Fondia Plc Group: Half-yearly Financial Report, 1 January–30 June 2026 (Unaudited)

Fondia Plc: Net sales increased and profitability improved

FINANCIAL DEVELOPMENT IN BRIEF

Figures in parentheses refer to the corresponding period of the previous year, unless otherwise stated. Fondia Plc and its group companies are hereinafter referred to as "Fondia" or the "company".

April–June 2026 summary:

- Net sales EUR 6.4 million (6.2), a change of 2.9%
- EBITDA EUR 0.6 million (0.4)
- EBITDA-% 9.7% (6.1)
- Adjusted EBITDA EUR 0.6 million (0.5)*
- Adjusted EBITDA-% 9.7% (8.0)*
- Operating profit (EBIT) EUR 0.4 million (0.1)
- Operating profit-% (EBIT-%) 6.0% (2.2)
- Adjusted operating profit (EBIT) EUR 0.4 million (0.3)*
- Adjusted operating profit (EBIT-%) 6.0% (4.1)*
- Profit for the period EUR 0.3 million (0.0)
- Adjusted profit for the period EUR 0.3 million (0.2)*
- Personnel (period average FTE) 143 (142), a change of 0.8%

**Items affecting comparability have not been recorded in April–June 2026. In the comparison period, EUR 118 thousand in non-recurring expenses related to the organizational restructuring in Finland were recorded.*

January–June 2026 summary:

- Net sales EUR 12.7 million (12.7), a change of 0.5%
- EBITDA EUR 1.3 million (0.5)
- EBITDA-% was 10.1% (4.0)
- Adjusted EBITDA EUR 1.3 million (0.9)*
- Adjusted EBITDA-% 10.2% (7.3)*
- Operating profit (EBIT) EUR 0.8 million (0.0)
- Operating profit-% (EBIT-%) 6.5% (0.4)
- Adjusted operating profit (EBIT) EUR 0.8 million (0.5)*
- Adjusted operating profit (EBIT-%) 6.6% (3.7)*
- Profit for the period EUR 0.6 million (–0.1)
- Adjusted profit for the period EUR 0.6 (0.3)*
- Continuous monthly invoicing accounted for 41% (46) of net sales
- Personnel (period average FTE) was 140 (147), a change of –5.0%

**Items affecting comparability of 6 thousand euros have been recorded in January–June 2026 related to the reorganization of business premises. In the comparison period, EUR 426 thousand in non-recurring expenses related to the organizational restructuring in Finland were recorded.*

KEY FIGURES

Fondia Plc Group	1–6/2026	1–6/2025	Change, %	1–12/2025
Net sales, 1,000 euros	12,737	12,672	0.5%	23,929
EBITDA, 1,000 euros	1,289	501	156.8%	1,989
% of net sales	10.1%	4.0%		8.3%
Adjusted EBITDA, 1,000 euros*	1,295	928	39.4%	2,446
% of net sales*	10.2%	7.3%		10.2%
Operating profit (EBIT), 1,000 euros	830	45	1,749.3%	971
% of net sales	6.5%	0.4%		4.1%
Adjusted operating profit (EBIT)*	836	470	77.2%	1,428
% of net sales*	6.6%	3.7%		6.0%
Profit for the period, 1,000 euros	556	–61	1,007.1%	568
% of net sales	4.4%	–0.5%		2.4%
Adjusted profit for the period, 1,000 euros*	561	279	101.1%	933
% of net sales*	4.4%	2.2%		3.9%
Net gearing %	–51.9%	–52.2%		–2.5%
Equity ratio %	29.8%	30.4%		37.6%
Return on equity (ROE) %	25.9%	–2.6%		21.1%
Average number of employees, full-time equivalent (FTE)	140	147	–5.0%	141
Balance sheet total, 1,000 euros	6,541	6 178		6,611
Net earnings per share, euros	0.14	–0.02		0.14

*Items affecting comparability of 6 thousand euros have been recorded in January–June 2026 related to the reorganisation of business premises. In the comparison period, EUR 426 thousand in non-recurring expenses related to the organizational restructuring in Finland were recorded.

OUTLOOK FOR 2026 (unchanged)

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.

CEO TIMO LAPPI:

"Overall, the first half of the year was in line with our expectations and marked a clear continuation, both operationally and in terms of results, of the improved momentum that began towards the end of the previous financial year. During the January–June reporting period, net sales returned to growth and profitability improved compared to the comparison period. It was also encouraging that cross-border collaboration between our lawyers on customer work doubled compared to the comparison period.

During the April–June reporting period, net sales returned to growth. Our strategic initiatives have begun to yield results. It has been great to see that growth in our Baltic and Finnish operations continued, and that net sales in Sweden returned to growth. Our employees have adopted our Objectives and Key Results (OKR) framework as part of our day-to-day work, and we have succeeded in harmonising commercial leadership across all our operating countries.

In April–June, we strengthened the use of artificial intelligence (AI) in our lawyers' day-to-day customer work. During the reporting period, we launched the renewed MyFondia platform, which enables us to offer smoother, more transparent and more proactive legal services as part of our Legal Department as a Service (LDaaS). We also decided to integrate Lextopia, the innovation platform established during the previous financial year, more closely into the development of Fondia's core business in order to strengthen the commercialisation of innovations. We will continue to harness technology, streamline our operations and develop new operating models to meet future business needs.

In terms of performance, we are on the right track, although we are not yet satisfied with our profitability. We will continue to reform our operations and aim for growth to safeguard our profitability development. At the heart of what we do are our customers and our employees, as well as advancing our strategic initiatives. The work to improve growth and profitability continues."

April–June 2026

The Group’s net sales increased by 2.9% in April–June compared to the comparison period. Net sales in Finland increased by 5.7% during the reporting period compared to the comparison period, and the growth was driven by more goal-oriented and unified commercial operations than previously. In Sweden, our net sales increased by 9.1% in April–June, while in the Baltics, growth continued at an excellent rate and was 27.6% compared to the comparison period. The Group's profitability improved in April–June, with the adjusted EBITDA margin (EBITDA-%) at 9.7% (8.0) and the adjusted EBIT margin (EBIT-%) at 6.0% (4.1).

January–June 2026

During the January–June reporting period, our company's net sales increased by 0.5% compared to the comparison period, thanks to a good April–June. Net sales for the first half of the year increased by 4.6% in Finland and in the Baltics 28.0%. In Sweden net sales decreased by 3.8% compared to the comparison period. During the reporting period January–June, all ongoing services represented 41% (46) of the Group's net sales. The share of total invoicing for Legal Department Service (LDaaS) customers and other customers covered by ongoing services was 62% (67) of net sales. In Sweden, the share of all ongoing services was 35% (37) of net sales and in the Baltics 38% (39). All ongoing services represented 41% (47) of net sales in Finland. International net sales represented 26% (26) of the Group's total net sales. In January–June, the adjusted EBITDA margin was 10.2% (7.3) and the adjusted EBIT margin was 6.6% (3.7).

THE LEGAL SERVICES MARKET

Key factors affecting the legal services market in the short term include:

- The continued expansion of AI adoption to increase productivity and capitalize on innovation opportunities
- Economic uncertainty
- Geopolitical security threats
- Regulatory developments and sustainability requirements
- Customers’ diversifying needs
- Competition for talent and changing work culture

FONDIA'S STRATEGY

Founded in 2004, Fondia is a bold rewriter of the legal industry, which has introduced to the market a new category of legal services by combining the best aspects of internal and external legal services. Fondia provides Legal Department as a Service (LDaaS), other ongoing legal services, and assignment-based legal support to business customers across the Nordics and Baltics. Fondia's concept delivers business-oriented, technology-enabled, proactive, and scalable legal services for businesses, without the fixed costs of an in-house legal department.

Operating at the forefront of legal industry transformation, Fondia leverages technology to increase efficiency, transparency, and the quality of customer experience. Fondia is agile in adopting new tools and shares the benefits of legal tech innovation directly with its customers.

Fondia is a dynamic and human-centric workplace that attracts top legal talent. It offers its professionals long-term customer relationships, opportunities for specialization, strong professional support, and access to the latest legal technologies. This enables the company to build sustainable competitive advantage in both customer and talent markets.

Strategic initiatives

Fondia announced on 19 May 2025 that it will implement its strategy in the coming years and aim for profitable growth through four key initiatives: enhancing customer work efficiency, strengthening employee experience, renewing the Legal Department as a Service (LDaaS) offering, and leveraging new legal technology.

Enhancing customer work efficiency means shifting the organizational focus more strongly towards customer work by increasing the share of lawyers within the overall personnel and developing structures that enable more effective use of their time in delivering customer value. The aim is to improve the customer experience, increase the proportion of time spent on customer work, and enhance business profitability.

Strengthening the employee experience involves clarifying the company's shared direction and investing in professional development, high-quality leadership, and a human-centric, sustainable working environment. The goal is to strengthen engagement and in a competitive talent market attract and continuously train legal professionals who have the ability to combine legal and business thinking, and to effectively utilize technology and AI in their daily work.

Renewing the Legal Department as a Service (LDaaS) offering is based on customer feedback and includes updates to the service content, pricing model, and information systems. As part of the renewal, Fondia will launch two new tools, Legal Review and Legal Plan, designed to create a more systematic and impactful foundation for delivering proactive legal services. The goal is to improve customers' risk management and legal foresight as part of their everyday business operations. Fondia's LDaaS offering is blending the traditional legal services with startup-style agility and user-friendliness.

Leveraging new legal technologies means that Fondia actively monitors, tests, and adopts legal tech solutions that add value to customer work. The company recognizes the dual impact of technology: while it reduces demand for some traditional legal services, it also creates new, more business-driven ways to deliver legal value. The aim is to improve service efficiency, meet evolving customer expectations, and enforce Fondia's position as a frontrunner in technology-enabled legal services.

MEDIUM-TERM FINANCIAL OBJECTIVES AND PROFIT DISTRIBUTION POLICY

Fondia’s Board of Directors has approved the company’s updated medium-term financial targets on 19 May 2025. Fondia's medium-term target is for the company's organic growth-% and adjusted EBITDA-% to total at least 20% annually. In accordance with the profit distribution policy, the company’s goal is to distribute at least two thirds (2/3) of its earnings per share as dividends to shareholders. Profit distribution will take into consideration Fondia’s profit development and prospects, as well as future investment needs.

RISKS AND BUSINESS UNCERTAINTIES

Short-time uncertainties relate in particular to geopolitical uncertainty and its economic consequences, as well as increased security threats. However, Fondia does not consider the risk of credit losses to have increased significantly as a result of uncertainty. The change in work culture triggered by the pandemic will continue to intensify competition for employees and lower the threshold for employee mobility.

Fondia views artificial intelligence as a medium-term risk, but also as a major opportunity. New technologies and business models harnessed by artificial intelligence will transform the way customers are engaged and served and will challenge the traditional invoicing model by making it more value based. Fondia actively monitors new technological solutions that bring added value to client work. The company recognises the double-edged nature of technology but wishes to utilise it as a pioneer in legal services.

Company-specific long-term uncertainties relate to the company's ability to recruit, motivate and retain skilled employees. Furthermore, Fondia believes that it is dependent on its IT systems and that any shortcomings, disruptions or failures in IT systems could adversely affect business operations. Fondia also keeps an eye on developments in the European security and economic situation and their potential impact on the private sector.

FINANCIAL DEVELOPMENT

The Group’s net sales in April–June were EUR 6,371 thousand (6,191) and increased by 2.9% compared to the comparison period. The increase in net sales was driven by the Group's more goal-oriented and unified commercial operations, despite the challenging market conditions. Net sales grew by 5.7% in Finland and 9.1% in Sweden compared to the comparison period. In the Baltics, growth continued well and was 27.6% compared to the comparison period.

In April-June, the Group's adjusted EBITDA was EUR 619 thousand (493) and the adjusted EBITDA margin was 9.7% (8.0)*. In April–June, adjusted operating profit (EBIT) was EUR 384 thousand (252) and adjusted EBIT-% was 6.0% (4.1)*. Profitability was primarily improved by net sales growth in Finland and the Baltics.

The Group's net sales for the January–June reporting period amounted to EUR 12,737 thousand (12,672) and increased by 0.5% compared to the comparison period. Net sales increased by 4.6% in Finland and decreased by 3.8% in Sweden compared to the comparison period. In our Baltic business area, net sales increased by 28% in the reporting period compared to the comparison period. Net sales from all ongoing services decreased by 11.2% and represented 41% (46) of total net sales. Total invoicing for Legal Department Service (LDaaS) customers and other ongoing services customers decreased by 6.5% and represented 62% (67) of net sales. In the reporting period, net sales in assignment business increased by 14.9%.

In the January–June reporting period, the Group's adjusted EBITDA was EUR 1,295 thousand (928) and the adjusted EBITDA margin was 10.2% (7.3)**. The adjusted operating profit (EBIT) for the reporting period was EUR 836 thousand (470) and the adjusted operating profit % (EBIT-%) was 6.6% (3.7)**. In addition to increase in net sales, profitability improvement was driven by previous structural changes.

The Group's adjusted profit for the reporting period was EUR 561 thousand (279) and the Group's balance sheet total on 30 June 2026, was EUR 6,541 thousand (6,178).

**Items affecting comparability have not been recorded in April–June 2026. In the comparison period, EUR 118 thousand in non-recurring expenses related to the organizational restructuring in Finland were recorded.*

***Items affecting comparability of 6 thousand euros have been recorded in January–June 2026 related to the reorganisation of business premises. In the comparison period, EUR 426 thousand in non-recurring expenses related to the organizational restructuring in Finland were recorded.*

Items affecting comparability

1,000 euros	1-6/2026	1–6/2025	1–12/2025
Profit for the period	556	–61	568
Employee expenses	0	335	362
Other operating expenses	6	91	95
Taxes	–1	–85	–91
Adjusted profit for the period	561	279	933
Operating profit (EBIT)	830	45	971
Employee expenses	0	335	362
Other operating expenses	6	91	95
Adjusted operating profit (EBIT)	836	470	1,428

PERSONNEL, MANAGEMENT AND ADMINISTRATION

Fondia continues to invest in its unique business culture and values. As a result, Fondia can attract experienced business law and industry legal experts. On 30 June 2026 the Group employed 158 (166) people, of whom 105 (109) were lawyers.

The average number of employees (FTE) during the first half of the year was 140 (147).

At the end of June, the total number of employees in Sweden was 33 (35), the number of employees in Finland was 110 (115), the number of employees in Estonia was 8 (9), and the number of employees in Lithuania was 7 (7).

At the end of the reporting period, Fondia had offices in Helsinki, Turku, Tampere, Lahti, Tallinn, Vilnius, Stockholm, Malmö and Gothenburg.

Fondia Executive Leadership team consisted of the following people during the reporting period:

- Timo Lappi, CEO, and interim Managing Director, Fondia Sweden (until 2 March 2026)
- Harri Savolainen, CFO
- Victoria Swedjemark, Managing Director, Fondia Sweden (since 2 March 2026)
- Eneli Perolainen, Managing Director, Fondia Baltics
- Aleksi Lundén, CCO
- Teea Lyytikäinen, CPO

The following persons have served on the Board of Directors ("Board") of Fondia Plc during the reporting period:

- Johan Hammarén, Chair of the Board
- Katariina Lindholm, Vice Chair of the Board since 19 March 2026, member until 19 March 2026
- Sampo Pasanen, member since 19 March 2026
- Sami Honkonen, member until 19 March 2026

At its organizational meeting held after the Annual General Meeting 2026, the Board decided not to establish any committees.

SHARES AND SHAREHOLDERS

Shares issued and share capital

On 30 June 2026, there were a total of 3,953,134 Fondia Plc shares (3,953,134). At the end of the reporting period, the company held 165,321 (213,889) of its own shares. The average number of shares was 3,953,134 (3,953,134).

At the end of the reporting period, the Fondia Plc's share capital totalled €100,000 (100,000).

Shareholders and trading in Fondia shares

Closing price of the Fondia Plc's share on the last trading day of the reporting period on 30 June 2026 was €4.98 (4.45). The lowest trading price for the reporting period was €4.55 (4.35) and the highest €6.00 (5.50).

A total of 433,841 shares (344,067) were traded during the reporting period. At the end of the reporting period, the market value of Fondia Plc was €19.7million (17.6).

At the end of the reporting period, Fondia Plc had 3,042 shareholders (2,907). Nominee-registered shares represented 0.66% (1.50) of all shares.

Repurchase and transfer of own shares

At the end of the reporting period, Fondia Plc owned 165,321 of its own shares (4.19% of the total number of shares), which were purchased between December 2021 and December 2024 on the basis of the authorisations granted by the Annual General Meeting to the Board of Directors.

During the reporting period January–June 2026, Fondia Plc did not repurchase any of its own shares under the authorisations granted to the Board of Directors by the Annual General Meeting.

During the reporting period, Fondia Plc transferred a total of 2,977 own shares held by the company (0.08% of the total number of shares). The shares were transferred free of charge on 12 March 2026, to 39 persons who had participated in the Employee Share Savings Plan (ESSP) during the savings period 2023–2024. Furthermore, during the reporting period, Fondia Oyj transferred a total of 45,294 shares held by the company to 37 individuals who had participated in the company's share-based commitment and incentive plan during its second earning period 2023–2025. The transfer of the shares by means of a directed share issue without consideration was based on the terms and conditions of the share plan, as amended, and on the authorisation granted to the Board of Directors by Fondia's Annual General Meeting on 19 March 2026. In accordance with the terms of the plan, 297 of the transferred shares were returned to the company on 22 June 2026 due to the termination of the participant’s employment.

During the reporting period, shares were also repurchased on behalf of the participants in the ESSP for the periods 2025–2026 with their accumulated savings at the prevailing market price after the publication of the 2025 financial statements in March 2026.

The general features of the Employee Share Savings Plan (ESSP) and the share-based commitment and incentive plan, as well as the changes to the share plan decided in April 2025, are described below.

Employees share savings plan (“ESSP”)

In November 2018, Fondia Plc decided to introduce a share savings plan for the entire Group's employees, which the Board of Directors has decided to extend for new 12-month periods every year since then. The purpose of the ESSP is to offer the Group's employees the opportunity to save part of their regular salary for the purchase of shares in the company on favourable terms by issuing additional shares free of charge to the employees participating in the ESSP. By encouraging employees to acquire and own shares in the company, the company aims to strengthen the shareholder-employee relationship. The aim is to promote employee motivation and commitment to the company. The Board of Directors considers that the scheme will have a positive impact on the future development of the Group and is therefore in the interest of both shareholders and employees.

Under the ESSP, shares are repurchased with accumulated savings twice a year after the publication of the half-yearly financial report and the financial statements. Under the terms of the ESSP, the Board of Directors decides on the method of acquisition of savings shares. Each participant will receive from Fondia Plc one additional share (before tax) free of charge for every two savings shares acquired. The additional shares will be granted to the participant if he/she owns the savings shares acquired during the savings period and his/her employment is valid until the end of the holding period. Holding periods are three years. The additional shares are paid partly in shares of the company and partly in cash. The cash portion is intended to cover taxes and parafiscal charges incurred by the participant.

Share-based commitment and incentive plan

In October 2021, Fondia Plc decided to introduce a share-based employee commitment and incentive program ("share plan") from the beginning of 2022. Under the share plan, participants can earn Fondia Plc shares in accordance with performance criteria set by the Board of Directors related to the company's financial and strategic performance. The purpose of the share plan is to promote the achievement of the company's financial objectives and to offer participants a competitive long-term incentive plan, thereby increasing the company's shareholder value.

The share plan consists of performance periods of three financial years, the start date, performance criteria, participants and other specific conditions of which are determined annually by the Board of Directors. In addition, the terms and conditions of the entire plan were updated by decision of the Board of Directors in spring 2025. The fifth performance period of the share plan began on 1 January 2026 and ends on 31 December 2028. The reward shares under the share plan are paid entirely in the company's shares (gross).

In May 2026, the Board of Directors decided on the payment of rewards for the second earning period 2023–2025 of the share plan and supplemented the terms and conditions of this earning period by granting some of the participants in the earning period additional earnings based on individual performance exceeding the basic earnings, subject to commitment and transfer restriction conditions.

Authorisations granted to the Board of Directors

Share issue authorisation

Fondia Plc’s Annual General Meeting held on 19 March 2026 authorised the Board to decide on the on the issuance of shares, option rights and other special rights entitling to shares referred to in Chapter 15, Section 6 of the Finnish Limited Liability Companies Act in one or more tranches as follows:

The number of shares to be issued on the basis of the authorisation shall not exceed 390,000 shares in total (including shares to be issued on the basis of special rights), which corresponds to approximately 9,9% of the current total number of the shares in the company.

The Board of Directors decides on all the conditions of the issuance of shares, option rights and special rights entitling to shares. The authorisation may be used to issue both new shares and shares held by the company. New shares may be issued, and shares held by the company may be transferred either against payment or free of charge. In the issue and transfer of shares, option rights and other special rights entitling to shares, the shareholders' pre-emptive subscription rights (directed issue) may be derogated from if there is a weighty economic reason from the company's point of view, such as the use of shares to develop the company's capital structure, to implement possible acquisitions, investments or other arrangements relating to the company's business or to implement the company's commitment and incentive schemes. The Board of Directors may also decide on a share issue free of charge to the company itself.

The authorisation annuls the authorisation given to the Board of Directors by the Annual General Meeting of 20 March 2025. The authorisation is effective until the end of the next Annual General Meeting, however no longer than until 30 June 2027.

Authorisation to repurchase of own shares

Fondia Plc’s Annual General Meeting held on 19 March 2026 authorised the Board to decide on the repurchase of company’s own shares as follows:

The number of own shares to be repurchased on the basis of the authorisation shall not exceed 300,000 shares in total, which corresponds to approximately 7.6% of the current total number of the shares in the company. However, the company, together with its subsidiaries, may not own and/or pledge more than 10% of all shares in the company at any time. Own shares may only be repurchased on the basis of the authorisation by using the unrestricted equity of the company.

Own shares can be repurchased on the repurchase date at a price formed in multilateral trading or otherwise at a price formed in the market. Shares may also be repurchased outside public trading at a price that does not exceed the market price in public trading at the time of acquisition.

The Board of Directors decides how the shares are repurchased. Own shares may be repurchased other than in proportion to the shares held by the shareholders (directed repurchase) if there is a weighty financial reason for the company within the meaning of Chapter 15, Section 6 of the Companies Act. Own shares may be repurchased for the purpose of developing the company's capital structure, for transfer for the purpose of financing or implementing possible acquisitions, investments or other arrangements relating to the company's business, for use in the company's incentive schemes or otherwise for further transfer, retention or annulment.

The authorisation annuls the authorisation given to the Board of Directors by the Annual General Meeting of 20 March 2025. The authorisation is effective until the end of the next Annual General Meeting, however no longer than until 30 June 2027.

ANNUAL GENERAL MEETING 19.3.2026

Fondia Plc's Annual General Meeting ("AGM") was held in Helsinki on 19 March 2026. The AGM confirmed the company's financial statements for the financial year 2025 and discharged the Board and CEO from liability for the financial year 1 January to 31 December 2025. The financial statements include the balance sheet and the profit and loss account, the financial statement, and the notes both for the Group and the parent company.

The AGM decided, as proposed by the Board, that an actual dividend of EUR 0.30 per share is to be paid from the parent company's distributable funds. The dividend was paid to shareholders who, on the record date of the dividend payment on 23 March 2026, were entered in the shareholders' register maintained by Euroclear Finland Ltd.

As proposed by shareholders representing more than 33% of the company's shares and votes, the AGM decided to pay the following remuneration to the Board members: EUR 3,500 per month to the Chairperson and EUR 2,000 per month to the other Board members. Travel expenses are reimbursed according to the maximum amount of travel allowance established by the Finnish Tax Administration.

As proposed by shareholders representing more than 33% of the company's shares and votes, the AGM confirmed the number of Board members as three. Johan Hammarén and Katariina Lindholm were re-elected as Board members and Sampo Pasanen was elected as a new member. The Board's term of office ends at the end of the 2027 AGM.

As proposed by the Board, the AGM appointed the auditing firm Grant Thornton Ltd as the company's auditor, with Peter Åhman, Authorised Public Accountant, continuing as the auditor with principal responsibility.

In addition, the AGM authorised the Board to decide on the issue of shares, stock options, and other special rights entitling to shares in one or more instalments and on the repurchase of company shares in one or more instalments. Authorisations granted to the Board are described in more detail under 'Shares and shareholders".

The AGM approved, on an advisory basis, the remuneration report of the company's governing bodies for 2025.

DRAFTING PRINCIPLES FOR HALF-YEARLY FINANCIAL REPORT AND HALF-YEARLY FINANCIAL REPORT COMPANY RELEASE

The half-yearly financial report and the half-yearly financial report company release have been prepared in accordance with good accounting practice and Finnish legislation. The figures in the half-yearly report and the half-yearly financial report are unaudited and have been prepared in accordance with national legislation (FAS). The information is presented to the extent required by section 4.4 of the Nasdaq First North Growth Market Rules for Issuers of Shares. The figures shown are rounded from the exact figures.

SIGNIFICANT EVENTS AFTER THE REPORTING PERIOD

No significant events after the reporting period.

PUBLICATION OF FINANCIAL INFORMATION IN 2026

The company will publish its Business Review July–September after the third quarter on 22 October 2026.

CONSOLIDATED INCOME STATEMENT

1,000 euros	1–6/2026	1–6/2025	Change, %	1–12/2025
Net sales	**12,737**	**12,672**	**0.5%**	**23,929**
Other operating income	7	37	–81%	75
Materials and services	–241	–194	24%	-392
Employee expenses	–8,254	–8,858	–7%	–15,545
Depreciation and impairment	–459	–456	1%	–1,018
Other operating expenses	–2,960	–3,157	–6%	–6,078
Operating profit	**830**	**45**	**1,749%**	**971**
Net financial income/ expenses	–33	–14	138%	–18
Profit before appropriations and taxes	**797**	**31**	**2,470%**	**953**
Income taxes	–240	–92	161%	–385
Profit for period	**556**	**–61**	**1,007%**	**568**

CONSOLIDATED BALANCE SHEET

1,000 euros	30.6.2026	30.6.2025	31.12.2025
ASSETS			
Non-current assets			
Intangible assets			
Consolidated goodwill	317	517	417
Other non-current assets	1,566	1,418	1,593
Prepayments	0	149	0
Tangible assets			
Machines and hardware	210	148	235
Other tangible assets	9	9	9
Non-current assets total	**2,102**	**2,241**	**2,254**
Current assets			
Non-current receivables			
Loans	0	0	0
Other receivables	20	3	23
Current receivables			
Loans	0	0	0
Trade receivables	2,713	2,293	3,627
Other receivables	25	18	23
Prepayments and accrued income	718	689	393
Cash and cash equivalents	963	934	291
Current assets total	**4,439**	**3,937**	**4,357**
ASSETS TOTAL	**6,541**	**6,178**	**6,611**

LIABILITIES			
Equity			
Share capital	100	100	100
Fund for invested unrestricted capital	3,728	3,728	3,728
Profit for previous financial years (-loss)	−2,487	−1,932	−1,932
Profit for period (-loss)	556	−61	568
Translation differences	−40	−44	−40
Equity total	**1,858**	**1,791**	**2,424**
Foreign equity			
Non-current			
Other loans	0	0	0
Current			
Loans from financial institutions	0	0	213
Prepayments	316	289	166
Accounts payable	365	432	483
Other liabilities	1,390	1,187	1,275
Accrued liabilities	2,612	2,479	2,050
Foreign equity total	**4,683**	**4,387**	**4,187**
LIABILITIES TOTAL	**6,541**	**6,178**	**6,611**

CHANGES IN EQUITY

1,000 euros	Share capital	Fund for invested unrestricted equity	Profit (loss) for previous financial periods	Profit (loss) for period	Conversion differences	Total
Equity 1.1.2026	**100**	**3,728**	**−3,039**	**1,676**	**−40**	**2,424**
Dividend distribution			−1,123			−1,123
Acquisition of own shares						0
Profit/loss for period				556		556
Change in conversion difference						0
Equity 30.6.2026	**100**	**3,728**	**−4,162**	**2,232**	**−40**	**1,858**
Equity 1.1.2025	**100**	**3,728**	**−1,917**	**1,108**	**−59**	**2,960**
Dividend distribution			−1,122			−1,122
Acquisition of own shares						0
Profit/loss for period				568		568
Change in conversion difference					19	19
Equity 31.12.2025	**100**	**3,728**	**−3 309**	**1,676**	**−40**	**2,424**

Equity 1.1.2025	**100**	**3,728**	**–1,917**	**1,108**	**–59**	**2,960**
Share issue						0
Dividend distribution			–1,122			–1,122
Acquisition of own shares						0
Profit/loss for period				–61		–61
Change in conversion difference					15	15
Equity 30.6.2025	**100**	**3,728**	**–3 309**	**1,047**	**–44**	**1,791**

CONSOLIDATED STATEMENT OF CASH FLOWS

1,000 euros	**1–6/2026**	**1–6/2025**	**2025**
Cash flow from operating activities			
Profit (-loss) before appropriations and taxes	797	31	953
Planned depreciations	459	456	1,018
Unrealised exchange rate gains and losses	–21	8	13
Other non-cash items	0	0	0
Financial income and expenses	33	14	18
Cash flow before change in working capital	**1,268**	**509**	**2,002**
Change in working capital			
Increase (-) / decrease (+) in current non-interest-bearing receivables	611	49	–1,138
Increase (+) / decrease (-) of current non-interest-bearing liabilities	679	–57	–492
Cash flow from operating activities before financial items and taxes	**2,558**	**502**	**371**
Interest paid and other financial costs	–13	–13	–21
Received interest and other financial income	0	5	11
Direct taxes paid	–231	–219	–359
Cash flow from operating activities (A)	**2,314**	**275**	**2**
Cash flow from investing activities			
Investments in intangible and tangible assets	–307	–464	–1,038
Gains from disposal of intangible and tangible assets	0	0	0
Funding for intangible assets	0	0	0
Acquired subsidiary shares	0	0	0
Loan payment	0	0	0
Repayment of loans	0	0	0
Cash flow from investing activities (B)	**–307**	**–464**	**–1,038**
Cash flow from financing activities			
Issue of shares	0	0	0
Acquisition of own shares	0	0	0
Limit on the bank account in use	–213	0	213
Dividend distribution	–1,123	–1,122	–1,122
Non-current rental guarantee increase	0	–2	–16
Non-current rental guarantee decrease	1	3	7
Cash flow from financing activities (C)	**–1,335**	**–1,121**	**–918**

Change in cash and cash equivalents (A+B+C) increase (+) / decrease (-)	**672**	**–1,310**	**–1,953**
Cash and cash equivalents at the beginning of period	**291**	**2,244**	**2,244**
Cash and cash equivalents at the end of period	**963**	**934**	**291**
Change in cash and cash equivalents increase (+) / decrease (-)	**672**	**–1,310**	**–1,953**

CALCULATION OF KEY FIGURES

EBITDA	=	Net sales + other operating income – materials and services – employee expenses – other operating expenses	
EBITDA as % of net sales	=	EBITDA Net sales	x 100
Adjusted EBITDA	=	EBITDA + non-recurring items	
Adjusted EBITDA as % of net sales	=	Adjusted EBITDA Net sales	x 100
Operating profit (EBIT)	=	EBITDA – depreciation and amortization	
Operating profit (EBIT) as % of net sales	=	Operating profit (EBIT) Net sales	x 100
Adjusted operating profit (EBIT)	=	EBIT + non-recurring items Net sales	
Adjusted operating profit (EBIT) as % of net sales	=	Adjusted operating profit (EBIT) Net sales	x 100
Profit	=	EBIT – interest – taxes	
Profit as % of net sales	=	Profit Net sales	x 100
Adjusted profit	=	Profit + non-recurring items	
Adjusted profit for period as % of net sales	=	Adjusted profit Net sales	x 100
Equity ratio, %	=	Equity + minority interest Balance sheet total – advances received	x 100
Return on equity (ROE), %	=	Profit after financial items – income taxes Equity + minority interest (average during the year)	x 100
Net gearing, %	=	Interest-bearing liabilities – cash and bank receivables Equity + minority interest	x 100

INVESTOR COMMUNICATIONS

Fondia will publish its Half-yearly Financial Report for January–June 2026 on Thursday 20 August 2026 at 8.30 a.m. EEST. The company release of the Half-yearly Financial Report will be available after publishing on the company's website https://investors.fondia.com/fi/en/releases-and-publications/reports-and-presentations.

Fondia will present a business review on the same day at 10.00 a.m. EEST. The event will be held in Finnish and can be attended online by registering at https://events.inderes.com/fi/fondia/2026-h1.

The recording of the event and the presentation material will be available later on the same day on the company's website https://investors.fondia.com/fi/en/releases-and-publications/reports-and-presentations.

Helsinki, 20 August 2026

Fondia Plc
Board of Directors

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FONDIA IN BRIEF

Fondia solves the legal needs of companies by combining the best services from internal legal departments and law firms. Fondia operates in Finland, Sweden, Estonia, and Lithuania. Fondia employs around 160 people. The Group's net sales in 2025 were EUR 23.9 million.

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