

**This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for F-Secure Cyber Security Limited and F-Secure UK Limited.**

At F-Secure, 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 whatsoever in our business, we are committed to protect and promote human rights while complying with all domestic and international trade regulations and requirements.

The UK Modern Slavery Act requires our business to disclose the efforts we have taken to ensure that our business operations and supply chain are free from slavery and human trafficking.

**Organisation's structure**

We are a producer of a wide range of IT security products and a provider of information security consultancy and managed services. We recruit the best minds in the industry while keeping a relentless focus on growing the next generation of cyber security professionals. Our experts continually disrupt the industry. Their research-led approach, victories at professional hacking contests, and talks at conferences win respect around the globe.

The parent company is F-Secure Oyj, listed on NASDAQ OMX (Helsinki), with its head office in Finland. At the end of 2020, the Group had over 1,700 employees, operating from nearly 30 offices in 21 countries across Europe, Africa, the Americas and the Asia-Pacific region. The Group had a global annual turnover of €220million. Our business in the United Kingdom comes from local legal entity F-Secure Cyber Security Limited and F-Secure UK Limited, and may include sales from other overseas entities (mainly F-Secure Oyj) into the United Kingdom. Further information on our governance structure, as updated from time to time, can be found here: <https://www.f-secure.com/en/investors/governance>.

**Our policies on slavery and human trafficking**

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

The F-Secure Code of Conduct makes it clear that we comply with trade laws that impact our operations, including export control and international sanctions regulations. We abide by responsible disclosure practices that help people and organisations defend themselves against hostile actors. We are transparent in our operations, and we cooperate with the authorities to ensure compliance with regulations in the jurisdictions where we operate. The Code of Conduct, adopted by our Board of Directors, states our 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.

We 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. We fight to protect people's digital lives and, among other things, help schools, hospitals, and even cities to create safe networks. We actively ensure safe and healthy working conditions and we do not tolerate any use of child labour, any form of forced labour, or any other human rights violations.

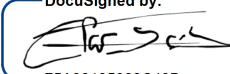
**Our supply chains**

All of our goods and services are produced or provided by our employees and officers, who are professionally and legitimately employed within the scope of the conventional legal frameworks of states founded upon liberal and democratic values. In cases in which we utilise resellers or other third-party partners to deliver our products and services, we ensure that they are reputable organisations from countries with analogous legal systems which are dedicated to the same values. We enter into contracts with our suppliers, which have certain obligations, for example that they and any subcontractors that they adopt 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.

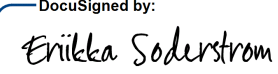
As part of our initiative to identify and mitigate risk we have in place systems to:

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

The Board of Directors and our Human Resources and Finance & Legal departments have established necessary processes and policies to reach compliance with supply chain and anti-slavery commitments. The Board of Directors of the two UK entities in the F-Secure group of companies, F-Secure Cyber Security Limited and F-Secure UK Limited, have approved this Statement on 30<sup>th</sup> April 2021.

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Ed Parsons, Executive Vice President  
For and on behalf of F-Secure Cyber Security Limited  
Date: 29-04-2021

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Eriikka Söderström, Chief Financial Officer  
For and on behalf of F-Secure UK Limited  
Date: 29-04-2021