

ESOP 2025

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

 City:
 E-mail address: :
 Global Group ID (GGID):

Reservation / Subscription Form for Portugal

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.

You shall only use this form as a printed paper form in case you are not able to access to the Internet. Should that be the case, the printed paper form shall be returned by mail or in hand during the reservation or the subscription/revocation period to the following address:

CAPGEMINI Portugal, S.A.
Departamento de Recursos Humanos
Av. Colégio Militar, n.º 37F, Torre Colombo Oriente, Piso 10
1500-180 Lisboa, Portugal

Reservation Period: this form must be received by October 1, 2025 at the latest in order to be taken into consideration.

Subscription/Revocation Period: this form must be received by November 14, 2025 at the latest in order to be taken into consideration.

My subscription by personal contribution (€ 100 minimum):														
I decide to subscribe to the share offering reserved for employees of the CAPGEMINI Group for the amount of:					A	=	€					.	0	0
Settlement of the total amount of my personal contribution, shall be carried out by SEPA direct debit.														
This reservation/subscription form shall be submitted together with the SEPA direct debit mandate and a bank identification number (IBAN) in your name that will be provided to you by your HR Department. Please note that the indicative date for the SEPA direct debit is scheduled for December 18, 2025 (indicative dates).														

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

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

Date: _____, 2025

Signature: _____

REPRESENTATIONS AND UNDERTAKINGS

I, the undersigned, hereby acknowledge that I have read the Information Brochure for the ESOP 2025 offering, the Key Information Document of the “ESOP Leverage P 2025” compartment of the “ESOP CAPGEMINI” FCPE, the regulation of the FCPE and the Local Supplement for Portugal, which were provided to me along with this reservation/subscription form, and that I subscribe CAPGEMINI SE shares through the FCPE 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 reservation/subscription order will become definitive and irrevocable.

► I acknowledge 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 me.

► I have duly noted that in order to participate in ESOP 2025 I must still be employed during at least one day from November 12, 2025 to November 14, 2025 and 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. 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 of 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 have duly noted that my subscription is completed within the framework of the IGSP, to which my subscription includes membership, and that I will receive a number of 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 period beginning from the share delivery date, with the exception of early exit events as provided by French law and as described in the Local Supplement.

► I hereby 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 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:

- should the reservation and subscription orders exceed the number of shares that are the object of this offering, the amount of my subscription request may be reduced according to the terms and conditions described in the “FCPE ESOP” Information Brochure;

- the regulations of the “ESOP CAPGEMINI” FCPE and 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 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 reservation/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 2025 offering, which is equal to the arithmetic average of the daily volume-weighted average prices for one CAPGEMINI SE share over the 20 consecutive 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:

I have noted that I will have to sign the SEPA direct debit mandate ("Single Euro Payments Area") and attach a bank identification statement ("IBAN") in my name. These documents must be either uploaded on the subscription website or remitted to my local HR, otherwise my reservation/subscription will be cancelled.

I undertake to fund my bank account for an amount at least equal to the amount that will be debited on 18 December 2025 (indicative date).

In case of rejection of the direct debit for insufficient funds, my subscription request will be cancelled automatically. If it has not been cancelled, I will still owe my employer the amount of my subscription.

Furthermore, I irrevocably authorize my employer, Capgemini SE or the custodian of the "ESOP Capgemini" FCPE to redeem my FCPE units in accordance with the applicable regulations, or to proceed to do so, without prior notice or formal notice, and to allocate the proceeds, up to the amount due, to the payment of the sums remaining due to my employer.

If the proceeds of the sale are insufficient to cover the amounts indicated above, I will remain indebted to my employer for the corresponding amount. In addition, my employer reserves the right to take any legal action against me to recover the 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, 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;
- 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 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, the Portuguese Law no. 58/2019 of August 8 (as amended) 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 cannot 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 FCPE (that is, until 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 redemption 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 collection and centralisation of subscriptions:
 - by mail at: Capgemini Portugal, Av. Colégio Militar, n.º 37F, Torre Colombo Oriente, Piso 10 - 1500-180 Lisboa, Portugal
 - by e-mail at: sandra.coelho@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, dpo@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 and the Portuguese supervisory authorities, the CNIL and the CNPD respectively, 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> or at <http://www.cnpd.pt>.

Furthermore, in accordance with Portuguese Law no. 58/2019, of August 8 (as amended) and EU Regulation 2016/679 of the European Parliament and of the Council of April 27, 2016, 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.

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 duly noted that more information on this restriction is available in the FCPE regulations, as well as on the management company’s website: www.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 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.