

Nurminen Logistics establishes a new share-based long-term incentive plan

Nurminen Logistics Plc

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The Board of Directors of Nurminen Logistics Plc has decided to establish a new share-based incentive plan for the key employees of the company.

The objective of the plans is to align the interests of the key employees and Nurminen Logistics shareholders and to increase the company value in the long term, to drive financial and operative performance, and to retain key employees by offering them a competitive performance-based earning opportunity.

Restricted Share Plan 2025–2029

The Restricted Share Plan is intended to be used as a tool in specific situations seen necessary by the Board of Directors, for example ensuring retention of key talents, attracting new talent or other specific situations determined by the Board.

The reward from the Restricted Share Plan 2025—2029 is based on a valid employment or director contract and the continuity of the employment or service. The plan is intended for selected key employees only, based on the decision by the Board of Directors.

The rewards to be earned on the basis of the plan will be paid by the end of May 2027, 2028 or 2029 but in any event minimum twelve (12) months after the determination of the Reward.

The gross rewards to be allocated during 2025–2029 on the basis of the restricted share plan correspond to the value of maximum 300,000 Nurminen Logistics shares.

General

The rewards will be paid partly in Nurminen Logistics shares and partly in cash. The cash proportions of the rewards are intended for covering taxes and tax-related expenses arising from the rewards to the participants. In general, no reward is paid if the participant's employment or director contract terminates before the reward payment.

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Key media

www.nurminenlogistics.com

Nurminen Logistics is a Finnish listed company established in 1886. The company offers high-quality rail transport, terminal, and multimodal solutions between Asia and Europe and in the Nordic and Baltic countries.