

CAPGEMINI

European company (*Société Européenne*) with a share capital of €1,370,779,768

Head office: Paris (17th District) 11, rue de Tilsitt

330 703 844 RCS PARIS

NOTICE OF SHAREHOLDERS' MEETING

The shareholders of Capgemini are invited to attend the Combined Shareholders' Meeting on **Wednesday, May 7, 2025 at 2 p.m. (first notice)**, at Pavillon Gabriel, 5 avenue Gabriel, Paris (8th District) to deliberate the following agenda:

AGENDA

RESOLUTIONS PRESENTED AT THE ORDINARY SHAREHOLDERS' MEETING

- Approval of the 2024 Company financial statements (**1st resolution**);
- Approval of the 2024 consolidated financial statements (**2nd resolution**);
- Appropriation of earnings and setting of the dividend (**3rd resolution**);
- Regulated Agreements – Special Report of the Statutory auditors (**4th resolution**);
- Approval of the report on the compensation of corporate officers relating to the information detailed in Article L. 22-10-9 I of the French Commercial Code (**5th resolution**);
- Approval of fixed, variable and exceptional components of total compensation and all types of benefits paid during fiscal year 2024 or granted in respect of the same fiscal year to Mr. Paul Hermelin, Chairman of the Board of Directors (**6th resolution**);
- Approval of fixed, variable and exceptional components of total compensation and all types of benefits paid during fiscal year 2024 or granted in respect of the same fiscal year to Mr. Aiman Ezzat, Chief Executive Officer (**7th resolution**);
- Approval of the compensation policy applicable to the Chairman of the Board of Directors (**8th resolution**);
- Approval of the compensation policy applicable to the Chief Executive Officer (**9th resolution**);
- Approval of the compensation policy applicable to Directors (**10th resolution**);
- Renewal of the term of office of Mr. Patrick Pouyanné as a director (**11th resolution**);
- Renewal of the term of office of Mr. Kurt Sievers as a director (**12th resolution**);
- Appointment of Mr. Jean-Marc Chéry as a director (**13th resolution**);
- Authorization of a share buyback program (**14th resolution**).

RESOLUTIONS PRESENTED AT THE EXTRAORDINARY SHAREHOLDERS' MEETING

- Amendment of paragraph 2 of Article 12 and paragraphs 6 to 10 of Article 19 of the Company's bylaws (**15th resolution**).
- Authorization to the Board of Directors, for a period of eighteen months, to grant performance shares, existing or to be issued, to employees and corporate officers of the Company and its French and non-French subsidiaries, up to a maximum of 1.2% of the Company's share capital (with, in the case of shares to be issued, the waiver by shareholders of their pre-emptive subscription rights in favor of the beneficiaries of the grants) (**16th resolution**);
- Delegation of authority to the Board of Directors, for a period of eighteen months, to issue, with cancellation of pre-emptive subscription rights, ordinary shares and/or securities granting access to the Company's share capital to members of Capgemini group employee savings plans up to a maximum par value amount of €28 million and at a price set in accordance with the provisions of the French Labor Code (**17th resolution**);
- Delegation of authority to the Board of Directors, for a period of eighteen months, to issue with cancellation of pre-emptive subscription rights, ordinary shares and/or securities granting access to the share capital in favor of a specific category of beneficiaries for the set-up of structured offers for employees of certain non-French subsidiaries at terms and conditions comparable to those offered pursuant to the preceding resolution (**18th resolution**);
- Powers to carry out formalities (**19th resolution**).

The Notice of Meeting, provided for in article R.225-73 of the French Commercial Code, containing the text of the draft resolutions that will be submitted to this Shareholders' Meeting, was published in the French Journal of Mandatory Legal Announcements (BALO) of March 21, 2025 (no. 35). This Notice of Meeting is available on the Company's website: <https://investors.capgemini.com/en/event/2025-shareholders-meeting/>.

A. – How to participate at the Shareholders' Meeting

The Shareholders' Meeting is open to all shareholders, regardless of the number of shares they hold.

Shareholders may choose one of the following **three methods** of participating:

- a) request an admission card to attend the Meeting in person; or failing this,
- b) vote in advance online or by post; or
- c) grant a proxy (online or by post) to the Chairman of the Shareholders' Meeting or to their spouse or civil union partner or any other individual or legal entity of their choice.

1. Justification of the right to participate at the Shareholders' Meeting

In order to attend, grant a proxy or vote by correspondence at this Shareholders' Meeting, shareholders must present evidence of the registration of their shares in their name (or that of the intermediary acting on their behalf if they are domiciled outside France) in the register kept by Uptevia, or in the register of bearer shares kept by their authorized intermediary, at 12.00 a.m., Paris time, on the second working day preceding the Shareholders' Meeting, that is 12.00 a.m., Paris time, on May 5, 2025.

Only those shareholders satisfying the requisite conditions at this date will be authorized to participate at the Shareholders' Meeting.

For **registered shareholders**, the registration of their shares in a named securities accounts at 12.00 a.m., Paris time, on May 5, 2025 is sufficient to enable them to participate at the Shareholders' Meeting.

In the case of **bearer shares**, the authorized intermediary must provide an attendance certificate. This certificate must be forwarded to Uptevia together with the postal/proxy voting form or the admission card request form issued in the name of the shareholder or on his/her behalf if he/she is not resident in France, to enable the registration in the share register to be duly noted. A certificate will also be delivered to any shareholders wishing to attend the Shareholders' Meeting in person, who have not received an admission card by 12.00 a.m., Paris time, on the second working day preceding the Shareholders' Meeting, that is by 12.00 a.m., Paris time on May 5, 2025. An attendance certificate will only be issued if an admission card is not received and does not exempt the shareholder from the obligation to return the single voting form.

The shareholder may, nonetheless, subsequently sell some or all of his/her shares. In such as case:

- if the registration in the share register evidencing the sale is performed before 12.00 a.m., Paris time, on the second working day preceding the Shareholders' Meeting, that is 12.00 a.m., Paris time, on May 5, 2025, the Company will invalidate or modify the remote vote cast, the proxy granted, the admission card or the attendance certificate and the authorized account-holding intermediary must, to this end, notify the sale to the Company's agent and communicate the necessary information;
- if the registration in the share register evidencing the sale is performed after 12.00 a.m., Paris time, on the second working day preceding the Shareholders' Meeting, that is 12.00 a.m., Paris time, on May 5, 2025, it need not be notified by the authorized intermediary or taken into account by the Company, notwithstanding any agreement to the contrary.

2. Attending the Shareholders' Meeting

Shareholders wishing to attend this Shareholders' Meeting should submit a written request to their account-holding institution. An admission card will be addressed directly following this request.

They may also request an admission card using the VOTACCESS platform (see below).

3. Voting by proxy or by correspondence

Participation at the Shareholders' Meeting via the Internet – Use of the VOTACCESS platform

Capgemini shareholders may use the VOTACCESS internet voting platform for the purposes of the Shareholders' Meeting of May 7, 2025. This platform enables shareholders, **prior to the Shareholders' Meeting, to electronically communicate voting instructions, request an admission card or appoint or remove an agent**, as follows:

Custody-only registered shareholders: custody-only registered shareholders who wish to communicate their method of participation at the Shareholders' Meeting or voting instructions by internet prior to the Shareholders' Meeting can access VOTACCESS via their Shareholder Account website; they can connect using the login ID and password already used to consult their registered securities account on the Shareholder Account website (<https://www.investors.uptevia.com>); they may then vote, request an admission card or appoint or remove an agent via the VOTACCESS site.

Administered registered shareholders: administered registered shareholders who wish to communicate their voting instructions by internet prior to the Shareholders' Meeting can access VOTACCESS via the VoteAG website (<https://www.voteag.com>); they will receive from Uptevia, together with the notice of the May 7, 2025 Shareholders' Meeting, a login ID and a temporary code enabling them to connect; shareholders must then follow the instructions on screen to personalize their password; they may then vote, request an admission card or appoint or remove an agent via the VOTACCESS site.

Bearer shareholders: this option is only available to holders of bearer shares whose account-holding institution is a member of the VOTACCESS system and proposes this service for this Shareholders' Meeting. If the account-holding institution is connected to the VOTACCESS site, the shareholder must identify him/herself on the internet portal of their accounting-holding institution with their usual access codes. They must then follow the instructions on screen to access the VOTACCESS site and vote, request an admission card or appoint or remove an agent. Accordingly, bearer shareholders interested in this service are invited to contact their account-holding institution to obtain the terms and conditions of use.

The VOTACCESS site will be open from April 16, 2025 to 3 p.m., Paris time, on May 6, 2025, the eve of the Shareholders' Meeting.

Shareholders possessing their login ID and access code are recommended not to wait until the last few days to communicate their method of participation.

Voting by proxy or by correspondence using the single paper format postal/proxy voting form (by post)

Registered shareholders: a single postal/proxy voting form and appendices will be addressed to all registered shareholders who have not accepted the e-notice service.

Bearer shareholders: holders of bearer shares wishing to cast a remote vote or vote by proxy can obtain the aforementioned form and its appendices at the Company's head office or from Uptevia (Service Assemblées Générales - Cœur Défense, 90-110 Esplanade du Général de Gaulle - 92931 Paris la Défense Cedex); requests should be submitted in writing and received at least six days prior to the date of the Shareholders' Meeting, that is by April 30, 2025.

Remote or proxy votes will only be taken into account if received at least three days prior to the date of the Shareholders' Meeting at Uptevia (Service Assemblées Générales - Cœur Défense, 90-110 Esplanade du Général de Gaulle - 92931 Paris la Défense Cedex), that is by May 4, 2025.

Holders of bearer shares should enclose the attendance certification with the form.

Shareholders may request confirmation that their votes have been properly recorded and taken into account by the Company, if this information is not already available to them. Any shareholder request to this effect must be made within three months following the date of the Shareholders' Meeting (accompanied by documentation supporting the shareholders' identity). The Company will reply within 15 days of receipt of the confirmation request or the date of the Shareholders' Meeting if the request is submitted before then.

4. Notification of the appointment or removal of an agent electronically, pursuant to Article R.225-79 of the French Commercial Code (*Code de commerce*)

The appointment or removal of an agent may also be notified electronically in accordance with the following procedures:

- for registered shareholders: by sending an email to ct-mandataires-assemblees@uptevia.com, specifying their surname, first name, address and Uptevia identification number for custody-only registered shareholders (information presented on the top left-hand corner of the share account statement) or their financial intermediary identification number for administered registered shareholders, together with the surname and first name of the agent appointed or removed;
- for bearer shareholders: by sending an e-mail to ct-mandataires-assemblees@uptevia.com, specifying their surname, first name, address and full bank details, as well as the surname and first name of the agent appointed or removed; shareholders must also ask the financial intermediary holding their share account to send written confirmation (by post) to Uptevia (Service Assemblées Générales - Cœur Défense, 90-110 Esplanade du Général de Gaulle - 92931 Paris la Défense Cedex).

Account may only be taken of notifications of the appointment or removal of agents duly signed, completed and received at least three days prior to the date of the Shareholders' Meeting, that is by May 4, 2025. **An agent may not be appointed the day of the meeting.** Furthermore, only notifications of the appointment or removal of agents may be forwarded to the above email address. All other requests and notifications concerning other matters may not be taken into account and/or processed.

Shareholders who have informed the Company that they wish to participate in a meeting in person, remotely or by granting a proxy to an individual or legal entity of their choice, may not alter their method of participation. However, attendance at a meeting by a shareholder in person shall cancel any votes cast by proxy or remotely in accordance with the Company's bylaws.

B. – Written questions (legal measure)

Written questions that shareholders may have, should be addressed to the Chairman of the Board of Directors at the Company's head office by registered letter, with acknowledgment of receipt, or by email to assemblee@capgemini.com, no later than the fourth working day preceding the Shareholders' Meeting, that is by April 30, 2025. The questions should be accompanied by a certificate attesting to the registration of shares either in a registered share account held by Uptevia, or in bearer share accounts held by an authorized intermediary.

C. – Questions live and remotely during Shareholders' Meeting

Shareholders unable to attend the Shareholders' Meeting will be able to **ask questions live and remotely** during the Shareholders' Meeting, in addition to *via* the legal process for submitting written questions.

To do this, shareholders must login **in advance** to the VOTACCESS platform and communicate their instructions (grant a proxy to the Chairman or a third party, vote on the resolutions, request an admission card), check the box **"I will not be attending the Capgemini SE Shareholders' Meeting, but I would like to be in a position to ask a question during the Q&A session"** (at the bottom of the page) and provide their email address. The day before the Shareholders' Meeting, shareholders who have made this choice will receive a link and login details that will allow them to watch live the

event and to send their questions. Shareholders are responsible for ensuring that the information communicated is complete and valid.

The VOTACCESS website will be open from April 16, 2025 at 10 a.m. until the eve of the Shareholders' Meeting, that is on **May 6, 2025 at 3 p.m.** (Paris time). To avoid congestion on the VOTACCESS website, shareholders are recommended not to wait until the eve of the Shareholders' Meeting to input their instructions.

Shareholders who have followed this procedure will receive, **no later than two hours before the beginning of the Shareholders' Meeting**, an email including their identification number and password.

The Shareholders' Meeting will begin at 2 p.m. on May 7, 2025.

On the day of the Shareholders' Meeting, shareholders possessing their identification number and password may connect to the LUMI TECHNOLOGIES platform at the following address: <https://meetings.lumiconnect.com/100-917-825-172> (meeting number **100-917-825-172**) to watch the Shareholders' Meeting live and ask written questions during the Q&A session opened by the Meeting Chairman.

D. – Shareholders' communication rights

All mandatory shareholder information may be found at the following dedicated website: <https://investors.capgemini.com/en/event/2025-shareholders-meeting/>. The Board of Directors' Report on the draft resolutions is also available online on this site.

In accordance with the law, all documents that must be communicated at the Shareholders' Meeting will be made available to shareholders at the Company's head office, within the legal time periods, or on request to Uptevia (Service Assemblées Générales - Cœur Défense, 90-110 Esplanade du Général de Gaulle - 92931 Paris la Défense Cedex).

Shareholders may also request the receipt by electronic mail, within the periods and under the conditions set out in Article R. 225-88 of the French Commercial Code, of the documents provided for in Articles R.225-81 and R.225-83 of the French Commercial Code, by email to assemblee@capgemini.com.

Furthermore, the documents to be presented to the Shareholders' Meeting and all other information and documents set out in Article R.22-10-23 of the French Commercial Code will be available on the **Company's website**, <https://investors.capgemini.com/en/event/2025-shareholders-meeting/>, by April 16, 2025 at the latest (that is 21 days before the Shareholders' Meeting).

E. – Audiovisual broadcasting

In accordance with article R.22-10-29-1 of the French Commercial Code, the Shareholders' Meeting of **Wednesday, May 7, 2025** at 2 p.m. (Paris time) will be subject, in its entirety, of a live audiovisual broadcasting available via the following link: <https://investors.capgemini.com/en/event/2025-shareholders-meeting/>. A recording of the Shareholders' Meeting will be available for consultation on the Company's website no later than seven (7) working days after the date of the Shareholders' Meeting, and at least for the minimum legal and regulatory period from the date it is posted online.

The Board of Directors