



Posti Group

Adjusted EBITDA below last year as expected. Challenging market conditions continued.

January - March 2025



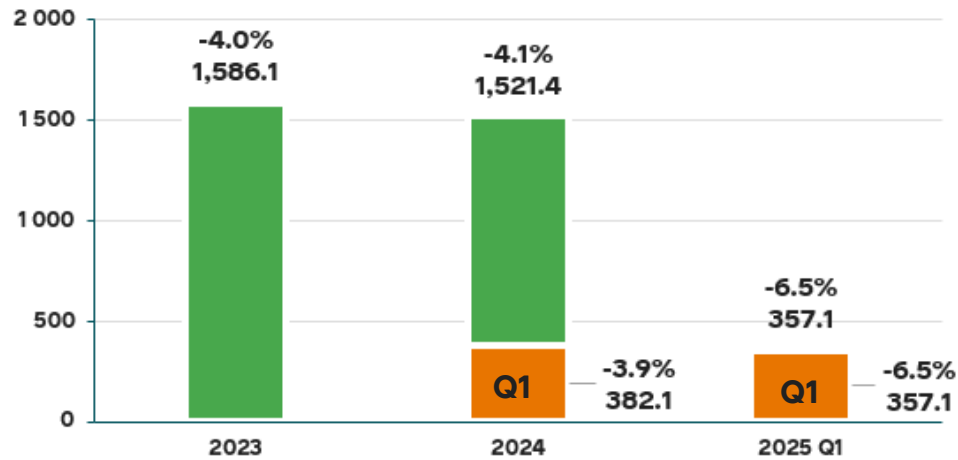


Responsibly
delivering
what matters **on**
to you **your**
terms

posti

Posti in figures 1-3/2025

Group's net sales, EUR million and change, %



Net Sales

EUR 357.1 million

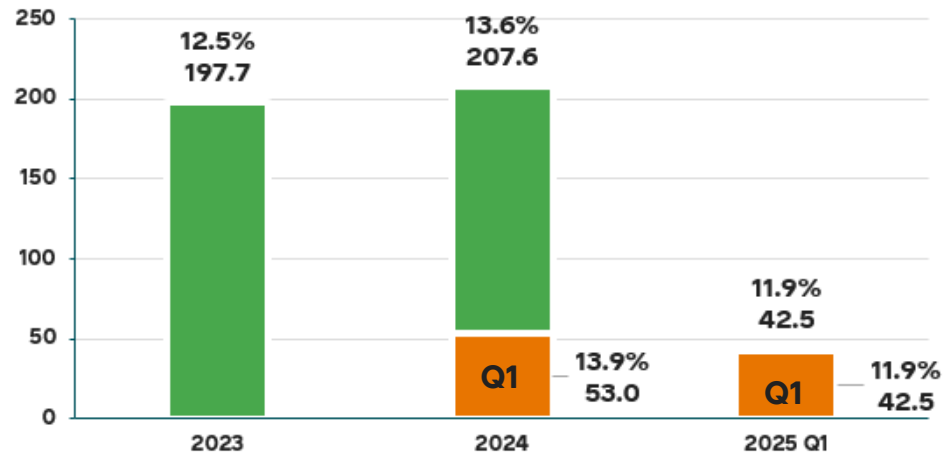
(EUR 382.1 million)

Adjusted EBITDA

EUR 42.5 million

(EUR 53.0 million)

Group's adjusted EBITDA, EUR million and as a percent of net sales



Adjusted EBITDA-%

11.9%

(13.9%)

Q1 2025 Financial highlights

- Net sales decreased by 6.5% to EUR 357.1 (382.1) million.
- Adjusted EBITDA decreased to EUR 42.5 (53.0) million, or 11.9% (13.9%) of net sales.
- EBITDA decreased to EUR 37.9 (49.9) million, or 10.6% (13.1%) of net sales.
- Adjusted operating result decreased to EUR 10.5 (21.2) million, representing 3.0% (5.5%) of net sales.
- Operating result decreased to EUR 5.0 (18.1) million, representing 1.4% (4.7%) of net sales.
- Net debt to adjusted EBITDA was 2.3x (1.2x). The increase was mainly caused by the financing of the extra dividend and investments.

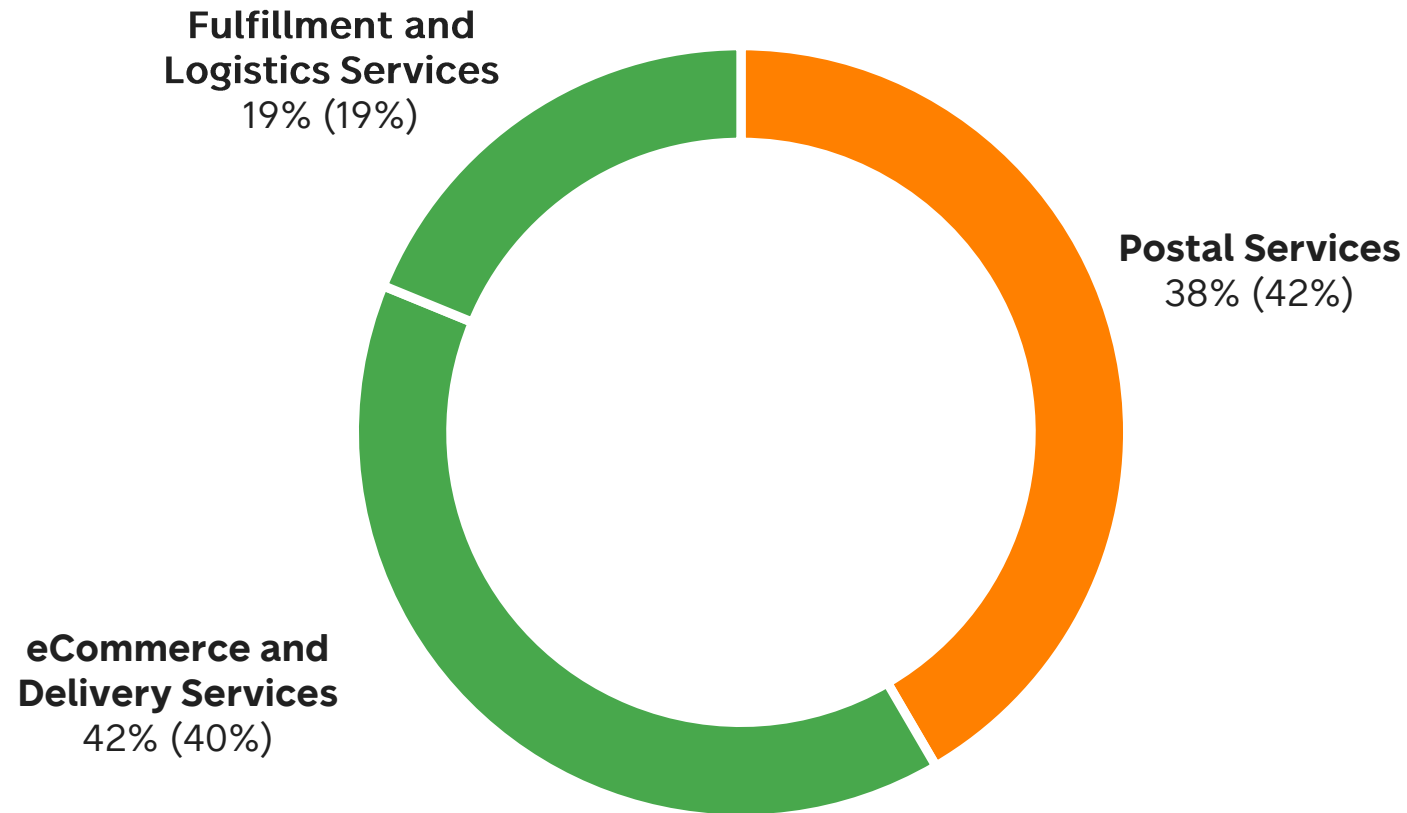


Q1 2025 Operational highlights

- Increased ecommerce and recommerce market in Finland contributed positively to the total parcel volumes in the eCommerce and Delivery Services segment. Parcel volumes increased by 2%.
- Net sales of Postal Services were affected by the discontinuation of unaddressed marketing services. This change is expected to enable operational development and have a positive effect on profitability in the future.
 - The addressed letter volumes decreased by 16%, which is typical for the first quarter.
- The modern and larger logistics center in Tallinn, Estonia, which opened in March is well equipped to handle the growing parcel volumes.
- Posti is now operating under one Posti brand in all its operating countries. The change strengthens Posti's position as a versatile and international logistics partner.

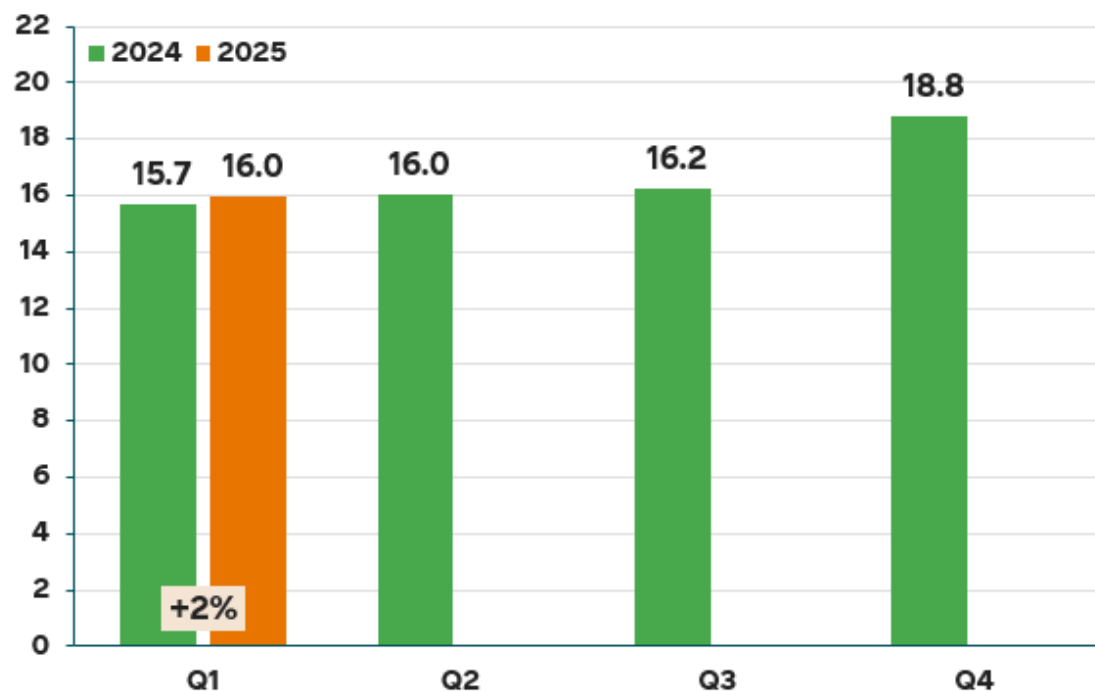


Q1 2025: The combined external sales of eCommerce and Delivery Services, and Fulfillment and Logistics Services represented 61.5% (58.3%) of the Group's net sales



Q1 2025: Parcel volumes increased, postal volumes continued to decrease

Parcel volumes (million units) and change, %
in Finland and the Baltics



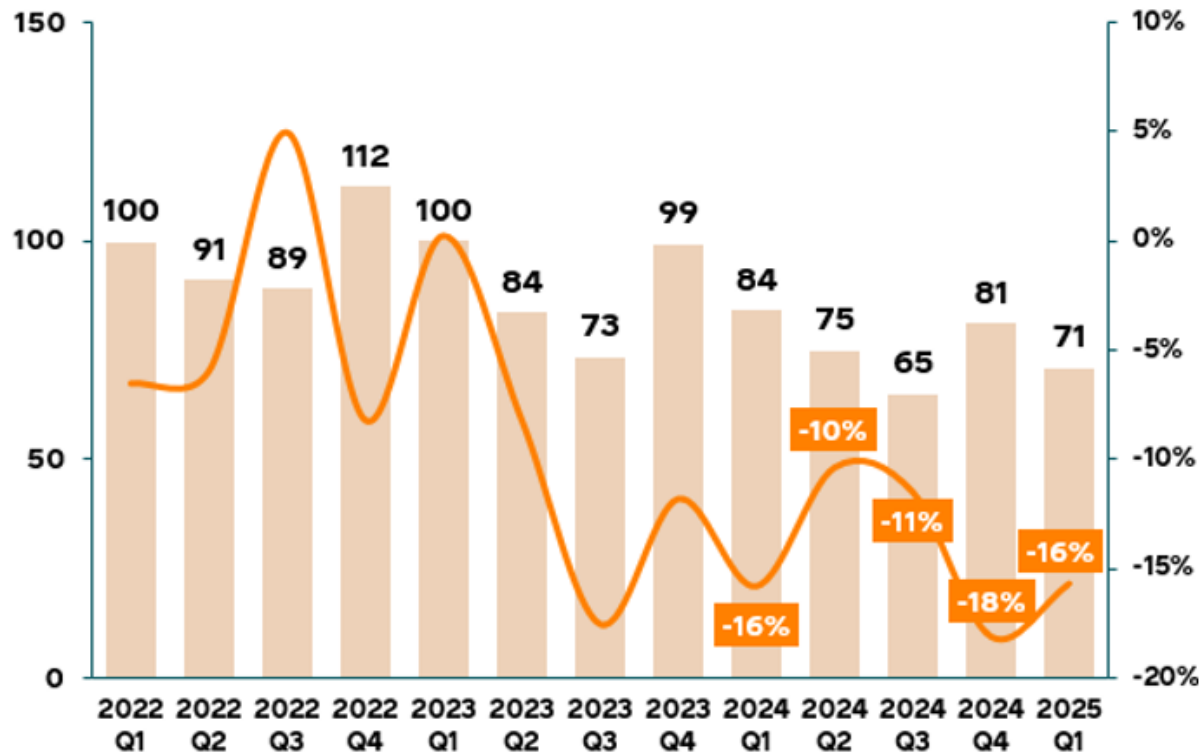
+2%

Parcel volumes in Finland
and in the Baltics
1-3/2025

-16%

Addressed letter
volumes
1-3/2025

Q1 2025: Addressed letter volumes continued to decrease



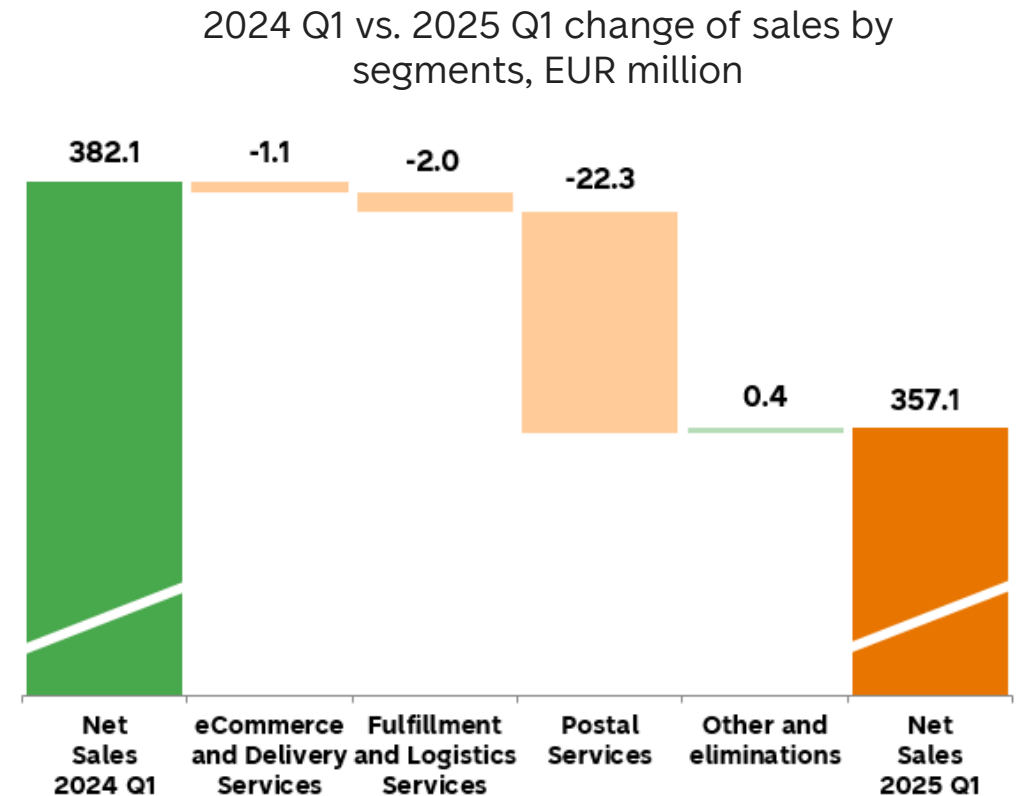
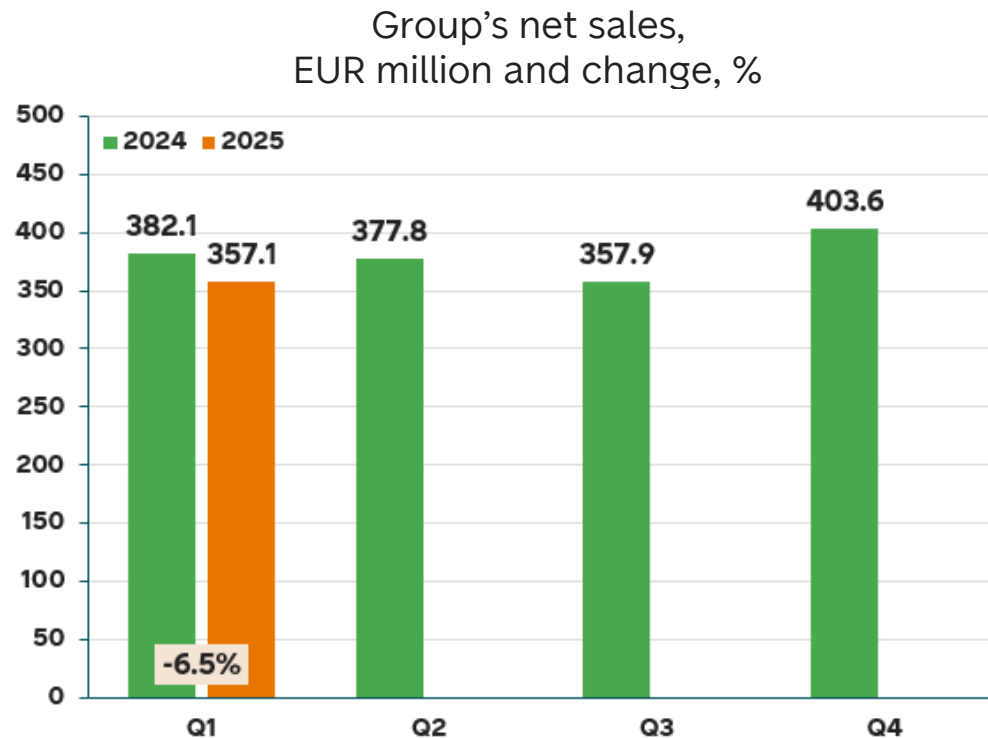
- Altogether 71 million addressed letters were delivered in Q1. Decline from previous year 13 million items.
- The declining trend in addressed letter volumes continue (declined 16%) in Q1.
- The share of mail items covered by the universal service obligation accounted for 5.1% (3.2%) of all Posti's mail items delivered. The increase in relative share is due to the discontinuation of unaddressed marketing services in Postal Services service portfolio.

Financials



Q1 2025: Challenging market negatively impacted Posti Group's net sales

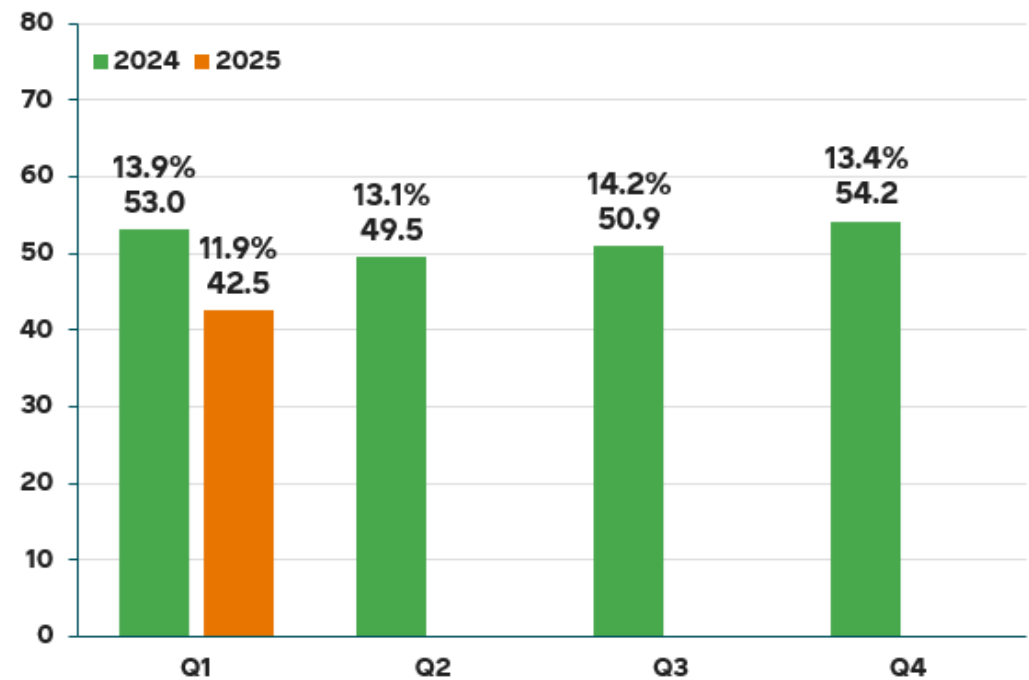
Net sales decreased by 6.5% to EUR 357.1 (382.1) million.



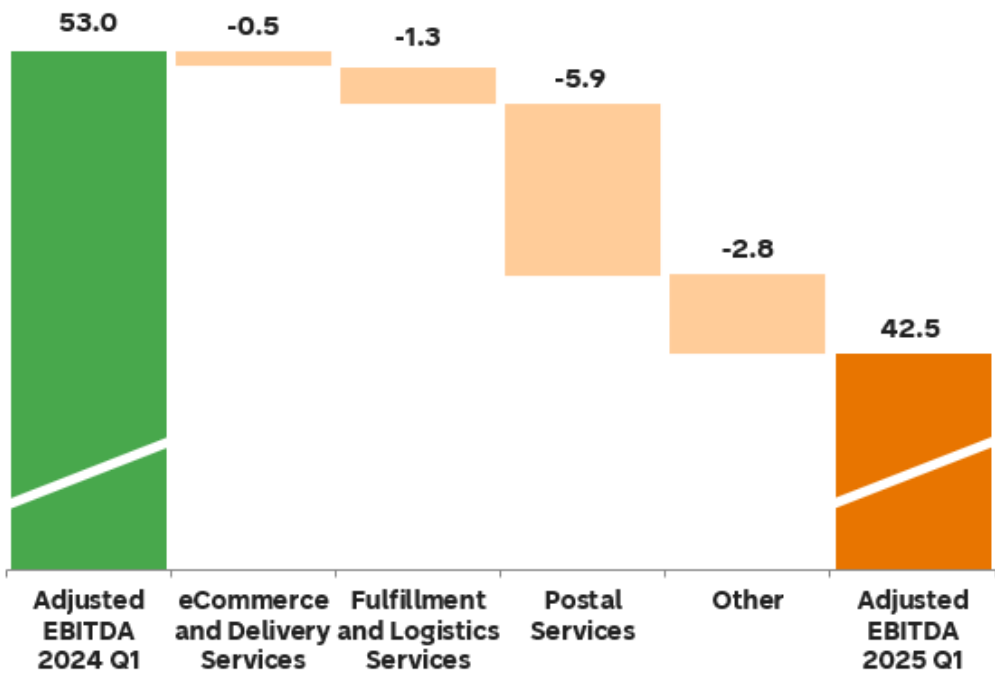
Q1 2025: Posti Group's adjusted EBITDA decreased

Adjusted EBITDA decreased to EUR 42.5 (53.0) million, or 11.9% (13.9%) of net sales.

Group's adjusted EBITDA,
EUR million and as percentage of net sales



2024 Q1 vs. 2025 Q1 adjusted EBITDA
change by segments, EUR million



Q1 2025: Posti Group's key figures

	1-3 2025	%	1-3 2024	%
Net sales, EUR million	357,1		382,1	
Adjusted EBITDA, EUR million	42,5	11,9%	53,0	13,9%
EBITDA, EUR million	37,9	10,6%	49,9	13,1%
Adjusted operating result, EUR million	10,5	3,0%	21,2	5,5%
Operating result, EUR million	5,0	1,4%	18,1	4,7%
Result for the period, EUR million	-0,2	-0,1%	12,3	3,2%
Return on capital employed (12 months), %	8,1%		0,3%	
Net debt, EUR million	454,0		245,1	
Net debt / Adjusted EBITDA	2,3x		1,2x	
Operative free cash flow, EUR million	-21,4		8,3	
Personnel, end of period	13 905		15 948	
Personnel on average, FTE	11 792		13 133	
Earnings per share, basic, EUR	-0,01		0,31	

Outlook and long-term financial targets



Outlook for 2025 unchanged

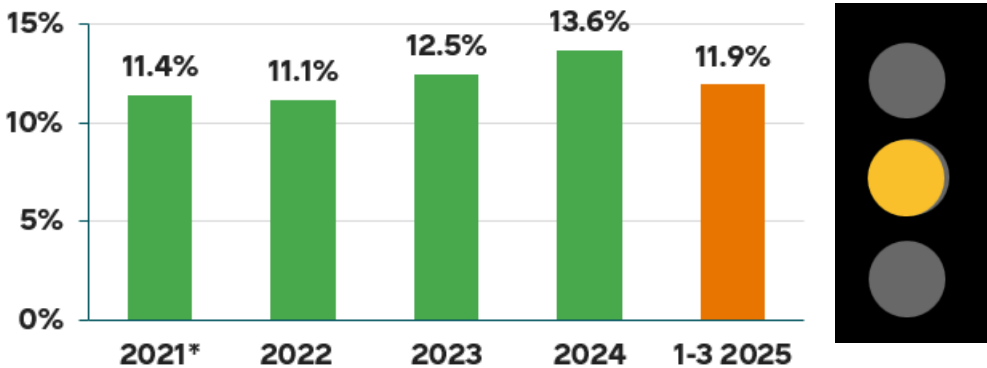
In 2025, Posti is expecting its net sales and adjusted EBITDA to be on the previous year's level

- In 2024, Posti's net sales were EUR 1,521.4 million and adjusted EBITDA was EUR 207.6 million.
- Current macroeconomic and market conditions increase uncertainty to economic projection and consumer confidence. Consumer behavior affects Posti's business and may further impact our actual results.
- The Group's business is characterized by seasonality. The net sales and adjusted EBITDA 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 volume decline is expected to continue.

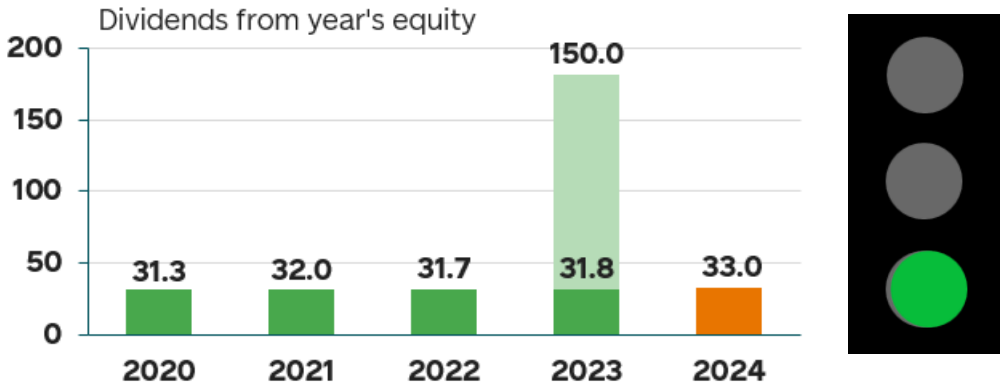


Long-term financial targets

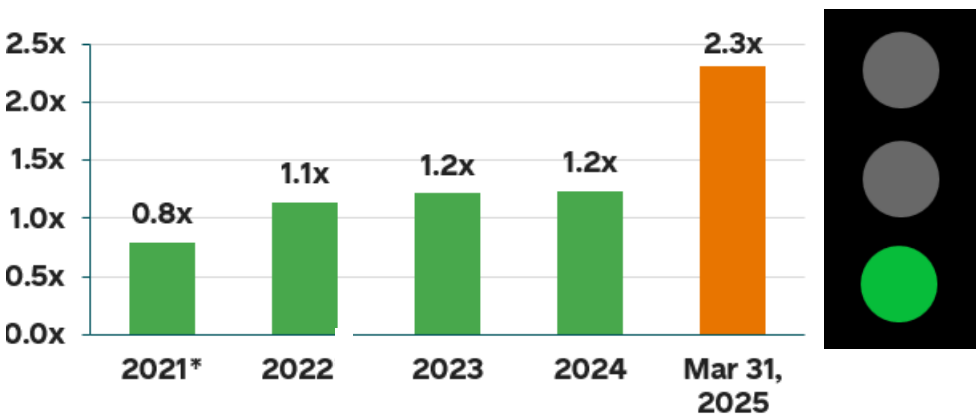
Adjusted EBITDA 13%



Continuously increasing ordinary dividend, but not exceeding annual net profit, EUR million



Net debt / Adjusted EBITDA less than 2.5x



* Continuing operations

Segments



Q1 2025: eCommerce and Delivery Services key figures

EUR million	1-3 2025	1-3 2024
Net sales	151.9	153.0
Net sales change, %	-0.7%	-2.5%
Adjusted EBITDA	13.9	14.4
Adjusted EBITDA, %	9.2%	9.4%
EBITDA	13.6	13.4
EBITDA, %	9.0%	8.8%

- The net sales decreased by 0.7% to EUR 151.9 million
 - The ecommerce and, especially recommerce volumes grew in Finland in an increasingly competitive market, which positively impacted net sales.
 - The total net sales and profitability marginally declined due to lower demand in B2B and freight business.
 - The overall consumer spending in the first quarter remained low.
- Adjusted EBITDA decreased to EUR 13.9 million
 - Declined net sales decreased profitability, whereas the improved operational efficiency impacted profitability positively.

Q1 2025: Fulfillment and Logistics Services key figures

EUR million	1-3 2025	1-3 2024
Net sales	72.5	74.6
Finland	46.7	49.6
Sweden	25.9	25.0
Net sales change, % *	-2.7%	-10.7%
Adjusted EBITDA	6.8	8.1
Adjusted EBITDA, %	9.4%	10.9%
EBITDA	5.2	8.1
EBITDA, %	7.2%	10.9%

- The net sales decreased by 2.7% and were EUR 72.5 million
 - Weak customer demand resulted in a lower fill rate in warehouses which consequently decreased net sales.
 - Increased demand in in-house logistics and the acquisition of Swedish Cargo Support Holding C.S.H. AB in May 2024 positively impacted the net sales.
- Adjusted EBITDA decreased to EUR 6.8 million
 - Cost discipline and operational efficiency in the segment impacted the adjusted EBITDA positively.

*Cargo Support Holding C.S.H. AB was acquired in May 2024

Q1 2025: Postal Services key figures

EUR million	1-3 2025	1-3 2024
Net sales	138.5	160.9
Net sales change, %	-13.9%	-1.1%
Adjusted EBITDA	26.2	32.1
Adjusted EBITDA, %	18.9%	20.0%
EBITDA	24.3	30.4
EBITDA, %	17.5%	18.9%

- The net sales of Postal Services decreased by 13.9% to EUR 138.5 million
 - The net sales were negatively affected by the discontinuation of unaddressed marketing services in the first quarter, as well as declined addressed letter volumes.
 - The decrease in net sales was partly offset by price increases.
- Adjusted EBITDA decreased to EUR 26.2 million
 - Continued focus on operational efficiency impacted profitability positively.
 - Lower volumes and the decline in net sales had a negative impact.

posti