

## GENERAL CONDITIONS OF THE SUBSCRIPTION

### ONLINE SUBSCRIPTION FORM - AUSTRALIA

#### Compagnie de Saint-Gobain (hereafter « Saint-Gobain »)

I declare that I subscribe for [insert] Australian dollars invested in units of the Saint-Gobain Shareholding fund (FCPE) “Saint-Gobain Relais 2024 Monde”.

This FCPE will be merged into the “Saint-Gobain Avenir Monde” compartment of the FCPE “Saint-Gobain PEG Monde”.

I acknowledge that the subscription price has been communicated to me.

#### Description of the payment method

##### After-tax salary deduction (15 May 2024 to 15 December 2024)

If you choose to participate in this offer you must pay for your subscription through salary deduction from your after-tax salary and your employer will provide an interest free advance for the amount you wish to subscribe. Your after-tax salary deductions will be used to repay that interest free advance.

Please note that this option is not available to some employees who are Subclass 457 (Long Stay) Visa Holders. If you are a Subclass 457 (Long Stay) Visa Holder please refer to the HR – 252 Payroll Deductions policy available on the intranet for clarification

I declare that:

- I am an employee or an executive officer of a company of the Saint-Gobain group which is a member of the Saint-Gobain PEG. I have been employed for at least three months as at the last day of the subscription period (March 25, 2024);
- I have read the employee brochure, the local supplement and the key information document of the FCPE;
- I meet the conditions for subscribing to the plan;
- this subscription form is my sole subscription to the capital increase reserved for Saint-Gobain Group employees in 2024;
- I am making a contribution which does not exceed 25% of my gross annual compensation (including bonuses) for 2023 or an estimate of the 2024 gross annual compensation; and
- the subscription price has been communicated to me before the subscription period.

I declare that I will complete and return the enclosed loan fringe benefits declaration with this subscription form. I understand that I may need to complete and return a separate declaration for future periods as relevant.

Should my request for the redemption of my FCPE units following an early exit event be approved or should my employment contract be terminated, for whatever reason, prior to the repayment in full of the total amount of the advance on my after-tax salary, I expressly and irrevocably authorise my employer to deduct the amount of any after-tax salary deductions which remain outstanding pursuant to my subscription from my after-tax salary or any other sums which may be owed to me. I commit to repay in full the advance on my after-tax salary before such early exit redemption or termination and I acknowledge that the amount I would need to repay is the lesser of (1) my subscription amount in AUD as specified in this subscription form, less the aggregate of the after-tax salary deductions already made under this subscription form and (2) the cumulative value (as at the time the loan is repayable) of the FCPE units I subscribed for and was allocated (**Outstanding Repayment Amount**). Should I continue to owe any sums to my employer pursuant to my subscription, unless I pay such balance, I hereby authorize my employer to deduct the Outstanding Repayment Amount from any amounts payable to me in connection with the early exit redemption or the termination of my employment (as applicable). In the case of the cessation of my employment I also hereby authorize my employer or the account holder of the FCPE, to redeem or have redeemed without any advance notice or reminder to pay, my units in the FCPE, in compliance with the applicable regulations, and to allocate the necessary portion of the proceeds of such redemption of my units to pay the sums which continue to be owed pursuant to my subscription.

I have noted the following:

- I acknowledge that my investment is tied to the Saint-Gobain share price which may go up or down.
- I acknowledge that the shares held by the FCPE under this plan will be entitled to receive dividends distributed as of 2025 and subsequent years (they will not be eligible to receive dividends paid in 2024 in respect of 2023). Any dividends paid with respect to shares held by the FCPE will be reinvested by the FCPE in additional Saint-Gobain shares. The dividends will not be paid out directly to me. These reinvested dividends will result the increase of the number of (and total value of) the units (or fractions thereof) to me.
- My firm's employer contribution will be calculated according to the rules in force in Australia and paid in addition to the amount specified above.
- In the event that the total subscription requests exceed the total amount of the capital increase defined by the Saint-Gobain Board (6,500,000 shares), Saint-Gobain will reduce each subscriber's contribution in proportion to his or her initial subscription request. All subscribers will be personally informed and, if applicable, will receive an amount equal to the difference between their initial contribution and the final amount subscribed by their accounts. This measure will apply to all subscribers to the 2024 capital increase.
- I have noted that the contributions are made under the Saint-Gobain Relais 2024 Monde FCPE. This Fund will subscribe to the 2024

capital increase. It will then be merged into the "Saint-Gobain Avenir Monde" compartment of the FCPE "Saint-Gobain PEG Monde" after the Supervisory Board's decision and approval by the Autorité des Marchés Financiers (AMF, the French securities commission). I have noted that the value of my investment is linked to changes in Saint-Gobain shares established in euros, and therefore I face a risk on the amount of my personal equity contribution invested.

- At redemption, I will receive an amount in euros or the equivalent in Australian Dollars corresponding to the net asset value of my FCPE units on that date less a redemption commission of 0.084%. Given that my investment in the FCPE and the shares subscribed for by the FCPE are in euros, I recognize that I have no protection or guarantee if the euro depreciates against the Australian dollar.
- I will receive FCPE units which will be unavailable, unless an early exit event occurs and my early exit application is accepted, for a five year period, or until May 1, 2029. (Please see the "Australian supplement" for information about the unavailability period and cases enabling early exit release.)
- I have access upon request to the English versions of the regulations for the PEG 2024, the "Saint-Gobain Avenir Monde" compartment and the "Saint-Gobain Relais 2024 Monde" FCPE, as well as the Saint-Gobain universal registration document.
- In order for my subscription to be valid, I must complete the subscription form online and choose a method of payment. I must also return the completed loan fringe benefits declaration form if I have opted to pay for my investment by after-tax salary advance (Option 2).
- I acknowledge that nothing contained on this form, or in any other materials available to me in connection with the offering shall confer upon me any right or entitlement in respect of my employment. Participation in the offering is separate from and neither forms part of nor changes my employment agreement. I acknowledge that nothing on this form, or on any other materials available to me in connection with the offering shall confer upon me any right in connection with or in respect of future offers.
- In accordance with the Privacy Act 1988 (Cth), I expressly consent to the collection and use of my personal data, and the transfer of my personal data to France for the purposes of the implementation of the 2024 Employee Offering.

#### **Warning – "U.S. person"**

I understand that the offer is not open to subscriptions by "US Persons" and I hereby certify that I am not a US person (i.e. I am not domiciled in the US and/or I am not a US citizen). I have duly noted that more information on this restriction is available in the FCPE regulations, as well as on the management company's website: <https://about.amundi.com/Legal-Mentions/Legal-mentions> under "Access Limited" .

#### **Specific rules for Russia and Belarus**

- As a result of sanctions imposed by the European Union, citizens or residents of Russia or Belarus who do not have legal residence or citizenship in the European Union, in a country member of the European Economic Area or in Switzerland may not participate in this offering.
- Therefore, I declare:
  - o I am not a Russian national or a resident of Russia, unless I am also a citizen of a Member State of the European Union, of a country member of the European Economic Area or of Switzerland or have a temporary or permanent residence permit in one of these countries;
  - o I am not a Belarusian national or a resident of Belarus, unless I am also a citizen of a Member State of the European Union or hold a temporary or permanent residence permit in one of these Member States.

#### **Declaration of consent for the processing of personal data:**

I hereby authorize the use, gathering, storage and communication of the information contained in this subscription form as part of a computerised data processing process, for which Saint-Gobain is responsible. I understand that all the above information is necessary for my participation in the 2024 employee offering and to enforce my rights in respect of my subscription to the employee offering. I agree that this information will be provided, transferred to France and processed by Saint-Gobain, by my employer, the account holder of the shareholding fund (the FCPE) (Amundi ESR) in connection with the 2024 Employee Offering, the management of the Group savings plan and accounts and the computer storage of such data, and any transaction resulting directly from it. The legal basis for this data processing is the execution of the subscription contract (i.e. the present subscription request). I acknowledge that I may exercise my right to access, modify or rectify and delete my personal data by contacting the human resources department of Saint-Gobain. I notice that I also have a right to the portability of my data. It is clear to me that the exercise of erasure rights, rights to restriction of processing, and the right to portability will be exercised under the conditions set by the regulations and will have irrevocable consequences. My personal data will be retained for data processing purposes for the time necessary for the implementation of the Employee Offering and for the management of the PEG, at least until the redemption of all the FCPE units I hold in the PEG, and later for archiving purposes I have the right to file a complaint with the French supervisory authority, the Commission Nationale de L'informatique et des Libertés (CNIL) concerning the protection of my personal data. The data protection officer of the issuer can be reached at [privacycontact.CSG.FR@saint-gobain.com](mailto:privacycontact.CSG.FR@saint-gobain.com).