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IMPLEMENTING PERFORMANCE-BASED WAGE AND BONUS POLICY AND INCREASING PRODUCTIVITY







#### INTRODUCED PERFORMANCE-BASED SALARY AND BONUS SYSTEM

In order to correlate the Company's income and service quality with the employees' work performances, the Wage and Bonus Procedure has been newly approved and the salary and bonus system based on the employees' work productivity and results has been followed in the organization.





### COOPERATION AGREEMENT

The "Mongol Post" JSC and the Postal Organization of the Republic of Estonia /Esti Post/ have signed an "Agreement on Cooperation", which is aimed to promptly deliver online shopping products and to maintain the cheapest price and fastest delivery in transportation services.





#### STARTED AIR TRANSIT MAIL TRANSPORTATION SERVICE

In the scope of the works to increase the volume, speed and efficiency of transit mails in the region, the cargo was transported by multiple transport options and routes. As a result of transporting the mails through mixed transportation means as air, rail and auto road, the consumers became able to use different postal services and postal volume has increased.

In addition, by increasing the rate of transit mail fees by 50%, the Company's income amount has increased. 5





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### Opening the Central Branch

The opening event of the Central Branch of "Mongolian Post" JSC was held on December 02, 2022. The "Ard Financial Group" set up a good example for the Public-Private sector and renovated our Central Branch building, located in the Central Post Office, the central point of the Ulaanbaatar City, in accordance with international standards for the 100<sup>th</sup> Anniversary of Telecommunications and Information Technology sector of Mongolia.



### DARKHAN POST OFFICE WAS RENOVATED AND OPENED.

The new postal branch was opened in Darkhan-Uul Province to deliver postal, financial services and government e-services, setting a good example for the public-private sector. In accordance with this standard, in the coming years, we are planning to modernize our local branches and to increase the quality of our services, bringing financial and government electronic services closer to the people living and working in the local area.









#### THE POSTNET SYSTEM FOR THE POSTAL SERVICES WAS UPDATED AFTER 8 YEARS

We have introduced the "PostNet v2" software, which is connected to the new equipment, technology and new products and services, in 2010, the 3<sup>rd</sup> Version of the "PostNet v3" system for postal registration control in 2014 and the 4<sup>th</sup> Version of the "ePostNet v4" Postal registration and management system in in 2022 and the programs are being regularly developed.





### SUBSCRIPTION AND DELIVERY SERVICES OF NAADAM FESTIVAL TICKETS

With expanding of Government e-services, the types of postal services are increasing day by day. We have introduced the ticket subscription and postal delivery services for the first time.





### E-MONGOLIA

The "Mongol Post" JSC, in cooperation with the Ministry of Electronic Development, Communications and the State Registration General Authority, has introduced the postal services for delivering ID cards and Driver's Licenses, ordered by the citizens through e-mongolia.mn, the integrated Government E-Service System.





### **HUMAN RESOURCES**

The Company has in total

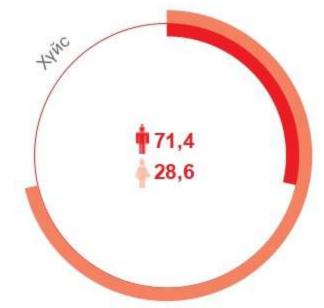
1009 employees By the 4th Quarter of 2022 the Company has

6 departments, 3 divisions, 5 centers, 7 district postal service branches, 1 auto depot, 2 branches, and in total 1009 employees in 21 Provinces and 327 Soums of Mongolia



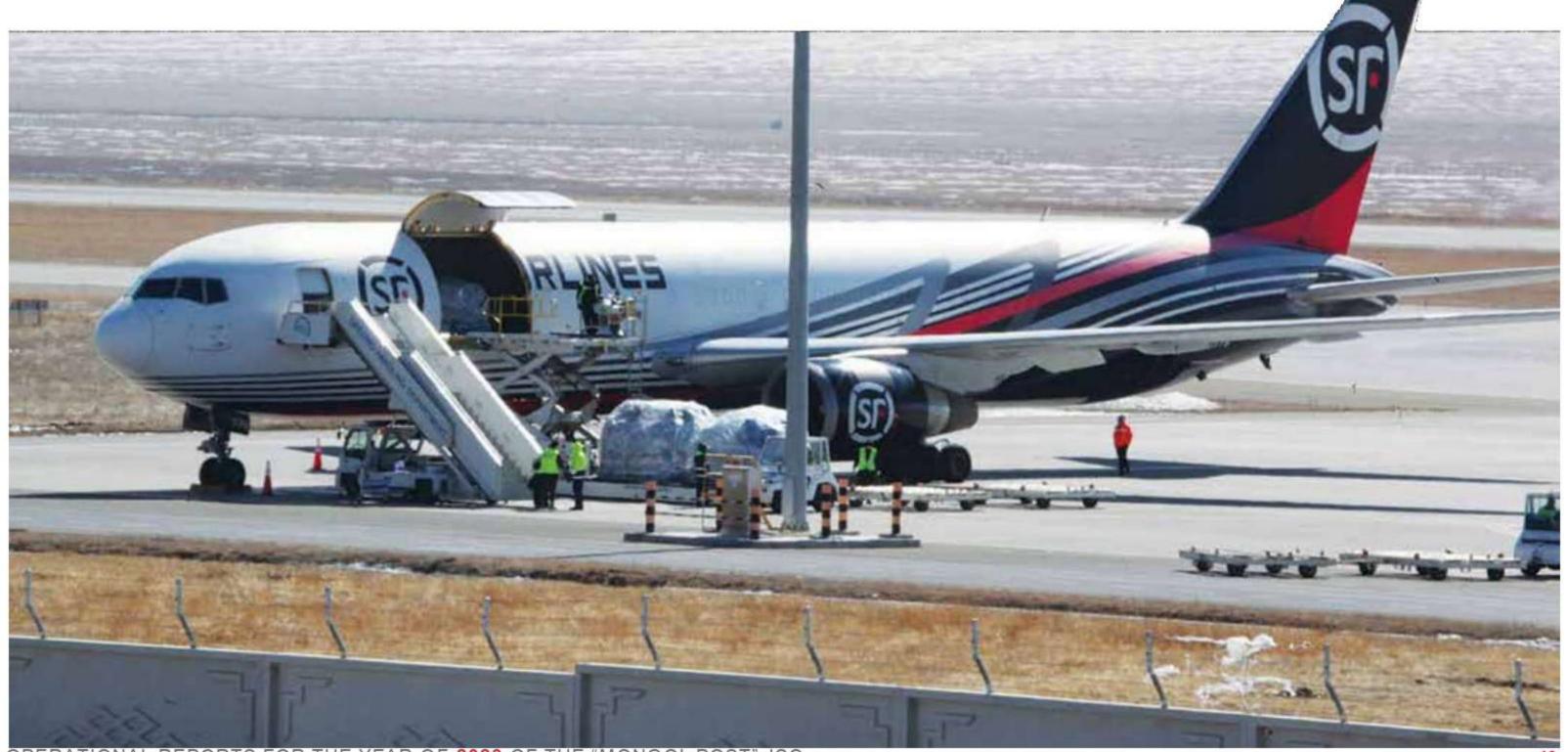


As for the workforce, there are 440 employees in Ulaanbaatar City, 519 employees in the Provincial Postal Service Offices, 44 employees are in childcare leave and 6 employees are on maternity leave.



In terms of employees' gender, 71.4% of all employees are women and 28.6% are men. As compared this amount with the year of 2021, the percentage of male employees decreased by 1.2%.







### TRANSPORTATION

### OPTIMIZATION OF TRANSPORTATION ROUTES

In order to increase the revenue and exchange of the international postal services, the routes of the mails and parcels to Asia, Europe and other countries have been renewed, and mails can be sent to 88 countries. Mails to be sent to the Asian countries are delivered through Japan Post Office, mails to be sent to European, African and other countries are delivered through the Turkish Post Office. Mails are sent in the form of seat packages to 24 countries and openly to 60 countries of the world only through air transportation.

### In the scope of the Project and Program:

In the scope of the Project "Improvement of mail transportations between the new Airport and the Sorting Processing Center, which was implemented with the financing of QSF, a proposal for purchasing cargo vehicle with a carrying capacity of 2.5-3 tons has been developed and submitted to the Service Quality Fund of the World Postal Union.

### In the scope of cooperation:

We have renewed Cooperation Agreements with the Transport organizations as "MIAT", "Turkish Airlines", and "ANA" and signed a new Contract with the "Artis Logistics" LLC for Aeroflot transportation and also a new contract with the Korean "CJ Logistic" Company for mail transportation services.















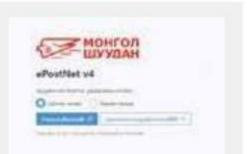


# INFORMATION TECHNOLOGY

In the year of 2022, three main systems, used in the Company's operations, have been completely updated in the scope of electronic transition and system reforms.

1. Internal postal registration system

Software was developed and updates were made in the postal registration, postman delivery application, route and transport schedule registration and driver's application systems.



Integrated and postal information are exchanged electronically in advance on the international customs system.

As a result of it, 4 systems are used for

2. International Postal System 2021 upgrade





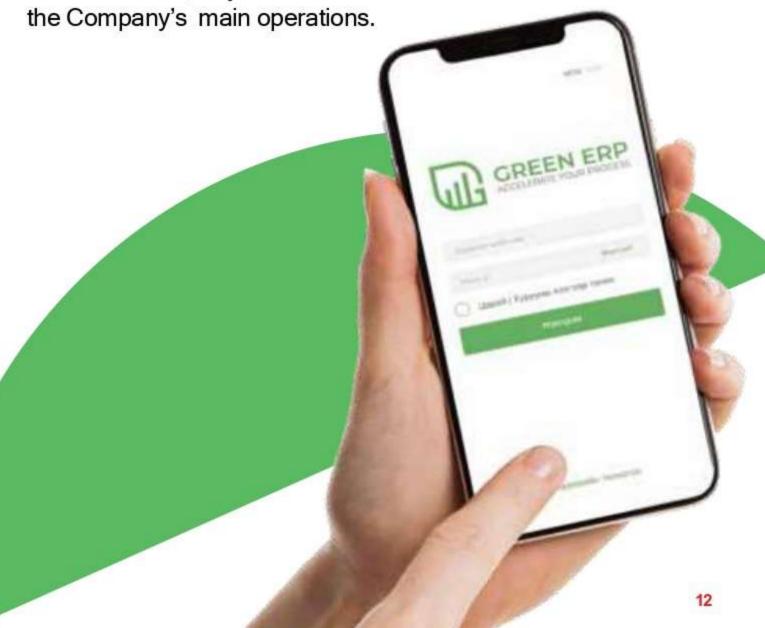
Successfully transferred from IPS2017 version to IPS2021 version.

3. Wage, hour registration and human resource system



Introduced wage, hour registration and human resource system Green ERP.

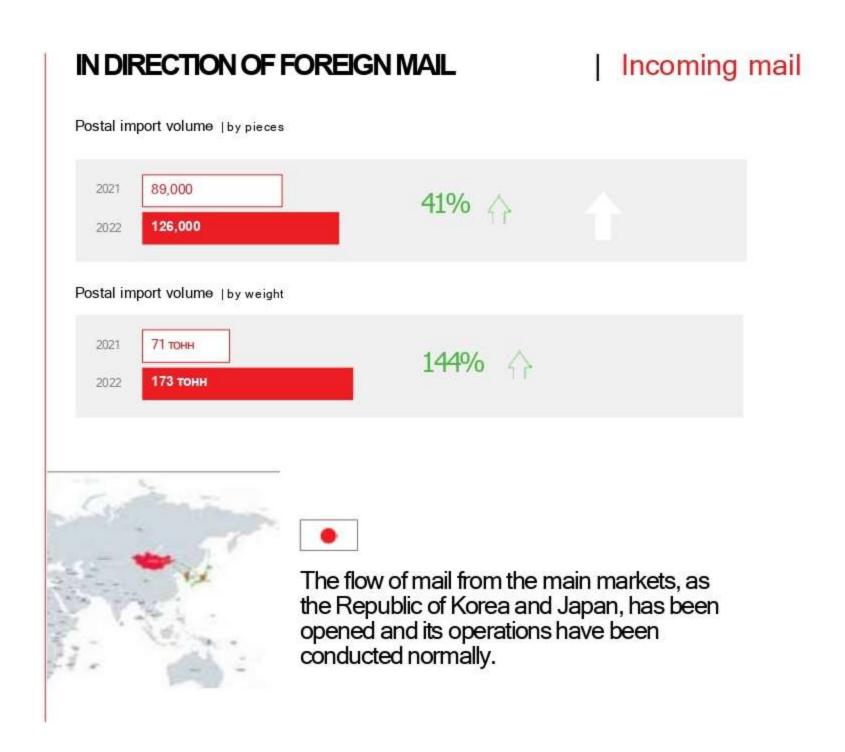
Also the new CDS (Customs Declaration System) system has been developed.





# ENSURING NORMAL OPERATIONS OF INTERNATIONAL MAIL DELIVERY SERVICES







# SHOPPING FROM US AND EU COUNTRIES BY ONLINE BECAME CHEAP AND FAST



"Mongol Post" JSC and the Postal Organization of the Republic of Estonia /Esti Post/ have signed a "Cooperation Agreement" for delivery and transportation of online shopping products with the cheapest prices and fastest ways.

As a result of establishing this Agreement, there will be created a good opportunity for online merchants and consumers of the large sites such as Amazon, Ebay, etc. to purchase goods and products from the United States and the European Union countries in the fastest way, cheapest price and most reliable way.









\* With the implementation of the above project, there will be created a significant progress in the postal service sector.

Within the framework of the project, the "Mongol Post" JSC will provide a complex service such as transportation, logistics, customs clearance, customs storage, domestic transportation, delivery by address, etc. for the online shopping products, delivered from the United States and European Union countries through the Sorting Processing Center, located at the Khushigt Valley International Airport and will create an opportunity to cooperate with private sector couriers and cargo transportation companies and online trading organizations that are managed in the same field, opening a new cheaper and faster way for postal air transportation.

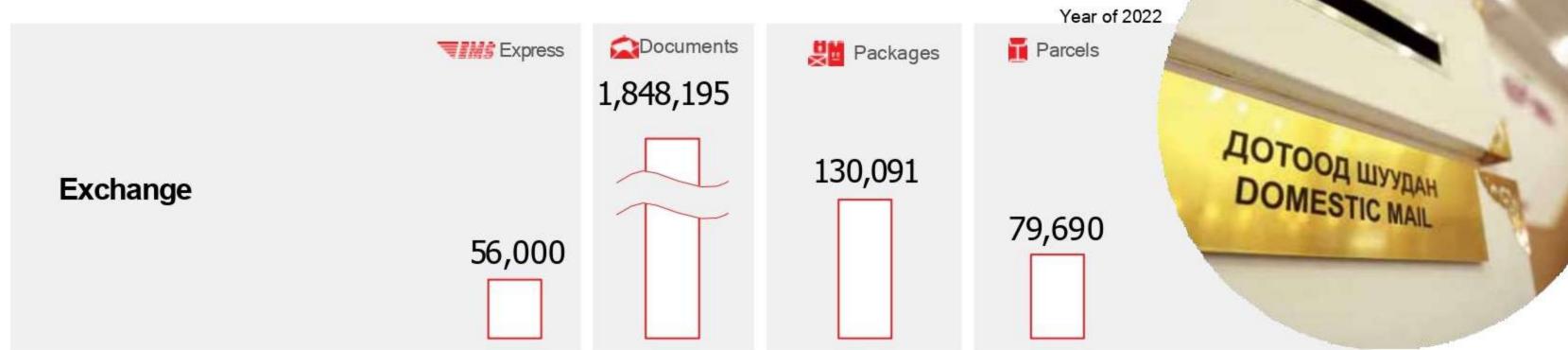




### DOMESTIC POSTAL SERVICES



Volume of mail exchange has increased by 2.8% and exchange of magazines by 45.6% compared to same period of the previous year. The weight of the parcels increased by 62.2%.



### Total exchanges

2018	2019	2020	2021	2022
2,397,599	2,653,661	2,399,497	2,410,063	2,469,042
1,685,703	2,082,944	2,108,296	2,183,348	2,182,005
1,512,814	2,009,719	2,002,527	1,867,891	2,019,670
55,928	51,766	60,102	168,646	101,059
	2,397,599 1,685,703 1,512,814	2,397,599 2,653,661 1,685,703 2,082,944 1,512,814 2,009,719	2,397,599 2,653,661 2,399,497   1,685,703 2,082,944 2,108,296   1,512,814 2,009,719 2,002,527	2,397,599 2,653,661 2,399,497 2,410,063   1,685,703 2,082,944 2,108,296 2,183,348   1,512,814 2,009,719 2,002,527 1,867,891

	2018	2019	2020	2021	2022
No.					
Улс хооронд гарах	711,896	570,717	291,201	226,715	287,037
Улс хооронд орох	177,930	191,276	60,491	54,223	60,429



# INTERNATIONAL TRANSIT POSTAL SERVICES

### TRANSIT MAILS

Amount | million, pcs

2021 11 mill/pcs

022 17 mill/pcs

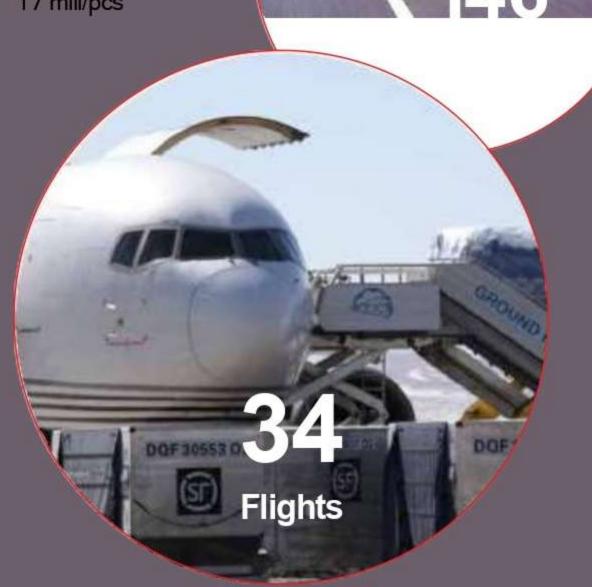


### INTERCITY TRANSPORT AND LOGISTIC SERVICES

Mail and cargo, to be delivered from Ulaanbaatar to 21 Provinces, 3 remote Districts and large Soums, were delivered by 800 shipments with a frequency of 1-5 times in a week.

161.9 thousand packages, 1,027.8 tons of basic mail, 107.7 thousand pieces of logistics cargo, meat, goods and mail from the local were transported from Ulaanbaatar by intercity transportation means.

Starting from the 3<sup>rd</sup> Quarter of 2021, retail shipments have been registered in the Postnet program and delivered in packages, which has reduced occasions of loss and damages of cargo and removed the violations of sending unregistered parcels.





### IN THE SCOPE OF ACTIVITY "FINANCIAL SERVICES"

### MONEY TRANSFER SERVICES

In 2022, the "Mongolian Post" JSC in cooperation with the "Ard Credit" NBFI, has joined the Eurogiro system of the International Money Transfer Services, and has successfully made transactions with the amount of 4,893,886,325.57₹ by total frequencies of 1987 times. In the future, we are planning to provide money transfer services through our Ulaanbaatar and local postal service branches in order to expand scopes of this service.

	Year of 2020	Year of 2021	Year of 2022
Frequencies	75	842	1987
Amount	113,406,255.15	2,168,312,074.84	4,893,886,325.57
Countries	13	54	31













### STAMP PRODUCTION:

21 topic stamps were put into postal circulations in the year of 2022, and its promotion, distribution, and sales were successfully organized in cooperation with the Branches of the Postal Service.



Бар жил



30<sup>th</sup> Anniversary of the Constitution of Mongolia



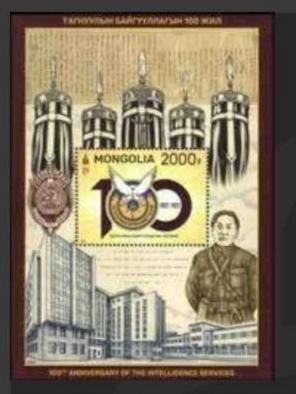
Galdan Boshigt Khan



Gombojav Gombosuren, the world rank Actor



50<sup>th</sup> Anniversary for Diplomatic Relations between the Mongolia and Japan



100<sup>th</sup> Armiversary of Intelligence Organization

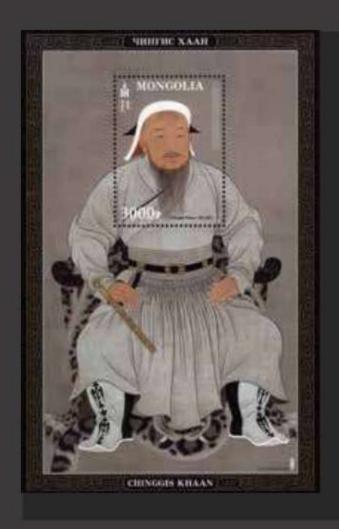


Mongolian dinosaur fossils





Animals and plants included in the Red Book





860<sup>th</sup> Birth Anniversary of Chinggis Khan



100<sup>th</sup> Anniversary of State Auditing Organization



Mongolian cartoons

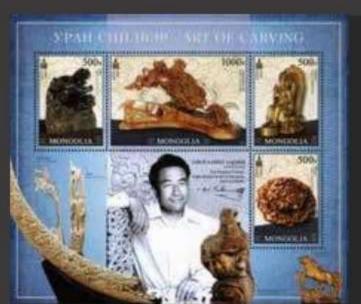
50<sup>th</sup> Anniversary of Mongolian-Australian Diplomatic Relations



Bakula Rinpoche



Зээгт наамал



Engraving





Herd of carnels





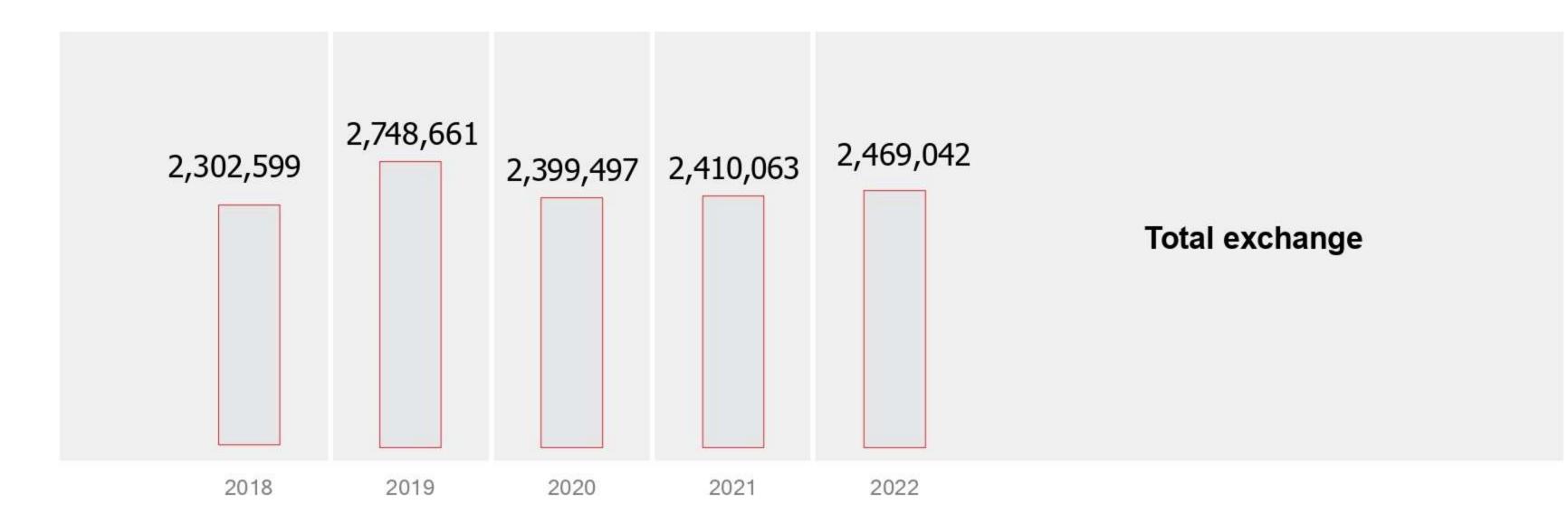


# IN THE SCOPE OF FINANCIAL ACTIVITIES



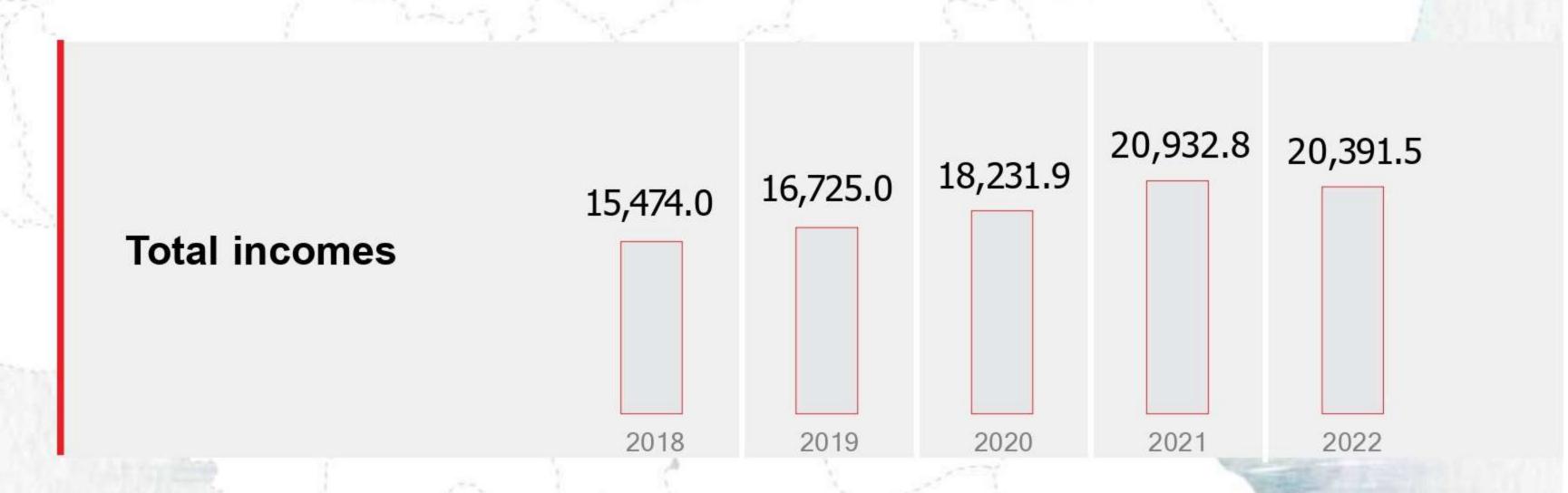
### INDICATIONS FOR TOTAL POSTAL EXCHANGE

In the years of 2018-2022 |pieces



### FINANCIAL INDICATIONS

In the years of 2018-2022 | pieces





### FINANCIAL INDICATIONS

INCOME, NET PROFIT

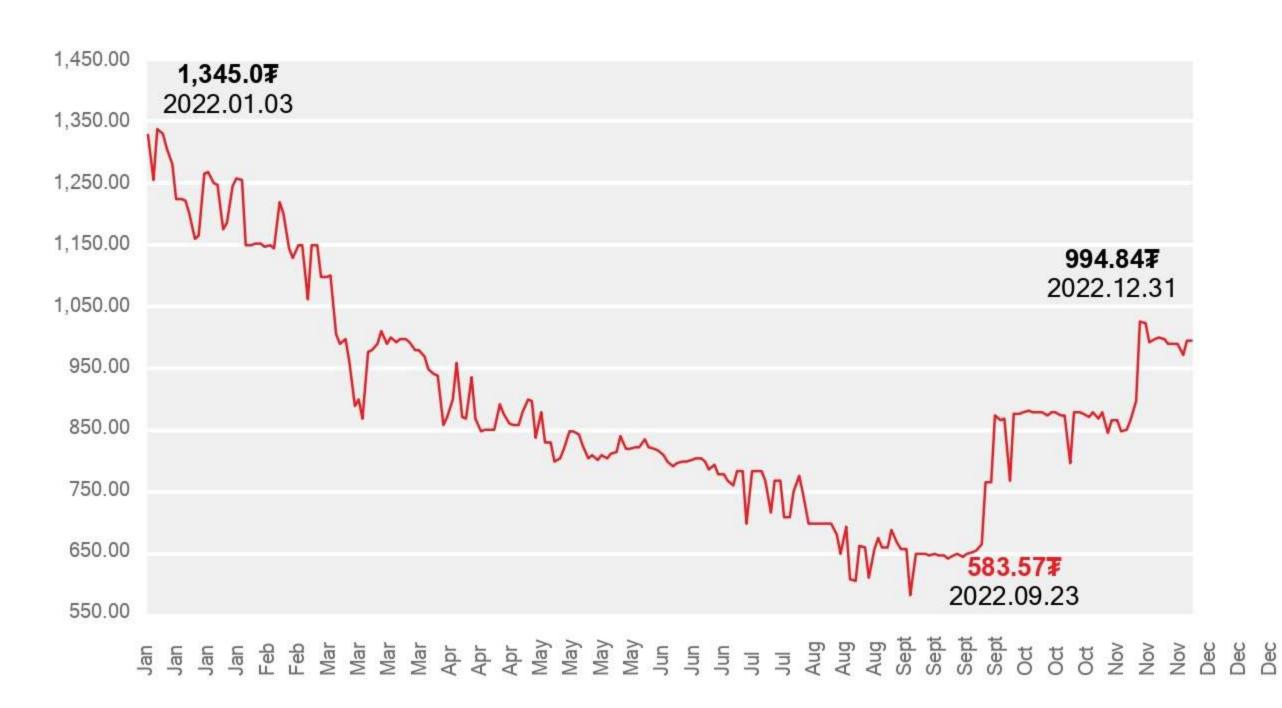
Years of 2020-2022, million MNT

Account name	2020	2021	2022
Total income	18,231.9	20,932.8	20,391.5
After tax net profit	557.9	400.0	451.3





# TRADING ON THE SECONDARY STOCK MARKET Year of 2022





# MAJOR WORKS, TO BE IMPLEMENTED IN THE YEAR OF 2023





# INTEGRATED CENTER FOR GOVERNMENT ELECTRONIC SERVICES

Government electronic services have been delivered through our 50 Branches in Ulaanbaatar City and locals.



# MAJOR WORKS, TO BE IMPLEMENTED IN THE YEAR OF 2023



Mail Sorting Processing Center, which was newly opened in the Chinggis Khan International Airport



Postal cargo terminal center, located in the Buyant-Ukhaa Airport



# MAJOR WORKS, TO BE IMPLEMENTED IN THE YEAR OF 2023



A complex service for storage, sorting and delivery of online shopping goods will be provided in the scope of works for expanding hand-to-hand delivery services..



By expanding international business cooperation and e-commerce, we became able to make the cheapest and fastest delivery from the USA and EU countries.



We are working with the goal expand our service points in Ulaanbaatar up to 100 points.

# THANKS FOR ATTENTION

- TheMongolPost
- f Монгол шуудан /Mongol shuudan/
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