

Approved by the Board of Directors on July 25, 2024

CAPGEMINI SE

CHARTER OF THE AUDIT & RISK COMMITTEE

1. GENERAL PROVISIONS

The Board of Directors of Capgemini SE (hereinafter referred to as the "Company" and collectively with its direct and indirect subsidiaries as the "Group") approved as follows the Charter of the Audit and Risk Committee (hereinafter the "Committee").

The general rules governing the composition, roles and responsibilities of the committees of the Board are set out in Section 6 of the Charter of the Board of Directors to which this Charter refers.

Members of this Committee must possess financial or accounting expertise.

This Charter of the Committee as well as any modification to it which the Committee may propose in the future must be submitted to the Board and receive its approval.

2. DUTIES

2.1 Accounting and financial information

2.1.1 The Audit & Risk Committee monitors the matters related to the preparation and control of accounting and financial reporting.

The Audit & Risk Committee monitors the process governing the preparation of financial information, including in digital format, and, where appropriate, issues recommendations to ensure its integrity. It reviews the drafts of consolidated interim and annual financial statements of the Group and the annual financial statements of the Company, in addition to the management presentation of risk exposure, including social and environmental risks, and material off-balance sheet commitments of the Company and accounting options elected. For this purpose, it:

- controls the continuity and correct application of accounting policies and procedures used, the relevance of the options taken and any changes in accounting standards;
- ensures significant transactions are correctly stated;
- examines the principal risks that could have an accounting or financial impact and, if necessary, the statement of relevant provisions;
- makes sure of the value of the balance-sheet assets;
- reviews the scope of consolidated companies and, where appropriate, the reasons for which companies are excluded;
- reviews material off-balance sheet commitments;
- analyzes the Group's financial policy and its net debt and liquidity position;
- confirms the quality of processes governing the preparation of Group financial and accounting information, and ensures the reliability and clarity of financial information primarily relating to the publication of the annual and interim financial statements communicated to shareholders and to the market;

- reviews, when approving the accounts, all major transactions which could have given rise to a conflict of interest;
- can be charged by the Chairman of the Board of Directors or the Chief Executive Officer to consider any financial or accounting issues, particularly in the event of transactions impacting either the scope or the business activities of the Group and major financial transactions.

2.1.2 The Audit & Risk Committee confirms the existence and effectiveness of internal control and internal audit systems, as well as the systems for managing the risks to which the Group may be exposed in the course of its business activities regarding the procedures governing the preparation and processing of accounting and financial information. In particular:

- The Committee confirms that the most material risks to which the Group is exposed, such as financial, legal, operational, social and environmental risks, are identified, managed and brought to its attention. It ensures the roll-out of appropriate internal control and risk management systems; it can use the Ethics and Governance Committee's works on ethics and compliance risk prevention performed as part of its duties.
- To this end, at least once annually it:
 - o reviews all key risks to which the Group may be exposed, particularly by examining the risk mapping prepared and updated by the Group Management Risk Committee and communicates its observations resulting from this review of the risk mapping to be taken into account in the audit plan;
 - o reviews the internal control organization and the principal financial, risk management and internal control processes and, in particular, risk control processes in the pre-sale phase and project overruns in the delivery phase;
- Should a new key risk arise or a significant change occur in a risk already identified subsequent to the annual review of key risks by the Committee, the Committee is informed thereof by Group Management without waiting for the next annual review;
- The Committee also reviews projects presenting material risks.
- The Committee ensures the implementation of corrective actions in the event of material weaknesses or anomalies. To this end it:
 - stays informed of the conclusions of external audit engagements and possible internal control weaknesses communicated by the Statutory Auditors;
 - is informed annually of the organization of the internal audit function and its internal audit program and periodically of the main observations of internal audit assignments (red and yellow flags) that may affect internal control processes, risks or the accuracy of financial reporting as well as the resulting proposed recommendations and action plans.
- As part of the above duties, the Committee reviews the sections of the draft corporate governance report concerning internal control and risk management procedures.

2.1.3 The Audit & Risk Committee monitors the statutory audit of the consolidated interim and annual accounts of the Group and the Company's annual accounts, ensures the independence of the Statutory Auditors¹ and generally monitors the performance of their engagement. To this end it:

- reviews the Statutory Auditor test program for the interim and annual accounts and their audit plan;
- approves any non-audit services or the certification of sustainability information that may be provided by the Statutory Auditors or members of their network and issues a decision after

¹ It should be noted that in this Charter, the term Statutory Auditors refers to the Statutory Auditor(s) in charge of the statutory financial audit engagement.

analyzing the risks to Statutory Auditors' independence and the mitigation measures applied by them; to this end it receives their declarations of independence; it can also set up a procedure of preliminary approval of such services;

- examines the amount of fees;
- prepares the Statutory Auditor selection process and issues a recommendation to the Board on the Statutory Auditors proposed for appointment to the Shareholders' Meeting.

2.2 Sustainability information

2.2.1 The Audit & Risk Committee monitors the matters related to the process of preparation of sustainability information, including in digital format and, where appropriate, issues recommendations to ensure its integrity.

2.2.2 The Audit & Risk Committee monitors the process implemented to determine the information published in accordance with standards for the communication of sustainability information.

2.2.3 The Audit & Risk Committee confirms the existence and effectiveness of internal control and internal audit systems, as well as the systems for managing the risks to which the Group may be exposed in the course of its business activities, regarding the procedures governing the preparation and processing of sustainability information.

2.2.4 As part of the above duties, the Committee reviews the sections of the draft corporate governance report concerning internal control and risk management procedures.

2.2.5 The Audit & Risk Committee reviews the draft sustainability report.

2.2.6 The Audit & Risk Committee monitors the certification of sustainability information. It ensures the independence of the Sustainability Auditors² and generally monitors the performance of their engagement.

It approves any non-audit services or the certification of sustainability information that may be provided by the Sustainability Auditors, or members of their network and issues a decision after analyzing the risks to Sustainability Auditors' independence and the mitigation measures applied by them. To this end it receives their declarations of independence; it can also set up a procedure of preliminary approval of such services.

Finally, it recommends to the Board the Sustainability Auditors to be proposed by it for appointment by the Shareholders' Meeting.

2.2.7 Where, in accordance with article L.233-28-4 II of the French Code of Commerce, the disclosure of sustainability information would be seriously prejudicial to the commercial position of Capgemini, and provided that the omission does not hinder a fair and balanced understanding of the development of the Group's business, its results, its situation and the impact on its activities, the Audit & Risk Committee may submit to the Board a reasoned draft opinion on the information to be omitted from the sustainability report.

2.2.8 The Audit & Risk Committee may consult another Committee on any specific matter relating to sustainability reporting where that Committee has specific expertise.

² It should be noted that in this Charter, the term Sustainability Auditor(s) refers to the Statutory Auditor(s) in charge of certifying the sustainability information and/or the independent third-party (ies) entity(ies) appointed by the General Meeting to this effect.

3. OPERATING RULES

The Committee generally meets six times a year and holds at least one meeting with the Statutory Auditors without the Group representatives, so that the auditors can express their observations.

Meetings are held at the registered office, following an invitation by the Secretary. The agenda is set by the Chairman of the Committee. Meetings can also be held by video conference or telephone conference if necessary.

The Chairman of the Committee elects its Secretary (he/she does not necessarily have to be a member of the Committee).

Minutes are drafted after each meeting and are approved by the Committee.

The Chairman of the Committee reports to the Board of Directors on the performance of its duties as well as the opinions and recommendations of the Committee on key issues in the areas under its supervision and any difficulties encountered. He/she also informs the Board of the results of the statutory audit engagement and the sustainability information certification engagement and the way in which these engagements contributed to the integrity of financial and sustainability reporting. He/she reports on the role played by the Committee in this process.

Its work is appraised as part of the annual assessment of the Board of Directors and its Committees.

The Chief Financial Officer of the Group is the Committee's general contact and represents the Group Management Risk Committee during Audit & Risk Committee meetings focusing on risk management and particularly reviewing the risk mapping. The Chief Accountant, the Treasury Manager, the Chief Audit Officer, the person in charge of sustainability reporting, the person in charge of managing risks during the sales proposals and the Delivery and Quality Manager, as well as any other member of management as the need may be, may also be invited to the meeting, depending on the agenda. Where the Committee wishes, these audits may be held without the presence of Group Management.

The Statutory Auditors and the Chief Audit Officer are invited to Committee meetings as required, in particular during reviews of the risk mapping and the presentation of the conclusions of internal and external audit procedures. The Sustainability Auditors may be invited, as required, to Committee meetings, particularly to present the results of their sustainability information certification engagement.

On appointment, Committee members receive information on the specific accounting, financial, operating, and sustainability aspects of the Company.