

A diverse group of six professionals is posed in a modern office setting. In the foreground, a man with a beard and glasses, wearing a light blue shirt and khaki pants, is seated on a black chair, holding a smartphone. Behind him stand five other individuals: a woman in a light blue blazer and white pants wearing a white hijab, a woman in a black top and grey pants holding a white mug, a woman in an orange tiered dress with a patterned scarf, a man in a white t-shirt and blue jeans wearing a denim jacket, and a woman in a green jumpsuit wearing a red turban. The background features large windows, indoor plants, and modern office decor with warm lighting. A blue line graphic curves across the bottom right of the image.

# DIVERSITY & INCLUSION: FOCUS ON ACCELERATING GENDER PARITY

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

# OUR DIVERSITY AND INCLUSION COMMITMENTS

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

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

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

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

## Our key affiliations



WOMEN’S  
EMPOWERMENT  
PRINCIPLES



01

Be a destination company where all talent can thrive

02

Offer a safe workplace with equal opportunities to all

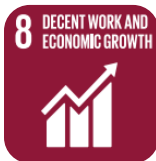
03

Strengthen an inclusive culture, engaging all our workforce

04

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

## UN Sustainable Development Goals



## OUR TARGETS

40%  
of women in our workforce by 2025

30%  
of women in executive leadership positions by 2025

20%  
of underrepresented minorities in the US workforce by 2025





# INCREASE REPRESENTATION OF WOMEN ACROSS OUR ORGANIZATION

## IN THE WORKFORCE

**37.8%**

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

## IN CLIENT FACING AND CORE TECH ROLES

**37%**

Women in revenue producing roles

**35%**

Women in STEM related positions  
(IT and Engineering)

## AT BOARD LEVEL

**42%**

Women in Board of Directors

## IN MANAGEMENT

**27.2%**

Women at managerial level

**44.7%**

Women in non managerial roles

**24.4%**

Women in executive leadership/  
senior management positions

**20.4%**

Women in middle management positions





# DEVELOP EQUAL OPPORTUNITIES TO THRIVE

## JOIN

**39.8%**

Gender mix within joiners

## GROW

**31.4%**

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

## GET REWARDED

**Equal pay for  
equal work**

Considered in annual pay  
planning, recruitments, and  
promotions

## FLEXIBILITY

**Global**

flexible and hybrid  
work policy

## PARENTAL LEAVE POLICIES

**23 weeks**

Average number of fully paid  
weeks for primary parent

**2 weeks**

Minimum number of fully paid  
weeks for secondary parent

## INCLUSIVE BENEFITS

**More inclusive  
benefits**

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

## ◀ Our global recognitions





# BUILD A SAFE , INCLUSIVE, AND ENGAGING WORKPLACE

## LISTEN FROM OUR EMPLOYEES

**8.1/10**

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

**24/7**

Availability of our SpeakUp hotline to report any concern or risk

**Mandatory**

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

**Inclusion Circles**

Open conversations on D&I topics led by voluntary managers

## EMBARK ALL IN OUR CULTURAL SHIFT

**From Day 1**

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

Specific pathways available on demand on our NEXT learning platform

**97%**

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

**Women@Capgemini network**

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



◀ **Global EDGE+ certification**

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



## About Capgemini

Capgemini is a global leader in partnering with companies to transform and manage their business by harnessing the power of technology. The Group is guided every day by its purpose of unleashing human energy through technology for an inclusive and sustainable future. It is a responsible and diverse organization of nearly 350,000 team members in more than 50 countries. With its strong 55-year heritage and deep industry expertise, Capgemini is trusted by its clients to address the entire breadth of their business needs, from strategy and design to operations, fueled by the fast evolving and innovative world of cloud, data, AI, connectivity, software, digital engineering, and platforms. The Group reported in 2022 global revenues of €22 billion

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