

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 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 30 October 2024, reserved for the employees of the aforementioned companies, authorised at ARKEMA's general shareholders' meeting of 15 May 2024 and approved by ARKEMA's board of directors on 15 May 2024. Accordingly, I agree to the terms and conditions of the PEG A whose regulations are available to me on request to the 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 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 five years until 30 October 2029 (except for an early release as authorised by French law).

Subscription terms

- The subscription is irrevocable.
 - The employee may participate in the capital increase by sending the duly completed Subscription Form, together with payment (as applicable), to HR Team, Bostik Limited, Common Road, Stafford ST16 3EH.
 - For this transaction, the employee's investment is financed exclusively by a voluntary contribution.
 - The minimum subscription amount in the capital increase is the sterling equivalent of 15 euros, and the maximum number of shares which may be subscribed is 750 ARKEMA shares. The subscription is, in addition, subject to the yearly contribution threshold that limits the amount that an employee may invest of 25% of his or her gross annual remuneration.
- I acknowledge that I am not relying on any financial, tax or other advice from any ARKEMA group company or any of its officers, employees or agents; and I understand that the value of shares may go down as well as up.

Currency

- I acknowledge that ARKEMA shares are subscribed in euros. I acknowledge that my payment in pounds sterling will be converted into euros by my employer at an exchange rate set on the first day of the subscription period on 11 September 2024. The exchange rate may be viewed 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 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 pounds sterling.

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 that I subscribe for, up to a maximum of 25 matching shares. I acknowledge that the free shares will be delivered to me on or about 6 November 2028, subject to the condition that I remain employed by a company within the ARKEMA group until 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 via one or several shareholding funds (FCPEs) and I hereby agree to such method of delivery.

Employment rights

- Nothing contained in this Subscription Form or in any other materials made available in connection with the Offer shall confer upon me any right or entitlement in respect of my employment, including in cases of termination of employment. Participation in the Offer is separate from, and does not form part of, my employment agreement. In addition, I understand that nothing contained in this Subscription Form or in any materials made available in connection with the Offer shall confer upon me any right or entitlement in respect of future offerings.
- I acknowledge that the Offer is provided by the French company ARKEMA S.A., not by my local employer. The Offer does not form part of my employment agreement and does not amend or supplement such agreement.

Reductions

- In the event that the number of ARKEMA shares subscribed for under 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.
- 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

- My subscription payment will be made as indicated in the Subscription Form.
- Where I have indicated for deductions to be made from my salary (whether by a one-off lump sum or in monthly instalments), I hereby authorise my employer to make such deductions.
- I have duly noted that any payment default may result in the cancellation of my subscription. In particular, where I have elected to pay by cheque my subscription shall be conditional on my subscription amount being received in cleared funds, and my subscription may be cancelled and/or redeemed to the extent that I default on such payment.
- I certify that with regard 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 the full amount of my subscription has been paid, I agree to pay the remaining amount due before my departure and agree that alternatively my employer may set off the remaining amount from any amounts owed to me and/or arrange for a redemption of FCPE units and/or a sale of ARKEMA shares on my behalf in order to raise sufficient funds to be used in order to satisfy the remaining amount. In the event that I default on my payment, my employer may implement any appropriate measures to recover its claim.
- I acknowledge that employees whose employment contracts are scheduled to expire before October 2024 may not benefit from the loan (payment by instalments) 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**

Taxation

Note: The next three paragraphs set out the text of the "restricted securities" election that you are required to enter into as a term of the offering (and follows the wording of HM Revenue & Customs' standard form of election).

- I hereby agree with the ARKEMA group company with which I have a contract of employment (my "**employer**") that, pursuant to section 431(f) of the Income Tax (Earnings and Pensions) Act 2003 ("**ITEPA**"), all of the ARKEMA shares which are acquired pursuant to this Subscription Form (which are employment-related restricted securities by reason of sections 423 and 424 of ITEPA), and their market value, will be treated as if they are not restricted securities for the relevant tax and National Insurance purposes and that sections 425 to 430 of ITEPA do not apply.

Should the value of the securities fall following their acquisition, it is possible that income tax and National Insurance contributions (where the securities are Readily Convertible Assets) that would have arisen because of any future chargeable event (in the absence of an election) may be less than the income tax/National Insurance due by reason of this election. There is no income tax/ National Insurance relief available should this be the case.

- The above election shall form Part A of a Joint Election and shall become irrevocable upon the acquisition of the securities to which this election relates. In signing this Subscription Form (which incorporates the above joint election) I agree to be bound by its terms as stated above.
- By completing this Subscription Form I hereby authorise ARKEMA and/or my employer to deduct from my pay any tax and primary Class 1 National Insurance (or similar) contributions which may be due in relation to the acquisition, holding, disposal or redemption of shares or FCPE units acquired pursuant to this Subscription Form, whether with my personal contribution or as matching shares (the "**Tax Liability**"). If I have chosen to add an amount equivalent to the Tax Liability which arises at the time of subscription to my interest-free loan, I agree that repayment will be taken on the same terms as my subscription amount. If my pay is insufficient to enable ARKEMA and/or my employer to deduct the full amount of the Tax Liability on any occasion, I hereby agree to meet the Tax Liability due in full by cheque within 7 days of notification of such liability by Arkema or my employer. Alternatively, ARKEMA and/or my employer may arrange for a redemption of FCPE units and/or a sale of ARKEMA shares on my behalf in order to raise sufficient funds to be used in order to satisfy such liability.

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 (or, in the case of citizen or residents of Russia, in a member country 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 member country 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.

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"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 on the website of the management company: www.amundi.com.

Data Protection

- This subscription form is subject to the French Law n°78-17 of 6 January, 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 27 April, 2016 on the protection of individuals with regard to the processing of personal data and the free movement of such data as well as any relevant local law on data processing (including the UK GDPR and the Data Protection Act 2018).
- I am aware that the personal data I provide in this form will be used, stored, collected, and transferred for the purpose of electronic data processing, for which Arkema is responsible.
- The legal basis for this processing is the execution of the investment contract (i.e. the 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 to access, stop, amend and correct or delete any personal data (including after redemption of all the shares I hold through the PEG A). 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 also note that I may contact the French supervisory authority, the CNIL, or the UK supervisory authority, the ICO, regarding all questions related to the protection of my personal information. Further details regarding data processing and who to contact are available on the employee website or on request.
- I have the right to file a complaint with the competent authority, concerning the protection of my personal data.