

## The Leadership

Timo Laaksonen (born 1961) has been appointed as the President and Chief Executive Officer of F-Secure. Currently, Mr. Laaksonen is a member of WithSecure's leadership team and acts as the Executive Vice President of Consumer Security, and he has held various positions at WithSecure since 2012. Before his time at WithSecure, Mr. Laaksonen was a Chief Commercial Officer at Tecnotree Corporation between 2010 and 2012 and the CEO at Xtract between 2008 and 2010. Mr. Laaksonen has also acted as the CEO at First Hop between 2001 and 2008, as the Executive Vice President at Sonera SmartTrust between 1998 and 2001, as the Vice President at Teamware Group Ltd between 1993 and 1998, and as a Marketing Manager at ICL Travel Systems between 1992 and 1993. Mr. Laaksonen has also been a member of the Board of Finnish American Chamber of Commerce in New York between 2018 and 2019, a member of the Board of Directors of Broadband Multimedia Marketing Association (USA) between 2018 and 2019, and as a member of the Board of Directors of Kvalion Ltd between 2008 and 2011. Mr. Laaksonen holds a Master of Science degree in Economics (international marketing and international trade law) and is a Finnish citizen.

Antero Norkio (born 1972) has been appointed as the Senior Vice President of Corporate Development of F-Secure. Currently, he is the Vice President of Product Management at WithSecure. Mr. Norkio has worked at WithSecure since 2011, first as a Director of Product Management between 2011 and 2016, after which he has worked in his current role as a Vice President of Product Management. Before WithSecure, Mr. Norkio has acted as a Director of Product Management and as the Head of Global Channel Partners at Airwide Solutions between 2002 and 2011 (including the acquisition of First Hop 2007), as Vice President of Product Management at Taika Technologies Oy between 2001 and 2002, and as a Director of Product Management at Sonera SmartTrust between 1997 and 2001. Mr. Norkio holds a Master of Science degree in industrial engineering and management (Strategy and International Business) and is a Finnish citizen.

Paul Palmer (born 1967) has been appointed as the Senior Vice President of Partner Business of F-Secure. Mr. Palmer has worked at WithSecure since 2014. During that time, he has worked as a Vice President of Service Provider Business since 2021, as a Vice President of Business Development and Head of Asia Pacific region, Middle East and Africa between 2020 and 2021, as a Director of Business Development between 2018 and 2020, Head of Region in UK, Ireland, France and Benelux between 2015 and 2018 and as a Vice President of Sales in Asia Pacific region between 2014 and 2015. Before WithSecure, Mr. Palmer has acted as a Vice President of Global Sales in Bubbly between 2011 and 2014 and, as a Vice President of Sales in the Asia Pacific in Adaptive Mobile between 2009 and 2011, as a Business Development Director in the Asia Pacific region in Ubiquisys between 2008 and 2009, at Asia mFormation Technologies as a Regional Director in Asia between 2006 and 2008, as a Strategic Account Director between 2004 and 2006 and as a Director of Pre Sales in Europe, Middle East and Africa between 2002 and 2004. Further, Mr. Palmer has acted as a Manager of Pre Sales Technical Support at Lucent Technologies between 1998 and 2002. Mr. Palmer has also held various positions of trust. He has been a Director at Bridge This Gap since 2019 and a member of the Board of Mobile Ecosystem Forum between 2015 and 2017. Mr. Palmer holds a Bachelor of Science degree in Electronics and Computing and he is British citizen.

Toby White (born 1977) has been appointed as the Chief Technology Officer of F-Secure. Mr. White has acted as a Vice President of Consumer Security in Research and Development at WithSecure since 2020. Before WithSecure, Mr. White acted as a Vice President of Digital Engineering at Wärtsilä between 2017 and 2020, as a Group CTO at GlobalData Plc between 2014 and 2017, as a Founder and CTO at Timetric between 2008 and 2016, as a Research Associate at Cambridge University Earth Sciences between 2003 and 2008, as a Unified Model System Developer in Met Office in 2003 and as a Research Associate at Cambridge University Chemical Laboratory between 2002 and 2003. Mr. White holds a Master of Chemistry degree in Chemistry and a Doctor of Philosophy degree in Theoretical Chemistry. Mr. White is a British citizen.

Sari Somerkallio (born 1972) has been appointed as the Chief Financial Officer of F-Secure, accountable for finance and legal. Mrs. Somerkallio has been acting as the Head of Finance in Consumer Security at WithSecure since February 2022. Previously, Mrs. Somerkallio has held various positions at Fiskars Group between 2008 and 2021. For example, she acted as Vice President of Business Finance between 2020 and 2021, as a Senior Vice President of Finance & Business Development between 2019 and 2020, and as a Manager of Development Projects between 2009 and 2011. Further, Mrs. Somerkallio acted at Wärtsilä Corporation as a Project Manager as well as a Process Manager between 2002 and 2008 and as Investor Relations Manager between 1999 and 2002. Additionally, she has worked as an Analyst at Merita Stockbrokers between 1997 and 1999, as well as at Interbank between 1996 and 1997. Mrs. Somerkallio holds a Master of Science degree in Mathematics and a Master of Science degree in economics (Finance) and is a Finnish citizen.

Kitta Virtavuo (born 1972) has been appointed as the Chief People and Culture Officer of F-Secure. Mrs. Virtavuo is also responsible for internal communications and facility management. Previously Mrs. Virtavuo has acted at Fiskars Group as a Vice President of HR, Sales since 2020, as a Vice President of HR, Living Business between 2017 and 2020 and as

a HR Director of Business Region Europe between 2016 and 2017. Further, she has held various international HR leadership positions at Nokia Corporation and Nokia Siemens Networks being based in Finland and Latin America between 1999 and 2016. Mrs. Virtavuo holds a Bachelor of Business Administration degree in Business Management and Marketing and is a Finnish citizen.

Richard Larcombe (born 1974) has been appointed as the Chief Marketing Officer of F-Secure. Mr. Larcombe has acted as the Chief Marketing Officer in the Consumer Services at WithSecure since December 2021. Previously, he has acted as the Vice President of Global Marketing at WithSecure between 2019 and 2021. Before working at WithSecure, Mr. Larcombe co-founded ismybillfair.com and acted as its Chief Marketing Officer between 2017 and 2019. Between the years 2015 and 2017, Mr. Larcombe acted as Brand and Marketing Director at Tesco Bank. He has also acted as a Chief Marketing Officer and Director of Advertising and Sponsorship at Virgin Media between 2010 and 2015, as the Head of Marketing at The Times, Sunday Times and Times Online between 2004 and 2010 and as an Account Director at AMV BBDO between 1998 and 2004 and at Grey between 1996 and 1998. Mr. Larcombe holds a degree in Psychology (BA Hons) and is a British citizen.

Perttu Tynkkynen (born 1974) has been appointed as the Senior Vice President of Direct Business of F-Secure. Mr. Tynkkynen has acted as the Vice President of WithSecure's Global Consumer Sales and Marketing since 2015. Before that, he served as a Director of WithSecure's Direct Consumer Business between 2011 and 2015. Mr. Tynkkynen has also served as Business Manager of Consumer Sales at WithSecure in Finland between 2008 and 2011. Prior to his career at WithSecure, he acted as Region Sales Manager at Logitech between 2005 and 2008 and in various roles at PC-Super-Store between 1997 and 2005. He holds a Bachelor of Science degree in Business Administration and is a Finnish citizen.

Mikko Kestilä (born 1967) has been appointed as the Vice President of Operations of F-Secure, accountable for customer support, IT and cyber security. Mr. Kestilä has worked at WithSecure for over six years in different positions since 2016. Currently he is the Vice President of Operations, before which he worked e.g. as the Head of Business Operations and as a Director of Operational Excellence (in enterprise and channel sales). Mr. Kestilä also worked in Director Services at WithSecure for seven months starting in 2014, after which he worked as a Director in Product Management at Synchronoss Technologies for over a year between 2015 and 2016, before getting back to WithSecure in 2016 as a Director of Partner Experience. Before this, Mr. Kestilä has worked as a Vice President at Goodmill Systems Ltd. Between 2012 and 2014, as a Vice President of Customer Operations at Xtract Oy between 2009 and 2012, as a Vice President of Professional Services and R&D at Airwide Solutions between 2008 and 2009, as a Vice President and as a Manager at First Hop between 2004 and 2008, in several different roles at Tellabs between 1994 and 2004 and as a Project Manager and Software Engineer at Nokia Corporation between 1990 and 1994. Mr. Kestilä holds a Master of Science degree in electrical engineering and is a Finnish citizen.

Steven Offerein (born 1986) has been appointed as the Vice President of Portfolio Management of F-Secure. Mr. Offerein has acted as a Director of Business Development at WithSecure since 2021 and as a Business Development Manager between 2020 and 2021. Before WithSecure, Mr. Offerein has acted as the Head of Product Management between 2018 and 2019 and in various product management roles at TalkTalk between 2014 and 2018. Further, he has acted as a Product Manager at NewMotion between 2013 and 2014, as a Product Manager at VodafoneZiggo between 2010 and 2013 and as a Business Analyst between 2008 and 2010 and as an Information and Business Analyst at @home (previously Essent Kabelcom) between 2006 and 2008. Mr. Offerein has studied Management Sciences and is a Dutch citizen.

Michal Iwan (born 1976) has been appointed as the Vice President of Security Suite Business Team of F-Secure. Mr. Iwan has worked at WithSecure for 17 years. During this time, Mr. Iwan has acted as a Regional Vice President of Service Provider Business in Central & Eastern Europe since 2020, Head of Region of Operator Sales in DAHC, Iberia, Italy, Poland and Balkans between 2015 and 2020, as a Country Manager in Poland between 2006 and 2015 and as a Channel Manager in Poland between 2005 and 2006. Additionally, Mr Iwan has been a member of the Supervisory Board of Salumanus Sp. Z.o.o since 2022. Mr. Iwan holds a master's degree in Economy and Investments and is a Polish citizen.

Dmitri Vellikok (born 1984) has been appointed as the Vice President of Network Security Suite Business Team of F-Secure. Mr. Vellikok worked at WithSecure between 2008 and 2022. Mr. Vellikok started his career at WithSecure as a Technical Service Manager in 2008, after which he has held various positions at WithSecure and is currently a Director of Business Development in the Americas. Before starting at WithSecure, Mr. Vellikok worked as a Technical Support Engineer at IBM between 2007 and 2008 and as a Microsoft Sales Specialist at Techdata in 2007. Mr. Vellikok is a graduate of Helsinki Business College (commercial institute) in information technology services and marketing. He is a Finnish citizen.