



COMMUNICATION ON PROGRESS 2021

Capgemini Norway, July 2022



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.



CONTENT

1. LETTER OF COMMITMENT	3
2. ABOUT CAPGEMINI NORWAY	4
3. ESG PLEDGE	5
4. HUMAN RIGHTS	7
5. LABOUR	10
6. ENVIRONMENT	14
7. ANTI-CORRUPTION	16
8. MEASUREMENT OF OUTCOMES	18
9. APPENDIX	21

This Communication on Progress is on behalf of Capgemini Norway. For full company report, please refer to Universal Registration Document 2021 for Capgemini Group.





LETTER OF COMMITMENT

To our stakeholders

Oslo, July 11th 2022

I am pleased to confirm that Capgemini Norway reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption. In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Jens H. Middborg

Executive Vice President & Managing Director Norway at Capgemini



JENS H. MIDDBORG

EXECUTIVE VICE PRESIDENT &
MANAGING DIRECTOR NORWAY

CAPGEMINI

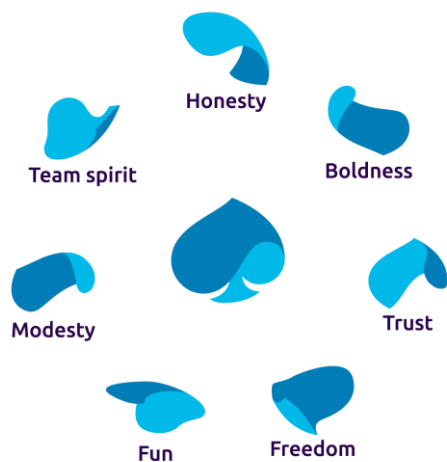
ABOUT CAPGEMINI NORWAY



8 locations across Norway

1500 employees

Guided by our values...



WE OFFER END-TO-END SERVICES AND SOLUTIONS

... by building on industry, strategy and transformation expertise through management consulting in *Capgemini Invent*



...by creative consultancy services including strategic design and innovation through Frog



... by engineering and R&D services in Capgemini Engineering



...by Capgemini Group's expertise in data and insight



... plus strong competency within technology development, implementation and IT modernisation



... and testing and quality assurance in Sogeti, we can deliver unique end-to-end solutions



DIVERSITY

4.4 of 5
Equality Check score*

37 %
Women

40
Nationalities

*) Global score/recognition

DISTRIBUTION BY AGE GROUP

21
Youngest

69
Oldest

38.7
Average

RECOGNISED AS*

Ethisphere World's Most Ethical Company

CDP Climate Change A Lister

Top Inclusive Employer

Glassdoor Best Place to Work

Stonewall Top Employer

4.5 of 5
In customer satisfaction score



ESG PLEDGE

Capgemini Group’s ESG ambition for the next ten years is to lead the way to positive futures with our ecosystem. Our conviction: There has never been a better time to mobilise technology and unleash the human capability to address ESG challenges. We – in business – must leverage our leadership and operations, to speed up a bold transition to sustainability.

The Group’s ESG Policy is the guide for an effective integration of our priorities into strategy, decision-making process, development of solutions and services, and in our relationship with main stakeholders.

CAPGEMINI GROUP’S ESG PRIORITIES

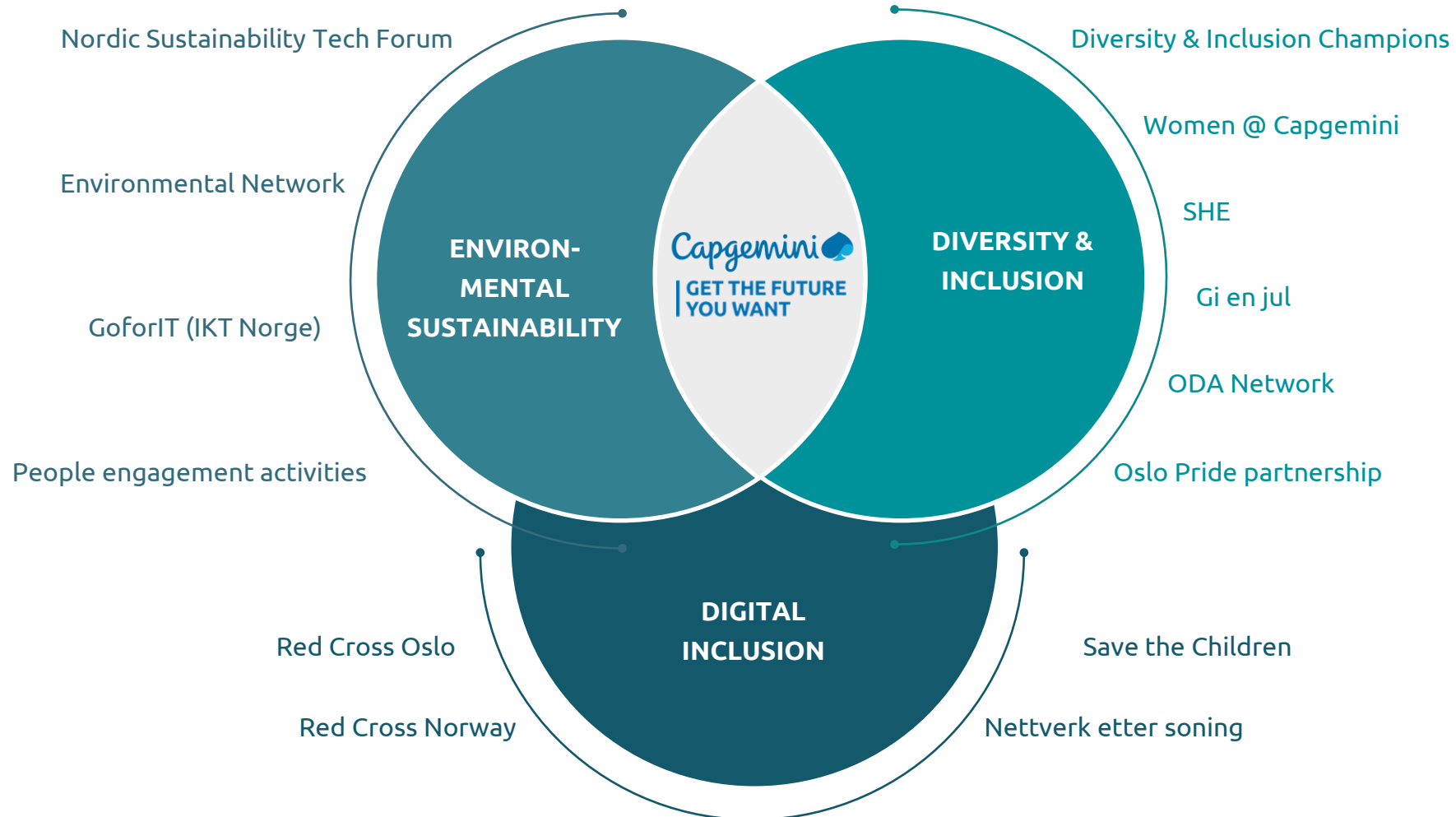
We focus on eight material ESG priorities that have significant impacts on Capgemini’s business model and value drivers, as well as for our stakeholders. For each of the eight priorities, specific objectives has been identified, as provided in the overview below.

	Priorities	Objectives
ENVIRONMENT	Act on climate change by being carbon neutral by 2025 and becoming a net zero business.	Be carbon neutral for our own operations no later than 2025 and across our supply chain by 2030, and become a net zero business well ahead of 2050.
Accelerating the transition to net zero		Transition to 100% renewable electricity by 2025, and electric vehicles by 2030.
SOCIAL	Relentlessly invest in our talent through a unique experience, developing tomorrow’s skills.	Increase average learning hours per employee by 5% every year to ensure regular lifelong learning.
Aligned entrepreneurs, with protection & respect for all	Enhance a diverse, inclusive and hybrid work environment.	40% of women in our teams by 2025.
	Support digital inclusion in our communities.	5M beneficiaries supported by our digital inclusion programs by 2030.
GOVERNANCE	Foster a diverse and accountable governance.	30% of women in executive leadership positions in 2025.
Leading with trust & transparency	Maintain high ethical standards at all times for mutual growth.	Maintain best-in-class corporate governance. Maintain over 80% of the workforce with Ethics Score between 7-10.
	Protect and secure data, infrastructure and identity.	By 2030, suppliers covering 80% of the purchase amount of the previous year, will have committed to our ESG standards. Be recognised as a front leader on data protection and cybersecurity.



LOCAL CSR PRIORITY ACTIONS FOR 2021 IN NORWAY

Capgemini's CSR work support our ESG pledge and is centred around three pillars: Environmental sustainability, diversity and inclusion, and digital inclusion. In addition to our global actions, we have several local initiatives, as provided in the overview below.





HUMAN RIGHTS

Capgemini Norway seeks to support and further Capgemini Group's goal of contributing to the society in which we live, upholding the trust relationship that the organisation has with its clients and other stakeholders, and providing support to the communities in which we operate.

Capgemini Norway is committed to protecting and preserving human rights and uphold Capgemini Group's Human Rights Policy. Within Capgemini offices and workplaces, protecting human rights primarily concerns equal opportunity, fair treatment, freedom of expression, freedom of association and collective bargaining, being free of harassment, non-discrimination, and providing safe and healthy workplaces for all employees.

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights

Principle 2: Make sure that they are not complicit in human rights abuses

ACTIONS PERFORMED

- Capgemini Group aims to provide **equal opportunities and fair treatment**, irrespective of social, cultural, ethnic or national origins, religious or other beliefs, caste, gender identity/expression, marital status, pregnancy status, sexual orientation, disability, age, skin colour, race, parental status, political ideology, military/veteran status, or trade union activity.
 - Diversity and inclusion programs have been put into place by Human Resources teams globally. Also, Capgemini complies with all local non-discrimination laws.
- Capgemini Group with its values of Freedom, Team Spirit and Trust respect and recognise the importance of **freedom of expression** and having an open dialogue. Capgemini Group believes in "aligned entrepreneurship" - based on collaboration, celebrating differences, and encouraging all employees to express freely their thoughts, arguments and opinions.
 - Open dialogue is important to Capgemini Group – during team meetings, conference calls, forums and through employee surveys where employees should not fear retaliation.
 - Pulse (employee) surveys are conducted regularly where employees are invited to provide honest feedback anonymously.
- Capgemini Group seeks to maintain a work environment which is **free of harassment**, violence and all actions that contributes to a threatening workplace – including any attitude, type of behaviour, or situation which can be deemed as harassment. All employees are expected to be mindful and respectful of personal and cultural differences, among peers and between a manager and team member relationship. This allows everyone to bring their authentic selves to work, enjoy a comfortable atmosphere at work and at work-related events.
 - Capgemini has put into place the SpeakUp helpline which is available to all employees who wish to report any unprofessional conduct or type of harassment they may experience.
- Capgemini Group prioritises the **health and safety** of its workers – whether on Capgemini's premises or at the clients' sites. The Group takes its wellbeing – health and safety responsibility very seriously, where striving to adhere to relevant legislation and emergency procedures is part of this. When employees are working on clients' premises, employees are expected to observe and cooperate with all client rules regarding the health, safety and emergency procedures. The health and safety of Capgemini employees during business travel is also a priority.



ACTIONS PERFORMED (CONTINUED)

- Capgemini Group has made a commitment to **protect all personal data** entrusted to its stakeholders (employees, clients, suppliers and any other business partner or individual it works with). By ensuring the data privacy of all means protecting fundamental rights and freedoms of the individual to whom the data is relating to. Capgemini complies to all applicable data protection legislation and applies the highest standards during the processing of personal data.
 - Capgemini Group places a high value on the importance of Privacy by Design – ensuring that during processing activities all data protection principles are covered from the very beginning of development of products, services, business practices and physical infrastructure.
 - Capgemini Group’s Data Protection Programme aims to ensure that we process personal data in a compliant manner while mastering its use for the business and our clients.
- Capgemini Group supports **continuous learning** for all talents as learning plays an important role in developing teams and team members. Investing in learning and development by creating learning paths for all employees add in their ability to be future-ready. Offered is various learning portals, several different training courses for each employee to chose their learning journey. Learning and development is embedded in the culture.
- Capgemini Group believes that fundamental human rights should never be undermined by the uses made of Artificial Intelligence (AI) by business. Therefore **human-centricity is at the cover of all AI solutions** Capgemini designs. Moreover, Capgemini cares about the intended purpose of AI solutions, being mindful of the impact on humans. To ensure that Capgemini’s AI solutions are human-centric, a dedicated Code of Ethics for AI has been established – putting human rights at the core of how Capgemini conceives, designs and builds AI solutions.
- Capgemini Norway, through delivering this first Communication on Progress, is visibly demonstrating its support and respect for the protection of internationally proclaimed human rights as a UN Global Compact signatory.
 - Capgemini Norway adheres to all commitments outlined in Capgemini Group’s Human Rights Policy.
 - Capgemini Norway adheres to Capgemini Group’s – Code of Business Ethics.
 - Capgemini Norway expects all suppliers to uphold Capgemini Group’s Supplier Standards of Conduct which sets the minimum commitment which is expected from all suppliers with regards to corporate social responsibility, ethics and anti-bribery, regulatory compliance and business relationship standards.



PLANS GOING FORWARD

- We will continue our aim to provide equal opportunities and fair treatment for all.
- We will continue our focus to promote a culture of freedom of expression and ensure that the SpeakUp helpline is known throughout the company.
- We seek to maintain a work environment which is free of harassment, violence and all actions that contributes to a threatening workplace.
- We will continue to prioritise our workers health and safety, we will update our flexible work policy to ensure a healthy work/life balance adapted to a post-pandemic work life.
- We aim to continue our commitment to protect all personal data, e.g. through data protection training and continue to assess and audit our data protection programme.
- We will continue to provide learning and development opportunities for all employees.
- We will continue to follow and develop our Group Code of Ethics for AI.
- We will continue to work together with our suppliers to ensure the protection and promotion of human rights throughout our value chain.





LABOUR

Capgemini Norway aims to be a great place to work and is committed to protect and promote the rights of our employees. We encourage employees to have a healthy work/life balance, fostering a good work environment, for instance through regular social activities.

We believe that a good workplace is one where everyone feels accepted and included, therefore we have a dedicated diversity and inclusion taskforce.

A core pillar of our CSR strategy is digital inclusion, and we have worked with various organisations on this topic.

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle 4: The elimination of all forms of forced and compulsory labour

Principle 5: The effective abolition of child labour

Principle 6: The elimination of discrimination in respect of employment and occupation

ACTIONS PERFORMED

- Capgemini Group with its values of Freedom, Team Spirit and Trust respect and protect the right to **freedom of association and collective bargaining**. Capgemini Group respects employee rights to form and trade unions, in accordance with national laws where such organisations are recognised for the purpose of collective bargaining. All employees can exercise these rights without fear of intimidation or reprisal in all countries – while respecting local laws.
- At Group level, we have an international representative body called the **International Works Council**, which facilitates dialogue and consultation between employee representatives or other employee representative associations and Group management.
 - In Capgemini Norway, we have a local works council (Samarbeidsutvalget) consisting of trade union and employee representatives. Several trade unions are represented in Capgemini Norge AS, with the right of collective bargaining.
- We are governed by the **Work Environment Act** and therefore comply with regulation for overtime work. Our process capture and share overtime statistics for employees with their respective managers, to proactively take appropriate action.
- In Capgemini Norway we have **AMU** (Arbeidsmiljøutvalg) who represent both employees and management. AMU is responsible for monitoring overtime hours, sick leave statistics, as well as monitor and report any issues regarding work environment (physical or psychological).
- We use Workday by Peakon (Pulse) to measure **employee engagement** on a monthly basis. Managers review and actively work with the scores and feedback received in the surveys, this is actively done with employees on a quarterly basis to secure dialogue and make improvements.
- Capgemini Group **prohibits child labour** and does not employ children or minors in any of its business. Capgemini also strives to ensure that its suppliers and clients do not practice child labour in any form in their business operations and supply chains.
- Capgemini Group **does not practice forced, bonded or compulsory labour** in any form and all employees can terminate their employment with reasonable notice at any given time. Capgemini is a leading ethical company where reasonable working hours are maintained as not to overburden employees. Labour laws in all countries are complied with, with at least the locally prescribed time off given to all employees.



ACTIONS PERFORMED (CONTINUED)

- Our global commitment to **diversity and inclusion**: Making our people feel welcome and working together seamlessly is critical to our long-term success. We commit to building a diverse and inclusive environment of aligned entrepreneurs, where every form of diverse talent thrives and brings the best value. We not only comply with regulations, but we are also committed to upholding the highest standards of governance and ethics, and fully subscribe to the key principles of sustainable development, namely, inclusivity, integrity, stewardship, and transparency. The diversity and inclusion pillar of our Corporate Social Responsibility program aims to deliver on this ambition. Our diversity and inclusion strategy contributes to targets of three of the United Nations Sustainable Development Goals (SDG 5, SDG 8 and SDG 10).
 - Through our **LGBTQ+ network OUTfront** we have entered into a partnership with Oslo Pride.
 - **Unconscious bias training** has been made mandatory for all employees at VP level.
 - We have attended the **SHE conference**, “Mangfoldsledelse” and ODA inspiration day.
 - Local **diversity and inclusion champions** have been appointed.
 - Several calls where colleagues share their **perspectives and personal stories** around diversity and inclusion have been organised.
 - Through our gender network **Women @ Capgemini**, several webinars and social events have been completed.
- Our commitment to **digital inclusion**: By using the skills and passions of our people we’re bridging the digital divide for a future where technology is an opportunity for everyone.
 - Locally, we have a strategic partnership with Red Cross (more details on next page).
 - We are proud partner of Save the Children in Norway (more details on next page).
 - Globally, Capgemini Research Institute invest in research on digital inclusion, in 2021 we published “*The Great Digital Divide: Why bringing the digital excluded online should be a global priority*” and “*The key to designing inclusive tech: Creating diverse and inclusive tech teams.*”



EXAMPLE OF WORK ON DIGITAL INCLUSION



Our commitment to digital inclusion: By using the skills and passions of our people we're bridging the digital divide for a future where technology is an opportunity for everyone

RED CROSS STRATEGIC PARTNERSHIP

Capgemini Norway started a partnership with Red Cross Norway to work strategically on projects on digital Inclusion in 2018. We work together with Red Cross on pro bono projects annually, in addition to financial contribution to Digital Homework. Our first project together in 2019-2020 was Kors på halsen. In 2020-2021 we worked together to improve data quality for Red Cross international humanitarian team, and in 2021-2022 we work together with Red Cross Norway IT team to improve data quality for their volunteering system.

Kors på Halsen: Microsoft Power BI technology for an inclusive future!

Capgemini have cutting edge technology experts and Red Cross have humanitarian expertise. Red Cross needed a system that could help them map children and youths' challenges and needs. Hence, we initiated a Power BI project that visualises Red Cross's data in a structured report.

Together with Red Cross, we developed a solution based on Microsoft Power BI Technology that visualised big amounts of data that the Red Cross have accumulated in the "Kors på Halsen" helpline for children and youth in Norway. The solution highlights children and youth's struggles and challenges. This information can be used to measure struggles that children and youth meet today to take necessary action for organisations, politicians, schools, and more. As a result, Red Cross can see tendencies and use the data more intelligently to make their services even better.

SAVE THE CHILDREN

Capgemini Norway is proud partner with Save the Children Norway.

In 2021, Capgemini delivered a pro-bono project in collaboration with Save the Children Norway where the focus was digital inclusion. During the Covid-19 pandemic, digital inclusion and access was crucial for children and young people in Norway to have a social life, participate in leisure activities, home schooling, and have access to important support services. Many children and young people experienced obstacles to participate, and Save the Children found that these barriers were often linked to differences in living conditions among families.

Lack of digital access and thus the opportunity to participate prevent children from having their rights fulfilled. Therefore, Save the Children wanted to contribute to new knowledge about digital exclusion, including barriers that children and young people face in order to participate, and how national authorities consider children in their work for digital inclusion.

Together with Save the Children, we prepared and launched a report called "*Digital exclusion among children and young people*". The report mapped the extent to which national authorities secure children's and young people's rights to digital participation in leisure, health, education and other public services. Experiences and proposed solutions for digital inclusion from young people were presented.



PLANS GOING FORWARD

- We will continue the cooperation and constructive dialogue between employees and management through representative bodies.
- We will continue to uphold the rights outlined in the Work Environment Act and have close collaboration between management and employees through AMU.
- We will continue to measure employee engagement on a monthly basis and make improvements based on the collected feedback.
- Learning and development is a focus area for us, and we will continue to provide learning and development opportunities for all employees.
 - We aim to strengthen upskilling activities through workshops with external vendor (MAK) and certification of leaders in diversity management through Seema.
 - Continue organising regular webinars and other events to increase awareness around diversity and inclusion.
- We will work on establishing a local diversity and inclusion strategy to assess the current maturity level, establishing a roadmap, including tailoring global strategy and targets to local needs.
 - This work will be executed by an appointed taskforce, in close collaboration with HR, the leadership team, and a hand-picked reference group.
- Gender diversity is a priority for us, and we will expand #addHer and Oda across the Nordics.





ENVIRONMENT

Capgemini Group has a longstanding commitment to environmental sustainability, with a strategy that focuses on managing and reducing our own environmental impacts, whilst deploying our expertise in technology, engineering, and business transformation to help clients address their own sustainability challenges.

Our internal ambitions are committed to achieving carbon neutrality across our operations by 2025 (in our supply chain by 2030) and becoming a net zero business well before 2050.

Externally, we aim to help our clients save 10 million tons of CO₂e by 2030.

Principle 7: Businesses should support a precautionary approach to environmental challenges

Principle 8: Undertake initiatives to promote greater environmental responsibility

Principle 9: Encourage the development and diffusion of environmentally friendly technologies

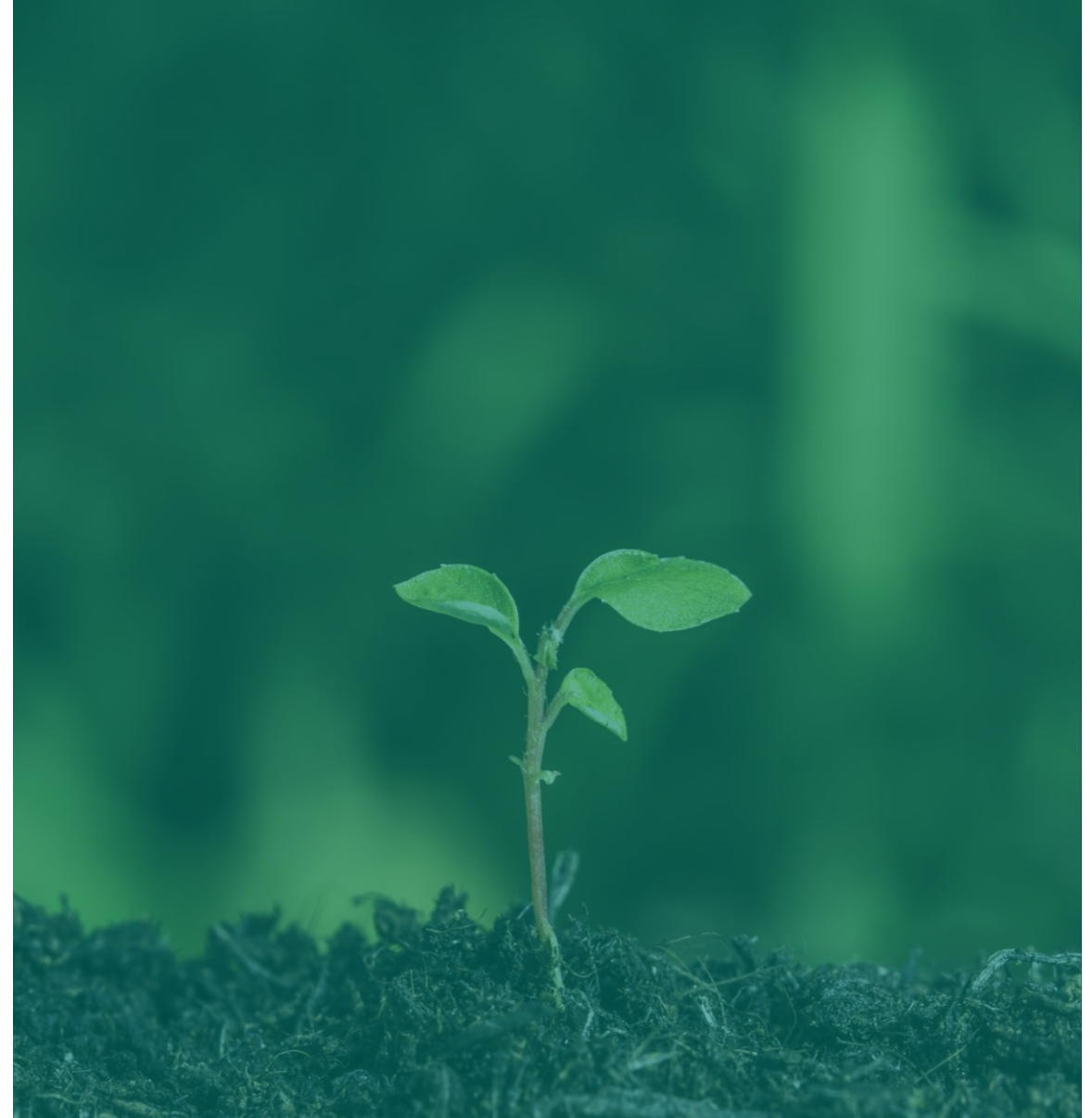
ACTIONS PERFORMED

- The **Net Zero Board** provides executive level governance for our environmental sustainability program, with responsibility for monitoring climate risks and reviewing, debating, and approving climate and sustainability policies and practices for the Group.
- Our global **Environmental Management System (EMS)** provides a framework for managing the environmental performance of our business, both in terms of monitoring legal compliance and for transforming our environmental performance as a business.
 - Capgemini Norway is certified according to **ISO 14001** (Environmental Management)
- The **Capgemini Research Institute** is a #1 ranked global think tank with significant investments in research focused on sustainability, with published reports such as: “*Circular Economy for a Sustainable Future*”, “*Sustainable Operations*”, “*Fit for Net Zero*”, and “*Sustainable IT*”.
- With a comprehensive **sustainability offering portfolio**, we support our clients throughout their net zero journey, from commitments to sustainable achievements:
 - Net Zero Strategy; New Business Models; Next Economy Teams; Sustainable Products and Services; Sustainable IT/AI; Sustainable Supply Chain and Operations; Energy Transition.
- Employees in Capgemini are committed to undertaking **sustainability trainings**:
 - UP Green, an online training that introduce sustainability as a topic, was launched 2021 and is available to all Capgemini employees and mandatory for all Capgemini Invent employees.
- The **Capgemini Nordic Sustainability Tech Forum and Award** was established to increase willingness to leverage technology to create sustainable business, go beyond discussions and knowledge sharing, and stimulate applied sustainability technology.
- The **Environmental Network** was established so that employees have a platform to engage over their shared interest in sustainability, initiatives includes a lunch talk on how to reduce our digital waste and tip of the week on how to live more sustainably.
 - *Keep It Clean* was a challenge among Capgemini in the Nordics, where employees were encouraged to pick trash in their local environment – we collected 170 kg.
- We recognise that no company can solve sustainability challenges alone and have therefore **entered partnerships and joined networks** with industry leaders such as Energy Valley, Equinor and Techstars Energy Accelerator, The LoVe Ocean Observatory, and GoforIT in order to strengthen our capabilities within sustainability.



PLANS GOING FORWARD

- We aim to continue to accelerate our carbon reduction program across the biggest operational impact areas, the main priorities are:
 - Act on climate change by being carbon neutral by 2025 and becoming a net zero business.
 - Lead to the low-carbon economic transition by helping our clients achieve their environmental commitments.
- We plan to implement a client carbon impact calculator to measure the CO₂ savings delivered with our client projects. The aim is to enable teams to calculate and report the environmental impact of projects, based on reduction in amount of fuel spent, electricity consumption, data centre usage, and water consumption.
- We aim to educate and engage our employees on the topic of sustainability:
 - The **ImpAct** program is an initiative by Capgemini Norway over 2.5 days that aims to cultivate a planet-centric mindset and empower employees to support our clients in addressing sustainability.
 - Strengthen and expand the Environmental Network to involve more employees and increase focus on our professional handprint.
 - Launch the **Sustainability Campus**, a global online upskill platform.
- We will launch the **Nordic Sustainability Tech Awards** in 2022 aiming to lift and give recognition to key sustainable tech solutions in the Nordics.





ANTI-CORRUPTION

Honesty means loyalty, integrity, uprightness, and a complete refusal to use any underhanded method to gain business or any kind of advantage. For us, neither growth, profit, nor independence have any real value unless they are won through complete honesty and probity. Everyone in the Capgemini Group knows that lack of openness and integrity in our business dealings will be immediately sanctioned.

Our zero tolerance for corruption stems from this cardinal value, underpinning our anti-corruption program.

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery

ACTIONS PERFORMED

- Capgemini Group has implemented a robust, regularly updated **anti-corruption compliance program** which has been rolled out across the Group through a dedicated organisation.
- The Group has set up a series of clear rules and policies promoting the fight against corruption and bribery. The **Group Code of Business Ethics** which sets out the zero tolerance for corruption, has been communicated to all employees.
- The **Group Anti-Corruption Policy** presents the main corrupt practices, including examples of risky situations and how to avoid them. It sets out requirements that apply to all Capgemini Directors, Executives, and employees at any level of the Group.
 - Our ethics helpline, **SpeakUP**, is open to our team members, customers, suppliers, and business partners to report alerts and corruption issues.
- Capgemini Group has put in place in-depth **risk mapping methodologies and processes** to identify and assess risks related to corruption and bribery.
 - The Group categorises every **third party** it interacts with according to corruption and trade sanctions risks, factoring in country, sector of activity, and nature/purpose of the relationship, in accordance with its anti-corruption risk map.
- The Group **regularly communicates anti-corruption topics** with all employees, whether through global messages that are also deployed locally, podcasts, articles, or other intranet publications, as well as on recurring dates such as the UN International Anti-Corruption Day.
 - In 2011, Capgemini Group launched an **anti-corruption e-learning** which is mandatory for all employees and has started a series of global live webinars tailored to the most exposed employees by function. These initiatives are in addition to the mandatory annual e-learning on our values and ethical culture and regular awareness initiatives.
- Corruption risk is managed through i) **prevention actions**, such as setting out clear policies and processes, raising awareness through trainings, and carrying out due diligence on relevant third parties; ii) **detection actions**, including through our internal reporting system, SpeakUP, and mechanisms for assessing and monitoring the implementation of the program; and iii) **remediation actions**, including disciplinary sanctions in the event of misconduct.



PLANS GOING FORWARD

- We will continue to monitor new regulations closely and establish new procedures when relevant to safeguard our compliance.
- We aim to continue educating all employees through a mandatory annual e-learning on our values and ethical culture.
- We aim to educate all new employees through a specific and mandatory e-learning on anti-corruption.
- We aim to categorise every third party we interact with according to corruption and trade sanctions risks.





MEASUREMENT OF OUTCOMES



PRIORITIES OBJECTIVES

Our ESG ambition for the next ten years: Leading the way to positive futures with our ecosystem.

We will achieve our ambition, if we stay focused on the areas where we can have the greatest impact and evolve in the way we operate. Our ESG Policy aims not only to comply with applicable regulations, but also to incorporate national and international ESG best practices and recommendations. ESG is embedded in our corporate strategy focusing on eight ESG priorities for shared success. To this end, the policy frames 11 objectives that will ensure that we deliver on our priorities.

- Our **Carbon Accounting System** provides a comprehensive data set concerning our carbon impacts, with around 10 million data points covering 99% of our operations, collected and analysed each year.
- Our group-wide commitment to improve environmental performance is underpinned by a set of environmental targets which are validated by the **Science Based Targets initiative (SBTi)** as being in line with 1.5°C climate science. These targets cover our entire global operations.
- Capgemini Group is recognised for our climate action in 2021:
 - Platinum rating in our EcoVadis CSR assessment, the highest possible rating with a score that puts us in the top 1% of organisations assessed.
 - Place on CDP’s prestigious A list for climate change.
- For the 9th time in a row, Capgemini Group was recognised as one of the World’s Most Ethical Companies by the Ethisphere Institute.





PRIORITY OBJECTIVES NORWAY

In Norway, we report and follow up on the ESG KPIs listed below. Refer to Universal Registration Document 2021 for Capgemini Group for details on our global KPIs and measurements.

	Priorities	Objectives	Norway 2021 value
ENVIRONMENT Accelerating the transition to net zero	Act on climate change by being carbon neutral by 2025 and becoming a net zero business.	Be carbon neutral for our own operations no later than 2025 and across our supply chain by 2030, and become a net zero business well ahead of 2050.	See separate table on next page.
		Transition to 100% renewable electricity by 2025, and electric vehicles by 2030.	See separate table on next page.
SOCIAL Aligned entrepreneurs, with protection & respect for all	Relentlessly invest in our talent through a unique experience, developing tomorrow's skills.	Increase average learning hours per employee by 5% every year to ensure regular lifelong learning.	>5 % (estimate)
	Enhance a diverse, inclusive and hybrid work environment.	40% of women in our teams by 2025.	37 %
	Support digital inclusion in our communities.	5M beneficiaries supported by our digital inclusion programs by 2030.	Supported Red Cross and Save the Children, refer to page 12 for more information.
GOVERNANCE Leading with trust & transparency	Foster a diverse and accountable governance.	30% of women in executive leadership positions in 2025.	23 % women on VP level, and 29.5 % women on VP and Director levels. 46 % women in Norway leadership team.
		Maintain best-in-class corporate governance.	Capgemini Group achieved MSCI ESG rating. 94.7 % of employees who completed the e-learning module on Anti-corruption policy.*
	Maintain high ethical standards at all times for mutual growth.	Maintain over 80% of the workforce with Ethics Score between 7-10.	85 %*
		By 2030, suppliers covering 80% of the purchase amount of the previous year, will have committed to our ESG standards.	53 %*
	Protect and secure data, infrastructure and identity.	Be recognised as a front leader on data protection and cybersecurity.	929/1000 CyberVadis score*. Refer to Capgemini Universal Registration Document for full list of scores.

*) Global score



PRIORITY OBJECTIVES ON ENVIRONMENT IN NORWAY

	Priorities	Objectives	Targets Norway	Value Norway 2021
ENVIRONMENT	Act on climate change by being carbon neutral by 2025 and becoming a net zero business.	Be carbon neutral for our own operations no later than 2025 and across our supply chain by 2030, and become a net zero business well ahead of 2050.	Offices: Improve the energy efficiency of our offices by 10 % in 2022 and 35 % 2030, compared to 2015.	23 %
Accelerating the transition to net zero			Offices: Reduce our office emissions by 75 % in 2025 and 80 % in 2030, compared to 2015.	30 %
		Transition to 100% renewable electricity by 2025, and electric vehicles by 2030.	Business travel: Reduce business travel emissions per employee by 25 % in 2025 and 50 % in 2030, compared to 2015.	87 %
			Renewable energy: Increase proportion of renewable electricity to 100 % by 2025, compared to 2015.	62 %



APPENDIX

Links to other reports and documents:

- [Capgemini Group's 2021 Universal Registration Document: Annual Financial Report](#)
- [Capgemini Group's ESG Policy](#)
- [Capgemini Group's Human Rights Policy](#)
- [Capgemini Group's Code of Business Ethics](#)
- [Capgemini Group's Code of Ethics for AI](#)
- [Capgemini Group's Supplier Standards of Conduct](#)
- [Red Cross Norway, Kors på halsen project](#)



About Capgemini

Capgemini is a global leader in partnering with companies to transform and manage their business by harnessing the power of technology. The Group is guided everyday by its purpose of unleashing human energy through technology for an inclusive and sustainable future. It is a responsible and diverse organisation of over 325,000 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, fuelled by the fast evolving and innovative world of cloud, data, AI, connectivity, software, digital engineering and platforms. The Group reported in 2021 global revenues of €18 billion.

Get The Future You Want | www.capgemini.com



This presentation contains information that may be privileged or confidential and is the property of the Capgemini Group.

Copyright © 2022 Capgemini. All rights reserved.