

SUBSCRIPTION FORM - BOTSWANA
Participation in the 2025 Employee, Share Offer – the “Classic Plan 2025”

1. Your details – Please complete your details in full below using BLOCK CAPITALS.

Title Full Name (as per ID) ID Number.....
Company/Division Email Address
Phone No Cellphone No
Physical Address
Postal Address
Bank Name Branch Code Account No
SWIFT Code.....

This is required so that any refunds that are due to you may be made.

2. Your Subscription

Employee Amount to be invested in the Classic Plan 2025: **BWP**

Total Amount to be invested: **BWP**

3. Your Signature – Please sign and date below.

I hereby irrevocably declare that I wish to subscribe to the Classic Plan 2025. I have read, understood and agree to all the terms and conditions in this Subscription Form and overleaf. I confirm that this is my only application for the Classic Plan 2025.

Herewith my permission to deduct my subscription amount to be invested, including the applicable tax on the company matching, from my salary in respect of the full amount towards my investment on [April] 2025. ☐

OR

Herewith my permission to deduct my subscription amount to be invested, over a period of 9 months (April 2025 to December 2025), from my salary in respect of an advance, **only applicable on the first matching level**. Please note that the tax on the company contribution must be deducted once off in April 2025. ☐

Where subscriptions exceed the employee's net income, allowance will be made for an electronic fund transfer for the difference to be made

Signed **Dated**

This form must be emailed to zabenefits@saint-gobain.com by no later than 12h00am on Monday, 24 March 2025 or delivered personally to your HR Business Partner.

The company will pay the full subscription to Amundi. Recovery of your investment will be deducted off your salary as per consent above.

I declare that I subscribe to the 2025 Saint-Gobain Shares via the collective shareholding vehicle FCPE “Saint-Gobain Relais 2025 Monde” which will be merged into the “Saint-Gobain Avenir Monde” compartment of the FCPE “Saint-Gobain PEG Monde”.

(Please see the "country supplement" for information about the method of payment and other pertinent information concerning your country).

Terms and conditions of the Saint-Gobain 2025 Employee Share Offer - the "Classic Plan 2025"

I declare that:

- I am a permanent employee or an executive officer of a company of the Saint-Gobain group which is a member of the Saint-Gobain PEG. I have been employed for a period equal to or more than three months on the last day of the subscription period.
- I have read the brochure, the local supplement, and the key information document of the FCPE.
- I meet the conditions for subscribing to the plan.
- This subscription form is my sole subscription to the capital increase reserved for Saint-Gobain Group employees in 2025.
- I am making a contribution which does not exceed 25% of my gross annual compensation (including bonuses) for 2024 or an estimate of the 2025 gross annual compensation.
- The subscription price has been communicated to me before the subscription period.

I have noted the following:

- I acknowledge that the shares subscribed in this plan will be entitled to receive dividends distributed as of 2026 and subsequent years (they will not be eligible to receive dividends paid in 2025 in respect of 2024). Any dividends paid with respect to the shares, while such shares remain in the FCPE, will be reinvested via the FCPE on my behalf in additional Saint-Gobain shares and will not be paid out directly to me.
- In the event that the total subscription requests exceed the total amount of the capital increase defined by the Saint-Gobain Board (8,992,952 shares), Saint-Gobain will reduce each subscriber's contribution in proportion to his or her initial subscription request. All subscribers will be personally informed and, if applicable, will receive an amount equal to the difference between their initial contribution and the final amount subscribed by their accounts. This measure concerns all subscribers to the 2025 capital increase.
- I have noted that the contributions are made under the Saint-Gobain Relais 2025 Monde FCPE. This Fund will subscribe to the 2025 capital increase. It will then be merged into the "Saint-Gobain Avenir Monde" compartment of the FCPE "Saint-Gobain PEG Monde" after the Supervisory Board's decision and approval by the Autorité des Marchés Financiers (AMF, the French securities commission). I have noted that the value of my investment is linked to changes in Saint-Gobain shares established in euros, and therefore I face a risk on the amount of my personal equity contribution invested.
- At redemption, I will receive an amount in Euros or the equivalent in Botswana Pula (BWP) corresponding to the value of Saint-Gobain shares on that date. Given that the shares are in Euros, I recognize that I have no protection or guarantee if the Euro depreciates against the BWP price.
- I will receive FCPE shares which will be unavailable, unless early exit events, for a five-year period, or until May 1, 2030. (Please see the "country supplement" for information about the unavailability period and cases enabling advanced release)
- Saint-Gobain has made available to me regulations for the PEG 2025, the "Saint-Gobain Avenir Monde" compartment and the "Saint-Gobain Relais 2025 Monde" FCPE, as well as the Saint-Gobain universal registration document.
- In order for my subscription to be valid, I must complete the subscription form and choose the methods of payment.
- I acknowledge that nothing contained on this form, or in any other materials available to me in connection with the offering shall confer upon me any right or entitlement in respect of my employment. Participation in the offering is separate from and does neither form part of nor change my employment agreement. I acknowledge that nothing on this form, or on any other materials available to me in connection with the offering shall confer upon me any right in connection with or in respect of future offers.
- 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.

Warning – "U.S. person"

I understand that the offer is not open to subscriptions by "US Persons". I have duly noted that 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-notice> under "Access Limited".

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 :

- 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
- 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.

Declaration of consent for the processing of personal data:

I hereby authorize the use, gathering, storage and communication of the information contained in this reservation form as part of a computerized data processing process, for which the Compagnie de Saint-Gobain is responsible for the purposes of the 2025 Employee Share Offering. The legal basis for this data processing is the execution of the subscription contract (i.e. the present subscription request) I understand that all the above information is necessary for my participation in the 2025 employee share offering and to enforce my rights in respect of my subscription to the employee share offering.

I agree that this information will be provided, transferred to France and processed by the Compagnie de Saint-Gobain, by my employer, the account holder of the shareholding fund (the FCPE) (AMUNDI-ESR) in connection with the 2025 Employee Share Offering.

After the capital increase, Amundi ESR is responsible for the data process for the purposes of the management of the Group savings plan, the accounts, the computer storage of my data, and any transaction resulting directly from it. I acknowledge that I may exercise my right to access, modify, rectify or delete my personal data by contacting the human resource department of Saint-Gobain and/or Amundi ESR as the case may be at dpo@amundi.com. I notice that I also have a right to the portability of my data. It is clear to me that the exercise of erasure rights, rights to restriction of processing, and the right to portability will be exercised under the conditions set by the regulations and will have irrevocable consequences. My personal data will be retained for data processing purposes for the time necessary for the implementation of the Employee Share Offering and for the management of the PEG, at least until the sale of all the shares I hold in the PEG, and later for archiving purposes. I have the right to file a complaint with the French supervisory authority, the CNIL and the Commissioner of the Information and Data Protection Commission concerning the protection of my personal data.

Date:

Signature:

Preceded by the hand-written phrase "Read and Approved"

