

**ONLINE SUBSCRIPTION FORM**  
**GENERAL CONDITIONS OF THE SUBSCRIPTION**

**Compagnie de Saint-Gobain (hereinafter referred to as "Saint-Gobain")**

I hereby declare that I subscribe to the 2024 Employee Share Offering of Saint-Gobain (the "Offering"), by means of the acquisition of units of the FCPE "Saint-Gobain Relais 2024 Monde", representing Saint-Gobain shares. In this sense, I hereby appoint, irrevocably and irreversibly, my employer as my attorney-in-fact, and expressly authorize my employer to carry out, on my behalf, the remittances related to the payment of my personal contribution, which will be effected through the closing of a foreign exchange transaction on my behalf, through a financial institution authorized by the Central Bank of Brazil to deal in foreign exchange and contracted by my employer.

**The subscription period is expected to start on March 11, 2024 and last until March 25, 2024 (inclusive).**

**The exchange rate set by Saint-Gobain on March 5, 2024, will be applied for the conversion of the invested amount, which is expressed in reais, to euros.**

Total amount of my subscription: R\$ [\_\_\_\_], invested in Saint-Gobain shares via the 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 hereby declare that the subscription price has been communicated to me.

**Payment methods (please choose only one of the following methods):**

- (i) Monthly salary deductions, in 8 (eight) equal and consecutive instalments, to be made from your salary as of May, 2024. \*
- or
- (ii) Payment on demand, by the payment of a payment slip (*boleto bancário*), in the total amount of your investment, to be made until June 3, 2024. \*\*

\* Such monthly salary deductions will be made in accordance with the applicable law in Brazil. I am aware that any salary deductions will be effected upon my express consent, granted under this subscription form. The amounts withheld from my salary will be used exclusively for the reimbursement of the amounts advanced by my employer for the subscription, on my behalf, of FCPE units representing Saint-Gobain shares, and I hereby declare that such monthly withholding will not compromise the subsistence of my family members or legal dependents, and shall not exceed 30% of my net monthly compensation after deductions related to the individual income tax and social security charges (INSS), provided that any deductions from my salary arising from alimony will not be considered for the calculation of the 30% limit. I have duly noted that in case I have any payroll deductible credit commitment (ex: payroll loan, salary advance, among others), the payment of my subscription amount through salary deductions may be reduced or prohibited, in order to comply with the maximum monthly salary deduction limit of 30%.

\*\*I have noted that my payment via payment slip must be made until June 3, 2024. Failure to pay the payment slip in the total amount of my investment by June 3, 2024, regardless of any notice or judicial or extrajudicial notification, will result in a fine of 2% (two percent) calculated over the total amount of my investment, plus daily interest of 1% (one percent), counted from June 3, 2024 until the date of the actual payment of the bank slip, which may be paid until June 17, 2024. In case the payment of the bank slip for the total amount of my investment is not made by June 17, 2024, I hereby expressly authorize the total amount of my investment plus the default charges set forth above to be paid through monthly salary deductions in seven equal and consecutive instalments, to be deducted from my salary as of June 2024. Amounts owed by me due to the subscription of shares which exceed the 30% limit provided above will be deducted in the following months, always observing the above-mentioned limit.

**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 will have at least three months of employment at the last day of the subscription period (March 25, 2024).
- I have read and understood the information available at the Brochure, the Local Supplement, the Key Information Document of the FCPE, this Subscription Form and all other documents related to the Offering which were made available to me, and I hereby expressly declare that I agree to be bound by the terms and conditions set forth in this Subscription Form and in all other documents related to the Offering.
- I meet the conditions for subscribing to the Offering.
- this subscription form is my sole subscription to the Offering.
- in case I choose to pay the subscription price through salary deductions, the maximum amount to be withheld from my salary over a month period shall not exceed 30% of my net monthly compensation after deductions related to the individual income tax and social security charges (INSS), provided that any deductions from my salary arising from alimony will not be considered for the calculation of the 30% limit. To this end, I hereby expressly authorize my employer to adopt, on my behalf, the necessary measures to do so.
- my personal contribution to this Offering will not exceed 25% of my gross annual compensation (including bonuses) for 2023 or an estimate of the 2024 gross annual compensation.
- the subscription price has been communicated to me before the subscription period.
- I am aware that the amounts arising from the future redemption of my FCPE units must be repatriated to Brazil. To this end, I

authorize my employer to adopt, on my behalf, the necessary measures to do so.

- I am aware that I must provide my employer with all the information required by the regulations currently in force in Brazil, as well as collect any and all taxes levied or that should be levied on the income received by me, if any.

**I have dully 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 subscribed in this Offering will be entitled to receive dividends (if any) 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 the shares, while such shares remain in the FCPE, will be paid out directly to the FCPE and reinvested via the FCPE, on my behalf, in additional Saint-Gobain shares (*i.e.*, dividends will not be paid out directly to me).
- 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 on their behalf. This measure concerns all subscribers to the Offering.
- I have noted that the contributions are made under the "Saint-Gobain Relais 2024 Monde" FCPE. This FCPE will subscribe Saint-Gobain shares under the 2024 capital increase. Such FCPE 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 the Saint-Gobain share price established in euros, and therefore I face a risk on the amount of my personal contribution invested.
- At redemption, I will receive an amount in euros or its equivalent in reais corresponding to the price of Saint-Gobain shares on such date. I am aware that the Saint-Gobain share price is expressed in euros, and that I have no protection or guarantee on my investment if the euro depreciates against the real.
- I will receive FCPE units which will be unavailable for a five-year period (until May, 2029), unless I choose to redeem my assets upon the occurrence of any early exit events (please see the "Local Supplement" for further information about the lock-up period and early exit events).
- 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 Saint-Gobain's universal registration document.
- In order for my subscription to be valid, I must complete the online or printed subscription form and choose the method of payment before the end of the subscription period.
- The absence of payment of the subscription amounts when due, regardless of any notice, judicial or extrajudicial notification will imply in the application of a fine of 2%, plus interest of 1% per month, which shall accrue until the effective payment date.
- I acknowledge that nothing contained on this form or in any other materials available to me in connection with this Offering shall confer upon me any right or entitlement in respect of my employment. Participation in the Offering is separate from and does not form part of nor change my employment agreement. I acknowledge that nothing contained in this form, or in 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.
- This subscription order is irrevocable and irreversible, except upon the termination of my employment agreement before the remittances of the subscription amounts abroad.
- In case of default of my payment, or if I have any outstanding amounts owed to my employer in connection with the Offering at the time of my departure from the company, my subscription may be cancelled. In these circumstances, I expressly grant an irrevocable mandate to 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 by me pursuant to my subscription.

- I am aware that the subscription price of Saint-Gobain's shares will be set in euro. As Brazil's local currency is not euros, payment shall be made in reais. The exchange rate used to determine the amount of my investment in euros will be the exchange rate as of March 5, 2024. During the life of my investment, the value of the Saint-Gobain shares subscribed through the FCPE, on my behalf, will be affected by fluctuations in the currency exchange rate between the euro and the real. As a result, if the value of the euro strengthens relative to the real, the value of the Saint-Gobain shares expressed in reais will increase. On the other hand, if the value of the euro weakens relative to the real, the value of the Saint-Gobain shares expressed in reais will decrease. I am aware that any variation between the exchange rate established by Saint-Gobain and the exchange rate in effect on the date of the actual remittance of funds abroad will not affect the amount of my investment.
- I am aware that any taxes, brokerage fees, transaction costs and other expenses applicable to the remittances of proceeds abroad related to my investment will be borne by [Corporate Name of Brazilian Employer]. Similar expenses arising from the repatriation of proceeds to Brazil due to the redemption of FCPE units will be borne by me.
- I acknowledge that the 2024 Employee Share Offering of Saint-Gobain in Brazil is an offer of shares limited to eligible employees of Saint-Gobain's subsidiaries in Brazil carried out in the context of the Saint-Gobain group compensation plan (*plano de remuneração*) in reliance to the exemption provided under Article 8 of CVM Resolution 160/2022 and, as such, is not registered and will not be registered with the Brazilian Securities and Exchange Commission (*Comissão de Valores Mobiliários - CVM*). Saint-Gobain's shares cannot be offered or sold in Brazil, except in reliance to an exemption available or in circumstances that do not characterize a public offer or unauthorized distribution of securities in Brazil. I have consulted my own counsel and advisors and/or made my own assessment of the legal and tax impacts and the risks of investing in the Saint-Gobain shares. There can be no assurance that similar plans will be implemented in the future in Brazil.
- I acknowledge that the 2024 Employee Share Offering of Saint-Gobain in Brazil characterizes a commercial transaction in which eligible employees may decide to participate at their sole discretion and that this investment opportunity is unrelated to such employees' performance or work activities.

**Upon my subscription through this Subscription Form:**

- I declare myself indebted to [Corporate Name of Brazilian Employer] for the amount related to the acquisition of FPCE units under this Subscription Form. In case any judicial measures are required for the receipt, by [Corporate Name of Brazilian Employer], of the debt confessed herein, such debt will be increased by judicial and extrajudicial costs, plus attorney's fees, set forth herein at 20% (twenty percent) on the amount under discussion.
- I shall settle the total debt confessed herein in (i) 8 (eight) monthly consecutive instalments, through salary deductions effected by [Corporate Name of Brazilian Employer] as of my salary of May, 2024, or (ii) on demand, by the payment of a bank slip, payable on June 3, 2024.
- The early redemption of the invested amount, for whatever reason, including the termination of my employment agreement with [Corporate Name of Brazilian Employer] will cause the early maturity of the instalments due with respect to the acquisition of FPCE units under the PEG 2024, and I hereby authorize [Corporate Name of Brazilian Employer] to deduct such outstanding amounts from the proceeds arising from the redemption of my investment or from any severance payments due to me.
- I am aware that [Corporate Name of Brazilian Employer] tolerance with my noncompliance with any of my obligations set forth herein shall not constitute renewal or waiver from such obligations.
- I am aware that this Subscription Form constitutes an extrajudicial enforcement instrument, pursuant to article 784, item III, of the Civil Procedure Code.
- I am aware that this Subscription Form obligates me directly and irrevocably, my heirs and my successors.
- I am aware that this Subscription Form may not be assigned or transferred, in whole or in part, without prior and express consent of my

employer.

The court of the City of São Paulo, State of São Paulo, will be the competent court to resolve any doubts, questions or disputes arising from this instrument.

#### **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 :

- I am not a Russian national or resident of Russia, or if I am, 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 I have a temporary or permanent residence permit in one of these countries; and
- I am not a Belarusian national or a resident of Belarus, or if I am, I am also a citizen of a Member State of the European Union or I have 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 computerized data processing process, for which Saint-Gobain is responsible. The legal basis for this data processing is the execution of the subscription contract (*i.e.*, the present subscription request). I understand that all the above information is necessary for my participation in the Offering and to enforce my rights regarding my subscription to the Offering. I am aware and hereby agree that my personal information provided herein will be transferred to France and processed by Saint-Gobain, by my employer, by Amundi-ESR (the account holder of the FCPE) and by any other entities which may be necessary in connection with the Offering, the management of the Group Savings Plan and accounts, the computer storage of such data, and any transaction resulting directly from it. I acknowledge that I may exercise my right to access, modify or rectify and delete my personal data by contacting the human resource 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 Offering and for the management of the PEG, at least until the sale of all the shares I hold in the PEG, and later for archiving purposes. I have the right to file a complaint with the French supervisory authority, the 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).

#### **Legal grounds for the processing of personal data, pursuant to Law No. 13,709, of August 14, 2018 (LGPD):**

I am aware that the international processing of my personal data provided through this subscription form is necessary and essential for the processing of my participation in this Offering, the formalization of my acquisition of FCPE units and the management of my assets within the Offering. In accordance with the LGPD, I expressly authorize Saint-Gobain, my employer, Amundi ESR and any other entities authorized by Saint-Gobain, my employer and/or Amundi ESR to collect, produce, receive, classify, use, access, reproduce, transmit, distribute, process, including internationally, archive, store, delete, evaluate or control information, modify, communicate, transfer, disseminate or extract my personal data provided in this subscription form and in any other documents related to the Offering, for the purposes of my acquisition of FCPE units within the context of the Offering, the management of my assets within the Offering and any other actions related to my participation in the Offering.

According to the LGPD, I am aware that I will have the right to (i) confirm the existence of processing of my personal data; (ii) access my personal data; (iii) correct incomplete, inaccurate or outdated data; (iv) anonymize, block or eliminate personal data which is unnecessary, excessive or processed in non-compliance with the provisions of the LGPD; (v) perform data portability; (vi) delete my personal data; (vii) obtain information about the public and private entities with which my employer has shared my personal data; (viii) obtain information about

the possibility of not providing consent for data processing and about the consequences of such denial; and (ix) revoke my consent for data processing.

Before revoking my consent for processing of my personal data, I am advised to contact my employer to fully understand the consequences thereof on the holding of my assets. I may contact my employer via the following phone: +55 (11) 93027-5282, by email via the following address: [beatriz.bortolotto@saint-gobain.com](mailto:beatriz.bortolotto@saint-gobain.com), or by letter sent to the following address, in attention to the Corporate Human Resources Department: Avenida Francisco Matarazzo, 1400, 3<sup>rd</sup> floor, Água Branca, São Paulo/SP – CEP:05001-903.

In order to exercise my rights regarding the processing of my personal data, I must contact my employer, through the Human Resources Department, and submit any documents related to my request.

Signed on (City) ..... on .....

**Signature**

*Preceded by the wording "read and approved" above your signature.*

Witnesses:

\_\_\_\_\_  
Name:  
ID:  
CPF:

\_\_\_\_\_  
Name:  
ID:  
CPF: