



2024 Corporate Governance Statement

posti.com



Contents

Introduction.....	3	Supervisory Board.....	12
Governing bodies.....	3	Supervisory Board 2024.....	12
General Meeting of the Shareholders.....	4	President and CEO and the Leadership Team.....	13
General meetings in 2024.....	4	President and CEO	13
Board of Directors	5	President and CEO and the Leadership Team in 2024.....	13
Overview	5	The Leadership Team.....	15
Diversity principles.....	5	Remuneration.....	16
Independence	5	Other Corporate Governance	16
Responsibilities	6	Values.....	16
Board of Directors in 2024	7	Code of Conduct.....	16
Board member meeting attendance in 2024.....	9	Compliance.....	16
Board’s Committees.....	10	Related Party Transactions	17
Audit, Risk and Sustainability Committee	10	Internal control.....	17
Audit, Risk and Sustainability Committee meeting		Risk management	18
attendance in 2024.....	10	Internal audit.....	18
Personnel Committee	11	Auditor	18
Personnel Committee meeting attendance in 2024	11		
Strategy Committee.....	11		
Strategy Committee meeting attendance in 2024.....	11		



Introduction

This statement describes the governance structures, practices and policies that Posti Group Corporation (“Posti”) applies in order to ensure the independence and integrity of decision-making as well as the appropriate controls related to it.

Posti’s Corporate Governance Statement is prepared according to the Finnish Corporate Governance Code 2025 issued by the Securities Market Association on June 4, 2024, and in force since January 1, 2025. The Finnish Corporate Governance Code is available on the website of the Securities Market Association at www.cgfinland.fi/en.

Corporate governance at Posti is based on Finnish laws and applicable lower-level regulation, the Company’s Articles of Association, and the written charters of the Board of Directors and its Committees and the Supervisory Board.

In Posti, the Finnish State exercises the shareholder’s decision-making power. The State’s direct ownership of Posti Group Corporation is 100 percent. Posti complies with the Finnish Corporate Governance Code 2025, except for recommendations 1, 2, 3 and 4 since it has only one shareholder.¹

This Corporate Governance Statement has been reviewed by the Audit, Risk and Sustainability Committee of Posti’s Board of Directors. The statement is published as a separate, unaudited report released in connection with the Financial Statements and the Board of Directors’ Report. Posti prepares Consolidated Financial Statements and Interim Reports in accordance

with the International Financial Reporting Standards (IFRS), as adopted by the EU. The Posti Sustainability Report 2024 is published as a separate report released in connection with the Financial Statements and is available on Posti’s website. Posti will disclose its first CSRD report in line with the EU’s Corporate Sustainability Reporting Directive for the fiscal period starting on January 1, 2025.

Governing bodies

Posti’s governance model includes the General Meeting with the highest decision-making power, the Board of Directors, responsible for the proper organization and supervision of operations and the President and CEO, responsible for operational management. In addition, there is a Supervisory Board.

¹ Posti departs from the Corporate Governance Code in the following ways:

- the members of the Board of Directors, or Board member candidates, do not participate in the General Meeting of the Shareholders (Recommendation 3).

In addition, Posti departs from the Corporate Governance Code in that it does not publish on its website:

- the notice of the General Meeting and the appendices thereof (Recommendation 1)
- the date by which a shareholder must present to the Board of Directors a matter that he insists be discussed in the General Meeting (Recommendation 2)
- the archive of the documents of the General Meeting (Recommendation 4).

Compliance with the above recommendations of the Code is not relevant, since there are regular exchanges between the Board of Directors, the President and CEO and the shareholder, and thus regular and sufficient information is always available for the shareholder.

The agenda and notice to the General Meeting are prepared well in advance in direct communication with the shareholder in order to ensure that all relevant matters will be discussed at the General Meeting. The shareholder’s rights are also effectively protected as the minutes of the meetings and other documentation related to it are made available to the shareholder directly.

General Meeting of the Shareholders

Posti's highest decision-making body is the General Meeting of Shareholders. It makes decisions in matters assigned in the Companies Act and the company's Articles of Association, e.g.,

- adopts annual financial statements;
- decides the distribution of dividends;
- discharges members of the Board of Directors and the Supervisory Board as well as the President and CEO and his/her Deputy from liability for the financial year;
- elects members of the Board of Directors and the Supervisory Board as well as an auditor and decides on their remuneration; and
- reviews the Remuneration report and makes an advisory resolution on the Remuneration policy every fourth year at minimum.

Posti's Annual General Meeting is held at least once a year, no later than by the end of June. If needed, the company may also hold Extraordinary General Meetings. Notice of the General Meeting is sent by the Board of Directors latest eight days before the meeting. Posti does not publish the notice of the General Meeting on the company's website, as previously noted.

General meetings in 2024

Posti's Annual General Meeting 2024 was held on March 20, 2024. All 40,000,000 shares and votes were represented. The meeting adopted the 2023 Financial Statements and discharged the members of the Board of Directors, Supervisory Board as well as the President & CEO from

liability for the financial year. In line with the Board of Directors' proposal based on the company's dividend policy, the Annual General Meeting decided to distribute a dividend of EUR 31.8 million in the aggregate, and payable in two instalments during 2024. The first instalment was paid on March 26, 2024, and the second on October 7, 2024. The meeting was attended by representatives of the State of Finland, the Chair of the Board of Directors, the President and CEO, the company's other operative management, and the statutory auditor.

Posti held an Extraordinary General Meeting on January 9, 2024, where Mia Laiho was elected as Chair of the Supervisory Board to replace Oskari Valtola who had resigned for a term that ended at the close of the 2024 Annual General Meeting.

Posti held its second Extraordinary General Meeting on October 31, 2024, where Mika Riipi was elected as member of the Supervisory Board to replace Pekka Aittakumpu who had resigned for a term that ends at the close of the 2025 Annual General Meeting. Posti held a third Extraordinary General Meeting on December 20, 2024, to approve a proposal of the Board of Directors to pay an extra dividend of EUR 150 million from the company's distributable funds.

Board of Directors

Overview

Posti's General Meeting elects members of the Board of Directors and appoints its Chair and Deputy Chair. The Board of Directors is composed of five to ten members. The term of office for members of the Board of Directors is one year and it ends at the close of the following Annual General Meeting. The Annual General Meeting 2024 elected ten members to the Board of Directors and elected Sanna Suvanto-Harsaae to continue as the Chair and Jukka Leinonen to continue as the Deputy Chair.

The Government Ownership Steering Department prepares the final proposal for the Board composition and presents it to the General Meeting for decision. Posti does not publish the Board member candidates on its website, as previously noted.

As per a predetermined schedule, the Board convenes circa ten times a year. In addition, the Board convenes as necessary. All meetings are documented in serially numbered minutes. The President and CEO, Chief Financial Officer and General Counsel, as secretary to the Board of Directors, attend Board meetings on a regular basis.

Diversity principles

For the Board of Directors to discharge its duties in the most effective manner and considering Posti's business needs, the Board must be highly qualified and sufficiently diverse to have complementing viewpoints presented in the Board. Highly important criteria are the educational and professional backgrounds of the individual candidates, as well as their local and international experience, customer understanding and proven performance as well as high ethical standards. In this manner, the Board composition in full represents a wide diversity of competencies and qualifications set for a public company. It also promotes good corporate governance and efficient supervision of the company's management and promotes open discussion and independent decision-making.

Posti's principle is also to have both female and male genders represented on the Board. In 2024, Posti's Board of Directors consisted of six female members (60%) and four male members (40%), which fulfilled the requirement set to government-owned companies by the Council of State and the Corporate Governance Code 2025.

The Board of Directors considers that its diversity principles were implemented in 2024.

The Board also conducts an annual self-evaluation of its operations and working methods. The purpose of this evaluation is to assess the performance of the Board during the year and to identify ways to further develop the Board's working practices and performance for the future.

Independence

The Board of Directors evaluates its members' independence on an annual basis and re-evaluates it as necessary. All Board members other than Minna Pajumaa, who has an employment relationship with the Ownership Steering Department of the Prime Minister's Office, are independent of the shareholders and based on the Board of Directors' overall evaluation, all Board members are independent of the company except Satu Ollikainen, who has an employment relationship with a Group company.

Responsibilities

The duties of Posti's Board of Directors are determined in the Companies Act and the Articles of Association, as well as in the Board's Charter and certain Posti policies, approved by the Board of Directors. The Charter lays out the Board of Directors' key responsibilities and working principles.

Accordingly, the Board is, among other things, responsible for:

- looking after the company's administration and proper organization of its operations;
- appointing and, if necessary, dismissing the President and CEO and his/her Deputy, and resolving their remuneration;
- preparing matters to be presented at the General Meeting of Shareholders, and overseeing that the decisions are implemented;
- overseeing the organization of financial supervision within the company;
- affirming the company's strategy and annual business plans as well as risk management principles;
- resolving remuneration of the executive management (or delegating it to the Personnel Committee Chair), and resolving outlines of the Group's remuneration, bonus and incentive schemes;
- deciding on issues of major significance or importance (e.g., significant investments, significant business acquisitions, divestments and closures of operations) or which are extraordinary in relation to the quality and scope of the business, as per the decision-making limits determined by the Board;
- adopting the Annual, Half-year and Interim Financial Statements as well as the Statutory Non-Financial Reports; and
- preparing and approving the Remuneration Policy and annual Remuneration Report.

Board of Directors in 2024

On December 31, 2024, Posti Board of Directors was composed of the following members:



Sanna Suvanto-Harsaae
Board Chair

Board Professional
b. 1966, B.Sc. (Business Administration)

Member of the Board since 2020
Chair of the Personnel Committee
Chair of the Strategy Committee

Employment history:

- Reckitt Benckiser Scandinavia AS (2004–2008): Managing Director, Scandinavia
- Synoptik International Retail (2001–2004): Director of Marketing and Business development
- Procter & Gamble Europe (1998–2001): European Marketing Manager

Positions of Trust:

- Board Chair: Finnair Plc, BoConcept AS, Orthex Corporation, Nordic Pet Care Group AS, N'Age AS, Awardit AB



Jukka Leinonen
Deputy Chair

Board Professional
b. 1962, M.Sc. (Eng.)

Member of the Board since 2022
Member of the Personnel Committee
Member of the Strategy Committee

Employment history:

- Telenor ASA (2019–2022): EVP and Head of Nordics
- DNA Plc (2013–2021): President and CEO
- DNA Plc (2010–2013): Senior Vice President, Corporate Business
- Sonera Plc (2000–2009): Various senior management positions in corporate business sales, marketing and product management
- Sonera Solutions Oy (1996–1999): President and CEO

Positions of Trust:

- Board Chair: Lassila & Tikanoja plc, Pihlajalinna Plc



Raija-Leena Hankonen-Nyblom
Board Member

Board Professional
b. 1960, M.Sc. (Econ.), APA-certificate

Member of the Board since 2020
Chair of the Audit, Risk and Sustainability Committee

Employment history:

- KPMG Oy Ab (2001–3/2019): Lead Audit Partner
- KPMG Oy Ab (2016–2018): Chairman of the Board
- KPMG Oy Ab (2010–2016): CEO
- KPMG Oy Ab (2006–2010): Head of Audit, Member of the Group Management Team
- KPMG Oy Ab (2005–2006): Head of Financial Services Group
- KPMG Brazil, São Paulo (2003–2005): Transfer as an IFRS Advisor
- KPMG Oy Ab (1987–2003): Various positions in Audit practice
- Corporate accountant, controller, financial analyst roles 1981–1987

Positions of Trust:

- Board Member and Audit and Risk Management Committee Chair: Cargotec Corporation
- Board Member and Audit Committee Chair: Metsä Board Corporation, Helsinki Deaconess Institute Foundation
- Board and Audit Committee Member: Danske Bank A/S
- Board Member: Savonlinna Opera Festival Ltd, Savonlinna Opera Festival Patrons' Association



Kari-Pekka Laaksonen
Board Member

CEO
b. 1967, M.Sc. (Eng.)

Member of the Board since 2021
Member of the Audit, Risk and Sustainability Committee

Employment history:

- Samskip Holding BV (since 2019): CEO
- Containerships plc (2012–2019): CEO
- Nokian Tyres plc (2006–2011): VP Global Sales and Logistics
- Nokian Tyres plc (2001–2005): VP Logistics and Purchasing
- Metsä Tissue Corp (1999–2001): Logistics Director (Bonn, Germany)
- Metsä Tissue Corp (1998–1999): Logistics Manger
- Metsä Serla Tissue (1995–1997): Logistics Planning Manager
- Oy Esso Ab (1993–1995): Technical Purchaser
- Valio Ltd (1992–1993): Diploma Thesis and logistics projects



Frank Marthaler
Board Member

Board Professional
b. 1964, Lic.oec. HSG

Member of the Board since 2018
Member of the Audit, Risk and Sustainability Committee

Employment history:

- Independent Board Member and Senior Advisor (since 2014)
- Swiss Post Solutions (2007–2014): CEO and Member of the Executive Management of Swiss Post
- Swiss Post (2001–2007): Director of Strategic Account Management and Director of Group Sales Committee

Positions of Trust:

- Board Member: Aletsch Bahnen AG, Legal Claims Holding AG, Parashift AG, H-Clearing AG



Minna Pajumaa
Board Member

Government Ownership Steering Department,
Senior Financial Counsellor
b. 1963, M.Sc. (Econ.), CEFA

Member of the Board since 2019
Member of the Personnel Committee
Member of the Strategy Committee

Employment history:

- Government Ownership Steering Department (Since 2017): Senior Financial Counsellor
- Government Ownership Steering Department (2009–2017): Senior Financial Adviser
- HSH Norbank AG (2004–2008): Client Executive, Structured Corporate Finance
- HSH Norbank AG (2002–2004): Project Manager, Export and Project Finance
- Skandinaviska Enskilda Banken AB (1998–2002): Vice President, Export and Project Finance
- Finnish Export Credit Ltd (1996–1998): Regional Representative, Singapore Office
- Finnish Export Credit Ltd (1994–1996): Assistant Regional Representative, Hong Kong Office

Positions of Trust:

- Board Member: Veikkaus Ltd



Anni Ronkainen
Board Member

Board Professional
b. 1966, M.Sc. (Econ.)

Member of the Board since 2023
Member of the Personnel Committee

Employment history:

- Kesko Corporation (2015–02/2023): Executive Vice President, Chief Digital Officer
- Google Finland Ltd (2009–2015): Country Manager Finland
- Google Finland Ltd (2008–2009): Industry Head, Multi-sector
- McCann Helsinki Group (2006–2008): CEO of McCann Helsinki, Momentum Helsinki and MRM Worldwide Helsinki
- Satama Finland (Satama Interactive) (1999–2006): Business Group Director (2001–2006), Managing Consultant (2000–2001), Senior Consultant (1999–2000)
- Publicis-Törmä Helsinki (1996–1999): Group Account Director (1999), Planner (1996–1998)
- Consumer Compass, Helsinki (1992–1996): Research Director (1995–1996), Research Manager (1992–1995)
- The Association of the Commercial Students in Finland (1991–1992): Helsinki Secretary of International Affairs

Positions of Trust:

- Board Member: Kontiotuote Ltd, Aallon Group plc, Fennia Mutual Insurance Company (Chair of the Digital and Transformation Committee), Annibility Oy, EWQ Zone Oy
- Board and Personnel Committee Member: Loihde Plc, Teleste Corporation
- Board and Audit Committee Member: Lassila & Tikanoja plc, Sitowise Oyj



Stefan Svensson
Board Member

COO
b. 1980, M.Sc. (Eng.)

Member of the Board since 2023

Employment history:

- Nelly NLY AB (Since 2021): COO
- NetOnNet AB (2015–2021): Logistics and aftersales manager
- Focus Nordic AB (2010–2015): Logistics and IT-manager
- ProFlow AB (2006–2010): Logistics Consultant

Positions of Trust:

- Board Member: Nelly NLY AB



Hanna Vuorela
Board Member

Vice President, Strategy and Business Development
b. 1973, M.Sc. (Eng.), B.Soc.Sc.

Member of the Board since 2020
Member of the Audit, Risk and Sustainability Committee

Employment history:

- Huhtamäki Corporation (since 2023): Vice President, Strategy and Business Development; (as from October 4, 2024, to January 13, 2025) Interim SVP Strategy & Business Development
- Uponor Corporation (2015–2022): Vice President, Strategic Development
- Microsoft Corporation (2014–2015): Director, Strategy, Microsoft Devices Group
- Nokia Corporation (2010–2014): Director, Strategy, Corporate Development
- Nokia Corporation (2009–2010): Director, Operational Development, Devices Quality & Delivery
- Nokia Corporation (2006–2007): Senior Manager; Strategy and Business Analysis, Mobile Devices Business Unit, Enterprise Solutions
- FUSIONONE Inc., San Jose, CA, USA (1999–2005): Director, Business Development
- McKinsey & Company (1998–1999): Consultant
- Nokia Mobile Phones (1997–1998): Channel Logistics Analyst



Satu Ollikainen
Employee Representative

Posti Group National Chief Shop Steward
b. 1970

Member of the Board since 2020

Employment history:

- Posti Group Corporation (since 2018): National Chief Shop Steward
- Posti Group Corporation (2007–2017): Regional Chief Shop Steward
- Posti Group Corporation (2004–2007): Regional Shop Steward
- Posti Group Corporation (1998–2007): Postal worker

Positions of Trust:

- Board Chair: Finnish Post and Logistics Union PAU, 1. Vice Chairman
- Board Deputy Chair: Posti Group Corporation Personnel Fund
- Board Member: Posti Group Corporation Occupational Well-being Foundation, Open Unemployment Fund A-kassa

Board member meeting attendance in 2024

Members	Attendance at meetings	%
Sanna Suvanto-Harsaae, Chair	15/15	100
Jukka Leinonen, Deputy Chair	15/15	100
Raija-Leena Hankonen-Nybom	15/15	100
Kari-Pekka Laaksonen	15/15	100
Frank Marthaler	15/15	100
Satu Ollikainen	12/12	100
Minna Pajumaa	15/15	100
Anni Ronkainen	15/15	100
Stefan Svensson	14/15	93
Hanna Vuorela	15/15	100

In 2024, the number of meetings held by the Board of Directors was 15, four of which were held before the Annual General Meeting 2024 and 11 thereafter. The attendance rate at Board of Directors' meetings in 2024 was 99%.

Board's Committees

The Board appointed in its constitutive meeting on March 21, 2024, three permanent Committees to assist in its work: the Audit, Risk and Sustainability Committee, the Personnel Committee and the Strategy Committee. Tasks of the Committees are laid out in their respective written Charters. The Committees prepare matters entrusted to them for the Board of Directors' decision. The Chair of the Committee convenes the Committee as required. The Committee Chair also reports to the Board on the Committee's work.

Audit, Risk and Sustainability Committee

The Board of Directors elects three to four members to the Audit, Risk and Sustainability Committee. The members shall have the qualifications necessary to perform the responsibilities assumed by the Committee, which include, among others:

- overseeing and reviewing the company's financial reporting system, Financial Statements and Interim Financial Reports;
- considering other non-financial matters and oversight of the sustainability reporting;
- monitoring and reviewing the effectiveness of the internal control systems, internal audit and risk management policies;

- monitoring and reviewing of the related party transactions;
- overseeing the statutory audit as well as considering the audit report, possible audit minutes as well as the additional Audit, Risk and Sustainability Committee report prepared by the auditor;
- preparing a proposal for the appointment of the auditor;
- assessing the independence of the auditor and ensuring oversight of the additional services offered by the auditor; and
- steering and monitoring the activities of the Chief Compliance Officer and the Internal Auditor.

In its constitutive meeting on March 21, 2024, the Board of Directors resolved that the members of the Audit, Risk and Sustainability Committee are Raija-Leena Hankonen-Nybom (Chair), Kari-Pekka Laaksonen, Frank Marthaler and Hanna Vuorela.

Audit, Risk and Sustainability Committee meeting attendance in 2024

Members	Attendance at meetings	%
Raija-Leena Hankonen-Nybom, Chair	6/6	100
Kari-Pekka Laaksonen	6/6	100
Frank Marthaler	6/6	100
Hanna Vuorela	6/6	100

In 2024, the number of meetings held by the Audit, Risk and Sustainability Committee was six, one of which was held before the Annual General Meeting 2024 and five thereafter. The attendance rate at Audit Committee meetings in 2024 was 100%.

One of the committee meetings was training for future sustainability reporting in accordance with CSRD regulations, and also the following Board members attended: Sanna Suvanto-Harsaae, Minna Pajumaa, Anni Ronkainen and Stefan Svensson.

Personnel Committee

The Board of Directors elects three to four members to the Personnel Committee. The members shall have the qualifications necessary to perform the responsibilities assumed by the Committee, which include, among others:

- monitoring employees' occupational health and safety and the related company activities;
- preparing decisions concerning the appointments and remuneration of the President and CEO, his/her Deputy and the executive management;
- preparing the outlines of the Group's remuneration, bonus and incentive schemes, and ensuring that they are fair and competitive;
- preparing the Remuneration Policy and Remuneration Report;
- participating in succession planning and monitoring the development of key potentials; and
- monitoring employee satisfaction and related company activities.

In its constitutive meeting on March 21, 2024, the Board of Directors decided that the members of the Personnel Committee are Sanna Suvanto-Harsaae (Chair), Jukka Leinonen, Minna Pajumaa and Anni Ronkainen.

Personnel Committee meeting attendance in 2024

Members	Attendance at meetings	%
Sanna Suvanto-Harsaae, Chair	4/4	100
Jukka Leinonen	4/4	100
Minna Pajumaa	4/4	100
Anni Ronkainen	4/4	100

In 2024, the number of meetings held by the Personnel Committee was four, one of which was held before the Annual General Meeting 2024 and three thereafter. The attendance rate at Personnel Committee meetings in 2024 was 100%.

Strategy Committee

The Board of Directors elects three to five members to the Strategy Committee. The members shall have the qualifications necessary to perform the responsibilities assumed by the Committee, which consist of consideration and preparation of the company's strategic decisions, such as:

- acquisitions or divestments requiring Board's approval or being otherwise strategically significant;
- other significant strategic transactions or measures, including significant changes in the business portfolio, being subject to Board approval;
- regular reviews of the company's strategy to the Board; and
- proposals for significant amendments to the company's strategy or its implementation.

In its constitutive meeting on March 21, 2024, the Board of Directors decided that the members of the Strategy Committee are Sanna Suvanto-Harsaae (Chair), Jukka Leinonen, Anni Ronkainen and Stefan Svensson. In its meeting held on November 25, 2024, the Board of Directors decided to change the composition of the Strategy Committee so that as from November 24, 2024, its members are Sanna Suvanto-Harsaae (Chair), Jukka Leinonen, Raija-Leena Hankonen-Nybom and Minna Pajumaa.

Strategy Committee meeting attendance in 2024

Members	Attendance at meetings	%
Sanna Suvanto-Harsaae, Chair	4/4	100
Jukka Leinonen	4/4	100
Raija-Leena Hankonen-Nybom (as from 24.11.)	1/1	100
Frank Marthaler (until 21.3.)	1/1	100
Minna Pajumaa (as from 24.11.)	1/1	100
Anni Ronkainen (until 24.11.)	3/3	100
Stefan Svensson (until 24.11.)	2/2	100

In 2024, the number of meetings held by the Strategy Committee was four, one of which was held before the Annual General Meeting 2024 and three thereafter. The attendance rate at Strategy Committee meetings in 2024 was 100%.

Supervisory Board

Posti's General Meeting elects members of the Supervisory Board and appoints its Chair and Deputy Chair. The Supervisory Board is composed of six to twelve members. In line with Posti's principles, both female and male genders shall be represented in the Supervisory Board. In 2024, there were five female members (42%) and

seven male members (58%) in the Supervisory Board. Member candidates are set by the political parties, which functions as the basis for the Supervisory Board diversity principles and their implementation. The term of office for members is one year and it ends at the close of the following Annual General Meeting.

The role of the Supervisory Board pursuant to Posti's Articles of Association is purely advisory. Responsibility for Posti's operations and administration is held by the President and CEO, who reports to the Board of Directors, and by the Board of Directors, that reports directly to the owner.

The Supervisory Board convenes a maximum of two times a year to discuss topics as determined in the Articles of Association. Meetings are documented in serially numbered minutes.

Supervisory Board in 2024

On December 31, 2024, Posti Supervisory Board was composed of the following members:

Supervisory Board member	Born	Education	Main occupation	Attendance at meetings*
Mia Laiho, Chair	1969	Doctor of Medicine (MD), Specialist Degree in Medicine	Member of Parliament	2/2
Paula Werning, Deputy Chair	1976	Nurse	Member of Parliament	2/2
Tiina Elo	1971	Master of Agricultural and Forestry Sciences	Member of Parliament	1/2
Timo Furuholm	1987	Student of Social Sciences	Member of Parliament	2/2
Tomi Immonen	1966	Officer's qualification	Member of Parliament	1/2
Aleksi Jäntti	1974	Officer's qualification	Member of Parliament	2/2
Milla Lahdenperä	1974	Doctor of Philosophy	Member of Parliament	2/2
Anders Norrbäck	1963	Master of Agricultural and Forestry Sciences	Member of Parliament	2/2
Jorma Piisinen	1960	Grammar School	Member of Parliament	2/2
Mika Riipi***	1975	Master of Administrative Sciences	Member of Parliament	0/0
Timo Suhonen	1974	Vocational School	Member of Parliament	2/2
Sari Tanus	1964	Specialist Degree in Medicine	Member of Parliament	0/2
Pekka Aittakumpu***	1981	Master of Arts, Master of Theology	Member of Parliament	2/2
Oskari Valtola**	1976	Licentiate of Medicine	Member of Parliament	0/0

* The total number of Supervisory Board meetings in 2024 was two, first of which was held before the Annual General Meeting 2024 and the second thereafter.

** Extraordinary General Meeting on January 9, 2024 elected Mia Laiho to replace Oskari Valtola as a member and the Chair of the Supervisory Board.

*** Extraordinary General Meeting on October 31, 2024 elected Mika Riipi to replace Pekka Aittakumpu as a member of the Supervisory Board.

President and CEO and the Leadership Team

President and CEO

The President and CEO is responsible for the Group's operative management in accordance with the Companies Act and the instructions and directions issued by the Board of Directors. The President and CEO is appointed and, if necessary, dismissed by the Board of Directors, which also determines the terms and conditions and remuneration of the President and CEO. The same applies to the Deputy Managing Director.

Antti Jääskeläinen was appointed the President and CEO as from August 1, 2024. Timo Karppinen, CFO, acted as interim CEO from March 21 to July 31, 2024, and Turkka Kuusisto as the President and CEO until March 20, 2024.

President and CEO and the Leadership Team in 2024

On December 31, 2024, the President and CEO was, and the Posti Leadership Team was composed of as follows:



Antti Jääskeläinen
President and CEO (as from August 1, 2024)

b. 1972, M.Sc. (Eng.), M.Sc. (Econ.), MBA

Joined Posti in 2024
Member of the Posti Group Leadership team since 2024

Employment history:

- Posti Group Corporation (2024–): President & CEO
- UPM Raflatac (2016–2024): Executive Vice President, member of the UPM Group Executive Team
- UPM Communication Papers (2024): Executive Vice President, interim
- UPM Raflatac (2014–2016): Senior Vice President, EMEA
- Amer Sports (2012–2014): Senior Vice President, Head of Global Operations
- Amer Sports (2009–2014): Chief Development Officer, member of the Group Executive Board
- Stora Enso (2004–2009): Several management positions in Finland, Sweden and the UK
- McKinsey & Company (2002–2004): Engagement Manager & Associate
- Nokia Networks (1998–2001): Business Operations Manager, System Marketing & Sales in Finland and Italy
- Enso Group (1997–1998): Financial Analyst

Positions of Trust:

- Board Member and Chair of the People and Sustainability Committee: Vaisala Corporation
- Board Member: Service Sector Employers Palta



Timo Karppinen
CFO

b. 1964, M. SSc.

Joined Posti in 2021
Member of the Posti Group Leadership team since 2021
Deputy Managing Director since 2024

Employment history:

- Posti Group Corporation (since 2021): CFO, interim CEO (as from March 21 to July 31, 2024)
- DNA Plc (2012–2021): CFO
- Ponsse Plc (2010–2012): Executive Director, Corporate Planning and Strategy
- Nokia North America (2008–2010): CFO
- Nokia Asia-Pacific (2006–2008): CFO
- Nokia China (2000–2006): CFO

Positions of Trust:

- Board Member: Lindex Group plc



Peter Ervasalo
Senior Vice President, Fulfillment and Logistics Services Sweden (as from October 28, 2024)

b. 1970, BBA (Marketing)

Joined Posti in 2024
Member of the Posti Group Leadership team since 2024

Employment history:

- Posti Group Corporation (since 2024): Senior Vice President, Fulfillment and Logistics Services Sweden (prev. Aditro Logistics)
- DHL Express Sweden (2019–2024): Managing Director
- DHL Express Finland (2008–2019): Managing Director (2013–2019), Marketing & Sales Director (2008–2013)
- TNT Finland (2005–2008): Area General Manager
- GLS Finland (2004–2005): Managing Director
- UPS (1995–2004): Managing Director Sweden (2002–2004), Finland and Norway (2001–2002), Finland (2000–2001), other various sales, marketing, and customer service positions (1994–2000)



Yrjö Eskola

Senior Vice President, Postal Services

b. 1972, M.Sc. (IEM)

Joined Posti in 2013

Member of the Posti Group Leadership team since 2015

Employment history:

- Posti Group Corporation (since 2019): Senior Vice President, Postal Services
- Posti Group Corporation (2015–2018): Senior Vice President, Operations
- Itella Corporation (2014–2015): Vice President, Logistics Development (Itella Logistics)
- Itella Corporation (2013–2014): Director, Strategic Development Programs
- Nokia Corporation (2008–2012): General Manager, Nokia Komárom Ltd. Hungary
- Nokia Corporation (2007–2008): Director, Supply Management
- Nokia Corporation (2004–2007): Director, Logistics EMEA
- Nokia Corporation (1997–2004): various management positions in EMEA Logistics and Sourcing & Procurement organizations



Arttu Hollméus

Senior Vice President, eCommerce and Delivery Services

b. 1984, M.Sc. (Econ.)

Joined Posti in 2019

Member of the Posti Group Leadership team since 2020

Employment history:

- Posti Group Corporation (since 2020): Senior Vice President, eCommerce and Delivery Services business unit
- Posti Group Corporation (2019–2020): Vice President, Large Domestic Customers, Parcel & eCommerce
- Lowell (2017–2019): Director, Commercial Services Nordics (2018–2019); Director, Value Added Services & Digitalization Nordics (2017–2018)
- Intrum (2017): Director, Group Clients & Sales
- Lindorff Group (2007–2017): several positions



Sakari Kiiskinen

Senior Vice President, Fulfillment and Logistics Services Finland

b. 1973, Studies in Food Sciences (Food economics, major marketing)

Joined Posti in 2019

Member of the Posti Group Leadership team since 2020

Employment history:

- Posti Group Corporation (since 2020): Senior Vice President, Fulfillment and Logistics Services Finland (prev. Transval)
- Posti Group Corporation (2019–2020): Director, Head of People Solutions Business Unit, Transval; interim Head of Transval (5–8/2020)
- Suomen Transval Group Oy (2010–2019): Deputy Managing Director (2017–2019); several management positions between 2010–2017
- Suomen Transval Oy (1999–2010): several positions



Petteri Naulapää

Senior Vice President, ICT and Digitalization

b. 1968, M.Sc. (Tech.)

Joined Posti in 2018

Member of the Posti Group Leadership team since 2018

Employment history:

- Posti Group Corporation (since 2018): Senior Vice President, ICT and Digitalization
- Stockmann plc (2015–2018): CIO
- Vaisala Corporation (2010–2015): CIO
- Digia Plc (2006–2010): Director, Dynamics AX solutions



Anna Salmi

Senior Vice President, People, Communications and Sustainability

b. 1979, M.Sc. (Econ.)

Joined Posti in 2021

Member of the Posti Group Leadership team since 2021

Employment history:

- Posti Group Corporation (since 2023): Senior Vice President, People, Communications and Sustainability
- Posti Group Corporation (since 2021-2023): Senior Vice President, Brand, Communications and Sustainability
- Stockmann plc (2019–2020): Chief Digital Officer (CDO)
- Stockmann plc (2016–2019): Chief Customer Officer (CCO)
- Stockmann plc (2015–2016): Director, Digital Retail
- Aurinkomatkat Oy (2014–2015): Head of Business
- Aurinkomatkat Oy (2011–2014): Head of Sales & Marketing
- Finnair Plc (2010–2011): Director, Digital Marketing
- Finnair Plc (2009–2010): Director, Internet Sales & Loyalty Marketing
- Finnair Plc (2008–2009): Commercial Manager
- Finnair Plc (2007–2008): Sales Manager, Digital Sales
- Ebookers Finland Oy (2004–2007): Marketing Manager

Positions of Trust:

- Board Chair: Posti Group Corporation Occupational Well-being Foundation
- Board Member: Retta Group Oy, Esperri Care Group Oy (Irepse Oy)
- Supervisory Board Member: LocalTapiola General Mutual Insurance Company



Kaarina Ståhlberg

Senior Vice President, General Counsel and M&A

b. 1966, Master of Laws (Helsinki), LL.M. (Columbia University)

Joined Posti in 2016

Member of the Posti Group Leadership team since 2017

Employment history:

- Posti Group Corporation (since 2016): Vice President, Legal; Senior Vice President, Legal and M&A (since 2017), and (since 2022) Innovations
- Kaarina Ståhlberg Law Consulting (2014-2016): Legal advisor, independent professional
- Fortum Corporation (2013-2014): General Counsel
- White & Case (2012-2013): Counsel
- Nokia Corporation (2005-2012): Vice President, Assistant General Counsel
- Nokia Corporation (2004-2005): Vice President, Mobile Phones Legal
- Nokia Corporation (1999-2003): various legal and managerial duties
- Local law firms (1992-1998): Attorney-at-law

Positions of Trust:

- Board Member and Chair of the Audit Committee: Vaisala Corporation, Aspo Plc

Other Posti Leadership team members during 2024:

Turkka Kuusisto, M.Sc. (Tech.), joined Posti in 2016 and acted as President and CEO as from February 6, 2020 until March 20, 2024, when he transferred to another company.

Per Zandrén, M.Sc. (Tech), joined Posti in 2020 and acted as CEO of Aditro Logistics Business Group and Member of Posti Leadership Team until June 27, 2024.

The Leadership Team

Posti's Leadership Team assists the President and CEO in the Group's operative management. It also prepares and considers matters for consideration of the Board of Directors. The most essential matters considered in the Leadership Team are the Group's strategy and annual planning, business and sales planning and follow-up, business acquisitions and other business-related investments and plans, including future competence, technology and offering planning.

The Leadership Team is chaired by the President and CEO. The Leadership Team includes the following senior executives: Chief Financial Officer (1), Heads of Business Groups (4), Heads of key supporting functions (ICT and Digitalization; Legal, M&A and Innovations; as well as People, Communications and Sustainability) (3).

Chief Financial Officer (CFO) is responsible for managing Posti's finances and control systems, including Group accounting and Financial Statements, as well as treasury, taxation, procurement, group-wide strategy and risk management processes. Heads of the Business Groups are responsible for the leadership, sales, profitability, operations, business development and customer relations in their respective Business Group.

Heads of key supporting functions are respectively responsible for accelerating Posti's digital transformation and managing ICT resources effectively; for the legal matters, M&A transactions and Innovations group-wide; as well as for people strategy and processes, and communications and sustainability support when implementing Posti's strategy.

Remuneration

The Annual General Meeting decides on remuneration and their criteria for members of the Board of Directors and its Committees as well as the Supervisory Board. The Board of Directors is responsible for deciding the remuneration of the President and CEO and his/her Deputy, and the Leadership Team. Remuneration of the Posti Leadership Team members may also be approved by the Personnel Committee Chair upon the Board's authorization. The President and CEO's and his/her Deputy's benefits are described on Posti's website.

The Remuneration Report for 2024, which is in line with the Finnish Corporate Governance Code 2025, is published as a separate report released in connection with the Financial Statements and is available on Posti's website.

Other Corporate Governance

Values

Posti has group-wide values underlying all its operations, including governance. Posti's values are:

Reliable: We are a transparent partner and employer and communicate openly. We keep our promises and take ownership also when the unexpected happens.

Respectful: We take responsibility for our people, the planet and that we do meaningful things. We feel proud of who we are and what we do together. We respect our colleagues, customers and partners.

Progressive: We continuously improve our competencies and business to better serve our customers. We are curious and open for change and want to be a proactive frontrunner.

Code of Conduct

Posti's Code of conduct, as part of the overall governance structure, includes the standard guidelines to comply with responsible and ethical practices and procedures in all Posti's operations. The Code of Conduct is complemented by various policies and guidelines.

Compliance

Compliance management system in Posti consists of various activities, standards and processes, the primary task of which is to support the Board of Directors and the operative management to ensure that Posti Group as a whole complies with laws and regulations as well as applicable Posti policies, rules and guidelines. Those activities include, e.g., a notification channel for reporting suspected malpractice or misconduct, training employees and the sanctions compliance processes.

Related Party Transactions

Posti has group-wide procedures in place to assess potential conflicts of interest and to ensure that any transactions with related parties are executed in an ordinary course of business and at arm's-length basis. Posti continuously maintains a record of its related parties.

Agreements, if any, with related parties not meeting the above requirements are subject to review and approval by the Audit, Risk and Sustainability Committee. Further information is disclosed in the notes to the Financial Statements.

Internal control

Internal control is part of Posti Group's corporate governance, and it is embedded into the Group's day-to-day operations. The main purpose is to provide reasonable assurance for the achievement of organizational objectives with regards to efficiency of operations, reliability of internal and external reporting, and compliance with applicable laws, regulations and internal policies.

It helps the organization to understand the risks related to achieving the above-mentioned objectives and how to manage risks to an acceptable level. Posti Group's corporate culture,

governance and the approach to internal control create together the basis for internal control process. The President and CEO of Posti Group is responsible for the establishment of an internal control system within the Group. Heads of the Business Groups and Group Functions are responsible for organizing proper internal control within their area of responsibility.

The internal control in Posti Group is based on the Committee of Sponsoring Organizations (COSO) Internal Control framework. The international COSO framework in Posti includes the following components:

1. Control environment

Posti Board of Directors provides attention and direction by establishing governance structures, authorities and responsibilities which facilitate the implementation of the Group's objectives. The Group's policies and guidelines establish the frame for internal control. Integrity, ethical values and competence of Posti's personnel are the foundation for Posti's control environment.

2. Risk assessment

Internal controls are defined based on risk identification and assessment. The risk identification and assessment are performed systematically in accordance with the Posti Group Risk Management Policy. In the risk assessment the identification of the internal and

external risks is performed. Assessment of fraud risk is also part of this process.

3. Control activities

Control activities are based on documented process descriptions and identified risks. Control activities are performed at all levels of the organization and are embedded to day-to-day activities. Activities include (among others) verifications, approvals, performance reviews, segregation of duties, controls on IT systems and access rights as well as safeguarding Posti's assets, including its brand.

4. Information and communication

The management ensures that internal control objectives and responsibilities are communicated to the personnel and that personnel are adequately trained on internal control matters. Internal control status, and any control defects identified, are timely and regularly reported according to the reporting lines, flowing down, across and up the organization.

The CFO and the Group Internal Audit report regularly on the state and efficiency of internal control to the Audit, Risk and Sustainability Committee.

5. Monitoring

Posti's internal control system and its performance over time is assessed via

monitoring process. Monitoring is performed both on a continuous basis and through separate evaluations that include internal and statutory audits, and other audits such as quality system audits.

Posti's management performs ongoing monitoring as part of its supervisory activities. The business management and group support functions are responsible for ensuring that all required controls are designed and monitored, and relevant laws and regulations are complied with. The operational managers within the organization manage process risks and ensure that control activities are performed. The Group Compliance function supports the management in the monitoring of the policies. The Group Finance function ensures that reporting (external and internal) related controls are designed and implemented and that those are monitored.

The Audit, Risk and Sustainability Committee assures and assesses the adequacy and effectiveness of Posti's internal control and risk management. The Internal Audit function is performing regular audits of Group legal entities, businesses, and support functions in accordance with its annual plan approved by the Audit, Risk and Sustainability Committee. In addition, Posti's statutory auditor and other assurance providers, such as the IT system auditor and the quality auditor, conduct their evaluations of Group's internal controls.

Risk management

The Group’s risk management covers all Group operations and is an integral part of Posti’s strategy, business planning and other processes. Risk identification, analysis and planning of management measures are carried out regularly, applying an assessment of risk probability and impact. Regular risk reviews are carried out in order to ensure the appropriateness and continuous development of risk management.

Heads of the Business Groups and Heads of Group Functions are responsible for identifying key risks and implementing sufficient controls. Each employee is also responsible for implementing appropriate risk management processes and reporting identified risks to his/her superior or other line management. There are specific instructions on reporting risks endangering safety, security, Posti’s business or customer relations, or compliance issues.

The Board of Directors reviews Posti Group’s key risks, the risk management system and Posti’s level of risk appetite at least once a year. The Audit, Risk and Sustainability Committee is responsible for monitoring and evaluating the adequateness and efficiency of Posti’s risk management process as well as internal control systems and for assessing Posti Group’s key

risks in connection with the financial reporting. The President and CEO together with the CFO ensure that the principles and processes of Risk Management are embedded in Posti’s management system and control and reporting processes.

Internal audit

Posti Group Internal Audit provides independent, risk-based assessment, assurance and advisory services designed to add value and improve Posti’s operations. It helps Posti to accomplish its objectives by bringing a systematic, disciplined approach to evaluating and improving the effectiveness of risk management, control and governance processes. Internal audits are conducted in accordance with the Internal Audit’s rolling annual plan approved by the Audit, Risk and Sustainability Committee. Internal Audit also coordinates the monitoring of the corrective actions taken by the management, and reports on the monitoring results to Posti Leadership Team and the Audit, Risk and Sustainability Committee.

Head of Posti Group Internal Audit reports administratively to the President and CEO and functionally to the Audit, Risk and Sustainability Committee. The function’s own resources and external experts are used in the execution of the audits.

Auditor

The authorized public accountancy firm PricewaterhouseCoopers Oy was re-elected at the Annual General Meeting 2024 as Posti’s auditor until the next Annual General Meeting, with Authorized Public Accountant, M.Sc. (Econ.), Mikko Nieminen as the principal auditor.

In 2024, the auditor was paid 989 thousand euros for audit-related services. In addition, the auditor was paid 63 thousand euros in 2024 for non-audit services.

Auditor's fees

1,000 EUR	2024	2023
Audit related services	989	960
Non-Audit services	63	134

posti

posti.com/en