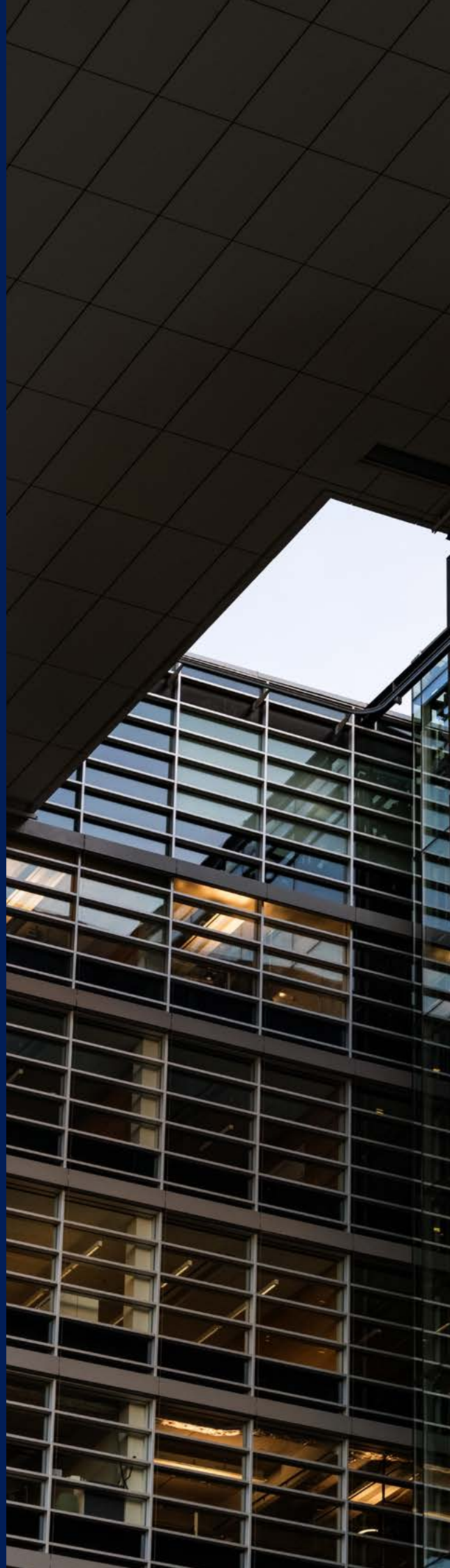


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AI Policy Statement

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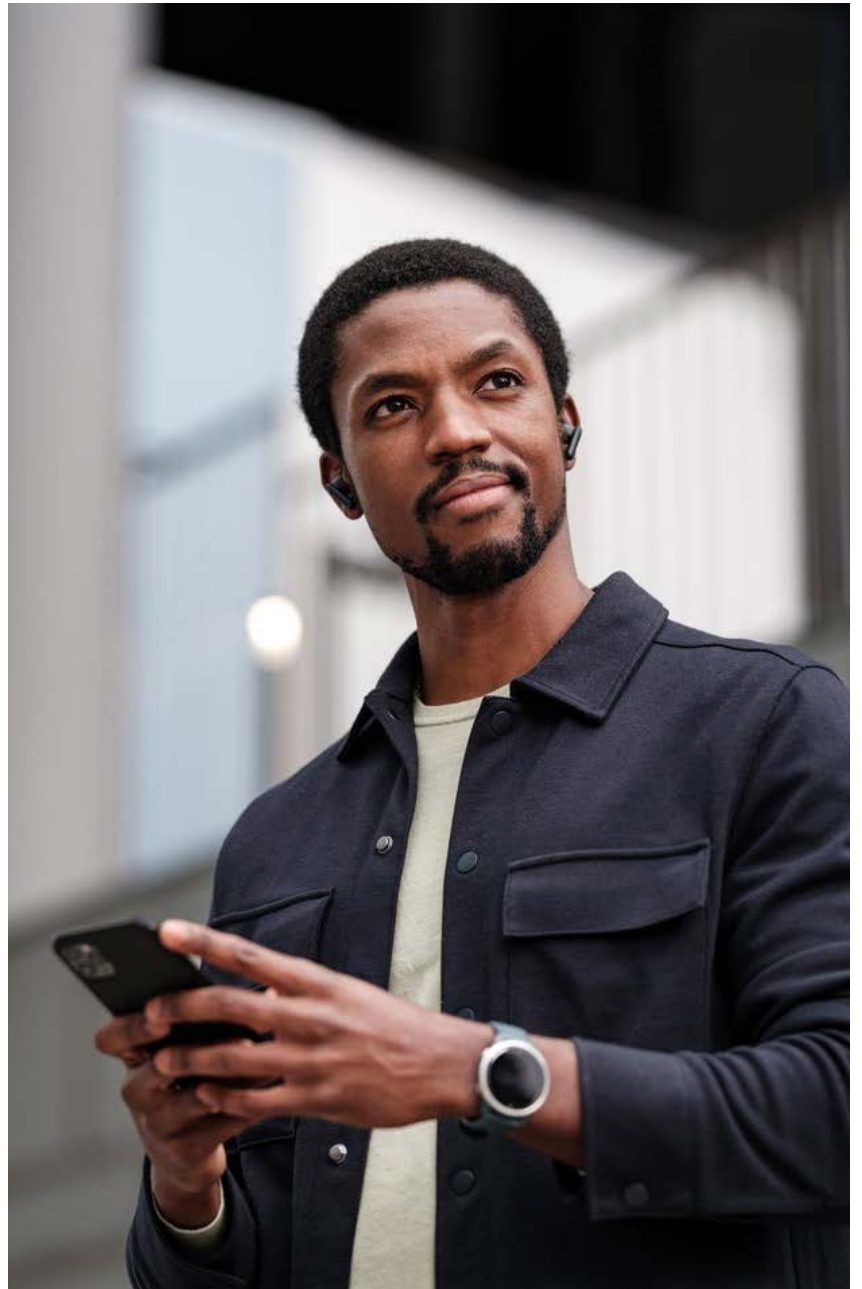
Purpose

The purpose of the AI Policy is to ensure that the benefits of AI applications are maximized while mitigating the potential costs and risks to humans, business, and society, through responsible production, delivery and consumption of AI.

The AI Policy governs the selection, development, deployment and utilization of all types of Artificial Intelligence, in alignment with the EU AI Act, and Responsible AI principles and in alignment with the company's human rights commitments.

AI in the context of this Policy refers to all development, deployment and utilization of computer systems for automatic data-driven decision making and automation of previously human performed tasks, including Machine Learning, Natural Language Processing, or computer vision. The definition includes autonomous acting systems and assisting technology concepts that cooperate actively with humans.

This Policy covers all activities where AI is a component of products and services either internally or externally used, sourced externally, part of customer project deliveries or standard product and service offerings.



Objectives

The main objectives of this Policy are:



Establish a culture of responsible AI: Promote awareness and understanding of ethical and responsible considerations in development, deployment and utilization of AI at organizational and individual level.



Identify and mitigate risks: Proactively identify and address potential risks and harmful impacts of AI-based decisioning or automation on customers, partners, employees, and society at large during the development, deployment and utilization of AI solutions.



Instill trust: Establish effective internal governance structures for oversight, responsibility, accountability and security of AI solutions.



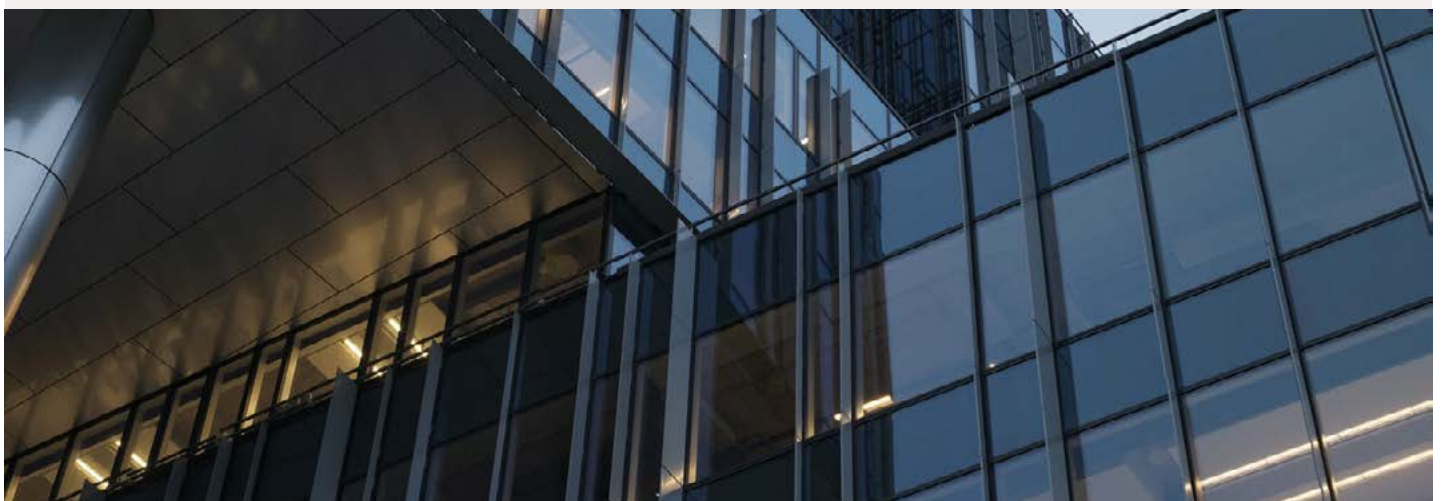
Ensure compliance: Ensure compliance with applicable legal, customers and regulatory requirements standards and obligations while upholding alignment to the company's values.



Follow a user-centric approach: Prioritizing human oversight and empowerment, protecting user rights and privacy, and upholding responsible practices to safeguard company's reputation and brand.



Promote continuous improvement and adaptation: Monitoring technological advancements to ensure AI systems remain robust and up to date in light of evolving ethical considerations and regulatory and legal requirements.



Principles

The AI Policy defines the following principles:

01 Acceptable

AI solutions are governed according to their risk levels in adherence to internal and external requirements and only approved AI technologies and third-party solutions are considered for development, deployment and utilization.

02 Valuable

AI solutions strive for benefits that outweigh the associated risks, aiming for positive impacts on the company, customers, and society. Potential development and usage of AI technologies is evaluated considering a broad range of social, environmental and economic factors and risks, including the company values, commitment to ethical conduct and compliance with internal and external requirements.

03 Accountability across life cycle

Responsible development and utilization of AI solutions is maintained throughout the life cycle of products and services through systematic approach, ensuring compliance of third-party solutions.

04 Human-centered

AI solutions are designed to be inclusive, empowering individuals to make informed decisions and ensure that human rights, democratic values, and fundamental freedoms of individuals are respected and avoiding uses that could unduly concentrate power or harm people or the environment.

05 Respect and privacy

Users and their data are treated with dignity and respect. The rights of individuals to access, manage, and control the data they generate, as well as to decide on the purposes for which data is used are secured and safeguarded.

06 Fairness

Solutions are designed and deployed to treat all users fairly and on an equal basis and mechanisms are in place to prevent unintended biases and discrimination.

07 Transparency and explainability

Stakeholders are actively informed in a transparent manner on how AI is being utilized, methodologies used to train AI solutions, as well as of identified risks.

08 Reliability and Security

AI solutions are designed and tested for reliability and resilience and follow a risk-based approach to security.

Document information

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