

GENERAL TERMS AND CONDITIONS OF THE OFFER TO SUBSCRIBE TO THE CAPITAL INCREASE RESERVED FOR THE EMPLOYEES OF THE ARKEMA GROUP

Offering

- The employees of the companies in the ARKEMA Group benefit from an Offer to subscribe for FCPE units corresponding to ARKEMA shares within the context of the PEG A and via the ARKEMA ACTIONNARIAT INTERNATIONAL Relais 2024 FCPE at the time of the capital increase expected to occur on October 30, 2024, reserved for the employees of the aforementioned companies, authorized by ARKEMA's general shareholders' meeting of May 15, 2024 and approved by ARKEMA's board of directors on May 15, 2024. Accordingly, I agree to the terms and conditions of the PEG A whose regulations are made available to me at my company's Human Resources Department.
- The terms and conditions of the FCPE are described in the information notice that was provided to employees prior to their subscription.

Subscription price

- The subscription price was set on 11 September 2024 by Arkema's Chairman and Chief Executive Officer and is equal to the average of the opening prices of the Arkema Share on Euronext Paris for the 20 trading days preceding this decision, less a discount of 25%. This price will be published on the website dedicated to the offer.

Portfolio diversification

- Considering that the risk is concentrated on the securities of one company in the ARKEMA ACTIONNARIAT INTERNATIONAL Relais 2024 FCPE portfolio, the French Autorité des Marchés Financiers recommends that subscribers evaluate the necessity to diversify the risk as regards their financial savings. The value of the FCPE will be closely related to the Company's financial situation and future financial results. I understand that my decision whether or not to participate in this offering is entirely voluntary and personal. My decision will have no effect, either positive or negative, on my employment with the Arkema Group. Nothing contained in this document or any other materials distributed or made available to me in connection with this offering or the FCPEs shall confer upon me any right or entitlement in respect of my employment. Participation in this offering is separate from and does not form any part of my employment agreement. In addition, I understand that nothing contained in this document or in any other materials distributed or made available to me in connection with this offering or the FCPEs shall confer upon me any right or entitlement respecting future offerings.

Lock-up period

- The units of the FCPE acquired during this transaction are locked-up for five years until October 30, 2029 (except for an early release as authorized by law).

Subscription terms

- This subscription form is expressly subject to the following conditions:
 - The subscription is irrevocable.
 - The employee may subscribe to the capital increase by sending the duly completed subscription form, together with the payment method applicable in his or her country, to his or her Human Resources Department.
- For this transaction, the employee's investment is financed exclusively by a voluntary contribution.
- The minimum subscription amount in the capital increase is 15 euros and the maximum amount is the counterpart of 750 discounted ARKEMA shares. The subscription limit is in addition to the yearly contribution threshold that limits the amount that an employee may invest to 25% of his or her gross annual remuneration.

Currency

- I acknowledge that FCPE units and Arkema shares are subscribed in euros. I acknowledge that my payment in local currency will be converted into euros by my employer at an exchange rate set before the subscription begins. The exchange rate may be consulted on the following website: www.ake2024.arkema.com
- I am aware that the value of my investment is subject to the fluctuations in the Arkema share and FCPE unit price fixed in euros and I am thus at risk regarding the amount that I have personally invested. I acknowledge that my investment and gains or losses relating to my investment, if any, are denominated in euros. I acknowledge that I will not benefit from any protection or guarantee against exchange rate fluctuations between the euro and my local currency.

Matching Shares

- I acknowledge that I will be eligible to receive a grant of matching FCPE units corresponding to additional shares from Arkema. I will be eligible to receive one matching FCPE unit for every four FCPE units I subscribe for, up to a maximum of 25 matching units. I acknowledge that the free FCPE units will be delivered to me on November 6, 2028, subject to the condition that I remain employed by a Group company through that date, unless an exception to such condition applies, as described in the free share plan rules and local supplement. By subscribing to this plan the employee is deemed to accept such method of delivery.

Reductions

- In the event that the number of ARKEMA shares subscribed to in the Offer (including by the FCPE) is greater than the number of ARKEMA shares offered (as set by the Board of Directors), a reduction will take place in accordance with the terms and conditions set forth in the ARKEMA ACTIONNARIAT INTERNATIONAL Relais 2024 FCPE information notice. If requests are still not entirely met after applying these provisions, the subscription payment amount will be adjusted to the amount allocated. For subscriptions financed through a combination of immediate payment and the loan, any reduction would first be applied to the portion of the subscription financed by immediate payment and then to the portion financed by the loan.

Subscription payment

Immediate payment:

- The payment of my subscription shall be made by means of direct debit. I am fully aware that the lack of funds of my direct debit will imply in the voiding of my subscription.

Payment by means of loan without interest:

I hereby authorize my employer to deduct:

- if I am paid monthly, for 24 months from my post-tax salary, 1/24th of the amount due to this type of payment each month, the first deduction to be made from the salary payment on 15 November 2024; or
- if I am paid weekly, for 104 weeks from my post-tax salary, 1/104th of the amount due to this type of payment each week, the first deduction to be made from the salary payment on 8 November 2024.

I agree to do all things necessary to permit my employer to make these deductions. I declare that due to the amount of my subscription, my reimbursements installments shall represent at maximum 10% of my monthly net salary.

I declare that if I paid interest at a commercial rate on any amount to be advanced to me pursuant to the salary advance or loan for the period from payment of the subscription amount to when the salary advance is fully repaid, I would be entitled to claim an income tax deduction equal to 100% of the interest paid on the amount advanced.

I agree to complete a loan fringe benefits declaration as provided with this subscription form and at any other time as requested by my employer.

Termination or suspension of the employment contract

- I am aware of this payment method, such as described in the country supplement. In case of suspension or the termination of my work contract before 31 October 2026, I understand that the amount owing under my loan will become due and payable immediately and I commit to pay the amount due under the terms of the loan as described in the country supplement before my suspension or termination and I acknowledge that the amount I would need to repay is the lesser of (1) my subscription amount in AUD as specified in this subscription form, less the aggregate of the monthly deductions already made under this subscription form and (2) the cumulative value (as at the time the loan is repayable) of the FCPE units I subscribed for and was allocated (Outstanding Repayment Amount) and that if I fail to pay the Outstanding Repayment Amount when due, I authorize my employer to deduct the Outstanding Repayment Amount from any amounts payable to me in connection with the suspension or termination of my employment and I irrevocably authorize Arkema, my employer and Amundi ESR to sell or redeem the Arkema shares attributable to my FCPE units to pay the Outstanding Repayment Amount to my employer. I acknowledge that I must make arrangements satisfactory to my employer to repay the salary advance as described in the country supplement.

- The employees for whom the final agreement deadline is provided to end before October 2024, as well as the employees which work agreement is suspended in the last day of subscription cannot use the benefit, to loan, in 24 installments without interest or in 104 equal installments if I am paid weekly, from their employer to finance their subscription.

U.S. person notice

- Subscription of FCPE units is not open to residents of the United States of America. Additional information about this restriction is available in the regulation and KID of the FCPE and in the website of the management company: www.amundi.com.

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 that:

- 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
- 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.

Electronic communications

I agree to receive communications sent to shareholders (such as, for example, communications related to Arkema's financial results) at the email address registered on my account on the Amundi ESR website. If I decide that I no longer wish to receive these communications by email, I will have to unsubscribe by contacting Amundi ESR by post or by email:

Amundi ESR :

- Service Contrôle Interne et Conformité - 26956 Valence Cedex 9, France** or
- dpo@amundi.com**

Data Protection

- The present form is subject to the French Law n°78-17 of January 6, 1978 on data processing, data files and individual liberties and the EU Regulation on Data Protection (2016/679) of the European Parliament and of the Council of April 27, 2016 on the protection of individuals with regard to the processing of personal data and the free movement of such data.
- I am aware and hereby expressly authorize the use, storage, collection, and transfer of my personal data provided in this form for the purpose of the computer data processing, for which Arkema is responsible.
- The legal basis for this processing is the execution of the investment contract (i.e. the present subscription). My personal data provided herein will be provided to Arkema, to Amundi ESR, the account holder of the units of the FCPE or as the case may be, to my employer.
- All the data requested in this form are necessary for me to participate to the capital increase. If I do not provide some of this data, my subscription request may not be taken into account.
- I acknowledge that I may exercise a right of access, modification or rectification concerning my personal data. I have noted that I also have, within the limits of applicable legislation, a right to portability and deletion of my data and to limitation of the processing of my data. I can also provide Arkema with instructions for the use of my data in the event of death. I can exercise these rights by contacting the Arkema Data Protection Officer.
- My personal data will be kept for data processing purposes for the time necessary for the implementation of the capital increase and for the management of the PEG A, at least until the redemption of all the shares I hold through the PEG A, and subsequently for archiving purposes until the expiry of the limitation period for any disputes relating to these data.
- I have noted that the Data Protection Officer can be contacted at the following address: **dataprotection@arkema.com**.
- I have the right to file a complaint with the competent authority, concerning the protection of my personal data.
- In accordance with the Privacy Act 1988 (Cth), I expressly consent to the collection and use of my personal data, and the transfer of my personal data to France for the purposes of the implementation of the 2024 employee share offering.