

**Grant of performance shares to Corporate executive officers**

The Board of Directors of Capgemini SE, upon recommendation of the Compensation Committee, has decided during its meeting on October 3, 2018, to grant a total of **1 384 530** performance shares of the company Capgemini SE to employees and corporate officers of the Company and its French and foreign subsidiaries.

Out of this total, reduced versus last year due to the share price evolution, **61 000** performance shares have been granted to Mr. Paul Hermelin, Chairman and CEO, and to Messrs. Thierry Delaporte and Aiman Ezzat, Chief Operating Officers, as follows:

	Board of Directors decision on 03.10.2018		As a reminder	
	2018 (total number of shares granted)	% of the total authorized amount *	2017 (total number of shares granted)	% of the total authorized amount
<b>Mr. P. Hermelin</b> Chairman and CEO	28 000	3,62%	35,000	2.07%
<b>Mr. T. Delaporte</b> Chief Operating Officer	16 500		n/a	n/a
<b>Mr. A. Ezzat</b> Chief Operating Officer	16 500		n/a	n/a

\* Ceiling of 10% of the maximum allocation authorized by the Shareholders' Meeting of May 23, 2018 (23<sup>rd</sup> resolution) for the total allocation to Corporate executive officers

For each of the Corporate executive officers, the final vesting of the shares, after a three-years acquisition period, is subject to the completion of the following performance conditions:

- A market performance condition (35%) based on the comparative performance of the Capgemini SE share against the average performance of a basket of eight comparable companies in the same business sector and from at least five countries (Accenture/Atos/Tieto/Sopra Steria/CGI Group/Indra/Infosys and Cognizant) and the CAC 40 and Euro Stoxx Technology 600 indices, no share vesting if the relative performance of the Capgemini SE share is less than 100% of the average performance of the basket ;
- A financial performance condition (50%) measured by the amount of audited and published organic free cash flow for the period from 2018 to 2020; and
- A performance condition tied to the Group's 2020 diversity and sustainable development objectives (15%), based on the one hand on the evolution of the percentage of women in the Group's Vice-Presidents population over the period 2018-2020, and on the other hand on the reduction in greenhouse gas emissions/person over the period 2015-2020.

A detailed description of these performance conditions (achievement levels and performance targets) can be found in the twenty-third resolution approved by the Shareholders' Meeting of May 23, 2018.

Messrs. Hermelin, Delaporte and Ezzat will be required to retain a percentage of the shares definitely vested until the term of their respective offices, in accordance with the compensation policy defined by the Board of Directors of February 14, 2018 and approved by the Shareholders' Meeting of May 23, 2018 in its fifth and sixth resolutions, shares definitively vested being at least subject to a lock-in period of two years following the acquisition period.