ESOP 2025

Company name: .....
Mr./Mrs./Ms: .....
Last name: .....
First name: .....
Address: .....
.....
City: .....
Personal identity number:.....
E-mail: …….
Global Group ID (GGID): ……...

Reservation/Subscription Form for Sweden

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

In case of subscription using this Form, it is to be returned by mail during the reservation period to the following addresses: This form must be received by October 1, 2025, <u>at the latest</u> in order to be taken into consideration.

For employees of Capgemini-companies the form shall be submitted to:
Capgemini Sverige AB/Payroll
Box 875
851 24 Sundsvall

For employees of Sogeti-companies the form shall be submitted to:
Sogeti Sverige AB/Payroll
Box 875
851 24 Sundsvall

My subscription by personal contribution (expressed in your local currency and subject to a minimum of 1,200 SEK):										
I decide to subscribe to the capital increase reserved for employees of the Capgemini Group for the amount 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 authorize my employer to deduct the subscription amount from my salary in December 2025.										

I have duly noted that the subscription price will be set by the Chief Executive Officer of Capgemini SE and that it will be communicated to me on November 6, 2025 via postings in my workplace, and 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 in particular the data protection section.

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 Classic 2025" compartment of the "ESOP CAPGEMINI" FCPE, the SAR Information Notice and the Local Supplement for Sweden, 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, 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 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 acknowledge that if I subscribe through the "ESOP Classic 2025" compartment of the FCPE "ESOP CAPGEMINI ", I will be granted SARs by my employer and that my rights under these SARs are described in the SAR Information Notice included in my subscription kit. The Information Brochure also contains a description of the SAR mechanism.

► 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 Classic 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 capital increase date, with the exception of early exit events as described in the Local Supplement.

► 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).
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► 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 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 Cagemini" 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.

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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 Classic 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 from employees, and centralising 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.

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

- The Capgemini employees personal data requested 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) 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: Capgemini AB and Sogeti AB, Box 875, 851 24 sundsvall
▪ 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 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.

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.