Ireland Gender Pay Gap Report

November 2025

The Ireland Gender Pay Gap report details the Gender Pay Gap reporting requirements under The Gender Pay Gap Information Act 2021.

Overview

At Nokia, we believe that a diverse workforce is our platform for greater innovation, superior organizational performance, and delivering excellent service to our customers. Our ambition is to have a gender balance that reflects the world around us, and a workplace where men and women have equal opportunities to succeed in every function and at every level.

Nokia Ireland Limited Employees

This is the first year that Nokia Ireland Limited has been required to publish its pay gap data. All metrics are calculated using remuneration for the 12-month period ending 30 June 2025.

Multiple factors influence our gender pay gap, including workforce composition and, particularly, more men than women at senior levels.

Nokia Ireland adheres to Ireland's established equality legislation, primarily governed by the Employment Equality Acts and the Equal Status Acts. These laws prohibit discrimination on various grounds, including gender, civil status, family status, sexual orientation, religion, age, disability, race, and membership of the Traveller community. They apply to key areas such as recruitment, pay, and the provision of goods and services, while also addressing harassment and victimization.

Ireland's Gender Pay Gap Reporting legislation takes a broader approach by comparing the mean and median pay and bonuses of all men and women within a business, rather than focusing solely on comparable roles.

At Nokia Ireland, women currently represent 18% (10) of the workforce, out of a total of 55 employees. This figure reflects broader industry trends in attracting women to STEM-based careers.

Core Metrics for Gender Pay Gap Report 2025

- The mean and median hourly pay gap
- The mean and median bonus pay gap
- The proportion of male and female employees that received bonuses
- Gender distribution across quartiles (lower, lower-middle, upper middle, upper pay bands)

On the snapshot date, Nokia Ireland Limited did not employ any part-time or temporary-contract employees. Accordingly, mean and median hourly pay gap calculations for these categories are not applicable

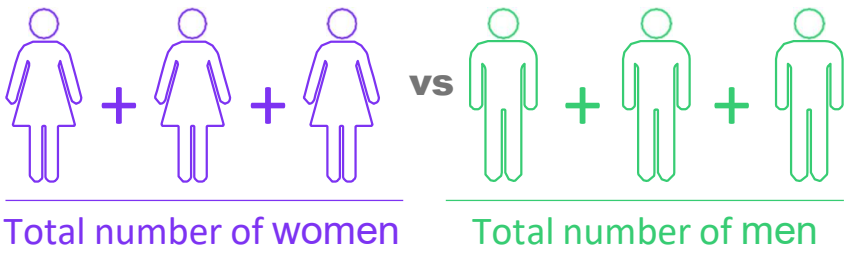
Mean & Median Pay Gaps Explained

Calculating the mean (average) gender pay gap

The mean (average) is calculated by adding up the hourly pay of all relevant employees and dividing the figure by the number of employees. The gap is the percentage difference between the average male and female hourly pay figures.

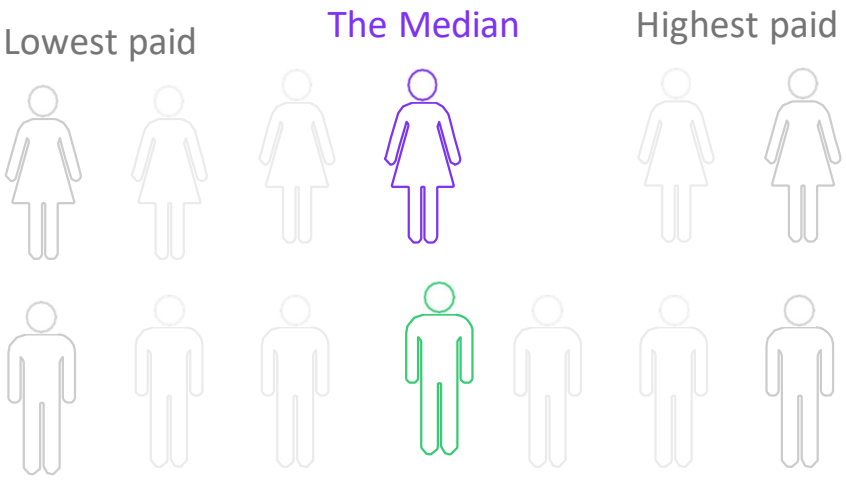
Summary of **female** hourly rate of pay

Summary of **male** hourly rate of pay



Calculating median (middle) gender pay gap

The median is the figure that falls in the middle of a range when the pay of all relevant employees is ranked from lowest to highest. The median gender pay gap is calculated based on the difference between the middle employee in the range of male pay and the middle employee in the range of female pay.



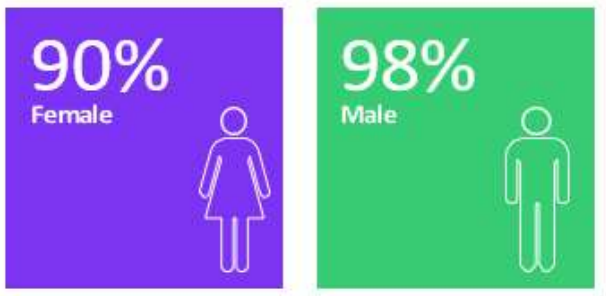
Neither the mean or median pay gap specifically measures job roles of same value, grade, position, education, experience, or other generally accepted drivers of pay.

While both figures are relevant, the median is often seen as a more representative measure as it is not impacted by ‘outliers’ i.e., the individuals that are at the extreme top or bottom of a salary range.

Understanding the Pay Gap

Difference between Male and Female Hourly Pay (Mean)	19.84%
Difference between Male and Female Hourly Pay (Median)	9.86%
Difference between Male and Female Bonus Pay (Mean)	59.52%
Difference between Male and Female Bonus Pay (Median)	36.86%

Percentage Receiving Bonus



In 2019, following a global pay analysis conducted with Mercer, we closed a small but statistically significant "unexplained pay gap" across Nokia, a gap that couldn't be explained by factors that drive pay at Nokia such as performance, experience and job grade.

As a cornerstone of our commitment to equal treatment, Nokia annually conducts an unexplained pay gap analysis globally and funds special remediation increases, if necessary, to ensure that the unexplained pay gap remains as close to zero as possible.
The Gender Pay Gap reporting legislation in Ireland takes a different approach from an unexplained pay gap analysis, as it compares the mean/median pay of all men with that of all women within a business, without taking into account factors such as job family, experience, and job grade.

This type of pay gap reflects the overall gender demographics within an organization and is influenced by structural factors, such as the underrepresentation of women in higher-paying roles and specific areas, including:

- Senior leadership
- Sales roles
- Science, Technology, Engineering, and Mathematics (STEM) roles.

In Nokia Ireland, these factors significantly impact the results, heightened by the fact that there are currently only 10 women in the workforce, distributed across different pay quartiles. Furthermore, there are no females presently in sales-related roles, which typically offer higher bonus levels compared to non-sales roles.

All eligible employees at Nokia Ireland received a bonus. Employees who did not meet the service eligibility criteria under the Nokia Bonus Plan were not awarded a bonus. The lower percentage of females not receiving a bonus is attributable to the fact that there are only 10 female employees in the workforce

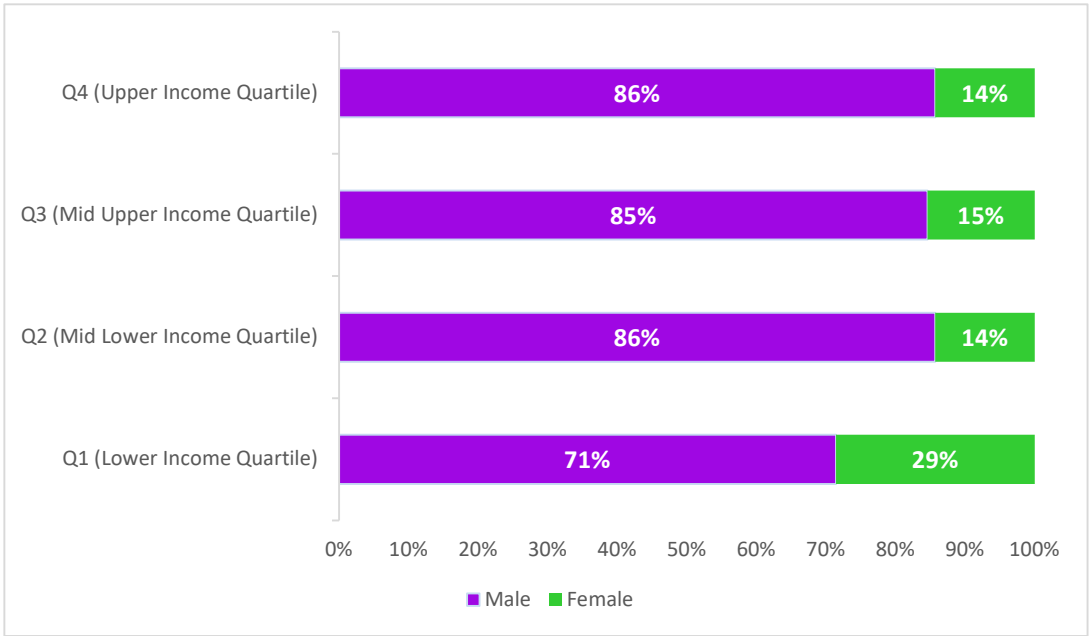
Understanding Benefit in Kind

Nokia Ireland offers a wide range of benefits to all employees. In the 12-month calculation period, 100% of male and 100% of female relevant employees received at least one benefit in kind.

Quartile Review

The proportion of females in the Upper Income Quartile is lower compared to the other quartiles. As noted earlier, this is influenced by the current absence of females in sales-related roles, which typically offer higher bonus levels and impact representation in this quartile.

Our review of internal gender relativity, based on roles and corresponding job grades, indicates that females are competitively positioned within the pay ranges for their respective job grades. Additionally, each quartile comprises a diverse range of roles, with remuneration aligned to external market benchmarks.



Action Plan

Bloomberg included Nokia for the fifth time in a row in its Gender Equality Index (GEI) in 2023. The GEI framework includes metrics on the female leadership and talent pipeline; equal pay and gender pay parity; inclusive culture; sexual harassment policies; and pro-women brands. Nokia's score in 2023 was 83.03% - our highest so far and considerably higher than the tech industry's average score of 72.36%.

Our efforts to close the gender pay gaps across Nokia over recent years have been consistent and concerted, whilst also recognizing that much of the gap we face is due to a difference in the roles that we find men and women currently performing, and the differing salary levels that these different roles attract specific to value in the market and industry**.**

Educating our leaders, managers and employees on gender balance best practices is a key component of our gender diversity program at Nokia. We believe change begins at the top.

We also continue to emphasize female leadership development through our Women in Leadership programs and activities. All Nokia employees, whatever their gender, are encouraged to contribute to our gender diversity programs.

Nokia understands there are no quick fixes to this issue, and we strive to address it with an inclusive approach in how we hire, develop and retain employees, to drive sustainable long-term outcomes on gender equality.

Key actions that have been taken include:

- In 2024, we met the threshold of our external female hiring target of 28% in global external recruits.
- Diversity across recruitment continues to be an area we focus on with gender neutral job ads, training leaders on inclusive hiring practices, diverse interview panels and exit interviews to help us to continually improve.
- 'StrongHer' and 'Our Greenhouse', our two global Employee Resource Groups foster equal opportunities for women through supporting our global women's network. StrongHer has sponsorship from one of Nokia's Global Leadership Team members. In 2024, StrongHer grew by eight new antennas, to become 50 in total, with members in 70 countries.
- Since 2022, Nokia has an allyship program in which there is a dedicated path to support gender balance with 100 colleagues participating.
- We extended our collaboration with UN Women and scaled up our ambitions to act together in more countries across five different regions. The 'Action for Leadership' program we created with support from UN Women and in partnership with some of Nokia's customers continues strongly with a goal to showcase the benefits of a gender balanced approach for business and societies.
- We are proud to be part of the #changetheface alliance initiated by Vodafone, to make the tech industry more diverse and inclusive.
- The Nordic Business Diversity Index 2025 ranked Nokia as 6th among NASDAQ Helsinki Large-Cap companies. This index serves as a benchmark for business diversity across the Nordics by evaluating key diversity aspects in the Board of Directors and Executive Management teams within over 600 companies listed in NASDAQ Helsinki, Stockholm, Copenhagen and Reykjavik.

In addition to actively supporting the global initiatives mentioned above, Nokia continuously looks for local opportunities to enhance diversity and inclusion across all levels of the organization.

We are committed to attracting applications from the widest talent pool and ensure equal opportunity through the selection process. Furthermore, we will ensure that our recruitment and promotion processes remain fair, transparent, and equitable.

While Nokia conducts an annual global analysis of unexplained pay gaps and provides funding for remediation, Nokia Ireland will also independently review all bonus and pay awards to ensure they are gender-neutral.

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