

Colombes, 17 January 2023

## ARKEMA HAS ITS TOP EMPLOYER CERTIFICATION RENEWED IN 2023

In 2022, Arkema was certified for the first time by Top Employer in France, China, the United States and Brazil. In 2023, Top Employer certification has just been renewed in these same four countries. This distinction evaluates the social climate and human resources practices within companies around the world.

This new certification recognizes the excellence of Arkema's HR practices in four countries that account for two-thirds of our employees and hires worldwide.

The Top Employers Institute's annual survey scrupulously analyzes Arkema's HR policies, processes and actions, and is based on an in-depth audit using the HR Best Practices framework, which is built around 20 topics and 400 questions.

A rigorous, objective evaluation process that audits all aspects of human resources: HR strategy, Digital HR leadership, Work environment/working conditions, Integration, Employer brand and recruitment, Career management, Values/ethics and CSR policy, Compensation and recognition at work, Commitment, Diversity and inclusion.



**Thierry Parmentier, Arkema's Executive Vice President, Global Human Resources and Communications, and a member of the Executive Committee.**

"The Top Employers Institute certification program enables participating organizations to be recognized as employers of choice. I am very proud that four countries that are very important to the Group are once again included. This award recognizes the constant efforts we make to innovate and improve our HR practices in order to maintain a high level of excellence in the management of our human resources. It also supports our attractiveness at a time when we have high recruitment challenges in France, the United States, Brazil and China. Finally, it is a real guarantee of the quality of our recruitment and career management processes in order to maintain the commitment and well-being of our employees at work."

On average, Arkema has been recruiting between 1,300 and 1,800 employees worldwide per year, 70% of whom are in France, China, the United States and Brazil.

Created more than 30 years ago, the Top Employers Institute has certified more than 1,857 organizations in 123 countries.

Building on its unique set of expertise in materials science, Arkema offers a portfolio of first-class technologies to address ever-growing demand for new and sustainable materials. With the ambition to become in 2024 a pure player in Specialty Materials, the Group is structured into 3 complementary, resilient and highly innovative segments dedicated to Specialty Materials - Adhesive Solutions, Advanced Materials, and Coating Solutions - accounting for some 85.5% of Group sales in 2021, and a well-positioned and competitive Intermediates segment. Arkema offers cutting-edge technological solutions to meet the challenges of, among other things, new energies, access to water, recycling, urbanization and mobility, and fosters a permanent dialogue with all its stakeholders. The Group reported sales of around €9.5 billion in 2021, and operates in some 55 countries with 20,200 employees worldwide.

**Press contact**

Anne Plaisance

+33 (0)6 81 87 48 77

[anne.plaisance@arkema.com](mailto:anne.plaisance@arkema.com)

**Arkema**

420, rue d'Estienne d'Orves - 92705 Colombes Cedex - France  
 T +33 (0)1 49 00 80 80 - F +33 (0)1 49 00 83 76  
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 Registered in Nanterre: RCS 445 074 685 Nanterre

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