**SAINT-GOBAIN GROUP EMPLOYEE SHARE OFFERING COUNTRY SUPPLEMENT FOR SOUTH KOREA**

*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 other materials distributed to you**

***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 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 the Korean won.

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 Korean won. As a result, if the value of the euro strengthens relative to the Korean won, the value of the shares expressed in the Korean won will increase. On the other hand, if the value of the euro weakens relative to the Korean won, the value of the shares expressed in the Korean won will decrease.

***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.

***Method of payment***

Payment is to be made in the Korean won. You shall the subscription price pay by wire transfer to the following bank account of your employer before March 24, 2025:

| Account Bank | Accountholder (Employer) | Account Number |
|---|---|---|
| Citi Bank | Hankuk Sekurit Limited | 1-001909-024-01 |
| SC Bank | Saint-Gobain Isover Korea | 200-20-099351 |
| SC Bank | Saint Gobain Performance Plastics Korea | 200-20-099254 |
| SC Bank | Saint-Gobain Korea Holdings Co., Ltd. | 351-20-230295 |
| SC Bank | GCP Korea | 200-30-008995 |

***Custody of your shares***

Your shares will be subscribed and held in an account opened in your name at Uptevia, a French bank, or as the case may be, a local custodian.

***Currency Exchange Control***

Prior to remittance of the subscription price, the transaction must be confirmed by and conducted through a local foreign exchange bank, which is generally a simple administrative procedure. The funds to be remitted and evidence of the offering (e.g., offering documentation) should be submitted to a local foreign exchange bank for the confirmation. In order to remit funds for purchasing the shares, each employee needs to submit a power of attorney to authorize the company to make necessary remittances.

***Securities Notices***

An offer of shares by an offshore parent company to local employees of its majority-owned subsidiary in South Korea pursuant to an employee share purchase plan established for employee welfare is considered as a private placement exempt from any disclosure requirements under the securities law of South Korea.

***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, domestic 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***

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).

Any dividends paid with respect to shares will be paid to you.

***Voting rights***

You will have the right to exercise the voting rights pertaining to such shares.

***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. 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, after which you will be free to redeem your investments at any time.

**<u>Tax Information for Employees</u>**
**<u>Resident in South Korea</u>**

*The following summary sets forth general principles that are expected to apply to employees who are resident in South Korea for the purposes of the tax laws of South Korea 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 South Korea 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

Under French domestic law, dividends paid to non-residents of France are subject to a withholding tax of 12.8 % unless they are paid to a bank account opened in a Non-Cooperative State or Territory as defined under article 238-0 A 1, 2 and 2 bis-1° of the French Tax Code (NCST)[1] which would trigger a 75% withholding tax in France.

Any gains realized upon your investment are not subject to taxation or social charges in France.

## B. Taxation in South Korea

### *Upon subscription*

The discount (calculated as the difference between (a) the closing market price of the shares on the date of purchase (i.e., the date the shares are delivered to employee's account, which is the day of the capital increase) and (b) the subscription price) is considered as salary income and taxed at progressive income tax rates of between 6.6% and 49.5% including resident surtax, and they are subject to the following social security contributions for 2023: National medical insurance (4.004100% each for both the employer and the employee, subject to ceiling of KRW 4,789,900 each per month), National pension (4.5% each for both the employer and the employee, subject to ceiling of KRW 277,650 each per month), Unemployment insurance (0.90% for the employee and 1.15% to 1.75% for the employer), Workers compensation (ranging from 0.56% to 18.56% for the employer only) and wage claim guaranty fund (0.06% for the employer only as well as contribution to the relief from asbestos damage of 0.006%). (Note: With regard to the tax rate, you may choose to apply 20.9% flat tax rate if you are a foreigner)

As your employer does not bear the cost of the discount, your employer does not have an obligation to withhold taxes and social security contributions, and the employee is solely responsible for reporting such income to the tax office in May of the year following the year when he/she purchased the shares. With regard to the social security contributions,

[1] The list of NCSTs can be modified each year. The states and territories qualifying as NCSTs are currently the following: Anguilla, British Virgin Islands, Panama, Seychelles and Vanuatu.

however, practically no social security contributions on such income are payable, since there is no feasible way for social security authorities to collect such amounts from employees.

If you choose to pay the subscription price in instalments through salary deductions later than you purchase the shares under the “classic” plan, you will be considered as having benefited from an interest free loan granted by your employer for an amount equal to such subscription price. You will be viewed as having benefited from a taxable income equal to a deemed interest on the basis of the loan balance as reduced by salary deductions, which will be calculated at the rate of (i) 4.6% per annum or (ii) a weighted average borrowing interest rate of your employer on any borrowings from third parties. Such income will be subject to tax as salary income, at the progressive rates of the personal income tax ranging from 6.6% to 49.5% including resident surtax. Such income will be subject to tax withholding by your employer (your employer will actually add the deemed interest to your taxable income at the end of the year when conducting the year-end settlement for your income tax).

***Dividends***

You will be subject to income tax on any dividends received with respect to the shares. The taxable amount is the total amount of the dividends issued to you. Income from receipt of dividends from shares is subject to taxation at ordinary income tax rates, which range from 15.4% to 49.5% including resident surtax. You are responsible for reporting the dividends and paying any taxes due. The dividends should be reported on a year-end global income tax return filed in May of the year following the year the dividends are distributed to the employee shareholders or reinvested in additional Saint-Gobain shares. Taxes paid in France will be considered for Korean tax calculation purposes as a foreign tax credit to the limit set up under the Korea tax regulations. There are no social security charges on dividend income. There are no social security charges on dividend income, unless the annual income aggregating dividends, interest and rent, etc. exceeds KRW 20 million. The amount exceeding the threshold of KRW 20 million is subject to the National medical insurance. The employee’s reporting to the tax office may be shared with National Medical Service and may increase the base for the following year’s National medical insurance if the annual income aggregating dividends, interest and rent, etc. exceeds KRW 20 million. An employee can claim a tax credit for French tax withheld on dividends via a comprehensive income tax return filed with a tax office by the end of May in the year following the year in which the relevant dividends are paid (with a maximum limit equal to the amount of Korean income taxes to be paid multiplied by the ratio of foreign-source income to total (global) taxable income). Any foreign taxes in excess of the maximum allowable credit may be carried forward ten years.

***Upon redemption***

You will be subject to capital gains tax on the gain from the sale of the shares and is responsible for reporting the income and paying any taxes due thereon. Taxable gain is calculated as the difference between the sale proceeds and the closing market price of the shares on the last day of the subscription period. The tax rate for individuals on capital gains from the sale of the shares is 22% including resident surtax, on the excess of the gains less KRW 2,500,000 per year. There are no social security charges on capital gains income.[2]

## OTHER

### *Reporting obligations*

Except for the reporting/confirmation procedure for exchange control purposes made at the time of remittance of funds for purchase of the shares, and the tax reporting discussed above, there are no other reporting obligations.

Korean residents must declare foreign financial accounts (i.e., non-Korean bank accounts, brokerage accounts, etc.) in foreign countries to the Korean tax authority and file a report with respect to such accounts in June of the immediately following year if the monthly balance of such accounts exceeds KRW 0.5 billion or an equivalent amount in foreign currency on any month-end date during a calendar year.

Under the new reporting requirements resulting from recent amendments to the Personal Income Tax Act effective from January 1, 2024, local employers are required to report pertinent information to the Korean tax authorities by March 10 of the calendar year following the calendar year in which stock-based compensation becomes taxable for personal income tax purposes (e.g., when exercised (stock options), vested (RSUs), or purchased/delivered (ESPPs)). Please be informed that this requirement also extends to awards that were granted before 2024 but exercised, vested, or purchased/delivered on or after January 1, 2024, irrespective of whether the employer bears the cost of the discount and/or the matching contribution. Consequently, the local employer should be aware of the taxable timing of employees' stock-based compensation to ensure compliance with this new reporting requirements.

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[2] Please note that the plan to apply the two-tier tax rates is abolished in late 2024.