

ESOP 2025

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

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

Reservation/Subscription Form for Romania

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

In case of subscription using this Form, it is to be returned by mail during the reservation period to the address indicated in the Information Document. 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 local currency and subject to a minimum of 500 RON):													
I decide to subscribe to the share offering reserved for employees of the Capgemini Group for the amount (in RON) of:										A =	.	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 one of the two methods of payment below													
<input type="checkbox"/> By salary deduction in six monthly installments I have duly noted that payment by salary deduction will be applied in six equal monthly installments, as reimbursement for the salary advance made by my employer for the total amount indicated in box A. The first installment will be carried out on my December 2025 salary paid on 10th of January 2026.													
<u>Or</u>													
<input type="checkbox"/> By wire transfer 1 st December 2025 Information with respect to the wire transfer payment method are available in the Local Supplement for Romania.													

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 that day via postings in my workplace, and on the internet site dedicated to ESOP.

I hereby understand and empower my employer to advance to Capgemini the amount corresponding to my subscription where I opted for payment by salary deduction.

I hereby agree to be bound by the representations and undertakings set forth on the reverse of this form, and in particular I acknowledge the section relating to Data Protection.

Date: _____, 2025

Signature:

REPRESENTATIONS AND UNDERTAKINGS

I, the undersigned, hereby acknowledge that I have read the Information Brochure for the ESOP 2025 offering, the Information Document for ESOP Offering, the Key Information Document of the "ESOP Leverage P 2025" compartment of the "ESOP CAPGEMINI" FCPE and the Local Supplement for Romania, 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 Local Supplement, Information Document, Employees Brochure, and the regulations and Key Investor Information Document of the "ESOP Leverage P 2025" compartment of the "ESOP CAPGEMINI" FCPE, available on the intranet site dedicated to the Offering.

▶ I have duly noted that in order to participate in ESOP 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 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 (inclusive).

▶ 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 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).

▶ In case I opted for payment of Capgemini shares by salary deduction, I duly authorize my employer to withdraw from my salary the relevant instalments. I acknowledge that each monthly instalment cannot exceed 1/3 of my net monthly remuneration and, together with any other salary deductions, 50% of my net monthly remuneration.

▶ I acknowledge that, after having read the documentation provided or made available to me within the framework of 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 and the Information Document on ESOP 2025;
- 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
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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 the event of a default of payment by wire transfer, my subscription request may be automatically cancelled.

Payment by salary deduction:

In the event a termination of my employment contract were to occur, for any reason whatsoever, before the complete reimbursement by monthly installments 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 or the holder of the "ESOP CAPGEMINI" FCPE unitholders accounts to proceed to the redemption, without any prior notice whatsoever, of all my FCPE units in accordance with application 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.

Data Protection:

I understand 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", and for the purposes of the management of the IGSP.

Any data processing operations undertaken in the context of such offering are subject to the French Law n°78-17 of January 6, 1978 on data processing, data files and individual liberties, 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 **GDPR**) as well as Romanian legal enactments in data privacy field.

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 subscriptions and revocations;
- My employer, as data controller for managing subscriptions and the offering procedure;
- 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 (Art. 6 Para 1 let. b of GDPR).

The processing also occurs based on the legitimate interest of my employer and Capgemini SE to manage any group subscriptions and exercise any of its rights, including management of ESOP Offering with the help of external services providers (Article 6 Para 1 let. f) of GDPR), as well as on any legal obligations imposing to process personal data in the context of the ESOP Offering (Art. 6 Para 1 let. c) of GDPR).

The Capgemini employees' personal data collected in this reservation/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), as well as further to such term, where legal archiving obligations are incident or the data is needed for defending or exercising a right in the context of a legal claim.

My data is also accessed by the subscription-pooling entity and account holder (Amundi ESR), the management

company of the FCPE (Amundi Asset Management) and by any other entity expressly authorised to receive and hold such information and to process such information for the sole purposes of the management of the IGSP and the FCPE, the keeping of accounts and the electronic storage of such data (Art. 6 para. 1 let. f of GDPR).

I acknowledge that I may exercise the following rights:

Access my data: I have the right to obtain from Capgemini confirmation that it is processing my personal data, as well as information on the specific nature of such processing, such as the purpose, the categories of processed personal data, the recipients of the data / third party entities that have access to my data), the period for which my data is retained, my specific rights.

Rectification: I may request us to modify my incorrect personal data or, if necessary, complete my data that is incomplete, including by providing Capgemini with relevant additional data.

Erasure: I can ask to delete my personal information when:

- these are no longer necessary for the purposes for which they have been collected and processed
- my data are processed contrary to law.
- my data must be erased in accordance with local / European law.

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 subscriptions and revocations:

RO, HR Administration hradministration.ro@capgemini.com

RO, HR_Admin Iasi hr_adminiasi.ro@capgemini.com

hr.ro@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

Opposition: I may oppose any time for a reason related to my situation to the processing of my personal data based on our legitimate interests.

Restriction: I may request that certain personal data be marked as restricted while complaints about the accuracy, topicality of my data and the lawfulness of their processing are processed, and when although Capgemini no longer needs my data, it must retain it for the purpose of establishing, exercising or defending a right in court.

Portability: I can request that data is provided to me or transferred to another controller, as long as technically feasible.

I can exercise the above privileges by contacting Capgemini Employee HR Department.

If I exercise my rights by electronic means, Capgemini will send me requested information on the same communication path in an electronically accessible format if I do not indicate any other means of contact or I ask Capgemini to provide my information in another format. Such reply will usually occur in about one month from the receipt of my request. If the processing of my request takes longer, Capgemini will notify you in the same term as to when it can answer. In any case, Capgemini will respond to my request within 3 months as of receiving it.

Making a Complaint: I can file a complaint about our processing with the France Supervisory Authority the CNIL and the Romanian data protection authority - ANSPDCP where there has been a violation of my rights.

I note that

- For any details on the above I may contact Capgemini's data protection officer at Capgemini, 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 my supervisory authority, the ANSPDCP. Information may be found at <https://www.cnil.fr/> or <https://www.dataprotection.ro/>.

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.