

tieto

# Privacy Policy Statement

Public

Visit [tieto.com](https://tieto.com)



# Table of content

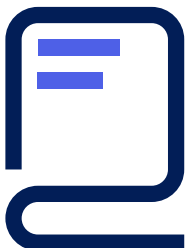
## Purpose

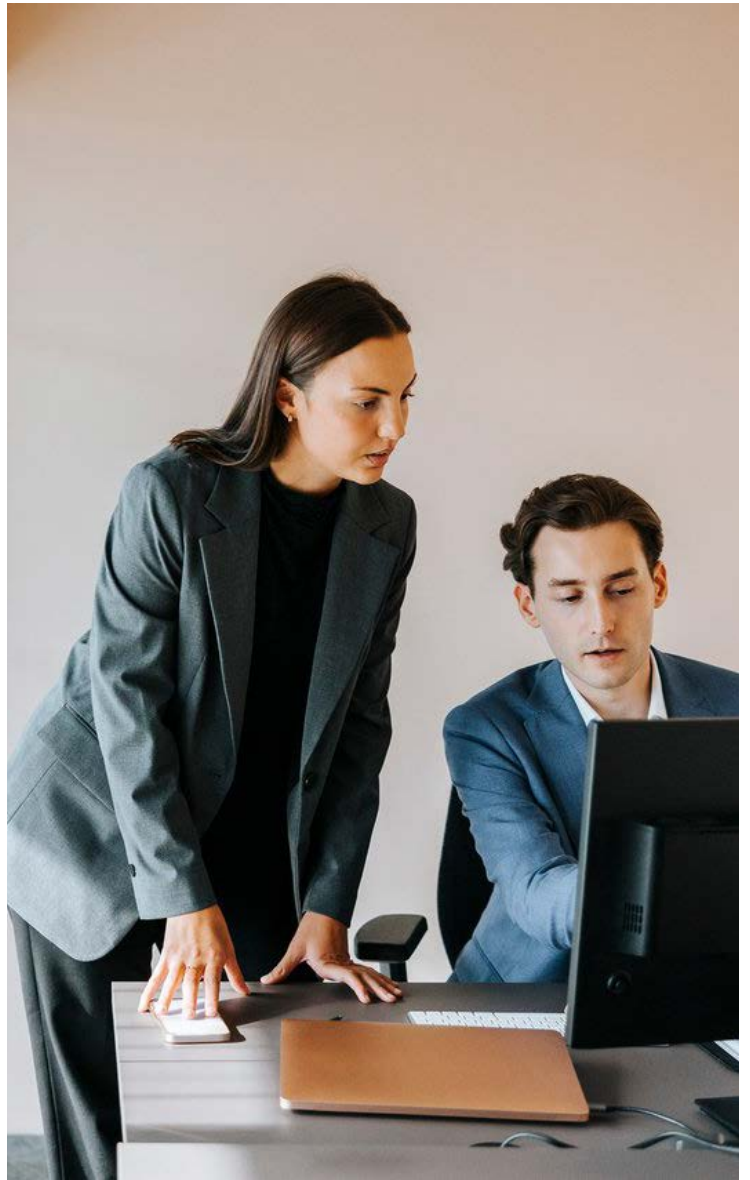
## Objectives

## Principles

Management commitment .....	4
Clear roles and responsibilities .....	4
Privacy awareness.....	4
Continuous improvement .....	4
Privacy by design in products and services.....	4
Contractual obligations .....	4
Project and service deliveries .....	4
Privacy incident management .....	4

## Document information





## Purpose

The purpose of the Privacy Policy is to describe the general privacy objectives and principles that are followed whenever Personal Data is processed by Tieto. The processing of Personal Data depends on whether Tieto acts as a Data Controller, determining the purposes and means of processing or as a Data Processor, acting on behalf of a Controller.

## Objectives

Tieto is committed to complying with all applicable privacy laws and regulations in the countries and regions where it operates, including the EU General Data Protection (GDPR). The Privacy Policy aims to comply with regulatory requirements, build trust by respecting individuals' rights and privacy, and support the company's strategy and business needs.

The objectives of the Privacy Policy are:

- Lawful processing by collecting and processing Personal Data in accordance with specific, explicit, and lawful purposes.
- Confidentiality and security by ensuring the secure processing of Personal Data as well as keeping Personal Data confidential.
- Transparency and respect by processing Personal Data in a fair and transparent manner and respecting the rights of individuals.
- Compliant sharing of Personal Data by ensuring Personal Data within the Tieto Group and to third parties, such as its sub-processors, is only shared when appropriate safeguards are in place.
- Data quality and retention by safeguarding that Personal Data are accurate, kept up to date and not retained longer than necessary.



# Principles

To achieve the objectives, the Privacy Policy is based on the following principles:

## 01 Management commitment

Leadership is committed to upholding privacy standards, overseeing the implementation and driving continuous improvement of Personal Data protection practices across the company.

## 02 Clear roles and responsibilities

Clear roles and responsibilities are defined for managing privacy and data protection within the company, ensuring that all relevant stakeholders are aware of their responsibilities.

## 03 Privacy awareness

Privacy awareness activities and trainings are regularly carried out.

## 04 Continuous improvement

Continuous monitoring of company's privacy capabilities and privacy maturity level to evaluate the effectiveness of privacy practices and proactively identify and treating risks.

## 05 Privacy by design in products and services

Mechanisms to protect Personal Data are embedded directly into the design and operations of products and services.

## 06 Contractual obligations

Applicable privacy agreements are signed and stored with customers as Data Controllers and external service suppliers acting as Data Processors on behalf of Tieto.

## 07 Project and service deliveries

The processing of customer Personal Data or that of their clients during project and service deliveries is performed according to contracts and in compliance with internal and external requirements.

## 08 Privacy incident management

Personal Data breaches and incidents are promptly detected, reported according to applicable legislation, and managed to mitigate impact and prevent recurrence.

# Document information

**Version**  
V2.2A

**Effective date**  
2025-12-17

**Owner**  
Head of Group Legal

**Approved by**  
CEO

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.

[www.tieto.com](http://www.tieto.com)



tieto