

# EMPLOYEE SHARE PURCHASE PROGRAM (PEG)

2025 CANADA

SUBSCRIBE FROM  
MARCH 10 TO 24, 2025



Find all the information on the website:

<https://peg.saint-gobain.com>



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YOUR SMARTPHONE  
OR YOUR TABLET!



# MESSAGE FROM MARK RAYFIELD

Dear Colleagues,

At Saint-Gobain, we are committed to continuously enhancing the employee experience. Guided by your feedback, we've strengthened our commitment to supporting you and your family with meaningful programs and resources that promote all aspects of your well-being, including financial well-being.

I am pleased to share that this year we are once again offering you the chance to participate in the Employee Share Purchase Program—known simply as PEG. In 2024, the PEG program was enhanced as a direct result of the feedback that you have provided. These key benefits and offerings continue for the 2025 PEG.

## 2025 KEY PROGRAM DETAILS:

- Purchase Saint-Gobain stock at a **20% discount** and invest up to 25% of your gross annual base salary compensation for 2024 or your 2025 annualized base salary compensation rate.
- Receive additional shares through an **enhanced company match!** Saint-Gobain provides up to **a maximum of \$2,225** worth of matching shares, depending on how much you contribute. For additional details, view the 2025 PEG company match [here](#).
- Pay for your purchase and taxes through **post-tax paycheck deductions** over a longer repayment window (May through November). You can also continue to pay for your purchase in one lump-sum via check.
- Earn **100% of any dividends paid** and choose to keep or sell your shares after a five-year holding period.
- **Vote** in the Annual Group General Meeting and have your voice heard (U.S. PEG shareholders only).

PEG is an investment opportunity for our employees to be an owner of the company. We offer this program because it is a unique opportunity to benefit in the shared success of Saint-Gobain globally, and it speaks directly to our commitment of making Saint-Gobain a great place to work.

This brochure is intended to provide the educational materials you need to learn more about the PEG program, and to help you decide if this is an investment that makes sense for you. I encourage you to review the information and explore all the options and benefits available to you as an employee of Saint-Gobain.

If you have any questions, please work with your local Human Resources representative who can provide support and coach you through the enrollment process, should you decide to move forward.

### Mark A. Rayfield

CEO, Saint-Gobain North America  
CEO, CertainTeed, LLC.



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**Note for U.S. Person:**

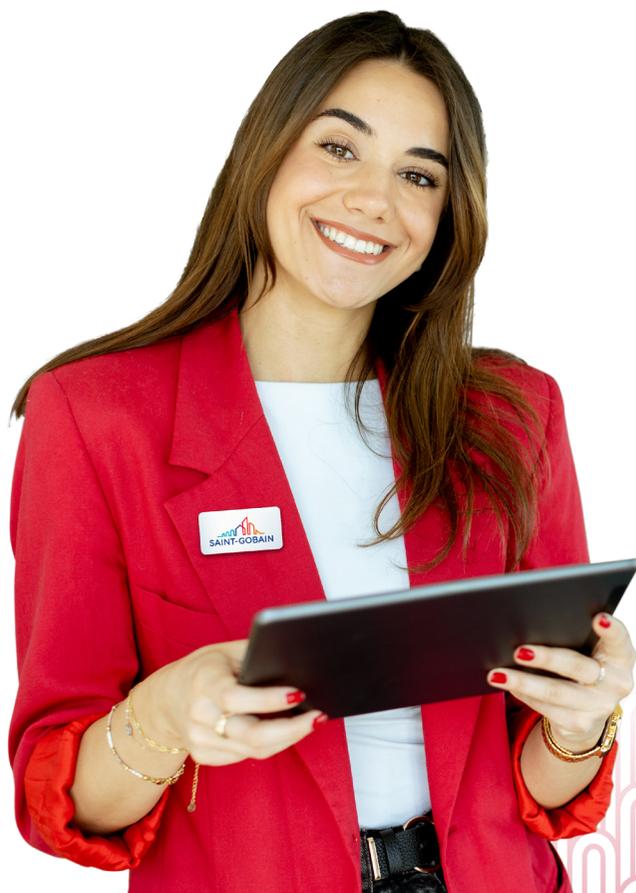
*This document is not for use of residents or citizens of the United States of America and US Persons as defined in "Regulation S" of the Securities and Exchange Commission according to the U.S. Securities Act of 1933 and included on the website [www.amundi.com](http://www.amundi.com) ("Terms of Use" section) of the Company managing the financial products described in this document.*

**EU sanctions on Russia following the invasion of Ukraine:**

*Pursuant to provisions of Regulation (EC) n° 833/2014 and Regulation (EC) n°765/2006, as amended, Saint-Gobain Group Savings Plan 2025 offer is not made to citizens or residents of Russia who do not have a legal residence or citizenship of a country of the European Union, the European Economic Area or Switzerland or citizens or residents of Belarus who do not have legal residence or citizenship in the European Union cannot participate in this offering.*

# THE 2025 OFFER

The 2025 PEG enables you to invest in the Classic Offer and benefit from a range of advantages.



## WHAT ARE THE ADVANTAGES OF THE 2025 OFFER?

The 2025 Offer allows you to **indirectly become a shareholder in Saint-Gobain** via an Employee Shareholding Fund\*\*\*, while benefiting from preferential conditions, namely a 20% **discount** and up to a \$2,225 employer's matching contribution.

In exchange, your investment is locked up for five years and follows the stock market share price, which can go either up or down.

## SUBSCRIPTION AT A PREFERENTIAL PRICE

The **subscription price** per share is **the reference price** to which a **20% discount** is applied. You will be notified of the subscription price on **March 10, 2025** and this information will be available on the PEG website <https://peg.saint-gobain.com/>.

## EMPLOYER'S MATCHING CONTRIBUTION PAID BY YOUR COMPANY

Saint-Gobain will add a **company match** on your own investment (up to a maximum of \$2,225 CAD) to purchase additional shares.

Your investment in the 2025 Offer presents a risk of loss of capital because you are investing in listed shares, the value of which may move down as well as up. **Your capital is not guaranteed.**

## Payment of Administrative and Account Maintenance Fees

Saint-Gobain **pays all the administrative fees** of the "Saint-Gobain PEG Monde" FCPE (except redemption fees), together with all PEG account keeping fees, off operation specific to your initiative.\*\*

## Become an Indirect Shareholder in Saint-Gobain

A subscription in PEG is an opportunity to get connected to our parent company. You take part of the management of the Group thanks to the presence of a representative of the employees' shareholders at the Board of Directors, giving you a voice and say in the future path of Saint-Gobain Group, and a chance to earn 100% of any dividends paid out to shareholders.

*\*\*The conditions and share prices are available from your Account Holder.*

*\*\*\*This Employee Shareholding Fund (in French Fonds Commun de Placement d'Entreprise or "FCPE") is called the "Saint-Gobain Relais 2025 Monde" FCPE, which has been specially created to receive your investments under the 2025 Offer. After the capital increase, this temporary fund will be merged into the "Saint-Gobain Avenir Monde" compartment of the "Saint-Gobain PEG Monde" FCPE, following a decision by the Supervisory Board and approval from the AMF, the French Financial Markets Regulator.*

*Note: In the particular case where the exchange volumes on the financial markets are small, any purchase or sale transaction may lead to significant market fluctuations. Please consult the concerned FCPE rules for further information on these risks*

 [See the glossary](#)

## PLEASE NOTE:

**Your investment in the 2025 Offer presents a risk of loss of capital because you are investing in listed shares, the value of which may go either up or down. Your capital is not guaranteed.**

# THE 2025 OFFER



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



## HOW THE MATCH WORKS

- You'll receive a company match (up to \$2,225) for any contributions you make (up to \$10,000). The company match will be used to purchase additional shares for you on your behalf.
- There are four levels, or **Investment Ranges** — which is the percentage match you receive depending on the amount you invest. The match is cumulative, so you will also receive each preceding investment range's match, up to a maximum of **\$2,225**.
- The four Investment Ranges are shown below.

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>			

# THE 2025 OFFER

## HOW YOUR CONTRIBUTION ADDS UP

Here's an example illustrating the extra value you receive when you invest in PEG. This example assumes a reference price of \$50 and is for demonstration purposes only.

An employee wants to invest \$200 to purchase Saint-Gobain shares through PEG.

Their cost is \$40 per share (\$50 reference price minus the 20% employee discount). In addition to the discounted share price, they receive a matching contribution from the company, so additional shares can be purchased on their behalf.

### Example: \$200 Investment

<b>Employee's contribution</b>	<b>\$200</b>
<b>Company match</b> [ $(\$100 \times 200\% = \$200) + (\$100 \times 45\% = \$45)$ ]	<b>\$245</b>
<b>Total subscription</b> $\$200 + \$245 = \$445$	<b>\$445</b>
<b>Shares purchased at 20% share price discount</b> $\$445 / \$40$	<b>11.125 shares</b>
<b>Share value received based upon Reference Price</b> The employee's \$200 contribution allows them to acquire shares worth (11.125 shares x \$50 reference price)	<b>\$556.25</b>

*Note: This Subscription Price is solely an example. The cost of purchase has been rounded to the nearest dollar for purposes of this illustration.*



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

# THE 2025 OFFER

## WHAT YOU'LL RECEIVE FOR OTHER INVESTMENT AMOUNTS

If you elect	Saint-Gobain will match (capped at \$2,225)	Total subscription (including company match)	Number of Whole Shares Purchased at 20% Discount (Assuming \$40/share)	Market Value of Shares Purchased (\$50/share)	Total Gain on initial investment
<b>\$50.00</b>	\$100.00	\$150.00	3.75	\$187.50	\$137.50
<b>\$100.00</b>	\$200.00	\$300.00	7.5	\$375.00	\$275.00
<b>\$200.00</b>	\$245.00	\$445.00	11.125	\$556.25	\$356.25
<b>\$500.00</b>	\$380.00	\$880.00	22	\$1,100.00	\$600.00
<b>\$1,000.00</b>	\$605.00	\$1,605.00	40.125	\$2,006.25	\$1,006.25
<b>\$5,000.00</b>	\$1,655.00	\$6,655.00	166.375	\$8,318.75	\$3,318.75
<b>\$10,000.00</b>	\$2,225.00	\$12,225.00	305.625	\$15,281.25	\$5,281.25
<b>\$15,000.00</b>	\$2,225.00	\$17,225.00	430.625	\$21,531.25	\$6,531.25



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

# THE 2025 OFFER

## OFFER COUNTERPARTS

### Your investment is locked up for 5 years

There are however cases for early redemption, namely key events in your personal or working life, that allow your shares to be released prior to the end of the lock-up period.

Please refer to your country supplement for the early redemption cases specific to your country.

### Your savings will follow the Saint-Gobain share price, either up or down.

In five years' time, your shares will be available and the value of your shares will reflect the share price on this date.

If you participate in PEG in 2025, you will benefit from 100% of any dividends paid as of 2026.

### Your investment is subject to a risk of loss of capital.

If you are in a country outside the euro zone, the value of your investment will be subject to the fluctuations of the exchange rate of the euro against your local currency.

Given the concentration of risk associated with this Employee Shareholding Fund investing in the shares of only one company, the "Autorité des Marchés Financiers" ("AMF" - French financial markets regulator) recommends that subscribers evaluate the need for risk diversification of their overall financial investments. Please consult the Employee Shareholding Fund rules for more information about the risks associated with the fund.



## THE 3 CASES OF EARLY REDEMPTION: (SUBJECT TO SPECIFIC REGULATIONS IN LOCAL LAW)

- 1/ Termination of employment by the Company for reasons other than cause;**
- 2/ Retirement of the employee;**
- 3/ Death of the employee.**

## RISK OF LIQUIDITY

**In the particular case where the exchange volumes on the financial markets are small, any purchase or sale transaction may lead to significant market fluctuations. Please consult the concerned Employee Shareholding Fund rules for further information on these risks.**

# SUBSCRIPTION PROCEDURE

## WHO CAN SUBSCRIBE TO THE 2025 OFFER?

**Employees** of Saint-Gobain Group companies who have been working for the Group for at least 3 months at the end of the subscription period (March 24, 2025).

## HOW CAN I SUBSCRIBE?

You can subscribe online or on paper between March 10 and 24, 2025.

### → For online subscriptions:

You can connect to the Subscription Tool, Amundi, by visiting the PEG site — <https://peg.saint-gobain.com>. The site is available on PC, mobile, and tablet.

- Select the « **Subscribe** » button, to access Amundi.
- **Indicate your login**, If you have a Saint-Gobain email, you will receive your username from Amundi to access your subscription account. If you do not have a Saint-Gobain email, contact your HR PEG representative for support.
- Once you access Amundi, add your username and password. If you do not know your password, select "First connection / Forgotten Password." You will then receive a link that will allow you to personalize your password.
- Once you complete your subscription, you will receive a confirmation email containing a summary of your subscription. Your subscription summary can also be downloaded on Amundi.
- You can modify your subscription up until the last day of the subscription period.

### → For paper subscriptions:

Please contact your HR PEG representative, who will explain the procedure to follow.

## HOW DO I PAY MY SUBSCRIPTION?

### Option 1: Payroll deduction

The amount of your contribution will be deducted from your paycheque on a post-tax basis over seven months from May 2025 through November 2025 or a longer period until the subscription is paid in full.

### Option 2: Lump sum payment to Saint-Gobain lockbox

Contact your HR PEG representative for lump-sum payment details.



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

# SUBSCRIPTION PROCEDURE

## HOW MUCH CAN I INVEST?

The maximum amount you can invest is 25% of your gross annual base salary compensation for 2024 or your 2025 annualized base salary compensation rate. This cap applies to your individual contribution to the Employee Offering. If you have questions about your eligibility or your maximum investment amount, please contact your HR PEG representative.

## WHAT HAPPENS IN THE EVENT OF OVER-SUBSCRIPTION?

The ceiling for the capital increase is 8.9 million shares, which will result in a reduction if demand outweighs supply.

For more information on the specific rules for reduction, please consult the PEG regulations available on <https://peg.saint-gobain.com>. **In the event of a reduction, we wish to emphasize that only the reduced amount of your voluntary payment will be debited.**

## WHAT HAPPENS TO MY SAVINGS AT THE END OF THE LOCK-UP PERIOD?

At the end of the lock-up period, you have two options:

1

### OPTION 1:

You keep your shares: they remain available and follow the Saint-Gobain stock market price, which can go either up or down

2

### OPTION 2:

You sell all or part of your shares.



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

# USEFUL INFORMATION

## WHO CAN I CONTACT DURING THE 2025 OFFER?

You can contact your HR PEG representative if you have any questions about the 2025 PEG.

## HOW CAN I TRACK MY SAVINGS AFTER THE OPERATION?

During the five-year holding period your shares will be held with Amundi at [www.amundi-ee.com/account](http://www.amundi-ee.com/account). This gives you permanent, free access to your employee savings accounts, as well as comprehensive information about the cases of early redemption.

### → More information

For more information about the 2025 Offer please refer to the country supplement prepared for your country Key Information Document (“KID”) and the Key Information Document («KID») and the Company Employee Shareholding Fund rules..

We encourage you to consult the Compagnie de Saint-Gobain universal registration document and any other periodically published documents, particularly the financial reports available on the company’s website ([www.saint-gobain.com](http://www.saint-gobain.com)). These documents contain important information on the company’s activities, its strategy and objectives, and the risks associated with the company, its activities and its financial results.

The content of this brochure is for information only and should be read together with the regulatory and contractual documents at your disposal. Should there be any discrepancies, the regulatory and contractual documents are governing. The decision to subscribe to the 2025 Offer is entirely up to you. The documents available to you in the context of the 2025 Offer have no bearing on the conditions of your employment and do not amend or form part of your employment contract. Benefits received from this Offer will not be deemed to be part of your compensation for the purpose of calculating your future benefits or rights. Benefits received in this plan will not be taken into consideration in the calculation of any amounts due to you in respect of your employment (such as termination indemnities). The opportunity to participate in the 2025 Offer in no way presupposes the existence of future offers or the opportunity to participate in such offers.



## PEG 2025 SCHEDULE



From 02/10/2025 to 03/07/2025

**Period for setting the reference price**



03/10/2025

**Date for setting the subscription price**



From 03/10/2025 to 03/24/2025

**Subscription period**



05/14/2025

**Capital increase**

The Saint-Gobain Group reserves the option of changing the aforementioned dates or suspending the operation up until the date of setting the subscription price, namely March 10, 2025.

# USEFUL INFORMATION

## IS THE SAINT-GOBAIN SHARE PRICE LIKELY TO RISE OVER THE NEXT FIVE YEARS?

Like any company share price on the open market, Saint-Gobain's share price fluctuates over time. As an example, the graph below shows the evolution of Saint-Gobain's share price in euros over recent years. Please note: there is no guarantee that the price will rise over the next five years.

SAINT-GOBAIN SHARE



## WILL THE EXCHANGE RATE BETWEEN THE EURO AND CANADIAN DOLLAR EFFECT MY INVESTMENT?

Yes. During the five-year period, your investment will be maintained in Euros (€), the currency used by our parent company. Your account statements will be expressed in Euros for this reason. **Redemptions\*** will be made in Euros, then converted into CAD at the exchange rate on that given day. You will therefore bear all of the exchange rate risk with respect to your **investment**.

The exact effect of changes in currency exchange rates on your investment is complex. In general, however, upon **redemption**, if the Euro has risen in value relative to the CAD, the value of your investment (expressed in CAD) will be higher, whereas if the euro decreases in value relative to the CAD, the value of your investment (expressed in CAD) will be lower.

*\*See the glossary on page 14.*

# USEFUL INFORMATION

## WHAT ARE THE TAX CONSEQUENCES OF INVESTING IN THE PLAN?

The table below summarizes the likely tax consequences of investing in the Plan. We strongly recommend that you read the enclosed Tax Guide and consult with a professional tax adviser to learn how your investment will be taxed based on your own circumstances. We are not permitted to provide you with individual tax advice.

Event	Tax consequences*
<b>Purchase of shares</b> (tax that Saint-Gobain will deduct from your payroll)	Tax is due in respect of the year in which the subscription period occurs. <ol style="list-style-type: none"> <li>1. The difference (if any) between the fair market value of shares and the subscription price of the shares is included in your income as a taxable employment benefit.</li> <li>2. The value of the matching contribution is included in your income as a taxable employment benefit</li> <li>3. The compensation team is responsible for computing the above-noted benefit amounts and submitting to payroll, who will calculate and process the tax due.</li> <li>4. The tax due will be paid in advance on your behalf and then repayment will occur as a payroll deduction in conjunction with the share purchase payroll deduction over a seven month period. As tax was paid in advance on your behalf, imputed income may arise and will also be calculated and processed by compensation and payroll.</li> </ol>
<b>Payment of dividends</b> (tax you will be responsible for paying on your own)	Must be included as part of your declared income in the year of receipt.
<b>Continue investment after end of lock-in period</b>	No tax payable.
<b>Sale at (or after) end of lock-in period</b> (tax you will be responsible for paying on your own)	Should give rise to capital gain or loss; employees are responsible for record keeping and reporting the applicable information to the Canada Revenue Agency (or Revenue Quebec, as applicable).

*\*Includes shares purchased with the company match*

# USEFUL INFORMATION

## POST SUBSCRIPTION

The capital increase\* has a ceiling of approximately 8.9 million shares for the 2025 PEG.

If demand exceeds the number of shares available for all employees globally, a reduction procedure will be applied and communicated. This means the number of shares elected will be reduced. You will only pay for the reduced number of shares.

Shares will be purchased on your behalf in May of 2025 and then transferred to your account at Amundi. Amundi will contact you and provide you with your login credentials and instructions on how to use the system.

Based on the subscription you made during the subscription period, you will pay the employee contribution amount, which is due via check or payroll deductions. Tax due will be withheld via payroll (see tax question for details).

*\*See the glossary on page 14.*



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

# GLOSSARY

## CAPITAL INCREASE

This is when shares are purchased on the employee's behalf by the vendor Amundi.

## CONTRIBUTION

The final amount the employee will pay for the shares, which may be lower than the election amount due to whole share purchase or reduction in the event of over-subscription.

## DISCOUNT

A reduction granted on the share reference price.

## DIVIDEND

A part of the net profit of a company paid out to shareholders.

## ELECTION

The maximum amount the employee is choosing to contribute. The election amount may be reduced as only whole shares can be purchased, or may be reduced due to over subscription.

## EXCHANGE RATE

The value of the Euro compared to the Canadian dollar.

## INVESTMENT

An asset or item acquired with the goal of generating income or appreciation.

## REDEMPTION

The sale of your shares. Think of this as "redeeming" your shares.

## REFERENCE PERIOD

The time period to measure the reference price (February 10 - March 7, 2025). The average will determine the price of a single share.

## REFERENCE PRICE

The average of the stock market price of the Saint-Gobain share during the reference period (from February 10 to March 7, 2025 inclusive).

## SUBSCRIPTION PRICE

This is the reference price to which a 20% discount is applied. The Chief Executive Officer will decide the subscription price on March 10, 2025.

## SUPERVISORY BOARDS

The role of Supervisory Boards is to control the financial management and operations of the Employee Shareholding Fund. Members of the Supervisory Board are appointed for a five-year term.

## THE SAINT-GOBAIN AVENIR MONDE FUND

This fund is classified in the category of "invested in listed company securities". It consolidates all of the PEG's assets from all participating countries, except France, year after year. The management company for this fund is Amundi Asset Management.

## THE SAINT-GOBAIN RELAIS MONDE FUND

The fund that has been specially created to receive the investments of subscribers to the 2025 Offer.



# IMPORTANT NOTICES

## IMPORTANT NOTICES

The figures and percentages in this document are illustrative and for informational purposes only. They are not indicative of the actual or future performance of the Saint-Gobain shares and are not intended in any way to project or estimate the increase or decrease in the price of the Saint-Gobain shares or the gains that participants might expect.

This document does not constitute a code of conduct or a manual relating to your job, or an employment contract between Saint-Gobain or its subsidiaries and yourself. The contents of this document are provided to you for informational purposes only, and neither Saint-Gobain nor any subsidiary, by way of this document or otherwise, is providing you with, or intending to provide you with, any financial or investment-related advice. If you have any questions on what this offer means for you, or on the decision you should make, we recommend you contact a professional legal or financial advisor. Investing is a personal decision that you must make yourself, taking into account your financial resources, your investment goals, your personal tax situation and any other investment alternatives available to you. In this regard, you are encouraged to consider the diversification of your investment portfolio to ensure that the risk that you assume is not unduly concentrated on any single investment.

The terms of this offer may be modified prior to completion of the subscription period as a result of stock or other financial market developments.

Important information concerning the Saint-Gobain Group is available either on the website **[www.saint-gobain.com](http://www.saint-gobain.com)** or from your Human Resources Department. This includes information on the Group's business, management, strategy and financial results as well as financial statements and information regarding the risks that it faces. We recommend that you study this important information before making a decision to purchase Saint-Gobain shares within the framework of the Saint-Gobain Group Share Purchase Plan.

You are free to choose whether or not to participate in the Saint-Gobain Group Share Purchase Plan. Your choice will have no effect on your employment with the Saint-Gobain Group, positive or negative. Nothing contained in this document or in any other materials distributed or made available to you in connection with the Saint-Gobain Group Share Purchase Plan shall confer upon you any right or entitlement respecting your employment. Participation in this offering is separate from, and does not form part of, your employment agreement.

## SECURITIES NOTICES

### Securities Laws Rights of Action

In accordance with an exemption from certain requirements of Canadian provincial securities laws which Saint-Gobain has obtained, this offering is being made without filing a prospectus with Canadian securities regulatory authorities or using a registered securities dealer. As a result, purchasers of shares pursuant to this offering will not have the benefit of certain protections, rights, and remedies afforded under Canadian securities legislation, such as statutory rights of withdrawal and statutory rights of action for rescission or damages against the company in the event of a misrepresentation in any materials furnished in connection with the offering. Purchasers will have to rely on common law or civil law (in Quebec) rights of action that may be available in this regard.

### Resale Restrictions

In addition to the resale restrictions set forth herein, securities purchased under this offering will be subject to certain restrictions on resale imposed by Canadian provincial securities laws. Purchasers of shares under the offering are encouraged to seek legal advice prior to any resale of such shares.

Saint-Gobain has applied for and obtained approval with respect to the resale of shares acquired in the offering by Canadian resident employees. In general, such approval provides that participants in the offering resident in Canada may not resell their shares to Canadian purchasers and must resell their shares through an exchange or market outside of Canada or to a person or company outside of Canada.

## DATA PROTECTION NOTICE

Information about you collected in connection with the Saint-Gobain Group Share Purchase Plan, including through the enrollment form, may be used and disclosed by and among Saint-Gobain, its affiliates and third parties for the purposes of processing your enrollment, managing the Plan and your participation in it, and satisfying administrative and legal obligations. Such information may be transferred outside of your province of residence or to other countries, including to France, and may be transferred, used, stored or processed outside of Canada for purposes of the management and administration of the Plan. By signing the enrollment form, you will be deemed to have provided your consent to this. You have a right to access, modify and correct any of your personal information and to obtain information concerning Saint-Gobain Group's policies and practices concerning service providers outside Canada authorized to receive, maintain and process your personal information by writing to your local Human Resources Department.

# TAX GUIDE

## CANADIAN FEDERAL INCOME TAX CONSIDERATIONS

The following sets out the expected Canadian federal income tax consequences generally applicable to the acquisition, holding and sale of shares acquired under the 2025 Saint-Gobain Employee Share Offering. This guide assumes that you are currently resident in the Canada and remain resident in Canada throughout the period of your investment. The applicable tax rules may change over time. For definitive advice about your own circumstances, we recommend that you consult a tax specialist. This summary is given for informational purposes only and should not be relied upon as being either complete or conclusive (for example, provincial income tax considerations are not covered).

### GENERAL RULES

All amounts relating to the acquisition, holding or sale of Shares which are calculated, paid or received in a currency other than Canadian dollars (in this case, Euros) must be converted into Canadian dollars for Canadian tax reporting purposes.

### ACQUISITION OF SHARES

#### Employment benefit for Shares purchased at a discount

Under normal circumstances, an employee acquiring Shares at a discount to their “fair market value” and receiving a company match is considered to have received a taxable benefit from employment.

However, because of the five-year holding period applicable under the Plan, Saint-Gobain intends to take the position that the fair market value of the Shares is reduced to the level of the discounted price.

On this basis, participants in the Plan should not be considered to have received a taxable employment benefit and no income tax should therefore be due on the acquisition of the Shares.

It should be noted, however, that the Canada Revenue Agency is not bound by this position.

#### Financing

You will pay for your investment by way of an advance from your employer (repayable through payroll deductions). You will realize a taxable employment benefit equal to a deemed interest amount on this advance, which will be shown in your 2025 T4 form. You should, however, be entitled to claim an interest expense deduction from your income of an equal amount. Accordingly, you should not have to pay any income tax as a result of having received the advance from your employer.

## TAXATION OF MATCHING CONTRIBUTIONS

The receipt of a matching contribution from a participant’s employer may constitute a taxable benefit from employment to the participant at the time such matching contribution is received. A participant’s employer will generally be required to make payroll source deductions in respect of any such benefit for income tax and, where applicable, Canada Pension Plan contributions (or Quebec Pension Plan contributions in the case of Quebec participants). The exact magnitude, if any, of the employment benefit arising from the matching contribution (the “Share Benefit Amount”) will be communicated to participants following the share delivery and will be reflected in the participant’s 2025 T4 form (or Relevé-1 form in the case of Quebec-resident participants).

A participant will be required to include the Share Benefit Amount, if any, in his or her personal tax return for the year it is received, and will be subject to tax at his or her applicable marginal tax rate (the highest marginal tax rate for participants resident in the province of Quebec is approximately 53.5%, and is approximately 1% higher or 5% lower in the case of other provinces).

### DIVIDENDS

Dividends received by the Saint-Gobain Avenir Monde Compartment on your behalf must be included in your tax return for the year in which they are received. Dividends will not be paid in cash. Instead, they will be reinvested in the Saint-Gobain Avenir Monde Compartment for you automatically. You will therefore need to use other cash resources to fund this tax liability.

### SALE OF SHARES

When you sell your Shares, you will realize a capital gain (or a capital loss) equal to the difference, if any, between the net proceeds received for the Shares (i.e., net of selling commission) and the “adjusted cost base” of the Shares. For this purpose, the “adjusted cost base” of a Share at a particular time will generally be equal to the amount you paid for your Shares plus the Share Benefit Amount (if any) and the value of any extra Shares acquired by way of reinvested dividends, divided by the total number of Shares you hold at that time.

## TAXATION OF CAPITAL GAINS

Under current law, one-half of any capital gain will be taxable and one-half of any capital loss may be deducted from your total taxable capital gains, in accordance with the rules contained in the Income Tax Act (recently proposed amendments would, if enacted, increase the capital gains inclusion rate to two-thirds in respect of annual capital gains in excess of CAD250,000).

Find all the information on the website:

<https://peg.saint-gobain.com>



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