Our targets and performance
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We have set short-, mid- and long-term targets and provide a listing and status as of the end of 2021 on this and the next page. In 2021, we had a total of 14 external targets, of which 12 were either achieved or on track. One target was not achieved and one was not on track. Our targets for 2022 and onward are presented after the table summarizing the 2021 targets.

### Our 2021 targets and their status

<table>
<thead>
<tr>
<th>Focus area</th>
<th>Target year</th>
<th>Base year</th>
<th>Target</th>
<th>2021 results</th>
<th>Target status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Climate</td>
<td>2030</td>
<td>2019</td>
<td>Our Science-based target (SBT): Reduce our greenhouse gas (GHG) emissions across our value chain (Scope 1, 2 and 3) by 50% between 2019 and 2030, and reach net zero by 2050.</td>
<td>Emissions covered by our SBT were 37 598 000 tCO₂e which, as anticipated, are 8% above our cumulative carbon budget for 2020–2021, if a linear reduction from 2019 is expected annually. However, we do not expect the reduction of emissions in our value chain to be a linear process. We plan to achieve our target of 50% reduction in emissions by 2030 as we see greater impact as more energy efficient products and features of our portfolio are adopted and decarbonization of the electricity grid continues globally.</td>
<td>Not on track</td>
</tr>
<tr>
<td>Climate</td>
<td>2030</td>
<td>2019</td>
<td>Our final assembly suppliers reach net zero emissions by 2030.</td>
<td>Our final assembly suppliers’ emissions were 59 000 tCO₂e which is a 22% decrease from 2019.</td>
<td>On track</td>
</tr>
<tr>
<td>Climate</td>
<td>2030</td>
<td>2019</td>
<td>Our suppliers reduce GHG emissions by 50% by 2030.</td>
<td>Our suppliers’ emissions were 1 571 600 tCO₂e which is a 49% decrease from 2019.</td>
<td>On track</td>
</tr>
<tr>
<td>Climate</td>
<td>2021</td>
<td>2020</td>
<td>Reach 45% coverage of renewable electricity from the total purchased electricity.</td>
<td>53% of our purchased electricity was renewable.</td>
<td>Achieved</td>
</tr>
<tr>
<td>Climate</td>
<td>2021</td>
<td>2019</td>
<td>Reduce GHG emissions from our facilities (Scope 1 and 2) by 20%.</td>
<td>Emissions from our facilities were 243 200 tCO₂e which is a 30% reduction from 2019.</td>
<td>Achieved</td>
</tr>
<tr>
<td>Climate</td>
<td>2021</td>
<td>2020</td>
<td>Divert 70% of facility waste from landfill.</td>
<td>80% of facility waste was diverted from landfill.</td>
<td>Achieved</td>
</tr>
</tbody>
</table>
### Our 2021 targets and their status

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<tr>
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<tr>
<td><strong>Culture</strong></td>
<td>2030</td>
<td>2016</td>
<td>100% of suppliers delivering high risk activity to meet “H&amp;S preferred supplier” status (score 4 or more out of 5) in our Health &amp; Safety maturity assessment.</td>
<td>23% of relevant suppliers met H&amp;S preferred supplier status.</td>
<td>On track</td>
</tr>
<tr>
<td></td>
<td>2021</td>
<td>2020</td>
<td>Keep the unexplained pay gap closed.</td>
<td>The unexplained pay gap was closed for 2021.</td>
<td>Achieved</td>
</tr>
<tr>
<td></td>
<td>2021</td>
<td>2020</td>
<td>Reach a minimum of 26% female hires in all global external recruits.</td>
<td>25% of external recruits were women. We aim to increase our talent attraction activities to make Nokia’s employer brand stand out for diversity-friendly employment policies.</td>
<td>Not achieved</td>
</tr>
<tr>
<td></td>
<td>2021</td>
<td>2020</td>
<td>Direct 30% of our corporate CSR spend towards initiatives focused on empowering diversity.</td>
<td>33% of our corporate CSR program spend was focused on empowering diversity.</td>
<td>Achieved</td>
</tr>
<tr>
<td><strong>Integrity</strong></td>
<td>2030</td>
<td>2016</td>
<td>Reach 85% favorability of employee/line manager engagement on ethics and compliance.</td>
<td>Progress against the target was measured as favorable responses to the following question in our employee survey: “My line manager sets a positive example by acting with integrity.” 91% of the responses were favorable.</td>
<td>On track</td>
</tr>
<tr>
<td></td>
<td>2025</td>
<td>2020</td>
<td>80% of suppliers receive satisfactory sustainability scores from supplier performance evaluation (includes performance across our sustainability assessment programs such as EcoVadis, CDP, Conflict minerals).</td>
<td>68% of suppliers received satisfactory sustainability scores.</td>
<td>On track</td>
</tr>
<tr>
<td></td>
<td>2022</td>
<td>2020</td>
<td>Complete our second Global Network Initiative (GNI) assessment and, as a result, Nokia deemed to have shown good faith efforts to implement the GNI principles in freedom of expression and privacy.</td>
<td>Preparation for the assessment was started.</td>
<td>On track</td>
</tr>
<tr>
<td></td>
<td>2021</td>
<td>2020</td>
<td>95% of our employees complete Ethical Business Training.</td>
<td>97% of employees completed the training.</td>
<td>Achieved</td>
</tr>
</tbody>
</table>
Our ESG targets in 2022

Climate
- 60% renewable electricity in facilities
- 45% reduction of facility GHG emissions compared to 2019
- Divert 75% of facility waste from landfill

Culture
- A minimum of 26% female hires in global external recruits
- Zero critical or fatal incidents for employees and suppliers

Integrity
- Ethical Business training (EBT) completed by 95% of employees
- Complete our second Global Network Initiative external human rights assessment
- 98% tin, tantalum, tungsten and gold traceability and conflict-free status and extended due diligence to cobalt and mica

2022

Climate
- 50% reduction of average power consumption of 5G mMIMO Base Station

Culture
- 100% of suppliers performing high risk activities pledge their commitment to Nokia’s life-saving rules

Culture
- 95% of projects compliant with the strengthened requirements of our High-Risk Project Implementation Assessments (HRPIA) process

2023

Improving lives
- Invest in proven research technology on non-traditional ways of 5G access to bridge the digital divide in rural and urban poor areas

Integrity
- 98% tin, tantalum, tungsten and gold traceability and conflict-free status and two additional minerals
- 80% of suppliers receive satisfactory sustainability score from supplier performance evaluation

2024

Climate
- 100% renewable electricity in facilities
- 65% reduction of Scope 1 & 2 GHG emissions, including 85% reduction of facility emissions

Climate
- 100% reduction of our total GHG emissions (Scope 1, 2 & 3)
- Final assembly suppliers reach zero emissions
- 50% reduction of suppliers’ GHG emissions
- 73% reduction of logistics GHG emissions
- 95% circularity rate

Culture
- 100% of suppliers delivering high risk activity meet or exceed “H&S preferred supplier” status
- Increase the share of women employees to 25%

2025

Improving lives
- Improve the lives of 1.5 million through social digitalization projects, digital skill building, and connecting the unconnected or underserved

Improving lives
- Provide broadband based digital services with 2 billion subscriptions

Culture
- 100% of suppliers performing high risk activities pledge their commitment to Nokia’s life-saving rules

Integrity
- Maintain at least 85% favorability of employee/line manager engagement on the importance of ethics and compliance

2030

Climate
- Net zero emissions in our value chain

Culture
- 100% of suppliers delivering high risk activity meet or exceed “H&S preferred supplier” status
- Increase the share of women employees to 25%

2050

Climate
- Net zero emissions in our value chain

Integrity
- Maintain at least 85% favorability of employee/line manager engagement on the importance of ethics and compliance