

SUD INDUSTRIE — CAPGEMINI

Solidaires · Unitaires · Démocratiques · February 2026

PRPA: THE MASK COMES OFF

Plan of Repression and Pressure Assumed · Plan of Removal Prepared in Advance

2 400 job cuts at Capgemini (including Altran) — PRPA is their weapon. Solidarity is ours.

THE PRPA:
You HAVE A CHOICE...
RESIGN OR GET FIRED!



Push to leave
or break

Force them out — or break them

PRPA IS NOT A PERFORMANCE IMPROVEMENT TOOL.
IT IS A DISGUISED DISMISSAL TOOL.

Capgemini announced 2 400 job cuts on 20 January 2026. No redundancy plan — the strategy: weaken employees through impossible PRPA targets and push them to leave 'voluntarily'.

Our survey (887 responses) proves it.

67%

of voters are NOT SATISFIED with PRPA

92.6%

do NOT understand the rationale for their PRPA

68.7%

consider the targets NOT ACHIEVABLE

80.8%

consider PRPA NOT DISTINCT from the annual review

«When they tighten the screw
one-on-one, they **break a man**.
When we **close ranks together**,
it's the machine that breaks.»

42.6%

of employees have had at least 1 PRPA out of 8 316 total.

According to your testimonials: 1/3 rated 'below expectations' = near-automatic PRPA. 2 failed qualification reviews = PRPA guaranteed.

WHAT YOUR COLLEAGUES SAY — SURVEY TESTIMONIALS

■ Dismissal in March 2025

« The PRPA was nothing but a tool to steer me toward a dismissal process. It was never closed. No new PRPA was offered before the procedure. »

■ Targets outside the job description

« It felt like I was punished for not taking on responsibilities outside my job description, without any additional pay. »

■ Intimidation and surveillance

« The PRPA is a method of intimidation and surveillance. It is completely useless for the employee. »

■ Hospitalisation ignored

« I had a drop in performance for 2 months — I was hospitalised. No one took this into account during my appraisal. Very inhumane. »

■ 12 hours of unpaid training imposed

« I ended up with 12 hours of pointless training to complete outside working hours — unpaid of course. Management has no idea of the impact. »

THE PRPA:
RESIGN OR GET FIRED!



Pressure · Threats
Smoke out to weaken

You either resign — or you're fired!

OUR DEMANDS TO MANAGEMENT

- 1 **FULL TRANSPARENCY** — on the reorganisation plan, target headcount and PRPA criteria
- 2 **IMMEDIATE STOP** — to managerial pressure, disguised harassment and unachievable targets
- 3 **LAWFUL PRPA TARGETS** — clear, within the job description, achievable and mutually signed
- 4 **A GENUINE NEGOTIATED REDUNDANCY PLAN** — with real severance pay — no forced 'voluntary' departures
- 5 **RESPECT FOR YOUR RIGHTS** — for all Capgemini employees, union members or not

YOUR RIGHTS FACING PRPA — THE LAW IS ON YOUR SIDE

- ✓ **Refuse** a meeting without reasonable advance notice
- ✓ **Be accompanied** during certain meetings by a SUD representative
- ✓ **Challenge** unachievable targets or targets outside your job description
- ✓ **Be protected** against moral harassment — it is a criminal offence
- ✓ **Request** written explanations regarding your situation
- ✓ **Refuse** a geographic transfer (unless a mobility clause applies)
- ✓ **Report** to the Works Council, Labour Inspectorate or Employment Tribunal

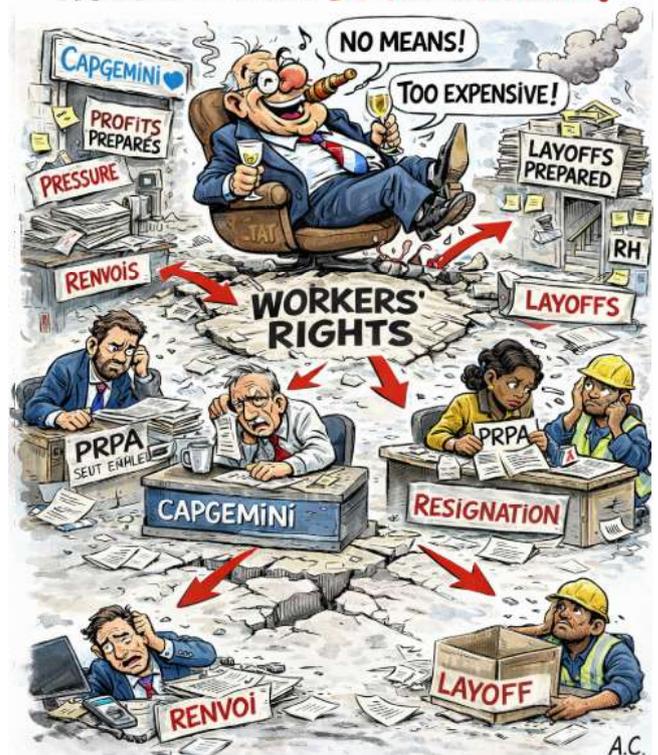
WHAT TO DO NOW?

- 1 **DO NOT SIGN ANYTHING UNDER PRESSURE**
Take time to read · Contact SUD BEFORE signing · You have the right to refuse
- 2 **DOCUMENT EVERYTHING**
Dates, times, names · Keep all emails · Screenshots = essential evidence
- 3 **CONTACT US IMMEDIATELY**
BEFORE a meeting · AS SOON AS pressure is applied · EVEN if it seems 'normal'
- 4 **SPEAK UP AROUND YOU**
Hundreds of colleagues are going through the same thing · Collective voice protects

SUD INDUSTRIE ACTS FOR YOU

- ✓ Challenging management on abusive managerial practices
- ✓ Alerting the Labour Inspectorate on the social climate
- ✓ Compiling testimonials for strengthened collective action
- ✓ Dedicated drop-in sessions — support before any important meeting
- ✓ Legal monitoring, building case files, legal action if necessary

THE PRPA: WHEN CAPGEMINI LEAVES ITS EMPLOYEES BY THE WAYSIDE!



When Capgemini leaves its employees by the roadside

CONTACT US NOW

✉ contact@sud-industrie-capgemini.fr

☎ +33 7 64 44 61 42

🌐 www.sud-industrie-capgemini.fr

ALONE WE ARE WEAK — TOGETHER WE ARE STRONG
ISOLATION IS THEIR WEAPON. SOLIDARITY IS OURS.

VICTORY ON 1ST FEBRUARY

In **10 days**, our mobilisation forced Capgemini to sell its subsidiary CGS (ICE contract: 365.8 M\$). An extraordinary Board of Directors convened in emergency. Minister of Economy Roland Lescure publicly challenged Capgemini. France Info, BFM TV, Le Monde, Les Echos, Liberation...

In **32 years** of Capgemini's history, never such a crisis.

10 days · 1 leaflet · 1 CAC 40 giant brought to its knees.
Mobilisation pays. Always.

OUR VIGILANCE CONTINUES

- **Effective and swift sale** — full transparency and a precise timeline demanded
- **Guarantees** that the buyer will not pursue ICE activities contrary to human rights
- **Governance reform** — how could such a contract have been signed?
- **Binding ethical charter** with oversight rights for employee representatives

OUR REAL BATTLE: JOBS

2 400 job cuts at Capgemini.
Capgemini fires employees in France while making millions through ICE.
2 400 families · 2 400 reasons not to stand alone.
We will not give an inch on jobs.

CONTACT US NOW

✉ contact@sud-industrie-capgemini.fr ☎ +33 7 64 44 61 42 ■ www.sud-industrie-capgemini.fr

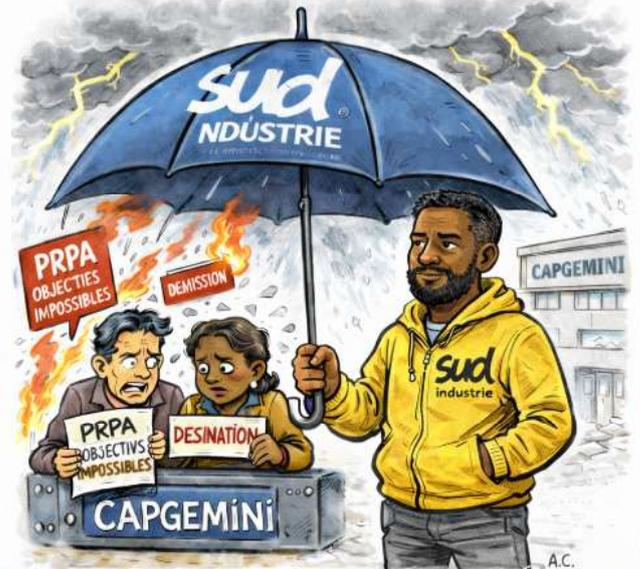
Quick response guaranteed — Confidentiality assured

We are not migrant hunters.
We are engineers, technicians, dignified workers.
AND WHEN WE SAY NO, WE MEAN NO!

SUD INDUSTRIE — A fighting, democratic and cross-industry union · We defend all employees, union members or not · February 2026



**AGAINST PRESSURE
TO QUIT OR RESIGN:
ONLY YOUR UNION
CAN PROTECT YOU**



Only SUD Industrie: • Knows your rights
• Listens to your concerns • Defends you

SUD Industrie: your union, your protection

Against pressure to resign or leave:

**ONLY YOUR UNION
CAN PROTECT YOU**

- Listens to your difficulties
- Knows your rights
- Defends you

«When they tighten the screw
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