

F-Secure ESG Governance matrix



Board of Directors	Review and approve the company strategy, business model and related targets, which include ESG ESG progress and achievements reported to the Board annually Review remuneration policies aligned to ESG requirements		
Audit Committee	Review ESG strategy and activities Review sustainability related policies including ESG reporting, Corporate Governance, Cyber Security, and Risk Management Other duties assigned to AC under applicable law relating to sustainability reporting		
Leadership Team	Establish and review company ESG strategy and business model Ensure that ESG is part of company culture and approves policies and principles Risk Management review conducted minimum twice a year Review annual sustainability statement, targets and metrics		
F-Secure ESG Council	Identify and assess ESG impacts, risks and opportunity Develop and implement ESG strategies and preparation of annual sustainability statement Propose targets and metrics, and develop policies & principles Drive ESG compliance, and provide views on certifications and standards Ensure required stakeholder engagement in matters related to ESG	General Counsel Align ESG governance with the overall corporate governance and Code of Conduct and other relevant policies.	ESG Function Lead ESG Council and facilitate ESG strategy execution and reporting. Together with Legal function ensures ESG activities meet regulatory requirements.

ESG Committees			Topics covered by ESG council		
DEI Review and set ambition on DEI related plans. Evaluate and provide feedback on progress.	Culture, Health & Wellbeing Review and set ambition on H&W related plans. Evaluate and provide feedback on progress.	Environment Driving environmental initiatives and climate change related targets.	Customers and end-users Review and set ambition on stakeholder ESG. Specific task force appointed.	Business conduct Ensure that ESG governance is aligned with the overall corporate governance and Code of Conduct.	Donations & Sponsorship Review and set principles for allocations of corporate donations and sponsorship.