

# Capgemini SE Employee Share Ownership plan LOCAL SUPPLEMENT FOR SWITZERLAND



**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 Leverage P 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 Switzerland, , in each case subject to a minimum employment condition of three months continued or discontinued since January 1, 2024, up to the last day of the revocation period (November 14, 2025), with a non-terminated employment contract at the time of the offer, i.e. the last day of the revocation period November 14, 2025.

In addition, such employee must be employed at the time of submission of the subscription form and have an unexpired employment contract at the end of the subscription period.

### 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 through an FCPE. During the reservation period, you can place an order for up to 25% of your estimated gross salary in 2025, with the shares financed by the Bank under the Leveraged Plan counting towards the 25% limit. As the Bank will finance ten times the amount you invest, your investment cannot exceed 2.5% of your estimated gross salary in 2025. The estimated gross salary will be calculated taking into account both your fixed salary and your variable salary. 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 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 over 2025. Upon the expiration of the revocation 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. It will be communicated to you on that day on the internet site dedicated to ESOP.

It is to be noted that your subscription is in euro. Consequently, for purposes of your subscription, the amount of your payment in Swiss Francs 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 Fonds Commun de Placement d'Entreprise ("FCPE") will be affected by fluctuations in the currency exchange rate between the euro and the Swiss Franc. As a result, if the value of the euro strengthens relative to the Swiss Franc, 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 Swiss Franc, the value of the shares expressed in Swiss Francs will decrease.

## Method of Payment – What are the payment methods available for my subscription?

The following payment method is made available:

- By salary deduction in one instalment in December 2025.

## Securities Notices

The Capgemini offer via the "ESOP CAPGEMINI" FCPE and its compartments is an employee benefit plan and is exclusively offered to eligible employees of the participating companies of the Capgemini group. In accordance with article 120 (5) of the Swiss Federal Act on Collective Investment Schemes, these FCPEs have not been approved by the Swiss Financial Market Supervisory Authority (FINMA) with regards to their offering as a foreign collective investment scheme in Switzerland. The units in the "ESOP CAPGEMINI" FCPE may only be offered and this offering documentation may only be distributed in or from Switzerland as part of such employee benefit plan.

## Early Exit Events - In which cases may I ask for an early redemption ?

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:

- (i) Termination of the employment contract;
- (ii) Disability of the employee; and
- (iii) Death of the employee

In these circumstances, you (or your personal representatives) would need to request an early redemption as this would not be automatic.

Attention is drawn to the fact that a change of employer, where the new employer is an entity participating to ESOP in a country under the same structure as Switzerland, i.e. the FCPE's "ESOP Leverage P" compartments, shall not constitute an early exit case. On the other hand, a change of employer, where the employer is an entity participating to ESOP in a country under a different structure, or to a non-participating country, may constitute, upon Capgemini's decision, an early exit case.

These early exit events are defined by French law and must be interpreted and applied in a manner consistent with French law. You should not conclude that an early exit event is available unless you have described your specific case to your employer and your employer has confirmed that it applies to your situation, upon your providing of the requisite supporting documentation.

Early redemption may also be possible upon Capgemini SE's decision if the legal entity that employs you ceases to be a Capgemini SE subsidiary.

## Redemption at full term

Once your investment becomes available for redemption you will be informed of this availability and you may request a redemption of your investment in cash or you may continue to hold the value of your investment (but without any further leveraged effect) in a new fund which invests in Capgemini SE shares. All redemption proceeds will be sent to your employer (or former employer) in order that the correct taxes (see tax section below) may be deducted before the net amount is then remitted to you.

## Voting rights

As long as your Capgemini SE shares are held by the FCPE, the voting rights pertaining to such shares will be exercised by the elected members of the supervisory board of the FCPE representing the unitholders on behalf of the employees.

## Labor Law Disclaimer

Please note that your decision to participate in this offer is voluntary and personal. Your decision in this will have no effect, positive or negative, on your employment relationship with the Capgemini Group. Please also 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).

## Data Protection

Please note that the personal data provided at the time of subscription will be transferred to your employer for salary accounting purposes. In addition, your employer may be required to inform the relevant cantonal tax authorities of the details of your participation in the ESOP 2025 and any taxable income derived from it.

The data provided in the context of the ESOP 2025 and in the event of an early exit may only be processed for the administration of the ESOP 2025 as well as to comply with any applicable legal requirements. This data may be transferred to any person involved in the administration of the ESOP 2025. In particular, sensitive data (such as, inter alia, the events for an early exit) will be transferred to persons in France like other data provided in the context of the ESOP 2025. The data will be retained for the time necessary to conclude the transaction and for the purposes of the administration your assets (that is, at least until the end of the lock-up period set by the plan) and in order to meet any applicable legal requirements.

The data controller is Capgemini SE, having its corporate office at 11 rue de Tilsitt, 75017 Paris, France, as well as Amundi ESR, having its corporate office at 91-93 boulevard Pasteur, 75015 Paris, France. Your personal data will be processed by Capgemini SE, your 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, France) for all purposes in the context of the ESOP 2025, such as the processing of your participation, the administration of the ESOP 2025 as well as the management of your assets.

Finally, please note that you have a right of access and, if necessary, a right to request the rectification of all data relating to you. In order to do so, please contact your employer directly.

## Tax Information for Employees resident in Switzerland

This summary sets forth general principles that are expected to apply to employees who are (i) resident in Switzerland for the purposes of the tax laws of Switzerland and the Convention between Switzerland and the French Republic for the avoidance of double taxation (the "Treaty") and (ii) are entitled to the benefits of the Treaty.

Please note that this summary is not tailored to cross-border employees or employees taxed at source. However, if those qualifications apply to you, kindly note that from a Swiss perspective, income from the Plan is generally treated in the same manner as your ordinary salary.

For definitive advice, employees should consult their own tax advisors regarding the tax consequences of subscribing to Capgemini's shares through the compartment "ESOP LEVERAGE P 2025" of the 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 Switzerland tax laws and certain French tax law and tax practices, as well as the Treaty, all of which are applicable at the time of the offering. 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?**

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

You will not be subject to taxation or social security contributions in France with respect to your subscription.

##### **(ii) Taxation in Switzerland**

You will not be subject to Swiss income tax or Swiss social security contributions upon subscription.

### 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, pursuant to the swap agreement, for all dividends received by the FCPE an equal amount is paid to the bank. Therefore, you do not benefit from dividends paid, if any, to the FCPE ESOP CAPGEMINI.

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

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

##### **(ii) Taxation in Switzerland**

Since you do not benefit from dividends paid, if any, to the FCPE "ESOP CAPGEMINI", no Swiss income tax or social security charges will arise.

#### **III. Will I be required to pay any wealth tax on the units I own?**

The guaranteed repayment amount corresponding to your initial investment is subject to cantonal and communal net wealth tax, provided your total taxable assets exceed the cantonal allowance.

#### **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?**

Your participation in the Capgemini Offering 2025 will be reported in an addendum to your salary statement 2025. Both the salary statement and the addendum must be filed with your tax return 2025. During the whole investment period (2025-2030) you will have to declare your initial investment in the securities statement of your annual tax return.

Please note that your employer may be obliged to submit a copy of your salary statement and the addendum directly to the cantonal tax authorities.

## Upon redemption

### **V. 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 authorized early exit), I ask the FCPE to redeem my units for cash?**

#### **(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 Switzerland**

Upon redemption of your FCPE units, any benefit calculated as the difference between your initial investment and the amount received upon redemption will be subject to Swiss income tax. Such income will also be subject to social security contributions.

### **VI. Tax or social security charges that may be applicable if my assets are transferred from the “ESOP LEVERAGE P 2025” compartment to another compartment, if I do not choose immediately to redeem my investment upon the expiration of the lock-up period.**

Even if you do not redeem your investment immediately, the benefit calculated as the difference between your initial investment and the value of your assets upon expiration of the lock-up period will be subject to Swiss income tax. Such income will also be subject to social security contributions. Any subsequent redemption of the FCPE units is, however, tax-neutral.

As of the expiration of the lock-up period, you will be obliged to report in your tax return and pay income tax on any dividends distributed and reinvested in the FCPE.

### **VII. Additional information**

Your taxable income realized by participating in the Capgemini Offering 2025 will be reported in your salary statement and an addendum to your salary statement of the year 2030 (i.e. at the end of the lock-up period) or in the year of your authorized early exit. You will be obliged to declare such income in your tax return and to file both the salary statement and the addendum to the salary statement together with your tax return with the cantonal tax authorities.