

## **SAINT-GOBAIN GROUP EMPLOYEE SHARE OFFERING COUNTRY SUPPLEMENT FOR INDONESIA**

*Saint-Gobain expects to implement an offering of its shares under the umbrella of the Saint-Gobain Group employee share offering, subject to the decision by its Chairman and CEO expected to take place on March 10, 2025. You will find below a brief summary of the expected terms of the offering, local offering information and principal tax consequences relating to the offering*

### **Summary of the Offering**

**to be read in conjunction with the employee brochure and the subscription form**

#### ***A share capital increase reserved for employees***

Saint-Gobain shares are expected to be offered to all eligible employees of participating Saint-Gobain Group companies, pursuant to Saint-Gobain's capital increase reserved to such employees. In your country, the Saint-Gobain Group Employee Share Offering is expected to be offered as a “classic” plan.

If the number of requested shares exceeds the offered shares, the number of shares requested may be reduced. In this event, each participant will be notified personally.

#### ***Eligibility***

All current employees of Saint-Gobain and the employees of its participating direct and indirect majority-owned subsidiaries, in each case subject to a minimum employment condition of three months. Such three-month period may either be on a continuous or discontinuous basis. The relevant period for measuring a discontinuous three-month period is from January 1, 2024 through the last day of the subscription period, and such employee must be employed as of that day.

#### ***Subscription period***

The subscription period is expected to start on March 10, 2025 and last until March 24, 2025 (inclusive). In order to participate in the offering, you would need to subscribe by March 24, 2025.

#### ***Subscription price***

The subscription price for the Saint-Gobain shares will be at a 20% discount from the “reference price”. The reference price is based on an average of the opening price of Saint-Gobain shares over the 20 trading days preceding the date of the decision to determine the price, expected to take place on March 10, 2025.

Payment will be requested in Rupiah.

During the life of your investment, the value of the Saint-Gobain shares will be affected by fluctuations in the currency exchange rate between the euro and the Rupiah. As a result, if the value of the euro strengthens relative to the Rupiah, the value of the shares expressed in Rupiah

will increase. On the other hand, if the value of the euro weakens relative to the Rupiah, the value of the shares expressed in the Rupiah will decrease.

### ***Employer's contribution***

If you decide to invest in the “classic” plan, your employer will contribute to your investment and additional, proportional amount as follows:

- For investment of Rp1.00 up to Rp26,000,000.00, you will get 20% contribution
- For investment of Rp26,000,001.00 up to Rp78,000,000.00, you will get 10% contribution

The employer’s contribution as listed above is to be made based on the exchange rate used by your employer for the 2025 budget, i.e. 1 EUR = 17,515 IDR.

### ***Your investment is capped***

The maximum amount you can invest is 25% of your gross annual compensation (including bonuses) for 2024 or an estimate of the 2025 gross annual compensation. The employer matching contribution, where offered, will not count toward the 25% limit.

### ***Securities Notices***

The maximum total amount of the offering in Indonesia **must be less than Rp5 billion** so as not to constitute a public offer as defined under the Indonesian Capital Market Laws and regulations. Accordingly, the subscription amount of each employee may be reduced proportionately in order to comply with the non-public offering requirements under the Indonesian Capital Market Laws and regulations.

### ***Method of payment***

Payment is to be made in Rupiah. You may pay by any one of the following methods:

- (1) Cash payment: The amount of your subscription is to be paid by wire transfer to the employer’s bank account as listed below, at the latest by April 25, 2025:
  - a. Bank Name: PT Bank BNP Paribas Indonesia  
Bank Account Name : PT Saint-Gobain Abrasives Diamas  
Bank Account Number : 04010-002328-000-29 (IDR)
  - b. Bank Name: PT Bank BNP Paribas Indonesia  
Bank Account Name : PT Saint Gobain Construction Products Indonesia  
Bank Account Number : 04010-002440-000-37 (IDR)
  - c. Bank Name: PT Bank BNP Paribas Indonesia  
Bank Account Name : PT Cipta Mortar Utama

Bank Account Number : 04010-002331-000-50 (IDR)

- d. Bank Name: PT Bank BNP Paribas Indonesia  
Bank Account Name : PT Saint Gobain Performance Plastics Indonesia  
Bank Account Number : 04010-002404-000-76 (IDR)
- e. Bank Name : PT Bank BNP Paribas Indonesia  
Bank Account Name : PT Saint Gobain Trading Indonesia  
Bank Account Number : 04010-002796-000-07 (IDR)
- f. Bank Name : Bank BNP Paribas Indonesia  
Bank Account Name : PT GCP Applied Technologies Indonesia  
Bank Account Number : 04010 002957 000 67 (IDR)

(2) An 8 month salary deduction:

The amount of your subscription by this payment method will be paid in 8 instalments of equal amount to be deducted from your salary starting from May 2025 until December 2025.

Please note that deductions from your salary are also subject to limitations in accordance with law applicable in Indonesia. Deduction of the amount of your subscription from your salary cannot exceed 50% of your monthly salary. You should consider these limitations when you decide to opt for this payment method.

(3) A combination of (1) and (2) above.

***Custody of your shares***

Your shares will be subscribed and held on your behalf by a collective shareholding vehicle, known as a Fonds Commun de Placement d'Entreprise or FCPE, which is commonly used in France for the conservation of shares held by employee-investors. Your investment will be held in the "Saint-Gobain Avenir Monde" compartment of the FCPE "Saint-Gobain PEG Monde". You will be issued units of the FCPE corresponding to the shares you will have subscribed.

***Your investment will be subject to a five-year lock-up period***

In consideration of the benefits granted under this offering, your investment is subject to a lock-up period of approximately five years (ending on May 1, 2030), during which you will not be able to redeem your investment unless you qualify for an early exit (see "Early exit events" below).

***Early exit events***

You may request redemption of your investment during the above-mentioned lock-up period in the following circumstances only:

1. Marriage of the employee;

2. Where a child is born or a child arrives at the home in view of being adopted, provided the employee's household is already financially responsible for at least two children;
3. In the event of divorce or separation, when this event is accompanied by a court decision specifying that the sole or shared ordinary place of residence of at least one child is at the domicile of the employee concerned;
4. Where the employee, his or her spouse or children, suffers from a disability as defined by French law;
5. Death of the employee or his or her spouse;
6. Termination of the employment contract;
7. Where the employee, his or her children, or spouse, allocates the amounts saved to create certain businesses as provided for by French law;
8. Where the employee allocates the amounts saved to the acquisition or enlargement of his or her principal residence;
9. Domestic violence committed against the employee by his/her spouse, partner, civil partner, or his/her former spouse, partner or civil partner;
10. Use of proceeds for energy-efficiency renovation work on the principal residence;
11. The purchase of an electric and/or hydrogen-powered vehicle.

The above is a summary of the current early exit provisions permitted under French law. The early exit events are to be interpreted and applied in a manner consistent with French law. Before relying or attempting to rely on any of these early exit events, you should consult with your employer to make sure that your case meets all the requirements of French law.

Employees must present a request for redemption within a period of six months after the occurrence of such event, except in the event of death, disability, violence committed against you or termination of the employment contract (in which case, the request may be made at any time). For further information, please contact your human resource office.

### ***Dividends***

Any dividends paid with respect to shares, while such shares remain in the FCPE, will be reinvested by the FCPE in additional Saint-Gobain shares. The dividends will not be paid out directly to you. These reinvested dividends will result in the issuance of additional units (or fractions thereof) to you. The shares subscribed in this 2025 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).

### ***Voting rights***

As long as the shares are held by the FCPE, the voting rights pertaining to such shares will be exercised by the supervisory board of the FCPE on behalf of the employees.

### ***Redemption***

Your investment will become available upon the expiry of the lock-up period of approximately five years, or earlier, if you qualify for an early exit. Prior to the end of the lock-up period, you will be informed of the availability of your investment. At that time you may request the redemption of your investment (in cash or Saint-Gobain shares) or you may continue to hold your shares through the FCPE, after which you will be free to redeem your investments at any time.

## **Tax Information for Employees** **Resident in Indonesia**

*The following summary sets forth general principles that are expected to apply to employees who are resident in Indonesia for the purposes of the tax laws of Indonesia, but may not apply in all specific cases. This summary is given for informational purposes only and should not be relied upon as being either complete or conclusive. For definitive advice, employees should consult their own tax advisors regarding the tax consequences of participating in the Saint-Gobain Employee Offering.*

*The tax consequences listed below are described in accordance with Indonesia tax law and tax practices, all of which are applicable at the time of the offering. These laws and practices may change over time.*

### **A. Taxation in France**

You should not be subject to taxation or social charges in France upon subscription. Under currently applicable French law, provided your investment is held through the classic compartment of the FCPE and such compartment reinvests any dividends that may be distributed by Saint-Gobain, you should not be subject to tax or social charges on such dividends in France; any gains realized upon your investment should not be subject to taxation or social charges in France.

### **B. Taxation in Indonesia**

#### ***Upon subscription***

##### **- Discount**

When you subscribe at a discounted price, the discount is deemed income and therefore is subject to personal income tax at progressive rates ranging from 5% up to 35%.

The Indonesian tax authority has now taken a position that the income/gain arising from a “discount” is deemed realized once an employee pays the subscription price of the share under the employee share offering below the market price of the share at subscription. Accordingly, based on the foregoing tax practice currently adopted by the Indonesian tax authority, the discount would become taxable upon subscription. The “discount” is the difference between the subscription price actually paid by you and the actual market price of the share at the time of subscription.

The applicable tax may not be withheld by your local employer. You may need to self-assess and self-report the income in your personal income tax return and pay your personal income tax directly to the tax authorities.

No employee or employer social charges apply.

##### **- Local employer's matching contribution**

Matching contribution you received from your local employer upon your subscription would be deemed as benefit-in-kind and therefore would be subject to personal income tax in accordance with the tax provisions of Article 21 income tax and your local employer would be required to withhold employee's income tax relating to the matching contribution.

No employee or employer social charges apply.

### ***Dividends***

Generally, dividends received from shares worldwide are taxed in Indonesia as ordinary income at progressive rates ranging from 5% to 35% depending on your aggregate taxable income during the year such dividends are received. The dividends should be combined with other incomes received by you (for example, salary and benefits from employment, etc.) in your annual personal income tax return.

Although the dividends are reinvested by FCPE and not paid out to you in cash, since the dividend reinvestment will result in the issuance of additional securities (units or fractions thereof) to you, the Indonesian tax authorities may deem the additional securities (units or fractions thereof) as income being realized and therefore subject to income tax as described above.

The applicable income tax may not be withheld by your employer, you will need to self-assess and self-report the income in your personal income tax return and pay your personal income tax directly to the tax authorities.

No employee or employer social charges apply.

### ***Upon redemption***

The gain derived from redemption of the FCPE units will be subject to personal income tax at progressive rates ranging from 5% up to 35%. The gain would be the difference between the market price of the share when the share is subscribed and the cash you received at redemption.

The applicable income tax may not be withheld by your employer, you will need to self-assess and self-report the income in your personal income tax return and pay your personal income tax directly to the tax authorities.

No employee or employer social charges apply.

## **OTHER**

### ***Reporting obligations***

You are responsible for filing your annual personal income tax return to the Indonesian tax authorities. You will have to declare in your annual personal income tax return income tax arising from the discount at subscription, the additional securities resulting from dividend reinvestment and the redemption of your FCPE units for cash and the sale of your shares under the offering. You will also have to report your investment in Saint-Gobain shares held in the FCPE as your

assets in your annual personal income tax returns.

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