

ESOP 2025

Company name:
Mr./Mrs./Ms:
Last name:
First name:
Address:
.....
City:
E-mail address:
Global Group ID (GGID):
Country of birth.....
City of birth.....
Birthdate.....

Reservation/Subscription Form for Denmark

In order to avoid any routing delays, it is recommended that the internet site dedicated to ESOP 2025 be the preferred method of subscription.

In case of subscription using this Form, it is to be returned by mail during the reservation period to the following address: Capgemini Danmark A/S, Delta Park 40, 2665 Vallensbæk Strand, att.: Payroll. This form must be received by October 1, 2025 at the latest in order to be taken into consideration.

My subscription by personal contribution (minimum of 1 share):											
I decide to subscribe to the capital increase reserved for employees of the Capgemini Group for the following number of Capgemini shares: (whole number of shares only)	<table border="1"><tr><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td><td> </td></tr></table>										
In order to settle the total amount of my personal contribution, I will pay through the following method of payment:											
One-time full payment to my employer to be deducted from my net salary for December 2025. Furthermore, I understand that my personal contribution will be converted into Euro by application of the exchange rate between the Euro and my currency on November 5, 2025.											

I have duly noted that the subscription price will be set by the Chief Executive Officer of Capgemini on November 6, 2025 and that it will be communicated to me via postings in my workplace, and on the internet site dedicated to ESOP 2025.

I hereby agree to be bound by the representations and undertakings set forth on the reverse of this form and in particular acknowledge the section relating to Data Protection.

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 holder of my securities account) or via my on-line shareholder account.

Signature preceded by the wording "Read and Approved".

Executed in _____ (Location), on _____ (DD/MM/YY).

Date: _____, 2025

Signature :

REPRESENTATIONS AND UNDERTAKINGS

I, the undersigned, hereby acknowledge that I have read the Information Brochure for the ESOP 2025 offering, the Stock Appreciation Rights (SARs) Information Notice and the Local Supplement for Denmark provided to me along with this reservation/subscription form, and that I subscribe to Capgemini SE shares within the following conditions.

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 to November 14, 2025 (inclusive). If no revocation is made during this period, my subscription will become definitive and irrevocable.

► 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 and am employed for at least one day between November 12, 2025 to 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 for Capgemini SE shares within the framework of the ESOP 2025 offering, 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. I have duly noted that my rights under the SARs will end on December 18, 2030.

► I have duly noted that my subscription is completed within the framework of the IGSP, to which my subscription includes membership, and that the Capgemini SE shares subscribed will be unavailable to me for a five-year period ending on December 18, 2030, with the exception of early exit events as described in the Information Brochure as well as 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).

► 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 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 2025 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 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 the event a termination of my employment contract were to occur, for any reason whatsoever, before the complete reimbursement of the total amount of the salary advance made by my employer, I irrevocably authorize my employer to withhold from my salary, or any other amount due to me, any unpaid payroll deduction for my subscription. If I remain liable for payment to my employer as a result of my subscription, unless I settle this amount by my own means, I irrevocably grant authorization to my employer, Capgemini SE or the custodian of my shares to proceed to sell, without any prior notice whatsoever, all my shares in accordance with applicable laws and regulations and to allocate the proceeds, as appropriate, towards payment of the remaining amount owed to my employer. 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.

Data Protection:

I understand that Capgemini SE has set up, with the assistance of my employer, an offer of Capgemini shares reserved to its employees. Under this offer, personal data provided in this subscription order shall undergo electronic data processing by the following data controllers:

- 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 holding of my shares subscribed under the ESOP 2025 offering.

The processing of my personal data 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 ("GDPR").

My personal data included in this subscription order shall be processed on the basis of performance of a contract to which I am party to, see Article 6(1)(b) of the GDPR, for the compliance with legal obligations to which the controller is subject, see Article 6(1)(c) of the GDPR, and for the legitimate interest pursued by the controller in the storage of the data until the expiry of the limitation period for any disputes relating to such assets see Article 6(1)(f) of the GDPR.

The Capgemini employees' personal data collected in this subscription order, and the transfer of the data to France is necessary and required for participation in the ESOP 2025 offer. In the absence of such personal data, my subscription cannot be processed.

These personal data are processed by Capgemini SE, Capgemini Danmark A/S (for more information, please see the privacy policy of my employer), Amundi ESR and by any other processor 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). My personal data shall be retained for the time necessary to conclude the transaction and for the purposes of the management of my shares (that is, until redemption of my investment, 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 shares), 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 shares) any personal data, as well as to limit the processing of my data or to oppose the processing of my personal data, 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:

- Capgemini Danmark A/S for collection and centralisation of subscriptions:
 - By mail at: Capgemini Danmark A/S, Delta Park 40, 2665 Vallensbæk Strand,
 - By e-mail at: gprdk.dk@capgemini.com.
- 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 at dpo@amundi.com

I also note that I have the right to file a complaint with a supervisory authority such as the French supervisory authority, the CNIL, or the Danish supervisory authority, Datatilsynet, regarding the processing of my personal data. Information may be found at the website of CNIL, <https://www.cnil.fr>, and at the website of Datatilsynet, www.datatilsynet.dk.

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.