

Capgemini employee share ownership plan LOCAL SUPPLEMENT FOR AUSTRIA



You have been invited to invest in shares of Capgemini SE in the Capgemini Group employee share ownership plan 2025: ESOP. You will find below a brief summary of the local offering information and principal tax consequences relating to the offering.

For a more complete description of the offering, please refer to the employee brochure provided to you together with this Local Supplement and to the regulations and Key Information Document of the «ESOP Leverage P 2025» compartment of the “ESOP CAPGEMINI” FCPE, available on the intranet site dedicated to the Offering. The latest financial statements and the publications of Capgemini SE over the last 12 months required by applicable law are available at <https://investors.capgemini.com/>.

The Offering of shares is subject to risks typically associated with an investment in shares, including the possible total loss of an investment.

Local Offering Information

Reservation and Revocation Periods

The reservation period starts on September 12, 2025 and lasts until October 1, 2025 (inclusive). During the reservation period, you will be able to submit your orders to subscribe Capgemini SE shares through an FCPE. During the reservation period you can place an order for maximum 2.5% of your estimated gross salary over 2025. The estimated gross salary will be calculated taking into account both your fixed salary and your variable salary. If the amount of your subscription exceeds this, your subscription may automatically be reduced to 2.5% of the estimated gross annual salary that you will receive in 2025.

The revocation period starts on November 12, 2025 and lasts until November 14, 2025 (inclusive). During the revocation period, you may revoke your order, in its entirety only, if you wish. During this period you can submit a subscription for maximum 0.25% of your estimated gross salary over 2025. Upon the expiration of the revocation period, outstanding orders become binding and irrevocable.

Subscription Price

The subscription price will be set by the Board of Capgemini SE on November 6, 2025 and will be communicated to you in an appropriate manner on the ESOP website, through emails to all employees. It is to be noted that your subscription is in euro.

Method of Payment – What are the payment methods available for my subscription?

Payment of the subscription price will be made by payroll deduction in two instalments in January and February 2026.

Please note that an amount corresponding to the (monthly) statutory minimum living wage (Existenzminimum) needs to remain at the employee's free disposal.

Securities Notices

Pursuant to Article 1(4)(i) of the EU Prospectus Regulation, no prospectus has to be published for this offer. Furthermore, this offer is not subject to any further securities notifications within the meaning of the Austrian Capital Markets Act (Kapitalmarktgesetz, KMG 2019).

Early Exit Events - In which cases may I ask for an early redemption

In consideration of the benefits granted under this offering, your investment must be held for a period ending on December 18, 2030, except in the case of early exit events listed below:

- (i) Termination of the employment contract;
- (ii) Disability of the employee; and
- (iii) Death of the employee

In these circumstances, you (or your personal representatives) would need to request an early redemption as this would not be automatic.

Attention is drawn to the fact that a change of employer, where the new employer is an entity participating to ESOP in a country under the same structure as Austria, i.e. the FCPE "ESOP Leverage P 2025" compartment, shall not constitute an early exit case. On the other hand, a change of employer, where the employer is an entity participating to ESOP in a country under a different structure, or to a non-participating country, may constitute, upon Capgemini's decision, an early exit case.

These early exit events are defined by French law and must be interpreted and applied in a manner consistent with French law. You should not conclude that an early exit event is available unless you have described your specific case to your employer and your employer has confirmed that it applies to your situation, upon your providing of the requisite supporting documentation. Early redemption may also be possible upon Capgemini SE's decision if the legal entity that employs you ceases to be a Capgemini SE subsidiary.

Redemption at full term

Once your investment becomes available for redemption you will be informed of this availability, and you may request a redemption of your investment in cash or you may continue to hold the value of your investment (but without any further leveraged effect) in a new fund which invests in Capgemini SE shares. All redemption proceeds will be sent to your employer (or former employer) in order that the correct taxes and social charges (see tax section below) may be deducted before the net amount is then remitted to you.

Voting rights

As long as your Capgemini shares are held by the FCPE, the voting rights pertaining to such shares will be exercised by the supervisory board of the FCPE on behalf of the employees.

Labor Law Disclaimer

Please note that this offering is provided to you by the French company Capgemini, not by your local employer. The decision to include a beneficiary in this or any future offering is taken by Capgemini in its sole discretion. The offering does not form part of your employment agreement and does not amend or supplement such agreement. Participation in the offering does not entitle you to future benefits or payments of a similar nature or value and does not entitle you to any compensation in the event that you lose your rights under the offering as a result of the termination of your employment. Benefits or payments that you may receive or be eligible for under the offering will not be taken into consideration in determining the amount of any future benefits, payments or other entitlements that may be due to you (including in cases of termination of employment).

Tax Information for Employees resident in Austria

This summary sets forth general principles that are expected to apply to employees who are (i) resident in Austria for the purposes of the tax laws of Austria and the Convention between Austria and the French Republic for the avoidance of double taxation (the "Treaty") and (ii) are entitled to the benefits of the Treaty. For definitive advice, employees should consult their own tax advisors regarding the tax consequences of subscribing to Capgemini's shares through the compartment "ESOP LEVERAGE P 2025" of the FCPE "ESOP CAPGEMINI" in this offering.

This summary is given for informational purposes only and should not be relied upon as being either complete or conclusive.

The tax consequences listed below are described in accordance with Austria tax laws and certain French tax law and tax practices, as well as the Treaty, all of which are applicable at the time of the offering. These laws, practices and the Treaty may change over time.

Upon subscription

I. Will I be required to pay any tax or social security charges at the moment of subscription?

Since under the leveraged formula, economic ownership in the shares should not be transferred, no taxation and social security charges should occur upon subscription.

During the life of the Plan

II. Will I be required to pay any tax or social security charges on dividends?

Under the ESOP offering, pursuant to the swap agreement, for all dividends received by the FCPE an equal amount is paid to the bank. Therefore, you do not benefit from dividends paid, if any, to the FCPE ESOP CAPGEMINI.

(i) Taxation in France

In the absence of a distribution to employees by the FCPE "ESOP CAPGEMINI" of the dividends received from Capgemini, no withholding tax will be levied in France.

(ii) Taxation in Austria

Dividends under the leveraged formula should not be subject to taxation, since you should neither be considered the economic owner of the underlying shares nor the beneficial recipient of the dividends.

III. Will I be required to pay any wealth tax on the units I own?

No, there is currently no wealth tax in Austria.

IV. What are my reporting obligations with respect to the subscription, holding and redemption of the FCPE units as well as the payment of dividends, as applicable ?

There are generally no reporting obligations for the employees. Upon redemption, your employer will withhold and pay any applicable taxes and social security contributions.

Upon redemption

V. Will I be required to pay any tax or social security charges when, at the end of the lock-up period (or in the event of an authorized early exit), I ask the FCPE to redeem my units for cash?

(i) Taxation in France

You will not be subject to income taxes in France on the gain, if any, realized on the redemption of your units.

(ii) Taxation in Austria

Since under the leveraged formula no economic ownership of the shares is acquired, the difference between the redemption proceeds and the subscription amount paid by the employee is subject to taxation and social charges at the progressive income tax rates of currently up to 50% for annual income above € 103,072 and 55% in the highest tax bracket for annual income above € 1 million. The latter rate is applicable for years until 2026.

In addition, social security contributions of approx. 17% must be deducted and paid by the employer from your gross salary (employee contribution) and an additional approx. 21% must be paid by the employer (employer contribution). The maximum contribution base for social security contributions in 2025 is € 6,450 per month and € 12,900 per year for irregular payments, e.g. special payments and the benefit from the shares.

Applicable taxes and social charges must be withheld by the local employer.

VI. Tax or social security charges that may be applicable if my assets are transferred from the “ESOP LEVERAGE P 2025” compartment to another compartment, if I do not choose immediately to redeem my investment upon the expiration of the lock-up period

The tax treatment described here-above under V. for the redemption in cash also applies in case of a transfer of the assets from the “ESOP LEVERAGE P 2025” compartment to another compartment (i.e., if you do not choose immediately to redeem your investment upon the expiration of the lock-up period).