

# ESOP

Employee Share  
Ownership Plan 2022

## SIGN UP TO THE NEW EMPLOYEE SHARE OWNERSHIP PLAN

from September 14 to October 3, 2022

Capgemini 

## OVERVIEW OF THE OFFER

### WHAT IS ESOP 2022?

- You buy **FCPE units**<sup>1</sup>, which are **invested**, at a discounted price, in Capgemini shares on your behalf.
- In 2027, at the end of the 5-year lock-in 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-in period and are boosted through a leverage effect plus the capital gain at maturity on the shares you will hold through FCPE units.
- You will **benefit from dividends** which will be automatically reinvested in the FCPE.
- Custody and management charges for your fund units are borne by the company.



To find out about ESOP 2022, go on  
<https://esop.capgemini.com/2022>

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

### PLEASE NOTE BEFORE INVESTING

- Your investment is locked in for **5 years** (except in cases of early withdrawal provided for under the plan).



## AM I ELIGIBLE FOR ESOP 2022?

To be eligible for ESOP 2022, you must meet the following three criteria:

- 1 - Be an employee of a Capgemini group<sup>2</sup> company.
- 2 - Be employed by that company for at least one day between November 7 and 9, 2022 (inclusive).
- 3 - On November 9, 2022, have been employed by Capgemini for at **least three months**, consecutive or otherwise, since January 1, 2021.

## WHEN AND HOW DO I SIGN UP?

Between **September 14 and October 3, 2022** (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/2022> (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 2022 gross annual compensation**. The minimum investment is €100, or equivalent in your local currency.

## DATES TO REMEMBER

2022

- **SEPTEMBER 14 - OCTOBER 3, 2022**  
I can reserve my FCPE units.
- **NOVEMBER 3, 2022**  
Reference price and subscription price announced.
- **NOVEMBER 7-9, 2022**  
I can cancel my reservation or last chance to subscribe on a limited amount only(\*).
- **DECEMBER 15, 2022**  
Shares delivery.
- **JANUARY 2023**  
I download my individual statement on my account management website.

2027

\* A maximum of 0.25% of your 2022 gross annual compensation.



## TO FIND OUT MORE

- Read the subscription documents available on <https://esop.capgemini.com/2022>
- Use the simulator.
- Attend information meetings.
- Contact your ESOP 2022 coordinator.