

Company name:
SBU/GBL:
Mr./Mrs./Ms.:
Last name:
First name:
Home Address:
City/State/Zip Code:
Capgemini ID:
Birthdate (MM/DD/YYYY):

**You may subscribe for Capgemini ordinary shares (the “Shares”) in the 2025 Employee Share Ownership plan of Capgemini (the “ESOP”) by completing and submitting this Reservation/Subscription Form on the internet site dedicated to the ESOP (<https://esop.capgemini.com/2025>) or by submitting a hard copy by mail to the applicable contact listed below. Capitalized terms used but not defined herein shall have the meanings ascribed to them in the U.S. Supplement.**

**In order to subscribe, you must submit the Reservation/Subscription Form during the reservation period from September 12, 2025 through October 1, 2025 (the “Reservation Period”) or during the final subscription/revocation period from November 12, 2025 through November 14, 2025 (the “Revocation Period”).**

**In order to avoid any routing delays, it is recommended that you use the internet site dedicated to the ESOP (<https://esop.capgemini.com/2025>) to submit this Reservation/Subscription Form.**

**If you elect to submit a hard copy of this Reservation/Subscription Form, please submit the Reservation/Subscription Form as indicated below.**

**All Capgemini US employees except Financial Services employees and Sogeti employees:**  
Please submit all documents by email to the attention of:

Satyasindhu Bhattacharjee at [esop.nar@capgemini.com](mailto:esop.nar@capgemini.com)

**Financial Services Employees.** Please submit all documents by mail or fax to the attention of:

Capgemini Financial Services  
Lenka Sloman  
79 5<sup>th</sup> Avenue  
New York, NY 10023

**Sogeti Employees.** Please submit all documents by mail to the attention of:

Sogeti USA  
Jeff Kiss  
10100 Innovation Dr., Suite 200  
Miamisburg OH 45342

**In order to be effective, this Reservation/Subscription Form must be received by no later than October 1, 2025 if subscribed during the Reservation Period and no later than November 14, 2025 if subscribed during the Revocation Period.**

**I, the undersigned, hereby certify that:**

**(1) \_\_\_\_\_ is my correct U.S. taxpayer identification number, and**

**(2) I am a U.S. citizen or U.S. resident alien and am not a resident of France. I hereby authorize my employer and the Agent (as defined below) to make representations and certifications on my behalf, and to request certifications from any relevant authority regarding such matters as they may deem appropriate in connection with my investment.**

**My personal contribution (expressed in a number of Shares and subject to a minimum of one Share):**

I agree to make a personal investment to purchase the following number of Shares that are part of the capital increase reserved for employees of the Capgemini Group (“Personal Contribution”):

A						
=						

I understand that the U.S. dollar amount of my Personal Contribution will be converted into Euros by application of the exchange rate between the Euro and U.S. dollar on or about November 5, 2025.

**By submitting this Reservation/Subscription Form, I acknowledge and agree that my employer will provide me with an interest-free salary advance for the entire amount necessary to pay for the number of Shares reserved in box A above and that I will repay such amount by way of salary deduction.**

**I understand and expressly agree that the salary deductions will be applied in six (6) substantially equal installments through consecutive after-tax payroll deductions (or additional installments in the event that it is required by local laws) as reimbursement for the salary advance made by my employer for the total amount necessary to pay for the number of Shares reserved in box A above, up to \$10,000. The first installment will be carried out on a salary payment in the month of January 2026.**

**I understand and expressly agree that if I fail to make full payment for my Personal Contribution, my employer may take such actions as are necessary to recover the amount I owe, including that my employer may deduct any amount I owe from any proceeds I am eligible to receive under the ESOP, subject to applicable law.**

**For the portion of the subscription that is greater than \$10,000, please submit a certified bank check no later than December 31, 2025. The portion of the subscription that exceeds \$10,000 will be cancelled if the check is not received by December 31, 2025. All checks should be mailed to:**

**Capgemini America Inc  
Attention: Joanne Liapis - HR  
79 5th Avenue  
3rd floor  
New York, NY 10003**

**Electronic communication and convocation to Capgemini SE shareholders' meetings (tick the box below to accept electronic communication in your capacity as Capgemini SE shareholder)**

- I, the undersigned, accept notification of shareholders meeting and documentation related to Capgemini SE general shareholders' meetings and communication of documents related to Capgemini SE corporate activities, via electronic means at my e-mail address used for the ESOP 2025 subscription.
- I, the undersigned, do not accept any electronic notification.

I have noted that I may decide to revert to receiving my invitation to the general shareholders' meeting and related documents by regular mail by writing at any time to Amundi ESR (the account holder of my securities account) or via my online shareholder account.

Date: \_\_\_\_\_, 2025

Signature: \_\_\_\_\_

Name (Printed): \_\_\_\_\_

## REPRESENTATIONS AND UNDERTAKINGS

**I certify that I have read and understood the representations below and that they are true and accurate.**

- I acknowledge that by participating in the ESOP, I will be purchasing Shares of Capgemini and I will be granted Stock Appreciation Rights (“SARs”) by my employer, and that these SARs and other important aspects of this investment are described in the U.S. Supplement. I acknowledge that the U.S. Supplement is available to me on the internet site dedicated to the ESOP. I further acknowledge that I have received and read the U.S. Supplement and the ESOP 2025 U.S. Brochure and I understand and agree to the terms and conditions set forth therein.
- I understand that the SARs provide for a bonus to be paid in certain cases in which the Capgemini share price has increased over the investment holding period and also provide for the payment of an indemnity if there is a loss on the share price at the end of that period. I further understand that any indemnity payment that I receive will be taxable and thus the loss protection offered by the indemnity mechanism of the SARs will not fully cover, on an after tax basis, any loss that I might suffer.
- I acknowledge that in order to participate in the ESOP, as of the last day of the Revocation Period, which is scheduled for November 14, 2025, I must have been employed with the Capgemini Group for at least three months (whether consecutive or non-consecutive) during the period beginning January 1, 2024 and ending November 14, 2025. I hereby represent that I meet this condition. I also acknowledge that I must be a full-time or part-time employee on the payroll of a Participating U.S. Subsidiary of the Capgemini Group, listed under Appendix A of the U.S. Supplement, at the time I submit this Reservation/Subscription Form. I hereby represent that I meet this condition.
- Furthermore, I acknowledge that my reservation order will only be considered if I am employed with a Participating U.S. Subsidiary 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 Period between November 12, 2025 and November 14, 2025.
- I acknowledge that I will be able to revoke my reservation, in its entirety only, during the Revocation Period from November 12, 2025 to November 14, 2025 (including November 14, 2025), following the determination of the subscription price.

If Capgemini has determined that I am eligible to participate in the ESOP and I have not revoked my reservation order during the Revocation Period, then my subscription will become definitive and irrevocable.

- I acknowledge that my subscription is made pursuant to the IGSP of which the ESOP is a part. The Shares purchased under the ESOP may not be sold or otherwise disposed of by

me for a five-year period beginning from the capital increase date on December 18, 2025, with the exception of early exit events as described in the U.S. Supplement (which must be interpreted and applied in a manner compliant with Section 409A of the U.S. Internal Revenue Code).

- I hereby certify that: (a) if I am submitting this Reservation/Subscription Form during the Reservation Period, the amount of my Personal Contribution under the ESOP does not exceed 2.5% of my anticipated base salary, variable compensation and sales incentive compensation for 2025 (“Eligible Pay”) or (b) if I am submitting this Reservation/Subscription Form during the Revocation Period, the amount of my Personal Contribution under the ESOP does not exceed 0.25% of my Eligible Pay for 2025.
- I understand that the amount of my subscription request may be reduced according to the terms and conditions described in the U.S. Supplement.
- In the event of subscription both by means of the internet site dedicated to the ESOP and with a paper Reservation/Subscription Form, I acknowledge that the subscription submitted by means of the internet site dedicated to the ESOP will be the effective subscription.
- I have kept a copy of this Reservation/Subscription Form for my records.

I hereby acknowledge that the subscription price for one Share will be determined in relation to the Reference Price of Shares for the ESOP, which is equal to the average of the daily volume-weighted average prices for one Share over the period of 20 consecutive trading days preceding November 6, 2025, which is the date when the CEO, acting with the authority delegated to him by the Board of Directors, will determine the Subscription Price that will be communicated to me. I acknowledge that the opening of the Revocation Period is conditioned on the setting of the Subscription Price on November 6, 2025. A 12.5% discount to the Reference Price, rounded upwards to the nearest eurocent, will be applied to determine the Subscription Price for one Share.

**Default of payment:**

In the event of a default of payment of my Personal Contribution, my subscription request may be automatically cancelled.

**Payment by payroll deductions:**

I understand that if I subscribe for more Shares than may be purchased with the employer salary advance limit of \$10,000 and fail to make payment by cashier's check for the excess amount, my subscription request for such additional Shares may be automatically cancelled.

I understand that, if my employment is terminated for any reason whatsoever, before the complete reimbursement by substantially equal payroll deductions of the total amount of the salary advance made by my employer, I will continue to be obligated to pay the outstanding balance due on my salary advance. I promise to repay such balance in full at the time of termination by deduction from my final paycheck or from any other amount my employer owes to me, including that my employer may deduct any amount I owe from any proceeds I am eligible to receive under the ESOP, subject to applicable law, and I hereby authorize the necessary deductions from my pay and/or from any amounts due to me under the ESOP. If my final paycheck is insufficient to pay the balance of my salary advance, I promise to pay the entire balance due by cashier's check at the time of termination. If I fail to make such payment, I acknowledge that I will remain liable to my employer for the balance owed and my employer shall have the right to file a claim against me for payment of any unpaid amounts. My employer may cause the sale of my Shares and deduct the amount I owe plus costs from the sale proceeds. I understand that, by advancing funds for the purchase of Shares, my employer will be making a loan to me.

#### **Data Protection:**

I acknowledge that information contained in this Reservation/Subscription Form may be subject to electronic data processing by, and shared with, Capgemini or its subsidiaries that are participating to the IGSP, Amundi ESR (the subscription-pooling entity and account holder), Uptevia (the custodian), Butterfly (the communication agency acting as a subcontractor) and any other person operating within the framework of the ESOP and for the management of my assets in the IGSP. I authorize the use, transfer and archiving of the personal data provided in this document, the data derived from my participation in the ESOP, and such other data held by my employer for the requirements of the ESOP and the management of my assets in the IGSP and as may be otherwise required or advisable for compliance with applicable laws and regulations (including with respect to anti-money laundering). I may access and rectify all personal information that I have provided by writing to my company's Human Resources Department.

I understand that Capgemini shall be the data controller of such electronic data processing, in which context, undertaken with the assistance of my employer, and that this data processing is undertaken on the basis of performance of a contract through the submission of this order in order to be able to exercise my rights pursuant to the subscription for Shares and for the purposes of the management of the IGSP.

The data processing is 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.

I hereby authorize the use and communication of the personal data provided in this document by and to Capgemini and my employer, Amundi ESR, Uptevia, Butterfly and any other entity expressly authorized to receive and hold such information and to process such information for the sole purposes of the management of the IGSP, the keeping of accounts and the electronic storage of such data. The personal data requested in this Reservation/Subscription Form is necessary and required for participation in the ESOP. In the absence of such personal data, my subscription could not be processed. Such personal data shall also be retained for the time necessary to conclude the

transaction and for the purposes of the management of the relevant IGSP and my securities account (that is, until the sale of my Shares, 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 sale of all my Shares in the context of the IGSP) any personal data, as well as my right to limit the processing of my personal data (or to oppose it) and portability of my personal data, and to define directives in relation to the bookkeeping, deletion and communication of my personal data after my death, by writing to Amundi ESR at the following address: Amundi ESR - Service Contrôle Interne et Conformité - 26956 Valence Cedex 9, France.

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. I also note that I may contact the French supervisory authority, the CNIL, regarding all questions related to the protection of my personal information. Information may be found at <https://www.cnil.fr>.

## **OTHER REPRESENTATIONS AND UNDERTAKINGS**

- I acknowledge that I am not relying on any financial, tax or other advice from any Capgemini Group company or any officer, employee or agent of such a company and that I have been advised to obtain independent tax advice concerning my participation in the ESOP.
- I acknowledge that in certain exceptional circumstances, including events that have a dilutive, concentrative or other effect on the Shares, and/or when certain events that would constitute a change of control occur, adjustments may be made to the calculation of the amount of any gain due to me under the SARs or the variables and elements of such calculation (including, without limitation, the number of SARs, the Multiplier, the Protected Average Increase and the Reference Price (each as defined in the U.S. Supplement)).
- I acknowledge that in certain exceptional circumstances described in the U.S. Supplement under “Exceptional Situations and Adjustment Events” and “Change of Control”, adjustments may be made to the Multiplier, the Protected Average Increase and the Reference Price and/or the Indemnity and Gain (each as defined in the U.S. Supplement). These adjustments may reduce the amounts payable to me under the SARs and may reduce the level of protection provided by the Indemnity.
- I acknowledge that Capgemini may make changes to the ESOP custody structure and/or terms that require additional certifications on my behalf regarding, among other things, my country of residency. I consent to such changes and agree that the Agent may implement them on my behalf. I further agree that the Agent may make such additional certifications on my behalf.

- I understand that the value of any Indemnity/Gain I realize under the ESOP is subject to fluctuations in the U.S. dollar/euro exchange rate.
- I acknowledge that nothing in this document or in any other materials distributed or made available to me in connection with the ESOP shall confer upon me any right or entitlement respecting my employment. Participation in the ESOP is separate from and does not constitute a part of my employment relationship with the Capgemini Group. In addition, I acknowledge that nothing contained in this document or in any other materials distributed or made available to me in connection with the ESOP shall confer upon me any right or entitlement respecting future offerings, whether with respect to future employee share plan offerings or otherwise.
- I have read and understand the provisions of the U.S. Supplement.
- I hereby appoint Capgemini North America, Inc. (“Agent”), acting through any duly authorized officer or agent, as my agent, attorney-in-fact, and proxy for the purpose of (i) taking any and all actions, including entering into custody arrangements, (ii) entering into agreements with the plan administrator and custodian relating to the holding of my Shares pursuant to the ESOP and (iii) agreeing on my behalf to modifications or adjustments to the ESOP that may be necessary or advisable in its view to adapt to legal, regulatory or tax issues that may emerge.
- I understand and agree that my Shares will be subject to a holding period during which, except as provided in the U.S. Supplement, I will not be permitted to sell, transfer, assign or pledge my Shares or any interest I may have in the ESOP (the “Holding Period”).
- I understand and acknowledge that the terms and conditions of my participation in the ESOP are governed by French law.

### **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.