

SAINT-GOBAIN GROUP EMPLOYEE SHARE OFFERING COUNTRY SUPPLEMENT FOR SLOVENIA

Compagnie de Saint-Gobain S.A. ("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 euros.

Employer's contribution

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

Employee investment	Employer contribution (Matching bonus %)	Maximum matching bonus
0 – 1 000 €	50%	500 €
1 001 € - 2 000 €	25%	250 €
Total		750 €

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. You may pay by one of the following methods (but you cannot mix different forms of payment):

- direct payment by bank transfer of the whole employees' investment until May 6, 2025 to the bank account number of your employer with the number SI56 2900 0005 3029 757 opened with UNICREDIT BANKA SLOVENIJA d.d. with the BIC BACXSI22;
- deduction from payslip (4 equal deductions), subject to the company / employee approval. The first salary deduction shall be made from the payment of the April 2025 salary.

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

You cannot cancel your subscription after the last day of the subscription 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

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, but 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 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.

Securities Notices

Neither this document nor any other offering document is a prospectus. This local supplement constitutes document containing information on the number and nature of the securities and the reasons for and detail of the offer pursuant to Article 1.4 (i) of the Regulation (EU) 2017/1129 of the European Parliament and of the Council of 14 June 2017 on the prospectus to be published when securities are offered to the public or admitted to trading on a regulated market, and repealing Directive 2003/71/EC (hereafter: the "**EU Prospectus Regulation**").

Shares offered under the plan are the newly issued ordinary shares of Saint-Gobain S.A., a French société anonyme listed on the Paris stock exchange (Euronext Paris S.A) under the symbol SGO. Any further information on Saint-Gobain, its business, capital structure and issued stock you can find at the website <https://www.saint-gobain.com/en>. The employees will be offered to subscribe the shares through a FCPE.

The units of the FCPE cannot be listed on a stock exchange and cannot be sold to the third party. The units can only be redeemed for cash either upon the end of five-years lock-up period or in extraordinary circumstances in specified cases of an early release.

This offer is made in accordance with Article 1.4 (i) of the EU Prospectus Regulation. It explicitly exempts the issuer from obligation to publish a prospectus where there is an offer of securities to be allotted to employees by their employer or by any affiliated entity. This offer is therefore made without publication of a prospectus on the basis of the aforementioned exemption from the obligation to publish a prospectus.

Notification on the use of exemption with regard to this offering was made to the Securities Market Agency on the basis of the Article 75 of the Slovenian Financial Instruments Markets Act.

Please be aware that investments into financial instruments, including shares, entail risk. Please read and examine in entirety the documents and information disclosed to you and any information publicly disclosed with respect to the Saint-Gobain and its shares.

Your investment is tied to the share price of Saint-Gobain shares which may go up or down.

Any historical data used in the offering documentation you received on the performance of the securities does not guarantee any future performance.

Your investment is locked up for a period of five years (unless an Early Exit Event occurs as provided above), during the term of which the price of the shares and the business of Saint-Gobain may be subject to factors and risks beyond its control and relating to the products, economy, financial markets, business, politics, regulatory and legal issues, wars, natural catastrophes and similar, that may adversely affect the value of your investment. In addition, the global pandemic resulting from the novel strain of corona virus or outbreak of another disease or any similar public treat in the future could also have an adverse effect on the value your investment. In the worst-case scenario, your investment may be lost in entirety.

Information and offering do not take into account the expertise, financial possibilities and purposes of each and every employee related to the investment in securities, which could, if other circumstances were not changed, have a major effect on the investment decision.

Labor Law Disclaimer

Please note that this offering is provided to you by the French company Saint-Gobain, not by your local employer. The decision to include a beneficiary in this or any future offering is taken by Saint-Gobain in its sole discretion. The offering does not form part of your employment agreement and does not amend or supplement such agreement. Participation in the offering does not entitle you to future benefits or payments of a similar nature or value, and does not entitle you to any compensation in the event that you lose your rights under the offering as a result of the termination of your employment. Benefits or payments that you may receive or be eligible for under the offering will not be taken into consideration in determining the amount of any future benefits, payments or other entitlements that may be due to you (including in cases of termination of employment).

Tax Information for Employees **Resident in Slovenia**

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

The discount offered with regard to subscription price of the shares to the employees will represent a bonus (an advantage) of the employment relationship for the employee. The discount will be subject to tax as an employment income. The taxable amount will be the amount of the discount offered compared with the market price of the shares (thus a difference between the market value of the shares on the last day of the subscription period and discounted price at which you will subscribe) less any payments that you will have to make for subscription. The local employer will have to assess, report and withhold income tax on discount. The discount will be subject to the annual income tax at the progressive rate amounting from 16% to 50%. Your employer will have to pay also social security distributions at the rate of 16,1% for employer and on behalf of the employee at the rate of 22,1%. Any sums that you will have to pay with respect to the subscription of shares, including but not limited to the social contributions paid by the employer for the employee, can be used to reduce your taxable basis with respect to discount.

The matching contribution will be, similarly as discount, taxed as an employment income and as an advantage (i.e. bonus) from employment relationship. The taxable amount will be the amount of the employer's matching contribution. It is subject to the annual income progressive tax rates amounting from 16% to 50%, considering the withholding tax paid already by the employer during the year. The employer will have to assess, report and withhold income tax and social security contributions on behalf of the employee (social security distributions at the rate of 22,1% for the employee and 16,1% employer).

Dividends

In case additional units are issued to you due to distribution of dividends to the FCPE, you will be taxed as if the dividends were paid to you in cash. In such case, you will be subject to tax on dividends. You will be taxed at a flat rate of 25% from the value of the additional units or their fractions issued to you. The tax authority shall assess the tax to be paid by you upon your reporting. No social security charges apply.

Upon redemption

You will be taxed for the amount of any capital gains realized due to the redemption of your units. Therefore, if you choose to redeem your units for cash at the end of the five-year lock in period, you will be taxed basically on the difference between the market value of the shares at the time of subscription (last day of the subscription period) and the proceeds obtained from redemption of the units. If you redeem your units before 5 years of holding, the tax rate will be 25%. The tax rate after 5 years holding period will be 20% and after 10 years it will decrease to 15%. After 15 years of holding there will be no tax imposed on any capital gains realized due to the redemption of the units then.

If you do not redeem your units at the end of the lock-up period, the tax described above will not apply until such time as you actually redeem your units. In the case where you redeem your units by exchanging them for shares, you will be taxed on the difference between the market value of the shares at the time of subscription and the market value at the time of exchange, under the same regime as described above for redemption for cash.

In any event, no social charges apply.

OTHER

Reporting obligations

Any taxable distribution of dividends shall be reported by the employee in his/her annual capital income tax report, which shall be filed by February 28 of the current year for the previous year. Any redemption of the FCPE units for cash or their exchange for shares shall be reported by the employee in his/her capital gains tax report, which shall be filed by February 28 of the current year for the previous year.

With respect to the income that is subject to withholding tax (e.g., discount offered with regard to subscription price and matching contribution) the employee will have to report the income also in her/his annual income tax return for the relevant year of such income.

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