

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 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 will be 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 in regard to their financial savings. The value of the FCPE will be closely related to the Company's financial situation and future financial results.

Lock-up period

- The units of the FCPE acquired during this transaction are locked-up for approx. 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 Christelle Fournier International Mobility Administrator of Arkema International S.A.
- 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.

Free Shares

- I acknowledge that I will be eligible to receive a grant of matching shares from ARKEMA. I will be eligible to receive one matching share for every four shares. I subscribe to up to a maximum of 25 matching shares. I acknowledge that the free shares 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. I accept that the free shares will be delivered as from the date of delivery in one or several shareholding funds (FCPE).

Reductions

- In the event that the number of ARKEMA shares subscribed to in the Offer 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 brochure. If requests are still not entirely met after applying these provisions, the subscription payment amount will be adjusted to the amount allocated.
- If 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.

Participation in the Offering

- I acknowledge that my decision to participate in this offer is voluntary and personal. My decision in this will have no effect, positive or negative, on my employment relationship with the ARKEMA Group. Nothing in the documents distributed or made available to me in connection with this Offer or the FCPE will give me any rights or entitlements with respect to my employment. My employment contract and the terms and conditions of my employment are in no way dependent on or related to my participation in this Offer.

Subscription payment

Immediate payment / combination of immediate payment and loan :

- My subscription payment will be made by means of bank transfer from my bank account. The payment will be made on September 30, 2024 at the latest.
- I have duly noted that any payment default may result in the cancellation of my subscription.

Loan payment / combination of immediate payment and loan:

- I hereby authorize my employer to deduct from my salary on a monthly basis 1/24 of the amount due under this payment method, the first deduction being made on my salary for the month of November 2024.
- I certify that with regards to the amount of my subscription, my monthly payments will represent no more than a maximum of 10% of my net monthly salary and that the amounts thus deducted are in compliance with applicable cantonal laws.
- I have duly noted the terms and conditions of the loan as described in the country supplement.

Termination or suspension of the employment contract

- In the event that my employment contract is suspended or terminated before the end of October 31, 2026, I agree that the remaining amount due will be charged against my salary taking into account the minimum salary protected by the Swiss Debt Collection Laws and I agree to pay any amount left after the offset within 30 days after my departure. In the event that I default on my payment, my employer may implement any appropriate measures to recover its claim.
- Employees whose employment contracts are scheduled to expire before the end of October 2024 or are suspended on the last day of the subscription period may not benefit from the loan for 24 months offered by their employer to finance their subscription.

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**

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.

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, as well as Swiss law.
- 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, to my employer as the case may be or any other third party explicitly authorized to receive and retain this information and to process it for the purpose of the execution of the present subscription.
- I acknowledge that my employer might be subject to certain reporting obligations regarding my participation in ARKEMA ACTIONNARIAT INTERNATIONAL Relais 2024 towards the Swiss tax authorities in line with applicable laws.
- 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.

Securities notice

- I acknowledge (i) that the FCPE ARKEMA ACTIONNARIAT INTERNATIONAL Relais 2024 and the FCPE ARKEMA ACTIONNARIAT INTERNATIONAL constitute an employee benefit plan, which is exclusively offered to eligible employees of participating companies of the Arkema group, (ii) that the FCPE ARKEMA ACTIONNARIAT INTERNATIONAL Relais 2024 and the FCPE ARKEMA ACTIONNARIAT INTERNATIONAL have not been approved by the Swiss Financial Market Supervisory Authority (FINMA) as a foreign collective investment scheme in Switzerland pursuant to Article 120 (5) of the Swiss Federal Act on Collective Investment Schemes of June 23, 2006 (as applicable on January 1, 2020) and (iii) that the units in the FCPE ARKEMA ACTIONNARIAT INTERNATIONAL Relais 2024 and the FCPE ARKEMA ACTIONNARIAT INTERNATIONAL may only be offered and this offering documentation may only be distributed in or from Switzerland as part of such employee benefit plan.
- I understand that this offer is not open for «U.S. Persons» and consequently I certify that I do not qualify as such a «U.S. Person». I note that the additional information regarding this restriction is included in the regulations of the FCPE and are also available via the internet site of the administration company: **www.amundi.com**.