

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

*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.

#### ***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 Philippine pesos (PHP).

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 Philippine peso. As a result, if the value of the euro strengthens relative to the Philippine peso, the value of the shares expressed

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

***Employer’s contribution***

Your employer will contribute to your investment an additional, proportional amount as follows :

| <b>Personal Investment</b>  | <b>Matching Percentage Contribution by Employer</b> | <b>Maximum Matching</b> |
|-----------------------------|---|-------------------------|
| Php 1.00 – 200,000.00       | 20%   | Php 40,000.00           |
| Php 200,001.00 – 400,000.00 | 10%   | Php 20,000.00           |

***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 Philippine peso. You may pay by the following methods:

One payment method, or a combination of both.

- Cash Payment by wire transfer Php\_\_\_\_\_ by 9 May 2025. Please see below bank details.

|                  |                                     |
|------------------|-------------------------------------|
| Beneficiary Name | SAINT-GOBAIN PHILIPPINES CO LTD INC |
| Bank Name        | Citibank, N.A. Philippines          |
| Swift Code:      | CITIPHMX                            |
| Account Number   | 0757725002                          |
| Bank Address     |                                     |

- Cash advance, in \_\_\_\_\_ installments starting May 2025 (maximum of eight), drawn from my salary in total amount of Php\_\_\_\_\_.

(The amount of monthly installment limited to 10% of my monthly income. The amount of salary deduction may increase if I hereby expressly consented to such increase in the salary deduction amount.)

### ***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. 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 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 Philippines**

*The following summary sets forth general principles that are expected to apply to employees who (i) are resident in Philippines for the purposes of the tax laws of Philippines and the Convention between the Philippines and the French Republic for the avoidance of double taxation dated January 9, 1976 (the “Treaty”) and (ii) are entitled to the benefits of the Treaty, 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 the Treaty, Philippines and French 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 the Philippines**

*Upon subscription*

You will not be subject to Philippine taxes upon subscription on the subscription payment. However, your share price discount will be subject to progressive income tax rates ranging between 0% and 35% upon redemption.

*Dividends*

The dividends received from sources outside the Philippines are subject to progressive income tax rates ranging between 0% and 35% upon actual or constructive receipt of the dividends. If the receipt of the dividends is subject to the same employment condition as the original shares, then the dividends you receive may not be taxable yet on the year of declaration and payment to the

FCPE. Otherwise, the dividends would be taxed at the time of your constructive receipt of the shares.

For shares subscribed under the 2025 Offer, taxation of the dividends will be deferred until redemption of the investment.

***Upon redemption***

Capital gains (calculated as the difference between the subscription price and the cash redemption proceeds) are taxed at progressive income rates ranging between 0% and 35%. In the case of an individual taxpayer, only 50% of the capital gain or loss is recognized upon redemption if the units were held for at least 12 months.

No social charges apply.

**OTHER**

***Reporting obligations with respect to the subscription, holding and redemption of FCPE units, as well as with respect to the receipt of dividends, if any.***

Upon redemption, individual taxpayers are to report as income the difference between the subscription price and the cash redemption proceeds in its income tax returns for the year in which the income was received.

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