



## **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" plan of the "ESOP Capgemini" FCPE and the Local Supplement for Singapore, which were provided to me along with this reservation/subscription form, and that I subscribe for Capgemini SE shares through the FCPE subject to 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, 2025 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 be an employee of a Capgemini company participating in ESOP 2025; (b) have accumulated at least three months of service (whether continuously or non-continuously) between January 1, 2024 and November 14, 2025, being the last day of the revocation/subscription period; and (c) employed for at least one day between 12 November 2025 to 14 November 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 a member to the Capgemini International Group Savings Plan (hereinafter the "IGSP").

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" plan 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 as well as in the Information Brochure.

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; and
- 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.

### **Default of payment:**

In the event of a default of payment by salary deduction, my reservation/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 payment made by my employer on my behalf, 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". Under this offer, personal data provided in this reservation/subscription order shall be collected, used and disclosed, and 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

- 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 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, as well as the Personal Data Protection Act 2012 of Singapore.

- The Capgemini employee 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 collected, used, processed and disclosed by Capgemini SE, my employer, Amundi ESR, the management company of the FCPE (Amundi Asset Management) and each of their service providers and agents or 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 subscriptions at 12 Marina Boulevard #30-01 Marina Bay Financial Centre Tower 3 Singapore 018982

Amundi ESR for registrar and account holding:

- By mail at: Amundi ESR - Service Contrôle Interne et Conformité - 26956 Valence Cedex 9, France; and
- By e-mail at: [amundipersonaldataprotection@amundi.com](mailto:amundipersonaldataprotection@amundi.com).

I note that:

- the Data Protection Officer at Capgemini is Emmanuelle BARTOLI, [dpocapgemini.global@capgemini.com](mailto: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](mailto: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 the Personal Data Protection Act 2012 of Singapore, I expressly consent to the collection, use and disclosure of my personal data by Capgemini SE, my employer, the subscription-pooling entity and account holder (Amundi ESR), the management company of the FCPE (Amundi Asset Management), as well as each of their service providers, agents or any other person or entity acting on behalf of them, for or in connection with administration, management and/or implementation of the IGSP, the "ESOP Leverage P 2025" FCPE, the keeping of accounts, archiving and compliance with applicable laws and regulations; and/or the transfer of my personal data to France to the persons indicated above.

In addition, if I decide to withdraw my consent regarding the use of my personal information, I have noted that there may be legal consequences which depend on the scope of the withdrawal of my consent which will be described at the point of consent withdrawal. Under no circumstances can the withdrawal of my consent result in a right to redeem my investment prior to the end of the lock-up period as described in the Local Supplement.

**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.