Media Relations :
Victoire Grux
Tel. : +33 6 04 52 16 55
E-mail: victoire.grux@capgemini.com

Investor Relations:
Vincent Biraud
Tel.: +33 1 47 54 50 87
E-mail: vincent.biraud@capgemini.com

Capgemini launches its thirteenth Employee Share Ownership Plan

Paris, September 10, 2026 – Capgemini announces the launch of its thirteenth Employee Share Ownership Plan (ESOP).

This new employee share ownership plan is offered to approximately 97% of the employees and is part of the Group's policy to associate all employees with its development and performance. This ESOP will be implemented through a capital increase reserved for the Capgemini employees and for a maximum of 3,000,000 shares (i.e. 1.77% of outstanding shares). As the 2021 ESOP reaches its term at the end of the year, this thirteenth plan will help maintain employee shareholding at around 8% of Capgemini SE's share capital.

As in 2025, the Board of Directors of Capgemini SE at its meeting of June 10 and 11, 2026 decided to authorize a dedicated share buyback envelope, distinct from the €2 billion multi-year share buyback program announced on July 30, 2025. This envelope could be used within the next 12 months[1] to neutralize all or part of the dilutive effect of this capital increase.

According to the planned schedule, the reservation period will be open from September 11 to 30, 2026 (inclusive) and will be followed by a subscription/revocation period from November 10 to 13, 2026 (inclusive). The subscription price of the new shares will be set on November 5, 2026, and the capital increase will be completed on December 17, 2026.

Employees will be able to subscribe to Capgemini shares within the framework of leveraged and guaranteed subscription formulas. These formulas will ensure that employees benefit from a guarantee covering the invested amount during the period when the shares are non-tradable. The voting rights will be exercised by the holders who – depending on the formula and the context – will be an FCPE (*Fonds Commun de Placement d'Entreprise*), the employees via direct shareholding and/or the financial institution structuring the offer or its counterparties.

The implementation of the leveraged guaranteed offering implies hedging transactions entered into by the financial institution structuring the offer (Crédit Agricole Corporate and Investment Bank), on- or off-market, through purchases and/or sales of shares, purchase of call options and/or any other transactions, at any time, including during the Reference Price[2] fixing period, i.e. from October 8 to November 4, 2026, and over the entire course of the plan, i.e. until December 17, 2031.

[1] As from June 11, 2026, subject to renewal by the Shareholders' Meeting of the share buyback authorization currently in force.
[2] The Reference Price corresponds, in accordance with the provisions of Article L.3332-19 of the French Labor Code, to the arithmetic average of the volume-weighted average daily trading prices of Capgemini SE shares on Compartment A of Euronext Paris over the 20 trading days preceding the setting of the subscription price.

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This press release may contain forward-looking statements. Such statements may include projections, estimates, or assumptions, and may relate to plans, objectives, intentions and/or expectations with respect to future financial results, events, operations and services and product development, as well as future performance or events. Forward-looking statements are generally identified by the words “targets”, “aims”, “outlook”, “ambitions” or “forecast”, or similar expressions. Although Capgemini’s management currently believes that the expectations reflected in such forward-looking statements are reasonable, investors are cautioned that forward-looking statements are subject to various risks and uncertainties (including without limitation risks identified in Capgemini’s Universal Registration Document available on Capgemini’s website), many of which are difficult to predict and generally beyond the control of Capgemini. Actual results and developments may differ materially from those expressed in, implied by or projected by forward-looking statements. Forward-looking statements are not intended to and do not give any assurances or comfort as to future events or results. Other than as required by applicable law, Capgemini does not undertake any obligation to update or revise any forward-looking statement.

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More generally, the offering will only be conducted in countries where all required filing procedures and/or notifications have been completed, and the required authorizations have been obtained.

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Capgemini is the business transformation partner for enterprises in the age of AI. We help organizations imagine and build an intelligent, sustainable future, combining AI, technology and human ingenuity to transform how they operate, innovate and grow. With unique end-to-end capabilities spanning strategy, technology, engineering and intelligent operations, we bring together deep industry expertise and market-leading capabilities in AI, cloud and data to turn ambition into measurable business outcomes at scale. Supported by a robust ecosystem of partners and nearly 60 years of expertise, Capgemini is a responsible and diverse global organization of over 410,000 team members in more than 50 countries. The Group reported 2025 revenues of €22.5 billion.

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