

ESOP 2025

Company name: Capgemini Polska sp. z o.o.
 Mr./Mrs./Ms:
 Last name:
 First name:
 Address:

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

Reservation/Subscription Form for Poland

In order to avoid any routing delays, it is recommended that the internet site dedicated to ESOP 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 address of my company’s HR Services Department (CAPGEMINI Polska, Aleja Pokoju 18E, 31-564 Kraków). This form must be received by October 1, 2025 at the latest in order to be taken into consideration.

My subscription by personal contribution (expressed in your local currency and subject to a minimum of PLN 500):										
I decide to subscribe to the share offering reserved for employees of the Capgemini Group for the amount of:	A=	PLN							.	0 0
The amount of your personal contribution will be converted into Euro by application of the exchange rate between the Euro and your currency on November 5, 2025.										
In order to settle the total amount of my personal contribution, I choose the following method of payment below:										
<input type="checkbox"/> by bank wire transfer or direct in-payment (please refer to the Local Supplement for more details)										

I have duly noted that the subscription price will be set in Euro by the Chief Executive Officer of Capgemini SE on November 6, 2025 and that it will be communicated to me on the internet site dedicated to ESOP.

I have noted that subscription is in Euros. Consequently, the amount of my payment will be converted into Euros at the exchange rate as of November 5, 2025. Throughout the duration of my investment, the value of my assets will be subject to exchange rate fluctuations between the Euro and Polish zloty. Thus, if the value of the Euro increases against Polish zloty, the value of my assets expressed in Polish zloty will increase. Conversely, if the value of the Euro weakens against the currency of my country, the value of my assets, expressed in Polish zloty, will decrease

I hereby undertake to comply with the representations and undertakings set forth on the reverse of this form. I acknowledge and confirm the section relating to processing of my personal data (section *Data Protection*).

Date: _____, 2025

Signature:

REPRESENTATIONS AND UNDERTAKINGS

I, the undersigned, hereby acknowledge that I have read the information document, 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 Poland, which were provided to me along with this reservation/subscription form, and that I subscribe Capgemini SE shares which will be placed in the custody of the FCPE within the following conditions.

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 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 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 the Capgemini SE shares to which I have subscribed will be held in custody of the FCPE and that my subscription for Capgemini shares 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. These FCPE units (and consequently my investment in Capgemini shares) 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 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 9 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 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.

▶ 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 be the subscription retained.

▶ 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.

I have noted that I am entirely free to participate or not participate in this offer. My decision in this regard will have no influence, either positive or negative, on my employment within the Capgemini Group, and I should not deduce from this document, or any other documentation received in relation to this offering, any right or claim in relation to my employment. Participation in this offer is distinct from my contract of employment and does not form an integral part of it.

Default of payment:

In case of default of my payment or insufficient funds in my bank account, 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.

Taxation:

I hereby authorise my employer or any member of the Capgemini Group to deduct from my pay any tax and social security contributions (or similar) which may be due in relation to the acquisition, holding, disposal or redemption of units of the "ESOP Leverage P 2025" compartment of the FCPE "ESOP CAPGEMINI" representing my investment in Capgemini SE shares, acquired pursuant to this reservation/subscription order (my "Tax Liability").

In addition, where my employment ceases as a result of my resignation or dismissal (otherwise than by reason of redundancy), I agree that my employer or any member of the Capgemini Group may deduct from my pay any secondary social security contributions (or similar) which may be due in relation to the disposal or redemption of units of the "ESOP Leverage P 2025" compartment of the FCPE "ESOP CAPGEMINI" representing my investment in Capgemini SE shares, acquired pursuant to this reservation/subscription order (the "Secondary Tax Liability").

If my pay is insufficient to enable my employer or any member of the Capgemini Group to deduct the full amount of my Tax Liability and/or Secondary Tax Liability, I hereby undertake to meet my Tax Liability and/or Secondary Tax Liability in full by bank wire transfer to my employer within 7 days of notification of such liability by my employer or any member of the Capgemini Group.

As an alternative to a deduction from pay and/or payment by a bank wire transfer, my employer and/or any member of the Capgemini Group may arrange for a withholding from my investment (including upon redemption) of a sufficient amount to cover my Tax Liability and/or Secondary Tax Liability.

I agree that, following a redemption of my investment, the proceeds of redemption will be remitted to my employer or another member of the Capgemini Group as my agent in order that my Tax Liability and/or Secondary Tax Liability or any amounts owing to my employer may be deducted from such redemption proceeds and, following such deduction, agree that the remaining proceeds will be transferred to me to the address and/or account details provided by me to Amundi ESR (the entity acting as account holder) or any other person operating within the framework of the ESOP offering and for the management of my assets in the IGSP.

Data Protection:

- I understand that Capgemini SE has set up, with the assistance of my employer, an offer of Capgemini SE 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 and information processed in order to prepare and inform me about the aforementioned offer (most of all – name, surname, contact details, national ID number, employing entity and job position) 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 subscriptions;

- My personal data can be transferred by Capgemini for the purpose specified below to Amundi ESR, having its corporate office at 91-93 boulevard Pasteur – 75015 Paris – France, as a separate data controller for register holding and unit account holding of my assets subscribed within the framework of the relevant IGSP and FCPE.

Processing of my personal data is 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 natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation) ("GDPR").

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.

Processing of my personal data is voluntary but provision of the data is necessary to take steps prior to entering into the share offering and for my participation in the share offering. My personal data will be processed and transferred to France in order to perform my participation in the share offering (legal basis – art. 6.1.b of GDPR), for bookkeeping, calculation of taxes and compliance with other legal obligations imposed on data controller (legal basis – art. 6.1.c of GDPR) and is necessary for the purposes of legitimate interests pursued by Capgemini SE (legal basis – art. 6.1.f of GDPR) such as administration of the share offering and establishment, exercise or defense of legal claims and for administration of ESOP 2025 in the controller's group. In case of requesting early exit from the plan I may provide sensitive personal data in order to inform about the reason for the earlier leave – in such case I voluntarily provide the personal data and I consent for its processing (legal basis – art. 6 sec. 1 let a GDPR and art 9 sec. 2 let. a of the GDPR).

My personal data will be processed by Capgemini SE and may be transferred to my employer, Amundi ESR and to other service providers 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; bookkeepers, lawyers, IT service providers). I understand that some of my data is provided by the entity which employs me. My personal data will not be transferred to the states or international organisations outside the European Economic Area.

- I note that in the cases and to the extent specified in the GDPR I may exercise my right to access, amend and correct or delete any personal data as well as the right to request restriction of processing of my data, and right to data portability. I may also define directives in relation to the bookkeeping, deletion and communication of my personal data after my death. I also have the right to withdraw my consent to the processing of personal data at any time, which will not affect the legality of data processing based on it before its withdrawal.

- Pursuant to the provisions of the GDPR, under some circumstances I may have also a right to object to the processing of my personal data.

- I may exercise my rights by writing to:

- my employer for collection and centralisation of subscriptions:
 - by mail at: CAPGEMINI Polska, Aleja Pokoju 18E, 31-564 Kraków
 - e-mail: dprequestpoland.pl@capgemini.com
- 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, dpo@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, as well as to lodge a complaint regarding processing of my personal data (Information may be found at <https://www.cnil.fr>) or other competent supervisory authority, e.g. President of Office of Personal Data Protection in Poland (Information may be found at <https://uodo.gov.pl/pl>).

I understand that I will not be the subject of decision based solely on automated processing, including profiling.

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.