

## Summary of the main elements of the contract of Mr. Grégoire Poux-Guillaume as of October 1, 2022

The contract of Mr. Poux-Guillaume has been concluded in accordance with the company's remuneration policy as well as Dutch Law and the principles and best practices of the Dutch Corporate Governance Code and the revised EU Directive to encourage long-term shareholder engagement (SRD II).

The main elements are:

### Base salary

€1,225,000 per annum.

### Performance related short- and long-term incentives

Per the company's remuneration policy. In 2022, Mr. Poux-Guillaume will be entitled to a pro rata on target short term incentive (based on 100% of base salary), and a pro rata long term incentive (based on 200% of the base salary).

In the event of, a dismissal by the general meeting of shareholders of Akzo Nobel N.V., a termination by mutual consent or a voluntary leave, in all cases: other than for urgent cause or serious culpable acts or omissions, Mr. Poux-Guillaume's entitlement for the performance related short- and long-term incentives will be calculated in proportion to the duration of active service.

### Other benefits

Contributions towards pension and similar retirement benefits, depending on age in line with the other members of the Board of Management. Mr. Poux-Guillaume will also be eligible for certain transitional benefits (temporary housing and travel reimbursements) to facilitate his transfer from Switzerland to the Netherlands.

### Severance

In line with the Dutch Corporate Governance Code: there will be no severance payment in case of dismissal or termination for urgent cause or leave at the initiative of Mr. Poux-Guillaume. In all other cases, including at the end of the contract without Mr. Poux-Guillaume being re-appointed, the severance payment will not exceed a sum equivalent to one-time annual base salary.

### Share ownership and matching

Per the company's regulations and remuneration policy.