



Business Review

Q1 2026

Agenda

- 1) Agenda
- 2) Introduction to the review
- 3) Key figures
- 4) Key points and market
- 5) Direction and outlook

Welcome!
Timo Lappi, CEO



Opening remarks

On the
threshold of
growth

Profitability
improved

Commercial
successes



Q1 2026

- Net sales 6.4 M€ (6.5), change –1.8%
- Adjusted EBITDA 0.7 M€ (0.4)*
- Adjusted EBITDA -% 10.6% (6.7)*
- Adjusted EBIT 0.5 M€ (0.2)*
- Adjusted EBIT -% 7.1% (3.4)*
- Personnel (avg. FTE) 136 (153), change – 11.1%

*Adjusted comparable figures

Fondia and market Q1 2026

1

On the threshold of growth

- Finland +3.5%
- Sweden -15.6%
- Baltics +28.5%

2

Fondia

- Business x Fondia
- LDaaS
- Reformed leadership

3

Market

- Economic uncertainty
- Changes in business law
- Geopolitical turbulence

Fondia's direction

Customers and
employees first

Strategic initiatives
in support of
customer work





Fondia expects in the 2026 financial year the Group's net sales to grow and the adjusted EBITDA margin to improve compared to the previous year.



FONDIA