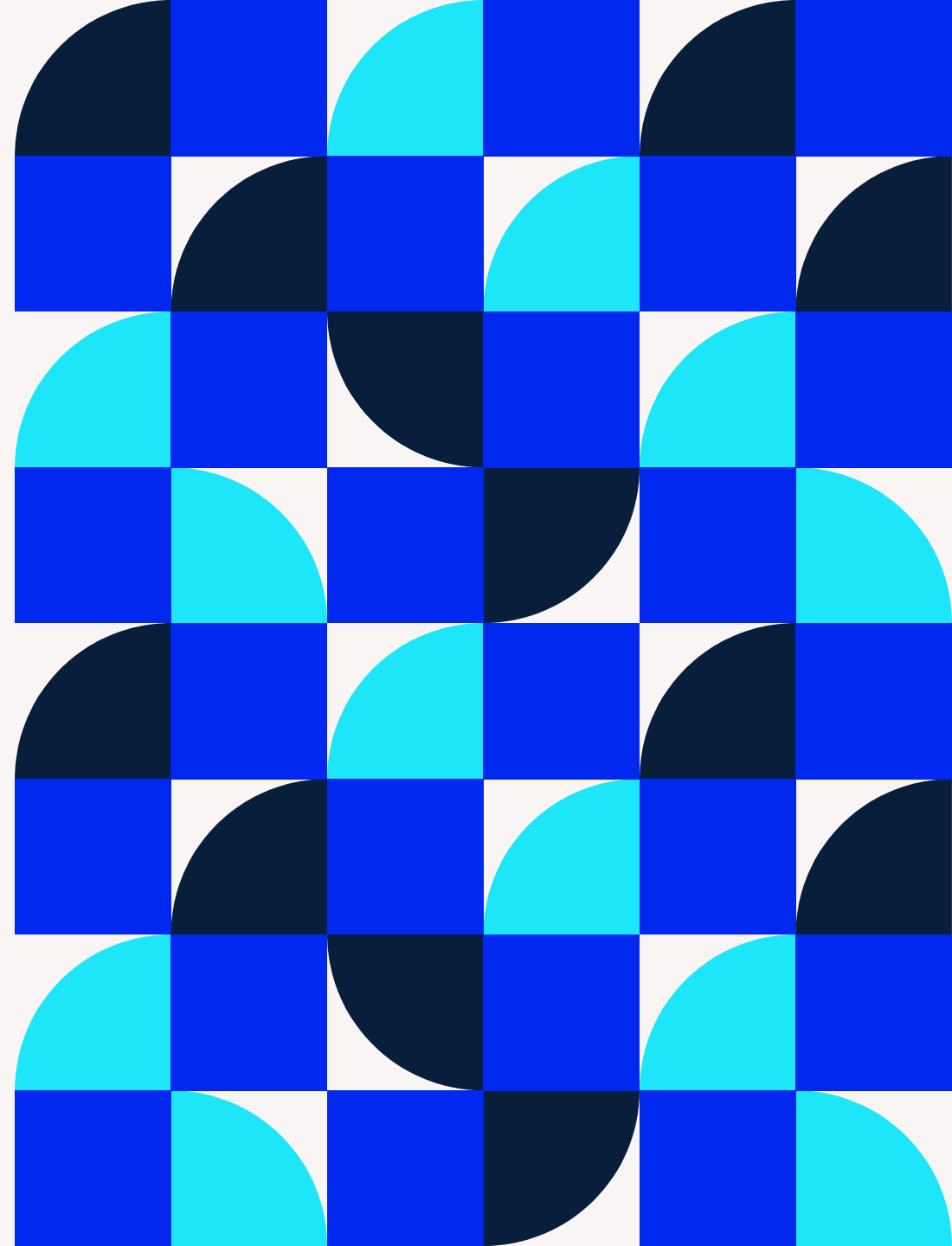


F-Secure Code of Conduct

Approved by F-Secure Board of Directors
18 September 2023



INTRODUCTION

Our vision, purpose and mission



Our vision is to become the **#1 security experience** company in the world. The F-Secure Code of Conduct summarizes the values and principles that guide all actions we take to make that vision a reality.

F-Secure has led the cyber security industry for more than 30 years and we currently protect around 30 million people around the world via our award-winning consumer products and approximately 200 service provider partners. Our mission is to continuously deliver brilliantly **simple, frictionless security experiences**.

Our lives are a constant flow of digital moments – from the way we socialize, relax and learn, to how we shop, work, discover and perform everyday tasks. All this makes us all increasingly vulnerable to cyber criminals. **F-Secure exists to make every digital moment secure, for everyone.**

APPLICABILITY



The Code of Conduct applies to all F-Secure employees and leadership anywhere F-Secure operates. In addition to the principles in this Code of Conduct, F-Secure Fellows must comply with F-Secure internal policies, guidelines and processes as well as applicable local laws.

In some cases, local laws may be less restrictive than the principles discussed here. In those situations, the Code of Conduct should be followed. If local laws are more restrictive than these standards, local laws apply.

F-Secure suppliers and partners are also expected to act responsibly and comply with the principles set in this Code of Conduct.

F-SECURE CODE OF CONDUCT

- Main International Principles F-Secure Takes Into Account
- Building Trust in Society
- Responsible Working with Malware and Offensive Techniques
- Intellectual Property Rights and Confidentiality
- Equality and Diversity
- Protecting Human Rights
- Respecting the Environment
- No Bribery or Corruption
- Preventing Conflicts of Interest
- Securities Markets Compliance
- Trade Compliance
- Fair Competition

MAIN INTERNATIONAL PRINCIPLES F-SECURE TAKES INTO ACCOUNT

- OECD Guidelines for multinational enterprises
- United Nations Global Compact
- United Nations Guiding principles on Business and Human rights
- United Nations Convention against Corruption
- International Bill of human rights
- The Declaration of the International Labour Organisation on Fundamental Principles and Rights at Work

BUILDING TRUST IN SOCIETY



We create high-end cyber security products and services to protect people from cyber threats.

We cooperate with authorities and law enforcement to ensure safety of the society from cyber criminals.

We take action to enhance cyber security know-how in society.

We build privacy and security into the design of our solutions. We apply 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.

We create our products and services independent of governmental direction.

We refuse to introduce backdoors in our products, which will detect malware irrespective of its source, whether originating from online criminality, the offensive capabilities of nation state threat actors or anywhere else.

RESPONSIBLE WORKING WITH MALWARE & OFFENSIVE TECHNIQUES

We work with clear criteria for categorizing threats and classifying potentially unwanted applications. We follow strict rules for handling and analyzing malicious content.

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.

We cooperate with authorities to ensure the safety of the general public, assisting investigations into online crime that bring criminals into justice.

We follow a coordinated vulnerability disclosure policy, and we place our own products under a vulnerability reward program.



INTELLECTUAL PROPERTY RIGHTS AND CONFIDENTIALITY



We recognize the value of innovation and actively protect the intellectual property rights of F-Secure. This includes patents, software and other copyrighted materials, knowhow, trade secrets and trademarks.

We respect and protect the intellectual property of others with the same degree of care as our own and always honor the terms of any agreement.

We honor third party rights, including the rights of the open-source community.

We safeguard confidential information of F-Secure, our business partners and customers from unauthorized disclosure and misuse.

EQUALITY AND DIVERSITY

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 girls and women to pursue a career in technology and cyber security.

We do not tolerate harassment. We do not allow conduct which can be considered harassing, intimidating or disruptive.

We take personal responsibility for creating and maintaining a positive working atmosphere. We encourage employees to raise questions and suggest improvements.



PROTECTING HUMAN RIGHTS



We honor internationally recognized human rights standards.

We aim to avoid adverse human rights impacts and in case those occur, we take actions to remediate.

We respect the freedom of opinion and expression as well as freedom of conscience and religion.

We fight to protect people's digital lives and help for example schools, hospitals, and even cities to create safe networks.

We respect the freedom of association and employees' right to organize.

We actively ensure safe and healthy working conditions. We do not tolerate any use of child labor, any form of forced labor, human trafficking or any other human rights violations.

RESPECTING THE ENVIRONMENT

We are committed to working in an environmentally responsible and efficient manner and strive to minimize our environmental footprint.

We take climate change seriously and support the sustainable usage of ocean, maritime and biodiversity sensitive regions.

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.



NO BRIBERY* OR CORRUPTION



We do not offer 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.

*F-Secure Anti-Bribery Policy gives more details, e.g. instructions about appropriate gift levels

PREVENTING CONFLICTS OF INTEREST

We always act in the best interests of F-Secure.

We are aware that conflicts of interest arise in the work environment when making decisions that may benefit oneself, one's friends or family.

We avoid situations where any personal relationship or financial interest may influence our decisions.

We understand that conflicts of interest can occur even if we are convinced our decision making is not swayed by personal interests or relationships.

If any conflict of interest arises, we will disclose it immediately and take necessary steps to resolve it.



SECURITIES MARKETS COMPLIANCE

We provide reliable, transparent and honest market communication.

We avoid any activities which might reduce trust in the securities market.

We abstain from any trade of financial instruments using undisclosed information that could be considered insider trading.

We are aware of the types of information that could be considered inside information and recognize a need for a constant assessment of such information.

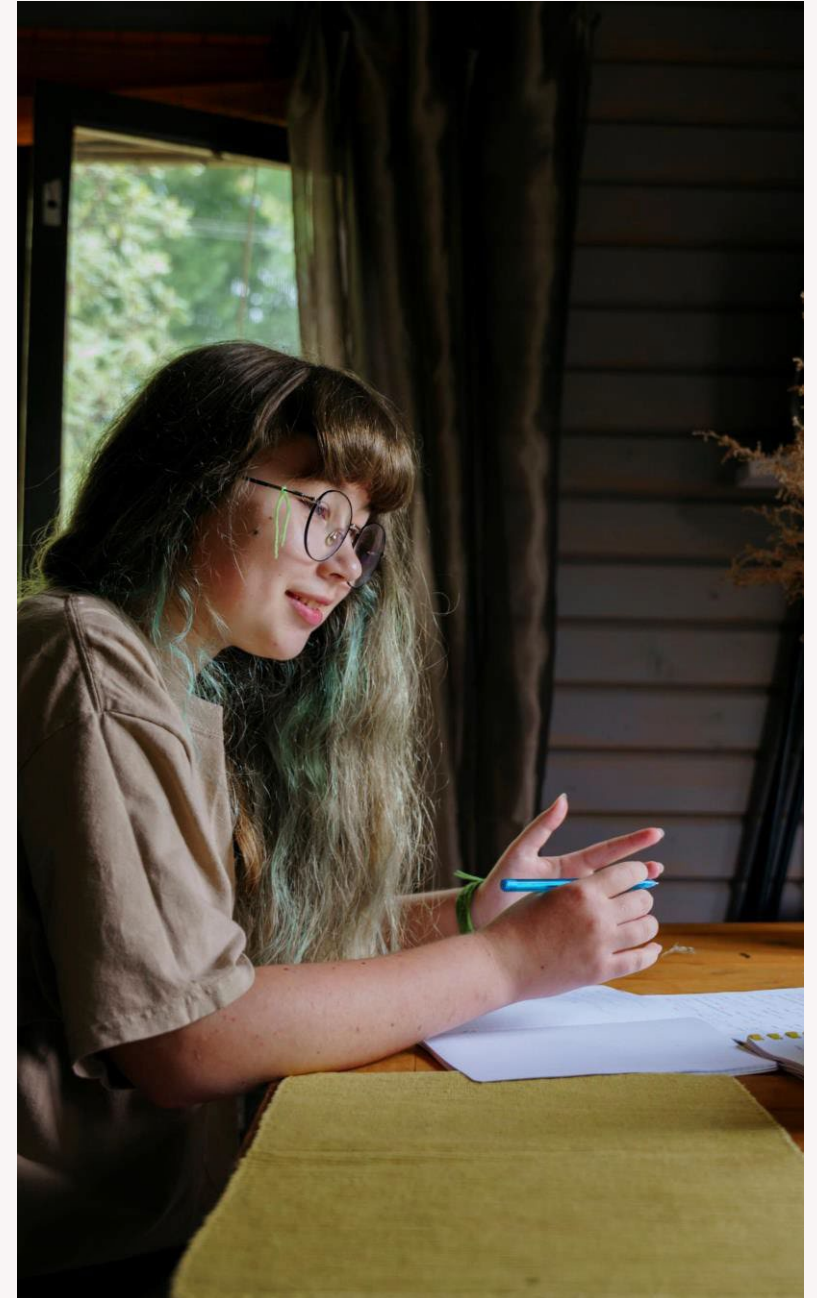
All of our books, records, accounts and financial statements conform to the applicable legal requirements.



TRADE COMPLIANCE

We comply with trade laws that impact our operations, including export control and international sanctions regulations.

We are transparent in our operations. In every jurisdiction where we operate, we cooperate with the authorities to ensure compliance with regulations.



FAIR COMPETITION



We value and support fair and free competition.

We will not take part in any activities that restrict fair competition.

We take action against unfair practices and violations of competition laws as soon as we become aware of them.

We do not discuss sensitive topics such as pricing, strategy, roadmaps or customers with our competitors.

We do not limit the ability of our business partners to freely set the resale price of our products or services.

TAKING THE CODE INTO ACTION

- If you have questions about this Code of Conduct or you have any uncertainty about actions you may take or decisions you may make, please contact F-Secure Legal.
- You have the right and the obligation to raise a concern of a violation of the Code of Conduct.
- F-Secure provides multiple ways to raise a concern. You may talk to your line manager, Legal, or HR. Concerns may also be reported via the whistleblowing channel.
- You may also write to our CEO or our Board.
- All concerns are handled confidentially. Each reported concern will be reviewed. Appropriate measures will be taken against violations of the Code of Conduct.
- We are committed to maintaining a culture in which everyone can feel comfortable raising good faith concerns about violations of the Code of Conduct. We do not tolerate adverse action against anyone who raises a good faith compliance concern.

