

THE ANNUAL CLASSIC SHARE PLAN 2024

SUBSCRIPTION FORM Ireland



To participate in the “Annual Classic Share Plan 2024”, you must:

- Read the Employee Guide, the Tax Note for Employees in Ireland which covers the area where you are resident and the information notices in relation to the FCPE funds, which are available at: <http://peg.saint-gobain.com>. Copies are also available upon request.
- Fill in this Subscription Form by completing your details and specifying the amount you wish to invest in the boxes below.
- Email a scanned copy of your completed Subscription Form to IrelandShares@saint-gobain.com by no later than 4pm on **Monday 25th March 2024** and follow this up with a bank transfer. Please note we no longer accept payment over the phone by Debit Card.

Before investing in the Annual Classic Share Plan 2024, I confirm:

- that the total amount of my investment does not exceed 25% of my total annual gross pay excluding share proceeds (i.e. salary, overtime, bonus and other premiums made through payroll, excluding any proceeds received through payroll in connection with the maturity or early redemption of any other Saint-Gobain share plan);
- that I have read, understood and agree to all the terms and conditions set out in the Employee Guide and overleaf;
- that I understand that the Compagnie de Saint-Gobain (‘Saint-Gobain’) share price will affect the value of my investment and that both the share price can go up or down;
- that I understand the offering is subject to the decision of the Chief Executive Officer of Saint-Gobain to set the subscription price (pursuant to the power delegated to him by the Board of Saint-Gobain), which is expected to take place on 9th March 2024; and
- that I understand that my investment is subject to a holding period, which means that my investment will be locked-in until 15th May 2029 (unless any of the early release events occur).

1. Your details

Please complete your details in full below USING BLOCK CAPITALS.

Title Name Date of Birth.....

Home Address

Email address Telephone No

2. Your subscription

Amount you want to invest

€

You must make a bank transfer to the company for the amount entered in order for your subscription request to be valid.

3. Your signature

Please sign and date below.

I hereby irrevocably declare that I wish to subscribe in the Annual Classic Share Plan 2024, that I have arranged to make payment by bank transfer and have read, understood and agree to all the terms and conditions in the Employee Guide, this Subscription Form and overleaf. I confirm that this is my only application for the Annual Classic Share Plan 2024.

Signed Dated

**All forms must be returned by emailing
a scanned signed copy to IrelandShares@saint-gobain.com by no later than 4pm on 25th March 2024.**

Terms and conditions of the “Annual Classic Share Plan 2024”

This information is important. By signing the Subscription Form you irrevocably agree to all of these terms and conditions, so you must read them carefully before deciding whether or not to invest. You should keep these terms and conditions, along with a copy of your Subscription Form, for your records.

Subscription price

I understand that the subscription price for each unit is the subscription price communicated by Saint-Gobain on 11th March 2024 and which is equal to the reference price minus a 20% discount.

Maximum subscription amount

I confirm that the amount which I wish to invest in the Annual Classic Share Plan 2024 (my “Subscription Amount”) does not exceed 25% of my total annual gross pay excluding share proceeds (i.e. salary, overtime, bonus and other premiums made through payroll, excluding any proceeds received through payroll in connection with the maturity or early redemption of any other Saint-Gobain share plan). If my personal investment exceeds the above limit, I understand that Saint-Gobain will reduce my subscription accordingly and refund the difference to me.

In case of default of my payment or insufficient funds in my bank account, or if I have not fully repaid the balance of the outstanding amount of the advance owed to my employer at the time of my departure from the company or upon early exit, my subscription may be cancelled for the corresponding unpaid amount. 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 pursuant to my subscription.

Method of subscribing

I have noted that in order for my request to subscribe in the Annual Classic Share Plan 2024 to be valid, the Subscription Form must be duly completed, signed, dated and received by Saint-Gobain Limited no later than 4pm on 25th March 2024.

I understand that if my payment is not honoured on first presentation, my application shall be considered null and void and I will forfeit all rights under the Annual Classic Share Plan 2024 (unless Saint-Gobain Limited or my Employer in its absolute discretion agrees otherwise).

I acknowledge that Saint-Gobain or any subsidiary undertaking of Saint-Gobain (together, the “Saint-Gobain Group”) cannot be held responsible for the non-delivery of the Subscription Form.

Saint-Gobain’s contribution

I understand that in addition to my Subscription Amount, my Employer will make a matching contribution of 100% on the first €100 of my personal investment, 50% on the next €1,100 and 25% on any additional investments up to €7,000 with a maximum matching contribution of €2,100.

Holding Period

I understand and agree that I may not sell, transfer, or otherwise dispose of my units in the Annual Classic Share Plan 2024 before 15th May 2029 (the “Holding Period”). On or after 15th May 2029 I may deal with such units only as specified in the Employee Guide. I understand that my investment may only be redeemed early in the below circumstances:

1. My death
2. Certain share reorganisations

Dividends

I understand that any dividends which are paid on shares held on my behalf under the Annual Classic Share Plan 2024 will be used to purchase further units which will also be held on my behalf under the Annual Classic Share Plan 2024 on the same terms. This means any additionally purchased units will be subject to the Holding Period.

I also understand that no dividend is payable on shares after they are sold, this includes any shares sold at maturity on 15th May 2029 where the expected 2029 dividend payment date is later in the year.

OTHER TERMS AND CONDITIONS

Eligibility to participate

I hereby declare that I have been informed of the conditions that must be met in order to participate in the Annual Classic Share Plan 2024 as set out in the Employee Guide and confirm that I am an employee of the Saint-Gobain Group and that I meet the three month eligibility condition described in the Employee Guide.

Information about the Annual Classic Share Plan 2024

I confirm that I have read the Employee Guide and the notes on Irish taxation and have had access to the regulations for the “PEG 2024” Group Savings Scheme, the “Saint-Gobain Avenir Monde” FCPE, the information notices on the FCPEs, the “Saint-Gobain Relais Adhésion PEG 2024 Monde” FCPE and the Saint-Gobain annual report which are available upon request.

My subscription

1. I confirm that I am investing in the Annual Classic Share Plan 2024 for my own account and I am not acting on behalf of, or as agent for, any other person.
2. I understand that in investing in the Annual Classic Share Plan 2024 I have not relied on any investment, tax or other advice from any member of the Saint-Gobain Group or any of their officers, employees, agents or representatives and **I understand that the value of shares may go down as well as up.**
3. Nothing contained in this document or in any other materials distributed or made available to me in connection with the Annual Classic Share Plan 2024 shall confer upon me any right or entitlement in respect of my employment. Participation in the Annual Classic Share Plan 2024 is separate from and does not form part of my employment agreement. In addition, I understand that nothing contained in the Subscription Form, these terms and conditions or any other materials distributed or made available to me in connection with this offering shall confer upon me any right or entitlement in respect of future offers.
4. I have noted that in the event that the total amount of subscription requests under the Annual Classic Share Plan 2024 exceeds the amount of the capital increase determined by the Board of Directors of Saint-Gobain, which is 6.5 million shares, my Subscription Amount that I have specified on the Subscription Form may be proportionally reduced, as determined by Saint-Gobain at its absolute discretion, and the difference refunded to me
5. I note that my subscription under the Annual Classic Share Plan 2024 will be placed in a bridge fund called the “Saint-Gobain Relais Adhésion PEG 2024 Monde” FCPE. This FCPE, classified as a Euro money-market fund by the Autorité des Marchés Financiers “AMF” (the French financial markets regulatory authority), will subscribe to the 2024 capital increase. It will subsequently be absorbed by the Saint-Gobain Avenir Monde Compartment following a decision made by the Supervisory Board and approved by the AMF.

My tax liabilities

I have read and understood the Tax Note for Employees in Ireland which is available to me as part of the Employee Guide. I note that details of how I can access this document are set out on the Subscription Form and are available from my Employer.

By signing the Subscription Form I hereby acknowledge that the Irish tax payment and filing obligations outlined in the tax note and in the Employee Guide are entirely my personal responsibility.

Data held about me

The information contained in this subscription form will be used, gathered, stored and communicated as part of a computerized data processing, processed for which the "Saint-Gobain Relais Adhésion PEG 2024 Monde" FCPE is the controller. Your personal data will be processed for the purposes of administering your shareholding in the plan.

All the above information is necessary for your participation in the Annual Classic Share Plan 2024 and to enforce your rights in respect of your subscription to the employee share offering. In the absence of this data, your subscription cannot be considered or accepted.

This information will be provided, transferred to France and processed by "Saint-Gobain Relais 2024 Monde" FCPE, by your employer, the account holder of the shareholding fund (the FCPE) (Amundi-TC) in connection with the 2024 Employee Share Offering, the management of the Group savings plan and accounts and the computer storage of such data, and any transaction resulting directly from it. Your personal data may also be disclosed to legal and regulatory authorities for the purposes of compliance with applicable legal obligations.

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:

1. 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
2. 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.

DISCLAIMER

Although referred to as an "annual" Plan a decision is made each year whether the Plan will go ahead and therefore it cannot be guaranteed it will operate each year and the final decision whether (and when) the plan will launch rests with the shareholders of Compagnie de Saint-Gobain.

The legal basis for processing your personal data is that it is necessary for: (i) the entering into and performance of your subscription contract with "Saint-Gobain Relais 2024 Monde" FCPE (i.e. the present subscription request); (ii) compliance with a legal obligation, ; or (iii) the purposes of "Saint-Gobain Relais 2024 Monde" FCPE's legitimate and such interests do not override your rights and freedoms, which include its interests in conducting its business in a responsible and commercially prudent manner.

Subject to certain legal restrictions and limitations, you have a right to request access, modification, rectification, deletion, porting or restriction of your personal data, or to object to the processing of your data by contacting the human resource department of Saint-Gobain at Tour Saint-Gobain, 12 Place de l'Iris, 92400 Courbevoie, France. Your personal data will be retained for the time necessary for the implementation of the Employee Share Offering and for, the management of the PEG, and at least until the sale of all the shares you hold in the PEG, and later for a period of time thereafter for archiving purposes and where necessary to comply with legal requirements and, if relevant, to deal with any dispute or complaint that might arise. You have the right to file a complaint with a supervisory authority, such as the CNIL in France or the Data Protection Commission in Ireland (<https://www.dataprotection.ie/docs/EN/Contact-us/m/11.htm>) in Ireland concerning the protection of your personal data. The data protection officer of the issuer can be reached at privacycontact.CSG.FR@saintgobain.com.

Further details regarding data processing and who to contact are available in the Employee Data Privacy Notice, which is available on the employee website www.saint-gobain.co.uk/employeedataprivacy or on request. Your attention is drawn in particular to paragraph 4.1.2 of the Employee Data Privacy Notice, regarding share plans offered by Saint-Gobain.

Governing Law

I understand and acknowledge that the terms of my subscription in the Annual Classic Share Plan 2024 are governed by French law.

Specific rules for US persons

The offer is not open to subscriptions by "US Persons" and I declare that I am not a US person (i.e. I am not domiciled in the US and/or I am not a US citizen). 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".

