STATEMENT OF CORPORATE RESPONSIBILITY

F-SECURE EXISTS TO BUILD TRUST IN SOCIETY AND TO KEEP PEOPLE AND BUSINESSES SAFE

In the digital and connected world we currently live in, targeted online attacks and cyber-crime have the ability to seriously damage global businesses, result in losses of hundreds of millions of euros, and even cause human suffering. For over 30 years, F-Secure has been committed to helping people and businesses fight these cyber threats. Improving our customers' security, resilience, and the sustainability of their digital lives or businesses, is why we exist. We believe that through our core business and everyday actions we play a vital role in ensuring the functioning of the modern society, and help to maintain trust between people and organizations. Internally, we emphasize the importance of a sense of fellowship among our employees, and we have always put a strong emphasis on shared core values.

As a cyber security company, F-Secure secures the world around us. Trust ensures we will succeed in our mission. Trust is earned when action matches words. F-Secure's new Code of Conduct reflects the company's business culture for highest standards of ethical conduct. At F-Secure, we want to do what is right. The Code of Conduct sets clear expectations on the business conduct and provides guidance for critical risk areas. Everyone working for F-Secure has a critical role in building and maintaining the trust in the eyes of each other and earning the trust of F-Secure's customers. The Code of Conduct guides everything we do at F-Secure. Code of Conduct is available at F-Secure's webpages https://www.f-secure.com/en/investors/governance.

F-SECURE'S BUSINESS MODEL AND VALUE CREATION

By combining sophisticated technology with machine learning and human expertise, F-Secure provides a comprehensive offering of security products and cyber security services for both corporate customers and consumers.

For businesses, we offer vulnerability scanning and management solutions, endpoint protection products, detection and response solutions, as well as comprehensive security and risk assessment services for top management, along with technical consulting. For consumers, we offer security and privacy solutions for all connected devices. Our products and services offer our customers best-in-class security as has been proven by several independent research institutions. For example, AV-TEST has given F-Secure the Best Protection award for superior technology seven times during the past seven years.

We offer our products and services to defend thousands of companies and millions of people around the world through our network of around 200 telecommunication operators and thousands of IT service and retail partners. With our partner-led business model, trust has always been a cornerstone of all our operations.

In our industry, it is critical that appropriate care is taken when handling customer information. Respecting customer privacy is an integral part of our company culture. All F-Secure employees commit to protecting the confidentiality of customer data.

FOCUS AREAS

The focus areas for F-Secure's corporate responsibility are:

1. Valuing our employees (social responsibility and treatment of employees),

2. Ensuring technology is not turned against the society (protecting human rights and fighting against online crime) and

3. Respecting the planet (environmental protection).

Focus area	Key aspects		Policies and guidelines
EMPLOYEE AND SOCIAL: **We value our employees**	– Securing the right competencies – Ensuring equality, equal opportunity and diversity – Ensuring the wellbeing of employees		– Recruitment Policy – Development and training guidelines – Co-operation review policy – Equality plan – Harassment prevention policy
HUMAN RIGHTS AND FIGHTING ONLINE CRIME: **Ensuring that technology is not turned against the society**	– Protecting people against cyber threats – Taking action to enhance cyber security in society – Protecting personal data – Fighting online crime	Code of Conduct	– Lifecycle security Policy – Privacy Policy – Guideline for Unwanted Applications – Policy on Detecting Spying Programs – Vulnerability Reward Program – Malware Handling Training – Cyber Security Policies – Anti-Bribery policy
ENVIRONMENT: **Respect for the planet**	– Reducing energy consumption and waste in our offices – Reducing energy consumption from IT operations – Travelling sensibly		– Travel policy – Recycling policy – Environmental friendly, country-specific transportation policies

EMPLOYEE AND SOCIAL MATTERS:

WE VALUE OUR EMPLOYEES

F-Secure employs about 1,700 security experts, product developers, sales & marketing professionals and other experts globally. F-Secure emphasizes the importance of fellowship, and the company has always put an emphasis on shared values.

We recruit the best minds in the industry while keeping a relentless focus on growing the next generation of cyber security professionals. Consultants, developers, engineers, researchers, specialists, and everyone who shares our values has a place with us. Our experts continually disrupt the industry. Their research-led approach, victories in hacking contests, and talks at conferences win respect around the globe. This gives us our edge over the competition and, more important, attackers.

In a rapidly evolving industry, the company must also be able to ensure employees constantly update their competencies according to market needs. Other important employee-related issues include employee well-being, a healthy work-life balance, and ensuring equality and equal opportunities.

F-Secure strives to:

– attract and retain the right competencies and enable people to develop themselves

– ensure everyone has an equal opportunity to achieve their maximum potential

– ensure the wellbeing of each employee, and that everyone is valued and treated with respect

People Operations & Culture- team is responsible for developing people management processes, tools, and ways of working.

To measure success, the company conducts an Employee Net Promoter Score (eNPS) survey among staff to measure employee loyalty biannually. The company's Leadership Team is responsible for following up on the results of the eNPS survey and ensuring corrective action plans are developed.

Securing the right competencies and constant development

Successful recruitment is crucial for F-Secure's business. Our aim is to ensure that we hire professionals with competencies that are in line with F-Secure's business objectives, culture and values. An internal global recruiting policy gives guidance to managers to ensure consistency and equal treatment of candidates, as well as to provide candidates a positive experience with the company.

After recruitment, the responsibility for competence development lies both with the individual employee and his or her manager, as well as with the head of relevant unit. An internal development and training guideline addresses the roles and responsibilities as well as practices related to learning and personal development.

F-Secure has a number of global and local development programs and training available for both managers and employees including:

– Leadership development programs

– Network mentoring programs

– Cyber security competence development

– Education and development programs for sales

– Country specific Graduate-programs

– Site-specific coaching and supporting services

2019:

The number of employees increased by 2%. Restructuring in the second half of 2019 resulted in reduction of approximately 60 employees globally and impacted mainly supporting services. In the end of 2019 the total headcount had increased with 30 employees compared to year end 2018.

In the beginning of 2019 F-Secure implemented new target setting model which is more flexible than before for individual employees. Also preparation of wider performance management reform was started. Purpose of these changes is to support mentoring leadership and enhance the culture of continuous improvement, support and feedback.

Ensure equality, equal opportunities and diversity

F-Secure is a very diverse workplace. We employed 69 different nationalities by the end of 2019, a significant part of which are also represented at the company headquarters.

We believe in equality and diversity. We know employees who represent different backgrounds, expertise and genders contribute to a more open working atmosphere as well as better discussion and decision making. We assess individuals based on competence, skills and achievements. Equality, non-discrimination and fairness are key principles in recruitment, compensation and advancement at F-Secure. To support gender equality in our industry, we encourage women to pursue a career in technology and cyber security.

2019:

The share of female managers increased by 13%, and the share of total female employees increased by 2%.

Ensure the wellbeing of employees

In ensuring the wellbeing of employees, F-Secure emphasizes the importance of good leadership in addition to a preventative approach to health care.

In most countries we provide basic health care services to employees, but practices vary locally. In certain regions, employees are provided with additional sports benefits, and extended health care services according to local practices. Also, in some locations there are additional benefits such as the possibility for massage or for arranging a caretaker for a sick child. The company allows for flexible working hours and the possibility of working remotely. F-Secure offers voluntary wellbeing lectures and training for both employees and managers.

F-Secure closely monitors employee sick leaves. In case of longer sick leaves, the company supports employees, and assists them in returning back to work.

PROTECTING HUMAN RIGHTS AND FIGHTING ONLINE CRIME:
ENSURING THAT TECHNOLOGY IS NOT TURNED AGAINST THE SOCIETY

Defending people and businesses from cyber threats

Unprecedented challenges threaten to undermine the very survival of society. Only unprecedented innovation can prevent irreversible disasters. This is only possible if we trust the technology that can bring us together. Creating that trust is why F-Secure exists. The world's top financial institutions count on us to battle cyber-attacks. We secure factories, power grids, and vital telecommunication infrastructure. Thousands of businesses and millions of people wake up every day knowing they can rely on our high standards and uncompromised integrity.

F-Secure has driven innovations in cyber security, defending tens of thousands of companies and millions of people for over three decades. Our sophisticated technology combines the power of machine learning with the human expertise of our world-renowned security labs. From decades of experience stopping advanced cyber-attacks, we've developed a passion for taking on the world's most potent cyber threats. This teaches us how attackers defeat defenders. With these insights, we've pioneered threat hunting and been at the forefront of the movement away from traditional forensics to continuous real-time response.

Working responsibly with malware and offensive techniques

F-Secure works responsibly with malware and offensive techniques:

- Clear criteria for categorizing threats and classifying potential unwanted applications.
- Strict rules for handling and analyzing malicious content.
- Cooperation with authorities to ensure the safety of the general public, assisting investigations into online crime that bring criminals into justice.
- Security assessments are conducted only with customers' permission and within agreed scope.

- In our work, we may create offensive code, but only do so with the intention to secure and benefit our customers and digital safety of the society.
- Coordinated vulnerability disclosure policy and a vulnerability reward program.

2019:
F-Secure continues to protect altogether tens of millions of devices globally for both business and consumer customers.

Protecting people's security and privacy with integrity

F-Secure applies strict security measures to protect the personal data of the users of our solutions. We seek to protect our users' privacy, not to sell it. All F-Secure products and services are produced independent of governmental direction.

We recognize that there is an imbalance between the defenders of fair practices and human rights, and online criminality and the offensive capabilities of nation state threat actors. To level the playing field, F-Secure refuses to introduce backdoors in our products and will detect malware no matter what the source is.

Operating with highest ethical standards

F-Secure exists to build trust in society and to keep people and businesses safe. Trust is earned only when action matches words. Everyone at F-Secure must apply the highest standards of ethical conduct.

- We do not make or accept any bribes or other improper payments.
- We never engage in fraudulent practices.
- We do not give or accept gifts or hospitality over the appropriate limits.
- We do not endorse or provide financial support to individual political parties.

- When conducting business with any governmental body, we carefully abide by all applicable regulations and ethical standards.
- We do not tolerate any form of bribery, corruption or fraudulent practices by our partners or any parties acting on our behalf.

The Code of Conduct guides everyone at F-Secure to ethical conduct. We have also issued a specific Anti-Bribery Policy that applies to all employees. It defines the rules to be applied related to gifts, hospitality, travelling and accommodation, specific terms concerning governmental officials, as well as the process for escalation as needed. Ethical business practices are also emphasized in contracts and the company engages in continuing dialogue with relevant stakeholders.

ENVIRONMENTAL MATTERS:
RESPECT FOR THE PLANET

F-Secure's business activities involve the development, production and delivery of software and professional services. The company's environmental footprint derives primarily from the use of electricity for office activities as well as the use of electricity from IT operations.

F-Secure acknowledges climate change and other environmental impacts are both global as well as local concerns, and the company strives to minimize its impact. F-Secure has a precautionary approach to environmental challenges, as stated in our Code of Conduct.

F-Secure is committed to working in an environmentally responsible and efficient manner and strives to minimize our environmental footprint:

- We aim to continuously increase the energy efficiency of the company as well as to reduce the amount of waste and emissions produced by our operations.
- We encourage the use of environmentally friendly technologies, tools and services in the research and development of our products and services.
- We aim to reduce the environmental impact of our global operations by connecting people from different locations through technology and choosing environmentally friendly means of travelling.
- We provide local guidelines and support for employees to move from private cars to public transportation and bicycles for their commute.

To evaluate our success in limiting our environmental impact, F-Secure conducts an annual energy review to estimate our total direct consumption of electricity at company level.

Reducing energy consumption and waste in our offices

F-Secure has offices in 29 locations globally. The majority of operations are concentrated in Helsinki in Finland, London in the UK, Kuala Lumpur in Malaysia and Johannesburg in South Africa.

The company rents office facilities from local real estate providers. Typically a lease agreement includes service charges for electricity and heating, as well as handling of a limited amount of waste generated by office activities. Paper, bio and energy waste are primarily recycled according to local practices. Hazardous waste consists solely of batteries, which are disposed of at suitable recycling points. Electronic waste is recycled carefully and, as appropriate, with careful attention to ensuring that confidential waste is specifically managed. Confidential paper waste is also managed with special care.

2019:
F-Secure expanded the scope of the energy review to cover offices from the acquired MWR InfoSecurity.

During 2019, F-Secure continued to roll out an environmental impact improvement program at each location to monitor and measure concrete steps taken.

Reducing the energy consumption of IT operations

F-Secure uses both private servers and third-party cloud platforms to develop and run its services. With third-party cloud platforms, F-Secure mainly partners with Amazon Web Services (AWS) as well as Microsoft Azure.

In co-location facilities, F-Secure is able to directly measure electricity consumption on a monthly basis. F-Secure utilizes server hardware with good energy efficiency (Energy Star).

For third-party providers, electricity consumption data is not available, as electricity costs are part of the overall service contract. Our main service partners have publicly announced intention to prioritize renewable energy and reduce carbon footprints.

The transition to third-party provided servers is expected to increase the company's overall energy efficiency and lower total consumption, as third-party providers are running the more energy-efficient servers.

2019:
F-Secure continued outsourcing the company's server activity. By doing so the company's energy consumption is expected to decrease compared to using its own servers.

Travelling sensibly

As F-Secure's business grows and expands geographically, travelling to customer premises is often required.

F-Secure has a Travel policy, which aims to reduce the environmental impact of travelling, minimizing energy consumption and emissions by choosing environmentally friendly means of travelling. The policy requires a pre-approval of employee travels, and the policy also encourages employees to use online conferencing tools when collaborating with our internal and external stakeholders.

2019:
Travelling emissions for year 2019 were 1,786,000 kg CO_2. In 2019, the scope of monitored travelling related emissions was expanded to cover more F-Secure offices. Currently, European offices are included, covering a clear majority of the company's employees. The company aims to include data from more offices, as it becomes available.

Table section

EMPLOYEE AND SOCIAL

Key performance indicator	2019	2018	2017	Description
Employee Net Promoter Score [1]	H1: 26 H2: 13	H1: 23 H2: 21	H1: 9 H2: 13	Key performance indicator of overall employee wellbeing.

[1] The Net Promoter Score measures employee satisfaction by asking people how likely it is that they would recommend F-Secure as an employer. The score is derived by deducting the share of employees giving low scores (0 to 6, "detractors") from the share of employees giving high scores (9 to 10, "promoters"). Scores from 7 to 8 are considered neutral.

2019:

During the first half of 2019, F-Secure's overall Employee Net Promoter Score (eNPS) developed positively (26) but in the survey done after the restructuring eNPS decreased to the level of H2-2017 (13).

To improve job satisfaction, well-being and productivity F-Secure launched several initiatives under theme of Future of Work at F-Secure, which are to be implemented in different countries during 2020.

Other metrics	2019	2018	Change
Number of employees	1,696	1,666	+2%
Share of women, of total employees	23%	23%	+2%
Share of women, of managers [2]	23%	20%	+13%
Sick leaves, % [3]	3%	2%	+30%

[2] Includes line managers
[3] Sick leave percentage is the average amount of sick days per employee. The figure includes personnel in Finland only, which represents 37% of total employees.

2019:

The relative sick leave percentage (3%) is significantly under the IT-sector average in Finland (5%).

The number of paid sick leaves increased by 9% but due to a few long term sick leaves the total number increased by 30% [3].

ENVIRONMENTAL

Key performance indicator	2019	Change	2018	Decription
Electricity consumption, co-location servers, MWh	773 MWh	−28%	1,081 MWh	Key performance indicator for the transition to more efficient computing.
Electricity consumption, offices, MWh [1]	1,548 MWh	25%	1,236 MWh	Key performance indicator for increasing energy efficiency in offices.

[1] The electricity consumption includes vast majority of F-Secure's offices globally. Increase in electricity consumption is due to the fact that for the fiscal year 2019 all acquisition related offices from MWR InfoSecurity have been fully taken into account, whereas in 2018 consumption of these premises was included only for H2-2018 due to the timing of the acquisition.

Helsinki, 11 February 2020

F-Secure Corporation

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