



Sustainability Policy

WithSecure

Purpose and approach

The purpose of WithSecure's Sustainability Policy is to define the objectives for sustainability-related matters at WithSecure, demonstrate our commitment to operating sustainably and establish an effective sustainability governance. This policy serves as a framework for continually improving our performance and integrating sustainable practices into our daily operations.

WithSecure has been dedicated to establishing and maintaining trust in the digital society for several decades. In an evolving landscape where companies are transitioning to the cloud, embracing digital platforms, and adopting remote work practices, our role in protecting the digital society from cybercrime is of utmost importance. We acknowledge that our activities have a significant positive impact on society; however, we aspire to go beyond our primary role.

We are committed to conducting our activities in a manner that benefits the planet, people, and the communities we serve. As a software and services company, we recognize our responsibility to minimize environmental impacts and support the well-being and growth opportunities of our employees. Furthermore, we aim to share our knowledge and expertise, and actively support parties who may not always have the means to defend themselves.

This policy outlines our commitment to maximizing our net impact on the planet, people, and society. We aim to embed sustainability into all our decision-making processes and ensure full transparency of our activities to our stakeholders.

Objectives

At WithSecure, we have identified three key themes that structure our objectives on sustainability. These themes reflect our commitment to creating a safer and greener digital world, fostering a truly equitable workplace, and operating as a responsibly run business.

Safer and greener digital world

WithSecure is dedicated to keeping our customers safe and secure in the digital realm. We strive to minimize the energy consumption of our products without compromising their effectiveness or quality. As an active global citizen, we offer our expertise to those in need, making a positive impact on a broader scale. Our customers can trust us to handle their data securely and responsibly.

Truly equitable workplace

Driven by the most challenging cybersecurity issues, our diverse workforce is instrumental when it matters the most. We prioritize creating an inclusive and equitable workplace where all employees feel valued, empowered, and able to contribute their best. We foster an environment that encourages learning, growth, and personal development, recognizing that the well-being of our employees is integral to our success.

Responsibly run business

We hold ourselves to the highest standards in our daily operations. Conducting business ethically is fundamental to our organization. We choose our partners responsibly, considering their commitment

to sustainability. Moreover, we strive to minimize our environmental footprint wherever possible, implementing sustainable practices throughout our operations.

Each of the themes will be split into topics, creating the sustainability program. Content of topics can be updated according to the changes in external or internal requirements. Purpose of the topics is to embed the day-to-day sustainability work to the company organization, set detailed, measurable targets and to enable a flexible way of working through a virtual sustainability team.

Transparency and reporting

WithSecure embraces transparency and openness regarding its sustainability activities. Assessing the whole value chain of WithSecure ensures a broad view on sustainability of the company's operations. WithSecure continuously evaluates the risks and opportunities associated with the sustainability themes applicable to WithSecure's operations.

The targets and KPIs of WithSecure's key sustainability themes are disclosed as part of the regular external reporting. Our objective is to report, in compliance with the applicable regulation, the key sustainability metrics, defined to allow the best impact analysis and comparison of WithSecure's activities regarding its net impact on the planet, people, and society.

Sustainability Governance

The WithSecure Board of Directors approves the program-level priorities and objectives for sustainability. Non-financial information included in the Board of Directors' report and the separate Sustainability Report are both reviewed and approved by the Board as part of the Annual Report approvals. The Audit Committee of the Board monitors the progress and key results of the sustainability program.

The Global Leadership Team (GLT) is responsible for implementing the sustainability strategy across the organization. The Chief Financial Officer (CFO) oversees the coordination of sustainability efforts, ensuring appropriate resource allocation and alignment with program priorities. Each program topic has a designated team that executes sustainability initiatives alongside their other responsibilities. The GLT owner of each program topic team is accountable for achieving sustainability objectives within their area. The CFO assumes responsibility for any sustainability-specific matters.

A cross-functional sustainability team, representing the program topic teams, regularly reviews program progress and develops sustainability-specific activities. The person responsible for sustainability matters within the company and reporting to the CFO coordinates the work of this team.

WithSecure is committed to continually integrating the sustainability program into our company activities, increasing awareness, and ensuring compliance with applicable sustainability regulations and standards.

Approval and amendments

This policy is approved by the Chief Financial Officer and will be effective immediately. WithSecure reserves the right to amend and change this Policy unilaterally at any time.