

F-SECURE'S CORPORATE GOVERNANCE STATEMENT 2017

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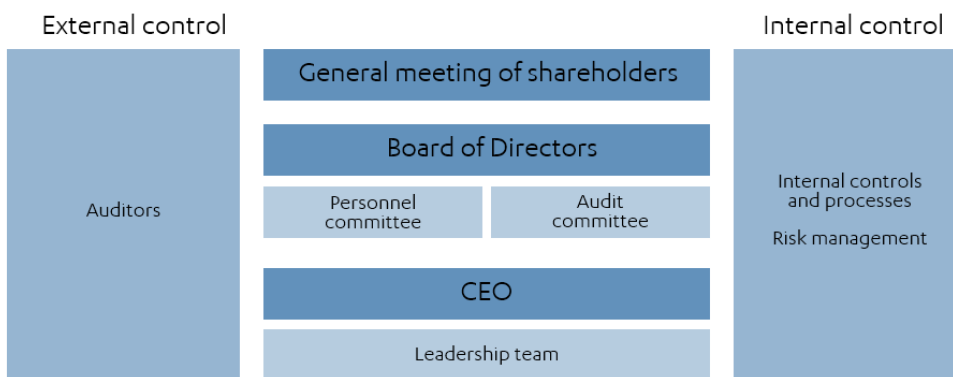
General governing principles

F-Secure's corporate governance practices comply with applicable Finnish laws as well as the rules, regulations and guidelines of NASDAQ Helsinki Oy and the Finnish Financial Supervisory Authority. This statement has been prepared in accordance with the Finnish Corporate Governance Code (publicly available at <http://cgfinland.fi/en/>) issued by the Securities Market Association of Finland in 2015.

Up-to-date information about F-Secure's governance is available on the Company's website at www.f-secure.com/investors.

Governing bodies

F-Secure's highest decision-making body is the General Meeting of Shareholders. The Board of Directors is responsible for F-Secure's strategy and overseeing and monitoring the Company's business. The CEO, assisted by the Leadership Team, is responsible for managing the Company's business and implementing its strategic and operational targets.



General Meeting of Shareholders

Under the Limited Liability Companies Act, shareholders exercise their decision-making power at the General Meetings.

The General Meeting is normally held once a year as an Annual General Meeting (AGM). A shareholder may propose items to be included on the agenda provided they are within the authority of the meeting and the Board of Directors has been informed of the requests in due time. The invitation to the AGM is published on the Company's website.

The AGM decides on matters stipulated by the Company's Articles of Association and the Limited Liability Companies Act, including:

- the adoption of the Financial Statements
- the distribution of profit for the year
- discharging the members of the Board of Directors and CEO from liability
- the selection of members of the Board and the decision on their remuneration
- the election of the auditor and the decision on auditor's remuneration, and
- other proposals made by the Board or shareholders

Each share carries one vote in the General Meeting.

2017: The AGM was held on 5 April 2017 at F-Secure premises in Helsinki.

Further details on the resolutions by the AGM are available on the Company website (release published on 5 April 2017) and in the Board of Directors report in the Annual Report.

Board of Directors

The objective of the Board of Directors is to direct the Company with the aim of achieving the best possible return on invested capital for shareholders in the long term.

The Board's responsibilities and duties are defined in detail in the Board's Charter (available on the Company website) and cover the following main areas:

- approving the strategy of F-Secure, overseeing its operations and annual budgets
- approving any major investments, acquisitions, changes in corporate structure or other significant decisions
- ensuring that the supervision of the Company's accounting and financial management is duly organized
- ensuring that internal control and risk management systems are in place
- approving personnel policies and rewards systems
- preparing matters to be handled by the General Meeting

The Board of Directors meets as frequently as necessary, at least five times during its term. The Board of Directors has quorum when more than half of the members are present. An annual self-assessment is carried out by the Board to evaluate its operations.

In accordance with F-Secure's Articles of Association, the Board of Directors comprises three to seven members, which are elected at the Annual General Meeting for a period of office that extends to the following AGM. The majority of Board members shall be independent from the Company and from its major shareholders.

One member of the Board of Directors is elected from F-Secure Corporation's personnel in the following manner: an election is arranged for F-Secure personnel. Each permanent employee of F-Secure Corporation is eligible as a candidate. The Personnel Committee interviews three persons who have obtained the highest number of votes in the elections, and chooses a candidate from amongst them to be proposed for election as a new member of the Board by the Annual General Meeting.

The Board's Personnel Committee prepares the proposals for board candidates to be approved by the shareholders at the General Meeting. Proposals are based on candidates' skills and qualifications and on maintaining diversity on the Board of Directors. Currently both genders are represented in the Board of Directors.

For a detailed description of the members of the Board of Directors and their shareholdings see pages 12-14.

Members of the Board of Directors

Members	Independence of the Company	Independence of major shareholders	Board (Meeting attendance)	Audit Committee (Meeting attendance)	Personnel Committee (Meeting attendance)
Risto Siilasmaa	Yes	No ⁽¹⁾	Chairman (13/13)		Chairman (4/4)
Pertti Ervi	Yes	Yes	Vice Chairman (13/13)	Chairman (5/5)	
Ari Inki (as of 5 Apr 2017)	No ⁽²⁾	Yes	Member (6/7)	Member (4/4)	

Jussi Arovaara (until 5 Apr 2017)	Yes	Yes	Member (6/6)	Member (1/1)	
Matti Heikkonen	Yes	Yes	Member (11/13)		Member (3/4)
Anu Nissinen (until 5 Apr 2017)	Yes	Yes	Member (6/6)	Member (1/1)	Member (2/2)
Sofie Nystøm (as of 5 Apr 2017)	Yes	Yes	Member (6/7)	Member (4/4)	
Bruce Oreck	Yes	Yes	Member (11/13)	Member (1/2)	Member (3/4)
Janne Pirttilahti (until 5 Apr 2017)	No ²	Yes	Member (6/6)	Member (1/1)	
Päivi Rekonen (as of 5 Apr 2017)	Yes	Yes	Member (7/7)	Member (4/4)	

- 1) Risto Siilasmaa is the founder of F-Secure and on 31 December 2017 owned 37,76 % of F-Secure shares.
- 2) Janne Pirttilahti was elected from F-Secure Corporation's personnel, according to the process described below in 2016. Ari Inki was elected according to the same process in 2017.

Board Committees

The Board has two permanent Committees: Audit Committee and Personnel Committee (nomination and remuneration issues). The duties of both Committees are defined in their charters, available on the Company's website.

Audit Committee

The Audit Committee reviews, instructs and evaluates risk management, internal controls, IT strategy and practices, financial reporting as well as auditing of the accounts. The Audit Committee also prepares proposal for the election of auditor to the Board of Directors and regularly considers the need for a separate internal audit function. Members of the Audit Committee must have broad business knowledge, as well as an adequate knowledge of and experience in financial and supervisory matters.

Members of the Audit Committee are listed in the table in the previous section. According to the Finnish Corporate Governance Code, majority of the members of an audit committee must be independent of the company.

Personnel Committee

The Personnel Committee prepares material and instructs with issues related to the composition and compensation of the Board of Directors and the remuneration and incentives of key managerial personnel. The Committee also prepares the proposals for the Board composition and remuneration for the Annual General Meeting of Shareholders.

Members of the Personnel Committee are listed in the table in the previous section.

2017: The Executive Committee was renamed Personnel Committee at the Annual General Meeting.

President and CEO

The Board of Directors appoints the CEO and decides upon his/her remuneration and other benefits. The CEO is responsible for the day-to-day management of the Company. His/her duties include:

- managing the business according to the instructions issued by the Board of Directors
- presenting the matters to be handled in the Board of Directors' meetings
- implementing the decisions made by the Board of Directors
- other duties determined in the Limited Liability Companies Act

For a description of the CEO and his shareholdings see page 15 and for his remuneration see Annual Report, Notes to financial statements, 28. Related party disclosures.

Leadership Team

The Leadership Team supports the CEO in the daily operative management and development of the Company. The CEO appoints the Leadership Team members and decides upon the terms and conditions of their employment.

2017:

Members of the Company's Leadership Team on 31 December 2017 were:

- Samu Konttinen, CEO
- Mari Heusala, Executive Vice President, Human Resources and Office Services
- Kristian Järnefelt, Executive Vice President, Consumer Business Unit
- Eriikka Söderström, Chief Financial Officer
- Jyrki Rosenberg, Executive Vice President, Corporate Security Business Unit
- Jari Still, Vice President, Chief Information Officer
- Mika Ståhlberg, Chief Technology Officer
- Jens Thonke, Executive Vice President, Cyber Security Services
- Jyrki Tulokas, Executive Vice President, Strategy & Corporate Development

Current information on the F-Secure Leadership Team can be found on our website: www.f-secure.com/investors.

For descriptions of all members of the Leadership Team during 2017 their roles, respective membership periods and shareholdings see pages 15-17 this document.

Management remuneration

Compensation of key management personnel of the Group:

	2017	2016
Wages and other short-term employee benefits	2 319	2 423
CEO	407	631 ¹⁾
Other Leadership Team members	1 687	1 513
Members of the Boards of Directors	225	279
Share-based payments	1 014	768
Total	3 333	3 191

1) Includes the remuneration of two CEOs. In August 2016 Samu Konttinen became the Company CEO, replacing Christian Fredrikson.

Compensation for the CEO in 2017

	Wages	Fees	Incentive reward
Samu Konttinen, CEO	407		312

Compensation for the Board of Directors in 2017

	Wages	Fees	Incentive reward
Risto Siilasmaa, Chairman of the Board		55	
Pertti Ervi		40	
Matti Heikkonen		30	
Sofie Nystrøm (as of 4 Apr 2017)		30	
Päivi Rekonen (as of 4 Apr 2017)		30	
Bruce Oreck		30	
Ari Inki (as of 4 Apr 2017)		10	
Total		225	

Controls and other governance issues

Main features of internal control and risk management systems pertaining to the financial reporting process

Risk management

The objective of F-Secure's risk management is to ensure a current, correct and holistic understanding and prioritized management of key uncertainties related to strategy implementation and business operations. The process and risk management methods in use are constantly developed to respond to the changing needs of the company. During 2017 the development was concentrated on the risk management framework and a new model considering the following three risk categories was taken in use.

- Strategic risks: Risks related to strategic objectives and competitive environment, managed by the leadership team and board of directors
- Business risks: risks that threaten the achievement of the business objectives, identified and managed by the organizational units as part of the operational planning and management
- Operational risks: Risks relating to the company's daily operations and processes as well as to potential disruptions, managed within the organizational units

The objective in organizing the risk management process has been to empower the organization to identify and manage risks. This approach enables understanding of risk management objectives and distribution of responsibility for risk management decisions making in an adequate level of the organization.

Different risk modelling and quantification methods developed by the F-Secure risk management consulting services are used to identify and analyze the risks when appropriate. During 2017, a new method for risk quantification was taken in use to analyze selected risks. Financial quantification is useful to analyze cases where the risk consequence has high variation. In these cases, it is adequate to create good understanding of the different outcome options of the realization of risk prior to deciding on the risk treatment strategy.

The most significant risks and their treatment strategies are reported annually to the Audit Committee of the Board of Directors.

The most significant risks

Risks are defined as uncertainties which can impact the achievement of the Company's short and long term objectives. Risks are assessed as a combination of probability and impact.

Endpoint protection market disruption

Endpoint security market is highly competitive. Operating system manufacturers have increased their focus to built-in security features and at the same time new vendors and technologies have emerged. Successful security vendors must have in-depth understanding of cyber security threat landscape, hacker techniques and technologies used as well as continue to innovate in defense technologies.

Market Consolidation

The cyber security market is consolidating due to economies of scale. Companies have to succeed in choosing the right acquisition targets, as well as successfully integrate target companies.

Failure to innovate and develop new technologies

In a rapidly evolving industry it is vital to keep the products and services relevant to the customers while introducing new technologies to the market. The Company is driving technology simplification and R&D effectivization initiatives as well as investments to artificial intelligence to ensure a competitive product portfolio.

Failure to attract and retain talent

Competition for capable personnel is increasing and there is structural undersupply of talent in the security industry. The Company is thus further developing and adopting new ways of recruitment, building its own talent and knowledge pools and investing to training and development of personnel.

Other notable risks

Other risks that affect the F-Secure business include but are not limited to:

- Intellectual property (IPR) claims against F-Secure
- Risk exposure from contractual liability requirements
- Failure of new product launches
- Potential security threats related to F-Secure's products and services
- Credit risk due to regional political or financial climate and regulation
- Tax risk relating to changing laws and regulations and interpretations of said regulations by the relevant authorities

2017:

F-Secure has continued the development of the risk management process. The objective has been to empower the organization to identify and manage risks more effectively through the adoption of new risk modelling and quantification methods .

Internal control

The purpose of Internal Control is to ensure that operations are effective and aligned with the strategy, and that financial reporting and management information is reliable and in compliance with applicable regulations and operating principles.

Internal control consists of all the guidelines, policies, processes, practices and relevant information about organizational structure that help ensure that the business conduct is in compliance with all applicable regulations. The purpose of internal control is also to ensure that accounting and financial information provides a true and accurate reflection of the activities and financial situation of the company. Actual performance is monitored against sales and cost targets by operative reporting systems on a daily, weekly, or monthly basis.

The Company constantly monitors its key financial processes linked to sales, revenue, costs and profitability as well as incoming and outgoing payment transactions. If any inconsistencies appear, the issues are handled without delay. The Company's finance department is responsible for the consistency and reliability of internal control methods. The finance team works in close cooperation with the CFO and businesses, providing relevant data for business planning purposes and sales estimates. The team also regularly assesses and monitors the reliability of estimates and revenue recognition.

2017: F-Secure implemented a new integrated Finance and Human Resources ERP system that has further improved internal processes and controls.

Internal audit

F-Secure's Audit Committee considers regularly the need for and appropriateness of a separate Internal Audit function. To date, the Audit Committee has concluded that, due to the size, organizational structure and largely centrally controlled financial management of the Company, a separate Internal Audit function is not necessary.

In the absence of an Internal Audit function, attention is paid to periodical review of the written guidelines and policies concerning accounting, reporting, documentation, authorization, risk management, internal control and other relevant matters in all departments. Related controls are also tested from time to time. The guidelines and policies are coordinated by the Company's finance department with active involvement by the legal team.

The absence of a separate Internal Audit function is considered when defining the scope of the Company's external audit. Where necessary, the Board may also purchase Internal Audit services from an external provider.

To facilitate transparency and exchange of information on Internal Audit related matters, the financial management team has frequent meetings with the auditors. The Audit Committee also meets regularly with the auditors and head of the Company's legal team to discuss related matters of their areas of responsibility.

The Company has taken into use two direct lines for all employees to notify the Board and Leadership Team of any unethical activity or abuse.

Insider issues

F-Secure's IR-function is in charge of the company's insider issues, with the exception of project based insider issues, which are managed by the Legal department. The Company follows the insider regulations of NASDAQ Helsinki Oy and has adopted the new Market Abuse Regulations (EU, N:o 596/2014, "MAR"), which came into force on 3 July

2016. F-Secure has published an internal guideline on insider issues and regularly trains employees and management on insider issues.

Insider registries

F-Secure maintains three separate lists of insiders and other persons relevant for insider issues:

- project based insiders (maintained by the Legal team)
- list of persons discharging managerial responsibilities, as well as persons closely associated with them, as specified by MAR
- other insiders, including people participating in the preparation of financial reporting or otherwise having access to significant non-published financial information.

Managers' transactions

Persons discharging managerial responsibilities ("Managers") comprise the Board of Directors, the CEO, the CFO and other members of the Leadership Team. These persons have a duty to notify within three business days F-Secure and the Finnish Financial Supervisory Authority of every transaction in their own account relating to Financial Instruments of F-Secure. The Company publishes these notifications as a stock exchange release, as specified by MAR. All releases published on managers' transactions are available on the Company's website.

Closed window

All insiders or their interest parties are not entitled to trade shares, options, or other securities 30 days prior to the publication of financial reports. Additionally, project-based insiders are never entitled to trade shares, options, or other securities during the duration of an insider project, including the day the insider information is made public.

Silent period

F-Secure observes a silent period of 21 days before each quarterly report announcement. During the silent period, the Company will arrange neither meetings nor conference calls with the investor community.

Auditors

The auditor is elected by the Annual General Meeting for a term of service ending at the close of the next Annual General Meeting. The auditor is responsible for auditing the consolidated and parent company financial statements and accounting. The auditor reports to the Board of Directors or the Audit Committee at least once a year.

2017:

F-Secure has been audited by PricewaterhouseCoopers with Janne Rajalahti, Authorized Public Accountant, as the responsible auditor.

F-Secure paid to the auditor EUR 173,000 in audit fees (2016: EUR 144,500), and EUR 106,000 (2016: EUR 77,280) for non-audit services.

Detailed descriptions

Board of directors

In this section are the biographies of the Members of the Board of Directors during 2017. Shareholdings are listed as of 31 December 2017 unless otherwise stated.

RISTO SIILASMAA

Chairman of the Board of Directors since 2006

Board member since 1988

Born 1966, M.Sc. (Engineering)

Main employment history:

Currently Chairman of the Board, F-Secure Corporation, 2006-

President and CEO, F-Secure Corporation, 1988–2006

Founder, F-Secure Corporation

Interim CEO, Nokia Corporation, 2013-2014

Current board memberships and public duties:

Chairman of the Board, Nokia Corporation, 2012–

Chairman of the Board, The Federation of Finnish Technology Industries, 2016–

Vice Chairman, Confederation of Finnish Industries, EK, 2017–

Member of ERT European Round Table of Industrialists, 2013–

Holdings: number of shares 59,969,896, holding 37.76%

PERTTI ERVI

Board member since 2003,

Chairman of the Audit Committee

Born 1957, B.Sc. (Electronics)

Main employment history:

Currently an independent management consultant

Co-CEO, Member of the Executive Board, Computer 2000 AG, 1995–2000

Co-founder, Managing Director, Computer 2000 Finland Oy, 1983–1995

Has worked at international management levels with major IT vendors such as Cisco, IBM, Intel, HP, and Microsoft.

Current board memberships and public duties:

Chairman of the Board 2011–, Member of the Board 2008–, Efecte Corporation,

Chairman of the Board 2017–, Member of the Board 2009–, Teleste Corporation

Chairman of the Board, Mintly, 2017–

Holdings: number of shares 51,036

MATTI HEIKKONEN

Board member since 2013

Born 1976, M.Sc. (Eng.)

Main employment history:

Senior Executive Vice President, Global Operations and Partner, QuestBack AS, 2010-

Entrepreneur and CEO, Digium Ltd, 2007–2010

Head of Nokia-Cisco Systems Global Alliance, Nokia Corporation, 2004–2007

Entrepreneur and CEO, Triple Check Ltd, 2002-2004

Researcher, Aalto University, Finland, 2002–2004

Group Marketing Director, Business Unit Manager and Partner, Done Solutions Corp, 2000–2002

Entrepreneur and CEO, Identia Ltd, 1998–2000

Current board memberships and public duties:

Chairman of the Board, Benemen Oy, 2018–

Board member of Mobile Wellness MWS Oy, 2017–

Holdings: number of shares 23,565

ARI INKI

Board member since April 2017

Born 1974, B. Sc. (Computer Engineering), MBA

Main employment history:

Chief Architect and Vice President of Architecture & Platforms, F-Secure, 2017–

Chief Architect and Head of Technology Office, F-Secure, 2011–2017

Various research and development roles, F-Secure, 2008–2017

Information Security Specialist, TietoEnator, 2007–2008

Architect, Technical Product Manager and Software Developer, F-Secure, 1999–2007

Holdings: number of shares, 6,856

SOFIE NYSTRØM

Board member since April 2017

Born 1978, Ms. Sc. (Computer Science)

Main employment history:

Director, NTNU Center for Cyber and Information Security, 2015–

Vice President, Head of Group Security, Telenor Group, 2014–2015

Executive Vice President, Chief Information Security Officer, DNB Bank, 2008–2013

Director, Symantec Norway, Consulting services, 2006–2008

Manager, National Security Authority, Norway, 2004–2006

Holdings: number of shares 2 830

BRUCE ORECK

Board member since 2016

Born 1953, LL.M. (Taxation)

Main employment history:

Executive in Residence, Aalto University, 2016–

Ambassador to Finland, United States, 2009–2015

Founding and managing partner, Oreck, Bradley, Crighton, Adams & Chase, 2005–2009

Executive Vice-President and General Counsel, Oreck Corporation, 1993–2003

Current board memberships and public duties:

Member of the Board, U.S. Green Building Council (USGBC), 2016–

Member of the Board, Earth Day Network, 2016

Holdings: number of shares 8,123

PÄIVI REKONEN

Board member since April 2017

Born 1969, M. Sc. (Economics), M.Sc. (Social Sciences)

Main employment history:

Currently an independent strategy advisor, 2018–

Managing Director, Group Technology, USB, 2014–2018

Senior Vice President, Global Head of Digital Strategy, Adecco Group, 2011–2012

Head of IT, Credit Suisse, 2007–2009

Various leadership roles, Cisco Systems, 1998–2007

Various leadership roles, Nokia, 1990–1998

Holdings: number of shares 2,830

NON-CURRENT MEMBERS

JUSSI AROVAARA

Board member since 2010 (until April 2017)

Born 1966

Main employment history:

Vice President, Global Sales, Corel Corporation (UK) 2012-
Vice President, Global Operations, Corel Corporation (UK), 2010–2012
Senior Director, International Sales and Marketing Operations, Corel Corporation (UK), 2005–2009
Director, International Product Marketing, Corel Corporation (UK), 2004–2005
Vice President, EMEA Sales, Corel Corporation (UK), 2002–2004
Vice President, Sales Operations, Corel Corporation (Canada), 1999–2001
Earlier has worked in several sales and marketing positions in computer wholesaling.
Holdings: number of shares 38,833 (April 2017)

JANNE PIRTTILAHTI

Board member since April 2016 (until April 2017)
Born 1976, Undergraduate Student of Science

Main employment history:

Vice President, R & D, Corporate Security, F-Secure, 2016-
Various roles, F-Secure, 2005-
Sales manager, Rommon Oy, 2003-2005
Product Manager, Bonware Oy, 2001-2003

Current board memberships and public duties:

Member of the Board of Directors, Loopback Oy, 2005-
Holdings: number of shares 8,603 (April 2017)

ANU NISSINEN

Board member since 2010 (until April 2017)
Born 1963, M.Sc. (Economics)

Main employment history:

Founder, Digma Design Oy 2016 -
Founding partner, Era Content Oy, 2016
Founding partner and CEO, Era Content Oy, 2014-2015
CEO, Sanoma Media Finland Ltd, and a Member of the Executive Management Group of Sanoma, 2011–2013
President, Sanoma Entertainment Ltd, 2008–2011
Member of the Executive Management Group, Sanoma, 2008–2010
President, SW Television Ltd/Welho, 2004–2008
Marketing Director, Helsinki Televisio Ltd, 2001–2004
Marketing Manager, Oy Sinebrychoff Ab, 1998–2000

Current board memberships and public duties:

Member of the Board, DNA Oy, (2010-2012) 2014-
Member of the Board, Siili Solutions Oyj, 2014-
Member of the Board, Kesko Oyj, 2015-
Member of the Board, Viestilehdet Oy, 2015-
Holdings: number of shares 38,833 (April 2017)

Leadership team

In this section are the biographies of all the members of the Leadership Team during 2017. Shareholdings are listed as of 31 December 2017 unless otherwise stated.

SAMU KONTTINEN

President and CEO

Born 1973

Member of the Leadership Team since 2009

Main employment history:

President and CEO, F-Secure, 2016–

Executive Vice President, Corporate Security, F-Secure, 2016

Executive Vice President, Consumer Security, F-Secure 2014-2016

Executive Vice President, Customer and Market Operations, F-Secure, 2012-2014

Vice President, Sales and Marketing, F-Secure, 2011-2012

Vice President, Sales and Geographical Operations, F-Secure, 2009–2011

Vice President, Mobile Business Unit, F-Secure, 2007–2009

Various leadership roles in sales and channel management, F-Secure, 2005–2007

Vice President, Sales, Valimo Wireless, 2001–2005.

Current Board Memberships:

Member of the Board, Ixonos Plc, 2011–

Member of the Board, Information Technology branch group, Technology Industries of Finland, 2016–

Holdings: number of shares 82,103

MARI HEUSALA

Executive Vice President, Human Resources and Office services

Born 1966, M.Sc. (Economics)

Member of the Leadership Team since 2015

Main employment history:

Executive Vice President, Human Resources and Office Services, 2015–

Senior Vice President, Human Resources & Development, Basware Corporation, 2009–2015

Various global HR director positions, Nokia, 1997–2009

Project Coordinator, Northrop Grumman International Aircraft Inc, 1993–1996

Holdings: number of shares 1,800

KRISTIAN JÄRNEFELT

Executive Vice President, Consumer security

Born 1965, M.Sc (Economics)

Member of the Leadership Team since 2016

Main employment history:

Executive Vice President, Consumer security, F-Secure, 2016–

Director, Sales, Fujitsu Finland Oy, 2014–2015

CEO and partner, Miradore Oy, 2010–2014

CEO and partner, Concilio Networks Oy, 2006–2009

Various senior leadership roles, Hewlett-Packard, 1994–2006

Holdings: –

JYRKI ROSENBERG

Executive Vice President, Corporate Security

Born 1971, M.Sc. (Communication), MBA

Member of the Leadership Team since 2016

Main employment history:

Executive Vice President, Corporate Security, F-Secure, 2016–

CEO and a member of the Board, MixRadio Ltd 2015-2016

Vice President, Entertainment Businesses, Microsoft Devices Group, Nokia Corporation, 2012–2015

Various of senior roles in marketing, sales, product development and general management, Nokia, 1996–2012
Holdings: -

JARI STILL

Vice President, Information and Business Services (as of February 2016)

Born 1965, B.Sc

Member of the Leadership Team since 2012

Main employment history:

Chief Information Officer, F-Secure, 2016–

Vice President, Information and Business Services, F-Secure, 2012–2016

Head of Research and Development, Mobile Business Unit, F-Secure, 2000–2012

Co-founder and CEO, Modera Point Oy, 1991–2000

Various product development and management roles in Finnish telecommunication and software companies, 1987–1991

Holdings: number of shares 100,657

MIKA STÅHLBERG

Chief Technology Officer (as of February 2016)

Born 1973, M.Sc. (Engineering), Officer's degree

Member of the Leadership Team since 2016

Main employment history:

Chief Technology Officer, F-Secure, 2016–

Director, Strategic Threat Research, F-Secure, 2014–2016

CTO, Security, F-Secure, 2012–2014

Vice President, Labs, F-Secure, 2009–2012

Director of Security Research, F-Secure, 2008–2009

Various position, F-Secure, 2004–2008

Various positions, Finnish Defense Forces, 1998–2004

Holdings: number of shares 29,263

ERIIKKA SÖDERSTRÖM

Chief Financial Officer (as of February 2017)

Born 1968, M.Sc. (Econ.)

Member of the Leadership Team since 2017

Main employment history:

CFO, KONE Corporation, 2013–2016

CFO, Vacon Corporation, 2009–2012

CFO, Oy Nautor Ab, 2008

Various senior finance leader roles, Nokia Networks and Nokia Siemens Networks, 1994–2007

Current board memberships:

Member of the Board, Valmet, 2017–

Holdings: number of shares 40,000

JENS THONKE

Executive Vice President, Cyber Security Services

Born 1966

Member of the Leadership Team since 2015

Main employment history:

Executive Vice President, Cyber Security Services, F-Secure, 2015–

CEO, nSense, 2009–2015

CEO, Ezenta, 2000–2009

Holdings: number of shares 166.359

JYRKI TULOKAS

Executive Vice President, Strategy and Corporate Development

Born 1975, M.Sc. (Economics)

Member of the Leadership Team since 2016

Main employment history:

Executive Vice President, Strategy and Corporate Development, F-Secure, 2016–

Various leadership roles in product management, marketing, strategy and business development operations, F-Secure, 2007–2016

Head of Business Development, Suunto, 2005-2007

Holdings: -

NON-CURRENT MEMBERS

SAILA MIETTINEN-LÄHDE

Chief Financial Officer (until February 2017)

Born 1962 M.Sc. (Engineering)

Member of the Leadership Team between 2015-2017