

ESOP 2025

Company name:
 Mr./Mrs./Ms:
 Last name:
 First name:
 Address:

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

Reservation/Subscription Form for Canada

In order to avoid any routing delays, it is recommended that the internet site (<https://esop.capgemini.com/2025>) dedicated to the ESOP 2025 offering be used for the method of subscription.

In case of subscription using this Form, it is to be returned by email to Ms Jill Thompson (email: jill.thompson@capgemini.com) no later than October 1, 2025 in order to be taken into consideration.

Subscription by personal contribution (expressed in Canadian dollars and subject to a minimum of C\$150.00):									
I decide to subscribe to the offering of shares to employees of the Capgemini Group for the amount of:	A	\$.	0 0
The amount of the foregoing personal contribution will be converted into Euros by application of the exchange rate between the Euro and the Canadian dollar that will be determined on or about November 5, 2025.									
<p>I acknowledge and agree that my employer will provide me with an interest-free salary advance for the entire amount of my personal contribution indicated in box A above and that I will repay such amount by way of salary deduction.</p> <p>The salary deduction will be applied over a three month period in substantially equal installments through consecutive after-tax payroll deductions (or additional installments in the event that it is required by local laws) as reimbursement for the salary advance made by my employer for the total amount indicated in box A above.</p> <p>The first installment will be carried out on a salary payment in the month of January 2026</p>									

I have duly noted that the subscription price will be set by the Chief Executive Officer of Capgemini SE on or about November 6, 2025, and that it will be communicated to me on or about such date via postings in my workplace and on the internet site dedicated to ESOP.

I hereby agree to be bound by the provisions of this form and the acknowledgements, representations and undertakings set forth on the reverse of this form, and acknowledge the section relating to Data Protection. Furthermore, in accordance with all applicable Canadian federal and provincial privacy and data protection laws, I expressly consent to the collection of my personal data, along with the transfer of such data to France in the manner described herein.

Date: _____, 2025

Signature:

ACKNOWLEDGEMENTS, REPRESENTATIONS AND UNDERTAKINGS

I, the undersigned, hereby acknowledge that I have read the Information Brochure for the ESOP 2025 offering, the Key Information Document of the "ESOP Leverage NP 2025" compartment of the "ESOP Capgemini" FCPE and the Local Supplement for Canada, the Leveraged Plan Subscription Agreement which were provided to me along with this reservation/subscription form, and that I subscribe for Capgemini SE shares through the FCPE within the following conditions.

Once the subscription price has been set - 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 which will be from November 12, 2025 to November 14, 2025 (inclusive). If no revocation is made during this period, my subscription will become definitive and irrevocable.

I have duly noted that, in order for my subscription to be processed, I must also complete, sign and return to Ms Jill Thompson (jill.thompson@capgemini.com) together with this form by the deadline noted above, **the Leveraged Plan Subscription Agreement included in the offering materials provided to me.** I acknowledge that my subscription may not be processed if the Leveraged Plan Subscription Agreement is not so completed and returned.

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

I have duly noted that in order to participate in ESOP 2025 I must have employment seniority of at least three months, continued or discontinued, by the last day of the revocation/subscription period, which is scheduled to be November 14, 2025. This seniority requirement may include all periods during which I was employed by a company of the Capgemini Group between January 1, 2024 and November 14, 2025.

Furthermore, my subscription order will only be taken into account as long as I still have an employment contract or hold 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 November 12, 2025 and November 14, 2025.

I have duly noted that while Crédit Agricole CIB will guarantee the Euro equivalent of my personal contribution in ESOP 2025, the contract through which the leverage mechanism of ESOP 2025 is provided could technically be cancelled by the management company that operates the ESOP Capgemini FCPE. Furthermore, Crédit Agricole CIB could default on its guarantee obligation. I acknowledge and understand that my personal contribution reflected in Euros would not be protected if either of these cases were to occur.

I have duly noted that my subscription is completed within the framework of the IGSP, to which my subscription includes membership, and that I will receive a number of units of the "ESOP Leverage NP 2025" compartment of the "ESOP Capgemini" FCPE in proportion to my investment in Capgemini SE shares. I understand that I will not be able to redeem these units for a five-year period beginning from the share delivery date, with the exception of early exit events as described in the Local Supplement.

I have duly noted that the amount of my personal contribution is in Canadian dollars while my value of my investment for units is in euro. Consequently, for purposes of my investment, my payment in Canadian dollars will be converted by Capgemini using the exchange rate applicable on November 5, 2025. I have also duly noted that any amount I receive in respect of the bank guarantee under the leveraged plan of the ESOP is also denominated in euro. During the life of ESOP 2025, the value of my investment in Capgemini shares purchased (through an FCPE) will be affected by fluctuations in the currency exchange rate between the euro and the Canadian dollar.

I hereby certify that the total amount of my subscription within the framework of ESOP 2025 does not exceed 25% of the estimated gross annual salary that I will receive in 2025 (including the bank contribution, which corresponds to 10 times my personal contribution). Accordingly, I hereby certify that, within ESOP 2025, my personal contribution is not higher than (i) 2.5% of my gross annual salary that I will receive in 2025 (base salary for 2025, variable compensation that has been paid in 2025 plus any sales incentives paid by October 31, 2025), in case this order has been submitted during the reservation/subscription period (September 12 to October 1, 2025) or (ii) 0.25% of my gross annual salary that I will receive in 2025 (base salary for 2025, variable compensation that has been paid in 2025 plus any sales incentives paid by October 31, 2025), in case this order has been submitted during the subscription/revocation period (November 12 to 14, 2025). I acknowledge that, after having read the documentation provided or made available to me in connection with the ESOP 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 provided to me;
- 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.

► I have kept a copy of this reservation/subscription order. I understand that in case of submission of a reservation/subscription order via internet in addition to a paper reservation/subscription form, the internet subscription order will prevail over the paper form.

I have duly noted that the subscription price for one Capgemini SE share held in the FCPE 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:

In the event a termination of my employment contract were to occur, for any reason whatsoever, before the complete reimbursement of the total amount of the salary advance made by my employer, I irrevocably authorize my employer to withhold from my salary, or any other amount due to me, any unpaid payroll deduction for my subscription. If I remain liable for payment to my employer as a result of my subscription, unless I settle this amount by my own means, I irrevocably grant authorization to my employer, Capgemini SE or the holder of the "ESOP Capgemini" FCPE unitholders accounts to proceed to redeem, without any prior notice whatsoever, all my FCPE units in accordance with applicable laws and regulations and to allocate the proceeds, as appropriate, towards payment of the remaining amount owed to my employer. If the proceeds from the sale are not sufficient to cover the amount owed to my employer, I acknowledge that I will remain liable to my employer for the balance owing and my employer shall have the right to file a claim against me for payment of any unpaid amounts. I understand that, by advancing funds for the purchase of Capgemini SE shares, my employer will be making a loan to me.

Data Protection:

- I understand that Capgemini SE has set up with the assistance of my employer, an offer of Capgemini shares reserved to its employees, through the compartment "ESOP Leverage NP 2025" of the FCPE "ESOP Capgemini". Under this offer, personal data provided in this reservation/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 reservations/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 reservation/subscription order shall be implemented on the basis of performance of a contract through the submission of this reservation/subscription order.

They are 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 employees personal data collected 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.

These personal data are 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). 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;

- 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 reservations/subscriptions
- ▪ 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 is Emmanuelle BARTOLI, dpcapgemini.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 all applicable Canadian federal and provincial privacy and data protection laws, I expressly consent to the collection of my personal data and/or the transfer of my personal data to France to the persons indicated above.

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: www.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