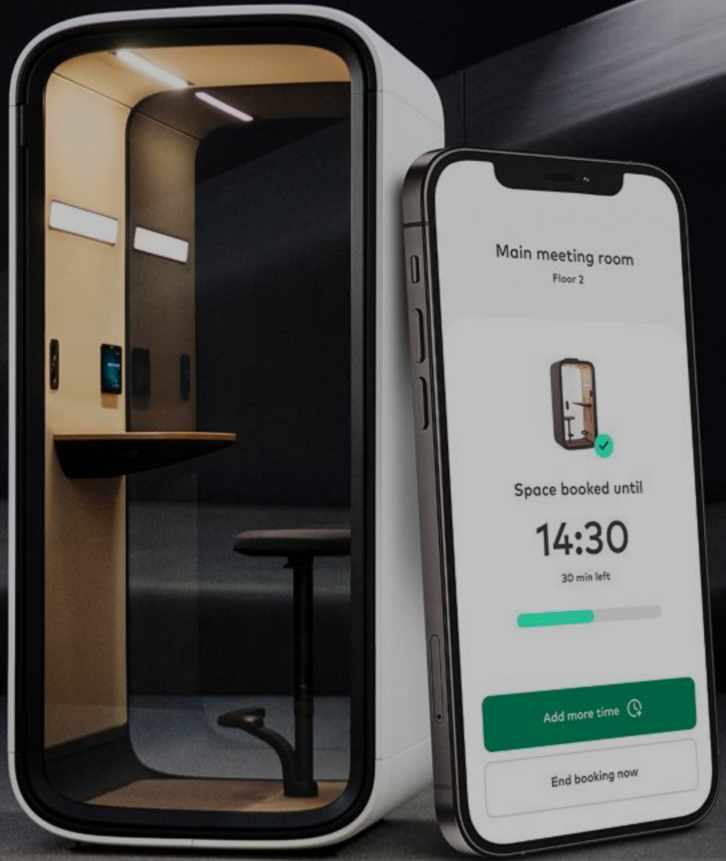
Continued strong revenue growth



Samu Hällfors, CEO | Lauri Isotalo, CFO

Framery Group Plc Financial statements release | 16.2.2026 January–December 2025

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Welcome

Agenda for today

Samu Hällfors

CEO

Highlights of business and strategy

Lauri Isotalo

CFO

Financial performance in Q4/2025 and full year 2025

Fourth Quarter 2025

The fourth quarter of the year was strong for Framery in terms of revenue and profitability, especially considering the volatile trade environment. Both full-year revenue and adjusted operating profit (adjusted EBIT) were in line with the guidance provided in the prospectus. Growth continued on a global scale, demonstrating strong demand for the new product line.

October–December 2025 key figures

Revenue

58.2M€

(49.6M€)

+17.2%

Growth at comparable exchange rates +21.5% (60.3M€)

Adjusted EBIT

11.9M€

(14.6M€)

20.4%

(29.3%)
of revenue

Operating Free Cash Flow

17.8M€

(13.4M€)

133.3%

(83.0%)
Cash conversion

January–December 2025 key figures

Revenue

222.1M€

(162.1M€)

+37.0%

Growth at comparable exchange rates +39.5% (226.2M€)

Adjusted EBIT

50.5M€

(33.0M€)

22.8%

(20.4%)
of revenue

Operating Free Cash Flow

51.6M€

(26.6M€)

91.6%

(68.9%)
Cash conversion

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Fourth Quarter highlights

Strong revenue growth continued

- Revenue increased by 17.2% to EUR 58.2 (49.6) million, at comparable exchange rates: EUR 60.3 million (+21.5%)

Adjusted EBIT below very strong comparison period

- Adjusted EBIT amounted to EUR 11.9 (14.6) million and was 20.4% of revenue
- Comparison period (Q4 2024) was strong due to currency rate developments
- Q4 2025 faced weakening of the U.S. dollar, and the U.S. import tariffs among other things, which impacted the period's profitability
- Related price increases not yet fully realized in this quarter, as last price increases came into effect in January 2026. We estimate that all pricing changes will begin to fully impact profitability during the first half of 2026

Full-Year highlights

Strong revenue growth despite volatile trade environment

- 37.0% revenue growth to EUR 222.1 million (growth at comparable exchange rates was +39.5%.), significantly exceeding the estimated 15% compound annual growth rate (2024–2030) for the core office pod market
- Adjusted EBIT EUR 50.5 million

The largest global key account further accelerated the growth

- Consistent focus in global key accounts delivered significant results, including very strong growth from a long-term global key account in 2025, which demonstrates Framery's role as a reliable partner in critical office projects
- Growth was not solely driven by one account: Revenue growth excluding this customer was 19.5% in 2025, exceeding estimated core office pod market growth

Our vision of a better workday experience is being realized widely around the world

- Over 27 million meetings or work sessions held in our products, users of Framery products spent a total of 1,344 years in our pods this year

Regional revenue performance

EMEA

Emea remained the Company's largest market

Revenue increased by 19.5% year-over-year to 118.3M€ (99.0M€).

Q4 revenue grew 9.6% year-over-year to 31.7M€ (28.9M€)

Performance met the expectations, and demand was broad-based across countries and customer segments.

AMER

Growth in the Americas was strong, and revenue increased by 52.0% year-over-year to 65.9M€ (43.4M€).

Q4 revenue grew 46.5% year-over-year to 18.5M€ (12.6M€)

The Company expects growth to continue in the Americas despite uncertainty related to tariffs.

APAC

Growth in APAC was very strong, and revenue increased by 91.8% year-over-year to 37.9M€ (19.8M€).

Q4 revenue decreased 1.4% year-over-year to 8.0M € (8.1M€).

Growth was primarily driven by the Company's key accounts. The Company notes that sales in APAC typically include larger project deliveries, which may result in larger quarter-to-quarter variability than in other regions.

Strategic highlights & innovation

Strategic focus areas 2025

Growth strategy

MAIN THEMES

Best smart pods and smart office solutions

Effortless Global Availability

STRATEGIC PROJECTS

1. Further strengthen our leading product-market-fit in all key regions

2. Drive the adoption of the smart office solution to scale the SaaS business

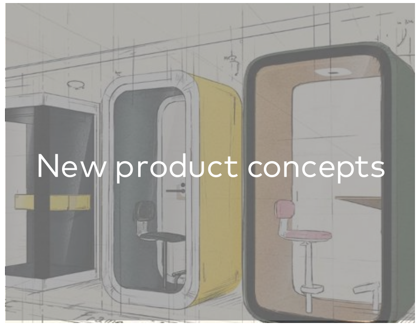
3. Drive growth through tailored go-to-market-strategies

4. Deploy Framery Subscribed model globally with dealers

1. Further strengthen our leading product-market-fit in all key regions

Comprehensive product development process with optimised time-to-market

Market intelligence process → Innovation process → Product development pipeline

Initiative	 Major product updates	 New product concepts	 Minor product updates
Ongoing projects	**1**	**4**	**4**
Future project pipeline	**4**	**6**	**19**
Typical development time	~2 years	Case by case	~6 months

1. Further strengthen our leading product-market-fit in all key regions

2025 Product launches: Maximizing comfort & utility

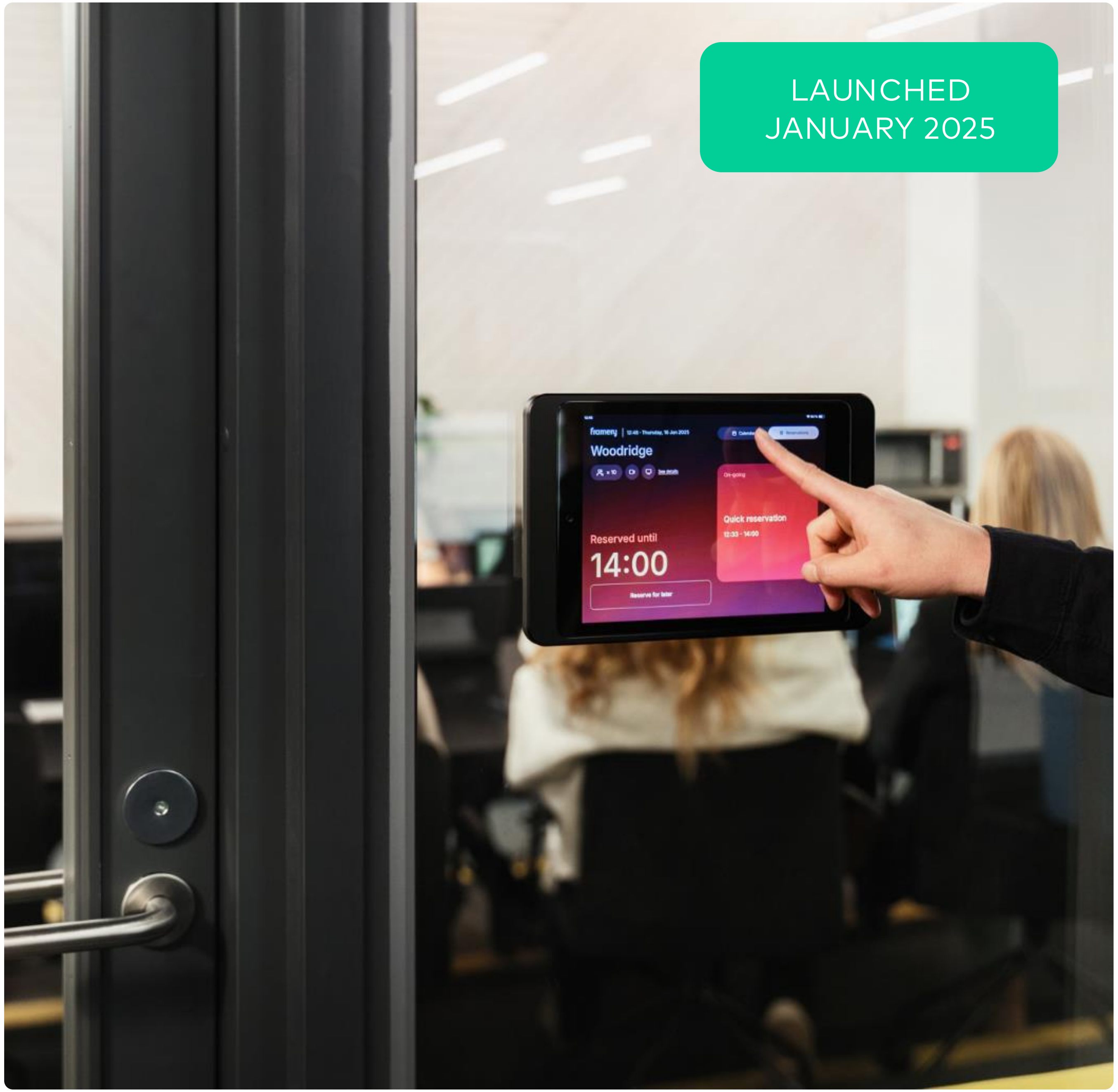
Update	Driver	Impact
Framery One Lounge™	Demand for "resimercial" (home-like, a blend of "residential" and "commercial) comfort in the office.	A cozy, ergonomic workstation built for extended focus, hybrid work and high-retention usage.
Display integration option for 2nd screen (Framery One™)	Pods used as private, personalised workstations.	Ergonomic and professional working setup for meetings and focus work.
Smart Locking option	Need for secure access control in high-traffic, shared areas and public spaces.	Enabling pod deployment in public spaces and multi-tenant offices.
Gather Zones (Framery Four™, Framery Six™)	Desire to optimize every square foot of office real estate with pod exterior add-ons.	Transformed the exterior of pods into functional, flexible collaborative zones.

2. Drive the adoption of the smart office solution to scale the SaaS business

January	**Framery Room Display™**
February	People counting analytics
March	In-app product guidance in Framery Connect
April	Flexible filters for drilling down usage data in Framery Connect
May	
June	Self-service purchase of Framery Plus in Framery Connect
July	**Framery Space Overview™**
August	
September	Frictionless login to Framery Connect with passwordless option
October	Fine-grained space usage Trend visualization in Framery Connect/analytics
November	Adaptive airflow in smart pods
December	

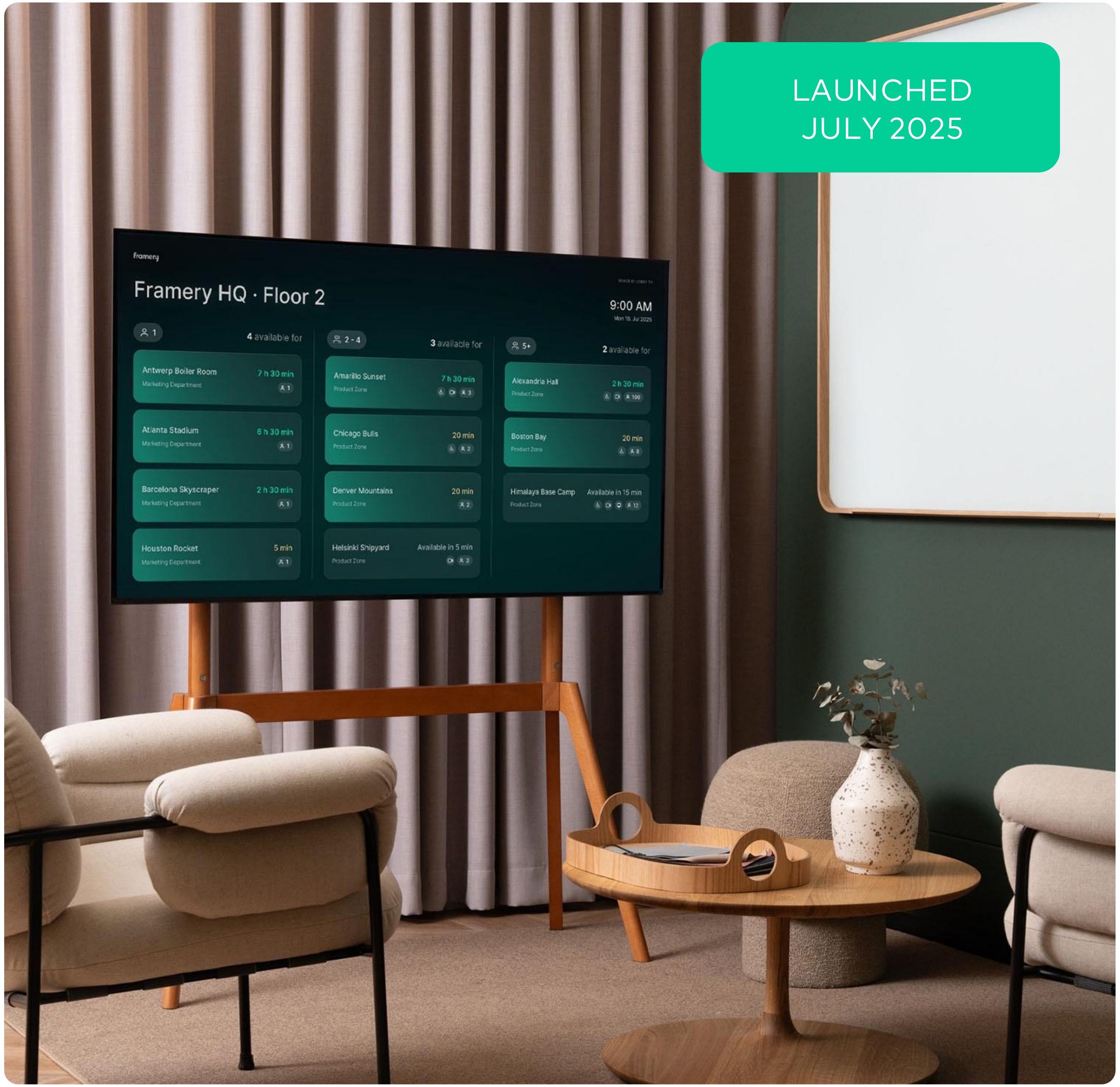
Framery Room Display™

- You can quickly view the room availability and upcoming reservations for the next two weeks.
- The display panel lets you conveniently book and adjust reservations on the spot, instantly updating the company calendar.
- You can see the room status at a glance as the color-coded system shows space availability at a distance.



Framery
Space Overview™

- Quickly identify vacant workspaces with a clear overview of nearby spaces.
- In addition to color-coded availability, the overview screens provide essential details such as the space's name, location, equipment, and capacity.
- Position displays strategically to provide immediate access to space availability information: e.g. lobbies, hallways, break rooms.
- Coming soon: For a streamlined booking experience, you can secure a vacant space by making a booking directly through the display with just a few taps.



3. Drive growth through tailored go-to-market-strategies

Expanding global sales channel

- 53 new dealers with showroom units in 2025
- Dealer NPS 81 according to company's own survey

4. Deploy Framery Subscribed™ globally with dealers

- The expansion of the Dealer-led Subscribed model moved beyond its pilot phase
- In 2025, the model was significantly scaled up and formally launched in five strategically selected countries
- Currently, the model is available in a total of 8 countries.

2026 focus areas

Strong product development focus

World-class sales strategy execution

Driving customer adoption and recurring revenue of Smart Office

Recurring revenue from Subscribed by opening new markets

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Financial performance

Framery's IPO on Nasdaq Helsinki

Largest Finnish IPO since 2018 by First Day Market Capitalization

Largest Finnish IPO since 2021 by Transaction Volume

Almost 10,000 new shareholders

IPO offering oversubscribed

Among five biggest IPOs on Nasdaq's European Exhanges in 2025

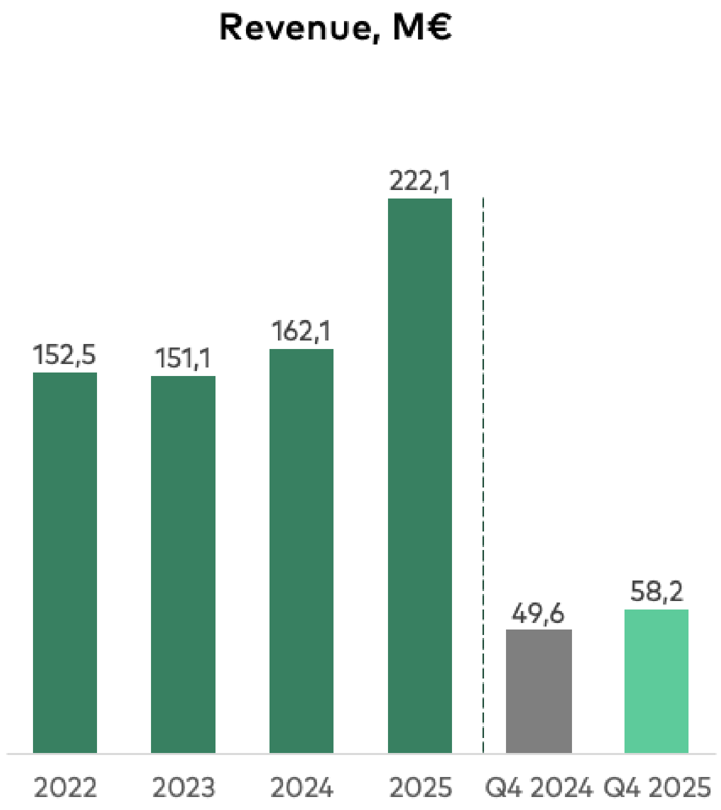
+11.3%

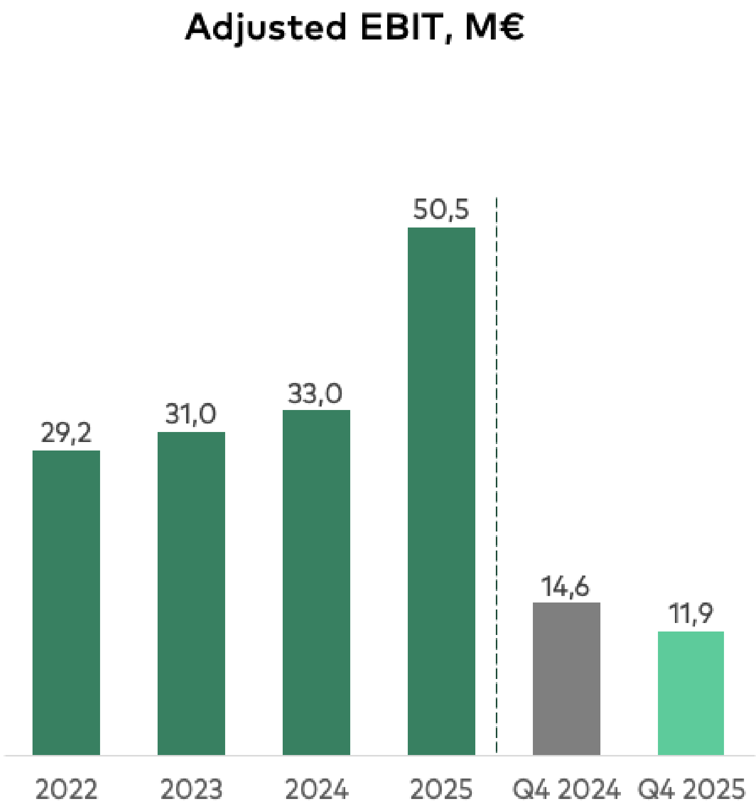
First day performance

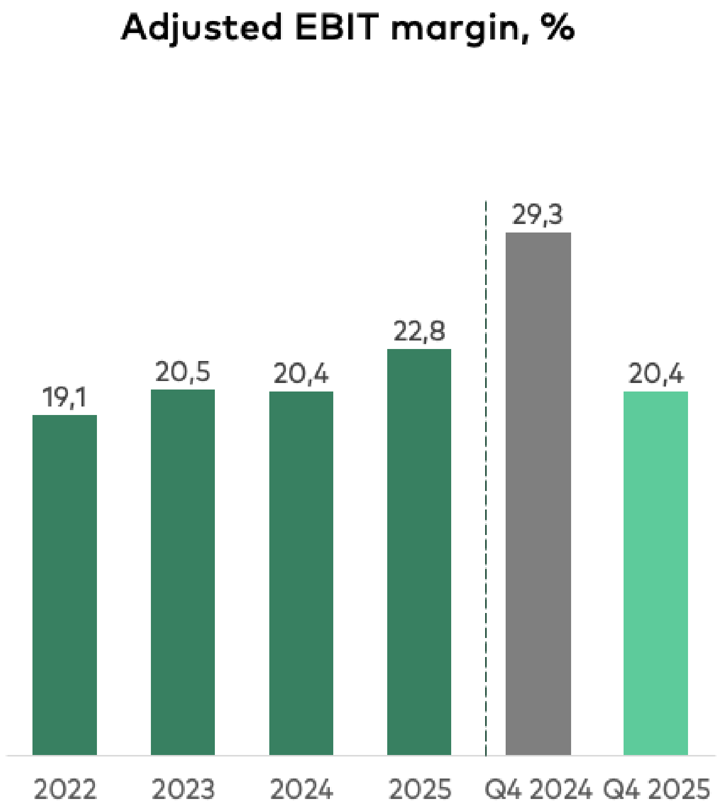
230M€

Transaction size

Accelerated growth and margin expansion in 2025







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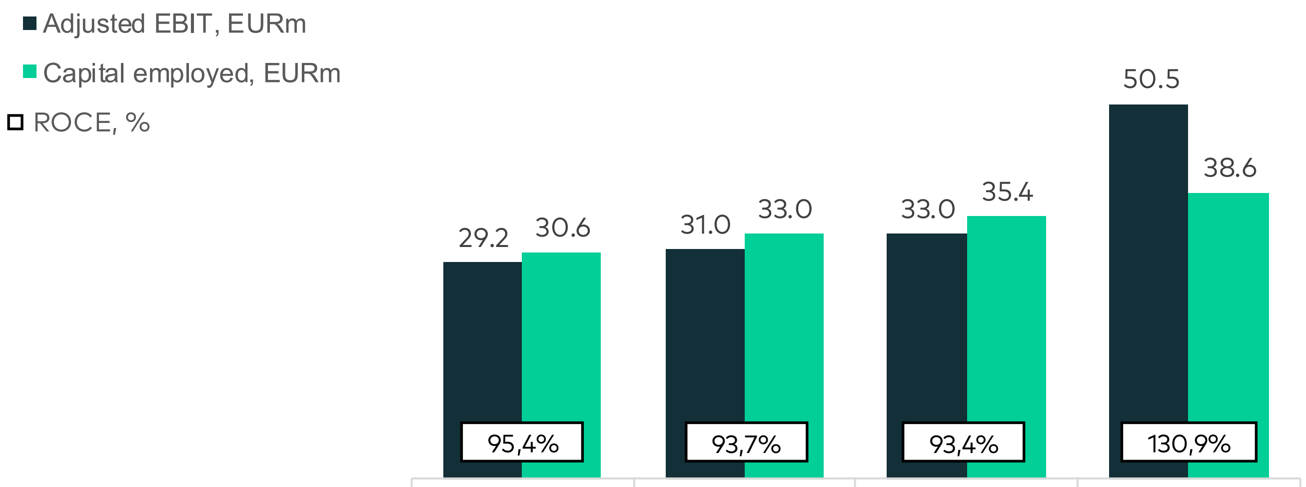
Framery's key figures in the review period

Key figure (EUR million)	10-12 2025	10-12 2024	Change	1-12 2025	1-12 2024	Change
Revenue	58.2	49.6	8.5	222.1	162.1	60.0
Revenue Growth, %	17.2%	N/A	N/A	37.0%	7.3%	29.7%
EBITDA	11.5	15.5	-4.0	46.9	35.2	11.7
EBITDA margin, %	19.8%	31.3%	-11.5%	21.1%	21.7%	-0.6%
Adjusted EBITDA*	13.4	16.1	-2.7	56.4	38.6	17.8
Adjusted EBITDA margin, %	23.0%	32.4%	-9.4%	25.4%	23.8%	1.6%
EBIT	10.0	14.0	-4.0	41.0	29.6	11.4
EBIT margin, %	17.3%	28.3%	-11.0%	18.5%	18.3%	0.2%
Adjusted EBIT*	11.9	14.6	-2.7	50.5	33.0	17.5
Adjusted EBIT margin, %	20.4%	29.3%	-8.9%	22.8%	20.4%	2.4%
EPS (basic and diluted), EUR	0.04	0.14	-0.10	0.26	0.24	0.02
Operating Free Cash Flow	17.8	13.4	4.4	51.6	26.6	25.1
Capital Employed	38.6	35.4	3.2	38.6	35.4	3.2
ROCE	130.9%	93.4%	37.6%	130.9%	93.4%	37.6%
ROE	39.9%	41.8%	-2.0%	39.9%	41.8%	-2.0%
Investments	0.7	0.8	-0.1	3.1	3.8	-0.7
Net debt	66.9	67.9	-1.0	66.9	67.9	-1.0
Net debt / Adjusted EBITDA*	1.2	1.8	-0.6	1.2	1.8	-0.6
Cash Conversion	133.3%	83.0%	50.2%	91.6%	68.9%	22.7%
Personnel	484	455	29	484	455	29

*Adjusted with items affecting comparability, which are considered unusual significant items outside the ordinary course of business. Items affecting comparability include, e.g., costs related to changes in group structure, non-recurring consulting and legal expenses, people related non-recurring expenses, expenses related to pre-listing share based incentive programs, non-recurring expenses related to the new product launch and strategic growth, non-recurring component quality costs and related insurance compensations, and costs related to preparations for and the implementation of the Company's listing on the stock exchange.

Moderate increase in Capital employed leading to excellent ROCE

Return on capital employed



Highly scalable operating model ensuring high capital efficiency

Adj. EBIT increased 53.0% from 33,0M€ to 50,5M€, while Capital employed only grew by 9,1% over the same period

EURm	2022	2023	2024	2025
Adjusted EBIT	**29,2**	**31,0**	**33,0**	**50,5**
Average fixed assets	11,2	13,3	14,8	14,7
Average net working capital	19,3	19,8	20,6	23,9
Capital employed	**30,6**	**33,0**	**35,4**	**38,6**
ROCE %	**95,4%**	**93,7%**	**93,4%**	**130,9%**

Strong cash flow and cash conversion even with fast growth of revenue

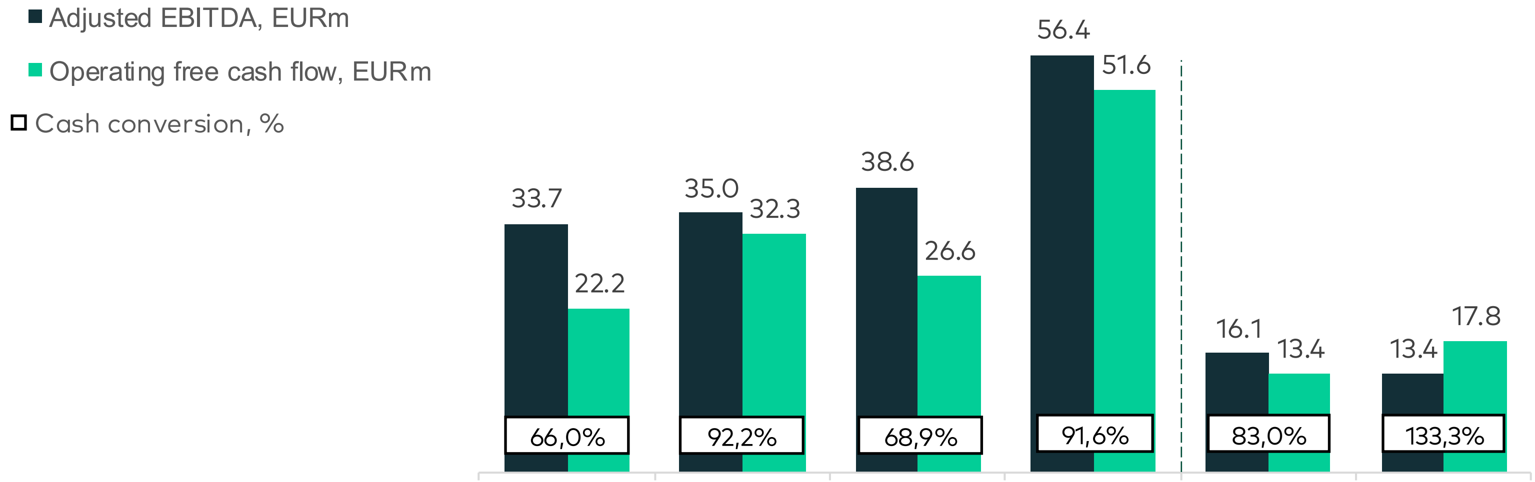
Framery's operating free cash flow amounted to 51,6M€ in 2025

Operating free cash flow growing 94,2% from year before as both Adj. EBITDA and Cash conversion improved

High cash conversion of 91,6% as Net Working Capital stable from year before

Investments at 3,1M€ in 2025. In 2025, investment needs decreased moderately to EUR 3.1 (3.8) million for the period.

Operating free cash flow



EURm	2022	2023	2024	2025	Q4 2024	Q4 2025
Adjusted EBITDA	**33,7**	**35,0**	**38,6**	**56,4**	**16,1**	**13,4**
Change in NWC	-5,9	5,0	-6,6	0,0	-1,5	5,6
Investments	-4,1	-6,2	-3,8	-3,1	-0,8	-0,7
Repayments of lease liabilities	-1,5	-1,5	-1,5	-1,6	-0,4	-0,4
Operating free cash flow	**22,2**	**32,3**	**26,6**	**51,6**	**13,4**	**17,8**
Cash conversion %	**66,0%**	**92,2%**	**68,9%**	**91,6%**	**83,0%**	**133,3%**

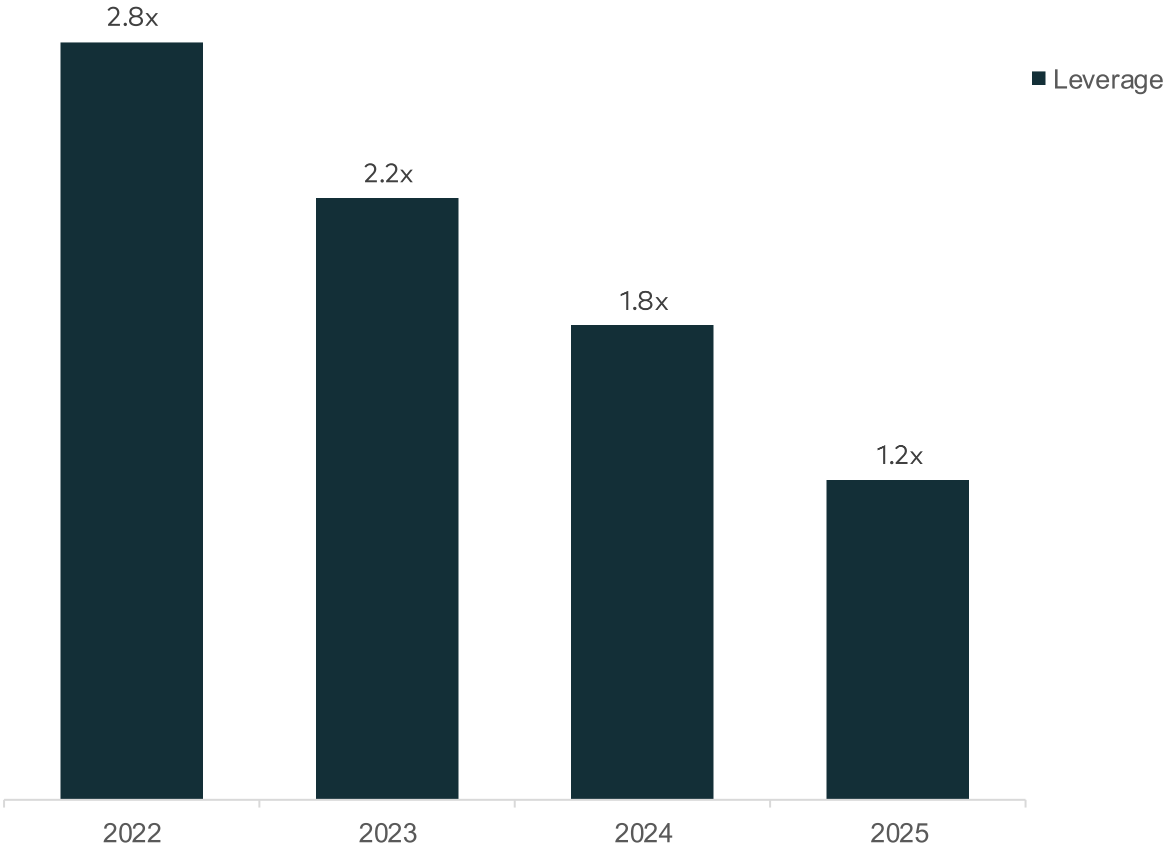
Decreasing leverage and strong financial position following the growth in profitability

Net Debt relatively steady at 66,9M€ compared to previous year

Strong cash position with 19,8M€ in cash or cash equivalents

Growth in Adj. EBITDA driving the Leverage down during 2025

New Financing agreement in effect lowering financing costs going forward



Framery's mid- and long-term financial targets

GROWTH

>10%

Average annual organic revenue growth compared to 2025

PROFITABILITY

25%

Adjusted operating profit margin in the mid-term

LEVERAGE

<2.0x

Net debt/adjusted EBITDA

DIVIDENDS

70–90%

Part of the distribution may be executed through Share buybacks

Dividend proposal

Framery's Board of Directors proposes to the annual general meeting that Framery distributes a dividend of 0.23 euros per share for the financial year ended 31 December 2025, totaling 18 204 231.13 euros.

The Board proposes that the dividend be paid in one instalment in May 2026. The proposed dividend corresponds to 89.3 percent of the Group's net profit.


Q&A

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