



## (RE)APPOINTMENTS TO THE BOARD OF MANAGEMENT

### Information on Mr. K. Nichols

1. **Family name and first names**

Nichols, Keith

2. **Place and date of birth**

Tema, Ghana, May 22, 1960

3. **Nationality**

British

4. **(Former) occupation**

Senior Vice President Finance, formerly Treasury and Corporate Finance Director Corus Plc, Group Controller and Finance Director Logistics Division TNT NV.

5. **Reasons for Appointment to the Board of Management**

Mr. Nichols has extensive experience in international finance. He played a key role in both the sale of Organon BioSciences and the structuring, financing and execution of the acquisition of ICI Plc by Akzo Nobel. Mr. Nichols is therefore well placed to lead the finance team in such matters as the integration of ICI.

6. **Summary of employment agreement**

Employment agreements are entered into for a period of four years.

In conformity with the Dutch Corporate Governance Code the appointments will terminate in the year 2012, after which period reappointments can take place for consecutive periods of four years each, or so much shorter as will follow from the application of the date of retirement.

If reappointment does not take place and the employment agreement between the board member concerned and Akzo Nobel NV is not continued or if the agreement is terminated otherwise by the company, other than for cause, the board member will be entitled to a severance payment to be established by the Supervisory Board in accordance with the principles of the Dutch Corporate Governance Code and mandatory Dutch law to the extent applicable.

The formal retirement date is the last day of the month in which the Annual Shareholders' Meeting is held in the year in which the board member will reach the age of 62 (sixty-two).



The base salary amounts to € 570.000 per annum.

Adjustment of the base salary will take place if and when the Supervisory Board of Akzo Nobel considers this appropriate.

The target short-term incentive (annual bonus) is 65% of the base salary. The bonus opportunity is linked to EVA (Economic Value Added). EVA targets for the bonus will be determined annually by the Supervisory Board. The EVA performance accounts for 70% of the annual bonus opportunity. The remaining 30% of the bonus opportunity is based on individual quantifiable targets.

With respect to the long-term incentive plans (Performance Share Plan) reference is made to the plans as proposed at the General Shareholders' Meeting of 2008.

The pension structure is based on the defined contribution system comparable with the rules for Akzo Nobel in the Netherlands.

External board memberships are allowed on the condition of approval by the Supervisory Board. The number of external board memberships does not exceed two, except in the year before retirement. In that year more than two external board memberships may be approved by the Supervisory Board.

#### **Information on Mr. L. Darner**

Reference is made to page 15 of the Annual Report 2007

#### **Information on Mr. R. Frohn**

Reference is made to page 15 of the Annual Report 2007