

Proposal by the Board of Directors for the resolution on the use of the profit shown on the balance sheet and the distribution of dividend

The Board of Directors proposes to the Annual General Meeting 2026 that based on the balance sheet to be adopted for the financial year 2025, a dividend of EUR 0.84 per share be paid and that the remaining portion of the distributable funds be retained in the Company's non-restricted shareholders' equity. The proposal would correspond to a total distribution of EUR 34,020,000 to all the registered 40,500,000 shares. The Board proposes that the dividend be paid in two instalments.

The first dividend instalment, EUR 0.42 per share, is proposed to be paid to shareholders registered in the Company's register of shareholders maintained by Euroclear Finland Oy on the record date for the first dividend instalment April 17, 2026. The Board proposes that the payment date for the first dividend instalment would be April 24, 2026.

The second dividend instalment, EUR 0.42 per share, is proposed to be paid to shareholders registered in the Company's register of shareholders maintained by Euroclear Finland Oy on the record date for the second dividend instalment October 19, 2026. The Board proposes that the payment date for the second dividend instalment would be October 26, 2026.

If payment of the dividend is prevented due to applicable law, regulation or unexpected circumstances, the Board will resolve, as soon as practically possible, on a new record date and payment date.

On December 31, 2025, the distributable funds of the parent company were EUR 257,648,047.36, of which the net profit for the financial year 2025 was EUR 21,651,574.51. No material changes have taken place in the Company's financial position after the balance sheet date. In the opinion of the Board, the proposed distribution of profits does not risk the solvency of the Company.

Helsinki, February 12, 2026

Posti Group Corporation

BOARD OF DIRECTORS