



# 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 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 in regards 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 (which means that they cannot be assigned, charged, pledged as security for a loan or other debt, transferred or otherwise disposed of) for five years until October 30, 2029 (except for an early release as authorized by law).

## Subscription terms

- 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.

## 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. The free shares will be delivered as from the Date of Delivery in one or several shareholding funds (FCPE) and by subscribing to such 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 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 Bank Transfer to:

**Bostik Industries**

**BIC: BNPAIE2DXXX**

**IBAN: IE35BNPA99020647330176**

- I am fully aware that the lack of funds will imply in the voiding of my subscription.

### Payment by means of loan of 24 installments without interest:

- I hereby authorize my employer to discount all months from my salary 1/24 the amount due to this type of payment, the first discount shall be made from the salary of November 2024.
- I declare that due to the amount of my subscription, my reimbursements installments shall represent at maximum 10% of my monthly net salary.
- I am aware of this payment method, such as described in the country supplement.

## Termination or suspension of the employment contract

- In case of suspension or the termination of my work contract before October 31, 2026, I commit to pay the remaining amount due before my dismissal. Depending on the case, my employer may implement any adequate measure to charge this credit in case I do not pay the amount due by me.

## 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**

## 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.

## Data Protection

- I understand that my personal data contained in this subscription form will be used in the context of data processing required with respect to the offering. The present form is subject to the EU General Data Protection Regulation (Regulation (EU) 2016/679) and national implementing legislation, including the French Law n°78-17 of January 6, 1978 on data processing, data files and individual liberties and the Irish Data Protection Act 2018.
- I am aware that the use, storage, collection, and transfer of my personal data provided in this form is for the purpose of the processing of personal data in connection with my subscription for which Arkema is responsible as controller and whose registered address is 420 rue d'Estienne d'Orves 92700 Colombes, France. My personal data provided herein will be provided to and processed by Arkema, Amundi ESR, the account holder of the units of the FCPE or as the case may be, my employer. My personal data may also be disclosed to legal and regulatory authorities for the purposes of compliance with applicable legal obligations. Any transfer of my personal data outside of the European Economic Area shall be carried out in accordance with applicable data protection law (e.g. standard contractual clauses).
- The legal bases for processing my personal data are that it is necessary for: (i) entering into and the performance of the subscription contract (i.e. the present subscription request); (ii) compliance with a legal obligation, or (iii) the purposes of Arkema Actionnariat International Relais 2024 FCPE's legitimate interests, provided always that such interests do not override my rights and freedoms. 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 in certain circumstances I may exercise my right to access, modify, rectify, restrict, and the portability of my data by sending a written request to the Data Protection Officer, whose contact details can be found below.
- The personal data provided in this subscription form shall be retained for the time required for the completion of this operation and for the purposes of the management of the savings plan, at least until the sale of the shares I hold in the savings plan or for such longer period as may be required to meet legal requirements or to resolve any complaint or dispute.
- I note that the Data Protection Officer can be contacted by e-mail at **dataprotection@arkema.com** or by post at:

**Arkema – Direction Juridique,  
420 rue d'Estienne d'Orves,  
92700 Colombes,  
France.**