

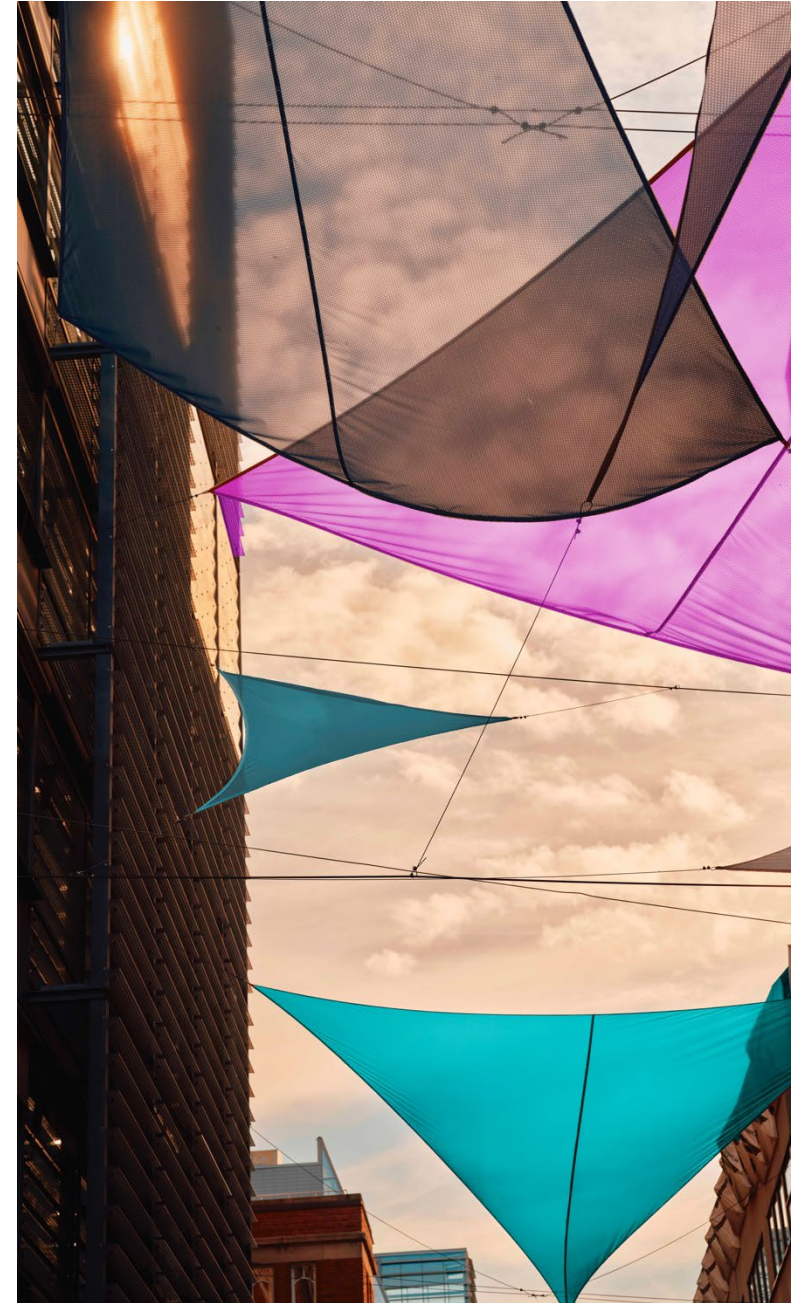


# Annual General Meeting 20.3.2024

# CEO's review

- 1) Fondia today and focus
- 2) Strategy
- 3) Year 2023
- 4) Outlook 2024
- 5) Financial targets and dividend proposal

Welcome!  
Harri Savolainen, CEO



# Fondia today

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Countries

Finland  
Sweden  
Estonia  
Lithuania



130+

Lawyers in customer work

9

Cities

270+

LDaaS customers

1000+

Customers annually

61

NPS

48

eNPS

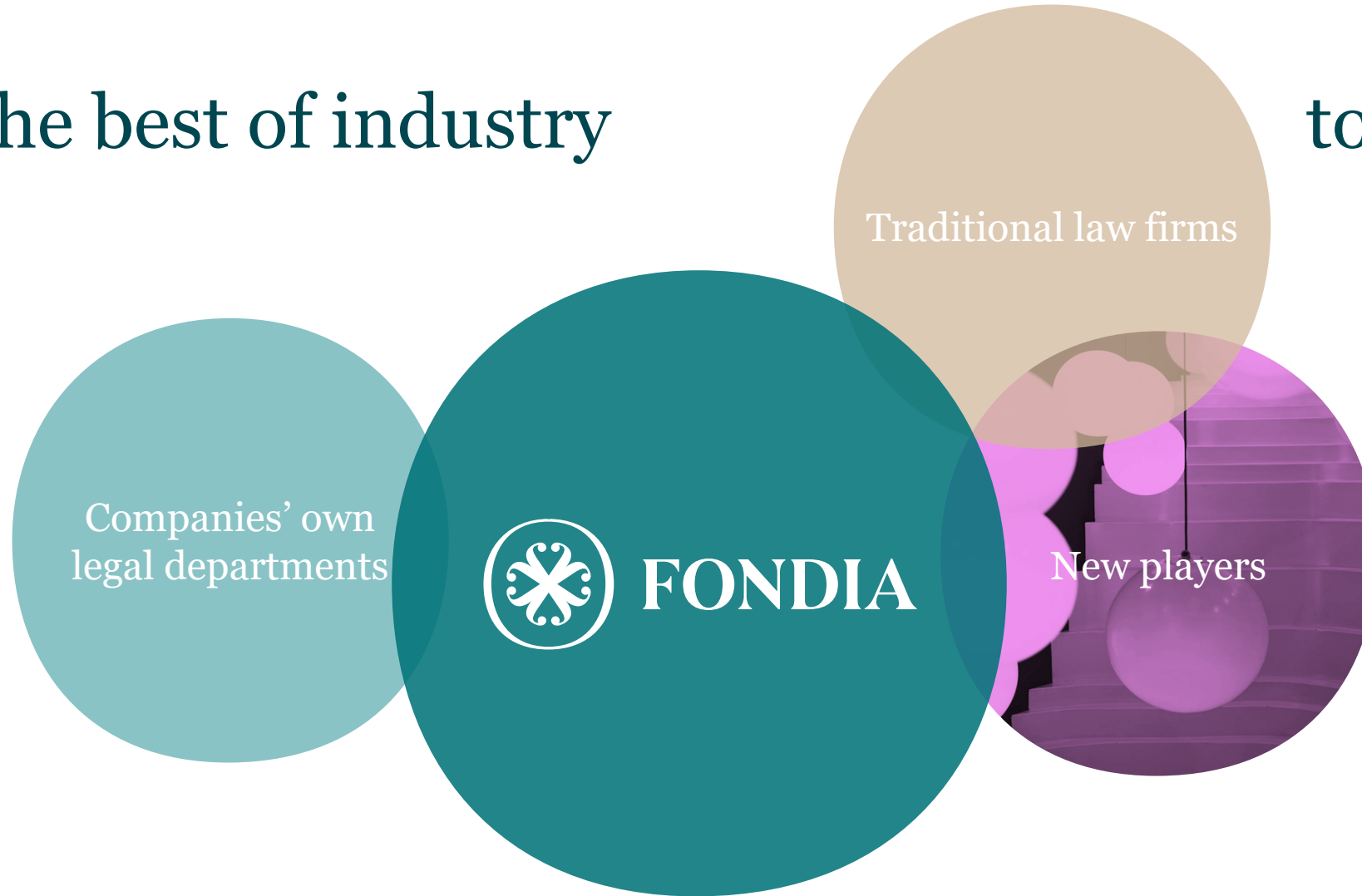
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Our focus is not only on sales, customer service and personnel, but also on clearer operational performance management and commercial capability development.

Our goal is to strengthen value creation for our customers through proactivity, technology and stronger collaboration, and to expand our customer base across all business areas.

Fondia – the best of industry

together!





# 2023

Net sales 26.1 M€ (24.6), change 6.2%

EBITDA 2.6 M€ (2.9)

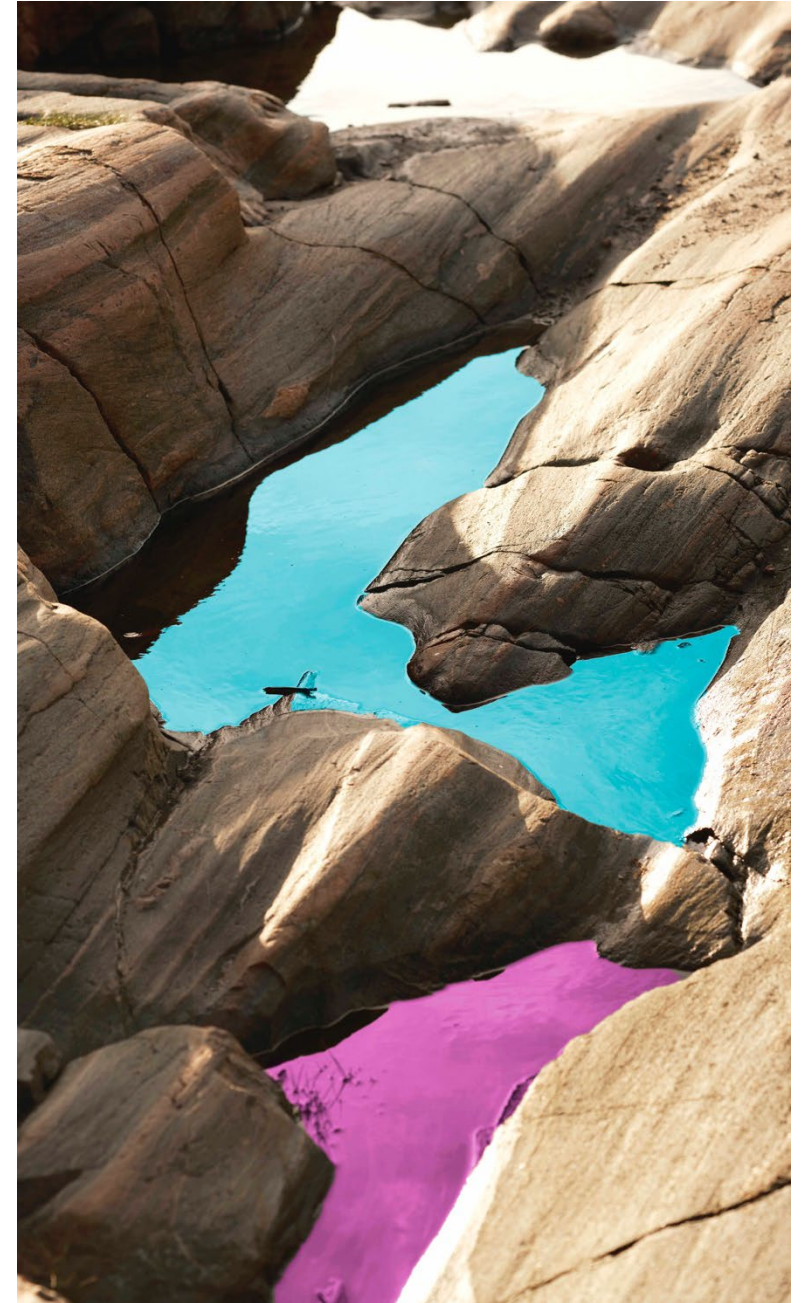
EBITDA-% 10.1% (11.7)

EBIT 1.8 M€ (2.1)

EBIT-% 7.0% (8.5)

Personnel (avg. FTE) 163 (147), change 10.9%

(comparison period in brackets)



# Fondia and market 2023

1

## **Growth despite market challenges, productivity to be improved**

- Finland +8.0% growth
- Sweden +2.8% growth
- Baltics +8.7% growth

2

## **Fondia**

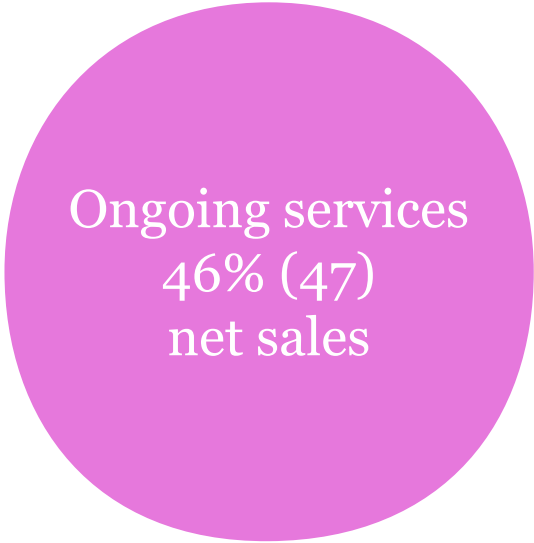
- AI and MyFondia
- Tax services
- New office in Malmö
- Intels UAB

3

## **Uncertainty continued in the market**

- Economic recession
- Inflation & interest rates
- Security threats

# Customers



Ongoing services  
46% (47)  
net sales




Ongoing customers  
76% (77) net sales

**Ongoing business  
creates security**



# Customers



Top10 customers  
13% (17)  
net sales



International share  
25% (25)  
net sales

**Healthy net sales spread**

”

Fondia expects growth, with net sales for 2024 of EUR 27–29 million and an operating profit of 7–10%.

The market situation remains uncertain, and this has weakening impact on the ability to assess future business development and the factors affecting it.



FONDIA



20<sup>th</sup>  
anniversary

# Financial targets and dividend proposal

Average annual growth in net sales 15%

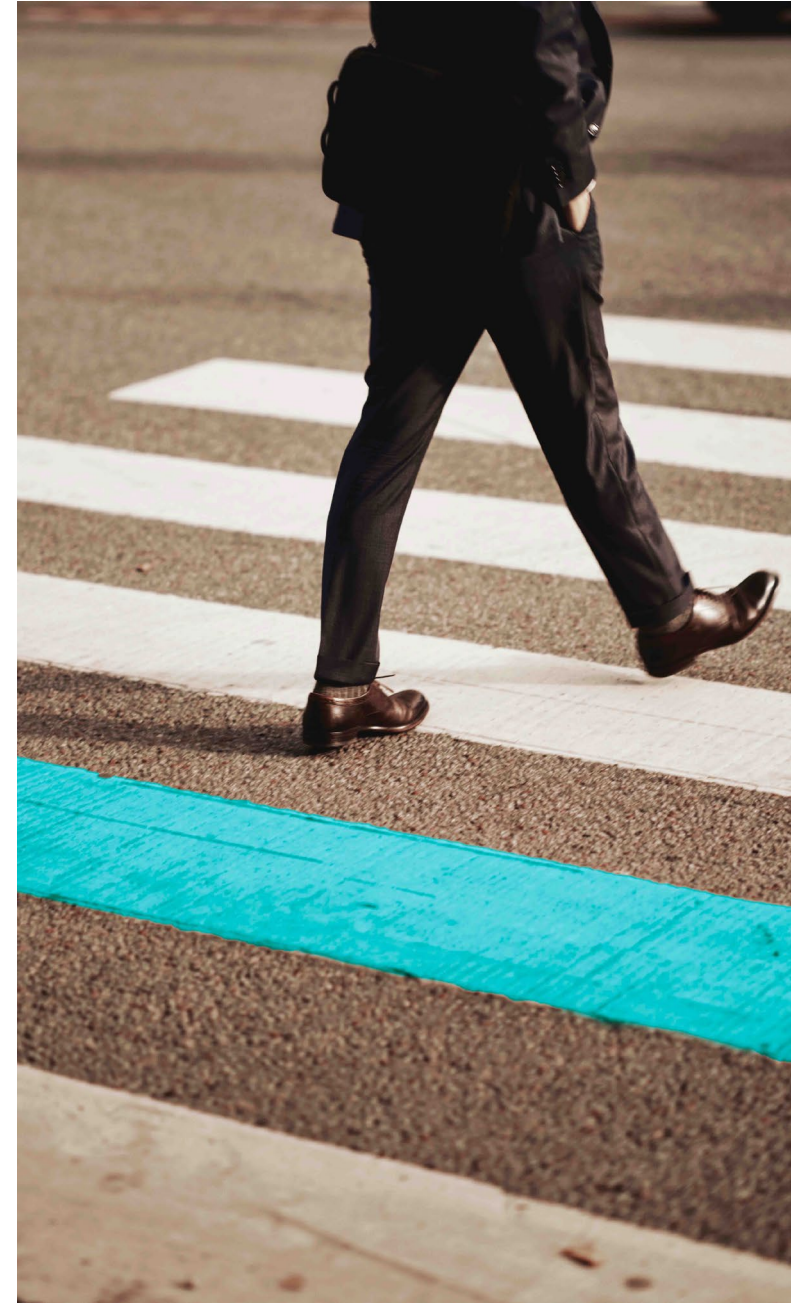
Average operating profit margin 15%

The objective is to distribute  $\geq 2/3$  of earnings per share as dividends to shareholders

Proposal of the Board of Directors:

Actual dividend EUR 0.32 per share

Additional dividend EUR 0.20 per share







FONDIA