



GROUP SAVINGS PLAN 2024



MARCH 11 TO 25, 2024



<https://peg.saint-gobain.com>

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Warning U.S. Person:

This document is not for use of residents or citizens of the United States of America and US Persons as defined in "Regulation S" of the Securities and Exchange Commission according to the U.S. Securities Act of 1933 and included on the website www.amundi.com ("Terms of Use" section) of the Company managing the financial products described in this document.

EU sanctions on Russia following the invasion of Ukraine:

Pursuant to provisions of Regulation (EC) n° 833/2014 and Regulation (EC) n°765/2006, as amended, Saint-Gobain Group Savings Plan 2024 offer is not made to citizens or residents of Russia who do not have a legal residence or citizenship of a country of the European Union, the European Economic Area or Switzerland or citizens or residents of Belarus who do not have legal residence or citizenship in the European Union cannot participate in this offering.

THE 2024 OFFER

The 2024 PEG enables you to invest in the Classic Offer and benefit from a range of advantages.



WHAT ARE THE ADVANTAGES OF THE 2024 OFFER?

The 2024 Offer allows you **to become indirectly a shareholder in Saint-Gobain via an Employee Shareholding Fund¹**, whilst benefiting from preferential conditions, namely a 20% discount

In exchange, your investment is locked up for five years and follows the stock market share price, which can go both up and down.

SUBSCRIPTION AT A PREFERENTIAL PRICE

The subscription price² per share is the reference price to which a **20% discount** is applied.

You will be notified of the subscription price on **March 11, 2024** on your company's premises, as well as on the website dedicated to the PEG: <https://peg.saint-gobain.com>.

Your investment in the 2024 Offer presents a risk of loss of capital because you are investing in an Employee Shareholding Fund comprised almost wholly of listed shares, the value of which may move down as well as up.

PLEASE NOTE:

If the share price declines, then the value of the Employee Shareholding Fund will suffer a similar decline.

Your capital is not guaranteed.

¹ This Employee Shareholding Fund (in French Fonds Commun de Placement d'Entreprise or "FCPE") is called the "Saint-Gobain Relais 2024 Monde" FCPE, which has been specially created to receive your investments under the 2024 Offer. After the capital increase, this temporary fund will be merged into the "Saint-Gobain Avenir Monde" compartment of the "Saint-Gobain PEG Monde" FCPE, following a decision by the Supervisory Board and approval from the AMF, the French Financial Markets Regulator.
² See the glossary.



THE 2024 OFFER



<https://peg.saint-gobain.com>



[PAYMENT OF ADMINISTRATIVE AND ACCOUNT MAINTENANCE FEES

Saint-Gobain pays all the management fees of the "Saint-Gobain PEG Monde" FCPE (except redemption fees), together with all PEG account keeping fees, off operation specific to your initiative*.

** The conditions and shares prices are available from your Account Holder.*

OFFER COUNTERPARTS

Your investment is locked up for 5 years.

Your investment in the 2024 Offer is locked up for 5 years.

There are however cases for early redemption, namely key events in your personal or working life, that allow your assets to be released prior to the end of the lock-up period.

Please refer to your country supplement for the early redemption cases specific to your country.

Your savings will follow the Saint-Gobain share price, both up and down.

In 5 years' time, your assets will be available and the value of your shares will reflect the share price on this date.



OFFER COUNTERPARTS

You will benefit from 100% of any dividends paid from 2025. You do not benefit from any dividends paid in 2024 for 2023. These will be reinvested into the fund and converted into fund units, which will be available on the expiry date of the investment to which they are linked.

Your investment is subject to a risk of loss of capital.

If you are in a country outside the euro zone, the value of your investment will be subject to the fluctuations of the exchange rate of the euro against your local currency.

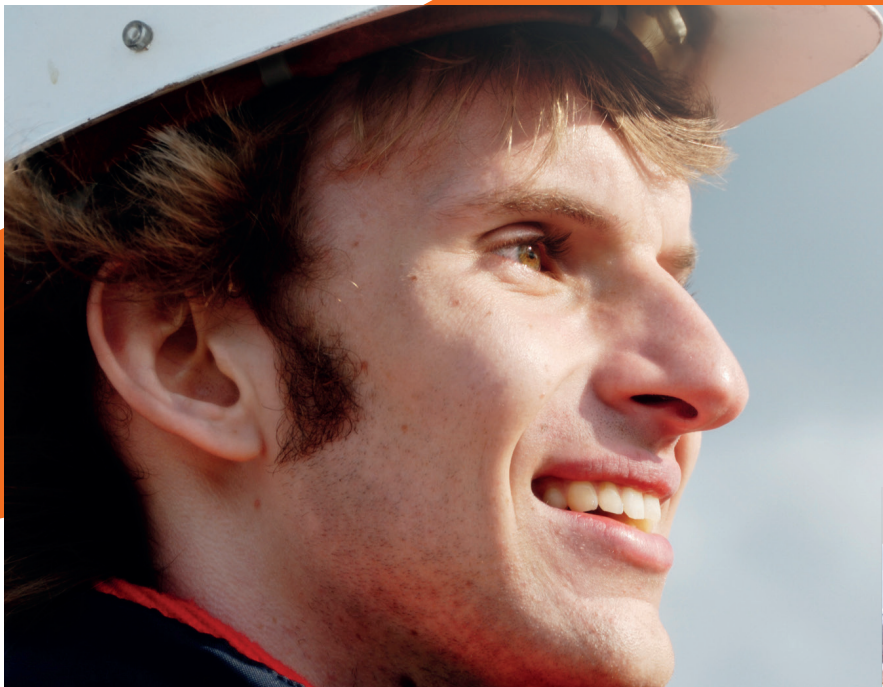
Given the concentration of risk associated with this Employee Shareholding Fund investing in the shares of only one company, the "Autorité des Marchés Financiers" ("AMF" - French financial markets regulator) recommends that subscribers evaluate the need for risk diversification of their overall financial investments. Please consult the Employee Shareholding Fund rules for more information about the risks associated with the fund.

Risk of liquidity:

In the particular case where the exchange volumes on the financial markets are small, any purchase or sale transaction may lead to significant market fluctuations. Please consult the concerned Employee Shareholding Fund rules for further information on these risks.

<https://peg.saint-gobain.com>





SUBSCRIPTION PROCEDURE



WHO CAN SUBSCRIBE TO THE 2024 OFFER?

Employees of Saint-Gobain Group companies who have been working for the Group for at least 3 months consecutively or nonconsecutively measured at the end of the subscription period (March 25, 2024).

³ The PEG rules are available on the <https://peg.saint-gobain.com> [personalize the URL address with the direct URL of your own country]. You can also request this document from your Human Resources Direction.

HOW CAN I SUBSCRIBE?

You can subscribe online or on paper between March 11 and 25, 2024.

For online subscriptions: You can connect on the website <https://peg.saint-gobain.com> [personalize the URL address with the direct URL of your own country] (also available on mobile and tablet), “Subscribe” button, with your login that will have been e-mailed to you. Indicate your login, click on “Next”, then click on “First login/Forgotten password”. You will then receive a link that will allow you to personalize your password. If you did not receive your login by e-mail, contact your HR correspondent that will give you your login and a temporary password. You specify the amounts you wish to invest.

Once your subscription has been validated, you will receive a confirmation by email.

Your subscription summary can be downloaded on the subscription website.

You can modify the amounts invested up until the last day of the subscription period.

For paper subscriptions: Please contact your PEG representative, who will explain the procedure to follow.

HOW DO I PAY MY SUBSCRIPTION?

[Payment methods are decided on a country-by-country basis and are either in cash, through a loan or through a salary advance (ask your PEG representative and refer to your county supplement).]

<https://peg.saint-gobain.com>



INDIA SPECIFIC GUIDELINES



WHO CAN SUBSCRIBE TO THE 2024 OFFER?

Employees of Saint-Gobain group companies who have been working for the group for at least 3 months at the end of the subscription period.

Minimum amount of subscription: Rs. 5000/-

Maximum amount of subscription: The subscription amount of GSP 2024 should not exceed 25% of your current Gross Salary (Salary is GAC - Gross Annual Compensation). It will not include incentives and notional income.

How to subscribe ?

The subscription forms are available for download on <http://peg.saint-gobain.com>. Please note that subscription forms received after 25 March, 2024 will not be accepted.

Mode of payment:

Please pay the rupee amount indicated by you in the subscription form by cheque drawn in favour of your company. Your company will arrange the onward remittance to Saint-Gobain. The number of units allotted to you will be communicated later through Statements of Account sent by Amundi, France.

Loan facility:

For 2024, employees can avail of a loan facility from their company to partly finance the investment in GSP at a special rate of 3%.

Following conditions will apply -

- a. Loan will be given upto 75% of the investment amount with an upper limit of Rs. 1,50,000. However, in no case the loan will exceed 3 times of the monthly net salary.
- b. The element of concession in the interest rate will be taxable as a perquisite. Loan recovery will be made from the salary of the subsequent nine months in equal installments.

Exchange rate:

The exchange rate between Indian Rupee and Euro has been fixed at ₹89.9320.

Taxation Perquisite:

Under the Income Tax Act, 1961, the difference between the Fair Market Value (FMV) of the shares as on the date of allotment (15 May, 2024, the date of capital increased is considered as the date of allotment for this purpose) and the price at which it has been allotted, will be considered as perquisite in the hands of the employees and included in taxable salary and the tax will be deducted accordingly. The FMV will be informed to the employees by their local GSP coordinator.

INDIA SPECIFIC GUIDELINES



Compulsory filing of Income tax return:

The Income Tax Act, 1961 mandates that every resident having any asset (including financial asset) located outside India is mandatorily required to file a tax return. GSP units issued by CSG fall in the category of “financial assets held abroad”. Please note that those who have invested in GSP units in the past and/or those who will invest in current plan, will need to file Income tax return, irrespective of the fact whether one has taxable income or not. TCS as applicable.

Dividends:

Under the Standard Plan, the dividend paid by Saint-Gobain will be automatically reinvested. Such dividend will be taxable in India in the year of payment. Employees need to include the dividends in their taxable income and pay tax accordingly.

Capital Gains:

The Capital Gain realized on redemption of units (early redemption as well as that after lock-in period of 5 years) will be taxable in India. Capital Gain is considered Long Term (LTCG) if the shares / units are held for a minimum period of 36 months. At the time of computation of LTCG, the benefit of indexation will be available as per the prevalent Income Tax Law. LTCG tax is currently 20% (plus Health and education cess). If the units are redeemed within 36 months, the Capital Gain thereof shall be treated as Short Term Capital Gain and will be taxed as Short Term Capital Gain and will be taxed at normal rates. Kindly note that for calculating the Capital Gains, the cost of acquisition will be FMV considered for perquisite valuation or the price at which units were allotted.

Risks:

- a) SG Share Price is subject to market risks.
- b) The return on investment is also subject to exchange rate risks.

Contacts:

Kindly contact the Head-Finance or Head-HR of your company for further information about the GSP, the trend of SG share prices, SG Annual Report and detailed Regulations of the Scheme.

EARLY RELEASE FROM GSP:

The units may be released before the expiration of the above mentioned time period in the following exceptional cases:

- 1/ Marriage of the employee;
- 2/ Where a child is born or a child arrives at the home in view of being adopted, provided the employee's household is already financially responsible for at least two children;
- 3/ In the event of divorce or separation, when this event is accompanied by a court decision specifying that the sole or shared ordinary place of residence of at least one child is at the domicile of the employee concerned;
- 4/ Where the employee, his or her spouse or children, suffers from a disability as defined by French law;
- 5/ Death of the employee or his or her spouse;
- 6/ Termination of the employment contract;
- 7/ Where the employee, his or her children, or spouse, allocates the amounts saved to create certain businesses as provided for by French law; and
- 8/ Where the employee allocates the amounts saved to the acquisition or enlargement of his or her principal residence
- 9/ Violence committed against the employee by his/her spouse, partner, civil partner, or his/her former spouse, partner or civil partner.]

The above is a summary of the current early exit provisions permitted under French law. The early exit events are to be interpreted and applied in a manner consistent with French law. Before relying or attempting to rely on any of these early exit events, you should consult with your employer to make sure that your case meets all the requirements of French law.

Employees must present a request for redemption within a period of six months after the occurrence of such event, except in the event of death, disability, violence committed against you or termination of the employment contract (in which case, the request may be made at any time). For further information, please contact your human resource office.

HR & FINANCE COORDINATORS LIST FOR GROUP SAVINGS PLAN - 2024

Company Name	HR SPOC	Finance Heads/Managers
GNO HP	Priyanka Thanekar	Neilesh Ved
GNO HO	Shruti Naik	Kinjal Shah
FSSC	Shruti Naik	Bijay Sahoo
INDEC	Mahenoor Allana	Kinjal Shah
GNO C & P Bangalore	Sushanth Naik	Vikas Kakani
GNO Abrasives Bangalore	Sushanth Naik	Neilesh Ved
GNO Branches & AMG	Priyanka Thanekar	Neilesh Ved
GNO Mora	Priyanka Thanekar	Neilesh Ved
GNO Nagpur	Priyanka Thanekar	Neilesh Ved
GNO Tirupati	Sushanth Naik	Vikas Kakani
GNO HPR (Baroda)	Anjali Harane	Wasim Lulaniya
Home & Hospitality	Sowmyalakshmi K	Venkataramanan KG
SGIPL - SEPR	Radhika G	Manigandann R
Sekurit Pune	Sweety Shah	Jeyendran J
SGIPL- Glass & Sekurit Chennai	Sowmyalakshmi K	Venkataramanan KG
SG Research India	Ganesan Srividhya	Lakshmi R
SGIPL- Weber	Priya Shirke	Vivek Jain
SGIPL - Gyproc	Mahesh Dinkar	Jaysheel Vachhrajani
Permacel	Sushanth Naik	Neilesh Ved
Chryso	Jyotiram Torane	Rohit Bhoir
Rockwool & UP Twiga	Dharmayya Pitta	Rajendra Hudlikar



USEFUL INFORMATION

WHO CAN I CONTACT DURING THE 2024 OFFER?

You can contact your PEG representative if you have any questions about the 2024 PEG.

HOW CAN I TRACK MY SAVINGS AFTER THE OPERATION?

 www.amundi-ee.com/account

This gives you permanent, free access to your employee savings accounts, as well as comprehensive information about the cases of early redemption.



More information

For more information about the 2024 Offer please refer to the country supplement prepared for your country, Key Information Document ("KID") and the Company Employee Shareholding Fund rules. We encourage you to consult the Compagnie de Saint-Gobain universal registration document and any other periodically published documents, particularly the financial reports available on the company's website (www.saint-gobain.com). These documents contain important information on the company's activities, its strategy and objectives, and the risks associated with the company, its activities and its financial results.

The content of this brochure is for information only and should be read together with the regulatory and contractual documents at your disposal. Should there be any discrepancies, the regulatory and contractual documents shall prevail. The decision to subscribe to the 2024 Offer is entirely up to you. The documents available to you in the context of the 2024 Offer have no bearing on the conditions of your employment and do not amend or form part of your employment contract. Benefits received from this Offer will not be deemed to be part of your compensation for the purpose of calculating your future benefits or rights. Benefits received in this plan will not be taken into consideration in the calculation of any amounts due to you in respect of your employment (such as termination indemnities). The opportunity to participate in the 2024 Offer in no way presupposes the existence of future offers or the opportunity to participate in such offers.



PEG 2024 SCHEDULE

From 02/12/2024 to 03/8/2024

Period for setting the reference price

03/11/2024

Date for setting the subscription price

From 03/11/2024 to 03/25/2024

Subscription period

05/15/2024

Capital increase

The Saint-Gobain Group reserves the option of changing the aforementioned dates or suspending the operation up until the date of setting the subscription price, namely March 11, 2024.

GLOSSARY

DISCOUNT

A reduction granted on the share reference price.

DIVIDEND

A part of the net profit of a company paid out to shareholders and reinvested into the Employee Shareholding Fund under the Plan, resulting in increased unit value.

REFERENCE PRICE

The average of the stock market price of the Saint-Gobain share during the reference period (from February 12 to March 8, 2024 inclusive).

SHARE SUBSCRIPTION PRICE

This is the reference price to which a 20% discount is applied. The Chief Executive Officer would decide the subscription price on March 11, 2024.

SUPERVISORY BOARDS

The role of Supervisory Boards is to control the financial management and operations of the Employee Shareholding Fund. Members of the Supervisory Board are appointed for a 5-year term.


THE SAINT-GOBAIN AVENIR MONDE FUND

This fund is classified in the category of “invested in listed company securities”. It consolidates all of the PEG’s assets from all participating countries, except France, year after year. The management company for this fund is Amundi Asset Management.

THE SAINT-GOBAIN RELAIS 2024 MONDE FUND


The fund that has been specially created to receive the investments of subscribers to the 2024 Offer.





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