

tieto

Security Policy Statement

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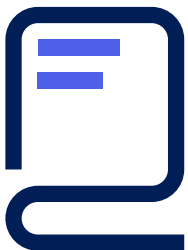
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Purpose

The purpose of the Security Policy, which also serves as the Information Security and Cyber Security Policy, is to set the overall approach to protect Tieto's information assets, infrastructure, and resources from unauthorized access, disclosure, alteration, and destruction – with a risk-based approach and in adherence with internal and external requirements.

Objectives

At Tieto, security is an essential part of delivering on our business objectives. Secure processes and compliance to internal and external security requirements is a pre-requisite to delivering high-quality deliveries, meeting customers' expectations, and contributing to the societies where we operate. Effective information security practices provide multiple business benefits. These include building customer trust, improving product and service quality, enabling new business opportunities, managing security risks, achieving compliance, and reducing disruptions and costs.

The objectives of the Security Policy are:

Trusted service provider

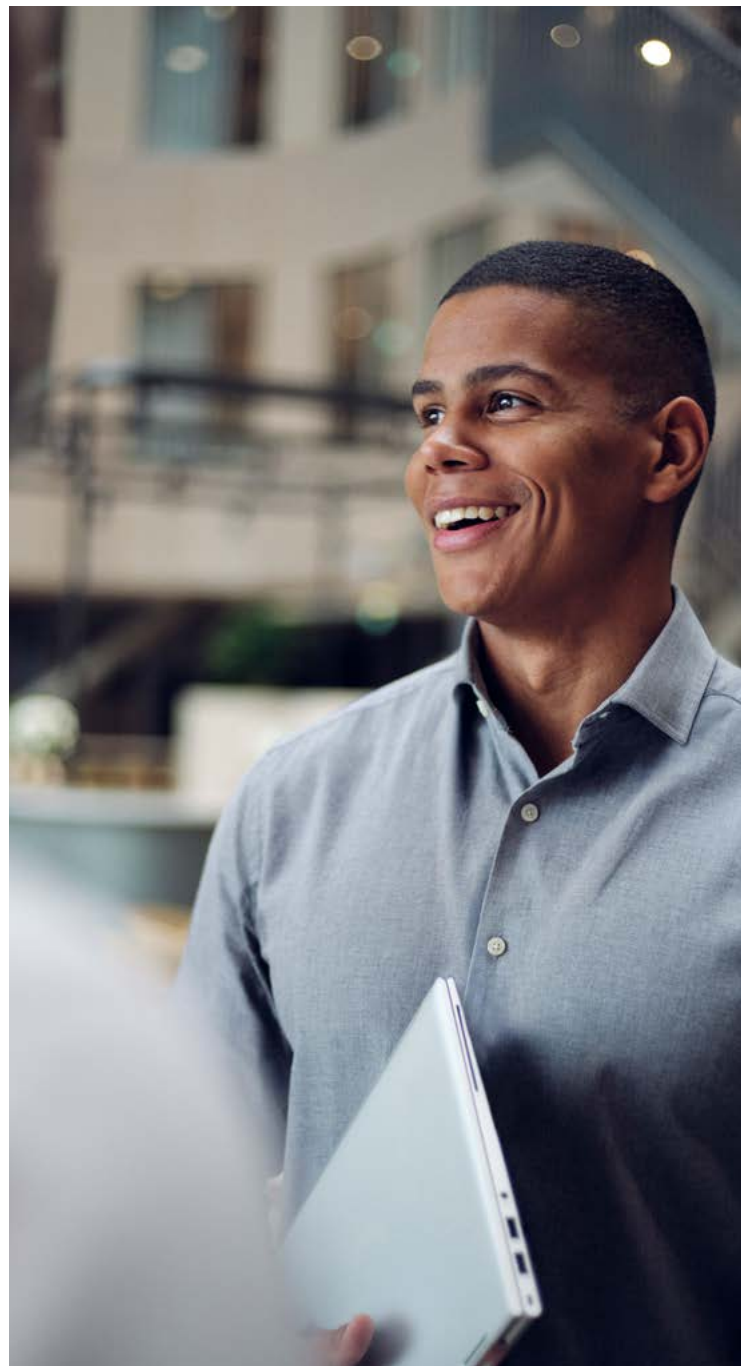
Ensuring that Tieto is a trusted service provider by integrating a risk-based approach, with built-in security measures into the company's offerings, products, and services throughout their lifecycle.

Safety and protection

Ensuring a safe and secure physical environment for employees, company assets and customer assets entrusted to us.

Information security

Ensuring confidentiality, integrity, and availability of company information and customer information assets entrusted to us.



Business resiliency

Safeguarding business resiliency with the ability to reduce, detect, manage, and recover from business disruptions and security incidents.

Compliance

Adhering to relevant laws, regulations, customer requirements and industry standards throughout the value chain. This includes protecting intellectual property, sensitive data and complying with relevant privacy and data protection laws.



Principles

The Tieto Security Policy defines the following principles:

01 Management commitment

Management demonstrates commitment and provides leadership support in establishing, implementing, maintaining, reviewing and continually improving security management.

02 Risk-based approach

Security risk landscape is proactively monitored ensuring risks to information and assets are systematically identified, assessed, and managed. Appropriate controls and measures are implemented to address identified risks in an effective and efficient manner, as part of continual efforts.

03 Information Asset Management

Information and assets, including identification, classification, ownership, and protection of assets are systematically managed throughout their lifecycle.

04 Incident Management

Incidents are handled effectively throughout their lifecycles, and mechanisms are in place to report and minimize their impact and prevent their recurrence.

05 Clear Roles and Responsibilities

Rules and Procedures are documented, communicated and available to relevant stakeholders. Clear roles and responsibilities for managing information security are defined to ensure that everyone understands their role in safeguarding information and assets as well as in responding to security incidents.

06 Security Awareness

Rules and Procedures are documented, communicated and available to relevant stakeholders. Clear roles and responsibilities for managing information security are defined to ensure that everyone understands their role in safeguarding information and assets as well as in responding to security incidents.

07 Continuous Improvement

Security performance is regularly monitored and reviewed. Improvement activities are driven by evaluating the effectiveness of the overall security management.

Document information

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V3.2A

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2025-12-17

Owner
CIO

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.

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