefore, the aforementioned evaluation criteria.

During the report period, the measures taken by the organization to contribute to effectively abolishing child labor included: assessments, third party due diligence, promotion of the Speak-up tool.

Online supplies are those with the greatest potential risk, as we are unable to control them. However, the fact that the majority of supplies requested require specialized personnel and are, therefore, in high demand on the market, together with the precautionary measures taken by Capgemini, enables us to exclude almost all cases of forced labor.

Group tax policy

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.

H 5.3.3 Protected and secure data, infrastructure, and identity

The use of technologies in the digital age, the management of cyber risks and information security enable us to prepare programs of economic and social policies, which are able to ensure users have greater trust in the digital world and encourage economic growth. It is, therefore, essential for Capgemini to combine sustainable development objectives with increased cyber security to launch competitive companies on the current scene.

On the other hand, the people's and the markets' lack of trust as a result of a continual increase in their vulnerability linked to digitalization and the increase in threatening agents can all compromise public trust and undermine social and economic development and the entities that make use of it. There is a risk that organizations are subjected to computer breaches, which can compromise sensitive information and have negative effects on their economy and reputation. An attack on a nation's essential services can be dramatic for people's human rights. An attack can have a knock-on effect that compromises community and government stability.

It is absolutely essential for Capgemini to promote interventions regarding Cyber Security, as they are fundamental not only to ensure the operational continuity of its organization and of its collaborators (operational activities can actually be blocked in the event of a computer attack), but also to protect corporate know-how.



To establish a strong culture of IT security within the organization is one of the organization's commitments. Phishing attacks are frequently simulated, so that everyone within the organization knows not only how the fraudulent mechanism operates and understands the importance of data security, but also how to report security incidents in order to involve people and raise the level of security culture. An ingrained culture of IT security shows results in terms of compliance with standards and regulations.

The rising number and increased sophistication of computer attacks has led Capgemini to revise its security model and adopt the "zero trust" system. More specifically, "zero trust" is a network security model based on the philosophy that no person or device within or outside the corporate network will be granted access to connect to corporate IT systems or services until they have been authenticated or subjected to continual verification over time. Not to trust any connection without prior verification is also essential due to the quantity of endpoints and data that circulate in the current environments.

The action taken has been to structure a framework of Group cyber resilience. The Framework has taken into account the global increase in cyber attacks, which can have negative impacts on company and customer systems. The Framework enables risk management, business continuity and cyber security strategies to be continually updated or amended as a result of evolving technology and the scenario of risks and threats, in order to guarantee resilience. By using a structured strategy of cyber resilience, the organization is able to reduce not only the probability of a successful attack, but also the extent of the damage in the event of a successful cyber attack.

It is essential for Capgemini to know the risks and react as they evolve rapidly and to do so, it needs to know how to measure the organization and take rapid corrective actions. For this purpose, the internal audit and security activity plays a major role in understanding whether the organization, the projects and departments are taking an appropriate approach, comply with the rules and standards the organization has taken on, and whether it has adequate numbers of resources trained to achieve the expected objectives.

In 2022, Capgemini did not receive any complaints regarding the loss of data and information. The internal team handling incidents is not only responsible for managing IT security incidents, but also works constantly to identify, contain and eliminate threats. The team also uses internal phishing test campaigns to raise staff awareness on how to avoid security incidents. No proven breaches of events in previous years have been recorded.



To support this objective, Capgemini is planning that:

- By 2025, 80% of revenues associated with client engagements that trigger the processing of personal data be subject to an end-to-end digital maturity assessment.
- In 2025, 98% of our activities will be covered by the ISO 27001 certification, the Group obtains an "A rating" from RiskRecon, an "Advanced" Bitsight rating, and maintains its rank among the top 3% performers in the Cybervadis rating.

For Capgemini, its related Global Business Lines (GBL) and affiliates, the strengthening of digital trust with customers, partners and employees is an essential aspect, which is materializing and ensuring data protection and IT security. Capgemini is focusing on continual improvement via a holistic cycle of actions to proactively prevent and effectively respond to threats from all possible sources.

Capgemini undertakes to protect all the information entrusted to it as part of its activities. Within Capgemini, the data protection and cyber security teams are working side by side and together as a team to ensure the organization has not only a policy to handle data breaches and security incidents, but also the appropriate tools to guarantee the effective implementation of the obligations of data protection and compliance with contractual requirements on the issue of cyber security.

Thanks also to the Group Cyber Security policies, a “Trust” ecosystem has been constructed with our employees, customers, the authorities and partners to protect internal activities and prevent external threats in order to provide reliable digital services. We have responded to the increase in challenges on our IT security with a strategy and governance backed by Senior Management, based on computer risk management that takes into account:

- internal and external threats, i.e. the authors of the threat and their attack tactics;
- attention to vulnerability, including resources exposed to the exterior;
- compliance with laws, regulations and standards of security (ISO 27001, NIST, NIS, GDPR, at the very least).

We have to consider that the panorama of threats nowadays is rapidly evolving and requires a holistic vision of IT security. The authors of the threats are well-organized and equipped with the time and money to devise attack techniques via complex methods of social engineering. The attackers aim at high value systems and infrastructures and personal/sensitive data.

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 SecurityScorecard 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.

The Chief Information Security Officer of the Business Unit Italy is in continual contact with the Group cyber security community and receives constant support to identify the plan to raise awareness and the phishing tests, which are also linked to specific models to raise awareness among staff who do not respond effectively. In addition to these activities, there is also a training program based on mandatory courses and dedicated events, such as the cyber security event planned for October.

Special care is taken to circulate the criteria for secure development via specific training platforms (e.g. Codebashing..).

The schedule envisages new, significant projects, such as the Air Gap solution, i.e. IT and networking techniques that enable systems/networks that require greater attention than others to be secured.

Another essential, core activity for Cyber Security is the continual update of local security policies and the understanding of the Group Framework policies, e.g. the “Penetration Test” policy, the “Security and data breach management” policy, the “Security and risk analysis management of third parties” policy.

The Cyber Security Team

The cyber security team is represented by a dynamic, inclusive network of different male and female, young and older talents, regardless of their backgrounds, who have the opportunity to build significant careers in the field of cyber security. They are all given the opportunity to work in IT security to strengthen their experience by offering them the support and opportunity to face a multi-cultural community that is developing throughout the Group.

More specifically, the #WomenInCyber program enables women working in the field of IT security to hold various roles and to learn and grow in self-confidence and appreciate the value of their own skills.

Innovation and Cyber Security as part of the Capgemini offer

IT security is increasingly becoming a key issue in the protection of personal data and, due not only to diversified, continually evolving technologies, but also to increasing ransom or even terrorist cyber attacks, it is essential for institutions and companies to equip themselves with increasingly robust protection systems. These systems and the skills of the people operating within the companies and institutions should be constantly monitored and updated over time.

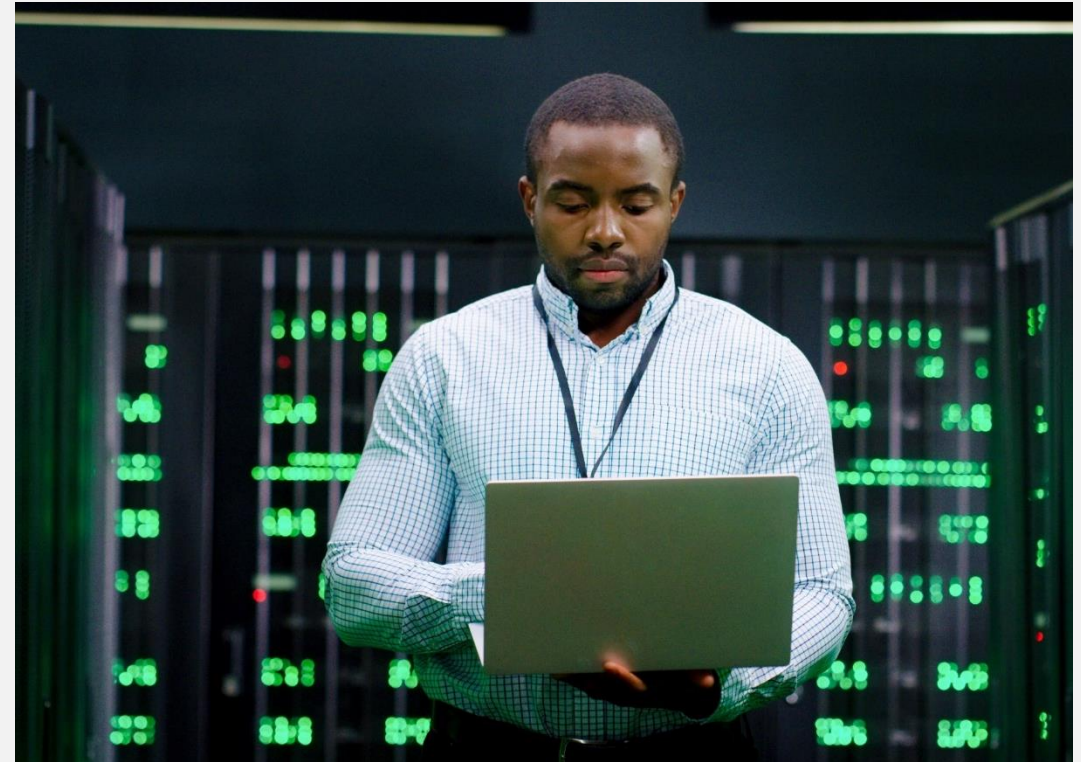
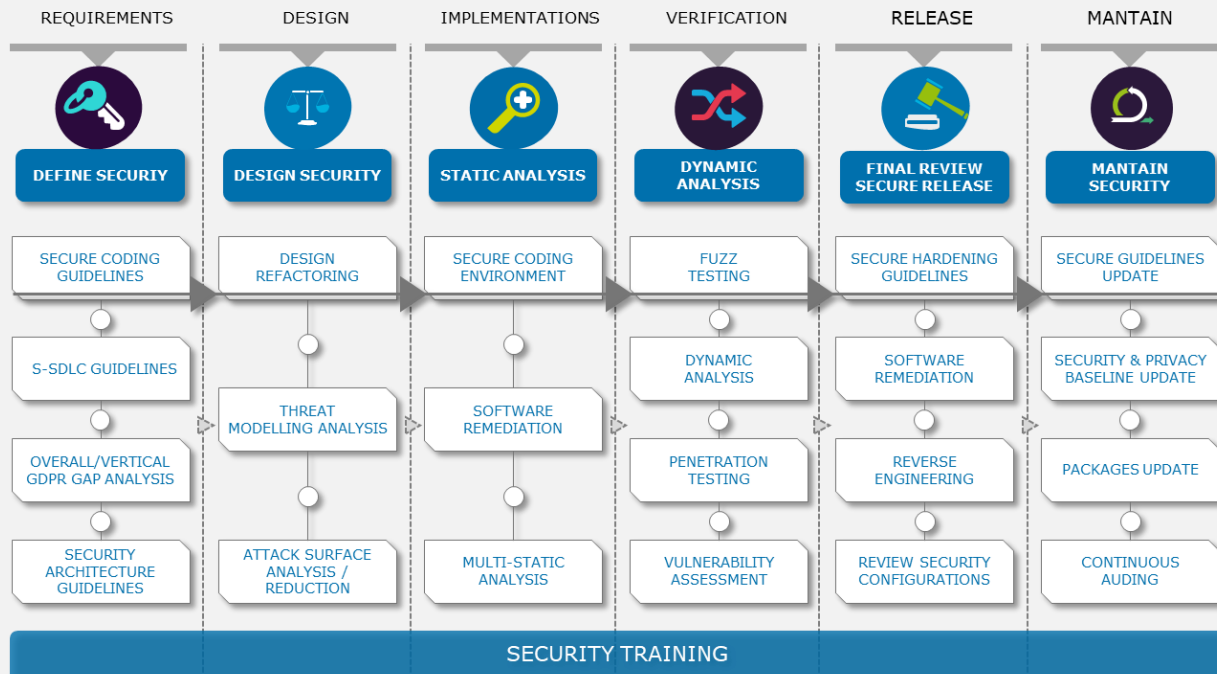
In this scenario, the expertise Capgemini makes available to its customers has been developed and extended not just as a result of the various legislations in the sectors (e.g. Automotive, Healthcare, Railways), but also by establishing specific offer lines and solutions that are able to strengthen the level of security for people, processes and technologies.

As companies progressively migrate towards the cloud, it has become essential for Capgemini to understand the security requisites required to guarantee effective data and cloud environment protection. To this regard, Capgemini in Italy continues to adopt the different standards in the ISO27000 family (e.g. ISO/IEC27017:2015-ISO/IEC27018:2019).

From the point of view of Information Security aspects applicable to the cloud context, Capgemini adopts an approach aiming to adequately control the perspective of the Customer and of the Cloud service provider.

Capgemini is also committed to designing systems to protect our customers' products, thanks to a cyber security team dedicated to the world of OT (OPERATION TECHNOLOGY) focusing on the security of embedded systems and connected products (IOT). In the sector of product security (e.g. in the Automotive, Aerospace, Railway, energy, Industry, Life Sciences, Telecom/Media), Capgemini adopts the reference standards (e.g. TISAX, IEC 62443, IEC 61508, IEC 61511, etc.) and helps its customers not only to analyze compliance, but also to achieve the specific certifications for these environments and technologies.

Among its customer services, Capgemini offers an integrated framework to guarantee "secure by design" at each stage in the process to develop an Information System, by providing security and compliance services from the initial project design stages.



After the design stages, Capgemini offers continual Security Operation Center (SOC) managed security services, using solutions that provide the ability to detect, monitor and manage IT attacks.

6. METHODOLOGICAL NOTES

6.1 Capgemini ESG Report

The Sustainability report refers to the company Capgemini Italia S.p.A. and Capgemini Finance Tech S.r.l.

Capgemini in Italy produces its own annual report on ESG topics, this sustainability report refers to the year 2022.

The financial statement for Capgemini in Italy is produced annually, as is the sustainability report, and the latest financial document produced refers to the year 2022.

This Sustainability Report is not subject to external assurance.

This report was published in July 2023.

For the calculation of greenhouse gas emissions, CO₂ equivalent emissions were considered. The CO₂ equivalent emissions are calculated by multiplying fuel, and energy consumption by the emission factors deriving from the most authoritative and up-to-date technical literature.

The emission factors used to convert consumption into tons of CO₂ are as follows:

Conversion Factors 2022			
Starting Unit	Conversion Unit	2022	SOURCE
Natural Gas	GJ/smc	0,038988	Capgemini Carbon Team
Energy	Kwh/GJ	0,0036	Capgemini Carbon Team
Automotive diesel	GJ/ton	42,873	Table of national standard parameters ISPRA 2022
Automotive diesel (density)	ton/liter	0,000836	Table of national standard parameters ISPRA 2022
LPG for Automotive	GJ/ton	45,858	Table of national standard parameters ISPRA 2022
LPG for Automotive (density)	ton/liter	0,00059	Table of national standard parameters ISPRA 2022
Automotive petrol	GJ/ton	43,128	Table of national standard parameters ISPRA 2022
Automotive petrol (density)	liter/ton	0,000743	Table of national standard parameters ISPRA 2022

Conversion Factors 2022			
Starting Unit	Conversion Unit	2022	SOURCE
Natural Gas	(tCO ₂ eq/smc)*1000	1,97691	Capgemini Carbon Team
Automotive diesel	ton/tCO ₂	3,169	Table of national standard parameters ISPRA 2022
Automotive petrol	ton/tCO ₂	3,152	Table of national standard parameters ISPRA 2022
LPG for Automotive	ton/tCO ₂	3,026	Table of national standard parameters ISPRA 2022

6.2 Capgemini ESG index

GRI indicators	Information	Page N°	Omissions	Notes
GRI 2: General Disclosure (2022)				
1. The organization and its reporting practices				
GRI 2-1	Organizational details	Pag. 5, 51		
GRI 2-2	Bodies included in the organization's sustainability report	Pag. 46		
GRI 2-3	Report period, frequency and contact person	Pag. 46		
GRI 2-4	Information review	Pag 51		
GRI 2-5	External assurance	Pag 46		
2. Activities and workers				
GRI 2-6	Activities, value chain and other business relationships	Pag. 51		
GRI 2-7	Employees	Pag. 54		
GRI 2-8	Self-employed workers	Pag. 54		
3. Governance				
GRI 2-9	Governance structure and composition	Pag. 38, 39, 56		
GRI 2-10	Appointment and selection of top management body	Pag. 38		
GRI 2-11	Chairman of top management body	Pag. 38		
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GRI 2-14	Role of top management body in the sustainability report	Pag. 10		
GRI 2-15	Conflict of interest	Pag. 38		
GRI 2-16	Notification of critical issues	Pag. 11		
GRI 2-17	Collective knowledge of the top management body	Pag. 39		
GRI 2-18	Performance assessment of top management body	Pag. 39		
GRI 2-19	Pay regulations	Pag. 39		
GRI 2-20	Procedure to decide pay	Pag. 27		

GRI indicators	Information	Page N°	Omissions	Notes
GRI 2-21	Total annual pay report	Pag. 27		
4. Strategy, policies and practices				
GRI 2-22	Statement regarding the sustainable development strategy	Pag. 6		
GRI 2-23	Policy commitment	Pag. 10		
GRI 2-24	Integration of policy commitments	Pag. 10		
GRI 2-25	Processes to remedy negative impacts	Pag. 10		
GRI 2-26	Mechanisms to request clarifications and ease concerns	Pag. 10		
GRI 2-27	Compliance with laws and regulations	Pag. 10		
GRI 2-28	Association membership	Pag. 34		
5. Stakeholder engagement				
GRI 2-29	Approach to stakeholder engagement	Pag. 13		
GRI 2-30	Collective Agreements	Pag. 34		
GRI 3: Management of key issues (2022)				
Disclosure 3-1	Process to identify key issues	Pag. 14		
Disclosure 3-2	List of key issues	Pag. 14		
Specific Standard Disclosure				
Compliance and business ethics				
GRI 3-3	Management of key issue Compliance and business ethics	Pag. 14, 18, 39		
GRI 205: Anti-bribery (2016)				
205-2	Communication and training on anti-bribery policies and procedures	Pag. 40, 57		
205-3	Episodes of corruption ascertained and actions taken	Pag. 40		

GRI indicators	Information	Page N°	Omissions	Notes
GRI 206: Anti-competition conduct (2016)				
206-1	Lawsuits for anti-competition conduct, anti-trust and monopoly practices	Pag. 40		
GRI 207: Taxes (2019)				
207-1	Tax approach	Pag. 42		
Service and product innovation and safety				
GRI 3-3	Management of key issue Service and product innovation and safety	Pag. 44		
GRI 416: Customer-centricity (2016)				
416-1	Assessment of the impacts on health and safety per product and service category	Pag. 32		
Digital inclusion				
GRI 3-3	Management of key issue Digital inclusion	Pag. 34		
GRI 413: Local communities (2016)				
413-1	Activities involving the local community, impact assessment and development programs	Pag. 52		
Responsible procurement				
GRI 3-3	Management of key issue Responsible procurement	Pag. 40		
GRI 308: Environmental assessment of suppliers (2016)				
308-1	New suppliers who have been assessed using environmental criteria	Pag. 41		
GRI 408: Child labor (2016)				
408-1	Activities and suppliers at significant risk of episodes of child labor	Pag. 41		

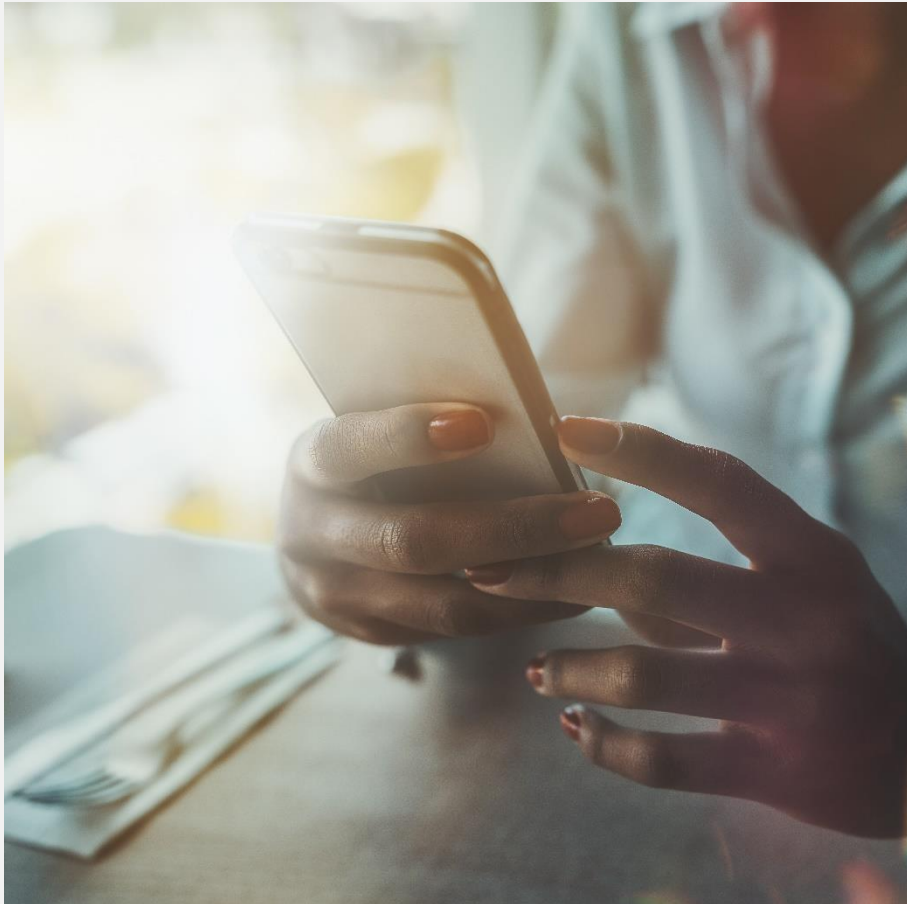
GRI indicators	Information	Page N°	Omissions	Notes
GRI 409: Forced or compulsory labor (2016)				
409-1	Activities and suppliers at significant risk of episodes of forced or compulsory labor	Pag. 42		
GRI 414: Social assessment of suppliers (2016)				
414-1	Percentage of new suppliers who have been assessed using social criteria	Pag. 41		
People and diversity				
GRI 3-3	Management of key issue People and diversity	Pag. 26		
GRI 405: Diversity and equal opportunity (2016)				
405-1	Diversity of managing bodies and employees	Pag. 39, 54, 55, 57		
405-2	Ratio between basic wage and women and men's pay	Pag. 54		
GRI 406: Nondiscrimination (2016)				
406-1	Episodes of nondiscrimination and corrective measures taken	Pag. 40		
Development of talent				
GRI 3-3	Management of key issue Development of talent	Pag. 24		
GRI 401: Employment (2016)				
401-1	New recruitment and turnover	Pag. 55		
GRI 404: Training and education (2016)				
404-2	Average annual training hours per employee	Pag. 15, 22, 30		
404-3	Percentage of employees who receive a regular performance assessment and professional development	Pag. 56		

GRI indicators	Information	Page N°	Omissions	Notes
Activities to raise awareness and training on topics of sustainability and social responsibility				
GRI 3-3	Management of key issue Activities to raise awareness and training on topics of sustainability and social responsibility	Pag. 15		
GRI 404: Training and education (2016)				
404-2	Refresher program for employees' skills and transition assistance programs	Pag. 15		
Workers' health, safety and wellbeing				
GRI 3-3	Management of key issue Workers' health, safety and wellbeing	Pag. 32		
GRI 401: Employment (2016)				
401-2	Benefits envisaged for full-time employees but not for part-time or fixed-term contract employees	Pag. 32		
GRI 403: Health and safety in the workplace (2018)				
403-2	Hazard identification, risk assessment and investigations into incidents	Pag. 33		
403-5	Worker training on health and safety in the workplace	Pag. 33		
Management of environmental impacts				
GRI 3-3	Management of key issue Management of environmental impacts	Pag. 18		
GRI 302: energy (2016)				
302-1	energy consumption within the organization	Pag. 52		
302-3	energy intensity	Pag. 52		
GRI 305: Emissions (2016)				
305-1	SCOPE 1 Direct Emissions	Pag. 53		

GRI indicators	Information	Page N°	Omissions	Notes
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305-3	SCOPE 3 Other Indirect Emissions	Pag. 53		
Cybersecurity				
GRI 3-3	Management of key issue Cyber Security	Pag. 42		
GRI 418: Customer privacy (2016)				
418-1	Proven reports of breach of customer privacy and loss of customer data	Pag. 43		

6.3 Contact

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



6.4 ESG Digital Governance with ESGeo Platform

During 2022 Capgemini Italia maintained its ambitious project to digitize the collection of ESG (Environmental, Social and Governance) data.

The collection of data relating to sustainability requires the structuring of a complex process which involves many subjects inside and outside the corporate perimeter; however, ESG information plays an increasingly crucial role in various economic and financial processes. The adoption of a digital tool represents the necessary evolution, in order to produce high-quality and efficient ESG data, as well as favoring the sharing of the value created with our stakeholders.

In particular, the project had the aim of:

- digitize the collection of ESG data in order to improve the reporting method; make the process more structured; trace all the steps in the construction phase of the Sustainability Report;
- allow for supervision and coordination at all stages of the procedure;
- comply with the standards used for the Sustainability Report;
- provide a tool for constant monitoring of ESG performance;
- increase data reliability;
- facilitate engagement with all stakeholders.

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



SOFTWARE & TOOLS
PARTNER

2022

7. TECHNICAL ANNEXES

7.1 Capgemini in Italy – Identity Card and purpose of the Report

Data at 31 December 2022

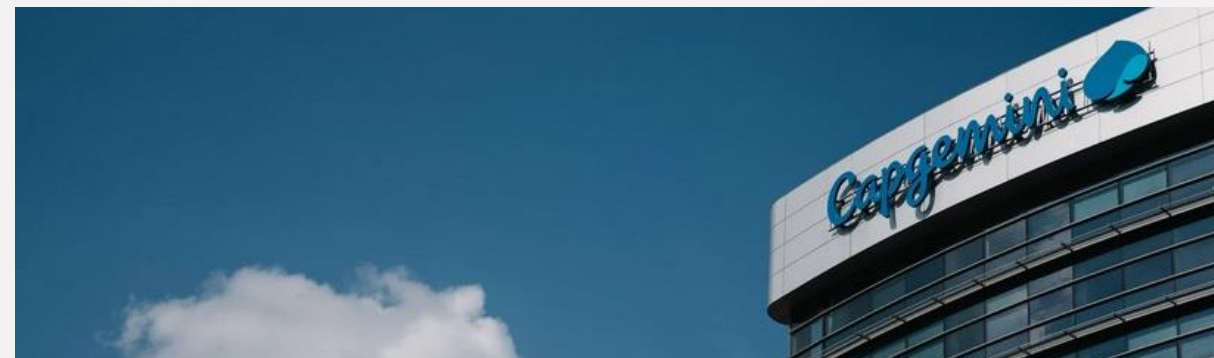
Total number of employees (as at 31 December 2022)	9.021
Revenues	€ 773.6 million
Total capitalization	€ 491.8 million
Debts	€ 316.7 million
Share capital (equity)	€ 175.1 million

The offices of Capgemini Italia are as follows:

BARI	LA SPEZIA	ORBASSANO	POMIGLIANO D'ARCO
BOLOGNA	MARCON	PADUA	ROME
FLORENCE	MILAN	PALERMO	SALERNO
GENOA	MODENA	PIACENZA	TURIN
IVREA	NAPLES	PISA	TRISTE

The consolidated financial statement refers to the company Capgemini Italia S.p.A., a joint stock company with registered office in Via di Torre Spaccata, 140 - 00173 Rome (Italy).

In January 2022, the various legal entities in Italy (Altran Italia S.p.A., Interactive Thinking S.r.l., ECSI Consulting S.r.l., Frog Design S.r.l.) controlled by Capgemini managed and were incorporated into Capgemini Italia SpA. Following a business transaction with a primary Italian bank in April, a new company was created, Capgemini Finance Tech Srl, owned 100% by Capgemini. This company lies within the accounting boundaries of this report, as it has been completely integrated into the processes and activities of Capgemini in Italy.



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.

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 20 physical offices located in Bologna, Milan, La Spezia, Turin, Marcon (Venice), Genoa, Naples, Piacenza, Rome, Bari, Florence, Modena, Palermo, Padua, Pisa, Ivrea, Orbassano, Trieste, Pomigliano d'Arco, Salerno. It offers its services throughout Italy, and also outside the borders for international projects.

Industries served

We serve companies in all sectors with a particular focus on:

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

Categories of customers and beneficiaries

The majority of the customer portfolio consists 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

	Value
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. During 2022, 10 Internal Committees on Environment, Health and Safety and 5 Internal Committees on Gender Equity/Diversity were held to address the impacts.

There were no complaints or reports from local communities during the year.



Environmental indicators

Energy consumption within the organization

	Value (smc)	GJ
Total fuel consumption from non-renewable sources		10.426,46
Natural Gas	267.427,00	10.426,46
for heating	267.427,00	10.426,46
for other purposes (not heating, not cars - specify notes)	0,00	0,00
Total fuel consumption		10.426,46
Electricity purchased - from third parties	2.712.722,00	9.765,80
of which from renewable source (e.g. guarantees of origin) - from third parties	2.378.200,00	8.561,52
Total electricity purchased	2.712.722,00	9.765,80
TOTAL ENERGY CONSUMPTION	-	20.192,26

Energy intensity

	Value
Specific parameter: surface area of the organization (m²)	40.814,00
Energy consumed within the organization (GJ)	20.192,24
Energy intensity (m2/GJ)	0,49
Types of energy included in the intensity report	electricity and natural gas

Direct GHG Emissions (SCOPE 1)

	Quantity	Quantity (t CO ₂)
Total fuel consumption from non-renewable sources (for uses other than by automotive sector)	-	528,68
of which Natural Gas	267427,00	528,68
Total corporate fleet fuel consumption	-	0,00
Diesel (for corporate cars)	0,00t	0,00
Petrol (for corporate cars)	0,00t	0,00
LPG (for corporate cars)	0,00t	0,00
Methane (for corporate cars)	0,00smc	0,00
Diesel (for private and business cars)	0,00t	0,00
Petrol (for private and business cars)	0,00t	0,00
LPG (for private and business cars)	0,00t	0,00
Methane (for private and business cars)	0,00smc	0,00
Total SCOPE 1	-	528,68

Indirect GHG Emissions from energy consumption (SCOPE 2)

	t CO ₂ year 2022
Total Scope 2 (t CO₂) electricity purchased - Location Based	720,77
Total Scope 2 (t CO₂) electricity purchased - Market Based	129,88

Other Indirect GHG Emissions (SCOPE 3)

	t CO ₂ year 2022
Air	810,54
Car	2705,50
energy	40,42
Hotel	303,74
Train	70,47
Taxi	50,43
Waste	10,29
Water	17,35
Other	14,31
TOTAL SCOPE 3	4023,05
Gases included in the calculation	CO ₂ , N ₂ O, CH ₄
Consolidation approach	The emission factors for each of these gases are multiplied by the use and the emissions generated are added to obtain the equivalent CO ₂ emissions.
Source of emission factors and GWP	BIES (DEFRA)

Note: Compared with the 2021 data, the Scope 1, Scope 2 and Scope 3 totals for 2022 have undergone some changes in scope due to the replacement of some actual data, compared to estimated data and the modification of some estimates made on the values of the former Altran, suggested by the Group auditors.



Indicators regarding people

Employees divided according to gender

	Men	Women	Total
Total employees under contract	6,360	2,661	9,021
With permanent contract	6,270	2,619	8,889
With fixed-term contract	90	42	132
Zero-hours contract (e.g. per call, casual work)	0	0	0
Total full-time + part-time employees	6,360	2,661	9,021
Full-time	6,326	2,491	8,817
Part-time	34	170	204

Self-employed workers

101 Temporary workers	139 Trainees	4 Workers with coordinated and continual contract
---------------------------------	------------------------	--

TOTAL 244

These workers are integrated in the various business areas or staff shadowing colleagues; staff carry out training activities to acquire skills in the competent area; employees on short term contract are integrated in a business context with senior professionals.

Ratio between women's basic and total pay compared to men

		Men	Women	Men/Women Ratio
Average basic pay	Executives	EUR 102,552.00	EUR 105,567.00	1.02
	Management	EUR 54,956.00	EUR 52,660.00	0.95
	Office Staff	EUR 32,431.00	EUR 31,846.00	0.98
Average total pay	Executives	EUR 130,935.00	EUR 134,150.00	1.02
	Management	EUR 59,702.00	EUR 56,853.00	0.95
	Office Staff	EUR 32,873.00	EUR 32,267.00	0.98

Other indicators of diversity between categories of employees





Number
of people




Percentage
of people

	Other indicators of diversity		
	Categories with protected status	Disability	Total
Executives	0	2	2
Management	5	17	22
Office Staff	12	162	174
Total	17	181	198
Executives	0.00%	1.01%	1.01%
Management	2.52%	8.58%	11.11%
Office Staff	6.06%	81.81%	87.87%
Total	8.58%	91.41%	100.00%

Diversity between categories of employees*


		<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	143	35	178	135	30	165	278	65	343
	Management	6	2	8	574	195	769	402	133	535	982	330	1,312
	Office Staff	1,676	683	2,359	2,85	1,301	4,151	574	282	856	5,100	2,266	7,366
	Total	1,682	685	2,367	3,567	1,531	5,098	1,111	445	1,556	6,36	2,661	9,021
 Percentage of people	Executives	0.00%	0.00%	0.00%	1.58%	0.38%	1.97%	1.49%	0.33%	1.82%	3.08%	0.72%	3.80%
	Management	0.06%	0.02%	0.08%	6.36%	2.16%	8.52%	4.45%	1.47%	5.93%	10.88%	3.65%	14.54%
	Office Staff	18.57%	7.57%	26.15%	31.59%	14.42%	46.01%	6.36%	3.12%	9.48%	56.53%	25.11%	81.65%
	Total	18.64%	7.59%	26.23%	39.54%	16.97%	56.51%	12.31%	4.93%	17.24%	70.50%	29.49%	100.00%

New recruits and turnover*


		<30 years			30-50 years			>50 years			Total		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
 New recruits		1,010	414	1,424	716	263	979.0	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%

* Data 2022

Average annual training hours per employee

	Men's hours	Average Men's hours	Women's hours	Average Women's hours	Total hours	Total Average hours
Executives	5,186.54 h	18.65 h	1,292.82 h	19.88 h	6,479.37 h	18.89 h
Management	24,209.00 h	24.65 h	7,517.48 h	22.78 h	31,726.48 h	24.18 h
Office Staff	117,174.20 h	22.97 h	42,415.67 h	18.71 h	159,589.88 h	21.66 h


Percentage of employees who receive a regular performance assessment and professional development

	Women	Men	Total
Number of managers who are regularly assessed	43	206	249
Total number of managers	57	248	305
Percentage of managers who are regularly assessed	75.43%	83.06%	81.63%
Number of middle managers who are regularly assessed	279	864	1,143
Total number of middle managers	282	864	1,146
Percentage of middle managers who are regularly assessed	98.93%	100.00 %	99.73%
Number of remaining employees who are regularly assessed	1,790	3,952	5,742
Total number of remaining employees	1,809	3,969	5,778
Percentage of remaining employees who are regularly assessed	98.94%	99.57%	99.37%
Total number of regular assessments	5,022	2,112	7,134
Percentage of total	98.83%	98.32%	98.68%

Health and Safety Training

	Training hours carried out	N. people
Fire prevention and emENGency supervisor	176.00	22.0
Prevention and Protection Service Supervisor	32.00	1.0
CEI 11-27 for hybrid motors	416.00	24.0
CEI 11-27 PES/PAV	560.00	35.0
High risk training	480.00	30.0
Medium risk training	1,064.00	86.0
Safe driving	88.00	22.0
Safe track driving	56.00	7.0
Safety Supervisors	16.00	2.0
First aid	312.00	26.0
Worker Safety Supervisors	32.00	1.0
Program Operator	11,920.00	1,490.0
Grand Total	15,152.00	1,746.0

Governance structure and composition (quantitative)

	Women	Men	Total	Women	Men	Total
Total members	1	3	4	25.00%	75.00%	100.00%
Non-executive members	0	0	0	0.00%	0.00%	0.00%
Executive members	1	3	4	25.00%	75.00%	100.00%
Independent members	1	3	4	25.00%	75.00%	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%

The Board of Directors has a three-year duration up to the approval of the financial statement.
The individuals indicated have international appointments and roles within the corporate group.

Diversity of governance bodies



	2022			
	<30 years	30-50 years	>50 years	Total
Top Management - Men	0	21	23	44
Top Management - Women	0	10	8	18
Top Management - Total	0	31	31	62
Percentage Men - Top Management	0.00%	67.74%	74.19%	70.96%
Percentage Women - Top Management	0.00%	32.25%	25.80%	29.03%

Communication and training regarding anti-bribery policies and procedures



	BoD	Executives	Management	Office Staff
Number of people who have received notification regarding anti-bribery	4	343	1,312	7,366
Percentage of people who have received notification regarding anti-bribery	100,00%	100.00%	100.00%	100.00%
Number of people who have received training on anti-bribery (Law 231)	4	269	978	6,507
Percentage of people who have received training on anti-bribery (Law 231)	100,00%	78.42%	74.54%	88.33%
Total employees per category	4	343	1,312	7,366



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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 over 360,000 team members 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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