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IPO TERM SHEET

Issuer	Posti Group Oyj ("Posti" or the "Company")
ISIN	FI4000592159
Offering type	Initial Public Offering ("IPO")
Securities offered	Existing ordinary shares
Listing venue	Nasdaq Helsinki
Business description	- Posti is one of the leading delivery and fulfillment companies operating in Finland, Sweden and the Baltic countries - The company offers services in: - Postal: Leading postal operator in Finland - eCommerce & Delivery: Largest parcel locker network in Finland, strong position also in the Baltics - Fulfillment & Logistics: #1 inhouse logistics & warehousing company in Finland, growth opportunity in Sweden - Posti generated revenue of EUR 1,521m, Adj. EBITDA of EUR 208m and Adj. EBIT of EUR 80m in 2024 - The Company has a track record of consistent and increasing dividends and profitability: 17% Adj. EBIT CAGR 2022-2024 - The key strengths of Posti are: - Strong and recognized brand - Comprehensive network in Finland that creates synergies - Market leader in Finland with a clear plan for future value creation - Track record of strong performance and a policy of growing dividends - Posti has c. 15,000 employees with high employee engagement and is headquartered in Finland
Offering price	Fixed price offering at EUR 7.5 per share
Implied market cap.	Approximately EUR 300 million / c. USD 350 million (representing the total market value of all shares in the Company after the IPO)
Base offering	- The Offering comprises of 11,600,000 existing shares / c. EUR 87 million / c. USD 102 million - In addition, the Company is offering all its employees in Finland, Sweden, Estonia, Latvia, Lithuania and Norway to subscribe for a total preliminary maximum of 300,000 new shares
Over-allotment option	Up to 1,740,000 additional existing shares corresponding to c. EUR 13 million / c. USD 15 million, corresponding to 15% of the base offering provided by the Selling Shareholders
Total deal size	Provided that the Personnel offering and Over-allotment option is exercised in full, the Offering will comprise up to 13,640,000 shares, corresponding to approximately 34% of the total number of shares and votes in Posti after the completion of the Offering and c. EUR 102 million / c. USD 120 million
Existing shareholder	100% owned by the State of Finland
Selling Shareholders	The existing shares are to be offered by the State of Finland (the "Selling Shareholder")
Lock-ups	180 days for the State of Finland 360 days for the management and board - The Selling Shareholder intends to retain a majority of its current shareholding in Posti and will thereby remain as a committed long-term shareholder
Selling Restrictions	The shares will be offered to: - The general public in Finland - Institutional investors in Finland and abroad - Posti's personnel in the personnel offering The offer to institutional investors will only be made (i) to certain institutional investors outside the United States, pursuant to Regulation S under the U.S. Securities Act of 1933, as amended (the "U.S. Securities Act"); and (ii) in the United States, only to those reasonably believed to be qualified institutional buyers ("QIBs") in reliance on Rule 144A under the U.S. Securities Act
Syndicate	- Joint Global Coordinators and Joint Bookrunners: DNB Carnegie and Danske Bank - Joint Bookrunner: Nordea
Expected Timetable	29 September 2025: Prospectus publication 30 Sep –7 Oct 2025: Application period for the general public in Finland 30 Sep –9 Oct 2025 (Books open at 08:00 EEST): Application period for institutional investors 10 Oct: First day of trading

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