

CORPORATE
RESPONSIBILITY
REPORT

Cinia





GENERAL INFORMATION ABOUT THE COMPANY

Cinia is a Finnish data communications and IT conglomerate that offers network, software and cloud services. Cinia acts as a telecommunications operator and produces diverse IT expert and connection services, as well as development services for IT-intensive systems and software. Cinia operates its own telecommunications networks or those owned by its customers.

To simplify the structure and administration of the Cinia Group and to improve efficiency, the Boards of Directors and shareholders of Cinia Group Ltd, Cinia Cloud Ltd and Cinia One Ltd decided to merge so that Cinia One Ltd and Cinia Cloud Ltd (as merging companies) merged into Cinia Group Ltd (as the receiving company) on 31 December 2017. Directly before the aforementioned merger, another merger was also carried out within the Cinia Group, whereby Cinia Solutions Ltd, a company belonging to the Cinia Group, merged in Cinia One Ltd, a subsidiary of Cinia Group Ltd, in the form of a subsidiary merger as defined in the Limited Liability Companies Act. Notifi-

cations of subsidiary merger plans were registered in the Trade Register on 27 August 2017.

The parent company Cinia Group Ltd changed its name to Cinia Ltd on 1 January 2018.

According to the decision issued by the Ministerial Committee on Economic Policy on 6 June 2017, Cinia Group Ltd transferred from the ownership of Governia Oy under the direct ownership of the state in August 2017, and the Government ownership steering of Cinia Group Ltd transferred to the Ministry of Transport and Communications starting from 1 September 2017. In addition to the state, Cinia's shareholders are Ilmarinen and OP Group.

Cinia Group Ltd's shareholders and shareholding after the change of ownership (starting from 1 September 2017): State of Finland, c/o Ministry of Transport and Communications: 77.528%; Ilmarinen Mutual Pension Insurance Company: 11.236%; OP Insurance Ltd: 5.618%; and OP Pension Fund: 5.618%.

This report applies to the third financial period of the Group.

BUSINESS MODEL AND OPERATING ENVIRONMENT

Cinia's business model is divided between the construction, maintenance and monitoring of data communications systems, network operations, software and quality assurance services, and secure cloud services offered to private and public sector customers.

Cinia has an optical backhaul network of more than 10,000 km in Finland. International connections to

Central Europe pass through the highly efficient Cinia C-Lion1 subsea cable deployed in 2016.

The company operates in Finnish and international markets of connectivity, telecommunications and system and application development.

CUSTOMER SEGMENTS

Cinia's customer base mainly consists of international companies that have a demand for high capacity and national companies that require reliable data transfer, software and cloud services.

Cinia has special expertise, for example, in the fields of transport, safety, healthcare, finances, energy and industry, and it also serves data centre and telecom operator customers.

In the field of transport, Cinia provides redundant data connections to safeguard data transfers in transport solutions and technical operation and maintenance in road and railway traffic, at airports and in harbours, as well as for industry and special sites.

In the field of healthcare and wellness, Cinia delivers customised solutions for quality monitoring, reporting, enterprise resource planning and self-care.

For data centre business operations, reliable and redundant data connections are a prerequisite for

creating uninterrupted service environments. Cinia's strong optical fibre trunk network in Finland, combined with the C-Lion1 subsea network to Germany, guarantees the fastest and most direct route to Europe, from any part of Finland. Cinia's network access points located on the Russian border enable fast connections all the way to Asia.

In the fields of finances and financial administration, Cinia provides research and development for software and electronic services by means of consulting and project deliveries by developing responsive web interfaces, offering API development and integration and private cloud services and by resolving challenges related to system modernisation in software development and quality assurance sectors.

Cinia is an industrial R&D partner in demanding tasks associated with software development and quality assurance, helping industrial companies to take advantage of the opportunities of digitalisation and the Internet of Things (IoT).

STAKEHOLDER GROUPS AND INTERACTION WITH STAKEHOLDERS

Cinia's stakeholders include its customers, employees and partners, the Group's shareholders and regulatory authorities.

Cinia's key tasks are to diversify Finland's national and international data connections, improve cybersecurity and develop digitalisation solutions, particularly to help providers of nationally critical services. Cinia's shareholders expect the company to carry out these tasks by increasing the shareholder value, following good governance and remuneration practices and

being a highly responsible tax and corporate citizen. For contact people of its shareholders, Cinia holds a briefing event twice a year, in which the company presents its operations, particularly from the viewpoint of the shareholders' expectations.

Cinia works in close cooperation and interaction with different authorities, for example, in necessary permit processes and by providing advance information about its projects in progress.



Considering Cinia's nationwide network, cities and towns, municipalities and ELY Centres form a key stakeholder group.

People, companies and the entire society are ever more dependent on digital services and connections. Cinia's redundant and high level of availability network infrastructure enables innovation, growth and development.

In Finland, Cinia's network closely follows the rail network and the main grid.

Cinia does not operate any commercial mobile networks. Cinia's backhaul network supports the device-independent provision of services.

The subsea cable that connects Finland and Germany has been one of the leading projects of the Finnish Government and the EU. It helps to strengthen digital markets in Europe by improving and securing data connections in northern regions. Furthermore, it offers an optional and direct route for the former route through Sweden. Because C-Lion1 is shorter and more direct, it offers benefits from a lower latency, for example transfer delays.

At the same time, the connection strengthens Finland's position as a hub between east and west. The subsea cable comprises part of Cinia's nationwide backhaul network. The capacity of the cable offers growth potential for current and new services in Finland.

KEY EVENTS DURING THE FINANCIAL PERIOD

The company continued the construction of a branch of the C-Lion1 subsea cable system in Hanko. The resulting second cable route to Finland safeguards the connection and shortens the distance from Europe to Finland and other Nordic countries.

Cinia launched a secure and efficient Lioncloud private cloud service with easy-to-use provisioning and automation.

The title of the Service Desk of the Year is given to Finland's best SD team, and Cinia clinched the title in 2017. In addition to the HDI Support Center Standard 2014, the evaluation includes ITIL (the best practices in IT service management) and applicable parts of the ISO/IEC 20000 standard.

Cinia also received the Finnish Cyber Security Certificate in October.

SUSTAINABLE BUSINESS AT CINIA

Cinia's goal is to add social responsibility as part of day-to-day activities: management, development and customer solutions. The company finds it important to be environmentally sustainable and to continuously pay attention to its energy consumption and material efficiency.

Cinia's positive social impact comes from its data communications and software services that improve the energy and material efficiency.

Using Cinia's products and services, customers have already achieved significant results in reducing their own environmental footprint.

To integrate social responsibility most closely into Cinia's business activities, Cinia adopted a new management model for sustainable development in 2016. It is based on UN Sustainable Development Goals. Cinia's sustainable development programme covers

the goals, the fulfilment of which Cinia can best support through its expertise, products and services.

Around these themes, the company has set operational and indirect goals in order to increase its positive impact together with its customers.

The mental and physical capacity of the personnel and the development of wellbeing, generating through trust and appreciation, have been set as one of the near future's focus areas of operational development.

THE SELECTED GOALS ARE

- ▶ Goal 3. Good health and wellbeing
- ▶ Goal 7. Affordable and clean energy
- ▶ Goal 9. Industry, innovation and infrastructure

FINANCIAL RESPONSIBILITY

ASSESSMENT OF THE FINANCIAL POSITION, AND KEY FIGURES

Consolidated financial statements include the following companies: Cinia Group Ltd (parent company), C-Lion1 Ltd and Cinia Cloud GmbH. Net sales of the Cinia Group stood at EUR 40.64 million in 2017. The operating profit was EUR 1.76 million. As part of fixed

procurement and manufacturing costs, salary expenses have been activated on the balance sheet. This activation has been presented under manufacturing for enterprise's own use in the income statement.

KEY FIGURES REPRESENTING THE GROUP'S FINANCIAL POSITION AND RESULTS:

Cinia Group (EUR million)	2017	2016	Parent company Cinia Group Ltd (EUR million)	2017	2016
Net sales	40,64	36,33	Net sales	4,49	4,43
Operating profit/loss	+1,76	+1,39	Operating profit/loss	-0,93	-0,84
Operating profit % of net sales	4,3 %	3,8 %	Operating profit % of net sales	-20,8 %	-18,9%
Return on equity % (ROE)	0,7 %	1,3 %	Return on equity % (ROE)	-3,1 %	-2,9 %
Return on investment % (ROI)	2,1 %	1,7 %	Return on investment % (ROI)	0,1 %	0,0 %
Equity ratio (%)	45,4 %	41,5 %	Equity ratio (%)	38,0 %	43,5 %



INVESTMENTS DURING THE FINANCIAL PERIOD

Gross investments during the financial period stood at EUR 7.0 million (2016: EUR 22.1 million).

Investments include EUR 0.2 million in work carried out by the Group's personnel.

TAX FOOTPRINT

Key factors in Cinia's tax management are the identification and elimination of tax risks. Cinia identifies the tax impact of business decisions, but makes its decisions as it deems to be purposeful. In matters that are open to interpretation and require special expertise in taxation, Cinia uses external experts to ensure correct operating methods.

During the 2017 financial period, Cinia paid all of its income taxes in Finland.

The company has no unpaid taxes.

Taxes are presented on an accrual basis. Numerical information includes all significant tax types. Direct taxes paid for the financial period are based on accounting information. The amount of indirect taxes paid for the financial period has been produced on the basis of calculated costs or consumption. Of indirect excise taxes, electricity tax evaluated on the basis of calculations and included in production electricity costs has been taken into account.



SUMMARY (EUR thousand)	2017	2016
Direct taxes paid for the financial period	2 868	2 914
Indirect taxes paid for the financial period	101	95
Taxes paid for the financial period	10 009	9 502
Grants received	43	70
TOTAL TAX FOOTPRINT	13 021	12 511
NET SALES	40 637	36 335
PROFIT BEFORE TAXES	347	514
TAX ON NET SALES	32 %	34 %

DIRECT TAXES PAID FOR THE FINANCIAL PERIOD (EUR thousand)	2017	2016
Income tax	60	72
Employer charges	2 775	2 808
Other taxes	33	34
TOTAL DIRECT TAXES PAID FOR THE FINANCIAL PERIOD	2 868	2 914

INDIRECT TAXES PAID FOR THE FINANCIAL PERIOD (EUR thousand)	2017	2016
Excise tax	42	40
Non-deductible value added tax	47	47
Other taxes	11	9
TOTAL INDIRECT TAXES PAID FOR THE FINANCIAL PERIOD	101	95

TAXES PAID FOR THE FINANCIAL PERIOD (EUR thousand)	2017	2016
Tax on wages and salaries	4 947	4 641
Value added tax	5 062	4 860
TOTAL TAXES PAID FOR THE FINANCIAL PERIOD	10 009	9 502

GRANTS AND SUBSIDIES RECEIVED DURING THE FINANCIAL PERIOD (EUR thousand)	2017	2016
Subsidies and compensation	43	70
TOTAL GRANTS AND SUBSIDIES RECEIVED DURING THE FINANCIAL PERIOD	43	70

REPORTING AND CONTROL

The Board of Directors is responsible for the arrangement of internal control, internal auditing and risk management. The internal audit of companies belonging to the Cinia Group is conducted under the supervision of Cinia Group Ltd's Board of Directors and CEO. In 2017, the internal audit focused on the sales process.

Cinia's corporate governance defines the responsibilities of the company's Board of Directors and managers, approval procedures, procurement procedures and the protection of intellectual property rights. The corporate governance is revised annually by the Board of Directors. The company also implements its Code of Conduct.

RISKS AND RISK MANAGEMENT

Comprehensive risk management is an inseparable part of Cinia's management system and strategy process. Risk management covers all the actions taken to take, eliminate, reduce or transfer risks. A risk is an event that, if realised, has a negative impact on the fulfilment of Cinia's goals. Risk management is based on obligatory legislation, guidelines set by Cinia's Board of Directors, agreements signed with customers and the company's internal risk management provisions.

The main goal of risk management is to support the fulfilment of Cinia's strategic goals and other key goals by protecting them against unexpected risks. Comprehensive risk management supports the identification and use of business opportunities and strengthens Cinia's business image.

The full security policy has been published on Cinia's website at www.cinia.fi/en.



CUSTOMER SATISFACTION

Cinia is an expert organisation and it is engaged in the service and project business, with Cinia's leading experts delivering and maintaining, for example, network, cloud and software services. The increased

significance of service operations and customer service has boosted operational development at Cinia. Its goal is to provide Cinia's customers with the best possible customer experience.

Taloustutkimus Oy conducted a customer survey assigned by Cinia Group Ltd. It was conducted as a telephone interview in the early 2018, and it was responded to by 98 Cinia customers.

Similar surveys have been conducted at the same time in five previous years, and the most recent results were compared with the results of these previous surveys, where applicable. The survey was carried out using the Corporate 360° CUSTOMER concept which is a product of Taloustutkimus for measuring customer satisfaction and loyalty. It is based on an international concept.



OVERALL CUSTOMER SATISFACTION WITH CINIA IS VERY HIGH, BEING HIGHER THAN EVER BEFORE

Overall customer satisfaction with Cinia is very high, being higher than ever before. Measured by the Customer Satisfaction Index (CSI), an indicator of overall satisfaction, the index of highly satisfied customers was 76. This is clearly above the target level of the concept (65), and the average index in the Taloustutkimus databank (67).

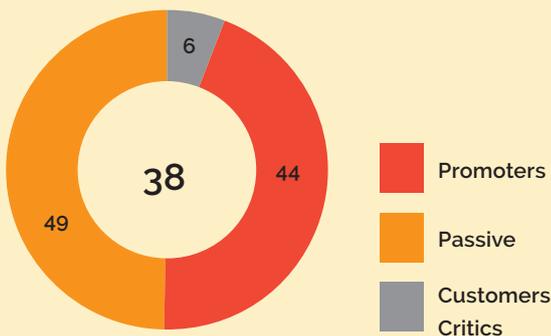
Cinia's Net Promoter Score (NPS) was at a good level at 38 and has developed positively from previous years (31 in 2016). Of all operational areas included in the

survey, customers were the most satisfied with Cinia's service manager. Customer scores regarding the service desk, sales, solutions, services and deliveries also reached the target level of the concept.

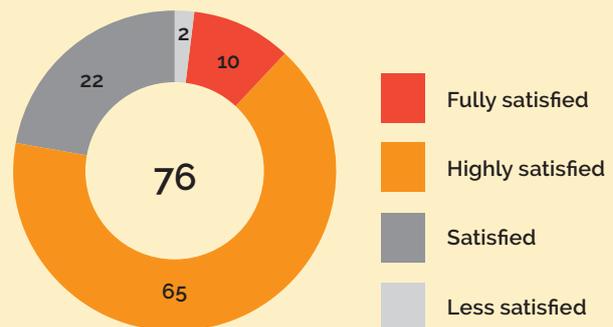
CINIA'S IMAGE HAS DEVELOPED POSITIVELY

According to the survey, customers regard Cinia as a safe, credible, reliable, secure and flexible partner that has a good reputation. Compared with the results of the 2016 survey, Cinia now has a better image and most image factors have developed positively

NSI
NET PROMOTER SCORE: PROMOTERS – CRITICS



CSI
CUSTOMER SATISFACTION INDEX: TOP2BOX





CUSTOMER CASE

SOFTWARE OF LABKOTEC'S DATA TRANSFER DEVICE TO BE TESTED AUTOMATICALLY

Labkotec's specialises in solutions for measuring and monitoring demanding industrial conditions and related services.

Cooperation was launched on the basis of needs identified in research and development, as the aim was to test how the software of a measuring/data transfer device works at a system level. Cinia's expert approached the project with a high level of professionalism and, even though the software was initially tested manually, it was quickly discovered that some tests could be automated using the Robot Framework.

This project was carried out in close cooperation with and as part of Labkotec's R&D team. As a result of the project, the efficiency of Labkotec's testing operations improved and the quality of the developed system increased.

We are very satisfied with Cinia's expertise, particularly in terms of quality assurance. Cinia's experts frequently provided development proposals during the project, and our partnership has also otherwise flowed smoothly.

- Mikko Aaltonen,
R&D manager, Labkotec Oy

ENVIRONMENTAL RESPONSIBILITY

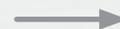
The Cinia Group operates in a business field, in which environmental responsibility has a significant role. Cinia's shareholders, customers, partners and suppliers think highly of sustainable development. The investments Cinia makes (for example data communications infrastructure) and the services it provides (software, cloud and communications services) serve to improve and develop the activities of companies and society to be more environmentally friendly, for example, through lower emissions, solutions that improve mobility and logistics and technological selections that take environmental loads into consideration.

Cinia's operations can improve environmentally friendly solutions with low emissions. Examples include data centres that rely on connectivity services offered through data networks, where the aim is to actively optimise the consumption of energy and use any loss heat in the local environment.

In Finland, data centres have access to fairly affordable energy produced with hydropower that generates low emissions. Cinia's goal is to locate its data centres in Finland and the Nordic countries to even out the energy balance on a broader European scale.

The requirements of Cinia's customers increasingly involve environmental aspects with regard to supplier selections. When procuring services and technical solutions, Cinia also aims to ensure the environmentally friendly activities of its partners, subcontractors and technology suppliers. For example, key aspects in the replacement of hardware include the identification and further processing of hazardous waste. The Cinia Group started to systematically monitor the volume and composition of waste in 2015.

The use and consumption of electricity are key factors when assessing environmental impact in the Cinia





Group's business field. Energy efficiency also plays an important part in terms of business economics. The efficient use of energy is one selection criterion Cinia companies have set for hardware suppliers. Cinia has signed a service agreement on the collection and processing of waste electrical and electronic equipment (WEEE) with a partner that sees to the proper further processing of waste. The service agreement includes a separate provision on the disposal of confidential material (hard disks, memory media, USB devices, discs and others) and the management of related disposal documentation.

Cinia operates in many different locations and has a number of different offices and, by means of comprehensive and shared Group-level practices, such as the travel policy, it aims to steer its employees towards actively using public transportation and combining meetings and replacing them with online meetings, when possible.

As particularly large projects, Cinia designed and built subsea cables in 2015–2017. The C-Lion1 subsea cable was built between Finland and Germany in 2015–2016 and its Hanko branch was built in 2017. Environmental impact was thoroughly addressed when planning and implementing these two projects, minimising the impact caused by the cables over a very narrow zone on applicable routes.

When the significance of impact was assessed, it was discovered that the sediment layer mixing as a result of the rapid cable installation was evenly divided over the entire cable route. According to the permit assessment, there was no significant impact on fish stocks. Furthermore, the projects did not have any impact on seals or the harbour porpoise which is infrequently spotted in Finnish water systems. In territorial waters, it was assessed that the cable installation can slightly destroy bottom fauna along the cable route. The highest impact is directed at areas where the cable lands, and the impact lessens the farther the cable is from the shore. Because the affected area is narrow, impact on the ecological state of the bottom was assessed to be minor. In the archipelago, the installation was not assessed to cause any adverse impact on birds.

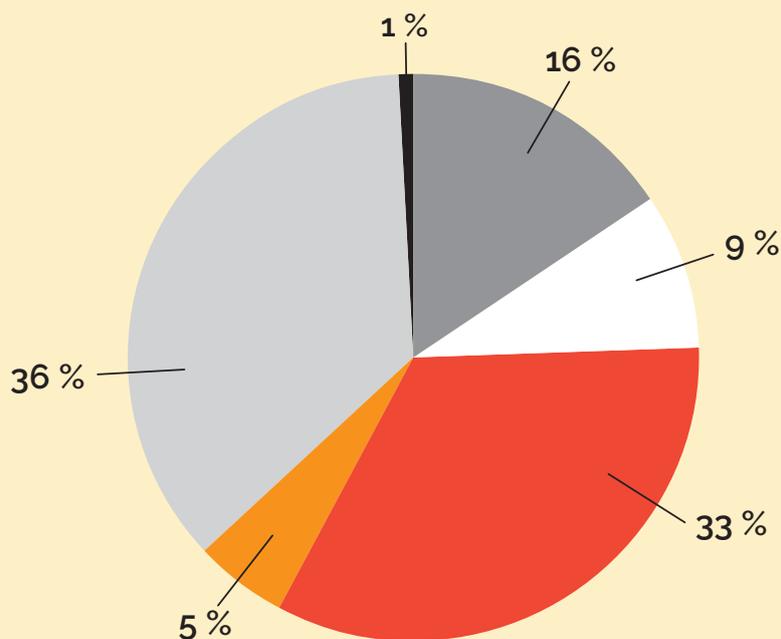
ENERGY CONSUMPTION IN SERVER ROOMS:

2017	2016
▶ 1791 MWh	▶ 1661 MWh
Finland	Finland
▶ 69 MWh	▶ 65 MWh
Germany	Germany

WASTE MATERIAL



TOTAL 2,261 kg



PRODUCT

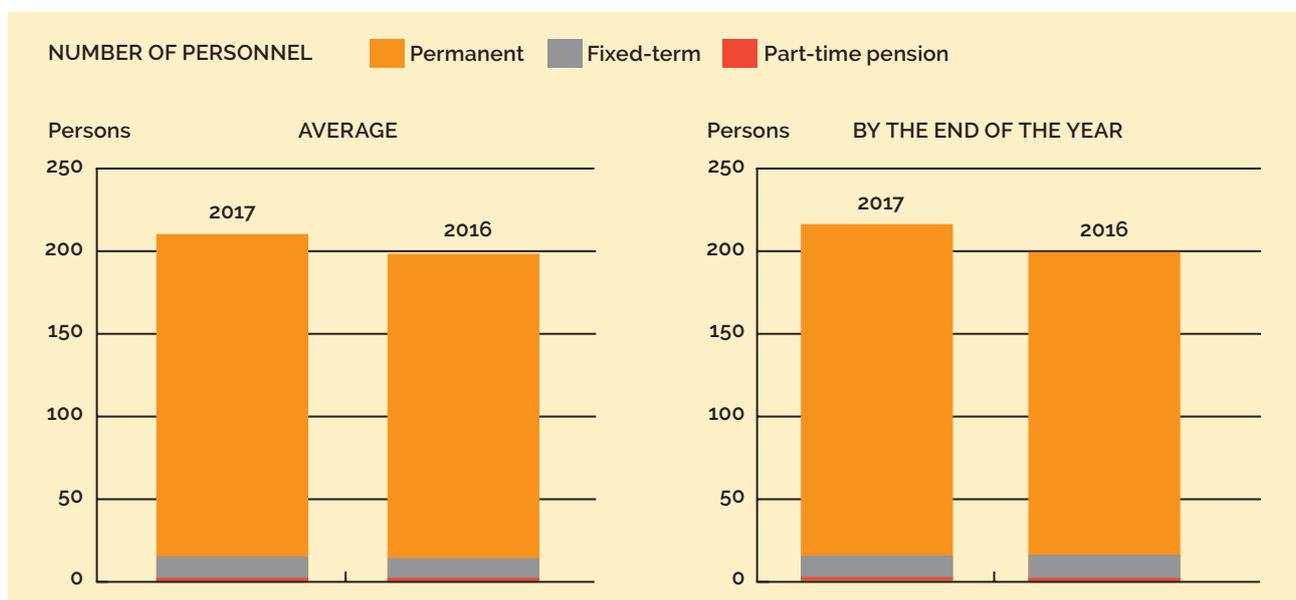
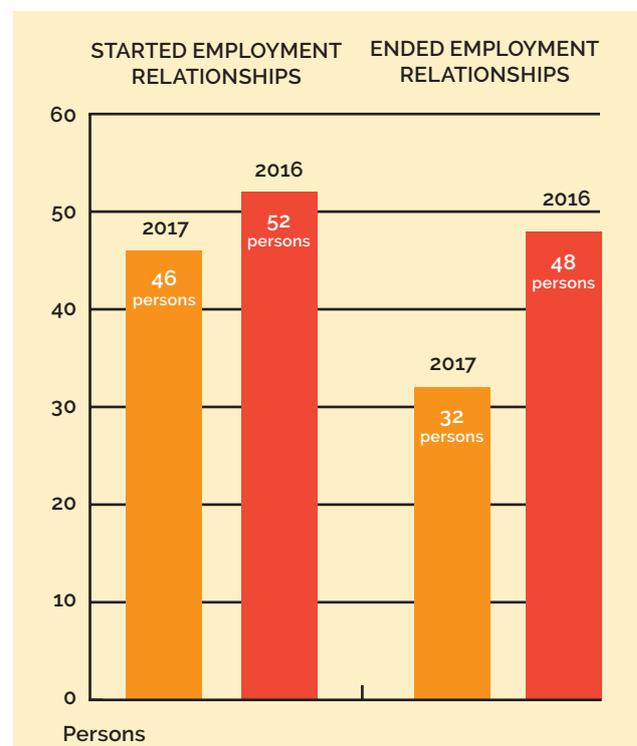
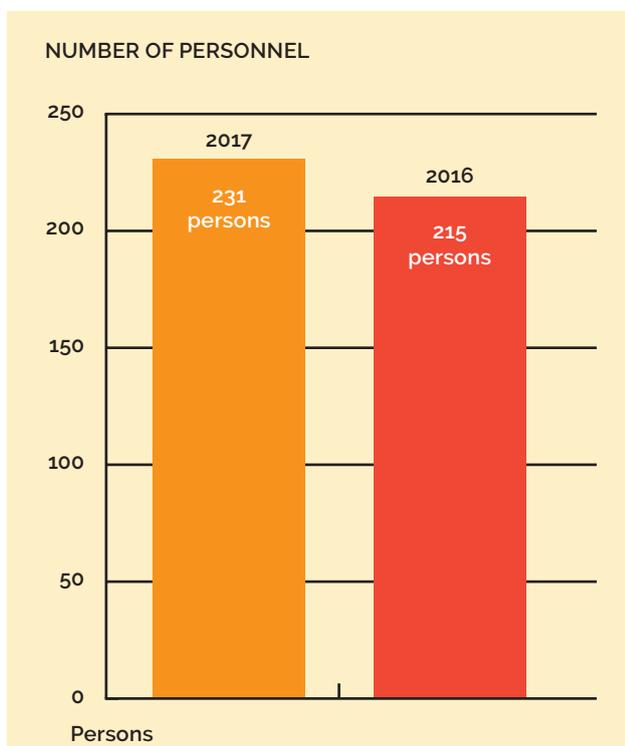
WEEE - Confidential paper (P5)	16 %
WEEE - IT and telecom hardware	9 %
WEEE - Unsorted electronics (NON-producer association)	33 %
WEEE - Cables	5 %
Lead-acid batteries	36 %
WEEE - Hard disk drive	1 %

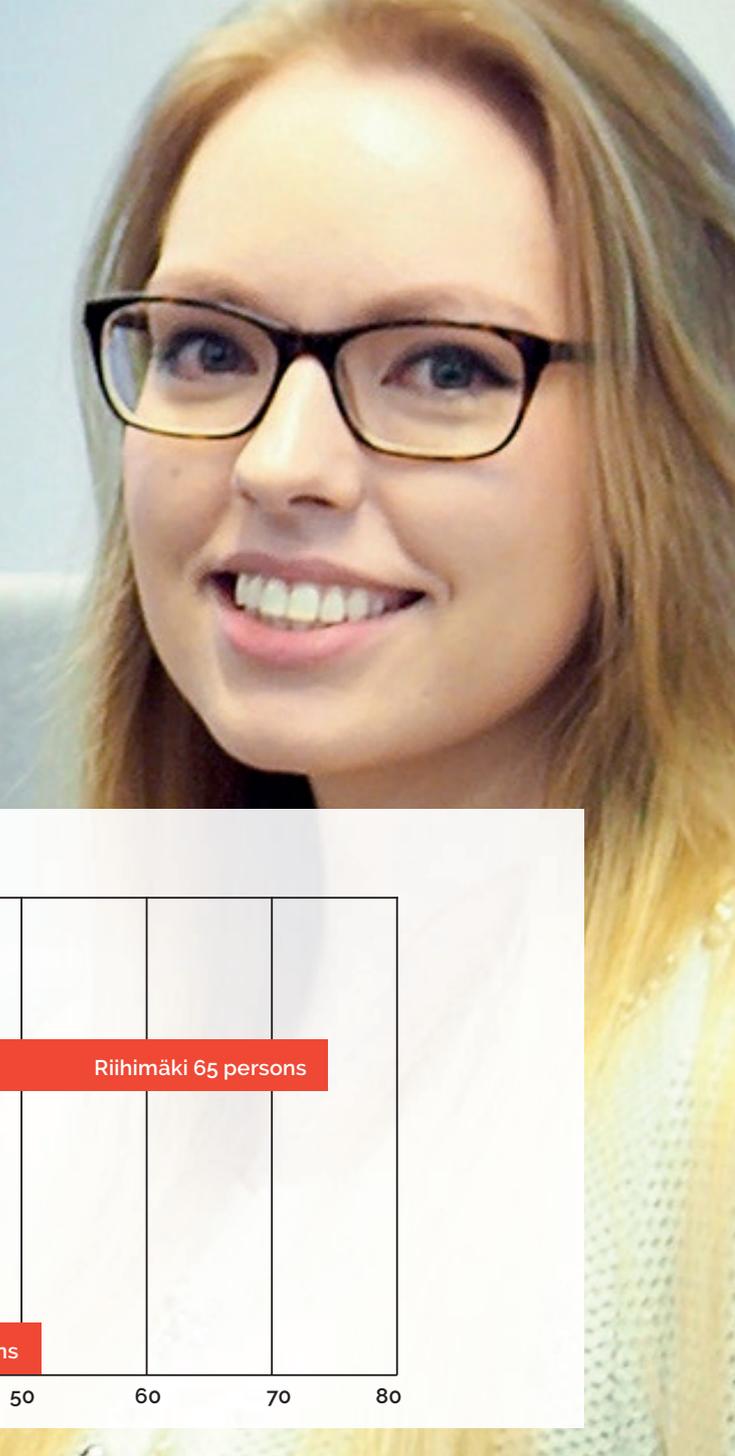
SOCIAL RESPONSIBILITY

PERSONNEL

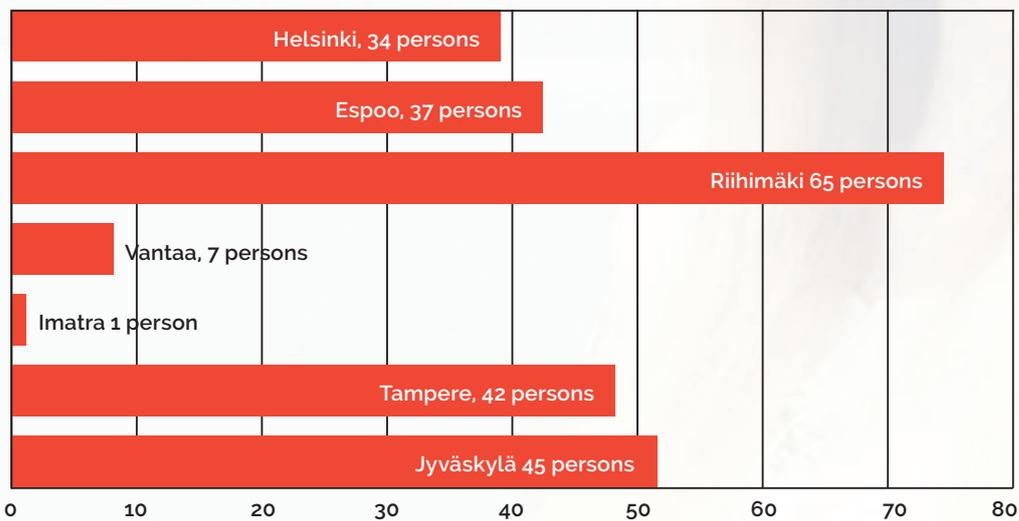
The goal of Cinia's personnel strategy is to contribute to the fulfilment of the company's strategic and business goals. For a service and expert company, motivated and committed personnel offer a competitive

edge. The main goal of the personnel strategy is to secure the availability of employees, an excellent employee experience, personnel that feel well and the continuous development of the competence of employees.

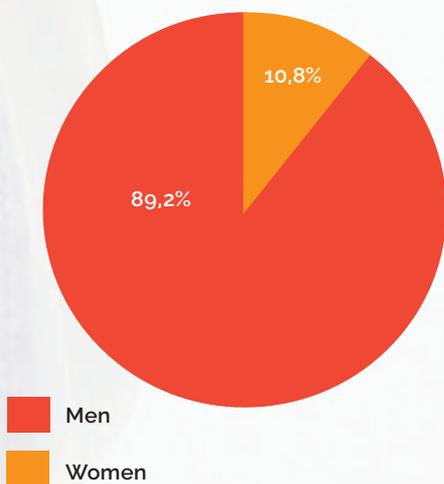




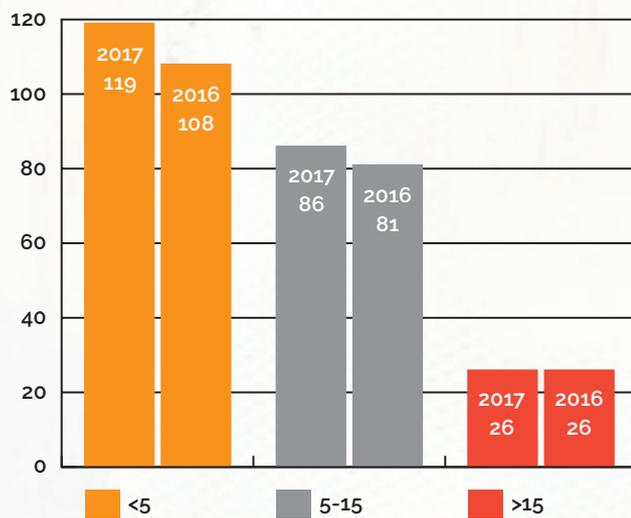
PERSONNEL BY LOCATION



DISTRIBUTION BY GENDER, YEARS OF EMPLOYMENT



YEARS OF EMPLOYMENT





DEVELOPMENT OF A SHARED OPERATING CULTURE

Developing a shared operating model and culture is an integral part of Cinia's personnel strategy. The aim is to build a setting that makes day-to-day work easier and enables every employee to succeed in their work, regardless of their role or responsibility area. The development of Cinia's operating culture can be secured by building a physical, virtual and social working environment and management model that support the company's business goals.

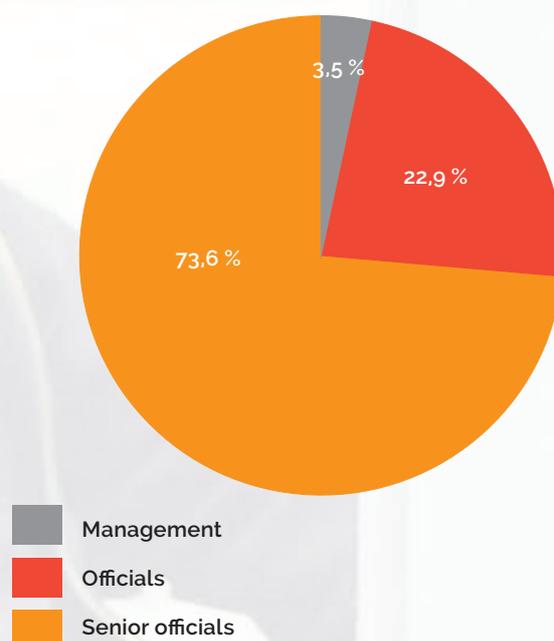
INTERNAL FLOW OF INFORMATION

It has been identified that operating in several locations and at a number of offices presents a challenge to the internal flow of information and communication. Monthly business briefings are held at Cinia, together with an interactive CInfo event, covering the entire Cinia Group, in which current matters and themes from the points of view of the company and its personnel are discussed.

The Kick Off event is also held every year to engage the personnel. Its goal is to improve the personnel's understanding of Cinia, discuss current matters and develop shared operating methods.

Cinia's intranet is the company's internal communication channel, and a new fully interactive intranet and virtual meeting place will be deployed in spring 2018.

DISTRIBUTION BY PERSONNEL GROUP IN 2017



WELLBEING

Cinia invests in fitting work and leisure together, as this is important to the personnel.

Addressing various situations is an integral part of the Cinia culture. The aim is that everyone can fit work, family life and leisure together in the manner they seem fit. This is supported by offering flexible opportunities for remote work, a care service for a sick child and flexible working hours practices.

The wellbeing of the personnel is important and it is supported, for example, by the right to spend part of

working hours on physical exercise or other activities that increase wellbeing and by offering exercise and culture vouchers, medical insurance with a very high coverage, opportunities to develop individual skills and competence and modern tools and facilities.

Productive cooperation between managers and employees has been proven to be a functional way to develop activities: Cinia's internal cooperation committee convened four times in 2017

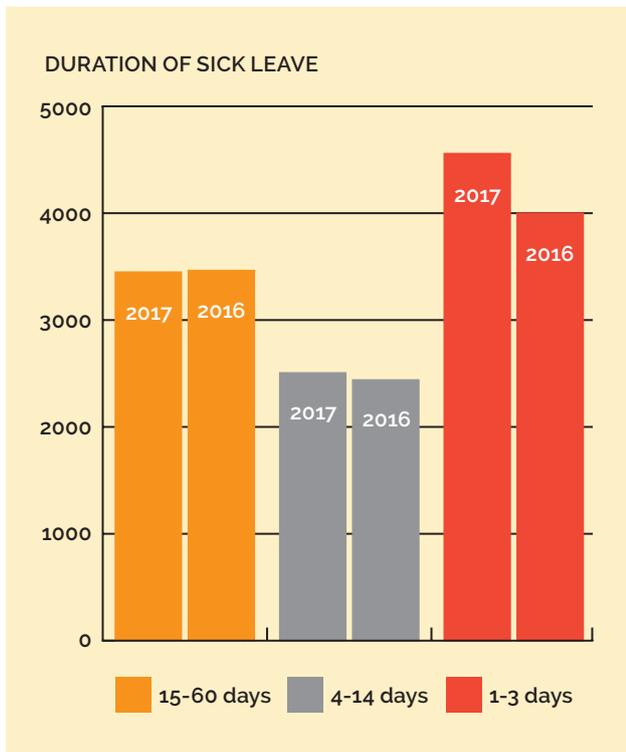
EQUAL AND NON-DISCRIMINATING TREATMENT

Cinia is a company and community in which everyone is treated in a respectful, equal and non-discrimina-

ting manner. The obligation to promote equality and non-discrimination applies to Cinia as an employer and all members of the working community.

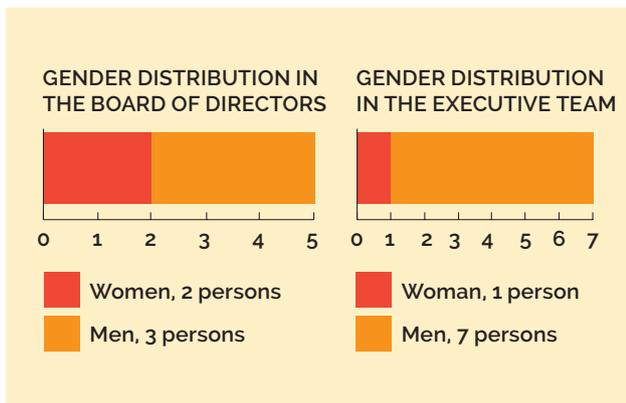
The starting point of non-discrimination is that all procedures applied to work and non-discriminating, as well as efficient and purposeful considering Cinia's operating environment.

Cinia commits to promoting equality and non-discrimination and to preventing discrimination in all of its activities, and to addressing non-discrimination as a natural part of operations, strategies and plans.



SICK LEAVE

In 2017, the sick leave rate of the Cinia Group was 3.1% (2016: 2.3%). This is a typical rate in the business field. In addition to typical seasonal variation, the sick leave rate increased from the previous year because of a few extended absences resulting from serious illnesses or surgery.



OCCUPATIONAL ACCIDENTS AND THE ACCIDENT FREQUENCY

Everyone is entitled to a safe working environment. Cinia aims to prevent occupational accidents by taking occupational safety and health into account in instructions and facility solutions. In 2017, two accidents took place at Cinia, both on the way between home and work. The accident frequency was 5 in 2017 (2016: 5).

REMUNERATION

Fees paid to members of the Board of Directors are confirmed at the Annual General Meeting. No meeting fees are paid to members of the Board of Directors who work in the operational management of the company. Furthermore, the company does not provide members of the Board of Directors with any loans or guarantees. Any travel expenses accrued by members of the Board of Directors are handled in accordance with guidelines issued by the tax authority and the Cinia Group's travel regulations.

The goal of the company-wide remuneration scheme is to support the strategy and encourage employees towards activities that increase the company's value in the long term. The remuneration scheme can consist of a bonus paid to the personnel on the basis of the company's financial results and/or personal bonuses. The Board of Directors decides on the remuneration scheme, and the guidelines approved by the Ministerial Committee on Economic Policy acts as a framework for remuneration and profit-based bonuses.

PROFIT-BASED BONUSES PAID	2017	2016
CEO	41 429	7 888
Other members of the executive team	92 555	38 000
Other personnel	518 294	141 178
Total	652 278	187 066

MANAGEMENT OF CYBERSECURITY, INFORMATION SECURITY AND DATA PROTECTION AT CINIA

Cinia's products and services are particularly designed for customers that require a high level of security and services, as well as special solutions. Success in these customer segments requires a high level of cybersecurity and information security in internal activities and in the services provided by the company. When the working environment and activities follow a high level of information security, it is easier to carry out work-related tasks and the trust shown by customers towards Cinia's services improves.

Secure services and operating models are key parts of Cinia's business image, social responsibility and the fulfilment of its business goals. Cinia meets the needs of its public sector customers in accordance with obligations set out in the legislation. The goals and operating model of information security at Cinia are defined in its information security policy completed in March 2017.

To support Cinia's internal activities, the company maintains guidelines on the secure use of data material, terminal devices and different communication methods and on facility security. Information security

training is regularly provided for the company's personnel and subcontractors.

During 2017, Cinia received two recognitions for secure operations. In May 2017, the Finnish Defence Forces provided Cinia a corporate security certificate as an indication of its ability to process classified data material as required by national security audit criteria (Katakri). In October, the company received the Finnish Cyber Security Certificate (FINCSC) as recognition of its high level of cybersecurity and information security arrangements.

The goal set in the information security policy is the achievement of the information security management level required in the ISO 27001 certificate in a separately defined group of functions. A development project has been launched with the aim of reaching a decision on the start of a certification process by the end of 2018.

Cinia works closely with the Finnish Communications Regulatory Authority (FICORA) in building security and contingency arrangements. Cinia is a telecom-

munications company bound by a contingency obligation as set out in the Information Society Code, and it has a statutory obligation to report any incidents related to information security to FICORA.

The right of individuals to protect their privacy is important, and Cinia processes all personal data it holds in accordance with laws and regulations on the pro-

tection of personal data. In autumn 2017, the Cinia Group's executive team started a project related to the EU General Data Protection Regulation (GDPR) in order to ensure that Cinia meets the requirements set out in GDPR. The company maintains guidelines on data protection and regular data protection training is provided for its personnel.

ACTIVITIES OF THE CYBERSECURITY COMMITTEE

In spring 2015, Cinia established a cybersecurity committee, consisting of leading Finnish experts in the field from outside the company. The committee's operating model is highly productive.

As everything is becoming digital, cybersecurity risks spread to new parts of life and society. The committee allows Cinia to ensure that the company has a full understanding of the development of the cyber environment and, as a result, that Cinia can guarantee its security and that of its services. At the same time, Cinia wants to promote national and international actions to develop cybersecurity.

The cybersecurity committee has, for example, discussed the development of the legislation governing

the business field and its impact on Cinia, the national management of cybersecurity and operators in the field of cybersecurity, the relationship between cybersecurity and the business brand, and the need to develop security monitoring in the company's networks and the activities required. With regard to known cybersecurity risks, the committee has addressed phishing attempts, new risks associated with IoT devices and their management, and physical risks associated with the ICT infrastructure.

During its first three years, the cybersecurity committee has convened three to four times a year. Members of Cinia's Board of Directors and executive team also take part in the activities of the committee.





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Cinia

