



KESKO CORPORATION STOCK EXCHANGE RELEASE 21.3.2025 09.00

# Realisation of Kesko's share-based commitment and incentive plan RSP 2024

Kesko Corporation's Board of Directors has decided in accordance with the terms and conditions of the RSP 2024 plan, to grant Kesko B shares held by the company as treasury shares corresponding total value of EUR 538,250 to key persons in the company and to grant a total of 9,256 Kesko B shares to a key person in the company.

The share plans in Kesko's share-based commitment and incentive scheme were first communicated in a stock exchange release on 2 February 2017. The Restricted Share Pool (RSP) plan consists of annually commencing share plans. Share awards based on the plans are paid in Kesko B shares.

Kesko Corporation's Board of Directors has decided, based on promises made in accordance with the terms and conditions of the RSP 2024 plan, to grant Kesko B shares held by the company as treasury shares corresponding a total value of EUR 538,250 to key persons in the company. The Board has also decided to grant a total of 9,256 Kesko B shares to a key person in the company. The shares are estimated to be transferred to the grantees during April 2025. The share numbers represent gross earnings, from which the applicable taxes are deducted, and the remaining net amount is paid to the participants in shares.

The granting of the shares is based on the authorisation granted to the Board of Directors by the Annual General Meeting of 26 March 2024.

At its discretion, the Board may decide not to pay a share award or to recover an award that has already been paid, if the recipient has been found guilty of malpractice or an action in breach of Kesko's ethical or responsibility principles or guidance that, as a whole, cannot be considered insignificant, or if there are weighty grounds for assuming that the recipient is guilty of such acts.

The amount of share award paid to a share plan participant in a single year must not exceed the maximum amount separately set by the Board of Directors.

**Further information** is available from Matti Mettälä, Executive Vice President, tel. +358 105 322 200.

Kesko Corporation

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