

# **The Board of Directors of Nurminen Logistics Plc resolved on a new performance period for the performance share plan**

Nurminen Logistics Plc

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## **THE PERFORMANCE PERIOD 2024–2026 OF THE PERFORMANCE SHARE PLAN 2022–2026**

The Board of Directors of Nurminen Logistics Plc established a Performance Share Plan 2022–2026 in 2022 for the key employees of Nurminen Logistics Plc. The key terms of the Performance Share Plan were published in a stock exchange release on 5 July 2022. The Board of Directors of the company resolved on a new performance period for the Plan covering the financial years 2024–2026.

The target group of the Plan for the performance period 2024–2026 consists of the company’s CEO and all members of the Management Team. During the performance period 2024–2026, the rewards are based on the Total Shareholder Return (TSR) of the Nurminen Logistics Plc share and on the ratio of net debt to EBITDA at the end of the financial year 2026.

The gross rewards to be paid from the performance period correspond to the value of an approximate maximum total of 376,000 Nurminen Logistics Plc shares, including the proportion to be paid in cash. The potential rewards from the Performance Period 2024–2026 will be paid by the end of May 2027, partly in Nurminen Logistics Plc shares and partly in cash. The cash proportion of the reward is intended to cover taxes and statutory social security contributions arising from the reward to a participant.

The rewards to be paid on the basis of the Performance Share Plan will be capped if the limits set by the Board for the payable reward from the performance period 2024–2026 are reached.

### **Nurminen Logistics Plc**

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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.