

Answers to advance questions of the shareholders

8. Resolution on the use of the profit shown on the balance sheet and the payment of dividend

Q: Why isn't the proposed dividend in the same level as in 2017 since earning per share are? Thus proposed dividend is too low if no good reason where new investments are made is given.

A: The company's dividend policy is to pay approximately half of its profits as dividends. On December 31, 2020, F-Secure Oyj's distributable funds totaled EUR 74.6 million, EUR 14.8 million of which was the net profit for the period. F-Secure's Board of Directors has proposed that a dividend of EUR 0.04 per share which totals EUR 6.4 million in dividends, be paid on the basis of the balance sheet to be adopted for the financial year that ended December 31, 2020, which is in line with the company's dividend policy.

12. Resolution on the remuneration of the members of the Board of Directors

Q: Are these levels in line with other businesses with similar a) eps b) net profit and c) ebitda? Seems quite high to such a small business.

A: F-Secure has been focusing on growth in the past years which is visible in the company's revenue development since 2016. The COVID-19 affected the markets heavily during 2020 and as a result, the revenue growth slowed down. At the same time, the company's profitability has improved significantly during 2019 and 2020. Over the same period, the compensation of executives has developed modestly. The remuneration of Board of Directors was brought closer to market median levels in 2018 and it has stayed on the same level since.

See F-Secure's Remuneration Report and Policy for more information.