

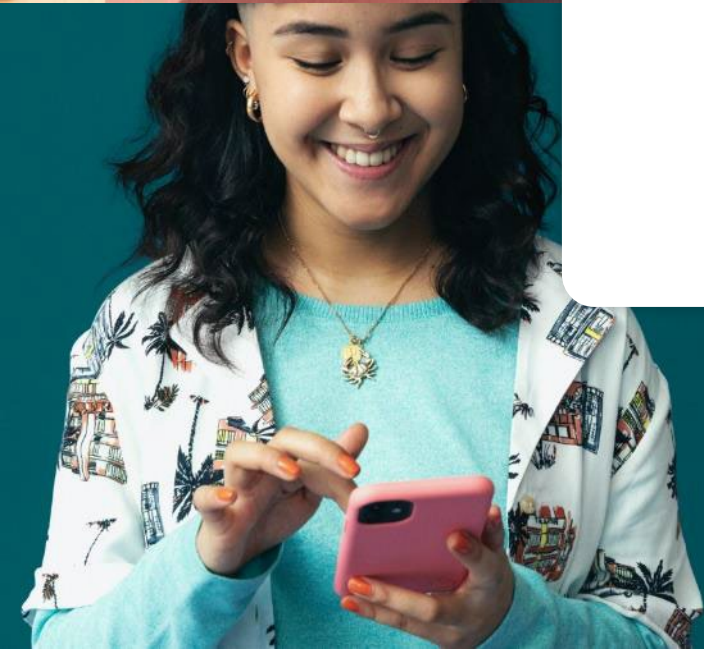
**Posti Group:
increased demand for
parcel and logistics
services drew
continued growth of net
sales, profitability
developed positively**

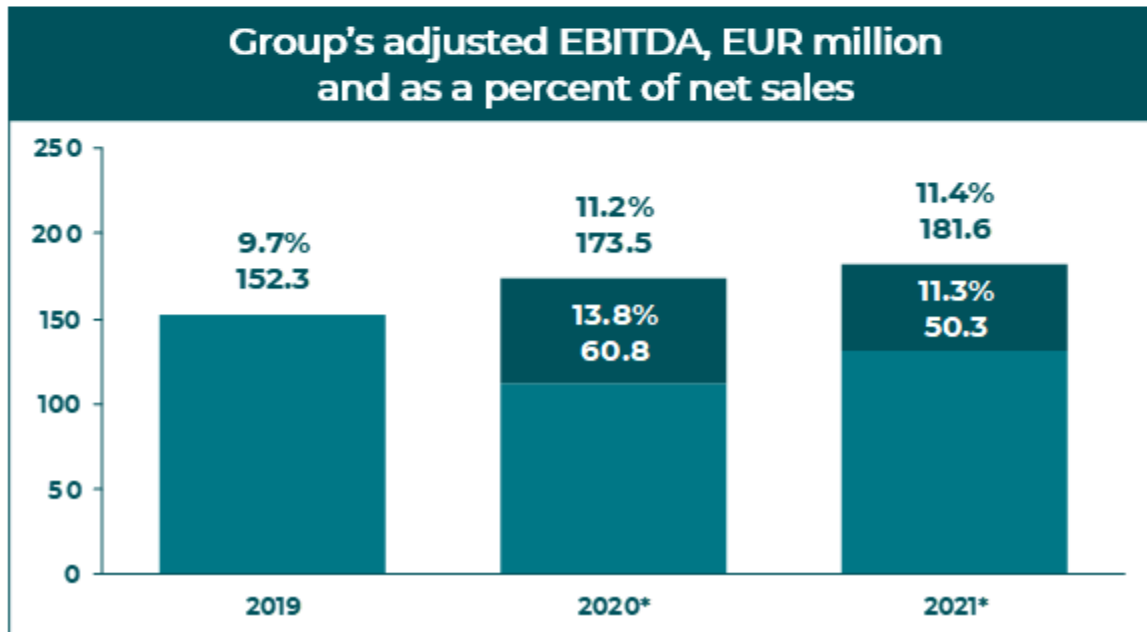
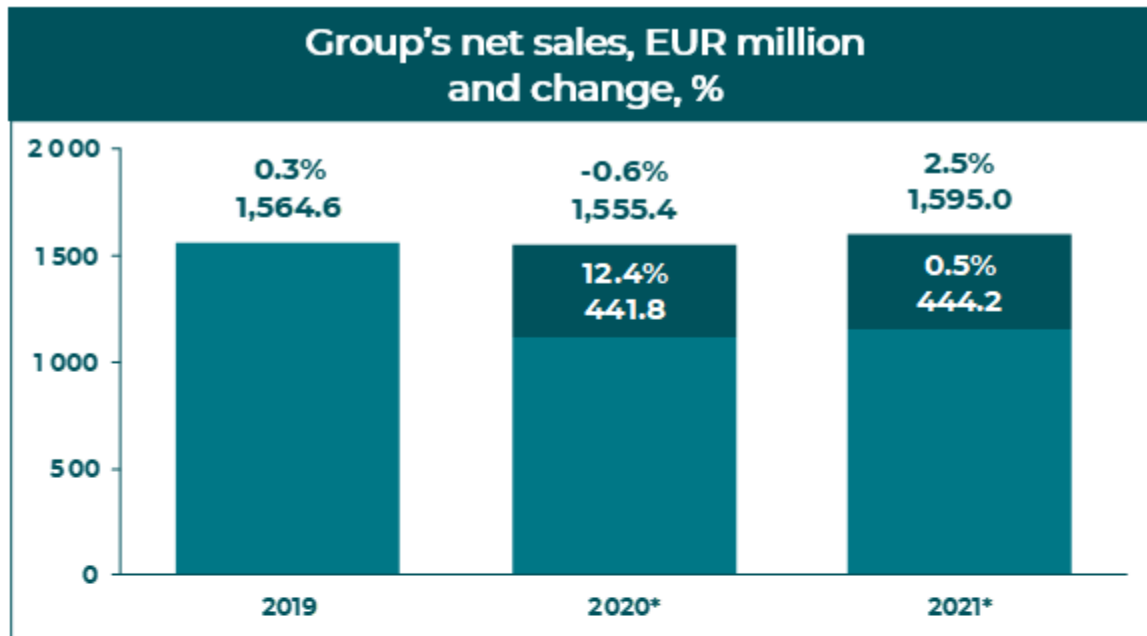
January-December 2021





**Responsibly delivering
what matters to you
– on your terms**





Posti in figures 2021

Net Sales*

EUR 1,595.0 million

(EUR 1,555.4 million)

Adjusted EBITDA*

EUR 181.6 million

(EUR 173.5 million)

Adjusted EBITDA-%*

11.4%

(11.2%)

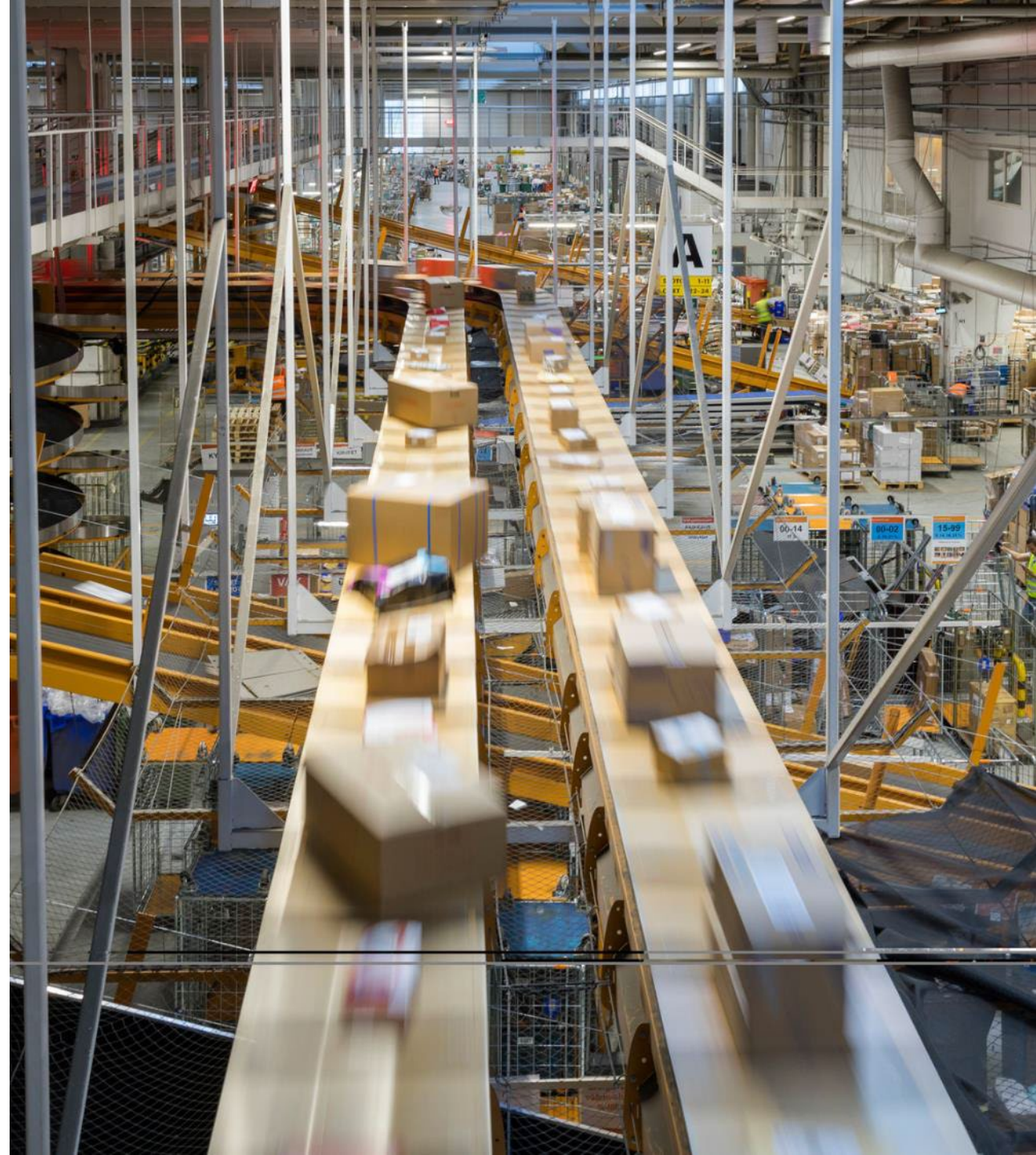
* Continuing operations



Financial highlights in 2021

– positive development

- Net sales grew by 2.5% to EUR 1,595.0 (1,555.4) million.
- Adjusted EBITDA increased to EUR 181.6 (173.5) million, or 11.4% (11.2%) of net sales.
- EBITDA increased to EUR 180.5 (165.7) million, or 11.3% (10.7%) of net sales.
- Adjusted operating result decreased to EUR 59.8 (60.5) million, representing 3.7% (3.9%) of net sales.
- Operating result increased to EUR 55.0 (50.5) million, representing 3.4% (3.2%) of net sales.
- Net debt to adjusted EBITDA was 0.8x (1.3x).
- The Board of Directors proposes to the Annual General Meeting that a dividend of EUR 32.0 million, i.e. EUR 0.8 per share, will be distributed for the financial year 2021





In February, Posti launched its renewed strategy.

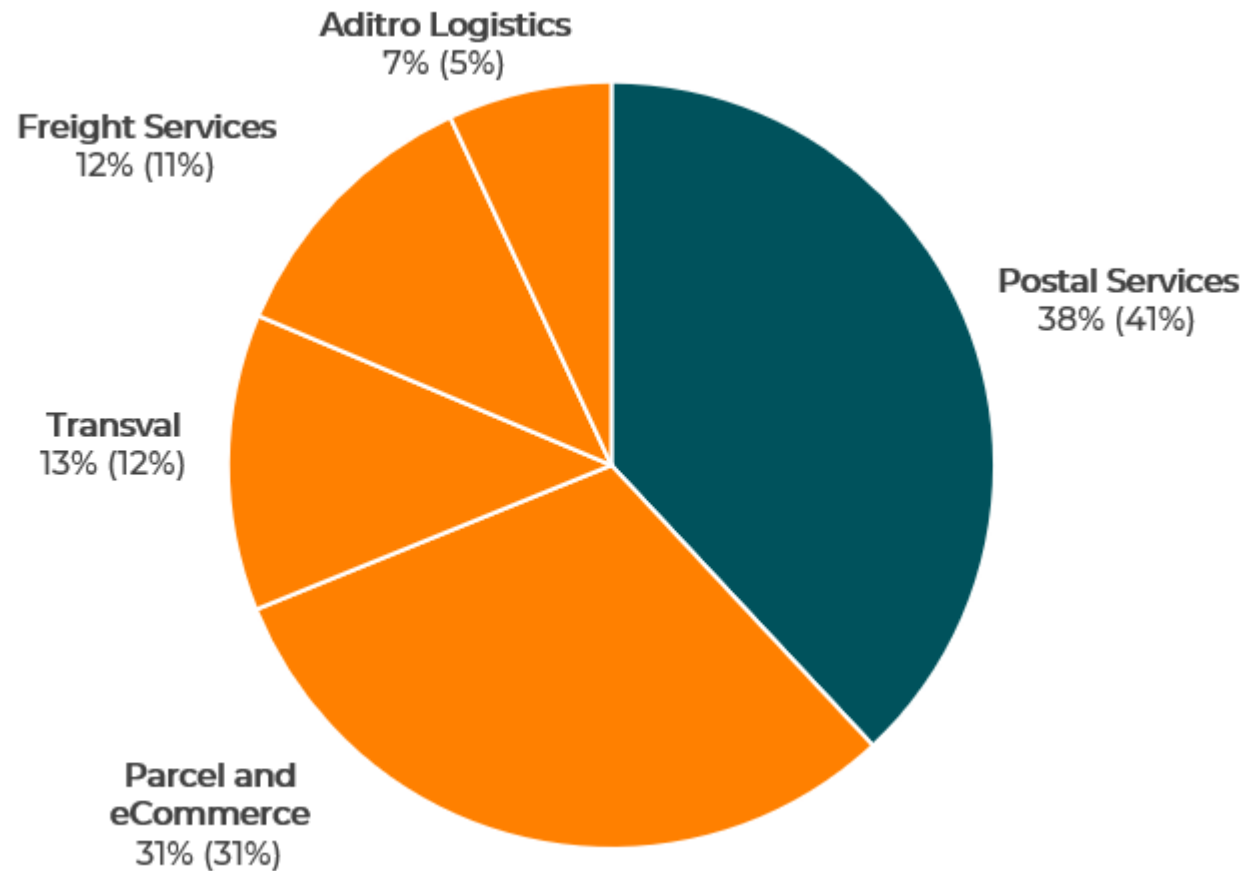
Posti's goal is to become a modern delivery and fulfillment company with progressive profitability.

The core of Posti's growth is in parcels and contract logistics in Finland, Sweden and the Baltics, along the entire delivery and fulfillment value chain.

Operational highlights in 2021

- Year 2021 was important in streamlining operations around the core of Posti's business and future growth.
 - Combined external net sales of Parcel and eCommerce as well as logistics businesses represented already 62% (59%) of the Group's net sales.
 - In December, Posti divested Itella Russia to Tablogix.
- Total parcel volume in Finland and the Baltic countries increased by 11%.
- Number of addressed letters continued to decrease and decreased by 8% in Finland.
- During the Christmas season (weeks 47–51), around 7.4 million parcels were delivered and around 16 million Christmas cards and letters were sent via Posti.
- In August, the multi-year collective agreement for the mail communications and logistics industry as well as the collective agreement applicable to the parcel sorters of Posti Palvelut Oy were accepted.

Parcel & eCommerce and logistics business 62% (59%) of Group's net sales in 2021*



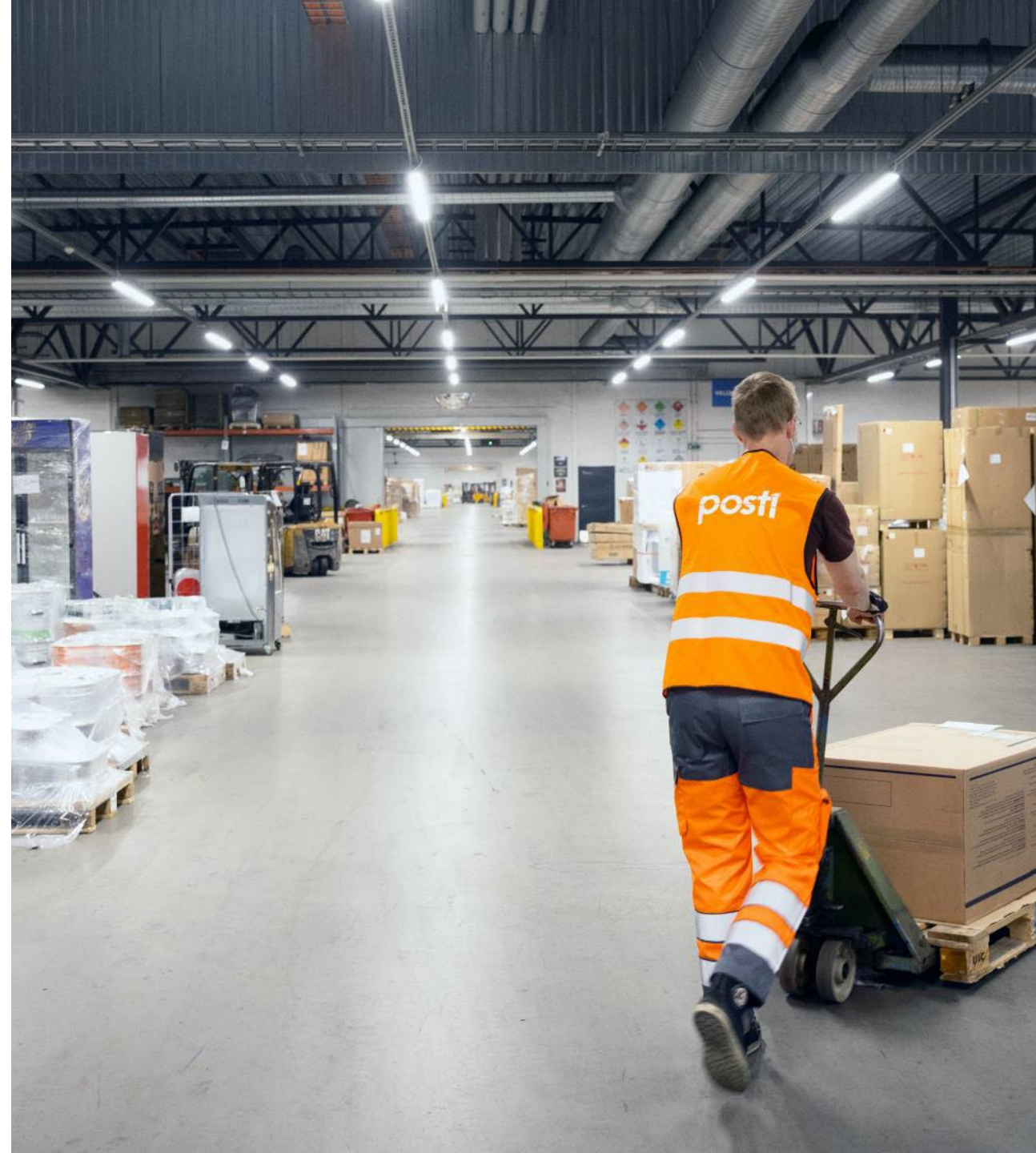
■ = Postal services ■ = Parcel & eCommerce and logistics business

*measured in combined external net sales, continuing operations

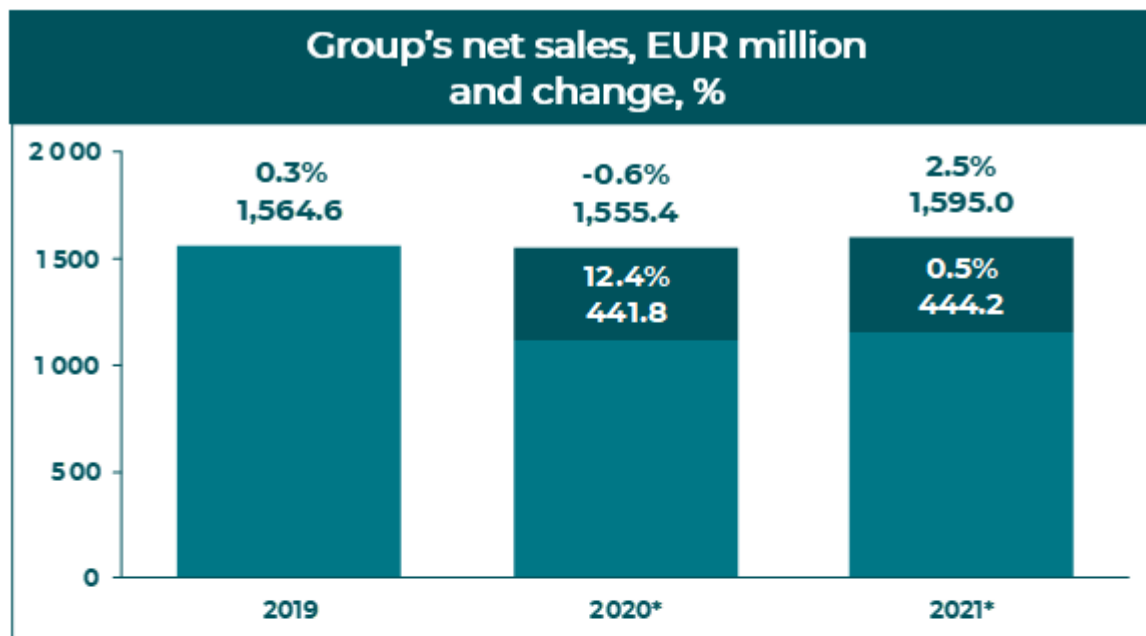


Financial highlights in Q4 2021 – decrease in profitability

- Net sales grew by 0.5% to EUR 444.2 (441.8) million.
- Adjusted EBITDA decreased to EUR 50.3 (60.8) million, or 11.3% (13.8%) of net sales.
- EBITDA decreased to EUR 50.1 (57.0) million, or 11.3% (12.9%) of net sales.
- Adjusted operating result decreased to EUR 18.7 (31.4) million, representing 4.2% (7.1%) of net sales.
- Operating result decreased to EUR 14.8 (27.6) million, representing 3.3% (6.2%) of net sales.



Posti in figures 10–12/2021



Net Sales*

EUR 444.2 million

(EUR 441.8 million)

Adjusted EBITDA*

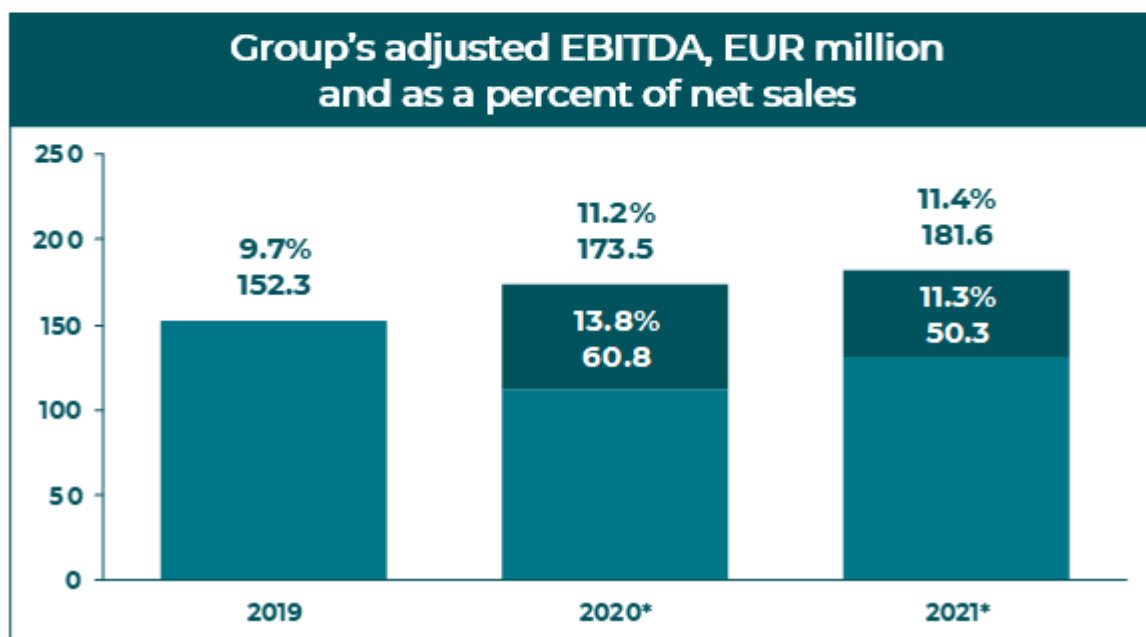
EUR 50.3 million

(EUR 60.8 million)

Adjusted EBITDA-%*

11.3%

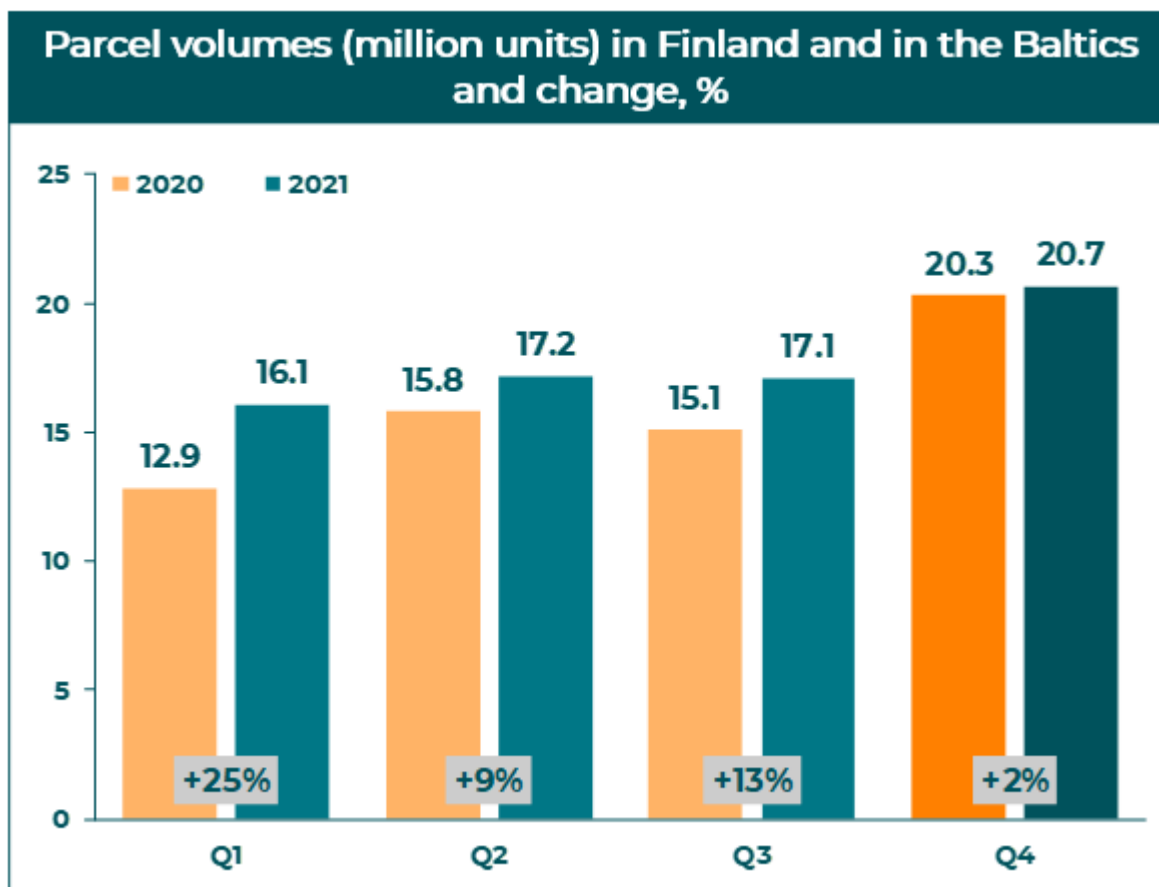
(13.8%)



* Continuing operations



Parcel volume growth leveled off during the last quarter



+2%

Parcel volume growth in Finland and in the Baltics 10-12/2021

+10%

The number of parcels going through Posti Parcel Lockers 10-12/2021

+5%

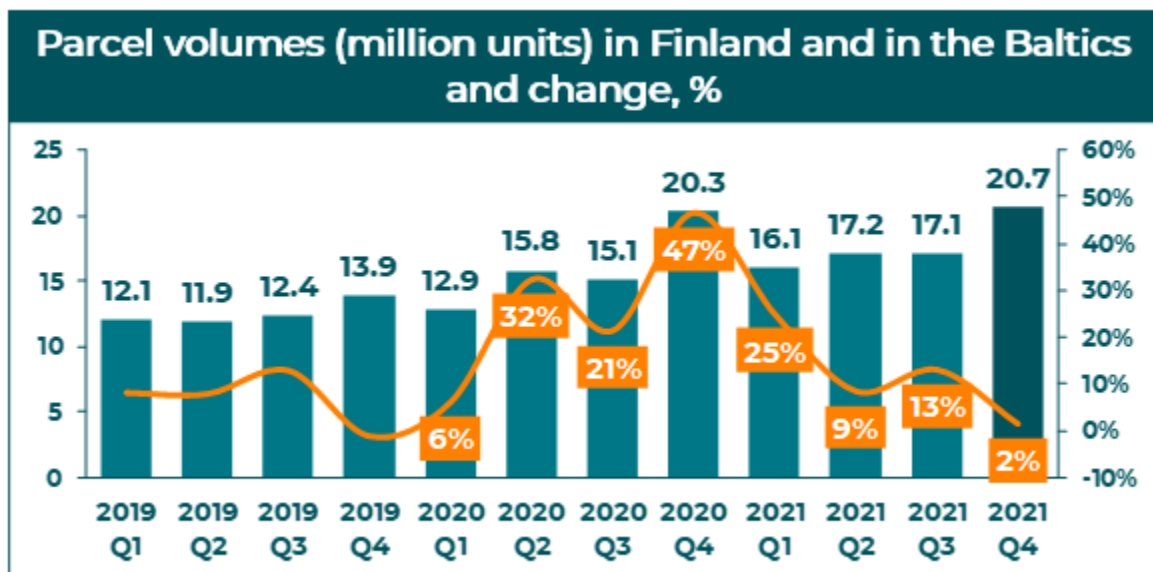
Freight volumes* 10-12/2021

* Measured in waybills

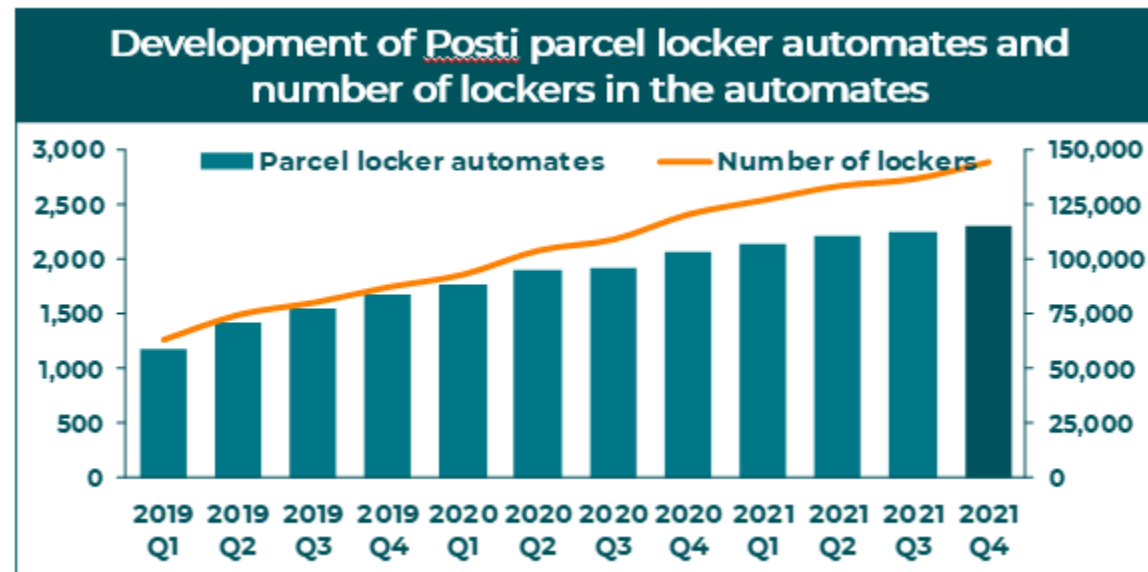
-5%

Addressed letter volumes 10-12/2021

Posti continues to develop its service network to answer the demand

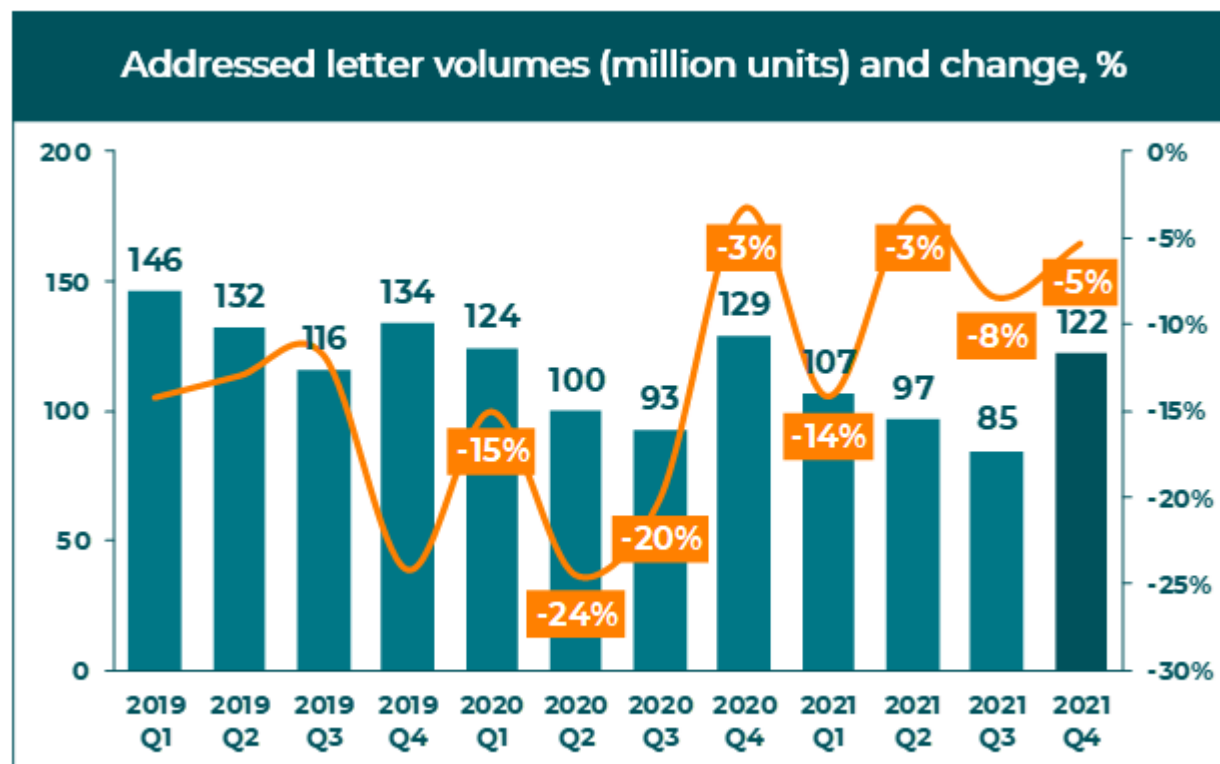


- Altogether 20.7 million parcels were delivered, growth from previous year 0.4 million units



- Posti increased the number of parcel lockers by 12% and the number of individual parcel lockers by 20% during 2021.

Addressed letter volumes declined by 5% in the last quarter



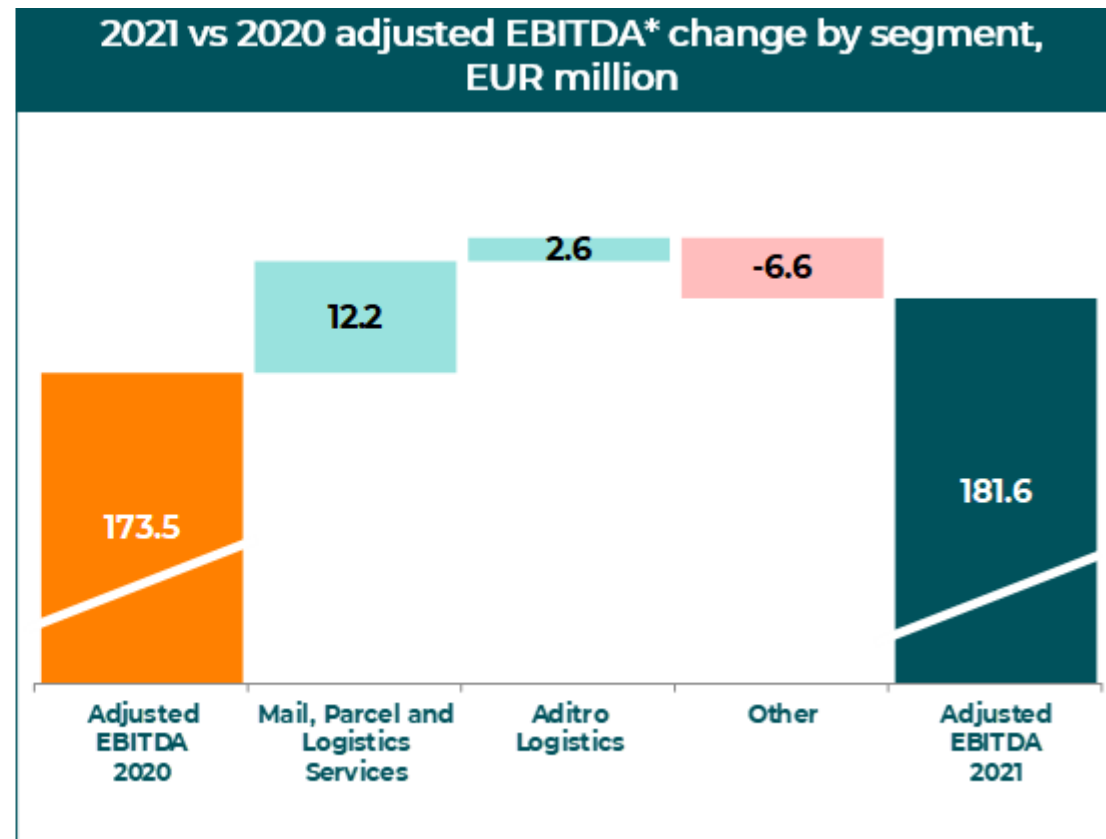
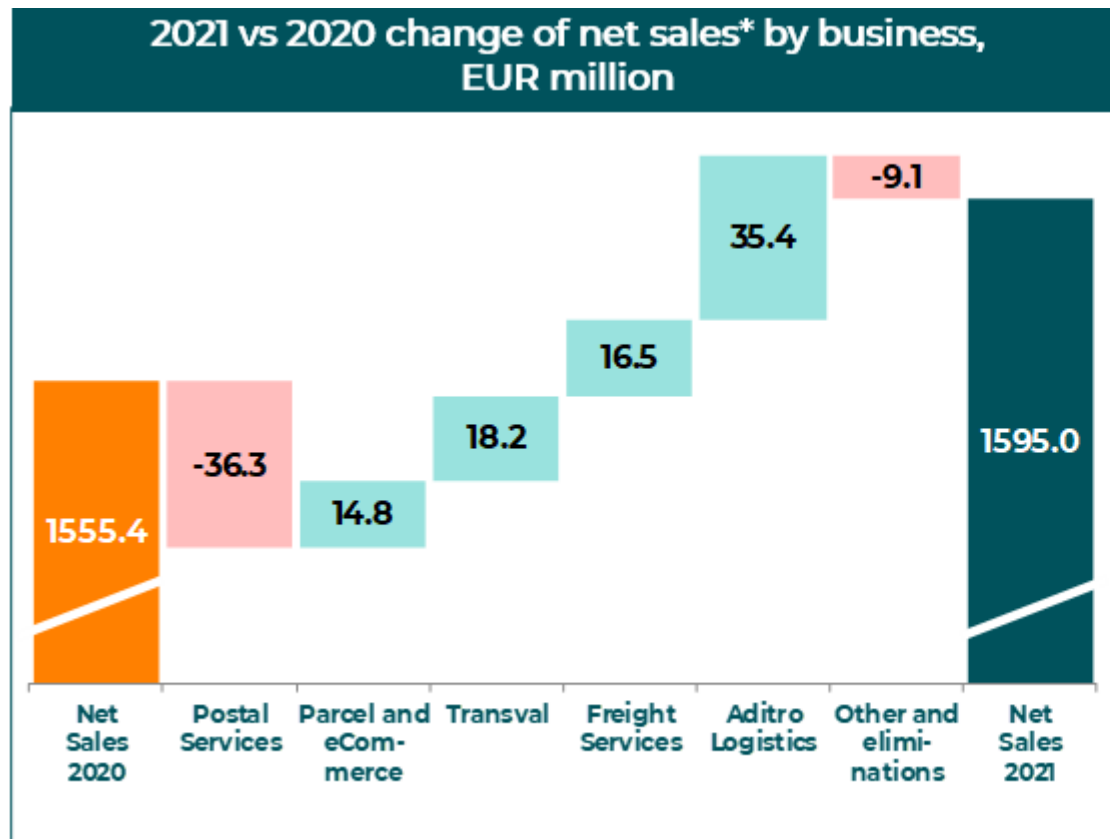
- Altogether 122 million addressed letters were delivered, decline from previous year 7 million items
- During the Christmas season, around 16 million Christmas cards and letters were sent via Posti.
- The share of mail items covered by the universal service obligation accounted for only 5.3% (5.4%) of all Posti's mail items delivered

Financials

Posti Group's 2021 net sales and adjusted EBITDA change

Net sales* grew by 2.5% to EUR 1,595.0 (1,555.4) million

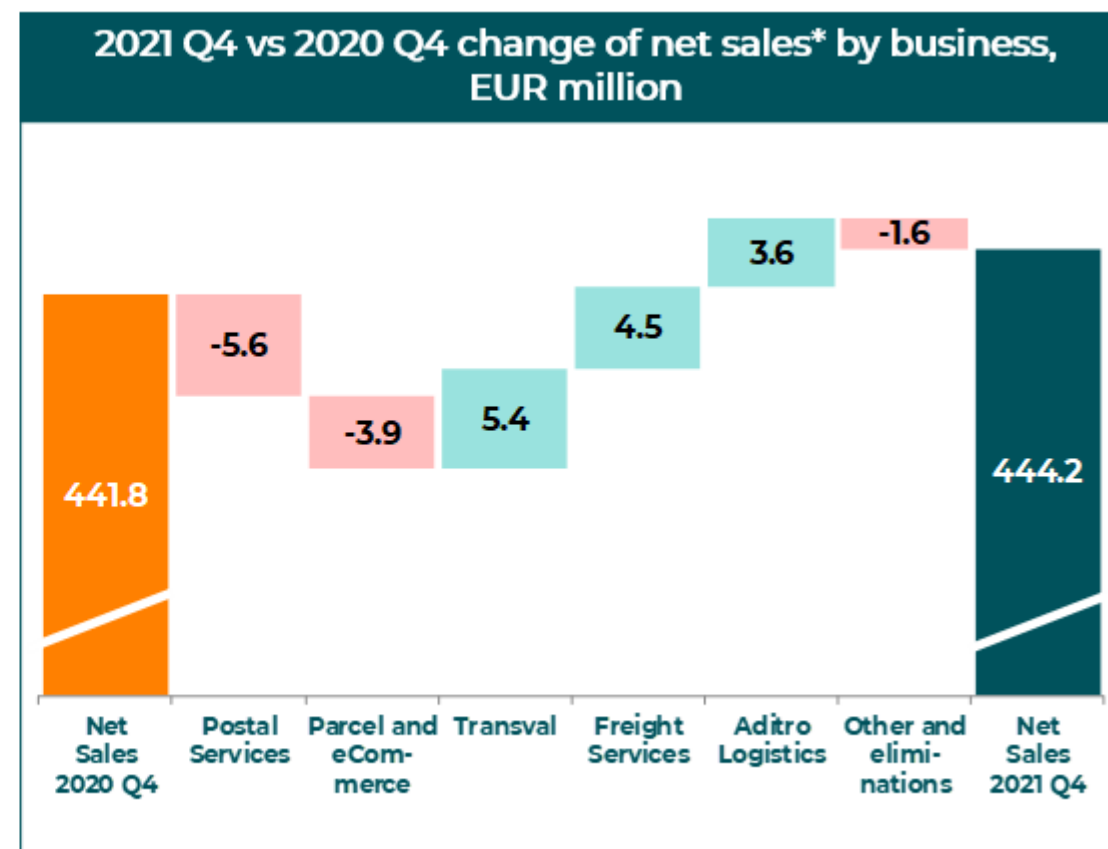
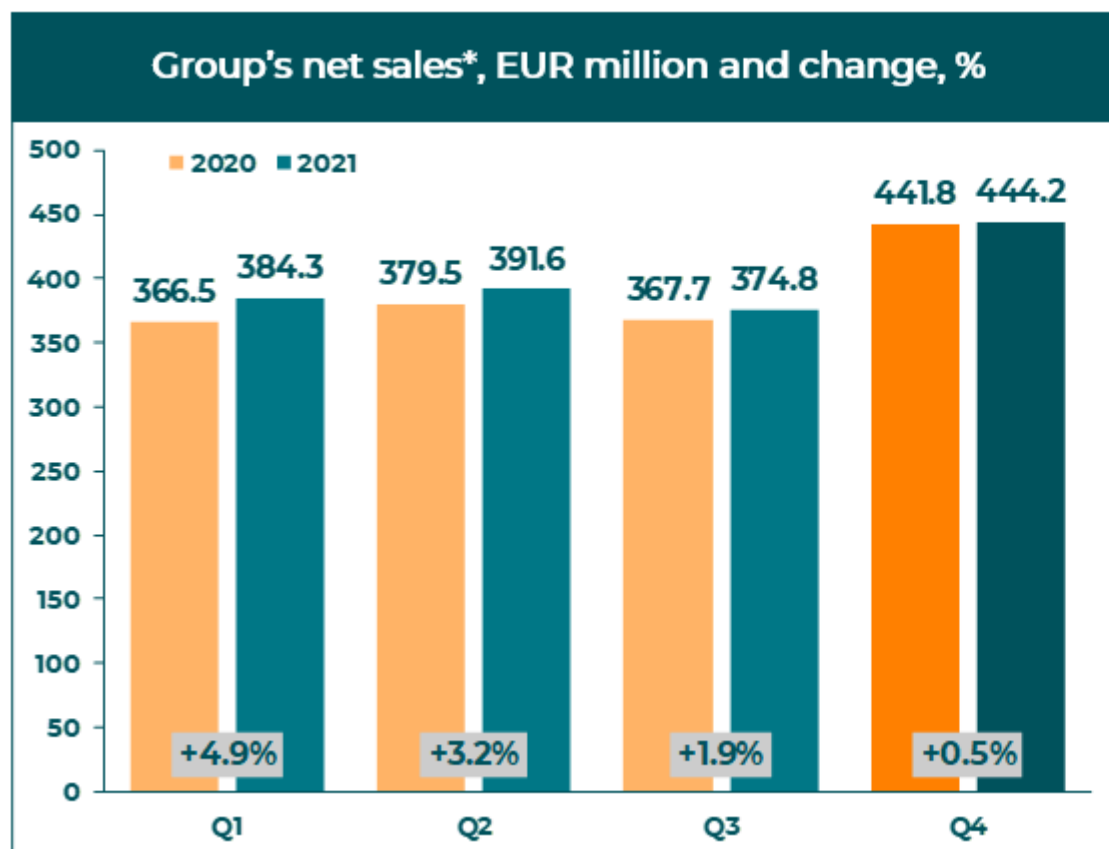
Adjusted EBITDA* improved to EUR 181.6 (173.5) million



* Continuing operations

Posti Group's Q4 net sales

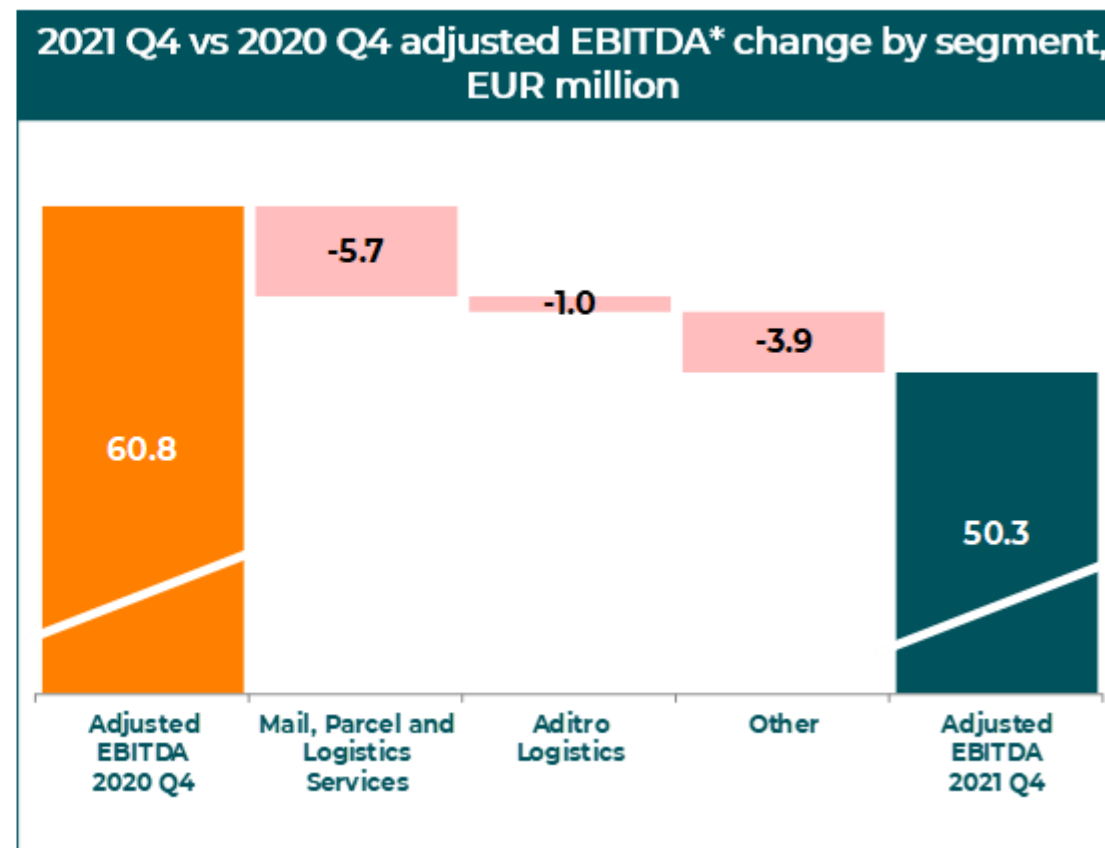
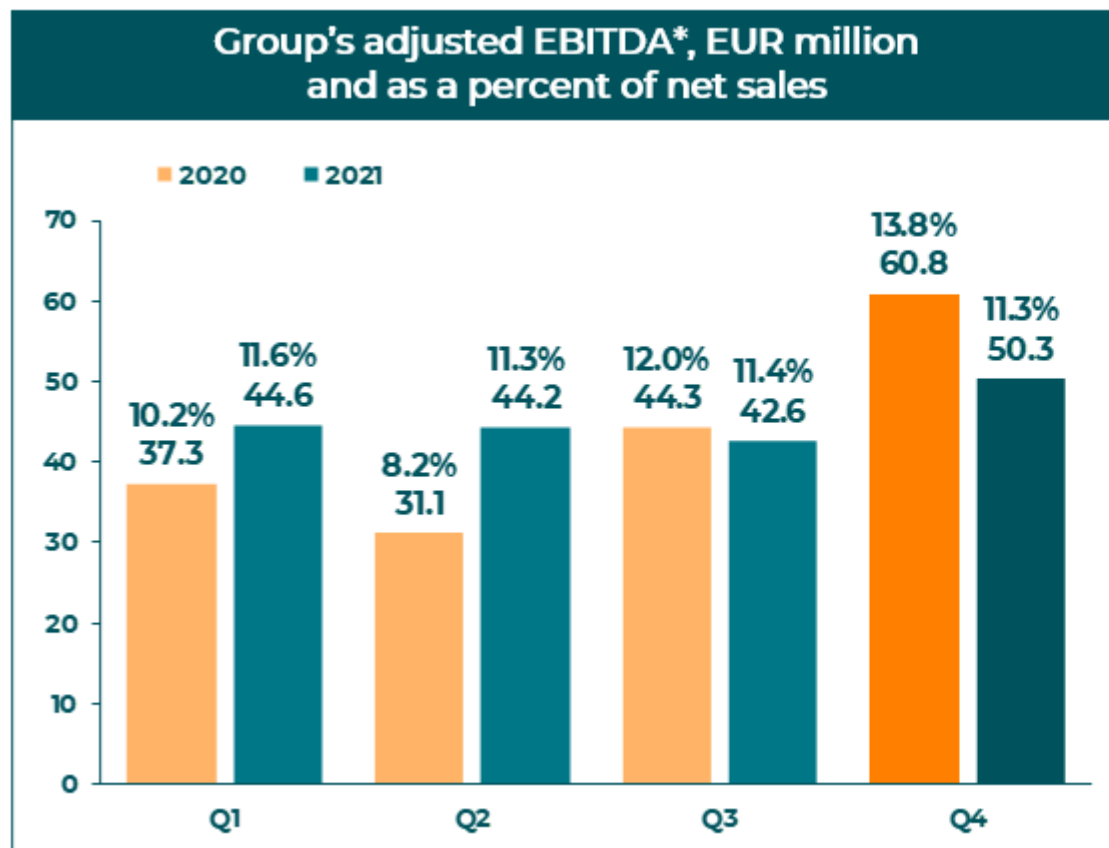
Net sales* grew by 0.5% to EUR 444.2 (441.8) million



* Continuing operations

Posti Group's Q4 adjusted EBITDA

Adjusted EBITDA* decreased to EUR 50.3 (60.8) million



* Continuing operations

Posti Group's key figures

	10-12 2021	%	10-12 2020	%	1-12 2021	%	1-12 2020	%
Net sales* , EUR million	444.2		441.8		1,595.0		1,555.4	
Adjusted EBITDA* , EUR million	50.3	11.3%	60.8	13.8%	181.6	11.4%	173.5	11.2%
EBITDA*, EUR million	50.1	11.3%	57.0	12.9%	180.5	11.3%	165.7	10.7%
Adjusted operating result* , EUR million	18.7	4.2%	31.4	7.1%	59.8	3.7%	60.5	3.9%
Operating result*, EUR million	14.8	3.3%	27.6	6.2%	55.0	3.4%	50.5	3.2%
Result for the period* , EUR million	10.2	2.3%	20.0	4.5%	38.7	2.4%	25.9	1.7%
Return on capital employed (12 months)* , %					8.4%		7.7%	
Net debt, EUR million					145.0		228.7	
Net debt / Adjusted EBITDA*					0.8x		1.3x	
Operative free cash flow, EUR million					23.1		77.6	
Personnel, end of period*					21,128		19,902	
Personnel on average*, FTE	15,316		15,108		15,042		15,113	
Earnings per share, basic, EUR	-1.23		0.45		-0.40		0.74	
Dividend per share, EUR					0.80**		0.78	
Dividends, EUR million					32.0**		31.3	

* Continuing operations

** Board of Director's proposal to the Annual General Meeting



Outlook and long-term financial targets

Posti's outlook for 2022

In 2022, Posti is expecting its net sales to remain at the previous year's level. The Group's adjusted EBITDA in 2022 is expected to decrease from the previous year.

In 2021, Posti's net sales from continuing operations were EUR 1,595.0 million and adjusted EBITDA was EUR 181.6 million.

The potential continuing inflation and the increase in interest rates may impact consumer demand. The changes in consumer behavior affect Posti's business and could impact our actual results.

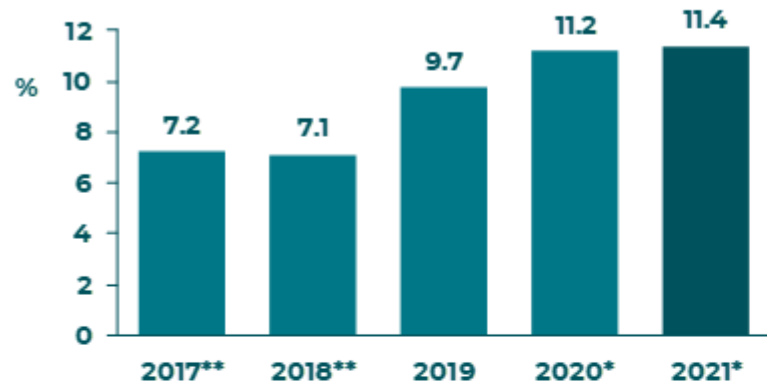
The Group's business is characterized by seasonality. The net sales and operating result in the segments are not accrued evenly over the year. In consumer parcels and Postal Services, the first and fourth quarters are typically strong, while the second and third quarters are weaker. The postal service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



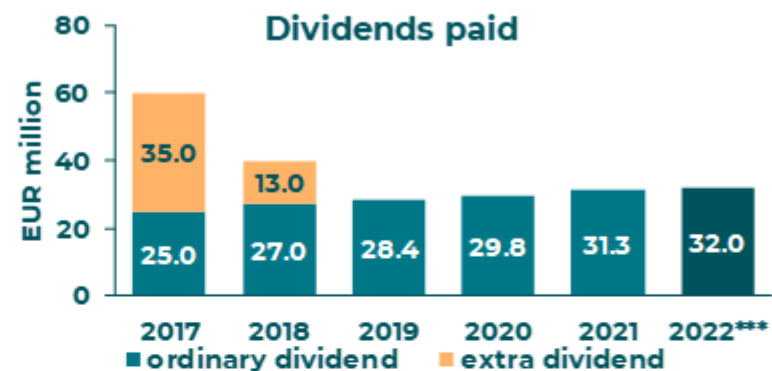
posti

Long term financial targets

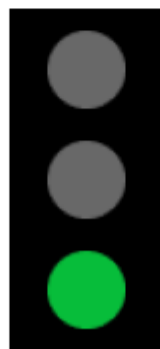
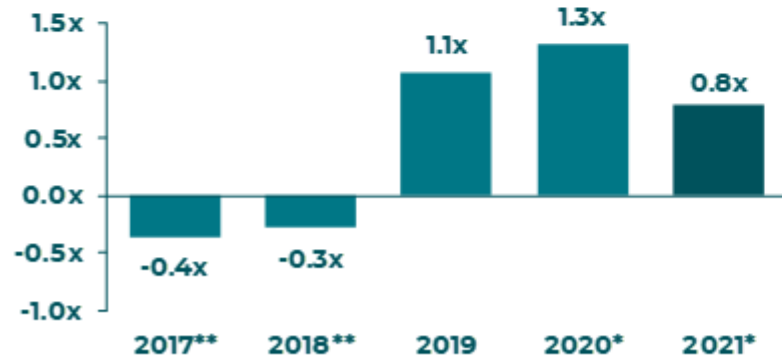
Adjusted EBITDA 13%



Continuously increasing ordinary dividend, but not exceeding annual net profit



Net debt / Adjusted EBITDA less than 2.5x



* Continuing operations

** 2017-2018 is not according to IFRS 16 standard

*** BoD proposal for annual general meeting

Segments

Mail, Parcel and Logistics Services net sales break-down

Net sales, EUR million	10-12 2021	10-12 2020	Change, %	1-12 2021	1-12 2020	Change, %
Postal Services	175.4	180.9	-3.1%	610.9	647.1	-5.6%
Parcel and eCommerce	135.6	139.5	-2.8%	492.4	477.6	+3.1%
Transval	59.0	53.6	+10.1%	219.8	201.7	+9.0%
Freight Services	49.3	44.8	+10.1%	189.2	172.6	+9.6%
Other and eliminations	-7.6	-5.8		-26.3	-17.4	
Total	411.6	413.0	-0.3%	1,486.0	1,481.6	+0.3%

- Net sales decreased to EUR 411.6 (413.0) million in October-December 2021
 - The decrease in Parcel and eCommerce was mainly due to lower volumes in Finland and the decrease in the shipment volumes from outside the EU declined after the VAT reform
 - Freight volumes increased resulting from the overall market growth.
 - Sales growth in inhouse and contract logistics drove Transval's growth.
- In 2021, Net sales increased to EUR 1,486.0 (1,481.6) million
 - The volume growth of eCommerce and online shopping continued, although the growth rate slowed down.
 - Freight volumes increased due to the overall positive market development.
 - The growing online shopping volumes had a positive impact on Transval's net sales.

Mail, Parcel and Logistics Services key figures

EUR million	10-12 2021	10-12 2020	1-12 2021	1-12 2020
Net sales	411.6	413.0	1,486.0	1,481.6
Net sales change, %	-0.3%	11.6%	0.3%	0.0%
Adjusted EBITDA	54.4	60.0	180.2	168.0
Adjusted EBITDA, %	13.2%	14.5%	12.1%	11.3%
EBITDA	53.5	55.8	177.5	162.9
EBITDA, %	13.0%	13.5%	11.9%	11.0%
Adjusted operating result	28.1	36.3	79.0	72.9
Adjusted operating result, %	6.8%	8.8%	5.3%	4.9%
Operating result	24.9	32.1	73.9	67.8
Operating result, %	6.0%	7.8%	5.0%	4.6%

Adjusted EBITDA decreased to EUR 54.4 (60.0) million in October-December 2021

- The decline was mainly due to the segment's decreased net sales and increased costs.

In 2021, Adjusted EBITDA increased to EUR 180.2 (168.0)

- The improvement was due to the increased net sales of the segment and operational efficiency.

Aditro Logistics key figures

EUR million	10-12 2021	10-12 2020	1-12 2021	1-12 2020
Net sales	32.7	29.1	110.2	74.7
Net sales change, %	12.5%	-	-	-
Adjusted EBITDA	2.6	3.6	12.7	10.2
Adjusted EBITDA, %	8.0%	12.4%	11.5%	13.6%
EBITDA	2.6	3.6	12.7	10.2
EBITDA, %	8.0%	12.4%	11.5%	13.6%
Adjusted operating result	-2.1	-0.5	-4.8	-2.0
Adjusted operating result, %	-6.5%	-1.9%	-4.4%	-2.6%
Operating result	-2.1	-0.5	-4.8	-2.0
Operating result, %	-6.5%	-1.9%	-4.4%	-2.6%

October-December

- Aditro Logistics' net sales increased by 12.5%
 - The increase was driven by the growth of the staffing business.
- Adjusted EBITDA declined to EUR 2.6 (3.6) million
 - The result was affected by the temporary increase in costs associated with the exceptionally high handling volumes and availability of workforce.

The year 2021

- Aditro Logistics' net sales were 110.2
- Adjusted EBITDA was EUR 12.7 million

* Aditro Logistics has been part of Posti Group April 2020 onwards



posti

