

Performance-related share grant to Mr. Paul Hermelin, Chairman and Chief Executive Officer

The Board of Directors of Capgemini SE of October 5, 2017 decided to grant 1,522,500 performance related Capgemini shares to employees and corporate officers of its French and foreign entities. Within this grant, 35,000 performance shares were granted to the Chairman and CEO, Mr. Paul Hermelin. The total number of performance shares thus granted to Mr. Hermelin corresponds to 2.07 % of the total amount authorized by the General Shareholders' Meeting and to 2.3 % of the number of performance shares granted by the Board of Directors, i.e. well below the ceilings indicated in the resolution to the General Shareholders Meeting of May 10, 2017. The vesting of the shares is subject to the realization of performance conditions in compliance with those of the 16th resolution of the General Shareholders' Meeting of May 10, 2017 authorizing the grant of performance shares.

As such, the total number of shares Mr. Paul Hermelin will acquire at the end of the three-year period will be equal to:

- a number of shares equal to 17,500 multiplied by a percentage based on the chosen external performance: Capgemini share performance compared to the average performance, over a period covering 3 years from grant date to October 5, 2020, of a basket of shares and indices including at least five listed companies in the same business sector and from a minimum of five countries in which the Group also has a significant presence and the CAC 40 index; plus
- a number of shares equal to 17,500 multiplied by a percentage equal to the chosen internal performance: the cumulative amount of published, audited, organic free cash flow over the three-year period covering 2017, 2018 and 2019.

Mr. Paul Hermelin will be required to hold 33% of the vested shares until the end of his appointment as Chairman and CEO.