

# EMPLOYEE SHARE PURCHASE PROGRAM (PEG)

PLAN 2024



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

### TAKE PART IN THE 2024 OFFER AND BE AN OWNER 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, Paris time) to March 25, 2024 (11:59 pm, Paris time).

#### CLASSIC FORMULA

Terms	Acquisition of shares under the PEG.
Subscription price	Subscription price including a 20% reduction compared to the reference price.
Matching contribution	<b>Saint-Gobain will add a company match on the investment (up to a maximum match of \$2,225)</b>
Dividends	Profit from any dividends paid in 2025.
Payment of administrative fees by Saint-Gobain	Payment of all management fees (except redemption fees) together with all PEG account maintenance 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	<b>5 years.</b>

# FOCUS OF THE MATCHING CONTRIBUTION



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

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 or nonconsecutively 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 paycheck on a post-tax basis from May through November 2024, or a longer period until the subscription is paid in full.

**Option 2:** Lump sum payment to Saint-Gobain lockbox. Refer to the 2024 PEG Brochure for instructions.

## 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**

