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Posti Group Corporation Interim Report January – September 2025

Posti Group 1–9/2025: Operational efficiency initiatives deliver a resilient adjusted EBIT margin in a continuously challenging market

Posti Group Corporation Interim Report January–September 2025

This Interim Report includes forward-looking statements dependent on future events. Such statements are based on the management's beliefs, expectations and assumptions based on currently available information, and thus include known and unknown risks, uncertainties and other factors. Posti's actual results of operations, financial performance and financial position may significantly deviate from those described in the forward-looking statements.

This Interim Report is a translation of the original Finnish report.

Unless otherwise stated, the figures in brackets refer to the corresponding period in the previous year.

July–September

Financial highlights

- Net sales decreased by 3.9% to EUR 343.8 (357.9) million.
- Adjusted EBITDA decreased to EUR 48.3 (50.9) million, or 14.0% (14.2%) of net sales.
- EBITDA decreased to EUR 43.2 (49.8) million, or 12.6% (13.9%) of net sales.
- Adjusted operating result (adjusted EBIT) decreased to EUR 17.1 (19.3) million, representing 5.0% (5.4%) of net sales.
- Operating result (EBIT) decreased to EUR 12.0 (18.2) million, representing 3.5% (5.1%) of net sales, which was negatively impacted by the special items of EUR 5.1 (1.1) million including listing costs of EUR 1.7 million.

January–September

Financial highlights

- Net sales decreased by 5.4% to EUR 1,057.2 (1,117.8) million.
- Adjusted EBITDA decreased to EUR 134.3 (153.5) million, or 12.7% (13.7%) of net sales.
- EBITDA decreased to EUR 123.4 (143.8) million, or 11.7% (12.9%) of net sales.
- Adjusted operating result (adjusted EBIT) decreased to EUR 39.3 (58.4) million, representing 3.7% (5.2%) of net sales.
- Operating result (EBIT) decreased to EUR 27.5 (48.7) million, representing 2.6% (4.4%) of net sales, which was negatively impacted by the special items of EUR 11.8 (9.7) million including listing costs of EUR 3.4 million.
- Net debt to adjusted EBITDA was 2.6x (1.2x).

Operational highlights in Q3

- On September 19, 2025, Posti announced an intention to list to the official list of Nasdaq Helsinki. Trading on Posti Group's shares commenced on Nasdaq Helsinki after the end of the reporting period on October 14, 2025.
- In Postal Services operational efficiency improvements in delivery models and resource optimization increased the segment's profitability. The adjusted EBITDA of Postal Services was 16.4% (12.4%) of net sales. Addressed letter volumes declined by 18% (11%).
- Growth in Finland's consumer recommerce market boosted parcel volumes in the eCommerce and Delivery Services segment, while B2B parcel volume remained soft. Total parcel volumes in Finland and the Baltic countries increased by 8% (3%).
- In the Fulfillment and Logistics Services segment warehouse consolidations and operational efficiency activities have started to improve profitability.
- The combined external net sales of eCommerce and Delivery Services and Fulfillment and Logistics Services continued to increase and accounted for 66.1% (63.6%) of the Group's net sales. The share of Posti's business operations outside Finland increased to 9.8% (9.1%) of net sales.

Guidance for 2025 (unchanged)

Posti is expecting its net sales to be within the range of EUR 1,440–1,500 million, adjusted EBITDA to be within the range of EUR 192–205 million and adjusted EBIT to be within the range of EUR 65–77 million in 2025.

Background for guidance for 2025

The key assumptions underlying the guidance are associated with the development of the Company's business volumes, customer prices, inflation, operational performance, and general economic conditions and logistics market drivers.

The Group's business is characterized by seasonality. The net sales, adjusted EBITDA and adjusted EBIT in the segments are not accrued evenly over the year. In consumer parcels and Postal Services, the first and fourth quarters are typically strong, while the second and third quarters are weaker. The postal volume decline is expected to continue.

The economic recovery in our home markets has been slow, and the operating environment is expected to remain challenging; Consumer confidence is expected to remain below the long-term average throughout 2025. No major changes are expected in the key logistics market drivers towards the end of the year. Posti will continue to develop its service offering and operational performance to maintain competitiveness of its services. Factors beyond Posti's control that have been considered as a background to the guidance relate to expected global economic and Posti's home markets economic development.

Mid-term financial targets

The Board of Directors of Posti Group has set the following mid-term financial targets in connection with the listing.

- Average organic net sales growth (3–5-year period) of at least 2 percent at Group level and at least 5 percent outside Postal Services compared to 2025
- Average adjusted operating result (adjusted EBIT) growth (3–5-year period) over 5 percent compared to 2025
- Net debt/adjusted EBITDA less than 2.5x

Posti Group's target is to pay continuously increasing ordinary dividends, and a payout ratio of at least 60 percent of net income based on Posti Group's Board of Directors approved dividend policy.

Key Figures of Posti Group

	7–9 2025	7–9 2024	1–9 2025	1–9 2024	1–12 2024
Financial development and profitability					
Net sales, EUR million	343.8	357.9	1,057.2	1,117.8	1,521.4
Change in net sales, %	*-3.9 %*	*-3.9 %*	*-5.4 %*	*-3.3 %*	*-4.1 %*
Adjusted EBITDA, EUR million	48.3	50.9	134.3	153.5	207.6
Adjusted EBITDA margin, %	*14.0%*	*14.2%*	*12.7%*	*13.7%*	*13.6%*
EBITDA, EUR million	43.2	49.8	123.4	143.8	196.6
EBITDA margin, %	*12.6%*	*13.9%*	*11.7%*	*12.9%*	*12.9%*
Adjusted operating result (adjusted EBIT), EUR million	17.1	19.3	39.3	58.4	80.1
Adjusted operating result (adjusted EBIT) margin, %	*5.0%*	*5.4%*	*3.7%*	*5.2%*	*5.3%*
Operating result (EBIT), EUR million	12.0	18.2	27.5	48.7	68.0
Operating result margin (EBIT), %	*3.5%*	*5.1%*	*2.6%*	*4.4%*	*4.5%*
Result for the period, EUR million	5.3	11.9	8.8	31.5	43.8
Financial position					
Equity ratio, %			24.0%	38.2%	25.2%
Return on capital employed (12 months), %			6.5%	11.9%	11.2%
Net debt, EUR million			496.9	258.3	257.5
Net debt / adjusted EBITDA			2.6x	1.2x	1.2x
Other key figures					
Operative free cash flow, EUR million			-64.6	-5.8	-2.9
Investments, EUR million			100.1	134.4	183.5
Personnel, end of period			13,757	15,038	14,764
Personnel on average, FTE	11,770	13,075	11,914	13,201	13,095
Earnings per share, basic, EUR	0.13	0.30	0.22	0.79	1.10
Earnings per share, diluted, EUR	0.13	0.30	0.22	0.79	1.10
Dividend per share, EUR					0.83
Dividend, EUR million					33.0

Calculation, use and reconciliations of Key Figures are presented in the Appendices.

Antti Jääskeläinen, President and CEO

The third quarter of 2025 marked a historic milestone for Posti Group Corporation with the announcement of our listing on the official list of Nasdaq Helsinki, with trading officially commencing on October 14th. This interim report is our first as a listed company. I am pleased to report that we have achieved 5% adjusted EBIT margin in the third quarter – an improvement compared to the earlier part of the year. Throughout the year, we have implemented several measures to mitigate the impact of a challenging market environment. As a result, our operational efficiency has continued to strengthen, leading to improved performance in the third quarter.

During the third quarter, our net sales declined by 3.9% to EUR 343.8 (357.9) million. The decline was mainly attributable to reduced net sales in Postal Services, following the discontinuation of unaddressed marketing services. Our parcel volumes grew by 8%. Our adjusted EBITDA decreased to EUR 48.3 (50.9) million, and adjusted EBIT decreased to the expected level of EUR 17.1 (19.3) million. The adjusted EBITDA decrease was driven by the decline in net sales but was partly offset by increased operational efficiency. This resulted in adjusted EBITDA and EBIT margins increasing for consecutive quarters.

At the segment level, increased consumer parcel volumes contributed to higher net sales in eCommerce and Delivery Services' in the third quarter, despite softer B2B parcel volumes and freight service's net sales. Ongoing volume growth and operational efficiency activities have improved adjusted EBITDA margin for consecutive quarters, supporting the segment's long-term value creation potential. In Fulfillment and Logistics Services, the market continued to be challenging, which impacted the segment's net sales and adjusted EBITDA. At the same time, the segment's profitability started to improve, thanks to our actions in warehouse consolidation, resource optimization and cost discipline. Despite a decline in net sales and volume, Postal Services achieved an increase in adjusted EBITDA during the third quarter. This performance underscores the segment's operational efficiency and the team's ability to adapt and deliver results.

During the third quarter, our operating environment was shaped by low consumer confidence, as well as weak business environment. Logistics demand remained soft, and warehouse overcapacity continued – particularly in Sweden. Despite these headwinds, we continued to expand our parcel locker network, invest in our green fleet and strengthen operations across our segments. These efforts underscore our commitment to long-term efficiency and sustainable growth. Commercial development remains central to our success, and over the past year we have progressed with new sales organization and higher sales efficiency. Looking ahead, we are confident that our strategic investments and agile operations have positioned us well for the future.

I am proud that in the latest assessment by EcoVadis, world's leading provider of business sustainability ratings, Posti continued to be recognized as a top-tier performer in sustainability. This is a strong affirmation of our ongoing commitment to responsible and sustainable business practices. Once again, we also joined Finland's official delegation at the UN General Assembly Week in New York, contributing to global dialogue on sustainable development.

As we have now entered the final quarter of the year, our focus remains on delivering a successful peak season to our customers, driving innovation, and continuing to deliver excellent operational efficiency. I want to thank all the new shareholders for their trust in us. I was particularly pleased that over 1,100 Posti employees wanted to become new shareholders. Together we are writing a new chapter to Posti's story.

Webcast for analysts and media

An English-language webcast for analysts, media and institutional investors will begin at **11:00 a.m. EET on October 29.** Link for the webcast will be available on https://www.posti.com/en/investors . In the webcast Posti Group's President and CEO Antti Jääskeläinen and CFO Timo Karppinen will go through Posti's Q3 2025 financial results.

A recording of the webcast will be available on https://www.posti.com/en/investors later on the same day.

APPENDICES
Posti Group Corporation Interim Report January–September 2025 Tables in full (PDF)

FURTHER INFORMATION

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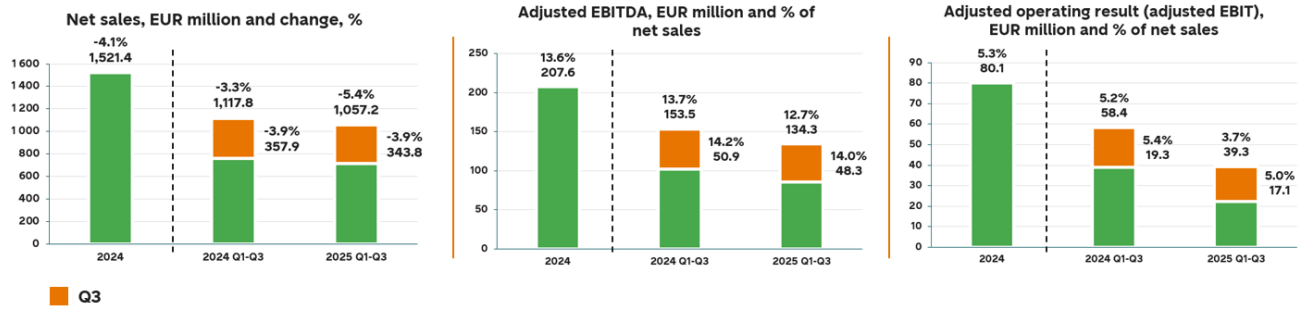
DISTRIBUTION
Key media
www.posti.com/en/investors

IMAGES AND LOGOS
https://www.posti.com/en/corporate/media

Posti is one of the leading delivery and fulfillment companies in Finland, Sweden, and the Baltics. We make our customers' everyday lives smoother with a wide range of services, which include parcels, freight, and postal services as well as warehouse, fulfillment, and logistics services. Our goal is to transport completely fossil-free throughout the value chain by 2030 and zero our own emissions by 2040. Our net sales in 2024 amounted to EUR 1,521.4 million and we have approximately 15,000 employees. Posti Group's shares are listed on the Nasdaq Helsinki official list in Finland. www.posti.com.

Financials



July–September 2025

Net sales

The Group's net sales decreased by 3.9% to EUR 343.8 (357.9) million. Net sales decreased by 4.6% in Finland and increased by 3.0% in other countries. The share of Posti's business operations outside Finland increased to 9.8% (9.1%) of net sales. The decrease in net sales was largely due to Postal Services where net sales were impacted mainly by the discontinuation of unaddressed marketing services. In addition, the warehousing market continued to be challenging and low customer demand in Fulfillment and Logistics Services resulted in slow circulation of goods in warehouses. However, the value change of the Swedish Krona compared to the reporting currency positively impacted the net sales. The eCommerce and Delivery Services segment net sales increased.

Net sales in the eCommerce and Delivery Services segment increased by 0.2% to EUR 158.6 (158.2) million.

Net sales in the Fulfillment and Logistics Services segment decreased by 1.5% to EUR 73.7 (74.8) million.

The combined external net sales of eCommerce and Delivery Services and Fulfillment and Logistics Services increased and represented 66.1% (63.6%) of the Group's net sales.

Net sales in the Postal Services segment decreased by 10.0% to EUR 117.7 (130.8) million.

Operations under the universal service obligation decreased and amounted to EUR 11.0 (14.2) million, or 3.2% (4.0%) of the Group's net sales, representing 4.8% (2.6%) of mail delivery volumes. The share of universal services obligation has slightly increased due to the discontinuation of unaddressed marketing services in Postal Services.

Profitability

The Group's adjusted EBITDA decreased to EUR 48.3 (50.9) million, or 14.0% (14.2%) of net sales. The decrease was mainly due to decreased net sales, which was partly offset by good operational efficiency, especially in Postal Services. In Postal Services, profitability was positively impacted by focus on operational efficiency, such as changes in delivery models and resource optimization. The segment's adjusted EBITDA margin increased. In eCommerce and Delivery Services the adjusted EBITDA decreased due to higher costs of providing services, driven by change in the product mix. However, the segment's adjusted EBITDA margin has improved for consecutive quarters due to operational efficiency activities and continuously increased volumes. In Fulfillment and Logistics Services the decrease in adjusted EBITDA was primarily driven by lower net sales. Warehouse consolidations, resource optimization and cost discipline started to improve the segment's overall profitability compared to the beginning of the year. The Group's EBITDA decreased to EUR 43.2 (49.8) million, or 12.6% (13.9%) of net sales.

The adjusted operating result (adjusted EBIT) decreased and was EUR 17.1 (19.3) million, or 5.0% (5.4%) of net sales. In Postal Services the focus on operational efficiency resulted in increased profitability. In eCommerce and Delivery Services and in Fulfillment and Logistics Services the adjusted operating result (adjusted EBIT) decreased compared to previous year. However, actions taken to improve operations supported the sequential profitability

increase during the year. The Group's operating result (EBIT) decreased to EUR 12.0 (18.2) million, or 3.5% (5.1%) of net sales.

Special items as a total had a negative impact on the operating result (EBIT) amounting to EUR 5.1 (1.1) million.

Special items affecting the operating result (EBIT)

EUR million	7–9 2025	7–9 2024
Personnel restructuring	2.6	1.1
Restructuring costs (other than personnel-related costs)	0.0	-
Other special items	0.8	0.1
Listing costs	1.7	-
Total	**5.1**	**1.1**

January–September 2025

Net sales

The Group's net sales decreased by 5.4% to EUR 1,057.2 (1,117.8) million. Net sales decreased by 6.0% in Finland and increased by 0.7% in other countries. The share of Posti's business operations outside Finland increased to 9.6% (9.0%) of net sales. The decrease in net sales was largely due to Postal Services, where net sales were impacted mainly by the discontinuation of unaddressed marketing services, as well as the declined volumes. In addition, the warehousing market continued to be challenging and low customer demand in Fulfillment and Logistics Services resulted in slow circulation of goods in warehouses. However, the acquisition of Swedish Cargo Support Holding C.S.H. AB in May 2024, and value change of the Swedish Krona compared to the reporting currency had a positive impact on the net sales. eCommerce and Delivery Services segment's net sales decreased slightly.

Net sales in the eCommerce and Delivery Services segment decreased by 0.4% to EUR 470.6 (472.5) million.

Net sales in the Fulfillment and Logistics Services segment decreased by 2.1% to EUR 220.8 (225.5) million.

The combined external net sales of eCommerce and Delivery Services and Fulfillment and Logistics Services increased and represented 64.0% (61.1%) of the Group's net sales.

Net sales in the Postal Services segment decreased by 12.5% to EUR 383.8 (438.4) million.

Operations under the universal service obligation decreased and amounted to EUR 41.5 (48.3) million, or 3.9% (4.3%) of the Group's net sales, representing 5.1% (2.8%) of mail delivery volumes. The increase in relative share is due to the discontinuation of unaddressed marketing services in Postal Services.

Profitability

The Group's adjusted EBITDA decreased to EUR 134.3 (153.5) million, or 12.7% (13.7%) of net sales. This was mainly due to decreased net sales in Postal Services, which was partly offset by good operational efficiency. Focus on continuing operational efficiency improvements, such as changes in delivery models and resource optimization, positively impacted the profitability of Postal Services and the segment's adjusted EBITDA margin increased. In eCommerce and Delivery Services the adjusted EBITDA decreased due to higher costs of providing services, driven by change in the product mix. However, the adjusted EBITDA margin started to improve quarter-on-quarter following the operational efficiency activities and continuously increased volumes. In Fulfillment and Logistics Services the decrease in adjusted EBITDA has been primarily driven by lower net sales. Warehouse consolidations, resource optimization and cost discipline have started to improve profitability. The Group's EBITDA decreased to EUR 123.4 (143.8) million, or 11.7% (12.9%) of net sales.

The adjusted operating result (adjusted EBIT) decreased and was EUR 39.3 (58.4) million, or 3.7% (5.2%) of net sales. In Postal Services the focus on operational efficiency resulted in increased profitability. In eCommerce and Delivery Services and in Fulfillment and Logistics Services the adjusted operating result (adjusted EBIT) decreased compared to previous year. However, actions taken to improve operations have supported the consecutive profitability increase during the year. The Group's operating result (EBIT) decreased to EUR 27.5 (48.7) million, or 2.6% (4.4%) of net sales.

Special items as a total had a negative impact on the operating result (EBIT) amounting to EUR 11.8 (9.7) million.

Special items affecting the operating result (EBIT)

EUR million	1–9 2025	1–9 2024	1–12 2024
Personnel restructuring	4.2	10.0	11.0
Restructuring costs (other than personnel-related costs)	1.1	-	0.2
M&A related items	-	-0.5	-0.5
Impairments	0.9	-	1.2
Other special items	2.1	0.2	0.2
Listing costs	3.4	-	-
Total	**11.8**	**9.7**	**12.2**

As a part of the listing process Posti Group has updated the segment reporting and will report from now on the segment level operating result (EBIT) and adjusted operating result (adjusted EBIT). Operating result (EBIT) and adjusted operating result (adjusted EBIT) per segment is presented for the first time in this Interim Report.

eCommerce and Delivery Services

eCommerce and Delivery Services' segment offers parcel delivery services and groupage freight services. Parcel delivery services serves customers in Finland and the Baltic countries, while the groupage freight services and value-added services are offered in Finland.

Key figures

	7–9 2025	7–9 2024	1–9 2025	1–9 2024	1–12 2024
Net sales, EUR million	158.6	158.2	470.6	472.5	640.9
Net sales change-%	*0.2%*	*0.7%*	*-0.4%*	*-0.7%*	*-1.7%*
Adjusted EBITDA, EUR million	19.6	22.9	51.1	56.5	77.0
Adjusted EBITDA margin, %	*12.4%*	*14.5%*	*10.9%*	*11.9%*	*12.0%*
EBITDA, EUR million	19.5	24.3	51.1	50.8	71.2
EBITDA margin, %	*12.3%*	*15.4%*	*10.9%*	*10.7%*	*11.1%*
Adjusted operating result (adjusted EBIT)	7.5	11.4	14.7	22.2	30.9
Adjusted operating result (adjusted EBIT) margin, %	*4.7%*	*7.2%*	*3.1%*	*4.7%*	*4.8%*
Operating result (EBIT)	7.5	12.9	14.8	16.5	25.1
Operating result (EBIT) margin, %	*4.7%*	*8.1%*	*3.1%*	*3.5%*	*3.9%*

July–September 2025

Driven by recommerce, the total number of parcels delivered by Posti in Finland and the Baltic countries increased by 8% (3%) to 17.6 (16.2) million. The figure does not include letter-like ecommerce items.

Net sales of eCommerce and Delivery Services increased slightly and were EUR 158.6 (158.2) million. Increased recommerce volumes in Finland were the main driver for higher parcel volumes. However, B2B parcel volume and freight services remained stagnant as the macroenvironment continued to be challenging. Increased recommerce volumes and decreased B2B volumes changed the segment's product mix.

The adjusted EBITDA of eCommerce and Delivery Services decreased and was EUR 19.6 (22.9) million, or 12.4% (14.5%) of net sales. Adjusted EBITDA decreased due to higher costs of providing services, driven by the change in the product mix. However, operational efficiency activities and continuously increased volumes have improved the adjusted EBITDA margin quarter-on-quarter during the year 2025. EBITDA decreased to EUR 19.5 (24.3) million.

The adjusted operating result (adjusted EBIT) of eCommerce and Delivery Services decreased to EUR 7.5 (11.4) million, or 4.7% (7.2%) of net sales. The decrease in adjusted operating result (adjusted EBIT) was due to higher costs of providing services, driven by a change in the product mix. Increased volumes and operational efficiency have supported profitability. Operating result (EBIT) decreased to EUR 7.5 (12.9) million.

January–September 2025

Driven by recommerce, the total number of parcels delivered by Posti in Finland and the Baltic countries increased by 5% (4%) to 50.6 (48.0) million. The figure does not include letter-like ecommerce items.

Net sales of eCommerce and Delivery Services decreased by 0.4% to EUR 470.6 (472.5) million. Parcel volumes increased, and especially the recommerce volumes grew in Finland, which positively impacted net sales. Lower demand in B2B and pick-up and delivery services in the freight business decreased total net sales due to the stagnant macroenvironment and overall low consumer confidence.

The adjusted EBITDA of eCommerce and Delivery Services decreased and was EUR 51.1 (56.5) million, or 10.9% (11.9%) of net sales. Decreased net sales and increased costs of providing services driven by changed product mix, impacted adjusted EBITDA negatively. However, continuing operational efficiency activities and increased parcel volumes have improved the adjusted EBITDA margin quarter-on-quarter during the year 2025. EBITDA increased to EUR 51.1 (50.8) million.

The adjusted operating result (adjusted EBIT) of eCommerce and Delivery Services decreased to EUR 14.7 (22.2) million, or 3.1% (4.7%) of net sales. Operating result (EBIT) decreased to EUR 14.8 (16.5) million. The decrease in adjusted operating result (adjusted EBIT) was due to lower net sales and higher costs of providing service, driven by the change in the product mix. The operational efficiency in service production had a positive impact on adjusted operating result (adjusted EBIT).

Fulfillment and Logistics Services

Fulfillment and Logistics Services covers contract logistics and in-house logistics in Finland and Sweden, with a single warehouse in Norway.

Key figures

	7–9 2025	7–9 2024	1–9 2025	1–9 2024	1–12 2024
Net sales, EUR million	73.7	74.8	220.8	225.5	303.0
Finland	48.4	50.4	143.6	151.3	201.3
Sweden	25.3	24.4	77.2	74.2	101.8
*Net sales change-%**	*-1.5%*	*-5.2%*	*-2.1%*	*-8.2%*	*-7.7%*
Adjusted EBITDA, EUR million	10.3	12.6	25.0	30.3	38.3
Adjusted EBITDA margin, %	*14.0%*	*16.8%*	*11.3%*	*13.4%*	*12.6%*
EBITDA, EUR million	9.0	12.5	21.5	30.2	37.8
EBITDA margin, %	*12.2%*	*16.7%*	*9.7%*	*13.4%*	*12.5%*
Adjusted operating result (adjusted EBIT)	0.6	2.0	-5.3	-1.3	-4.0
Adjusted operating result (adjusted EBIT) margin, %	*0.8%*	*2.7%*	*-2.4%*	*-0.6%*	*-1.3%*
Operating result (EBIT)	-0.8	2.0	-9.7	-1.5	-5.6
Operating result (EBIT) margin, %	*-1.1%*	*2.7%*	*-4.4%*	*-0.6%*	*-1.8%*

** Cargo Support Holding C.S.H. AB was acquired in May 2024*

July–September 2025

Net sales of Fulfillment and Logistics Services decreased by 1.5% and were EUR 73.7 (74.8) million. The macroenvironment continued to be challenging in the third quarter resulting in weak customer demand. Volumes were low in warehouses, which consequently decreased Fulfillment and Logistics Services net sales. Net sales in Fulfillment and Logistics Services Finland decreased by 4.0% to EUR 48.4 (50.4) million. The Fulfillment and Logistics Services Sweden's net sales increased by 3.6% year-on-year and were EUR 25.3 (24.4) million. The increase in net sales in Sweden was due to the improved demand in warehousing, despite the continued weak overall market demand. In addition, value change in the Swedish Krona compared to the reporting currency had a positive impact on the net sales.

The adjusted EBITDA of Fulfillment and Logistics Services decreased to EUR 10.3 (12.6) million, or 14.0% (16.8%) of net sales. The decrease in adjusted EBITDA was primarily driven by lower net sales. Warehouse consolidations, resource optimization and cost discipline started to improve overall profitability quarter-on-quarter. EBITDA declined year-on-year and was EUR 9.0 (12.5) million.

The adjusted operating result (adjusted EBIT) of Fulfillment and Logistics Services decreased to EUR 0.6 (2.0) million, or 0.8% (2.7%) of net sales. The decrease in adjusted EBIT was primarily driven by lower net sales. The adjusted operating result (adjusted EBIT) started to improve from the beginning of the year. This was driven by warehouse consolidations, resource optimization and cost discipline. Operating result (EBIT) decreased to EUR -0.8 (2.0) million

January–September 2025

Net sales of Fulfillment and Logistics Services decreased by 2.1% and were EUR 220.8 (225.5) million. The macroenvironment has been challenging during the year resulting in soft customer demand. Volumes were low in warehouses, which consequently negatively impacted Fulfillment and Logistics Services net sales. Fulfillment and Logistics Services Finland's net sales decreased by 5.1% to EUR 143.6 (151.3) million.

Fulfillment and Logistics Services Sweden's net sales increased by 4.1% and were EUR 77.2 (74.2) million, due to increased demand in in-house logistics and warehousing. The acquisition of Swedish Cargo Support Holding C.S.H.

AB in May 2024 and value change of the Swedish Krona compared to the reporting currency also positively impacted the net sales.

The adjusted EBITDA of Fulfillment and Logistics Services decreased to EUR 25.0 (30.3) million, or 11.3% (13.4%) of net sales. Decreased net sales had a negative impact on adjusted EBITDA. Warehouse consolidations in Finland and in Sweden, resource optimization and cost discipline started to improve the overall profitability quarter-on-quarter. EBITDA declined year-on-year and was EUR 21.5 (30.2) million.

The adjusted operating result (adjusted EBIT) of Fulfillment and Logistics Services decreased to EUR -5.3 (-1.3) million, or -2.4% (-0.6%) of net sales. The decrease in adjusted operating result (adjusted EBIT) was mainly due to lower net sales. The increased operational efficiency driven by warehouse consolidations, resource optimization and cost discipline had a positive impact on adjusted operating result (adjusted EBIT). Operating result (EBIT) decreased to EUR -9.7 (-1.5) million

Posti has invested in a new modern logistics warehouse in Järvenpää, Finland, which started the operations in May 2025. The new warehouse is serving Fulfillment and Logistics Services Finland's customers.

Postal Services

Postal Services offers delivery services, multichannel services and digital services, which cover, among others, letters (both corporate and consumer letters), multichannel messaging solutions, newspaper and magazine delivery as well as addressed direct marketing services. Postal Services serves customers nationwide in Finland with a multichannel distribution network.

Key figures

	7–9 2025	7–9 2024	1–9 2025	1–9 2024	1–12 2024
Net sales, EUR million	117.7	130.8	383.8	438.4	602.9
Net sales change-%	*-10.0%*	*-7.7%*	*-12.5%*	*-3.3%*	*-4.5%*
Adjusted EBITDA, EUR million	19.3	16.2	65.4	71.1	104.8
Adjusted EBITDA margin, %	*16.4%*	*12.4%*	*17.0%*	*16.2%*	*17.4%*
EBITDA, EUR million	17.6	13.7	62.1	66.9	99.8
EBITDA margin, %	*15.0%*	*10.5%*	*16.2%*	*15.3%*	*16.5%*
Adjusted operating result (adjusted EBIT)	10.8	7.3	39.5	44.6	69.2
Adjusted operating result (adjusted EBIT) margin, %	*9.2%*	*5.6%*	*10.3%*	*10.2%*	*11.5%*
Operating result (EBIT)	9.1	4.9	36.2	40.4	64.1
Operating result (EBIT) margin, %	*7.7%*	*3.7%*	*9.4%*	*9.2%*	*10.6%*

As announced on May 6, 2024, Posti discontinued the unaddressed marketing services such as papers free of charge to mail recipients from its service offering at the beginning of 2025.

July–September 2025

The net sales of Postal Services decreased by 10.0% to EUR 117.7 (130.8) million. The net sales were negatively affected by the discontinuation of unaddressed marketing services from the beginning of the year, as well as addressed letter volumes, which declined by 18% (11%). The decrease in net sales was partly offset by price increases. The share of mail items covered by the universal service obligation accounted for 4.8% (2.6%) of all

Posti's mail items delivered. The share of universal services obligation has slightly increased due to the discontinuation of unaddressed marketing services in Postal Services.

The adjusted EBITDA of Postal Services increased to EUR 19.3 (16.2) million, or 16.4% (12.4%) of net sales. Continued focus on operational efficiency, such as changes in delivery models and resource optimization positively impacted profitability, and adjusted EBITDA margin increased. Discontinuation of unaddressed marketing services has enabled further focus on the implementation of delivery models in Postal Services. The increased adjusted EBITDA highlights the operational efficiency and the segment's ability to continuously adapt and deliver results. EBITDA increased to EUR 17.6 (13.7) million year-on-year.

The adjusted operating result (adjusted EBIT) of Postal Services increased to EUR 10.8 (7.3) million, or 9.2% (5.6%) of net sales. The increase was due to the systematic efforts to further enhance operational efficiency. Operating result (EBIT) increased to EUR 9.1 (4.9) million

January–September 2025

The net sales of Postal Services decreased by 12.5% to EUR 383.8 (438.4) million. The net sales were negatively affected by the discontinuation of unaddressed marketing services from the beginning of the year, as well as addressed letter volumes, which declined by 17% (13%). The decrease in net sales was partly offset by price increases. The share of mail items covered by the universal service obligation accounted for 5.1% (2.8%) of all Posti's mail items delivered. The share of the universal services obligation has slightly increased due to the discontinuation of unaddressed marketing services in Postal Services.

The adjusted EBITDA of Postal Services decreased to EUR 65.4 (71.1) million, or 17.0% (16.2%) of net sales. Continued focus on operational efficiency, increased sorting automation as well as changes in delivery models and resource optimization, have impacted positively the relative profitability. Postal Services' ability to continuously adapt operations supported the increase. EBITDA decreased to EUR 62.1 (66.9) million year-on-year.

The adjusted operating result (adjusted EBIT) of Postal Services decreased to EUR 39.5 (44.6) million, or 10.3% (10.2%) of net sales. The decrease was due to lower net sales. Operational efficiency had a positive impact on the adjusted operating result (adjusted EBIT). Operating result (EBIT) decreased to EUR 36.2 (40.4) million.

Cash flow, financial position, and major investments

Cash flow

In January–September, the consolidated cash flow from operating activities was EUR 50.3 (100.7) million, the cash flow from investing activities was EUR -31.5 (-47.0) million, and the cash flow from financing activities was EUR -49.9 (-69.7) million. The operative free cash flow was EUR -64.6 (-5.8) million and was mainly affected by the change in the net working capital, following the change in trade and other receivables, and the result for the period. The net working capital change usually balances out toward the high season at the end of the year. The extra dividend of EUR 150.0 million based on the 2023 financial statements and half of the ordinary dividend of EUR 33.0 million based on the 2024 financial statements were paid during the first quarter, and the second half of the ordinary dividend was paid in the third quarter.

At the end of September, liquid funds amounted to EUR 39.0 (86.6) million and undrawn committed credit facilities totaled EUR 150.0 (210.0) million. In April, the Group signed a new EUR 150.0 million syndicated revolving credit facility replacing the old facility.

Financial position

At the end of September, the Group's interest-bearing borrowings were EUR 535.9 (344.8) million including EUR 256.6 million of lease liabilities, EUR 180.0 million of bank loans and EUR 99.4 million in commercial papers. At the beginning of the year 2025, both bilateral loan facility agreements signed in 2024 were increased by EUR 30.0 million. A total of EUR 90.0 million of the loans were withdrawn during the first quarter, increasing the amount of net debt. In addition, the Group issued commercial papers. As a result, net debt totaled EUR 496.9 (258.3) million and impacted the net debt to adjusted EBITDA ratio which was 2.6x (1.2x) at the end of the reporting period. Equity ratio was 24.0% (38.2%). The decrease in equity ratio was mainly caused by financing of the extra dividend of EUR 150.0 million.

Investments

Posti is investing in strategic key development areas such as digital services, including its OmaPosti application. OmaPosti is constantly developed as consumers' key everyday digital service with added new features such as Digital Postbox. With the OmaPosti application Posti aims to stay competitive as the digitalization of government communication, prepared by the Finnish Government, proceeds. OmaPosti already reaches about 75% of working-age population in Finland.

In May, Posti's Fulfillment and Logistics Services Finland started operations in a new and modern logistics warehouse in Järvenpää, Finland. Posti is also investing in a new warehouse management system, which was first introduced in Järvenpää. The implementation of the system in other warehouses in Finland and Sweden is planned to follow in phases. Posti also opened a new logistics center in Tallinn, Estonia in March 2025.

Posti wants to improve the competitive advantage of its core business and respond to the changing market and customer needs. Posti's operative investments in the near future are planned to focus on the deployment of parcel lockers, further streamlining parcel sorting and renewing its fleet. Sustainability continues to be at the core of Posti's strategy and Posti keeps investing in it by for example acquiring clean transport vehicles in accordance with Posti's fleet roadmap. This will support Posti in reaching its net-zero targets by 2040.

The land area surrounding Posti Group headquarters, Eteläinen Postipuisto, is presented as an investment property for development purposes. The exchanges of land areas between Posti and the City of Helsinki were completed in 2024, and environmental provision was recognized. In addition, the Group has an estimated contingent liability of EUR 6.6 million related to the cleaning of the land areas in the Eteläinen Postipuisto area. The cleaning of the area started at the end of 2024 and is scheduled to progress in stages in 2025–2026. In addition, the planning of the Keskinen Postipuisto area in North Pasila started in 2024 with the renewal of the Helsinki city plan. The construction of the Keskinen Postipuisto area is expected to start in the 2030s at the earliest. Posti Group headquarters are planned to be moved back to the historic Postitalo building in Helsinki city center in late 2025.

Share capital and shareholding

Posti Group Corporation's share capital totaled EUR 70.0 million on September 30, 2025, and Posti had 40,000,000 shares. At the end of September 2025, Finnish State's direct ownership was 100%.

The company holds no treasury shares and does not have subordinated loans. No loans have been granted to related parties, and no commitments have been made on their behalf. The company has not issued shares, stock options, or other rights with entitlement to company shares. The Board of Directors is not authorized to issue shares, stock options, or other rights with entitlement to company shares.

After the reporting period, Posti's share was listed on the official list of Nasdaq Helsinki, with trading commencing on the pre-list on October 10, 2025, and on the main list on October 14, 2025. In the connection of the listing, the State of Finland sold a total of 11,600,000 shares to institutional investors in Finland and internationally and to private individuals in Finland. In addition, the company's Board resolved to issue a maximum of 500,000 new shares to the personnel, based on an authorization by the Extraordinary General Meeting on September 18, 2025.

After the share sale by the State of Finland, issuance of new shares by the company and the stock exchange listing of the company's share were completed, Posti's share capital totaled EUR 70.0 million, Posti had one class of shares consisting of 40,500,000 shares and the State of Finland's direct ownership in Posti Group Corporation was 65.83%.

Changes in the Leadership Team

Arttu Hollmérus, Posti Group's SVP eCommerce and Delivery Services and a member of the Group's Leadership Team left the company as of September 30, 2025. The recruitment process for a new SVP eCommerce and Delivery Services is ongoing. Kaj Kulp, VP Strategic Initiatives and Innovation, has temporarily assumed responsibility for leading eCommerce and Delivery Services as of August 14, 2025. He is also a temporary member of the Group's Leadership Team.

Employees

The Group's personnel

	7–9 2025	7–9 2024	1–9 2025	1–9 2024	1–12 2024
Personnel at period-end			13,757	15,038	14,764
Finland			*11,945*	*13,180*	*12,925*
Other countries of operation			*1,812*	*1,858*	*1,839*
Personnel on average, FTE*	11,770	13,075	11,914	13,201	13,095

**Full-time equivalent personnel on average*

In January–September, the Group's personnel expenses amounted to EUR 455.5 (477.4) million, declining by 4.6% year-on-year. The personnel expenses included EUR 4.2 (10.0) million in restructuring costs. The number of personnel declined which decreased the overall personnel expenses.

Personnel reductions related to the change negotiations announced and completed in the year 2024 and during the first three quarters of 2025 have affected the number of personnel. These included e.g. the change negotiations in corporate delivery services of eCommerce and Delivery Services, the discontinuation of unaddressed marketing services in Postal Services, and the reorganization of the Tampere postal center. The decline in the number of personnel year-on-year is due to the results of change negotiations, as well as a reduced need for seasonal employees due to a challenging market and lower volumes.

Legal proceedings

In November 2024, the Finnish Data Protection Authority (DPO) issued a decision regarding a complaint filed by an individual consumer customer in July 2018, regarding Posti's electronic mailbox service formerly known as Netposti. The authority's decision focused on onboarding to an electronic mailbox and processing of personal data. According to the authority's view, informing consumer customers about the onboarding and functionality of the mailbox had not been sufficient. In the decision, Posti was ordered an administrative fine of EUR 2.4 million. Posti considers the authority's decision unfounded and the administrative fine unreasonable. Posti has filed an appeal with the Helsinki Administrative Court, which is now considering the matter. Posti has recorded a provision in accordance with IFRS Accounting Standards in respect of the dispute.

Based on complaints by some of Posti's competitors, the FCCA has since 2017 investigated Posti's suspected abuse of a dominant market position related to the corporate letter market in Finland. In December 2024 the FCCA issued Posti a draft proposal to the Market Court for imposition of a competition infringement fine. Posti's hearing

of the draft proposal is pending, The FCCA has not made any final decisions in the matter, and the draft proposal did not include any amount of the possibly proposed infringement fine, the legal maximum amount of which corresponds to ten percent of the Group's turnover. Posti will defend itself against the allegations, which it considers unfounded and erroneous. The matter is pending at the FCCA.

The Group has not been involved in any other material administrative proceedings, lawsuits or arbitration proceedings (including pending proceedings and proceeding the threat of which the Group is aware of), which may have, or which in the recent past have had, a significant impact on the financial position or profitability of the Group or its subsidiaries. Management is not aware of any factors or circumstances that could reasonably be assumed to lead to material claims against the Company or its subsidiaries.

Short-term risks and uncertainties

Adverse changes in macroeconomic, sectoral and political conditions in Finland in particular, but also internationally, and increased unrest in the Baltic Sea, may have an adverse effect on Posti's operating environment and results of operations. Besides other negative impacts, the uncertain economic and geopolitical environment may result in low consumer confidence or weakened purchasing power households and companies, which could have an adverse effect on Posti's delivery volumes and results of operations. External factors such as the ongoing war in Europe, increased tariffs and an escalating trade war as well as other geopolitical conflicts may continue to cause market uncertainty with direct implications for the transportation routes, supply chains and related costs. This may cause challenges for Posti's customers, partners, and subcontractors.

It cannot be guaranteed that Posti is able to transform its business, create growth in other businesses, streamline its operations and costs in a timely manner, and maintain profitability while adjusting to the continuously decreasing postal volumes. Also, the increased competition in the postal business may have negative implications for Posti's delivery volumes and market share. In the parcel business, the increased competition in both B2B and B2C parcels, combined with the competitors' network expansions, may pose challenges to Posti and have negative implications for market prices or Posti's market share. Overcapacity in the warehousing market in Finland and Sweden might lead to price erosion while investments are needed to increase automation. All these elements of an increasingly competitive environment may have an adverse impact on Posti's business and results of operations. Posti's business is subject to certain seasonality and any failures to sell or deliver for and during the peak season could have a material negative impact on Posti's financial performance.

Posti's business is dependent on various operational facilities and a serious disruption at any of those facilities, warehouses, sorting centers or transportation networks could adversely affect Posti's business. Further, Posti and its operations are subject to technology and data related risks such as technical errors in sorting machines or other IT systems and data breaches. Posti may be subject to cyberattacks directly or through third parties, such as a subcontractor or a service provider. Cyberattacks might lead to a reduction in electricity supply, IT services and facility services, which would all have a negative impact on Posti's financial performance. Increased global cyber criminality, targeted threats and sophisticated cyber-related attacks constitute a part of the rapidly changing digital world, and Posti has taken further actions with partners to prevent successful attacks.

Posti's business and operations require processing or administering a significant amount of personal data. Any breach or even alleged breach of personal data regulation could have a negative impact on Posti's brand and reputation, and its financial results. Posti may from time to time be subject to authorities' investigations or face allegations or complaints relating to its market position or market behavior, including compliance with the competition laws. Any breach or even alleged breach of competition laws or other regulatory requirements, like sanction regulations, would have a negative impact on Posti's financial performance as well as its brand and reputation. If the postal regulation does not continue to develop in line with the rapidly developing market by reducing obligations that are not commercially feasible in a decreasing market, it may cause operational challenges, additional costs and financial losses to Posti.

Posti's brand perception may be affected by negative publicity related to various aspects of its operations. For instance, issues in any one segment can influence the broader perception of Posti's brand. Posti and its subsidiaries have, from time to time, faced and may in the future face negative publicity, due to events such as failures or delays in the delivery of individual items to customers, failure or default by suppliers and subcontractors,

employee misconduct towards customers or otherwise, external criminality, adverse regulatory investigations, enquiries and actions, and press speculation. Posti's reputation is also impacted by other external factors that affect the entire industry.

Posti's efforts in relation to fulfilling sustainability targets as well as being acknowledged for sustainability work aim to associate the Posti brand with sustainability. Adverse publicity relating to Posti's sustainability or failed communication related to Posti's impact on the environment and climate may damage its reputation.

Employees are Posti's most valuable asset, and their safety is perceived to be very important. Employees face a daily risk of occupational accidents or the possibility of encountering dangerous situations including violence during delivery work. Such accidents could cause additional costs and have a negative impact on Posti's reputation as an employer. Posti may also be exposed to risks related to the activities of trade unions, including work stoppages, in Finland in particular, unless the labor market participants succeed in conducting constructive negotiations and maintaining labor peace in the market.

Information on the IPO and listing

September 19, 2025, Posti Group Corporation announced its plans for listing on the Official List of Nasdaq Helsinki. It was told that in connection with the listing, the sole shareholder of the company, the State of Finland, represented by the Ownership Steering Department of the Prime Minister's Office, would offer shares it owns for purchase, and Posti would carry out a share issue to its personnel.

The objectives of the offering are to expand Posti's ownership base and enable the continued growth of Posti by improving its financial flexibility as a publicly listed company and strengthening recognition and awareness of Posti and its brand among investors, customers and other stakeholders.

September 29, 2025, Posti Group announced the sale price in the offering is EUR 7.50 per sale share. The State of Finland, represented by the Prime Minister's Office offered, through a sale of shares in the company preliminarily a maximum of 11,600,000 existing shares for purchase in a public share sale to private individuals and entities in Finland and in an institutional share sale to institutional investors in Finland and internationally. In addition, the company offered subscription to all employees of Posti with the subscription price per personnel share is 10 percent lower than the sale price in the public share sale.

In the public share sale, private individuals were able to subscribe for sale shares without entitlement to bonus shares and, in addition with entitlement to bonus shares, in which case they will receive, for each ten sale shares allocated to them in the bonus share sale, one share from the seller at no additional cost, provided that the investor holds the sale shares entitling to bonus shares on their book-entry account continuously for a period of 12 months from the transfer of title, i.e., until on 10 October 2026.

Members of the Leadership Team received a cash bonus in connection with the offering. The listing incentive was 100 percent of the annual salary for both the President and CEO and the CFO and a maximum of 60 percent of annual salary for other members of the Leadership Team. Payment of the listing incentive takes place within the state ownership policy and was conditional upon the completion of the offering and the following listing. The members of the Leadership Team committed to subscribe for the shares in the personnel offering in an amount corresponding to the total net amount of the cash bonus in full. If the share subscriptions had not been approved in full in the personnel offering in accordance with its terms and conditions, the members of the Leadership Team committed to acquire shares from the stock market with any residual funds resulting therefrom.

September 29, 2025, the Finnish Financial Supervisory Authority approved Posti Group Corporation's Finnish language prospectus regarding Posti's planned listing on the official list of Nasdaq Helsinki Ltd and the share sale in which the sole shareholder of the company, the State of Finland, represented by the Prime Minister's Office, offered shares it owns for purchase, and the personnel offering related thereto.

September 29, 2025, Posti Group Corporation submitted a listing application with Nasdaq Helsinki Ltd to list Posti's shares first on the prelist and then on the official list of Nasdaq Helsinki. Trading in Posti's shares commenced on

the prelist of Nasdaq Helsinki on October 10, 2025, and on the official list of Nasdaq Helsinki on October 14, 2025, under the trading code “POSTI”.

Events after the reporting period

October 6, 2025, Posti announced that Posti Group Corporation’s public share sale has been oversubscribed, and the subscription period has ended.

October 7, 2025, Posti announced Posti Group Corporation’s institutional share sale has been oversubscribed and the subscription period has ended.

October 9, 2025, Posti announced that Posti Group Corporation’s personnel offering has been oversubscribed, and the listing will be completed as planned.

Trading in Posti’s shares commenced on the prelist of Nasdaq Helsinki on October 10, 2025, and on the Official List of Nasdaq Helsinki on October 14, 2025, under the trading code “POSTI”.

October 15, 2025, Posti announced ten largest registered shareholders of Posti Group Corporation and their shares of ownership after the completion of the offering, based on information from the shareholders’ register as of October 14, 2025, and the information does not include the shareholders that are nominee-registered or shares subscribed for in the personnel offering.

October 20, 2025, Posti announced that on the same day, the 500,000 new shares subscribed for in the personnel offering of the offering had been registered in the Finnish Trade Register maintained by the Finnish Patent and Registration Office. Following the registration of the new shares, the total number of outstanding shares in Posti is 40,500,000.

Guidance for 2025 (unchanged)

Posti is expecting its net sales to be within the range of EUR 1,440–1,500 million, adjusted EBITDA to be within the range of EUR 192–205 million and adjusted EBIT to be within the range of EUR 65–77 million in 2025.

Helsinki, October 29, 2025

Posti Group Corporation
Board of Directors

APPENDICES
Calculation and use of Key Figures
Reconciliations of Key Figures
Interim Report January–September 2025 Tables

Calculation and use of Key Figures

In addition to IFRS-based performance measures, Posti Group discloses Alternative Performance Measures as additional information to financial measures presented in the Consolidated Income Statement, Consolidated Balance Sheet, Consolidated Statement of Cash Flows and in the notes disclosures. Management believes that adjusted performance measures provide meaningful supplemental information to both management and stakeholders regarding the business performance. Adjusted EBITDA and adjusted operating result (adjusted EBIT) are also essential Key Figures in Posti Group's management reporting.

Key figure	Definition	Reason for the use
Operating result (EBIT)	Operating result (EBIT) as presented in the Consolidated Income Statement.	Operating result (EBIT) reflects the result generated by the Group's business activities excluding financing and taxes.
Operating result (EBIT) margin, %	Operating result (EBIT) as percentage of net sales.	
EBITDA	Operating result excluding depreciation, amortization and impairment losses.	Management uses EBITDA to track the underlying profitability excluding non-cash capital expenses of the Group's core business operations.
EBITDA margin, %	EBITDA as percentage of net sales.	
Special items	Special items are defined as significant items of income and expenses, which are considered to incur outside the Group's ordinary course of business. Special items include e.g. restructuring related costs such as employee, facility, contract termination and professional services, impairment losses on assets, impairment on goodwill, gains or losses on sale of shares, real estates or business operations and transaction costs, gains and losses from contingent consideration arising from business acquisitions and costs incurred in the listing of Posti.	Special items which are not directly related to Group's normal recurring activities, are reported separately, in order to assess the performance and comparability between reporting periods of its core business operations.
Adjusted operating result (adjusted EBIT)	Operating result (EBIT) excluding special items.	Adjusted operating result (Adjusted EBIT), Growth in Adjusted operating result (Adjusted EBIT), Adjusted EBITDA and related margins are presented in addition to Operating result (EBIT) and EBITDA to reflect underlying business performance and to enhance comparability from period to period. Posti believes that these adjusted performance measures provide meaningful supplemental information by excluding items outside the ordinary business, which reduce comparability between the periods. Growth in Adjusted operating result (Adjusted EBIT) is one of Posti's medium-term financial targets.
Growth in Adjusted operating result (adjusted EBIT), %	Growth of adjusted operating result (Adjusted EBIT) compared to previous period.	
Adjusted operating result (adjusted EBIT) margin, %	Adjusted operating result (Adjusted EBIT) as percentage of net sales.	
Adjusted EBITDA	EBITDA excluding special items.	
Adjusted EBITDA margin, %	Adjusted EBITDA as percentage of net sales.	

Key figure	Definition	Reason for the use
Capital employed	Non-current assets less deferred tax assets plus inventories and trade and other receivables. Balance sheet assets less other non-current liabilities, less advances received, less provisions, less defined benefit pension obligations, less trade and other payables.	Capital employed presents the total investment in the Group's business operations and it is used to calculate return on capital employed.
Return on capital employed (12 months rolling), %	100 x $\frac{\text{Operating result (EBIT) (12 months rolling)}}{\text{Capital employed (average of opening and closing balance of the previous 12 months)}}$	Return on capital employed is a profitability metric that the Group uses to measure how efficiently it uses invested capital to generate profits.
Equity ratio, %	100 x $\frac{\text{Total equity}}{\text{Total assets - advances received}}$	The equity ratio indicates the relative proportion of equity used to finance the Group's assets which helps to monitor the indebtedness of the Group.
Interest-bearing borrowings	Non-current and current interest-bearing borrowings, (including loans from financial institutions and commercial papers) and lease liabilities.	Component of a Net debt measure.
Liquid funds	Cash and cash equivalents, money market investments and investments in bonds.	Component of a Net debt measure.
Net debt	Interest bearing borrowings - liquid funds.	Net debt is a liquidity measure used by management to monitor the Group's ability to pay its debts in the short-term.
Net debt / Adjusted EBITDA (12 months rolling)	$\frac{\text{Net debt}}{\text{Adjusted EBITDA (12 months rolling)}}$	This measure is an indicator of the Group's indebtedness in relation to its operational financial performance. This measure is also one of Posti's mid-term financial targets.
Operative free cash flow	Cash flow from operating activities as presented in the Group's Consolidated Statement of Cash Flows less purchase of intangible assets and property, plant and equipment and payments of lease liabilities as presented in the Group's Consolidated Statement of Cash Flows.	Operative free cash flow provides information about the Group's ability to generate cash from its operations after investments available for repaying debt or paying dividends.
Investments	Additions to intangible assets and property, plant and equipment including additions to right-of-use assets, business acquisitions comprising of total amount of purchase considerations and additions to investment properties.	Investments show how much is invested in for the operational, lease and strategic projects to maintain the service production capabilities and support growth of the business.
Personnel on average, FTE	Full-time equivalent personnel on average in reporting period.	Personnel on average provides information about the overall staff size of the Group and FTE reflects the total number of working hours of all employees. The Group believes that this provided information can be useful when analyzing workforce costs, productivity or staffing needs.

Reconciliations of Key Figures

EUR million	7–9 2025	7–9 2024	1–9 2025	1–9 2024	1–12 2024
Operating result (EBIT)	**12.0**	**18.2**	**27.5**	**48.7**	**68.0**
Depreciation & amortization	31.2	31.5	95.0	94.9	126.7
Impairment losses	0.0	0.1	0.9	0.1	1.9
EBITDA	**43.2**	**49.8**	**123.4**	**143.8**	**196.6**
Personnel restructuring	2.6	1.1	4.2	10.0	11.0
Restructuring costs (other than personnel related costs)	0.0	-	1.1	-	0.2
M&A related items	-	-	-	-0.5	-0.5
Other special items	0.8	0.1	2.1	0.2	0.2
Listing costs	1.7	-	3.4	-	-
Special items (impacting EBITDA)	5.1	1.1	10.9	9.7	11.0
Adjusted EBITDA	**48.3**	**50.9**	**134.3**	**153.5**	**207.6**

EUR million	7–9 2025	7–9 2024	1–9 2025	1–9 2024	1–12 2024
Operating result (EBIT)	**12.0**	**18.2**	**27.5**	**48.7**	**68.0**
Personnel restructuring	2.6	1.1	4.2	10.0	11.0
Restructuring costs (other than personnel related costs)	0.0	-	1.1	-	0.2
M&A related items	-	-	-	-0.5	-0.5
Impairments	-	-	0.9	-	1.2
Other special items	0.8	0.1	2.1	0.2	0.2
Listing costs	1.7	-	3.4	-	-
Special items (impacting operating result (EBIT)	5.1	1.1	11.8	9.7	12.2
Adjusted operating result (adjusted EBIT)	**17.1**	**19.3**	**39.3**	**58.4**	**80.1**

EUR million	1–9 2025	1–9 2024	1–12 2024
Operating result (12 months rolling)	46.7	79.7	68.0
Capital employed, beginning of the period	684.4	655.8	668.1
Capital employed, end of the period	756.4	684.4	546.6
Return on capital employed, %	**6.5%**	**11.9%**	**11.2%**

EUR million	1–9 2025	1–9 2024	1–12 2024
Total equity	258.4	419.8	282.1
Total assets	1,095.7	1,129.6	1,138.1
Advances received	19.9	29.9	17.7
Equity ratio, %	**24.0%**	**38.2%**	**25.2%**

EUR million	1–9 2025	1–9 2024	1–12 2024
Interest bearing borrowings	535.9	344.8	361.1
Liquid funds + debt certificates	-39.0	-86.6	-103.5
Net debt	**496.9**	**258.3**	**257.5**

EUR million	1–9 2025	1–9 2024	1–12 2024
Net debt	496.9	258.3	257.5
Adjusted EBITDA (12 months rolling)	188.5	217.7	207.6
Net debt / Adjusted EBITDA	**2.6x**	**1.2x**	**1.2x**

EUR million	1–9 2025	1–9 2024	1–12 2024
Cash flow from operating activities	50.3	100.7	148.6
Purchase of intangible assets	-12.1	-9.0	-13.0
Purchase of property, plant and equipment	-46.4	-43.6	-66.4
Payments of lease liabilities	-56.4	-53.8	-72.1
Operative free cash flow	**-64.6**	**-5.8**	**-2.9**

EUR million	1–9 2025	1–9 2024	1–12 2024
Additions to intangible assets	12.1	9.0	13.0
Additions to property, plant and equipment	40.0	45.2	70.2
Additions to right-of-use assets	39.6	51.5	71.4
Additions to investment property	8.3	26.5	26.8
Business acquisitions	-	2.2	2.1
Investments	**100.1**	**134.4**	**183.5**

Interim Report January–September 2025 Tables

Consolidated Income Statement and Consolidated Statement of Comprehensive Income

Consolidated Income Statement

EUR million	Note	7–9 2025	7–9 2024	1–9 2025	1–9 2024	1–12 2024
Net sales	4	**343.8**	**357.9**	**1,057.2**	**1,117.8**	**1,521.4**
Other operating income		2.9	3.1	8.2	11.8	15.7
Materials and services		-98.7	-102.2	-291.3	-301.5	-412.2
Employee benefits		-144.1	-145.7	-455.5	-477.4	-644.6
Other operating expenses		-60.7	-63.2	-195.2	-206.9	-283.7
Depreciation and amortization		-31.2	-31.5	-95.0	-94.9	-126.7
Impairment losses		0.0	-0.1	-0.9	-0.1	-1.9
Operating result		**12.0**	**18.2**	**27.5**	**48.7**	**68.0**
Finance income		0.9	0.7	3.5	4.2	6.5
Finance expenses		-5.0	-3.3	-15.6	-10.6	-15.5
Result before income tax		**7.9**	**15.6**	**15.4**	**42.3**	**58.9**
Income tax	13	-2.7	-3.7	-6.6	-10.8	-15.1
Result for the period		**5.3**	**11.9**	**8.8**	**31.5**	**43.8**
Earnings per share, basic (EUR per share)		0.13	0.30	0.22	0.79	1.10
Earnings per share, diluted (EUR per share)		0.13	0.30	0.22	0.79	1.10

Consolidated Statement of Comprehensive Income

EUR million	7–9 2025	7–9 2024	1–9 2025	1–9 2024	1–12 2024
Result for the period	**5.3**	**11.9**	**8.8**	**31.5**	**43.8**
Other comprehensive income					
Items that may be reclassified to profit or loss:					
Change in fair value of cash flow hedges	-	-	-	-1.0	-1.0
Translation differences	0.6	-0.1	0.4	0.0	0.1
Income tax relating to these items	-	-	-	0.2	0.2
Items that will not be reclassified to profit or loss:					
Remeasurements of post-employment benefit obligations	0.0	0.4	0.0	0.4	0.3
Income tax relating to these items	0.0	-0.1	0.0	-0.1	-0.1
Comprehensive income for the period	**5.9**	**12.2**	**9.2**	**31.0**	**43.4**

Consolidated Balance Sheet

Assets

EUR million	Note	Sep 30, 2025	Sep 30, 2024, restated*	Dec 31, 2024
Non-current assets				
Goodwill	7	170.1	170.1	170.1
Other intangible assets	7	62.7	63.9	63.3
Investment property	8	50.3	41.7	41.9
Property, plant and equipment	6	276.8	246.8	262.2
Right-of-use assets	6	243.3	273.6	258.8
Other non-current investments	11	1.0	0.8	0.8
Non-current receivables		1.6	0.9	2.7
Deferred tax assets	13	9.7	7.4	5.5
Total non-current assets		**815.4**	**805.1**	**805.4**
Current assets				
Inventories		3.8	4.0	3.6
Trade and other receivables		228.0	225.5	225.4
Current income tax receivables	13	9.3	8.4	0.1
Current financial assets	11, 12	8.3	38.2	41.7
Cash and cash equivalents	11	31.0	48.5	61.9
Total current assets		**280.3**	**324.5**	**332.7**
Total assets		**1,095.7**	**1,129.6**	**1,138.1**

Equity and liabilities

EUR million	Note	Sep 30, 2025	Sep 30, 2024, restated*	Dec 31, 2024
Equity attributable to the shareholders of the parent company				
Share capital	9	70.0	70.0	70.0
Other reserves	9	142.7	142.7	142.7
Translation differences	9	-6.7	-7.3	-7.2
Retained earnings	9	52.4	214.3	76.6
Total shareholders' equity		**258.4**	**419.8**	**282.1**
Non-current liabilities				
Non-current interest-bearing borrowings	11, 12	179.8	59.8	89.8
Non-current interest-bearing lease liabilities	11, 12	190.8	216.7	202.6
Other non-current payables	12	12.8	18.1	17.3
Advances received		0.0	2.1	0.0
Deferred tax liabilities	13	10.8	8.7	9.6
Non-current provisions	10	6.4	12.3	8.6
Defined benefit pension plan liabilities		5.3	6.2	5.7
Total non-current liabilities		**405.9**	**323.8**	**333.7**
Current liabilities				
Current interest-bearing borrowings	11, 12	99.4	0.0	0.0
Current interest-bearing lease liabilities	11, 12	65.8	68.4	68.6
Trade and other payables	12	227.4	264.8	422.4
Advances received		19.9	27.8	17.7
Current income tax liabilities	13	9.6	13.6	3.0
Current provisions	10	9.3	11.6	10.5
Total current liabilities		**431.5**	**386.0**	**522.2**
Total liabilities		**837.3**	**709.9**	**856.0**
Total equity and liabilities		**1,095.7**	**1,129.6**	**1,138.1**

**Restated as terminal dues of postal operators have been offset in Financial Statements 2024 instead of earlier gross presentation. Additional information has been provided in the note Accounting policies.*

Consolidated Statement of Cash Flows

EUR million	Note	1–9 2025	1–9 2024, restated*	1–12 2024
Result for the period		**8.8**	**31.5**	**43.8**
Adjustments for:				
Depreciation, amortization and impairment losses		95.9	95.1	128.7
Finance income and expense		12.1	6.4	9.0
Income tax		6.6	10.8	15.1
Other non-cash items		-1.7	-0.1	-6.1
Adjustments total		**112.9**	**112.2**	**146.7**
Cash flow before change in net working capital		**121.7**	**143.7**	**190.5**
Change in trade and other receivables		-0.4	27.0	25.1
Change in inventories		-0.1	-0.1	0.3
Change in trade and other payables		-48.5	-50.9	-41.2
Change in net working capital		**-49.0**	**-24.0**	**-15.8**
Cash flow before financial items and income tax		**72.7**	**119.7**	**174.7**
Interests paid		-12.1	-9.1	-13.2
Interests received		2.2	3.0	3.8
Other financial items		-0.3	-0.1	-0.1
Income tax paid		-12.3	-12.9	-16.6
Cash flow from financial items and income tax		**-22.4**	**-19.0**	**-26.1**
Cash flow from operating activities		**50.3**	**100.7**	**148.6**
Purchase of intangible assets	7	-12.1	-9.0	-13.0
Purchase of property, plant and equipment	6	-46.4	-43.6	-66.4
Payments for investment property	8	-6.4	-2.1	-2.4
Proceeds from sale of intangible and tangible assets	6, 7	0.9	0.6	0.7
Business acquisitions, net of cash acquired	5	-	-1.4	-1.4
Proceeds from business disposals less cash and cash equivalents		0.1	-	-
Cash flow from financial assets		33.7	8.6	5.1
Cash flow from other investments		-1.2	0.0	0.2
Cash flow from investing activities		**-31.5**	**-47.0**	**-77.3**
Increases in non-current loans	11, 12	90.0	60.0	90.0
Repayment of non-current loans	11, 12	-	-60.0	-60.0
Cash flow from current commercial papers	12	99.4	-	-
Payments of lease liabilities	12	-56.4	-53.8	-72.1
Dividends paid		-183.0	-15.9	-31.8
Cash flow from financing activities		**-49.9**	**-69.7**	**-73.9**
Change in cash and cash equivalents		**-31.2**	**-16.0**	**-2.6**
Cash and cash equivalents at the beginning of the period		**61.9**	**64.6**	**64.6**
Effect of exchange rates changes		0.3	-0.1	-0.2
Cash and cash equivalents at the end of the period		**31.0**	**48.5**	**61.9**

**Restated as terminal dues of postal operators have been offset in 2024 instead of earlier gross presentation. Restatement impacts only items presented within change in net working capital.*

Consolidated Statement of Changes in Equity

EUR million	Share capital	Other reserves	Translation differences	Retained earnings	Total equity
Jan 1, 2025	**70.0**	**142.7**	**-7.2**	**76.6**	**282.1**
Comprehensive income					
Result for the period				8.8	8.8
Other comprehensive income:					
Translation differences			0.4		0.4
Remeasurements of post-employment benefit obligations, net of tax				0.0	0.0
Comprehensive income for the period			**0.4**	**8.8**	**9.2**
Transactions with equity holders					
Dividend				-33.0	-33.0
Sep 30, 2025	**70.0**	**142.7**	**-6.7**	**52.4**	**258.4**

EUR million	Share capital	Other reserves	Fair value reserve	Translation differences	Retained earnings	Total equity
Jan 1, 2024	**70.0**	**142.7**	**0.8**	**-7.2**	**214.3**	**420.5**
Comprehensive income						
Result for the period					31.5	31.5
Other comprehensive income:						
Changes in the fair value of cash flow hedges, net of tax			-0.8			-0.8
Translation differences				0.0		0.0
Remeasurements of post-employment benefit obligations, net of tax					0.4	0.4
Comprehensive income for the period			**-0.8**	**0.0**	**31.8**	**31.0**
Transactions with equity holders						
Dividend					-31.8	-31.8
Sep 30, 2024	**70.0**	**142.7**	**-**	**-7.3**	**214.3**	**419.8**

EUR million	Share capital	Other reserves	Fair value reserve	Translation differences	Retained earnings	Total equity
Jan 1, 2024	**70.0**	**142.7**	**0.8**	**-7.2**	**214.3**	**420.5**
Comprehensive income						
Result for the period					43.8	43.8
Other comprehensive income:						
Changes in the fair value of cash flow hedges, net of tax			-0.8			-0.8
Translation differences				0.1		0.1
Remeasurements of post-employment benefit obligations, net of tax					0.3	0.3
Comprehensive income for the period			**-0.8**	**0.1**	**44.1**	**43.4**
Transactions with equity holders						
Dividend					-181.8	-181.8
Dec 31, 2024	**70.0**	**142.7**	**-**	**-7.2**	**76.6**	**282.1**

Notes

1. Accounting policies

Interim Report has been prepared in accordance with IAS 34 Interim Financial Reporting. In the preparation of this report, Posti Group ("Posti" or "the Group") has applied the same accounting policies, methods of computation and presentation as in the Consolidated Financial Statements for 2024. Amendments to IFRS Accounting Standards effective as of January 1, 2025 or later had no impact on Consolidated Income Statement or Balance Sheet. The figures shown have been rounded, which is why the sum total of individual figures may differ from totals presented. The report is unaudited.

General economic operating environment

Consumer confidence and the continued low demand for logistics services in trade and industry sectors directly affect Posti's business operations and performance. The economic recovery in Finland and Sweden has been slow, and the operating environment is expected to remain challenging. In addition, consumer confidence is expected to remain below the long-term average. However, no major changes are expected in the key logistics drivers. Global economic and geopolitical development generates uncertainty and volatility also to Posti's operating environment. Therefore, the estimates of the management are subject to considerable uncertainties.

Climate-related issues

Posti's climate targets require investments in accordance with the clean fleet roadmap. However, from an overall economic perspective, these do not require significant additional investments as the fleet will be renewed and replaced with new type during the remaining service life of the existing fleet. The most important climate-related issues and financial risks are related to the availability and accessibility of green vehicles, fuels, charging infrastructure and energy. The above-mentioned issues have been taken into account in the forecasts and, in particular, in the impairment testing, based on the best information and estimates. Climate-related issues may have an impact on the profitability and impairment calculations of future years as the climate target years approach. Posti's goal is to operate fossil-free by 2030 and achieve net-zero emissions by 2040. The margins of Posti's loan arrangements are tied to sustainability targets. However, their impact on total interest expenses is minor.

Restatement of terminal due receivable and liabilities offsetting

Posti changed the presentation of terminal due assets and liabilities in its Financial Statements 2024 to better reflect its settlement arrangements. Terminal dues have been offset in the balance sheet as the net position is settled with the counterparty on an annual basis. Comparison period balance sheet and statement of cash flows have been restated accordingly.

The effect of the restatement is as follows:

Sep 30, 2024

EUR million	Previously reported	Restatement	Restated
Trade and other receivables	259.7	-34.2	225.5
Total assets	**1,163.8**	**-34.2**	**1,129.6**
Trade and other payables	268.1	-3.3	264.8
Advances received	58.7	-30.9	27.8
Total equity and liabilities	**1,163.8**	**-34.2**	**1,129.6**

This restatement had no effect on result for the period or equity.

2. Foreign exchange rates

Average rate	1–9 2025	1–9 2024	1–12 2024
SEK	11.101	11.404	11.427
NOK	11.708	11.576	11.621
SDR	0.831	0.818	0.816

Closing rate	Sep 30, 2025	Sep 30, 2024	Dec 31, 2024
SEK	11.057	11.300	11.459
NOK	11.727	11.765	11.795
SDR	0.856	0.825	0.797

Group's terminal dues related to international mail are partly defined in SDR basket of currencies.

3. Segment reporting

Posti discloses three reportable segments which consists of four operating segments. The operating segments are defined based on their services, products and markets, and they are managed as a separate Business Groups.

Reportable Segment	Operating segment
eCommerce and Delivery Services	eCommerce and Delivery Services
Fulfillment and Logistics Services	Fulfillment and Logistics Services Finland
Fulfillment and Logistics Services	Fulfillment and Logistics Services Sweden
Postal Services	Postal Services

Other and unallocated consists of centralized Group functions, and items which are not allocated to the reportable segments. Balance sheet items allocated to the segments include non-current and current operating assets and operating liabilities, including non-interest-bearing liabilities and provisions. Other and unallocated includes Group's real estate and ICT related capital expenditure.
Eliminations include intra-group net sales and expenses to reconcile segment reporting to the Posti Group consolidated figures.

The President and CEO is the chief operating decision maker, responsible for allocating resources to operating segments and the evaluation of the segments'results. The chief operating decision maker primarily uses adjusted EBITDA to assess the performance of the operating segments. Both EBITDA and adjusted EBITDA are disclosed by segment.

As a part of the listing process Posti Group has updated the segment reporting and will report from now on the segment level operating result (EBIT) and adjusted operating result (adjusted EBIT). Operating result (EBIT) and adjusted operating result (adjusted EBIT) per segment is presented for the first time in this Interim Report.

To enhance the comparability between periods, Posti reports adjusted EBITDA and adjusted operating result (adjusted EBIT), which exclude effects of significant items of income and expenses, which are considered to incur outside the ordinary course of business ("special items"). Special items include e.g. restructuring related costs such as employee, facility, contract termination and professional services, impairment losses on assets, impairment on goodwill, gains or losses on sale of shares, real estates or business operations and transaction costs, gains and losses from contingent consideration arising from business acquisitions and costs incurred in the listing of Posti.

Expenses of providing services and other expenses reflect the breakdown of expenses used in internal management reporting. Expenses of providing services contain direct expenses related to operative business transactions. Other expenses contain indirect general and administrative expenses. Expenses of providing services and other expenses total the expenses presented in the Consolidated Income Statement on lines materials and services, employee benefits and other operating expenses. Expenses of providing services and other expenses are directed and allocated to the segments based on business transactions and usage of centralized functions.

Capital employed items allocated to the segments include non-current and current operating assets and liabilities, including non-interest-bearing liabilities and provisions. Operating assets and liabilities are items the segment uses in its operations or that may be reasonably allocated to the segments. Capital expenditure consists of additions of tangible and intangible assets including additions of right-of-use assets and business acquisitions, and additions to investment properties.

The Group's business is characterized by seasonality. Net sales and operating result of the segments do not accrue evenly over the year. In postal services and consumer parcels, the first and fourth quarters are typically strong, while the second and third quarters are weaker.

7–9 2025 EUR million	eCommerce and Delivery Services	Fulfillment and Logistics Services	Postal Services	Other and unallocated	Eliminations	Group total
Net Sales, external	158.1	69.2	116.6	0.0	-	343.8
Net Sales, internal	0.6	4.5	1.2	0.0	-6.2	0.0
Net Sales	**158.6**	**73.7**	**117.7**	**0.0**	**-6.2**	**343.8**
Other operating income	0.1	0.5	1.7	25.3	-24.7	2.9
Expenses of providing services	-108.4	-50.0	-76.8	-1.2	-2.5	-238.9
Other expenses	-30.8	-15.2	-25.1	-27.1	33.4	-64.7
EBITDA	**19.5**	**9.0**	**17.6**	**-2.9**	**-**	**43.2**
Personnel restructuring	0.1	1.3	1.0	0.3	-	2.6
Restructuring costs (other than personnel related costs)	-	0.0	-	-	-	0.0
Other special items	-	0.1	0.7	-	-	0.8
Listing costs	-	-	-	1.7	-	1.7
Special items (impacting EBITDA)	0.1	1.3	1.7	2.0	-	5.1
Adjusted EBITDA	**19.6**	**10.3**	**19.3**	**-0.9**	**-**	**48.3**
EBITDA	**19.5**	**9.0**	**17.6**	**-2.9**	**-**	**43.2**
Depreciation & amortization	-12.1	-9.7	-8.5	-0.9	-	-31.2
Impairment losses	0.0	0.0	0.0	0.0	-	0.0
Operating result (EBIT)	**7.5**	**-0.8**	**9.1**	**-3.8**	**-**	**12.0**
Personnel restructuring	0.1	1.3	1.0	0.3	-	2.6
Restructuring costs (other than personnel related costs)	-	0.0	-	-	-	0.0
Other special items	-	0.1	0.7	-	-	0.8
Listing costs	-	-	-	1.7	-	1.7
Special items (impacting EBIT)	0.1	1.3	1.7	2.0	-	5.1
Adjusted operating result (adjusted EBIT)	**7.5**	**0.6**	**10.8**	**-1.8**	**-**	**17.1**
Operating result (EBIT)						**12.0**
Financial income & expenses						-4.1
Taxes						-2.7
Result for the period						**5.3**
Investments	9.6	2.8	3.7	10.5	-	26.5
Personnel, end of period	3,142	3,545	6,385	685	-	13,757
Capital employed	270.2	304.1	129.4	52.7	-	756.4

7–9 2024 EUR million	eCommerce and Delivery Services	Fulfillment and Logistics Services	Postal Services	Other and unallocated	Eliminations	Group total
Net Sales, external	157.6	70.1	130.2	0.0	-	357.9
Net Sales, internal	0.7	4.7	0.6	0.0	-5.9	0.0
Net Sales	**158.2**	**74.8**	**130.8**	**0.0**	**-5.9**	**357.9**
Other operating income	0.1	0.6	1.6	23.7	-23.0	3.1
Expenses of providing services	-102.4	-48.6	-92.1	0.4	-2.6	-245.3
Other expenses	-31.6	-14.3	-26.6	-24.9	31.6	-65.8
EBITDA	**24.3**	**12.5**	**13.7**	**-0.8**	**-**	**49.8**
Personnel restructuring	-1.5	0.0	2.5	0.1	-	1.1
Other special items	-	0.1	-	-	-	0.1
Special items (impacting EBITDA)	-1.5	0.1	2.5	0.1	-	1.1
Adjusted EBITDA	**22.9**	**12.6**	**16.2**	**-0.7**	**-**	**50.9**
EBITDA	**24.3**	**12.5**	**13.7**	**-0.8**	**-**	**49.8**
Depreciation & amortization	-11.5	-10.5	-8.9	-0.6	-	-31.5
Impairment losses	0.0	0.0	0.0	-0.1	-	-0.1
Operating result (EBIT)	**12.9**	**2.0**	**4.9**	**-1.5**	**-**	**18.2**
Personnel restructuring	-1.5	-	2.5	0.1	-	1.1
Other special items	-	0.1	-	-	-	0.1
Special items (impacting EBIT)	-1.5	0.1	2.5	0.1	-	1.1
Adjusted operating result (adjusted EBIT)	**11.4**	**2.0**	**7.3**	**-1.4**	**-**	**19.3**
Operating result (EBIT)						**18.2**
Financial income & expenses						-2.6
Taxes						-3.7
Result for the period						**11.9**
Investments	8.1	1.2	4.6	29.8	-	43.7
Personnel, end of period	3,297	3,986	7,062	693	-	15,038
Capital employed	243.4	286.1	95.1	59.8	-	684.4

1–9 2025 EUR million	eCommerce and Delivery Services	Fulfillment and Logistics Services	Postal Services	Other and unallocated	Eliminations	Group total
Net Sales, external	469.1	207.8	380.3	0.0	-	1,057.2
Net Sales, internal	1.6	13.0	3.5	0.0	-18.1	0.0
Net Sales	**470.6**	**220.8**	**383.8**	**0.0**	**-18.1**	**1,057.2**
Other operating income	0.4	0.8	5.3	74.7	-72.9	8.2
Expenses of providing services	-320.7	-149.5	-247.2	-3.8	-6.7	-727.8
Other expenses	-99.2	-50.7	-79.8	-82.3	97.7	-214.2
EBITDA	**51.1**	**21.5**	**62.1**	**-11.3**	**-**	**123.4**
Personnel restructuring	-0.1	2.2	1.3	0.7	-	4.2
Restructuring costs (other than personnel related costs)	-	1.1	-	-	-	1.1
Other special items	-	0.2	1.9	-	-	2.1
Listing costs	-	-	-	3.4	-	3.4
Special items (impacting EBITDA)	-0.1	3.5	3.3	4.2	-	10.9
Adjusted EBITDA	**51.1**	**25.0**	**65.4**	**-7.1**	**-**	**134.3**
EBITDA	**51.1**	**21.5**	**62.1**	**-11.3**	**-**	**123.4**
Depreciation & amortization	-36.3	-30.3	-25.9	-2.5	-	-95.0
Impairment losses	0.0	-0.9	0.0	0.0	-	-0.9
Operating result (EBIT)	**14.8**	**-9.7**	**36.2**	**-13.8**	**-**	**27.5**
Personnel restructuring	-0.1	2.2	1.3	0.7	-	4.2
Restructuring costs (other than personnel related costs)	-	1.1	-	-	-	1.1
Impairments	-	0.9	-	-	-	0.9
Other special items	-	0.2	1.9	-	-	2.1
Listing costs	-	-	-	3.4	-	3.4
Special items (impacting EBIT)	-0.1	4.5	3.3	4.2	-	11.8
Adjusted operating result (adjusted EBIT)	**14.7**	**-5.3**	**39.5**	**-9.6**	**-**	**39.3**
Operating result (EBIT)						**27.5**
Financial income & expenses						-12.1
Taxes						-6.6
Result for the period						**8.8**
Investments	20.4	16.6	17.8	45.4	-	100.1
Personnel, end of period	3,142	3,545	6,385	685	-	13,757
Capital employed	270.2	304.1	129.4	52.7	-	756.4

1–9 2024 EUR million	eCommerce and Delivery Services	Fulfillment and Logistics Services	Postal Services	Other and unallocated	Eliminations	Group total
Net Sales, external	470.5	212.4	434.9	0.0	-	1,117.8
Net Sales, internal	2.1	13.1	3.5	0.1	-18.8	0.0
Net Sales	**472.5**	**225.5**	**438.4**	**0.1**	**-18.8**	**1,117.8**
Other operating income	0.3	1.9	6.6	72.9	-69.9	11.8
Expenses of providing services	-322.5	-149.2	-293.8	-0.8	-2.9	-769.3
Other expenses	-99.5	-48.0	-84.4	-76.3	91.6	-216.5
EBITDA	**50.8**	**30.2**	**66.9**	**-4.0**	**-**	**143.8**
Personnel restructuring	5.7	-	4.3	0.1	-	10.0
M&A related items	-	-	-	-0.5	-	-0.5
Other special items	-	0.2	-	-	-	0.2
Special items (impacting EBITDA)	5.7	0.2	4.3	-0.4	-	9.7
Adjusted EBITDA	**56.5**	**30.3**	**71.1**	**-4.4**	**-**	**153.5**
EBITDA	**50.8**	**30.2**	**66.9**	**-4.0**	**-**	**143.8**
Depreciation & amortization	-34.3	-31.6	-26.5	-2.6	-	-94.9
Impairment losses	0.0	0.0	0.0	-0.1	-	-0.1
Operating result (EBIT)	**16.5**	**-1.5**	**40.4**	**-6.7**	**-**	**48.7**
Personnel restructuring	5.7	-	4.3	0.1	-	10.0
M&A related items	-	-	-	-0.5	-	-0.5
Other special items	-	0.2	-	-	-	0.2
Special items (impacting EBIT)	5.7	0.2	4.3	-0.4	-	9.7
Adjusted operating result (adjusted EBIT)	**22.2**	**-1.3**	**44.6**	**-7.1**	**-**	**58.4**
Operating result (EBIT)						**48.7**
Financial income & expenses						-6.4
Taxes						-10.8
Result for the period						**31.5**
Investments*	18.1	18.9	10.1	87.4	-	134.4
Personnel, end of period	3,297	3,986	7,062	693	-	15,038
Capital employed	243.4	286.1	95.1	59.8	-	684.4

**Investments of Other and unallocated 1–9 2024 have been restated with EUR 8.7 million related to the exchanges of land areas between Posti and the City of Helsinki in May 2024.*

1–12 2024 EUR million	eCommerce and Delivery Services	Fulfillment and Logistics Services	Postal Services	Other and unallocated	Eliminations	Group total
Net Sales, external	638.1	285.2	598.1	0.0	-	1,521.4
Net Sales, internal	2.8	17.8	4.8	0.1	-25.5	0.0
Net Sales	**640.9**	**303.0**	**602.9**	**0.1**	**-25.5**	**1,521.4**
Other operating income	0.4	3.0	8.9	98.0	-94.5	15.7
Expenses of providing services	-433.0	-202.0	-397.2	-4.9	-4.1	-1,041.2
Other expenses	-137.2	-66.2	-114.7	-105.3	124.1	-299.3
EBITDA	**71.2**	**37.8**	**99.8**	**-12.1**	**-**	**196.6**
Personnel restructuring	5.8	0.0	5.1	0.2	-	11.0
Restructuring costs (other than personnel related costs)	-	0.2	-	-	-	0.2
M&A related items	-	-	-	-0.5	-	-0.5
Other special items	-	0.2	-	-	-	0.2
Special items (impacting EBITDA)	5.8	0.4	5.1	-0.3	-	11.0
Adjusted EBITDA	**77.0**	**38.3**	**104.8**	**-12.5**	**-**	**207.6**
EBITDA	**71.2**	**37.8**	**99.8**	**-12.1**	**-**	**196.6**
Depreciation & amortization	-45.8	-42.2	-35.6	-3.2	-	-126.7
Impairment losses	-0.3	-1.2	-0.1	-0.3	-	-1.9
Operating result (EBIT)	**25.1**	**-5.6**	**64.1**	**-15.6**	**-**	**68.0**
Personnel restructuring	5.8	-	5.1	0.2	-	11.0
Restructuring costs (other than personnel related costs)	-	0.2	-	-	-	0.2
M&A related items	-	-	-	-0.5	-	-0.5
Impairments	-	1.2	-	-	-	1.2
Other special items	-	0.2	-	-	-	0.2
Special items (impacting EBIT)	5.8	1.6	5.1	-0.3	-	12.2
Adjusted operating result (adjusted EBIT)	**30.9**	**-4.0**	**69.2**	**-16.0**	**-**	**80.1**
Operating result (EBIT)						**68.0**
Financial income & expenses						-9.0
Taxes						-15.1
Result for the period						**43.8**
Investments*	40.0	22.7	21.4	99.5	-	183.5
Personnel, end of period	3,333	3,750	6,999	682	-	14,764
Capital employed**	236.6	253.3	109.1	-52.5	-	546.6

**Investments of Other and unallocated 1–12 2024 have been restated with EUR 8.7 million related to the exchanges of land areas between Posti and the City of Helsinki in May 2024 and with EUR -1.6 million related to a decrease of estimated environmental provision.*

***For all segments, capital employed has been restated from Dec 31, 2024. Capital employed has been allocated from other and unallocted to reportable segments. Group total has not been changed.*

4. Net sales by geographical area

EUR million	7–9 2025	7–9 2024	1–9 2025	1–9 2024	1–12 2024
Finland	279.1	291.9	855.3	922.5	1,253.3
Sweden	30.7	33.3	98.4	96.9	132.8
The Baltics	16.4	10.5	41.5	29.8	41.8
Other countries	17.6	22.2	62.0	68.5	93.4
Total	**343.8**	**357.9**	**1,057.2**	**1,117.8**	**1,521.4**

The net sales of the geographical areas are determined by the geographical location of the Group's external customer. Disaggregated information on the net sales is presented in the note Segment reporting.

5. Acquired and divested businesses

Posti has not acquired or divested businesses during 2025.

6. Property, plant and equipment and right-of-use assets

The changes in the carrying amount of property, plant and equipment:

EUR million	Sep 30, 2025	Sep 30, 2024	Dec 31, 2024
Carrying amount Jan 1	**262.2**	**226.5**	**226.5**
Acquired businesses	-	0.0	0.0
Additions	40.0	45.2	70.2
Transfers to investment property	-	-0.3	-0.3
Other disposals and transfers between items	-0.2	0.7	-0.3
Depreciation	-25.6	-24.1	-32.3
Impairment	0.0	0.0	-0.3
Translation differences	0.3	-1.2	-1.4
Carrying amount, end of the period	**276.8**	**246.8**	**262.2**

Posti's own new modern logistics warehouse in Järvenpää, Finland has started operations in May 2025. Posti also opened a new logistics center in Tallinn, Estonia in March 2025. A total of approximately EUR 45.0 million of these construction projects was capitalized in the balance sheet, and the capitalized costs were spread over several years. The projects also involve investments in land, machinery and equipment.

The changes in the carrying amount of right-of-use assets:

EUR million	Sep 30, 2025	Sep 30, 2024	Dec 31, 2024
Carrying amount Jan 1	**258.8**	**280.6**	**280.6**
Acquired businesses	-	0.5	0.5
Additions	39.6	51.5	71.4
Disposals and transfers between items	-1.1	-2.2	-15.6
Depreciation	-56.2	-55.4	-73.9
Impairment	-0.9	-	-1.1
Translation differences	3.0	-1.6	-3.1
Carrying amount, end of the period	**243.3**	**273.6**	**258.8**

Specification of right-of-use assets:

EUR million	Sep 30, 2025	Sep 30, 2024	Dec 31, 2024
Buildings	175.3	209.9	187.9
Vehicles	55.1	51.9	58.7
Machinery and other	12.9	11.8	12.2
Carrying amount, end of the period	**243.3**	**273.6**	**258.8**

7. Goodwill and other intangible assets

The changes in the carrying amount of a total of goodwill and other intangible assets:

Goodwill

EUR million	Sep 30, 2025	Sep 30, 2024	Dec 31, 2024
Carrying amount Jan 1	**170.1**	**169.1**	**169.1**
Acquired businesses	-	1.0	1.0
Translation differences	0.0	0.0	0.0
Carrying amount, end of the period	**170.1**	**170.1**	**170.1**

Other intangible assets

EUR million	Sep 30, 2025	Sep 30, 2024	Dec 31, 2024
Carrying amount Jan 1	**63.3**	**69.7**	**69.7**
Acquired businesses	-	0.7	0.7
Additions	12.1	9.0	13.0
Disposals and transfers between items	0.3	0.2	0.0
Amortization	-13.2	-15.6	-20.4
Impairment	-	-0.1	-0.5
Translation differences	0.2	0.0	0.9
Carrying amount, end of the period	**62.7**	**63.9**	**63.3**

8. Investment property

The changes in the carrying amount of investment property:

EUR million	Sep 30, 2025	Sep 30, 2024 restated*	Dec 31, 2024
Carrying amount Jan 1	**41.9**	**24.6**	**24.6**
Additions	8.3	26.5	26.8
Disposals	-	-9.7	-9.7
Transfers between items	-	0.3	0.3
Carrying amount, end of the period	**50.3**	**41.7**	**41.9**

**Additions and disposals in Investment property on September 30, 2025 have been restated with EUR 8.7 million related to the exchanges of land areas between Posti and the City of Helsinki in May 2024. In addition, a decrease of EUR -1.6 million in estimated environmental provision has been netted to additions from disposals. For June 30, 2024 restated additions are EUR 26.1 million and disposals EUR -9.7 million, for period 31.3.2025 additions EUR 2.2 million and for period 30.6.2025 additions EUR 5.3 million.*

Investment property consists of both land areas to be developed for residential use and properties outside the normal business. The estimated fair value of the investment properties at the reporting date in the current market totals EUR 85.0 million. The change in the market outlook and demand, especially in residential construction and new properties, decreased at the year-end reported fair value of EUR 96.6 million. The current fair values have been updated based on appraisals from external real estate agents. The fair values are determined based on reference transactions in the nearby area calculated with the estimated price per square meter and the building rights for the intended use for the plot, discussions with the construction companies and received bid levels.

The fair value of Eteläinen Postipuisto requires Posti to invest into the cleaning of the area as mentioned in the contingent liabilities. The plots cannot be sold before the cleaning obligation is fulfilled. The sales are expected to be completed within 5–7 years. In the management view, the completion schedule of cleaning and the phasing of the plot combination sales may have a positive impact on the fair values.

9. Equity

EUR million	30.9.2025	30.9.2024	31.12.2024
Share capital	70.0	70.0	70.0
Invested unrestricted equity fund	-	-	-
Other reserves	142.7	142.7	142.7
Translation differences	-6.7	-7.3	-7.2
Retained earnings	52.4	214.3	76.6
Total shareholders' equity	**258.4**	**419.8**	**282.1**

Number of shares and directed share issue

The aggregate number of outstanding shares in Posti Group Corporation is 40,000,000.

The extraordinary general meeting of the company resolved on September 18, 2025 to authorize the Board of Directors of the company to decide on a directed issue against payment related to the offering so that the number of shares issued may not exceed 500,000 personnel shares. Based on the authorization granted by the extraordinary general meeting of shareholders, the Board of Directors resolved on September 29, 2025 to offer for subscription a maximum of 300,000 personnel shares by way of personnel offer to the personnel of Posti Group. As a result of the personnel offering, the number of the shares may increase up to 40,300,000 shares, assuming that all the personnel shares offered are subscribed for in full, or in oversubscription up to 40,500,000 shares, assuming that all the addional 200,000 personnel shares offered are subscribed.

The personnel shares are being offered in deviation from the shareholders' pre-emptive subscription right to employees of Posti in Finland, Sweden, Estonia, Latvia, Lithuania and Norway, to the members of the Board of Directors and the Leadership Team of the company, and the company's personnel fund. The members of the Leadership Team have stated that they subscribe for the shares in the personnel offering in an amount corresponding to the total net amount of a cash bonus in connection with the listing. The subsription price of the shares in the personnel offering is EUR 6.75. The subscription period for the personnel offering commenced on September 30, 2025 and ended on October 7, 2025. The persons who participated in the personnel offering and the personnel fund upon submitting their subscriptions have undertaken to a lock-up arrangement, which ends, for part of members of the Board of Directors and the Leadership Team of the company, 360 days following the first day of trading in the shares, and, for part of the personnel fund and other personnel of the company, 180 days following the first day of trading in the shares.

After the reporting date, the Board of Directors of the company resolved on October 8, 2025 in accordance with the terms and conditions of the personnel offering to increase the number of personnel shares from the preliminary maximum of 300,000 to the above-mentioned 500,000 personnel shares due to demand in the personnel offering. After the registration of the personnel shares with the Finnish Trade Register as of October 20, 2025, the aggregate number of the shares in Posti Group Corporation is 40,500,000. The new shares confer the same rights as Posti's other shares, after being recorded to the investors' book-entry accounts.

The payments made to the company for the approved personnel share subscriptions will be booked in their entirety in the invested unrestricted equity fund, less expenses related to the personnel offering. Thus, the company's share capital will not be increased in connection with the personnel offering. The company will receive gross proceeds of EUR 3.4 million from the personnel offering, and after paying the fees payable to the managers and the party acting as a subscription place, net proceeds of approximately EUR 3.3 million from the personnel offering. A 10% discount on the subscription price per share compared to the share sale in the offering is recorded as a personnel expense, and thus has no impact to Posti Group's retained earnings.

Dividends

Posti Group Corporation's Annual General Meeting was held in Helsinki on March 24, 2025. In line with the Board of Directors' proposal, the Annual General Meeting decided to distribute a dividend of EUR 33.0 million based on the year 2024. Half of the dividend was paid on March and the other half on July 2025. In addition, an extra dividend of EUR 150.0 million decided in extraordinary general meeting on December 20, 2024 was paid during the first quarter.

10. Provisions

EUR million	Sep 30, 2025	Sep 30, 2024	Dec 31, 2024
Restructuring provision	5.5	6.3	5.6
Land use compensation and environmental provision	7.2	14.7	11.0
Other provisions	3.1	2.9	2.5
Total	**15.7**	**23.8**	**19.1**

The Group has re-estimated the environmental provision related to the cleaning of the surrounding land area of Posti Group headquarters and recognized a decrease of EUR 0.3 million in provisions and correspondingly in investment property. The cleaning of the area started at the end of 2024 and will progress in stages in 2025–2026.

11. Net debt and liquid funds

EUR million		Interest-bearing borrowings	Interest-bearing lease liabilities	Interest-bearing borrowings total	Liquid funds	Net debt total
Carrying amount	**Jan 1, 2025**	**89.8**	**271.2**	**361.1**	**103.5**	**257.5**
Cash flows		189.4	-56.4	133.1	-64.8	197.9
Effect of exchange rates changes		-	3.2	3.2	0.3	3.0
Other non-cash items		0.0	38.5	38.5	-	38.5
Carrying amount	**Sep 30, 2025**	**279.3**	**256.6**	**535.9**	**39.0**	**496.9**
Fair value	**Sep 30, 2025**	**279.5**	**256.6**	**536.1**		

Cash flows in interest-bearing borrowings include also commercial papers. Net debt and the related figures above do not include the interest-bearing liability of EUR 7.2 million to the City of Helsinki related to exchanges of land areas.

EUR million		Interest-bearing borrowings	Interest-bearing lease liabilities	Interest-bearing borrowings total	Liquid funds	Net debt total
Carrying amount	**Jan 1, 2024**	**60.0**	**290.7**	**350.8**	**110.8**	**240.0**
Cash flows		-0.2	-53.8	-54.0	-24.7	-29.3
Business acquisitions		-	0.5	0.5	0.7	-0.2
Effect of exchange rates changes		-	-2.0	-2.0	-0.1	-1.8
Other non-cash items		0.0	49.5	49.6	0.0	49.6
Carrying amount	**Sep 30, 2024**	**59.8**	**285.0**	**344.8**	**86.6**	**258.3**
Fair value	**Sep 30, 2024**	**60.0**	**285.0**	**345.1**		

EUR million		Interest-bearing borrowings	Interest-bearing lease liabilities	Interest-bearing borrowings total	Liquid funds	Net debt total
Carrying amount	**Jan 1, 2024**	**60.0**	**290.7**	**350.8**	**110.8**	**240.0**
Cash flows		29.8	-72.1	-42.4	-7.8	-34.6
Acquired businesses		-	0.5	0.5	0.7	-0.2
Effect of exchange rates changes		-	-3.4	-3.4	-0.2	-3.2
Other non-cash items		0.1	55.4	55.5	-	55.5
Carrying amount	**Dec 31, 2024**	**89.8**	**271.2**	**361.1**	**103.5**	**257.5**
Fair value	**Dec 31, 2024**	**90.0**	**271.2**	**361.3**		

EUR million	Sep 30, 2025	Sep 30, 2024	Dec 31, 2024
Cash and cash equivalents	31.0	48.5	61.9
Money market investments and investments in bonds	8.0	38.1	41.6
Liquid funds	**39.0**	**86.6**	**103.5**

12. Financial instruments and financial risk management

Financial assets and liabilities

Sep 30, 2025

EUR million	At fair value through profit or loss	Measured at amortised cost	Carrying value	Fair value	Level
Non-current financial assets					
Other non-current investments	1.0		1.0	1.0	3
Non-current receivables		1.6	1.6	1.6	2
Non-current financial assets	**1.0**	**1.6**	**2.6**	**2.6**	
Current financial assets					
Trade and other receivables		204.0	204.0	204.0	
Currency derivatives	0.3		0.3	0.3	2
Investments in quoted bonds		6.2	6.2	6.3	1
Investments in unquoted bonds		1.8	1.8	1.8	2
Current financial assets	**0.3**	**212.0**	**212.3**	**212.4**	
Cash and bank		31.0	31.0	31.0	
Cash and cash equivalents		**31.0**	**31.0**	**31.0**	
Total financial assets	**1.3**	**244.5**	**245.9**	**246.0**	

Sep 30, 2025

EUR million	At fair value through profit or loss	Measured at amortised cost	Carrying value	Fair value	Level
Non-current financial liabilities					
Loans from financial institutions		179.8	179.8	180.0	2
Lease liabilities		190.8	190.8	190.8	
Other non-current payables		7.5	7.5	7.5	
Non-current financial liabilities		**378.1**	**378.1**	**378.3**	
Current financial liabilities					
Commercial papers		99.4	99.4	99.5	2
Lease liabilities		65.8	65.8	65.8	
Currency derivatives	0.0		0.0	0.0	2
Trade payables and other liabilities		91.8	91.8	91.8	
Current financial liabilities	**0.0**	**257.0**	**257.1**	**257.1**	
Total financial liabilities	**0.0**	**635.1**	**635.2**	**635.4**	

Sep 30, 2024

EUR million	At fair value through profit or loss	Measured at amortised cost	Carrying value	Fair value	Level
Non-current financial assets					
Other non-current investments	0.8		0.8	0.8	3
Non-current receivables		0.9	0.9	0.9	2
Non-current financial assets	**0.8**	**0.9**	**1.7**	**1.7**	
Current financial assets					
Trade and other receivables		201.3	201.3	201.3	
Currency derivatives	0.1		0.1	0.1	2
Money market investments		24.5	24.5	24.5	2
Investments in quoted bonds		8.8	8.8	8.9	1
Investments in unquoted bonds		4.8	4.8	4.8	2
Current financial assets	**0.1**	**239.4**	**239.5**	**239.6**	
Money market investments		6.9	6.9	6.9	2
Cash and bank		41.6	41.6	41.6	
Cash and cash equivalents		**48.5**	**48.5**	**48.5**	
Total financial assets	**0.9**	**288.8**	**289.6**	**289.8**	

Sep 30, 2024

EUR million	At fair value through profit or loss	Measured at amortised cost	Carrying value	Fair value	Level
Non-current financial liabilities					
Loans from financial institutions		59.8	59.8	60.0	2
Lease liabilities		216.7	216.7	216.7	
Other non-current payables		10.9	10.9	10.9	
Non-current financial liabilities		**287.3**	**287.3**	**287.6**	
Current financial liabilities					
Lease liabilities		68.4	68.4	68.4	
Currency derivatives	0.4		0.4	0.4	2
Trade payables and other liabilities		107.1	107.1	107.1	
Current financial liabilities	**0.4**	**175.4**	**175.8**	**175.8**	
Total financial liabilities	**0.4**	**462.8**	**463.2**	**463.4**	

Dec 31, 2024

EUR million	At fair value through profit or loss	Measured at amortised cost	Carrying value	Fair value	Level
Non-current financial assets					
Other non-current investments	0.8		0.8	0.8	3
Non-current receivables		2.7	2.7	2.7	2
Non-current financial assets	**0.8**	**2.7**	**3.5**	**3.5**	
Current financial assets					
Trade and other receivables		204.9	204.9	204.9	
Currency derivatives	0.1		0.1	0.1	2
Money market investments		31.9	31.9	31.9	2
Investments in quoted bonds		8.0	8.0	8.1	1
Investments in unquoted bonds		1.8	1.8	1.8	2
Current financial assets	**0.1**	**246.5**	**246.6**	**246.8**	
Money market investments		5.5	5.5	5.5	2
Cash and bank		56.4	56.4	56.4	
Cash and cash equivalents		**61.9**	**61.9**	**61.9**	
Total financial assets	**0.9**	**311.1**	**312.0**	**312.2**	

Dec 31, 2024

EUR million	At fair value through profit or loss	Measured at amortised cost	Carrying value	Fair value	Level
Non-current financial liabilities					
Loans from financial institutions		89.8	89.8	90.0	2
Lease liabilities		202.6	202.6	202.6	
Other borrowings		0.0	0.0	0.0	2
Other non-current payables		11.0	11.0	11.0	
Non-current financial liabilities		**303.4**	**303.4**	**303.7**	
Current financial liabilities					
Lease liabilities		68.6	68.6	68.6	
Currency derivatives	0.1		0.1	0.1	2
Trade payables and other liabilities		258.1	258.1	258.1	
Current financial liabilities	**0.1**	**326.7**	**326.8**	**326.8**	
Total financial liabilities	**0.1**	**630.1**	**630.2**	**630.5**	

Financial assets and liabilities measured at fair value

The Group categorizes financial assets and liabilities into three hierarchy levels according to the information used in fair value measurement. Information on hierarchy levels and principles on fair value measurement can be found on note Financial instruments and financial risk management in Financial Statements 2024. No transfers between the fair value hierarchy levels have been made during the reporting periods.

Contractual cash flows from financial liabilities and derivatives including interest payments

EUR million	10–12 2025	2026	2027	2028	2029–	Total
Loans from financial institutions	2.6	5.2	93.8	91.2		192.8
Commercial papers	74.5	26.0				100.5
Lease liabilities	18.6	71.2	56.2	37.7	105.8	289.5
Other non-current liabilities		1.3	1.1	1.1	4.6	8.0
Trade and other current payables	91.8					91.8
Derivatives:						
Currency derivatives, payable	33.5					33.5
Currency derivatives, receivable	-33.8					-33.8
Total	**187.2**	**103.7**	**151.1**	**130.0**	**110.4**	**682.3**

At the beginning of the year 2025, the Group agreed on the loan amount increases of EUR 30.0 million to both its bilateral EUR 60.0 million floating rate term loan facility agreements signed in 2024 with other terms remaining unchanged. During Q1 the Group made withdrawals totalling EUR 90.0 million of the loans after which both loans including increases were fully drawn. During Q2 the maturity of the other loan was extended by one year. There are no hedging instruments related to the loan agreements. In addition, the Group had EUR 99.4 million commercial papers issued as per September 30, 2025.

In April, the Group signed a new EUR 150 million syndicated revolving credit facility which replaced the previous EUR 150 million facility. The margin of the new facility is linked to Posti's key sustainability targets. The facility agreement has a maturity of five years with two one-year extension options. The revolving credit facility is undrawned as at the reporting date.

13. Income taxes

The Group has restated the amount of unused tax losses reported in Financial Statements 2024. The restated amount of unused tax losses is EUR 57.7 million, as the previously reported amount was EUR 65.3 million. The restatement had no impact on the Consolidated Income Statement or Balance Sheet. No deferred tax asset has been recognized, as it is not considered probable that taxable income will accrue in the future. These losses mainly relate to operations outside Finland, and the majority of them do not expire.

The Group's effective tax rate was 43.0% (25.6%). The effective tax rate was particularly impacted by the accumulated losses in Sweden, for which no deferred tax assets were recognized.

14. Commitments and other contingent liabilities

EUR million	Sep 30, 2025	Sep 30, 2024	Dec 31, 2024
Guarantees	8.8	8.9	8.8
Total	**8.8**	**8.9**	**8.8**

Guarantees have been given for obligations arising in the ordinary course of business of the Group. Guarantees have been given by either financial institutions or Posti Group Oyj on behalf of Group companies. These guarantees have typically been given on behalf of a Group company's contractual payment obligations or for authority requirement, and as a counter guarantee to banks.

Lease commitments not recognized in balance sheet

EUR million	Sep 30, 2025	Sep 30, 2024	Dec 31, 2024
Maturity of minimum lease payments:			
Less than a year	8.8	11.3	10.1
1-5 years	9.6	1.4	17.3
More than 5 years	7.4	-	13.4
Total	**25.7**	**12.7**	**40.8**

Already signed lease agreements, that will start in the future are also shown as lease commitments. Once the leased asset has been handed over to Posti, the lease commitments turn into a right-of-use asset and a lease liability.

Legal proceedings

In November 2024, the Finnish Data Protection Authority (DPO) issued a decision regarding a complaint filed by an individual consumer customer in July 2018, regarding Posti's electronic mailbox service formerly known as Netposti. The authority's decision focused on onboarding to an electronic mailbox and processing of personal data. According to the authority's view, informing consumer customers about the onboarding and functionality of the mailbox had not been sufficient. In the decision, Posti was ordered an administrative fine of EUR 2.4 million. Posti considers the authority's decision unfounded and the administrative fine unreasonable. Posti has filed an appeal with the Helsinki Administrative Court, which is now considering the matter. Posti has recorded a provision in accordance with IFRS Accounting Standards in respect of the dispute.

Based on complaints by some of Posti's competitors, the FCCA has since 2017 investigated Posti's suspected abuse of a dominant market position related to the corporate letter market in Finland. In December 2024 the FCCA issued Posti a draft proposal to the Market Court for imposition of a competition infringement fine. Posti's hearing of the draft proposal is pending, The FCCA has not made any final decisions in the matter, and the draft proposal did not include any amount of the possibly proposed infringement fine, the legal maximum amount of which corresponds to ten percent of the Group's turnover. Posti will defend itself against the allegations, which it considers unfounded and erroneous. The matter is pending at the FCCA.

The Group has not been involved in any other material administrative proceedings, lawsuits or arbitration proceedings (including pending proceedings and proceeding the threat of which the Group is aware of), which may have, or which in the recent past have had, a significant impact on the financial position or profitability of the Group or its subsidiaries. Management is not aware of any factors or circumstances that could reasonably be assumed to lead to material claims against the Company or its subsidiaries.

Other contingent liabilities

The Group has an estimated environmental liability of EUR 6.6 million related to the cleaning of the land areas in Eteläinen Postipuisto for the future use of the area. The environmental liability includes land exchange and land reception. The remediation activities and cost sharing have been agreed in more detail with the City of Helsinki. The cleaning of the area started at the end of 2024 and will proceed in stages in 2025–2026. The overall estimate and schedule is revised quarterly based on the management's assessment and ongoing discussions with both the City of Helsinki and the contractor. The total costs at the time of completion of the cleaning may affect the land use compensation to be paid to the city.

15. Related party transactions

Posti's related parties include the parent company Posti Group Oyj's subsidiaries and its sole shareholder, the State of Finland, represented by the Prime Minister's Office. Related parties also include the members of the Board of Directors, the President and CEO, the Posti Leadership Team and the close family members of these individuals and entities that are controlled or jointly controlled by a person identified as a related party. Also entities that are controlled or jointly controlled by, or are associates of the State of Finland, are related parties of Posti.

Posti has recognized EUR 4.7 (6.0) million of government grants from Traficom regarding Postal Services distribution support. Receivables related to ongoing and previous grant period total to EUR 8.4 (4.7) million. Advances received for the new grant period (as of October 1st, 2025) are EUR 4.4 (3.1) million.

16. Events after the reporting period

October 6, 2025, Posti announced that Posti Group Corporation's public share sale has been oversubscribed, and the subscription period has ended.

October 7, 2025, Posti announced Posti Group Corporation's institutional share sale has been oversubscribed and the subscription period has been ended.

October 9, 2025, Posti announced that Posti Group Corporation's personnel offering has been oversubscribed, and the listing will be completed as planned.

Trading in Posti's shares commenced on the prelist of Nasdaq Helsinki on October 10, 2025 and on the Official List of Nasdaq Helsinki on October 14, 2025 under the trading code "POSTI".

October 15, 2025, Posti announced ten largest registered shareholders of Posti Group Corporation and their shares of ownership after the completion of the offering, based on information from the shareholders' register as of 14 October 2025, and the information does not include the shareholders that are nominee-registered or shares subscribed for in the personnel offering.

October 20, 2025, the 500,000 new shares subscribed for in the personnel offering has been registered. Following the registration of the new shares, the total number of outstanding shares in Posti is 40,500,000. Posti will receive gross proceeds of EUR 3.4 million, and after paying the fees payable to the managers and the party acting as a subscription place, net proceeds of approximately EUR 3.3 million from the personnel offering. After the personnel offering the State of Finland, represented by the Prime Minister's Office, ownership of Posti totalled 65.83%.