

PEG – Be an Owner

INVEST, ACT AS AN ENTREPRENEUR, SHARE



Join your colleagues and become an owner of Saint-Gobain! Elect to participate in our Employee Share Purchase Program, PEG, from **March 10–24, 2025**.

INVEST

Purchase shares of Saint-Gobain stock at a **20% discount**. You can choose to invest up to **25%** of your gross annual base salary.

RECEIVE

Get additional shares through the **company match**! Saint-Gobain provides **up to a maximum of \$2,225** worth of matching shares, depending on how much you contribute. The match is cumulative, meaning you receive each preceding investment range's match as your investment increases.

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			

PURCHASE

Pay for shares through **post-tax paycheck deductions** or by paying the full amount in one lump-sum via **cheque**.

GROW*

Your investment can grow because you earn **100% of any dividends** paid out to shareholders. You can choose to keep or sell your shares after a five-year holding period.**

As a shareholder, you take part of the management of the Group thanks to the presence of a representative of the employee's shareholders at the Board of Directors.

*There is no guarantee that the share price will rise or your investment will grow.

**The company provides you with the flexibility to sell your shares earlier than five years for certain reasons, such as retirement.



Enroll in PEG during the annual subscription period from **March 10 – 24, 2025**! Visit **peg.saint-gobain.com** for more information and to enroll.

