SAINT-GOBAIN GROUP EMPLOYEE SHARE OFFERING COUNTRY SUPPLEMENT FOR SLOVAKIA

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 March 24, 2025 at the latest.

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 Euros (EUR).

Employer's contribution

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

- as for the part of your investment up to EUR 1,000 in the amount of 50% of the invested sum, up to EUR 500,
- as for the part of your investment beyond EUR 1,001 and up to EUR 2,000, in the amount of 25% of the invested sum, up to EUR 250.

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 Euros (EUR). You have to choose only one of the below payment methods. Payment methods can not be combined:

- Payment by direct bank transfer credited to your employer no later than May 12, 2025. The bank account details to which you should proceed with the wire transfer will be provided to you separately.
- Payment by wage deductions over 6 months (from your salary paid out in May, June, July, August, September, October 2025)

Please note that the above payment methods may not be used simultaneously or combined.

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. Overindebtedness (insolvency);

10. Domestic violence committed against the employee by his/her spouse, partner, civil partner, or his/her former spouse, partner or civil partner;

11. Use of proceeds for energy-efficiency renovation work on the principal residence; and

12. 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

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. At that time you may request the redemption of your investment (in cash) 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 Slovakia

The following summary sets forth general principles that are expected to apply to employees who are resident in the Slovak Republic for the purposes of the tax laws of the Slovak Republic, 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 Slovak 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 Slovakia

B.1. Upon subscription

B.1.1. Share price discount

Subscribed shares held by means of the FCPE are offered to you with a 20% discount from the reference price. The Reference price will be determined by the Chairman and CEO of Saint-Gobain on March 10, 2025 (this date may change) and will be 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.

The difference between the market value of the shares subscribed and the subscription price at the time of delivery of the shares will be considered a non-monetary part of your salary, i.e. income from dependent activity.

Such income is subject to tax, health insurance and social security withholdings in the same manner any part of your salary would be. This income (the difference between the subscription price and the market value of the shares at the time of their delivery) shall be added to your tax base and taxed at a 19% tax rate provided that the tax base does not exceed EUR 48,441.43, whereas this amount is calculated as follows: EUR 273.99 (the current amount of minimum living wage) multiplied by 176.8. The amount exceeding EUR 48,441.43 is taxed at 25%.

The relevant tax will be withheld by your employer; please note that the minimum living wage may be subject to changes. Please also note that the above income shall be subject to health insurance charges (4% on part of the employee) and social security charges (9.4% on part of the employee), which will likewise be duly withheld by your employer with the exception of certain circumstances such as your disablility/invalidity.

Please note that the above will negatively impact your net salary.

B.1.2. *Employer matching contribution*

The matching contribution is likewise treated as an income from dependent activity, in an amount corresponding to the market value of the shares at the time of their delivery. This income is considered to be non-monetary income, added to your tax base and taxed at a 19% tax rate provided that your tax base does not exceed EUR 48,441.43, whereas this amount is calculated as follows: EUR 273.99 (the amount of minimum living wage) multiplied by 176.8. The amount exceeding EUR 48,441.43 is taxed at 25%.

The relevant tax will be withheld by your employer; please note that the minimum living wage may be subject to changes. Please also note that the above income shall be subject to health insurance charges (4% on part of the employee) and social security charges (9.4% on part of the employee), which will likewise be duly withheld by your employer with the exception of certain circumstances such as your disablility/invalidity.

You will thus be required to pay income tax, health insurance and social security charges on this income by means of withholdings by your employer.

Please note that the above will negatively impact your net salary.

B.2. Dividends

As long as your investment is held by means of the FCPE, any dividends will not be distributed to you as an employee and will rather be reinvested by the FCPE to purchase further Saint-Gobain shares. Based on such transactions, you will receive additional FCPE units. For this reason, any dividends thus reinvested will not be subject to income tax.

B.3. Upon redemption for cash

Income from the redemption of FCPE units for cash is considered to be "Income from capital assets" and forms a separate tax base calculated as the difference between the employee's personal investment and the income from the redemption of the units (less applicable expenses incurred plus discount and matching contribution already taxed). It is taxed at a 19% rate.

No health insurance or social security obligations will arise with respect to redemption of your FCPE units.

B.4. Reporting obligations

After the redemption of your FCPE units (after the lock-up period has elapsed or in case of an early exit), if the corresponding income is not tax-exempt and therefore you have an obligation to pay income tax, you will be required to list your taxable income as detailed above in your tax return. The tax return must be filed by March 31 of the year following the year of redemption. In these instances, you will be required to submit a tax return personally.

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