

GROUP SAVINGS PLAN

SAINT-GOBAIN 2025

SUBSCRIBE
FROM MARCH 10
TO 24, 2025



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Avertissement U.S. Persons :

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 ("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 become indirectly a shareholder in Saint-Gobain via an Employee Shareholding Fund***, whilst benefiting from preferential conditions, namely a 20% discount

In exchange, your investment is locked up for approximately 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 on your company's premises, as well as on the website dedicated to the PEG: <https://peg.saint-gobain.com/>.

EMPLOYER'S MATCHING CONTRIBUTION PAID BY YOUR COMPANY

If you decide to invest in the Saint-Gobain Group Employee Share Offering, your employer will contribute to your investment through matching contribution as follows:

Investment by Employee(s) in INR	Matching Contribution
0-20,000	100% of the investment made by the Employee
20,001 and above	₹20,000

**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 investment 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.*

See the glossary

PLEASE NOTE:

Your investment in the 2025 Offer presents a risk of loss of capital because you are investing in an Employee Shareholding Fund comprised almost wholly of listed shares, the value of which may go either up or down.

If the share price declines, then the value of the Employee Shareholding Fund will suffer a similar decline.

Your capital is not guaranteed.



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



PAYMENT OF ADMINISTRATIVE AND ACCOUNT MAINTENANCE

Saint-Gobain pays all the management fees of the “Saint-Gobain PEG Monde” FCPE (except redemption fees), together with all PEG account keeping fees, except transactions outside the 2025 PEG*.

OFFER COUNTERPARTS

Your investment is locked up for approximately 5 years.

There are however cases for early redemption, namely key events in your personal or working life, that allow your assets 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 5 years' time, your assets will be available and the value of your shares will reflect the share price on this date.

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

OFFER COUNTERPARTS

You will benefit from 100% of any **dividends** paid from 2026. You do not benefit from any dividends paid in 2025 for 2024. These will be reinvested into the fund and converted into fund units (thus increasing the number of units you own), which will be available on the expiry date of the investment to which they are linked.

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.



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.



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

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 (measured on a continuous or a discontinuous basis, since January 1, 2024) through the end of the subscription period (March 24, 2025), and must also be employed as of such date.

HOW CAN I SUBSCRIBE?

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

→ For online subscriptions:

You can connect on the website <https://peg.saint-gobain.com/2025/ecollaboration/site/?externe>

→ « **Subscribe** », button, with your login that will have been e-mailed to you.

→ **Indicate your login,**

→ **click on “Next”,**

→ then click on **“First login/Forgotten password”.**

→ You will then receive a link that will allow you to personalize your password.

If you did not receive your login by e-mail, contact your HR correspondent that will give you your login and a temporary password.

→ **You specify the amounts you wish to invest.**

Once your subscription has been validated, you will receive a confirmation by email.

Your subscription summary can be downloaded on the subscription website.

You can modify the amounts invested up until the last day of the subscription period.

→ For paper subscriptions:

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

HOW DO I PAY MY SUBSCRIPTION?

Payment is to be made in INR.

You can pay the INR amount indicated in the subscription form via cheque in favor of your company or wire transfer to your company's bank account, which will remit the amount to Saint-Gobain. Cheques must be submitted, or wire transfers completed, by March 24, 2025.

Your contribution, including the matching amount, falls under the US \$250,000 limit set by the Liberalised Remittance Scheme (LRS) per financial year. Ensure compliance, as Saint-Gobain and your company are unaware of your other remittances. You are solely responsible for any legal implications if you exceed this limit.

*The PEG rules are available on the <https://peg.saint-gobain.com> [personalize the URL address with the direct URL of your own country]. You can also request this document from your Human Resources Direction. Tax Collected at Source (TCS) at the rate of 20% is applicable on remittances exceeding INR 7,00,000 made outside India under the LRS route or at the applicable rate in force at the time of remittance.



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

INDIA SPECIFIC GUIDELINES

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.

Minimum amount of subscription: ₹5000/-

Maximum amount of subscription: The subscription amount of GSP 2025 should not exceed 25% of your current Gross Salary (Salary is GAC - Gross Annual Compensation). It will not include incentives and notional income.

How to subscribe?

The subscription forms are available for download on <http://peg.saint-gobain.com>. Please note that subscription forms received after 24 March, 2025 will not be accepted.

Mode of Payment:

Please pay the rupee amount indicated by you in the subscription form by cheque drawn in favour of your company or by wire transfer to the account of the company. Your company will arrange the onward remittance to Saint-Gobain. The number of units allotted to you will be communicated later through Statements of Account sent by Amundi, France.

Exchange rate:

The exchange rate between Indian Rupee and Euro will be fixed as on March 4, 2025, and will be communicated to you on the subscription website. As of February 17, 2025, the exchange rate is ₹91.0262.

Taxation Perquisite:

Upon subscription

The matching contribution paid by the employer on behalf of an employee shall be taxed as a salary income as per the applicable slab rate.

And, the difference between the fair market value of FCPE units (on the exercise date or within 180 days prior) and the subscription price paid by the employee (including the matching contribution paid by the employer) is considered taxable perquisite income".

A SEBI-registered Category I merchant banker determines the fair market value based on Saint-Gobain's listed stock price on a foreign exchange. Employees must pay income tax on the benefit received from subscribing at a lower price.

The tax is applied at slab rates, with the highest being 30% plus surcharges and a 4% health and education cess.

Employers must withhold tax as per the New Tax Regime (default tax regime):

- Up to INR 300,000 - Nil
- INR 300,001 to 700,000 - 5%
- INR 700,001 to 1,000,000 - 10%
- INR 1,000,001 to 1,200,000 - 15%
- INR 1,200,001 to 1,500,000 - 20%
- Above INR 1,500,000 - 30%

"Or at the tax slab rates applicable at the time of subscription".

INDIA SPECIFIC GUIDELINES

Employees can opt for the Old Tax Regime, which has slightly higher rates. Under this regime, surcharges apply as follows:

- INR 5,000,000 to 10,000,000 – 10%
- INR 10,000,000 to 20,000,000 – 15%
- INR 20,000,000 to 50,000,000 – 25%
- Above INR 50,000,000 – 37%
- In the New Tax Regime, the surcharge is capped at 25%.

Compulsory filing of Income tax return:

As per the Income Tax Act, 1961, residents with assets abroad, including GSP units from CSG, must file a tax return, regardless of taxable income.

Dividends:

Under the Standard Plan, Saint-Gobain dividends are reinvested and taxable in India in the year of payment. Employees must include them in their taxable income.

Capital Gains:

Capital gains on unit redemption (early or after the 5-year lock-in) are taxable in India. Gains are long-term (LTCG) if held for 24+ months, taxed at 12.5% plus cess. Short-term gains (held <24 months) are taxed at applicable tax slab rates. The acquisition cost is the FMV used for perquisite valuation or the allotment price.

Risks:

- a) SG Share Price is subject to market risks.
- b) The return on investment is also subject to exchange rate risks.

Contacts:

Kindly contact the Head-Finance or Head-HR of your company for further information about the GSP, the trend of SG share prices, SG Annual Report and detailed Regulations of the Scheme.



EARLY EXIT EVENTS

You may request redemption of your investment during the above-mentioned lock-up period in the following circumstances :

1. **Marriage of the employee.**
2. **Where a child is born or a child arrives at the home in view of being adopted, provided the employee's household is already financially responsible for at least two children.**
3. **In the event of divorce or separation, when this event is accompanied by a court decision specifying that the sole or shared ordinary place of residence of at least one child is at the domicile of the employee concerned.**
4. **Where the employee, his or her spouse or children, suffers from a disability as defined by French law.**
5. **Death of the employee or his or her spouse.**
6. **Termination of the employment contract.**
7. **Where the employee, his or her children, or spouse, allocates the amounts saved to create certain businesses as provided for by French law.**
8. **Where the employee allocates the amounts saved to the acquisition or enlargement of his or her principal residence.**
9. **Domestic violence committed against the employee by his/her spouse, partner, civil partner, or his/her former spouse, partner or civil partner.**
10. **Use of proceeds for energy-efficiency renovation work on the principal residence.**
11. **The purchase of an electric and/or hydrogen-powered vehicle.**

The above is a summary of the current early exit provisions permitted under French law. The early exit events are to be interpreted and applied in a manner consistent with French law. Before relying or attempting to rely on any of these early exit events, you should consult with your employer to make sure that your case meets all the requirements of French law.

Employees must present a request for redemption within a period of six months after the occurrence of such event, except in the event of death, disability, violence committed against you or termination of the employment contract (in which case, the request may be made at any time). For further information, please contact your human resource office.

HR & FINANCE COORDINATORS LIST FOR GROUP SAVINGS PLAN – 2025

Company Name	HR SPOC	Finance Heads/Managers
GNO HP	Priyanka Thanekar	Sachin Hingu
GNO HO	Shruti Naik	Kinjal Shah
FSSC	Shruti Naik	Pranjali Prabhudesai
INDEC	Mahenoor Allana	Kinjal Shah
GNO C & P Bangalore	Sushanth Naik	Usha Sinha
GNO Abrasives Bangalore	Sushanth Naik	Sachin Hingu
GNO Branches & AMG	Priyanka Thanekar	Sachin Hingu
GNO Mora	Priyanka Thanekar	Sachin Hingu
GNO Nagpur	Priyanka Thanekar	Sachin Hingu
GNO Tirupati	Sushanth Naik	Praveen Sharma
GNO HPR (Baroda)	Anjali Harane	Wasim Lulaniya
Home & Hospitality	Sowmyalakshmi K	Venkataramanan KG
SGIPL - SEPR	Radhika G	Manigandann R
Sekurit Pune	Sweetty Shah	Jeyendran J
SGIPL- Glass & Sekurit Chennai	Sowmyalakshmi K	Venkataramanan KG
SG Research India	Barghavi Thirumalai	Lakshmi R
SGIPL- Weber	Manisha Adak	Vivek Jain
SGIPL - Gyproc	Vaibhav Parsekar	Jaysheel Vachhrajani
Permacel	Sushanth Naik	Usha Sinha
Chryso	Jyotiram Torane	Rohit Bhoir
Rockwool & UP Twiga	Pallavi Naik	Rajendra Hudlikar

USEFUL INFORMATION

WHO CAN I CONTACT DURING THE 2025 OFFER?

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

HOW CAN I TRACK MY SAVINGS AFTER THE OPERATION?

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 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). 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 shall prevail. 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.

GLOSSARY

DISCOUNT

A reduction granted on the share reference price.

DIVIDEND

A part of the net profit of a company paid out to shareholders and reinvested into the Employee Shareholding Fund under the Plan, resulting in increased number of units.

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).

SHARE SUBSCRIPTION PRICE

This is the reference price to which a 20% discount is applied. The Chairman and Chief Executive Officer would 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 5-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 2025 MONDE FUND

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





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