

## Product

# ESOP LEVERAGE P 2025

## An ESOP CAPGEMINI Compartment

Management company: Amundi Asset Management (hereinafter: "we"/"us" or "the management company"), an Amundi Group company.  
990000206029 - Currency: EUR.

Management company website: [www.amundi.fr](http://www.amundi.fr)

Call +33 143233030 for more detailed information.

The French financial markets authority (Autorité des Marchés Financiers "AMF") is responsible for the supervision of Amundi Asset Management as regards this key investor information document.

Amundi Asset Management is approved in France with the no. GP-04000036 and is regulated by the AMF.

Key investor information document publication date: 03/06/2025.

**You are on the verge of purchasing a product that is not straightforward and that may be difficult to understand.**

## What is this product?

**Type:** This product is an alternative investment fund (AIF) set up in the form of an individualised group mutual fund (FCPE) under French law.

**Term:** This Compartment matures on 18/12/2030 and will be liquidated as soon as possible after the maturity date. The management company may, with the agreement of the Supervisory Board of the FCPE, proceed with a merger, division or liquidation of the Compartment. It may also be dissolved in the event of the full redemption of units.

**AMF classification:** Formula-based FCPE.

**Objectives:** By subscribing to ESOP LEVERAGE P 2025, you are investing in a formula-based Compartment created in relation to the capital increase and/or the sale of Shares reserved for members of the company savings plan, set to take place on 18 December 2025.

The objective is for you to benefit from the following on the maturity date (i.e. 18 December 2030) or in the event of an early exit (before tax and social security contributions and excluding a currency conversion effect):

- Your "Personal Investment", and

- A proportion of the protected average increase in the Capgemini SE share price (the "Share"), calculated on the basis of ten shares for every 1 purchased through your Personal Investment.

This proportion of the protected average increase is variable and decreases as the average increase in the price of the Share rises. It is equal to  $113.50\% \times \text{Benchmark Price} / \text{Average Price}$ .

The protected average increase of the Share is equal to the positive difference between the protected statement average and the Benchmark Price, or zero.

The "Average Price" is calculated according to the average of 60 prices recorded each month for five years. No price recorded may be lower than the "Benchmark Price". In the event that a price recorded is lower than the Benchmark Price, the Benchmark Price is used.

To achieve this, the Compartment is invested in Shares and entered into a "Swap Transaction" with Crédit Agricole Corporate and Investment Bank (CACIB).

Financial futures (such as Swap Transactions) may be used to achieve the management objective. For more detailed information on the plan (such as the definition of a Swap Transaction or how the protected average increase is calculated at maturity or in the event of an early exit, etc.), see the FCPE rules.

In certain cases where the Swap Transaction is cancelled, the value of the still-valid contract will depend on market parameters. In such cases, you will receive a sum that differs from the guaranteed value at maturity, which could be lower or higher than this amount. Such cases are outlined in the FCPE rules.

The Supervisory Board exercises the voting rights attached to the Shares appearing in its assets; in the event of proven insufficient lending-borrowing liquidity, the Supervisory Board would not exercise all of the voting rights attached to the Shares appearing in its assets.

Income and net capital gains realized must be reinvested.

Your investment will be held for five years, except in the case of an early exit outlined in the FCPE rules. In the case of an early exit, you can request the redemption of your shares on a monthly basis; repurchase transactions are performed each month, in accordance with the terms set out in the FCPE rules.

You benefit from a guarantee of your personal contribution in Euros, except in certain exceptional cases where the Swap Transaction is cancelled as outlined in the rules and excluding potential taxes.

All the advantages listed below apply prior to any relevant tax and social security contributions, provided that the Swap Agreement has not been cancelled and/or that no planned adjustment to the Swap Agreement has been put into effect.

Advantages of the plan	Disadvantages of the plan
<p>"Unitholders" are guaranteed, at the very least, to recoup their Personal Investment at maturity, or in the event of an early exit.</p> <p>In the event of a protected average increase in the Share price, the Unitholder will also receive a proportion of the protected average increase, calculated based on ten times the Unitholder's Personal Investment.</p> <p>The Average Price is protected: in the event that the Share price should fall below the Benchmark Price on the date of a monthly statement, the Share price taken into account for this monthly statement will be equal to the Benchmark Price. As a result, if the Share price should fall below the Benchmark Price, this will have no negative impact on the protected average increase.</p> <p>The proportion of the protected average increase of the Share is variable and dependent on the protected average increase. If the protected average increase of the Share is low or moderate, Unitholders will receive a greater proportion of the protected average increase in the Shares held</p>	<p>Unitholders will not receive dividends, other income linked to the Shares, discounts, or a portion of the increase in the Share.</p> <p>Unitholders will not receive the full benefit of any final total increase in the Share price, as performance depends directly on the protected average increase in the Share price, as recorded over the full period.</p> <p>In certain specific circumstances, where the Swap Transaction is cancelled, Unitholders may receive an amount lower or higher than the amount guaranteed initially.</p> <p>The proportion of the protected average increase of the Share is variable and dependent on the protected average increase. If the protected average increase of the Share is high, Unitholders will receive a smaller proportion of the protected average increase than that of the Shares held by the Compartment. The proportion of the protected average increase will be less than 113.50% if the Average Price is higher than the Benchmark Price.</p>

You will find illustrations of the formula for this Compartment in Article 3 – Management direction of the ESOP CAPGEMINI FCPE rules.

**Targeted retail investors:** This product is intended for investors benefiting from an employee savings scheme with a basic understanding and/or limited or no experience of investing in funds, who are aiming to increase the value of their investment over the recommended holding period and who are prepared to accept a low level of risk for their initial capital.

This product is not available to residents of the United States/"U.S. persons" (see the management company's website for a definition of "U.S. Person": [www.amundi.com](http://www.amundi.com)).

**Additional information:** You can obtain more detailed information on this Compartment, including the rules and financial reports, in French, free of charge, on request from: Amundi Asset Management - 91-93 Boulevard Pasteur, 75015 Paris, France.

The net asset value of the Compartment is available at [www.amundi-ee.com](http://www.amundi-ee.com).

The net asset value at maturity will be based on the formula set out above.

**Custodian:** CACEIS Bank.

**Guarantor:** Crédit Agricole Corporate and Investment Bank (CACIB).

## What are the risks and what could I receive in return?

### RISK INDICATOR



The risk indicator assumes that you will hold the product until 18/12/2030. You risk not being able to easily sell your product, or needing to sell it at a price that will significantly affect the amount you receive in return.

The summary risk indicator provides an assessment of this product's level of risk compared to other products. It indicates the probability of this product recording losses in the event of movements on the markets or an inability on our part to pay you.

We have classified this product in risk class 3 of 7, which is a risk class between low and medium. In other words, the potential losses associated with the product's future results are at a level between low and medium and, should the situation deteriorate on the markets, it is unlikely that our ability to pay you would be affected by this.

Other significant risks not taken into account in the indicator:

The market liquidity risk may accentuate the variation in the product's performances.

The use of complex products such as derivatives may result in increased fluctuations in the value of securities in your portfolio.

You are entitled to the return of at least 100% of your personal contribution. As regards possible repayments above this percentage and any additional returns, they depend on future market performances and remain uncertain. However, this protection against market fluctuations may not be applied in certain exceptional cases where the Swap Transaction is adjusted and/or cancelled under the conditions set out in the rules.

In addition to the risks included in the risk indicator, other risks may affect the Compartment's performance. See the ESOP CAPGEMINI FCPE rules.

## Performance scenarios

The scenarios presented represent examples based on past results and on certain assumption. The markets may evolve very differently in the future. The stress scenario shows what you could receive in extreme market situations.

**What you will receive from this product depends on future market performances. Future market evolution is uncertain and cannot be accurately predicted.**

Recommended holding period: 5 years			
Investment of €10,000			
Scenarios		If you exit after	
		1 year	5 years
Minimum	There is no guaranteed minimum return. You may lose some or all of your investment		
Stress scenario	<b>What you could receive after deducting costs</b>	€10,000	€10,000
	Average annual return	0.0%	0.0%
Unfavourable scenario	<b>What you could receive after deducting costs</b>	€10,000	€19,319
	Average annual return	0.0%	14.1%
Intermediate scenario	<b>What you could receive after deducting costs</b>	€28,570	€71,924
	Average annual return	185.7%	48.4%
Favourable scenario	<b>What you could receive after deducting costs</b>	€81,347	€169,983
	Average annual return	713.5%	76.2%

These figures include all the product costs.

## What happens if Amundi Asset Management is not able to make payments?

The product is a co-ownership of financial instruments and deposits separate from the management company. In the event of the management company defaulting, the product's assets held by the custodian will not be affected. In the event of the custodian defaulting, the product's risk of financial loss is reduced due to the legal separation of the custodian's assets from those of the product.

## What will this investment cost me?

It may be that the person selling you this product, or providing you with advice in relation to it, asks you to pay additional costs. If this is the case, this person will inform you of these costs and show you the impact of these costs on your investment.

## Costs over time

The tables show the amounts deducted from your investment to cover the different types of costs. These amounts depend on the amount you invest and the time for which you hold the product. The amounts shown here are illustrations based on an example of the investment amount and different possible

investment periods. We have assumed that:

– in the first year, you will recoup the amount you have invested (annual return of 0%). For the other holding periods, the product will evolve as shown in the intermediate scenario.

– €10,000 is invested.

€10,000 investment		
Scenarios	If you exit after	
	1 year	5 years*
<b>Total costs</b>	€10	€67
<b>Impact of annual costs**</b>	0.1%	0.1%

\* Recommended holding period.

\*\* This shows the extent to which the costs annually reduce your return over the course of the holding period. For example, it shows that if you exit at the end of the recommended holding period, it is envisaged that your average return per year would be 48.4% before deducting costs and 48.4% after this deduction.

## Composition of costs

One-off subscription or exit costs		If you exit after 1 year
<b>Subscription costs</b>	We do not charge subscription costs for this product	NA
<b>Exit costs</b>	We do not charge exit costs for this product	NA
Recurring costs deducted every year		
<b>Management fees and other administrative or running costs</b>	0.10% of the value of your investment per year. This is an estimate	€10
<b>Transaction costs</b>	We do not charge transaction costs for this product	NA
Ancillary costs deducted under certain specific conditions		
<b>Performance fees</b>	We do not charge performance fees for this product	NA

## How long should I hold the product and can I withdraw money early?

**Recommended holding period:** 5 years. This recommended investment period is based on our assessment of risk and remuneration characteristics and the Compartment's costs. This period does not take account of the lock-in period of your employee savings scheme.

**Schedule of purchases/redemptions:** The investor has the ability to redeem their shares on request in accordance with the terms set out in the FCPE rules. An exit before the recommended investment period could have an impact on the expected performance.

## How can I make a complaint?

If you have a complaint, you can:

- Send a letter to Amundi Asset Management, 91-93 Boulevard Pasteur, 75015 Paris - France
- Send an e-mail to [dic-fcpe@amundi.com](mailto:dic-fcpe@amundi.com)

In the event of a complaint, you must clearly provide your contact details (name, address, telephone number or e-mail address) and a brief explanation of your complaint. You can find more information on our website [www.amundi.fr](http://www.amundi.fr) and/or on your account provider's website.

## Other relevant information

You can find the rules, key investor information documents, information for unitholders, financial reports and other information documents relating to the Compartment/Fund, including the Compartment's various published policies, on our website [www.amundi.fr](http://www.amundi.fr) and/or on your account provider's website. You can also request a copy of these documents from the management company's registered office.

As this FCPE is comprised of compartments, its most recent aggregated annual report is also available from the management company.

**Account provider:** AMUNDI ESR.

Depending on the tax system applicable to you, income or capital gains arising from your ownership of FCPE shares may be subject to taxation.

This Compartment was created as part of the company and/or group savings plan, of which it is an inseparable part. It is reserved exclusively for employees and beneficiaries of the issuer's shareholding offer.

**Composition of the Supervisory Board:** The Supervisory Board is made up of four unitholder representatives and four company representatives appointed in accordance with the terms set out in the FCPE rules. For more detailed information, please see the rules document.