

DECISION PROPOSALS TO THE ANNUAL GENERAL MEETING OF F-SECURE CORPORATION (THE “COMPANY”) TO BE HELD ON 1 APRIL 2025

Resolution on the use of the profit shown on the balance sheet and the payment of dividend

(agenda item 8)

F-Secure Corporation's dividend policy is to aim to pay around or above 50 percent of its net profit as dividends on an annual basis, which can be adjusted as long as leverage is higher than the targeted level. On 31 December 2024 distributable funds of F-Secure Corporation were EUR 13.7 million. As the leverage (3.1x) is above the target level (2.5x), the Board of Directors proposes to the Annual General Meeting 2024 that a dividend of EUR 0.04 per share to be paid. Earnings per share (EPS) for the period January–December 2024 was EUR 0.12, and the proposed dividend is 33.2% of the group January–December 2024 earnings.

The dividend would be paid in two instalments as follows:

- The first dividend instalment 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 instalment on 3 April 2025. The Board of Directors proposes to the Annual General Meeting that the first dividend instalment be paid on 10 April 2025.
- The second dividend instalment 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 instalment on 7 October 2025. The Board of Directors proposes that the second dividend instalment be paid on 14 October 2025. The Board of Directors further proposes that the Annual General Meeting would authorise the Board of Directors to resolve, if necessary, on a new record date and date of payment for the second dividend instalment, 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.

Advisory resolution on the adoption of the remuneration report for governing bodies

(agenda item 10)

The remuneration report for governing bodies is available on the Company's website at https://investors.f-secure.com/en/investors/corporate_governance/annual_general_meeting_2025 as of 27 February 2025.

The Board of Directors proposes that the 2024 remuneration report for governing bodies be adopted. The resolution is of an advisory nature according to the Finnish Companies Act.

Resolution on the remuneration of the members of the Board of Directors

(agenda item 11)

The Personnel and Nomination Committee proposes to the Annual General Meeting that the following annual remuneration be paid to the members of Board of Directors to be elected at the Annual General Meeting:

- 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.

The proposed annual fee and the fees for Committee work correspond to the current remuneration, with the exception of the additional remuneration for Personnel and Nomination Committee Chair and members of the Audit Committee and Personnel and Nomination Committee.

The Personnel and Nomination Committee proposes that approximately 40 percent of the remuneration be paid as shares in the Company repurchased from the market or as treasury shares held by the Company. The Company will pay any transfer tax levied on the repurchase of shares. The Company will repurchase the shares or transfer shares held by the Company as treasury shares on the name and on behalf of the members of the Board of Directors.

Further, the Personnel and Nomination Committee proposes that the travel expenses and other costs of the members of the Board of Directors directly related to board work are 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 is 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 is EUR 2,000.
- No separate meeting fee will be paid to members of the Board of Directors employed by the Company.

Resolution on the number of members of the Board of Directors

(agenda item 12)

The Board's Personnel and Nomination Committee proposes to the Annual General Meeting that the number of members of the Board of Directors be seven (7).

However, should any number of the candidates proposed by the Board's Personnel and Nomination Committee for any reason not be available for election to the Board of Directors at the Annual General Meeting, the proposed number of members shall be decreased accordingly.

Election of members of the Board of Directors

(agenda item 13)

The Board's Personnel and Nomination Committee proposes to the Annual General Meeting that of the current members of the Board of Directors, Pertti Ervi, Petra Teräsaho and Tommi Uitto are to be re-elected. In addition, the Board's Personnel and Nomination Committee proposes to the Annual General Meeting that Alessandro Adriani, Roxana Diaconescu, Rachit Mittal, and Cornelia Schaurecker be elected as new members of the Board of Directors.

Alessandro Adriani (b. 1971) is a seasoned senior leader with over 25 years of experience in global telecom and B2B tech companies in various CEO and SVP positions. Alessandro has played key roles in major telecom operators' subsidiaries, including Deutsche Telekom, Singtel, and Vodafone Group. His most recent role was SVP B2B Sales at British Telecom in London. Alessandro brings a strong global technology and telecoms perspective as well as an extensive network of contacts to F-Secure, in addition to which his expertise in APAC markets is particularly valuable. He is an Italian citizen and currently resides in the UK.

Roxana Diaconescu (b. 1974) is an experienced technology leader with over 25 years of experience scaling products and teams across a variety of industries. She has worked at pioneering technology companies

in Silicon Valley, including Yahoo, Expedia, Uber and Meta (Facebook) and has extensive experience with different cultures and markets. Roxana brings significant expertise in building and managing complex IT systems, supporting our strategy to serve the world's largest operators. She is a Romanian citizen and currently lives in the UK.

Cornelia Schaurecker (b. 1977) is a visionary leader in AI, big data, as well as cloud technologies with over 24 years of experience in the automotive, telecommunications, and private equity sectors. She has served as a strategic advisory at Bain, Capgemini, and Airbus. In her most recent role as Global Group Director of Big Data and AI at Vodafone Group, she developed AI and big data products providing her with deep insight into Tier 1 operators. Schaurecker brings strong expertise in AI and big data to the Board, complemented by background serving as BMW Group's Vice President of EMEA. She is an Austrian citizen.

Of the current members, Thomas Jul and Risto Siilasmaa have informed that they are not available for re-election to the Board.

According to the corporate governance statement issued by the Company, one of the members annually elected to the Board of Directors also belongs to the personnel of the Company's group. The personnel of the Company annually vote for three Board member candidates from among themselves (excluding members of the Company's Leadership Team). Of the three candidates, the Board's Personnel and Nomination Committee chooses one candidate to be proposed for election as a member of the Board of Directors by the Annual General Meeting.

The Board's Personnel and Nomination Committee proposes to the Annual general meeting that Rachit Mittal, who belongs to the personnel of the corporation, is to be elected as a new member of the Board of Directors. According to the corporate governance statement issued by the Company, the term of office of a member belonging to the personnel of the corporation is limited to one year and it is therefore proposed that Rachit Mittal replaces Katja Kuusikumpu, who was elected in the previous Annual General Meeting.

Rachit Mittal (b. 1981) is a senior leader renowned for his extensive experience in leading engineering teams and aligning business and technology strategies across multiple industries. Over the past 20 years, he has been instrumental in delivering innovative software solutions, particularly in the realm of mobile applications. He has held pivotal roles at Motorola Mobility and Lookout Life, and currently serves as the Director of Engineering, Scam Protection at F-Secure. Rachit Mittal is an Indian citizen.

All candidates have given their consent to the election. All the board member candidates are independent of the Company's major shareholders. All candidates are 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.

The proposed members of the Board of Directors are presented on the Company's website at https://www.investors.f-secure.com/en/investors/corporate_governance/annual_general_meeting_2025.

Should any of the candidates presented above for any reason not be available for election to the Board of Directors at the Annual General Meeting, the remaining available candidates are proposed to be elected in accordance with the proposal by the Board's Personnel and Nomination Committee.

Resolution on the remuneration of the auditor

(agenda item 14)

Upon recommendation of the Audit Committee, The Board of Directors proposes 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.

Election of the auditor

(agenda item 15)

Upon recommendation of the Audit Committee, the Board of Directors proposes to the Annual General Meeting, that audit firm PricewaterhouseCoopers Oy, be re-elected as auditor of the Company. PricewaterhouseCoopers Oy has stated that Mr Samuli Perälä, Authorized Public Accountant, will be appointed as the Company's responsible auditor.

Resolution on the remuneration of the sustainability reporting assurance provider
(agenda item 16)

Upon recommendation of the Audit Committee, The Board of Directors proposes 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.

Election of the sustainability reporting assurance provider
(agenda item 17)

Upon recommendation of the Audit Committee, the Board of Directors proposes to the Annual General Meeting, that the sustainability audit firm PricewaterhouseCoopers Oy be elected as the sustainability reporting assurance provider of the Company. PricewaterhouseCoopers Oy has stated that Mr Samuli Perälä, Authorized Sustainability Auditor, will be appointed as the Company's responsible authorised sustainability auditor.

Amendment of the Articles of Association
(agenda item 18)

The Board of Directors proposes that Article 7 of the Company's Articles of Association be amended so that in addition to the auditor, the Company has a sustainability reporting assurance provider.

Article 7 of the Articles of Association would read as follows:

"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."

The Board of Directors further proposes that Article 11 of the Company's Articles of Association be amended so that the Annual General Meeting shall, in addition to the provisions of Article 11 of the Articles of Association currently in force, elect the sustainability auditor and decide on the remuneration of the sustainability auditor.

The amended Article 11 of the Articles of Association would read as follows:

"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.”

Authorising the Board of Directors to decide on the repurchase of the Company's own shares

(agenda item 19)

The Board of Directors proposes that the Board of Directors be authorised 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 authorisation entitles the Board of Directors to decide on the repurchase also in deviation from the proportional holdings of the shareholders (directed repurchase). The authorisation 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 authorisation 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 authorisation is proposed to be valid until the conclusion of the next Annual General Meeting, in any case until no later than 30 June 2026. The authorisation cancels the Company's prior authorisations concerning the repurchase of the Company's own shares.

Authorising the Board of Directors to decide on the issuance of shares and special rights entitling to shares

(agenda item 20)

The Board of Directors proposes that the Annual General Meeting authorises 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 authorisation 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.

It is proposed that the authorisation 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.

It is proposed that the authorisation entitles 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 authorisation 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 proposes that the authorisation will be valid until the conclusion of the following Annual General Meeting, however, at the latest until 30 June 2026. The authorisation cancels the Company's prior authorisations concerning the issuance of shares and special rights entitling to shares.