

Annual General Meeting 2026 of Posti Group Corporation

Matters on the agenda of the AGM 2026

1. **Opening of the meeting**
2. **Calling the meeting to order**
3. **Election of persons to confirm the minutes and to supervise the counting of votes**
4. **Recording the legality of the meeting**
5. **Recording the attendance at the meeting and confirmation of the list of votes**
6. **Presentation of the Financial Statements including the Consolidated Financial Statements, the Report of the Board of Directors, the Auditor's Report and the Assurance Report on the Sustainability Statements for the Financial Year 2025**

President and CEO's presentation.

The Annual Report 2025, which includes the Financial Statements, the Consolidated Financial Statements, the Report of the Board of Directors, the Auditor's Report and the Assurance Report on the Sustainability Statements for the financial year 2025, will be available on the Company's website at <https://www.posti.com/en/investors/agm/2026> as from March 17, 2026.

7. **Adoption of the Financial Statements and the Consolidated Financial Statements 2025**
8. **Resolution on the use of the profit shown on the balance sheet and the distribution of dividend**

The Board of Directors proposes to the AGM 2026 that a dividend of EUR 0.84 per share be paid based on the balance sheet adopted for the financial year 2025. The proposal would correspond to a distribution of EUR 34 020 000 in aggregate for all currently 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.

9. Resolution on the discharge of the members of the Board of Directors and the Supervisory Board as well as the CEO and the Deputy Managing Director from the liability

10. Adoption of the Remuneration Report

The Board of Directors proposes that the AGM 2026 adopt the Remuneration Report for the financial year 2025. The resolution by the AGM 2026 on the matter is advisory.

The Remuneration Report will be available on the Company's website at <https://www.posti.com/en/investors/agm/2026> as from March 17, 2026.

11. Consideration of the Remuneration Policy

The Board of Directors proposes that the AGM 2026 resolve to support the Remuneration Policy. The resolution by the AGM 2026 on the matter is advisory.

The Remuneration Policy is available on the Company's website at <https://www.posti.com/en/investors/agm/2026>.

12. Resolution on the remuneration for the members of the Board of Directors

The Shareholders' Nomination Board proposes to the AGM 2026, as announced on January 23, 2026, that the following remuneration be paid to Chair, Deputy Chair and other members of the Board of Directors for the term starting at the end of the AGM 2026 and ending at the end of the Annual General Meeting 2027 (monthly remuneration for 2025 converted to annual fees, in brackets):

Fixed annual fees

As to the fixed annual fees the proposed remuneration is:

- Chair EUR 58 000 (52 800);
- Deputy Chair EUR 34 000 (31 200);
- Committee Chair EUR 34 000 (31 200) provided that she/he does not simultaneously serve as Chair or Deputy Chair of the Board; and
- Member EUR 28 000 (26 400).

Meeting fees

In addition to the fixed annual fees, a meeting fee for attending Board or Committee meetings would be payable as follows:

- EUR 1 000 (600) per meeting attended in person in the country of residence;
- EUR 2 000 (1 200) per meeting attended in person out of the country of residence; and
- EUR 1 000 (600) per meeting attended remotely.

No meeting fee would be payable for decisions confirmed in writing without having a meeting.

Travel expenses by the Board members would be reimbursed in line with the Company's travel policy.

Payment of remuneration

The Shareholders' Nomination Board also proposes that a part of the fixed annual fee be paid in Posti Group Corporation's shares acquired from the market as follows:

Approximately 40 % of the fixed annual fee would be paid in shares and the remainder in cash. The shares will be acquired on behalf and in the name of the Board members within two weeks starting from the first trading day on Nasdaq Helsinki following the publication of Posti Group Corporation interim report for January 1 – March 31, 2026. If the shares cannot be acquired and/or delivered due to reasons related to the company or the Board members, the shares will be acquired later or the fixed annual fee will be paid entirely in cash. The Company will bear the cost and the transfer tax, if any, arising from the purchase of shares.

The meeting fees would be paid entirely in cash.

13. Resolution on the number of members of the Board of Directors

The Shareholders' Nomination Board proposes to the AGM 2026 as announced on January 23, 2026 that the Board of Directors shall have seven (7) members.

14. Election of Chair, Deputy Chair and other members of the Board of Directors

The Shareholders' Nomination Board proposes to the AGM 2026, as announced on January 23, 2026, that the following current members of Posti's Board of Directors - Raija-Leena Hankonen-Nybom, Jukka Leinonen, Frank, Marthaler, Tuomas Mäkipeska, Minna Pajumaa, Sanna Suvanto-Harsaae and Stefan Svensson – would be re-elected for a term ending at the end of the Annual General Meeting 2027. Mervi Airaksinen has informed that she will no longer be available as Posti's Board member.

The Shareholders' Nomination Board further proposes that Sanna Suvanto-Harsaae be elected as Chair of the Board and Jukka Leinonen as Deputy Chair of the Board.

As to the election process, the Shareholders' Nomination Board recommends that the shareholders take a position on the proposal on the composition of the Board of Directors as a whole. In addition to ensuring that individual Board member candidates possess the required competences, the Shareholders' Nomination Board has also confirmed that the proposed Board of Directors as a whole has the best possible expertise and experience for Posti and that the composition of the Board of Directors also meets other requirements of the Finnish Corporate Governance Code for listed companies.

All candidates have given their consent to the position, and they are all independent of the Company. They are also all independent of the significant shareholders, except Minna Pajumaa, who is a civil servant at the Ownership Steering Department of the Prime Minister's Office.

All candidates and the evaluation regarding their independence are presented on the Company's website at <https://www.posti.com/en/investors/agm/2026> .

15. Resolution on the remuneration for the Auditor

The Board of Directors proposes to the AGM 2026, on the recommendation by the Audit, Risk and Sustainability Committee, that the auditor to be elected for the financial period 2026 be paid based on reasonable invoices approved by the Audit, Risk and Sustainability Committee.

16. Election of the Auditor

The Board of Directors proposes to the AGM 2026, on the recommendation by the Audit, Risk and Sustainability Committee, that PricewaterhouseCoopers Oy, a firm of authorized public accountants, be elected as the Company's auditor for the financial period 2026. The auditor's term ends at the close of the Annual General Meeting 2027.

PricewaterhouseCoopers Oy has informed the Company that if it was elected as auditor, Authorized Public Accountant (APA) Samuli Perälä would continue as the lead audit partner.

In addition, it is proposed that the auditor be requested to provide a statement on the discharging from liability of the members of the Board of Directors, the CEO and the Deputy Managing Director, and on the Board's proposal for distribution of funds.

Recommendation by the Audit, Risk and Sustainability Committee for election of the auditor is available on the Company's website at <https://www.posti.com/en/investors/agm/2026>.

17. Resolution on the remuneration for the Sustainability Reporting Assurer

The Board of Directors proposes to the AGM 2026, on the recommendation by the Audit, Risk and Sustainability Committee, that the sustainability reporting assurer to be elected for the financial period 2026, be paid based on reasonable invoices approved by the Audit, Risk and Sustainability Committee.

18. Election of the Sustainability Reporting Assurer

The Board of Directors proposes to the AGM 2026, on the recommendation by the Audit, Risk and Sustainability Committee, that PricewaterhouseCoopers Oy, an authorized sustainability audit firm, be elected as the Company's sustainability reporting assurer for the financial period 2026. The sustainability assurer's term ends at the close of the Annual General Meeting 2027.

PricewaterhouseCoopers Oy has informed the Company that if it was elected as sustainability reporting assurer, the APA and Authorized Sustainability Auditor (ASA) Samuli Perälä would continue as the principally responsible sustainability reporting assurer.

19. Authorizing the Board of Directors to resolve on the repurchase of the Company's own shares

The Board proposes to the AGM 2026 that the Board be authorized to resolve on the repurchase of the Company's own shares as follows:

The aggregate maximum number of shares that may be repurchased in one or several resolutions based on the authorization shall not exceed 735,000 shares, which corresponds to approximately 1.81 percent of all the Company's registered shares.

The repurchases of shares will be made using the Company's unrestricted equity only, and at price based on the market price at the securities markets or a price otherwise formed in a

competitive process. The Board shall resolve all the matters related to the repurchases under the authorization.

The shares may be repurchased either through an offer to all shareholders on equal terms or through other means and otherwise than in proportion to the existing shareholdings of the Company's shareholders (directed repurchases). Shares may be repurchased to be used in the Company's incentive programs. Repurchased shares could also be held to be reissued, transferred further or used for other purposes resolved by the Board. The authorization covers also taking the company's shares as pledge. Derivatives customary on the capital market may be used for acquiring shares.

The authorization would be valid until the close of the Annual General Meeting 2027, however no longer than until October 15, 2027.

20. Authorizing the Board of Directors to resolve on the issuance of shares

The Board proposes to the AGM 2026 that the Board be authorized to resolve on the issuance of the Company's own shares as follows:

The aggregate maximum number of shares that may be issued in one or several resolutions based on the authorization shall not exceed 735,000 shares, which corresponds to approximately 1.81 percent of all the Company's registered shares.

The Board shall resolve all the terms and conditions of a share issue, including to whom, at what price and in which manner the shares are issued. The authorization covers issuance of the own shares held by the Company only, and the shares may be issued against consideration or without consideration.

The shares may be issued to all the shareholders in proportion to their existing shareholdings in the Company, or in a directed share issue, deviating from the shareholders' pre-emptive subscription rights, if there is a weighty financial reason for doing so such as to potential mergers or acquisitions, to finance investments or other business-related transactions, to develop the Company's capital structure, or to be used in connection with the Company's incentive programs.

The authorization would be valid until the close of the Annual General Meeting 2027, however no longer than until October 15, 2027.

21. Authorizing the Board of Directors to resolve on donations

The Board proposes to the AGM 2026 that the Board be authorized to resolve on granting donations up to a total amount of EUR 100,000 in one or several lots for charitable or similar purposes of general interest. The Board shall resolve all matters relating to such donations, including the recipients, purpose of use, and other terms.

The authorization would be valid until the close of the Annual General Meeting 2027.

22. Closing of the meeting