



Proxy Document for a General Meeting

Including voting instructions

Posti Group Corporation's Annual General Meeting on April 15, 2026

The undersigned (hereinafter also the "principal" or "shareholder") authorises the following proxy representative alone (hereinafter also the "proxy representative") to represent himself/herself/itself and vote with his/her/its all shares in accordance with the voting instructions given below at Posti Group Corporation's Annual General Meeting on April 15, 2026 ("AGM 2026"):

Fill in the name of the proxy representative: _____

Fill in the date of birth of the proxy representative: _____

Fill in the phone number and mail address of the proxy representative:

The completed and signed proxy form and voting instructions shall be delivered primarily as an attachment in connection with the electronic registration and advance voting, or alternatively by e-mail to agm@innovatics.fi or as originals by mail to Innovatics Oy, General Meeting/Posti Group Oyj, Ratamestarinkatu 13 A, FI-00520 Helsinki, Finland. **Documents must be received at the latest by 8 April 15:59 (Finnish time).**

The principal accepts everything that the proxy representative legally does or fails to do under this proxy document. The principal also agrees to the transmission of information in accordance with this proxy document to Posti Group Corporation and Innovatics Oy, as well as between these parties, to be used in connection with the AGM 2026 and the processing of thereto related necessary registrations.

I/we understand that if I/we give the proxy document as a representative of an entity (incl. estate), the legal representative of the entity or a person authorised by the entity must provide necessary documents to prove the right to represent the entity (e.g. trade register extract or a copy of a board resolution). Documents are requested to be attached to these voting instructions. If the documents are not submitted during the registration period or they are otherwise incomplete, the shares of the entity will not be included as shares represented at the AGM 2026. Proxy documents in original shall be presented to the Company upon request.

Information of the principal

The personal information provided on this proxy is used to identify a shareholder through a comparison to information in the book-entry system, as well as to confirm shareholdings on the record date of the AGM 2026. The personal information will be stored in Innovatics Oy's database for AGM 2026 for the Company's use, and information will not be used for any other purposes or for any other general meetings.



Shareholder's name	
Date of birth or business ID (Y-tunnus)	
Address	
Postal code and town/city	
Country	
Phone number	
E-mail address	
Place and date	
Signature(s)	

Voting instructions

At the AGM 2026, the proxy representative shall exercise the voting rights of the shareholder granting the authorisation in each of the items of the agenda of the AGM 2026 as indicated with a cross (X) below.

- The option “Yes” or “In favour” means that the shareholder is in favour of approving the proposal.
- The option “No” or “Against” means that the shareholder objects to the acceptance of the proposal. By voting in advance it is not possible to submit a counterproposal to the meeting or demand a voting.
- “Abstain from voting” means giving an empty vote and shares are considered to be represented in the General Meeting, although the shares are not considered voting in favour or against anything. This is meaningful, for example, in resolutions requiring qualified majority, as in qualified majority items all shares represented at the general meeting are taken into account and abstentions thus have the same effect as votes Against/No. Therefore, abstaining from voting affects the voting result. Shareholders should be aware of this, especially if giving a vote against is not their intention.

The Shareholder's shares are not taken into consideration in an item in question, not considered as shares represented at the AGM 2026 and not counted as cast votes with regard to the item in question if

- no voting instructions have been indicated;
- there are multiple voting instruction on the same item; and/or
- other text or markings other than a cross (X) have been used to indicate a voting instruction.

If the shareholder doesn't state otherwise, the given voting instructions are assumed to concern all shares of the shareholder.

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AGM 2026 agenda items

Agenda items set out below cover proposals of the Board of Directors and the Shareholders' Nomination Board of the Company to the General Meeting in accordance with the notice to the AGM.

		In favour/ Yes	Against/ No	Abstain from voting
7.	Adoption of the Financial Statements and the Group Financial Statements 2025	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8.	Resolution on the use of the profit shown on the balance sheet and the distribution of dividend	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.	Adoption of the Remuneration Report	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11.	Consideration of the Remuneration Policy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.	Resolution on the remuneration for the members of the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13.	Resolution on the number of members of the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14.	Election of Chair, Deputy Chair and other members of the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15.	Resolution on the remuneration for the Auditor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16.	Election of the Auditor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17.	Resolution on the remuneration for the Sustainability Reporting Assurer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18.	Election of the Sustainability Reporting Assurer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19.	Authorizing the Board of Directors to resolve on the repurchase of the Company's own shares	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20.	Authorizing the Board of Directors to resolve on the issuance of shares	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21.	Authorizing the Board of Directors to resolve on donations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>