

2024 Employee Share Offering Questions & Answers

The following Questions and Answers are subject in their entirety to the terms and conditions set forth in the Country Supplement for the U.S., Subscription Agreement, Installment Deduction or Payment Note and Security Agreement, ESPP brochure and Free Share Plan Rules, each of which can be accessed on www.ake2024.arkema.com. In the event of an inconsistency with these Questions and Answers, those documents will govern.

General

Q: Who is Eligible?

A: Regular employees working 20 or more hours per week who have worked at least three months during the period from January 1, 2023, to September 30, 2024, and who are employed as of September 30, 2024 are eligible. No contractors or temporary workers are eligible.

Q: I will be leaving or retiring at the end of this month. Will I be able to participate in the plan?

A: If you leave or retire on September 30, you will be eligible to participate. If you leave or retire on or before September 30, 2024, your subscription to the Arkema 2024 Employee Stock Purchase Plan (ESPP) will not be valid.

Q: What is the ESPP?

A: A program which gives eligible employees the ability to:

- Purchase Arkema stock at a 25% discount on the average price of Arkema shares over the 20 trading days preceding approval of the plan (September 11, 2024). This equates to a subscription price (including the discount) of \$67.00 per share (€60.74 per share with a fixed exchange rate at \$1.1031 per euro), and:
- Receive 1 free share for every 4 shares purchased, up to a maximum of 25 free shares.

Q: When is the Subscription Period?

A: The subscription period begins on Monday, September 16, 2024 and continues through Monday, September 30, 2024.

For online subscriptions, the subscription period ends at 5:59 p.m. Eastern Time on Monday, September 30, 2024. Prior to that deadline, you must log on to the website using your company Global Identification Number (GIN) that was emailed to you from no-reply@ake2024.arkema.com and complete the online Subscription Form, which includes your acceptance of the terms of the Installment Deduction or Payment Note and Security Agreement if you are paying all or part of the subscription price with a loan.

For employees subscribing via paper forms, the subscription period ends at 5:00 p.m. Eastern Time on Monday, September 30, 2024. Prior to that deadline, all required documents must be completed, signed, and received by your HR office. The required documents are the Subscription Form and, if you are paying all or part of the subscription price with a loan, the Installment Deduction or Payment Note and Security Agreement. If you mail your forms rather than delivering them in person, please contact your HR representative before mailing to ensure you mail the forms to the correct address/location (where they can be processed timely). You may be requested to fax your documents before they are mailed.

Q: Maximum Subscription Amount?

A: The maximum dollar amount of shares that may be purchased by an eligible employee is 25% of your estimated gross annual compensation for 2024, and not more than 750 shares. Annual compensation is regular earnings, bonus, overtime, commissions, vacation pay, holiday pay, premium pay and shift differential.

Q: Maximum payroll deduction for the loan repayment?

A: Loan repayments cannot exceed 10% of your net monthly salary. 401(k) contributions do not need to be considered when estimating your net salary.

Q: Are there additional restrictions on purchasing the maximum amount of shares, if I am already contributing the maximum amount into my 401k?

A: No.

Q: Where do I locate more information on the Employee Stock Purchase Plan?

A: When you subscribe you will be asked to confirm that you were advised to carefully review the Country Supplement for the U.S, Subscription Agreement, Installment Deduction or Payment Note and Security Agreement, and ESPP brochure, and that you have done so. You can access these documents via www.ake2024.arkema.com up and until September 30, 2024.

You can also contact your local HR representative with your questions. A list of local HR representatives and site contacts is available on www.ake2024.arkema.com.

Arkema's financial information is published on the Internet at <https://www.arkema.com/en/investor-relations/>. Arkema shares are traded on Euronext in Paris. They cannot be exchanged for U.S. ADRs, and they will not be listed on any United States stock market or trading system. Information on Arkema shares can be found on the Internet at <http://www.euronext.com>.

The free shares are also subject to the terms and conditions of the Free Share Plan. You can request a copy of the plan document from your HR representative.

Q: What are the major differences between the shares I purchase at the discounted price and the free shares that are granted to me?

A: Purchased shares:

- 1) There is a 3-year lock-up period during which time you must hold the shares. After that time, you may sell your investment or continue holding it as an equity investor in Arkema.
- 2) You will receive any dividends paid and have voting rights at general shareholders' meetings for those purchased shares.

Free shares:

- 1) The delivery date is in 4 years, on or about November 6, 2028.
- 2) Prior to this date, you will not own the free shares. You will not receive dividends or have voting rights at general shareholders' meetings on the free shares until they are delivered.

Q: Are the ESPP loan deductions starting in November 2024 pre or post tax?

A: They are post tax.

Departures and early exit events

Q: When is the earliest that I can sell the shares that I purchased as part of this ESPP offering?

A: Shares that you purchase as part of the ESPP offering have a 3-year holding period, after which you can start selling them.

However, if you qualify for an early exit event as defined in the country supplement, you may be entitled to sell the shares you purchased earlier, once you have repaid the company for the full amount of any ESPP loan balance.

Early exit events are:

1. Your disability (as defined under the long-term disability plan applicable to you);
2. Your death or the death of your spouse;
3. Your termination of employment with the Arkema Group (Arkema and its majority-owned subsidiaries), including due to retirement; or
4. The purchase or enlargement of your primary residence.

The statements above do not apply to free shares.

Q: What happens if my employment ends before repaying the ESPP loan?

A: If your employment ends, for any reason, before you have repaid your ESPP loan, you must pay off the outstanding balance of the loan within 30 days. However, if your employment ends due to circumstances under which Arkema offers you severance payments, you may elect to have the balance of your loan repaid by periodic deductions from your severance payments.

Once the loan has been repaid, your termination with the Arkema Group qualifies as an early exit event, as described above, in which case you are entitled to request the release of your purchased shares from the custodian.

No purchased shares will be available for sale by you until your ESPP loan is paid in full. If you do not repay your loan within 30 days of your departure, the custodian will sell the number of shares necessary to repay the loan. If there are shares left, they remain yours. But, if the market value of the shares in your account is less than the outstanding amount of your loan, you will be responsible to pay the difference to Arkema. Arkema has the ability to withhold other compensation from you (including the free shares) if you do not repay your loan, subject to certain restrictions under law.

Q: What happens if I leave the company before the end of the 4-year holding period of the free shares?

A: You must be an employee of Arkema on the close of the subscription period on September 30, 2024 to be eligible to receive the free share grant.

In order for your free shares to vest and be delivered to you, you must remain an employee of Arkema (continuous employment) from September 30, 2024 to the delivery date (on or about November 6, 2028). If your employment with Arkema ends before the end of this 4-year period for any reason other than the covered exceptions, you lose the free share grant. Covered exceptions include termination of employment for one of the following reasons:

1. Death
2. Disability (“Disability” shall have the meaning ascribed thereto under the long-term disability plan applicable to you.)
3. Retirement
4. Redundancy or Termination without Cause
5. Loss of Participating Company status or divestiture of business or operating unit.

You will not lose your free share grant if your employment is terminated during the 4-year vesting period for one of these covered exceptions. In any of these cases, your right to the free shares will vest immediately; however you will still have to wait until the end of the four-year holding period to sell them, receive voting rights on them or receive dividends on them (except in the case of death, when they will be delivered within 90 days).

For the avoidance of doubt, if you voluntarily terminate your employment without meeting the definition of retirement (at least age 55 with at least 10 years of service) following September 30, 2024 and before the delivery date, you will not be eligible to receive the free share grant.

Q: What is the impact of subscribing to the 2024 ESPP if you retire after September 30, 2024?

A: With respect to your purchased shares, your retirement will be considered an "early exit event", and thus (1) your ESPP loan will become payable in full and (2) once the loan is repaid, the purchased shares will no longer be subject to the 3-year holding period and you will be permitted to sell them.

With respect to your free shares, if you retire after September 30, 2024, your retirement is also considered an “exception to the continuous employment condition”, and thus you will vest in the free shares; however, they may not be sold until they are delivered to you in November 2028.

Q: One of the early exit events is the enlargement of a primary residence. What documentation is required to evidence the enlargement of my primary residence, and would there be a dollar limit for what would be acceptable?

A: The early exit events are governed by French law and must comply with U.S. tax law. Please contact your local HR representative to discuss whether the proposed enlargement would constitute an early exit event. Documentation that will be taken into consideration includes contracts with architects and other contractors, governmental permits and paid invoices.

Q: One of the early exit events is the purchase of a primary residence. What documentation is required to evidence the purchase of a primary residence?

A: The early exit events are governed by French law and must comply with U.S. tax law. Please contact your local HR representative to discuss whether the proposed purchase would constitute an early exit event. Documentation that will be taken into consideration includes a binding sale contract with a specified closing date and final closing documents.

Q: If I take out an ESPP loan and have an early exit event, can I use the purchased shares to pay off the remainder of the loan or will I have to repay the loan in cash?

A: If you paid for your purchased shares through an ESPP loan and subsequently become eligible for an early exit event, your ESPP loan will become immediately due and payable. No purchased shares will be available to be sold by you until your ESPP loan is paid in full. Upon request, the custodian will sell the number of shares necessary to repay the loan. If you do not request shares to be sold and do not repay your loan within 30 days of your departure, the custodian will sell the number of purchased shares necessary to repay the loan. If there are purchased shares remaining after a sale, they will be available to you. However, if the market value of the shares in your account is less than the outstanding amount of your loan, you will be responsible to pay the difference to the company. The company will have the right to collect any unpaid portion of the loan from other amounts owed to you (including the free shares) subject to certain restrictions under law.

Q: Can I name a beneficiary for my shares?

A: Your spouse (if you are married on the date of your death) or your estate (if you are not married on the date of your death) will be presumed to be your beneficiary.

Dividends

Q: How often are the dividends offered?

A: Arkema generally pays dividends once a year after the shareholders meeting in the month of May or June, to the extent approved by shareholders.

Q: How are the dividends calculated?

A: The amount of dividend per share is proposed by the Arkema Board of Directors and voted on at the shareholders meeting, usually in May or June. In 2024, the dividend paid on 2023 earnings was 3.50 euros per share. Remember, of course, that past performance

is not an indicator of future performance. The dividend will be paid in dollars after being converted by Uptevia from euros to dollars.

Q: Will there be a wire transfer fee for dividends deposited into my US banking account?

A: Generally, Uptevia will make a direct deposit of dividend payments to your U.S. bank. Uptevia will not charge a direct deposit fee or a wire transfer fee, but there will be a charge for currency conversion. Your U.S. bank may or may not charge for a direct deposit or a wire transfer fee, depending upon the terms applicable to your account. Each bank is different. Most banks do not charge a direct deposit fee, but some banks have international wire transfer fees and others do not. Please be sure to check with your banking institution on the matter prior to subscribing.

Q: Can my dividends stay with the custodian as opposed to delivering the funds to my own checking or savings account?

A: No. The dividends must be paid out.

Q: Can the dividend be reinvested after it is paid out?

A: No.

Tax Aspects

A detailed tax summary is provided in the U.S. Country Supplement. This summary is given for informational purposes only and should not be relied upon as being either complete or conclusive. For definitive advice, employees should consult their own tax advisors regarding the tax consequences of participating in the Arkema Group Employee Share Offering.

Q: How will my purchased shares be taxed?

A: Income tax is applicable to the value of the discount. You will be taxed in 2024 on the “discount”, which is the difference between the Fair Market Value of the shares at subscription (i.e. the market price in U.S. dollars of Arkema shares at end of the subscription period on September 30, 2024) and your actual purchase price (\$67.00) per share.

The discount will be subject to withholding at the applicable federal supplemental income tax rate. State and local taxes also may apply depending on your state of residence. The discount will also be subject to the 1.45% Medicare tax that applies to all compensation, and the 6.2% Social Security/FICA tax that applies to a limited amount of your compensation (for 2024, these taxes are only imposed on the first \$168,600 of annual compensation). Under federal law, you must also pay an additional 0.9% Medicare tax on your wages (including the discount) in excess of US\$200,000 (US\$250,000 for married

couples filing jointly or US\$125,000 for married individuals filing separately). Arkema withholds based on the US\$200,000 threshold, so depending on your filing status, you may owe additional taxes at the time of filing. You should consult with your tax advisor to determine whether this applies to you.

The taxation of the discount will be withheld and remitted to the taxing authorities and a loan will be set up for reimbursement spread evenly over 10 bi-weekly pay periods starting in early November 2024. The taxes withheld will be included in your 2024 Form W-2.

Q: How will my free shares be taxed?

A: When the free shares are delivered to you after 4 years, you will be required to pay all applicable income taxes on the Fair Market Value of the delivered shares at that time (i.e. on the market price of Arkema shares in US dollars at close of business on the day of delivery). This taxation will be processed through payroll and will be included in your Form W-2 reported tax withholding for that tax year.

If you are no longer an employee when the free shares are taxed, shares will be sold to pay the estimated tax withholding.

Q: For the imputed interest on all below-market rate loan balances totaling over \$10,000, is the interest calculated on the amount that exceeds \$10,000?

A: No. When the total of all loan balances provided to you by Arkema exceeds \$10,000 then the imputed interest is calculated on the entire total of below-market rate loan balances outstanding and not just the amount over \$10,000. Once the total balance of all outstanding loans is paid down to below \$10,000, imputed interest will no longer be charged.

Q: What is the rate of interest charged on below market rate loans over \$10,000?

A: The rate is set by the Internal Revenue Service. The rate was 4.57% in September 2024. This rate is updated in our payroll system periodically.

Miscellaneous

Q: What is the maximum dollar amount I can subscribe for? Is this also the maximum amount of the ESPP loan I can take?

A: The maximum amount you can subscribe for is the lesser of the price of 750 shares or 25% of your estimated gross annual compensation for 2024. Gross annual compensation

includes all W-2 income such as regular earnings, bonus, overtime, commissions, premium pay and shift differentials.

Your ESPP loan should be limited so that payroll deductions for loan repayment in any given month will not exceed 10% of your estimated net monthly salary.

Q: Can I pay in cash for the tax due on the discount?

A: Yes, the tax due on the discount will be paid on your behalf and a loan set up with repayment over 10 bi-weekly pay periods starting in November 2024, regardless of whether you pay for your subscription in cash, with a loan, or by a combination of cash and loan. You may repay this loan for the tax on the discount in full or in part by check or increased payroll deduction.

Q: If over the course of the next four years, the Arkema stock splits (or a similar transaction), will the number of free shares be adjusted?

A: The Arkema Board of Directors has the discretion to determine the treatment of the free shares upon a stock split or similar transaction. The Board's decision will be made and communicated to you at the time of the transaction.

Q: Where do I submit my paperwork?

A: Please strongly consider subscribing online: it is faster and paper free.

If you cannot subscribe online, please complete and sign the Subscription Form and Banking Information Form. Also, if you are paying all or part of the subscription price with a loan, complete and sign the Installment Deduction or Payment Note and Security Agreement. All signed forms must be **received** by your local Human Resources representative by 5:00 p.m. Eastern Time on September 30, 2024.

You can deliver your forms to your HR representative in person. If you decide to mail your forms, please contact your HR representative before doing so to ensure you mail the forms to the correct address/location (where they can be processed timely). You may be requested to fax your documents before they are mailed.

Q: If I am paying all or part by check, where do I send my check?

A: Please make checks payable to the company and deliver to your local HR representative. If your check is not received timely (by Monday, September 30), you will be deemed to have elected a loan.

Sale or Divestiture

Q: What would happen to my purchased shares and free shares if the company, division or business unit that I work for is divested from Arkema?

A: If the sale or divestiture of the Participating Company, business or operating unit by which you are employed (referred to below as a “Sale Event”), occurs before the end of the subscription date on September 30, 2024, you will not meet the eligibility requirements to participate in the purchase offering. However, if the Sale Event occurs after the close of the subscription period, your purchased shares and free shares will be subject to the following treatment:

Purchased Shares

The treatment of your purchased shares upon a Sale Event depends on the nature of the transaction. **In general**, a Sale Event will result in a termination of employment, with the effect that the lockup period will end, and the balance of your loan will be due in 30 days. However, if in connection with the Sale Event:

- You become employed by another Arkema Group entity;
- The entity that employs you becomes owned by the acquiring entity;
- Your employment is transferred to the acquiring entity along with your business or operating unit; or
- You are offered and accept employment with the acquiring entity;

and the acquiring entity agrees to continue payroll deduction of your loan balance, then Arkema may be able to give you the option whether or not to treat the Sale Event like an Early Exit Event. If the Sale Event is treated like an Early Exit Event, then the Sale Event will constitute a termination of employment as stated above. If the Sale Event is not treated like an Early Exit Event, then the Sale Event will have no effect on your outstanding ESPP loan and your purchased shares will remain subject to the lockup period.

Please note that Early Exit Events are determined in accordance with French law and you should consult with your local HR representative upon the announcement of a Sale Event.

Free Shares

If your employment with the Participating Company is terminated as a result of the Sale Event (as described above), your free shares will vest immediately (i.e., will no longer be subject to the continued employment condition) upon the Sale Event. However, your free shares will not be delivered to you until the normal delivery date (expected to be November 6, 2028). You will remain eligible to receive the free shares even if the Sale Event occurs after the close of the subscription period on September 30, 2024 but before the free share grant date in November 2024, since a Sale Event qualifies under the Free Share Plan as a covered exception to the continued employment condition.

Please refer to www.ake2024.arkema.com for complete plan information.

These questions and answers provide a general overview; the actual offering is subject to the detailed terms contained in the U.S. Supplement and other ESPP documents. You are urged to review the forms and financial statements, which contain important information including risk factors. Review carefully.