

CORPORATE RESPONSIBILITY REPORT 2022







General information about the company

Cinia is a Finnish data communications and information technology conglomerate, providing network, software, and cyber security solutions. The company act as a telecommunications operator and provides a wide range of ICT expert and connectivity services as well as development services for digital systems. Cinia's customers provide services that are essential to the functioning of society.

During the 2022 financial year, Cinia Group consisted of the parent company, Cinia Ltd, and the subsidiaries owned by the parent: C-Lion1 Oy, Cinia Cloud GmbH,

NDC Networks Oy, Cinia Alliance Oy, OptimeSys Services Oy, and Arctic Link Development Oy.

On December 31, 2022, NDC Networks Ltd and OptimeSys Services Ltd were merged with Cinia Ltd.

The owners and holding of Cinia include: The Finnish State (through the Ministry of Transport and Communications, (77.53%), Ilmarinen Mutual Pension Insurance Company (11.24%), and OP Financial Group's Pohjola Insurance (11.24%).

Business model and operating environment

Cinia operates in the Finnish and international markets for telecommunication, software development, and cyber security services. In terms of operations and management, business activities during the 2022 financial period were divided into three business lines: network solutions, cyber security solutions, and software solutions.

Cinia owns and operates a 15,000 km backbone network in northern Europe. International connectivity to central Europe runs through the C-Lion1 subsea cable.

Customer segments

Cinia's customers are mainly international companies and service providers that require high-capacity connections as well as national organizations that require reliable software, data network, and cyber security services. The operations are based on solid expertise in modern software development, data network technologies, and critical operating environments.

Cinia specializes in traffic and logistics, security, health, finance, energy, and industrial sectors as well as serving data center, cloud service, and telecommunications operator customers. The company provides services for all fields and customers in both the private and public sectors.

Stakeholders and stakeholder interaction

Cinia's stakeholders include its customers, employees, suppliers and owners, as well as public authorities that regulate the group's industries.

Cinia's key tasks are to diversify Finland's international and national data connections, improve cyber security, and develop digitalization solutions—especially to help organizations that provide nationally critical services. Cinia carries out these tasks by increasing the shareholder value, following good governance and remuneration practices, and demonstrating a high level of responsibility as a taxable organization and corporate citizen.

Citizens, businesses, and society are increasingly dependent on digital services and connections. Cinia's reliable and high-capacity network infrastructure enables innovation, growth, and development.

In Finland, Cinia's backbone network closely follows the railway and main electrical transmission networks, and supports the device-independent provision of services.



Significant events during the financial year

While Cinia's international connectivity business was growing at the start of 2022, Russia's invasion of Ukraine quickly impacted international business, decreasing the demand for connectivity services and undoing previous growth expectations.

The demand for company network solutions remained steady and focused, particularly on broader company network solutions, which contained cloud connections, local area network services, and remote access solutions, in addition to location connections. There was also increased demand for securing international connections. Special purpose networks saw quick growth, thanks to the demand for IoT solutions and satellite connections. At the end of the year, Cinia decided to dispose of Adola Oy's minority interest and sold it to the main owner, DIF Capital Partners.

The net sales of Cinia's software solutions grew in line with expectations, with profitability remaining at the targeted level. The unit's market position was particularly strengthened in the area of information systems with high operational reliability.

Together with its Cinia Alliance partners, Cinia continued its planned Far North Fiber (FNF) submarine cable project, which will run through the Arctic Northwest Passage and connect Europe, Asia, and North America. In February, Cinia announced it had signed a Memorandum of Understanding (MoU) with the Japanese Arteria Networks Corporation (Arteria) in relation to the FNF project. In October, Cinia, Arteria, and the American Far North Digital LLC announced the joint formation of the development company, FNF Inc. (headquartered in Alaska, USA) to advance the FNF project.

During 2022, Cinia's cyber security solutions business significantly increased its net sales and stabilized its position as an important cyber security services provider in Finland. Significant projects included the development of SOC 24/7 functions and the overhaul and commissioning of the ERICA emergency response center's platform solution.



Sustainable business at Cinia

Cinia's sustainability work is guided by the government's ownership policy resolution, which requires integrating corporate responsibility into the business and having goal-oriented leadership for corporate responsibility. Cinia recognizes how its operations impact the climate and environment, and has set measurable goals to reduce its carbon footprint. In addition, the company factors in the goal of a carbon-neutral Finland by 2035 and the Paris Agreement's goal of curbing climate change to 1.5°C.

Sustainability has always been an integral part of Cinia's operations in terms of employee engagement and business development. In 2021, the company updated the sustainability program according to the following themes:

1. Employee well-being
2. The environment
3. Social infrastructure

The aim of the sustainability program is to take sustainable actions and set measurable goals for our work. For the environmental theme, the focus of 2022's sustainability work has been to decrease the company's carbon dioxide (CO₂) emission levels and set measurable, science-based goals and a schedule for achieving carbon neutrality.

In 2023, the company will further refine the emission calculations, and clarify the goals and schedule based on the obtained information, if needed. The company has also started developing key performance indicators (KPIs) related to employee and social responsibility, and aims to finalize these during 2023.



Financial responsibility

Achieving good profitability and maintaining stable growth is the basis of Cinia's financial responsibility. Through sustainable financial operations, Cinia can share the added value it produces with its stakeholders.

Cinia key figures

Million euros	2022	2021
Sales	81.6	75.6
EBITDA	10.5	17.1
share of turnover (%)	12.9	22.7
Comparable EBITDA	11.7	11.6
share of turnover (%)	14.2	15.3
Operating profit/loss	0.1	7.6
share of turnover (%)	0.2	10.1
Comparable operating profit	1.2	2.1
share of turnover (%)	1.4	2.8
Financial year result	-1.3	5.4
Return on equity (%)	-2.4	10.7
Return on investment (%)	0.0	7.7

*Adjustment to 2022 results include a one-time cost of EUR 0.7 million related to the acquisition, as well as a change in accounting practices that had a negative impact of EUR 0.4 million. Additionally, a one-time income of EUR 5.5 million is excluded from 2021 results.

Investments, research, and development

Cinia's investments benefit all of society's operations and promote digitalization in sectors including health-care and logistics.

Cinia invested EUR 9.0 (2021: 8.2) million in 2022, which amounts to 11% of its net sales. The most significant individual investments focused on fiber-optic networks, data transmission devices, and data centers.

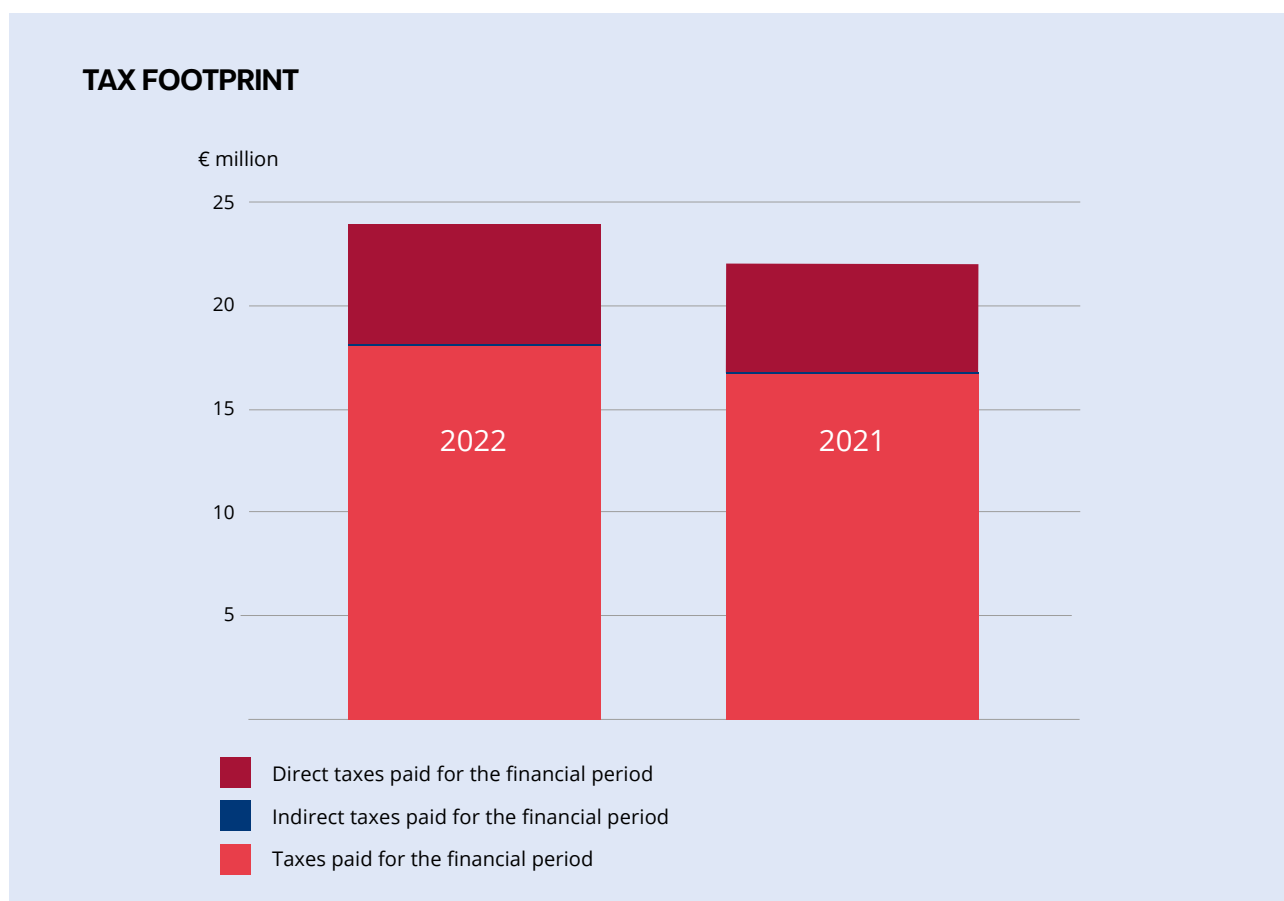
Cinia invested EUR 2.1 million in new business development, which is 3% of its net sales. Research and development projects have included a telecommunication cable project between Europe and Asia, the production environments of systems that are critical to society, and expansions of the Finnish telecommunication network.

Tax footprint

Cinia's tax management strategy centers around identifying and avoiding tax risks. The company maps the tax effects of business decisions and make decisions based on expediency. Taxes are paid to the applicable country based on the business operations in question.

During the 2022 financial year, Cinia paid nearly all its income taxes in Finland. The company has no unpaid taxes.

Taxes are presented on an accrual basis. Numeric data includes all the relevant tax types. The direct and accountable taxes payable for the financial year are based on accounting data. The amount of indirect taxes paid for the financial year has been calculated based on costs or consumption. Indirect excise duty is calculated using the estimated amount of electricity tax included in production-related electricity costs.



SUMMARY (EUR thousand)	2022	2021
Direct taxes paid for the financial period	5 723	5 686
Indirect taxes paid for the financial period	97	74
Self-assessed taxes paid for the financial period	17 815	16 455
Taxes paid for the the financial period	-184	-43
TOTAL TAX FOOTPRINT	23 450	22 172
NET SALES	82 447	76 020
PROFIT BEFORE TAXES	-528	5 100
TAXES ON NET SALES	28%	29%

DIRECT TAXES PAID FOR THE FINANCIAL PERIOD (EUR thousand)	2022	2021
Income taxes	219	726
Employer charges	5 374	4 728
Transfer taxes	30	142
Other taxes	99	91
TOTAL DIRECT TAXES PAID FOR THE FINANCIAL PERIOD	5 723	5 686

INDIRECT TAXES PAID FOR THE FINANCIAL PERIOD (EUR thousand)	2022	2021
Excise tax	11	10
Non-deductible value added tax	66	49
Other taxes	20	15
TOTAL INDIRECT TAXES PAID FOR THE FINANCIAL PERIOD	97	74

TAXES PAID FOR THE FINANCIAL PERIOD (EUR thoudand)	2021	2021
Tax on wages and salaries	9 654	8 683
Value added tax	8 161	7 772
TOTAL TAXES PAID FOR THE FINANCIAL PERIOD	17 815	16 455



Reporting and monitoring

The Board of Directors is responsible for organizing and monitoring internal audits and risk management. The internal audits of Cinia Group members are implemented under the supervision of Cinia Ltd's Board of Directors and CEO.

Cinia's Corporate Governance Code defines approval procedures for when the company's Board of Directors and CEO share responsibilities, outlines purchasing procedures, and defines how intellectual property

rights are protected. The Board of Directors updates the Corporate Governance Code annually. Cinia also has an Ethical Code of Conduct, which includes instructions for the register of related parties, a code of conduct, and anti-corruption principles. All employees are required to take online training on the Ethical Code of Conduct, which is part of every new employee's orientation. To report possible irregularities, Cinia uses anonymous whistleblower channel.

Risks and risk management

Risk management is part of Cinia's strategy process and mode of governance. It is implemented according to the annual calendar as described in the company's security policy. Based on the risk reports, action plans are prepared for managing the major risks, and the executive team and the Board of Directors monitor their implementation. The security and risk management team acts as a preparatory body for the group's executive team.

The main objective of risk management is to support the achievement of Cinia's strategic goals and other key goals. Comprehensive risk management supports the identification and exploitation of business opportunities, and strengthens Cinia's corporate image.

Cinia's customer satisfaction

Cinia is an expert organization engaging in service and project business activities, in which Cinia's top experts deliver and maintain data network, software, and cyber security solutions.

The company prioritizes excellent customer service in its operations, and aims to provide the best possible experience for its customers.

The market research company, Taloustutkimus, carried out a customer survey on behalf of Cinia Oy at the beginning of 2023.

This is the ninth year that this survey has been carried out during the same time of year. The company compared the 2022 survey results with past years.

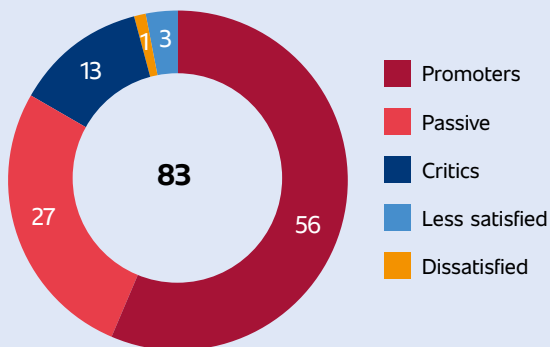


Customers' overall satisfaction with Cinia is excellent

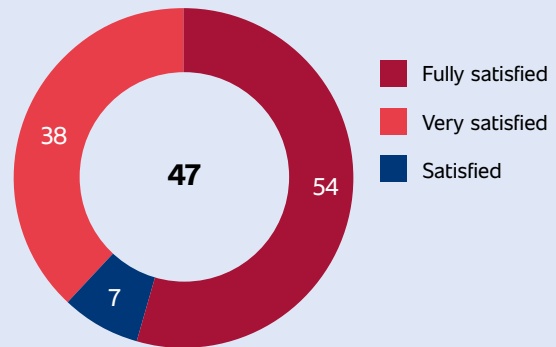
According to the Customer Satisfaction Index (CSI), which measures overall customer satisfaction, the proportion of Cinia's fully and very satisfied customers is 83. This score exceeds the minimum target level (65) and the average (69) in the CSI comparison data bank of Taloustutkimus.

Cinia's Net Promoter Score (NPS), which measures the willingness to recommend Cinia's services, is 47. The main factors increasing the company's NPS include: professionalism and expertise, the functionality of the services and products, understanding the clients' needs, and reliability and willingness to serve.

CSI
CSI CUSTOMER SATISFACTION INDEX



NPS
NET PROMOTER SCORE: PROMOTERS - CRITICALS





Tilannekuva UNA makes social welfare and healthcare professionals' work easier

"In acute situations, healthcare and social emergency services professionals need an up-to-date and quick situational picture and background information about patients and customers. This has been problematic, as background information is found in different systems and the data has been fragmented. Luckily, that has changed. Tilannekuva UNA enables the collecting of coherent background information in one place according to the consent of the patient or customer, and provides a situational picture for the customer's service," says Kimmo Kasteenpohja from UNA Oy.

Tilannekuva UNA compiles customer and patient information from different systems into one view. On the employee's screen, the information is clearly divided into categories such as laboratory results, risk information, and prescriptions. Tilannekuva UNA shows the crucial information even if the patient previously received care in other healthcare centers.

The user interface also includes a timeline where the events logged for patients are shown in chronological order. The user can find more information on header-level data and customize the main view by adjusting the size of information boxes and filters.

From scattered information to one clear view

The situational picture application is powered by UNA Oy's Ydin UNA integration and data management solution. This solution collects information from different systems (Kanta, patient information systems, and other systems) and puts it into one uniform data format. Cinia won the tender in 2019 to create the user interfaces for Ydin UNA solutions, including Tilannekuva UNA.

"Together with Cinia and other parties, we have developed a successful user interface for presenting customer and patient information. Users find the solution easy to use," says Kasteenpohja.

Expanding the use of Tilannekuva

- 2020: The UNA Style Guide developed by Cinia was completed.
- 2021: The first pilot was launched in Kuopio at the start of the year.
- 2021: Tilannekuva was granted a CE marking (medical device) in the summer, and other regions joined in.
- 2022: Many new regions joined as users.
- 2023: Cinia will develop new applications new applications on top of the Ydin platform.

Service design set out the guidelines for Tilannekuva UNA

“Cinia’s experts played a crucial role in the development project, and their expertise greatly contributed to its successful outcome. Tilannekuva UNA’s architecture, user experience, and usability all turned out well,” says Kasteenpohja.

The public sector’s care units needed the new application on a tight schedule. Cinia got off to a quick start by establishing a service design methodology and clarifying specifications for the joint development work. Although the basic idea already existed, Cinia had to create a user interface that could serve different units across the country—from emergency care in Turku to home care in Kuopio.

By workshopping with different user groups and collecting feedback on their expectations, Cinia ensured the situational picture application was effective. The positive feedback from social welfare and healthcare professionals indicates that the development project was a success.

Tilannekuva UNA saves time and reduces risks

The first years of use show how Tilannekuva UNA has fulfilled its purpose. Patients’ information can be pulled up quickly and reliably in one view. This helps care staff who need to evaluate a patient’s background and situation quickly. The clear user interface reduces the risk of missing crucial patient information, such as a drug allergy.

Tilannekuva works even if not all of its source systems are available. For example, patient information systems experience outages or disruptions regrettably often. Previously, this may have led to a situation where no patient information could be pulled up. However, now that Tilannekuva UNA searches for information from several different systems and the Kanta archive simultaneously, it has proven to be an effective backup system for the actual patient information system.

Proactive cooperation in multi-operator networks

During the multi-year project, we not only completed our own tasks and fulfilled our contractual obligations, but we also helped our client pinpoint challenges and opportunities outside our own “sandbox.”

“We expected a skilled and active supplier, and our expectations have been met well. Working with Cinia has been easy and smooth. Cinia can also work constructively with other parties in a multi-operator environment,” says Kasteenpohja.

Cinia is currently further developing and improving Tilannekuva UNA and launching the implementation of new applications. Going forward, the company’s role will be even larger in ensuring the usability and uniform user experience of different UNA applications.

“We expect that our cooperation will continue and produce new solutions to make the lives of social welfare and healthcare professionals easier,” concludes Kasteenpohja.



Environmental responsibility

Cinia's owners, customers, partners, and suppliers place a high value on sustainable development. Cinia's investments (such as data communication infrastructure) and the services it provides can improve and develop the environmental performance of companies and society through lower emissions, solutions that improve mobility and logistics, and technology choices that take the environmental burden into account.

Cinia's customer requirements increasingly involve environmental aspects regarding supplier selections and service provisions. In our procurement of services and technical solutions, we are committed to ensuring that

our partners, subcontractors, and their technology suppliers operate in an environmentally responsible manner. At the Cinia Group level, the amount and composition of waste generated is systematically monitored.

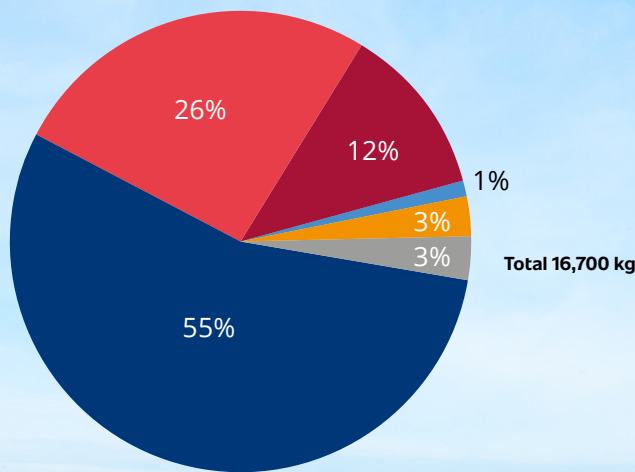
Cinia's use of energy plays a big role in determining the company's environmental impact. By adopting digital solutions that improve efficiency, Cinia is able to reduce the amount of materials it uses, leading to more sustainable operations. Energy efficiency also plays an important economic role in the company's business—it's an equipment supplier selection criteria for all Cinia companies.

As an organization operating in multiple locations, Cinia strives to implement responsible common practices throughout the whole group, such as implementing a travel policy, and encouraging employees to use public transport, combine meetings, and hold online meetings when possible. Cinia also offers its employees the flexibility of working remotely, within the limits of their respective work duties. By reducing commuting, this policy also reduces the company's negative impact on the environment.

ENERGY CONSUMPTION IN SERVICE ROOMS

2022	2021
▶ 379 MWh Finland	▶ 355 MWh Finland
▶ 92 MWh Germany	▶ 76 MWh Germany

Environmental report



Paper and cardboard	12%
Cables	1%
Waste electrical and electric equipment	55%
Ferrous metal	26%
Other metals	3%

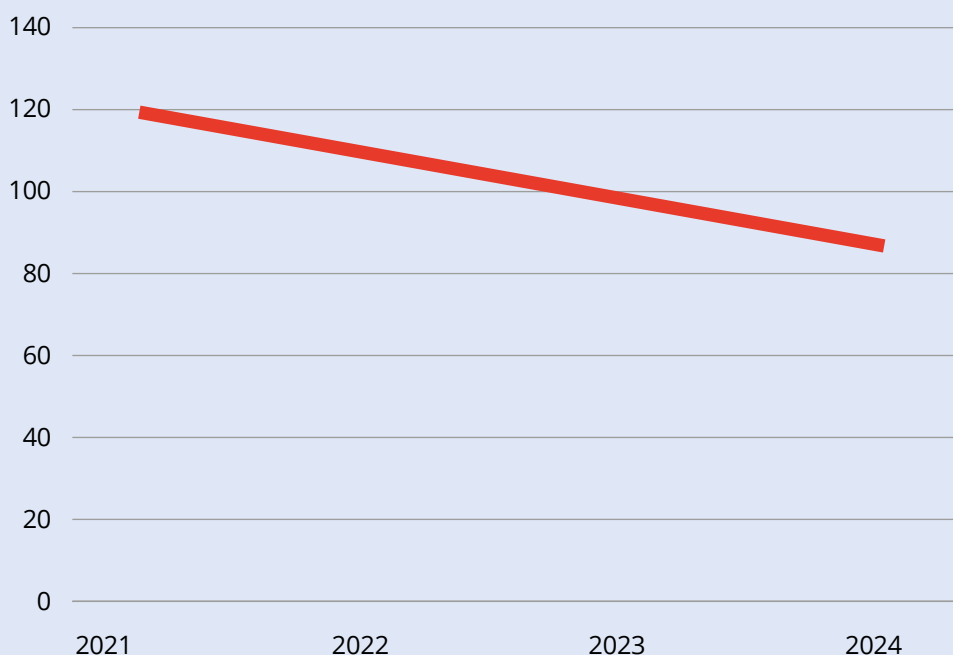
Carbon footprint

Cinia measures its carbon footprint in accordance with the Greenhouse Gas (GHG) Protocol. CO₂ calculations include the mandatory direct GHG emissions resulting from the company's own operations (scope 1), indirect greenhouse gasses produced by the company's purchased electricity (scope 2) and some of the voluntary scope 3 emissions. By 2024, Cinia aims to decrease the carbon footprint of each employee by ensuring their carbon dioxide equivalent emissions (CO₂e) are no more than 70% of what they were in 2021. When the mandatory scopes 1 and 2 of the GHG Protocol are taken into account, the employee-specific indicator for 2021 is 0.3 tonnes of CO₂e/employee. The target value for 2024 with the current goals is 0.2 tonnes of CO₂e/employee. The company's emissions must decrease from the 2021 comparison level of 119 tonnes of CO₂e to 90 tonnes of CO₂e by 2024. Central targets for decreases are fuels, electricity, and heat.

In addition to short-term goal, the company's climate work is guided by the government's ownership policy resolution about carbon-neutral Finland by 2035 and the Paris Agreement's goal of curbing climate change to 1.5°C. The company's aim for 2023 is to refine the scope 3 emission (indirect greenhouse gas emission) calculations and goals.

Cinia's carbon footprint calculation was based on the most internationally known and used GHG Protocol's calculation guidelines. The calculations were made using the "Corporate Accounting and Reporting Standard," which is meant for organizations to calculate their emissions, and includes the mandatory scopes 1 and 2 emissions. In addition, the calculations included the most significant identified emission sources from the voluntary scope 3 emissions. In calculating the scope 3 emissions, the GHG Protocol's "Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard" was applied.

Emission reduction target t CO₂e, scope 1-2



Social responsibility

Employees

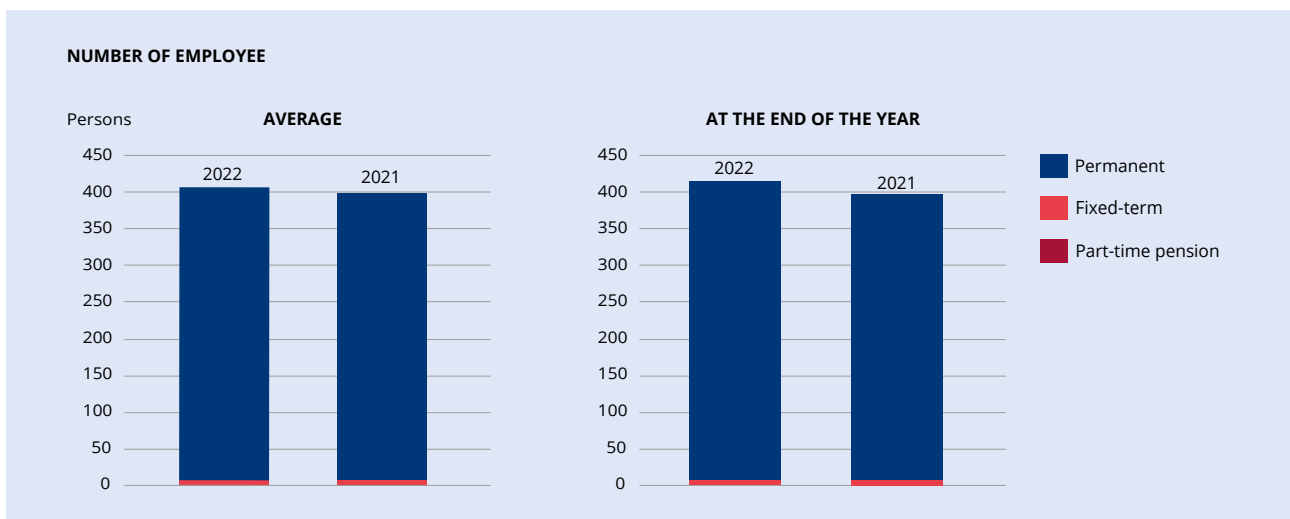
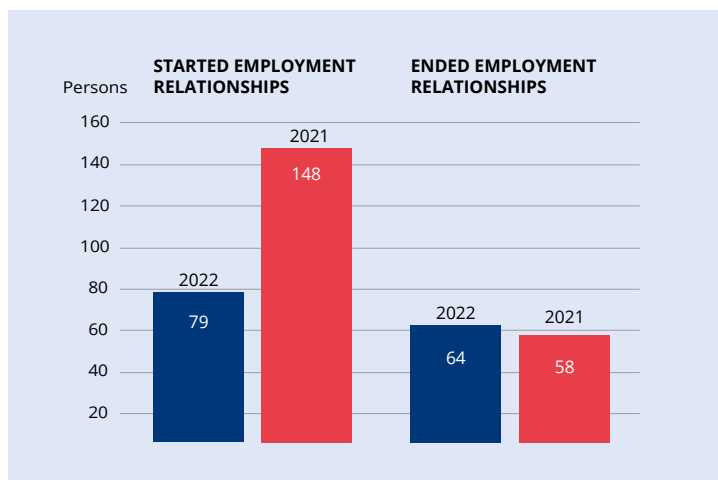
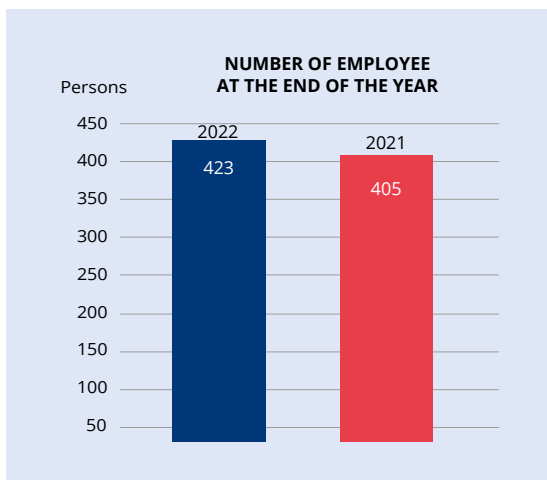
Cinia's enthusiastic and motivated workforce is crucial for the company's success. By investing in the wellbeing and professional development of its employees, Cinia can guarantee high-quality and customer-focused operations. Ensuring the health, safety, and work ability of employees is a key part of Cinia's leadership responsibilities and day-to-day operations. The company encourages employees to invest in the comprehensive improvement of their own wellbeing and offer them operational and secure working conditions and state-of-the-art tools.

The goal of Cinia's human resources strategy is to make regular progress towards achieving the company's business goals. The main goals of the company's human resources strategy are to ensure the availabil-

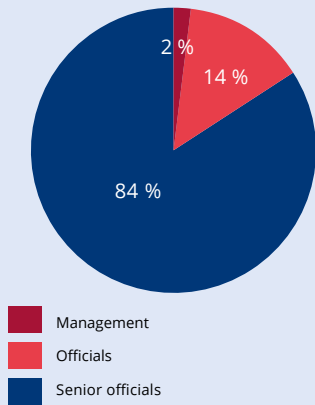
ity of employees and their commitment to the company, motivation, and continuous development.

Cinia's growth and success depend on the contribution of its employees, and the company's operating culture emphasizes cooperation, innovation, and ensuring employee wellbeing. Cinia is an organization of top-level professionals, where a high level of competence is seamlessly combined with agile operations.

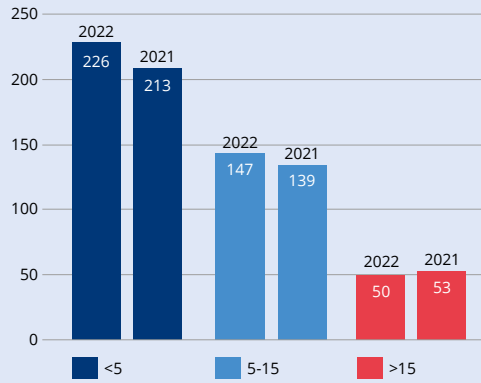
In 2022, the average length of an employment relationship with Cinia was 7.1 years (2021: 7.2). There is an imbalance between labor supply and demand for software developers in Finland, and Cinia's turnover reflects the typical turnover in the field. In 2022, the turnover rate was 10.4% (2021: 11.7%).



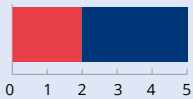
DISTRIBUTION BY EMPLOYEE GROUP



YEARS OF EMPLOYMENT



GENDER DISTRIBUTION IN THE BOARD OF DIRECTORS



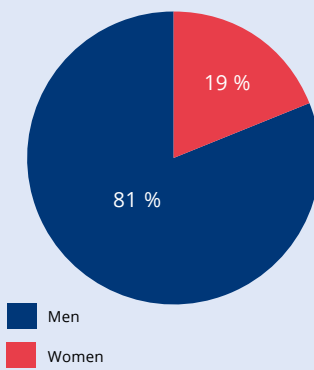
Women, 2 persons
Men, 3 persons

GENDER DISTRIBUTION IN THE EXECUTIVE TEAM



Women, 1 person
Men, 8 persons

DISTRIBUTION BY GENDER



Developing a common operating culture

Developing a common operating model and business culture is an integral part of Cinia's HR strategy. The objective is to create a working framework that streamlines day-to-day working life and enables every employee to succeed, regardless of their role or area of responsibility.

To develop a common operating culture at Cinia, the company creates a working environment that supports its business goals and considers physical, virtual, and social aspects.

Wellbeing

Cinia supports its employees in balancing work and personal life, which is essential for their overall well-being at work.

Cinia strives to ensure that every employee can fit work, family life, and leisure together in the way they see fit. The company offers remote work opportunities, flexible working hours, and care services for sick children.

The company supports employee wellbeing in several ways, including; supporting sports, exercise, and cultural activities; and enabling employees to develop their skills and expertise by providing them with modern tools, equipment, and facilities for their work. Constructive cooperation between management and employees has proved a fruitful way to develop Cinia's operations: Cinia's internal cooperation committee met five times during 2022.

Recruitment, selection, and induction are important areas of our work related to human resources. A fast and efficient recruitment process with high standards is essential to competing for a skilled workforce. A positive candidate experience for all applicants is also key to every recruitment process.

Cinia ensures that employees are well prepared to start work by providing comprehensive and well-planned inductions. The company-level orientation process includes Cinia's induction course for the digital learning environment. In addition to permanent new employees, Cinia also provides inductions for temporary employees, trainees, employees changing jobs internally, employees returning to work after long absences, and agency contract workers.



Equal and non-discriminating treatment

Cinia is a company and community where everyone is treated in a respectful, equal, and non-discriminating manner. The obligation to promote equality and non-discrimination applies to Cinia as an employer and to all members of the working community.

The foundation of non-discrimination is ensuring that workplace practices are non-discriminatory, effective, and appropriate with regard to Cinia's operating environment. Cinia is committed to promoting equality and non-discrimination in all its operations,

and to making equal treatment an integral part of its normal operations, strategies, and plans.

Cinia takes a zero-tolerance approach to all harassment, sexual harassment, and other inappropriate behavior. Cinia is also determined to ensure that every employee is aware of what constitutes workplace harassment and sexual harassment, fully understands what is expected of them, and knows how to confidentially report any problems or suspected misconduct.

Absence due to sickness

The percentage of absences from work due to sickness for the whole Cinia Group in 2022 was 3.4% (2021: 2.9%), which is slightly below the industry average. The number of absences due to sickness demonstrates the increase in respiratory diseases with the transition to the new normal after the pandemic.

Of the total number of sick days for the whole year, 33% were accounted for by absences of longer than 20 days. The largest proportion of periods of sick leave, 67%, was for periods of 1–3 days or periods of 3–20 days.

Work-related accidents and accident rate

Everyone is entitled to a safe working environment, and Cinia works to prevent accidents at work by adhering to occupational safety guidelines and implementing the appropriate measures on its premises. Four slight work-related accidents occurred at Cinia during 2022 (2021: 1) due to increased commuting.

The accident rate in 2022, i.e. the number of accidents per total number of hours worked in the year, was 5.8 (2021: 1.5). Accident frequency refers to the ratio of accidents that cause more than a day absence to hours worked multiplied by million hours worked.

Remuneration

The aim of Cinia's remuneration scheme is to support the company's strategy and encourage activities that create long-term value. The incentive system may consist of performance related pay for all employees and/or incentives for specific employees based on the company's results. The Board of Directors decides on the incentive system, and the guidelines for incentives are based on guidelines approved by the Finnish Government's Ministerial Committee on Economic Policy.

Remuneration for the members of Cinia's Board of Directors

The remuneration for the members of Cinia's Board of Directors is approved at the Annual General Meeting. The company does not grant loans or guarantees to Board members. Any Board members' travel expenses related to their work are subject to the instructions given by the Finnish Tax Administration and Cinia's travel policy.

Cinia's incentive scheme is based on the following four principles:

1. Realizing strategic goals: Cinia operates according to the strategic goals by transparently communicating the strategy and the business targets to all employees. The incentive system encourages employees to act according to Cinia's strategy and business goals.

2. Fairness of remuneration: The incentive scheme processes are managed and carried out in an ethical and consistent way. All Cinia employees are treated equally and impartially, and the incentive policy and principles are communicated openly.

3. Employee motivation and commitment: The incentives scheme is connected to performance and boosts employee motivation. Awarding bonuses to employees helps to ensure commitment in the medium- to long-term.

4. Cinia's attractiveness as an employer: The incentive scheme attracts and retains people with the expertise and experience needed to achieve Cinia's strategic goals. The remuneration level is competitive in the labor market in which Cinia operates.

Cinia uses a personnel fund for employees in accordance with the Act on Personnel Funds as a voluntary and alternative way for employees to receive performance-related pay. The purpose of the personnel fund is to receive and invest the employees' incentive pay and provide them with a cost-effective way to receive financial incentives.

It is possible to pay any financial incentives awarded into the fund as part of the Cinia incentive scheme that is in use at a given time. All Cinia employees can join the fund, and membership is voluntary.

Employee costs EUR 1000	2022	2021
Salaries and benefits	24 773	22 321
Incentive fees	1 514	927
Non-wage labour costs	5 384	4 466
Total employee costs	31 671	27 714

Salaries and fees of CEO EUR 1000	2022	2021
Salaries and benefits	312	301
Incentive fee	132	89
Total Salaries and fees	444	390

Salaries and fees of Management Group, not including CEO EUR 1000	2022	2021
Salaries and fees	997	1 293
Incentives	295	235
Total Salaries and fees	1 292	1 527

Fees of the Board members EUR 1000	2022	2021
Members of the Board 31.12.	123	132
Previous Members of the Board	9	0
Total Members of the Board	132	132

Salary statistics have been refined and the year 2021 has been changed to be comparable with the year 2022.





Cyber and information security and data protection management at Cinia

Cinia's service offering focuses on customers requiring a high level of security and specialized solutions. Success in these customer segments requires a high standard of cyber security and data security in internal activities and in the services provided by the company. A data-secure work environment and operations improve work performance while strengthening the company's customers' confidence in Cinia's services.

Ensuring a data-secure operating model and services is a crucial aspect of Cinia's corporate image, corporate social responsibilities, and business goals. The company's data security goals and operating model are set out in the data security policy approved by Cinia management.

To support Cinia's internal operations, the company maintains guidelines for the secure use of data, terminals, various communication methods, and security arrangements for premises. Cinia has also stipulated security requirements for partners and subcontractors. Cinia employees and subcontractors are regularly trained in matters related to data security.

Cinia is committed to maintaining and improving its security activities. Cinia undergoes external evaluation and audit activities to assess the company's security. In May 2017, the Finnish Defence Forces granted Cinia a certificate of facility security clearance as a testament to the company's ability to handle official confidential data material in accordance with the National Security Auditing Criteria (Katakri).

In July 2022, Cinia renewed the internationally recognized security management system ISO/IEC 27001 certificate. This certification covers Cinia's Service Desk operations and company-level control of the information security management system, such as company-level security policies, guidelines, and practices.

In building security and contingency arrangements, the company cooperates closely with the National Cyber Security Centre Finland. As a telecommunications company with a contingency preparation obligation defined in the Act on Electronic Communications Services, Cinia informs the Finnish Transport and Communications Regulatory Authority Traficom of events related to information security on a statutory basis. Cinia participates actively in networks between cyber security operators, such as in Traficom's ISAC network and the National Emergency Supply Agency's Digipool.

Individuals' right to privacy is important, and Cinia processes all personal data in its possession in accordance with the laws and regulations on data privacy. Cinia has prepared a public privacy policy approved by the management team, and comprehensive guidelines on the processing of personal data. The company continuously maintain guidelines related to data privacy and actively monitor data privacy legislation and requirements. The staff is provided with data privacy and information security training, which is part of every new Cinia employee's onboarding.

Cinia's privacy policy is published on the company's website at www.cinia.fi.



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