

APPOINTMENT TO THE BOARD OF MANAGEMENT

Information on Mr. L.W. Gunning

1. Family name and first names

Gunning, Louis Willem (Tex)

2. Place and date of birth

Zwolle, 15 August, 1950

3. Nationality

Dutch

4. (Former) occupation

At present Mr. Gunning is Managing Director of the Decorative Paints business of AkzoNobel. Prior to joining AkzoNobel Mr. Gunning was CEO and Chairman of Vedior N.V. Up to 2007 Mr. Gunning was working for Unilever for 25 years of which 15 years in Asia, the last 7 years as their Regional President.

5. Reasons for Appointment to the Board of Management

Mr. Gunning brings with him to Decorative Paints a wealth of experience in consumer facing businesses.

Furthermore, he has developed a special interest for the role of business in society and "how to build and grow" businesses in a global complex and interconnected world. He deeply believes that great performance is strongly dependent on a company's ability to develop great leaders at all levels of the organization and dependent on developing a strong sense of community with all stakeholders.

6. Summary of employment agreement

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

In conformity with the Dutch Corporate Governance Code this appointment will terminate on May 1, 2013, after which period reappointment 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 N.V. 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 Supervisory Board can agree with a Board member to stay on beyond the formal retirement date.

The base salary amounts to EUR 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. Reference is also made to the plans to be proposed at the General Meeting of Shareholders of 2009.

In addition, Mr. Gunning will receive an additional bonus of no more than 100% of his base salary for the successful integration of the Decorative Paints businesses of AkzoNobel and the former ICI to be measured over a three year period and subject to achieving specific targets.

With respect to the long-term incentive plans (Performance Share Plan) reference is made to the plans to be proposed at the General Meeting of Shareholders of 2009.

The pension structure is based on the defined contribution system comparable with the rules for AkzoNobel 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.