

Paris, October 29, 2021
Sudipto Saha

Dear Sudipto,

Following a proposal which I submitted for approval, I am delighted to inform you that the Board of Directors held on October 6, 2021 has decided to grant you a total of **40** Capgemini SE performance and presence shares representing an amount of **7026 Euros** valued at the Capgemini opening share price on October 6, 2021.

The grant of these shares is intended to make possible for employees contributing to the development of the Group to become a shareholder of the holding company, Capgemini SE. This grant targeting a selected number of Group employees is also a strong recognition from our shareholders, our Board of Directors and the Group Executive Board of your importance in our organization and strategy.

We inform you that “Banque Transatlantique”, the French Private Banking entity of the “Crédit Mutuel Alliance Fédérale” Group, is in charge of the administrative and financial management of the Capgemini performance or restricted shares Plans and depending on your present situation there are two options:

-You are a first-time beneficiary of Capgemini shares:

Following the receipt of your signed acknowledgement of this grant letter, “Banque Transatlantique” will forward an ID, and subsequently a password, both by email along with a welcome guide which will enable you to access their secured personal space and support you in this process. **Please note that these credentials will only be sent to you, once all beneficiaries acknowledgements will have been received and therefore it will be sent at year end. The access to your secured personal space will be through www.transatplan.com** and you will be invited the first time you will connect to provide the documentation required in order to activate your account and to optimize its use. Besides, you will find in this secured space, via the “Documents” tab, documentation including Plan Rules (n° 14).

This right is granted to you under the terms and conditions described in this Plan Rule (n°14) applicable to **non GEC members beneficiaries** and in order to avoid any further misunderstanding, I suggest that you read carefully these Rules inserted in this letter and if needed, that you contact Pallavi Tyagi or Varsha Kotdiya, who will be pleased to provide you with any additional information you might require.

Please acknowledge receipt of this letter within 2 weeks following its reception i.e. November 12, 2021, by returning to your HR partner: ashim.chakraborty@capgemini.com, a copy of this letter which you should date and sign with the mandatory handwritten mention “I hereby agree to abide by the terms and commitments of this Allocation Notice and of the grant Plan Rules”.

As a reminder please note that:

- 1) should you fail to acknowledge receipt of these documents, the present grant would become legally void,
- 2) until the end of the vesting period, this right to receive restricted shares may not be transferred.

I hereby draw your attention on the fact that upon accepting this right to receive shares, you are pledging not to seek any insurance or hedge over the sale price of the corresponding shares before the end of the vesting period. This pledge is a terminating condition of the right to receive shares, and should you fail to abide by this commitment, it would become legally void.



It should also be noted that your country's current or future tax laws may require your company of employment to withhold taxes and/or social contributions in relation with such grants. **By accepting this offer, you expressly agree to comply with such potential obligations through your company of employment.**

Looking forward to your acceptance of this offer, I remain very truly yours,

On behalf of Capgemini SE CEO
Aiman EZZAT

Pallavi Tyagi
CHRO, Capgemini India

Copy or scan of this letter duly signed and acknowledged to be returned to your HR Partner by e-mailing at: ashim.chakraborty@capgemini.com with the hand-written acknowledgment "I hereby agree to abide by the terms and commitments of this Allocation Notice and of the attached grant Plan Rules" to be reported in the frame below (to access plan rules please click on the icon below).



Plan n°14 4+0
International with p