October 29, 2025

Grant of performance shares to the CEO

The Board of Directors of Capgemini SE, upon recommendation of the Compensation Committee, has decided during its meeting on October 27, 2025, to grant a total of **1,597,000** performance shares of Capgemini SE to more than 3,500 employees and corporate officers of the Company and its French and foreign subsidiaries.

In accordance with the compensation policy approved for the Chief Executive Officer by the Shareholders' Meeting of May 7, 2025 (ninth resolution), **30,000** performance shares, i.e. 1.88% of the total grant, have been granted to Mr. Aiman Ezzat, Chief Executive Officer.

The final vesting of the shares, after a three-years acquisition period, is subject to the completion of performance conditions as detailed in the Universal Registration Document presenting the 16th resolution approved by Shareholders at the May 7, 2025, Shareholders' Meeting.

Mr. Aiman Ezzat will be required to retain a percentage of the shares definitely vested until the term of his office, shares definitively vested being at least subject to a lock-in period of one year following the vesting period.

* * * * *