

# Capgemini employee share ownership plan LOCAL SUPPLEMENT FOR SWEDEN



**You have been invited to invest in shares of Capgemini SE in the Capgemini Group employee share ownership plan 2025 ESOP. You will find below a brief summary of the local offering information and principal tax consequences relating to the offering.**

**For a more complete description of the offering, please refer to the employee brochure provided to you together with this Local Supplement and to the regulations and Key Information Document of the "ESOP Classic 2025" compartment of the "ESOP CAPGEMINI" FCPE, available on the intranet site dedicated to the Offering.**

## Local Offering Information

### Eligibility

All current employees of Capgemini Sweden, in each case subject to a minimum employment condition of three months since January 1, 2024, up to the last day of the revocation period (November 14, 2025), employed for at least one day between November 12, 2025 to November 14, 2025.

### Reservation and Revocation Periods

The reservation period starts on September 12, 2025 and lasts until October 1, 2025 (inclusive). During the reservation period, you will be able to submit your orders to subscribe Capgemini SE shares. During the reservation period you can place an order for maximum 2.5% of your estimated gross salary over 2025. The estimated gross salary will be calculated taking into account both your fixed salary and your variable salary over 2025. If the amount of your subscription exceeds this, your subscription may automatically be reduced to 2.5% of the estimated gross annual salary that you will receive in 2025.

The revocation period starts on November 12, 2025 and lasts until November 14, 2025 (inclusive). During the revocation/subscription period, you may revoke your order, in its entirety only, if you wish. During this period you can submit a subscription for maximum 0.25% of your estimated gross salary. Upon the expiration of the revocation/subscription period, outstanding orders become binding and irrevocable.

### Subscription Price

The subscription price will be set by the CEO of Capgemini SE on November 6, 2025, as the average of the daily volume-weighted average prices of the Capgemini share over the 20 trading days preceding the decision of the CEO (the "Reference Price"), minus a 12,5% discount (the «Subscription Price»). It will be communicated to you on that day via postings in your workplace, and on the internet site dedicated to ESOP.

In addition, you will be granted SARs by your employer. Your rights under these SARs are described in the SAR Information Notice included in your subscription kit.

It is to be noted that your subscription is in euro. Consequently, for purposes of your subscription, the amount of your payment in SEK will be converted using the exchange rate that will have been communicated to you prior to the revocation period. During the life of your investment, the value of the Capgemini SE shares subscribed through the FCPE will be affected by fluctuations in the currency exchange rate between the euro and SEK. As a result, if the value of the euro strengthens relative to SEK, the value of the shares expressed in local currency will increase. On the other hand, if the value of the euro weakens relative to your SEK, the value of the shares expressed in SEK will decrease.

## Method of Payment

The deduction of the subscription price from your salary will be made in December 2025.

## Stock Appreciation Rights (SARs)

In addition, if you subscribe for FCPE Units, you will be granted a “bonus” in the form of Share Appreciation Rights (“SARs”) by your employer. Your rights under these SARs are detailed in the SAR Information Notice included in your subscription kit. The SAR mechanism is also described in the Information Brochure.

Thanks to the SAR mechanism, at the end of the lock-up period, you will receive 100% of your personal investment plus a part of the weighted average increase, if any. The weighted average increase will be equal to the difference between the average of the closing prices of the Capgemini SE share on the 15th of each month (if this day is not a trading day and a business day in France the Share price will be recorded the day which is a trading day and business day in France immediately preceding that day) for each of the 5 years of the lock-up period (see below the “Early Exit Events”) and the reference price. If the share price is lower or equal to the reference price, the reference price will be registered for the calculation of the protected average increase.

**All payments under the SAR mechanism, in respect of decrease in the share price and/or increase, will be considered to be taxable income (see below in the tax section under “Taxation when I receive the SAR pay-out”).**

## Early Exit Events - In which cases shall an early redemption occur?

In consideration of the benefits granted under this offering, your investment must be held for a period ending on December 18, 2030, except in the case of early exit events listed below:

- Termination of the employment contract
- Disability of the employee
- Death of the employee

In the event of occurrence of one of these events, the payment of the SAR (potential SAR indemnity payment and SAR gain) and the redemption of your FCPE units will be done automatically.

In addition, early release may be required (in which case, the redemption of your FCPE units and the payment of the SAR will be done automatically), upon Capgemini SE decision, in case of:

- Transfer to a Capgemini entity which located in a non-SAR country or to a non-participating country (transfer to a Capgemini entity located in another SAR country does NOT constitute an early exit case); or
- Employer entity leaving the Capgemini Group (Change of control of the employer)

Applications for early release of funds will be made by your employer.

## Labor Law

Please note that this offering is provided to you by the French company Capgemini, not by your local employer. The decision to include a beneficiary in this or any future offering is taken by Capgemini in its sole discretion. The offering does not form part of your employment agreement and does not amend or supplement such agreement. Participation in the offering does not entitle you to future benefits or payments of a similar nature or value, and does not entitle you to any compensation in the event that you lose your rights under the offering as a result of the termination of your employment. Benefits or payments that you may receive or be eligible for under the offering will not be taken into consideration in determining the amount of any future benefits, payments or other entitlements that may be due to you (including in cases of termination of employment).

## Tax Information for Employees in Sweden

*This summary sets forth general principles that are expected to apply to employees who (i) are fully resident in Sweden for the purposes of the tax laws of Sweden and the Convention between Sweden and the French Republic for the avoidance of double taxation dated 27 November 1990 (the "Treaty") and (ii) are entitled to the benefits of the Treaty. For definitive advice, employees should consult their own tax advisors regarding the tax consequences of subscribing to Capgemini SE shares through the compartment "ESOP CLASSIC 2025" of the Fonds Commun de Placement d'Entreprise ("FCPE") "ESOP CAPGEMINI" in this offering.*

*This summary is given for informational purposes only and should not be relied upon as being either complete or conclusive.*

*The tax consequences listed below are described in accordance with Swedish and certain French tax law and tax practices, as well as the Treaty, all of which are applicable in May 2025. These laws, practices and the Treaty may change over time.*

### Upon subscription

#### **I. Will I be required to pay any tax or social security charges at the moment of subscription?**

The discount on the Capgemini shares will be reported as taxable employment income. Note that the taxable amount for the discount will be calculated as the listed price of the Capgemini share on the last date of the revocation period, less the subscription price. It means that the taxable discount for purposes of Swedish tax law may not be 12.5%, which is the discount offered on the reference price determined in accordance with French law.

The tax rates for ordinary income in 2025 are: 30% on (annual) taxable income not exceeding SEK 625,800 and at 50% above this threshold (at 30% municipal tax rate).

The taxable income relating to the discount is also subject to social security charges. Employee social security charges amount to 7%. Employee social security charges are maximum SEK 45,500 and correspond to an automatic reduction of income tax with the same amount.

The local employer will withhold income tax (including any employee social security charges) for the taxable discount.

### During the life of the Plan

#### **II. Will I be required to pay any tax or social security charges on dividends?**

Under the ESOP offering, if Capgemini distributes dividends, any such dividends will be automatically reinvested by the "ESOP Classic 2025" compartment of the FCPE "ESOP CAPGEMINI" in additional shares (in such case the value of the Units will increase to reflect this dividend reinvestment).

##### **(i) Taxation in France**

In the absence of a distribution to employees by the FCPE of the dividends received from Capgemini, no withholding tax will be levied in France.

##### **(ii) Taxation in Sweden**

Dividends reinvested in the FCPE are not subject to tax in Sweden at the time of reinvestment.

### Upon redemption

#### **III. Will I be required to pay any tax or social security charges when, at the end of the lock-up period (or in the event of an automatic early exit event), I ask the FCPE to redeem my units for cash and benefit from the SAR pay-out?**

##### **1. Taxation upon redemption of my FCPE Units**

##### **(i) Taxation in France**

You will not be subject to income taxes in France on the gain, if any, realized on the redemption of your units.

**(ii) Taxation in Sweden**

There is no automatic taxation at the end of the 5 year lock-up period, you will become subject to tax only at the moment of redemption of your units.

When the Compartment units are redeemed, for cash or shares, the amount of cash received (alternatively the fair market value of the shares received) less the cost basis of the FCPE units is taxed as capital income at the capital income tax rate of 30%. The cost basis for the FCPE units is the subscription price originally paid, plus the amount of taxable income at subscription relating to the discount, if any. No social security charges will be levied. A capital loss on the redemption of units is generally deductible at 70% (at the 30% tax rate).

Tax payable at redemption is payable by yourself into your individual tax account. The employer will make no withholding. In order to avoid surcharges tax should be paid in February or May (variable dates and depending on the amount) of the year following the income year in which the redemption occurs.

**2. Taxation when I receive the SAR pay-out**

Any payment in connection with the SAR will be reported as taxable employment income and will be subject to social security charges. See above in Section I as for tax rates etc. The local employer will make withholding of tax (including any employee social security charges) at the time of payment.

**IV. What are my reporting obligations with respect to the subscription, holding and redemption of the FCPE units as well as the payment of dividends, as applicable?**

The taxable ordinary income relating to the discount at subscription and SAR payments will be reported by your employer and should be included in the information already printed on the tax return, for you to approve. A gain or loss at the redemption of FCPE units are not reported by your employer and should be reported by you on the tax return.