

HEADED PAPER OF SOLVAY SA

[•] 2022

Dear Colleague

The Solvay Employee Share Purchase Plan

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

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

Under the Plan, you will be able to buy shares in Solvay 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 matching shares and free share will be released on 30 September 2024.

This arrangement will continue for 12 months.

You can join the Plan from 5 September 2022 to 19 September 2022. 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.Solvay.com (which will be available from 5 September 2022).

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

Thank you for your continued commitment and support.

Yours faithfully

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