

This statement is made on behalf of WithSecure and pursuant to section 54 of the Modern Slavery Act 2015.

At WithSecure, we exist to build trust in society and to keep people and businesses safe. Our purpose is built on high ethical practices, and we adhere to high standards including our commitment to combatting slavery and human trafficking. To ensure that slavery and human trafficking have no place in our business, we are committed to protect and promote human rights while complying with trade regulations and requirements.

The UK Modern Slavery Act requires our business to disclose the efforts we have taken during the preceding financial year to ensure that our business operations and supply chain are free from slavery and human trafficking. Our preceding financial year ended on 31st December 2024.

Organisation structure

WithSecure provide information security cloud, on-premises and consulting services through both a reseller channel and directly to businesses.

The parent company is WithSecure Oyj, listed on NASDAQ OMX (Helsinki), with its head office in Finland. At the end of 2024, the Group had 961 employees operating from over 15 offices across Europe, the America's and the Asia-Pacific region. The Group had a global turnover of ~€147 million. Our business in the United Kingdom comes from local legal entity WithSecure Limited and may include sales from other overseas entities into the United Kingdom. Further information on the governance structure can be found here: <https://www.withsecure.com/qb-en/about-us/investor-relations/governance>.

WithSecure's policies and training on slavery and human trafficking

WithSecure are committed to ensuring that there is no slavery or human trafficking in its supply chains, employment practices, or in any part of the business. The guidance available to employees reflects the commitment to acting ethically in business relationships and to implementing and enforcing effective controls that ensure slavery and human trafficking is not taking place.

The WithSecure Code of Conduct states that we comply with trade laws that impact its operations, including export control and international sanctions regulations. WithSecure abide by responsible disclosure practices that help people and organisations defend themselves against hostile actors. WithSecure are transparent in its operations and cooperate with the authorities to ensure compliance with laws and regulations. The Code of Conduct, adopted by the Board of Directors, states the expectation that all employees and business partners are committed to upholding the fundamental human rights of others. Each employee must undertake training and pass an assessment to demonstrate their awareness of these principles.

WithSecure honour internationally recognised human rights standards, including the right to freedom of opinion and expression, as well as the right to freedom of conscience and religion. WithSecure aim to protect people's digital lives and, among other things, help schools, hospitals, and even cities to create safe networks. WithSecure actively ensure safe and healthy working conditions and do not tolerate any use of child labour, any form of forced labour, or any other human rights violations.

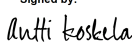
Supply chains

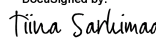
All goods and services are produced or provided by WithSecure employees and officers, who are legitimately employed within the conventional legal frameworks of states founded upon democratic values. In cases which utilise resellers or other third-party partners to deliver products and services, WithSecure ensure that they are reputable organisations from countries with analogous legal systems which are dedicated to the same values. WithSecure enter into contracts with suppliers, which have certain obligations, for example that they and any subcontractors shall comply with applicable laws. For key suppliers, a due diligence assessment may be undertaken. If issues are identified, appropriate investigative and remedial actions will be taken.

As part of our initiative to identify and mitigate risk, WithSecure have in place systems to:

- Identify and assess potential risk areas in its supply chains.
- Mitigate the risk of slavery and human trafficking occurring in supply chains and monitor potential risk areas.
- Protect whistle-blowers.

The Board of Directors and relevant internal departments have established policies to achieve compliance with supply chain and anti-slavery commitments. The Board of Directors of the UK entity, WithSecure Limited, have approved this Statement on 30th April 2025.

Signed by:

 Antti Koskela, President and CEO of WithSecure Group

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 Tiina Sarhimaa, Director of WithSecure Limited

Date: 30-04-2025

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