

29.10.2021

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FONDIA

Financial results

1.7.2021-30.9.2021



Our goals for the year 2021

- ✓ Continuing to execute our strategy despite unusual pandemic situation
- ✓ Fondia on a growth path – The break-even in Baltics and in Sweden
- ✓ Commercial focus
- ✓ Strong emphasis to recruitment as a part of our growth strategy



Q3/2021 highlights

- ✓ The Group's revenue grew by 17,0 %. Revenue 4,6Meur (3,9)
- ✓ Strong growth especially in Sweden. In addition to Stockholm and Gothenburg we now have a presence in Malmö also.
- ✓ The Group's number of full-time employees increased (FTE) 140 (128)



Q3/2021 highlights

- ✓ Profitability lower than on comparison period
- ✓ Profitability was decreased due to
 - ✓ new lawyers having a lower invoicing level at the beginning
 - ✓ increased premise expenses and technology development expenses

Ebitda -0,2Meur (0,1)

Ebitda % -3,3 % (2,6)

Ebit operating profit -0,3Meur (-0,1)

Ebit operating profit % -7,5 % (-1,3 %)

Strategy cornerstones



We want to be the first choice for a business law partner



Fondians and corporate culture

- Values and passion
- Expertise and constant learning
- Compassionate and rock-solid professionals
- Corporate responsibility



Customers

- True partnership
- Easy co-operation
- Creating value
- Well-planned smooth services



Digital Law Story

- Technology gives time to create added value for the customer
- International and scalable business model



Fondians and culture on review period

- ✓ Returning back to our normal pre-pandemic way of working
- ✓ Attraction on the recruitment markets
- ✓ Future Workplaces –certificate from Signi employee survey

**FUTURE
WORKPLACES**
— 2021 CERTIFICATION —



Customers on review period

- ✓ Legal department customers stability on a good level
- ✓ The demand for conceptualized expert services continues
- ✓ New ongoing service customers acquired



Digital Law Story on review period

Legal tech –team active in customer assignments and projects related to legal technology

- ✓ Our technology project advancing as planned
 - ✓ Scalable and system integration emphasizing web page structure has been taken into production in all Fondia countries
 - ✓ New MyFondia-platform from conceptualizing into production



The end of year 2021

- ✓ We take a confident approach in increasing our profitability already during the end of year and developing from there positively through growth next year.
- ✓ Sweden and Baltics break-even