



SUBSCRIPTION FORM – POLAND

Compagnie de Saint-Gobain (hereafter « Saint-Gobain »)

I hereby declare that I subscribe the amount of

[] Polish zloty in Saint-Gobain shares via the Shareholding fund (FCPE) “Saint-Gobain Relais 2025 Monde”. 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. I acknowledge that the amount of my subscription declared in Polish zloty will be converted to euro for the purpose of subscription based on an exchange rate of 4 March 2025.

Description of the Payment methods. Payment methods cannot be combined.

- Payment of the full amount by bank transfer to my employer: [[•] PLN (payment to 24 March 2025) + [•] PLN (bonus deduction from remuneration)] / [•] EURO/PLN exchange rate* = [•] EUR
- Payroll deduction in 8 instalments against my remuneration from May to December 2025: [[•] PLN (1/8 of payment)x8 + [•] PLN (bonus deduction from remuneration)] / [•] EUR/PLN exchange rate* = [•] EUR

*EUR/PLN exchange rate was on the one of March 4th 2025 and amounts to:[•], subscription price [•]

GENERAL CONDITIONS OF THE SUBSCRIPTIONS

I hereby 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 three months of employment at the last day of the subscription period (March 24, 2025).
- I have read the brochure, the local supplement, the information document, 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 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 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 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 FCPE 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 Polish zloty 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 Polish zloty price.
- My investment in Saint-Gobain shares via FCPE will be unavailable, unless early exit events, for a five year period, or until May 1, 2030. (Please see the "Country Supplement" or "Information document" for information about the unavailability period and cases enabling advanced release.)
- I have access upon request to the English 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 Saint-Gobain universal registration document and information document. Information document is available in Polish language together with other plan's documents.
- In order for my subscription to be valid, I must submit the subscription form in deadline and choose the methods of payment. The subscription form can be submitted online or in paper form to local PEG correspondent or to HR department of my employer. In case I submit both a subscription online and using a paper form, the online subscription will prevail.
- If I am a retired former employee of a participating company, I will not receive an additional employer contribution and the only payment option available to me is a bank transfer to the account of my former employer, which is a participating company in Saint-Gobain PEG.
- I acknowledge that I have not received any financial, tax or similar advice from any entity belonging to the Saint-Gobain group, its officers, employees or agents. I have been informed that, for any advice I shall need, I shall consult with a duly qualified professional, which must consider my personal circumstances, or apply for a private tax ruling. My decision to participate in the plan is personal and free, and will have no impact, either positive or negative, in connection with my work relationship with any entity of the Saint-Gobain group. 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.
- If I chose payment by bank transfer, my payment must be received by the employer on 24 March 2025 at the latest. If I chose payment by payroll deduction, my employer will pay my subscription amount to the issuer and I will be obliged to pay it to my employer and I hereby authorize my employer to make deductions from my salary for the total amount of my subscription in 8 installments from salaries from May 2025 to December 2025.
- In case of default of my payment or if I have not fully repaid the balance of the outstanding amount owed to my employer at the time of my departure from the company or upon early exit, or if my subscription cannot be repaid to my employer by deduction from my salary for any reason, my subscription may be cancelled for the corresponding unpaid amount. I expressly (i) grant an irrevocable mandate to my employer and the account holder of the FCPE (each individually), to redeem or have redeemed without any advance notice or reminder to pay, my investment in Saint-Gobain shares represented by 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; (ii) authorize Saint-Gobain, firm managing FCPE and my employer to redeem my investment fully or partially and use proceeds from redemption to repay my subscription, if it cannot be repaid by deduction from my salary for any reasons (e.g. in case of termination of my employment). Granting authorization to redeem my investment, in case my subscription cannot be repaid through salary deduction, does not release me from my obligation to repay the subscription to my employer.

I agree to electronic form of making statements and executing documents in connection with public offer within the plan and I acknowledge that filing the subscription form creates an arrangement between me and Saint-Gobain on use of electronic form in connection with the offer.

Warning – “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” .

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 regarding the processing of personal data:

I hereby confirm that I acknowledge the use of the information contained in this subscription form and other information described below as part of a computerized data processing process, for which Saint-Gobain and my employer are responsible.

I understand that the use, gathering, storage and communication of the information contained in this subscription form is in compliance with EU General Data Protection Regulation (GDPR) and is a part of a computerized data processing process, for which Compagnie Générale de Saint-Gobain, 12 Pl. de l'Iris, , 92400 Courbevoie, France („Saint-Gobain”) is responsible (the data controller) for the purposes of the 2025 Employee Share Offering. 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. If I do not provide my personal data, my subscription will not be considered.

The processing of my personal data is based on the performance of a contract in accordance with Art 6 para 1 lit b GDPR, bookkeeping and performance of legal obligation by Saint-Gobain e.g. arising out of tax provisions in accordance with Art 6 para 1 lit c GDPR and legitimate interests in accordance with Art 6 para 1 lit f GDPR, namely the administration of the Employee Share Offering. In case of requesting early exit from the plan I may provide sensitive personal data in order to inform about the reason for the earlier leave – in such case I voluntarily provide the personal data and I consent for its processing (legal basis – art. 6 sec. 1 let a GDPR and art 9 sec. 2 let. a of the GDPR). I acknowledge that my personal data will be provided, transferred to France and processed by Saint-Gobain, by my employer, the account holder of the shareholding fund (the FCPE) (Amundi ESR) in connection with the 2025 Employee Share Offering, the management of the Group savings plan and accounts and the computer storage of such data, and any transaction resulting directly from it. After the capital increase, Amundi ESR is responsible for the data process for the purposes of the management of the Group savings plan, the FCPE accounts, the computer storage of my data, and any transaction resulting directly from it.

I acknowledge that I may exercise my right to request access to, modification, rectification and erasure of my personal data as well as to request restriction of processing of my personal data by contacting privacycontact.CSG.FR@saint-gobain.com 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 lodge a complaint with the French or Polish supervisory authority, the CNIL or UODO respectively or any other competent Data Protection supervisory authority concerning the protection of my personal data. The data protection officer of the Saint-Gobain can be reached at privacycontact.CSG.FR@saint-gobain.com. I understand that my personal data will not be transferred outside the EEA or to international organizations, and no decisions will be made based solely on automated processing of personal data, including profiling.

