

SUBSCRIBE FROM 10
TO 24 MARCH 2025

EMPLOYEE SHARE PURCHASE PROGRAM (PEG)

CANADA 2025



THE SAINT-GOBAIN PEG IN BRIEF! FROM MARCH 10 TO 24, 2025

**TAKE PART IN THE 2025 OFFER AND BE AN OWNER
(THROUGH AN EMPLOYEE SHAREHOLDING FUND “FCPE”) UNDER
PREFERENTIAL TERMS!**

Go to the dedicated website <https://peg.saint-gobain.com> and find all the information about the Saint-Gobain PEG, subscribe to the offer by clicking on the **“Subscribe to the PEG”** button to access the subscription website available from March 10 (10:00 am, Paris time) to March 24, 2025 (11:59 pm, Paris time).

	 CLASSIC FORMULA
Terms	Acquisition of shares under the PEG through an Employee Shareholding Fund “FCPE”.
Subscription price	Subscription price including a 20% reduction compared to the reference price.
Matching contribution	Saint-Gobain will add a company match on the investment (up to a maximum match of \$2,225)
Dividends	Profit from any dividends paid as of 2026 (reinvested in the Employee Shareholding Fund “FCPE”).
Payment of administrative fees by Saint-Gobain	Payment of management fees of the Employee Shareholding Fund FCPE Saint-Gobain PEG Monde. Payment of administrative and PEG account keeping fees.
Limit of investment	25% of your gross annual base salary compensation for 2024 or your 2025 annualized base salary compensation.
Please note before investing	Risk of capital loss.
Lock-up period	5 years.

FOCUS OF THE MATCHING CONTRIBUTION

Investment Range 1: \$0-\$100	Investment Range 2: \$101-\$2,000	Investment Range 3: \$2,001-\$5,700	Investment Range 4: \$5,701-\$10,000
200% Match on your first \$100 ▼ up to \$200	45% Match on your next \$1,900 ▼ up to \$855	20% Match on your next \$3,700 ▼ up to \$740	10% Match on your next \$4,300 ▼ up to \$430
+ + + +			
= up to \$2,225 total match			

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

WHO CAN SUBSCRIBE?

Employees of Saint-Gobain Group companies who have been working for the Group for at least 3 months consecutively between January 1, 2024 and the end of the subscription period (March 24, 2025).

HOW DO I PAY MY SUBSCRIPTION?

You have two options to pay for your subscription:

Option 1:

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

Option 2:

Pay via a one-time Lump sum payment. Contact your PEG representative for payment details.



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

KEY DATES



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



05/09/2025
Bank account debit



05/14/2025
Capital increase