

# ESOP

Employee Share Ownership Plan 2023

Sign up to our new  
Employee Share  
Ownership Plan  
from September 15<sup>th</sup> to  
October 4<sup>th</sup>, 2023

## OVERVIEW OF THE OFFER

### WHAT IS ESOP 2023?

- You buy FCPE units<sup>1</sup>, which are invested in Capgemini shares at a discounted price on your behalf.
- In 2028, 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  
(1) the performance of the Capgemini share price over the 5-year lock-up period and are boosted through a leverage effect plus  
(2) 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.



### PLEASE NOTE BEFORE INVESTING

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



To find out about ESOP 2023, go on  
<https://esop.capgemini.com/2023>

<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.

## AM I ELIGIBLE FOR ESOP 2023?

To be eligible for ESOP 2023, 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 13<sup>th</sup> and 15<sup>th</sup>, 2023 (inclusive).
- 3 - On November 15<sup>th</sup>, 2023, have been employed by Capgemini for **at least three months**, consecutive or otherwise, since January 1<sup>st</sup>, 2022.

## WHEN AND HOW DO I SIGN UP ?

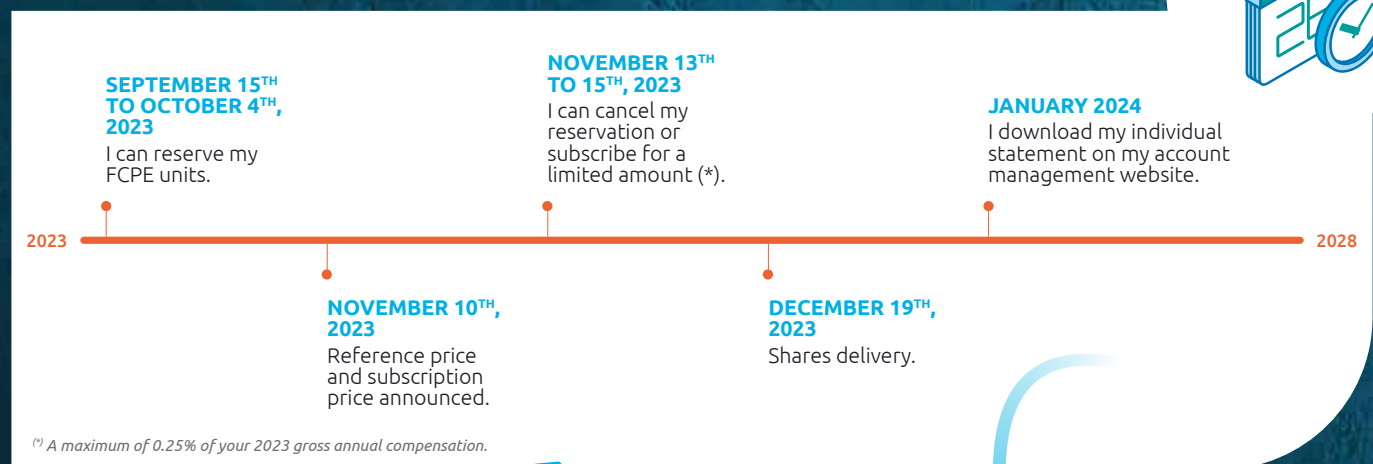
Between September 15<sup>th</sup> and October 4<sup>th</sup>, 2023 (the reservation period), you may submit a reservation form to acquire FCPE units invested in Capgemini shares by indicating the amount you wish to invest:

- On the website <https://esop.capgemini.com/2023> (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 2023 gross annual compensation**. The minimum investment is €100, or equivalent in your local currency.

## DATES TO REMEMBER



## TO FIND OUT MORE

- Read the subscription documents available on <https://esop.capgemini.com/2023>
- Use the simulator.
- Attend information meetings.
- Contact your ESOP 2023 coordinator.

<sup>2</sup> 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).



Go to <https://esop.capgemini.com/2023> or scan the QR code to find out more