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Corporate Governance



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WithSecure's Corporate Governance Statement 2023

Corporate Governance at WithSecure

WithSecure's corporate governance practices are based on applicable Finnish laws, the rules of Helsinki Stock Exchange (NASDAQ Helsinki Oy) and the regulations and guidelines of Finnish Financial Supervisory Authority as well as the company's Articles of Association. This statement has been prepared in accordance with the Finnish Corporate Governance Code 2020 (publicly available at <http://cgfinland.fi/en/>) issued by the Securities Market Association of Finland.

Up-to-date information about WithSecure's governance is available on the company's website at <https://www.withsecure.com/en/about-us/investor-relations>.

Governing bodies

WithSecure'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 WithSecure and appropriate organization of its operations. The Board of Directors appoints the CEO. The CEO, assisted by the Global 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:

- adoption of the Financial Statements
- distribution of profit for the year
- discharging the members of the Board of Directors and the CEO from liability
- election of members of the Board and the decision on the remuneration of the Board members
- approval of the Remuneration Policy and the Remuneration Report
- election of the auditor and the decision on the auditor's remuneration
- other proposals submitted to General Meeting

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

2023

The AGM was held on 21 March 2023.

The meeting was held as a hybrid meeting, so that shareholders were able to exercise their shareholder rights fully during the meeting either via remote connection or at the meeting venue at the address Töölönlahdenkatu 2, 00100 Helsinki, Finland (event venue Eliel, Sanomatalo). Shareholders were also able to exercise their voting rights by voting in advance.

The resolutions and the meeting minutes of the AGM are available on WithSecure's website.

Board of Directors

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

- approving the strategy of WithSecure, overseeing its operations and annual budgets
- appointing and dismissing the CEO
- approving any major investments, acquisitions, changes in corporate structure or other matters that are significant or far-reaching
- 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 Chair's vote is decisive.

In accordance with WithSecure's Articles of Association, the Board of Directors comprises three to seven members who are elected at the Annual General Meeting for a term of office that extends to the subsequent AGM. The Board of Directors represents all shareholders.

Diversity is an essential part of WithSecure'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 Diversity Principles of the Board of Directors aim to strive towards appropriately balanced gender distribution.

To create openness, one member of the Board of Directors is elected from among WithSecure's personnel. An election is arranged annually for WithSecure personnel and each permanent WithSecure employee 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. Camilla Perselli was appointed to the Board of Directors through this process in 2023.

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.

2023

In 2023 the Board of Directors convened 15 times, Audit Committee 6 times and Personnel Committee 5 times.

Members of the Board of Directors and the Committees

Member	Independence of the company	Independence of major shareholders	Board(Meeting attendance)	Audit Committee(Meeting attendance)	Personnel Committee(Meeting attendance)
Risto Siilasmaa	Yes	No ¹	Chair (15/15)	-	Member (5/5)
Päivi Rekonen	Yes	Yes	Member (14/15)	-	Member (5/5)
Tuomas Syrjänen	Yes	Yes	Member (15/15)	-	Chair (5/5)
Keith Bannister	Yes	Yes	Member (15/15)	Member (6/6)	-
Kirsi Sormunen	Yes	Yes	Member (15/15)	Chair (6/6)	-
Ciaran Martin (as of 21 March 2023)	Yes	Yes	Member (10/12)	Member (2/4)	-
Camilla Perselli (as of 21 March 2023)	No ²	Yes	Member (12/12)	Member (4/4)	-
Pertti Ervi (until 21 March 2023)	Yes	Yes	Member (3/3)	Member (2/2)	-
Tony Smith (until 21 March 2023)	No ³	Yes	Member (3/3)	Member (2/2)	-

¹ Risto Siilasmaa is the founder of WithSecure and on 31 December 2023 owned 34.09% of WithSecure shares.

² Camilla Perselli was elected from among WithSecure's personnel in 2023, according to the process described above.

³ Tony Smith was elected from among WithSecure's personnel in 2022, according to the process described above.

Board Committees

In 2023, the Board established two committees: Audit Committee and Personnel Committee (nomination and remuneration matters). The Board of Directors appoints from among itself the members and the Chair of the committee. Each committee must have at least three members. The Board of Directors confirms the main duties and operating principles of each committee. The duties of each committee are defined in the committee charters which are available on WithSecure's website at <https://www.withsecure.com/en/about-us/investor-relations>.

Audit Committee

The Audit Committee reviews, instructs and evaluates risk management, internal supervision systems, IT strategy and practices, financial reporting as well as auditing of the accounts and internal auditing. The Audit Committee is neither a decision-making nor an executive body. 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 sufficient expertise and experience with respect to the committee's area of responsibility and the mandatory tasks relating to auditing. The majority of members of the Audit Committee shall be independent from WithSecure and at least one member shall be independent of the company's significant shareholders. A person who participates in the day-to-day management of WithSecure group companies (for example as the managing director) cannot be appointed to the Audit Committee. The Board elects the chair and secretary of the Audit Committee. The Audit Committee calls in experts to its meetings if they are necessary for the matters to be discussed. All members of the Board of Directors may, at their discretion, attend Audit Committee meetings. Materials of the Audit Committee meetings are made available for all members of the Board of Directors.

The Audit Committee convenes at least four times a year as notified by the Chair of the Committee. Members of the Audit Committee are listed in the table above.

Personnel Committee

The Personnel Committee prepares material and instructs with issues related to the composition and compensation of the Board of Directors and remuneration of the other members of the top management of the company. The Committee assists in the preparation of Board proposals to the shareholders related to these matters, as governed by the Finnish Limited Liability Companies Act. Personnel Committee is neither a decision-making nor an executive body. Personnel Committee calls in experts to its meetings when necessary for the issues to be discussed. Materials of Personnel Committee meetings are made available for all members of the Board of Directors.

The Personnel Committee convenes at least two times a year as notified by the Chair of the Committee. Members of the Personnel Committee are listed in the table above.

President and CEO

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

2023

Juhani Hintikka has been WithSecure's President and CEO since 1 November 2020.

The biographical details of the CEO including the shareholdings are specified later in this report. The remuneration of the CEO is specified in WithSecure's Remuneration Policy and Report.

Global Leadership Team

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

2023

Current information on the WithSecure Global Leadership Team can be found on our website at <https://www.withsecure.com/en/about-us/investor-relations>.

For descriptions of all members of the Global Leadership Team during 2023 and 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 WithSecure 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.

WithSecure'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 WithSecure's risk management function. The CEO is accountable for ensuring that the risk management principles are implemented and applied constantly and consistently across the organization.

The primary goal of WithSecure's risk management principles is to empower the organization to identify and manage risks more effectively. The potential negative impact and probability of different situations arising from our business operations on the company, its customers, or its partners are monitored as part of the risk management process. Another objective of the risk management is to constantly monitor and pro-actively control the impact and/or probability of situations derived from our business operations which may have a negative impact on WithSecure, its customers, or its partners. Proactive monitoring, risk simulation and stress testing also allows building strategic resilience in the company and its business operations. Risk management may also be utilized to identify opportunities for benefit.

WithSecure promotes continuous risk evaluation by the company's personnel. The relevant operational risks identified through the risk management process are regularly reviewed by the CEO and Global Leadership Team and the company's statutory auditor. Risk Management is an integrated part of WithSecure'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 risks and evaluates the effectiveness of the risk management system.

Internal Control

Internal Control, supported by Risk Management, is an important element of WithSecure's management system. The Board of Directors is responsible for

ensuring that the operating principles for internal control have been defined, and that the company monitors the functioning of internal control.

WithSecure has defined its objectives for internal control based on the globally applied principles. Internal control consists of e.g. policies, processes, procedures as well as control and monitoring activities. Internal Control is designed to provide reasonable assurance regarding the achievement of WithSecure's objectives in following categories:

- Effectiveness, efficiency and transparency of operations on all levels in accordance with the WithSecure strategy
- Reporting, including financial and non-financial, external and internal, to the Board, management, shareholders and stakeholders being complete, reliable, relevant and timely
- Compliance with applicable laws, regulations and WithSecure policies and instructions

WithSecure's Internal Control Operating Principles define the roles, design and practices of internal control. The principles provide guidance on how internal control is implemented at different levels, systems and amongst employees and outsourced functions. Internal control over financial reporting consists of risk identification and assessment, processes and internal control points and internal control monitoring and reporting.

Internal audit

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 annually. 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 Internal Audit services will be purchased 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.

WithSecure provides an effective, objective, confidential and secure Whistleblowing Channel which allows both WithSecure employees and other stakeholders to express their concerns or suspicions openly and safely. The Whistleblowing Channel is available to all stakeholders 24/7. It is maintained by impartial and independent service provider to ensure objective and timely handling of reports.

Related party transactions

The Audit Committee defines the principles for monitoring and assessing WithSecure's related party transactions. The definition of the related parties is based on IAS 24 standard. WithSecure collects information about its related parties on regular basis. The Board of Directors decides on related party transactions that are not conducted in the ordinary course of business of the company or are not implemented under arm's-length terms. Related party transactions are disclosed as part of financial statements according to the applicable legislation.

Insider management

WithSecure complies with the applicable legislation, including EU Market Abuse Regulation (MAR), the regulations of the Finnish Financial Supervisory Authority as well as Nasdaq Helsinki's Guidelines for Insiders. WithSecure has established its own insider policy to complement the regulation and guidelines above.

WithSecure maintains a list of all persons who have regular access to company's financial data. 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 report.

In addition, WithSecure maintains a project-specific insider list of any projects and events which, if realized, would be likely to have a significant effect on the value of WithSecure's shares or other financial instruments, and which have been subject to delaying of disclosure in accordance with MAR.

WithSecure 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.

Persons discharging managerial responsibilities comprise the Board of Directors, the CEO and other members of the Global Leadership Team. These persons have a duty to notify WithSecure and the Finnish Financial Supervisory Authority of every transaction in their own account relating to Financial Instruments of WithSecure 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.

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.

2023

WithSecure has been audited by PricewaterhouseCoopers with Jukka Karinen, Authorized Public Accountant, as the responsible auditor.

WithSecure paid the auditor EUR 210,000 in audit fees (2022: EUR 169,000), and EUR 22,000 (2022: EUR 2,302,000) for non-audit services.

Board of Directors

In this section are the biographies of the Members of the Board of Directors during 2023.



Risto Siilasmaa

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

Main employment history:

Founder, President and CEO, Member of the Board, WithSecure, 1988–2006
Chair of the Board 2012–2020, Member of the Board 2008–2012,
Interim CEO 2013–2014, Nokia Corporation
Chair of the Board, Elisa Corporation, 2008–2012
Chair of the Board 2016–2018, Vice-Chair of the Board 2007–2010 and 2013–2015,
Member of the Board 2007–2019, The Federation of Finnish Technology Industries
Vice Chair of the Board 2017–2018, Member of the Board 2007–2010 and 2013–2016,
Confederation of Finnish Industries EK
Chair of the Working Group, The Future of the Finnish General Conscription System,
The Finnish Ministry of Defence, 2009–2010

Current board memberships and public duties:

Member of the Board, CybExer Technologies, 2022–
Founder and Member of the Board, F-Secure Corporation, 2022–
Member of the Board, Futurice Oy, 2018–
Member of the Board, Pixieray Oy, 2021–
Member of the Board, Quanscient Oy, 2022–
Chair of the Board, Upright Oy, 2022–
Chair, Technology Advisory Board appointed by the Finnish Government, 2020–
Senior Advisor, Boston Consulting Group, 2020–
Member, Komatsu International Advisory Board, 2020–
Member, International Advisory Board of IESE, 2019–
Member, Global Tech Panel, an initiative of EU High Representative for
foreign affairs and security policy, 2018–
Founding Partner, Chair of the Board, First Fellow Partners, 2016–



Päivi Rekonen

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

Main employment history:

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 positions, Cisco Systems, 1998–2007
Various leadership positions, Nokia Corporation, 1990–1998

Current board memberships and public duties:

Member of the Board, Wipro Ltd, 2022–
Chair of the Board, Amina Bank AG (formerly SEBA Bank AG), 2020–
Member of the Board, Konecranes Corporation, 2018–



Keith Bannister

Member of the Board since 2020
Born 1966, B.Sc. (Hons)
(Mathematics and Computer Science)
Chartered Accountant (Fellow of ICAEW)
Non-Executive Director – FT Advanced
Professional Diploma

Main employment history:

Senior Partner, KPMG LLP, 2000–2018
Various UK leadership positions, KPMG LLP, London UK, 1987–2018

Current board memberships and public duties:

Member of the Board of Governors, Bridewell Royal Hospital, 2020–



Tuomas Syrjänen

Member of the Board since 2019
Chair of the Personnel Committee
Born 1976, M.Sc. (Engineering)

Main employment history:

Data & AI Renewal, Futurice Oy, 2019–
CEO, Futurice Oy, 2008–2018
Head of Business Unit, Futurice Oy, 2003–2008
Business Development, Futurice Oy, 2001–2002

Current board memberships and public duties:

Chair of the Board of Directors, Flow Technologies Oy, 2022–
Member of the Board, Vaisala Corporation, 2019–
Member of the Board, Futurice Oy, 2018–
Member of the Board, Taaleri Corporation, 2017–



Kirsi Sormunen

Member of the Board since 2022
Chair of the Audit Committee
Born 1957, M.Sc. (Economics)

Main employment history:

Member of the Board, DNA Plc, 2014–2021
Member of the Board, VR Group, 2017–2020
Member of the Board, Sitra, 2013–2020
Member of the Board, Neste Corporation, 2013–2017
Vice President, CSR/Sustainability/CSO, Nokia Corporation, 2004–2014
Various leadership positions in F&C, Nokia Corporation, 1993–2004

Current board memberships and public duties:

Member of the Board, Spinnova Plc, 2023–
Member of the Board, Exel Composites, 2020–
Senior Advisor, DIF / Directors Institute of Finland, 2016–



Ciaran Martin

Member of the Board since 2023
Born 1974, MA, History

Main employment history:

Professor of Practice, Blavatnik School of Government, University of Oxford, 2020–
Founding Chief Executive of the UK National Cyber Security Centre and Board Member of GCHQ, 2014–2020
Director of Constitutional Policy, UK Government, 2011–2014
Director of Security and Intelligence Policy, UK Government, 2008–2011
Chief of Staff to the Head of the UK Civil Service and HM Treasury, 2002–2008
Public spending roles, HM Treasury and National Audit Office UK, 1997–2005

Current board memberships and public duties:

Managing Director, Paladin Capital (United States)
Director of SANS CISO Network and Events
Advisory Board, CyberCX (Australia)
Advisory Board, Garrison Technologies (UK)
Advisory Board, RedSift (UK)
Non-Executive Director, Our Future Health (UK, medical research charity)



Camilla Perselli

Member of the Board since 2023
Born 1988, B.Sc. (Hons), Pharmacology

Main employment history:

Global Account Director & Head of UK Client Management, WithSecure, 2023–
Global Account Director & Team Lead, WithSecure, 2022–2023
Account Director, MWR / WithSecure, 2018–2022
Relationship Manager, Criticaleye, 2015–2018
Senior Conference Producer, Informa, 2012–2015
Conference Producer, Informa, 2011–2012

Non-current members

Pertti Ervi

Board member from 2003 until March 2023

Tony Smith

Board member from 2022 until March 2023

WithSecure shares owned by the members of the Board

Board member	Shareholding	
	31 December 2023	31 December 2022
Risto Siilasmaa	60,038,063	60,017,365
Päivi Rekonen	36,374	26,543
Tuomas Syrjänen	41,637	29,218
Keith Bannister	22,103	12,272
Kirsi Sormunen	15,952	3,533
Ciaran Martin	9,831	-
Camilla Perselli	3,277	-

Global Leadership Team

In this section are the biographies of all the members of the Global Leadership Team during 2023.



Juhani Hintikka

President and Chief Executive Officer
Born 1966, M.Sc. (Engineering)
Member of the Global Leadership Team since 2020

Main employment history:

President and CEO, WithSecure, 2020–
Investor, advisor, 2018–2020
President and CEO, Comptel Corporation, 2011–2017
Various leadership positions, Nokia Corporation, 1999–2010
Various leadership positions, Konecranes Corporation, 1993–1999

Current board memberships and public duties:

Member of the Board, Technology Industries of Finland, 2022–
Member of the Board, The European Cyber Security Organisation (ECSO), 2021–
Member of the Board, Finnish Information Security Cluster – FISC ry (FISC), 2021–



Christine Bejerasco

Chief Information Security Officer
Born 1982, B.Sc. (Computer Science)
Member of the Global Leadership Team since 2021

Main employment history:

CISO, WithSecure, 2023–
CTO, WithSecure, 2021–2022
Vice President, Tactical Defense Unit, WithSecure, 2019–2021
Various technical & leadership roles, WithSecure, 2008–2019
Malware Researcher, PC Tools, 2006–2008
Various threat analysis positions, Trend Micro, 2003–2006



Charlotte Guillou

Chief People Officer
Born 1978, M.A. (Adult Education)
Member of the Global Leadership Team since 2021

Main employment history:

Chief People Officer, WithSecure, 2021–
Various leadership positions in human resources, OP Financial Group, 2018–2021
HR & Change Lead for Finance, KONE Corporation, 2018
Country Manager North, Scan-Horse A/S, 2017–2018
Various leadership positions in human resources, Fiskars Group, 2013–2017
Various leadership positions in human resources, Nokia Corporation, 2007–2012
Management Consultant, Deloitte Finland, 2004–2007
HRD Consultant, Psykologitoimisto Cresco, 2000–2003



Tom Jansson

Chief Financial Officer
Born 1968, M.Sc. (Econ.)
Member of the Global Leadership Team since 2021

Main employment history:

CFO, WithSecure, 2021–
CFO, Posti Group Corporation, 2018–2021
CFO, Comptel Corporation, 2013–2017
Various leadership & finance positions, Tellabs Inc., 1994–2013



Antti Koskela

Chief Product Officer
Born 1971, M.Sc. (Electrical Engineering)
Member of the Global Leadership Team since 2021

Main employment history:

CPO, WithSecure, 2021–
Vice President, Business Development, Elisa Corporation, 2020–2021
CDO and Vice President, Nokia Software, 2018–2020
CTO and Executive Vice President, Comptel Corporation, 2011–2017
Various leadership positions, Nokia Siemens Networks, 2007–2011
Various leadership positions, Nokia Networks, 1999–2007

Current board memberships:

Member of the Board, QPR Software Corporation, 2021–



Scott Reininga

Executive Vice President, Global Consulting
Born 1971, M.Sc. (Management)
Member of the Global Leadership Team since 2022

Main employment history:

EVP, Global Consulting, WithSecure, 2024–
EVP, Solutions, WithSecure, 2022–2023
Vice President Global Consulting, Secureworks, 2014–2022
Director of Operations, Secureworks, 2012–2014
Director of Operations, EMEA, Dell Technologies 2010–2012
Various leadership positions, Dell Technologies 2003–2010



Tiina Sarhimaa

Chief Legal Officer
Born 1976, LL.M.
Member of the Global Leadership Team since 2021

Main employment history:

CLO, WithSecure, 2021–
Vice President, General Counsel, WithSecure, 2018–2021
Director, Legal and Compliance, Nokia Corporation, 2017–2018
General Counsel, Head of Legal, Comptel Corporation, 2015–2017
Legal Counsel, Comptel Corporation, 2004–2015
Legal Counsel, Hex Corporation, 2002–2003



Ari Vanttinen

Chief Marketing Officer
Born 1969, M.Sc. (Economics and Business Administration)
Member of the Global Leadership Team since 2021

Main employment history:

CMO, WithSecure, 2021–
CEO and Founder, CMOWashere Oy, 2018–2020
CMO, Comptel Corporation, 2014–2018
Senior Director, Marketing, McAfee Corporation, 2014
Vice President, Marketing, Stonesoft Corporation, 2010–2013
Senior Executive Consultant, Talent Vectia Oy, 2007–2010
Global Marketing Manager, Nokia Corporation, 2004–2007

New members in Global Leadership Team after period-end



Lasse Gerdt

Chief Customer Officer
Born 1974, M.Sc. (Telecommunications and Management)
Member of the Leadership Team since 2024

Main employment history:

Head of Cloud/Azure Sales, Enterprise and Public Sector, Microsoft (Netherlands), 2022–2023
Director, Azure Sales, Global and Strategic Accounts, Microsoft (Netherlands), 2019–2021
Head of Strategic and Global Alliances, Amazon Web Services, EMEA HQ (Luxembourg), 2015–2019
Various leadership positions for Channel and SaaS Sales and Business Development, Microsoft (Finland), 2010–2014
Global Account Executive, Nokia, Microsoft (Finland) 2007–2010
VP Sales and Marketing, Cidercone Oy (Finland), 2002–2007
Global Accounts and Solution Sales Manager, Compaq Computer, 1998–2002

Current board memberships and public duties:

Member of Advisory Board, Knights of the Mannerheim Cross Foundation
Member of Advisory Board, DeliwiAI

Changes in Global Leadership Team composition

In July 2023, Chief Customer Officer Juha Kivikoski announced that he will leave the company. CEO Juhani Hintikka assumed the CCO role in interim. New Chief Customer Officer Lasse Gerdt started on 1 January 2024.

In December, Chief Technology Officer Tim Orchard announced that he will leave the company. CTO role will be included in the Chief Product Officer role going forward. In October 2023, WithSecure announced strategy changes which impact the operating model of the company. Cyber security consulting will operate as a separate business unit, led by Scott Reininga. Other parts of the Solutions business unit will be transferred to other units of the company. All changes became applicable on 1 January 2024.

At the end of the year, the composition of the Global Leadership Team was the following: Juhani Hintikka (President and CEO, acting CCO), Christine Bejerasco (CISO), Charlotte Guillou (Chief People Officer), Tom Jansson (Chief Financial Officer), Antti Koskela (CPO), Tim Orchard (CTO), Scott Reininga (EVP, Solutions, became EVP, Consulting on 1 January 2024), Tiina Sarhimaa (CLO) and Ari Vanttinen (CMO).

Non-current members

Juha Kivikoski

Chief Customer Officer – until August 2023

Tim Orchard

Chief Technology Officer – until December 2023

WithSecure shares owned by the members of the Global Leadership Team

Executive team	Shareholding	
	31 December 2023	31 December 2022
Juhani Hintikka	612,670	612,670
Tom Jansson	61,267	61,267
Christine Bejerasco	90,517	70,485
Ari Vanttinen	61,267	61,267
Antti Koskela	63,767	63,767
Tiina Sarhimaa	77,583	57,551
Charlotte Guillou	61,267	61,267
Scott Reininga	73,621	73,621