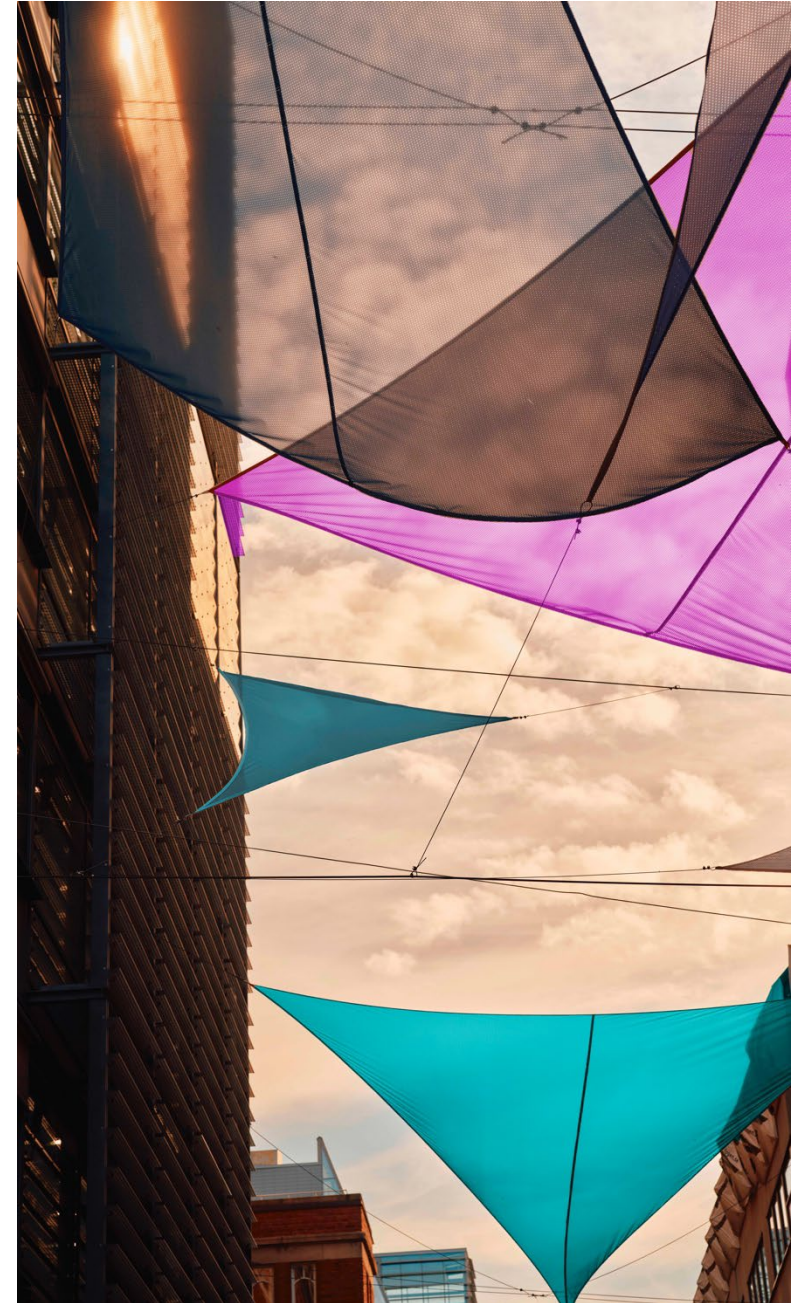


Half-yearly Financial Report H1 2025

Agenda

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

Welcome!
Timo Lappi, CEO



Introduction to the review

New direction
in operations

Challenging
early part of
the year

Net sales
decreased and
profit
weakened



Q2 2025

Net sales 6.2 M€ (6.9), change -7.5%

Adjusted EBITDA 0.5 M€* (0.6)

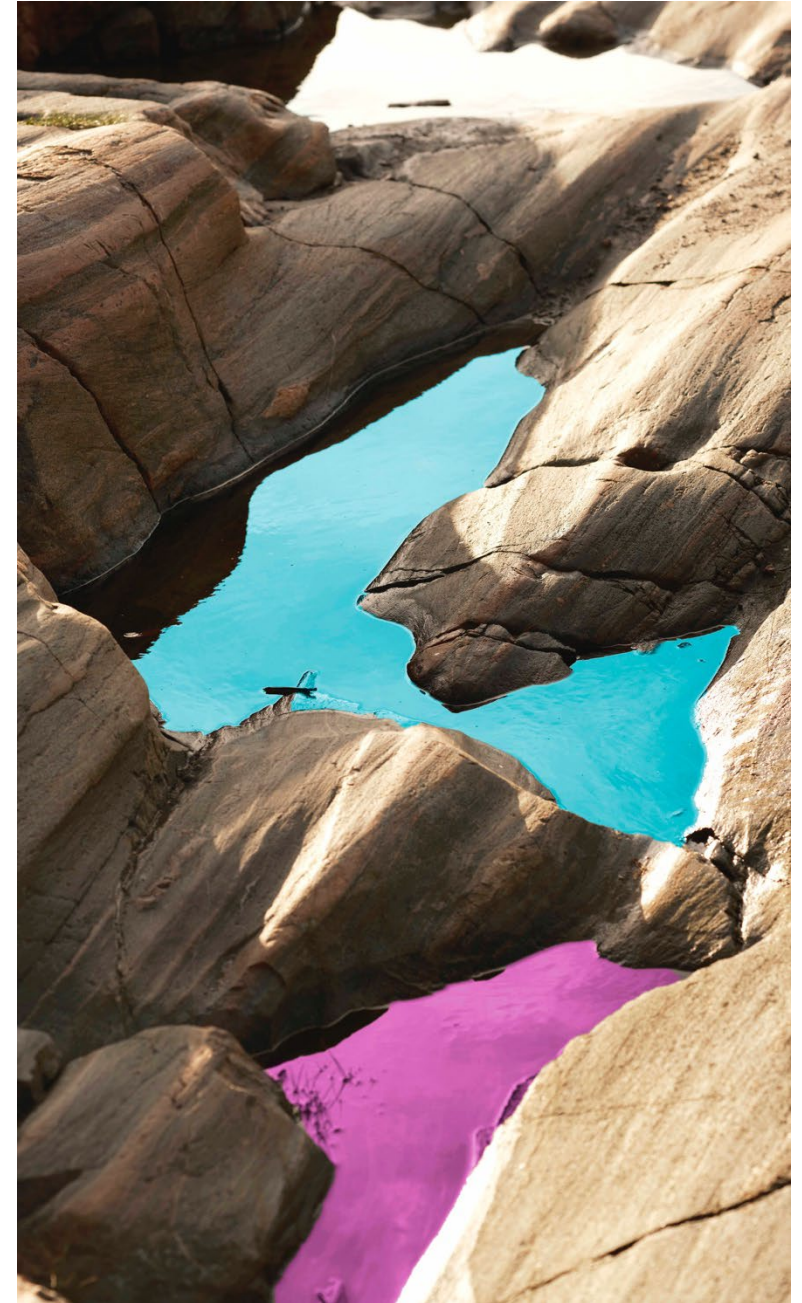
Adjusted EBITDA-% 8.0%* (9.5)

Adjusted EBIT 0.3 M€* (0.4)

Adjusted EBIT-% 4.1%* (6.1)

Personnel (avg. FTE) 142 (162), change -12.2%

*) Adjusted comparable figures



H1 2025

Net sales 12.7 M€ (13.8), change -8.1%

Adjusted EBITDA 0.9 M€* (1.3)

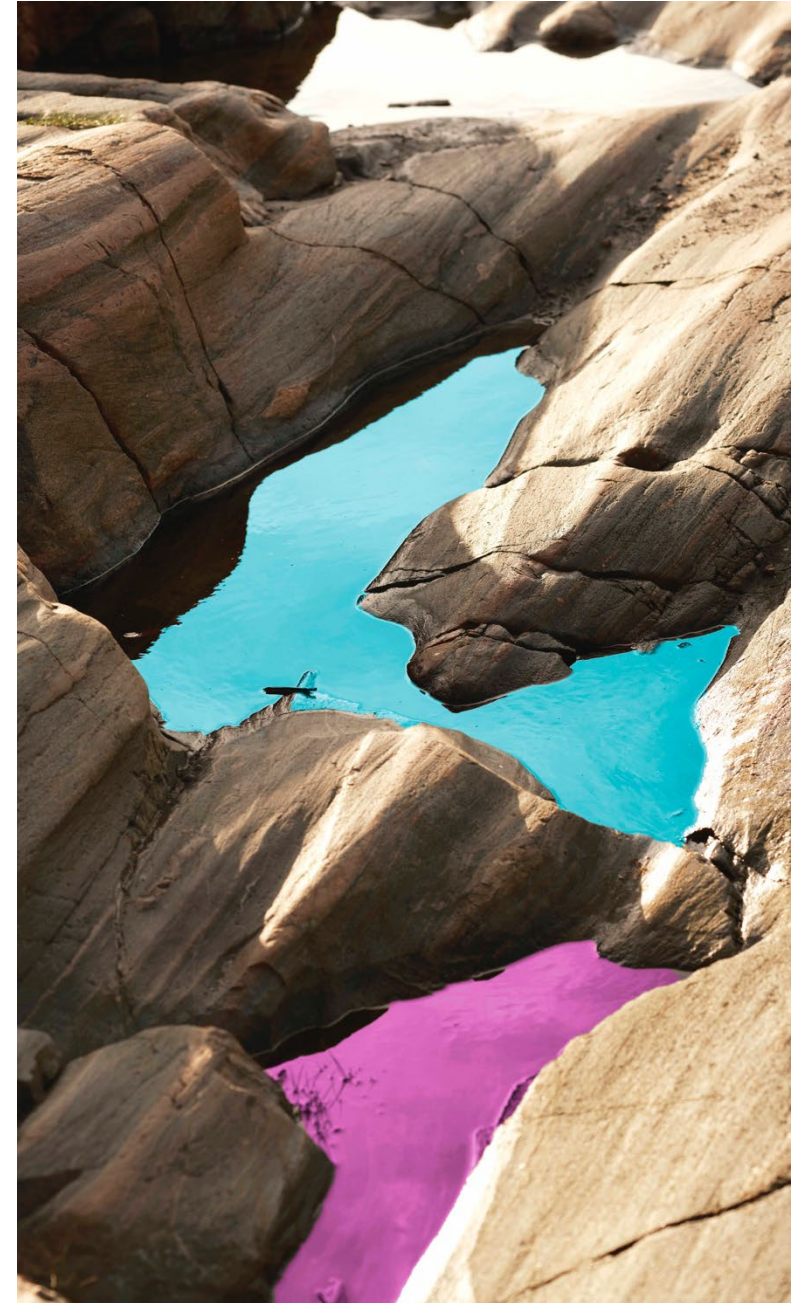
Adjusted EBITDA-% 7.3%* (9.7)

Adjusted EBIT 0.5 M€* (0.9)

Adjusted EBIT-% 3.7%* (6.6)

Personnel (avg. FTE) 147 (169), change -13.0%

*) Adjusted comparable figures



Fondia and market H1 2025

1

Growth challenges

- Finland -12.2%
- Sweden +1.0%
- Baltics +11.7%

2

Fondia

- Strategy work completed
- Updated targets and strategic initiatives
- New CEO

3


Market

- Economic uncertainty
- AI; diversifying legal needs
- Geopolitics

Customers



Ongoing services
45% (44)
net sales



Ongoing customers
67% (76) net sales

**Ongoing business
creates security**

Fondia's direction

Customers and
employees first

Strategic initiatives
progressing



”

In 2025, Fondia will focus on improving profitability.

The market situation remains uncertain, and this will have a weakening impact on the ability to assess the demand for legal services and the factors affecting it.



FONDIA