

ESOP 2025

Company name: SOGETI LUXEMBOURG S.A.
 Last name:
 First name:
 Address:

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

Reservation/Subscription Form for Luxembourg

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

In case of subscription using this Form, it is to be returned by mail during the reservation period to the following address:

Sogeti Luxembourg S.A.

To the attention of Virginie Hohl (HRBP et ESOP Correspondent) 36, Route de Longwy
 L-8080 BERTRANGE

This form must be received by October 1, 2025 at the latest in order to be taken into consideration.

My subscription by personal contribution (€100 minimum):											
I decide to subscribe to the share offering reserved for employees of the Capgemini Group for the amount of:	A	=	€						.	0	0
I will take the necessary measures to ensure that the total amount of my personal contribution will be available on December 3, 2025 at the latest on the bank account IBAN LU51 0030 8183 4289 1000 BIC BGLLLULL of Sogeti Luxembourg S.A., 36, Route de Longwy, L-8080 Bertrange, mentioning the references: ESOP 2025/LAST NAME + FIRST NAME											

I have duly noted that the subscription price will be set by the Chief Executive Officer of Capgemini SE on November 6, 2025 and that it will be communicated to me by posting it on my company's offices and published 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 acknowledge the section relating to Data Protection and the use of this data for the execution of the contract formed by sending this form.

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 of the "ESOP Leverage P 2025" compartment of the "ESOP CAPGEMINI" FCPE and the Local Supplement for Luxembourg, which were provided to me along with this reservation/subscription form, and that I subscribe 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 from November 12 to November 14, 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 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 still be employed during at least one day from November 12, 2025 to November 14, 2025 and justify a seniority of at least three months, continued or discontinued, by the last day of the revocation/subscription period, which is scheduled for November 14, 2025. This seniority condition may include all periods during which I was employed by 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 a position of executive director with a company of the Capgemini Group, that is member of the Capgemini International Group Savings Plan (hereinafter the "IGSP"), for at least one day of the revocation/subscription period between November 12 and November 14, 2025.

► 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 P 2025" compartment of the "ESOP CAPGEMINI" FCPE, in proportion to my investment in Capgemini SE shares. These FCPE units will be unavailable to me 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 noted that the units of the "ESOP CAPGEMINI" FCPE and the Capgemini shares may not be offered in the Grand Duchy of Luxembourg to persons who are not employees of the Capgemini Group and these units may not be offered or sold to the public in the Grand Duchy of Luxembourg, directly or indirectly, and the documents or other materials related to the ESOP offer given to me may not be circulated, published or put into circulation in any form in the Grand Duchy of Luxembourg.

► I acknowledge that nothing in this form or in any other document available to me in connection with this offer confers on me any right or benefit with respect to my employment contract or amounts due to me under my employment relationship or in the event of termination thereof. Participation in the Offer is not related to my employment contract or employment relationship. I acknowledge that nothing in this form or in any other document made available to me in connection with the offer confers any rights on me in connection with any future offers or with respect to any future offers. No acquired rights can be claimed.

► 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, 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, 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 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; and
- the tax treatment of my investment in ESOP.

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

► I have kept a copy of this reservation/subscription order.

I have duly noted that the subscription price for one Capgemini SE share 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.

Default of payment:

In case of default of my payment, my employer may cancel my subscription. If my subscription is not cancelled, I am obliged to pay the amount of my subscription to my employer. 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 holder of the "ESOP Capgemini" FCPE unitholders accounts to proceed to redeem, without prior notice or formal notice, all my investment in Capgemini shares through 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. 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.

Data Protection:

- I understand that Capgemini SE ("Capgemini") has set up, with the assistance of my employer, an offer of Capgemini shares reserved to its employees, through the compartment "ESOP Leverage P 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 and revocations from employees and centralising subscriptions and revocations, as well as for managing the purchase of shares hereby ordered and executing any transactions resulting from it;

- 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 order.

They are subject to the French Law n°78-17 of January 6, 1978 on data processing, data files and individual liberties, the Spanish Law 3/2018 of December 5, on Personal Data Protection and digital rights guarantee, as well as to 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 ("GDPR").

The Capgemini employees' personal data collected in this reservation/subscription order, and their transfer in France, are 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 data processor, having its corporate offices at 14, boulevard du Général Leclerc, 92200 Neuilly-sur-Seine). Such personal data shall 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 sale of all my units in the FCPE within the IGSP) any information relating to my personal data. I also have, within the limits provided for by the applicable law, the right to object to the processing of my personal data, the right to request the limitation of 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 in accordance with the application " of the law n°78-17 of January 6, 1978 relating to data processing, files and freedoms. However, I note that the exercise of one or more of these rights could result in the impossibility of accepting or maintaining my investment (without constituting a case of early release).

I can exercise these rights by writing to:

▪ my employer for collection and centralisation of subscriptions and revocations: Sogeti Luxembourg S.A. (A l'attention de Virginie HOHL, HRBP et ESOP Project Leader) - 36, Route de Longwy, L-8080 Bertrange. E-mail : virginie.hohl@sogeti.lu

▪ 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, dpocapgemini.global@capgemini.com, Capgemini SE, 11, rue de Tilsitt – 75017 Paris, France.
- the contact 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 and file a complaint before the French supervisory authority, the CNIL. For more information, please visit <https://www.cnil.fr>).

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