

F-SECURE'S CORPORATE GOVERNANCE STATEMENT 2018

CORPORATE GOVERNANCE AT F-SECURE

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 as well as with the company's Articles of Association. 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 which elects the members of the Board of Directors. The Board of Directors is responsible for the administration of F-Secure Corporation and appropriate organization of its operations. The Board of Directors appoints the CEO. 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 Meeting.

The General Meeting is normally held once a year as an Annual General Meeting (AGM). The AGM decides on matters stipulated by the 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 the 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 the auditor's remuneration, and
- other proposals made by the Board or shareholders

Each share carries one vote in the General Meeting.

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 received the request in advance within the set schedule. The invitation to the AGM is published as a stock exchange release and is made available on the company's website.

2018:

The AGM was held on 4 April 2018 at F-Secure premises in Helsinki.

The resolutions and the meeting minutes of the AGM are available on F-Secure website.

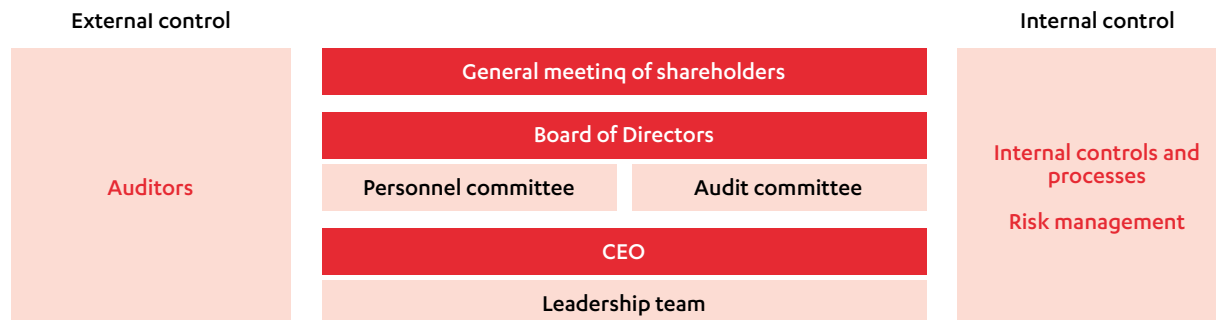
Board of Directors

The Board of Directors is responsible for the administration of F-Secure Corporation and appropriate organization of its operations. The Board's operations, responsibilities and duties are based on the Finnish Companies Act and other applicable legislation and are supplemented by the Board Charter. These cover the following main areas:

- approving the strategy of F-Secure, overseeing its operations and annual budgets
- appointing and dismissing the CEO
- 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 at the General Meeting

The Board of Directors meets as frequently as necessary and according to the Board Charter 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. The Board of Directors primarily strives at unanimous decisions. If a decision cannot be made unanimously, the decision will be made by voting and with single majority. If the votes are even, the Chairman's vote is decisive.

In accordance with F-Secure's Articles of Association, the Board of Directors comprises three to seven members, who are



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 (16/16)		Chairman (5/5)
Pertti Ervi	Yes	Yes	Vice Chairman (16/16)	Chairman (4/4)	
Matti Heikkonen	Yes	Yes	Member (13/16)	Member (3/4)	Member until 4 April 2018 (1/2)
Bruce Oreck	Yes	Yes	Member (15/16)		Member (5/5)
Päivi Rekonen	Yes	Yes	Member (16/16)	Member (4/4)	Member (5/5)
Christine Bejerasco	No ³⁾	Yes	Member (11/11)	Member as of 4 April 2018 (1/1)	
Sofie Nystrøm (until of 4 Apr 2018)	Yes	Yes	Member (3/7)	Member until April 2018 (1/1)	
Ari Inki (until of 4 Apr 2018)	No ²⁾	Yes	Member (7/7)		

¹⁾ Risto Siilasmaa is the founder of F-Secure and on 31 December 2018 owned 37.77% of F-Secure shares.

²⁾ Ari Inki was elected from among F-Secure Corporation's personnel, according to the process described above in 2017. Christine Bejerasco was elected according to the same process in 2018.

³⁾ Christine Bejerasco was elected from among F-Secure Corporation's personnel according to the same process in 2018

elected at the Annual General Meeting for a period of office that extends to the subsequent AGM. The Board of Directors represents all shareholders.

Diversity is an essential part of F-Secure's success. According to Diversity Principles established by the Board of Directors, an optimal mix of diverse backgrounds, expertise and experience strengthens the Board's performance and promotes creation of long-term shareholder value. The Board of Directors' Diversity Principles strive towards appropriately balanced gender distribution. Both genders are represented in the Board of Directors.

To create openness, one member of the Board of Directors is elected from among F-Secure's personnel. An election is arranged annually for F-Secure personnel and each permanent F-Secure employee based in Finland is eligible to stand 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 member of the Board by the Annual General Meeting. Christine Bejerasco was appointed to the Board of Directors through this process in 2018.

The majority of Board members are independent from the company and from its major shareholders. For a detailed description of the members of the Board of Directors and their shareholdings see the end of this statement.

2018:

In 2018 the Board of Directors convened 16 times, the Audit Committee 4 times and the Personnel Committee 6 times.

Board Committees

In 2018, the Board established committees: the Audit Committee and the Personnel Committee (nomination and remuneration matters). The Board of Directors shall appoint from among itself the members and the Chairman of the committee. Each committee must have at least three members. The Board of Directors shall confirm the main duties and operating principles of each committee. The duties of the Committees are defined in their charters.

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 a 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. The majority of members of the Audit Committee shall be independent from F-Secure Corporation and from major shareholders in the company. Minutes and

materials of the Audit Committee meetings are distributed to all members of the Board of Directors.

The Audit Committee convenes at least four (4) times a year as notified by the Chairman of the Committee. Members of the Audit Committee are listed in the table.

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. Minutes and materials of the Personnel Committee meetings are distributed to all members of the Board of Directors

The Personnel Committee convenes at least two (2) times a year as notified by the Chairman of the Committee. Members of the Personnel Committee are listed in the table.

President and CEO

The Board of Directors appoints and may dismiss the CEO and decides upon the CEO's remuneration and other benefits. The CEO is responsible for the day-to-day management of the company. The CEO's 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

Samu Konttinen has been F-Secure's President and CEO since 2016.

The biographical details of the CEO including the shareholdings are specified at the end of this statement. The remuneration of the CEO is specified in the F-Secure Remuneration Statement 2018.

Leadership Team

The Leadership Team supports the CEO in the daily operative management and development of the company.

2018:

Members of the company's Leadership Team on 31 December 2018 were:

- Samu Konttinen, President and CEO
- Eriikka Söderström, Chief Financial Officer
- Jari Still, Chief Information Officer
- Mika Ståhlberg, Chief Technology Officer
- Kristian Järnefelt, Executive Vice President, Consumer Security
- Jyrki Tulokas, Executive Vice President, Cyber Security Products & Services
- Jyrki Rosenberg, Chief Marketing Officer
- Juha Kivikoski, Executive Vice President, Enterprise & Channel Sales
- Ian Shaw, Executive Vice President, Cyber Security

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 2018 their roles, respective membership periods and shareholdings see the end of this statement.

INTERNAL CONTROL AND RISK MANAGEMENT

Risk Management

Risk management and internal control processes at F-Secure seek to ensure that risks related to the business operations of the company are properly identified, evaluated, monitored and reported in compliance with the applicable regulations.

Roles & Responsibilities

F-Secure's Board of Directors defines the principles of risk management and internal controls which are followed within the company. The Audit Committee assists the Board in the supervision of F-Secure's risk management function.

The CEO is accountable to the Board for ensuring that the risk management principles are implemented and applied constantly and consistently across the organization. The Risk Management Steering Committee has been appointed by the CEO to ensure the effective implementation of risk management at F-Secure.

Risk Management Principles

The primary goal of F-Secure's risk management principles is to empower the organization to identify and manage risks more effectively through the adoption of risk modelling and quantification methods. The potential negative impact and probability of different situations arising from our business operations on the company, its customers, or its partners are constantly monitored.

F-Secure promotes continuous risk evaluation by the company's personnel appointed as risk owners. The relevant operational risks identified through the risk management process are regularly reviewed by the CEO and Leadership Team, the Risk Management Steering Committee and the company's statutory auditor. Risk Management is an integrated part of F-Secure's governance and management and the risk management process is aligned with the ISO-31000 standard.

The Audit Committee regularly conducts a review of top operational risk and evaluates the effectiveness of the risk management system.

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.

Internal audit

F-Secure's Audit Committee considers the need for and appropriateness of a separate Internal Audit function on a regular basis. 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 department.

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 service 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 the head of the company's legal team to discuss related matters regarding 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

In insider matters, F-Secure complies with the applicable legislation (including Market Abuse Regulation "MAR"), the standards of the Finnish Financial Supervisory Authority as well as Nasdaq Helsinki's Guidelines for Insiders. Inside information means information of a precise nature, which has not been made public, relating, directly or indirectly, to F-Secure's financial instruments, and which, if it were made public, would be likely to have a significant effect on the prices of such financial instruments.

Insiders

According to MAR, an issuer must draw up a list of all persons who have access to inside information. MAR separates between: 1) project insiders (who have access to inside information from time to time during a specific project); 2) permanent insiders (who have access to inside information at all times).

F-Secure has decided not to include any persons as permanent insiders. All persons with inside information regarding a project will be included in the project specific insider list.

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 F-Secure and the Finnish Financial Supervisory Authority of every transaction in their own account relating to Financial Instruments of F-Secure within three business days.

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 Period

Due to the sensitive nature of financial information, persons having access to financial information before publication of an interim financial report or a year-end report shall be subject to a thirty (30) day trading restriction prior to publication of such a report. F-Secure keeps a list of such persons and notifies them in writing about the trading restriction.

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.

2018:

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

F-Secure paid the auditor EUR 164 000 in audit fees (2017: EUR 173,000), and EUR 48 000 (2017: EUR 106,000 for non-audit services).

DETAILED DESCRIPTIONS

In this section are the biographies of the Members of the Board of Directors during 2018. Shareholdings are listed as of 31 December 2018 unless otherwise stated.

BOARD OF DIRECTORS



RISTO SIILASMAA

Chairman of the Board of Directors since 2006,
Born 1966, M.Sc. (Engineering)

Main employment history:

Currently Chairman of the Board, F-Secure Corporation, 2006–
Founder, President and CEO, Member of the Board, F-Secure Corporation, 1988–2006
Interim CEO, Nokia Corporation, 2013–2014
Chairman of the Board, Elisa Corporation, 2008–2012

Vice-Chairman of the Board 2017–2018, Member of the Board 2013–2016, Confederation of Finnish Industries (EK)

Current board memberships and public duties:

Chairman of the Board 2012–, Member of the Board 2008–2012, Nokia Corporation
Member of the Board 2007–, Chairman of the Board 2016–2018, Vice-Chairman of the Board 2013–2015, The Federation of Finnish Technology Industries
Member of the Board, Futurice Corporation, 2018–,
Member of ERT European Round Table of Industrialists, 2013–,
Member, Global Tech Panel, an initiative of EU High Representative Federica Mogherini, 2018

Holdings: number of shares 59,978,359, holding 37.77%



PERTTI ERVI

Board member since 2003,
Chairman of the Audit Committee
Born 1957, B.Sc. (Electronics)

Main employment history:

Currently an independent management consultant and professional board member
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 56,114



MATTI HEIKKONEN

Board member since 2013
Born 1976, M.Sc. (Eng.)

Main employment history:

CEO, Benemen Oy 2019–
Senior Executive Vice President, Global Operations and Partner, QuestBack AS, 2010–2018
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

Board memberships and public duties:

Chairman of the Board, Benemen Oy, 2018
Board member of Mobile Wellness MWS Oy, 2017–2018

Holdings: number of shares 27,585



BRUCE ORECK

Board member since 2016
Born 1953, LL.M. (Taxation)

Main employment history:

CEO, The Train Factory Oy, 2018–
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

Board memberships and public duties:

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

Holdings: number of shares 12,143



PÄIVI REKONEN

Member of the Board since 2017
Born 1969, M. Sc. (Economics), M.Sc. (Social
Sciences)

Main employment history:

Currently an independent strategy advisor and
professional board member, 2018–
Managing Director, Group Technology, UBS,
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

Current board memberships and public duties:

Member of the Board, Alma Media Oy, 2018–
Member of the Board, Arantio Oy, 2018–
Member of the Board, Efecte Oy, 2018–
Member of the Board, Konecranes Oy, 2018–
Member of the Strategy Advisory Board,
UNOPS, 2018–

Holdings: number of shares 6,850



CHRISTINE BEJERASCO

Member of the Board since 2018
Born 1982, B.Sc. (Computer Science)

Main employment history:

Director, Consumer BU Desktop R&D,
F-Secure Oy, 2018–
Senior Manager, Consumer BU R&D, F-Secure
Oy, 2017–2018

Senior Manager & Service Lead, Labs, F-Secure
Oy, 2015–2017

Manager & Service Owner, Labs, F-Secure Oy,
2010–2015

Malware Analyst & Shift Manager, Labs,
F-Secure Oy, 2008–2010

Independent Contractor, PC Tools Pty. Ltd.,
2006–2008

Threat Analyst, Trend Micro, Inc., 2003–2006

Board memberships and public duties:

Chairman of the Board, Titas of Espoo Oy,
2018–

Holdings: number of shares 2,732

NON-CURRENT MEMBERS

ARI INKI

Board member since April 2017 until April 2018
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 until April 2018
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

LEADERSHIP TEAM

In this section are the biographies of all the members of the Leadership Team during 2018. Shareholdings are listed as of 31 December 2018 unless otherwise stated.



SAMU KONTTINEN

President and CEO

Born 1973, MBA

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.

Board Memberships:

Chairman of the Board, Finnish Information Security Cluster (FISC), 2017–

Member of the Board, European Cyber Security Organization (ECSO), 2018–

Member of the Board, Information Technology branch group, Technology

Industries of Finland, 2016–

Member of the Board, Digitalist Plc, 2011–2018

Member of the Board, Viria 2018–

Holdings: number of shares 101,787



JUHA KIVIKOSKI

EVP, Enterprise & Channel Sales – as of 1 March 2018

Born 1970, M.Sc. (Econ.)

Member of the Leadership Team since 2018

Main employment history:

Executive Vice President, Enterprise & Channel Sales, F-Secure, 2018–

Managing Director, Dustin Finland, 2015–2017

Vice President, Sales, McAfee/Intel Security, 2013–2015

Chief Operating Officer, Stonesoft, 2009–2013

Several senior leadership positions at large technology companies including Siemens and Cisco systems.

Holdings: number of shares 2,639



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: number of shares 19,684



JYRKI ROSENBERG

Chief Marketing Officer
Born 1971, M.Sc. (Communication), MBA
Member of the Leadership Team since 2016

Main employment history:

Chief Marketing Officer, F-Secure, 2018–
Executive Vice President, Corporate Security, F-Secure, 2016–2018
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: number of shares 2,639



IAN SHAW

EVP Cyber Security
Born 1971
Member of the Leadership Team since 2018

Main employment history:

CEO, MWR InfoSecurity, 2003–2018

Holdings: number of shares 62,500



JARI STILL

Chief Information Officer
Born 1965, B.Sc
Member of the Leadership Team since 2012

Main employment history:

Chief Information Officer, F-Secure, 2016–
Vice President, R&D Operations, 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

Board Memberships:

Member, Innovation Working Group, Technology Industries of Finland, 2018–

Holdings: number of shares 120,341



MIKA STÅHLBERG

Chief Technology Officer

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

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

Board memberships:

Member of the Board, Valmet, 2017–

Holdings: number of shares 52,639



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, Cyber Security

Products & Services, F-Secure, 2018–

Executive Vice President, Strategy and

Corporate Development, F-Secure, 2016–2018

Various leadership roles in product

management, marketing, strategy and

business development operations, F-Secure,

2007–2016

Head of Business Development, Suunto,

2005–2007

Holdings: number of shares 15,490

NON-CURRENT MEMBERS

MARI HEUSALA

Executive Vice President, Human Resources
and Office services – until September 2018

JENS THONKE

Executive Vice President, Cyber Security
Services– until March 2018