

ESOP

Employee Share Ownership Plan 2024



Sign up to our new
Employee Share
Ownership Plan from
September 12th to
October 1st, 2024

Overview of the offer...

What is esop 2024?

- ✓ You buy FCPE¹ units which are invested in Capgemini shares on your behalf.
- ✓ In 2029, 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.

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

 To find out about ESOP 2024, go on
<https://esop.capgemini.com/2024>

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 shares subscribed.



ESOP 2024

Employee Share Ownership Plan

Am I eligible for ESOP 2024?

To be eligible for ESOP 2024, 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, 2024 (inclusive).
- ❸ On November 14th, 2024, have been employed by Capgemini for at least three months, consecutive or otherwise since January 1st, 2023.

When and how do i sign up?

Between September 12th and October 1st, 2024

(the reservation period), you may submit a reservation form to acquire FCPE units invested in Capgemini shares by indicating the amount you wish to invest:

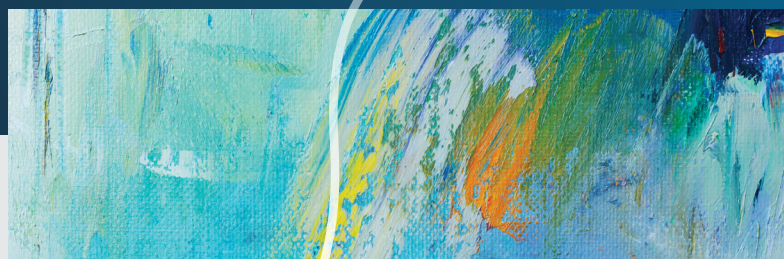
- ✓ **On the website <https://esop.capgemini.com/2024>** (using your personal ID and password).
- ✓ If you do not have access to the internet, **you can use the reservation form**. Just complete it, sign it and return it to the indicated address.

How much?

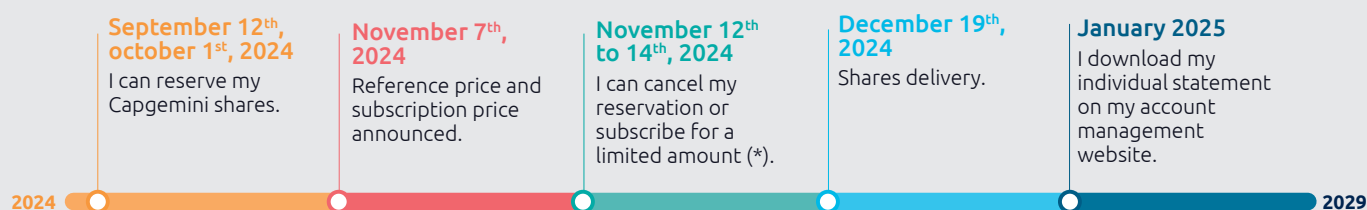
You can invest up to **2.5% of your estimated 2024** gross annual compensation.

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).



Dates to remember



(*): A maximum of 0.25% of your 2024 gross annual compensation.



To find out more

- Read the subscription documents available on <https://esop.capgemini.com/2024>
- Use the simulator.
- Attend information meetings.
- Contact your ESOP 2024 coordinator.

Go to <https://esop.capgemini.com/2024>
or scan the QR code to find out more

