

RESERVATION/SUBSCRIPTION FORM - INDIA

Company name: _____
 Mr./Mrs./Ms: _____
 Last name: _____
 First name: _____
 Address: _____

 City: _____
 Identification number: _____
 E-mail: _____
 Mobile: _____
 Global Group ID (GGID): _____
 PAN No: _____

To avoid routing delays, please use the internet site dedicated to ESOP 2023 as the preferred method of subscription <https://esop.capgemini.com/2023>.

This Form must be duly received by your Human Resources Department latest by 5 pm, October 4, 2023.

Failure to timely deliver shall make this subscription null and void. I understand that if this Form is incomplete and not corrected in time, my subscription order cannot be executed, in which event this subscription cannot be processed.

FS BU	CG Business Services	AAE
	Naveen Kumar DN / Abhishek Madhukar Shirolkar Capgemini Technologies Services India Pvt Ltd, 158-162 (P) & 165-170 (P), EPIP Phase II, Whitefield, Bangalore – 560066	

I acknowledge that I have read and fully understood the Information Brochure for ESOP 2023, the Key Information Document (“KID”) “ESOP Leverage P 2023” compartment of the “ESOP CAPGEMINI” FCPE and the Local Supplement for India, which were provided to me along with this reservation/subscription form. Accordingly, I agree and understand that this FCPE will subscribe to the Capgemini SE shares in my name and on my behalf, and I will receive units of such FCPE corresponding to my investment within the following conditions:

I understand that my subscription by personal contribution will be expressed in INR and subject to a minimum of INR 9,000:

I agree to subscribe to the offer of shares reserved for employees of the Capgemini Group for the amount of: A =

□ □ □ □ □ . 0 0

I understand that my contribution will be converted into € by applying the exchange rate between € and INR on November 9, 2023. I also understand that before submitting this form or validating my online reservation order, I have ensured that I have the financial capacity to invest in the plan and that I am able to pay for my investment on a timely basis. Submitting a reservation order (unless validly revoked during the revocation period from November 13 to November 15, 2023) binds me to pay my contribution. After November 15, 2023, I cannot cancel and avoid making payment of my aforesaid personal contribution.

To settle the total amount of my contribution, I authorize/choose one of the two methods of payment below (please check one of the two boxes):

Kindly refer to the Local Supplement for information on the tax implications that your payment option may attract.

B. BY AVAILING OF THE FINANCE FACILITY OFFERED BY MY EMPLOYER AND REPAYMENT THEREOF IN FOUR (4) MONTHLY INSTALMENTS DEDUCTED FROM MY SALARY¹

I have noted and agree that payment by salary deduction will be applied in four equal monthly instalments as reimbursement for the loan made by my employer for the total amount indicated in Box A above. The first repayment instalment will be carried out against my salary for December 2023.

OR

C. DEDUCTION BY SINGLE DISBURSEMENT FROM MY MONTHLY SALARY

I have noted and agree that payment by salary deduction will be applied by my employer against my salary for the month of December 2023 for the total amount indicated in Box A above.

I confirm that A = B or A = C

¹ As per the Companies Act, 2013 and the Rules made thereunder, where your Employer company is a public limited company (including a private company which is a subsidiary of a public company), your Employer can provide finance facility/assistance to its employees to subscribe to Capgemini SE shares (under ESOP 2023) provided shareholders' approval has been obtained. Accordingly, wherever relevant, the shareholders' approval has been obtained in accordance with the law.

I have noted that the subscription price will be set by the Chief Executive Officer of Capgemini SE and will be communicated on November 10, 2023, via postings in my workplace and on the internet site dedicated to ESOP 2023.

If I no longer wish to subscribe, I will be able to revoke this reservation/subscription order, in its entirety, **during the revocation period from November 13 to November 15, 2023 (inclusive)**. However, if no revocation is made during this period or if revoked but is later found to be defective or incomplete, this subscription order will become final, irrevocable, and binding on me.

I hereby agree to be bound by the representations and undertakings set forth on the reverse of this Form, and I acknowledge the section relating to Data Protection.

Date : 2023

Signature:

REPRESENTATIONS AND UNDERTAKINGS

- I acknowledge having read all the information related to the ESOP 2023 share offering contained in the documents received and in the other documents made available to me.
- I have noted that to participate in ESOP 2023, I must justify seniority of at least three months, continued or discontinued, by the last day of the revocation period on November 15, 2023. This seniority condition may include all periods during which I was employed by the Capgemini Group between January 1, 2022, and November 15, 2023. Furthermore, my reservation/subscription order will only be considered as long as I still have an employment contract or a position of executive director with a company of the Capgemini Group that is a member of the Capgemini International Group Savings Plan (hereinafter the "IGSP"), for at least one day during the revocation period, i.e., November 13 to November 15, 2023.
- I have noted that my reservation/subscription, if not revoked during the revocation period, will be final and completed within the framework of the IGSP, to which my reservation/subscription includes membership, and that I will receive a number of units of the "ESOP Leverage P 2023" compartment of the "ESOP CAPGEMINI" FCPE, in proportion to my investment in Capgemini SE shares. These FCPE units will be unavailable to me for a five-year Lock-up, i.e., until December 19, 2028, except for early exit events described in the Local Supplement for India.
- I hereby certify that the total amount of my subscription within the framework of ESOP 2023 does not exceed 25% of the estimated gross annual salary that I will receive in 2023 (including the bank contribution, which corresponds to 10 times my personal contribution). Accordingly, I hereby certify that, within ESOP 2023, my personal contribution is not higher than (i) 2.5% of my estimated gross annual salary that I will receive in 2023, in case this order has been submitted during the reservation/subscription period (September 15 to October 4, 2023), or (ii) 0.25% of my estimated gross annual salary that I will receive in 2023, in case this order has been submitted during the subscription/revocation period (November 13 to 15, 2023).
- I acknowledge that having read the documentation provided or made available to me within the framework of ESOP 2023, I have been informed of the following:
 - the amount of my subscription request may be reduced according to the terms and conditions described in the Information Brochure,
 - if my subscription request, comprising this subscription order and the amount of my payment, is incomplete and cannot be corrected in time, my subscription order cannot be processed.
 - the regulations of the "ESOP CAPGEMINI" FCPE and the regulations of the IGSP, and other relevant documents are available to me on the internet site dedicated to ESOP 2023.
- I hereby declare that this subscription order, which may be revoked during the revocation period, is the only one I have or will submit in the context of ESOP 2023. I understand that in case of submission of a subscription order via the Internet in addition to a paper subscription form, the Internet subscription order shall prevail, and the paper form will not be processed. If this subscription order is not revoked correctly, in that case, the amount indicated in my subscription order will be paid and allocated to the subscription to the "ESOP Leverage P 2023" compartment of the "ESOP CAPGEMINI" FCPE.
- I have noted that my participation in ESOP 2023 is entirely voluntary and does not form part of or constitute an amendment to the terms of my employment. The benefits that I may receive through ESOP 2023 will not be considered in calculating future rights that I may acquire through my employment, including termination benefits. I understand that nothing contained in this document, or any other materials distributed or made available to me in connection with ESOP 2023 or the FCPE shall confer any right or entitlement regarding future offerings.
- For my investment in ESOP 2023, I acknowledge that my investment is tied to Capgemini SE share price changes. I am therefore risking the amount of my personal contribution invested in the "ESOP Leverage P 2023" compartment of the "ESOP CAPGEMINI" FCPE. Furthermore, I acknowledge that the asset value of the FCPE shall be closely linked to the listed price of Capgemini SE shares, which shall depend on the financial situation and the future results of Capgemini SE and, more generally, on trends and risks in the financial markets. I understand that my investment is in €, and I may have a foreign exchange risk if I live outside the eurozone; the exchange rate fluctuations between the € and INR can positively or negatively impact my investment. The amount of my personal contribution will be converted into euros (€) by applying the exchange rate between the euro (€) and INR, which has also been determined by Capgemini prior to the publication of the subscription price.
- I have noted that I am responsible for complying with the applicable Indian laws, including the Foreign Exchange Management Act, 1999, and the rules and regulations issued thereunder, as amended from time to time. I confirm that the remittance of the subscription amount, on my behalf, by my Employer under the Liberalized Remittance Scheme (LRS) is within the limit of USD 250,000 or is otherwise in accordance with and subject to the applicable exchange control laws and regulations in force. I further confirm that I am solely responsible for ensuring that my subscription is within the limit of USD 250,000 and will be solely responsible for any breach of the applicable laws or regulations. In case later, it is found that such remittance has led to a breach of the prescribed limit, i.e., USD 250,000 per financial year (or otherwise), I undertake to bring the excess funds back to India and shall suo moto apply for compounding. I understand that the bank has requested my Employer to collect the TCS (tax collected at source), if applicable, from me under the LRS and deposit the tax with the tax authorities. The TCS on LRS will be collected from my payroll in the month decided by my Employer.

- I have kept a copy of this reservation/subscription order.
- I have noted that the subscription price for one Capgemini SE share will be determined in relation to the reference price of Capgemini SE shares for ESOP 2023, based on the arithmetic average of the opening price of the daily volume-weighted average share price of one Capgemini share over the period of 20 consecutive trading days (the "Reference Price") preceding the date of the decision of the Chief Executive Officer (acting by a delegation from the Board of Directors), on November 10, 2023, to determine the subscription price. I take note that the opening of the revocation period is conditional on this decision.

Default of payment by salary deduction:

In the event of default of payment by me, including failure to pay a personal contribution towards ESOP 2023 or failure to repay loan/finance facility, I hereby irrevocably and unconditionally authorise my employer to withhold from my salary or any other amount due to me any unpaid deduction for my subscription. If I remain liable for payment to my employer as a result of my subscription, unless I settle this amount by my own means, in that case, I unconditionally and irrevocably grant authorisation to my employer or the holder of the "ESOP CAPGEMINI" FCPE unit holders accounts to proceed to redemption, without any prior notice whatsoever, of all my FCPE units in accordance with the applicable regulations and to allocate the proceeds, as appropriate, towards payment of the remaining amount owed by me to my employer plus reasonable administrative expenses. Any action taken by the employer to recover my dues (as set out above) would be considered legal, and I hereby waive my right to object to such reasonable actions. I further acknowledge that if the proceeds from the sale are not sufficient to cover the amounts listed above, I will remain liable to my employer for the corresponding amount outstanding, and the employer shall have the right to file a claim against me for payment of such unpaid amount.

In addition, if I am employed on November 13, 2023, but am under termination notice on such date (whether by the employer or by my resignation), I will no longer be entitled to payroll deduction. In that event, I agree to pay 100% of my subscription at the latest by November 15, 2023, failing which I will be deemed in default of payment and understand that my subscription may be cancelled.

Taxes:

I acknowledge that I have to bear taxes, if any, and the employee portion of social security charges that my employer is obliged to withhold or pay as a result of my participation in ESOP 2023, and I hereby irrevocably authorise my employer to the extent legally permitted to deduct/collect any such taxes (including tax collected at source (TCS)) and social security charges from my pay including all accrued entitlements, and from any redemption amount to which I may be entitled under this Offering, or sell, or have sold, without any prior notice whatsoever all of my Capgemini shares held under the FCPE.

Data Protection:

- I understand that Capgemini SE has set up, with the assistance of my employer, an offer of Capgemini SE shares reserved to its employees through the compartment "ESOP Leverage P 2023" of the FCPE "ESOP Capgemini". Under this offer, personal data provided in this reservation/subscription order shall undergo electronic data processing by:
 - Capgemini SE, having its corporate office at 11 rue de Tilsitt, 75017 Paris, France, as data controller for communicating and collecting subscriptions from employees, and centralising subscriptions and revocations,
 - Amundi ESR, having its corporate office at 91-93 boulevard Pasteur – 75015 Paris – France, as data controller for registrar holding and unit account holding of my assets subscribed within the framework of the relevant IGSP and FCPE.
- Processing of my personal data included in this reservation/subscription order shall be implemented on the basis of the performance of a contract through the submission of this order.
- They are subject to the French Law n°78-17 of January 6, 1978, on data processing, data files and individual liberties and the EU Regulation on Data Protection (2016/679) of the European Parliament and of the Council of April 27, 2016, on the protection of individuals with regards to the processing of personal data and free movement of such data.
- Per Indian laws, I agree that some of my personal identifiable information must be provided to my employer, including the Human Resources Department, its affiliates, Amundi ESR, Capgemini SE and any party besides Capgemini expressly authorised to receive and maintain this information.
- The Capgemini employees' personal data collected in this reservation/subscription order, and their transfer to France, is necessary and required for participation in the ESOP 2023 offer. My subscription cannot be processed in the absence of such personal data. These personal data are processed by Capgemini SE, my employer, Amundi ESR and by any other person expressly authorised to process the data (such as the communication agency Butterfly, as a subcontractor, having its corporate offices at 14 boulevard du Général Leclerc, 92200 Neuilly-sur-Seine). Such personal data shall also be retained for the time necessary to conclude the transaction and for the purposes of the management of my assets within the relevant IGSP and FCPE (that is, until the redemption of my assets, or in case of revocation, 12 months after the date of settlement/delivery) and thereafter for archiving purposes (until the expiry of the limitation period for any disputes relating to such assets), and in order to meet any applicable legal requirements;

REPRESENTATIONS AND UNDERTAKINGS

■ I note that I may exercise my right to access, amend and correct or delete (after the purchase of all my units in the FCPE in the context of the IGSP) any personal data, as well as to limit the processing of my data or to oppose it, to portability of my data, and to define directives in relation to the bookkeeping, deletion and communication of my personal data after my death, by writing to:

> **my employer for collection and centralization of subscriptions and revocations:**

- **Mail to: Naveen Kumar DN/ Abhishek Madhukar Shirlokar
Capgemini Technology Services India Ltd
158 - 162 & 165 - 170 EPIP Phase II, Whitefield
Bangalore 560066.**

- **Email to Capgemini India e-mail for ESOP: esopindia.in@capgemini.com.**

> **Amundi ESR for registrar and account holding:**

- **By mail at : Amundi ESR - Service Contrôle Interne et Conformité - 26956
Valence Cedex 9, France**

- **By e-mail at: amundipersonaldataprotection@amundi.com .**

■ I note that:

- the Data Protection Officer at Capgemini SE is Emmanuelle BARTOLI,
dpo@capgemini.com, Capgemini SE, 11, rue de Tilsitt – 75017
Paris, France.

- the details of the Amundi group Data Protection Officer are: AMUNDI - DPO
- BSC/SEC/PCA -
91-93 boulevard Pasteur - 75015 PARIS or by e-mail to dpo@amundi.com.

■ I also note that I may contact the French supervisory authority, the CNIL, regarding all questions related to the protection of my personal information or with my supervisory authority. Information may be found at <https://www.cnil.fr>.

■ Furthermore, in accordance with the (Indian) Information Technology Act, 2000, read with the Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules, 2011, as amended, I hereby expressly consent to the collection of my personal data and/or the transfer of my personal data to France to the persons indicated above or as may be necessary. I also confirm that the online submission of this reservation/subscription order is in accordance with the requirements of the law described above.

Warning – “U.S. person”:

I understand that the offer is not open to subscriptions by “US Persons”, and I hereby certify that I am not a resident of the United States of America. I have noted that more information on this restriction is available in the FCPE regulations and on the management company’s website: <https://about.amundi.com/Legal-Mentions/Legal-mentions/under-Access-Limited>.

Specific rules for Russia and Belarus:

As a result of sanctions imposed by the European Union, citizens or residents of Russia or Belarus who do not have a legal residence or citizenship in the European Union, in a country member of the European Economic Area or in Switzerland may not participate in this offering.

Therefore, I declare:

- I am not a Russian national or resident of Russia, or if I am, I am also a citizen of a Member State of the European Union, of a country member of the European Economic Area or of Switzerland, or I have a temporary or permanent residence permit in one of these countries; and

- I am not a Belarusian national or a resident of Belarus, or if I am, I am also a citizen of a Member State of the European Union, or I have a temporary or permanent residence permit in one of these Member States.