

RAISIO PLC

PROPOSAL FOR MEMBERS OF THE BOARD AND THEIR REMUNERATION

Based on the proposals by the Supervisory Board's Nomination Committee, the Supervisory Board of Raisio has on 13 February 2025 made the following proposals to Raisio plc's Annual General Meeting 2025, which have been released as a Stock Exchange Release on 13 February 2025.

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 5,150 per month and the remuneration to the members of the Board EUR 2,650 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.

Number of members of the Board of Directors

The number of members of the Board of Directors would be confirmed as six (6).

Election of members of the Board of Directors

Current members of the Board **Tero Hemmilä, Leena Niemistö, Pekka Tennilä** and **Arto Tiitinen** would be re-elected and **Antti Elevuori** and **Reija Laaksonen** elected as new members, all for the term commencing at the closing of the Annual General Meeting. Current Board members Ann-Christine Sundell and Lauri Sipponen have informed that they are not available for re-election.

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. Further information on the nominees is available on the company's website <https://www.raisio.com/en/investors/corporate-governance/annual-general-meeting/>.

In Raisio, 13 February, 2025

Raisio plc

SUPERVISORY BOARD