



2024 Remuneration Report

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Posti Group Remuneration Report

Introduction

The Posti Group Corporation (“Posti”) remuneration philosophy is designed to support the achievement of our strategic goals and reward proven results and excellent performance delivered in line with the strategy, culture and values. The purpose of the remuneration philosophy is to attract and retain the best talent and teams at Posti and to motivate them to deliver the results and development of Posti Group.

As in previous years, the remuneration of all personnel has been strongly targeted on timely remuneration for good performance. Spot recognition is specifically targeted towards personnel in company operations for both individuals and teams.

”We achieved good results again in 2024, which is a testimony of hard work, resilience and dedication of all Posti employees. We succeeded in further improving the operational efficiency and demonstrated innovation in reaching our joint goals, as a team. We continued to direct our funds also this year for our employees in operations as a reward for an excellent performance. The year 2024 presented some changes in Finland, and as a recognition of hard

work and contribution during these times, we paid an additional bonus instalment of EUR 1.5 million to the personnel fund in Finland for employees outside of incentive plans. I want to express my gratitude for all Posti employees for the work done this year,” says **Sanna Suvanto-Harsaae**, Chair of the Board of Directors of Posti Group.

The target setting of the short- and long-term incentive plans emphasizes Posti’s strategic priorities. In accordance with Posti’s remuneration policy, in addition to a fixed salary, short-term and long-term incentives have been used in remuneration of the President and CEO, whose targets are based on financial and strategic indicators promoting long-term shareholder value.

Sustainability is an important strategic priority for Posti, and it has been considered in the company’s short- and long-term incentive programs. Work safety and reducing accident frequency are part of the short-term incentive program. Posti’s greenhouse gas emissions target for 2030 validated by the Science Based Targets initiative is part of Posti management’s long-term incentive program. Employee engagement is also part of the long-term incentive program and is measured twice a year

Remuneration 2020–2024

	2020	2021	2022	2023	2024
Chair of the Board of Directors EUR ¹	76,917	79,800	75,000	67,200	63,600
Deputy Chair of the Board of Directors EUR ²	71,156	52,200	48,600	56,318	42,000
Other Members of the Board of Directors average EUR	22,408	34,918	33,327	31,159	35,775
Members of the Board of Directors Total EUR	394,561	411,340	382,500	403,948	391,800
President and CEO EUR ³	631,190	910,993	990,271	903,473	1,003,321
Deputy Managing Director ⁴	-	-	-	-	620,605
Posti employee average EUR ⁵	35,065	36,981	38,091	39,126	40,385
Net sales MEUR	1,613.6	1,595.0	1,651.6	1,586.1	1,521.4
Adjusted operating result MEUR	66.1	59.8	58.9	66.4	80.1
Adjusted EBITDA MEUR	-	181.6	183.8	197.7	207.6

¹ Sanna Suvanto-Harsaae since May 14, 2020. Markku Pohjola until May 14, 2020.

² Jukka Leinonen since April 3, 2023. Per Sjödelld until May 14, 2020, until April 3, 2023. Suvi-Anne Siimes until May 14, 2020.

³ Antti Jääskeläinen since August 1, 2024. Turkka Kuusisto since February 6, 2020, until March 20, 2024. Turkka Kuusisto as interim CEO since October 2, 2019, until February 5, 2020. Timo Karppinen as Interim CEO since March 21, 2024, until July 31, 2024.

⁴ Timo Karppinen Interim CEO since March 21, 2024, until July 31, 2024. Remuneration paid during the time in the Interim CEO position was EUR 210,525. Deputy Managing Director since August 1, 2024.

⁵ Posti’s total employee benefits deducted by pensions and other social expenses and divided by amount of full-time equivalent personnel.

in Posti’s employee survey. With the help of the Engagement Index, we can monitor and develop our personnel’s commitment and motivation to their own work and organization.

Board of Directors Remuneration and Supervisory Board Remuneration 2024

Board of Directors Remuneration

The Board of Directors is responsible for the management of the company and the proper organization of its operations. Remuneration for the Board of Directors is approved annually at the Annual General Meeting (AGM). The Board

members receive a monthly fee (based on their role) and an additional meeting attendance fee. Board members do not receive other benefits from Posti. The fee structure for the Board of Directors, which consists of a monthly remuneration and a meeting remuneration, has remained unchanged since 2010.

Remuneration payable to Board members determined at the 2024 AGM (EUR)

	Remuneration/ month	Remuneration/ meeting*
Chair of the Board of Directors	3,650	600
Deputy Chair of the Board of Directors	2,350	600
Member of the Board of Directors	2,100	600
Member of the Committee	-	600
Committee Chair other than Chair of the Board of Directors or Deputy Chair of the Board of Directors	2,350	600

* Meeting fee for other than domestic on-site meetings will be paid in double, i.e., EUR 1,200 per meeting.

Board of Directors Remuneration 2024 (EUR)

Members 2024	Monthly remuneration, total	Meeting fees: Board of Directors	Meeting fees: Committee	Total
Sanna Suvanto-Harsaae (Chair) Strategy Committee (Chair) Personnel Committee (Chair)	43,800	13,200	6,600	63,600
Jukka Leinonen (Deputy Chair) Strategy Committee Personnel Committee	28,200	9,000	4,800	42,000
Raija-Leena Hankonen-Nyblom Audit, Risk and Sustainability Committee (Chair) Strategy Committee (since November 24, 2024)	28,200	9,000	4,200	41,400
Kari-Pekka Laaksonen Audit, Risk and Sustainability Committee	25,200	12,000	5,400	42,600
Frank Marthaler Audit, Risk and Sustainability Committee Strategy Committee (until March 21, 2024)	25,200	12,600	4,200	42,000
Minna Pajumaa Personnel Committee Strategy Committee (since November 24, 2024)	25,200	9,000	3,600	37,800
Anni Ronkainen Personnel Committee Strategy Committee (until November 24, 2024)	25,200	9,000	4,800	39,000
Stefan Svensson Strategy Committee (until November 24, 2024)	25,200	11,400	1,800	38,400
Hanna Vuorela Audit, Risk and Sustainability Committee	25,200	9,000	3,600	37,800
Satu Ollikainen Personnel Representative		7,200		7,200

Supervisory Board Remuneration

Posti has a governance model by which the management of Posti is the responsibility of the General Meeting of Shareholders, the Board of Directors and the President and CEO. In addition, the management of the company is supervised

by the Supervisory Board. The Supervisory Board does not participate in remuneration- or reward-related decisions. The remuneration of the Supervisory Board is approved annually at the AGM. Supervisory Board members receive a fixed fee based on meeting attendance and they do not receive other benefits from Posti.

Meeting compensation payable to Supervisory Board members determined at the AGM in 2024 (EUR)

	Fixed fee/meeting
Chair of the Supervisory Board	800
Deputy Chair of the Supervisory Board	600
Member	500

Supervisory Board Remuneration 2024 (EUR)

	Remuneration total
Aleksi Jäntti	1,000
Anders Norrback	1,000
Jorma Piisinen	1,000
Mia Laiho, Chair (since January 9, 2024)*	1,600
Milla Lahdenperä	1,000
Mika Riipi (since October 31, 2024)	-
Oskari Valtola, Chair (until January 9, 2024)**	-
Paula Werning, Deputy Chair	1,200
Pekka Aittakumpu (until October 31, 2024)	1,000
Sari Tanus	-
Tiina Elo	500
Timo Furuholm	1,000
Timo Suhonen	1,000
Tomi Immonen	500

* Member of the Supervisory Board and Chair since January 9, 2024.

** Member of the Supervisory Board and Chair until January 9, 2024.

Remuneration of the President and CEO and Deputy Managing Director in 2024

In accordance with our Remuneration policy, the President and CEO's remuneration consists of fixed salary (including fringe benefits) and variable pay. Variable pay can be based on either short-term or long-term plans. The maximum amount of variable pay in relation to fixed salary is determined based on the state's remuneration guidelines as applicable at the time. Currently variable pay in total is capped at 120% of base salary. At target level, variable pay equals to 50% of base salary. The President and CEO has no supplementary pension. The Board of Directors determines the remuneration of the President and CEO.

The Board considers Posti's strategy and long-term targets when setting the criteria as well as the targets for short- and long-term remuneration. The criteria selections aim to steer the President and CEO towards implementation of strategy and achievement of sustainable financial results. Performance criteria shall be based on different financial, operative and strategic criteria. Financial and operative criteria aim to ensure Posti's profitability, operational efficiency and long-term sustainable development. Strategic criteria are used to emphasize areas of strategic development and business renewal. Posti aims to be in the frontline

of developing responsible and sustainable business solutions and this shall be reflected in the President and CEO's performance-based remuneration as well.

The same principles and rules regarding remuneration of the President and CEO apply also to the Deputy Managing Director.

Turkka Kuusisto served as the President and CEO of Posti Group Corporation until March 20, 2024. From March 21, 2024, to July 31, 2024, Timo Karppinen, Posti's CFO, acted as interim CEO alongside his regular duties. Since the beginning of August 1, 2024, Antti Jääskeläinen has been serving as the President and CEO. Additionally, Timo Karppinen has been Deputy Managing Director since August 1, 2024, while continuing his CFO responsibilities.

The total amount of short-term bonus and long-term incentives paid to Turkka Kuusisto, President and CEO, in 2024 was 40.8% of the total amount of remuneration paid to him in 2024. The total amount of fixed salary (including fringe benefits and insurance benefits) was 59.2% of the of the total amount of remuneration paid to him in 2024.

Antti Jääskeläinen, President and CEO as from August 1, 2024, was not paid a short-term bonus or long-term incentive in 2024. The total amount of fixed salary (including fringe benefits and

insurance benefits) was 100% of the of the total amount of remuneration paid to him in 2024.

The total amount of short-term bonus and long-term incentives paid to Deputy Managing Director Timo Karppinen in 2024 was 37.7% of the total amount of remuneration paid to him in 2024. The total amount of fixed salary (including fringe benefits and insurance benefits) was 62.3% of the of the total amount of remuneration paid to him in 2024.

Total Remuneration of the President and CEO 2024 (EUR)

	Fixed salary including fringe benefits, holiday pay and insurance benefits	Short-term bonus related to 2023 performance	Long-term incentive relating to performance in 2021–2023	Total
Turkka Kuusisto (until March 20, 2024)	349,060	240,300	0*	589,360
Antti Jääskeläinen (since August 1, 2024)	203,436	0	0	203,436

* Turkka Kuusisto was not entitled to the LTI 2021–2023 reward due to his resignation.

Total Remuneration of the Deputy Managing Director 2024 (EUR)

	Fixed salary including fringe benefits, holiday pay and insurance benefits	Short-term bonus related to 2023 performance	Long-term incentive relating to performance in 2021–2023	Total
Timo Karppinen*	386,513	135,000	99,092	620,605

* Interim CEO since March 21, 2024, until July 31, 2024, Deputy Managing Director since August 1, 2024.

Long-term Incentive Plans

The long-term incentive plans are monetary incentive schemes that are based on Posti Group performance.

Plan	Performance measures	Weight	Outcome	Payment as % of maximum
LTI 2021–2023 Performance period 2021–2023 Payment period 2024	Profitability (EPS) Greenhouse gas emissions ³ Customer satisfaction	60% 20% 20%	Over target	2024: 52% ¹
LTI 2022–2024 Performance period 2022–2024 Payment period 2025	Profitability (EPS) Greenhouse gas emissions ³ Customer satisfaction Employee engagement	50% 20% 15% 15%	Over target	2025: 47% ²
LTI 2023–2025 Performance period 2023–2025	Profitability (EPS) Greenhouse gas emissions ³ Customer satisfaction Employee engagement			
LTI 2024–2026 Performance period 2024–2026	Profitability (EPS) Greenhouse gas emissions ³ Customer satisfaction Employee engagement			
LTI 2025–2027 Performance period 2025–2027	Profitability (EPS) Sustainability (Greenhouse gas emissions ³ and Employee engagement) Customer satisfaction			

¹ Turkka Kuusisto was not eligible to receive an incentive from the LTI 2021–2023 plan due to his resignation. Antti Jääskeläinen was not eligible to participate in the LTI 2021–2023 plan.

² Antti Jääskeläinen was eligible for the LTI 2022–2024 reward only for the period January 1, 2024–December 31, 2024.

³ Greenhouse gas emission target covers scope 1 & 2 emissions.

The maximum long-term incentive plan opportunity is 60% of one-year salary. In accordance with the terms of the incentive plan, the payment is conditional on a valid employment relationship at the time of the payment.

Short-term Bonus

Bonuses for 2023 performance (paid in 2024) were based on:

- Group adjusted EBITDA with 65% weight
- Group net sales with 15% weight
- Group accident frequency rate (LTA0) with 10% weight
- Customer experience with 10% weight.

The bonus paid to the President and CEO Turkka Kuusisto for 2023 performance was 45.0% of annual base pay. The bonus paid to the Deputy Managing Director Timo Karppinen for 2023 performance was 45.0% of annual base pay. President and CEO Antti Jääskeläinen was not eligible for a short-term bonus for 2023.

Bonuses for 2024 performance (paid in 2025) were based on:

- Group adjusted EBITDA with 70% weight
- Group net sales with 20% weight
- Group accident frequency rate (LTA0) with 10% weight.

The bonus paid to the President and CEO Antti Jääskeläinen for 2024 performance from August 1, 2024, to December 31, 2024, was 80.0% of annual base pay for the same period. The one-time bonus adjustment was approved by the Board of Directors, who have the discretion to adjust the bonus in exceptional circumstances, such as in the case of recruiting a new CEO. The bonus paid to the Deputy Managing Director

Timo Karppinen for 2024 performance was 40.5% of annual base pay.

The maximum bonus opportunity for the short-term bonus is 60% of annual base pay. The bonus payment is conditional on a valid employment relationship at the time of the payment.

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