

EMPLOYEE SHARE PURCHASE PROGRAM (PEG) CANADA 2024



THE SAINT-GOBAIN PEG IN BRIEF! FROM MARCH 11 TO 25, 2024

TAKE PART IN THE 2024 OFFER AND BE AN OWNER (THROUGH AN EMPLOYEE SHAREHOLDING FUND "FCPE") UNDER PREFERENTIAL TERMS!

Go to the dedicated website <https://peg.saint-gobain.com> and find all the information about the Saint-Gobain PEG, subscribe to the offer by clicking on the **"Subscribe to the PEG"** button to access the subscription website available from March 11 (10:00 am) to March 25, 2024 (11:59 pm, Paris time).

CLASSIC FORMULA

Terms	Acquisition of shares under the PEG through an Employee Shareholding Fund "FCPE".
Subscription price	Subscription price including a 20% reduction compared to the reference price.
Matching contribution	Saint-Gobain will add a company match on the investment (up to a maximum match of \$2,225)
Dividends	Profit from any dividends paid as of 2025 (reinvested in the Employee Shareholding Fund "FCPE").
Payment of administrative fees by Saint-Gobain	Payment of management fees of the Employee Shareholding Fund FCPE Saint-Gobain PEG Monde. Payment of administrative and PEG account keeping fees.
Limit of investment	25% of your gross annual base salary compensation for 2023 or your 2024 annualized base salary compensation.
Please note before investing	Risk of capital loss.
Lock-up period	5 years.

FOCUS OF THE MATCHING CONTRIBUTION



Investment Range 1: \$0-\$100	Investment Range 2: \$101-\$2,000	Investment Range 3: \$2,001-\$5,700	Investment Range 4: \$5,701-\$10,000
200% Match on your first \$100 ▼ up to \$200	45% Match on your next \$1,900 ▼ up to \$855	20% Match on your next \$3,700 ▼ up to \$740	10% Match on your next \$4,300 ▼ up to \$430
+ + + +			
= up to \$2,225 total match			

An employer's matching contribution simulator is available on <https://peg.saint-gobain.com>



WHO CAN SUBSCRIBE?

Employees of Saint-Gobain Group companies who have been working for the Group for at least 3 months consecutively between January 1, 2023 and the end of the subscription period (March 25, 2024).

HOW DO I PAY MY SUBSCRIPTION?

You have two options to pay for your subscription:

Option 1:

The amount of your contribution will be deducted from your paycheque on a post-tax basis from May through November 2024, or a longer period until the subscription is paid in full.

* If you are a BP Canada employee, your contribution will be deducted from your paycheques over six months, from July 2024 through December 2024.

Option 2:

Pay via a one-time Lump sum payment. Contact your PEG representative for payment details.

KEY DATES



from 02/12/2024 to 03/08/2024

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

05/10/2024

Bank account debit

05/15/2024

Capital Increase

