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Posti Group Corporation Interim Report January–September 2026

posti.com



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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.



Posti's growth continued and profit improved in the third quarter

Financial highlights in July–September 2026

- Net sales increased by 2.4% to EUR 352.1 (343.8) million.
- Adjusted EBITDA increased to EUR 51.1 (48.3) million, or 14.5% (14.0%) of net sales.
- Adjusted operating result (adjusted EBIT) increased to EUR 20.1 (17.1) million, representing 5.7% (5.0%) of net sales.
- Operating result (EBIT) increased to EUR 18.5 (12.0) million, representing 5.3% (3.5%) of net sales, which was negatively impacted by the special items of EUR 1.5 (5.1) million.
- Result for the period increased to EUR 10.0 (5.3) million.

Financial highlights in January–September 2026

- Net sales increased by 0.9% to EUR 1,066.6 (1,057.2) million.
- Adjusted EBITDA decreased to EUR 133.1 (134.3) million, representing 12.5% (12.7%) of net sales.
- Adjusted operating result (adjusted EBIT) decreased to EUR 39.1 (39.3) million, representing 3.7% (3.7%) of net sales.
- Operating result (EBIT) increased to EUR 42.1 (27.5) million, representing 3.9% (2.6%) of net sales. EBIT was positively impacted by sale of investment property in the first quarter.
- Result for the period increased to EUR 18.7 (8.8) million.
- Operative free cash flow was EUR 8.7 (-64.6) million.
- Net debt to adjusted EBITDA was 2.5x (2.6x).
- Earnings per share (EPS), basic and diluted, was 0.46 (0.22).

Operational highlights in July–September 2026

- Strong operational execution in the eCommerce and Delivery Services continued, with adjusted EBIT more than doubling to EUR 15.3 (7.5) million from the comparison period and adjusted EBIT margin strengthened to 8.7% (4.7%).
- Growth in the eCommerce and Delivery Services was driven in particular by a 14.2% increase in parcel volumes.
- Fulfillment and Logistics Services' adjusted operating result (adjusted EBIT) was positive during the seasonally strong third quarter, also reflecting the success of measures taken to improve profitability. At the same time, the segment's net sales continued to grow, maintaining the positive trend seen throughout the year.
- In Postal Services, the decline in addressed letter volumes accelerated to 25.9% (18.0%).
- The Astra renewal program, to manage the transition from declining letter volumes to growing parcel volumes, is progressing as planned. The program is already delivering first cost savings and synergy benefits.

Guidance for 2026 unchanged (published on February 13, 2026)

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 has strengthened in recent months; however, economic uncertainty remains. Economic activity has continued to improve, while geopolitical tensions, trade uncertainties and volatility in energy and financial markets continue to create risks to the outlook. In Finland, economic growth has gradually begun to recover, while economic activity in Sweden and the Baltics has strengthened.

Posti serves a broad customer base, making the Group's business and financial performance sensitive to both GDP growth and confidence indicators. In Finland, the economy has started to recover, however, consumer demand remained constrained due to weakened consumer confidence. Given the uncertainty around recent consumer confidence, visibility into the peak season is limited. Tightening trade policies, geopolitical tensions, financial market volatility, and potential additional fiscal adjustment measures may impact 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. Legislation that came into effect in April 2026 changed the delivery of official government communications to primarily digital channels, further accelerating the decline in letter mail volumes. In these changing market conditions, 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 include the renewal program to strengthen our synergies and the further development of self-service points.

Mid-term financial targets

Posti Group's 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.

Key Figures of Posti Group

	7–9 2026	7–9 2025	1–9 2026	1–9 2025	1–12 2025
Financial development and profitability					
Net sales, EUR million	352.1	343.8	1,066.6	1,057.2	1,447.6
Change in net sales, %	2.4%	-3.9%	0.9%	-5.4%	-4.8%
Adjusted EBITDA, EUR million	51.1	48.3	133.1	134.3	196.4
Adjusted EBITDA margin, %	14.5%	14.0%	12.5%	12.7%	13.6%
EBITDA, EUR million	49.6	43.2	136.1	123.4	180.4
EBITDA margin, %	14.1%	12.6%	12.8%	11.7%	12.5%
Adjusted operating result (adjusted EBIT), EUR million	20.1	17.1	39.1	39.3	69.3
Adjusted operating result (adjusted EBIT) margin, %	5.7%	5.0%	3.7%	3.7%	4.8%
Operating result (EBIT), EUR million	18.5	12.0	42.1	27.5	52.3
Operating result (EBIT) margin, %	5.3%	3.5%	3.9%	2.6%	3.6%
Result for the period, EUR million	10.0	5.3	18.7	8.8	23.5
Financial position					
Equity ratio, %			23.8%	24.0%	24.6%
Return on capital employed (12 months), %			8.8%	6.5%	7.8%
Net debt, EUR million			494.3	496.9	517.0
Net debt / adjusted EBITDA			2.5x	2.6x	2.6x
Financial net debt / adjusted EBITDA			1.1x	1.3x	1.1x
Other key figures					
Operative free cash flow, EUR million			8.7	-64.6	-37.0
Investments, EUR million			66.3	100.1	175.1
Personnel, end of period			13,475	14,134*	14,028*
Personnel on average, FTE	11,497	12,199*	11,612	12,196*	12,166*
Earnings per share, basic, EUR	0.25	0.13	0.46	0.22	0.59
Earnings per share, diluted, EUR	0.25	0.13	0.46	0.22	0.59
Dividend per share, EUR					0.84
Dividend, EUR million					34.0

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

*Restatement related to a change in the headcount and the FTE calculation method

President and CEO's Review

The partial recovery in consumer demand accelerated the growth of ecommerce and parcel volumes and strengthened demand for Posti's services during the third quarter. Posti improved both its net sales and profitability, driven by the strong performance of its eCommerce and Delivery Services. Our growth was strong as market conditions gradually improved, despite continued geopolitical uncertainty and the pressure from inflation and elevated interest rates.

Posti Group's net sales increased by 2.4% to EUR 352.1 (343.8) million in the third quarter. Adjusted EBIT improved by EUR 3.0 million from the comparison period to EUR 20.1 (17.1) million, while the adjusted EBIT margin increased to 5.7% (5.0%). The Group's result for the period nearly doubled to EUR 10.0 (5.3) million. Posti's financial position remained solid; net debt to adjusted EBITDA improved to 2.5x.

Operational performance in the eCommerce and Delivery Services segment was strong. Net sales increased by 10.5%, driven by strong commercial execution, freight sales and increased demand for ecommerce and parcel deliveries. Parcel volumes grew by 14.2% during the third quarter, supporting net sales growth. The segment's profitability more than doubled from the comparison period, and the adjusted EBIT margin increased to a record-high 8.7% (4.7%). We continuously develop Finland's most extensive network of parcel lockers and service points based on customer needs, making sending and receiving parcels as easy as possible for our customers.

Market conditions in the Fulfillment and Logistics Services segment remained challenging in Finland and Sweden due to overcapacity and pricing pressure. Despite this, segment's net sales grew and adjusted operating result (adjusted EBIT) was positive during the seasonally strong third quarter, also reflecting the success of the efficiency measures we have implemented. We continue to work systematically to strengthen our competitiveness and profitability.



The combined share of Posti's strategic growth segments, eCommerce and Delivery Services and Fulfillment and Logistics Services, increased to 70% of Group net sales. Group net sales excluding the Postal Services segment increased by 8.3%, or EUR 18.9 million, during the quarter. Commercial activity remained strong during the quarter, with active sales efforts and a healthy pipeline supporting growth and our strategic transition towards a business portfolio increasingly focused on parcel, logistics and digital services. However, given the uncertainty around recent consumer confidence, visibility into the peak season is limited.

The transition of official communication from government and authorities primarily to digital channels further accelerated the decline in addressed letter volumes, which declined by 25.9% during the quarter. We were partially able to compensate for this level of decline by commercial and operational actions. The accelerated volume decline weakened Postal Services' quarterly net sales and profitability. Segment's adjusted EBIT margin was 7.1%.

We continue to adapt our operations to the changing market. The Astra renewal program is progressing as planned and has already delivered cost savings and synergy benefits during the third quarter. However, the ongoing market transformation and rapid digitalization also highlight the need to reform postal legislation to better reflect today's operating environment.

The legislative reform that entered into force at the beginning of September enables letters from authorities to be distributed also through private digital postal lockers. Our digital service, OmaPosti, already has 2.8 million registered users and reaches approximately 80% of Finland's working-age population. The reform can strengthen OmaPosti's position as one of Finland's most significant digital service platforms.

During the third quarter, we achieved significant sustainability milestones. We received our highest-ever score in the international EcoVadis sustainability assessment and ranked among the top 2% of all globally assessed companies. In addition, Posti became the first company in Finland to receive the Nordic Swan Ecolabel for ecommerce deliveries, covering all our consumer parcel services. This recognition demonstrates the results of our long-term sustainability efforts in reducing emissions, improving energy efficiency and modernizing our fleet.

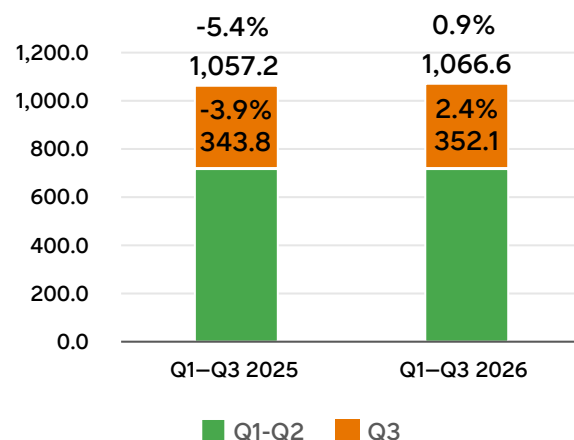
One year has now passed since Posti's listing, and shareholders who participated in the IPO Bonus Offering have received their bonus shares. I would like to thank our shareholders for their trust in us. During our first year as a listed company, we have made determined progress in implementing the growth and profitability initiatives outlined at the time of the listing, and this development supports our advancement towards our medium-term financial targets. We will continue on this path to strengthen our competitiveness, increase shareholder value over the long term and deliver on our progressive dividend policy. I would also like to thank all Posti employees for their commitment and contribution in driving our transformation and delivering strong results.

Antti Jääskeläinen, President and CEO

Financial Performance

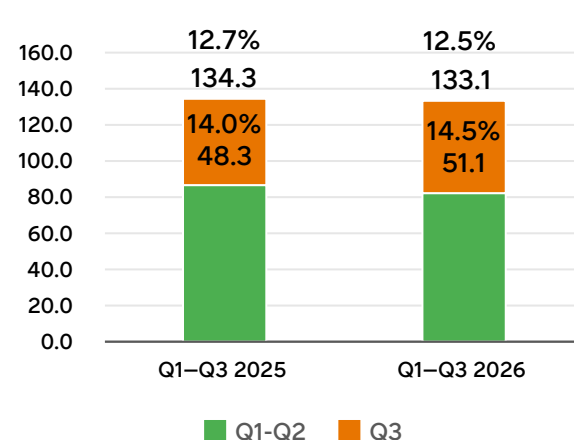
Net sales

EUR million and change, %



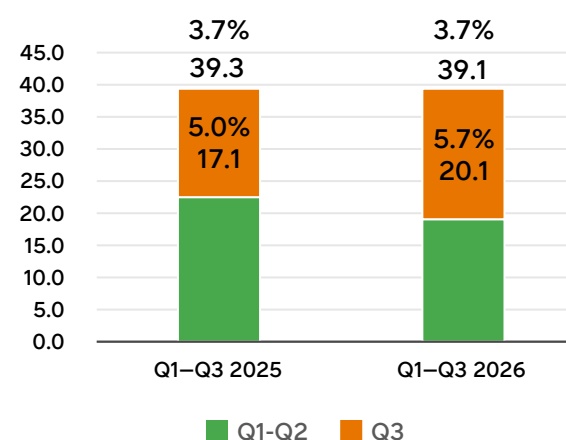
Adjusted EBITDA

EUR million and % of net sales



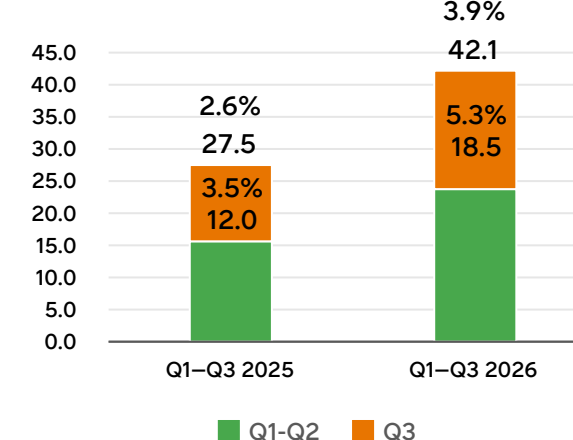
Adjusted operating result (adjusted EBIT)

EUR million and % of net sales



Operating result (EBIT)

EUR million and % of net sales



July–September 2026

Net sales

The Group's net sales increased by 2.4% to EUR 352.1 (343.8) million. Net sales increased by 1.6% in Finland and by 10.1% in other countries. The share of Posti's business operations outside Finland increased to 10.5% (9.8%). The increase in net sales was driven by strong performance of eCommerce and Delivery services, supported by a 14.2% (8.4%) increase in parcel volumes. Addressed mail volumes continued to decline by 25.9% (18.0%) during the quarter, having a negative impact on sales.

Net sales in the eCommerce and Delivery Services segment increased by 10.5% to EUR 175.3 (158.6) million.

Net sales in the Fulfillment and Logistics Services segment increased by 2.9% to EUR 75.8 (73.7) million.

The combined external net sales of eCommerce and Delivery Services and Fulfillment and Logistics Services, the Group's strategic growth businesses, increased and represented 69.9% (66.1%) of the Group's net sales, in line with the Group's strategy.

Net sales in the Postal Services segment decreased by 9.2% to EUR 106.9 (117.7) million.

Operations under the universal service obligation decreased and amounted to EUR 9.8 (11.0) million, or 2.8% (3.2%) of the Group's net sales, representing 4.6% (4.8%) of mail delivery volumes.

Profitability

The Group's adjusted EBITDA increased to EUR 51.1 (48.3) million, or 14.5% (14.0%) of net sales. The main growth driver was eCommerce and Delivery Services, where strong operational execution and higher net sales contributed to the increase in adjusted EBITDA. In Postal Services, adjusted EBITDA declined due to lower net sales. The Group's EBITDA increased to EUR 49.6 (43.2) million, or 14.1% (12.6%) of net sales.

The Group's adjusted operating result (adjusted EBIT) increased and was EUR 20.1 (17.1) million, or 5.7% (5.0%) of net sales. The Group's operating result (EBIT) increased to EUR 18.5 (12.0) million, or 5.3% (3.5%) of net sales. Special items as a total had a negative impact on the operating result (EBIT), amounting to EUR 1.5 (5.1) million. The result for the period increased to EUR 10.0 (5.3) million.

Special items affecting the operating result (EBIT)

EUR million	7–9 2026	7–9 2025
Personnel restructuring	1.4	2.6
Other special items	0.1	0.8
Listing costs	-	1.7
Total	1.5	5.1

January–September 2026

Net sales

The Group's net sales increased by 0.9% to EUR 1,066.6 (1,057.2) million. Net sales outside Finland increased by 6.4%, while in Finland net sales increased by 0.3%. The share of Posti's business operations outside Finland increased to 10.1% (9.6%) of net sales. The Group's net sales was positively affected by the strong performance of eCommerce and Delivery Services, where growing parcel volumes drove net sales growth. This was partly offset by the continued strong decline in addressed mail volumes. Favorable exchange rate changes, primarily the strengthening of the Swedish krona compared to the reporting currency, had a positive impact on net sales.

Net sales in the eCommerce and Delivery Services segment increased by 7.5% and was EUR 505.8 (470.6) million.

Net sales in the Fulfillment and Logistics Services segment increased by 1.9% to EUR 224.9 (220.8) million.

The combined external net sales of eCommerce and Delivery Services and Fulfillment and Logistics Services increased and represented 67.1% (64.0%) of the Group's net sales.

Net sales in the Postal Services segment decreased by 7.9% to EUR 353.3 (383.8) million.

Operations under the universal service obligation decreased and amounted to EUR 37.0 (41.5) million, or 3.5% (3.9%) of the Group's net sales, representing 5.1% (5.1%) of mail delivery volumes.

Profitability

The Group's adjusted EBITDA decreased to EUR 133.1 (134.3) million, or 12.5% (12.7%) of net sales. This was driven by the decreased net sales in Postal Services. Continued focus on operational efficiency improvements, such as changes in delivery models and resource optimization, partly offset the negative impact of the volume decline on the profitability of Postal Services. In eCommerce and Delivery Services the adjusted EBITDA increased due to a combination of strong operational execution and higher volumes. In Fulfillment and Logistics Services the decrease in adjusted EBITDA was primarily driven by transition period of new customers and change in customer mix. The Group's EBITDA increased to EUR 136.1 (123.4) million, or 12.8% (11.7%) of net sales.

The adjusted operating result (adjusted EBIT) decreased slightly and was EUR 39.1 (39.3) million, or 3.7% (3.7%) of net sales. The Group's operating result (EBIT) increased to EUR 42.1 (27.5) million, or 3.9% (2.6%) of net sales. Special items as a total had a positive impact on the operating result (EBIT), amounting to EUR 3.0 (negative impact of 11.8) million. The items include EUR 12.4 million gain on the sales of an investment property located in Vantaa, Finland. The Group's effective tax rate was at a relatively high level due to the accumulated losses for which no deferred tax assets were recognized. The result for the period increased to EUR 18.7 (8.8) million.

Special items affecting the operating result (EBIT)

EUR million	1–9 2026	1–9 2025	1–12 2025
Personnel restructuring	6.8	4.2	5.0
Restructuring costs (other than personnel-related costs)	0.1	1.1	1.0
Gains on sales of investment property	-12.4	-	-
Other special items	2.4	2.1	2.2
Listing costs	-	3.4	5.9
Listing incentive	-	-	2.0
Impairments	-	0.9	0.9
Total	-3.0	11.8	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

	7–9 2026	7–9 2025	1–9 2026	1–9 2025	1–12 2025
Net sales, EUR million	175.3	158.6	505.8	470.6	640.9
<i>Net sales change-%</i>	10.5%	0.2%	7.5%	-0.4%	-%
Adjusted EBITDA, EUR million	28.1	19.6	63.6	51.1	70.4
<i>Adjusted EBITDA margin, %</i>	16.0%	12.4%	12.6%	10.9%	11.0%
EBITDA, EUR million	28.4	19.5	61.1	51.1	70.5
<i>EBITDA margin, %</i>	16.2%	12.3%	12.1%	10.9%	11.0%
Adjusted operating result (adjusted EBIT), EUR million	15.3	7.5	25.4	14.7	22.0
<i>Adjusted operating result (adjusted EBIT) margin, %</i>	8.7%	4.7%	5.0%	3.1%	3.4%
Operating result (EBIT), EUR million	15.5	7.5	22.8	14.8	22.1
<i>Operating result (EBIT) margin, %</i>	8.9%	4.7%	4.5%	3.1%	3.4%

July–September 2026

The total number of parcels delivered by Posti in Finland and the Baltic countries increased by 14.2% (8.4%) to 20.1 (17.6) million units. The figure does not include letter-like ecommerce items.

Net sales of eCommerce and Delivery Services increased by 10.5% and were EUR 175.3 (158.6) million. Higher parcel volumes in Finland and in the Baltic countries, strong commercial execution as well as strong freight sales had a positive top-line impact. Also recommerce volumes continued to grow.

The adjusted EBITDA of eCommerce and Delivery Services increased and was EUR 28.1 (19.6) million, or 16.0% (12.4%) of net sales. The growth was driven by higher net sales. Also, segment's operational

performance improved and had a positive impact on profitability. EBITDA increased to EUR 28.4 (19.5) million.

The adjusted operating result (adjusted EBIT) of eCommerce and Delivery Services more than doubled to EUR 15.3 (7.5) million, or 8.7% (4.7%) of net sales. Operating result (EBIT) increased to EUR 15.5 (7.5) million.

January–September 2026

The total number of parcels delivered by Posti in Finland and the Baltic countries increased by 13.5% (5.4%) to 57.4 (50.6) million units. The figure does not include letter-like ecommerce items.

Net sales of eCommerce and Delivery Services increased by 7.5% and was EUR 505.8 (470.6) million. The growth was driven by higher parcel volume and demand for freight services.

The adjusted EBITDA of eCommerce and Delivery Services increased and was EUR 63.6 (51.1) million, or 12.6% (10.9%) of net sales. Continued operational efficiency measures together with increased parcel volumes and demand for freight services had a positive impact on the adjusted EBITDA margin. EBITDA increased to EUR 61.1 (51.1) million.

The adjusted operating result (adjusted EBIT) of eCommerce and Delivery Services increased to EUR 25.4 (14.7) million, or 5.0% (3.1%) of net sales. Operating result (EBIT) increased to EUR 22.8 (14.8) 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

	7–9 2026	7–9 2025	1–9 2026	1–9 2025	1–12 2025
Net sales, EUR million	75.8	73.7	224.9	220.8	301.7
Finland	47.9	48.4	143.7	143.6	194.1
Sweden	28.0	25.3	81.2	77.2	107.7
Net sales change-%	2.9%	-1.5%	1.9%	-2.1%	-0.4%
Adjusted EBITDA, EUR million	9.8	10.3	22.2	25.0	35.2
Adjusted EBITDA margin, %	12.9%	14.0%	9.9%	11.3%	11.7%
EBITDA, EUR million	9.8	9.0	21.8	21.5	31.7
EBITDA margin, %	12.9%	12.2%	9.7%	9.7%	10.5%
Adjusted operating result (adjusted EBIT), EUR million	0.4	0.6	-6.7	-5.3	-5.4
Adjusted operating result (adjusted EBIT) margin, %	0.5%	0.8%	-3.0%	-2.4%	-1.8%
Operating result (EBIT), EUR million	0.4	-0.8	-7.1	-9.7	-9.8
Operating result (EBIT) margin, %	0.5%	-1.1%	-3.2%	-4.4%	-3.2%

July–September 2026

Net sales of Fulfillment and Logistics Services increased by 2.9% and were EUR 75.8 (73.7) million. Net sales of Fulfillment and Logistics Services Finland decreased 1.1% and was EUR 47.9 (48.4) million. Net sales was impacted by the loss of one major contract logistics customer, while the segment gained several new customers and extensions from existing customers in in-house logistics in Finland. The Fulfillment and Logistics Services Sweden's net sales increased by 10.5% and were EUR 28.0 (25.3) million. Improved demand for contract logistics services drove net sales growth in Sweden, despite continued uncertainty in the market.

The adjusted EBITDA of Fulfillment and Logistics Services decreased to EUR 9.8 (10.3) million, or 12.9% (14.0%) of net sales. The decrease was mainly due to the changes in the customer mix and continued

pricing pressure resulting from slow market recovery and overcapacity. EBITDA increased year-on-year and was EUR 9.8 (9.0) million.

The adjusted operating result (adjusted EBIT) decreased to EUR 0.4 (0.6) million, or 0.5% (0.8%) of net sales. Operating result (EBIT) increased to EUR 0.4 (-0.8) million.

January–September 2026

Net sales of Fulfillment and Logistics Services increased by 1.9% and were EUR 224.9 (220.8) million. Low volumes in warehouses negatively impacted Fulfillment and Logistics Services net sales, although they started to pick up toward the end of the period. Fulfillment and Logistics Services Finland's net sales increased by 0.1% to EUR 143.7 (143.6) million. Several new customer contracts levelled off the impact of the loss of one major customer. Fulfillment and Logistics Services Sweden's net sales increased by 5.1% and were EUR 81.2 (77.2) million, driven by higher demand for warehousing services. Favorable exchange rate changes, primarily the strengthening of the Swedish krona compared to the reporting currency, had a positive impact on net sales of Fulfillment and Logistics Services Sweden.

The adjusted EBITDA of Fulfillment and Logistics Services decreased to EUR 22.2 (25.0) million, or 9.9% (11.3%) of net sales. Decline was mainly due to the change in the customer mix. Posti continued efficiency measures to impact profitability, like warehouse consolidations in Finland and in Sweden, resource optimization and cost discipline. EBITDA increased year-on-year and was EUR 21.8 (21.5) million.

The adjusted operating result (adjusted EBIT) decreased to EUR -6.7 (-5.3) million, or -3.0% (-2.4%) of net sales. Operating result (EBIT) increased to EUR -7.1 (-9.7) 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

	7–9 2026	7–9 2025	1–9 2026	1–9 2025	1–12 2025
Net sales, EUR million	106.9	117.7	353.3	383.8	529.6
<i>Net sales change-%</i>	-9.2%	-10.0%	-7.9%	-12.5%	-12.1%
Adjusted EBITDA, EUR million	15.3	19.3	56.9	65.4	100.2
<i>Adjusted EBITDA margin, %</i>	14.3%	16.4%	16.1%	17.0%	18.9%
EBITDA, EUR million	13.6	17.6	52.9	62.1	96.2
<i>EBITDA margin, %</i>	12.7%	15.0%	15.0%	16.2%	18.2%
Adjusted operating result (adjusted EBIT), EUR million	7.6	10.8	33.4	39.5	65.8
<i>Adjusted operating result (adjusted EBIT) margin, %</i>	7.1%	9.2%	9.4%	10.3%	12.4%
Operating result (EBIT), EUR million	5.9	9.1	29.3	36.2	61.7
<i>Operating result (EBIT) margin, %</i>	5.5%	7.7%	8.3%	9.4%	11.7%

July–September 2026

The net sales of Postal Services decreased by 9.2% to EUR 106.9 (117.7) million. Net sales were negatively affected by the decline in addressed letter volumes of 25.9% (18.0%) from the comparison period. The impact of accelerated volume decline on net sales was partially supported by commercial actions. The share of mail items covered by the universal service obligation accounted for 4.6% (4.8%) of all Posti's mail items delivered.

The adjusted EBITDA of Postal Services decreased to EUR 15.3 (19.3) million, or 14.3% (16.4%) of net sales. The decrease was mainly due to the strong decline in mail volumes, which was only partially compensated by operational efficiency improvements. EBITDA decreased to EUR 13.6 (17.6) million year-on-year.

The adjusted operating result (adjusted EBIT) of Postal Services decreased to EUR 7.6 (10.8) million, or 7.1% (9.2%) of net sales. Operating result (EBIT) decreased to EUR 5.9 (9.1) million.

January–September 2026

The net sales of Postal Services decreased by 7.9% to EUR 353.3 (383.8) million. The decrease was driven by the continued acceleration of digitalization, which resulted in a 24.6% (17.3%) decrease in addressed letter volumes. The impact on net sales was partly offset by price increases. The share of mail items covered by the universal service obligation accounted for 5.1% (5.1%) of all Posti's mail items delivered.

The adjusted EBITDA of Postal Services decreased to EUR 56.9 (65.4) million, or 16.1% (17.0%) of net sales. Postal Services continued adapting its operations to support profitability. Focus on operational efficiency partially offset the negative impact of declining net sales. EBITDA decreased to EUR 52.9 (62.1) million year-on-year.

The adjusted operating result (adjusted EBIT) of Postal Services decreased to EUR 33.4 (39.5) million, or 9.4% (10.3%) of net sales. The decrease was due to lower net sales and volumes. Operational efficiency had a positive impact on the adjusted operating result (adjusted EBIT). Operating result (EBIT) decreased to EUR 29.3 (36.2) million.

In April, Posti acquired Kivra's digital post services for both consumers and businesses in Finland. The transaction strengthens Posti's position in digital communications.

Cash flow, financial position, and major investments

Cash flow

In January–September, the consolidated cash flow from operating activities was EUR 88.0 (50.3) million, the cash flow from investing activities was EUR -15.6 (-31.5) million, and the cash flow from financing activities was EUR -73.0 (-49.9) million. The operative free cash flow was EUR 8.7 (-64.6) million and was mainly affected by the positive development 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 15.0 million following the sale of one investment property, which is not included in operational free cash flow. First dividend installment, totaling EUR 17.0 million, was paid in April. In the comparison period, dividends of EUR 183.0 million were paid, and long-term loans of EUR 90.0 million were raised. The cash flow from issued commercial papers was EUR -0.8 (99.4) million. Treasury shares amounting to EUR -2.3 (-) million were repurchased during the third quarter.

Financial position

At the end of September, liquid funds amounted to EUR 48.6 (39.0) million and undrawn committed credit facilities totaled EUR 150.0 (150.0) million.

At the end of September, the Group's interest-bearing borrowings were EUR 542.8 (535.9) million including EUR 274.2 (256.6) million of lease liabilities, EUR 179.8 (179.8) million of bank loans and EUR 88.8 (99.4) million of commercial papers. Net debt totaled EUR 494.3 (496.9) million and the net debt to adjusted EBITDA ratio was 2.5x (2.6x) at the end of the reporting period. The financial net debt to adjusted EBITDA ratio calculated without lease liabilities was 1.1x (1.3x).

Equity ratio was 23.8% (24.0%).

Investments

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

Posti wants to improve the competitive advantage of its core business and respond to the changing market and customer needs. In January-September, Posti's operative investments focused on improving delivery efficiency, customer experience and self-service level as well as ICT projects. The

sorting technology modernization investment at the Seinäjoki logistics center in Finland was completed in September. Posti also renewed some lease agreements and extended the lease terms at some warehouses.

Posti continued to advance the development of its investment property assets. Properties held for development purposes are classified as investment property. The sites are subject to environmental provision and a contingent liability related to cleaning of the land, which was in the finalization phase at the end of third quarter.

Employees

The Group's personnel

	7–9 2026	7–9 2025*	1–9 2026	1–9 2025*	1–12 2025*
Personnel at period-end			13,475	14,134	14,028
Finland			11,571	12,322	12,118
Other countries of operation			1,904	1,812	1,910
Personnel on average, FTE**	11,497	12,199	11,612	12,196	12,166

*Restatement related to a change in the headcount and FTE calculation method

**Full-time equivalent personnel on average

In July–September, the Group's personnel expenses amounted to EUR 141.7 (144.1) million. The personnel expenses included EUR 1.4 (2.6) million in restructuring costs.

In January–September, the Group's personnel expenses amounted to EUR 455.5 (455.5) million. The personnel expenses included EUR 6.8 (4.2) million in restructuring costs. In February, change negotiations to adapt operations to changing market and customer needs were concluded, and the total reduction was 121 employees.

The change negotiations related to Astra renewal program were conducted during the second and the third quarter.

Sustainability

During the third quarter, Posti reached two notable sustainability milestones, supported by independent external assessments and certifications. These reinforce Posti's position as a frontrunner in sustainable logistics.

Posti received a Gold rating in the EcoVadis sustainability assessment, achieving its highest score on record and ranking among the top 2% of companies assessed globally. In addition, Posti became the first company in Finland to receive the Nordic Swan Ecolabel for ecommerce deliveries. The certification provides independent verification that Posti's consumer parcel services meet strict environmental criteria.

These achievements provide externally verified evidence of Posti's sustainability performance and support the company's long-term climate targets while helping customers make more informed choices.

Renewal program to accelerate strategy implementation

The Astra renewal program, launched in March 2026 to manage the transition from declining letter volumes to growing parcel volumes, is progressing as planned. The new Posti Operations unit started operations on June 1, and it plays a key role in improving and developing production and supply chain operations. With the program, Posti aims to merge the distribution networks of Postal Services and eCommerce and Delivery Services in Finland into a single unit. The program is already delivering first cost savings and synergy benefits, with further financial benefits to materialize gradually as the program progresses. The savings are expected to support the performance of both eCommerce and Delivery Services and Postal Services. Measures to improve production efficiency and operational performance progressed according to plan, and the change negotiations related to the program were conducted during the second and third quarter.

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 Nasdaq Helsinki in October 2025, and trading commenced on October 10, 2025. At the end of September 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 September 30, 2026, the closing price for Posti Group Corporation share was EUR 13.28 per share. The share's highest price during January–September 2026, was EUR 13.80 and lowest EUR 8.25. The share trading volume was EUR 76.3 million and 7.8 million shares. At the end of September, the company's market capitalization was EUR 537.8 million.

At the end of September, Posti had 18,065 shareholders including 8 nominee registers. Share of nominee registrations and direct foreign shareholders was 7.70%. The list of largest shareholders can be found on posti.com/en/investors.

The Annual General Meeting authorized the Board of Directors to repurchase up to 735,000 own shares on market terms and to issue up to 735,000 own shares, with or without consideration, including by way of a directed issue for a weighty financial reason. The authorizations are valid until the closing of the Annual General Meeting 2027, but no later than October 15, 2027. Following the Annual General Meeting's resolution, the repurchase program commenced on August 18, 2026, and will be concluded no later than January 29, 2027. Under the program, a maximum of 350,000 of the company's own shares will be repurchased, which corresponds to approximately 0.86% of all company shares. The company's unrestricted equity will be used for the repurchase of shares. The repurchases will be carried out in public trading on Nasdaq Helsinki at the prevailing market price. The shares acquired under the program will be used for the Company's long-term share-based incentive programs and other share-based reward arrangements. During the third quarter the company repurchased 181,000 shares under the share repurchase program and at the end of September, the company held 181,000 treasury shares.

The company does not have subordinate 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.

Share-based payments

The Board of Directors of Posti Group resolved on February 13, 2026, to launch a Performance Share Program (PSP) and a Restricted Share Program (RSP) for the Posti's Management and selected Key Employees. 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. The grant date was April 7, 2026, and the allocation of shares took place on the same day.

The Group's share-based payment arrangements are designed to align the interests of employees and shareholders and support long-term value creation. 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 Group also operates a share-based payment arrangement for members of the Board of Directors, whereby part of the annual Board remuneration is settled in shares. Pursuant to the Annual General Meeting's remuneration resolution, 7,863 shares were acquired from the market and transferred directly to Board members on August 17, 2026, as part of their annual remuneration.

More information on all existing share-based payment plans is presented in the note [Equity](#).

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 installments 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 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.

Composition of Posti's Shareholders' Nomination Board

The Shareholder's Nomination Board of Posti Group was appointed in June. The composition of the Nomination Board for 2026 is as follows:

- Maija Strandberg, M.Sc. (Econ.), Director General, Prime Minister's Office, Ownership Steering Department – Chair of the Nomination Board
- Annika Ekman, M.Sc. (Econ.), EVP, Investments, Ilmarinen Mutual Pension Insurance Company
- Erkka Kohonen, M.Sc. (Econ.), Senior Portfolio Manager, Varma Mutual Pension Insurance Company.

Posti Group's Chair of the Board of Directors, Sanna Suvanto-Harsaae, serves as the expert in the Nomination Board.

Shareholders' Nomination Board consists of representatives of the company's three largest shareholders on the first banking day of June each year. The Nomination Board's task is to prepare and present proposals for the Annual General Meeting on the remuneration of the members of the Board of Directors, the number of members of the Board of Directors, and the composition of the Board of Directors.

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 to 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 infringement fines are 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 three consecutive 12-month periods beginning on October 1, 2023. In addition, Posti was assigned a public service obligation to distribute newspapers in certain areas. On September 23, 2026, Traficom delivered the final decision for the remaining portion of the first period support and reimbursement of costs for implementing the public service obligation. Posti does not agree with the underlying calculations and has initiated the appeal process to the Helsinki Administrative Court. Therefore, Posti has not recorded any adjustments to the government grants and receivables from Traficom. The dispute for the first period concerns a total of EUR 0.7 million. The uncertainty for the other already completed periods is estimated to amount to EUR 1.4 million cumulatively. On October 20, 2026, the Supreme Administrative Court decided to uphold the Central Tax Board's favorable advance ruling on the value added tax exemption of newspaper distribution subsidies.

Short-term risks and uncertainties

Adverse changes in macroeconomic, industry-specific and political conditions, particularly in Finland, but also internationally, and increased unrest in the Baltic Sea region and the Baltic countries, 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 into wider unrest in the Persian Gulf, 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 market as well as the Finnish Government's Digital First initiative, may adversely affect 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.

Events after the reporting period

There were no significant events after the reporting period.

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 reporting and AGM in 2027

Posti Group Corporation's calendar for 2027:

- Financial Statements Bulletin for 2026 will be published on February 19, 2027.
- Annual Report for 2026 will be published in the week starting February 22, 2027.
- Annual General Meeting is planned to be held on March 16, 2027, in Helsinki, Finland.
- Interim report for January–March 2027 will be published on April 28, 2027.
- Half-year financial report for January–June 2027 will be published on August 12, 2027.
- Interim Report for January–September 2027 will be published on October 29, 2027.

Helsinki, October 29, 2026

Posti Group Corporation
Board of Directors

Audiocast for investors, analysts and media

A live audiocast for investors, analysts and media representatives will be held on October 29, 2026, at 11.00 a.m. EET. The results will be presented by President and CEO Antti Jääskeläinen and CFO Timo Karppinen, followed by a Q&A session.

Link for the audiocast: <https://posti.events.inderes.com/2026-10-29-2> 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	7–9 2026	7–9 2025	1–9 2026	1–9 2025	1–12 2025
Net sales	4	352.1	343.8	1,066.6	1,057.2	1,447.6
Other operating income	8, 15	3.2	2.9	22.0	8.2	11.5
Materials and services		-104.5	-98.7	-303.0	-291.3	-399.2
Employee benefits		-141.7	-144.1	-455.5	-455.5	-615.6
Other operating expenses		-59.4	-60.7	-193.8	-195.2	-263.9
Depreciation and amortization		-31.1	-31.2	-93.9	-95.0	-126.9
Impairment losses		-	-	-0.1	-0.9	-1.2
Operating result		18.5	12.0	42.1	27.5	52.3
Finance income		1.1	0.9	3.3	3.5	4.3
Finance expenses		-6.2	-5.0	-18.1	-15.6	-21.0
Result before income tax		13.5	7.9	27.4	15.4	35.7
Income tax	13	-3.5	-2.7	-8.6	-6.6	-12.2
Result for the period		10.0	5.3	18.7	8.8	23.5
Earnings per share, basic (EUR per share)		0.25	0.13	0.46	0.22	0.59
Earnings per share, diluted (EUR per share)		0.25	0.13	0.46	0.22	0.59

Consolidated Statement of Comprehensive Income

EUR million	7–9 2026	7–9 2025	1–9 2026	1–9 2025	1–12 2025
Result for the period	10.0	5.3	18.7	8.8	23.5
Other comprehensive income					
Items that may be reclassified to profit or loss:					
Translation differences	0.2	0.6	0.6	0.4	0.3
Items that will not be reclassified to profit or loss:					
Remeasurements of post-employment benefit obligations	-0.4	-	-0.4	-	0.4
Income tax relating to these items	0.1	-	0.1	-	-0.1
Other comprehensive income, net of tax	-0.1	0.7	0.3	0.5	0.6
Comprehensive income for the period	9.9	5.9	19.0	9.2	24.1

Consolidated Balance Sheet

EUR million	Note	Sep 30, 2026	Sep 30, 2025	Dec 31, 2025
Assets				
Non-current assets				
Goodwill	5, 6	170.7	170.1	170.2
Other intangible assets	6	59.5	62.7	61.3
Property, plant and equipment	7	254.4	276.8	267.4
Right-of-use assets	7	259.9	243.3	283.9
Investment property	8	66.3	50.3	64.4
Other non-current investments	12	1.0	1.0	1.0
Non-current receivables		2.1	1.6	1.8
Deferred tax assets	13	1.0	9.7	4.3
Total non-current assets		814.9	815.4	854.3
Current assets				
Inventories		4.3	3.8	4.1
Trade and other receivables		248.4	228.0	226.9
Current income tax receivables		1.0	9.3	5.1
Current financial assets	11, 12	8.9	8.3	8.0
Cash and cash equivalents	12	40.6	31.0	41.4
Total current assets		303.2	280.3	285.6
Total assets		1,118.1	1,095.7	1,140.0

EUR million	Note	Sep 30, 2026	Sep 30, 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
Treasury shares	9	-2.3	-	-
Other reserves	9	142.7	142.7	142.7
Translation differences	9	-6.3	-6.7	-6.9
Retained earnings	9	53.6	52.4	67.8
Total shareholders' equity		260.9	258.4	276.9
Total equity		260.9	258.4	276.9
Non-current liabilities				
Non-current interest-bearing borrowings	11, 12	179.8	179.8	179.8
Non-current interest-bearing lease liabilities	11, 12	209.3	190.8	229.4
Other non-current payables		9.5	12.8	9.8
Deferred tax liabilities		8.8	10.8	12.4
Non-current provisions	10	5.8	6.4	5.1
Defined benefit pension plan liabilities		5.1	5.3	4.9
Total non-current liabilities		418.3	405.9	441.5
Current liabilities				
Current interest-bearing borrowings	11, 12	88.8	99.4	89.6
Current interest-bearing lease liabilities	11, 12	64.8	65.8	67.5
Trade and other payables		259.7	227.4	243.5
Advances received		20.7	19.9	15.8
Current income tax liabilities		-	9.6	0.4
Current provisions	10	4.9	9.3	4.8
Total current liabilities		438.9	431.5	421.6
Total liabilities		857.2	837.3	863.1
Total equity and liabilities		1,118.1	1,095.7	1,140.0

Consolidated Statement of Cash Flows

EUR million	Note	1–9 2026	1–9 2025	1–12 2025
Result for the period		18.7	8.8	23.5
Adjustments for:				
Depreciation, amortization and impairment losses		94.0	95.9	128.1
Gains and losses on sale of intangible and tangible assets and investment property*	8	-12.7	-0.2	-0.5
Finance income and expense		14.7	12.1	16.6
Income tax		8.6	6.6	12.2
Other adjustments*		0.7	-1.5	-2.7
Adjustments total		105.4	112.9	153.7
Cash flow before change in net working capital		124.1	121.7	177.2
Change in trade and other receivables		-23.1	-0.4	1.0
Change in inventories		-0.2	-0.1	-0.5
Change in trade and other payables		4.5	-48.5	-34.5
Change in net working capital		-18.8	-49.0	-34.0
Cash flow before financial items and income tax		105.3	72.7	143.2
Interests paid		-13.7	-12.1	-18.3
Interests received		1.1	2.2	2.6
Other financial items		-	-0.3	-0.3
Income tax paid		-4.8	-12.3	-16.0
Cash flow from financial items and income tax		-17.4	-22.4	-32.0
Cash flow from operating activities		88.0	50.3	111.2

EUR million	Note	1–9 2026	1–9 2025	1–12 2025
Purchase of intangible assets	6	-10.6	-12.1	-15.0
Purchase of property, plant and equipment	7	-15.8	-46.4	-57.8
Payments for investment property	8	-4.0	-6.4	-16.6
Proceeds from sale of intangible and tangible assets	6, 7	0.4	0.9	0.9
Proceeds from sale of investment property	8	15.0	-	-
Subsidiary and business acquisitions, net of cash acquired	5	-0.6	-	-
Proceeds from subsidiary and business disposals less cash and cash equivalents		-	0.1	0.1
Cash flow from financial assets		-	33.7	33.7
Cash flow from other investments		-	-1.1	-1.1
Cash flow from investing activities		-15.6	-31.5	-55.9
Share issue		-	-	2.6
Transaction cost for share issue		-	-	-0.1
Repurchase of treasury shares	9	-2.3	-	-
Increases in non-current loans	11, 12	-	90.0	90.0
Cash flow from current commercial papers	11	-0.8	99.4	89.6
Payments of lease liabilities	11	-52.9	-56.4	-75.3
Dividends paid	9	-17.0	-183.0	-183.0
Cash flow from financing activities		-73.0	-49.9	-76.2
Change in cash and cash equivalents		-0.7	-31.2	-20.9
Cash and cash equivalents at the beginning of the period		41.4	61.9	61.9
Effect of exchange rates changes		-0.2	0.3	0.4
Cash and cash equivalents at the end of the period		40.6	31.0	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 un-restricted equity fund	Treasury Shares	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							18.7	18.7
Other comprehensive income:								
Translation differences						0.6		0.6
Remeasurements of post-employment benefit obligations, net of tax							-0.3	-0.3
Comprehensive income for the period						0.6	18.4	19.0
Transactions with equity holders								
Dividend	0						-34.0	-34.0
Repurchase of treasury shares	9			-2.3				-2.3
Share-based payments, net of tax	9						1.4	1.4
Sep 30, 2026		70.0	3.3	-2.3	142.7	-6.3	53.6	260.9

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					8.8	8.8
Other comprehensive income:						
Translation differences				0.4		0.4
Comprehensive income for the period				0.4	8.8	9.2
Transactions with equity holders						
Dividend					-33.0	-33.0
Sep 30, 2025		70.0	142.7	-6.7	52.4	258.4

EUR million	Note	Share capital	Invested un-restricted 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		0.8			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

The Interim Report has been prepared in accordance with IAS 34 Interim Financial Reporting. In the preparation of this report, excluding share-based payment programs, Posti Group has applied the same accounting policies, methods of computation and presentation as in the Consolidated Financial Statements for 2025. In February 2026, the Board of Directors resolved to launch share-based payment programs for Posti's Management and selected Key Employees. The grant date and the allocation of shares took place during the second quarter.

The Group operates share-based incentive arrangements, including Performance Share Programs (PSP), Restricted Share Programs (RSP), and certain long-term legacy incentive (LTI) plans that have been converted into share-based payment arrangements. All arrangements are classified as equity-settled share-based payment transactions. The fair value of equity-settled awards is determined at grant date and recognized as an employee expense, with a corresponding increase in equity, over the vesting period during which the employees become unconditionally entitled to the awards. The expense is based on the grant-date fair value and reflects the best estimate of the number of awards expected to vest. Market-based performance conditions are incorporated into the grant-date fair value of the awards. Non-market performance conditions and service conditions are not reflected in the grant-date fair value but are instead taken into account by adjusting the number of awards expected to vest. Restricted Share Programs (RSP) generally include service conditions, while PSP and

converted LTI plans include performance conditions in addition to service conditions. Legacy LTI plans that were originally cash-settled have been modified to equity-settled arrangements. Such modifications are accounted for in accordance with IFRS 2 modification guidance, with the modified awards recognized as equity-settled from the modification date. Amounts withheld to settle employees' tax obligations do not affect the classification of the arrangements as equity-settled. The Group also operates share-based payment arrangement relating to Board of Directors' remuneration arrangements, whereby part of the annual Board remuneration is paid in the form of shares.

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 demand for logistics services in trade and industry sectors directly affect Posti's business operations and performance. The operating environment in the logistics sector has strengthened in recent months; however, economic uncertainty remains. Economic activity has continued to improve, while geopolitical tensions, trade uncertainties, and volatility in energy and financial markets continue to create risks to the outlook. Posti serves a broad customer base, making the Group's business and financial performance sensitive to developments in GDP growth and confidence indicators. However, no major changes are expected in the key logistics drivers for ecommerce growth and digitalization of postal volumes. Legislation that came into effect in April 2026 changed the delivery of official government communications to primarily digital channels, further accelerating the decline in letter mail volumes. Tightening trade policies, geopolitical tensions, financial market volatility, and potential additional fiscal adjustments may impact Finland's economic recovery. In Sweden and the Baltics, the outlook remains subject to external uncertainties. As a result by uncertainties described above, management's estimates and assumptions continue to involve judgment and remain subject to uncertainty. While management does not currently expect geopolitical risks to have a direct impact on the Group's Financial Statements, a prolonged weakening in economic activity and customer demand, or other adverse developments could negatively affect the carrying values of certain 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	1–9 2026	1–9 2025	1–12 2025
SEK	10.893	11.101	11.064
NOK	11.092	11.708	11.719
SDR	0.849	0.831	0.837

Closing rate	Sep 30, 2026	Sep 30, 2025	Dec 31, 2025
SEK	11.331	11.057	10.822
NOK	10.902	11.727	11.843
SDR	0.835	0.856	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.

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.

Other and unallocated consists of centralized Group functions, and items which are not allocated to the reportable segments. Investments in Other and unallocated includes Group's ICT, headquarter and investment property related items. Capital employed in Other and unallocated includes investment property and headquarter related assets and corresponding provisions/liabilities, and other items related to Group functions including payroll related liabilities and a dividend liability.

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

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.

Renewal program to accelerate strategy implementation

In March 2026, Posti announced and 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 new organization, Posti Operations unit, started on June 1, 2026. The organization change does not impact Posti's business groups and reportable segments that follow the Group's internal management reporting and structure. The expenses, investments, personnel and capital employed by the Posti Operations unit are allocated to the three reportable segments in the segment reporting. Posti Operations unit is reported part of the Other and unallocated.

The Astra renewal program's impact on segment reporting is minor. A larger proportion of real estate investments is allocated to business groups. All segment data has been restated and follows the principles represented below:

Income and expenses related to the Group's internal real estate leasing arrangements are reported in accordance with the new organization, and some of these are eliminated within the Other and unallocated. Previously, the eliminations of these internal items were presented in Eliminations.

Within each reportable segment, the expenses of providing services and the other expenses have been slightly restated according to new organizational structure and enhanced allocation principles.

Real estate related investments, both own and leased, have been allocated to each reportable segment unless they relate to Group functions. Previously, real estate investments were primarily included in the Other and unallocated category.

Personnel and capital employed in reportable segments have been restated in minor amounts according to new organizational structure.

In all previously reported periods, Group total figures have not been changed, as there is no need for restatement. Net sales in reportable segments have not been restated. In reportable segments, profitability related key figures like EBITDA and operating result (EBIT), adjusted EBITDA and adjusted operating result (adjusted EBIT), have neither been restated.

7–9 2026 EUR million	eCommerce and Delivery Services	Fulfillment and Logistics Services	Postal Services	Other and unallocated	Eliminations	Group total
Net sales, external	174.7	71.4	105.9	-	-	352.1
Net sales, internal	0.6	4.4	1.0	-	-6.0	-
Net sales	175.3	75.8	106.9	-	-6.0	352.1
Other operating income	0.1	0.1	2.5	-9.6	10.1	3.2
Expenses of providing services	-115.0	-53.3	-73.2	18.6	-22.1	-244.9
Other expenses	-32.0	-12.8	-22.6	-11.1	18.0	-60.7
EBITDA	28.4	9.8	13.6	-2.1	-	49.6
Special items (impacting EBITDA)	-0.3	-	1.7	0.1	-	1.5
Adjusted EBITDA	28.1	9.8	15.3	-2.1	-	51.1
EBITDA	28.4	9.8	13.6	-2.1	-	49.6
Depreciation & amortization	-12.8	-9.4	-7.7	-1.1	-	-31.1
Operating result (EBIT)	15.5	0.4	5.9	-3.3	-	18.5
Special items (impacting EBIT)	-0.3	-	1.7	0.1	-	1.5
Adjusted operating result (adjusted EBIT)	15.3	0.4	7.6	-3.2	-	20.1
Operating result (EBIT)						18.5
Financial income & expenses						-5.1
Taxes						-3.5
Result for the period						10.0
Investments	8.7	0.7	4.3	4.4	-	18.1
Personnel, end of period	2,965	3,959	5,898	654	-	13,475
Capital employed	299.7	296.6	130.3	34.5	-	761.1

7–9 2025 EUR million	eCommerce and Delivery Services	Fulfillment and Logistics Services*	Postal Services	Other and unallocated	Eliminations	Group total
Net sales, external	158.1	69.2	116.6	-	-	343.8
Net sales, internal	0.6	4.5	1.2	-	-6.2	-
Net sales	158.6	73.7	117.7	-	-6.2	343.8
Other operating income**	0.1	0.5	1.7	15.4	-14.8	2.9
Expenses of providing services**	-108.7	-51.2	-76.7	-6.2	2.8	-240.1
Other expenses**	-30.5	-14.0	-25.1	-12.1	18.3	-63.5
EBITDA	19.5	9.0	17.6	-2.9	-	43.2
Special items (impacting EBITDA)	0.1	1.3	1.7	2.0	-	5.1
Adjusted EBITDA	19.6	10.3	19.3	-0.9	-	48.3
EBITDA	19.5	9.0	17.6	-2.9	-	43.2
Depreciation & amortization	-12.1	-9.7	-8.5	-0.9	-	-31.2
Operating result (EBIT)	7.5	-0.8	9.1	-3.8	-	12.0
Special items (impacting EBIT)	0.1	1.3	1.7	2.0	-	5.1
Adjusted operating result (adjusted EBIT)	7.5	0.6	10.8	-1.8	-	17.1
Operating result (EBIT)						12.0
Financial income & expenses						-4.1
Taxes						-2.7
Result for the period						5.3
Investments**	9.9	6.2	4.4	6.0	-	26.5
Personnel, end of period***	3,137	3,902	6,407	689	-	14,134
Capital employed**	271.1	304.1	128.5	52.7	-	756.4

*Fulfillment and Logistics Services has restated line items in 2025 in expenses of providing services and other expenses. EBITDA is unchanged.

**Restatement related to new organization, which started on June 1, 2026. EBITDA is unchanged.

***Restatement related to a change in the headcount calculation method.

1–9 2026 EUR million	eCommerce and Delivery Services	Fulfillment and Logistics Services	Postal Services	Other and unallocated	Eliminations	Group total
Net sales, external	504.1	212.0	350.4	-	-	1,066.6
Net sales, internal	1.7	12.9	3.0	-	-17.5	-
Net sales	505.8	224.9	353.3	-	-17.5	1,066.6
Other operating income	0.3	0.5	7.5	40.1	-26.4	22.0
Expenses of providing services	-345.4	-159.7	-231.6	1.1	-8.4	-744.1
Other expenses	-99.7	-43.8	-76.3	-40.8	52.4	-208.3
EBITDA	61.1	21.8	52.9	0.4	-	136.1
Special items (impacting EBITDA)	2.6	0.4	4.0	-10.0	-	-3.0
Adjusted EBITDA	63.6	22.2	56.9	-9.6	-	133.1
EBITDA	61.1	21.8	52.9	0.4	-	136.1
Depreciation & amortization	-38.2	-28.9	-23.6	-3.3	-	-93.9
Impairment losses	-	-	-	-0.1	-	-0.1
Operating result (EBIT)	22.8	-7.1	29.3	-3.0	-	42.1
Special items (impacting EBIT)	2.6	0.4	4.0	-10.0	-	-3.0
Adjusted operating result (adjusted EBIT)	25.4	-6.7	33.4	-13.0	-	39.1
Operating result (EBIT)						42.1
Financial income & expenses						-14.7
Taxes						-8.6
Result for the period						18.7
Investments	20.6	20.8	9.4	15.5	-	66.3
Personnel, end of period	2,965	3,959	5,898	654	-	13,475
Capital employed	299.7	296.6	130.3	34.5	-	761.1

1–9 2025 EUR million	eCommerce and Delivery Services	Fulfillment and Logistics Services*	Postal Services	Other and unallocated	Eliminations	Group total
Net sales, external	469.1	207.8	380.3	-	-	1,057.2
Net sales, internal	1.6	13.0	3.5	-	-18.1	-
Net sales	470.6	220.8	383.8	-	-18.1	1,057.2
Other operating income**	0.4	0.8	5.3	43.9	-42.1	8.2
Expenses of providing services**	-322.7	-153.9	-246.2	-17.8	8.4	-732.2
Other expenses**	-97.1	-46.2	-80.8	-37.4	51.8	-209.8
EBITDA	51.1	21.5	62.1	-11.3	-	123.4
Special items (impacting EBITDA)	-0.1	3.5	3.3	4.2	-	10.9
Adjusted EBITDA	51.1	25.0	65.4	-7.1	-	134.3
EBITDA	51.1	21.5	62.1	-11.3	-	123.4
Depreciation & amortization	-36.3	-30.3	-25.9	-2.5	-	-95.0
Impairment losses	-	-0.9	-	-	-	-0.9
Operating result (EBIT)	14.8	-9.7	36.2	-13.8	-	27.5
Special items (impacting EBIT)	-0.1	4.5	3.3	4.2	-	11.8
Adjusted operating result (adjusted EBIT)	14.7	-5.3	39.5	-9.6	-	39.3
Operating result (EBIT)						27.5
Financial income & expenses						-12.1
Taxes						-6.6
Result for the period						8.8
Investments**	31.8	30.3	19.6	18.5	-	100.1
Personnel, end of period***	3,137	3,902	6,407	689	-	14,134
Capital employed**	271.1	304.1	128.5	52.7	-	756.4

*Fulfillment and Logistics Services has restated line items in 2025 in expenses of providing services and other expenses. EBITDA is unchanged.

**Restatement related to new organization, which started on June 1, 2026. EBITDA is unchanged.

***Restatement related to a change in the headcount calculation method..

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	59.1	-56.5	11.5
Expenses of providing services**	-441.4	-209.9	-333.6	-23.4	10.9	-997.3
Other expenses**	-129.6	-61.3	-106.9	-53.8	70.3	-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	-3.6	-	-126.9
Impairment losses	-0.1	-1.0	-	-0.1	-	-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**	51.4	33.8	51.4	38.4	-	175.1
Personnel, end of period***	3,220	3,839	6,289	681	-	14,028
Capital employed**	260.0	296.9	157.7	82.6	-	797.3

*Fulfillment and Logistics Services has restated line items in 2025 in expenses of providing services and other expenses. EBITDA is unchanged.

**Restatement related to new organization, which started on June 1, 2026. EBITDA is unchanged.

***Restatement related to a change in the headcount calculation method

Special items by segments

7–9 2026 EUR million	eCommerce and Delivery Services	Fulfillment and Logistics Services	Postal Services	Other and unallocated	Group total
Personnel restructuring	-0.3	-	1.6	0.1	1.4
Other special items	-	-	0.1	-	0.1
Special items (impacting EBITDA)	-0.3	-	1.7	0.1	1.5
Special items (impacting EBIT)	-0.3	-	1.7	0.1	1.5

7–9 2025 EUR million	eCommerce and Delivery Services	Fulfillment and Logistics Services	Postal Services	Other and unallocated	Group total
Personnel restructuring	0.1	1.3	1.0	0.3	2.6
Other special items	-	0.1	0.7	-	0.8
Listing costs	-	-	-	1.7	1.7
Special items (impacting EBITDA)	0.1	1.3	1.7	2.0	5.1
Special items (impacting EBIT)	0.1	1.3	1.7	2.0	5.1

1–9 2026 EUR million	eCommerce and Delivery Services	Fulfillment and Logistics Services	Postal Services	Other and unallocated	Group total
Personnel restructuring	2.2	0.3	3.7	0.5	6.8
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	0.4	1.9	2.4
Special items (impacting EBITDA)	2.6	0.4	4.0	-10.0	-3.0
Special items (impacting EBIT)	2.6	0.4	4.0	-10.0	-3.0

1–9 2025					
EUR million	eCommerce and Delivery Services	Fulfillment and Logistics Services	Postal Services	Other and unallocated	Group total
Personnel restructuring	-0.1	2.2	1.3	0.7	4.2
Restructuring costs (other than personnel-related costs)	-	1.1	-	-	1.1
Other special items	-	0.2	1.9	-	2.1
Listing costs	-	-	-	3.4	3.4
Special items (impacting EBITDA)	-0.1	3.5	3.3	4.2	10.9
Impairments	-	0.9	-	-	0.9
Special items (impacting EBIT)	-0.1	4.5	3.3	4.2	11.8

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	7–9 2026	7–9 2025	1–9 2026	1–9 2025	1–12 2025
Finland	270.5	279.1	841.1	855.3	1,160.3
Sweden	37.5	30.7	104.1	98.4	138.5
The Baltics	21.0	16.4	57.1	41.5	58.1
Other countries	23.1	17.6	64.3	62.0	90.6
Total	352.1	343.8	1,066.6	1,057.2	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

In April 30, 2026, Posti announced a business acquisition in which Kivra's digital post services in Finland were transferred to the Postal Services segment. Kivra has provided digital communication services in Finland for both consumers and businesses. The acquisition supports Posti's long-term commitment to developing digital services based on its OmaPosti. Acquisition did not have material impact on the Group's Consolidated Income Statement or Balance Sheet. A goodwill of EUR 0.6 million was recognized in the acquisition.

There have been no other 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	Sep 30, 2026	Sep 30, 2025	Dec 31, 2025
Carrying amount, Jan 1	170.2	170.1	170.1
Acquired businesses*	0.6	-	-
Translation differences	-	-	0.1
Carrying amount, end of the period	170.7	170.1	170.2

*For additional information see note [Acquired and divested businesses](#).

Other intangible assets

EUR million	Sep 30, 2026	Sep 30, 2025	Dec 31, 2025
Carrying amount, Jan 1	61.3	63.3	63.3
Additions	10.6	12.1	15.0
Disposals and transfers between items	-0.3	0.3	0.3
Amortization	-11.9	-13.2	-17.6
Translation differences	-0.3	0.2	0.4
Carrying amount, end of the period	59.5	62.7	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	Sep 30, 2026	Sep 30, 2025	Dec 31, 2025
Carrying amount, Jan 1	267.4	262.2	262.2
Additions	14.1	40.0	52.8
Transfers to investment property*	-	-	-13.2
Other disposals and transfers between items	0.1	-0.2	0.1
Depreciation	-26.7	-25.6	-34.9
Impairment	-0.1	-	-0.3
Translation differences	-0.4	0.3	0.7
Carrying amount, end of the period	254.4	276.8	267.4

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

The EUR 3.5 million investment in the sorting technology modernization at the Seinäjoki logistics center in Finland was completed in September. Overall, investments on property, plant and equipment decreased from comparison period after completion of a 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	Sep 30, 2026	Sep 30, 2025	Dec 31, 2025
Carrying amount, Jan 1	283.9	258.8	258.8
Additions, new lease contracts*	15.7	30.5	53.4
Additions, changes in lease payments and lease terms*	20.0	9.1	44.6
Disposals, decreases and transfers between items*	-1.7	-1.1	-2.2
Depreciation	-54.5	-56.1	-74.4
Impairment	-	-0.9	-0.9
Translation differences	-3.5	3.0	4.6
Carrying amount, end of the period	259.9	243.3	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 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	Sep 30, 2026	Sep 30, 2025	Dec 31, 2025
Buildings	199.3	175.3	215.9
Vehicles	50.0	55.1	55.8
Machinery and other	10.5	12.9	12.2
Carrying amount, end of the period	259.9	243.3	283.9

8. Investment property

The changes in the carrying amount of investment property

EUR million	Sep 30, 2026	Sep 30, 2025	Dec 31, 2025
Carrying amount, Jan 1	64.4	41.9	41.9
Additions	5.3	8.3	9.4
Disposals	-2.6	-	-
Depreciation	-0.8	-	-0.1
Transfers between items	-	-	13.2
Carrying amount, end of the period	66.3	50.3	64.4

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 was EUR 15.0 million.

The estimated fair value of the investment properties at the reporting date in the current market totals EUR 85.0 (85.0) 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. The determination of construction suitability and the final financial settlement of the contract have been postponed to the fourth quarter, but preparations for the sale of the first plots are ongoing.

The sales are dependent on the market in 2026 and onwards. Plot sales are expected to be completed within 5 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	Sep 30, 2026	Sep 30, 2025	Dec 31, 2025
Share capital	70.0	70.0	70.0
Invested unrestricted equity fund	3.3	-	3.3
Treasury shares	-2.3	-	-
Other reserves	142.7	142.7	142.7
Translation differences	-6.3	-6.7	-6.9
Retained earnings	53.6	52.4	67.8
Total shareholders' equity	260.9	258.4	276.9

Number of shares and authorizations

Posti Group Corporation has one class of ordinary shares. The total number of shares as of September 30, 2026 was 40,500,000 (40,000,000) and 40,319,000 (40,000,000) of those were outstanding.

The Annual General Meeting authorized the Board of Directors to repurchase up to 735,000 own shares on market terms and to issue up to 735,000 own shares, with or without consideration, including by way of a directed issue for a weighty financial reason. The authorizations are valid until the closing of the Annual General Meeting 2027, but no later than October 15, 2027. Following the Annual General Meeting's resolution, the repurchase program commenced on August 18, 2026 and will end no later than January 29, 2027. Under the program, a maximum of 350,000 own shares, corresponding to approximately 0.86 per cent of all shares in the Company, will be repurchased. The maximum aggregate purchase price is EUR 4.5 million and the company's unrestricted equity will be used for the repurchase of shares. The repurchases are carried out in public trading on Nasdaq Helsinki at the prevailing market price. The shares acquired under the program will be used for the Company's long-term share-based incentive programs and other share-based reward arrangements. During the third quarter the Company repurchased 181,000 shares under the share repurchase program and at the end of September, the Company held 181,000 treasury shares.

Dividends

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 a maximum aggregate dividend of EUR 34.0 million. No dividend is paid on treasury shares held by the Company on the relevant dividend record date. Dividend is distributed in two installments, the first half was distributed on April 24, 2026 and the second half was distributed as an event after the reporting period on October 26, 2026.

Share-based payment plans

The Board of Directors of Posti Group (the "Board") has on February 13, 2026 resolved to launch a Performance Share Program ("PSP") and a Restricted Share Program ("RSP") for the Posti's Management and selected Key Employees (hereinafter together the "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. The grant date and the allocation of shares took place during the second quarter.

Performance Share Plan (PSP)

The purpose of the Performance Share Program is to promote a long-term performance culture at Posti, to commit the Key Employees to the Company's long-term strategic targets, to align the interests of the shareholders and Key Employees by creating long-term share ownership, to support Posti's long-term value creation and to retain Key Employees. The PSP consists of separate three-year performance periods that commence annually by decision of the Board. Under each plan, the participants have the opportunity to receive Posti Group's shares as a reward based on the achievement of the performance targets set by the Board. The maximum value of the reward is capped at a level based on number of shares pre-determined by the Board, irrespective of the share price development. The shares used for the reward will be acquired from the market or transferred from treasury shares held by the Company. No newly issued shares is to be used for payment under this Plan.

The first Performance Share Plan (PSP 2026–2028) started in Spring 2026 and any rewards will be paid in Spring 2029, provided that the performance criteria set by the Board for 2026–2028 are met. The performance criteria for the 2026–2028 performance period set by the Board are based on absolute Total Shareholder Return (Absolute TSR), cumulative Earnings per Share (Cumulative EPS), greenhouse gas emissions and employee engagement index. The reward to be paid represents a gross reward from which tax is withheld, and the remaining net amount is paid to the reward recipient in shares.

Restricted Share Program (RSP)

The Restricted Share Program will be used selectively in special situations, such as recruiting new Key Employees, retaining key talent and in connection with acquisitions, when there is a special need for targeted and emphasized retention and motivation. The purpose of the Program is to retain selected Key Employees at the Company, to align the interests of shareholders and management, and to provide a competitive share-based incentive to complement the total remuneration of Posti's Key Employees. The RSP consists of separate three-year plans, each with a three-year retention period, that commence annually by Board decision. The Board will, during the term of the plan, designate the Key Employees belonging to the target group and decide their awards. The maximum value of the reward is capped at a level based on a number of shares pre-determined by the Board, irrespective of share price development. The shares used for the reward will be acquired from the market or transferred from treasury shares held by the Company. No newly issued shares is to be used for payment under this Plan.

The first Restricted Share Plan (RSP 2026–2028) started in Spring 2026, and any rewards will be paid in Spring 2029, provided that the performance criteria set by the Board for 2026–2028 are met. The vesting conditions include a service condition and a requirement for the Group to achieve a minimum financial performance level set by the Board. The financial performance condition is a non-market condition. The reward to be paid represents a gross reward from which tax is withheld, and the remaining net amount is paid to the reward recipient in shares.

Converted long-term incentive plans

Posti's previously launched long-term incentive programs have been cash-settled incentive plans based on the Posti Group's performance. Consistent with the PSP, the purpose of these programs is to support Posti's long-term value creation, align the interests of shareholders and management, and engage Key Employees in delivering the Company's strategy and objectives. Following Posti's listing,

the reward under the long-term incentive plans can also be paid in shares. The Board decided to convert the rewards for those participants in the LTI 2024–2026 and LTI 2025–2027 plans who also participate in the Performance Share Plan 2026–2028 to be paid shares. The modification has been accounted for in accordance with IFRS 2 modification guidance. The modification did not result in additional fair value. At the conversion date, a cumulative amount of EUR 0.8 million was recognized in equity reflecting the expense recognized over the vesting period up to that date.

LTI 2024–2026 has originally started at the beginning of 2024 and it was converted to share-based plan in Spring 2026. Any rewards will be paid in Spring 2027, provided that the performance criteria set by the Board for 2024–2026 are met. The performance criteria for the 2024–2026 performance period set by the Board are based on absolute Total Shareholder Return (Absolute TSR), EPS, Zero carbon, Customer Satisfaction and Employee Engagement for management and EPS, Zero carbon, Customer Satisfaction and Employee Engagement for Key Employees. The reward to be paid represents a gross reward from which tax is withheld, and the remaining net amount is paid to the reward recipient in shares.

LTI 2025–2027 has originally started at the beginning of 2025 and it was converted to share-based plan in Spring 2026. Any rewards will be paid in Spring 2028, provided that the performance criteria set by the Board for 2025–2027 are met. The performance criteria for the 2025–2027 performance period set by the Board are based on absolute Total Shareholder Return (Absolute TSR), EPS, Zero carbon, Customer Satisfaction and Employee Engagement for management and EPS, Zero carbon, Customer Satisfaction and Employee Engagement for Key Employees. The reward to be paid represents a gross reward from which tax is withheld, and the remaining net amount is paid to the reward recipient in shares.

Other terms and conditions

For all four programs Posti applies a shareholding recommendation to the members of Posti's Leadership Team. Under the recommendation, each member of the Leadership Team is expected to retain at least half of the shares received under the Company's share-based incentive plans until the value of his or her shareholding in the Company corresponds to at least the amount of his or her annual gross salary. Also if a Key Employee's employment or service with Posti ends before payment of the reward, as a rule they will not be entitled to the reward under the relevant plan.

Posti's Leadership team members are part of PSP 2026–2028 and converted long-term incentive plans LTI 2025–2027 and LTI 2024–2026. No shares were delivered under these plans during the third quarter.

More specific information are presented in the following tables.

Basic information

	Converted long term incentive plans		Performance Share Plan	Restricted Share Plan
	LTI 2024–2026	LTI 2025–2027	PSP 2026–2028	RSP 2026–2028
Initial allocation amount, shares	336,700	389,800	473,000	17,000
Initial allocation date	Apr 7, 2026	Apr 7, 2026	Apr 7, 2026	Apr 7, 2026
Vesting date	Apr 15, 2027	Mar 31, 2028	Mar 31, 2029	Mar 31, 2029
Vesting style	Linear	Linear	Linear	Linear
Maximum contractual life, years	1.0	2.0	3.0	3.0
Remaining contractual life, years	0.5	1.5	2.5	2.5
Number of persons at end of year	34	36	39	8
Payment method	Equity and cash	Equity and cash	Equity and cash	Equity and cash

Changes in shares

	LTI 2024–2026	LTI 2025–2027	PSP 2026–2028	RSP 2026–2028
Outstanding, Jan 1, 2026	0	0	0	0
Granted	336,700	389,800	473,000	17,000
Outstanding, Sep 30, 2026	336,700	389,800	473,000	17,000

Fair value determination

The fair value of the equity-settled portion has been determined at grant date using the fair value of the Posti Group share at grant date, less expected dividends to be paid prior to the potential share delivery. The grant-date fair value reflects the impact of market-based performance conditions included in the plans. The fair value is recognized as an expense over the vesting period. Liabilities arising from share-based payments at the end of the period represent the amount recognized up to the end of the reporting period in respect of the employer's social costs on payable rewards. The fair value of the liability is remeasured at each reporting date until settlement. Consequently, the fair value of the liability fluctuates in line with the Posti Group share price.

Valuation parameters for instruments granted during period

	LTI 2024–2026	LTI 2025–2027	PSP 2026–2028	RSP 2026–2028
Grant date	Apr 7, 2026	Apr 7, 2026	Apr 7, 2026	Apr 7, 2026
Share price at Grant date (weighted average), EUR	9.02	9.02	9.02	9.02
Expected volatility (weighted average), %	26.88	29.92	28.89	
Risk-free interest rate (weighted average), %	2.76	2.87	2.88	
Expected dividend yield (weighted average), %	9.31	9.31	9.31	9.31
Fair value at Grant date (weighted average), EUR	7.84	6.80	5.30	6.84
Valuation model	Monte carlo simulation	Monte carlo simulation	Monte carlo simulation	Black-Scholes-Merton

Trading of Posti's shares began in October 2025. Consequently, the expected volatility was estimated as a peer-adjusted, observation-weighted volatility.

Effect of share-based incentives on the result and financial position during the period

EUR million	1–9 2026
Expenses for the financial year	0.7
of which equity-settled	0.6

At the conversion date, a cumulative amount of EUR 0.8 million was recognized in equity reflecting the expense recognized over the vesting period up to that date.

At the end of the period the estimated future cash payment to be paid to the tax authorities from share-based payments is EUR 3.8 million.

Board remuneration

The Group also operates a share-based payment arrangement for members of the Board of Directors, whereby part of the annual Board remuneration is settled in shares. Pursuant to the Annual General Meeting's remuneration resolution, 7,863 shares were acquired from the market and transferred directly to Board members on August 17, 2026 as part of their annual remuneration.

10. Provisions

EUR million	Sep 30, 2026	Sep 30, 2025	Dec 31, 2025*
Restructuring provision	5.2	5.5	4.4
Land use compensation and environmental provision	4.0	7.2	4.9
Other provisions	1.5	3.1	0.6
Total	10.7	15.7	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; merging distribution networks in Postal Services and eCommerce and Delivery Services, 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 Astra renewal program and other significant personnel restructuring are reported as a special item.

The environmental provision relates to the cleaning of the former Posti Group headquarters area. The cleaning started at the end of 2024, and the land cleaning project was nearly completed by the end of the third 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	-0.8	-52.9	-53.7	-0.7	-53.0
Additions, new lease contracts*		15.7	15.7		15.7
Additions, changes in lease payments and lease term*		20.0	20.0		20.0
Effect of exchange rates changes	-	-3.8	-3.8	-0.2	-3.6
Other non-cash items*	-	-1.8	-1.8	-	-1.8
Carrying amount Sep 30, 2026	268.7	274.2	542.8	48.6	494.3
Fair value Sep 30, 2026	268.8	274.2	543.0		

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	189.4	-56.4	133.1	-64.8	197.9
Additions, new lease contracts*	-	30.5	30.5	-	30.5
Additions, changes in lease payments and lease term*	-	9.1	9.1	-	9.1
Effect of exchange rates changes	-	3.2	3.2	0.3	3.0
Other non-cash items*	-	-1.1	-1.1	-	-1.1
Carrying amount Sep 30, 2025	279.3	256.6	535.9	39.0	496.9
Fair value Sep 30, 2025	279.5	256.6	536.1		

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 the corresponding comparative information has been restated accordingly. Additional explanatory line items Additions, new lease contracts and Additions, changes in lease payments and lease term have been added. Consequently, the significance of the other non-cash line item 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	Sep 30, 2026	Sep 30, 2025	Dec 31, 2025
Cash and cash equivalents	40.6	31.0	41.4
Money market investments and investments in bonds	8.0	8.0	8.0
Liquid funds	48.6	39.0	49.4

12. Financial instruments and financial risk management

Financial assets and liabilities

Sep 30, 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		2.1	2.1	2.1	2
Non-current financial assets	1.0	2.1	3.1	3.1	
Current financial assets					
Trade and other receivables		228.2	228.2	228.2	
Currency derivatives	0.9		0.9	0.9	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	0.9	236.2	237.1	237.2	
Cash and bank		40.6	40.6	40.6	
Cash and cash equivalents		40.6	40.6	40.6	
Total financial assets	1.9	278.9	280.8	280.9	
Non-current financial liabilities					
Loans from financial institutions		179.8	179.8	180.0	2
Lease liabilities		209.3	209.3	209.3	
Other non-current payables*		6.4	6.4	6.4	
Non-current financial liabilities		395.6	395.6	395.7	
Current financial liabilities					
Commercial papers		88.8	88.8	88.8	2
Lease liabilities		64.8	64.8	64.8	
Trade payables and other liabilities*		122.7	122.7	122.7	
Current financial liabilities		276.4	276.4	276.3	
Total financial liabilities		671.9	671.9	672.1	

*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.

Sep 30, 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		1.6	1.6	1.6	2
Non-current financial assets	1.0	1.6	2.6	2.6	
Current financial assets					
Trade and other receivables		204.0	204.0	204.0	
Currency derivatives	0.3		0.3	0.3	2
Investments in quoted bonds		6.2	6.2	6.3	1
Investments in unquoted bonds		1.8	1.8	1.8	2
Current financial assets	0.3	212.0	212.3	212.4	
Cash and bank		31.0	31.0	31.0	
Cash and cash equivalents		31.0	31.0	31.0	
Total financial assets	1.3	244.5	245.9	246.0	
Non-current financial liabilities					
Loans from financial institutions		179.8	179.8	180.0	2
Lease liabilities		190.8	190.8	190.8	
Other non-current payables		7.5	7.5	7.5	
Non-current financial liabilities		378.1	378.1	378.3	
Current financial liabilities					
Commercial papers		99.4	99.4	99.5	2
Lease liabilities		65.8	65.8	65.8	
Trade payables and other liabilities		91.8	91.8	91.8	
Current financial liabilities		257.0	257.1	257.1	
Total financial liabilities		635.1	635.2	635.4	

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	10–12 2026	2027	2028	2029	2030–	Total
Loans from financial institutions	3.1	6.2	94.5	91.4		195.3
Commercial papers	57.0	33.0				90.0
Lease liabilities	18.7	69.9	51.9	40.4	132.6	313.5
Other non-current liabilities*		1.1	1.1	1.1	3.5	6.7
Trade payables and other current liabilities*	122.7					122.7
Derivatives:						
Currency derivatives, payables	25.2					25.2
Currency derivatives, receivables	-26.1					-26.1
Total	200.6	110.1	147.6	132.9	136.1	727.3

*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 reporting period, the Group did not raise new long-term loans. The maturities of both EUR 90.0 million loan agreements signed in 2024 were extended by one year during the second quarter. Following the extensions, one loan will mature in June 2028 and the other in June 2029.

The Group had EUR 88.8 (99.4) million commercial papers issued as per September 30, 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 September 30, 2026.

13. Income tax

The Group's effective tax rate was 31.5% (43.0%). 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 assets have been recognized due to history of recent losses in related Group companies.

Taxable profits can be offset between the Finnish Group companies through group contributions granted at year-end. The estimated impact of the group contributions has been reflected in the presentation of current and deferred tax assets and liabilities as at September 30, 2026. The change had no impact on income tax expense in the Income Statement. Comparative information has not been restated.

14. Commitments and other contingent liabilities

EUR million	Sep 30, 2026	Sep 30, 2025	Dec 31, 2025
Guarantees	3.9	8.8	8.9
Total	3.9	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.

The significant decrease in guarantees is mainly due to the release of a EUR 4.4 million guarantee following the fulfillment of the related payment obligation.

Lease commitments not recognized in balance sheet

EUR million	Sep 30, 2026	Sep 30, 2025	Dec 31, 2025
Maturity of minimum lease payments:			
Less than a year	9.0	8.8	8.9
1–5 years	7.0	9.6	1.7
More than 5 years	-	7.4	-
Total	15.9	25.7	10.6

Lease commitments not recognized in balance sheet include low-value and short-time leases. 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 are recognized as right-of-use asset and lease liability.

Posti has investment commitments of EUR 8.0 million related to lease liabilities and other agreements, which commencement date is after the balance sheet date. The investment commitments are related to vehicles and other machinery.

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 to 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 infringement fines are 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 0.5 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, the land

cleaning project is almost complete by the end of the third quarter. 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 three consecutive 12-month periods beginning on October 1, 2023. In addition, Posti was assigned a public service obligation to distribute newspapers in certain areas. On September 23, 2026, Traficom delivered the final decision for the remaining portion of the first support period and reimbursement of costs for implementing the public service obligation. Posti does not agree with the underlying calculations, and has initiated the appeal process to the Helsinki Administrative Court. Therefore, Posti has not recorded any adjustments to the government grants and receivables from Traficom. The dispute for the first period concerns a total of EUR 0.7 million. The uncertainty for the other already completed periods is estimated to amount to EUR 1.4 million cumulatively. On October 20, 2026, the Supreme Administrative Court issued its decision, meaning that the Central Tax Board's positive preliminary ruling on the exemption of newspaper distribution subsidies from VAT will remain in force.

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.

The Group operates a share-based payment arrangement for members of the Board of Directors, whereby part of the annual Board remuneration is settled in shares. As part of the annual remuneration, 7,863 shares were acquired from the market and transferred directly to Board members on August 17, 2026. September 30, 2026, the Board of Directors and the Leadership Team members and the entities that they control altogether held 185,839 shares, corresponding to 0.46% of the total number of shares.

Posti has recognized EUR 7.0 (4.7) million in government grants from Traficom regarding Postal Services distribution support. Receivables related to previous grant periods total to EUR 12.6 (8.4) million. Advances received for the new grant period (as of October 1, 2026) are EUR 3.8 (4.4) million.

16. Events after the reporting period

There were no significant events after the reporting period.

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.

	7–9 2026	4–6 2026	1–3 2026	1–9 2026	10–12 2025	7–9 2025	4–6 2025	1–3 2025	1–12 2025
Financial development and profitability									
Net sales, EUR million	352.1	362.0	352.5	1,066.6	390.4	343.8	356.3	357.1	1,447.6
<i>Change in net sales, %</i>	2.4%	1.6%	-1.3%	0.9%	-3.3%	-3.9%	-5.7%	-6.5%	-4.8%
Adjusted EBITDA, EUR million	51.1	43.9	38.1	133.1	62.1	48.3	43.5	42.5	196.4
<i>Adjusted EBITDA margin, %</i>	14.5%	12.1%	10.8%	12.5%	15.9%	14.0%	12.2%	11.9%	13.6%
EBITDA, EUR million	49.6	41.1	45.5	136.1	57.0	43.2	42.3	37.9	180.4
<i>EBITDA margin, %</i>	14.1%	11.3%	12.9%	12.8%	14.6%	12.6%	11.9%	10.6%	12.5%
Adjusted operating result (adjusted EBIT), EUR million	20.1	12.5	6.5	39.1	30.0	17.1	11.7	10.5	69.3
<i>Adjusted operating result (adjusted EBIT) margin, %</i>	5.7%	3.4%	1.9%	3.7%	7.7%	5.0%	3.3%	3.0%	4.8%
Operating result (EBIT), EUR million	18.5	9.6	13.9	42.1	24.8	12.0	10.5	5.0	52.3
<i>Operating result margin (EBIT), %</i>	5.3%	2.7%	3.9%	3.9%	6.4%	3.5%	2.9%	1.4%	3.6%
Result for the period, EUR million	10.0	2.5	6.3	18.7	14.7	5.3	3.7	-0.2	23.5
Financial position									
Equity ratio, %				23.8%					24.6%
Return on capital employed (12 months), %				8.8%					7.8%
Net debt, EUR million				494.3					517.0
Net debt / adjusted EBITDA				2.5x					2.6x
Financial net debt / adjusted EBITDA				1.1x					1.1x
Other key figures									
Operative free cash flow, EUR million				8.7					-37.0
Investments, EUR million				66.3					175.1
Personnel, end of period				13,475					14,028*
Personnel on average, FTE	11,497	11,752*	11,587*	11,612	12,078*	12,199*	12,371*	12,018*	12,166*
Earnings per share, basic, EUR	0.25	0.06	0.16	0.46	0.37	0.13	0.09	-0.01	0.59
Earnings per share, diluted, EUR	0.25	0.06	0.16	0.46	0.37	0.13	0.09	-0.01	0.59
Dividend per share, EUR									0.84
Dividend, EUR million									34.0

*Restatement related to a change in the headcount calculation method.

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.
Adjusted operating result (adjusted EBIT)	Operating result (EBIT) excluding special items.	
Growth in adjusted operating result (adjusted EBIT), %	Growth of adjusted operating result (adjusted EBIT) compared to previous period.	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.
Adjusted operating result (adjusted EBIT) margin, %	Adjusted operating result (adjusted EBIT) as percentage of net sales.	
Adjusted EBITDA	EBITDA excluding special items.	
Adjusted EBITDA margin, %	Adjusted EBITDA as percentage of net sales.	

Key figure	Definition	Reason for the use
Capital employed	Non-current assets less deferred tax assets plus inventories and trade and other receivables. Balance sheet assets less other non-current liabilities, less advances received, less provisions, less defined benefit pension obligations, less trade and other payables.	Capital employed presents the total investment in the Group's business operations and it is used to calculate return on capital employed.
Return on capital employed (12 months rolling), %	Operating result (EBIT) (12 months rolling) 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, %	Total equity Total assets - advances received	The equity ratio indicates the relative proportion of equity used to finance the Group's assets which helps to monitor the indebtedness of the Group.
Interest-bearing borrowings	Non-current and current interest-bearing borrowings, (including loans from financial institutions and commercial papers) and lease liabilities.	Component of a net debt measure.
Liquid funds	Cash and cash equivalents, money market investments and investments in bonds.	Component of a net debt measure.
Net debt	Interest-bearing borrowings - liquid funds.	Net debt is a liquidity measure used by management to monitor the Group's ability to pay its debts in the short-term.
Net debt / adjusted EBITDA (12 months rolling)	Net debt 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.

Key figure	Definition	Reason for the use
Financial net debt / adjusted EBITDA (12 months rolling)	Net debt - lease liabilities 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.
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 information provided can be useful when analyzing workforce costs, productivity or staffing needs.

Reconciliation of Key Figures

EUR million	7-9 2026	7-9 2025	1-9 2026	1-9 2025	1-12 2025
Operating result (EBIT)	18.5	12.0	42.1	27.5	52.3
Depreciation & amortization	31.1	31.2	93.9	95.0	126.9
Impairment losses	-	-	0.1	0.9	1.2
EBITDA	49.6	43.2	136.1	123.4	180.4
Personnel restructuring	1.4	2.6	6.8	4.2	5.0
Restructuring costs (other than personnel-related costs)	-	-	0.1	1.1	1.0
Gains on sales of investment property	-	-	-12.4	-	-
Other special items	0.1	0.8	2.4	2.1	2.2
Listing costs	-	1.7	-	3.4	5.9
Listing incentive	-	-	-	-	2.0
Special items (impacting EBITDA)	1.5	5.1	-3.0	10.9	16.0
Adjusted EBITDA	51.1	48.3	133.1	134.3	196.4

EUR million	7-9 2026	7-9 2025	1-9 2026	1-9 2025	1-12 2025
Operating result (EBIT)	18.5	12.0	42.1	27.5	52.3
Personnel restructuring	1.4	2.6	6.8	4.2	5.0
Restructuring costs (other than personnel-related costs)	-	-	0.1	1.1	1.0
Gains on sales of investment property	-	-	-12.4	-	-
Other special items	0.1	0.8	2.4	2.1	2.2
Listing costs	-	1.7	-	3.4	5.9
Listing incentive	-	-	-	-	2.0
Impairments	-	-	-	0.9	0.9
Special items (impacting operating result (EBIT))	1.5	5.1	-3.0	11.8	17.0
Adjusted operating result (adjusted EBIT)	20.1	17.1	39.1	39.3	69.3

EUR million	1–9 2026	1–9 2025	1–12 2025
Total equity	260.9	258.4	276.9
Total assets	1,118.1	1,095.7	1,140.0
Advances received	20.7	19.9	15.8
Equity ratio, %	23.8%	24.0%	24.6%

EUR million	1–9 2026	1–9 2025	1–12 2025
Operating result (12 months rolling)	66.9	46.7	52.3
Capital employed, beginning of the period	756.4	684.4	546.6
Capital employed, end of the period	761.1	756.4	797.3
Return on capital employed, %	8.8%	6.5%	7.8%

EUR million	1–9 2026	1–9 2025	1–12 2025
Interest-bearing borrowings	542.8	535.9	566.4
Liquid funds + debt certificates	-48.6	-39.0	-49.4
Net debt	494.3	496.9	517.0

EUR million	1–9 2026	1–9 2025	1–12 2025
Net debt	494.3	496.9	517.0
Adjusted EBITDA (12 months rolling)	195.2	188.5	196.4
Net debt / adjusted EBITDA	2.5x	2.6x	2.6x

EUR million	1–9 2026	1–9 2025	1–12 2025
Net debt	494.3	496.9	517.0
Lease liabilities	-274.2	-256.6	-296.9
Adjusted EBITDA (12 months rolling)	195.2	188.5	196.4
Financial net debt / adjusted EBITDA	1.1x	1.3x	1.1x

EUR million	1–9 2026	1–9 2025	1–12 2025
Cash flow from operating activities	88.0	50.3	111.2
Purchase of intangible assets	-10.6	-12.1	-15.0
Purchase of property, plant and equipment	-15.8	-46.4	-57.8
Payments of lease liabilities	-52.9	-56.4	-75.3
Operative free cash flow	8.7	-64.6	-37.0

EUR million	1–9 2026	1–9 2025	1–12 2025
Additions to intangible assets	10.6	12.1	15.0
Additions to property, plant and equipment	14.1	40.0	52.8
Additions to right-of-use assets	35.7	39.6	98.0
Additions to investment property	5.3	8.3	9.4
Business acquisitions	0.6	-	-
Investments	66.3	100.1	175.1

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