SAINT-GOBAIN GROUP EMPLOYEE SHARE OFFERING COUNTRY SUPPLEMENT FOR TAIWAN

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 New Taiwan Dollars (NTD).

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 NTD. As a result, if the value of the euro strengthens relative to the NTD, the value of the shares expressed in NTD will increase. On the other hand, if the value of the euro weakens relative to the NTD, the value of the shares expressed in the NTD 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 NTD by remitting immediate cash payment to the following designated account before March 24, 2025:

Account Name: Saint-Gobain Advanced Materials (Taiwan) Co., Ltd. (聖戈班先進材料股份有限公司)

Account No.: 001591262031

Bank Name: HSBC BANK (TAIWAN) LIMITED (匯豐(台灣)商業銀行股份有限公司台北分行)Bank Code: 081-0016

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; and

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. 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 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 Taiwan

The following summary sets forth general principles that are expected to apply to employees who (i) are resident in Taiwan for the purposes of the tax laws of Taiwan and the Convention between Taiwan and the French Republic for the avoidance of double taxation dated December 24, 2010 (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, Taiwanese 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 Taiwan

Upon subscription

The difference between the subscription price and fair market value of the shares subscribed by you under this offering when they are delivered to the FCPE will constitute your "other income" and thus should be subject to Taiwan income tax. The applicable tax rate will depend on the total amount of taxable income reported by you and the progressive tax rate under the Taiwan Income Tax Law. Under the Taiwan Income Tax Law, you shall file an annual tax return from May 1 to May 31, specifying each item of income, the amount of each item and relevant deductions together with supporting documents, and pay an income tax resulting there from, less the tax already withheld on your income.

If the employer matching contribution is offered, the market value of the shares subscribed through the employer matching contribution will constitute your "other income" and thus should be subject to Taiwan income tax. The applicable tax rate will depend on the total amount of taxable income reported by you and the progressive tax rate under the Taiwan Income Tax Law.

Dividends

Dividends distributed on the shares or units of the FCPE held by you (even if reinvested within the FCPE) will be added as part of your offshore income for the purpose of determining your minimum income tax payable by the employee in accordance with the Alternative Minimum Tax ("AMT Law") in the event the aggregate annual offshore income the employee and the person who is required to jointly file the tax return with you exceeds NTD 1 million. If such gain is added to your income, your minimum income tax payable may vary from the number you report in your annual tax filing. If the aggregate amount of the annual income (including onshore and offshore income) of you and the person who is required to jointly file the tax return with you exceeds NTD7,500,000, 20% of the amount in excess of NTD7,500,000 will be the minimum tax payable by you under the AMT Law. You will be required to pay the difference in the event your minimum tax payable calculated under AMT Law is higher than the income tax you report in your annual tax return filing.

Upon redemption

There is no automatic taxation under Taiwan tax law applicable at the end of the lock-up period in the event that you choose to remain invested in the FCPE. If you choose to sell the shares (including the reinvested dividends), capital gains derived from disposal of the shares (calculated as the difference between the disposal proceeds and the market value of the shares at subscription, or, in the case of the reinvested dividends, the difference between the disposal proceeds and the dividend amounts) will be added as part of your offshore income for the purpose of determining your minimum income tax payable in accordance with the AMT Law in the event the aggregate annual offshore income you and the person who is required to jointly file the tax return with you exceeds NTD 1 million. If such gain is added to your income, your minimum income tax payable may vary from the number you report in your annual tax filing. If the aggregate amount of the annual income (including onshore and offshore income) of you and the person who is required to jointly file the tax return with you exceeds NTD7,500,000, 20% of the amount in excess of NTD7,500,000 will be the minimum tax payable by you under the AMT Law. You will be required to pay the difference in the event your minimum tax payable calculated under AMT Law is higher than the income tax you report in filing your annual tax return.

OTHER

Reporting obligations

The difference between the subscription price and the market value of the shares when they are delivered to the FCPE will be considered income of the participating employees and is subject to Taiwan income tax. You will need to include such amount as your income for annual tax filing purpose. For the dividends and capital gains you derive as a result of disposal of the shares subscribed under this offering, such amounts are not considered income from Taiwan sources but will be added as part of your offshore income for the purpose of determining your minimum income tax payable in accordance with the AMT Law in the event the aggregate annual offshore income you and the person who is required to jointly file the tax return with you exceeds NTD 1 million. If the aggregate amount of the annual income (including onshore and offshore income) of you and the person who is required to jointly file the tax return with you exceeds NTD 7,500,000, 20% of the amount in excess of NTD7,500,000 will be the minimum tax payable by you under the AMT Law. You will be required to pay the difference in the event your minimum tax payable calculated under AMT Law is higher than the income tax you report in filing your annual tax return.

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