

**Amendment No1 to the RULES of the PLAN D'EPARGNE DE GROUPE INTERNATIONAL DU PERSONNEL DU GROUPE AIR LIQUIDE (INTERNATIONAL GROUP SHARE PURCHASE PLAN FOR THE EMPLOYEES OF GROUPE AIR LIQUIDE) dated July 22, 2005**

**PREAMBLE**

It is hereby reminded that a Plan d'Epargne Etranger de Groupe (a Group Share Purchase Plan for Foreign Countries) was established on July 22, 2005 in line with the Plan d'Epargne de Groupe France (the Group Share Purchase Plan for France) at the initiative of the company L'AIR LIQUIDE S.A. (hereinafter referred to as the "Company"), in order to enable employees of Groupe AIR LIQUIDE's foreign subsidiaries to subscribe to capital increases that are reserved for employees of the AIR LIQUIDE group (Articles L. 3332-1 et seq. of the French Labor Code).

In conjunction with this amendment, the Plan d'Epargne Etranger de Groupe is changing its name and is henceforth referred to as the Plan d'Epargne de Groupe International (the International Group Share Purchase Plan).

As of the date upon which they are signed, these rules shall constitute the International Group Share Purchase Plan (hereinafter referred to as the "IGSPP", or the "Plan") of Groupe AIR LIQUIDE.

**ARTICLE I - PURPOSE AND LEGAL FRAMEWORK**

The purpose of this IGSPP is to offer employees of the foreign companies of the AIR LIQUIDE group the possibility of becoming shareholders of the Company with the help of their company.

The IGSPP is established for the implementation of share capital increases reserved for employees, authorized by the Company's Extraordinary Shareholders' Meeting, and the particular terms and conditions of which will be set by the Company's Board of Directors or by the Chief Executive Officer acting by delegation.

**ARTICLE II - SCOPE OF THE IGSPP**

Membership to the Plan is open to those companies of Groupe AIR LIQUIDE with registered offices located outside of France and with respect to which the LAIR LIQUIDE S.A. company holds, either directly or indirectly, more than 50 % of the share capital or voting rights.

The companies with respect to which LAIR LIQUIDE S.A. holds directly or indirectly 40% to 50% of the share capital or voting rights could, as the case may be, receive admission for membership to the Plan, on a case by case basis, as decided by the LAIR LIQUIDE S.A. company, relative to the strategic interests such membership would offer the Group.

Membership to the Plan by a Group company satisfying the aforementioned criteria (hereinafter referred to as the "Member Company(ies)") can occur at any moment. Membership assumes the explicit acceptance of all of the provisions of the Plan's rules and implies the acceptance of said membership by the existing member companies. Any member company can terminate its membership under the conditions set forth in Article III of these rules.

**Each company becoming a member of this IGSPP must see to its own compliance with legislation applicable to it for the term of its membership and, in particular, to the receipt of any required authorizations from competent authorities (in particular the stock market, administrative, fiscal, and exchange rate control authorities).**

In the event that a Member Company were to leave the scope of the Group in the meaning of this Article, such Member Company would, in full right, no longer be a Plan member as of the date of its departure from the scope. The employees of this company will no longer be able to make contributions as from this date. They must keep the assets they have obtained within the Plan until the end of the lock-up period, it being specified that the Member Company's departure from the scope of the Group does not, for the employees

of this company, constitute an early exit event in the meaning of Article IX of the Plan. 2

The list of member companies appears in Appendix 1 and shall be updated on an annual basis.

### **ARTICLE III - TERM, TERMINATION, AND REVISION OF THE IGSP**

This IGSP shall remain in effect for an indefinite term.

A Member Company may leave the IGSP at any moment by terminating its membership. The decision to terminate membership shall become effective one (1) month after such Member Company's notification to the LAIR LIQUIDE S.A. company.

Each Member Company must adopt the revision amendment in order for this amendment to apply to it.

### **ARTICLE IV - BENEFICIARIES**

Any person that may be considered as an **employee** of the Member Companies can become a member of the IGSP on the condition that he or she has at least three months seniority within the AIR LIQUIDE group (hereinafter referred to as a "Beneficiary"). Within the framework of an employee shareholding transaction by capital increase or sale of shares, the aforementioned three months seniority are assessed as of the last day of the subscription period.

For those Member Companies regularly comprised of a payroll of at least one and at most one hundred employees, executives whose job responsibilities can be likened to those of presidents, chief executive officers, managers, or Management Board members in the meaning of French law, can also participate in the Plan.

An employee's participation in the IGSP is totally optional and voluntary.

### **ARTICLE V - CONTRIBUTIONS TO THE IGSP**

This IGSP receives funds in the following way:

- the voluntary contributions made by employee participants,
- the possible additional contributions made by Member Companies in the form of employer matching contributions.

The Beneficiaries benefit from financial aid granted by their employer by way of the latter's payment of fees associated with the operation of the Plan, under the conditions defined in Article VI of this Plan.

#### **V.1 Limits applicable to contributions:**

The total amount of voluntary contributions made to the IGSP in a given year by each Beneficiary may not exceed one quarter of his or her gross annual remuneration.

The amount of remuneration that must be taken into account by each Beneficiary in order to determine his or her financial capacity for contributions to the Plan is the total gross annual remuneration he or she can expect to receive as of the beginning of the calendar year, as determined by his or her employee agreement and applicable collective agreements, subject to an upward adjustment in the event of a change occurring during the year.

#### **V.2 Minimum contributions:**

The minimum amount of voluntary contributions that can be made by employees will be communicated to those concerned prior to the beginning of subscriptions to a capital increase.

## **ARTICLE VI - MINIMUM AMOUNT OF FINANCIAL AID GRANTED BY THE COMPANY**

The expenses associated with Beneficiaries' account management fees are borne by the employer within the limits described in Appendix 2. For those Beneficiaries who have left their employer (including retired employees and employees on early retirement), and with the exception of the case of a transfer within the Group, this payment of fees by the employer shall cease one year following the expiration of the lock-up period applicable to the assets in question (Article IX). These fees are then borne by the former employees concerned.

In the event that the Beneficiaries' assets are placed in a Fonds Commun de Placement d'Entreprise (French employee shareholding vehicle, hereinafter referred to as an "FCPE") (Article VII below), the management fees associated with the FCPE that are not described in Appendix 2 are paid for under the conditions described in the FCPE regulations (please refer to the information notice in Appendix 3 of this Plan).

The account management fees are borne by each Member Company (including the case in which a Member Company is no longer considered as such) relative to the number of current and former employee unitholders it has. The management fees of the Plan's FCPE are, if applicable, borne by each Member Company proportionally to the number of FCPE units held by its current or former employees.

## **ARTICLE VII USE OF THE AMOUNTS CONTRIBUTED INTO THE IGSP**

The amounts contributed to the Plan pursuant to Article V above will be allocated immediately and in full to the payment of Company shares subscribed under the capital increase concerned.

As soon as the final list of subscribers and the number of shares subscribed by each of them at the time of a given capital increase has been established, the shares of the LAIR LIQUIDE S.A. company will be kept in pure registered form in an account in the Company registers opened in the subscriber's name.

Each subscriber will receive an account registration certificate indicating the number of registered-form shares that have been registered in his or her account in this way.

Within the framework of the 2005 capital increase, the employees of certain Member Companies had the option of subscribing to the capital increase *via* an FCPE invested in shares of the LAIR LIQUIDE S.A. company. Said FCPE can no longer receive contributions from Beneficiaries.

Appendix 3 contains the list of investment vehicles that exist within the plan. This list is updated at the latest on the day such investment vehicles become available to Beneficiaries. It specifies, in compliance with legal provisions, the criteria of choice that exist between these different vehicles and, in particular, the degree of risk and the recommended investment term.

## **ARTICLE VIII - ALLOCATION OF REVENUES DERIVED FROM THE ASSETS HELD IN THE PLAN**

The dividends associated with the AIR LIQUIDE shares held directly in registered form by Beneficiaries will be paid out directly to Beneficiaries.

The revenues derived from the securities held via an FCPE are either reinvested by the FCPE or allocated to Beneficiaries, depending on what is set forth in this regard in the FCPE regulations.

## **ARTICLE IX - LOCK-UP PERIOD**

In accordance with the provisions of Article L.3332-25 of the French Labor Code, the assets held in the Plan are, excluding exceptions mentioned below, locked-up for a term of five years beginning on the date upon which the shares are registered in an account.

The aforementioned 5-year lock-up period can, as the case may be, be rendered inapplicable upon the occurrence of events set forth by legislation. As of today, these events are the following:

1. where such person gets married or enters into a "*pacte civil de solidarité*"<sup>1</sup>;
2. where a child is born or arrives at the household in view of being adopted, provided the household is already financially responsible for at least two children;
3. where such person gets divorced, separated or terminates a *pacte civil de solidarité*, when such event is accompanied by a court decision specifying that the sole or shared ordinary place of residence of at least one child is at the domicile of such person;
4. where the employee, his or her children, his or her spouse, or partner in a *pacte civil de solidarité* suffers from a disability. This disability is to be evaluated in accordance with the meaning set forth in points 2° and 3° of Article L. 341-4 of the French Social Security Code, or must be recognized in accordance with legislation in force, or equivalent legislation in local law;
5. where the employee, his or her spouse, or partner related to the beneficiary through a *pacte civil de solidarité* dies;
6. where the employment agreement is terminated;
7. where the employee, his or her children, spouse, or partner in a *pacte civil de solidarité* allocates the amounts saved to creating or taking over an industrial, commercial or agricultural business or a craft, either on his or her own or in the form of a Company, under the conditions set forth by law;
8. where the amounts saved are allocated to purchasing or enlarging the principal residence entailing the creation of new living area under the conditions set forth by French law or equivalent legislation in local law;
9. where the employee is over-indebted, as defined in Article L.331-2 of the *Code de la Consommation* (French Consumer Code), or equivalent legislation in local law.

The decision to exit the Plan can be taken only by employee beneficiaries or their entitled assignees.

The Beneficiary's request for early exit must be presented within a time period not to exceed six months as from the occurrence of the event triggering the early exit, save for the events where the employment agreement is no longer in effect, the Beneficiary, his or her spouse or his or her partner in a *pacte civil de solidarité* dies, in case of disability or over-indebtedness, in which cases this request may be made at any time. The early termination of the lock-up period shall take the form of a single payment that bears on either the full amount or part of the entitlements that could, as the case may be, benefit from an early exit.

## **ARTICLE X - IN THE EVENT THAT A BENEFICIARY LEAVES THE MEMBER COMPANY**

With the exception of an intra-Group transfer (which does not represent the end of an employee agreement in the meaning of paragraph 6 of Article IX), when a Beneficiary definitively leaves the Member Company employing him or her, his or her assets are, at the participant's discretion, either liquidated or kept in the Plan.

When an employee leaves his or her company, he or she receives a summary statement indicating, in particular, the employee's identification information, the description of his or her assets, and the dates upon which his or her assets will become available.

The employee must indicate the address where all sums due to him or her should be sent. The employee must keep the Company's shareholder services department informed of any change of address.

In the event of a change of address, it is the Beneficiary's responsibility to inform the shareholder services department in due course.

## **ARTICLE XI - INFORMING BENEFICIARIES**

This Plan, its local amendments (if applicable), and any modification that may be applied to them at a later date will be made directly available to Beneficiaries on the Intranet site and, in the event that the intranet site cannot be accessed, will be available from each Member Company's Human Resources department.

Every time a contribution is made to the Plan, the Beneficiary will receive a statement in his or her name specifying, in particular, the number of AIR LIQUIDE shares, their acquisition date, and the date upon which these assets will become available, as well as the total acquisition amount.

In addition, every year he or she receives at least one statement indicating the status of his or her individual account.

## **ARTICLE XII - SPECIFIC LOCAL PROVISIONS**

When capital increase transactions reserved for Member Company employees are carried out, an amendment to this IGSP, applicable to a given country, could be adopted in order to account for legal and/or regulatory and/or fiscal restrictions in the country in question. The amendment thus adopted may exempt countries from certain IGSP provisions, in particular those regarding early exit events applicable in the country in question.

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<sup>1</sup> Civil union agreement

## ARTICLE XIII - DISPUTES

Before initiating any legal procedures provided for by the legislation in force, the company shall make every effort to resolve any disputes related to the application of this IGSP internally. Failing this, the dispute shall be presented to the relevant jurisdiction.

This IGSP is subject to the provisions of French law. The possible amendments to the IGSP will be implemented and, if applicable, interpreted in accordance with the focal law provisions that would have rendered such amendments necessary.

## ARTICLE XIV - LANGUAGE

It is hereby explicitly agreed to that in the event the IGSP is translated, its French version shall prevail.

Paris this 1<sup>st</sup> day of August 2008

## APPENDICES

**APPENDIX 1 - List of foreign subsidiaries of the LAIR LIQUIDE group that are members of the IGSP**

**APPENDIX 2 - Nature of expenses and payment of fees**

**APPENDIX 3 - List of investment vehicles**

**APPENDIX 4 - Update of the Plan rules**

List of the subsidiaries members of the 2021 International Group Purchase Plan

COUNTRY	ENTITY NAME	COUNTRY	ENTITY NAME
<b>United Arab Emirates</b>		<b>France</b>	
United Arab Emirates	Air Liquide Middle East and North Africa FZCO AE10431	France	Air Liquide Global E&C Solutions France FR10078
United Arab Emirates	Air Liquide Emirates for Industrial Gases LLC AE10945	France	Air Liquide Electronics Systems FR10100
United Arab Emirates	Air Liquide Middle East Manufacturing RMC FZC AE10430	France	ALIZENT INTERNATIONAL FR10072
United Arab Emirates	AIR LIQUIDE GLOBAL HELIUM FZE AE10999	France	CALLIATYS FR11269
United Arab Emirates	Air Liquide Global E&C Solutions Middle East (RAK FTZ Branch)	France	EOVE FR11544
<b>Argentina</b>		<b>France</b>	
Argentina	AIR LIQUIDE ARGENTINA S.A. AR10198	France	Technologies Hospitalières de Bourgogne FR10602
Argentina	Air Liquide Americas Business Services S.R.L. AR11720	France	Technologies Hospitalières de Bretagne FR10603
<b>Australia</b>		<b>France</b>	
Australia	Air Liquide Australia Limited AU10016	France	Technologies Hospitalières de LORRAINE FR10607
Australia	Air Liquide Healthcare Pty Limited AU10489	France	Technologies Hospitalières de Touraine FR10612
Australia	Air Liquide Australia Solutions Pty Ltd AU10600	France	Technologies Hospitalières d'Ile de France FR10605
<b>Austria</b>		<b>France</b>	
Austria	Air Liquide Austria GmbH AT10018	France	Technologies Hospitalières du Sud Ouest FR10611
<b>Belgium</b>		<b>France</b>	
Belgium	L'Air Liquide Belge BE10207	France	Technologies Hospitalières Nord-Picardie FR10608
Belgium	Air Liquide Medical SA BE10805	France	Technologies Hospitalières Normandie FR10609
Belgium	Air Liquide Industries Belgium BE10029	France	TECHNOLOGIES HOSPITALIERES RHONE ALPES - T.H.R.A. FR10610
Belgium	Air Liquide Belgique BE10032	France	NITROCRAFT FR11042
Belgium	Société Européenne de Gestion de l'Energie (SEGE) BE10818	France	AIR LIQUIDE SANTE INTERNATIONAL FR10093
Belgium	Air Liquide Large Industry BE10030	France	ALEHOS DEVELOPMENT FR10279
<b>Benin</b>		<b>France</b>	
Benin	AIR LIQUIDE BENIN SA BJ10985	France	LVL Médical Groupe FR10283
<b>Burkina Faso</b>		<b>France</b>	
Burkina Faso	AIR LIQUIDE BURKINA FASO BF10980	France	LVL Medical Centre Est FR10288
<b>Bulgaria</b>		<b>France</b>	
Bulgaria	Air Liquide Bulgaria EOOD BG10755	France	LVL Medical Est FR10290
<b>Bahrain</b>		<b>France</b>	
Bahrain	MIDDLE EAST CARBON DIOXIDE W.L.L. BH10952	France	LVL Medical Ouest FR10291
<b>Brazil</b>		<b>France</b>	
Brazil	AIR LIQUIDE BRASIL LTDA. BR10037	France	LVL Médical Paris et Nord FR10292
Brazil	AIR LIQUIDE MEDICAL SYSTEM DO BRASIL TDA. BR10842	France	LVL Médical Sud Ouest FR10293
Brazil	OXICAP INDUSTRIA DE GASES LTDA. BR10845	France	LVL Médical Sud FR10294
Brazil	ARLIQUIDO COMERCIAL LTDA.	France	Centrale d'achat et de maintenance FR10284
Brazil	SEPPIC BRASIL EQCI Ltda BR10433	France	ADAIR FR10281
<b>Brunei Darussalam</b>		<b>France</b>	
Brunei Darussalam	BRUNEI OXYGEN SDN BHD BN10442	France	Groupe Seprodrom FR10583
<b>Botswana</b>		<b>France</b>	
Botswana	Air Liquide Botswana (Pty) Ltd BW10034	France	ARAIR ASSISTANCE SA FR10617
<b>Canada</b>		<b>France</b>	
Canada	Independent Respiratory Services (2016) Inc. CA11406	France	ALEHOS SERVICES FR10615
Canada	RESPIRATORY HOMECARE SOLUTIONS CANADA INC. CA11015	France	CDM e-HEALTH FR11443
Canada	ALIZENT CANADA INC CA11264	France	MEDITOR FR11440
Canada	AIR LIQUIDE CANADA INC. CA10382	France	Air Liquide Medical Systems SA FR10295
Canada	AIR LIQUIDE GLOBAL E&C SOLUTIONS CANADA INC. CA10383	France	AIR LIQUIDE CO2 EUROPE FR10408
Canada	AIR LIQUIDE GLOBAL E&C SOLUTIONS CANADA LP CA10384	France	LAVERA ENERGIES FR10400
Canada	VITALAIRE CANADA INC. CA10894	France	AIR LIQUIDE SANTE France FR10092
Canada	Red-D-Arc Limited CA11340	France	Technologies Hospitalières d'ALSACE FR10601
Canada	Lakeland Respiratory Consulting Services Inc. CA11595	France	AIR LIQUIDE ADVANCED TECHNOLOGIES FR10074
Canada	INSPIRATION MEDIC INC. CA10883	France	CRYOCONCEPT France FR11725
Canada	RESPIRATORY THERAPY SPECIALISTS INC. CA10885	France	AIR LIQUIDE France INDUSTRIE FR10087
Canada	CAMPBELL MEDICAL PIPELINE SERVICES (B.C.) LTD. CA10888	France	CRYOPAL FR10097
Canada	G.H. MEDICAL INC. / G.H. MEDICAL INC. CA10890	France	AZOTE SERVICES FR10392
Canada	Gottschalk Health Services Inc. CA11547	France	VITALAIRE FR10276
Canada	Prairie Oxygen Ltd.	France	DINNO SANTE FR10278
Canada	Quality Sales & Service Ltd. CA11562	France	CRYOLOR FR10096
<b>Switzerland</b>		<b>France</b>	
Switzerland	CARBAGAS AG CH10200	France	Société d'Exploitation de Produits pour les Industries Chimiques (SEPPIC) FR10412
Switzerland	VitalAire Schweiz AG	France	BIOTECHMARINE FR10414
<b>Chile</b>		<b>France</b>	
Chile	AIR LIQUIDE CHILE S.A. CL10203	France	SERDEX FR11429
<b>Cote d'Ivoire</b>		<b>France</b>	
Cote d'Ivoire	AIR LIQUIDE COTE D'IVOIRE CI10053	France	PHARMA DOM FR10277
<b>Cameroon</b>		<b>France</b>	
Cameroon	AIR LIQUIDE CAMEROUN CM10940	France	AIR LIQUIDE CRYOGENIC SERVICES FR10075
<b>Congo, The Democratic Republic of the</b>		<b>France</b>	
Congo, The Democratic Republic of the	Air Liquide République Démocratique du Congo (RDC) CD11190	France	Air Liquide Investissements d'Avenir et de Démonstration FR10089
<b>Congo</b>		<b>France</b>	
Congo	Air Liquide Congo CG10210	France	AIR LIQUIDE BIOGAS SOLUTIONS EUROPE FR10073
<b>Colombia</b>		<b>France</b>	
Colombia	Air Liquide Colombia S.A.S. CO11192	France	ADEP ASSISTANCE FR10280
Colombia	Air Liquide Colombia Zona Franca S.A.S. CO11193	France	AIR LIQUIDE SERVICES PARTAGES FR10081
Colombia	AIR LIQUIDE COLOMBIA SERVICIOS S.A.S. CO11624	France	Air Liquide IT FR10088
<b>Germany</b>		<b>France</b>	
Germany	AIR LIQUIDE Forschung und Entwicklung GmbH DE10798	France	Red-D-Arc (FR) SAS FR11398
Germany	VitalAire GmbH DE10838	France	EXSYN FR10997
Germany	Licher MT GmbH DE10836	France	L'Air Liquide, société anonyme pour l'Etude et l'Exploitation des procédés Georges Claude FR10000
Germany	IC Home Hemer GmbH DE10835	France	Cryotainer France FR11481
Germany	IC Home 24 GmbH DE10834	France	Air Liquide Healthcare International Services & Technologies (ALHIST)
Germany	ZSL - Zentrales Schlaflabor - Dienstleistungs GmbH DE10839	France	INOSYSTEMS
Germany	AIR LIQUIDE Deutschland GmbH DE10008	France	EPI FRANCE
Germany	AIR LIQUIDE CO2 Europe GmbH DE10737	China	AIR LIQUIDE (CANGZHOU) CO., LTD. CN10341
Germany	AIR LIQUIDE Electronics GmbH DE10743	China	Air Liquide Global E&C Solutions Shanghai Co., Ltd. CN10048
Germany	AIR LIQUIDE Medical GmbH DE10749	China	AIR LIQUIDE (BEIJING) CO., LTD. CN10040
Germany	Air Liquide Industriegase GmbH & Co. KG DE10009	China	AIR LIQUIDE SHANGHAI CO., LTD. CN10042
Germany	AIR LIQUIDE Advanced Technologies GmbH DE10736	China	AIR LIQUIDE (SHANGHAI) INTERNATIONAL TRADING CO., LTD. CN10043
Germany	Air Liquide Global E&C Solutions Germany GmbH DE10297	China	AIR LIQUIDE (CHINA) HOLDING CO., LTD. CN10041
Germany	SEPPIC GmbH DE10435	China	AIR LIQUIDE (YULIN) CO., LTD. CN10312
Germany	Zuther & Hautmann GmbH & Co. KG DE10840	China	AIR LIQUIDE (BAODING) CO., LTD. CN10347
Germany	Nord Service Projects GmbH DE10837	China	AIR LIQUIDE (SHANGHAI) GAS CO., LTD. CN10322
Germany	Fabig-Peters Medizintechnik GmbH & Co. KG DE10833	China	AIR LIQUIDE (SHANGHAI) GAS CO., LTD. CN10322
Germany	OMT GmbH & Co. KG Optimal Medical Therapies DE11172	China	AIR LIQUIDE - MPCC GASES CO., LTD. CN10354
Germany	BioKryo GmbH DE11580	China	Air Liquide (Shanghai) Compressed Gas Co., Ltd. CN10196
Germany	Pro Sana Beatmungsservice GmbH DE11680	China	AIR LIQUIDE (HUAIAN) CO., LTD. CN10332
Germany	Gstöttner und Oberbauer GmbH & Co. KG DE11681	China	AIR LIQUIDE (NANTONG) INDUSTRIAL GASES CO., LTD. CN10324
Germany	Außerklinische Intensivpflege Silvia Hofbauer GmbH DE11682	China	Air Liquide (Kunshan) Gas Technology Co., Ltd. CN10330
Germany	Air Liquide Global Management Services GmbH	China	Beijing Lurgi Engineering Consulting Co., Ltd. CN10419
Germany	Helium Services S.A. Epe Branch	China	AIR LIQUIDE (WUHU) CO., LTD. CN10348
Germany	Häusliche Intensiv Pflege Althoff GmbH DE11762	China	AIR LIQUIDE (ORDOS) CO., LTD. CN10323
Germany	Cryotainer GmbH	China	AIR LIQUIDE (LIANYUNGANG) CO., LTD. CN10327
Germany	Brüning GmbH	China	AIR LIQUIDE (LAOYANG) CO., LTD. CN10328
<b>Denmark</b>		<b>China</b>	
Denmark	Air Liquide Danmark A/S DK10057	China	AIR LIQUIDE (CHINA) R&D CO., LTD. CN10321
<b>Dominican Republic</b>		<b>China</b>	
Dominican Republic	Air Liquide Dominicana S.A.S. DO10059	China	AIR LIQUIDE INDUSTRY GAS (ORDOS) CO., LTD. CN10331
<b>Egypt</b>		<b>China</b>	
Egypt		China	AIR LIQUIDE (HEFEI) CO., LTD. CN10333
		China	AIR LIQUIDE (ZHEJIANG) CO., LTD. CN10309
		China	AIR LIQUIDE (SHENZHEN) INDUSTRIAL GAS CO., LTD. CN10336
		China	AIR LIQUIDE (CHANGSHU) CO., LTD. CN10342
		China	AIR LIQUIDE HEALTHCARE (BEIJING) CO., LTD. CN11075
		China	AIR LIQUIDE TIANJIN BINHAI CO., LTD. CN10318
		China	AIR LIQUIDE - TPCC GASES CO., LTD. CN10350
		China	AIR LIQUIDE (RIZHAO) CO., LTD. CN10320
		China	AIR LIQUIDE (QINGDAO) NO.2 CO., LTD. CN10197
		China	AIR LIQUIDE (NANJING) CO., LTD. CN10326
		China	AIR LIQUIDE ELECTRONICS MATERIAL (ZHANGJIAGANG) CO., LTD. CN10305
		China	AIR LIQUIDE INDUSTRIAL GAS (NANJING) CO., LTD. CN10325
		China	AIR LIQUIDE HUAN BOHAI CO., LTD. CN10334
		China	AIR LIQUIDE (GUANGDONG) TRADING CO., LTD. CN10335
		China	AIR LIQUIDE (WUHAN) CO., LTD. CN10316
		China	AIR LIQUIDE (GUANGDONG) INDUSTRIAL GAS CO., LTD. CN10337
		China	AIR LIQUIDE (TANGSHAN) CO., LTD. CN10317
		China	AIR LIQUIDE (DATONG) CO., LTD. CN10339
		China	AIR LIQUIDE YONGLI TIANJIN CO., LTD. CN10353
		China	AIR LIQUIDE (ZHANGJIAGANG) INDUSTRIAL GASES CO., LTD. CN10307
		China	AIR LIQUIDE (ZHANGJIAGANG) CO., LTD. CN10308
		China	AIR LIQUIDE (CHENGDU) CO., LTD. CN10345
		China	AIR LIQUIDE (YANGZHOU) CO., LTD. CN10310

List of the subsidiaries members of the 2021 International Group Purchase Plan

COUNTRY	ENTITY NAME	COUNTRY	ENTITY NAME
Egypt	Air Liquide Misr SAE EG10924	China	AIR LIQUIDE (WEIHAI) CO., LTD. CN10319
Egypt	AIR LIQUIDE SOUKHNA FOR INDUSTRIAL GASES SAE EG10928	China	AIR LIQUIDE (DONGYING) CO., LTD. CN10338
Egypt	Air Liquide for Trading EG10929	China	FOSHAN KODI GAS & CHEMICAL CO., LTD. CN10304
Egypt	AIR LIQUIDE ALEXANDRIA FOR MEDICAL AND INDUSTRIAL GASES (S.A.E) EG10931	China	AIR LIQUIDE INDUSTRIAL GAS (CHONGQING) CO., LTD. CN10343
Egypt	Vitalair Egypt EG10930	China	AIR LIQUIDE (CHONGQING) CO., LTD. CN10344
<b>Spain</b>		China	AIR LIQUIDE (DONGGUAN) INDUSTRIAL GAS CO., LTD. CN11076
Spain	AL AIR LIQUIDE ESPAÑA, S.A. ES10061	China	AIR LIQUIDE (BEIJING) INDUSTRIAL GASES CO., LTD. CN10346
Spain	AIR LIQUIDE IBERICA DE GASES, S.L.U. ES10062	China	AIR LIQUIDE (NANJING) HI-TECH GASES CO., LTD. CN10302
Spain	AIR LIQUIDE HEALTHCARE ESPAÑA, S.L. (Homecare) ES10689	China	WUHAN HUAXING INDUSTRY TECHNOLOGY CO., LTD. CN11074
Spain	CARE4CHRONICS SL ES10707	China	AIR LIQUIDE (DONGYING) INDUSTRIAL GASES CO., LTD. CN11191
Spain	AR COMERCIAL DE GASOS, S.L.U. ES10706	China	AIR LIQUIDE (YAN AN) CO., LTD. CN11278
Spain	AIR LIQUIDE HEALTHCARE ESPAÑA SL (Medgas) ES10690	China	AIR LIQUIDE (DALATEO) CO., LTD. CN11312
Spain	ALIZENT SPAIN SL ES11262	China	AIR LIQUIDE (QIANJIANG) CO., LTD. CN11313
Spain	CONNECTED HEALTH SERVICES, S.L. (CHS) ES11165	China	Air Liquide (Wuhan) Industrial Gas Co., Ltd CN11388
<b>Finland</b>		China	Beijing Shunanqite Gas Co., Ltd CN11405
Finland	Air Liquide Finland Oy FI10067	China	Wuhan Jiangche Shengxinhe Industry Technology Co., Ltd CN11445
<b>Gabon</b>		China	AIR LIQUIDE (HEFEI) INDUSTRIAL GAS CO., LTD. CN11431
Gabon	Air Liquide Gabon GA10211	China	AIR LIQUIDE (JIASHAN) CO., LTD. CN11485
<b>United Kingdom</b>		China	AIR LIQUIDE BYPC Gases CO., LTD. CN11489
United Kingdom	ENERGAS LIMITED GB10717	China	AIR LIQUIDE (WUHAN) HIGH-TECH GAS CO., LTD. CN11546
United Kingdom	Air Liquide UK Limited GB10193	China	Wuhan Hua'erwen Industrial Co., Ltd. CN11550
United Kingdom	AIR LIQUIDE LIMITED GB10713	China	AIR LIQUIDE (JIANGYIN) INDUSTRIAL GAS CO., LTD. CN11552
United Kingdom	Air Liquide Healthcare Limited GB10711	China	Changshu Yong'an Industry Gas Manufacturing Co., Ltd. CN11566
United Kingdom	AIR LIQUIDE OIL AND GAS LIMITED GB10714	China	Langfang Development Zone Tang'an Gas Co., Ltd. CN11592
United Kingdom	Oilfield Hire and Services Limited GB11258	China	HI-TECH GASES (BEIJING) CO., LTD. CN10352
United Kingdom	ALIZENT UK LIMITED GB11373	China	AIR LIQUIDE HOUPU HYDROGEN ENERGY EQUIPMENT CO., LTD CN11673
United Kingdom	CALGAZ LTD GB10730	China	Air Liquide Global E&C Solutions (Yantai) Co., Ltd. CN11726
United Kingdom	AIR LIQUIDE ADVANCED BUSINESS AND TECHNOLOGIES UK LIMITED GB11446	China	SEPPIC (SHANGHAI) CHEMICAL SPECIALTIES CO. LTD CN10437
United Kingdom	DI Global Limited GB11425	China	AIR LIQUIDE (HANGZHOU) CO., LTD CN10046
United Kingdom	Red-D-Arc Limited (UK) GB11383	China	Qingdao Heli Gas Co., Ltd. CN11459
United Kingdom	Red-D-Arc (UK) Limited GB11341	China	Qingdao Pingshunda Hazardous Products Transportation Co., Ltd. CN11470
<b>Ghana</b>		China	Qingdao Xinyaoqi Industry and Trading Co., Ltd. CN11472
Ghana	AIR LIQUIDE GHANA LIMITED GH10212	China	QINGDAO RENHERENEG CO., LTD CN11533
<b>Guadeloupe</b>		China	Qingdao Zuo Cheng Ming Hong Gas Co., Ltd. CN11582
Guadeloupe	SEPRODOM ANTILLES GP10585	China	SHENYANG TEISAN AIR LIQUIDE CO., LTD. CN10044
<b>French Guiana</b>		China	AIR LIQUIDE (WUXI) INDUSTRIAL GAS CO., LTD. CN10315
French Guiana	Air Liquide Spatial Guyane GF10149	China	AIR LIQUIDE (TIANJIN) CO., LTD. CN10047
<b>Hong Kong, China</b>		China	AIR LIQUIDE (TIANJIN) INDUSTRIAL GAS CO., LTD. CN11524
Hong Kong, China	Celki Oxygen (Hong Kong) Limited HK10387	China	AIR LIQUIDE (MIANYANG) CO., LTD. CN11520
Hong Kong, China	Celki International Limited HK10385	China	BEIJING HUAYUAN GAS CHEMICAL INDUSTRY CO., LTD. CN11531
<b>Indonesia</b>		China	AIR LIQUIDE (SHANGHAI PUDONG NEW AREA) CO., LTD. CN10301
Indonesia	PT AIR LIQUIDE INDONESIA TEKNOLOGI ID11416	China	Calgaz (Shanghai) Gas Trading Co., Ltd. CN11100
Indonesia	PT AIR LIQUIDE INDONESIA ID10440	China	Tianjin Ji County Zhongxing Gas Co., Ltd
Indonesia	PT ALIZENT TECHNOLOGIES INDONESIA ID11633	China	Air Liquide Electronics Materials (SiChuan) Co., Ltd
Indonesia	PT. SOXAL Batamindo Industrial Gases ID10447	China	Air Liquide (Zhanjiang) Industrial Gas Co., Ltd.
<b>Norway</b>		China	Zhenjiang Oxygen Limited Liability Company
Norway	Air Liquide Norway AS NO10168	China	Tianjin Huanyu Gas Co., Ltd.
Norway	AIR LIQUIDE SKAGERAK AS NO11506	China	Nanjing Tongguang Special Gas Co., Ltd.
Norway	Air Liquide Offshore AS NO10733	China	Nanjing Fangye Pharmaceutical Co., Ltd.
<b>New Zealand</b>		China	Air Liquide (Wuhan) Electronic Gas Co., Ltd.
New Zealand	Air Liquide New Zealand Ltd NZ10363	China	Jurong Kangtai Speciality Gases Co., Ltd.
<b>Oman</b>		<b>India</b>	
Oman	Air Liquide Sohar Industrial Gases LLC OM10907	India	Air Liquide India Holding Pvt. Ltd. IN10152
<b>Philippines</b>		India	Air Liquide North India Pvt. Ltd. IN10153
Philippines	AIR LIQUIDE PHILS. INC. PH10458	India	AIR LIQUIDE GLOBAL E&C SOLUTIONS INDIA PRIVATE LIMITED. IN10360
Philippines	AIR LIQUIDE PIPELINE UTILITIES SERVICES INC. PH10460	India	AIR LIQUIDE MEDICAL SYSTEMS PVT LTD IN10496
<b>Poland</b>		India	CRYOLOR ASIA PACIFIC PRIVATE LIMITED IN10803
Poland	Air Liquide Global E&C Solutions Poland S.A. PL10368	India	SEPPIC SPECIALITY INGREDIENTS PRIVATE LIMITED IN11671
Poland	Air Liquide Polska Spółka z ograniczoną odpowiedzialnością PL10723	<b>Ireland</b>	
Poland	VitalAire Spółka z ograniczoną odpowiedzialnością PL10728	Ireland	AIR LIQUIDE HEALTHCARE IRELAND LIMITED IE11250
Poland	ALKAT Spółka z ograniczoną odpowiedzialnością PL10726	<b>Italy</b>	
Poland	Niepubliczny Zakład Opieki Zdrowotnej Medyk-Poznan sp. z o.o. PL11721	Italy	Aron S.r.l. IT11677
<b>Portugal</b>		Italy	AIR LIQUIDE SANITA' SERVICE S.P.A IT10657
Portugal	Gasoxmed – Gases Medicinais, S.A PT10688	Italy	VITALAIRE ITALIA S.P.A. IT10680
Portugal	Sociedade Portuguesa do Ar Liquido "ARLIQUIDO", Lda. PT10175	Italy	Air Liquide Medical Systems S.r.l. IT10656
Portugal	Air Liquide Medicinal, S.A. PT10684	Italy	Air Liquide Italia Produzione S.r.l. IT10654
Portugal	Vitalaire, S.A. PT10685	Italy	Air Liquide Italia S.p.A. IT10636
Portugal	Air Liquide Europe Business Services (ALEBS), Unipessoal Lda. PT11594	Italy	Air Liquide Italia Service S.r.l. IT10655
<b>Paraguay</b>		Italy	TECNOGAS S.R.L. IT10678
Paraguay	La Oxigena Paraguaya S.A. PY10171	Italy	LA NUOVA CALI S.R.L. IT10668
<b>Reunion</b>		Italy	OXINOLA S.R.L. IT10674
Reunion	AIR LIQUIDE REUNION RE10177	Italy	Rivogas Commerciale Italia S.r.l. in forma abbreviata "RCI S.r.l." IT11657
Reunion	SEPRODOM REUNION RE10584	Italy	Mangili Macchine S.r.l. IT11678
<b>Romania</b>		Italy	MEDICASA ITALIA S.P.A. IT10669
Romania	AIR LIQUIDE ROMANIA RO10619	Italy	Hainek S.r.l. IT11458
Romania	S.C. Air Liquide VitalAire Romania S.R.L. RO11229	Italy	ARCOGAS ITALIA S.R.L. IT10658
<b>Russian Federation</b>		Italy	SEPPIC ITALIA IT10415
Russian Federation	Joint-Stock Company Logika RU10631	Italy	Gasmarine S.r.l. IT11549
Russian Federation	AIR LIQUIDE OOO RU10630	Italy	ISENET BIOBANKING SRL IT11551
Russian Federation	AIR LIQUIDE RYAZAN RU10625	Italy	AIR LIQUIDE BIOMETANO SRL IT11587
Russian Federation	Air Liquide Alabuga RU10628	Italy	AIRGAS NORDEST
Russian Federation	Air Liquide Lipetsk RU11719	Italy	AIR GAS SARDA SRL IT11584
Russian Federation	Sever Liquid Gas RU10633	Italy	WELDING SARDA SRL
Russian Federation	Air Liquide Kstovo RU10624	Italy	AIR GAS TOSCANA SRL
Russian Federation	Air Liquide Balakovo RU10622	<b>Japan</b>	
Russian Federation	Air Liquide Kuzbass RU11553	Japan	Tokai Gas United K.K. JP10519
Russian Federation	AIR LIQUIDE GLOBAL E&C SOLUTIONS, OOO RU10369	Japan	Air Liquide Global E&C Solutions Japan K.K. JP10598
Russian Federation	Air Liquide Severstal RU10626	Japan	K.K. AIR LIQUIDE LABORATORIES JP10161
Russian Federation	Representative office of "AIR LIQUIDE Global E&C Solutions Germany GmbH	Japan	Air Liquide Japan G.K. JP10162
<b>Saudi Arabia</b>		Japan	Air Liquide Kogyo Gas K.K. JP10499
Saudi Arabia	Air Liquide Arabia LLC SA10976	Japan	Kyoto Teisan K.K. JP10479
Saudi Arabia	Hellum Saudi Ltd SA10979	Japan	TS Unyu K.K. JP10485
Saudi Arabia	Al-Jomaih & Petrobau Saudi Arabia Co. Ltd. SA10373	Japan	Air Liquide Operation K.K. JP10508
Saudi Arabia	Air Liquide Al Khafrah Industrial Gases LLC Factory SA10978	Japan	Himeji Daisan K.K. JP10502
Saudi Arabia	VitalAire Arabia	Japan	K.K. Kansai Gas First JP10509
<b>Senegal</b>		Japan	Toshiba Nanoanalysis K.K. JP10513
Senegal	AIR LIQUIDE SENEGAL SN10986	Japan	K.K. General Gas Center JP10523
<b>Singapore</b>		Japan	Naniwa Sanso K.K. JP10577
Singapore	Air Liquide Singapore Private Limited SG10445	Japan	VitalAire Japan
Singapore	Air Liquide Advanced Materials Singapore Pte. Ltd. SG11710	Japan	Niigata I. G. S. K.K. JP10565

**List of the subsidiaries members of the 2021 International Group Purchase Plan**

<b>COUNTRY</b>	<b>ENTITY NAME</b>	<b>COUNTRY</b>	<b>ENTITY NAME</b>
Singapore	Air Liquide Industrial Services Pte Ltd SG10271	Japan	Keiyo Tetsan K.K. JP10567
Singapore	Air Liquide Global E&C Solutions Singapore Pte. Ltd. SG10179	Japan	T. T. Tech Co., Ltd. JP10576
Singapore	ALIZENT SINGAPORE PTE. LTD. SG11631	<b>Kazakhstan</b>	
Singapore	Calgaz International LLC	Kazakhstan	Air Liquide Munay Tech Gases KZ11476
Singapore	AIR LIQUIDE GLOBAL EXPORT MATERIALS PTE. LTD. SG11646	Kazakhstan	Air Liquide Karabatan Tech Gases
<b>South Africa</b>		<b>Korea, Republic of</b>	
South Africa	Air Liquide Large Industries (Pty) Ltd ZA10932	Korea, Republic of	Air Liquide Advanced Materials Korea, Co., Ltd. KR10050
South Africa	Air Liquide Africa Services (Pty) Ltd. ZA11558	Korea, Republic of	Air Liquide Korea Co. Ltd. KR10051
South Africa	Air Liquide Global E&C Solutions South Africa (Pty) Ltd. ZA10296	Korea, Republic of	VitalAire Korea Inc KR10438
South Africa	Air Liquide (Pty) Ltd ZA10004	Korea, Republic of	Air Liquide Solutions Korea L.L.C. KR10618
South Africa	Continuous Oxygen Supplies (Pty) Ltd ZA10921	<b>Kuwait</b>	
South Africa	Air Liquide Healthcare (Pty) Ltd ZA10918	Kuwait	Shuaiba Oxygen Company KW10933
South Africa	Air Liquide Large Industries South Africa	<b>Luxemburg</b>	
<b>Sweden</b>		Luxemburg	L'Air Liquide Luxembourg LU10821
Sweden	Air Liquide Gas AB SE10731	<b>Macao</b>	
Sweden	NordicInfu Care AB SE11180	Macao	CELKI MEDICAL COMPANY (MACAO) LIMITED MO10388
Sweden	FordonsGas Sverige AB SE11245	<b>Morocco</b>	
<b>Swaziland</b>		Morocco	AIR LIQUIDE MAROC MA10621
Swaziland	SWAZI GASES (PROPRIETARY) LIMITED SZ11088	<b>Madagascar</b>	
<b>Togo</b>		Madagascar	AIR LIQUIDE MADAGASCAR SA MG10950
Togo	AIR LIQUIDE TOGO SA TG10981	<b>Mexico</b>	
<b>Thailand</b>		Mexico	Red-D-Arc, S.A. de C.V. MX11343
Thailand	Air Liquide (Thailand) Ltd. TH10465	Mexico	Air Liquide Mexico S de RL de CV
<b>Trinidad and Tobago</b>		<b>Mali</b>	
Trinidad and Tobago	Air Liquide Trinidad & Tobago Limited TT10184	Mali	AIR LIQUIDE MALI ML10209
<b>Tunisia</b>		<b>Mozambique</b>	
Tunisia	AIR LIQUIDE TUNISIE TN10186	Mozambique	Air Liquide Mozambique Ltd MZ11228
Tunisia	VITALAIRE SARL TN10942	<b>Martinique</b>	
Tunisia	AIR LIQUIDE TUNISIE SERVICES TN10944	Martinique	Air Liquide Antilles Guyane
Tunisia	AIR LIQUIDE SPECNA TN10943	<b>Malaysia</b>	
<b>Turkey</b>		Malaysia	AIR LIQUIDE MALAYSIA SDN BHD MY10226
Turkey	AIR LIQUIDE GAZ SAN. VE TIC. A.S. TR10763	Malaysia	Air Liquide Business Services Sdn Bhd MY11397
<b>Taiwan</b>		Malaysia	POLY GAS SDN BHD MY11390
Taiwan	AIR LIQUIDE ELECTRONICS SYSTEMS ASIA LTD. TW10181	Malaysia	Cryogenic Tank Services (M) Sdn Bhd MY11253
Taiwan	Balazs Asia Co., Ltd. TW11528	Malaysia	JJ-Lurgi Engineering Sdn. Bhd. MY10423
Taiwan	Air Liquide Far Eastern LTD TW10182	Malaysia	Air Liquide Global E&C Solutions Malaysia Sdn. Bhd. MY10422
Taiwan	VitalAire Taiwan Co., Ltd. TW11117	Malaysia	ALIZENT MALAYSIA SDN. BHD. MY11632
<b>Ukraine</b>		Malaysia	Southern Industrial Gas Sdn Bhd MY11655
Ukraine	Air Liquide Global E&C Solutions Ukraine UA10376	<b>Mayotte</b>	
<b>Uruguay</b>		Mayotte	SEPRODUM MAYOTTE YT10586
Uruguay	AIR LIQUIDE URUGUAY S.A. UY10205	<b>Namibia</b>	
<b>United States of America</b>		Namibia	Air Liquide Namibia (Pty) Ltd NA10916
United States of America	Air Liquide Global E&C Solutions US Inc. US10377	<b>Nigeria</b>	
United States of America	American Air Liquide Inc. US10064	Nigeria	AIR LIQUIDE NIGERIA PLC NG10208
United States of America	Airgas Nitrogen Services, LLC US11094	<b>Netherlands</b>	
United States of America	Calgaz International LLC US11096	Netherlands	Scott Specialty Gases Netherlands B.V. NL10825
United States of America	Air Liquide Helium America, Inc. US10790	Netherlands	Cryo Tainer B.V. NL11478
United States of America	Airgas, Inc. US11335	Netherlands	Air Liquide B.V. NL10804
United States of America	Airgas Safety, Inc. US11344	Netherlands	Air Liquide Acetylene B.V. NL10814
United States of America	Airgas Specialty Products, Inc. US11378	Netherlands	VitalAire Nederland B.V. NL10826
United States of America	Airgas USA, LLC US11345	Netherlands	Medidis NL11644
United States of America	Nitrous Oxide Corp. US11365	Netherlands	I.C.S. (Industrial Cryogenic Services) B.V. NL10812
United States of America	Red-D-Arc Inc. US11342	Netherlands	Air Liquide Industrie NL10173
United States of America	Air Liquide Electronics U.S. LP US10782	Netherlands	Red-D-Arc B.V. NL11346
United States of America	Air Liquide Technical Services LLC US10792		
United States of America	Air Liquide Advanced Materials Inc. US10793		
United States of America	AIR LIQUIDE USA LLC		
United States of America	Air Liquide Hydrogen Energy U.S. LLC US11573		
United States of America	Air Liquide Large Industries U.S. LP US11084		
United States of America	Air Liquide Advanced Technologies U.S. LLC US10786		
United States of America	SEPPIC Inc US10436		
United States of America	Polykon Manufacturing LLC US11305		
United States of America	Hydrogen Distribution Services LLC US11658		

## APPENDIX 2- Nature of expenses and payment of fees

The minimum contribution of each of the Plan's member companies consists of the payment of fees associated with the following transactions:

- the opening of the beneficiary's account,
- the fees associated with an employee's annual payment into the IGSPF,
- the preparation and sending of the transaction statements (contributions, redemptions of FCPE units, sale of shares),
- the preparation and sending of the annual statement of assets,
- all of the redemptions of FCPE units at expiration as well as those that are carried out in the framework of the early exit events set forth in articles R. 3324-22 and R. 3334-4 of the French Labor Code, on the condition that such redemptions be made by wire transfer to the employee's account,
- employees' access to electronic data transmission tools providing them with information on their accounts.

### APPENDIX 3 — List of investment vehicles

In accordance with the provisions of Article R. 3332-1 of the French Labor Code, the purpose of this appendix is to regroup the criteria of choice and the list of investment instruments, as well as the information notice of the *Fonds Commun de Placement d'Entreprise* (French employee shareholding vehicle, or "FCPE") that exists within the Plan.

#### Available investments within the IGSP:

– the holding of Air Liquide shares in registered form in the registers of the L'Air Liquide company following a subscription of Air Liquide shares in the framework of a capital increase reserved for Beneficiaries and/or of an acquisition of Air Liquide shares reserved for Beneficiaries via the sale of existing shares.

– during the 2005 capital increase, the employees of certain Member Companies had the option of subscribing to the capital increase via an FCPE invested in shares of the LAIR LIQUIDE S.A. company. Said FCPE can no longer receive contributions from Beneficiaries

THE "AIR LIQUIDE EPARGNE" FCPE	
<p><i>This FCPE which enabled certain employees to invest their assets in a vehicle invested in AIR LIQUIDE securities replicates the course of the stock market fluctuations of the Air Liquide share. This FCPE is recommended to employees who are attracted by share management with a pronounced risk, within the outlook of a long term investment with no restrictions as to the specific redemption date of the value of the FCPE's units.</i></p> <p>This FCPE can no longer receive contributions from Beneficiaries.</p>	
<b>AMF Code #:</b>	990000060009
<b>Legal form</b>	<i>Fonds Commun de Placement d'Entreprise</i>
<b>Date of approval:</b>	18 Mars 1994
<b>Management Company:</b>	Federis Gestion d'Actifs- 30 rue de la Victoire 75009 Paris.
<b>AMF Classification:</b>	"FCPE invested in listed company securities"
<b>Management objective:</b>	The FCPE is invested in listed Air Liquide shares and shall replicate the upward or downward performance of the Air Liquide share. A minimum of [98] % of the FCPE's assets are invested in Air Liquide shares, the objective being to invest 100 % of its assets in Air Liquide shares. The balance, if applicable, is invested in Monetary OPCVMs ( <i>Organismes de Placement Collectif en Velours Mobilières</i> , or French collective investment vehicles).
<b>Investment objective:</b>	to achieve a long-term positive capital valuation
<b>Risk:</b>	①②③④⑤
<b>Recommended investment term:</b>	> 5 years ( <i>the subscriber's attention is called to the fact that his or her assets are not available for a minimum of 5 years, with the exception of the occurrence of an early exit event</i> )

## Annexe 4 : Mise à jour du règlement du Plan

- Mise à jour de mai 2013

Afin de tenir compte de la modification de la loi française, le nombre de salariés mentionne au second paragraphe de l'article IV du règlement du Plan est de 250 et non plus de 100.

- Mise à jour de [juillet] 2021

Le décret n° 2020-683 du 4 juin 2020 a ajouté un nouveau cas de déblocage anticipé à la liste des cas de déblocage anticipés des plans d'épargne.

Il est donc inséré un article 3 bis au sein de l'article IX du Plan d'épargne Groupe International du personnel du groupe Air Liquide, rédigé comme suit :

« 3 bis. Les violences commises contre l'intéressé par son conjoint, son concubin ou son partenaire lié par un pacte civil de solidarité, ou son ancien conjoint, concubin ou partenaire :

- a) Soit lorsqu'une ordonnance de protection est délivrée au profit de l'intéressé par le juge aux affaires familiales en application de l'article 515-9 du code civil ;
- b) Soit lorsque les faits relèvent de l'article 132-80 du code pénal et donnent lieu à une alternative aux poursuites, à une composition pénale, à l'ouverture d'une information par le procureur de la République, à la saisine du tribunal correctionnel par le procureur de la République ou le juge d'instruction, à une mise en examen ou à une condamnation pénale, même non définitive ; »

*Ce cas fait partie des cas de déblocage anticipés pour lesquels la demande de déblocage peut être faite à tout moment.*

### Appendix 4 : Update of the Plan rules

- Update of [May] 2013

In order to take into consideration a change occurred in French law, the number of employees mentioned in the second paragraph of the article IV of the Plan rules is 250 and not 100.

- Update of [July] 2021

The decree n° 2020-683 dated June 4<sup>th</sup>, 2020 has added a new early exit event to the list of early exit events of savings plans.

An article 3 bis is therefore inserted in Article IX of the International Groupe Share Purchase Plan for the employees of Groupe Air Liquide, drafted as follows :

« 3 bis. Violence committed against the person by his/her spouse, his/her cohabiting partner or partner bound by a civil solidarity pact, or his/her former spouse, cohabiting partner or partner :

- a) When a protection order is issued for the benefit of the person by the family court judge in application of Article 515-9 of the civil code ;
- b) When the facts fall under Article 132-80 of the criminal code and give rise to an alternative to prosecution, to a criminal composition, to the opening of an investigation by the public prosecutor, to the referral of criminal court by the public prosecutor or the investigating judge, to the indictment or a criminal conviction, even not final ;

*This early exit event is one of the early exit events for which the release request can be made at anytime.*