

## Atea ASA

# Information Security Policy

Information is essential to the functioning of any organization. An information security management system (ISMS) is a set of policies, processes, procedures, tools, and activities which an organization uses to protect its information assets from unauthorized access and misuse.

Atea is a large organization spread across seven countries and is the leading provider of information technology in the Nordic and Baltic regions. Atea designs, implements, and operates IT infrastructure solutions. At the same time, we understand the risks inherent in technologies which store and process ever more information.

As organizations handle more data and automate processes through their IT systems and networks, they face greater threats from data theft, identity fraud, and operational disruption through cyberattacks. Maintaining strict standards of information security is essential to our business at Atea, and to our ability to work with customers and partners on the most important IT challenges in our region.

### Purpose

This policy sets out Atea ASA and its business unit (hereinafter – Atea Group) principles for information security and approach to managing its information security to protect Atea Group's and its customers' information and information systems.

Senior management of Atea Group is committed to ensuring a high level of information security in accordance with applicable laws and regulations, contractual requirements based on information security risk assessment considering measured risk appetite and tolerance.

### Scope

This policy applies to Atea Group, including all business units, employees, and suppliers. This policy is supported by several topic-specific policies, processes, and procedure documents.

### Definition

Information security is the protection of Atea's and our customers' information and information systems from unauthorized access, use, disclosure, disruption, modification, or destruction to provide confidentiality, integrity, and availability. Protection of information and information systems is achieved by implementing suitable organizational, administrative, and technical measures described in this policy and related documentation which all together forms Atea Group's information security management system.

Atea Group's information security policies, processes and procedures shall follow the CIA triad model, meaning that information and information systems must have the properties of confidentiality, integrity, and availability.

- Confidentiality - a property ensuring that information is not made available or disclosed to unauthorized individuals, entities, or processes.
- Integrity - a property ensuring that information is accurate and complete.
- Availability - a property ensuring that information or information systems are accessible and usable upon demand by an authorized entity.

## Execution

The controls that modify information security risk shall be determined based on risk assessment, balancing the possible business impact of a certain threat against the cost of implementing security measures. The remaining risk after application of a control shall be low enough to be acceptable, i.e. equal to or below the defined risk appetite. To achieve the objectives of information security and subject to continuous improvement, applied controls shall be monitored for efficiency.

This policy shall be made available to all employees via Atea Group's intranet. For relevant third parties this policy shall be published on Atea's website. Managers must ensure that all subordinate personnel have read and understood this policy.

## Information Security Management System

To manage information security, Atea Group has an information security management system based on the ISO/IEC 27001 standard.

Business units can, if needed, have local information security managements systems in place supplemented by local information security management. Subject to continuous improvement and overall Atea Group's business strategy, existing local information security management of business units shall be merged gradually into one common information security management system of Atea Group.

To continuously improve the information security management system, an annual information security plan shall be prepared considering past performance of the information security management system, analysis of past incidents, new guidelines from relevant authorities, changing threats, changes in legal landscape and other changing conditions.

## Roles and Responsibilities

- Ultimately responsible for information security is the Atea ASA CEO.
- Atea ASA CEO has delegated responsibility for information security to the COO of Atea ASA. The COO has the right to approve this policy subject to delegated responsibility for information security.

- Atea Group information security management responsibility is delegated to Group CISO. Group CISO has the right to approve topic-specific policies and other ISMS documentation.
- Business unit responsibility for information security is delegated by the Atea ASA COO to the local Business unit responsible.
- The Information Security Executive Council is established to make strategical and tactical decisions regarding information security of Atea Group.
- Each Business unit in scope shall have a responsible for the operation of information security management system in the business unit.
- Atea ASA CEO has delegated the responsibility for information security to the COO of Atea ASA. The COO has the right to approve this policy subject to delegated responsibility for information security.

*Published November 2024*

### **Holding**

#### **Atea ASA**

Karvesvingen 5  
Box 6472 Etterstad  
NO-0605 Oslo  
Tel: +47 22 09 50 00  
Org.no 920 237 126

[investor@ateam.com](mailto:investor@ateam.com)  
[ateam.com](http://ateam.com)

### **Finland**

#### **Atea Finland Oy**

Rajatorpantie 8  
FI-01600 Vantaa  
Tel: +358 (0)10 613 611  
Org.no 091 9156-0

[customer@ateam.fi](mailto:customer@ateam.fi)  
[ateam.fi](http://ateam.fi)

### **Group Logistics**

#### **Atea Logistics AB**

Nylandavägen 8A  
Box 159  
SE-351 04 Växjö  
Tel: +46 (0)470 77 16 00  
Org.no 556354-4690

[customer.care@ateam.se](mailto:customer.care@ateam.se)

### **Norway**

#### **Atea AS**

Karvesvingen 5  
Box 6472 Etterstad  
NO-0605 Oslo  
Tel: +47 22 09 50 00  
Org.no 976 239 997

[info@ateam.no](mailto:info@ateam.no)  
[ateam.no](http://ateam.no)

### **Lithuania**

#### **Atea UAB**

J. Rutkauskos Street 6  
LT-05132 Vilnius  
Tel: +370 5 239 7899  
Org.no 122 588 443

[info@ateam.lt](mailto:info@ateam.lt)  
[ateam.lt](http://ateam.lt)

### **Group Shared Services**

#### **Atea Global Services SIA**

Mukulālas Street 15  
LV-1004 Riga  
Org.no 50203101431

[AGS\\_info@ateam.com](mailto:AGS_info@ateam.com)  
[ateaglobal.com](http://ateaglobal.com)

### **Sweden**

#### **Atea Sverige AB**

Kronborgsgränd 1  
Box 18  
SE-164 93 Kista  
Tel: +46 (0)8 477 47 00  
Org.no 556448-0282

[info@ateam.se](mailto:info@ateam.se)  
[ateam.se](http://ateam.se)

### **Latvia**

#### **Atea SIA**

Unijas Street 15  
LV-1039 Riga  
Tel: +371 67 819050  
Org.no 40003312822

[info@ateam.lv](mailto:info@ateam.lv)  
[ateam.lv](http://ateam.lv)

### **Group Functions**

#### **Atea Group Functions A/S**

Lautrupvang Street 6  
DK-2750 Ballerup  
Org.no 39097060

[info@ateam.dk](mailto:info@ateam.dk)

### **Denmark**

#### **Atea A/S**

Lautrupvang Street 6  
DK-2750 Ballerup  
Tel: +45 70 25 25 50  
Org.no 25511484

[info@ateam.dk](mailto:info@ateam.dk)  
[ateam.dk](http://ateam.dk)

### **Estonia**

#### **Atea AS**

Järvevana tee 7b  
EE-10112 Tallinn  
Tel: +372 610 5920  
Org.no 10088390

[info@ateam.ee](mailto:info@ateam.ee)  
[ateam.ee](http://ateam.ee)

### **AppXite**

#### **AppXite SIA**

Matrozu Street 15  
LV-1048 Riga  
Org.no 40003843899

[info@appxite.com](mailto:info@appxite.com)  
[appxite.com](http://appxite.com)