

Raisio plc

## PROPOSAL FOR MEMBERS OF THE BOARD AND THEIR REMUNERATION

Based on the proposal given by the nomination workgroup set by the Supervisory Board from among its members, the Supervisory Board of Raisio plc proposes to the Annual General Meeting to be held on 27 March 2013 as follows:

During the term commencing after the closing of the 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 2,000 per month. Approximately 20% of this remuneration shall be paid by assigning shares in the Company's possession and approximately 80% in cash, and the fee 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. Moreover, they will receive per diem allowance for meeting days and their travel expenses will be compensated according to the company's travelling rules.

The number of members of the Board of Directors for the term commencing on 27 March 2013 would be confirmed as five.

Board members whose term ends – Anssi Aapola, Erkki Haavisto, Matti Perkonoja, Michael Ramm-Schmidt and Pirkko Rantanen-Kervinen – would be re-elected for the term commencing after the closing of the General Meeting. Due to the articles of association Simo Palokangas, Chairman of the Board, is not eligible for the office of board member for the new term commencing on 27 March 2013.