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Posti Group Corporation Interim Report January–March 2026

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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.

Figures presented in this report are unaudited.

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



Market change intensifies - Posti accelerates its transformation

Financial highlights in January–March 2026

- Net sales decreased by 1.3% to EUR 352.5 (357.1) million.
- Adjusted EBITDA decreased to EUR 38.1 (42.5) million, or 10.8% (11.9%) of net sales.
- Adjusted operating result (adjusted EBIT) decreased to EUR 6.5 (10.5) million, representing 1.9% (3.0%) of net sales.
- Operating result (EBIT) increased to EUR 13.9 (5.0) million, representing 3.9% (1.4%) of net sales. Operating result (EBIT) was positively impacted by special items of EUR 7.4 (negative impact of 5.6) million in total, including sales gains of EUR 12.4 million from investment property.
- Result for the period increased to EUR 6.3 (-0.2) million.
- Operative free cash flow improved significantly and was EUR 11.5 (-21.4) million.
- Net debt to adjusted EBITDA was 2.6x (2.3x).
- Earnings per share (EPS) was 0.16 (-0.01).

Operational highlights in January–March 2026

- To accelerate the strategy execution, Posti launched a renewal program to strengthen synergies. The program merges distribution networks in Finland and centralizes production, procurement, real estate, HSEQ, and ICT and digitalization functions, into a single unit. Over three-years, the program targets EUR 40.0 million improvement cost efficiency.
- Continued efficiency actions, focused on delivery model improvements, resource optimization and high-level sorting automatization, supported strong profitability in Postal Services despite accelerating volume and net sales declines. The adjusted EBIT of Postal Services remained solid, at 12.4% (12.6%) of net sales, while addressed letter volumes decreased by 24.2% (15.7%).
- Net sales of eCommerce and Delivery services increased, driven by higher parcel volumes and continued growth of Finland's consumer recommerce market. Total parcel volumes in Finland and the Baltic countries increased by 14.4% (1.6%). The positive impact of volume growth on the segment's net sales and profitability was partially offset by an unfavorable product mix.
- Posti took the first steps in divesting its investment properties by selling one property, resulting in a sales gain of EUR 12.4 million, which is recognized as special items.

Guidance for 2026 unchanged

Posti is expecting its net sales to be within the range of EUR 1,400–1,500 million, and adjusted EBIT to be within the range of EUR 63–79 million in 2026. In 2025, Posti's net sales were EUR 1,447.6 million and adjusted EBIT was EUR 69.3 million.

Background for guidance for 2026

The operating environment in the logistics sector is expected to remain challenging in 2026, shaped by a high level of uncertainty in the economy. Geopolitical tensions have increased energy and logistics costs. This is expected to continue to fuel inflation and weigh on global economic growth. The economic growth in Finland, Sweden and the Baltics is expected to continue but the outlook has weakened due to overall uncertainty.

Growth in trade and industry is expected to remain constrained by uncertainty, and consumer confidence is expected to continue to be subdued. As Posti serves a broad customer base, both GDP growth and confidence indicators have a direct impact on the Group's performance. GDP growth forecasts for Finland in 2026 are moderate, while tightening trade policies, geopolitical tensions, financial market volatility, and potential additional fiscal adjustment measures may further slow Finland's economic recovery.

Growth in ecommerce, both domestically and internationally, is expected to continue to support the expansion of the parcel market. This growth is driven in particular by increased recommerce activity and the rising number of smaller parcels. Competition in the parcel market in Finland and the Baltics is expected to remain intense.

Digitalization of letter mail is expected to continue to accelerate, and postal volumes are expected to decline further. Posti continues to develop its delivery models for paper mail and offers digital mail solutions to support customers in their transition to digital services. In April 2026, the legislation of the digital priority of official government mail came into effect, which is expected to further negatively impact addressed letter volumes. Despite these changes, Posti remains committed to customer centricity and continuously develops its services in response to evolving customer needs.

Demand in the warehousing market is expected to be influenced by ongoing economic uncertainty. Companies are expected to continue focusing on inventory optimization and cost efficiency, which is likely to keep the demand at a moderate level.

The Group's business is characterized by seasonality, and net sales and adjusted EBIT are not accrued evenly throughout the year. The fourth quarter is typically the strongest quarter. Posti continues to improve its operational efficiency to support profitability. Concrete examples, among others, the renewal program to strengthen our synergies and the further development of self-service points.

Mid-term financial targets

The Board of Directors of Posti Group has set the following mid-term financial targets 2026 onwards:

- Average organic net sales growth (3–5-year period) of at least 2% at Group level and at least 5% outside Postal Services compared to 2025
 - Baseline for 2025 at Group level of EUR 1,447.6 million
 - Baseline for 2025 outside Postal Services of EUR 917.1 million
- Average adjusted operating result (adjusted EBIT) growth (3–5-year period) over 5% compared to 2025
- Net debt to 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 Board of Directors approved dividend policy.

Key Figures of Posti Group

| EUR million | 1–3 2026 | 1–3 2025 | 1–12 2025 |
|--|----------|----------|-----------|
| Financial development and profitability | | | |
| Net sales, EUR million | 352.5 | 357.1 | 1,447.6 |
| <i>Change in net sales, %</i> | -1.3% | -6.5% | -4.8% |
| Adjusted EBITDA, EUR million | 38.1 | 42.5 | 196.4 |
| <i>Adjusted EBITDA margin, %</i> | 10.8% | 11.9% | 13.6% |
| EBITDA, EUR million | 45.5 | 37.9 | 180.4 |
| <i>EBITDA margin, %</i> | 12.9% | 10.6% | 12.5% |
| Adjusted operating result (adjusted EBIT), EUR million | 6.5 | 10.5 | 69.3 |
| <i>Adjusted operating result (adjusted EBIT) margin, %</i> | 1.9% | 3.0% | 4.8% |
| Operating result (EBIT), EUR million | 13.9 | 5.0 | 52.3 |
| <i>Operating result (EBIT) margin, %</i> | 3.9% | 1.4% | 3.6% |
| Result for the period, EUR million | 6.3 | -0.2 | 23.5 |
| Financial position | | | |
| Equity ratio, % | 25.0% | 21.9% | 24.6% |
| Return on capital employed (12 months), % | 8.2% | 8.1% | 7.8% |
| Net debt, EUR million | 495.4 | 454.0 | 517.0 |
| Net debt / adjusted EBITDA | 2.6x | 2.3x | 2.6x |
| Financial net debt / adjusted EBITDA | 1.0x | 0.9x | 1.1x |
| Other key figures | | | |
| Operative free cash flow, EUR million | 11.5 | -21.4 | -37.0 |
| Investments, EUR million | 28.8 | 40.6 | 175.1 |
| Personnel, end of period | 13,243 | 13,905 | 13,751 |
| Personnel on average, FTE | 11,017 | 11,792 | 11,845 |
| Earnings per share, basic and diluted, EUR | 0.16 | -0.01 | 0.59 |
| Dividend per share, EUR | | | 0.84* |
| Dividend, EUR million | | | 34.0* |

*The Board of Directors' proposal to the Annual General Meeting held on April 15, 2026. The main decisions of the Annual General Meeting are presented in [Events after the reporting period](#).

Calculation, use and reconciliations of Key figures are presented in section [Key Figures](#).

President and CEO's Review

Our first quarter result was in line with our plans and expectations. The operating environment in the first quarter was characterized by economic uncertainty, accelerating digitalization, changes in consumer behavior, and intensifying geopolitical tensions. As anticipated, the government's Digi First legislation entered into force in April, which had an upfront impact on the operations of many public sector entities and reduced demand for traditional postal services during the quarter. At the same time, growth in parcel volumes accelerated as recommerce volumes continued to increase. The war in Iran that began in February, together with disruptions in the energy markets, increased uncertainty in the outlook for the Finnish economy. This uncertainty indirectly affected logistics chains and our customers' decision-making.

The Group's performance in the first quarter reflected developments in the market environment. At the same time, we leveraged our strengths and systematically implemented measures to support profitability. Posti Group's net sales decreased slightly by -1.3% to EUR 352.5 (357.1) million, driven by a 24% decline in mail volumes due to the legislative changes and accelerated digitalization. The comparison period volumes included election materials distribution. In contrast, both of our growth businesses, eCommerce and Delivery Services as well as Fulfillment and Logistics Services, continued to grow. The Group's adjusted operating result (adjusted EBIT) was EUR 6.5 (10.5) million.

General economic uncertainty made consumer and business customer behavior more subdued compared to the previous year. The increase in oil prices, primarily reflected in fuel costs, had a neutral impact on Posti's results during the review period. The quarter's performance was as expected, and we are confident in our execution plans for the remaining of the year. Our operating cash flow was strong and improved significantly from the comparison period. In addition, the first phase of the divestment of our investment properties was successfully completed, further contributing to the cash flow and net profit.

Parcel volume growth in eCommerce and Delivery Services accelerated in the first quarter, driven particularly by rapid growth of recommerce. The B2B parcel market remained subdued due to general economic uncertainty. These changes in the product mix weighted on the segment's profitability. In Fulfillment and Logistics Services, our commercial performance remained solid. In Postal Services, we continued to improve operational efficiency, for example, through changes in delivery models.

Despite the challenging market environment, we achieved several significant customer wins across our businesses. These strengthen our position as a leading logistics partner in Finland. Our portfolio is developing in line with our strategy, and the combined share of eCommerce and Delivery Services and Fulfillment and Logistics Services in the Group's net sales has increased to over 64% (62%).

To accelerate the execution of our earlier started synergy initiatives and operational efficiency improvement, we launched a major renewal program in March. As part of the program, Posti plans to combine the delivery networks of Postal Services and eCommerce and Delivery Services into a single unit in Finland, and to integrate production, procurement, real estate and HSEQ operations, as well as ICT and digitalization, into one organizational unit. The program ensures that Posti continues to be the competitive and customer-centric leader in logistics and postal services in Finland. The three-year program targets cost-efficiency improvements of approximately EUR 40.0 million and will comprise several initiatives over the program period.

During the first quarter, we systematically advanced our sustainability agenda. Occupational safety developed positively, with the number of accidents decreasing by 13% from the comparison period. We published Group-wide occupational safety standards to harmonize operating practices and to further prevent accidents. We initiated an update of our SBTi targets, building on the previously achieved 50% SBTi-emissions reduction target for our own emissions by 2030.

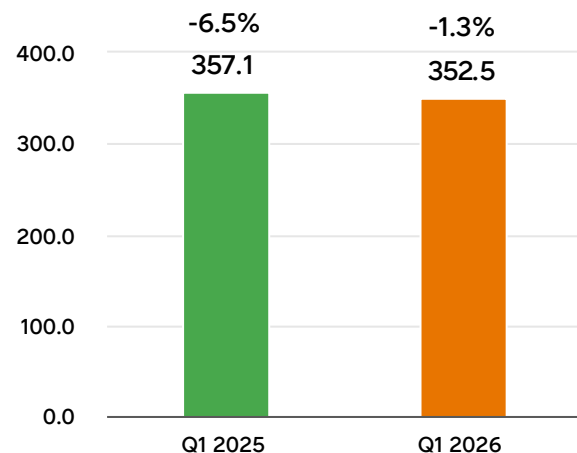
We are developing our operations with a long-term perspective and continuously improving our day-to-day work. The first employee survey of the year showed positive developments across our key businesses, and our leadership index improved further. Common direction is a key success factor in the midst of change, and our committed and talented personnel are at the heart of this development.

Antti Jääskeläinen, President and CEO

Financial Performance

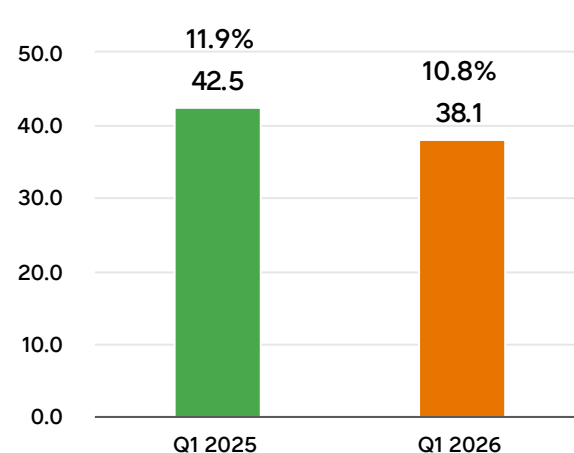
Net sales

EUR million and change, %



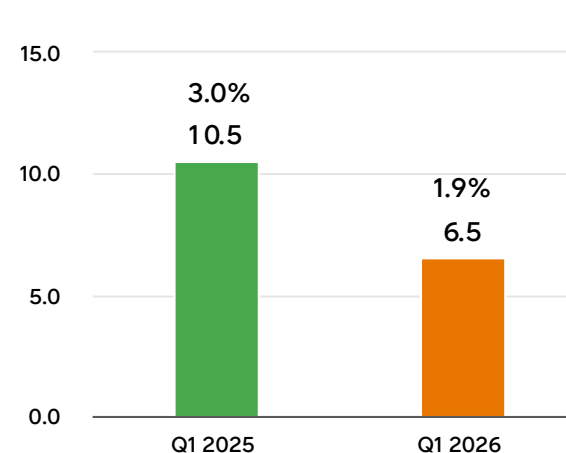
Adjusted EBITDA

EUR million and % of net sales



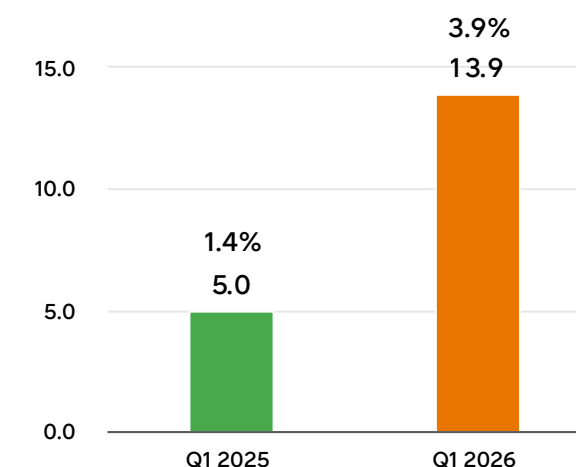
Adjusted operating result (adjusted EBIT)

EUR million and % of net sales



Operating result (EBIT)

EUR million and % of net sales



January–March 2026

Net sales

The Group's net sales decreased by 1.3% to EUR 352.5 (357.1) million. Net sales decreased by 1.9% in Finland and increased by 4.7% in other countries. The share of Posti's business operations outside Finland increased and was 10.1% (9.5%). The decrease in net sales was driven by Postal Services, where volumes decreased due to accelerated digitalization. Both of the company's growth segments, eCommerce and Delivery Services as well as Fulfillment and Logistics Services, grew in the first quarter. Net sales were positively impacted by the value change in the Swedish Krona compared to the reporting currency. Parcel volumes increased by 14.4% from the comparison period due to higher recommerce volumes, while addressed mail decreased by 24.2% (15.7%).

Net sales in the eCommerce and Delivery Services segment increased by 3.0% to EUR 156.6 (151.9) million.

Net sales in the Fulfillment and Logistics Services segment increased by 1.8% to EUR 73.9 (72.5) million.

The combined external net sales of eCommerce and Delivery Services and Fulfillment and Logistics Services increased and, in line with the Group's strategy, represented 64.1% (61.5%) of the Group's net sales.

Net sales in the Postal Services segment decreased by 8.1% to EUR 127.3 (138.5) million.

Operations under the universal service obligation decreased and amounted to EUR 14.1 (15.4) million, or 4.0% (4.3%) of the Group's net sales, representing 5.5% (5.1%) of mail delivery volumes.

Profitability

The Group's adjusted EBITDA decreased to EUR 38.1 (42.5) million, or 10.8% (11.9%) of net sales. The decrease was primarily driven by declining volumes in Postal Services. In eCommerce and Delivery Services, the adjusted EBITDA decreased due to higher operational costs of providing services, driven by unfavorable product mix. In Fulfillment and Logistics Services the adjusted EBITDA decreased due to lower fill rate following the weak market demand. In Sweden, profitability was further impacted due to lower operational efficiency. The Group's EBITDA increased to EUR 45.5 (37.9) million, or 12.9% (10.6%) of net sales.

The Group's adjusted operating result (adjusted EBIT) decreased and was EUR 6.5 (10.5) million, or 1.9% (3.0%) of net sales. The 24.2% (15.7%) volume decrease in Postal Services resulted in adjusted operating result (adjusted EBIT) decreasing by EUR 1.7 million year-on-year. In eCommerce and Delivery Services, the adjusted operating result (adjusted EBIT) decreased due to the product mix by EUR 2.3 million, while in Fulfillment and Logistics Services, the adjusted operating result (adjusted EBIT) decreased due to low fill rates by EUR 0.9 million compared to the previous year. The Group's operating result (EBIT) increased to EUR 13.9 (5.0) million, or 3.9% (1.4%) of net sales. Special items as a total had a positive impact on the operating result (EBIT), amounting to EUR -7.4 (5.6) million. The items include a EUR 12.4 million gain on the sales of an investment property located in Vantaa, Finland. The result for the period increased to EUR 6.3 (-0.2) million.

Special items affecting the operating result (EBIT)

| EUR million | 1-3 2026 | 1-3 2025 | 1-12 2025 |
|--|-------------|------------|-------------|
| Personnel restructuring | 4.8 | 2.5 | 5.0 |
| Restructuring costs (other than personnel-related costs) | 0.1 | 0.6 | 1.0 |
| Gains on sales of investment property | -12.4 | - | - |
| Other special items | 0.1 | 0.9 | 2.2 |
| Listing costs | - | 0.6 | 5.9 |
| Listing incentive | - | - | 2.0 |
| Impairments | - | 0.9 | 0.9 |
| Total | -7.4 | 5.6 | 17.0 |

Segment Review

eCommerce and Delivery Services

The 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

| EUR million | 1-3 2026 | 1-3 2025 | 1-12 2025 |
|--|----------|----------|-----------|
| Net sales, EUR million | 156.6 | 151.9 | 640.9 |
| <i>Net sales change-%</i> | 3.0% | -0.7% | -% |
| Adjusted EBITDA, EUR million | 12.0 | 13.9 | 70.4 |
| <i>Adjusted EBITDA margin, %</i> | 7.7% | 9.2% | 11.0% |
| EBITDA, EUR million | 9.9 | 13.6 | 70.5 |
| <i>EBITDA margin, %</i> | 6.4% | 9.0% | 11.0% |
| Adjusted operating result (adjusted EBIT), EUR million | -0.5 | 1.7 | 22.0 |
| <i>Adjusted operating result (adjusted EBIT) margin, %</i> | -0.3% | 1.1% | 3.4% |
| Operating result (EBIT), EUR million | -2.6 | 1.4 | 22.1 |
| <i>Operating result (EBIT) margin, %</i> | -1.7% | 0.9% | 3.4% |

January–March 2026

Driven by recommerce, the total number of parcels delivered by Posti in Finland and the Baltic countries increased by 14.4% (1.6%) to EUR 18.3 (16.0) million. The figure does not include letter-like ecommerce items.

Net sales of eCommerce and Delivery Services increased and were EUR 156.6 (151.9) million. Further increasing recommerce volumes in Finland were the main driver for higher parcel volumes despite the macroeconomic environment which continued to be challenging. Increased net sales in the freight business impacted the segment's net sales positively.

The adjusted EBITDA of eCommerce and Delivery Services decreased and was EUR 12.0 (13.9) million, or 7.7% (9.2%) of net sales. The adjusted EBITDA decreased due to higher costs of providing services, driven by the change in the product mix. EBITDA decreased to EUR 9.9 (13.6) million.

The adjusted operating result (adjusted EBIT) of eCommerce and Delivery Services decreased to EUR -0.5 (1.7) million, or -0.3% (1.1%) of net sales. Operating result (EBIT) decreased to EUR -2.6 (1.4) million.

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

| EUR million | 1–3 2026 | 1–3 2025 | 1–12 2025 |
|--|----------|----------|-----------|
| Net sales, EUR million | 73.9 | 72.5 | 301.7 |
| Finland | 47.4 | 46.7 | 194.1 |
| Sweden | 26.5 | 25.9 | 107.7 |
| <i>Net sales change-%</i> | 1.8% | -2.7% | -0.4% |
| Adjusted EBITDA, EUR million | 5.5 | 6.8 | 35.2 |
| <i>Adjusted EBITDA margin, %</i> | 7.4% | 9.4% | 11.7% |
| EBITDA, EUR million | 5.5 | 5.2 | 31.7 |
| <i>EBITDA margin, %</i> | 7.4% | 7.2% | 10.5% |
| Adjusted operating result (adjusted EBIT), EUR million | -4.4 | -3.5 | -5.4 |
| <i>Adjusted operating result (adjusted EBIT) margin, %</i> | -6.0% | -4.8% | -1.8% |
| Operating result (EBIT), EUR million | -4.4 | -6.0 | -9.8 |
| <i>Operating result (EBIT) margin, %</i> | -6.0% | -8.3% | -3.2% |

January–March 2026

Net sales of Fulfillment and Logistics Services increased by 1.8% and were EUR 73.9 (72.5) million. Net sales of Fulfillment and Logistics Services Finland increased by 1.5% to EUR 47.4 (46.7) million. The segment lost one major customer in contract logistics but gained several new customers in in-house logistics in Finland. The Fulfillment and Logistics Services Sweden's net sales increased by 2.5% year-on-year and were EUR 26.5 (25.9) million. The increase in net sales in Sweden was driven by the improved demand in contract logistics, 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 of Fulfillment and Logistics Services Sweden.

The adjusted EBITDA of Fulfillment and Logistics Services decreased to EUR 5.5 (6.8) million, or 7.4% (9.4%) of net sales. The decrease in adjusted EBITDA was mainly due to lower utilization rates in a weak market environment. EBITDA increased year-on-year and was EUR 5.5 (5.2) million. The increase was due to special items in the comparison period.

The adjusted operating result (adjusted EBIT) of Fulfillment and Logistics Services decreased to EUR -4.4 (-3.5) million, or -6.0% (-4.8%) of net sales. Operating result (EBIT) increased to EUR -4.4 (-6.0) million.

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

| EUR million | 1–3 2026 | 1–3 2025 | 1–12 2025 |
|--|----------|----------|-----------|
| Net sales, EUR million | 127.3 | 138.5 | 529.6 |
| <i>Net sales change-%</i> | -8.1% | -13.9% | -12.1% |
| Adjusted EBITDA, EUR million | 23.8 | 26.2 | 100.2 |
| <i>Adjusted EBITDA margin, %</i> | 18.7% | 18.9% | 18.9% |
| EBITDA, EUR million | 22.3 | 24.3 | 96.2 |
| <i>EBITDA margin, %</i> | 17.5% | 17.5% | 18.2% |
| Adjusted operating result (adjusted EBIT), EUR million | 15.8 | 17.5 | 65.8 |
| <i>Adjusted operating result (adjusted EBIT) margin, %</i> | 12.4% | 12.6% | 12.4% |
| Operating result (EBIT), EUR million | 14.3 | 15.6 | 61.7 |
| <i>Operating result (EBIT) margin, %</i> | 11.2% | 11.3% | 11.7% |

January–March 2026

The net sales of Postal Services decreased by 8.1% to EUR 127.3 (138.5) million. The net sales were negatively affected by the accelerated digitalization at the beginning of the year and resulted in addressed letter volumes declining by 24.2% (15.7%) from the comparison period. Also, volumes in the comparison period included election material distribution. The decrease in net sales was partly offset by price increases. The share of mail items covered by the universal service obligation accounted for 5.5% (5.1%) of all Posti's mail items delivered.

The adjusted EBITDA of Postal Services decreased to EUR 23.8 (26.2) million, or 18.7% (18.9%) of net sales. Continuous improvements in production efficiency, such as delivery models, resource optimization and high-level sorting automatization in Postal Services levelled off the impact of lower volumes to the segment's profitability. The discontinuation of unaddressed marketing services in early 2025 has enabled further focus on the implementation of new delivery models in Postal Services. The modest decline in adjusted EBITDA in relation to top line decline highlights the segment's operational efficiency and strong profitability in a changing operating environment. EBITDA decreased to EUR 22.3 (24.3) million year-on-year.

The adjusted operating result (adjusted EBIT) of Postal Services decreased to EUR 15.8 (17.5) million, or 12.4% (12.6%) of net sales. Operating result (EBIT) decreased to EUR 14.3 (15.6) million.

Cash flow, financial position, and major investments

Cash flow

In January–March, the consolidated cash flow from operating activities was EUR 38.3 (17.9) million, the cash flow from investing activities was EUR 2.1 (-0.5) million, and the cash flow from financing activities was EUR -30.6 (-1.7) million. The operative free cash flow was EUR 11.5 (-21.4) million and was mainly affected by the change in the net working capital and a decrease in investments after completion of strategic investments in 2025. The Group's cash flow was improved by EUR 14.5 million following the sale of one investment property, which is not included in operational free cash flow. In the comparison period, dividends of EUR 166.5 million were paid and long-term loans of EUR 90.0 million were raised. The cash flow from issued commercial papers was EUR -12.9 (93.5) million.

Financial position

At the end of March, liquid funds amounted to EUR 59.2 (95.7) million and undrawn committed credit facilities totaled EUR 150.0 (150.0) million.

At the end of March, the Group's interest-bearing borrowings were EUR 554.5 (549.7) million including EUR 298.0 (276.4) million of lease liabilities, EUR 179.9 (179.8) million of bank loans and EUR 76.7 (93.5) million of commercial papers. Net debt totaled EUR 495.4 (454.0) million and the net debt to adjusted EBITDA ratio was 2.6x (2.3x) at the end of the reporting period. Net debt to adjusted EBITDA increased mainly due to higher lease liabilities, following amendments to several logistics and warehouse lease agreements and the relocation of Posti's headquarters to the new leased facilities. The financial net debt to adjusted EBITDA ratio calculated without lease liabilities was 1.0x (0.9x).

Equity ratio was 25.0% (21.9%).

Investments

Posti's major investment projects, Järvenpää warehouse and Tallinn sorting center, were completed in 2025, and no such large-scale investments are currently underway.

Posti wants to improve the competitive advantage of its core business and respond to the changing market and customer needs. In the first quarter, Posti's operative investments focused on parcel

lockers as well as ICT-related projects. Posti also renewed some lease agreements and extended the lease terms at some warehouses.

The land areas of Eteläinen Postipuisto and earlier headquarter property of Posti Group are 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 there is an environmental provision and a contingent liability related to the cleaning of the land in the Eteläinen Postipuisto area. The cleaning work is estimated to be completed during 2026. 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.

Employees

The Group's personnel

| | 1–3 2026 | 1–3 2025 | 1–12 2025 |
|------------------------------|----------|----------|-----------|
| Personnel at period-end | 13,243 | 13,905 | 13,751 |
| Finland | 11,516 | 12,180 | 11,841 |
| Other countries of operation | 1,727 | 1,725 | 1,910 |
| Personnel on average, FTE* | 11,017 | 11,792 | 11,845 |

*Full-time equivalent personnel on average

In January–March, the Group's personnel expenses amounted to EUR 159.2 (156.6) million, increasing by 1.6% year-on-year. The personnel expenses included EUR 4.8 (2.5) million of restructuring costs.

In January, Posti announced the following changes in operations driven by the overall transformation of the postal market: organizational restructuring of Posti's basic and early-morning delivery operations within the Postal Services business, utilizing automation and technology in mail sorting at the Helsinki postal center, transferring services from five Posti-owned shops to the partner network, and centralizing customer service in Posti's largest service centers. The related change negotiations were concluded in February, and the total reduction need was 121 employees.

Sustainability

During the first quarter, Posti made determined progress in its sustainability efforts. Occupational safety developed positively: the number of accidents decreased by 13% compared to the previous year. Group-wide new occupational safety standards aim to harmonize operating practices and support accident prevention across the Group. During the first quarter, the company also initiated the update of its SBTi targets as part of the renewal of its sustainability program. Posti has already achieved the 50% SBTi target set for its own emissions for 2030, and the update work is based on this current emissions level.

Renewal program to accelerate strategy implementation

In March, Posti launched a renewal program to accelerate the strategy implementation aimed at strengthening business synergies. As part of the program, Posti plans to merge the distribution networks of Postal Services and eCommerce and Delivery Services in Finland into a single unit, as well as production, procurement, real estate, HSEQ, and ICT and digitalization functions, into a same unit with networks. The three-year program is targeted to improve cost efficiency by EUR 40.0 million by the end of 2029. The renewal program will include several different measures over the coming years. The changes will be implemented in phases and discussed with personnel as the project progresses. The renewal program will not affect the Group's current business segments.

Other information

Share capital and shareholding

Posti's share (trading code POSTI) was listed on the official list of Nasdaq Helsinki, with trading commenced on October 10, 2025. At the end of March 2026, Posti's share capital totaled EUR 70.0 million. Posti Group has 40,500,000 shares. All shares carry one vote and equal rights.

On March 31, 2026, the closing price for Posti Group Corporation share was EUR 8.81 per share. The share's highest price during January–March was EUR 9.64 and lowest EUR 8.25. The share's volume-weighted average price was EUR 8.89. The share trading volume was EUR 23.8 million and 2.7 million shares. At the end of the first quarter, the company's market capitalization was EUR 356.8 million.

At the end of March, Posti had 16,744 shareholders including 8 nominee registers. Share of nominee registrations and direct foreign shareholders was 9.87%. The list of largest shareholders can be found on posti.com/en/investors.

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.

Flagging notifications

Posti Group was not informed of any significant changes among its shareholders during the quarter.

Posti Group Board of Directors decided on long-term incentive schemes

On February 13, the Board of Directors resolved to launch a Performance Share Program (PSP) and a Restricted Share Program (RSP) for Posti's Management and selected Key Employees. The PSP is intended to promote a long-term performance culture at Posti, and through Key Employees' retention support Posti's long-term value creation. The RSP is intended to be used as a complementary long-term retention arrangement for separately selected Key Employees in special situations. The Board also decided to convert the rewards from cash to shares for those participants in the LTI 2024–2026

and LTI 2025–2027 plans who also participate in the Performance Share Plan 2026–2028. At the same time, Posti's Board decided on a shareholding recommendation for Posti Leadership Team.

More information on PSP and RSP as well as LTI 2024–2026 and LTI 2025–2027 is available in the Stock Exchange Release published on February 13, 2026. By the end of March, there were no Shares allocated based on the programs.

Changes in the Leadership Team

On February 2, 2026, Kaj Kulp was appointed SVP, Strategy and Business Development and a member of the Posti Group Leadership Team as of March 1, 2026. Kulp will report to Antti Jääskeläinen, President and CEO of Posti Group.

On March 17, 2026, Anniina Bergström was appointed Senior Vice President, General Council and a member of the Posti Group Leadership Team. Bergström will start in the position on June 30, 2026, at the latest and report to Posti Group President and CEO Antti Jääskeläinen.

As of March 1, 2026, Minna Jokinen was appointed as Interim General Council. She will serve in the position until Anniina Bergström takes the responsibility.

On March 27, 2026, in relation to the renewal program, the company announced that Yrjö Eskola was appointed Chief Operations Officer of the Posti Group as of April 1. He will continue as a member of Posti's Leadership Team, and will also remain Senior Vice President, Postal Services. As part of the changes driven by the renewal program, the ICT and digitalization organization was transferred into a new unit. Following this change, Petteri Naulapää, Director of ICT and Digitalization will report to Yrjö Eskola as of April 1, 2026.

Annual Report 2025

On March 17, Posti Group's Annual Report 2025 was published. The Annual Report contains the Board of Director's report including the Sustainability Statement, Financial Statements for 2025, Corporate Governance Statement, Remuneration Report as well as Tax Footprint and Income Tax Report. The Annual Report 2025 is available on Posti Group's investor website at www.posti.com.

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 the onboarding to an electronic mailbox and the processing of personal data. According to the authority, informing consumer customers about the mailbox's onboarding and functionality had not been sufficient. In the decision, Posti was ordered an administrative fine of EUR 2.4 million. Posti considered the authority's decision unfounded and the administrative fine unreasonable, and appealed with the Helsinki Administrative Court. On November 3, 2025, the Helsinki Administrative Court issued its decision and reversed the administrative fine in total, but upheld the remark concerning the lack of transparent customer information. The Data Protection Authority has appealed the Helsinki Administrative Court's decision with the Supreme Administrative Court. No provision has been booked for this cause.

Based on complaints by some of Posti's competitors, the Finnish Consumer and Competition Authority (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 the imposition of a competition infringement fine. The FCCA has not made any final decisions and the matter is pending at the FCCA. The legal maximum of infringement fines is ten percent of the Group's turnover. Posti will defend itself against the allegations, which it considers unfounded and erroneous. No provision has been booked for this cause.

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 commitments

Posti was granted distribution support for newspaper delivery by Traficom's decision for the first 12-month support period starting on October 1, 2023, second on October 1, 2024, and third on October 1,

2025. In addition, Posti was ordered to distribute newspapers in certain areas as a public service obligation. In January 2025, Posti applied to Traficom for the remaining portion of the support and reimbursement of costs for implementing the public service obligation. On April 23, 2026, Traficom has informed Posti of the decisions on delivery support for the first period. Posti does not agree with the underlying calculations and is appealing the decisions. Therefore, Posti has not recorded any adjustments. The uncertainty concerns an estimated total of EUR 2.4 million cumulatively. For this temporary distribution support, the VAT treatment has also proven to be unclear in certain respects. Posti has received a positive preliminary ruling from the Central Tax Board on the VAT treatment of the distribution support to be VAT exempt as it has been recognized. The appeal period is ongoing.

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 of 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 and in Iran, 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. In addition 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.

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, inquiries 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 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.

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 declining market, or it is interpreted by authorities in an unexpected manner, it may cause operational challenges, additional costs and financial losses to Posti. Further, if the local digitalization regulation sets limitations to commercial market participants, it may have a negative impact on Posti's digital offering.

Events after the reporting period

Decisions of the Annual General Meeting and the Board's constitutive meeting

The Annual General Meeting of Posti Group Corporation was held on April 15, 2026 at the Marina Congress Center, Helsinki, Finland. The Meeting adopted the Financial Statements and Consolidated Financial Statements for 2025, granted discharge from liability to the Board of Directors, Supervisory Board, CEO and Deputy CEO, and adopted the Remuneration Policy and Remuneration Report for Governing Bodies.

The AGM resolved to distribute a dividend of EUR 0.84 per share for the financial year 2025, payable in two equal instalments of EUR 0.42 per share on April 24, 2026 and October 26, 2026.

Sanna Suvanto-Harsaae was elected Chair of the Board and Jukka Leinonen Deputy Chair. In addition, Raija-Leena Hankonen-Nybom, Frank Marthaler, Tuomas Mäkipeska, Minna Pajumaa and Stefan Svensson were elected as Board members. PricewaterhouseCoopers Oy was elected as auditor and sustainability reporting assurer for the financial year 2026.

The AGM authorized the Board of Directors to repurchase and issue up to 735,000 shares, corresponding to approximately 1.81% of the Company's registered shares, and to decide on donations

of up to EUR 100,000. All authorizations are valid until the end of the AGM 2027, at the latest until October 15, 2027.

At its constitutive meeting held after the AGM, the Board elected members of its Committees and resolved that a representative of the personnel will participate in Board meetings.

Detailed information on the resolutions of the Annual General Meeting and the organization of the Board of Directors was published in a stock exchange release on April 15, 2026. In addition, the minutes of the Annual General Meeting are available on the company's website at www.posti.com.

Guidance for 2026 unchanged

Posti is expecting its net sales to be within the range of EUR 1,400–1,500 million, and adjusted EBIT to be within the range of EUR 63–79 million in 2026. In 2025, Posti's net sales were EUR 1,447.6 million and adjusted EBIT was EUR 69.3 million.

Posti's financial calendar 2026

August 14, 2026: Half-Year Financial Report 2026

October 29, 2026: Interim Report for January–September 2026

Helsinki, April 29, 2026

Posti Group Corporation

Board of Directors

Audiocast for investors, analysts and media

An English-language audiocast for investors, analysts and media will be held on April 29, 2026 at 11.00 a.m. EEST. Link for the audiocast: <https://posti.events.inderes.com/q1-2026> and also available on www.posti.com/en/investors.

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

Financial information

Consolidated Income Statement

| EUR million | Note | 1–3 2026 | 1–3 2025 | 1–12 2025 |
|---|-------|--------------|--------------|----------------|
| Net sales | 4 | 352.5 | 357.1 | 1,447.6 |
| Other operating income | 8, 15 | 15.7 | 2.5 | 11.5 |
| Materials and services | | -97.3 | -95.1 | -399.2 |
| Employee benefits | | -159.2 | -156.6 | -615.6 |
| Other operating expenses | | -66.2 | -69.9 | -263.9 |
| Depreciation and amortization | | -31.5 | -32.0 | -126.9 |
| Impairment losses | | - | -0.9 | -1.2 |
| Operating result | | 13.9 | 5.0 | 52.3 |
| Finance income | | 1.2 | 2.3 | 4.3 |
| Finance expenses | | -5.9 | -5.9 | -21.0 |
| Result before income tax | | 9.2 | 1.4 | 35.7 |
| Income tax | 13 | -2.9 | -1.6 | -12.2 |
| Result for the period | | 6.3 | -0.2 | 23.5 |
| Earnings per share (EUR per share) | | 0.16 | -0.01 | 0.59 |

As Posti currently has no dilutive instruments outstanding, diluted earnings per share is the same as basic earnings per share.

Consolidated Statement of Comprehensive Income

| EUR million | 1–3 2026 | 1–3 2025 | 1–12 2025 |
|---|------------|-------------|-------------|
| Result for the period | 6.3 | -0.2 | 23.5 |
| Other comprehensive income | | | |
| Items that may be reclassified to profit or loss: | | | |
| Translation differences | 0.2 | -0.3 | 0.3 |
| Items that will not be reclassified to profit or loss: | | | |
| Remeasurements of post-employment benefit obligations | - | - | 0.4 |
| Income tax relating to these items | - | - | -0.1 |
| Other comprehensive income, net of tax | 0.2 | -0.3 | 0.6 |
| Comprehensive income for the period | 6.5 | -0.5 | 24.1 |

Consolidated Balance Sheet

| EUR million | Note | Mar 31, 2026 | Mar 31, 2025 | Dec 31, 2025 |
|---------------------------------|--------|----------------|----------------|----------------|
| Assets | | | | |
| Non-current assets | | | | |
| Goodwill | 6 | 170.1 | 170.2 | 170.2 |
| Other intangible assets | 6 | 60.9 | 62.9 | 61.3 |
| Property, plant and equipment | 7 | 261.9 | 270.3 | 267.4 |
| Right-of-use assets | 7 | 284.4 | 262.2 | 283.9 |
| Investment property | 8 | 62.5 | 44.1 | 64.4 |
| Other non-current investments | 12 | 1.0 | 0.8 | 1.0 |
| Non-current receivables | | 1.9 | 1.4 | 1.8 |
| Deferred tax assets | 13 | 3.1 | 10.1 | 4.3 |
| Total non-current assets | | 845.9 | 822.0 | 854.3 |
| Current assets | | | | |
| Inventories | | 4.4 | 3.2 | 4.1 |
| Trade and other receivables | | 232.3 | 228.5 | 226.9 |
| Current income tax receivables | | 8.3 | 3.0 | 5.1 |
| Current financial assets | 10, 11 | 8.1 | 18.0 | 8.0 |
| Cash and cash equivalents | 11 | 51.2 | 77.9 | 41.4 |
| Total current assets | | 304.2 | 330.6 | 285.6 |
| Total assets | | 1,150.1 | 1,152.6 | 1,140.0 |

| EUR million | Note | Mar 31, 2026 | Mar 31, 2025 | Dec 31, 2025 |
|--|--------|----------------|----------------|----------------|
| Equity and liabilities | | | | |
| Equity attributable to the shareholders of the Parent Company | | | | |
| Share capital | 9 | 70.0 | 70.0 | 70.0 |
| Invested unrestricted equity fund | 9 | 3.3 | - | 3.3 |
| Other reserves | 9 | 142.7 | 142.7 | 142.7 |
| Translation differences | 9 | -6.6 | -7.4 | -6.9 |
| Retained earnings | 9 | 74.1 | 43.4 | 67.8 |
| Total shareholders' equity | | 283.4 | 248.7 | 276.9 |
| Total equity | | 283.4 | 248.7 | 276.9 |
| Non-current liabilities | | | | |
| Non-current interest-bearing borrowings | 11, 12 | 179.9 | 179.8 | 179.8 |
| Non-current interest-bearing lease liabilities | 11, 12 | 232.6 | 207.1 | 229.4 |
| Other non-current payables | | 9.8 | 16.3 | 9.8 |
| Deferred tax liabilities | | 10.5 | 9.7 | 12.4 |
| Non-current provisions | 10 | 5.3 | 7.3 | 5.1 |
| Defined benefit pension plan liabilities | | 4.8 | 5.6 | 4.9 |
| Total non-current liabilities | | 442.9 | 425.7 | 441.5 |
| Current liabilities | | | | |
| Current interest-bearing borrowings | 11, 12 | 76.7 | 93.5 | 89.6 |
| Current interest-bearing lease liabilities | 11, 12 | 65.4 | 69.4 | 67.5 |
| Trade and other payables | 12 | 256.1 | 281.6 | 243.5 |
| Advances received | | 15.8 | 16.2 | 15.8 |
| Current income tax liabilities | | 3.5 | 6.4 | 0.4 |
| Current provisions | 10 | 6.3 | 11.2 | 4.8 |
| Total current liabilities | | 423.8 | 478.2 | 421.6 |
| Total liabilities | | 866.7 | 903.9 | 863.1 |
| Total equity and liabilities | | 1,150.1 | 1,152.6 | 1,140.0 |

Consolidated Statement of Cash Flows

| EUR million | Note | 1–3 2026 | 1–3 2025 | 1–12 2025 |
|---|------|-------------|--------------|--------------|
| Result for the period | | 6.3 | -0.2 | 23.5 |
| Adjustments for: | | | | |
| Depreciation, amortization and impairment losses | | 31.5 | 32.9 | 128.1 |
| Gains and losses on sale of intangible and tangible assets and investment property* | 8 | -12.5 | -0.2 | -0.5 |
| Finance income and expense | | 4.8 | 3.6 | 16.6 |
| Income tax | | 2.9 | 1.6 | 12.2 |
| Other adjustments* | | 1.9 | 2.0 | -2.7 |
| Adjustments total | | 28.6 | 39.9 | 153.7 |
| Cash flow before change in net working capital | | 34.9 | 39.7 | 177.2 |
| Change in trade and other receivables | | -4.5 | -0.6 | 1.0 |
| Change in inventories | | -0.2 | 0.4 | -0.5 |
| Change in trade and other payables | | 15.0 | -14.2 | -34.5 |
| Change in net working capital | | 10.2 | -14.4 | -34.0 |
| Cash flow before financial items and income tax | | 45.1 | 25.3 | 143.2 |
| Interests paid | | -3.7 | -2.9 | -18.3 |
| Interests received | | 0.5 | 1.2 | 2.6 |
| Other financial items | | 0.1 | - | -0.3 |
| Income tax paid | | -3.7 | -5.8 | -16.0 |
| Cash flow from financial items and income tax | | -6.8 | -7.4 | -32.0 |
| Cash flow from operating activities | | 38.3 | 17.9 | 111.2 |

| EUR million | Note | 1–3 2026 | 1–3 2025 | 1–12 2025 |
|--|--------|--------------|-------------|--------------|
| Purchase of intangible assets | 6 | -4.1 | -3.9 | -15.0 |
| Purchase of property, plant and equipment | 7 | -5.0 | -16.7 | -57.8 |
| Payments for investment property | 8 | -3.6 | -4.0 | -16.6 |
| Proceeds from sale of intangible and tangible assets | 6, 7 | 0.3 | 0.2 | 0.9 |
| Proceeds from sale of investment property | 8 | 14.5 | - | - |
| Proceeds from subsidiary and business disposals less cash and cash equivalents | | - | - | 0.1 |
| Cash flow from financial assets | | - | 23.8 | 33.7 |
| Cash flow from other investments | | - | 0.1 | -1.1 |
| Cash flow from investing activities | | 2.1 | -0.5 | -55.9 |
| Share issue | | - | - | 2.6 |
| Transaction cost for share issue | | - | - | -0.1 |
| Increases in non-current loans | 11, 12 | - | 90.0 | 90.0 |
| Cash flow from current commercial papers | 11 | -12.9 | 93.5 | 89.6 |
| Payments of lease liabilities | 11 | -17.7 | -18.7 | -75.3 |
| Dividends paid | | - | -166.5 | -183.0 |
| Cash flow from financing activities | | -30.6 | -1.7 | -76.2 |
| Change in cash and cash equivalents | | 9.7 | 15.7 | -20.9 |
| Cash and cash equivalents at the beginning of the period | | 41.4 | 61.9 | 61.9 |
| Effect of exchange rates changes | | - | 0.3 | 0.4 |
| Cash and cash equivalents at the end of the period | | 51.2 | 77.9 | 41.4 |

*Gains and losses on sales of intangible and tangible assets and investment property have been presented as a separate line item (previously included in Other adjustments). Comparison period data has been restated accordingly.

Consolidated Statement of Changes in Equity

| EUR million | Note | Share capital | Invested unrestricted equity fund | Other reserves | Translation differences | Retained earnings | Total equity |
|--|------|---------------|-----------------------------------|----------------|-------------------------|-------------------|--------------|
| Jan 1, 2026 | | 70.0 | 3.3 | 142.7 | -6.9 | 67.8 | 276.9 |
| Comprehensive income | | | | | | | |
| Result for the period | | | | | | 6.3 | 6.3 |
| Other comprehensive income: | | | | | | | |
| Translation differences | | | | | 0.2 | | 0.2 |
| Comprehensive income for the period | | | | | 0.2 | 6.3 | 6.5 |
| Mar 31, 2026 | | 70.0 | 3.3 | 142.7 | -6.6 | 74.1 | 283.4 |

| EUR million | Note | 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 | | | | | -0.2 | -0.2 |
| Other comprehensive income: | | | | | | |
| Translation differences | | | | -0.3 | | -0.3 |
| Comprehensive income for the period | | | | -0.3 | -0.2 | -0.5 |
| Transactions with equity holders | | | | | | |
| Dividend | | | | | -33.0 | -33.0 |
| Mar 31, 2025 | | 70.0 | 142.7 | -7.4 | 43.4 | 248.7 |

| EUR million | Note | Share capital | Invested unrestricted equity fund | 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 | | | | | | 23.5 | 23.5 |
| Other comprehensive income: | | | | | | | |
| Translation differences | | | | | 0.3 | | 0.3 |
| Remeasurements of post-employment benefit obligations, net of tax | | | | | | 0.3 | 0.3 |
| Comprehensive income for the period | | | | | 0.3 | 23.8 | 24.1 |
| Transactions with equity holders | | | | | | | |
| Dividend | | | | | | -33.0 | -33.0 |
| Share issue, net of transaction cost and tax | 9 | | 2.5 | | | | 2.5 |
| Share-based payments related to share issue | 9, 15 | | 0.7 | | | 0.4 | 1.1 |
| Dec 31, 2025 | | 70.0 | 3.3 | 142.7 | -6.9 | 67.8 | 276.9 |

Notes

1. Accounting policies

Company information

Posti Group Corporation (“Posti Group Oyj”) and its subsidiaries (“Posti” or “the Group”) 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. Posti operates in six countries. The Group’s Parent Company, Posti Group Corporation (“the Company”), is domiciled in Helsinki, Finland, and its registered address is Mannerheiminaukio 1 A, FI-00100 Helsinki. Posti’s shares are listed on the Nasdaq Helsinki official list in Finland.

Group accounting policies

Interim Report has been prepared in accordance with IAS 34 Interim Financial Reporting. In the preparation of this report, Posti Group has applied the same accounting policies, methods of computation and presentation as in the Consolidated Financial Statements for 2025. Amendments to IFRS Accounting Standards effective as of Jan 1, 2026 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 and geopolitical risks

Consumer confidence and the continued low demand for logistics services in trade and industry sectors directly affect Posti’s business operations and performance. The operating environment in the logistics sector is expected to remain challenging, shaped by persistent economic uncertainty and heightened geopolitical tensions, which have increased energy and logistics costs and are likely to sustain inflation and slow economic growth. As Posti serves a broad customer base, both GDP growth and confidence indicators have a direct impact on the Group’s financial performance. However, no major changes are expected in the key logistics drivers for ecommerce growth and digitalization of postal volumes. Tightening trade policies, geopolitical tensions, financial market volatility, and potential additional fiscal adjustments may further slow Finland’s economic recovery. As a result, management’s estimates remain subject to considerable uncertainty. While Posti does not consider

geopolitical risks to have a direct impact on its Financial Statements, prolonged periods of reduced demand or other adverse impacts on business performance in the longer run could negatively affect the valuation of non-current assets, including goodwill, investment properties and deferred tax assets.

Climate-related issues

Posti’s climate targets require investments in accordance with the clean fleet roadmap. From an overall economic perspective, these do not require significant additional investments, as the fleet will be renewed and replaced with a 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.

2. Foreign exchange rates

| Average rate | 1–3 2026 | 1–3 2025 | 1–12 2025 |
|--------------|----------|----------|-----------|
| SEK | 10.695 | 11.232 | 11.064 |
| NOK | 11.387 | 11.651 | 11.719 |
| SDR | 0.855 | 0.802 | 0.837 |

| Closing rate | Mar 31, 2026 | Mar 31, 2025 | Dec 31, 2025 |
|--------------|--------------|--------------|--------------|
| SEK | 10.943 | 10.849 | 10.822 |
| NOK | 11.213 | 11.413 | 11.843 |
| SDR | 0.848 | 0.814 | 0.858 |

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 |

The President and CEO is the chief operating decision maker, responsible for allocating resources to operating segments and the evaluation of the segments’ results. Both operating result (EBIT) and adjusted operating result (adjusted EBIT) are disclosed by segment. The management also follows EBITDA and adjusted EBITDA.

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.

Other and unallocated consists of centralized Group functions, and items which are not allocated to the reportable segments. Other and unallocated includes Group’s real estate and ICT related investments.

Eliminations include intra-group net sales and expenses to reconcile segment reporting to the Posti Group consolidated figures.

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. Investments 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, and net sales and adjusted operating result (adjusted EBIT) are not accrued evenly throughout the year. The fourth quarter is typically the strongest quarter.

| 1–3 2026 EUR million | eCommerce and Delivery Services | Fulfillment and Logistics Services | Postal Services | Other and unallocated | Eliminations | Group total |
|--|------------------------------------|--|--------------------|--------------------------|--------------|----------------|
| Net sales, external | 156.1 | 70.0 | 126.4 | - | - | 352.5 |
| Net sales, internal | 0.4 | 3.9 | 1.0 | - | -5.3 | - |
| Net sales | 156.6 | 73.9 | 127.3 | - | -5.3 | 352.5 |
| Other operating income | 0.1 | 0.2 | 2.6 | 37.0 | -24.2 | 15.7 |
| Expenses of providing services | -112.6 | -52.5 | -81.7 | -0.6 | -1.7 | -249.1 |
| Other expenses | -34.1 | -16.1 | -26.1 | -28.5 | 31.2 | -73.6 |
| EBITDA | 9.9 | 5.5 | 22.3 | 7.8 | - | 45.5 |
| Special items (impacting EBITDA) | 2.1 | - | 1.5 | -11.0 | - | -7.4 |
| Adjusted EBITDA | 12.0 | 5.5 | 23.8 | -3.2 | - | 38.1 |
| EBITDA | 9.9 | 5.5 | 22.3 | 7.8 | - | 45.5 |
| Depreciation & amortization | -12.5 | -9.9 | -8.0 | -1.1 | - | -31.5 |
| Impairment losses | - | - | - | - | - | - |
| Operating result (EBIT) | -2.6 | -4.4 | 14.3 | 6.7 | - | 13.9 |
| Special items (impacting EBIT) | 2.1 | - | 1.5 | -11.0 | - | -7.4 |
| Adjusted operating result (adjusted EBIT) | -0.5 | -4.4 | 15.8 | -4.3 | - | 6.5 |
| Operating result (EBIT) | | | | | | 13.9 |
| Financial income & expenses | | | | | | -4.8 |
| Taxes | | | | | | -2.9 |
| Result for the period | | | | | | 6.3 |
| Investments | 5.5 | 17.5 | 0.4 | 5.4 | - | 28.8 |
| Personnel, end of period | 3,152 | 3,419 | 5,984 | 688 | - | 13,243 |
| Capital employed | 280.6 | 270.0 | 141.3 | 89.3 | - | 781.2 |

| 1–3 2025 EUR million | eCommerce and Delivery Services | Fulfillment and Logistics Services* | Postal Services | Other and unallocated | Eliminations | Group total |
|--|------------------------------------|---|--------------------|--------------------------|--------------|----------------|
| Net sales, external | 151.3 | 68.5 | 137.4 | - | - | 357.1 |
| Net sales, internal | 0.7 | 4.1 | 1.2 | - | -5.9 | - |
| Net sales | 151.9 | 72.5 | 138.5 | - | -5.9 | 357.1 |
| Other operating income | 0.1 | 0.1 | 1.7 | 24.2 | -23.7 | 2.5 |
| Expenses of providing services | -104.3 | -50.1 | -87.9 | -1.2 | -1.9 | -245.5 |
| Other expenses | -34.2 | -17.3 | -28.0 | -28.3 | 31.6 | -76.2 |
| EBITDA | 13.6 | 5.2 | 24.3 | -5.2 | - | 37.9 |
| Special items (impacting EBITDA) | 0.3 | 1.6 | 1.9 | 0.9 | - | 4.6 |
| Adjusted EBITDA | 13.9 | 6.8 | 26.2 | -4.4 | - | 42.5 |
| EBITDA | 13.6 | 5.2 | 24.3 | -5.2 | - | 37.9 |
| Depreciation & amortization | -12.2 | -10.3 | -8.7 | -0.8 | - | -32.0 |
| Impairment losses | - | -0.9 | - | - | - | -0.9 |
| Operating result (EBIT) | 1.4 | -6.0 | 15.6 | -6.0 | - | 5.0 |
| Special items (impacting EBIT) | 0.3 | 2.5 | 1.9 | 0.9 | - | 5.6 |
| Adjusted operating result (adjusted EBIT) | 1.7 | -3.5 | 17.5 | -5.2 | - | 10.5 |
| Operating result (EBIT) | | | | | | 5.0 |
| Financial income & expenses | | | | | | -3.6 |
| Taxes | | | | | | -1.6 |
| Result for the period | | | | | | -0.2 |
| Investments** | 5.0 | 9.3 | 6.2 | 20.2 | - | 40.6 |
| Personnel, end of period | 3,124 | 3,473 | 6,614 | 694 | - | 13,905 |
| Capital employed | 251.0 | 254.3 | 123.3 | 76.8 | - | 705.4 |

*Fulfillment and Logistics Services has restated some line items in 2025 between expenses of providing services and other expenses. EBITDA has not been changed.

**Investments of Other and unallocated for 1–3 2025 have been restated by netting a EUR -1.2 million decrease in the estimated environmental provision related to an investment property against investments.

| 1–12 2025 EUR million | eCommerce and Delivery Services | Fulfillment and Logistics Services* | Postal Services | Other and unallocated | Eliminations | Group total |
|--|------------------------------------|---|--------------------|--------------------------|--------------|----------------|
| Net sales, external | 638.5 | 284.2 | 524.9 | - | - | 1,447.6 |
| Net sales, internal | 2.3 | 17.6 | 4.7 | 0.1 | -24.7 | - |
| Net sales | 640.9 | 301.7 | 529.6 | 0.1 | -24.7 | 1,447.6 |
| Other operating income | 0.6 | 1.2 | 7.1 | 100.7 | -98.1 | 11.5 |
| Expenses of providing services | -438.8 | -209.9 | -334.8 | -4.8 | -9.0 | -997.3 |
| Other expenses | -132.2 | -61.3 | -105.7 | -113.9 | 131.8 | -281.4 |
| EBITDA | 70.5 | 31.7 | 96.2 | -18.0 | - | 180.4 |
| Special items (impacting EBITDA) | - | 3.5 | 4.0 | 8.6 | - | 16.0 |
| Adjusted EBITDA | 70.4 | 35.2 | 100.2 | -9.4 | - | 196.4 |
| EBITDA | 70.5 | 31.7 | 96.2 | -18.0 | - | 180.4 |
| Depreciation & amortization | -48.3 | -40.5 | -34.5 | -3.7 | - | -126.9 |
| Impairment losses | -0.1 | -1.0 | - | - | - | -1.2 |
| Operating result (EBIT) | 22.1 | -9.8 | 61.7 | -21.7 | - | 52.3 |
| Special items (impacting EBIT) | - | 4.4 | 4.0 | 8.6 | - | 17.0 |
| Adjusted operating result (adjusted EBIT) | 22.0 | -5.4 | 65.8 | -13.1 | - | 69.3 |
| Operating result (EBIT) | | | | | | 52.3 |
| Financial income & expenses | | | | | | -16.6 |
| Taxes | | | | | | -12.2 |
| Result for the period | | | | | | 23.5 |
| Investments | 32.0 | 17.7 | 22.3 | 103.1 | - | 175.1 |
| Personnel, end of period | 3,254 | 3,565 | 6,253 | 679 | - | 13,751 |
| Capital employed | 259.2 | 296.9 | 158.5 | 82.6 | - | 797.3 |

*Fulfillment and Logistics Services has restated some line items in 2025 between expenses of providing services and other expenses. EBITDA has not been changed.

Special items by segments

| 1–3 2026 EUR million | eCommerce and Delivery Services | Fulfillment and Logistics Services | Postal Services | Other and unallocated | Group total |
|--|------------------------------------|--|--------------------|--------------------------|----------------|
| Personnel restructuring | 1.8 | - | 1.5 | 1.4 | 4.8 |
| Restructuring costs (other than personnel related costs) | 0.2 | -0.1 | - | - | 0.1 |
| Gains on sales of investment property | - | - | - | -12.4 | -12.4 |
| Other special items | - | 0.1 | - | - | 0.1 |
| Special items (impacting EBITDA) | 2.1 | - | 1.5 | -11.0 | -7.4 |
| Special items (impacting EBIT) | 2.1 | - | 1.5 | -11.0 | -7.4 |

| 1–3 2025 EUR million | eCommerce and Delivery Services | Fulfillment and Logistics Services | Postal Services | Other and unallocated | Group total |
|--|------------------------------------|--|--------------------|--------------------------|----------------|
| Personnel restructuring | 0.3 | 0.9 | 1.0 | 0.3 | 2.5 |
| Restructuring costs (other than personnel related costs) | - | 0.6 | - | - | 0.6 |
| Other special items | - | 0.1 | 0.8 | - | 0.9 |
| Listing costs | - | - | - | 0.6 | 0.6 |
| Special items (impacting EBITDA) | 0.3 | 1.6 | 1.9 | 0.9 | 4.6 |
| Impairments | - | 0.9 | - | - | 0.9 |
| Special items (impacting EBIT) | 0.3 | 2.5 | 1.9 | 0.9 | 5.6 |

| 1–12 2025 EUR million | eCommerce and Delivery Services | Fulfillment and Logistics Services | Postal Services | Other and unallocated | Group total |
|--|------------------------------------|--|--------------------|--------------------------|----------------|
| Personnel restructuring | - | 2.2 | 2.1 | 0.7 | 5.0 |
| Restructuring costs (other than personnel related costs) | - | 1.0 | - | - | 1.0 |
| Other special items | - | 0.3 | 2.0 | - | 2.2 |
| Listing costs | - | - | - | 5.9 | 5.9 |
| Listing incentive | - | - | - | 2.0 | 2.0 |
| Special items (impacting EBITDA) | - | 3.5 | 4.0 | 8.6 | 16.0 |
| Impairments | - | 0.9 | - | - | 0.9 |
| Special items (impacting EBIT) | - | 4.4 | 4.0 | 8.6 | 17.0 |

4. Net sales by geographical area

| EUR million | 1–3 2026 | 1–3 2025 | 1–12 2025 |
|-----------------|--------------|--------------|----------------|
| Finland | 282.8 | 292.3 | 1,160.3 |
| Sweden | 33.3 | 34.1 | 138.5 |
| The Baltics | 17.6 | 12.0 | 58.1 |
| Other countries | 18.7 | 18.7 | 90.6 |
| Total | 352.5 | 357.1 | 1,447.6 |

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, and discontinued operations

There has been no material business combinations, divestments or discontinued operations in 2026.

6. Goodwill and other intangible assets

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

Goodwill

| EUR million | Mar 31, 2026 | Mar 31, 2025 | Dec 31, 2025 |
|---|--------------|--------------|--------------|
| Carrying amount, Jan 1 | 170.2 | 170.1 | 170.1 |
| Translation differences | 0.0 | 0.1 | 0.1 |
| Carrying amount, end of the period | 170.1 | 170.2 | 170.2 |

Other intangible assets

| EUR million | Mar 31, 2026 | Mar 31, 2025 | Dec 31, 2025 |
|---|--------------|--------------|--------------|
| Carrying amount, Jan 1 | 61.3 | 63.3 | 63.3 |
| Additions | 4.1 | 3.9 | 15.0 |
| Disposals and transfers between items | -0.4 | - | 0.3 |
| Amortization | -4.0 | -4.6 | -17.6 |
| Translation differences | -0.1 | 0.3 | 0.4 |
| Carrying amount, end of the period | 60.9 | 62.9 | 61.3 |

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

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

| EUR million | Mar 31, 2026 | Mar 31, 2025 | Dec 31, 2025 |
|---|--------------|--------------|--------------|
| Carrying amount, Jan 1 | 267.4 | 262.2 | 262.2 |
| Additions | 3.4 | 15.6 | 52.8 |
| Transfers to investment property* | - | - | -13.2 |
| Other disposals and transfers between items | 0.1 | - | 0.1 |
| Depreciation | -8.9 | -8.3 | -34.9 |
| Impairment | - | - | -0.3 |
| Translation differences | - | 0.7 | 0.7 |
| Carrying amount, end of the period | 261.9 | 270.3 | 267.4 |

*Posti's former headquarter properties were transferred to the investment property in December 2025.

Investments on property, plant and equipment have decreased from comparison period after completion of few strategic investments, such as Posti's own new modern logistics warehouse in Järvenpää, Finland and a new logistics center in Tallinn, Estonia in 2025.

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

| EUR million | Mar 31, 2026 | Mar 31, 2025 | Dec 31, 2025 |
|---|--------------|--------------|--------------|
| Carrying amount, Jan 1 | 283.9 | 258.8 | 258.8 |
| Additions, new lease contracts* | 3.4 | 12.0 | 53.4 |
| Additions, changes in lease payments and lease terms* | 17.1 | 6.9 | 44.6 |
| Disposals, decreases and transfers between items* | -0.6 | -0.1 | -2.2 |
| Depreciation | -18.3 | -19.3 | -74.4 |
| Impairment | - | -0.9 | -0.9 |
| Translation differences | -1.0 | 4.8 | 4.6 |
| Carrying amount, end of the period | 284.4 | 262.2 | 283.9 |

*Additions to right-of-use assets related line items have been made more transparent and also comparison data has been restated correspondingly. Additions have been separated into lines Additions, new lease contracts and Additions, changes in lease payments and lease terms. Related to this, decreases and transfers between items have been restated.

During the first quarter FLS Sweden has renewed its lease agreement and extended the lease term for a warehouse in Jönköping, Sweden, resulting in an increase of EUR 15.1 million in right-of-use assets.

During the comparison year, Posti renewed its lease agreements and extended the lease terms at several logistics and sorting centers, and signed a new lease agreement for the Posti Group Corporation headquarters at Postitalo in central Helsinki.

Specification of right-of-use assets

| EUR million | Mar 31, 2026 | Mar 31, 2025 | Dec 31, 2025 |
|---|--------------|--------------|--------------|
| Buildings | 220.4 | 194.4 | 215.9 |
| Vehicles | 52.2 | 54.4 | 55.8 |
| Machinery and other | 11.8 | 13.4 | 12.2 |
| Carrying amount, end of the period | 284.4 | 262.2 | 283.9 |

8. Investment property

The changes in the carrying amount of investment property

| EUR million | Mar 31, 2026 | Mar 31, 2025 restated* | Dec 31, 2025 |
|---|--------------|------------------------|--------------|
| Carrying amount, Jan 1 | 64.4 | 41.9 | 41.9 |
| Additions | 0.9 | 2.2 | 9.4 |
| Disposals | -2.6 | - | - |
| Depreciation | -0.3 | - | -0.1 |
| Transfers between items | - | - | 13.2 |
| Carrying amount, end of the period | 62.5 | 44.1 | 64.4 |

*Additions and disposals in investment property Mar 31, 2025 have been restated by netting a decrease of EUR -1.2 million in estimated environmental provision to additions from disposals.

Investment property consists of both land areas and properties to be developed for residential and office or commercial use as well as properties outside the normal business. Posti's former headquarter properties were transferred to the investment property in December 2025.

Disposals of EUR 2.6 million relate to a sale of an investment property located in Vantaa, Finland, in March 2026. Sale profit reported in other operating income and as a special item was EUR 12.4 million. Cash flow received from the sale in March was EUR 14.5 million. EUR 0.5 million of the sale price remained as a short-term receivable on March 31, 2026.

The estimated fair value of the investment properties at the reporting date in the current market totals EUR 83.9 (96.6) million. The fair value has decreased from EUR 98.4 million reported on December 31, 2025, due to the sale of an investment property and the geopolitics and change in market outlook.

The fair values are based on appraisals from external real estate agents but updated with the new market or other information. 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 construction companies, and received bid levels. For a part of its investment properties, Posti follows the income-based value approach to determine the fair value.

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. This is expected to happen in 2026, and therefore, the plot sales preparations are beginning. The first sales are dependent on the market in 2026 and onwards. Plot sales are expected to be completed within 5–7 years in its entirety. In management's view, the phasing and timing of the plot combination sales may have a positive impact on the fair values.

9. Equity

| EUR million | Mar 31, 2026 | Mar 31, 2025 | Dec 31, 2025 |
|-----------------------------------|--------------|--------------|--------------|
| Share capital | 70.0 | 70.0 | 70.0 |
| Invested unrestricted equity fund | 3.3 | - | 3.3 |
| Other reserves | 142.7 | 142.7 | 142.7 |
| Translation differences | -6.6 | -7.4 | -6.9 |
| Retained earnings | 74.1 | 43.4 | 67.8 |
| Total shareholders' equity | 283.4 | 248.7 | 276.9 |

Number of shares and directed share issue

Posti Group Corporation has one class of ordinary shares. The total number of outstanding shares as of March 31, 2026 is 40,500,000 (40,000,000).

Dividends

After the reporting period, Posti Group Corporation's Annual General Meeting was held in Helsinki on April 15, 2026. The Annual General Meeting resolved in accordance with the proposal of the Board of Directors that a dividend of EUR 0.84 per share be paid based on the balance sheet adopted for the financial year 2025. This corresponds to an aggregate dividend of EUR 34.0 million for the Company's 40,500,000 registered shares. Dividend will be distributed in two installments, the first half on April 24, 2026 and the second half on October 26, 2026.

10. Provisions

| EUR million | Mar 31, 2026 | Mar 31, 2025 | Dec 31, 2025* |
|---|--------------|--------------|---------------|
| Restructuring provision | 6.6 | 7.3 | 4.4 |
| Land use compensation and environmental provision | 4.5 | 8.2 | 4.9 |
| Other provisions | 0.5 | 3.1 | 0.6 |
| Total | 11.6 | 18.6 | 9.9 |

*The figures have been reconciled to correspond to the values in the Financial Statement line items.

The change in restructuring provision is mainly due to reorganizations in operations driven by the overall transformation of the postal market; organizational restructuring of basic and early-morning delivery operations, utilizing automation and technology in mail sorting, transferring services from owned shops to the partner network and centralizing customer service. The environmental provision relates to the cleaning of the former Posti Group headquarters area. The cleaning started at the end of 2024, and is estimated to be completed during 2026. The remaining provision has been partially utilized during the first quarter.

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, 2026 | 269.5 | 296.9 | 566.4 | 49.4 | 517.0 |
| Cash flows | -12.9 | -17.7 | -30.6 | 9.7 | -40.4 |
| Additions, new lease contracts* | - | 3.1 | 3.1 | - | 3.1 |
| Additions, changes in lease payments and lease term* | - | 17.1 | 17.1 | - | 17.1 |
| Effect of exchange rates changes | - | -1.1 | -1.1 | - | -1.1 |
| Other non-cash items* | - | -0.3 | -0.3 | - | -0.3 |
| Carrying amount Mar 31, 2026 | 256.6 | 298.0 | 554.5 | 59.2 | 495.4 |
| Fair value Mar 31, 2026 | 256.7 | 298.0 | 554.7 | | |

| 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 | 183.5 | -18.7 | 164.8 | -8.1 | 172.9 |
| Additions, new lease contracts* | - | 12.2 | 12.2 | - | 12.2 |
| Additions, changes in lease payments and lease term* | - | 6.9 | 6.9 | - | 6.9 |
| Effect of exchange rates changes | - | 5.1 | 5.1 | 0.3 | 4.8 |
| Other non-cash items* | - | -0.3 | -0.3 | - | -0.3 |
| Carrying amount Mar 31, 2025 | 273.3 | 276.4 | 549.7 | 95.7 | 454.0 |
| Fair value Mar 31, 2025 | 273.6 | 276.4 | 550.0 | | |

| 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 | 179.6 | -75.3 | 104.3 | -54.6 | 158.9 |
| Additions, new lease contracts* | - | 53.4 | 53.4 | - | 53.4 |
| Additions, changes in lease payments and lease term* | - | 44.6 | 44.6 | - | 44.6 |
| Effect of exchange rates changes | - | 5.0 | 5.0 | 0.4 | 4.6 |
| Other non-cash items* | - | -2.0 | -2.0 | - | -2.0 |
| Carrying amount Dec 31, 2025 | 269.5 | 296.9 | 566.4 | 49.4 | 517.0 |
| Fair value Dec 31, 2025 | 269.7 | 296.9 | 566.7 | | |

*Lease liability -related line items have been made more transparent and also comparison data has been restated correspondingly. Additional explanatory lines Additions, new lease contracts and Additions, changes in lease payments and lease term have been added. Therefore, the relevancy of the line other non-cash items has been decreased.

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 | Mar 31, 2026 | Mar 31, 2025 | Dec 31, 2025 |
|---|--------------|--------------|--------------|
| Cash and cash equivalents | 51.2 | 77.9 | 41.4 |
| Money market investments and investments in bonds | 8.0 | 17.8 | 8.0 |
| Liquid funds | 59.2 | 95.7 | 49.4 |

12. Financial instruments and financial risk management

Financial assets and liabilities

Mar 31, 2026

| EUR million | At fair value through profit or loss | Measured at amortized cost | Carrying value | Fair value | Level |
|--|--------------------------------------|----------------------------|----------------|--------------|-------|
| Non-current financial assets | | | | | |
| Other non-current investments | 1.0 | | 1.0 | 1.0 | 3 |
| Non-current receivables | | 1.9 | 1.9 | 1.9 | 2 |
| Non-current financial assets | 1.0 | 1.9 | 2.9 | 2.9 | |
| Current financial assets | | | | | |
| Trade and other receivables | | 211.2 | 211.2 | 211.2 | |
| Investments in quoted bonds | | 6.2 | 6.2 | 6.2 | 1 |
| Investments in unquoted bonds | | 1.8 | 1.8 | 1.8 | 2 |
| Current financial assets | 0.1 | 219.2 | 219.3 | 219.3 | |
| Cash and bank | | 51.2 | 51.2 | 51.2 | |
| Cash and cash equivalents | | 51.2 | 51.2 | 51.2 | |
| Total financial assets | 1.1 | 272.3 | 273.4 | 273.4 | |
| Non-current financial liabilities | | | | | |
| Loans from financial institutions | | 179.9 | 179.9 | 180.0 | 2 |
| Lease liabilities | | 232.6 | 232.6 | 232.6 | |
| Other non-current payables* | | 6.3 | 6.3 | 6.3 | |
| Non-current financial liabilities | | 418.8 | 418.8 | 418.9 | |
| Current financial liabilities | | | | | |
| Commercial papers | | 76.7 | 76.7 | 76.7 | 2 |
| Lease liabilities | | 65.4 | 65.4 | 65.4 | |
| Currency derivatives | 0.1 | | 0.1 | 0.1 | 2 |
| Trade payables and other liabilities* | - | 91.5 | 91.5 | 91.5 | |
| Current financial liabilities | 0.1 | 233.6 | 233.7 | 233.7 | |
| Total financial liabilities | 0.1 | 652.3 | 652.5 | 652.6 | |

*Other non-current payables include EUR 6.0 (7.2) million and other current liabilities EUR 1.2 (-) million interest-bearing liability to the City of Helsinki related to exchanges of land areas.

Mar 31, 2025

| EUR million | At fair value through profit or loss | Measured at amortized cost | Carrying value | Fair value | Level |
|--|--------------------------------------|----------------------------|----------------|--------------|-------|
| Non-current financial assets | | | | | |
| Other non-current investments | 0.8 | | 0.8 | 0.8 | 3 |
| Non-current receivables | | 1.4 | 1.4 | 1.4 | 2 |
| Non-current financial assets | 0.8 | 1.4 | 2.2 | 2.2 | |
| Current financial assets | | | | | |
| Trade and other receivables | | 203.0 | 203.0 | 203.0 | |
| Currency derivatives | 0.2 | | 0.2 | 0.2 | 2 |
| Money market investments | | 9.8 | 9.8 | 9.9 | 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 | 0.2 | 220.8 | 221.0 | 221.1 | |
| Cash and bank | | 77.9 | 77.9 | 77.9 | |
| Cash and cash equivalents | | 77.9 | 77.9 | 77.9 | |
| Total financial assets | 0.9 | 300.1 | 301.0 | 301.2 | |
| Non-current financial liabilities | | | | | |
| Loans from financial institutions | | 179.8 | 179.8 | 180.1 | 2 |
| Lease liabilities | | 207.1 | 207.1 | 207.1 | |
| Other non-current payables | | 11.1 | 11.1 | 11.1 | |
| Non-current financial liabilities | | 397.9 | 397.9 | 398.2 | |
| Current financial liabilities | | | | | |
| Commercial papers | | 93.5 | 93.5 | 93.5 | 2 |
| Lease liabilities | | 69.4 | 69.4 | 69.4 | |
| Currency derivatives | 1.5 | | 1.5 | 1.5 | 2 |
| Trade payables and other liabilities | - | 117.0 | 117.0 | 117.0 | |
| Current financial liabilities | 1.5 | 279.9 | 281.4 | 281.4 | |
| Total financial liabilities | 1.5 | 677.8 | 679.3 | 679.6 | |

Dec 31, 2025

| EUR million | At fair value through profit or loss | Measured at amortized cost | Carrying value | Fair value | Level |
|--|--------------------------------------|----------------------------|----------------|--------------|-------|
| Non-current financial assets | | | | | |
| Other non-current investments | 1.0 | | 1.0 | 1.0 | 3 |
| Non-current receivables | | 1.8 | 1.8 | 1.8 | 2 |
| Non-current financial assets | 1.0 | 1.8 | 2.9 | 2.9 | |
| Current financial assets | | | | | |
| Trade and other receivables | | 204.9 | 204.9 | 204.9 | |
| 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 | | 212.8 | 212.8 | 213.0 | |
| Cash and bank | | 41.4 | 41.4 | 41.4 | |
| Cash and cash equivalents | | 41.4 | 41.4 | 41.4 | |
| Total financial assets | 1.0 | 256.1 | 257.1 | 257.2 | |
| Non-current financial liabilities | | | | | |
| Loans from financial institutions | | 179.8 | 179.8 | 180.1 | 2 |
| Lease liabilities | | 229.4 | 229.4 | 229.4 | |
| Other non-current payables | | 6.3 | 6.3 | 6.3 | |
| Non-current financial liabilities | | 415.6 | 415.6 | 415.8 | |
| Current financial liabilities | | | | | |
| Commercial papers | | 89.6 | 89.6 | 89.7 | 2 |
| Lease liabilities | | 67.5 | 67.5 | 67.5 | |
| Currency derivatives | 0.3 | | 0.3 | 0.3 | 2 |
| Trade payables and other liabilities | - | 89.8 | 89.8 | 89.8 | |
| Current financial liabilities | 0.3 | 246.9 | 247.3 | 247.3 | |
| Total financial liabilities | 0.3 | 662.5 | 662.8 | 663.1 | |

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 the Consolidated Financial Statements 2025. 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 | 4–12 2026 | 2027 | 2028 | 2029 | 2030– | Total |
|---|--------------|--------------|--------------|-------------|--------------|--------------|
| Loans from financial institutions | 5.4 | 93.9 | 91.3 | | | 190.6 |
| Commercial papers | 77.5 | | | | | 77.5 |
| Lease liabilities | 57.2 | 65.1 | 49.6 | 38.7 | 131.9 | 342.5 |
| Other non-current liabilities* | | 1.1 | 1.1 | 1.1 | 3.5 | 6.7 |
| Trade payables and other current liabilities* | 91.5 | | | | | 91.5 |
| Derivatives: | | | | | | |
| Currency derivatives, payables | 43.5 | | | | | 43.5 |
| Currency derivatives, receivables | -43.5 | | | | | -43.5 |
| Total | 231.7 | 160.1 | 142.0 | 39.9 | 135.3 | 709.0 |

*Other non-current payables include EUR 6.0 (7.2) million and other current liabilities EUR 1.2 (-) million interest-bearing liability to the City of Helsinki related to exchanges of land areas.

During the first quarter, the Group did not raise new long-term loans. The Group had EUR 76.7 (93.5) million commercial papers issued as per March 31, 2026.

The maturity of the EUR 150 million syndicated revolving credit facility signed in 2025 was extended by one year during the first quarter, from April 2030 to April 2031. The credit facility is undrawn as per March 31, 2026.

13. Income tax

The Group's effective tax rate was 31.3% (115.2%). The effective tax rate was particularly impacted by the accumulated losses in Sweden, for which no deferred tax assets were recognized.

On December 31, 2025, the Group had EUR 59.7 (41.1) million tax losses carried forward and EUR 5.7 (4.4) million net interest expenses not deducted for tax purposes. No deferred tax asset has been recognized due to history of recent losses in related Group companies.

14. Commitments and other contingent liabilities

| EUR million | Mar 31, 2026 | Mar 31, 2025 | Dec 31, 2025 |
|--------------|--------------|--------------|--------------|
| Guarantees | 8.8 | 8.8 | 8.9 |
| Total | 8.8 | 8.8 | 8.9 |

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 Corporation 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 | Mar 31, 2026 | Mar 31, 2025 | Dec 31, 2025 |
|-------------------------------------|--------------|--------------|--------------|
| Maturity of minimum lease payments: | | | |
| Less than a year | 8.8 | 9.3 | 8.9 |
| 1–5 years | 7.0 | 9.4 | 1.7 |
| More than 5 years | 1.3 | 8.6 | - |
| Total | 17.1 | 27.2 | 10.6 |

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. Posti has investment commitments of EUR 19.4 million related to lease liabilities and other agreements, which commencement date is after the balance sheet date.

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 the onboarding to an electronic mailbox and the processing of personal data. According to the authority, informing consumer customers about the mailbox's onboarding and functionality had not been sufficient. In the decision, Posti was ordered an administrative fine of EUR 2.4 million. Posti considered the authority's decision unfounded and the administrative fine unreasonable, and appealed with the Helsinki Administrative Court. On November 3, 2025, the Helsinki Administrative Court issued its decision and

reversed the administrative fine in total, but upheld the remark concerning the lack of transparent customer information. The Data Protection Authority has appealed the Helsinki Administrative Court's decision with the Supreme Administrative Court. No provision has been booked for this cause.

Based on complaints by some of Posti's competitors, the Finnish Consumer and Competition Authority (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 the imposition of a competition infringement fine. The FCCA has not made any final decisions and the matter is pending at the FCCA. The legal maximum of infringement fines is ten percent of the Group's turnover. Posti will defend itself against the allegations, which it considers unfounded and erroneous. No provision has been booked for this cause.

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 3.7 million related to the cleaning of the land areas in the Eteläinen Postipuisto for the future use of the area. The environmental liability includes land exchange and land reception. 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 is estimated to be completed during 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. Posti is also responsible for building a parking facility in the Eteläinen Postipuisto area.

Posti was granted distribution support for newspaper delivery by Traficom's decision for the first 12-month support period starting on October 1, 2023, second on October 1, 2024, and third on October 1,

2025. In addition, Posti was ordered to distribute newspapers in certain areas as a public service obligation. In January 2025, Posti applied to Traficom for the remaining portion of the support and reimbursement of costs for implementing the public service obligation. On April 23, 2026, Traficom has informed Posti of the decisions on delivery support for the first period. Posti does not agree with the underlying calculations and is appealing the decisions. Therefore, Posti has not recorded any adjustments to the receivables from Traficom. The uncertainty concerns an estimated total of EUR 2.4 million for completed and ongoing support periods. For this temporary distribution support, the VAT treatment has also proven to be unclear in certain respects. Posti has received a positive preliminary ruling from the Central Tax Board on the VAT treatment of the distribution support to be VAT exempt as it has been recognized. The appeal period is ongoing.

15. Related party transactions

Posti's related parties include the Parent Company Posti Group Corporation's subsidiaries and its main shareholder, the State of Finland, represented by the Prime Minister's Office. Entities that are controlled or jointly controlled by, or are associates of the State of Finland, are related parties of Posti. 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.

On March 31, 2026, the Board of Directors and the Leadership Team members and the entities that they control altogether held 188,676 shares, corresponding to 0.47% of the total number of shares.

Posti has recognized EUR 2.3 (1.6) million in government grants from Traficom regarding Postal Services distribution support. Receivables related to previous grant periods total to EUR 8.5 (5.2) million.

16. Events after the reporting period

The Annual General Meeting of Posti Group Corporation was held on April 15, 2026 at the Marina Congress Center, Helsinki, Finland. The Meeting adopted the Financial Statements and Consolidated Financial Statements for 2025, granted discharge from liability to the Board of Directors, Supervisory Board, CEO and Deputy CEO, and adopted the Remuneration Policy and Remuneration Report for Governing Bodies.

The AGM resolved to distribute a dividend of EUR 0.84 per share for the financial year 2025, payable in two equal instalments of EUR 0.42 per share on April 24, 2026 and October 26, 2026.

Sanna Suvanto-Harsaae was elected Chair of the Board and Jukka Leinonen Deputy Chair. In addition, Raija-Leena Hankonen-Nybohm, Frank Marthaler, Tuomas Mäkipeska, Minna Pajumaa and Stefan Svensson were elected as Board members. PricewaterhouseCoopers Oy was elected as auditor and sustainability reporting assurer for the financial year 2026.

The AGM authorized the Board of Directors to repurchase and issue up to 735,000 shares, corresponding to approximately 1.81% of the Company's registered shares, and to decide on donations of up to EUR 100,000. All authorizations are valid until the end of the AGM 2027, at the latest until October 15, 2027.

At its constitutive meeting held after the AGM, the Board elected members of its Committees and resolved that a representative of the personnel will participate in Board meetings.

Detailed information on the resolutions of the Annual General Meeting and the organization of the Board of Directors was published in a stock exchange release on April 15, 2026. In addition, the minutes of the Annual General Meeting are available on the company's website at www.posti.com.

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.

Calculation and use of Key Figures

| 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. |

| Key figure | Definition | Reason for the use |
|--|--|--|
| 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 mid-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. | |
| 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), % | $\frac{\text{Operating result (EBIT) (12 months rolling)}}{\text{Capital employed (average of opening and closing balance of the previous 12 months)}}$ | 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, % | $\frac{\text{Total equity}}{\text{Total assets - advances received}}$ | 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. |

| Key figure | Definition | Reason for the use |
|--|---|---|
| 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. |
| Financial net debt / adjusted EBITDA (12 months rolling) | $\frac{\text{Net debt} - \text{lease liabilities}}{\text{Adjusted EBITDA (12 months rolling)}}$ | This measure is an indicator of the Group's indebtedness excluding lease liabilities in relation to its operational financial performance. |
| 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. |

| Key figure | Definition | Reason for the use |
|---------------------------|--|--|
| 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. |

Reconciliation of Key Figures

| EUR million | 1-3 2026 | 1-3 2025 | 1-12 2025 |
|--|-------------|-------------|--------------|
| Operating result (EBIT) | 13.9 | 5.0 | 52.3 |
| Depreciation & amortization | 31.5 | 32.0 | 126.9 |
| Impairment losses | - | 0.9 | 1.2 |
| EBITDA | 45.5 | 37.9 | 180.4 |
| Personnel restructuring | 4.8 | 2.5 | 5.0 |
| Restructuring costs (other than personnel related costs) | 0.1 | 0.6 | 1.0 |
| Gains on sales of investment property | -12.4 | - | - |
| Other special items | 0.1 | 0.9 | 2.2 |
| Listing costs | - | 0.6 | 5.9 |
| Listing incentive | - | - | 2.0 |
| Special items (impacting EBITDA) | -7.4 | 4.6 | 16.0 |
| Adjusted EBITDA | 38.1 | 42.5 | 196.4 |

| EUR million | 1-3 2026 | 1-3 2025 | 1-12 2025 |
|--|-------------|-------------|-------------|
| Operating result (EBIT) | 13.9 | 5.0 | 52.3 |
| Personnel restructuring | 4.8 | 2.5 | 5.0 |
| Restructuring costs (other than personnel related costs) | 0.1 | 0.6 | 1.0 |
| Gains on sales of investment property | -12.4 | - | - |
| Other special items | 0.1 | 0.9 | 2.2 |
| Listing costs | - | 0.6 | 5.9 |
| Listing incentive | - | - | 2.0 |
| Impairments | - | 0.9 | 0.9 |
| Special items (impacting operating result (EBIT)) | -7.4 | 5.6 | 17.0 |
| Adjusted operating result (adjusted EBIT) | 6.5 | 10.5 | 69.3 |

| EUR million | 1-3 2026 | 1-3 2025 | 1-12 2025 |
|------------------------|--------------|--------------|--------------|
| Total equity | 283.4 | 248.7 | 276.9 |
| Total assets | 1,150.1 | 1,152.6 | 1,140.0 |
| Advances received | 15.8 | 16.2 | 15.8 |
| Equity ratio, % | 25.0% | 21.9% | 24.6% |

| EUR million | 1-3 2026 | 1-3 2025 | 1-12 2025 |
|---|-------------|-------------|-------------|
| Operating result (12 months rolling) | 61.2 | 54.9 | 52.3 |
| Capital employed, beginning of the period | 705.4 | 650.6 | 546.6 |
| Capital employed, end of the period | 781.2 | 705.4 | 797.3 |
| Return on capital employed, % | 8.2% | 8.1% | 7.8% |

| EUR million | 1-3 2026 | 1-3 2025 | 1-12 2025 |
|----------------------------------|--------------|--------------|--------------|
| Interest-bearing borrowings | 554.5 | 549.7 | 566.4 |
| Liquid funds + debt certificates | -59.2 | -95.7 | -49.4 |
| Net debt | 495.4 | 454.0 | 517.0 |

| EUR million | 1-3 2026 | 1-3 2025 | 1-12 2025 |
|-------------------------------------|-------------|-------------|-------------|
| Net debt | 495.4 | 454.0 | 517.0 |
| Adjusted EBITDA (12 months rolling) | 192.0 | 197.1 | 196.4 |
| Net debt / adjusted EBITDA | 2.6x | 2.3x | 2.6x |

| EUR million | 1-3 2026 | 1-3 2025 | 1-12 2025 |
|---|-------------|-------------|-------------|
| Net debt | 495.4 | 454.0 | 517.0 |
| Lease liabilities | -298.0 | -276.4 | -296.9 |
| Adjusted EBITDA (12 months rolling) | 192.0 | 197.1 | 196.4 |
| Financial net debt / adjusted EBITDA | 1.0x | 0.9x | 1.1x |

| EUR million | 1-3 2026 | 1-3 2025 | 1-12 2025 |
|---|-------------|--------------|--------------|
| Cash flow from operating activities | 38.3 | 17.9 | 111.2 |
| Purchase of intangible assets | -4.1 | -3.9 | -15.0 |
| Purchase of property, plant and equipment | -5.0 | -16.7 | -57.8 |
| Payments of lease liabilities | -17.7 | -18.7 | -75.3 |
| Operative free cash flow | 11.5 | -21.4 | -37.0 |

| EUR million | 1-3 2026 | 1-3 2025 | 1-12 2025 |
|--|-------------|-------------|--------------|
| Additions to intangible assets | 4.1 | 3.9 | 15.0 |
| Additions to property, plant and equipment | 3.4 | 15.6 | 52.8 |
| Additions to right-of-use assets | 20.5 | 18.9 | 98.0 |
| Additions to investment property | 0.9 | 2.2 | 9.4 |
| Investments | 28.8 | 40.6 | 175.1 |

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