

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

Subscription

- The employees of the companies in the ARKEMA Group benefit from an Offering to subscribe to ARKEMA shares 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 the HR, Communications and General Affairs Department of Arkema K.K. or the Human Resources Department of Bostik-Nitta Co., Ltd.

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 portfolio, the French *Autorité des Marchés Financiers* recommends that subscribers evaluate the necessity to diversifying the risk in regards to their financial savings. The value of the share will be closely related to the Company's financial situation and future financial results.

Lock-up period

- The shares 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 the HR, Communications and General Affairs Department of Arkema K.K. or the Human Resources Department of Bostik-Nitta Co., Ltd.
 - For this transaction, the employee's investment is financed exclusively by a voluntary contribution.
 - The minimum subscription amount in the capital increase is one share and the maximum amount is 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 whole shares I subscribe to, up to a maximum of 25 matching shares. I acknowledge that the free shares will be delivered to me on or about 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.

Currency

- I acknowledge that 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 by my employer before the subscription period 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 price denominated 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 the Japanese yen.

Reductions

- In the event that the number of ARKEMA shares subscribed to in the Offering is greater than the number of ARKEMA shares offered (as set by ARKEMA's Board of directors), a reduction will take place. If requests are still not entirely met after applying the reduction rule under which the number of available shares will be divided by the number of subscribers to get an average number of shares per subscribers, the subscription payment amount will be adjusted to the allocated amount.
- 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:

- My subscription payment will be made by bank transfer. I hereby declare that my payment will be made by September 30, 2024.
- I have duly noted that any payment default may result in the cancellation of my subscription.
- No late payments will be authorized.

Loan payment:

- I hereby authorize my employer to withdraw from my salary on a monthly basis 1/24 of the amount due under this payment method, and the first withdrawal 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.
- 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 October 31, 2026, I agree to pay the remaining amount due before 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 as well as employees whose employment contracts are suspended on the last day of the subscription period may not benefit from the loan with zero interest for 24 months offered by their employer to finance their subscription.

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 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,
- 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 Estienne d'Orves 92700 Colombes. My personal data provided herein will be provided to and processed by Arkema, Amundi ESR, the agent in charge of the collection of the subscription requests, the account holder of my shares 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. model contracts).
- This processing is necessary for the execution of the investment contract (i.e. the present subscription). 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'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 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.

General Meeting

- I ask that I benefit from the electronic communication services linked to my account regarding General Meetings and receive notice for shareholders general meetings and relevant documents for the shareholders general meetings of Arkema by email, on the address indicated on the subscription website.
- If I do not wish to receive these documents under electronic format,
- I check the box