

This is PostNord

We make everyday life easier

As a leading provider of parcel and logistics services, PostNord has a key role in the Nordic region. With our unique network, we enable businesses, public authorities and private individuals to do business, deliver products and communicate with each other. This creates many opportunities, including in sparsely populated areas.

Why we exist

**We make
everyday life
easier**

Our purpose

Where we are going

**The favorite
carrier of the
Nordics by
offering the best
solutions**

Our vision

How to get there

**By being Present
Reliable and
Sustainable**

Customer Value Proposition
(CVP)

What we do

PostNord is well-positioned within a dynamic industry

Market opportunities

Sustained market growth	Shift from physical to online retail leading to B2C parcel sustained market growth for the foreseeable future
Technological progress	Technologies progress (IT, data, logistics, last mile) creating large market shifts and enabling cost-efficient distribution
Brand-centric Nordic market	A market in which consumer choice and brand loyalty are uniquely important

PostNord's strengths

Expertise	A long history with operations across the entire value chain in both the postal and logistics industries
Scale	A large geographical reach, logistics network, and customer base
Nordic Connection	A unique postal history, Nordic brand, and positioning to serve the entire market

PostNord in brief

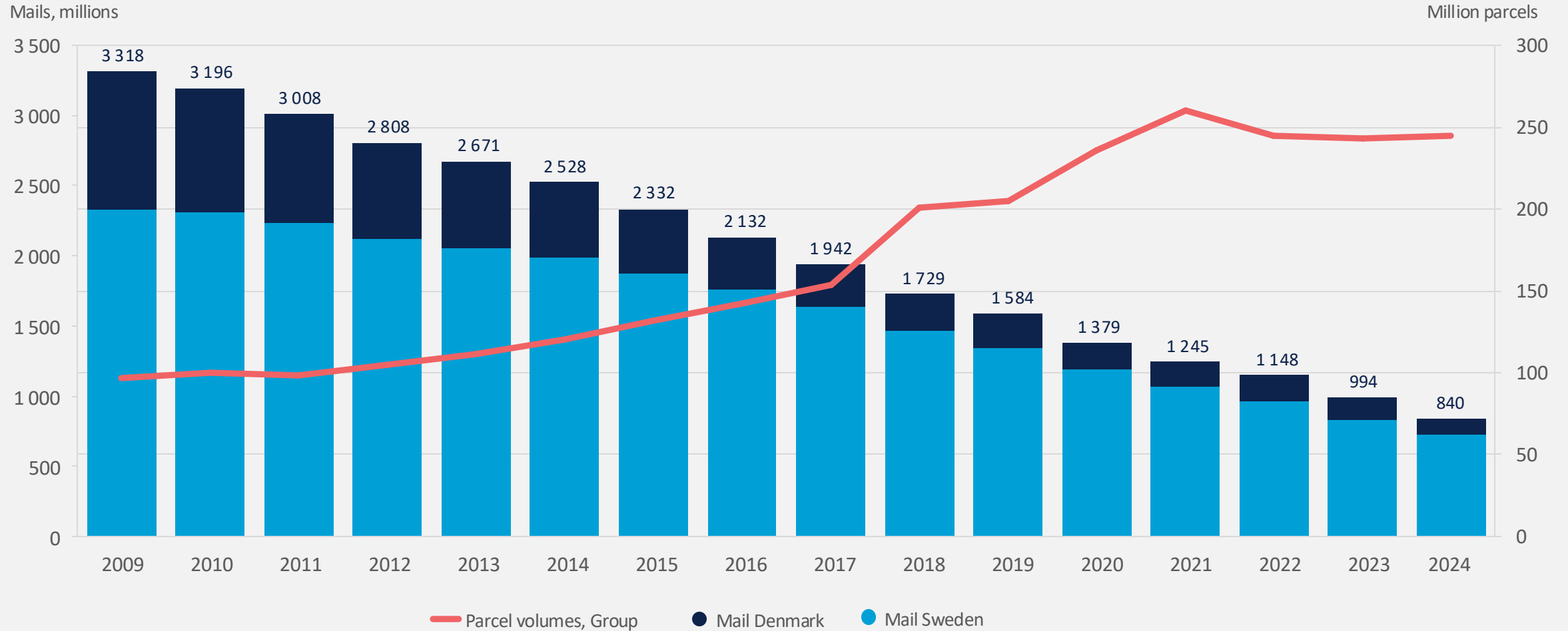
<div>37.8</div> <div>SEK billion sales</div>	<div>23,300</div> <div>employees, FTE</div>	<div>12,100</div> <div>parcel distribution points in the Nordic region</div>
<div>245</div> <div>parcels, millions¹⁾</div>	<div>94.0%</div> <div>Weighted parcel delivery quality</div>	<div>840</div> <div>million letters and other items of mail</div>
<div>−63%</div> <div>tonnes CO₂e²⁾</div>	<div>−28%</div> <div>kg CO₂e/parcel²⁾</div>	<div>135</div> <div>million SEK operating income</div>

¹⁾ Volumes between countries have been eliminated
²⁾ Relative to baseline year 2020
All numbers from 2024 Annual and Sustainability Report



Trends

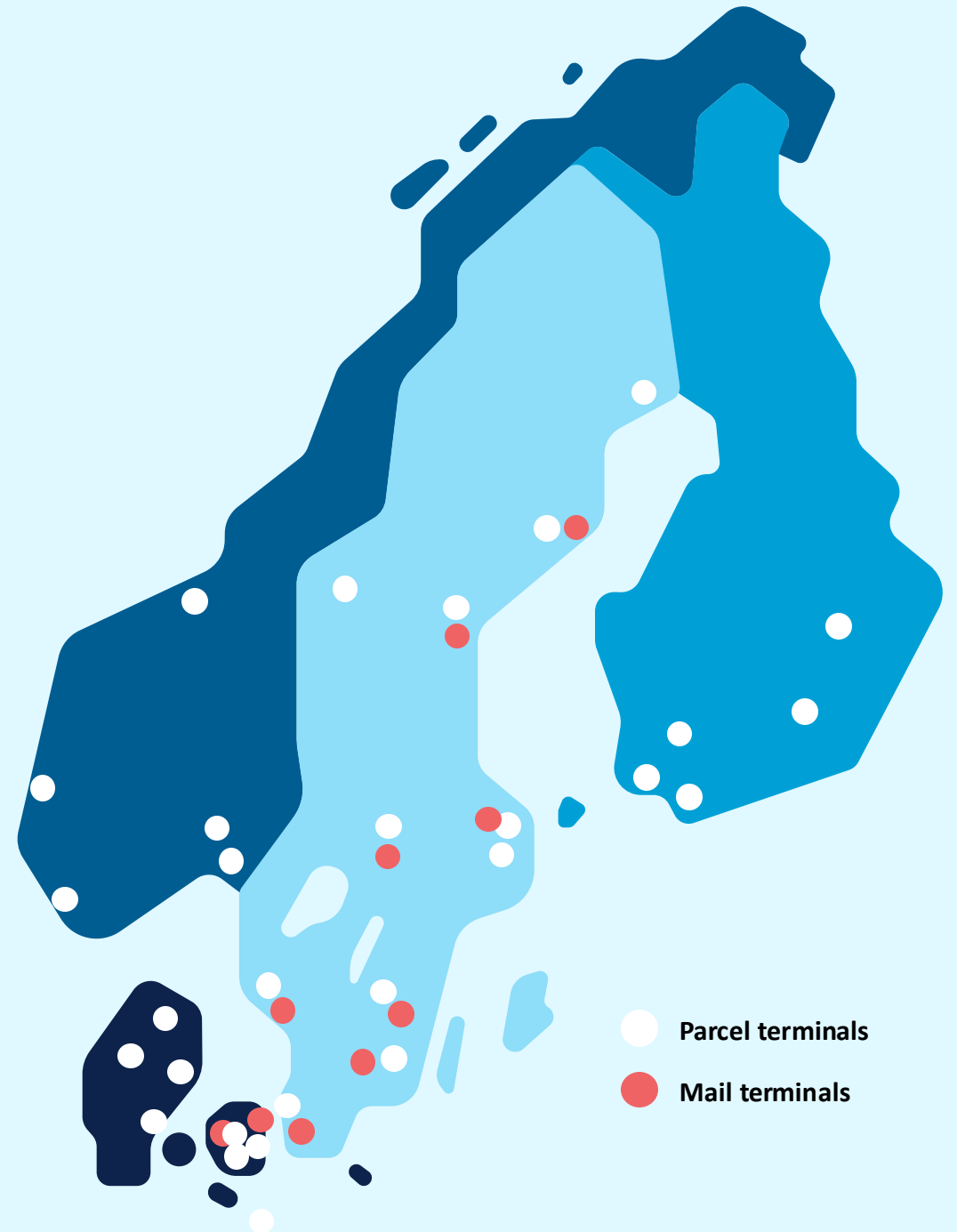
PostNord Group performance regarding mail and parcel volumes



**We are a
Nordic Group**

PostNord – a Nordic company

PostNord has a leading position in the Nordic logistics and parcels market, thanks to our comprehensive offering and extensive network, both geographically and in terms of partnerships.



One of the Nordic region's biggest employers

PostNord aims to:



increase diversity and the proportion of women in management positions



increase job satisfaction/motivation and index for immediate managers



reduce sick leave

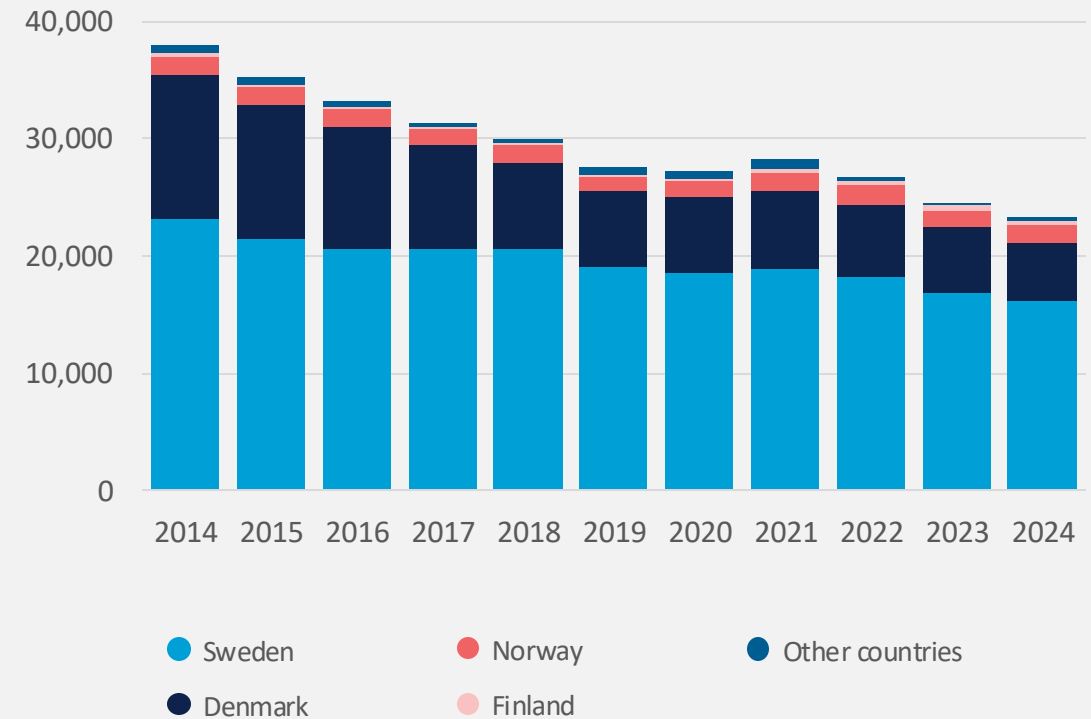
23,300

average number
of employees

31%

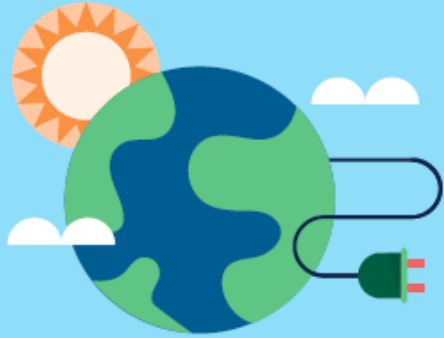
women in management
positions

Average number of employees per segment



Our Sustainability Agenda

PostNord's agenda for sustainable logistics



We manifest climate leadership

Trajectory towards
net-zero



We care for our people

Safe workplaces
on fair conditions



We unleash the power of diversity

Inclusive workplace

Net zero

greenhouse gas emissions
by 2040

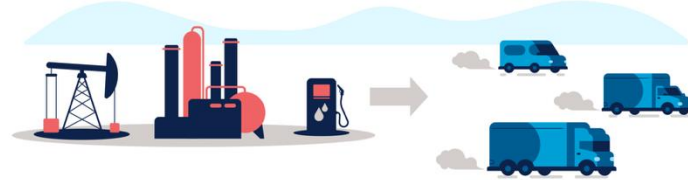
Commitment submitted to Science Based Targets initiative

Our Climate Transition Plan

– three basic stages

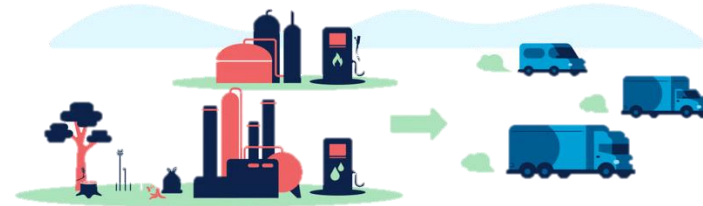
1 Fossil-based

We are moving away from fossil fuels, which are still the norm today



2 Bio-based

We are switching from diesel to HVO and biogas, to reduce carbon emissions faster



3 Fossil- and emission free

The goal for 2030 is that all transports are fossil free, using both biofuels and electric-powered vehicles



Key focus areas to realize our climate transition

More biofuels
in heavy trucks

Electrify our
vehicle fleet

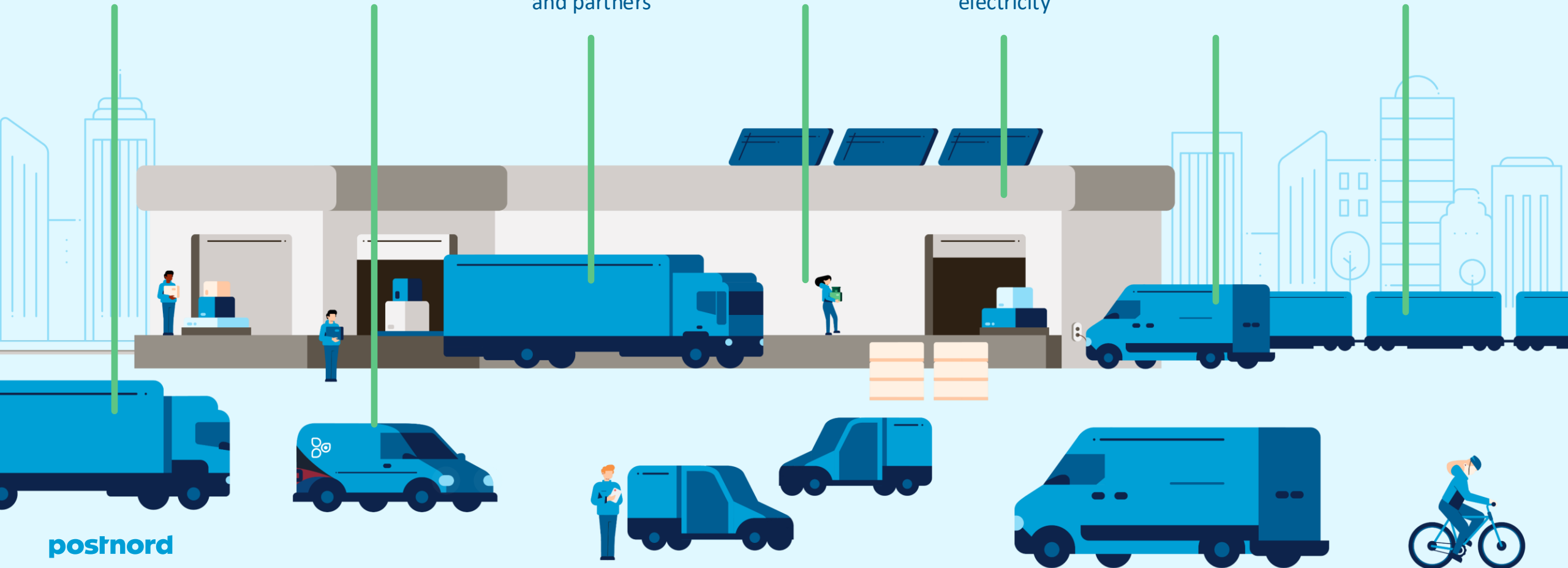
Engage
subcontractors
and partners

Optimize
capacity

Energy efficient
buildings & green
electricity

Develop
charging infrastructure

More by rail,
less by air



We care for our people



Safe workplaces



With fair conditions



Diversity all the way

Recruitment: We advertise both internally and externally, conduct skills-based interviews, and have both women and men among the final candidates.

Development: Diversity is an integral part of PostNord's various talent and development programs for managers and specialists.

Remuneration: Salaries and benefits are based on experience, skills and collective agreements.
We conduct pay surveys to ensure equal pay.

Follow-ups: The FOCUS employee survey is used to assess how well we are living up to PostNord's values, and its aspiration to be an inclusive workplace.

Our Stakeholders

Our stakeholders



Customers

PostNord is a leader in parcels and logistics services to, from, and within the Nordics. Our business and non-business customers must be able to reach their recipients at the right time, reliably and efficiently – whether the task involves a global logistics solution, an advertising campaign or a birthday greeting.



Owners

The Danish state has a 40 percent holding in PostNord and the Swedish state has a 60 percent holding. The overall mission of the owners is to ensure the provision of a universal postal service while also creating value.



Employees

With around 23,300 employees, PostNord is one of the largest employers in the Nordic region and has a significant social responsibility. PostNord aims to offer an attractive, stimulating workplace.



Financial market

The confidence of the financial market is important for the Group.



Business partners

Business partners summarizes PostNord's relationships with partners outside the Group, such as suppliers and service point providers. Every year, PostNord buys goods and services worth billions and has 12,000 parcel distribution points in the Nordic region.



Society

PostNord plays a key role for the business community and in society. Having a business that is stable and profitable in the long-term, and run in an environmentally-sound and socially responsible way, strengthens competitiveness while also meeting expectations regarding responsibility.

Thank you!

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postnord