

ESOP

Employee Share Ownership Plan 2025



Sign up to our new
Employee Share
Ownership Plan
from September 12
to October 1, 2025

ESOP 2025 in brief...

For the second time, the Stock Appreciation Right (SAR) mechanism replaces the leveraged mechanism that was proposed in prior years, in which a lending bank financed the purchase of additional Shares by the participating employees.

What is ESOP 2025?

- ✓ You buy Capgemini shares at a discounted price.
- ✓ In 2030, at the end of the 5-year lock-up period, you will get back at least your initial contribution in U.S. Dollars: your investment is protected by an indemnity from your employer provided in the form of a SAR.
- ✓ In addition, your potential gains are based on
 - (1) **the performance** of the Capgemini share price over the 5-year lock-up period and are boosted through a leverage effect plus
 - (2) **the capital gain at maturity** on the shares you will directly hold.
- ✓ Custody and management charges for the shares you will hold are borne by the company.

 To find out about ESOP 2025, go on
<https://esop.capgemini.com/2025>

Please note before investing

- ✓ Your investment is locked-up for 5 years (except in cases of early exit provided under the plan, described in the U.S. Local Supplement).

Am I eligible for ESOP 2025?

To be eligible for ESOP 2025, you must meet the following three criteria:

- 1 Be an employee of a Capgemini group¹ company.
- 2 Be employed by that company for at least one day between November 12 and 14, 2025 (inclusive).
- 3 On November 14, 2025, have been employed by Capgemini for at least **three months**, consecutive or otherwise since January 1, 2024.

When and how do I sign up?

Between September 12 and October 1, 2025 (the reservation period), you may reserve your Capgemini shares by indicating the number of shares you wish to invest:

- ✓ On the website <https://esop.capgemini.com/2025> (using your personal ID and password).
- ✓ If you do not have access to the internet, you can use the reservation form. Just complete it, sign it and return it to the indicated address.

How much?

You can invest up to 2.5% of your estimated 2025 gross annual compensation. The minimum investment is 1 share.

¹ Companies in which Capgemini holds directly or indirectly the majority of the company's share capital and which has subscribed to the International Group Savings Plan.

To find out more

- Read the subscription documents available on <https://esop.capgemini.com/2025>
- Use the simulator.
- Attend information meetings.
- Contact your ESOP 2025 coordinator.



Dates to remember

2025



SEPTEMBER 12 TO OCTOBER 1, 2025

You can reserve your Capgemini shares.



NOVEMBER 6, 2025

Reference price and subscription price announced.



NOVEMBER 12 TO 14, 2025

You can cancel your reservation or subscribe for a limited amount (*).



DECEMBER 18, 2025

Shares delivery.



JANUARY 2026

You download your individual statement on your account management website.

2030

End of the holding period

(*) A maximum of 0.25% of your 2025 gross annual compensation..

Go to the website or scan the QR code to find out more

<https://esop.capgemini.com/2025>

