

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

 City:

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

Reservation/Subscription Form for Malaysia

DISCLAIMER: THIS DOCUMENT IS DIRECTED WITHIN MALAYSIA ONLY TO PERSONS WHO ARE EMPLOYEES OF THE MALAYSIAN SUBSIDIARY WHICH IS WITHIN THE GROUP OF CAPGEMINI SE (“QUALIFIED EMPLOYEES”) AND MUST NOT BE REPRODUCED OR TAKEN BY OR TRANSMITTED TO PERSONS WHO ARE NOT QUALIFIED EMPLOYEES.

Please note that any reservation or subscription can only be made through the internet site dedicated to the ESOP 2025 (<https://esop.capgemini.com/2025>). Your reservation or subscription must be submitted on the dedicated internet site latest by the last day of the reservation period (October 1, 2025) or the last day of the subscription/revocation period (November 14, 2025) in order for such reservation/subscription to be effective. By submitting a reservation or subscription online, you will be deemed to have accepted and agreed to be bound by the terms and conditions set forth in this reservation/subscription form.

Any reservation or subscription submitted using this form and returned via mail or email to Capgemini Services Malaysia Sdn Bhd will not be accepted or taken into consideration.

I, the undersigned, hereby acknowledge that I have read the Information Brochure for the ESOP offering, the Key Information Document of the “ESOP Leverage P 2025” compartment of the “ESOP CAPGEMINI” FCPE and the Local Supplement for Malaysia, which were provided to me along with this reservation/subscription form, and that I subscribe to the Capgemini shares through the FCPE under the following conditions:

My subscription by personal contribution (500 MYR minimum):										
I hereby subscribe to the capital increase reserved for employees of the Capgemini Group for the amount of (in Malaysian Ringgit):						A				
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<p>The payment for my reservation/subscription will be made through an interest-free salary advance to be provided by Capgemini Services Malaysia Sdn Bhd, which I undertake repay through three (3) instalments by way of monthly salary deductions.</p> <p>I acknowledge that the amount of the salary advance to be provided will not exceed either (i) the Reservation Period Subscription Limit (as defined below) or the Subscription Period Subscription Limit (as defined below) (whichever is applicable); or (ii) the amount of my wages for the month of October 2025 (wages as defined under the Malaysian Employment Act 1955), whichever is the lower amount (“Limit”). I confirm that my reservation/subscription amount does not exceed the Limit above.</p> <p>I hereby expressly and irrevocably authorise Capgemini Services Malaysia Sdn Bhd to deduct, on a monthly basis, equal instalments from my salary in settlement of the amount due under the salary advance corresponding to the total amount of my reservation/subscription, with the first deduction to be made from my salary for the month of December 2025 and the final deduction from my salary for the month of February 2026.</p>										

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 on the same date via postings in my workplace, and on the internet site dedicated to ESOP.

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 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 (“**Privacy Notice**”). Furthermore, in accordance with the Malaysian Personal Data Protection Act 2010, I consent to the processing of my personal data in Malaysia and the transfer thereof to France to the parties indicated in the Privacy Notice.

Date: _____, 2025

Signature :

REPRESENTATIONS AND UNDERTAKINGS

I acknowledge to have read all the information related to the ESOP 2025 share offering contained in the documents made available to me (including the local supplement prepared for my country, the brochure and the Key Information Document of the “ESOP Leverage P 2025” compartment of the “ESOP CAPGEMINI” FCPE).

I have duly noted that in order to participate in the ESOP 2025, I must complete at least three months of employment, whether continuing or discontinuing, between January 1, 2024 and the last day of the revocation/subscription period (which is scheduled for November 14, 2025) with a company within the Capgemini Group.

Furthermore, my reservation/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 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 shares. These FCPE units will be unavailable to me for a five-year period beginning from the capital increase date, with the exception of early exit events as described in the Local Supplement.

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) (“**Reservation Period Subscription Limit**”) 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 November 14, 2025) (“**Subscription Period Subscription Limit**”).

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 “FCPE ESOP” 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.

I have noted that regardless of the date of submission of my reservation/subscription, my purchase will not take effect until the final day of the subscription/revocation period (i.e., November 14, 2025).

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

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.

Termination of employment contract / Default of payment:

Should my employment contract with Capgemini Services Malaysia Sdn Bhd be terminated for whatever reason prior to the full repayment of the total amount of the salary advance granted by Capgemini Services Malaysia Sdn Bhd, I expressly and irrevocably authorise Capgemini Services Malaysia Sdn Bhd to:

- subject to all applicable laws, deduct the outstanding amount from my salary or any other sums which may be owed to me; and/or
- instruct the account holder/custodian of the FCPE to redeem part or all of my units in the FCPE, in compliance with the applicable regulations, and to allocate the necessary portion of the proceeds to pay the outstanding amount (in addition to any reasonable administrative expenses).

In the event the outstanding amount cannot be fully recovered through the methods outlined above, I undertake to settle the outstanding amount prior to my final day of employment, failing which, Capgemini Services Malaysia Sdn Bhd reserves the right to, subject to all applicable laws, take any other actions/measures it deems fit to recover the outstanding amount.

Early exit event

Should I (or my personal representative) request the redemption of all or any of my units in the FCPE after the occurrence of an early exit event before having repaid in full the salary advance granted by Capgemini Services Malaysia Sdn Bhd, I expressly and irrevocably authorise Capgemini Services Malaysia Sdn Bhd to instruct the account holder/custodian of the FCPE to deduct for Capgemini SE or Capgemini Services Malaysia Sdn Bhd the balance of the staggered payment which remains outstanding from the proceeds of the redemption of my units.

Withholding of the relevant income taxes

I acknowledge that I am responsible for any taxes that my employer (Capgemini Services Malaysia Sdn Bhd) is obliged to withhold and/or pay as a result of the taxable benefit I derive from my participation in this plan and Capgemini Services Malaysia Sdn Bhd has the right to, subject to all applicable laws, deduct any such taxes from my salary at the point such tax withholding obligation arises. Should my employment contract with Capgemini Services Malaysia Sdn Bhd be terminated for whatever reason at the point the aforementioned tax withholding obligations arise, I acknowledge that Capgemini Services Malaysia Sdn Bhd has the right to:

- subject to all applicable laws, deduct the outstanding income taxes from my salary or any other sums which may be owed to me; and/or
- instruct the account holder/custodian of the FCPE to redeem part or all of my units in the FCPE, in compliance with the applicable regulations, and to allocate the necessary portion of the proceeds to pay the outstanding income taxes (in addition to any reasonable administrative expenses).

Data Protection (English version):

I understand that Capgemini SE has set up, with the assistance of my employer (Capgemini Services Malaysia Sdn Bhd), an offer of Capgemini shares reserved for 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, having its corporate office at 11 rue de Tilsitt, 75017 Paris, France, and my employer (Capgemini Services Malaysia Sdn Bhd), as data controllers for communicating and collecting reservations/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.

The 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.

The processing and free movement of my personal data 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, as well as the Malaysian Personal Data Protection Act 2010.

The collection and processing of my personal data in this reservation/subscription order, and the transfer of such personal data to France, are necessary and required for my participation in the ESOP 2025 offer. In the absence of such personal data, my subscription cannot be processed. These personal data will be processed by Capgemini SE, my employer (Capgemini Services Malaysia Sdn Bhd), 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 this 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 (Capgemini Services Malaysia Sdn Bhd) for the collection and centralisation of reservations/subscriptions at Suite 12-04 & 12-05, Level 12, Menara Tan & Tan, 207 Jalan Tun Razak, 50400 Kuala Lumpur, Malaysia, to the attention of Cornelia Tay Suet Cheng at cornelia.tay-suet-cheng@capgemini.com; or by contacting Cornelia Tay Suet Cheng at +603 2603 5588.

▪ Amundi ESR for registrar and account holding:

- By mail at : **Amundi ESR - Service Contrôle Interne et Conformité - 26956 Valence Cedex 9, France.**
- By email 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 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>.

Data Protection (Malay version):

Saya memahami bahawa Capgemini SE telah menyediakan, dengan bantuan majikan saya (Capgemini Services Malaysia Sdn Bhd), tawaran saham Capgemini yang dikhaskan untuk pekerjaannya, di bawah bahagian "ESOP Leverage P 2025" FCPE "ESOP Capgemini". Di bawah tawaran ini, data peribadi yang diberikan dalam pesanan tempahan/langganan ini hendaklah menjalani proses data elektronik oleh:

- Capgemini, yang mempunyai pejabat korporatnya di 11 rue de Tilsitt, 75017 Paris, Perancis, dan majikan saya (Capgemini Services Malaysia Sdn Bhd), sebagai pengawal data untuk komunikasi dan mengumpul tempahan/langganan daripada pekerja, dan memusatkan tempahan/langganan;

- Amundi ESR, yang mempunyai pejabat korporatnya di 91-93 boulevard Pasteur – 75015 Paris – Perancis, sebagai pengawal data untuk pemegang pendaftar dan pemegang akaun unit aset saya yang dilanggan dalam rangka kerja IGSP dan FCPE yang berkaitan.

Pemprosesan data peribadi saya dalam pesanan tempahan/langganan ini hendaklah dilaksanakan berdasarkan pelaksanaan kontrak melalui penyerahan pesanan ini.

Pemprosesan dan pergerakan bebas data peribadi saya tertakluk kepada Undang-undang Perancis n°78-17 bertarikh 6 Januari 1978 mengenai pemprosesan data, fail data dan kebebasan individu dan Peraturan EU mengenai Perlindungan Data (2016/679) Parlimen Eropah dan Majlis bertarkh 27 April 2016 mengenai perlindungan individu, serta Akta Perlindungan Data Peribadi Malaysia 2010.

Pengumpulan dan pemprosesan data peribadi saya dalam pesanan tempahan/langganan ini, dan pemindahan data peribadi tersebut ke Perancis, adalah sesuatu kemestian dan diperlukan untuk penyertaan saya dalam tawaran ESOP 2025. Sekiranya data peribadi saya tidak diberikan sedemikian, langganan saya tidak dapat diproses. Data peribadi ini akan diproses oleh Capgemini SE, majikan saya (Capgemini Services Malaysia Sdn Bhd), Amundi ESR dan oleh mana-mana orang lain yang diberi kuasa secara nyata untuk memproses data (seperti agensi komunikasi Butterfly, sebagai subkontraktor yang mempunyai pejabat korporatnya di 14, boulevard du Général Leclerc, 92200 Neuilly-sur-Seine). Data peribadi tersebut juga akan disimpan untuk masa yang diperlukan untuk menyelesaikan urusan niaga ini dan untuk tujuan pengurusan aset saya dalam IGSP dan FCPE yang berkaitan (iaitu, sehingga penebusan aset saya, atau dalam kes pembatalan, 12 bulan selepas tarikh penyelesaian/penyampaian) dan selepas itu untuk tujuan pengarkiban (sehingga tamat tempoh had untuk sebarang pertikaian yang berkaitan dengan aset tersebut), dan untuk memenuhi sebarang keperluan undang-undang yang berkenaan;

Saya mengambil perhatian bahawa saya boleh menggunakan hak saya untuk mengakses, meminda dan membetulkan atau memadam (selepas pembelian semua unit saya dalam FCPE dalam konteks IGSP) sebarang data peribadi, serta menghadkan pemprosesan data saya atau membantah kepada pemprosesan data saya, dan untuk menentukan arahan berhubung dengan simpanan, pemadaman dan komunikasi data peribadi saya selepas kematian saya:

- dengan menulis kepada majikan saya (Capgemini Services Malaysia Sdn Bhd) untuk pengumpulan dan memusatkan tempahan/langganan di Suite 12-04 & 12-05, Level 12, Menara Tan & Tan, 207 Jalan Tun Razak, 50400 Kuala Lumpur, Malaysia, untuk perhatian Cornelia Tay Suet Cheng di cornelia.tay-suet-cheng@capgemini.com; atau dengan menghubungi Cornelia Tay Suet Cheng di +603 2603 5588.

- Amundi ESR untuk pendaftar dan pemegang akaun:

- Melalui mel di : **Amundi ESR - Service Contrôle Interne et Conformité - 26956 Valence Cedex 9, Perancis.**

- Melalui e-mel di : amundipersonaldataprotection@amundi.com

Saya faham bahawa:

- Pegawai Perlindungan Data di Capgemini ialah Emmanuelle BARTOLI, dpcapgemini.global@capgemini.com, Capgemini SE, 11, rue de Tilsitt – 75017 Paris, Perancis.

- butiran Pegawai Perlindungan Data kumpulan Amundi ialah : AMUNDI - DPO - BSC/SEC/PCA - 91-93 boulevard Pasteur - 75015 PARIS atau melalui e-mel ke dpo@amundi.com

Saya juga faham bahawa saya boleh menghubungi pihak berkuasa penyeliaan Perancis, CNIL, mengenai semua soalan yang berkaitan dengan perlindungan maklumat peribadi saya, atau dengan pihak berkuasa penyeliaan saya. Maklumat boleh didapati di <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.