



Corporate Governance 2023

F-Secure Corporation



F-Secure Corporate Governance Statement 2023

Corporate Governance at F-Secure

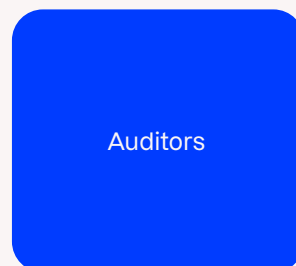
F-Secure corporate governance practices are based on applicable Finnish laws, the rules of Helsinki Stock Exchange (Nasdaq Helsinki Oy) and the regulations and guidelines of Finnish Financial Supervisory Authority as well as with the company's Articles of Association. This corporate governance statement (later simply referred to as 'statement') has been prepared in accordance with the Finnish Corporate Governance Code 2020 (publicly available at <http://cgfinland.fi/en/>) issued by the Securities Market Association of Finland.

Up-to-date information about F-Secure corporate governance is available on the company's investor website at <https://investors.f-secure.com/en>. This statement is issued separately from the Board of Directors' report, and is also available on the investor website, as well as is included in the 2023 Annual Report.

Governing bodies

The highest decision-making body in F-Secure is the General Meeting of Shareholders which elects the members of the Board of Directors. The Board of Directors is responsible for the administration of F-Secure Corporation and appropriate organization of its operations. The Board of Directors appoints the CEO. The CEO, assisted by the Leadership Team, is responsible for managing the company's business and implementing its strategic and operational targets.

External control



Internal control



General Meeting of Shareholders

Under the Finnish Companies Act, shareholders exercise their decision-making power at the General Meeting.

The General Meeting is normally held once a year as an Annual General Meeting (AGM). The AGM decides on matters stipulated by the Articles of Association and the Finnish Companies Act, including:

- adoption of the Financial Statements
- distribution of profit for the year
- discharging the members of the Board of Directors and the President and CEO from liability
- selection of members of the Board
- the decision on the remuneration of the Board members
- approval of the Remuneration Policy and the Remuneration Report
- election of the auditor and the decision on the auditor's remuneration, and
- other proposals submitted to General Meeting

Each share carries one vote in the General Meeting.

A shareholder may propose items to be included on the agenda provided they are within the authority of the General Meeting, and the Board of Directors has received the request in advance in accordance with the set schedule. The invitation to the AGM is published as a stock exchange release and is made available on the company's website.

2023:

In 2023, the Annual General Meeting of the company was held on 23 March 2023 at the company's headquarters in Helsinki, Finland.

Board of Directors

The Board of Directors is responsible for the administration of F-Secure Corporation and appropriate organization of its operations. The Board's operations, responsibilities and duties are based on the Finnish Companies Act and other applicable legislation and are supplemented by the Board Charter. These cover the following main areas:

- approving the strategy of F-Secure, overseeing its operations and annual budgets
- appointing and dismissing the President and CEO
- approving any major investments, acquisitions, changes in corporate structure or other matters that are significant or far-reaching
- ensuring that the supervision of the company's accounting and financial management is duly organized
- ensuring that internal control and risk management systems are in place
- approving personnel policies and rewards systems
- preparing matters to be handled at the General Meeting

The Board of Directors meets as frequently as necessary and according to the Board Charter at least five times during its term. The Board of Directors has quorum when more than half of the members are present. An annual self-assessment is carried out by the Board to evaluate its operations. The Board of Directors primarily strives at unanimous decisions. If a decision cannot be made unanimously, the decision will be made by voting and with single majority. If the votes are even, the Chair's vote is decisive.

In accordance with F-Secure's Articles of Association, the Board of Directors comprises three to seven members, who are elected at the Annual General

Meeting for a period of office that extends to the end of subsequent AGM. The Board of Directors represents all shareholders.

Diversity is an essential part of F-Secure success. According to Diversity Principles established by the Board of Directors, an optimal mix of diverse backgrounds, expertise and experience strengthens the Board's performance and promotes creation of long-term shareholder value. The Diversity Principles of the Board of Directors aim to strive towards appropriately balanced gender distribution. At the Annual General Meeting in 2023 six members representing three different nationalities were elected to the Board. The age structure of the Board members is 33–66 years and two Board members are female and four are male, and thus the underrepresented gender comprises 33.3% of all members of the Board. The Board members have international experience in different roles in global companies operating in different businesses and geographical market areas. More information on the

educational and professional background of the Board members is available on pages 95–97.

To create openness, one member of the Board of Directors is proposed to be elected from among F-Secure personnel. An election is arranged annually for F-Secure personnel and each permanent F-Secure employee is eligible to stand as a candidate. The representatives of the Board of Directors interview three persons who have obtained the highest number of votes in the elections and choose a candidate from amongst them to be proposed for election as a member of the Board by the Annual General Meeting. Sami Salonen was appointed to the Board of Directors from among the employees in 2023. As an employee of the company, the Board member elected from among F-Secure personnel does not participate in any matters that relate to, for example, leadership appointment (or dismissal), remuneration or other terms of employment or service, or industrial action, as the Board may handle from time to time. Board member who is appointed to the Board from among the employees serves on

Members of the Board of Directors and the Audit Committee

Members	Independence of the company	Independence of major shareholders	Board of Directors (meeting attendance)	Audit Committee (meeting attendance)
Pertti Ervi	Yes	Yes	Chair (20/20)	Member (8/8)
Petra Teräsaho	Yes	Yes	Member (19/20)	Chair (8/8)
Calvin Gan	No ²⁾	Yes	Member (5/7)	
Thomas Jul	Yes	Yes	Member (19/20)	
Madeleine Lassoued	Yes	Yes	Member (20/20)	
Sami Salonen	No ²⁾	Yes	Member (12/13)	
Risto Siilasmaa	Yes	No ¹⁾	Member (20/20)	Member (8/8)

¹⁾ Risto Siilasmaa is the founder of F-Secure and on 31 December 2023 owned 34.37% of F-Secure shares.

²⁾ Sami Salonen was elected from among F-Secure personnel, according to the process described above in 2023. In addition, Calvin Gan who had been appointed to the Board in 2022 served on the Board until the end of 2023 Annual General Meeting.

the Board for a period of one year, until the end of next year's Annual General Meeting.

The majority of Board members are independent from the company and from its major shareholders. For a detailed description of the members of the Board of Directors and their shareholdings see the end of this statement.

2023:

In 2023, the Board of Directors held 20 meetings, 4 of which were held without convening. Audit Committee convened 8 times.

Audit Committee

To enhance the efficiency of its work, the Board of Directors has established an Audit Committee. The Audit Committee functions as a preparatory body, and the matters it addresses are brought to be decided on by the Board of Directors. The Board of Directors appoints from among itself the members and the Chair of the Audit Committee. The Audit Committee must have at least three members. The Board of Directors confirms the main duties and operating principles of the Audit Committee.

The Audit Committee monitors and evaluates risk management, internal controls, IT strategy and practices, financial reporting as well as auditing. The Audit Committee also prepares a proposal for the election of an auditor to the Board of Directors and regularly considers the need for a separate internal audit function. Members of the Audit Committee must have broad business knowledge, as well as sufficient expertise and experience with respect to the committee's area of responsibility and the mandatory tasks relating to auditing.

The majority of members of the Audit Committee shall be independent of the company and at least one member shall be independent of the company's significant shareholders. The Audit Committee invites experts to its meetings when necessary for the issues to be discussed. External auditors are permanent invitees to the meetings of the Audit Committee. Materials of the Audit Committee meetings are made available for all members of the Board of Directors.

The Audit Committee convenes at least four (4) times a year as notified by the Chair of the Committee. Members of the Audit Committee are listed in the table above.

President and CEO

The Board of Directors appoints and may dismiss the President and CEO and decides upon the President and CEO's remuneration and other benefits in accordance with the Remuneration Policy. The CEO is responsible for the day-to-day management of the company. The CEO's main duties include:

- managing the business according to the instructions issued by the Board of Directors
- presenting the matters to be handled in the Board of Directors' meetings
- implementing the decisions made by the Board of Directors
- other duties determined in the Finnish Companies Act

2023:

Timo Laaksonen has been F-Secure President and CEO since 30 June 2022.

The biographical details of the President and CEO including the President and CEO's shareholdings are specified at the end of this statement. The remuneration of the President and CEO is specified in F-Secure Remuneration Policy and Report.

Leadership Team

The Leadership Team supports the President and CEO in the daily operative management of the company.

2023:

Current information on the F-Secure Leadership Team can be found on our website: https://investors.f-secure.com/en/investors/corporate_governance/leadership_team.

For descriptions of all members of the Leadership Team during 2023 and their roles, respective membership periods and shareholdings, see the end of this statement.

Internal control and risk management

Risk management

Risk management and internal control processes at F-Secure seek to ensure that risks related to the business operations of the company are properly identified, evaluated, monitored, mitigated and reported in compliance with the applicable regulations.

F-Secure Board of Directors defines the principles of risk management and internal controls which are followed within the company. The Audit Committee assists the Board in the supervision of F-Secure risk management process. The President and CEO is accountable for ensuring that the risk management principles are implemented and applied constantly and consistently across the organization, supported by the Corporate Development function.

The primary goal of F-Secure risk management principles is to empower the organization to identify and manage risks more effectively. The potential negative impact and probability of different situations arising from business operations of the company, its markets, its customers, or its partners are monitored as part of the risk management process.

F-Secure promotes continuous risk evaluation by the company's personnel. The relevant operational risks identified through the risk management process are regularly reviewed by each function, including the twice a year review with the President and CEO and the Leadership Team, and the Audit Committee. Company's statutory auditor reviews risks part of each interim release (quarterly). Risk Management is an integrated part of F-Secure's governance and management, and the risk management process is

aligned with the ISO-31000:2018 guidelines. The Audit Committee regularly evaluates the effectiveness of the risk management system.

Internal control

The purpose of Internal Control is to ensure that operations are effective and aligned with the strategy, and that financial reporting and management information is reliable and in compliance with applicable regulations and operating principles.

Internal control consists of all the guidelines, policies, processes, practices and relevant information about organizational structure that help ensure that the business conduct is in compliance with all applicable regulations. The purpose of internal control is also to ensure that accounting and financial information provides a true and accurate reflection of the activities and financial situation of the company.

The company constantly monitors its key financial processes linked to sales, revenue, costs and profitability as well as incoming and outgoing payment transactions. If any inconsistencies appear, the issues are handled without delay. The company's finance department is responsible for the consistency and reliability of internal control methods. The finance team, led by the CFO, works in close cooperation with businesses, providing relevant data for business planning purposes and sales estimates. The team also regularly assesses and monitors the reliability of estimates and revenue recognition.

Internal audit

Audit Committee considers the need for and appropriateness of a separate Internal Audit function on a regular basis. To date, the Audit Committee has concluded that, due to the size, organizational structure and largely centrally controlled financial management

of the company, a separate Internal Audit function is not necessary.

In the absence of an Internal Audit function, attention is paid to periodical review of the written guidelines and policies concerning accounting, reporting, documentation, authorization, risk management, internal control and other relevant matters across the company. Related controls are also tested from time to time. The guidelines and policies are coordinated by the company's finance team with active involvement by the legal team.

The absence of a separate Internal Audit function is considered when defining the scope of the company's external audit. Where necessary, the Internal Audit services will be purchased from an external service provider.

To facilitate transparency and exchange of information on Internal Audit related matters, the financial management team has frequent meetings with the auditors. The auditors also participate in the meetings of the Audit Committee as permanent invitees.

The company has taken into use a Whistleblowing Channel for employees and other stakeholders to report any possibly corrupt, illegal, or other undesirable conduct.

Related party transactions

The Audit Committee defines the principles for monitoring and assessing F-Secure related party transactions. The definition of the related parties is based on IAS 24 standard. F-Secure collects information about its related parties on regular basis. The Board of Directors decides on related party transactions that are not conducted in the ordinary course of business of the company or are not implemented under arm's-length terms. Related party transactions are disclosed as part

of financial statements according to the applicable legislation.

Insider management

F-Secure complies with the applicable legislation, including EU Market Abuse Regulation (MAR), the regulations of the Finnish Financial Supervisory Authority as well as Nasdaq Helsinki's Guidelines for Insiders. F-Secure has established its own insider policy to complement the regulation and guidelines above.

F-Secure maintains a list of all persons who have regular access to company's financial data. Due to the sensitive nature of financial information, persons having access to financial information before publication of an interim financial report or a year-end report shall be subject to a thirty (30) day trading restriction prior to publication of such report.

In addition, F-Secure maintains a project-specific insider list of any projects and events which, if realized, would be likely to have a significant effect on the value of F-Secure share or other financial instruments, and which have been subject to delaying of disclosure in accordance with MAR.

F-Secure has decided not to include any persons as permanent insiders. All persons with inside information regarding a project will be included in the project specific insider list.

Persons discharging managerial responsibilities comprise the Board of Directors, the President and CEO and other members of the Leadership Team. These persons have a duty to notify F-Secure and the Finnish Financial Supervisory Authority of every transaction in their own account relating to Financial Instruments of F-Secure within three business days (after a cumulative threshold of EUR 5,000 per annum). The company publishes these notifications as stock exchange

releases, as specified by MAR. All releases published on managers' transactions are available on the company's website.

Auditors

The auditor is elected by the Annual General Meeting for a term of service ending at the close of the next Annual General Meeting. The auditor is responsible for auditing the consolidated and parent company financial statements and accounting. The auditor reports to the Board of Directors or the Audit Committee at least once a year.

2023:

The Annual General Meeting held 23 March 2023 re-elected the audit firm PricewaterhouseCoopers Oy as the company's auditor with Authorized Public Accountant (APA) Janne Rajalahti, as the Company's Responsible Auditor. On 21 April 2023, PricewaterhouseCoopers Oy appointed APA Samuli Perälä as the responsible auditor of F-Secure Corporation.

F-Secure paid the auditor EUR 205 (103) thousand for the auditing services and a total of EUR 1,233 thousand for other advisory services unrelated to auditing. The other advisory services mainly concerned financial consultation pertaining to the acquisition of Lookout Life consumer business.

Board of Directors 31 December 2023



Pertti Ervi, born 1957

Chair of the Board since 2022

Member of the Board's Audit Committee since 2022

Finnish citizen

Main occupation: Independent management consultant and a professional board member

Key positions of trust

Efecte Corporation, Chair of the Board of Directors of 2011 (a member of the Board of Directors since 2008)

QPR Software Corporation, Chair of the Board of Directors since 2021

Pointsharp Holding AB, member of the Board of Directors since 2021

WithSecure, member of the Board of Directors between 2003 and 2023, Chair of the Board (2004–2006) and Chair of the Audit Committee (2008–2022)

Mintly Oy, founding member and Chair of the Board of Directors between 2017 and 2022

Teleste Corporation, member of the Board of Directors between 2009 and 2020 (Chair: 2017–2020)

Comptel Corporation, Chair of the Board of Directors between 2011 and 2017

Stonesoft Corporation, Chair of the Board of Directors between 2004 and 2007

Previously Chair/Board member of several listed and growth companies, including several Audit Committee chair positions

Primary working experience

Computer 2000 AG, Co-CEO and member of the Executive Board between 1995 and 2000

Computer 2000 Finland Corporation, Co-founder and CEO between 1983 and 1995

Education

Mr. Ervi holds a Bachelor of Science degree in electronics and several management studies

Holdings: number of shares 104,669, holding 0.06%



Petra Teräsaho, born 1966

Board member since 2022

Chair of the Board's Audit Committee since 2022

Finnish citizen

Main occupation: CFO at Valmet Automotive ¹⁾

Key positions of trust

Paulig Group, member of the Board of Directors since 2020, and Chair of Audit Committee

Primary working experience

Enfo Group, CFO between May and November 2022

Stora Enso, Senior Vice President, Group Controller between 2016 and April 2022

Outotec Group, Vice President Group Controller between 2014 and 2015

Nokia Corporation, Head of Finance in Global Marketing between 2012 and 2014, CFO of Nokia Mobile Phones operations in India between 2007 and 2012, Finance Director, Strategic Marketing between 2004 and 2007 and Head of Developer Business Marketing between 2003 and 2004

Nokia Networks, Head of Business Planning of Mobile Applications unit between 2000 and 2001, Head of Value-Based Marketing between 1999 and 2001 and Accounting Manager, Network Systems between 1996 and 1998

Nokia Group Accounting, Financial Analyst between 1993 and 1996

United Paper Mills France SA, Paris France, Controller between 1991 and 1993

Education

Ms. Teräsaho holds a Master of Science in Accounting and Finance

Holdings: number of shares 13,380, holding 0.01%

¹⁾ From 1 January 2024, main occupation is board professional.



Thomas Jul, born 1967

Board member since 2022

Danish citizen

Main occupation: CEO of Inpay

Primary working experience

MATTA Holding, Co-founder and CEO between 2019 and 2021

Nets Group, CEO and Country Director in Denmark between 2017 and 2019

Ericsson, President and CEO of PT Ericsson Indonesia between 2014 and 2017, Head of the Customer Unit in Central Europe between 2012 and 2014 and President of Ericsson Austria GmbH between 2012 and 2013

Nokia Siemens Networks, Head of West Europe between 2011 and 2012, Head of the Global Customer Business Team Deutsche Telekom between 2009 and 2011, CEO of the Danish Branch between 2007 and 2010 and Head of Nordics between 2006 and 2009

Nokia, various position including Country Manager, General Manager and Business Development Director between 1998 and 2007

Systematic Software Engineering, various positions between 1993 and 1998

Education

Mr. Jul holds a Master of Science degree in Software Engineering

Holdings: number of shares 10,592, holding 0.01%



Madeleine Lassoued, born 1990

Board member since 2022

Swedish citizen

Main occupation: Head of Marketing at Volvo On Demand

Key positions of trust

NEWS Group AB, member of the Board of Directors since 2021 and 2022

Lakeside Software, US, member of the Growth Advisory Board since 2023

Primary working experience

Coupleness, Investor and Marketing & Growth Advisor since 2021

Plansmaid, Co-founder

Bisnode, Head of Digital Marketing (2017–2019) and as a Digital Marketing Team Leader (2016–2017)

BannerFlow, various positions

Education

Ms. Lassoued holds a Master of Business Administration degree in International Economics and a Bachelor of Business Administration degree in International Marketing

Holdings: number of shares 10,592, holding 0.01%



Sami Salonen, born 1986

Board member since 2023

Finnish citizen

Main occupation: F-Secure, Director R&D ¹⁾

Primary working experience

Wärtsilä, General Manager & Chief Product Owner between 2020 and 2022

Wärtsilä, General Manager Data Bridge Architecture between 2019 and 2020

Eniram, Infra Team Technical Product Owner between 2017 and 2019

Eniram, Algorithm Team Lead & Developer between 2013 and 2017

Education

Mr. Salonen holds a Master of Science degree in Control Engineering and Signal Processing

Holdings: number of shares 5,696, holding 0.00%

¹⁾ From 1 January 2024, main occupation is Vice President, Product Engineering at F-Secure.



Risto Siilasmaa, born 1966

Board member since 2022

Member of the Board's Audit Committee since 2022

Finnish citizen

Key positions of trust

WithSecure (prior to demerger F-Secure), Chair of the Board of Directors since 2006 (member of the Board of Directors since 1988)

Quanscient Oy, member of the Board of Directors since 2022

CybExer Technologies, member of the Board of Directors since 2022

Upright Oy, Chair of the Board of Directors since 2022

Pixieray Oy, member of the Board of Directors since 2021

Komatsu International Advisory Board, member since 2020

Futurice Corporation, member of the Board of Directors since 2018

First Fellow Partners, Founding Partner and the Chair of the Board of Directors since 2016

Ministry of Finance's Technology Advisory Board, chair since 2020

International Advisory Board of IESE, member since 2019

Global Tech Panel, an initiative of the EU High Representative for Foreign Affairs and Security Policy, member since 2018

Nokia Corporation, Chair of the Board of Directors 2012–2020, member of the Board of Directors 2008–2012, interim CEO 2013–2014

Elisa Corporation, Chair of the Board of Directors 2008–2012

The Federation of Finnish Technology Industries, Chair of the Board 2016–2018, Vice-Chair of the Board 2007–2010 and 2013–2015 (member of the Board 2007–2019)

Confederation of Finnish Industries EK, Vice Chair of the Board 2017–2018 (member of the Board 2007–2010 and 2013–2016)

The Finnish Ministry of Defence, Chairman of the working group: The Future of the Finnish general conscription system 2009–2010

Primary working experience

F-Secure and WithSecure, Founder and CEO of WithSecure 1988–2006

First Fellow Partners, Founding Partner and the Chair of the Board of Directors since 2016

Nokia Corporation, interim CEO 2013–2014

Education

Mr. Siilasmaa holds a Master of Science degree in engineering

Holdings: number of shares 60,027,957, holding 34.37%

Leadership team 31 December 2023



Timo Laaksonen, born 1961
President and Chief Executive Officer since 2022
 Finnish citizen

Primary working experience

WithSecure (prior to demerger F-Secure), Executive Vice President of Consumer Security, and various other positions between 2012 and 2022

Tecnotree Corporation, Chief Commercial Officer between 2010 and 2012

Xtract, CEO between 2008 and 2010

First Hop, CEO between 2001 and 2008

Sonera SmartTrust, Executive Vice President between 1998 and 2001

Teamware Group Ltd, Vice President between 1993 and 1998

ICL Travel Systems, Marketing Manager between 1992 and 1993

Key positions of trust

Broadband Forum Executive Advisory Board member since 2023

Finnish American Chamber of Commerce in New York, member of the Board of between 2018 and 2019

Broadband Multimedia Marketing Association (USA), a member of the Board of Directors between 2018 and 2019

Kvalion Ltd, member of the Board of Directors between 2008 and 2011

Education

Mr. Laaksonen holds a Master of Science degree in Economics (International Marketing and International Trade Law)

Holdings: number of shares 30,517, holding 0.02%



Firas Azmeh, born 1969
Chief Commercial Officer since 2023¹⁾
 US citizen, Canadian citizen and Syrian citizen

Primary working experience

Lookout Life, President, between 2021 and 2023

Lookout, SVP, Worldwide Carrier Channels, between 2017 and 2021

Lookout, VP, Business Development, between 2011 and 2017

MiNO Wireless, Vice President, Business Development, between 2009 and 2011

Handango, Head of Business Development Partnerships, between 2005 and 2009

Education

Mr. Azmeh holds a Bachelor's Degree in Economics, and a MBA in international Business

Holdings: number of shares 0, holding 0.00%

¹⁾ On 13 December 2023 Firas Azmeh was appointed Chief Revenue Officer effective 1 January 2024.



Richard Larcombe, born 1974

Chief Marketing Officer since 2022

British citizen

Primary working experience

WithSecure (prior to demerger F-Secure), Vice President of Global Marketing between 2019 and 2021

ismybillfair.com, co-founder and Chief Marketing Officer between 2017 and 2019

Tesco Bank, Brand and Marketing Director between 2015 and 2017

Virgin Media, Chief Marketing Officer and Director of Advertising and Sponsorship between 2010 and 2015

The Times, Sunday Times and Times Online, Head of Marketing between 2004 and 2010

AMV BBDO, Account Director between 1998 and 2004

Grey, Account Director between 1996 and 1998

Education

Mr. Larcombe holds a degree in Psychology (BA Hons)

Holdings: number of shares 8,472, holding 0.00%



Antero Norkio, born 1972

Senior Vice President, Corporate Development since 2022

Finnish citizen

Primary working experience

WithSecure (prior to demerger F-Secure), Vice President Product Management (Consumer Business), and various other positions between 2011 and 2022

Airwide Solutions, Head of Global Channel Partners and Director of Product Management between 2002 and 2011 (including the acquisition of First Hop 2007)

Taika Technologies Oy, Vice President of Product Management 2001 and 2002

Sonera SmartTrust, Director of Product Management between 1997 and 2001

Education

Mr. Norkio holds a Master of Science degree in Industrial Engineering and Management (Strategy and International Business)

Holdings: number of shares 65,675, holding 0.04%



Sari Somerkallio, born 1972
Chief Financial Officer since 2022

Finnish citizen

Primary working experience

WithSecure (prior to demerger F-Secure), Head of Finance in Consumer Security from February to June 2022

Fiskars Group, Vice President of Business Finance between 2020 and 2021

Fiskars Group, Senior Vice President of Finance & Business Development between 2019 and 2020

Fiskars Group, several Manager and VP positions between 2011 and 2019

Fiskars Group, Manager of Development Projects between 2009 and 2011

Wärtsilä Corporation, Project Manager and Process Manager between 2002 and 2008

Wärtsilä Corporation, Investor Relations Manager between 1999 and 2002

Merita Stockbrokers, Analyst between 1997 and 1999

Interbank, Analyst between 1996 and 1997

Education

Ms. Somerkallio holds a Master of Science degree in Mathematics and a Master of Science degree in economics (Finance)

Holdings: number of shares 10,803, holding 0.01%



Kitta Virtavuo, born 1972
Chief People & Culture Officer since 2022¹⁾

Finnish citizen

Primary working experience

Fiskars Group, Vice President of HR, Sales between 2020 and 2022

Fiskars Group, Vice President of HR, Living Business between 2017 and 2020

Fiskars Group, HR Director of Business Region Europe between 2016 and 2017

Nokia Corporation and Nokia Siemens Networks, various international HR leadership positions between 1999 and 2016

Education

Ms. Virtavuo holds a Bachelor of Business Administration degree in Business Management and Marketing

Holdings: number of shares 2,538, holding 0.00%

¹⁾ On 9 February 2024, F-Secure announced that Kitta Virtavuo has decided to leave F-Secure to pursue other career opportunities outside the company. Virtavuo will continue in her current role until April 2024, ensuring smooth handover of her duties.



TL Viswanathan, born 1979

Chief Product Business Officer since 2023

Indian citizen

Primary working experience

F-Secure, Vice President, Embedded security, 2022

Nokia Corporation, Head of Digital Operations Portfolio, between 2018 and 2022

Comptel, Director & Vice President Global Alliances, between 2014 and 2018

Oracle, Senior Account Manager APAC, between 2013 and 2014

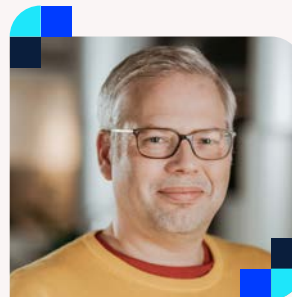
Nokia Siemens Networks, various leadership and business development roles for Applications, Systems integration business between 2006 and 2013

Siemens Communications, Solution Consultant between 2000 and 2006

Education

Mr. Viswanathan holds a Master's degree in Business Administration (International Business)

Holdings: number of shares 3,394, holding 0.00%



Toby White, born 1977

Chief Technology Officer since 2022

British and Finnish citizen

Primary working experience

WithSecure (prior to demerger F-Secure), Vice President for Research & Development in Consumer Security 2020–2022

Wärtsilä, Vice President of Digital Engineering between 2017 and 2020

GlobalData Plc, Group CTO between 2014 and 2017

Timetric, Founder and CTO between 2008 and 2014

Cambridge University, Researcher between 2002 and 2008

Education

Dr. White holds a Master of Chemistry degree in Chemistry and a Doctor of Philosophy degree in Theoretical Chemistry

Holdings: number of shares 27,880, holding 0.02%

In December 2023, the following leadership team changes that came into effect on January 1, 2024 were announced:

On December 13, 2023 Firas Azmeh was appointed Chief Revenue Officer.

On December 13, 2023 Mikko Kestilä was appointed Senior Vice President, Services and member of the Leadership Team.

Up-to-date information on the Leadership Team members is available on the Company's website in section "Leadership Team" (<https://investors.f-secure.com/en/>)



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