

PREPARATION OF THE PROPOSAL FOR THE REMUNERATION AND COMPOSITION OF THE BOARD OF DIRECTORS

(Finnish Corporate Governance Code 2020, recommendation 7)

The Nomination Committee of Raisio plc's Supervisory Board prepares matters concerning the appointment and remuneration of the members of the Board of Directors. Nomination Committee prepares a proposal to the Supervisory Board, which, in turn, puts forth a proposal to the Annual General Meeting concerning remuneration, number and election of the members of the Board of Directors.

Nomination Committee consists of the Supervisory Board's Chairman Paavo Myllymäki and Deputy Chairman Holger Falck, based on their posts, as well as members elected by the Supervisory Board among its members: Henrik Brotherus and Linda Langh and also one external member: Timo Sallinen, who represents Varma Mutual Pension Insurance Company.