



Employee Share Purchase Plan 2026

Hourly Employee Enrollment Form

Employee name _____

Employee email address _____

Employee SGID# _____ Location _____

Birth Date _____ Place of Birth _____

ENROLLMENT

To enroll, complete this form and return it to the PEG Representative (HR Manager or Office Administrator) at your location. You must sign the back of this form for your enrollment to be valid. **Your form must be received by APRIL 07, 2026. Forms submitted after this date CANNOT be accepted.**

HOW MUCH YOU CAN INVEST

Maximum: You may invest a maximum of 25% of your 2025 hourly rate x 2080 hours. See the Enrollment Brochure for details on how to calculate your maximum.

COMPANY MATCHING CONTRIBUTION

Saint-Gobain will provide a match on your contribution, up to a maximum of \$2,225.

ELECTION

You do not need to buy whole shares. Simply state the amount of money (in Canadian dollars) you wish to invest in Saint-Gobain stock. Check box

I elect to contribute US\$_____ (up to 25% of my gross annual base salary compensation for 2025 or my 2026 annualized base salary) towards my purchase of Saint-Gobain Shares.

PAYING FOR YOUR SHARES

You have two options to pay for your subscription:

- Payroll deduction: The amount of your contribution will be deducted from your paychecks over seven months, from May through November 2026.
- Lump sum payment: Contact your PEG representative for payment details.

PAYMENT

Check one box only

by submitting a personal check. I am electing to pay 100% (a lump-sum of US\$_____) of my total investment by submitting a personal check to the designated lockbox through mail during the payment period between [April 28, 2026 and May 22, 2026]. The lockbox mailing address and the details of the bank account to which the check must be made out to will be communicated to me by the Saint-Gobain Group at the start of the payment period. My subscription may not be accepted if the amount indicated on my check does not correspond to the amount of my total investment, as indicated above.

I by substantially equal payroll deductions from my salary. I am electing to pay 100% (equivalent to US\$_____) of my total investment by a salary deduction. My salary deduction will be deducted from my pay in substantially equal installments over the six-month period starting [May 2026 and ending November 2026]. The frequency of each installment will vary based on my particular pay schedule (i.e., weekly vs. bi-weekly vs. semi-monthly).]

Please remember to sign the back page of this form.



GENERAL CONDITIONS OF THE SUBSCRIPTIONS

I declare that:

I am an employee or an executive officer of a company of the Saint-Gobain Group which is a member of the Saint-Gobain PEG. I have three months of employment at the last day of the subscription period (April 7, 2026).

- I have read the brochure and the local supplement.
- I meet the conditions for subscribing to the plan.
- This subscription form is my sole subscription to the capital increase reserved for Saint-Gobain Group employees in 2026.
- I am making a contribution which does not exceed 25% of my gross annual base salary compensation for 2025 or my estimated gross annualized base salary for 2026.
- The subscription price has been communicated to me before the subscription period.
- I am permitted to cancel or modify my election until 23:59 (Paris time) on March 30, 2026; however, once the subscription period expires, the enrollment site will lock and my subscription order will be binding and irrevocable.

I have noted the following:

- I acknowledge that my investment is tied to the Saint-Gobain share price which may go up or down.
- I acknowledge that the shares subscribed in this plan will be entitled to receive dividends distributed (if any) as of 2027 and subsequent years (they will not be eligible to receive dividends paid in 2026 in respect of 2025).
- In the event that the total subscription requests exceed the total amount of the capital increase defined by the Saint-Gobain Board of Directors (6,125,000 shares), Saint-Gobain will reduce each subscriber's contribution in proportion to their initial subscription request. All subscribers will be personally informed and, if applicable, will receive an amount equal to the difference between their initial contribution and the final amount subscribed by their accounts. This measure concerns all subscribers to the 2026 capital increase.
- I have noted that the value of my investment is linked to changes in Saint-Gobain shares established in euros and, therefore, I face a risk on the amount of my personal equity contribution invested.
- I understand that my final and irrevocable subscription amount determined through the employer matching contribution formula, as described in the country supplement and brochure, may be less but not more than my initial contribution election. In the event that my initial contribution is reduced through the employer matching contribution formula, I will receive an amount equal to the difference between my initial contribution election and the final amount subscribed for my account (not including the matching contribution amount).
- I understand that my employer will have the right to collect any unpaid portion I owe related to my subscription as described below and in the country supplement.
- At redemption, I will receive an amount in euros or the equivalent in U.S. dollars corresponding to the value of Saint-Gobain shares on that date. Given that the shares are in euros, I recognize that I have no protection or guarantee if the euro depreciates against the U.S. dollar price.

- I will receive shares which will be unavailable, unless an early exit event occurs, until May 1, 2031. (Please see the “country supplement” for information about the unavailability period and cases enabling advanced release)
- I have access upon request to the English versions of the regulations for the PEG through the country supplement, as well as the Saint-Gobain universal registration document.
- In order for my subscription to be valid, I must complete the subscription form online or via paper form submission and choose the method of payment.
- I acknowledge that nothing contained on this form, or in any other materials available to me in connection with the offering, shall confer upon me any right or entitlement in respect of my employment. I acknowledge that nothing on this form, or on any other materials available to me in connection with the offering, shall confer upon me any right in connection with or in respect of future offers.

Subscription Payment

Payment may be made by personal check or through payroll salary deductions.

Payment by Personal Check

If I finance my personal contribution by submitting a personal check, I undertake to fund my bank account from the day following the last day of the subscription period for an amount at least equal to the amount of my subscription. No late payments will be authorized. It is therefore imperative that my account contain sufficient funds on the scheduled date.

If I do not elect to pay by personal check or if I elect to pay by personal check but fail to submit my personal check as instructed and such failure cannot be reconciled by May 22, 2026, I authorize my employer to deduct the amount of my subscription remaining due from my salary in several payroll deduction installments through November 2026 and until the subscription amount is paid in full, and I agree that the terms and conditions described in “Payment by Salary Deductions” immediately below shall apply to such salary deductions.

Payment by Salary Deductions

USD 10,000 limit :

Any amount that I elect to pay through salary deductions is considered an interest-free loan from my employer and may not exceed

\$10,000 to be exempt from imputed income when aggregated with any other outstanding loan by Saint-Gobain or any other Saint-Gobain Group member to you. The frequency of each installment will vary based on your particular pay schedule (i.e., weekly vs. bi-weekly vs. semi-monthly).

I understand I will incur imputed interest income whenever the outstanding balance of my loan, combined with all other loans and payroll salary advances extended to me by the Saint-Gobain Group, totals more than \$10,000.

Salary deductions :

If I have decided to finance my subscription by salary deductions, I understand that my employer will tender the sum required for this purchase, which is hereby acknowledged as a short-term personal loan (the “Loan”) on my behalf subject to the provisions outlined in this subscription form.

I authorize and direct my employer to apply equal payroll deductions from my net, after-tax paycheck during the six-month period from May 2026 to November 2026. I understand that in the event of any interruption in these regular deductions (for example, in the event of unpaid leave), it will be my responsibility to pay outside of my earned wages and to remain current with this Loan. I authorize my employer to make any necessary adjustments to my payroll deduction amount to recoup any arrears during the period. Further, I authorize deductions from all monies due to me from my employer or any other Saint-Gobain Group member, including from any bonus, wages, expense reimbursement, vacation pay or other paid time off compensation owed to me to pay down the balance of the Loan and continue to be applied to the Loan principal until such time the balance of the Loan is fully repaid in accordance with this subscription form, except that no such deduction from other monies due me shall be made that would cause me to incur additional tax or penalties under US Internal Revenue Code Section 409A.

I acknowledge that the early redemption of all or part of my Saint-Gobain shares is not possible, even if I am otherwise eligible for early redemption, until the Loan has been paid in full.

In case of a default payment or insufficient funds in my account, or in case of any unpaid portion I owe under my subscription (including any portion I owe if my employment ceases prior to my personal investment being fully deducted by way of salary deduction), my employer reserves the right to take any action against me in order to recover the outstanding amounts, including that my employer will have the right to collect any outstanding amounts from other amounts owed to me (except to the extent that such collection is prohibited by law). Further, should my employment terminate for any reason prior to the repayment in full of the Loan, I expressly and irrevocably authorize my employer, in accordance with applicable law, to deduct the then outstanding balance of the Loan from my final payroll or from any other amounts which may be owed to me after my final payroll. Should any portion of the Loan remain outstanding following such deduction, I shall repay the outstanding principal balance of the Loan within 30 business days of my last day worked, by personal check. If I fail to pay such balance within 30 days, I irrevocably instruct my employer to sell or cause to be sold, without any advance notice or reminder to pay, all or a portion of my Saint-Gobain shares as it shall determine in its discretion, and to allocate the necessary portion of the proceeds of such sale to pay the sums which continue to be owed to my employer and to remit any balance to me after deduction for the expenses of such sale. Should any portion of the Loan remain outstanding following such resale of my Saint-Gobain shares, Saint-Gobain and my employer will have a right to pursue legal action to remedy the outstanding amount.

If the total amount of the Loan is not repaid by the last pay period available for such deduction, I undertake to pay the balance of the outstanding amount of the Loan promptly following such date. I acknowledge that I may prepay (pay off) the total amount or any portion of the amount due upon termination of my employment or upon an early exit event.

Specific rules for Russia and Belarus

- As a result of sanctions imposed by the European Union, citizens or residents of Russia or Belarus who do not have legal residence or citizenship in the European Union, in a country member of the European Economic Area or in Switzerland may not participate in this offering.
- Therefore, I declare:
 - o I am not a Russian national or resident of Russia, or if I am, I am also a citizen of a Member State of the European Union, of a country member of the European Economic Area or of Switzerland or I have a temporary or permanent residence permit in one of these countries; and
 - o I am not a Belarusian national or a resident of Belarus, or if I am, I am also a citizen of a Member State of the European Union or I have a temporary or permanent residence permit in one of these Member States.

Declaration of consent for the processing of personal data:

I hereby authorize the use, gathering, storage and communication of the information contained in this subscription form as part of a computerized data processing process, for which the Compagnie de Saint-

Gobain is responsible for the purposes of the 2026 Saint-Gobain Group Employee Share Offering (the “Employee Offering”). This data processing is based on the execution of the subscription contract (i.e., the present subscription request). I understand that all the above information is necessary for my participation in the Employee Offering and to enforce my rights in respect of my subscription to the Employee Offering.

I agree that this information will be provided, transferred to France and processed by the Compagnie de Saint-Gobain, by my employer, the account holder of the shares (Uptevia) in connection with the 2026 Employee Offering.

After the capital increase, Uptevia is responsible for the data process for the purposes of, for the management of the group savings plan, the accounts, the computer storage of my data, and any transaction resulting directly from it.

I acknowledge that I may exercise my right to access, modify, rectify or erase my personal data by contacting the Human Resource Department of Saint-Gobain and/or Uptevia as the case may be at <https://www.investors.uptevia.com>. I notice that I also have a right to the portability of my data. It is clear to me that the exercise of erasure rights, rights to restriction of processing, and the right to portability will be exercised under the conditions set by the regulations and will have irrevocable consequences. My personal data will be retained for data processing purposes for the time necessary for the implementation of the Employee Offering and for the management of the PEG, at least until the sale of all the shares I hold in the PEG, and later for archiving purposes I have the right to file a complaint with the French supervisory authority, the CNIL, concerning the protection of my personal data. The data protection officer of the issuer can be reached at privacycontact.CSG.FR@saint-gobain.com.

Other Representations and Undertakings

I understand that my decision whether or not to participate in this Employee Offering is entirely voluntary and personal. My decision will have no effect, either positive or negative, on my employment with the Saint-Gobain Group. Nothing contained in the local supplement, brochure or any other materials distributed or made available to me in connection with the Employee Offering shall confer upon me any right or entitlement in respect of my employment. Participation in the Employee Offering is separate from and does not form any part of any employment agreement to which I may be a party or the terms of my employment.

I acknowledge that I am not relying on any financial, tax or other advice from any Saint-Gobain Group member or any of its officers, directors, employees or agents, and I understand that the value of the Saint-Gobain shares may decrease while I hold the shares (including during the mandatory lock-up period) and may fluctuate due to changes in the euro/U.S. dollar exchange rate. I understand that the amount that I invest in the Employee Offering is at risk.

In addition, I understand that nothing contained in the local supplement, brochure or in any other materials distributed or made available to me in connection with this Employee Offering shall confer upon me any right or entitlement in respect of future offerings.

I hereby agree to be bound by the representations and undertakings set forth this subscription form.



SIGNATURE: _____ DATE: _____, 2026.

Complete and return this form to your location’s PEG representative by April 7, 2026