29 September 2025

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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