

***UNOFFICIAL TRANSLATION***

**ANNUAL GENERAL MEETING OF F-SECURE CORPORATION**

**Time:** Wednesday 1 April 2025 at 12:00 p.m. (EET)

**Venue:** Headquarters of F-Secure Corporation, Tammasaarenkatu 7, Helsinki

**Present:** Shareholders included in the list of votes adopted at the meeting (Appendix 1) were represented or present at the meeting.

In addition, all members of the Board of Directors, the CEO, the company's auditor, meeting officers as well as members of the personnel and senior management of F-Secure Corporation were present at the meeting.

**1  
OPENING OF THE GENERAL MEETING**

The Chair of the company's Board of Directors, Pertti Ervi, opened the meeting at 12:00 p.m. and welcomed the shareholders to the meeting.

**2  
CALLING THE GENERAL MEETING TO ORDER**

Attorney-at-law Riikka Rannikko was elected Chair of the Annual General Meeting and she called upon Antti Lavonen, General Counsel, to act as secretary.

The Chair explained the procedures for addressing the matters on the agenda of the meeting.

It was noted that the meeting was held in Finnish.

It was noted that the shareholders who had registered for the meeting have also been offered the opportunity to follow the meeting through a webcast. It had been possible to ask questions during the CEO's review, which was not, however, considered an official participation or exercise of the shareholder's right to speak and ask questions in the General Meeting.

It was noted that shareholders had had the opportunity to exercise their voting rights by voting in advance in the manner set out in the notice to the Annual General Meeting. Also, all the custodians representing nominee-registered shareholders had participated in the voting on behalf of the shareholders they represented. An agenda item subject to advance voting was considered to have been presented unchanged to the Annual General Meeting. With regard to advance votes, it was also noted that if a full counting of votes was not carried out on an item, the number of opposing votes and, in the case of qualified majority voting, also the number of abstaining votes on each item would be recorded in the minutes. Insofar as there has been presented opposing votes without counterproposals on such

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agenda that cannot be opposed without presenting a counterproposal, such votes would not be formally taken into account as opposing votes to the proposed decision and would not be recorded in the minutes at the proper agenda items. A summary list of the advance votes was attached to the minutes (Appendix 2).

**3**

**ELECTION OF THE PERSONS TO SCRUTINISE THE MINUTES AND TO SUPERVISE THE COUNTING OF VOTES**

Dan Puha and Sami Nevalainen were elected to scrutinise the minutes and Heidi Pääjärvi and Henri Mannerjoki were elected to supervise the counting of votes.

**4**

**RECORDING THE LEGALITY OF THE GENERAL MEETING**

It was noted that the notice to the Annual General Meeting, the documents concerning the annual accounts and the remuneration report had been published by stock exchange releases on 27 February 2025 and had been available on the company's website since that day. It was recorded that the meeting documents had been available at least three weeks before the Annual General Meeting in the manner set out in the Finnish Companies Act.

It was noted that the Annual General Meeting had been convened in accordance with the Articles of Association and the provisions of the Finnish Companies Act and that the meeting was therefore lawfully convened and constituted a quorum.

The notice to the Annual General Meeting was attached to the minutes (Appendix 3).

**5**

**RECORDING THE ATTENDANCE AND ADOPTION OF THE LIST OF VOTES**

It was noted that those shareholders who had duly registered for the Annual General Meeting before the end of the registration period and who had the right to participate in the Annual General Meeting in accordance with Chapter 5, Sections 6 and 6 a of the Finnish Companies Act and who had either voted in advance during the advance voting period or participated in the Annual General Meeting at the meeting venue were deemed shareholders participating in the meeting.

The Chair presented a list recording the attendance at the beginning of the meeting and a list of votes, according to which 145 shareholders were represented in the meeting, either having voted in advance or present at the meeting venue in person, by statutory representative or by proxy. It was recorded that 116,357,357 shares and votes were represented at the beginning of the meeting, which constitutes approximately 66,6 % of all the shares and votes in the company.

It was noted that Innovatics Ltd had compiled a list of shareholders registered for the meeting based on information provided by Euroclear Finland Oy. The company had not become aware of any technical or other problems regarding the advance voting. The right of shareholders, who had voted in advance, to participate in the meeting and the correctness of the vote count had thus been verified in a reliable manner.

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A list recording the attendance at the beginning of the meeting and a list of votes was attached to the minutes (Appendix 1). It was noted that the list of votes would be updated to correspond to the attendance at the beginning of a possible vote.

**6**

**PRESENTATION OF THE ANNUAL ACCOUNTS, THE CONSOLIDATED ANNUAL ACCOUNTS, THE REPORT OF THE BOARD OF DIRECTORS AND THE AUDITOR'S REPORT FOR THE YEAR 2024**

The Chair noted that F-Secure Corporation's annual accounts, consolidated annual accounts, report of the Board of Directors including the sustainability report, the auditor's report and the assurance report on sustainability reporting had been available to the shareholders on the company's website as of 27 February 2025, in addition to which they were also available at the meeting.

The CEO Timo Laaksonen presented the CEO's review and the company's auditor, Samuli Perälä, presented the auditor's report and the assurance report on sustainability reporting.

The financial statements, the auditor's report, and the assurance report on sustainability reporting were attached to the minutes (Appendix 4), (Appendix 5), and (Appendix 6).

It was recorded that the annual accounts, consolidated annual accounts, report of the Board of Directors and the auditor's report for the year 2024 had been presented to the Annual General Meeting.

**7**

**ADOPTION OF THE ANNUAL ACCOUNTS AND THE CONSOLIDATED ANNUAL ACCOUNTS**

The Annual General Meeting adopted the annual accounts and consolidated annual accounts.

It was recorded, that in this item there were 0 opposing votes from the shareholders who voted in advance.

**8**

**RESOLUTION ON THE USE OF THE PROFIT SHOWN ON THE BALANCE SHEET AND THE PAYMENT OF DIVIDEND**

It was noted that the Board of Directors had proposed to the Annual General Meeting that based on the balance sheet for the financial year ended on 31 December 2024, a dividend of EUR 0.04 per share be paid. The dividend would be paid in two installments.

The first dividend installment of EUR 0.02 per share would be paid to shareholders who are registered in the company's shareholders' register, maintained by Euroclear Finland Oy, on the record date of the first dividend installment on 3 April 2025. The Board of Directors had proposed to the Annual General Meeting that the first dividend installment be paid on 10 April 2025.

The second dividend installment of EUR 0.02 per share would be paid to shareholders who are registered in the company's shareholders' register, maintained by Euroclear Finland Oy, on the record date of the second dividend installment on 7 October 2025. The

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Board of Directors had proposed to the Annual General Meeting that the second dividend installment be paid on 14 October 2025.

The Board of Directors had further proposed that the Annual General Meeting would authorize the Board of Directors to resolve, if necessary, on a new record date and date of payment for the second dividend installment, should the rules of Euroclear Finland Oy or statutes applicable to the Finnish book-entry system be amended or should other rules or obligations binding upon the company so require.

The Annual General Meeting resolved on the payment of dividend in accordance with the proposal of the Board of Directors.

It was recorded, that in this item there were 0 opposing votes from the shareholders who voted in advance.

**9**

**RESOLUTION ON THE DISCHARGE OF THE MEMBERS OF THE BOARD OF DIRECTORS AND THE CEO FROM LIABILITY**

It was noted that the discharge from liability was regarding all persons having acted as members of the Board of Directors or the CEO during the financial year 1 January 2024 - 31 December 2024. These persons are:

- Pertti Ervi
- Thomas Jul
- Risto Siilasmaa
- Petra Teräsaho
- Tommi Uitto (as of 13 March 2024)
- Katja Kuusikumpu (as of 13 March 2024)
- Madeleine Lassoued (until 13 March 2024)
- Sami Salonen (until 13 March 2024)
- Timo Laaksonen

The Annual General Meeting resolved to discharge the members of the Board of Directors and the CEO from liability for the financial year 1 January 2024 - 31 December 2024.

It was recorded, that in this item there were 0 opposing votes from the shareholders who voted in advance.

**10**

**ADVISORY RESOLUTION ON THE ADOPTION OF THE REMUNERATION REPORT FOR GOVERNING BODIES**

It was recorded that the remuneration report had been available to shareholders on the company's website from 27 February 2025 onwards.

Pertti Ervi, the Chair of the Board of Directors, presented the remuneration report for governing bodies.

The remuneration report was attached to the minutes (Appendix 7).

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Pertti Ervi, the Chair of the Board of Directors, answered a question on the performance indicators used by the company as criteria for the CEO's remuneration.

The Annual General Meeting resolved to adopt the 2024 remuneration report. The resolution was advisory.

It was recorded, that in this item there were 23,199,081 opposing votes from the shareholders who voted in advance.

**11**

**RESOLUTION ON THE REMUNERATION OF THE MEMBERS OF THE BOARD OF DIRECTORS**

It was noted that the Board's Personnel and Nomination Committee had proposed to the Annual General Meeting that the remuneration of the members of the Board would be as follows: EUR 80,000 annually for the Chair of the Board of Directors, EUR 38,000 annually for the external members of the Board of Directors, EUR 12,667 for members employed by F-Secure, EUR 10,000 additional remuneration for the Audit Committee Chair, EUR 4,000 additional remuneration for the Personnel and Nomination Committee Chair, EUR 2,000 additional remuneration for the Audit Committee members, and EUR 2,000 additional remuneration for the Personnel and Nomination Committee members.

In addition, the Board's Personnel and Nomination Committee had proposed that approximately 40% of the remuneration would be paid as shares in the company repurchased from the market or as treasury shares held by the company. The company would pay any transfer tax levied on the repurchase of shares. The company would repurchase the shares or transfer shares held by the company as treasury shares in the name and on behalf of the members of the Board of Directors.

It was further proposed that the travel expenses and other costs of the members of the Board of Directors directly related to board work would be paid in accordance with the company's policy in force from time to time and that each member of the Board of Directors of F-Secure is paid a predetermined travel fee in addition to travel expenses for meetings held outside their country of residence as follows. A separate meeting fee of EUR 1,000 would be paid to the Board members travelling from another country to an on-site meeting within the European continent. If inter-continental travel is required, the fee would be EUR 2,000. No separate meeting fee would be paid to members of the Board of Directors employed by the company.

The Annual General Meeting resolved on the remuneration of the members of the Board of Directors in accordance with the proposal of the Board's Personnel and Nomination Committee.

It was recorded, that in this item there were 9,433 opposing votes from the shareholders who voted in advance.

**12**

**RESOLUTION ON THE NUMBER OF MEMBERS OF THE BOARD OF DIRECTORS**

It was noted that the Board's Personnel and Nomination Committee had proposed to the Annual General Meeting that the number of members of the Board of Directors would be seven (7).

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The Annual General Meeting resolved, in accordance with the proposal of the Board's Personnel and Nomination Committee, that the number of members of the Board of Directors shall be seven (7).

It was recorded, that in this item there were 0 opposing votes from the shareholders who voted in advance.

**13**

**ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS**

It was noted that the Board's Personnel and Nomination Committee had proposed to the Annual General Meeting that of the current members of the Board of Directors, Pertti Ervi, Petra Teräsaho, and Tommi Uitto would be re-elected to the Board of Directors. Further, the Board's Personnel and Nomination Committee had proposed to the Annual General Meeting that Alessandro Adriani, Roxana Diaconescu, Cornelia Schaurecker, and Rachit Mittal, who belongs to the personnel of the corporation, would be elected as new members of the Board of Directors.

Thomas Jul and Risto Siilasmaa had announced, that they were not available for re-election.

In addition, it was noted that all candidates had given their consent to the election. All candidates were independent of the company's major shareholders. All candidates were independent of the company with the exception of Rachit Mittal, who is himself an employee of the company. The members of the Board of Directors will elect a Chair from their number.

Alessandro Adriani, Roxana Diaconescu, Cornelia Schaurecker, and Rachit Mittal, the new candidates, introduced themselves to the Annual General Meeting.

The Annual General Meeting resolved to elect the members of the Board of Directors in accordance with the proposal of the Board's Personnel and Nomination Committee for the term of office ending at the end of the next Annual General Meeting.

It was recorded, that in this item there were 15,628 opposing votes from the shareholders who voted in advance.

**14**

**RESOLUTION ON THE REMUNERATION OF THE AUDITOR**

It was noted that the Board of Directors, upon recommendation of the Audit Committee, had proposed to the Annual General Meeting that the remuneration to the company's auditor would be paid in accordance with the invoice approved by the company.

The Annual General Meeting resolved in accordance with the proposal that the remuneration of the auditor be paid in accordance with the invoice approved by the company.

It was recorded, that in this item there were 1,588 opposing votes from the shareholders who voted in advance.

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**15**

**ELECTION OF THE AUDITOR**

It was noted that, the Board of Directors, upon recommendation of the Audit Committee, had proposed to the Annual General Meeting that audit firm PricewaterhouseCoopers Oy be re-elected as auditor of the company. PricewaterhouseCoopers Oy had stated that Mr Samuli Perälä, APA, would be appointed as the company's responsible auditor.

The Annual General Meeting resolved in accordance with the proposal that audit firm PricewaterhouseCoopers Oy be re-elected as the company's auditor.

It was recorded, that in this item there were 1,588 opposing votes from the shareholders who voted in advance.

**16**

**RESOLUTION ON THE REMUNERATION OF THE SUSTAINABILITY REPORTING ASSURANCE PROVIDER**

It was noted that the Board of Directors, upon recommendation of the Audit Committee, had proposed to the Annual General Meeting that the remuneration to the company's sustainability reporting assurance provider would be paid in accordance with the invoice approved by the company.

The Annual General Meeting resolved in accordance with the proposal that the remuneration of the sustainability reporting assurance provider be paid in accordance with the invoice approved by the company.

It was recorded, that in this item there were 1,588 opposing votes from the shareholders who voted in advance.

**17**

**ELECTION OF THE SUSTAINABILITY REPORTING ASSURANCE PROVIDER**

It was noted that, the Board of Directors, upon recommendation of the Audit Committee, had proposed to the Annual General Meeting that sustainability audit firm PricewaterhouseCoopers Oy be re-elected as auditor of the company. PricewaterhouseCoopers Oy had stated that Mr Samuli Perälä, Authorized Sustainability Auditor, will be appointed as the Company's responsible authorized sustainability auditor.

The Annual General Meeting resolved in accordance with the proposal that sustainability audit firm PricewaterhouseCoopers Oy be elected as the company's sustainability reporting assurance provider.

It was recorded, that in this item there were 1,588 opposing votes from the shareholders who voted in advance.

**18**

**AMENDMENT OF THE ARTICLES OF ASSOCIATION**

It was noted that, the Board of Directors had proposed to the Annual General Meeting that Article 7 and Article 11 of the Company's Articles of Association currently in force be amended to read as follows:

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*" 7 Auditor and sustainability reporting assurance provider*

*The company has an auditor that must be an audit firm as referred to in the Finnish Auditing Act. The Company's sustainability reporting assurance provider must be a sustainability audit firm, whose responsible sustainability auditor must be an authorized sustainability auditor. The term of office of the auditor and the sustainability reporting assurance provider expires at the end of the first annual general meeting following the election."*

*"11 Annual General Meeting*

*The annual general meeting shall be held within a period of six months from the end of the financial period, on a date and at a time determined by the board of directors.*

*The annual general meeting shall be presented with:*

*(a) the financial statements, which include the consolidated financial statements, and the annual report, and*

*(b) the auditor's report,*

*decide on:*

*(c) the adoption of the financial statements,*

*(d) the measures for which the profit or loss shown on the balance sheet gives reason,*

*(e) the discharge of the members of the board of directors and the managing director from liability,*

*(f) the number of members of the board of directors, and*

*(g) the remuneration of the members of the board of directors, the auditor, and the sustainability reporting assurance provider,*

*elect:*

*(h) the members of the board of directors,*

*(i) the auditor and*

*(j) the sustainability reporting assurance provider, and*

*attend to:*

*(k) any other matters included in the notice convening the meeting."*



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It was recorded, that in this item there were 0 opposing votes and 0 abstaining votes from the shareholders who voted in advance.

**19**

**AUTHORIZING THE BOARD OF DIRECTORS TO DECIDE ON THE REPURCHASE OF THE COMPANY'S OWN SHARES**

It was noted that the Board of Directors had proposed that the Board of Directors be authorized by the Annual General Meeting to decide on the repurchase of a maximum of 10,000,000 of the company's own shares in one or more instalments with funds belonging to the company's unrestricted equity. This number of shares corresponds to approximately 5.72% of the company's total number of shares on the date of the notice to the Annual General Meeting.

The authorization entitles the Board of Directors to decide on the repurchase also in deviation from the proportional holdings of the shareholders (directed repurchase). The authorization comprises the repurchase of shares either in the public trading or otherwise in the market on the trading price determined for the shares in public trading on the date of purchase, or with a purchase offer to the shareholders in which case the repurchase price must be the same for all shareholders. The company's own shares shall be repurchased to be used for carrying out acquisitions or implementing other arrangements related to the company's business, for optimising the company's capital structure, as part of the implementation of the company's incentive scheme or otherwise to be transferred further or cancelled. The authorization includes the right of the Board of Directors to decide on all other terms related to the repurchase of the company's own shares.

The authorization had been proposed to be valid until the conclusion of the next Annual General Meeting, in any case until no later than 30 June 2026.

The authorization would cancel the company's prior authorizations concerning the repurchase of the company's own shares.

The Annual General Meeting resolved to authorize the Board of Directors to decide on the repurchase of the company's own shares in accordance with the proposal of the Board of Directors.

It was recorded, that in this item there were 9,433 opposing votes and 0 abstaining votes from the shareholders who voted in advance.

**20**

**AUTHORIZING THE BOARD OF DIRECTORS TO DECIDE ON THE ISSUANCE OF SHARES AND SPECIAL RIGHTS ENTITLING TO SHARES**

It was noted that the Board of Directors had proposed that the Annual General Meeting authorise the Board of Directors to decide on issuance, in one or more instalments, of new shares or shares possibly held by the company through share issue and/or issuance of option rights or other special rights entitling to shares, referred to in Chapter 10, Section 1 of the Finnish Companies Act, so that by virtue of the authorization altogether 17,000,000 shares may be issued and/or conveyed at the maximum. This number of shares corresponds to approximately 9.73% of the company's total number of shares on the date of the notice to the Annual General Meeting.

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The authorization has been proposed to be used for the financing or execution of potential acquisitions or other arrangements or investments relating to the company's business, for the implementation of the company's incentive scheme or for other purposes subject to the Board of Directors' decision.

The authorization has been proposed to entitle the Board of Directors to decide on all terms and conditions of the share issue and the issuance of special rights referred to in Chapter 10, Section 1 of the Finnish Companies Act. The authorization thus includes the right to issue shares also in a proportion other than that of the shareholders' current shareholdings in the company under the conditions provided in law, the right to issue shares against payment or without charge as well as the right to decide on a share issue without payment to the company itself, subject to the provisions of the Finnish Companies Act on the maximum amount of treasury shares.

The Board of Directors had proposed that the authorization be valid until the conclusion of the following Annual General Meeting, however, at the latest until 30 June 2026. The authorization would cancel the company's prior authorizations concerning the issuance of shares and special rights entitling to shares.

The Annual General meeting resolved to authorise the Board of Directors to decide on the issuance of shares and special rights entitling to shares in accordance with the proposal of the Board of Directors.

It was recorded, that in this item there were 0 opposing votes and 0 abstaining votes from the shareholders who voted in advance.

**21  
CLOSING OF THE MEETING**

It was recorded that the resolutions of the Annual General Meeting had been supported by all shareholders present unless otherwise indicated in the minutes.

The Chair noted that all of the matters mentioned in the notice to the Annual General Meeting had been addressed and that the minutes would be available on the company's website as from 15 April 2025 at the latest.

The Chair closed the meeting at 1:07 p.m.

**MINUTES  
NO. 1/2025**

**F-SECURE CORPORATION (3269349-7)  
ANNUAL GENERAL MEETING  
1 APRIL 2025**

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Chair of the Annual General Meeting:

RIIKKA RANNIKKO

In fidem:

ANTTI LAVONEN

Minutes scrutinised and approved:

DAN PUHA

Minutes scrutinised and approved:

SAMI NEVALAINEN

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**APPENDICES**

Appendix 1 List of votes

Appendix 2 Summary of the advance votes

Appendix 3 Notice to the Annual General Meeting

Appendix 4 Financial statement documents

Appendix 5 Auditor's report

Appendix 6 Assurance report on sustainability reporting

Appendix 7 Remuneration report for governing bodies