

ESOP CAPGEMINI 2025

Company Name:
 Mr./Mrs./Ms:
 Last name:
 First name:
 Address:

 City:
 E-mail address:
 Mobile:.....
 Global Group ID (GGID):.....
 PAN No.:

Reservation/Subscription Form - India

To avoid routing delays, please use the website dedicated to ESOP 2025 as your preferred subscription method (<https://esop.capgemini.com/2025>).

This Form must be duly received by your Human Resources Department latest by 5 pm, October 1, 2025. Failure to deliver in a timely manner shall make this subscription null and void. I understand that if this Form is incomplete and not corrected in time, my subscription order cannot be executed, in which event this subscription cannot be processed.

In the case of subscription by using this Form, it is to be returned via mail during the reservation period, i.e., September 12, 2025, to October 1, 2025, to the following address (as per jurisdiction):

FS BU	CG Business Services	AAE
	Neha Vishwanath Tayade/ Naveen Kumar DN Capgemini Technologies Services India Pvt. Ltd. 158-162 (P) & 165-170 (P), EPIP Phase II, Whitefield, Bangalore – 560066	

I understand that my subscription by personal contribution will be expressed in INR and subject to a minimum of INR 9,000:													
I agree to subscribe to the offer of shares reserved for employees of the Capgemini Group for the amount of:					A=						.	0	0
I understand that my contribution will be converted into € by applying the exchange rate between the € and INR as of November 6, 2025. I also understand that before submitting this form or validating my online reservation order, I have ensured that I have the financial capacity to invest in the plan and that I can make timely payments for my investment. Submitting a reservation order (unless validly revoked during the revocation period from November 12 to November 14, 2025) binds me to pay my contribution. After November 14, 2025, I cannot cancel and avoid making payment of my aforesaid personal contribution.													
To settle the total amount of my contribution, I authorise/choose one of the two methods of payment below) (Please check one of the two boxes):													
<i>Kindly refer to the Local Supplement for information on the tax implications that your payment option may attract</i>													
B. <input type="checkbox"/> By availing of the finance facility offered by my Employer and repayment thereof in four (4) monthly instalments deducted from my salary¹													
I consent to and authorise my Employer to make payroll deductions from my salary of four equal monthly instalments as reimbursement for the loan made for the amount indicated in Box A above. The first repayment instalment will be deducted from my salary for December 2025.													
OR													
C. <input type="checkbox"/> Deduction by single disbursement from my monthly salary													
I have noted and agree that payment by salary deduction will be applied by my employer against my salary for the month of December 2025 for the amount indicated in Box A above.													
I confirm that A = B or A = C													

I have noted that the Chief Executive Officer of Capgemini SE will set the subscription price and communicate it on November 6, 2025, via postings in my workplace and on the website dedicated to ESOP 2025.

I declare that:

- I have noted that I am responsible for complying with the applicable Indian laws, including the Foreign Exchange Management Act of 1999 and the rules and regulations issued thereunder, as amended.
- I confirm that the remittance of the subscription amount, on my behalf, by my Employer under the Liberalized Remittance Scheme (LRS) is within the limit of **USD 250,000** or is otherwise in accordance with and subject to the applicable exchange control laws and regulations in force. I further confirm that I am and will remain solely responsible for ensuring that my subscription remains within the limit of USD 250,000 and for any breach of applicable laws or regulations.
- I agree to be bound by the representations and undertakings set forth on the reverse of this Form, and I acknowledge the section relating to Data Protection.

For any additional information, I may contact my Human Resources Department.

Date: , 2025

Signature:

¹ As per the Companies Act, 2013 and the Rules made thereunder, where your Employer company is a public limited company (including a private company which is a subsidiary of a public company), your Employer can provide finance facility/assistance to its employees to subscribe to Capgemini SE shares (under ESOP 2025) provided shareholders' approval has been obtained. Accordingly, wherever relevant, the shareholders' approval has been obtained in accordance with the law.

REPRESENTATIONS AND UNDERTAKINGS

I acknowledge that I have read and fully understood the Information Brochure for ESOP 2025, the Key Information Document "ESOP Leverage P 2025" compartment of the "ESOP CAPGEMINI" FCPE and the Local Supplement for India, which were provided to me along with this reservation/subscription form. Accordingly, I agree and understand that this FCPE will subscribe to the Capgemini SE shares in my name and on my behalf, and I will receive units of such FCPE corresponding to my investment, within the following conditions.

If I no longer wish to subscribe, I can revoke/cancel this reservation/subscription order in its entirety during the revocation period from **November 12 to November 14, 2025 (inclusive)**. However, if no revocation is made during this period or if revoked but later found to be defective or incomplete, this subscription order will become final, irrevocable, and binding on me.

- ▶ I acknowledge having read all the information related to the ESOP 2025 share offering contained in the documents received and the other documents made available to me.
- ▶ I have noted that to participate in ESOP 2025, I must justify seniority of at least three months, continued or discontinued, by the last day of the revocation period on 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 reservation/subscription order will only be considered as long as I still have an employment contract or a position of executive director with a company of the Capgemini Group that is a member of the Capgemini International Group Savings Plan (hereinafter the "IGSP"), for at least one day during the revocation period, i.e., November 12 to November 14, 2025.
- ▶ I have noted that my reservation/subscription, if not revoked during the revocation period, will be final and completed within the framework of the IGSP, to which my reservation/subscription includes membership, and that I will receive units of the "ESOP Leverage P 2025" compartment of the "ESOP CAPGEMINI" FCPE, in proportion to my investment in Capgemini SE shares. These FCPE units will be unavailable to me for a five-year (5) Lock-up, i.e., until December 18, 2030, except for early exit events described in the Local Supplement for India.
- ▶ **For so long as the shares are held in the Plan, Capgemini SE reserves the right, to the extent permitted by law, to amend or change the custody arrangements, including transferring the shares held under the FCPE to a nominative account.**
- ▶ I certify that the total amount of my subscription within the framework of ESOP 2025 does not exceed 25% of the estimated gross annual salary that I will receive in 2025 (including the bank contribution, which corresponds to 10 times my personal contribution). Accordingly, I hereby certify that, within ESOP 2025, my personal contribution is not higher than (i) 2.5% of my estimated 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 estimated 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, having read the documentation provided or made available to me within the framework of ESOP 2025, 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.
 - If my subscription request, which comprises this subscription order and the amount of my payment, is incomplete and cannot be corrected in time, my subscription order cannot be processed.
 - the regulations of the "ESOP CAPGEMINI" FCPE, the IGSP regulations, and other relevant documents are available to me on the website dedicated to ESOP 2025.
- ▶ I hereby declare that this subscription order, which may be revoked during the revocation period, is the only one I have or will submit in the context of ESOP 2025. I understand that in case of submission of a subscription order via the Internet, in addition to a paper subscription form, the Internet subscription order shall prevail, and the paper form will not be processed. If this subscription order is not revoked correctly, the amount indicated in my subscription order will be paid and allocated to the subscription to the "ESOP Leverage P 2025" compartment of the "ESOP CAPGEMINI" FCPE.
- ▶ I have noted that my participation in ESOP 2025 is entirely voluntary and does not form part of or constitute an amendment to the terms of my employment. The benefits I may receive through ESOP 2025 will not be considered in calculating future rights that I may acquire through my employment, including termination benefits. I understand that nothing contained in this document, or any other materials distributed or made available to me in connection with ESOP 2025 or the FCPE shall confer any right or entitlement regarding future offerings. I must comply with the tax, foreign exchange, and other applicable laws. I declare that neither Capgemini nor my Employer (including their employees or executive officers) is providing me with any investment, tax, or other advice concerning ESOP 2025. I have noted that I am invited to consult Capgemini's Universal Registration Document, which contains essential information on the company's business, strategy, and objectives, as well as the risk factors inherent to the company, its activities, and its financial results.
- ▶ For my investment in ESOP 2025, I acknowledge that my investment is tied to Capgemini SE share price changes. I am therefore risking the amount of my personal contribution invested in the "ESOP Leverage P 2025" compartment of the "ESOP CAPGEMINI" FCPE. Furthermore, I acknowledge that the asset value of the FCPE shall be closely linked to the listed price of Capgemini SE shares, which shall depend on the financial situation and the future results of Capgemini SE and, more generally, on trends and risks in the financial markets. I understand that my investment is in €, and I may have a foreign exchange risk if I live outside the eurozone; the exchange rate fluctuations between the € and INR can positively or negatively impact my investment. The amount of my personal contribution will be converted into euros (€) by applying the exchange rate between the euro (€) and INR, which Capgemini determined before the publication of the subscription price.
- ▶ I have noted that I am responsible for complying with the applicable Indian laws, including the Foreign Exchange Management Act, 1999, and the rules and regulations issued thereunder, as amended from time to time. I confirm that the remittance of the subscription amount, on my behalf, by my Employer under the Liberalized Remittance Scheme (LRS) is within the limit of USD

250,000 or is otherwise in accordance with and subject to the applicable exchange control laws and regulations in force. I further confirm that I am solely responsible for ensuring that my subscription is within the limit of USD 250,000 and will be solely responsible for any breach of the applicable laws or regulations. If such remittance has led to a breach of the prescribed limit, i.e., USD 250,000 per financial year (or otherwise), I undertake to bring the excess funds back to India and shall *suo moto* apply for compounding. I understand that the bank has requested my Employer to collect the TCS (tax collected at source), if applicable, from me under the LRS and deposit the tax with the tax authorities. The TCS on LRS will be collected from my payroll for the month decided by my Employer.

- ▶ For FEMA compliance purposes, I will submit a declaration concerning my outward remittances made during FY 2025-26 (until the date of subscription/such declaration). If I fail to provide the declaration, the TCS (if applicable) will be collected as per the advice of the AD bankers, and it will be deemed that I unconditionally accept the declaration's contents.
- ▶ In the event of my death, my nominee, as recorded with my Employer under the statutory regulations (PF et al.), will be entitled to request the redemption.
- ▶ I have kept a copy of this reservation/subscription order.

I have noted that the subscription price for one Capgemini SE share will be determined in relation to the reference price of Capgemini SE shares for ESOP 2025, based on the arithmetic average of the opening price of the daily volume-weighted average share price of one Capgemini share over the period of 20 consecutive trading days (the "Reference Price") preceding the date of the decision of the Chief Executive Officer (acting by a delegation from the Board of Directors), on November 6, 2025, to determine the subscription price. I note that the opening of the revocation period is conditional on this decision.

Default of payment by salary/payroll deduction:

In the event of default of payment, including failure to pay a personal contribution towards ESOP 2025 or failure to repay the loan/finance facility, I hereby irrevocably and unconditionally authorise my employer to withhold from my salary or any other amount due to me any unpaid 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, in that case, I unconditionally and irrevocably grant authorisation to my employer or the holder of the "ESOP CAPGEMINI" FCPE unit holders accounts to proceed to redemption, without any prior notice whatsoever, of all my FCPE units in accordance with the applicable regulations and to allocate the proceeds, as appropriate, towards payment of the remaining amount owed by me to my employer plus reasonable administrative expenses. Any action the employer took to recover my dues (as set out above) would be considered legal, and I hereby waive my right to object to such reasonable actions. I further acknowledge that if the sale proceeds are insufficient to cover the amounts listed above, I will remain liable to my employer for the corresponding amount outstanding, and the employer shall have the right to file a claim against me for payment of such an unpaid amount.

In addition, if I am employed on November 12, 2025, but am under a termination notice on such date (whether by the employer or by my resignation), I will no longer be entitled to payroll deduction. In that event, I agree to pay 100% of my subscription at the latest by November 14, 2025, failing which I will be deemed in default of payment and understand that my subscription may be cancelled.

If my employment contract is suspended or terminated before March 2026, I undertake to pay any outstanding amounts before my departure or suspension. As the law permits, my Employer may take all appropriate measures to recover any outstanding amounts.

Taxes:

I acknowledge that I have to bear taxes, if any, and the employee portion of social security charges that my employer is obliged to withhold or pay as a result of my participation in ESOP 2025, and I hereby irrevocably authorise my employer to the extent legally permitted to deduct/collect any such taxes (including tax collected at source (TCS) and social security charges from my pay including all accrued entitlements, and from any redemption amount to which I may be entitled under this Offering, or sell, or have sold, without any prior notice whatsoever all of my Capgemini shares held under the FCPE.

Data Protection:

I understand that Capgemini SE has set up, with the assistance of my employer, an offer of Capgemini SE shares reserved to its employees through the compartment "ESOP Leverage P 2025" of the FCPE "ESOP Capgemini". Under this offer, personal data provided in this reservation/subscription order shall undergo electronic data processing by:

- 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 and revocations,
- Amundi ESR, having its corporate office at 91-93 boulevard Pasteur – 75015 Paris – France, as data controller for registrar holding and unit account holding of my assets subscribed within the framework of the relevant IGSP and FCPE.

Processing of my personal data included in this reservation/subscription order shall be implemented based on the performance of a contract through the submission of this order.

They are 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.

- Per Indian laws, I agree that some of my personal identifiable information must be provided to my employer, including the Human Resources Department, its affiliates, Amundi ESR, Capgemini SE and any party besides Capgemini expressly authorised to receive and maintain this information.
- The Capgemini employees' personal data collected in this reservation/subscription order and their transfer to France are necessary for participation in the ESOP 2025 offer. My subscription cannot be processed in the absence of such personal data. These personal data are processed by Capgemini SE, my employer, Amundi ESR and by any other person expressly authorised 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). Such personal data shall also be retained for the time necessary to conclude the transaction and for the purposes of the management of my assets within the relevant IGSP and FCPE (that is, until the redemption of my assets, 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 purchase of all my units in the FCPE in the context of the IGSP) any personal data, as well as to limit the processing of my data or to oppose it, 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:
 - my employer for the collection and centralisation of reservations/subscriptions:

Mail to: **Neha Vishwanath Tayade / Naveen Kumar DN**

Capgemini Technology Services India Ltd
158 - 162 & 165 - 170 EPIP Phase II, Whitefield
Bangalore 560066,

- E-mail to Capgemini India e-mail for ESOP: esopindia.in@capgemini.com

Amundi ESR for registrar and account holding:

- By mail at: Amundi ESR - Internal Control and Compliance Department - 26956 Valence Cedex 9, France
- By e-mail at: amundipersonaldataprotection@amundi.com

I note that:

- the Data Protection Officer at Capgemini SE is Emmanuelle BARTOLI, dpcapgemini.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 to dpo@amundi.com
- I also note that I may contact the French supervisory authority, the CNIL, regarding all questions related to the protection of my personal information or with my supervisory authority. Information may be found at <https://www.cnil.fr>.

Furthermore, in accordance with the (Indian) Information Technology Act, 2000, read with the Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules, 2011, as amended, I hereby expressly consent to the collection of my personal data and/or the transfer of my personal data to France to the persons indicated above or as may be necessary. I also confirm that the online submission of this reservation/subscription order is in accordance with the requirements of the law described above.

Warning – “U.S. person”:

I understand that the offer is not open to subscriptions by “US Persons”, and I hereby certify that I am not a resident of the United States of America. I have noted that more information on this restriction is available in the FCPE regulations and on the management company’s website: <https://amundi.com>.

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 a 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; 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 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; if I am, I am also a citizen of a Member State of the European Union or have a temporary or permanent residence permit in one of these Member States.