



Saint-Gobain

# Employee Share Purchase Plan 2025

## Hourly Employee Enrollment Form

Employee name \_\_\_\_\_

Employee email address \_\_\_\_\_

Employee SGID# \_\_\_\_\_ Location \_\_\_\_\_

Birth Date \_\_\_\_\_ Place of Birth \_\_\_\_\_

### ENROLLMENT

To enroll, complete this form and return it to the PEG Representative (HR Manager or Office Administrator) at your location. You must sign the back of this form for your enrollment to be valid. **Your form must be received by MARCH 24, 2025. Forms submitted after this date CANNOT be accepted.**

### HOW MUCH YOU CAN INVEST

**Maximum:** You may invest a maximum of 25% of your 2024 hourly rate x 2080 hours.  
See the Enrollment Brochure for details on how to calculate your maximum.

### COMPANY MATCHING CONTRIBUTION

Saint-Gobain will provide a match on your contribution, up to a maximum of \$2,225.

### ELECTION

You do not need to buy whole shares. Simply state the amount of money (in Canadian dollars) you wish to invest in Saint-Gobain stock.

Check box

☐ I irrevocably elect to invest CDN \$ \_\_\_\_\_ in Saint-Gobain shares via the Shareholding fund (FCPE) "Saint-Gobain Relais 2025 Monde". The company matching contribution will be added to this amount. This FCPE will be merged into the "Saint-Gobain Avenir Monde" compartment of the FCPE "Saint Gobain PEG Monde". I acknowledge that the subscription price has been communicated to me.

### PAYING FOR YOUR SHARES

You have two options to pay for your subscription:

- Payroll deduction: The amount of your contribution will be deducted from your paycheques over seven months, from May through November 2025.
- Lump sum payment: Contact your PEG representative for payment details.

### PAYMENT

Check one box only

☐ I agree to pay for my shares as a lump sum payment and will provide a cheque for the total amount of \_\_\_\_\_ *(insert your investment amount)* payable as instructed by my PEG Representative.

☐ I agree to pay for my shares through irrevocable payroll deductions totaling \$ \_\_\_\_\_ *(insert your investment amount)* over a period of six months. Deductions will be made equally from my paycheques for the period May through November 2025.

The amount you will pay by payroll deduction, after taking into account any reduction in the event of an oversubscription as described on the next page, is referred to in this enrollment form as your Payroll Deduction Amount. Your Employer will advance your Payroll Deduction Amount, on your behalf, as a full recourse loan.

Please remember to sign the back page of this form.



I declare that:

I am an employee or an executive officer of a company of the Saint-Gobain group which is a member of the Saint-Gobain PEG. I have (or will have) three months of employment as at the last day of the subscription period (March 24, 2025).

- 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 the greater of 25% of my gross base annual compensation for 2024 and an estimate my 2025 gross base annual compensation.
- The subscription price has been communicated to me before the subscription period

FOR VALUE RECEIVED, I irrevocably promise to repay my Payroll Deduction Amount

- a. in substantially equal installments through after-tax payroll deductions during a seven-month period from **[May 2025 through November 2025]**. I hereby consent to my Employer withholding the required sums from my ordinary compensation income in order to collect my Payroll Deduction Amount. If I stop participating in the payroll deduction option, voluntarily or involuntarily, due to termination of my employment or otherwise, I must immediately pay in full the unpaid portion of my Payroll Deduction Amount.; or
- b. If I have so elected, in a lump sum payment payable on or before [May 23], 2025.

If I fail to repay my Payroll Deduction Amount as and when due, I hereby consent to allowing my Employer and/or its representatives to pursue any legal remedies available by law to collect the full amount due, including, but not limited to, making appropriate withholdings from my future wages and other funds due to me, in order to satisfy my debt in full. I understand that my obligations under this enrollment form are the same as if I had signed a promissory note with respect to the Payroll Deduction Amount then owed by me, and I waive demand and presentment for payment, notice of nonpayment, protest, notice of protest, notice of dishonor, notice of intent to accelerate the maturity of my obligations, notice of such acceleration, bringing of suit and diligence in taking any action to collect amounts called for hereunder.

I understand that, by advancing funds for the purchase of my shares, my Employer will be making a loan to me for my Payroll Deduction Amount. I hereby grant my Employer a security interest in my shares and my Plan units to secure any and all of my obligations under the Plan, as set forth in this enrollment form. My Employer shall have all rights and remedies of a secured party under applicable law with respect to such security interest. In the event that I fail to pay any amounts owed hereunder, as and when due, then I will also be liable for any collection costs, including, without limitation, reasonable lawyers' fees and expenses.

I have noted the following:

- I acknowledge that my investment is tied to the Saint-Gobain share price which may go up or down.
- I acknowledge that the shares subscribed in this plan will be entitled to receive dividends distributed as of 2025 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 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, 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 that I therefore face a foreign exchange-related risk on the amount of my personal investment.
- On redemption, I will receive an amount in euros or the equivalent in Canadian dollars corresponding to the value of Saint-Gobain shares on that date. Given that the shares are traded in euros, I recognize that I have no protection or guarantee if the euro depreciates against the Canadian dollar.
- I will receive FCPE units which will be unavailable, in the absence of an early exit event, for an approximately five-year period (that is, until May 1, 2030. (Please see the "country supplement" for information about the unavailability period and cases enabling advanced release.)
- I have access upon request to the English or French versions of the regulations for the PEG 2025, the "Saint-Gobain Avenir Monde" compartment and the "Saint-Gobain Relais 2025 Monde" FCPE, as well as the most recently published Saint-Gobain universal registration document
- In order for my subscription to be valid, I must complete the subscription form online and choose a valid method 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 not 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. Without limiting the foregoing, I acknowledge and agree that upon termination of employment for any reason (whether voluntary or involuntary, lawful or unlawful, and with or without cause) I shall not be entitled by way of damages for breach of contract, wrongful dismissal, compensation for loss of office or employment, or otherwise, to any sum, distribution, award, or other payment(s) or benefits, to compensate for the loss or diminution in value of any actual or prospective rights, benefits or expectations under or in relation to the plan.
- 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.

#### Important – "U.S. person"

I understand that the offer is not open to subscriptions by "US Persons" and I hereby certify that I am not a US person (i.e. I am not domiciled in the US and/or I am not a US citizen) 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"](https://about.amundi.com/Legal-Mentions/Legal-notice under \).

**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 collection, use, gathering, storage, communication, and disclosure of the information contained in this subscription form for the purposes of administering the plan, including as part of a computerized data processing process for which Saint-Gobain is responsible. The legal basis for this data processing is the execution of the subscription contract (i.e., the present subscription request). I understand that all of 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 and stored in France, and processed by Saint-Gobain, by my employer, and by the account holder of the shareholding fund (the FCPE) (Amundi ESR), in connection with the 2025 employee share offering and any transaction resulting directly from it; the management of the Group savings plan and accounts; and the computer storage of data related to the foregoing. I understand that my personal data will be accessible to employees who have a need to know such information to perform their duties or services. I acknowledge that I may exercise my right to access, modify or rectify or erase my personal data by contacting the human resource department of Saint-Gobain. I further understand that I may obtain written information about service providers outside Canada (including affiliates that provide services to my employer) or ask questions about such service providers by contacting the data protection officer as outlined below. I note 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 to implement the employee share offering and for the management of the PEG, including until the sale of all the shares I hold in the PEG, and later for archiving purposes and the protection of legal interests. I understand that I have the right to file a complaint with the French supervisory authority, the CNIL, and may also have the right to file a complaint with the applicable regulator in the jurisdiction where I work, concerning the protection of my personal data. The data protection officer of the issuer can be reached at [privacycontact.CSG.FR@saint-gobain.com](mailto:privacycontact.CSG.FR@saint-gobain.com).



SIGNATURE: \_\_\_\_\_ DATE: \_\_\_\_\_, 2025.

Complete and return this form to your location's PEG representative by March 24, 2025.