

ARKEMA

DECISIONS OF THE MARCH 1st 2011 BOARD OF DIRECTORS MEETING REGARDING THE COMPENSATION OF THE CHAIRMAN AND CHIEF EXECUTIVE OFFICER

In accordance with the recommendation contained in the AFEP-MEDEF Code, the Company's Board of Directors meeting on March 1st 2011 agreed the following points relating to the compensation of Mr Thierry Le Hénaff, Chairman and Chief Executive Officer:

- ✓ Gross annual fixed compensation in respect of 2011 shall remain unchanged at 610,000 euros.
- ✓ Variable compensation paid in respect of 2010 and calculated on the basis of criteria set at the March 3rd 2010 Board of Directors meeting shall be 902,800 euros.
- ✓ The variable part in respect of 2011 can reach as for 2010 a maximum of 150 % of the annual fixed compensation, and shall remain determined on the basis of performance criteria related to the achievement of quantitative targets (growth in EBITDA, recurring cash flow and investments based on the realisation of new developments) as well as specific qualitative targets essentially related to the implementation of the Group's strategy.

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

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.