

RAISIO PLC

## PROPOSALS TO RAISIO PLC'S ANNUAL GENERAL MEETING 2021 ON THE MEMBERS OF THE BOARD AND THEIR REMUNERATION

The planned date for Raisio's Annual General Meeting is 13 April 2021. Based on the proposals by the Nomination Committee set by the Supervisory Board from among its members, the Supervisory Board of Raisio makes the following proposals to the Annual General Meeting. The proposals will be included in the notice of the Annual General Meeting, which will be published on or about 2 March 2021.

### **Resolution on the remuneration of the members of the Board of Directors**

During the term commencing after the closing of the Annual General Meeting, the remuneration payable to the Chairman of the Board would be EUR 5,000 per month and the remuneration to the members of the Board EUR 2,500 per month. Approximately 20% of this remuneration shall be paid by assigning shares in the company's possession and approximately 80% in cash. The remuneration shall be paid in two equal instalments during the term, so that the first instalment is paid on 15 June and the second on 15 December. In addition to this, a remuneration of EUR 800 would be paid to the Chairman of the Board for each board meeting and to the chairmen of the Board's committees for each committee meeting and a remuneration of EUR 400 to the members of the Board for each board meeting, including the meetings of the Board's committees. Remuneration for meetings would be paid in cash. Moreover, they will receive per diem allowance for meeting days and their travel expenses will be compensated according to the company's travelling rules.

### **Resolution on the number of members of the Board of Directors**

The number of members of the Board of Directors would be confirmed as five (5).

### **Election of members of the Board of Directors**

Of the current members of the Board **Erkki Haavisto**, **Leena Niemistö**, **Ann-Christine Sundell**, **Pekka Tennilä** and **Arto Tiitinen** would be re-elected for the term commencing at the closing of the Annual General Meeting. **Iikka Mäkelä**, who has been a member of the Board since 2017 and the Chairman of the Board since 2018, has informed that he will not be available for re-election to the Board of Directors.

All nominees are independent in relation to the company and from its significant shareholders according to the definition set out in the Finnish Corporate Governance Code and all have given their consent for the election. In addition, the nominees have indicated that if they are elected as members of the Board of Directors, they will elect Arto Tiitinen as the Chairman of the Board and Ann-Christine Sundell as the Vice Chairman of the Board. Further information on the nominees is available on the company's website (<https://www.raisio.com/en/investors/corporate-governance/annual-general-meetings/>).

In Raisio, 11 February 2021

SUPERVISORY BOARD