

ESOP

Employee Share Ownership Plan 2025

Sign up to our new
Employee Share
Ownership Plan
from September 12
to October 1, 2025

ESOP 2025 in brief...

What is ESOP 2025?

- ✓ You buy FCPE units¹, which are invested in Capgemini shares at a discounted price on your behalf.
- ✓ In 2030, at the end of the 5-year lock-up period, you will get back at least your initial contribution in Euros: your investment is protected in Euros.
- ✓ In addition, your potential gains are based on
(1) the performance of the Capgemini share price over the 5-year lock-up period and are boosted through a leverage effect plus
(2) the capital gain at maturity on the shares you will hold through FCPE units.
- ✓ You will benefit from dividends which will be automatically reinvested in the FCPE.
- ✓ Custody and management charges for your fund units are borne by the company.

¹ FCPE (Employee Mutual Fund or Fonds Commun de Placement d'Entreprise in French) collective structure allowing eligible Group employees to hold Capgemini shares.

 To find out about ESOP 2025, go on
<https://esop.capgemini.com/2025>

Please note before investing

- ✓ Your investment is locked for 5 years (except in cases of early release provided under the plan).

Am I eligible for ESOP 2025?

To be eligible for ESOP 2025, you must meet the following three criteria:

- ❶ Be an employee of a Capgemini group² company.
- ❷ Be employed by that company for at least one day between November 12 and 14, 2025 (inclusive).
- ❸ On November 14, 2025, have been employed by Capgemini for at least **three months**, consecutive or otherwise, since January 1, 2024.

When and how do I sign up?

Between September 12 and October 1, 2025 (the reservation period), you may reserve your FCPE units invested in Capgemini shares by indicating the amount you wish to invest:

- ✓ On the website <https://esop.capgemini.com/2025> (using your personal ID and password).
- ✓ If you do not have access to the internet, you can use the reservation form. Just complete it, sign it and return it to the indicated address.

How much?

You can invest up to 2.5% of your estimated 2025 gross annual compensation. The minimum investment is €100, or equivalent in your local currency.

² Companies in which Capgemini holds directly or indirectly the majority of the company's share capital and which has subscribed to PEGI (the International Group Savings Plan).

To find out more

- Read the subscription documents available on <https://esop.capgemini.com/2025>
- Use the simulator.
- Attend information meetings.
- Contact your ESOP 2025 coordinator.



Dates to remember

2025



SEPTEMBER 12 TO OCTOBER 1, 2025

I can reserve my Capgemini shares.



NOVEMBER 6, 2025

Reference price and subscription price announced.



NOVEMBER 12 TO 14, 2025

I can cancel my reservation or subscribe for a limited amount (*).



DECEMBER 18, 2025

Shares delivery.



JANUARY 2026

I download my individual statement on my account management website.

2030

End of the holding period

(*) A maximum of 0.25% of your 2025 gross annual compensation..

