ESG Governance Structure

Board of Directors

- Reviews and approves the company's strategy, business model and related targets, which include ESG.
- ESG progress and achievements reported to the Board annually.
- The Board reviews remuneration policies aligned to ESG requirements.

Audit committee

- Review related 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

- Responsible for establishing and reviewing company sustainability strategy and business model
- Ensures that ESG is part of company culture and approves policies and principles
- Risk Management review conducted minimum twice a year
- Reviews annual sustainability statement, targets and metrics

F-Secure Sustainability Council

- Identify and assess ESG impacts, risks and opportunity
- Develop and implement sustainability strategies and preparation of annual sustainability statement
- Propose targets and metrics, and develop policies & principles
- Drives ESG compliance, and provides views on certifications and standards
- Ensures required stakeholder engagement in matters related to ESG

ESG Function

Leading Sustainability Council and facilitating sustainability strategy execution and reporting. Together with Legal function ensures ESG activities meet regulative requirements.

General Counsel

Align ESG governance with the overall corporate governance and Code of Conduct and other relevant policies.

ESG Committee

DEI

Reviews and sets ambition on DEI related plans. Evaluates and provides feedback on progress.

Wellbeing[1]

Reviews and sets ambition on wellbeing related plans. Evaluates and provides feedback on progress.

Environment

Driving environmental initiatives and climate change related targets.

Topics covered by Sustainability council

Donations & Sponsorship

Reviews and set principles for allocations of corporate donations and sponsorship.

Customers and end-users

Reviews and sets ambition on stakeholder sustainability. Specific task force appointed.

Business conduct

Ensure that ESG governance is aligned with the overall corporate governance and Code of Conduct.

Figure 1. ESG governance at F-Secure