

Posti Group Environmental Policy

1. General

1.1 Purpose and objective

The purpose of the Posti Group Environmental Policy is to define principles for processes and practices of Posti's environmental management applied to all Posti Group's operations and business activities in line with the applicable laws and regulations. The Policy shall be respected within the whole Posti Group, and it applies to all personnel of all entities controlled by Posti while performing duties at Posti units and at offsite locations.

The objective of the environmental management is to ensure Posti Group respects and follows environmental legislation and applicable environmental standards, improve the environmental management system, operates minimizing negative environmental impact and promotes positive impact on the environment and eco-efficiency in all activities across the Group.

1.2 Approval and Ownership

This Policy has been approved by Posti Group President and CEO and it is effective as from 1.11.2024 through the entire Posti Group organization and businesses.

This Policy is owned by Posti Group Environmental Management System owner who is responsible for a regular review thereof, as well as for a proposal for amendment upon need. The Policy owner is accountable for making sure that there are adequate internal controls in place to ensure compliance with the Policy, related guidelines, instructions and processes. Regular reviews by internal and external parties shall be conducted to assess implementation and compliance with this Policy.

1.3 Violations of the Policy

All employees should be aware that action that violates this Policy is always considered outside the scope of their employment. Violating this Policy could significantly damage Posti Group and the Group companies and expose them to unintended legal and commercial liabilities. In addition, any employee who violates this Policy is subject to appropriate disciplinary action by the employer, including possible termination of employment.

Managers and leaders should take all necessary steps to ensure, including proactive consultation, that their subordinates, team members, staff, etc. are aware of and follow this Policy.

2. Environmental Principles

Posti is an active corporate citizen, and as part of our strategy, we take an active role in making a difference for the environment. Posti has committed in its science-based climate targets to reach net-zero greenhouse gas emissions across the value chain by

2040. In addition, our near-term target is to reduce own greenhouse gas emissions to zero and achieve fossil-free road transport by 2030.

We strive to use resources sustainably with resource efficiency measures and sustainable sourcing and minimize any harm to our natural environment in our own operations and value chain, as well as maximize any possible positive impact. We offer our customers solutions to help them to reduce the environmental impact of their supply chain. Reliable and transparent data is the basis for all environmental management, and reporting at Posti.

Posti's commitment to minimizing the burden on the environment is based on the following environmental principles:

1. Climate change mitigation and adaptation

We actively seek solutions for climate change mitigation and adaptation. We mitigate Posti's negative effects on climate change with science-based targets to reduce our own and the value chain's greenhouse gas emissions in all activities. Our climate transition plan includes active measures and investments in fossil-free energy and clean vehicles to reduce emissions.

2. Pollution prevention

We prevent pollution and mitigate negative impacts to air quality by investing in fossil-free energy, and clean vehicles. Economical driving along with fill rate and route optimization are daily tools in preventing emissions and pollution.

3. Fostering biodiversity and ecosystems

We regularly assess our impact on nature in our operations and operational sites and aim at setting science-based and measurable nature targets to preserve biodiversity and ecosystems.

4. Sustainable resource use and circular economy

We increase the resource efficiency in our operations and operational sites with constant energy and material efficiency measures. We reduce waste to minimum through sustainable packaging, reduced energy, material and water use, high recycling rate and waste management solutions. We strive for reusing materials and products to the maximum lifecycle possible. We actively search for solutions to support our customers and society towards circular economy.

3. Roles and Responsibilities in Environmental Management

President and CEO is responsible for and approves this Policy and oversees that the principles of Environmental Policy are embedded in Posti's management system and control and reporting processes.

Heads of the Business Groups and Heads of Group Functions are responsible for planning and resourcing operations so that principles of this Policy and supporting instructions and guidelines are possible to be implemented and environmental management is not compromised at any stage of the process.

All **decision-making bodies and management forums** are responsible for complying with this Policy in their decision-making, including strategy and business plan related decisions.

Managers at all levels are responsible and accountable for managing the workplace environment with strong leadership and credibility. They shall lead by example and ensure the employees are actively involved in environmental programs and initiatives.

Posti expects each of its **employees** to take personal responsibility to comply with this Policy and all supporting guidelines and instructions.

All workplaces must have systems in place to proactively communicate with employees, contractors and other stakeholders about environmental issues. Where appropriate, *education and training* must be provided to ensure all tasks are performed respecting this policy.