



**ARKEMA GROUP**  
**2024 EMPLOYEE SHARE OFFERING**  
**INSTALLMENT DEDUCTION OR**  
**PAYMENT NOTE AND SECURITY AGREEMENT**

<p>Loan amount</p>	<p>■ <b>September</b></p>	<p><b>,2024</b></p>
--------------------	---------------------------	---------------------

.....(hereinafter “me,” “I” or “Employee”), for value received,  
 (Employee’s name)  
 hereby promises to pay to the order of..... (insert employer’s name, hereinafter the “Company”),  
 at its principal office, in lawful money of the United States, the principal amount of \$.....

(which represents the amount of the Subscription Price for the shares I subscribed for pursuant to the Arkema Group 2024 Employee Share Offering (the “Offering”) that I have elected to be financed by a loan from the Company), (a) in 52 equal biweekly installments, through payroll deductions, beginning in the first half of November 2024 with the final payment due and payable in October 2026 or (b) in full immediately upon the full or partial redemption of my shares following the occurrence of an “Early Exit Event” as set forth in the 2024 Country Supplement for the United States (the “U.S. Supplement”).

If I am allotted under the Offering fewer than the total number of shares I requested on my subscription form or online election form, the principal amount of my loan will be reduced in proportion to any reduction in the number of shares I subscribed for that I elected to be financed by a loan from the Company pursuant to this Installment Deduction or Payment Note and Security Agreement (the “Agreement”).  
 For purposes of this Agreement, the term “Shares” shall include the purchased Shares as well as all additional shares or other property (including but not limited to stock subscription rights and the Free Shares granted pursuant to the Offering) that may from time to time be distributed or attributed in respect of the Shares purchased by Employee.

Capitalized terms not defined herein shall have the meanings ascribed to them in the U.S. Supplement.

**(1) Loan Terms.**

- (a) This loan shall not bear interest.
- (b) If my loan amount becomes due and payable on a Saturday, Sunday or public or other banking holiday under the laws of the state where my current U.S. employer is headquartered, the maturity thereof shall be extended to the next succeeding day.
- (c) My loan may be prepaid in full or in part at any time without payment of any penalty or premium.

**(2) Events of Default.**

The occurrence of the following shall constitute an “event of default” hereunder:

- (a) failure of Employee to pay any portion of my loan when due and payable; or
- (b) the insolvency of Employee, the admission by Employee of his/her inability to pay his/her debts as they become due, the commencement of any case by or against Employee under any bankruptcy or insolvency law or the making by Employee of any assignment for the benefit of creditors.

If an event of default shall have occurred and be continuing, Employee agrees that any notice by the Company of sale, disposition or other intended action to enforce the Company’s rights with respect to the Shares hereunder shall constitute reasonable notice to Employee if such notice is emailed to Employee’s work email address or other email on record with the Company or mailed by regular or certified mail, postage prepaid, at least three days prior to such action, to Employee’s address specified in the records of the Company.

**(3) Rights of the Company.**

The Company, or Uptevia or any successor thereto as custodian of the Shares (the “Custodian”) as agent of the Company, may from time to time upon the occurrence of an event of default:

- (d) transfer any of the Shares into the name of the Company or its nominee;
- (e) sell any of the Shares and take possession or control of any proceeds of sale; and
- (f) take possession or control of any dividends paid on the Shares.

Upon the occurrence of an event of default, Employee will not demand or receive any income or property from the Shares, and if Employee receives any such income or property, whether with or without demand by Employee, the same shall be held by Employee in trust for the Company in the same medium in which received, shall not be commingled with any assets of Employee and shall be delivered to the Company in the form in which it was received, properly endorsed to permit collection, not later than the next business day following the day of its receipt. Employee hereby waives presentment, protest, demand for payment, notice, notice of protest and notice of dishonor with respect to this Agreement.

# INSTALLMENT DEDUCTION OR PAYMENT NOTE AND SECURITY AGREEMENT

## **(4) Further Assurances; Company or Custodian as Agent.**

Employee agrees to take such actions and to execute such instruments of transfer and such other or different writings as the Company or the Custodian may request (and irrevocably authorizes the Company or the Custodian to execute such writings as Employee's agent and attorney-in-fact) further to confirm and assure to the Company its rights hereunder.

## **(5) Application of Proceeds by the Company.**

In the event the Company or the Custodian sells or otherwise disposes of the Shares in the course of exercising the rights provided for in Section 1 hereof, any amounts held, realized or received by the Company or the Custodian pursuant to the provisions hereof, including the proceeds of the sale of any of the Shares, shall be applied by the Company first toward the payment of any costs and expenses incurred by the Company or Custodian in enforcing this Agreement and in selling any Shares, including attorney's fees, and then toward payment of the loan amount and related obligations in such order or manner as the Company may elect. Any Shares remaining after such application and after payment to the Company of all obligations under this Agreement in full shall be paid or delivered to Employee, its successors or assigns, or as a court of competent jurisdiction may direct.

## **(6) Continuing Agreement.**

This is a continuing agreement and shall remain in full force and effect and shall be binding upon Employee, its successors and assigns until such time as all obligations under this Agreement have been paid in full.

## **(7) Online Forms.**

If I elected to subscribe to the Offering by means of an online election form, I acknowledge and agree that my acceptance of the terms and conditions of the Offering will be deemed the execution of this Agreement and this Agreement will be fully enforceable.

## **(8) Governing Law.**

This Agreement shall be governed by the laws of the Commonwealth of Pennsylvania if your U.S. employer is Arkema Inc., the laws of Wisconsin if your U.S. employer is Bostik, Inc., the laws of South Carolina if your U.S. employer is Coatex Inc., or the laws of Florida if your U.S. employer is ArrMaz Products Inc. or AMP Trucking, Inc., both in interpretation and in performance. The undersigned submits to jurisdiction and to the laying of venue in the appropriate federal or state court having jurisdiction in the County of Montgomery, Commonwealth of Pennsylvania for Arkema Inc.; Milwaukee County, Wisconsin for Bostik, Inc.; Chester County, South Carolina for Coatex Inc.; and Polk County, Florida for ArrMaz Products, Inc. and AMP Trucking, Inc.

Employee's Signature .....

Company Location .....

Date

Employee Name (print full name) .....

Personnel No. ....

(Employee to make and retain a copy for Employee's use)