

ESOP 2025

Company name:
 :
 Last name:
 First name:
 Address:

 City:
 E-mail address:
 Global Group ID (GGID):.....

Reservation/Subscription Form for Australia

To avoid any routing delays, **it is recommended that the internet site dedicated to ESOP 2025 be the preferred method of subscription: <https://esop.capgemini.com/2025>.**

In case of subscription using this form, it is to be returned by mail during the reservation period to your People Experience team. This form must be received by **1 October 2025 at the latest** in order to be taken into consideration.

My subscription by personal contribution (subject to a minimum of A\$175):										
I decide to subscribe for FCPE units in the amount of:	A	\$.	0	0
The amount of your personal contribution will be converted into Euro by application of the exchange rate between the Euro and your currency on or about 5 November 2025.										
To settle the total amount of my personal contribution, I agree to the method of payment below										
<input type="checkbox"/> By post-tax salary deduction over three months of equal instalments in line with my pay frequency I have duly noted that payment by post-tax salary deduction will be applied over three months of equal instalments (in line with my pay frequency), as reimbursement for the salary advance made by my employer for the total amount indicated in box A. The first instalment will be carried out on my January 2026 salary payment.										

I have duly noted that the subscription price will be set by the Chief Executive Officer of Capgemini SE. This will be notified to me on 6 November 2025 via postings in my workplace and on the internet site dedicated to ESOP.

I hereby agree to be bound by the representations and undertakings set forth on the reverse of this form, and in particular to the section relating to Data Protection. In accordance with the Privacy Act 1988 (Cth), I expressly consent to the collection and use of my personal data, and the transfer of my personal data to France for the purposes of the Capgemini Employee Share Offering 2025.

Date: _____, 2025

Signature:

REPRESENTATIONS AND UNDERTAKINGS

I, the undersigned, hereby acknowledge that I have read the Information Brochure for the ESOP 2025 offering, the Key Information Document ("KID") of the "ESOP Classic 2025" compartment of the "ESOP CAPGEMINI" FCPE, the SAR Information Notice and the Local Supplement for Australia, which were provided to me along with this reservation form, and that I subscribe for units in the FCPE, which will subscribe for Capgemini SE shares, within the following conditions.

If I no longer wish to subscribe, I will then be able to revoke this reservation order, in its entirety only, during the revocation/subscription period from 12 November to 14 November, 2025 (inclusive). If no revocation is made during this period, my subscription will become definitive and irrevocable.

► I acknowledge to have read all the information related to the ESOP 2025 offering contained in the documents received and in the other documents made available to me.

► I duly note that in order to participate in ESOP 2025 I must have been employed for at least one day from 12 November 2025 to 14 November 2025 and I must have a length of employment of at least three months, continued or discontinued, by the last day of the revocation/subscription period, which is scheduled for 14 November 2025. This length of employment condition may include all periods during which I was employed by the Capgemini Group between 1 January 2024 and 14 November 2025.

Furthermore, my subscription order will only be taken into account as long as I still have an employment contract or a position of executive director with a company of the Capgemini Group, that is member to the Capgemini International Group Savings Plan (hereinafter the "IGSP"), for at least one day of the revocation/subscription period between 12 November and 14 November 2025.

► I acknowledge that if I subscribe through the "ESOP Classic 2025" compartment of the "ESOP CAPGEMINI" FCPE, I will be granted SARs by my employer and that my rights under these SARs are described in the SAR Information Notice included in my subscription kit. The Information Brochure also contains a description of the SAR mechanism.

► I duly note that my subscription is complete within the framework of the IGSP, to which my subscription includes membership, and that I will receive a number of units of the "ESOP Classic 2025" compartment of the "ESOP CAPGEMINI" FCPE, in proportion to the FCPE's investment in Capgemini SE shares. These FCPE units will be unavailable to me for a five-year period beginning from the share delivery to the FCPE, with the exception of early exit events as described in the Information Brochure and Local Supplement for Australia.

► I hereby certify that the total amount of my subscription within the framework of **ESOP** does not exceed 2.5% of the gross annual remuneration that I expect to receive in 2025. The estimated gross remuneration will be calculated taking into account both your fixed salary and your variable salary (you will receive an overview of the amounts applicable to you from your employer). If the amount of my subscription exceeds this, my subscription may automatically be reduced to 2.5% of the estimated gross annual salary that I will receive in 2025. This threshold is reduced to 0.25% of the gross annual remuneration that I expect to receive in 2025, if this order is submitted during the subscription/revocation period (12 November to 14 November 2025).

► I acknowledge that, after having read the documentation provided or made available to me within the framework of the **ESOP** 2025 offering, I have been informed of the following:

- the amount of my subscription request may be reduced according to the terms and conditions described in the Information Brochure;
- the regulations of the "**ESOP CAPGEMINI**" FCPE and the regulations of the IGSP are available to me on the internet site dedicated to the ESOP 2025 offering.

► In the event of subscription by means of the internet site dedicated to **ESOP** and with a paper subscription form, I have duly noted that the subscription registered via the internet will be the subscription retained.

► I am not able to request a redemption of my FCPE units for Shares.

► I understand that Capgemini SE may determine that an early release is required (and that my FCPE units will be redeemed and my SAR will be paid automatically), if I am transferred to a Capgemini Group entity which is located in a non-SAR country or a non-participating country or if my employer entity leaves the Capgemini Group. I consent to any such early release and understand the risk involved in an early release.

► I irrevocably appoint Capgemini SE and / or my employer as my attorney to give effect to any such early release, with the power to:

- execute and deliver all documents which Capgemini SE or Amundi ESR determines to be necessary, expedient or incidental to giving effect to the early release;
- complete any blanks in any document; and
- do any thing which in the opinion of Capgemini SE or Amundi ESR is necessary, expedient or incidental to the early release, the payment of the SAR or the redemption of the FCPE units, and any transaction contemplated by or related to the early release.

► I have kept a copy of this subscription order.

I have duly noted that the subscription price for one unit in the "ESOP Classic 2025" compartment of the "ESOP CAPGEMINI" FCPE (which will hold Capgemini SE shares) will be determined in relation to the reference price of Capgemini SE shares for the ESOP offering, which is equal to the volume-weighted average share price over the period of 20 trading days preceding the date
--

of the decision of the Chief Executive Officer, acting by delegation of the Board of Directors, and fixing this subscription price and the opening of the revocation/subscription period. I take note that the opening of the revocation/subscription period is conditional on this decision.

Payment by salary deduction:

- ▶ I have noted the terms and conditions of the interest free advance on my salary as part of the salary deduction payment options as set out in the Local Supplement for Australia.
- ▶ I have also noted that if I cease employment with the Capgemini Group before the FCPE purchases the shares then the FCPE will purchase shares on my behalf and shortly after receiving notification of my unit allocation I may request a redemption of units from the FCPE under the early exit events detailed in the Local Supplement for Australia, and I must make arrangements satisfactory to my employer to repay the salary advance.
- ▶ I have noted that if I cease employment with the Capgemini Group before all my salary deductions are completed (including if I cease employment with the Capgemini Group before the FCPE purchases the shares), I will need to make arrangements satisfactory to my employer to repay the salary advance.
- ▶ I have also noted that if I cease employment with the Capgemini Group before all my salary deductions are completed, I must pay my employer the remaining amount due in relation to my salary advance of the loan and I acknowledge that the amount I must pay is the lesser of (1) my subscription amount in AUD as specified in this subscription form, less the aggregate of the deductions already made under this subscription form and (2) the cumulative value (as at the time the loan is repayable) of the financial products (being the units in the FCPE and SARs) I subscribed for and which were allocated to me ("Outstanding Repayment Amount"). I hereby authorize my employer to deduct the Outstanding Repayment Amount from any amounts payable to me in connection with any cessation of my employment, and I agree to do all things necessary to permit my employer to make this deduction. Furthermore, my employer reserves the right to take any legal action against me to recover the unpaid amounts and I irrevocably authorize my employer or the custodian of the FCPE to sell or redeem, without prior notice or formal notice, all my investment in the FCPE (including redemption of FCPE units), in accordance with applicable regulations, and to allocate the proceeds, up to the amount of the redemption, to the payment of the sums corresponding to the amount of my subscription, increased by the costs incurred by recovering these amounts.
- ▶ I understand that my employer will deduct the total amount of the salary advance in equal instalments (subject to any final instalment differences) from my post-tax salary payments during the specified period.

Data Protection:

I understand that Capgemini SE has set up, with the assistance of my employer, an offer of units in a FCPE (holding Capgemini SE shares) through the compartment "ESOP Classic 2025" of the FCPE "ESOP Capgemini". Under this offer, personal data provided in this subscription order shall undergo electronic data processing by:

- Capgemini SE, having its corporate office at 11 rue de Tilsitt, 75017 Paris, France, as data controller for communicating and collecting subscriptions from employees, and centralising subscriptions;
- Amundi ESR, having its corporate office at 91-93 boulevard Pasteur – 75015 Paris – France, as data controller for registrar holding and unit account holding of my assets subscribed within the framework of the relevant IGSP and FCPE.

Processing of my personal data included in this subscription order shall be implemented on the basis of performance of a contract through the submission of this subscription order.

Processing is subject to the French Law n°78-17 of January 6, 1978 on data processing, data files and individual liberties and the EU Regulation on Data Protection (2016/679) of the European Parliament and of the Council of April 27, 2016 on the protection of individuals with regards to the processing of personal data and free movement of such data.

The Capgemini Group employees' personal data requested in this subscription order, and their transfer to France, is necessary and required for participation in the ESOP 2025 offer. In the absence of such personal data, my subscription could not be processed. Such personal data shall also be retained for the time necessary to conclude the transaction and for the purposes of the management of my assets within the relevant IGSP and FCPE (that is, until redemption of my assets, or in case of revocation, 12 months after the date of settlement/delivery) and thereafter for archiving purposes (until the expiry of the limitation period for any disputes relating to such assets), and in order to meet any applicable legal requirements;

Personal data is processed by Capgemini SE, my employer, Amundi ESR and by any other person expressly authorized to process the data (such as the communication agency Butterfly, as a subcontractor, having its corporate offices at 14, boulevard du Général Leclerc, 92200 Neuilly-sur-Seine).

I note that I may exercise my right to access, amend and correct or delete (after the purchase of all my units in the FCPE in the context of the IGSP) any personal data, as well as to limit the processing of my data or to oppose it, to portability of my data and to define directives in relation to the bookkeeping, deletion and communication of my personal data after my death by writing to:

- my employer for collection and centralisation of subscriptions:
 - by mail at: Capgemini Australia Pty Limited, Level 10, 420 George Street, Sydney, NSW 2000 (or such other address of Capgemini Australia Pty Ltd from time to time).
 - By e-mail at: Priya.tripathi@capgemini.com
- Amundi ESR for registrar and account holding:
 - by mail at: Amundi ESR - Service Contrôle Interne et Conformité - 26956 Valence Cedex 9, France.
 - By e-mail at: amundipersonaldataprotection@amundi.com

I note that:

- the Data Protection Officer at Capgemini SE is Emmanuelle BARTOLI, dpocapgemini.global@capgemini.com, Capgemini SE, 11, rue de Tilsitt – 75017 Paris, France.
- the details of the Amundi group Data Protection Officer are: AMUNDI - DPO - BSC/SEC/PCA - 91-93 boulevard Pasteur - 75015 PARIS or by e-mail to dpo@amundi.com
- I also note that I may contact the French supervisory authority, the CNIL, regarding all questions related to the protection of my personal information, or with my supervisory authority. Information may be found at <https://www.cnil.fr>.

Furthermore, in accordance with the Privacy Act 1988 (Cth), as per section "Personal Information (Australia specific notice)" below, I expressly consent to the collection and use of my personal data and the transfer of my personal data to France to the persons indicated above for the purposes of the Capgemini Employee Share Offering 2025.

Personal information (Australia specific notice)

I have noted that the information contained in this subscription form may be used to establish my rights under the acquisition of FCPE units in connection with the Capgemini Employee Share Offering 2025, to comply with legal obligations, in the context of data processing conducted for the purpose of managing this share subscription and my resulting FCPE unit holding and for the purposes of managing and the ongoing administration of the FCPE and the ESOP.

I consent to the transfer (including the transmission to France) of this information to any party for the purposes of managing and administering the ESOP and the FCPE, to the bookkeeping, electronic data processing and computer storage of this information and to the provision of this information to the Australian Taxation Office and any other regulatory authorities to comply with legal requirements.

I have noted that my personal information will be used by the Capgemini Group or by a third party operating within the framework of the ESOP offering authorised by the Capgemini Group to manage my subscription and investment.

In particular, I agree to my tax file number (as provided to my employer as an employee of the Group) being provided to Capgemini SE, the Management Company and Custodian of the FCPE (as agent for Capgemini and also as administrator of the FCPE) and to the Australian Taxation Office and any other regulatory authorities as permitted under law.

I acknowledge that Capgemini SE, my employer and other members of the Group may be required or authorised to collect my personal information under laws including the Income Tax Assessment Acts, and that limited details about Capgemini SE shareholders and FCPE unit holders may be made available under applicable laws in France.

I acknowledge that Capgemini SE, my employer and other members of the Capgemini Group are subject to regulations in relation to the handling of my personal information and that I can find out more about my rights in relation to accessing and updating my personal information and raising queries and concerns by obtaining Capgemini's Privacy Policy (Australia) and the Capgemini Australia Privacy Collection Notice – via - <http://www.au.capgemini.com/privacy-policy> or by contacting Capgemini Australia's Privacy Officer at Privacy.au@capgemini.com.

I will have a right to access, modify and correct any of my personal information by Capgemini Australia's Privacy Officer at privacy.au@capgemini.com.

Warning – "U.S. person"

I understand that the offer is not open to subscriptions by "US Persons" and I hereby certify that I am not a resident of the United States of America. I have duly noted that more information on this restriction is available in the FCPE regulations, as well as on the management company's website: <https://amundi.com>.

Specific rules for Russia and Belarus

As a result of sanctions imposed by the European Union, citizens or residents of Russia or Belarus who do not have legal residence or citizenship in the European Union, in a country member of the European Economic Area or in Switzerland may not participate in this offering.

Therefore, I declare :

- I am not a Russian national or resident of Russia, or if I am, I am also a citizen of a Member State of the European Union, of a country member of the European Economic Area or of Switzerland or I have a temporary or permanent residence permit in one of these countries; and
- I am not a Belarusian national or a resident of Belarus, or if I am, I am also a citizen of a Member State of the European Union or I have a temporary or permanent residence permit in one of these Member States.