



Posti Group:

**Sales and profitability grew.
Successful peak season
execution resulted in strong
Q4 profitability.**

January – December 2022



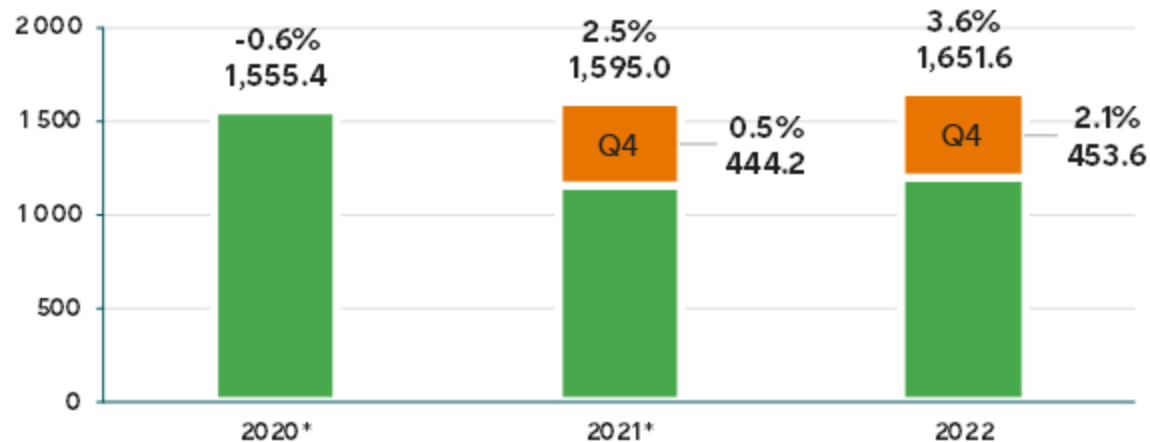


Purpose

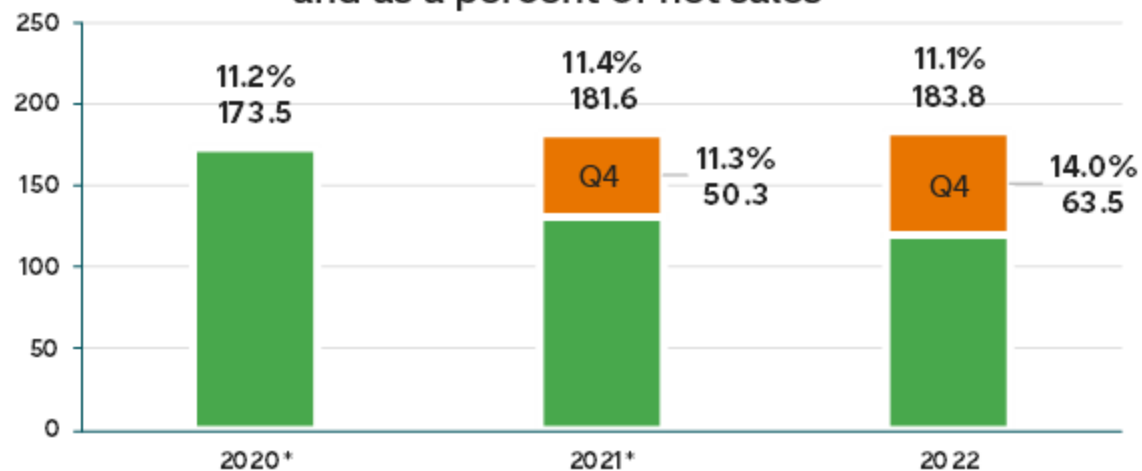
**Responsibly
delivering what
matters to you—
on your terms**



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



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



Posti in figures 2022

Net Sales

EUR 1,651.6 million

(EUR 1,595.0 million*)

Adjusted EBITDA

EUR 183.8 million

(EUR 181.6 million*)

Adjusted EBITDA-%

11.1%

(11.4%*)

Financial highlights 2022 – net sales continued to grow

- Net sales grew by 3.6% to EUR 1,651.6 (1,595.0) million
- Adjusted EBITDA increased to EUR 183.8 (181.6) million, or 11.1% (11.4%) of net sales
- EBITDA decreased to EUR 178.2 (180.5) million, or 10.8% (11.3%) of net sales
- Adjusted operating result decreased to EUR 58.9 (59.8) million, representing 3.6% (3.7%) of net sales
- Operating result decreased to EUR 51.0 (55.0) million, representing 3.1% (3.4%) of net sales
- Net debt to adjusted EBITDA was 1.1x (0.8x)



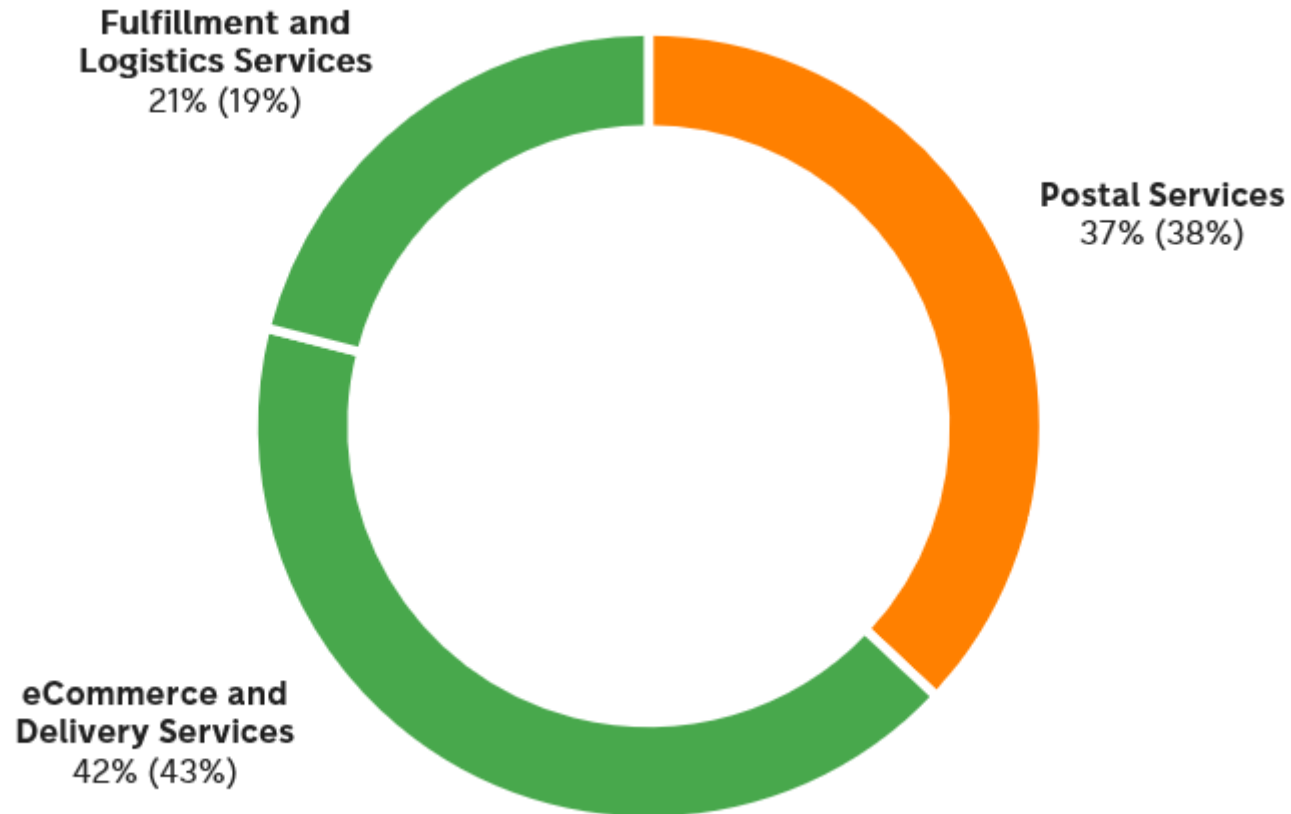
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2022 operational highlights

- Group net sales grew despite of challenging operating environment
- Group profitability increased mainly due to the increased net sales in eCommerce and Delivery Services, and Fulfillment and Logistics Services
- Posti continued to successfully implement its strategy for example by acquiring
 - Mediatalo Keski-suomalainen Oyj early-morning delivery operations
 - Logistic company Veddestagruppen AB:n in Sweden
- The total number of parcels in Finland and the Baltic countries decreased by 4%
- Addressed mail volumes continued to decline

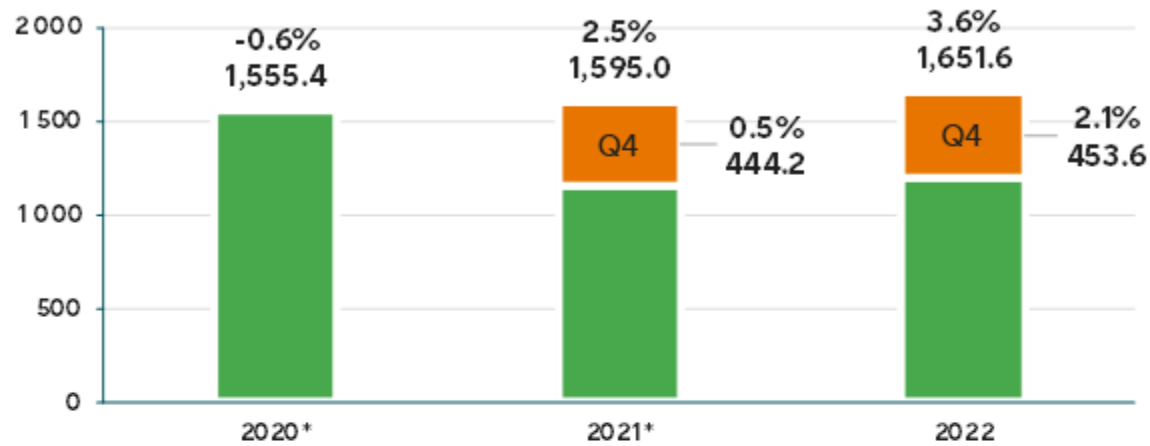


The combined external sales of eCommerce and Delivery Services, and Fulfillment and Logistics Services represented 63% (62%) of the Group's net sales in 2022*



Posti in figures 10-12/2022

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



Net Sales

EUR 453.6 million

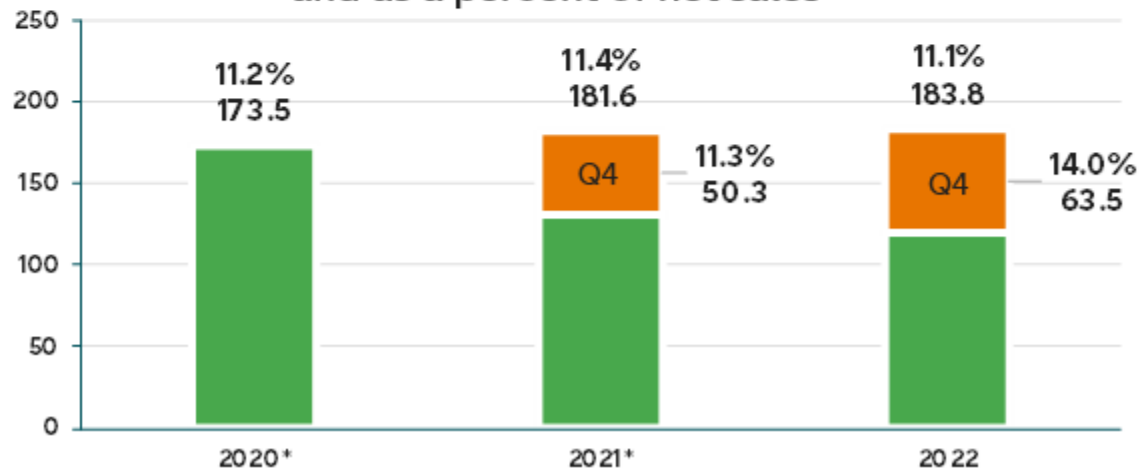
(EUR 444.2 million*)

Adjusted EBITDA

EUR 63.5 million

(EUR 50.3 million*)

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



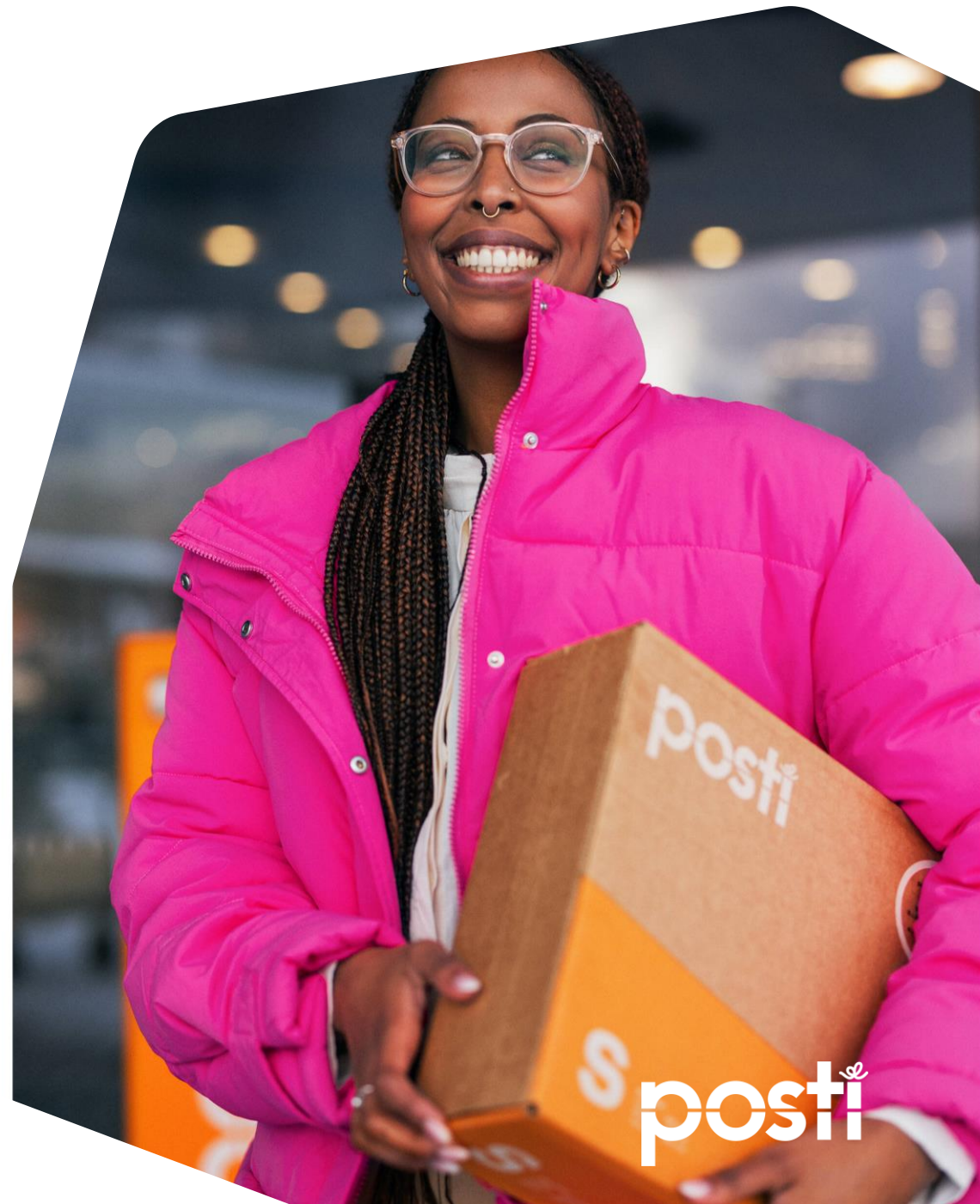
Adjusted EBITDA-%

14.0%

(11.3%*)

Q4 financial highlights— net sales and profitability increased

- Net sales grew by 2.1% to EUR 453.6 (444.2) million
- Adjusted EBITDA increased to EUR 63.5 (50.3) million, or 14.0% (11.3%) of net sales
- EBITDA increased to EUR 61.2 (50.1) million, or 13.5% (11.3%) of net sales
- Adjusted operating result increased to EUR 30.9 (18.7) million, representing 6.8% (4.2%) of net sales
- Operating result increased to EUR 26.3 (14.8) million, representing 5.8% (3.3%) of net sales
- Net debt to adjusted EBITDA was 1.1x (0.8x)



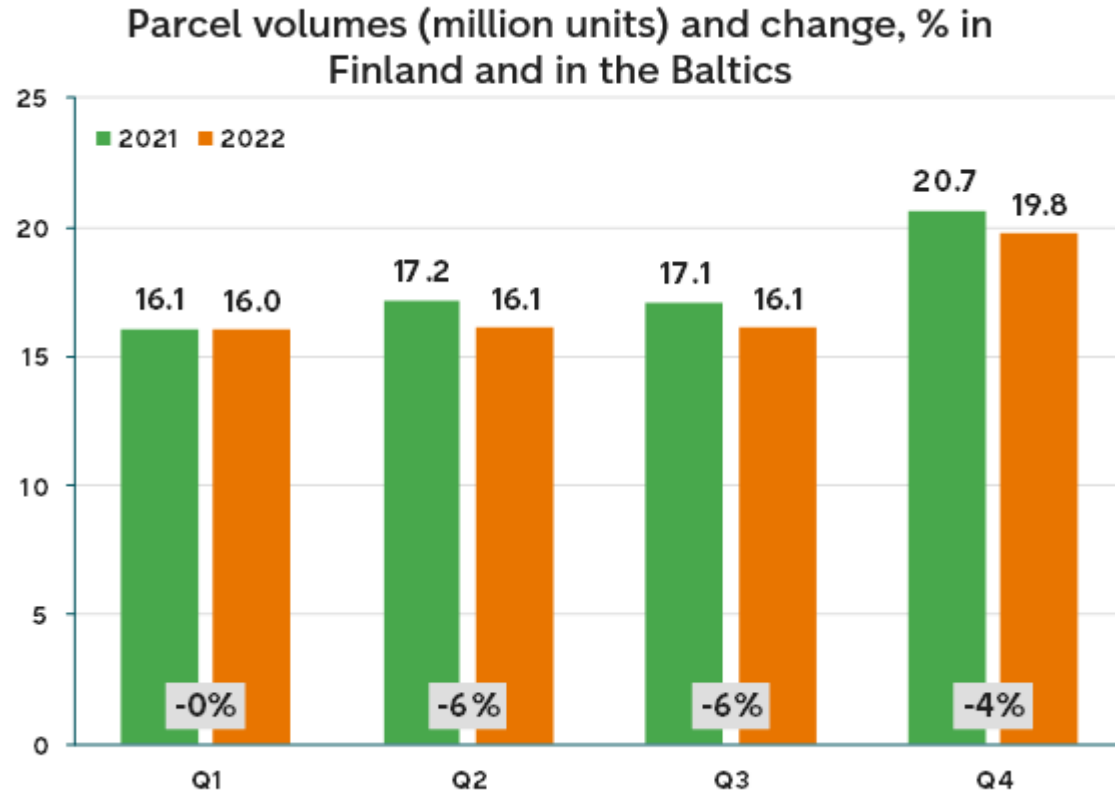
Q4 operational highlights

- Group profitability grew significantly in Q4 despite the challenging operating environment
- Profitability improvement was driven by optimization in operations, route planning and resourcing in eCommerce and Delivery Services
 - Also, increased net sales across all reporting segments impacted Group profitability positively
- eCommerce and Delivery Services profitability and net sales increased, albeit total parcel volumes decreased by 4% in Finland and the Baltic countries
- The addressed letters volume in general continued to decrease
- Posti delivered nearly 14 million Christmas cards and 7 million parcels during the peak season, from Black Week until Christmas



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Parcel volumes declined and postal volumes continued to decline in Q4



-4%

Parcel volumes in Finland and in the Baltics 10-12/2022

-9%

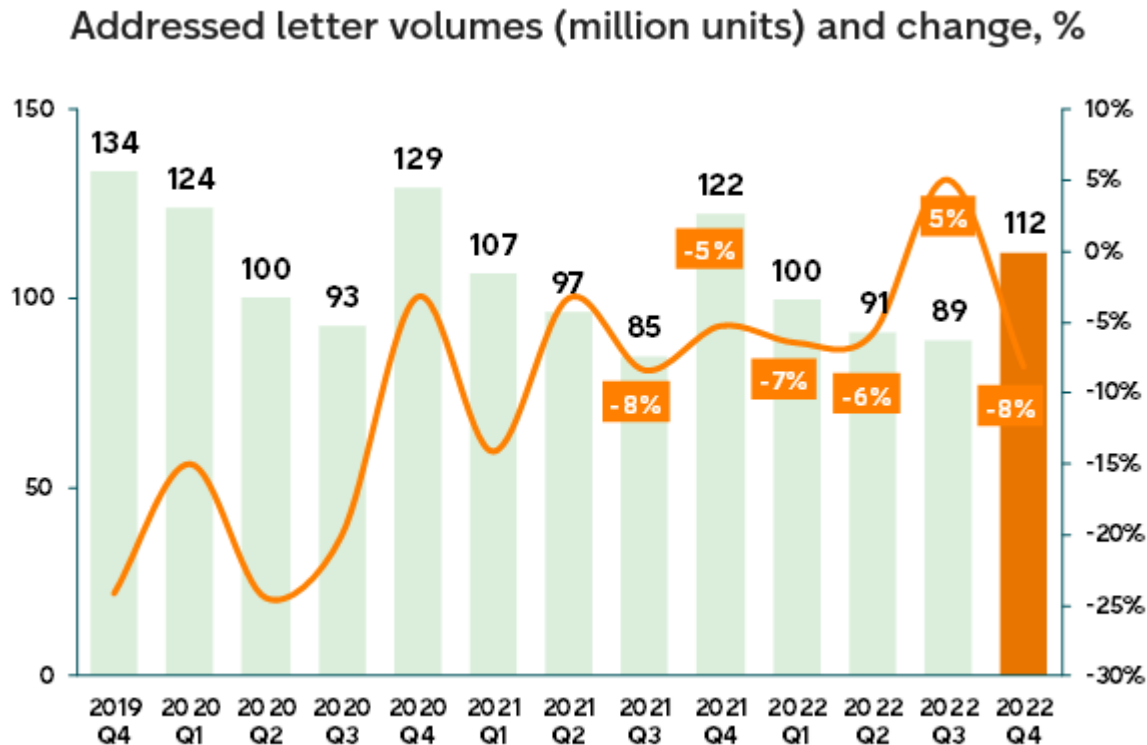
Freight volumes* 10-12/2022

* Measured in waybills

-8%

Addressed letter volumes 10-12/2022

Addressed letter volumes decreased in Q4



- Altogether 112 million addressed letters were delivered in Q4. Decrease from previous year 10 million items.
- During the peak season Posti delivered nearly 14 million Christmas cards.
- The share of mail items covered by the universal service obligation accounted for 5.3% (5.3%) of all Posti's mail items delivered.



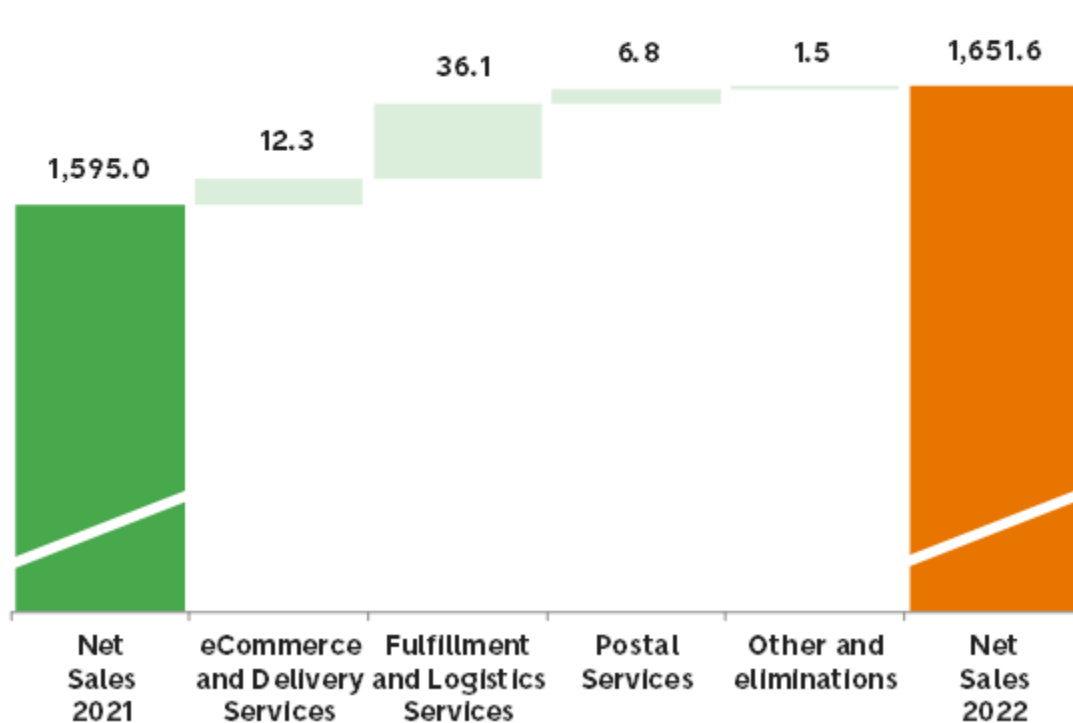
Financials



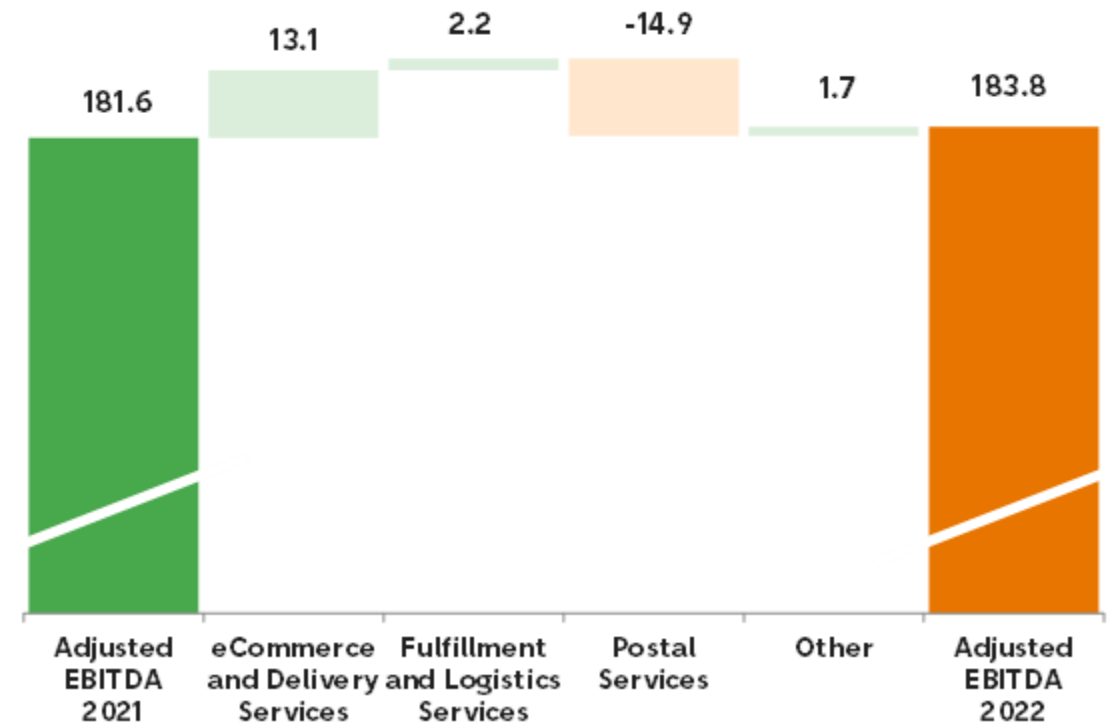
Posti Group's 2022 net sales and adjusted EBITDA change

Net sales* grew by 3.6% to EUR 1,651.6 (1,595.0) million
 Adjusted EBITDA* improved to EUR 183.8 (181.6) million

2022 vs 2021 change of net sales* by business, EUR million



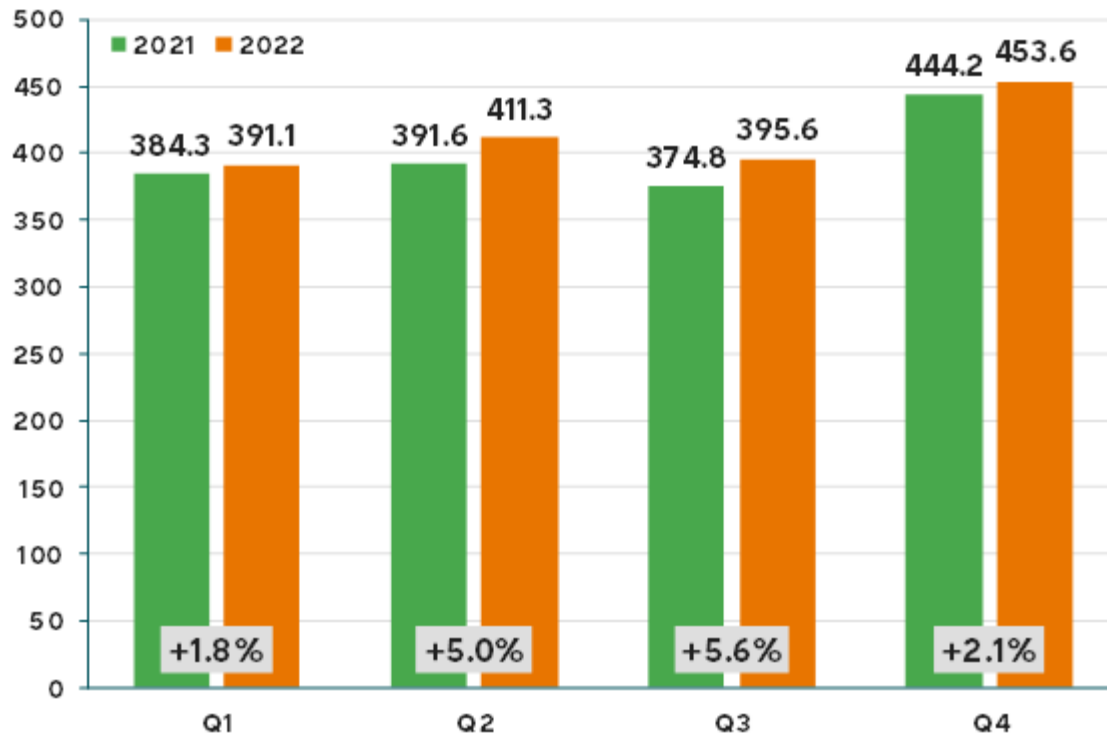
2022 vs 2021 adjusted EBITDA* change by segment, EUR million



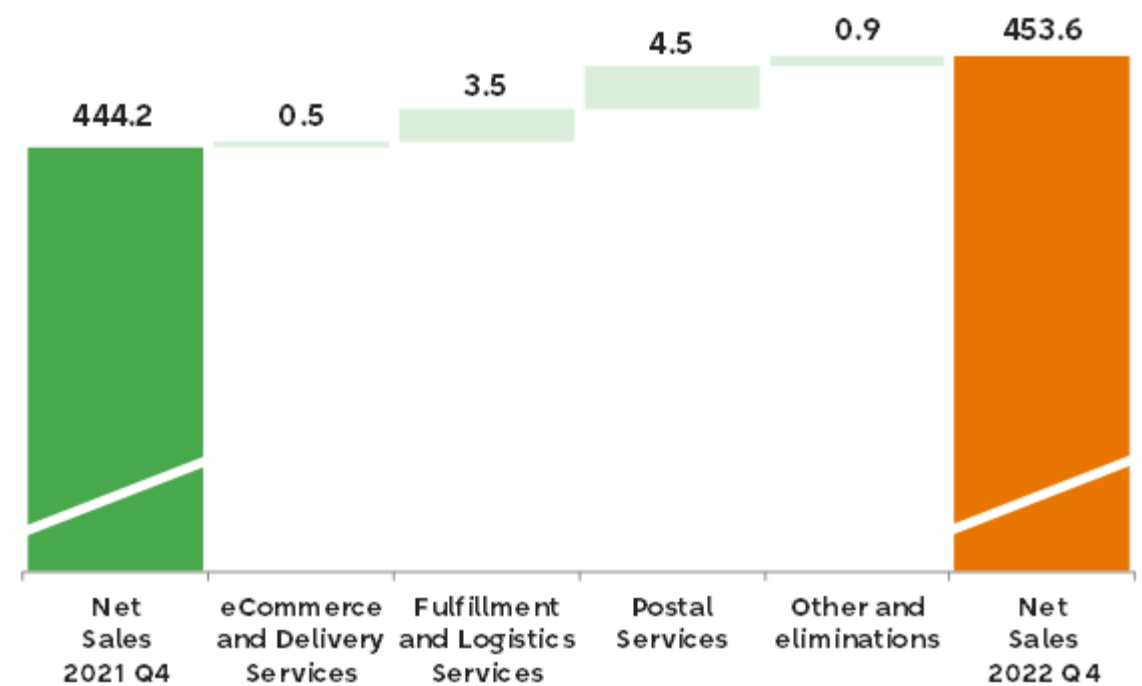
Posti Group's Q4 net sales

Net sales grew by 2.1% to EUR 453.6 (444.2) million

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



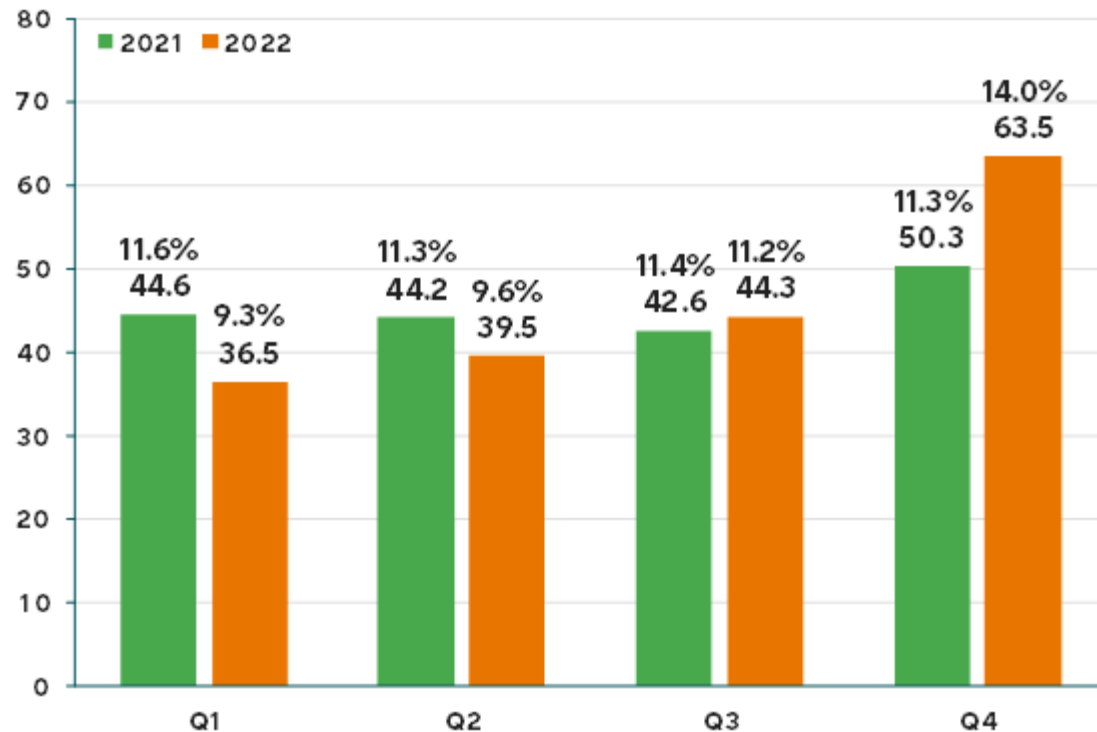
2022 Q4 vs 2021 Q4 change of net sales by segment, continuing operations, EUR million



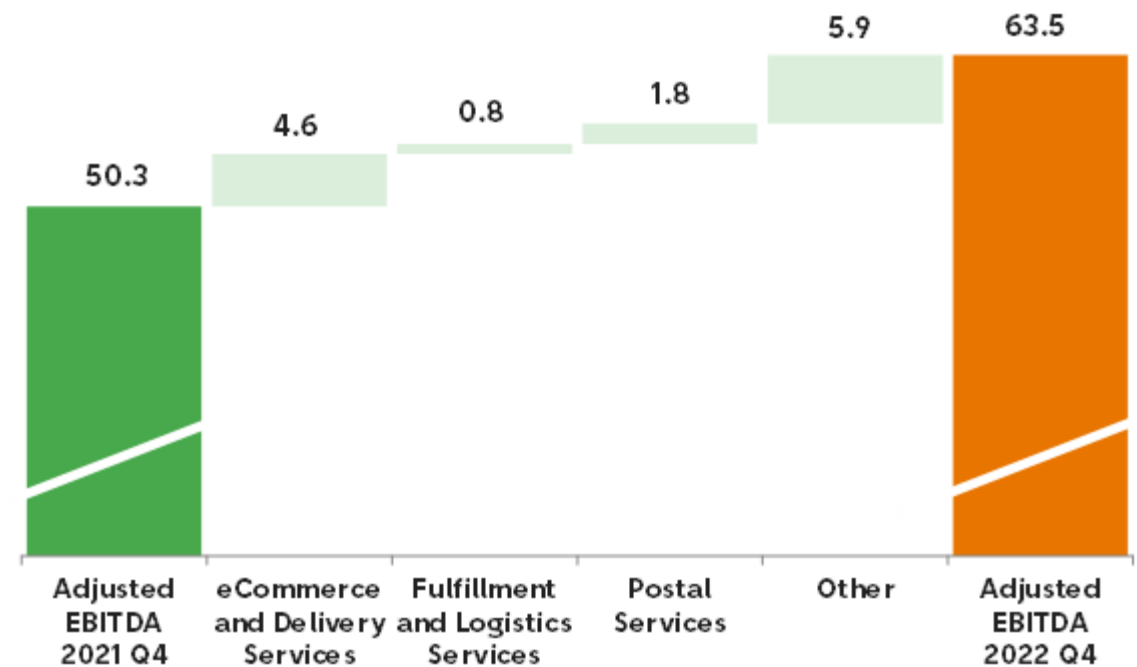
Posti Group's Q4 adjusted EBITDA

Adjusted EBITDA increased to EUR 63.5 (50.3) million

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



2022 Q4 vs 2021 Q4 adjusted EBITDA change by segment, continuing operations, EUR million



Posti Group's key figures

	10-12 2022	%	10-12 2021	%	1-12 2022	%	1-12 2021	%
Net sales*, EUR million	453.6		444.2		1,651.6		1,595.0	
Adjusted EBITDA*, EUR million	63.5	14.0%	50.3	11.3%	183.8	11.1%	181.6	11.4%
EBITDA*, EUR million	61.2	13.5%	50.1	11.3%	178.2	10.8%	180.5	11.3%
Adjusted operating result*, EUR million	30.9	6.8%	18.7	4.2%	58.9	3.6%	59.8	3.7%
Operating result*, EUR million	26.3	5.8%	14.8	3.3%	51.0	3.1%	55.0	3.4%
Result for the period*, EUR million	17.6	3.9%	10.2	2.3%	31.7	1.9%	38.7	2.4%
Return on capital employed (12 months)*, %					7.8%		8.4%	
Net debt, EUR million					208.5		145.0	
Net debt / Adjusted EBITDA*					1.1x		0.8x	
Operative free cash flow, EUR million					28.5		23.1	
Personnel, end of period*					19,996		21,128	
Personnel on average*, FTE	15,023		15,316		14,985		15,042	
Earnings per share, continuing operations*, EUR	0.44		0.26		0.79		0.97	
Dividend per share, EUR					0.79		0.80	
Dividends, EUR million					31.7**		32.0	



Outlook and long-term financial targets



Outlook for 2023

In 2023, Posti is expecting its net sales to increase from the previous year. The Group's adjusted EBITDA in 2023 is expected to decrease from the previous year.

In 2022, Posti's net sales from continuing operations were EUR 1,651.6 million and adjusted EBITDA was EUR 183.8 million.

The 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.

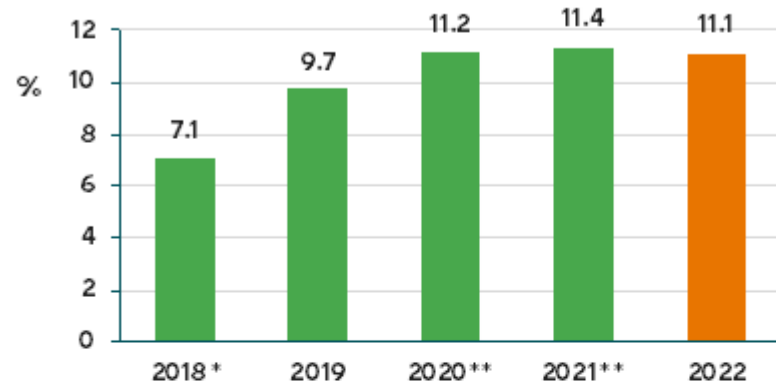
The Group's business is characterized by seasonality. The net sales and adjusted EBITDA result in the segments are not accrued evenly over the year.

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.

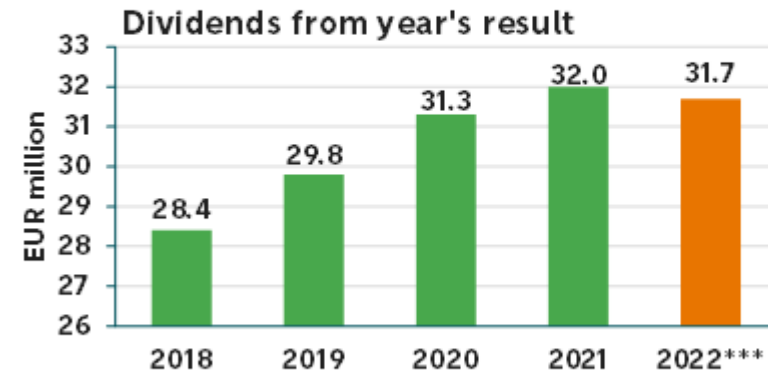


Long-term financial targets

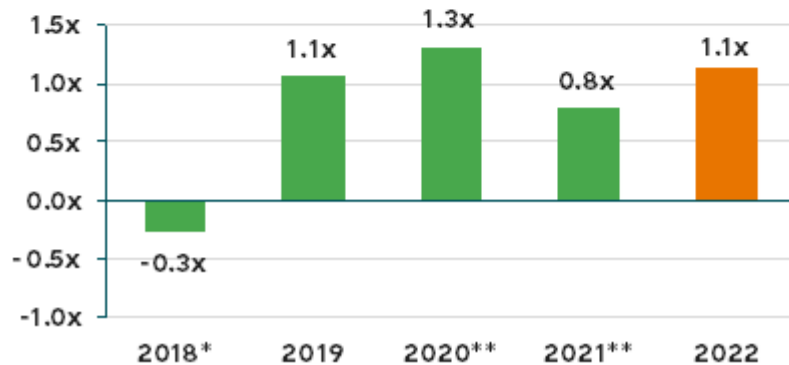
Adjusted EBITDA 13%



Continuously increasing ordinary dividend, but not exceeding annual net profit



Net debt / Adjusted EBITDA less than 2.5x



* 2018 is not according to IFRS 16 standard

** Continuing operations

*** Board of Directors' proposal to the Annual General Meeting

Segments



eCommerce and Delivery Services key figures in Q4

EUR million	10-12 2022	10-12 2021	1-12 2022	1-12 2021
Net sales	185.2	184.8	693.3	681.1
Net sales change, %	0.3%	0.3%	1.8%	4.8%
Adjusted EBITDA	22.3	17.7	75.1	62.0
Adjusted EBITDA, %	12.0%	9.6%	10.8%	9.1%
EBITDA	22.4	17.8	74.3	62.0
EBITDA, %	12.1%	9.6%	10.7%	9.1%

- The net sales increased by 0.3% to EUR 185.2 million
 - Increased net sales was mainly driven by increase in prices and general fuel surcharge in logistics field.
- Adjusted EBITDA increased to EUR 22.3 million
 - The growth was driven by the improved efficiency in operations as well as optimized route planning and resourcing
 - Improved cost efficiency in transportation impacted profitability positively
 - High inflation rate increased operational costs

Fulfillment and Logistics Services key figures in Q4

EUR million	10-12 2022	10-12 2021	1-12 2022	1-12 2021
Net sales	95.2	91.7	366.1	330.0
Transval	60.7	59.0	232.0	219.8
Aditro Logistics	34.5	32.7	134.1	110.2
Net sales change, %	3.8%**	10.9%	10.9%**	N/A*
Adjusted EBITDA	7.6	6.8	34.8	32.6
Adjusted EBITDA, %	8.0%	7.4%	9.5%	9.9%
EBITDA	6.0	6.3	32.9	32.1
EBITDA, %	6.3%	6.9%	9.0%	9.7%

- Net sales increased by 3.8% and were EUR 95.2 million
 - The growth of Transval's net sales was mainly due to the increased net sales of in-house logistics and increased volumes in contract logistics
 - Aditro Logistics' net sales growth was mostly driven by acquired Veddestagruppen and continued increase of warehousing storage volumes
- Adjusted EBITDA increased to EUR 7.6 million
 - The improvement was mainly driven by increased net sales and improved operational efficiency, although higher fixed costs impacted profitability negatively

* Aditro Logistics has been part of the segment since April 2020.

** Veddestagruppen has been part of the segment since February 2022.

Postal Services key figures in Q4

EUR million	10-12 2022	10-12 2021	1-12 2022	1-12 2021
Net sales	179.9	175.4	617.7	610.9
Net sales change, %	2.6%	-3.1%	1.1%	-5.6%
Adjusted EBITDA	34.4	32.6	84.2	99.1
Adjusted EBITDA, %	19.1%	18.6%	13.6%	16.2%
EBITDA	33.6	32.3	81.5	96.8
EBITDA, %	18.7%	18.4%	13.2%	15.8%

- The net sales of Postal Services increased by 2.6% to EUR 179.9 million
 - Increase was driven by the price increases and acquisition of Mediatalo Keski-suomalainen Oyj's early-morning delivery operations
- Adjusted EBITDA increased to EUR 34.4 million
 - Profitability improved mainly because of the increased net sales and price increases, but higher operational costs had a negative effect on profitability

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