

**ESOP 2025**

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

**Capgemini ESOP 2025  
 Reservation/Subscription Form for JAPAN**

**In order to avoid any routing delays, it is recommended that the internet site dedicated to ESOP 2025 (<https://esop.capgemini.com/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: [esop.jp@capgemini.com](mailto:esop.jp@capgemini.com)**

<b>My subscription by personal contribution (minimum of 1 share) :</b>										
<b>Subscription through my personal contribution :</b>										
I decide to adhere to the share capital increase reserved to the Capgemini Group's employees subscribing for the following amount <sup>1</sup> :										
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<b>I agree that the total amount of my personal contribution will be settled by a salary deduction from my January 2026 salary.</b>										
I have duly noted that payment by salary deduction will be executed in a single installment, as reimbursement for the salary advance made by my employer for the total amount indicated in above box. The payment will be carried out of my January 2025 salary.										
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, the undersigned, acknowledge that I have been informed that the subscription price will be set by the Capgemini SE's Chief Executive Officer, under proxy of the Board of Directors, on November 6, 2025 and that on the same date it will be made available through a communication at your premises and on the web site dedicated to the ESOP plan. Therefore, I am aware that the subscription price is not available on the reservation/subscription date and that it will be notified only at a later time and that, therefore, the amount I will have to pay for the subscription of the number of shares set forth above will be communicated to me by Amundi ESR based on the subscription price.

I, the undersigned, hereby agree to be bound by the representations and warranties set forth on the back of this reservation/subscription form, I acknowledge the Data Protection Section and, in accordance with Japanese law, I agree that my personal data may be processed for this plan and transferred to France that consequently have to be intended effective and binding.

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

<sup>1</sup> The amount subscribed for the employee share offering ESOP must not exceed the 2.5% of the estimated gross annual compensation for 2025 with respect to subscriptions ordered during the reservation/subscription period, or 0.25% in the event the employee did not submit any reservation between September 12 and October 1, 2025, but submits a subscription form during the revocation/subscription period (from November 12 to November 14, 2025).

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).

## REPRESENTATIONS AND WARRANTIES

- I, the undersigned, hereby declare that I have carefully read and acknowledged the terms and conditions indicated in the Information Brochure concerning the employee share ownership plan (“ESOP”), in the Stock Appreciation Rights (SARs) Information Notice and in the Local Supplement for Japan which were provided to me with this reservation/subscription form, and hereby agree to subscribe to Capgemini SE shares under the following conditions.
- **If I no longer wish to subscribe, I may revoke, in my sole discretion, this reservation/subscription order, in its entirety only, during the revocation/subscription period from November 12, 2025 to November 14, 2025 (inclusive). I acknowledge that this reservation order will become an irrevocable subscription order in the event that, at the end of the revocation/subscription period, as mentioned above, I have not revoked it.**
- The employee acknowledges to have read all the information related to the ESOP 2025 share offering contained in the documents received and in the other documents made available to him/her.
- The employee acknowledges that in order to participate to the ESOP 2025 share offering, the employee needs to be employed for at least one day between November 12, 2025 to November 14, 2025 and to account for, by the end of the revocation/subscription period (established for November 14, 2025), at least 3 months of service consecutive or not consecutive between January 1, 2024 and November 14, 2025.  
  
Furthermore, the subscription order will be taken into consideration exclusively in the case in which the employee is still employed or holds an executive position, in one of the Capgemini companies which adhered to the International Saving Plan of the Capgemini Group (herein under “IGSP”), for at least one day during the revocation/subscription period between November 12 and November 14, 2025 (both dates inclusive).
- The employee acknowledges that the subscription will be made in connection with the IGSP, the subscription of which will be considered as an adhesion thereto. The Capgemini SE shares subscribed within the offer will be locked up for a period of 5 years starting from the share capital increase date, with the exception of the early exit events accordingly to what is stated in the Local Supplement.
- The employee acknowledges that participating in the ESOP, he or she will be granted SARs by his/her employer and that his/her rights under these SARs are described in details in the SAR Information Notice included in his/her subscription kit. The Information Brochure also contains a description of the SAR mechanism.
- The employee hereby certifies that the total amount of his/her subscription within the framework of ESOP 2025 does not exceed 25% of the estimated gross annual salary that he/she will receive in 2025 (including the bank contribution, which corresponds to 10 times his/her personal contribution). Accordingly, the employee hereby certifies that, within ESOP 2025, his/her personal contribution is not higher than (i) 2.5% of his/her gross annual salary that he/she 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 the employee’s gross annual salary that he/she will receive in 2025, in case this order has been submitted during the subscription/revocation period (November 12 to 14, 2025). In making his/her decision to invest, the employee acknowledges that he/she is not relying on investment advice or tax advice provided by one of the Capgemini Group companies or by one of its officers, employees and representatives
- The employee acknowledges that, after reading the material provided or made available to him/her in connection with the ESOP share offering, he/she has been adequately informed of what stated below:
  - the number of shares subscribed, as stated in the subscription order, can be reduced in the event of over subscription according to the terms and conditions described in the Information Brochure;
  - the regulations of the IGSP are available to the employees on the web site dedicated to the 2025 ESOP share offering.
- The employee acknowledges that the investment in this share offering will produce fiscal and social security charges and acknowledges the information contained in the Local Supplement.
- The employee acknowledges that nothing of what is stated in this document or in any other document provided or made available to him/her in connection to this share offering will grant him/her other rights or faculties with respect to future offerings.
- The employee acknowledges that the decision to participate to the ESOP share offering is strictly personal and will not have any consequence on his/her employment relationship in the Capgemini Group. This subscription order and/or any other documents submitted to him/her in connection with the ESOP share offering will not modify, in any case, the terms and conditions of his/her employment contract and/or of his/her position held in the Capgemini Group.

- The employee acknowledges that the Capgemini SE shares, whose value is expressed in Euro, are listed on the Paris Stock Exchange "Euronext Paris". The value of the shares subscribed in connection with the ESOP share offering, and thus of his/her investment, is linked to a variation in price of the shares.
- The employee acknowledges to keep a copy of this subscription order for his/her personal record. The employee understands that in case of submission of a subscription order via internet in addition to a paper subscription form, the internet subscription order will prevail over the paper form.

The employee hereby expressly acknowledges that the subscription price of each Capgemini SE share will be established in relation to the reference price of the Capgemini SE shares in connection with the ESOP share offering. Such reference price shall be equal to the volume-weighted average prices of the share calculated during the period of 20 trading days preceding the date on which the subscription price will be determined by the CEO, under the Board of Director's proxy, who will be also responsible for the commencement of the revocation/subscription period. The employee hereby acknowledges that the commencement of the revocation/subscription period exclusively depends on the CEO's decision.

#### **Payment by salary deduction:**

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 or the securities account holder to proceed to the redemption, without any prior notice whatsoever, of all shares in accordance with application 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 SE shares reserved to its employees and for the purposes of the management of the IGSP. Under this offer, personal data provided in this 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;

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

Processing of my personal data included in this subscription order shall be implemented on the basis of 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.;

- The Capgemini employees personal data collected in this subscription order, and their transfer to France, is necessary and required for participation in the ESOP 2025 offer. In the absence of such personal data, my subscription could not be processed. These personal data are processed by Capgemini SE, my employer, Amundi ESR and by any other person 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). 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 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 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 sale of all my shares in the context of the IGSP) any personal data, as well as to limit 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 collection and centralisation of subscriptions
  - By mail at : 22F Toranomon Hills Mori Tower, 1-23-1, Toranomon, Minato-ku, Tokyo, Japan 105-6322

- By e-mail at : esop.jp@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 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 Act on the Protection of Personal Information in Japan, I expressly consent to the collection of my personal data and/or the transfer of my personal data to France to the persons indicated above.

### **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