

SYENSQO SHARES

SYENSQO'S
EMPLOYEE
SHARE
PURCHASE
PLAN

FROM NOVEMBER 18, 2024

A NEW OPPORTUNITY TO PARTICIPATE IN SYENSQO'S JOURNEY

JOIN AND GET 1 FREE SHARE*

+ GET 1 FREE SHARE FOR EVERY 2 PURCHASED

www.espp.syensqo.com



SYENSQO

*Subject to an employment condition - please, refer to the plan rules.

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SYENSQO IS OFFERING YOU ANOTHER OPPORTUNITY TO PARTICIPATE IN THE GROUP'S GROWTH BY BECOMING A SHAREHOLDER.

1 out of 4 employees is already a shareholder! Our new plan is an invitation for you to continue or join the adventure!

By participating in the employee share purchase plan (the "Plan"), you can buy Syensqo shares with preferential terms.



WHO CAN JOIN?

All permanent or fixed-term SYENSQO employees up to S22 level, in participating countries: Belgium, Brazil, Canada, China, France, Germany, India, Italy, Japan, Mexico, Netherlands, Portugal, Singapore, South Korea, Thailand, UK and USA.

ENJOY YOUR BENEFITS

Participate from €15 per month

When the "Plan" is offered, you will be able to enroll by agreeing to buy a minimum of your local currency equivalent of €15 worth of SYENSQO shares each month (subject to a maximum of your local currency equivalent of €250) for 12 months. Deductions will be made from your salary in local currency according to the pay cycle, from January to December 2025.

Get 1 free share when you join

SYENSQO will give you one share for free after joining the "Plan" (i.e. after the first salary deduction). This free share will be awarded to you at the end of a 2-year vesting period.

Get additional free shares based on your purchase

For every 2 shares that you buy, SYENSQO will give you 1 free matching share. These free matching shares will be awarded to you at the end of a 2-year vesting period.

IF YOU WANT TO JOIN, IT'S EASY TO ENROL!

Visit www.espp.syensqo.com
when the offer opens.



HOW DOES IT WORK?

01 You choose an amount to contribute (from €15 to €250 or your local currency equivalent) to purchase shares.

02 You will be awarded 1 free share upon your initial purchase, and one free matching share for every two shares you then purchase. These free shares will be given to you at the end of the vesting period if you meet the conditions as provided by the plan rule.

03 JP Morgan Workplace solutions, the “Plan” administrator, will purchase shares on your behalf, using your monthly salary deductions, at market price and at the applicable exchange rate (if you are in a country outside the Euro zone).

04 You will own the SYENSQO shares you purchase immediately, and these will be held in an account in your name by **JP Morgan Workplace solutions**.

WHAT IS A VESTING PERIOD?

As a reminder, you will own the shares you purchased immediately.

You will become the owner of the free and matching shares at the end of the vesting period if you meet two conditions:

- **you are still a SYENSQO employee** (other than in special circumstances set out in the “Plan” documents); and
- **you keep your purchased shares until the end of the vesting period** for the plan, in this case January 31, 2027.

WHAT DOES IT MEAN TO BE A SHAREHOLDER?

By participating in the “Plan”, you will be a SYENSQO shareholder.

As a shareholder who owns SYENSQO shares:

- **You are entitled to receive dividends** on the shares you purchase. These dividends are automatically reinvested, which means that JP Morgan will use the dividend payment to purchase further shares on behalf of participants.
- **You will have the right to participate in and vote** at each Shareholders’ Meeting.

Dividends and voting rights are only applicable to purchased shares. There will be no dividend payment or voting rights on matching shares and free shares before the end of the vesting period.

The amount of dividends you can earn and the votes you can make increase with every additional share you own. The value of SYENSQO shares can go down as well as up and, if your local currency is not the Euro, the exchange rate can also go down as well as up.



WHAT HAPPENS AFTER YOU JOIN?

The shares you purchase are not subject to a vesting period or a risk of forfeiture.

- **You can sell them any time** but, if you sell them before the free shares' 2-year vesting period, you will lose the ability to receive the free share and the free matching shares.

- **You can stop making salary deductions at any time** and you will be able to keep any purchased shares, as well as the free share and/or the free matching shares acquired to date (provided that you do not sell the purchased shares until the end of the 2-year vesting period).

You will receive the free shares at the end of a 2-year vesting period if you meet the conditions outlined in the plan rule.



Please consult the tax notice (local supplement) under the www.espp.syensqo.com to have all the information about the taxes that could apply in your country at the moment of vesting.

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