

ESOP

Employee Share Ownership Plan **2025**

Sign up to our new
Employee Share
Ownership Plan
from **September 12th**
to **October 1st, 2025**

ESOP 2025 in brief...

What is ESOP 2025?

- ✓ You buy **FCPE**¹ units which are invested in Capgemini shares on your behalf.
- ✓ In 2030, at the end of the **5-year lock-up period**, you will **get back at least your initial contribution in Euros**: your investment is protected in Euros.
- ✓ In addition, **your potential gains are based on the performance of the Capgemini share price over the 5-year lock-up period** and are boosted through a leverage effect. Custody and management charges for your fund units are borne by the company.

 To find out about ESOP 2025, go on
<https://esop.capgemini.com/2025>

Please note before investing

- ✓ Your investment is locked for 5 years (except in cases of early release provided under the plan).
- ✓ No dividends will be paid to you on the FCPE units subscribed.

¹ FCPE (Employee Mutual Fund or Fonds Commun de Placement d'Entreprise in French) collective structure allowing eligible Group employees to hold Capgemini shares.

Am I eligible for ESOP 2025?

To be eligible for ESOP 2025, you must meet the following three criteria:

- ❶ Be an employee of a Capgemini group² company.
- ❷ Be employed by that company for at least one day between November 12th and 14th, 2025 (inclusive).
- ❸ On November 14th, 2025, have been employed by Capgemini for at least **three months**, consecutive or otherwise, since January 1st, 2024.

When and how do I sign up?

Between September 12th and October 1st, 2025 (the reservation period), you may reserve your FCPE units invested in Capgemini shares by indicating the amount you wish to invest:

- ✓ On the website <https://esop.capgemini.com/2025> (using your personal ID and password).
- ✓ If you do not have access to the internet, you can use the reservation form. Just complete it, sign it and return it to the indicated address.

How much?

You can invest up to 2.5% of your estimated 2025 gross annual compensation. The minimum investment is €100, or equivalent in your local currency.

² Companies in which Capgemini holds directly or indirectly the majority of the company's share capital and which has subscribed to PEGI (the International Group Savings Plan).

To find out more

- Read the subscription documents available on <https://esop.capgemini.com/2025>
- Use the simulator.
- Attend information meetings.
- Contact your ESOP 2025 coordinator.



Dates to remember

2025



SEPTEMBER 12TH TO OCTOBER 1ST, 2025

I can reserve my Capgemini shares.



NOVEMBER 6TH, 2025

Reference price and subscription price announced.



NOVEMBER 12TH TO 14TH, 2025

I can cancel my reservation or subscribe for a limited amount (*).



DECEMBER 18TH, 2025

Shares delivery.



JANUARY 2026

I download my individual statement on my account management website.

2030

End of the holding period

(*): A maximum of 0.25% of your 2025 gross annual compensation..

Go to the website or scan the QR code to find out more

<https://esop.capgemini.com/2025>

