

tieto

Human Resources Policy Statement

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Table of content

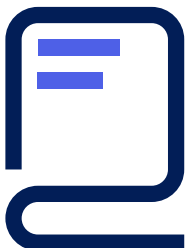
Purpose

Objectives

Principles

Top management commitment:	4
Core values:	4
Leadership skills and behaviours:	4
Equality and fairness:	4
Safe, secure, and respectful work environment:	4
Privacy:	5
Collaboration and mobility:	5
Learning and development:	5
Ethical conduct and compliance:	5
Feedback and continuous improvement:	5

Document information





Purpose

The purpose of the Human Resources Policy is to ensure that Tieto attracts, engages, develops, manages and retains talent with the right skills to meet evolving business needs, while demonstrating ethical conduct and in alignment with the company's core values.

The Human Resources Policy sets the overall direction to develop and sustain a purposeful working environment and manage people and culture matters across the employment lifecycle in compliance with internal requirements and external laws and regulations, and in line with the company's sustainability and human rights commitments.

Objectives

The objectives of the Human Resources Policy are:

- **Culture:** Ensure managers and employees individually and collectively demonstrate the company's core values in all activities and interactions with each other, customers, suppliers, and other stakeholders.
- **Talent acquisition:** Attract and recruit employees fairly and objectively based on competence and merit, recognizing the value of diverse skills, qualifications, backgrounds, and experiences.
- **Employee engagement and retention:** Create a positive work environment that promotes employee health, safety, well-being, engagement, job satisfaction, and retention, while safeguarding diversity and the fundamental rights and freedoms of all individuals, regardless of their race, gender, religion, nationality, sexual orientation or any other diversity characteristic.
- **Performance culture:** Foster a culture of high performance based on clear expectations, goals, and job responsibilities aligned to business strategies and priorities.
- **Compensation and benefits:** Provide fair compensation and benefits that reward performance and ethical behaviour.
- **Capabilities of today and tomorrow for safe and secure operations:** Ensure that employees are and remain eligible and vetted for their current roles as well as for roles they are considered for. This includes ensuring that employees have the necessary knowledge, skills and experience to implement the company's strategy and to meet business needs in the rapidly changing environment in which the company operates.
- **Employee relations:** Foster positive relationships between employees and the organization in an environment of openness where concerns or issues that may arise are promptly addressed.
- **Compliance with laws and regulations:** Ensure compliance with applicable local laws and regulations while adhering to internationally recognized standards, ensuring fair treatment, non-discrimination, respect for privacy and adherence to workplace health and safety regulations.

Principles



To achieve these objectives, the following principles are followed:

01

Top management commitment:

Top management provides clear direction and expectations and is involved in establishing, implementing, and continually improving Human Resources practices with a risk-based approach.

02

Core values:

Everyone in Tieto is responsible for ensuring that company core values are applied in ways of working, decision-making and individual behaviour, and form the basis for Human Resource practices.

03

Leadership skills and behaviours:

Managers are role-models of the company's values, lead performance and build future capabilities and opportunities in alignment with the company's leadership aspirations.

04

Equality and fairness:

All employees are provided with equal opportunities to contribute, develop, and grow, as well as to be promoted and rewarded based on their merit and qualifications, in a manner that is both fair and unbiased, without any form of discrimination and which demonstrates respect to different cultures, preferences, and backgrounds.

05

Safe, secure, and respectful work environment:

Security of employees and their operations is safeguarded in compliance with relevant security protocols. Everyone in the company, regardless of their position, is treated with dignity and respect. Any form of harassment, including but not limited, to discrimination, verbal and physical abuse, intimidation and sexual harassment, is not tolerated under any circumstances. Any instances of harassment are promptly reported, and all complaints are thoroughly investigated and addressed in a confidential and unbiased manner to protect the rights of all involved parties.





06

Privacy:

Employees' privacy is respected, and their personal data is handled in a lawful, fair, transparent, and secure manner; the collection and storage of personal data is limited to necessary purposes and retention obligations.

07

Collaboration and mobility:

Employees are empowered to collaborate across teams, disciplines and geographies as well as to pursue opportunities for growth and development in their role or through new assignments or internal mobility.

08

Learning and development:

Employees are encouraged and supported to enhance their skills and capabilities to effectively meet changing business needs and pursue individual professional development goals. This includes regular feedback, performance evaluation and relevant training.

09

Ethical conduct and compliance:

Human resources practices adhere to internationally recognized standards whilst complying to local laws and regulations. This includes respecting fundamental labour rights, as well as maintaining open channels to report concerns or violations.

10

Feedback and continuous improvement:

Employee feedback is regularly captured and acted upon. Human Resources strategies and practices are regularly reviewed and assessed to ensure they are effective, efficient, and aligned with best practices, business needs and evolving employee expectations

Document information

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Approved by
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Tieto is a leading software and digital engineering services company with global market reach and capabilities. We provide customers across different industries with mission-critical solutions through our specialized software businesses Tieto Caretech, Tieto Banktech and Tieto Indtech, as well as Tieto Tech Consulting business. Our around 15 000 talented vertical software, design, cloud and AI experts are dedicated to empowering our customers to succeed and innovate with latest technology.

Tieto's annual revenue is approximately EUR 2 billion. The company's shares are listed on the NASDAQ exchange in Helsinki and Stockholm, as well as on Oslo Børs.

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