

Arrangements made with Mr. Wijers

As announced, Mr. Wijers will step down from the Board of Management with effect from the Annual General Meeting on April 23, 2012. As a consequence, his employment contract with the company will be mutually terminated with effect as of April 30, 2012. Mr. Wijers and the Supervisory Board came to this decision in order to facilitate an orderly succession and a smooth transition of the CEO position. Mr. Wijers' employment contract with AkzoNobel, which predates 2004 when the Dutch Corporate Governance Code came into effect, stipulates that in case his retirement is advanced he is entitled to one year's fixed salary plus pension contribution. The Supervisory Board has decided to honor this arrangement and considers this reasonable and fair also in light of Mr. Wijers' continued leadership and support for an orderly succession.

Arrangements made with Mr. Frohn

As announced, the Supervisory Board and Mr. Frohn have mutually agreed that Mr. Frohn will step down from the Board of Management with effect from April 30, 2012. As a consequence, his employment contract with the company will be mutually terminated with effect as of said date.

The Supervisory Board, in line with the provisions of the Dutch Corporate Governance Code and Mr. Frohn's contract, has decided to grant Mr. Frohn a compensation equal to one year's fixed salary.