



DECISIONS OF THE BOARD OF DIRECTORS MEETING DATED 27th FEBRUARY 2013
REGARDING THE COMPENSATION OF THE CHAIRMAN AND CHIEF EXECUTIVE
OFFICER

In accordance with the legal and regulatory provisions, and with the AFEP-MEDEF Code, the decisions taken by the Arkema Board of Directors at the meeting held on 27th February 2013, upon a recommendation from the Nominating, Compensation and Governance Committee, and relating to the compensation elements of Mr Thierry Le Hénaff in his capacity as Chairman and Chief Executive Officer of Arkema, are set out below:

- ✓ The fixed gross annual compensation for 2013, is unchanged as from 23rd May 2012, and shall be 750.000 Euros.
- ✓ Variable compensation paid in respect of 2012 and calculated on the basis of criteria set by the Board of Directors meeting dated 7 March 2012, shall be 1.042.726 Euros.
- ✓ The variable part in respect of 2013 may reach, as for 2012, a maximum of 150% of the annual fixed compensation, and shall remain determined on the basis of the achievement of quantitative targets related to the financial performance of ARKEMA and which weight is allocated as follow: growth in EBITDA for 55%, recurring cash flow for 27.5% and margin on variable costs of new developments for 27.5%, as well as qualitative targets essentially related to the implementation of the group's strategy for up to 40%.

The other compensation elements of the Chairman and Chief Executive Officer as set out by the Board of Directors dated 7 March 2012 are unchanged.

For information, all data relating to the compensation of the Chairman and Chief Executive Officer is set out every year in the Board of Director's report to the Annual General Meeting included in the Reference Document, which can be viewed on the Company's website: www.finance.arkema.com.