

# 2023 ESG PERFORMANCE



## SELECTED KPIs

2019  
(BASELINE)

2023

## PROGRESSION



SCOPE 1 & 2 - ABSOLUTE EMISSIONS  
(tCO<sub>2</sub>e)

153,877

13,328

2019  
Baseline

-91%

2030  
Target

-80%



SCOPE 3 - BUSINESS TRAVEL & COMMUTING  
(tCO<sub>2</sub>e per head)

2.34

1.00

-57%

-55%



RENEWABLE ELECTRICITY

28%

96%

96%

100%



LEARNING HOURS PER EMPLOYEE

41.9

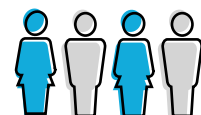
53.8

53.8

67

+5% p.a.

2025  
Target



WOMEN IN OUR TOTAL WORKFORCE

33%

38.8%

38.8%

40%



WOMEN IN EXECUTIVE LEADERSHIP POSITIONS

16.8%

26.2%

26.2%

30%

For more information, see <https://investors.capgemini.com/en/esg-policy/>