

## ARKEMA

### **DECISIONS OF THE MARCH 3<sup>RD</sup> 2010 BOARD OF DIRECTORS MEETING REGARDING THE COMPENSATION OF THE CHAIRMAN AND CHIEF EXECUTIVE OFFICER**

In accordance with the provisions of the December 2008 AFEP-MEDEF Code, the Company's Board of Directors meeting on March 3<sup>rd</sup> 2010, on a recommendation by the Nominating and Compensation Committee, agreed the following points relating to the compensation of Mr Thierry Le Hénaff, Chairman and Chief Executive Officer:

- ✓ Gross fixed compensation in respect of 2010 shall remain unchanged compared to 2009 and 2008, at 610,000 euros.
- ✓ Variable compensation paid in 2009 on the basis of criteria set at the March 4<sup>th</sup> 2009 Board of Directors meeting shall be 660,813 euros, corresponding to 72.2 % of the maximum amount.
- ✓ The variable part in respect of 2010 can reach 150 % maximum of the annual fixed compensation, and shall remain determined on the basis of performance criteria related to the achievement of quantitative targets (EBITDA and cash flow growth) as well as specific qualitative targets essentially related to the implementation of the Group's strategy and to its development.

The other elements of the compensation of the Chairman and Chief Executive Officer set by the March 4<sup>th</sup> 2009 Board of Directors meeting shall remain unchanged.

Furthermore, the Board of Directors noted that the performance condition provided for regarding the free share allocation plan dated May 14<sup>th</sup> 2008 had not been fulfilled as at December 31<sup>st</sup> 2009. Consequently no free share would be finally granted to Mr Thierry Le Hénaff in respect of this plan corresponding to its 14,000 rights.

For information, all data relating to the compensation of the Chairman and Chief Executive Officer are featured every year in the Board of Directors Report to the Annual Shareholders Meeting included in the Reference Document, available from the Company's website: [www.finance.arkema.com](http://www.finance.arkema.com).