

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for WithSecure Limited.

At WithSecure, we exist to build trust in society and to keep people and businesses safe. Our purpose is built on high ethical practices, and we adhere to high standards including our commitment to combatting slavery and human trafficking. To ensure that slavery and human trafficking have no place in our business, we are committed to protect and promote human rights while complying with trade regulations and requirements.

The UK Modern Slavery Act requires our business to disclose the efforts we have taken to ensure that our business operations and supply chain are free from slavery and human trafficking.

Organisation's structure

We produce a wide range of IT security products and provide information security consultancy and managed services, both through a reseller channel and directly to businesses. We recruit industry experts while keeping a focus on growing the next generation of cyber security professionals. Our experts continually disrupt the industry. Their research-led approach, victories at professional hacking contests, and talks at conferences win respect around the globe.

The parent company is WithSecure Oyj, listed on NASDAQ OMX (Helsinki), with its head office in Finland. At the end of 2021, the Group had over 1,650 employees operating from over 20 offices in 20 countries across Europe, the America's and the Asia-Pacific region. The Group had a global turnover of €236 million. Our business in the United Kingdom comes from local legal entity WithSecure Limited and may include sales from other overseas entities into the United Kingdom. Further information on the governance structure can be found here: <https://www.withsecure.com/gb-en/about-us/investor-relations/governance>

WithSecure's policies on slavery and human trafficking

WithSecure are committed to ensuring that there is no modern slavery or human trafficking in its supply chains, employment practises, or in any part of the business. The guidance available to employees reflects the commitment to acting ethically in business relationships and to implementing and enforcing effective controls that ensure slavery and human trafficking is not taking place.

The WithSecure Code of Conduct states that we comply with trade laws that impact its operations, including export control and international sanctions regulations. WithSecure abide by responsible disclosure practices that help people and organisations defend themselves against hostile actors. WithSecure are transparent in its operations and cooperate with the authorities to ensure compliance with laws and regulations. The Code of Conduct, adopted by the Board of Directors, states the expectation that all employees and business partners are committed to upholding the fundamental human rights of others. Each employee must undertake training and pass an assessment to demonstrate their awareness of these principles.

WithSecure honour internationally recognised human rights standards, including the right to freedom of opinion and expression, as well as the right to freedom of conscience and religion. WithSecure aim to protect people's digital lives and, among other things, help schools, hospitals, and even cities to create safe networks. WithSecure actively ensure safe and healthy working conditions and do not tolerate any use of child labour, any form of forced labour, or any other human rights violations.

Supply chains

All goods and services are produced or provided by WithSecure employees and officers, who are professionally and legitimately employed within the scope of the conventional legal frameworks of states founded upon liberal and democratic values. In cases which utilise resellers or other third-party partners to deliver products and services, WithSecure ensure that they are reputable organisations from countries with analogous legal systems which are dedicated to the same values. WithSecure enter into contracts with suppliers, which have certain obligations, for example that they and any subcontractors shall comply with applicable laws. For key suppliers, a due diligence assessment may be undertaken. If issues are identified, appropriate investigative and remedial actions will be taken.

As part of our initiative to identify and mitigate risk, WithSecure have in place systems to:

- Identify and assess potential risk areas in its supply chains.
- Mitigate the risk of slavery and human trafficking occurring in supply chains.
- Monitor potential risk areas in supply chains.
- Protect whistle-blowers.

The Board of Directors and the Human Resources, Finance and Legal departments have established necessary processes and policies to achieve compliance with supply chain and anti-slavery commitments. The Board of Directors of the UK entity, WithSecure Limited, have approved this Statement on 3rd May 2022.

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Juhani Hintikka, CEO and Chairman
WithSecure Oyj
Date: 04-05-2022

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Ed Parsons, Director
WithSecure Limited
Date: 04-05-2022