

Remuneration Statement 2014

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Remuneration statement 2014

Remuneration schemes

Remuneration of the Board and its Committees

The Annual General Meeting decides on the remuneration and other financial benefits of the members of Kesko Corporation's ("Kesko") Board and its Committees' members annually. The remuneration of the members of the Board and its Committees is paid in cash. The Board members have no share compensation or share-based compensation schemes. Nor do they participate in the other remuneration or pension schemes of the Company.

Remuneration of the President and the CEO and the other executives

Principles of remuneration and the decision-making process

The remuneration scheme of the President and CEO and the other members of the Group Management Board consists of a non-variable monetary salary (monthly salary), fringe benefits (free car and mobile phone benefit), a performance bonus based on criteria decided annually (short-term remuneration scheme), a share-based compensation (long-term remuneration scheme) and management's retirement benefits. In addition, Mikko Helander has a separate health and a life insurance. Helander's health insurance, life insurance and the shares granted to him on 17 December 2014 as part of the total compensation agreed upon in his managing director's service contract are reported in more detail in the section on him. In addition, the Company has operated the 2007 option scheme under which options have not been granted since 2010. The last share subscription period under the scheme (2007C options) expired on 30 April 2014.

Based on the Remuneration Committee's preparatory work, Kesko's Board makes decisions on the personal compensation, other financial benefits, the performance bonus system criteria and the performance bonuses paid to the President and CEO and the Group Management Board members responsible for lines of business. For the other Group Management Board members, Kesko's Board makes decisions on the performance bonus principles. The Board also monitors the implementation of the remuneration scheme.

The President and CEO makes decisions on the compensation and other financial benefits of the Group Management Board members other than those responsible for lines of business within the limits set by the Chair of the Board's Remuneration Committee.

Performance bonus scheme (short-term remuneration scheme) in 2014

Kesko operates a management's performance bonus scheme. In addition to the Group Management Board, approximately 140 people in Kesko Group's management participate in the performance bonus scheme. The performance bonuses determined annually are paid after the completion of the annual financial statements by the end of April following the year of determination. Kesko's Board makes decisions on management's performance bonus criteria annually. The criteria have been the Group's profit before non-recurring items and tax (weighting 20–40%), the return on capital employed (%) of the executive's area of responsibility, operating profit excluding non-recurring items and net sales performance, customer and personnel indicators (weighting 20–40%), the attainment of personal targets, and a component based on the supervisor's overall evaluation (30–40%). The performance bonus criteria and their weightings vary depending on the duties of the position.

The maximum performance bonus of Kesko's President and CEO corresponds to his 8 months' monetary salary excluding fringe benefits, and that of the other Group Management Board members, the monetary salary of 4–5 months, depending on the profit impact of their respective positions. The performance bonus of a Group Management Board member is determined based on the monetary salary of the last month of the calendar year the performance of which is the basis of the bonus.

The fulfilment of the performance and profit criteria and their impact on long-term financial success are monitored and evaluated by Kesko's Board and the Remuneration Committee.

According to the rules of the performance bonus scheme, the period of service or comparable activity in a Group company shall have lasted continuously for at least six calendar months during the calendar year for which the bonus is paid. If the employment relationship or service contract of a performance bonus scheme participant terminates before the date of payment, his or her right to receive the bonus is cancelled. This is with the exception of the termination of the employment relationship or service contract due to retirement in cases when retirement takes place during the period between the turn of the year and the actual bonus payment date. In that case the right to receive the performance bonus remains, provided that the other performance bonus criteria are fulfilled. If exceptional events and events with significant impacts on operations take place during the financial year, or if the market situation or the Company's productivity trend requires, the application, target setting and payment rules of the performance bonus scheme can be changed in individual cases by a decision of Kesko Corporation's Board.

Share-based compensation plan 2014—2016 (long-term remuneration scheme)

In addition to the performance bonus scheme, Kesko operates the 2014—2016 share-based compensation plan intended for the Group's management and certain other key persons, decided by the Company's Board.

The purpose of the share-based compensation plan is to promote Kesko's business and increase the Company's value by combining the objectives of the shareholders and management personnel. The plan also aims to commit the grantees to Kesko Group and give them the opportunity to receive Company shares upon fulfilling the objectives set in the share-based compensation plan.

The share-based compensation plan has three vesting periods: the calendar years 2014, 2015 and 2016. Kesko's Board decides the vesting criteria, the target group and the maximum amounts of the share award separately for each vesting period based on the Remuneration Committee's proposal. The final amounts of Kesko B shares to be granted based on the fulfilment of the vesting criteria are decided by the Board at the beginning of the year following the vesting period. The criteria for the 2014 vesting period were, with equal weightings, as were the criteria for the 2013 vesting period, the growth percentage of Kesko Group's sales exclusive of tax, Kesko's basic earnings per share (EPS) excluding non-recurring items and the percentage by which the total shareholder return of a Kesko B share exceeds the OMX Helsinki Benchmark Cap GI index. Under the share-based compensation plan, a total maximum of 600,000 B shares held by the Company as treasury share can be granted.

The award possibly paid for a vesting period is paid in Kesko B shares. In addition, a cash component at maximum equalling the value of the shares is paid to cover the taxes and tax-like charges incurred under the award. A commitment period of three calendar years following each vesting period is attached to the shares granted, during which the shares must not be pledged or transferred, but the other rights attached to the shares remain in force. The commitment period of the 2014 vesting period will end on 31 December 2017. If a person's employment or service relationship terminates prior to the expiry of a commitment period, he or she must, as a rule, return the shares under transfer restriction to Kesko or its designate for no consideration. In individual cases, the Board may decide that the grantee can keep the shares under the return obligation, or some of them. If the grantee retires in the commitment period, he/she is entitled to keep the shares and other securities already received.

The plan does not contain terms or conditions that would limit the grantees' income from the shares.

Period of notice and termination benefit

If given notice by the Company, the President and CEO and the other Group Management Board members are entitled to a monetary salary for the period of notice, fringe benefits and a separate lump sum termination benefit determined on the basis of the executive's monetary salary and fringe benefits. The termination benefit as well as any granted options or shares, or income from them are not part of the executive's salary and they are not included in the determination of the salary for the period of notice, termination benefit or, in case of retirement, pensionable salary. If an executive resigns, he/she is only entitled to a salary for the period of notice including fringe benefits. When a service contract terminates due to retirement, the executive is paid a pension based on his/her service contract without other benefits.

Retirement benefits in 2014

The statutory pension provision of the President and CEO and the other members of the Group Management Board is provided through a pension insurance company. In 2014, President and CEO Halmesmäki and five Group Management Board members were members of Kesko Pension Fund's department A which was closed in 1998, and their supplementary pensions are determined based on its rules and their personal service contracts. Their supplementary pensions are based on a defined retirement benefit plan. The pensions of Erlund and Talma were determined based on the general provisions applicable to employees' pensions in Finland (TyEL, the Employees' Pensions Act). The retirement benefits of Halmesmäki and Helander are reported in more detail in the section on them.

Kesko has not paid pension insurance contributions incurred on executives' memberships of Kesko Pension Fund's department A for several years, nor in 2014 when the department's investment earnings covered the payable supplementary pensions and changes in the pension liability.

Salaries, fees and other financial benefits

Remuneration and other financial benefits of the members of the Board and its Committees

The Annual General Meeting adopts resolutions on the remuneration and other financial benefits of the members of Kesko's Board and its Committees annually. The remuneration of the members of the Board and its Committees is paid in cash. The Board members have no share compensation or share-based compensation schemes. Nor do they participate in the other remuneration or pension schemes of the Company.

The Annual General Meeting of 7 April 2014 resolved to leave the Kesko Board members' fees unchanged and in 2014 they were as follows:

Annual fees:

- Board Chair €80,000,
- Board Deputy Chair €50,000 and
- Board member €37,000.

In addition, a meeting fee of €500 per meeting is paid for a Board meeting and its Committee's meeting, with the exception that the Chair of a Committee who is not the Chair or the Deputy Chair of the Board is paid €1,000 per Committee meeting.

Daily allowances are paid and travel expenses are reimbursed to the Board and Committee members in accordance with the general travel rules of Kesko.

Annual and meeting fees paid to Board members for Board and Committee work (€)*

	Annual fees	Meeting fees		Audit Remuneration		Total
		Board	Committee	Committee	Committee	
Esa Kiiskinen (Ch.)	80,000	4,000		1,500		85,500
Seppo Paatelainen (Dep. Ch.)	50,000	4,000	2,500	1,500		58,000
Ilpo Kokkila	37,000	4,000		1,500		42,500
Tommi Korpisaari	37,000	4,000				41,000
Maarit Näkyvä	37,000	4,000	5,000			46,000
Toni Pokela	37,000	4,000				41,000
Virpi Tuunainen	37,000	4,000	2,500			43,500
Total	315,000	28,000	10,000	4,500		357,500

* The fees are reported on cash basis.

President and CEO Matti Halmesmäki's salary, fees and other financial benefits in 2014

President and CEO Matti Halmesmäki's personal compensation, other financial benefits, performance bonus scheme criteria and performance bonuses paid are decided by Kesko's Board, based on the Remuneration Committee's preparatory work. A written managing director's service contract, approved by the Board, was in force between the Company and the President and CEO, in addition to which a contract to terminate his managing director's service contract has been signed with him. President and CEO Halmesmäki's duties as the President and CEO ended on 31 December 2014 and as from 1 January 2015, he continues in the Board's special assignments until 31 May 2015 when he will retire on an old age pension.

The salaries, fringe benefits and performance bonuses paid to President and CEO Halmesmäki and his other financial benefits in 2012–2014 are presented in the following tables.

Salaries, performance bonuses and fringe benefits in 2012–2014 (€)

	2014	2013	2012
Non-variable monetary salary	898,560	909,840	865,300
Performance bonuses*	360,000**	350,000**	309,000**
Fringe benefits	22,740	22,740	22,023
Total	1,281,300	1,282,580	1,196,323

* In the contract signed with Halmesmäki to terminate his managing director's service contract it is agreed that the total performance bonus to be paid to him for 2014 is €576,000 and will be paid in March 2015. In the termination contract it is agreed that the total incentive and performance bonus to be paid for 2015 is €288,000 and will be paid in May 2015.

**Performance bonus paid based on the profit for the previous year.

Period of notice and termination benefit

According to the original managing director's service contract, if given notice by the Company, the managing director was entitled, in addition to a monetary salary for the 12-month period of notice, to a separate lump sum termination benefit corresponding to his 12-months' monetary salary and fringe benefits (a total of 24 x termination month's monetary salary + fringe benefits). If Halmesmäki had resigned, he would have been entitled to a salary for the 6-month period of notice. In 2014, a contract terminating the managing director's service contract was signed with Halmesmäki according to which his duties as the President and CEO ended on 31 December 2014 and as from 1 January 2015, he continues in the Board's special assignments until 31 May 2015 when he will retire on an old age pension. According to the termination contract, Halmesmäki will not be paid separately the salary or termination benefit for the period of notice referred to above.

Share-based payments

Share-based compensation plan

Share award (pcs)	2014	2013	2012
Maximum	21,000	21,000	21,000
Granted	9,807*	4,200	5,607
Commitment period (until)	31.12.2017	31.12.2016	31.12.2015

* The Board's decision in February 2015. The shares granted for the vesting period 2014 will be paid in April 2015 in accordance with the terms and conditions of the plan.

In addition, a cash component will be paid to cover the taxes and tax-like charges incurred from the award.

Commitment period attached to share awards

A commitment period of three calendar years following each vesting period is attached to the share award consisting of Kesko B shares during which the shares must not be transferred. In the contract terminating Halmesmäki's managing director's service contract it is agreed that Halmesmäki can keep the share awards granted to him, but they are subject to a transfer restriction for a period corresponding to the commitment period.

Share options

As at 31 December 2014, Halmesmäki held no share options.

Retirement benefits

Halmesmäki's statutory pension provision is provided through a pension insurance company. In addition, Halmesmäki is a member of Kesko Pension Fund's department A which was closed in 1998, and his supplementary pension is determined based on its rules and his managing director's service contract. In 2011, the term of Halmesmäki's managing director's service contract was extended until he is 63 and retires on an old age pension. Halmesmäki's duties as the President and CEO ended on 31 December 2014 and as from 1 January 2015, he continues in the Board's special assignments until 31 May 2015 when he will retire on an old age pension. At retirement, his pension will be 66% of his pensionable salary, which is determined taking account of his non-variable monetary salary, performance bonuses and fringe benefits for the last 10 years. The supplementary pension is based on a defined benefit plan. During the financial years 2014 and 2013, no cash flow based contribution payments incurred under Halmesmäki's supplementary pension plan. The IFRS pension cost calculated on an accrual basis was positive by €0.1 million due to surplus. The pension cost incurred from Halmesmäki's statutory pension provision was €0.2 million.

Remuneration of President and CEO Mikko Helander in 2015

The Board appointed Mikko Helander, Master of Science in Technology, as the Company's new President and CEO as from 1 January 2015. Helander's personal compensation, other financial benefits, the performance bonus scheme criteria and performance bonuses are decided by Kesko's Board on the basis of the Remuneration Committee's preparatory work.

Period of notice and termination benefit

Helander's period of notice is twelve (12) months if the managing director's service contract is terminated by the Company and six (6) months if he resigns. If the Company terminates the contract for a reason other than a material breach of contract by the managing director, and the managing director does not retire on an old-age pension or some other pension, the managing director is paid, in addition to the salary for the period of notice, a compensation corresponding to the combined amount of 12 months' monetary salary and fringe benefits.

Share-based awards

On 16 December 2014, Kesko Corporation's Board of Directors decided to transfer 8,791 own B shares held by the Company as treasury shares to Mikko Helander, who took office as the Company's President and CEO on 1 January 2015. The share transfer took place on 17 December 2014. The share transfer was based on the managing director's service contract signed with Mikko Helander and the transferred shares are part of the agreed total compensation partly covering the remuneration of his service contract preceding Kesko. The transfer is without consideration and, like the share-based compensation plan operated at Kesko, its purpose is to promote Kesko's business and increase Kesko's value by combining the objectives of the shareholders and the recipient of the shares. The value of the transferred shares at the date of transfer, 17 December 2014, was €260,741.06. In addition, taxes and other statutory charges for the share transfer incurred by the recipient of the shares, in a total amount of €419,394.80, have been paid in cash.

Share award transfer restriction

The Kesko B shares granted to Helander on 17 December 2014 carry a commitment period until 1 October 2016, during which the shares are not allowed to be transferred.

Retirement benefits and insurances

Mikko Helander's old-age pension age is 63 and the amount of his old-age pension is 60% of the earnings he has received during the ten (10) calendar years preceding his retirement in accordance with the Employees' Pensions Act (TyEL).

In addition, the Company has taken out a health insurance for Helander to cover both general practitioner and specialist expenses arising from the examination and treatment of illnesses or injuries caused by accidents, as well as a life insurance.

Group Management Board members' salaries, fees and other financial benefits in 2014

Based on the Remuneration Committee's preparatory work, Kesko's Board makes decisions on the personal compensation, other financial benefits, the performance bonus scheme criteria and the performance bonuses paid to the President and CEO and the Group Management Board members responsible for lines of business. For the other Group Management Board members, Kesko's Board makes decisions on the performance bonus principles. The President and CEO makes decisions on the compensation and other financial benefits of the Group Management Board members other than those responsible for lines of business within the limits set by the Chair of the Board's Remuneration Committee.

Group Management Board members and areas of responsibility in 2014

	Group Management Board member since	Area of responsibility
Matti Halmesmäki, Ch.*	1 Jan. 2001	Kesko's President and CEO
Mikko Helander**	1 Oct. 2014	Kesko's Executive Vice President
Jorma Rauhala, President of Kesko Food Ltd***	5 Feb. 2013	Food trade and Kesko's store site operations in Russia
Minna Kurunsaari, Senior Vice President, home and speciality goods trade	1 Dec. 2011	Home and speciality goods trade
Terho Kalliokoski, President of Rautakesko Ltd****	17 Mar. 2005	Building and home improvement trade
Pekka Lahti, President of VV-Auto Group Oy	1 Mar. 2005	Car and machinery trade
Arja Talma, Senior Vice President	17 Mar. 2005	Store sites and investments
Jukka Erlund, Senior Vice President, CFO of Kesko	1 Nov. 2011	Finance and accounting, IT management, financial services
Matti Mettälä, Senior Vice President	1 Oct. 2012	Human resources and stakeholder relations

* President and CEO Halmesmäki's duties as the President and CEO ended on 31 December 2014 and continue in special assignments until 31 May 2015 when he will retire on an old age pension.

** Helander joined Kesko as Executive Vice President and Member of the Group Management Board on 1 October 2014. Since 1 January 2015, he has been Kesko's President and CEO and the Chair of the Group Management Board.

*** Until 31 December 2014, Rauhala's areas of responsibility were the food trade and Kesko's Russian store site operations. As from 1 January 2015, Rauhala's area of responsibility is Kesko's grocery trade.

**** Until 31 December 2014, Kalliokoski's area of responsibility was the building and home improvement trade. As from 1 January 2015, Kalliokoski's area of responsibility is Kesko's home improvement and speciality goods trade.

The salaries, fringe benefits and performance bonuses, as well as other financial benefits paid to the Group Management Board in 2013—2014 are presented in the following tables.

Group Management Board members' salaries, performance bonuses and fringe benefits in 2013—2014 (€)*

	Non-variable monetary salary		Performance bonuses		Fringe benefits		Total	
	2014	2013	2014	2013	2014	2013	2014	2013
Matti Halmesmäki, Ch.	898,560	909,840	360,000	350,000	22,740	22,740	1,281,300	1,282,580
Group Management Board**	1,843,260	1,671,384	286,500	323,550	121,649	118,896	2,251,409	2,113,830
Total	2,741,820	2,581,224	646,500	673,550	144,389	141,636	3,532,709	3,396,410

* Salaries, performance bonuses and fringe benefits are reported on cash basis. The 2013 earnings on accrual basis are calculated by adding the amount of performance bonus paid in 2014 to the salaries and fringe benefits for 2013. The performance bonus for 2014 will be decided and paid in spring 2015.

** Excluding President and CEO Halmesmäki.

Share-based payments to Group Management Board members in 2012—2014 (pcs)

	2014		2013		2012	
	Maximum	To be granted**	Maximum	Granted	Maximum	Granted
Matti Halmesmäki, Ch.	21,000	9,807	21,000	4,200	21,000	5,607
Group Management Board*	48,000	16,812	46,500	9,300	35,600	9,506
Total	69,000	26,619	67,500	13,500	56,600	15,113

* Excluding President and CEO Halmesmäki and Helander. The amounts reported for the Group Management Board reflect the situation in February following each vesting period. In accordance with Helander's managing director's service contract, he was granted a total of 8,791 Kesko B shares held by the Company as treasury shares on 17 December 2014. The Kesko B shares awarded to Helander on 17 December 2014 carry a commitment period until 1 October 2016, during which the shares are not allowed to be transferred. The share transfer is based on the managing director's service contract signed with Helander and the transferred shares are part of the agreed total compensation partly covering the remuneration of his service contract preceding Kesko.

** The Board's decision in February 2015. The shares to be granted for the 2014 vesting period will be granted by the end of April 2015 in accordance with the terms and conditions of the plan.

Commitment period attached to share awards

A commitment period of three calendar years following each vesting period is attached to the share award during which the shares must not be assigned, pledged or otherwise transferred, but the other rights attached to the shares remain in force. If a person's employment or service relationship terminates prior to the expiry of a commitment period, he/she must, as a rule, return the shares under transfer restriction to Kesko or its designate for no consideration. In individual cases, the Board may decide that the grantee can keep the shares under the return obligation, or some of them. If the grantee retires in the commitment period, he/she is entitled to keep the shares and other securities already received. The vesting and commitment periods are described in the table below.

Vesting period	2014	2013	2012
Vesting period expiry date	31 Dec. 2017	31 Dec. 2016	31 Dec. 2015

As at 31 December 2014, the members of the Group Management Board (including Halmesmäki) held no share options.

Group Management Board members' retirement benefits, periods of notice and termination benefits in 2014

	Old age pension age (years)	Pension as percentage of pensionable salary (%)	Period of notice	Termination benefit
Matti Halmesmäki, Ch.*	63	66	6/12 mo***	12-mo salary
Mikko Helander**	63	60	6/12 mo***	12-mo salary
Jorma Rauhala	62	66	6 mo	6-mo salary
Minna Kurunsaari	62	66	6 mo	6-mo salary
Terho Kalliokoski	62	66	6 mo	12-mo salary
Pekka Lahti	62	66	6 mo	18-mo salary
Arja Talma	based on TyEL****	based on TyEL****	6 mo	12-mo salary
Jukka Erlund	based on TyEL****	based on TyEL****	6 mo	6-mo salary
Matti Mettälä	62	66	6 mo	12-mo salary

* Halmesmäki's duties as the President and CEO ended on 31 December 2014 and continue in special assignments until 31 May 2015 when he will retire on an old age pension.

** Helander joined Kesko as Executive Vice President and member of the Group Management Board on 1 October 2014. Since 1 January 2015, he has been Kesko's President and CEO and the Chair of the Group Management Board.

*** The period of notice is twelve (12) months if the managing director's service contract is terminated by the Company and six (6) months if the President and CEO resigns.

**** TyEL = the Employees' Pensions Act.

The statutory pension provision of the President and CEO and the other members of the Group Management Board is provided through a pension insurance company. Halmesmäki and five Group Management Board members were members of Kesko Pension Fund's department A which was closed in 1998, and their supplementary pensions are determined based on its rules and their personal service contracts. Their pensions are based on a defined retirement benefit plan.

Group Management Board members' areas of responsibility and financial benefits in 2015

Based on the Remuneration Committee's preparatory work, Kesko's Board makes decisions on the personal compensation, other financial benefits, the performance bonus system criteria and the performance bonuses paid to the President and CEO and the Group Management Board members responsible for lines of business. For the other Group Management Board members, Kesko's Board makes decisions on the performance bonus principles. The President and CEO makes decisions on the compensation and other financial benefits of the Group Management Board members other than those responsible for lines of business within the limits set by the Chair of the Board's Remuneration Committee.

Group Management Board members and areas of responsibility in 2015*

Group Management Board member since	Area of responsibility
Mikko Helander, Ch.**	Kesko's President and CEO
Jorma Rauhala, President of Kesko Food Ltd	Grocery trade
Terho Kalliokoski, President of Rautakesko Ltd	Home improvement and speciality goods trade
Pekka Lahti, President of VV-Auto Group Oy	Car and machinery trade
Jukka Erlund, Senior Vice President, CFO of Kesko	Finance and accounting
Matti Mettälä, Senior Vice President	Human resources
Anne Leppälä-Nilsson, Senior Vice President	Legal affairs
Lauri Peltola, Senior Vice President	Corporate responsibility, communications and stakeholder relations

* Anni Ronkainen was appointed Kesko's Chief Digital Officer, responsible for business development, digital business environment and marketing, and a member of the Group Management Board. She will join Kesko Corporation on 20 April 2015 at the latest.

** Helander joined Kesko as Executive Vice President and member of the Group Management Board on 1 October 2014. Since 1 January 2015, he has been Kesko's President and CEO and the Chair of the Group Management Board.

Group Management Board members' retirement benefits, periods of notice and termination benefits in 2015

	Old age pension age (years)	Pension as percentage of pensionable salary (%)	Period of notice	Termination benefit
Mikko Helander, Ch.*	63	60	6 / 12 mo**	12-mo salary
Jorma Rauhala	62	66	6 mo	6-mo salary
Terho Kalliokoski	62	66	6 mo	12-mo salary
Pekka Lahti	62	66	6 mo	18-mo salary
Jukka Erlund	based on TyEL***	based on TyEL***	6 mo	6-mo salary
Matti Mettälä	62	66	6 mo	12-mo salary
Anne Leppälä-Nilsson	based on TyEL***	based on TyEL***	6 mo	18-mo salary
Lauri Peltola	based on TyEL***	based on TyEL***	6 mo	6-mo salary

* Helander joined Kesko as Executive Vice President and member of the Group Management Board on 1 October 2014. Since 1 January 2015, he has been Kesko's President and CEO and the Chair of the Group Management Board.

** The period of notice is twelve (12) months if the managing director's service contract is terminated by the Company and six (6) months if the President and CEO resigns.

*** TyEL = the Employees' Pensions Act.

If given notice by the Company, a Group Management Board member is paid a salary for a 6–12-months' period of notice, a separate lump sum termination benefit corresponding to his/her 6–18-months' non-variable monetary salary and fringe benefits (a total of 12–24 x the monetary salary + fringe benefits for the month of notice). If he/she resigns, he/she is entitled to the salary for the period of notice.

The statutory pension provision of the members of the Group Management Board is provided through a pension insurance company. Except for four members (Helander, Erlund, Leppälä-Nilsson and Peltola), the Group Management Board members are (in 2015) members of Kesko Pension Fund's department A which was closed in 1998, and their supplementary pensions are determined based on its rules and their personal service contracts. Their supplementary pensions are based on a defined retirement benefit plan. The remuneration and benefits of Helander are reported in more detail in the section "Remuneration of President and CEO Mikko Helander in 2015".