

2024 CAPITAL INCREASE RESERVED FOR EMPLOYEES

Arkema Group's employee shareholding plan

WHAT IS AN EMPLOYEE SHAREHOLDING PLAN?

It is a plan enabling employees to acquire a stake in their company's capital by investing in Group shares.

→ WHY INVEST?

You can acquire Arkema shares with :

- A discounted price of 25% from the reference price,
- Matching shares contribution : 1 free share for 4 subscribed shares, up to a maximum of 25 free shares.
- With payment options:
 - Interest-free employer loan,
 - Cash Payments, or
 - Combination of the two options.

→ THE BENEFITS OF THE 2024 OFFER

Your investment mirrors the Arkema share price and the euro/
dollar exchange rate.

25%
discount
from the
reference
price



Benefit of
potential
dividends



Matching
shares:
1 free share for
4 subscribed
shares



Interest-
free loan

PLEASE NOTE

Your investment is locked-up for 3 years except in the event of an early release. Free shares are delivered after four years of continuous employment; some exceptions apply to the continuous employment condition.

To find out more including risks, please refer to the "local supplement" available at www.ake2024.arkema.com.



→ WHO CAN SUBSCRIBE?

Full-time employees of Group companies that subscribe to the Group's employee shareholding plan, with 3 months of employment at the end of the subscription period, i.e. 30 September 2024.

For the purpose of this offer, full-time is defined as working over 20 hours a week, excluding temporary help, interns, independent contractors, leased employees and consultants.

→ HOW CAN I SUBSCRIBE?

Go to www.ake2024.arkema.com
from 16 to 30 September 2024, and :

- 1) **Click on** "Subscribe",
- 2) **Enter the username** sent to you by email on 12 September from noreply@ake2024.arkema.com or retrieved from your local HR,
- 3) **Complete & Register** your subscription no later than 30 September 2024 by 5:59pm EDT.

KEY DATES

➢ **11 September**
Subscription price setting

➢ **16 to 30 September 2024**
Subscription period

➢ **30 October 2024**
Delivery of subscribed shares to your account.

