

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 **FCPE¹ units which are invested** 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.
- 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>

PLEASE NOTE BEFORE INVESTING

- Your investment is locked in for 5 years (except in cases of early release provided for under the plan).
- No dividends will be paid to you on the shares 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 2022?

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

- 1 - Be an employee of a Capgemini group² 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 subscribe for a limited amount (*).
- **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.