

# 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 Capgemini shares at a discounted price.
- In 2027, at the end of the 5-year lock-in period, you will get back at least your initial contribution in dollars: your investment is protected in dollars.
- 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.



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.



## 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>1</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 Capgemini shares by indicating the number of shares 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 2 shares.

## DATES TO REMEMBER

2022

- **SEPTEMBER 14 - OCTOBER 3, 2022**  
I can reserve my Capgemini shares.
- **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.  
Confirmation statement will only be sent by Computershare and PIN letter will be delivered to new participants only.



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.