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Harri Savolainen



# FONDIA

## Business review

### Q1 2022





## CEO's review

- 2022 focus
- Q1/2022 key figures
- Q1/2022 main themes
  - Customers
  - Digital Law Story
  - Fondians and company culture
- Operating environment and market views 2022



# WELCOME

Interim CEO  
Harri Savolainen







# Focus 2022

- ✓ Stronger business leadership
  - ✓ Strengthening proactive sales
  - ✓ Improving customer experience and creating more value
  - ✓ Employee engagement and professional development
- ✓ Operative focus
  - ✓ Profitable execution
  - ✓ Efficiency of operations

# KEY FIGURES

## Q1/2022

- Net sales 6.2 M€ (5.3), change 18.1 %
- EBITDA 0.6 M€ (0.5)
- EBITDA-% 10.0 % (9.3)
- Operating profit (EBIT) 0.5 M€ (0.3)
- Operating profit-% (EBIT-%) 7.3 % (6.3)
- Number of employees (average FTE) 143 (125), change 14.4 %





# MAIN POINTS

## Q1/2022



- ✓ Net sales improved excellently
  - ✓ Good sales
  - ✓ Recruiting supported growth
  - ✓ Employee satisfaction increased again
  - ✓ Profitability developing on an upward trend
- ✓ Focus of operations in the core of business and execution
  - ✓ Execution focus: sales, creating value, Fondians
  - ✓ New roles in leading the Finnish business
  - ✓ Still potential in operational efficiency





# Customers Q1/2022

- ✓ Good sales and functioning service model
- ✓ Sanctions and export restrictions strongly visible in our customer's business
- ✓ Swedish business continued very strong growth
- ✓ Ongoing services act as a motor for case assignments





# Fondians and company culture Q1/2022

- ✓ Investing in individual leadership: development and leading the performance
- ✓ Rewarding: new LTI program intended for a selected group
- ✓ Internal communication: the launch of new intranet
- ✓ Wellbeing at work: active support and follow-up of wellbeing



# Digital Law Story Q1/2022

- ✓ MyFondia customer validations completed: Legal Health Check and Onboarding features ready to pilot
- ✓ Renewing Virtual Lawyer: planning initiated
- ✓ Technology in customer work: Legal tech and design actions established in legal department accounts

One centralised  
digital service



VirtualLawyer



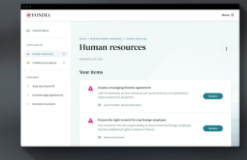
Marketing site



Onboarding



Try and buy demo



MyFondia digital service







# Operating environment and market views 2022

- ✓ Geopolitics and safety concerns cause uncertainty in Europe
- ✓ Inflation accelerating
- ✓ The legal market is defensive and diversely evolving
- ✓ Fondia is expecting 2022 net sales and operating profit to increase from previous year





Thank you!