

November 4th, 2024

Subject: Syensqo Employee Share Purchase Plan

Dear Syensqo Explorer,

I am delighted to invite you to join the Syensqo Employee Share Purchase Plan (the "**Plan**").

At Syensqo, we want employees to be able to participate in the Company success by having a chance to become shareholders. The Plan enables us to reward your contribution to the Syensqo group as well as providing you with the opportunity to build up a stake in Syensqo's future performance.

Under the Plan, you will be able to buy shares in Syensqo SA and, by doing so, receive additional shares for free in proportion to your purchase.

The way that the Plan works is that you will receive free matching shares in a ratio of 1 free share for every 2 shares that you buy (subject to certain limits). You will also receive one share for free upon your initial purchase and any dividends paid on the shares you buy will be reinvested in more shares. The free and matching shares will be released on or around February 2027, after the 2 years vesting period.

This arrangement will continue for 12 months.

You can join the Plan from 18 November 2024 to 6 December 2024. Joining the Plan is subject to the Plan rules, the key points of which are summarised in the guide.

If you want to join the Plan, direct access to the enrolment platform can be found at www.espp.syensqo.com.

We will, in the coming weeks, be running FAQ sessions to explain more about the Plan and answer your questions. We look forward to seeing you at one of these sessions.

Thank you for your continued commitment and support.

Be Safe.

Ilham Kadri