



Health, Safety and Labor Conditions Policy

Nokia creates innovative solutions aiming to unite communities and help billions of people live more connected lives, whilst at the same time recognizing our health and safety responsibilities and our wider commitment to sustainability and corporate responsibility.

The protection and improvement of the health and safety of everyone who works for or with Nokia, is a guiding principle in all our operations worldwide. This occupational health, safety and labor conditions policy is based on Nokia Code of Conduct and employment policies and practices, the key principles of which are that Nokia will:

- Provide healthy and safe working conditions and promote well-being and fair treatment at work
- Ensure compliance with all applicable occupational health and safety and labor legislation along with other requirements to which we subscribe (including customer specific requirements as well as industry best practices)
- Integrate occupational health and safety management into our business and processes including design, production, distribution, installation and support of our product and systems
- Emphasize the accountability and responsibility of management and employees for healthy, safe working conditions and fair treatment for all who work for or on behalf of Nokia
- Strive to continuously improve our health and safety performance through risk management, consultation and participation to prevent work-related accidents, ill health, diseases and incidents and by developing and implementing new working practices and technologies, which enhance our employees' health and safety
- Ensure that our products are safe, and work with our suppliers and customers to promote responsible use throughout their life cycle
- Promote a healthy life-style and support voluntary activities that enhance health, well-being and work-life balance
- Promote occupational health, safety and labor conditions awareness through effective communication and training, sharing best practices, both internally and externally and encourage reporting of incidents, hazards, risks and opportunities
- Take immediate action to remedy situations where incidents, audits and feedback identify areas for improvement in our health, safety and labor conditions management
- Ensure our suppliers, contractors and other business partners follow the same standards and place equally high priority on health, safety and labor conditions in their operations

Nokia Group Leadership Team

August 2025