



Major Career Roles

Group Chair and former CEO,
Capgemini

Senior Adviser, Eurazeo

French Chair, India-France Large
Companies Forum

Special Envoy, French
Government for India-France
Economic Relationships

Other Career Highlights

Independent Director, AXA SA

Chief of Staff, Minister of Industry
and Foreign Trade, French
government

Paul Hermelin is an experienced Chair and CEO of CAC 40, Euronext 100, SBF 120 and private sector companies. His multi-industry knowledge of consulting, digital transformation, engineering services, insurance, software and computer services, and technology over the last 20+ years of working in senior-leadership positions at these companies has given him a vast wealth of experience.

Paul is Non-Executive Chair and the former CEO of Capgemini, a global leader in consulting, digital transformation, technology and engineering services. He is Senior Adviser at 360Learning Corp. and Senior Adviser at Eurazeo, a large French private-equity fund. He is also Chair of the Opera Festival of Aix-en-Provence, the French Chair of the India-France Large Companies Forum and the Special Envoy of the French government for India-France economic relationships, as well as author of the book “La science en procès: sans innovation, pas de démocratie”.

Paul is a thought leader on technology, digital transformation and disruption. He is an intellectual and strategic global thinker and reflects on macroeconomic matters around the globe, demonstrating a profound, global overview. He is multicultural and well connected in Europe, the US, Asia and the Middle East.

He has a breadth of knowledge and experience of (all developments in) India, where under his leadership the Capgemini headcount grew from 120 to 140,000 people.

Paul spent the first 15 years of his professional life in the French government, primarily in the Ministry of Finance. He held a number of positions in the Budget Office and on various ministry staffs, including that of Finance Minister Jacques Delors. He was Chief of Staff to the Minister of Industry and Foreign Trade (1991 to 1993). In 1993, Paul stepped out of the government world and into the evolving technology world.

He joined the Capgemini Group in 1993, where he was first in charge of co-ordinating central functions. In 1996, he was appointed member of the Management Board and CEO of French and South Europe operations. In 2000, following the merger of Capgemini and Ernst & Young Consulting, he became COO of the Group and Director. In 2002, he became CEO of the Capgemini Group, followed by Chair and CEO in 2012.

Following the separation of the functions of Chair and CEO, which took place in 2020 as part of the succession to the group’s general management, Paul retains the Chairmanship of the Board of Directors of Capgemini SE.