

**ARKEMA** INNOVATIVE  
MATERIALS FOR  
A SUSTAINABLE WORLD



**ACTIVE**

the innovation and sport supplement

# IN 2024 ARKEMA IN SPORT

With the Olympic Games in France, the European Football Championship and many other classic sporting events on the horizon, the coming months provide an opportunity for Arkema to present itself through the lens of sport in all its forms. Arkema is becoming a major player in the sporting arena: by supplying technical materials to the biggest sports brands, by developing a sponsorship strategy focused on women's sport, by working with community groups that use sport to promote equality and inclusivity, and by using sport internally as a powerful catalyst for energy and passion. We wanted to celebrate these credentials by creating this supplement to showcase the many ways in which we engage with the world of sport today.

# Bio-based materials

PUSHING PERFORMANCE  
TO ITS LIMITS

Arkema has been a partner of choice for sports brands for decades. Our portfolio of advanced and innovative biomaterials pushes performance to its limits. We are also helping the sports industry reduce its environmental footprint.



What do the soles of running shoes, football boots, tennis racket frames, ski helmets, bicycle saddles, golf putters, ski boots and surfboard fins have in common? Sport – yes. What else? They are all made with Arkema biomaterials such as Rilsan® polyamide 11 and Pebax® Rnew® elastomer. “Seventy-five years ago, we invented Rilsan® polyamide 11, derived from castor oil, a plant-based raw material, which we have continued to develop with new grades and properties to improve sports performance while improving their eco-design and recycling qualities. Our pioneering role in Advanced Bio-Circular materials has enabled us to offer breakthrough innovations to the biggest sports brands and become the world leader in this market,” explains Erwoan Pezron, Senior Vice President, High-Performance Polymers.

Almost all record-breaking marathon runners have worn shoes featuring Pebax® materials in their soles in recent years. Pebax® materials are Arkema's thermoplastics elastomers, praised by equipment manufacturers for its lightness, energy return, comfort and exceptional toughness.

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**Innovative materials for outstanding performance**

When it comes to sports equipment and protective gear, our high-tech components are at the forefront of innovation. They contribute lightness, sustainability and strength to enhance the sporting experience and help athletes stretch their limits.

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**A bold sponsorship strategy for women's sport**

Arkema has a visionary sponsorship strategy, focusing on women's football from 2019 with the Arkema D1 and then partnering the France women's team. The Group is also involved in various other women's competitions around the world and supports top athletes.

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**Close involvement with community groups**

Arkema's positive impact is not limited to stadiums and competitions. We are involved in community initiatives that use sport as a vehicle for inclusivity. By encouraging young people from disadvantaged backgrounds to take up sport, we can promote their personal development and social integration.

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**Uniting and engaging employees through sport**

Within Arkema, we encourage our employees to take part in sports, to make stronger connections through in-house competitions and get involved in running events. We're also keen to showcase our sporting talent within the company, often at a high level... and there's a lot of it!

Arkema plays an important role in sport, and sport is at the heart of our Group. So it is no coincidence that the five values that form the basis of our corporate culture – solidarity, performance, simplicity, empowerment and inclusion – are the same values that we promote on the playing field.



Fifteen years ago, Arkema researchers succeeded in developing a bio-based version based on the same chemistry as Rilsan® polyamide, while retaining and even improving the unique properties of the traditional Pebax® range. This was a breakthrough innovation for equipment manufacturers. “Since then, we have mainly sold our bio-based version, Pebax® Rnew®, which meets the growing demand for eco-design. Brands and consumers are looking for alternatives to fossil-based materials, and our biomaterials help them reduce their environmental footprint. We are hugely proud to contribute to athletic performance in many sports, and the durability and energy return we offer are unique on the market. That’s the key promise of our offering,” says Armand Ajdari, Chief Technical Officer at Arkema. “But it’s not just for elite athletes. More and more people looking for a physical challenge are attracted to our advanced high-performance bio-based polymers, especially on the booming running market.” Eco-responsibility. Performance. In perfect alignment.

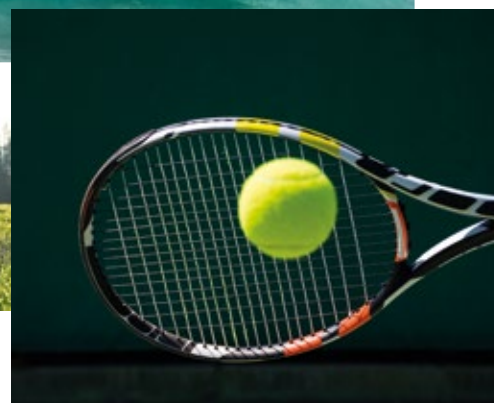
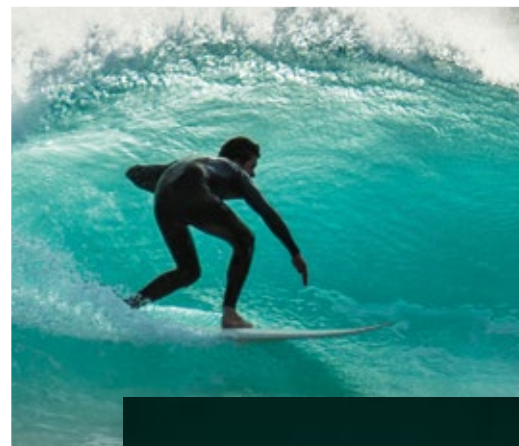


“Just as every major sports brand strives for gold in its market, we want to secure our leadership with innovative, environmentally responsible and increasingly high-performance bio-based materials at a competitive cost.”

**Armand Ajdari,**  
Chief Technical Officer at Arkema

### Boosting the performance of bio-based materials to meet the specific needs of the widest range of athletes

Arkema does more than supply high-performance biomaterials, we help sports equipment manufacturers develop new processes. In addition to injection, extrusion and 3D printing, our researchers and developers have added to their toolkit the means to offer an even lighter, more dynamic and resilient foam based on our Pebax® Rnew® materials. All of which means we can support a wider range of sports. “In this fast-moving sector, we have to be constantly vigilant and highly reactive if we want to remain innovative. In addition to our core markets of football and running shoes, we now have handball, basketball, tennis and trail running,” says Armand. “As well as working with the major sports brands, which are the main focus of our development strategy, we are also operating on a more entrepreneurial level with a number of equipment manufacturers, such as the Swiss brand On (see page 4), with whom we are working on sports textile applications for our Rilsan, and on recyclability, for example. Every week, our development team gets emails and calls from brands asking: what’s the next material, the next innovation? It all comes down to what these brands need and how we work with our researchers and developers around the world to meet this need. Our successes are their successes.”



AT THE 2022 MEN'S  
FOOTBALL WORLD CUP,

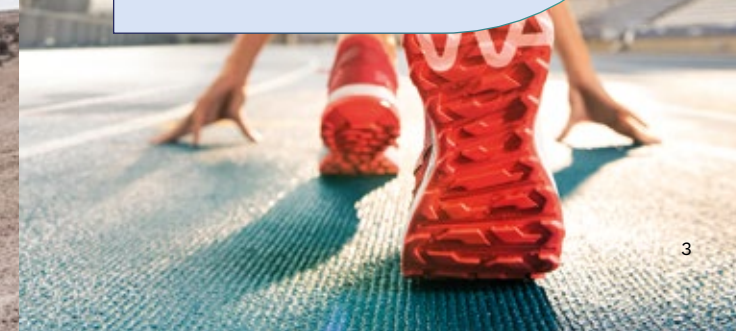
**75%**

of goals were scored with  
Pebax Powered® boots.

### AGIPLAST, GIVES ARKEMA INDUSTRIAL CAPACITY FOR RECYCLING ITS POLYMERS



Our Italian subsidiary, Agiplast, specialises in the mechanical recycling of polymers. Our Virtucycle® program allows the recycling of production waste from our materials or end-of-life products. Arkema is the first polymer producer to acquire this type of industrial facility, which helps to reduce waste and recover value by developing recycled and certified high-performance grades, thereby reducing the carbon footprint. This is an important step towards achieving our sustainable development goals and those of our customers.







**CLOUDNEO,**  
NOT JUST A RUNNING SHOE:  
A PERFECT EXAMPLE  
OF CIRCULARITY

## A RECYCLABLE RUNNING SHOE

**RILSAN®**



**PEBAX®**

**A PERFORMANCE SHOE MADE ENTIRELY  
FROM ARKEMA MATERIALS**

Designed by the Swiss sports equipment manufacturer On in partnership with Arkema, Cloudneo is not just a running shoe—it represents a new kind of market. Its owners are encouraged to return their shoes when they wear out. The On brand collects them and Arkema recycles them through our subsidiary Agiplast. This circular system allows runners to play an active role in an environmental project that reduces waste and the use of fossil fuels. This fine example of eco-design demonstrates that sustainability and high

performance can go hand in hand. Light as a feather (205g!) and with some of the best energy return and cushioning characteristics in the On range, the Cloudneo is designed with fewer than ten components. It is based on a monomaterial approach: our advanced Rilsan® and Pebax® materials are used for the midsole, the upper and laces. This project is a perfect example of our Virtucycle® programme, which aims to create loops (see page 3) to regenerate our products after use.



Castor beans, the raw material for our Rilsan® and Pebax® Rnew® materials

## Our bio-sourced materials enhance athletic performance

Our polyamides made from castor beans are used to manufacture all types of sports equipment. Used by the biggest brands and more niche names, they combine sustainability and technical performance.

**Rilsan® Polyamide 11  
for various equipment**

**RILSAN®**

- ▶ 100% bio-based
- ▶ Can be reinforced with glass or carbon fibers
- ▶ Increased mechanical resistance
- ▶ Replaces metal and reduces weight



In studded soles



In spiked soles



In bicycle helmets



In ski topsheets

In lightweight saddles and pedals to replace metal

**Rilsan® Clear transparent  
polyamide for eyewear**

**RILSAN®  
CLEAR**

- ▶ Up to 60% bio-based
- ▶ Transparent
- ▶ High durability



Cycling glasses



For ski goggles or eyewear

**Pebax® Rnew® thermoplastic  
elastomer for footwear**

**PEBAX® RNEW®**

- ▶ Up to 97% bio-based
- ▶ Wide range of flexibility
- ▶ High performance in cold weather and excellent energy return



Foam version for comfort and energy return in running or trail shoes



For lightweight ski boot shells that don't stiffen at low temperatures



For inserts or propulsion plates in running shoes for optimum energy return



# Sports selection

These well-known brands use our bio-based polyamides. These well-known brands use our bio-based polyamides to the fullest—injecting parts, textiles, 3D printed parts—to set them apart in performance to set them apart in performance.



**Hoka Cielo X2**  
This shoe enhances the long-distance running experience with a high midsole and four-pin Pebax® elastomer spike plate.



**Rudy Project Spinshield**  
Spinshield eyewear combines stylish design with performance, with frames made from Rilsan® Clear polyamide.



**ON Cloudspike 10,000 m**  
This World Athletics-approved spike shoe is built to dominate long-distance competitions and reduce stride impact. It combines CloudTec® cushioning with Helion™ and Pebax® foam for maximum energy return.



**Kiprun KD900X by Decathlon**  
With its Pebax® elastomer foam and carbon plate, Decathlon's KD900X running shoe offers exceptional energy return!



**Vuarnet Road**  
The frames of these eco-responsible sports glasses are made from Rilsan® Clear polyamide.

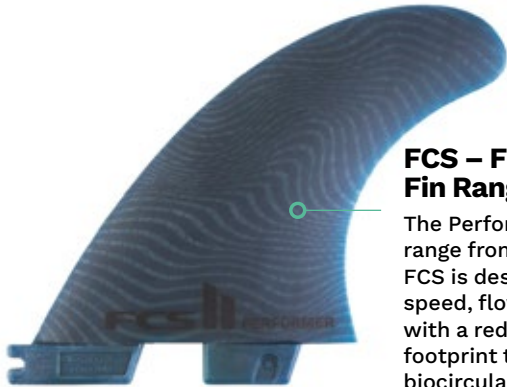


**Mizuno Wave rebellion pro 2**  
Designed for running sub-2.5-hour marathons and setting speed records, this shoe with a Rilsan® material plate considerably enhances the running experience.



**Maestrale by Scarpa**  
Scarpa's iconic Maestrale, with its shell made entirely from Pebax® Rnew® elastomer, is considered the most versatile touring boot for skiers of all abilities.

**Canterbury Speed Infinite Elite**  
The outsole of this rugby boot is made from Pebax® Rnew® elastomer, which is 97% bio-sourced! An ultralight shoe that offers stability and explosive energy response.



**FCS – FCS II Surf Fin Range**  
The Performer Neo Glass fin range from renowned surf brand FCS is designed to balance speed, flow and responsiveness with a reduced environmental footprint thanks to our advanced biocircular materials.

**Cobra Golf Putter**  
The Vintage range of golf putters sets a new standard in performance with a new Pebax® elastomer insert for an exceptionally responsive feel.



**Lacoste AG-LT23**  
Developed with Grand Slam winner Daniil Medvedev, the AG-LT23 tennis shoe offers the most demanding players the best performance on all surfaces, using our Pebax® materials for added stability and dynamics.



**Spektrum Bunner**  
The shell built from our biocircular Pebax® Rnew® and Rilsan® materials makes for “the most eco-friendly ski helmet ever made”, according to Spektrum.



**Cyclon-T t-shirt**  
This t-shirt from On is woven from 100% textile yarns derived from our Rilsan® polyamide: an alternative to conventional synthetic textiles of fossil origin. A lightweight, breathable t-shirt designed to last and be recycled.



**Hezo Cycling Helu One**  
A highly innovative cycling shoe made from our Rilsan® polyamide using 3D printing. The modular structure ensures optimal power transfer and a perfect fit of the foot on the pedal.



**Velocita Elixir by Umbro**  
The Pebax® elastomer outsole of this football boot offers exceptional multidirectional agility, while the stud geometry distributes pressure evenly when changing speed and direction.



## They are **winners** too!

In addition to bio-based polyamides, Arkema offers a wide range of materials, additives and adhesives that deliver performance and durability in a variety of sports. Here are a few examples.

### Custom 3D saddle for exceptional comfort

The Fizik brand saddle, manufactured by start-up company Carbon, features a honeycomb structure made from our N3xtDimension® UV-cured acrylic resins. The result is a lightweight, comfortable saddle that conforms to the rider's body shape.



### From smart watches to e-bikes, our adhesives are everywhere

Our Bostik Born2Bond® adhesives provide ultra-strong, high-precision bonding in the dials and cases of smart watches. These adhesives can also be found on many bicycle components including pedals, to bond metal parts as strongly as soldering. In e-bike batteries, our Bostik adhesives are used to encapsulate electronic components, fill thermal bridges, and assemble and seal modules and batteries.

### Ultra-light, strong bike frames

Our Nanostrength® nanostructured acrylic additives are used in the manufacture of racing and off-road bicycle frames, such as Look and Time brand bikes made from epoxy resins and carbon fibre. They make the frame remarkably resistant to impact and mechanical stress and give it excellent UV stability. For ultra-lightweight bikes.



### Soon an unbreakable skateboard?

The partnership between Arkema and the American start-up Continuous Composites has given rise to a revolutionary 3D printing process. It combines Continuous Composites' patented continuous carbon fiber 3D printing technology with Arkema's N3xtDimension® flash-cure UV resins. This process produces composites of exceptional strength and lightness, generates almost no waste and consumes very little energy, making it an environmentally friendly and economically advantageous solution. It made it possible to develop a skateboard prototype of remarkable strength and ultra-lightness!



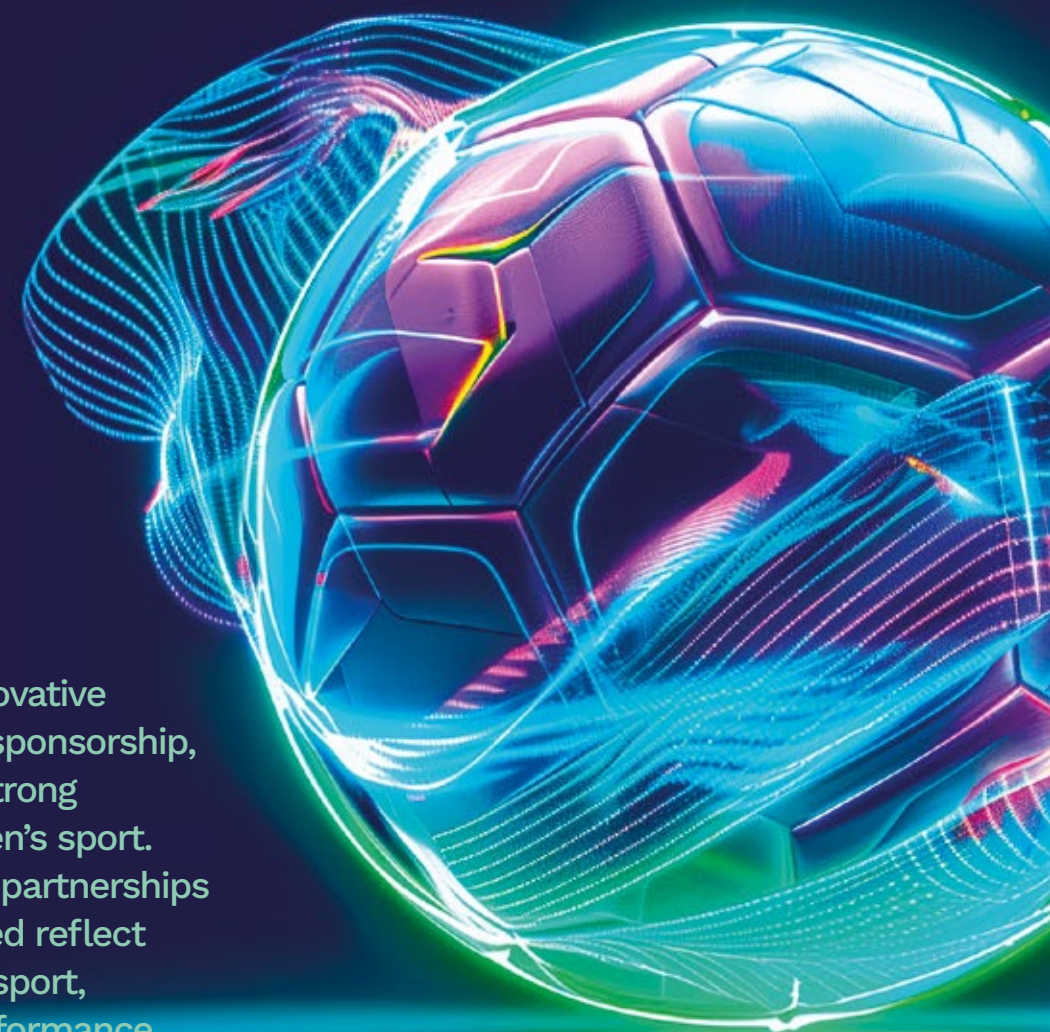
### Beneteau's eco-responsible concept boat in Elium® resin

One of the latest technological innovations in sailing is the new First 44e from the Beneteau group, the first production sailing yacht to be built entirely—hull, deck and cabin—from our Elium® thermoplastic resin for composites. It is the first fully recyclable composite sailing boat.

# Sport, the driving force behind our sponsorship

IN TUNE WITH OUR VALUES

Arkema is also innovative when it comes to sponsorship, in particular as a strong supporter of women's sport. The various sports partnerships we have established reflect our philosophy: in sport, as in business, performance can only be achieved as a team!





# Arkema is fully committed to **women's football**

For the past four years, Arkema's name has been associated with the France Women's Football Championship. But our association with women's football extends well beyond naming the D1. The Group has been a partner of the France team since 2023, and a large number of Arkema sites in France and around the world also support local clubs. This sponsorship makes perfect sense for Arkema, which is fully committed to supporting and elevating women's role in industry. The Group also intends to set benchmarks to boost women's football in amateur clubs and encourage them to go professional.

In many countries, football is no longer exclusively a man's game. In the United States, Brazil, Germany, Japan, the Netherlands and Spain, women's football fills the stadiums! Since 2019, Arkema has been committed to helping women's football take off in France. The Group has gradually established itself in this discipline, starting with its partnership with the 2019 FIFA Women's World Cup, which was held in France, before lending its name to the French championship, which was renamed the Arkema Division 1 the same year. "It was a bold sponsorship experiment, but it was so successful that in 2022 we decided to extend the partnership for another three years, until 2025," explains Gilles Galinier, Communications Director.

2025 also marks the end of Arkema's other flagship initiative: being the official partner of the France women's football team as its exclusive sponsor. The team has a series of competitions lined up following the World Cup in 2023 and the Nations League final against Spain in February 2024, and is looking forward to the Olympic Games this summer and the European Championship in 2025.



The Arkema D1, represented here by a match between Olympique Lyonnais and Paris Saint-Germain, is attracting more and more interest and spectators.

## Equality and inclusion: strong values for Arkema

These three partnerships have emerged, not just from connections between people, but also from a determination to get involved in a field that puts women in the spotlight at a time when Arkema is committed to gender equality and inclusivity. The company employs around 21,100 people worldwide (7,000 in France), 27% of whom are women. However, 29% of senior management and executive positions are currently held by women, compared to 18% a few years ago. The aim is to exceed 30% by 2030. These figures may still seem modest, but they reflect Arkema's significant progress in promoting women in its teams and management in an industry that has historically been very male dominated.

"With women's football, we are involved in a sports partnership that is both consistent—we support women on the pitch as well as in the company—and proactive," explains Gilles Galinier. "We also encourage our sites to support local clubs and teams directly." This is the case with the FC Serquigny Nassandres and SC Thiberville teams in Normandy, based close to Arkema's materials R&D centre and polyamide plant. The same goes for ES Anzin in northern France, near the Feuchy site, FC Gan near Pau, and SCN Nans-les-Pins near Marseille. In all, Arkema supports a dozen clubs across France. This commitment extends to the United States, where the Group has a strong presence, accounting for 30% of its sales, as a partner of NC Courage, the women's pro soccer team in Cary, North Carolina.

## Sailing: where Arkema's commitment to sport began

Before football, Arkema focused its sponsorship on another sport, ocean racing, by supporting Neo Sailing Technologies (formerly Lalou Multi), which has a dual role as racing team and boat builder. Over the past ten years, a number of boats have flown the Arkema flag, including two Multi 50 trimarans skippered first by Lalou Roucayrol and then by Quentin Vlamynck. "The sponsorship also made sense in terms of R&D collaboration," explains Gilles. "Some of the high-performance materials we develop, such as recyclable resins and adhesives, are very useful in boat building and we were able to test them on Arkema racing yachts." Although the sponsorship ended in 2022, Arkema has maintained its technical partnership with the Neo Sailing Technologies shipyard.



## AN AMBITIOUS AND INNOVATIVE SPONSORSHIP

Since Arkema started supporting women's football, the company has invested ten million euros. "This is a considerable sum, but it's not comparable to the cost of rights in other sports, and it has enabled us to be seen as 'the' partner of women's football in France," continues Gilles.

As a partner, Arkema has high hopes for the coming months: a fully fledged women's professional league will be launched in France for the 2024-2025 season. The onus is on the parties involved—the federation, clubs, media, etc.—to step up and promote and shape women's amateur and professional activities as well as training. Arkema intends to play its part.

“These partnerships in women's football are very important to me, because they demonstrate our commitment to giving women a more prominent place in society and to promoting diversity. Thanks in particular to the determination of the FFF, women's football has seen strong growth, with a record number of 240,000 registered players in 2023, an increase of 140% in ten years. Arkema is working alongside the FFF as namer of the D1 and national partner of the France women's team, which played in the World Cup last summer and will soon be competing in the 2024 Olympics and the Women's Euro 2025. The momentum will continue to build over the next few years with a number of key initiatives such as the creation of a professional women's league within the FFF and the opening of accredited training centres for young female players. The Arkema Group is proud to contribute to a more open and inclusive sport. Thanks to Philippe Diallo and Jean-Michel Aulas for their hard work!”



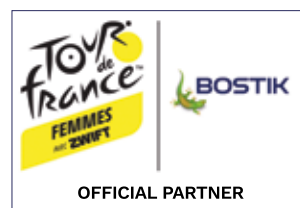
**Thierry Le Hénaff,**  
Chairman and CEO  
of Arkema





## Bostik and **women's cycling** stick together!

For the 2024 cycling season, our subsidiary Bostik, which specialises in performance adhesives, has teamed up with Amaury Sport Organisation to support women's cycling in the "Tour de France Femmes avec Zwift" and three classic spring races.



By raising its profile through prestigious events such as the "Tour de France Femmes", Bostik is reaffirming its commitment to diversity and inclusion in one of the most popular sports in France and worldwide.

In addition to its role as sponsor, Bostik will provide essential technical support by supplying smart adhesives for riders' bib numbers: these innovative solvent-free adhesives, made from 10% plant-based raw materials derived from pine resin, have been specially developed for this purpose. They guarantee perfect adhesion throughout the race and will withstand bad weather and difficult race conditions. The benefit of this adhesive is that it leaves no residue on the jerseys, making them much easier to reuse.

Bostik also supports iconic races such as Paris-Roubaix, La Flèche Wallonne and Liège-Bastogne-Liège, demonstrating its determination to bolster the position of women cyclists at the highest level.

*"I welcome Bostik's commitment to supporting the 'Tour de France Femmes avec Zwift' and women's cycling in general. In addition to the technical support provided by their adhesive solutions, the decision to sponsor the Tour de France Femmes reflects the credibility that women's cycling has gained in recent years. We are confident that this support will continue to help all of our women's events grow."*



**Marion Rousse,**  
Director of "Tour de France Femmes avec Zwift"

## Arkema dives in with the Mexican women's **artistic swimming** team

Arkema is supporting the Mexican women's artistic swimming team, which will take part in this year's World Artistic Swimming Championships and the 2024 Olympic Games. Arkema naturally stepped in after the team was refused funding by the government.



**Jessica Sobrino,** multi-medallist professional swimmer, joins the team of athletes supported by Arkema.

For the Mexican national artistic swimming team, 2024 is a year of challenges: they will compete in the Artistic Swimming World Cup, which will be held in three stages between May and July, in Paris, Markham in Canada and Budapest, and of course the Olympic Games in Paris!

The young team's journey has not always been smooth—they did not take part in the 1996 Atlanta Olympic Games. What's more, the government, which is cutting its sports budgets, decided not to fund the team for its competitions this year, forcing them to seek funding through corporate partnerships. Arkema quickly stepped up to become one of the sponsors of this dynamic team, which is now more motivated and better trained than ever!

The talented team includes 29-year-old Jessica Sobrino, a professional swimmer who has performed some of the most spectacular acrobatics and figures in the world. Being 158cm tall, Jessica is proud to have won a court case to overturn the 160cm rule that excluded swimmers under this height. She has already won many medals, most notably at the Pan American Games and the Central American and Caribbean Games.

Impressed by her talent, strength of character and dedication to training (eight hours a day!), Arkema decided to provide her with a monthly grant to cover all her transport costs. The company is delighted to be involved in this fascinating and beautiful sport!





# Supporting **four** top **athletes**

For several years now, Arkema has been proud to support four determined athletes in the fields of wheelchair tennis, paratriathlon and women's football who are on a mission to surpass themselves and perform at their best. They perfectly embody our values of solidarity, performance, simplicity, empowerment and integration.

## Pauline Déroulède

French Wheelchair  
Tennis Champion

Pauline is a determined sportswoman. A tennis player since childhood, her life was turned upside down in 2018 when she was hit by a car that mounted the pavement when the driver lost control. She lost her left leg.

Her resilience prevented her from giving up: her disability became her strength and she embarked on intensive rehabilitation and sports training. She decided to become a professional wheelchair tennis player and focus on competing in the 2024 Paralympic Games in Paris. She is also a passionate campaigner for road safety.

### Her achievements

- **French Wheelchair Tennis Champion**  
in 2021, 2022 and 2023

“I’m a very determined person. I love to fight, and when I put my mind to it, I give it my all. I set myself the challenge of an individual sport. But you can’t do it without a team around you. Arkema’s support is invaluable.”



## Alexis Hanquiquant

Triathlon gold medallist  
at the Tokyo Paralympics

Alexis Hanquiquant suffered a serious accident on a building site in 2010 while working as a bricklayer. His leg was saved after thirty operations over three years, but the pain continued and in 2013 he requested an amputation. It was the start of a new life for him.

Already a keen sportsman before his accident, Alexis took up triathlon and set himself an ambitious goal. Without a coach, he became French vice-champion in 2016. From there, he worked his way up to the French team, winning race after race. Like Pauline Déroulède, his goal is to win gold in Paris in 2024!

### His achievements

- **6 times PTS4 French paratriathlon champion**  
between 2017 and 2022
- **6 times PTS4 European Paratriathlon Champion**  
between 2017 and 2023
- **6 times PTS4 Paratriathlon World Champion**  
between 2017 and 2023
- **PTS4 Paralympic Paratriathlon Champion**  
Tokyo 2021

“For me there’s no difference between triathlon and paratriathlon. I feel like a triathlete in my own right. I don’t really have a disability, I just have a difference.”





“There are a lot of similarities between what I do in sport and what I do in the corporate world. It’s all about improving the athlete’s performance. I feel as invested in my role as an engineer as I do as a footballer. The competition I’d like to win? The Olympic Games!”

## Clara Mateo

Professional footballer  
and Engineer at Arkema

Clara plays for Paris FC in the Arkema D1 and internationally on the France women’s team. She is also an Arkema employee!

After an internship with the Group in 2019 as part of her engineering degree in materials research at École Polytech Paris-Saclay, she joined Arkema as a Business Development Engineer after graduating. She now has two successful careers!

### Her achievements

- **2022**
  - Member of the first team for the 2021/2022 season of the Trophées UNFP du Football
  - Arkema D1 Player of the Month February 2022
- **2020**
  - First selection for the France national team
- **2016**
  - European Under-19 Championship (France team)
  - U-20 World Cup runners-up (France team)



## Gaëtane Thiney

Professional footballer

A seasoned professional, Gaëtane made her debut for the women’s D1 team in 2000 at the age of 14. Since then, her professional career has gone from strength to strength, including numerous caps for the France national team between 2007 and 2019.

Gaëtane plays for Paris FC and, in addition to her sporting career, is a national technical advisor for the French Football Federation, responsible for the development of youth football. Arkema has been supporting Gaëtane since 2019 through a long-term partnership.

### Her achievements

- **2014**
  - Women’s D1 best player
- **2012**
  - Women’s D1 best player
- **2007**
  - First selection for the France national team
- **2003**
  - U-19 European Champion (France team)

“Sport gives me discipline, the ability to surpass myself, high standards and the reward of being in the moment. There’s a real cross-fertilisation of skills between the world of business and the world of sport. You experience the desire to excel every day.”





# Sponsorship, sport and inclusivity

Having already invested in women's football, Arkema wanted to go one step further by supporting community groups that promote social and professional integration for young people from disadvantaged neighbourhoods through sport. We highlight three exemplary partnerships in France, Brazil and India.

**In France,** Arkema is one of the main partners of Sport dans la Ville.

Since 2019, Arkema has been working with Sport dans la Ville, an organisation that is well established in deprived neighbourhoods in the Lyon region, as well as in Marseille, Paris and Lille. The aim is to help to set young people on a path to success, using sport to teach them values that are important for their personal and professional development.



“The Job dans la Ville programme was created to address the problem of reduced access to training and employment for young people from disadvantaged neighbourhoods, and to help prevent school dropout. Arkema has become a key partner helping young people explore careers in science and industry and benefit from professional opportunities that will help them on their path to success. It is such a great opportunity!”



**Victoire Cuvelier,**  
Head of Private Partnerships  
at the organisation

To date, more than 10,000 young people have benefited from the organisation's work each year through sports and cultural activities as well as help in finding training or employment.

In 2023, Arkema stepped up its support for the association by becoming a Grand Partner. This was a natural progression as the association's work is closely aligned with Arkema's values of inclusion and community. Arkema now provides specific support for the Job dans la Ville programme, which helps more than 2,800 young people aged 14 to 25 each year by giving them the best possible chance of success in their work life. Arkema introduces them to the types of careers it offers during site visits, organises workshops to prepare students for the world of work, and gives its employees the opportunity to sponsor a young person. The mentees also have access to internship, work-study and international volunteer programmes.

## Arkema supports Gol de Letra in Brazil

Gol de Letra is a foundation created in 1998 by Raí and Leonardo, two famous Brazilian football champions who played for PSG. It promotes social integration through education, sport and culture. As a Gold partner, Arkema supports the foundation's work financially and through the involvement of its employees.

Gol de Letra welcomes more than 4,500 children, teenagers and young adults each year at its centres in São Paulo and Rio de Janeiro. Recognised by UNESCO, the foundation's mission is to help educate socially disadvantaged children and young people in Brazil's favelas.

Arkema, which has 600 employees at fifteen sites in Brazil, first partnered the Foundation in 2024, supporting its Youth and Jogo Aberto programmes. Arkema helps young people aged 14 to 21 prepare for employment by providing site visits, mentoring and workshops.

The Jogo Aberto (Open Play) programme is aimed at young people aged 8 to 18 and offers fifteen different sports and educational activities. Arkema's support also allows the foundation to provide supervised sports and leisure activities to young people in local communities.



“We believe that sport is essential for young people's full development: it promotes inclusivity and social interaction, encourages independence and a sense of community, and allows public spaces to be used in a participatory and engaging way. I'm delighted that Arkema is joining us to develop the Foundation's activities. We share the same passion for football, sport and the values they convey. Without partners like Arkema, Gol de Letra would not have the same impact.”



**Raí Souza Vieira de Oliveira,**  
former international footballer and  
founding president of Gol de Letra





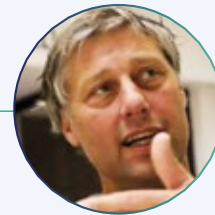
## Bostik strengthens ties with local communities in India

Through its partnership with the Bovelander Foundation in India, Bostik is helping to provide disadvantaged children and young adults with opportunities to enrich their personal, social, sporting and educational development.

The Bovelander Foundation uses sport—more specifically, hockey—to help children, young adults and their communities develop personal, social, sporting and educational skills and aspire to a better future. As well as focusing on sport, the Foundation works in areas such as nutrition, health, education and financial literacy, depending on local needs.

Bostik believes that investing in the development of individuals and communities is the key to unlocking their true potential. It has agreed a three-year partnership with the Foundation from 2024 with the aim of making a significant difference to communities in India.

Floris Jan Bovelander, the Foundation's Director, played for the famous Dutch Bloemendaal hockey team for fifteen years: he was a six-time national champion, European champion and scored 267 goals in the first division. He played 241 times for the Dutch national team and took part in three Olympic Games!



**Floris Jan Bovelander,**  
Director of the Bovelander  
Foundation

“Hockey has given me so much more than the joy of the game and the medals. I’ve made friends, learnt valuable lessons in teamwork, leadership and communication, and most importantly, I had the opportunity to develop myself as a child and through my teens. All these skills now help me to inspire and support children, young adults and communities in India. That’s what the Bovelander Foundation is all about! We’re delighted to be working with Bostik to help us extend our reach and impact. Hockey is so much more than a game!”



# Sport funites our employees

Sport is a powerful force for engagement at Arkema. At its sites, Arkema regularly encourages employees to represent the Group in official running races. Others are involved in site sports clubs, from canoeing and cycling to football, badminton, basketball and bowling. Arkema has many employees who are passionate about sport, whether at an amateur or elite level, and wanted to celebrate some of them in these pages.





# The double life of our talented athletes

Many of Arkema's 21,100 employees take part in a variety of sports, some of them at a high level. We regularly publish their profiles and achievements on our Intranet. Here, we feature ten of them.

## PUSHING THE LIMITS WITH ONE EYE ON SAFETY!

**Guillaume A.** is a Quality, Health, Safety and Environment technician at the Lannemezan site in France and enjoys trail running and cross-country skiing in the stunning mountains of southwest France.

“I love the challenge of getting out of my comfort zone. Trail running is my passion. In my job or in my sport, it's essential to love and enjoy what I do.”



## A MASTERSTROKE!

**Q. Sun** is a Process Engineer at Bostik's Privas plant. Born in China, he is also a keen badminton player, an all-round sport that is good for both mind and body.

“A badminton match is spectacular, with powerful jump smashes and acrobatic saves. You need a certain amount of technique and must be responsive and precise, know where to place the shuttlecock and be well organised in the rallies to anticipate the next two or three shots. There's a lot going on in your head. I have to be fully focused on the court.”



## TECHNICAL ASSISTANT AND CYCLING TIME TRIAL CHAMPION

**Laurent D.**, 45, is an operations support technician at the Jarrie plant, where he optimises the plant's equipment. On his bike, he races against the clock. With two World Masters Time Trial Championship titles under his belt, his mind and legs are always whirring!

“In very fast time trials, I'm doing around 50-51 km per hour. Regular training is essential, up to seven sessions a week. I reckon I cycle 19,000 km a year.”



## A GIFT HORSE!

**Jérémy S.**, 26, Human Resources Manager at Arkema's Lacq-Mourenx platform, is not just interested in the progress of his site's employees. He particularly loves overcoming obstacles.

“There are ten disciplines in horse riding, three of which are Olympic: eventing, dressage and show jumping. I do the last. It involves jumping between ten and twelve obstacles in a ring without knocking down the bars, as quickly as possible. You have to be technically proficient, highly focused and at one with your horse. I really come into my own on the competition circuit.”



## MAKING WAVES

**Daniel K.**, 31, is a true Shanghaiese for whom nothing beats the multicultural buzz of China's most populous city. As Logistics Chain Manager at our Shanghai office, he likes to get down to his surfing club and climb onto his board after a hard day's work.

“Indoor surfing isn't like beach surfing, the wave doesn't push you from behind, it comes from in front. It's a bit like snowboarding or skateboarding. I train twice a week and teach beginners. It takes hours of practice to stay on the board and get into a turn.”



## HIGH-FLYING ADHESIVES

**Helena C.**, R&D Director of a product line for North America, and **Vincent P.**, Key Account Manager, are united in life and at work, as they are both based at the US headquarters of Bostik, our adhesive solutions subsidiary. They also share an unusual sporting discipline: skydiving. They love falling from great heights together!

“We're always dreaming about the next jump. There is nothing like the joy of jumping. Our passion is getting out of the plane and plunging into this incredible free fall at 200 km per hour. Forty seconds of pure bliss before the parachute opens and you're gliding at 20 km per hour.”





## RISING TO THE CHALLENGE

**Ithier de L.** 30, works in Corporate Communications at Arkema. A keen climber and triathlete, this former national athlete is particularly fond of pole vaulting.

“My record is 4.65 metres. What do I feel when I take off and pass the bar without it falling? A sense of relief. I scream with joy and think: life goes on! That’s what it’s like, the pleasure of trying to go even higher.”



## FINDING THEIR OWN WAY

**Margaux G.**, Sartomer R&D Manager, **Florent M.**, Laboratory Technician, and **Yannick N.**, Additives Technical Manager, work at the Coating Resins Research Centre in Verneuil-en-Halatte, 50 km north of Paris. They are all keen climbers.

“The need for safety when climbing reminds us of what we know at Arkema. We fully share the values such as solidarity. Even though there’s an individual aspect, you feel completely connected to the climbing group. There’s always someone looking after you, and we share our experience in terms of techniques and methods.”



## MEETING ON THE MAT

**Jean-Philippe M.**, 56, is a Maintenance Inspector responsible for the mechanical integrity of equipment at Arkema’s Mont/GRL site. He is also passionate about judo. He practises and teaches this most popular martial art at a high level, a faithful disciple of an ancient discipline.

“Once you’re on the tatami mat, it’s hard to escape. The confrontation with others and with oneself is, in a way, the school of life. Regular training and the moral virtues of the fighter help you get back up, analyse why you fell, and bounce back after setbacks.”



## SWIMMING ACROSS THE CHANNEL!

**Vincent L.**, 38, is a Methods Analysis Technician at the La Chambre plant in Savoie. He isn’t afraid of the cold. He practises ice-swimming: swimming without a wetsuit in sub-5°C water wearing only swimming trunks!

“People often ask me how I came to swim laps in frozen water. Quite simply, while chatting with some friends, we set ourselves a challenge: to swim across the English Channel. It was a childhood dream, and we did it!”



## ROUND NUMBERS AND WINNING SERVICES

**H. Xia**, 37, works in Changshu, one of Arkema’s biggest sites in the world, as Financial Optimisation Processes Manager for Asia. He is also a keen tennis player and finds time to play up to three matches a week.

“The more you practise, the more consistent and stronger your tennis becomes. In tournaments, you have to be at your best to beat your opponent. Whether in tennis or in my job, I always learn from the unexpected.”

# Spotlight on two team sporting events

## H-GAMES CHALLENGE: ARKEMA FINISHES 2ND OUT OF 35 COMPANIES!!

For two years now, Arkema employees have been taking part in the H-Games intra-company competition through the United Heroes app. The latest challenge took place from 27 March to 15 April and allowed participants to support disability sport. Their performance meant we retained our ranking, with 1,689 French employees taking part in the physical challenges set by the app. They allowed Arkema to make a €10,000 donation to the French Handisport Federation!



## ARKEMA RUNNERS HELP RENOVATE A HISTORIC PARK IN THE UNITED STATES

Arkema Inc. is proud to have sponsored the Valley Forge Revolutionary Run in May. More than 43 Arkema employees took part in the race, including Tony O’Donovan, Director of Arkema Inc. All proceeds from the five mile run and two mile walk went directly to Valley Forge National Park, located near Arkema’s headquarters in King of Prussia. The funds raised will be used to improve the infrastructure, monuments and visitor experience at the 1,400-acre historic park, which is particularly dear to Americans as more than 2,000 soldiers lost their lives there in the winter of 1777 during the War of Independence against the British. “It was great to see so many people walking and running alongside me for the worthy cause of preserving our nation’s history,” says Tony.

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