GRI Content Index 2018

NOKIA

GRI content index

This GRI Index relates to Nokia People & Planet Report 2018. To help ensure compatibility with other organizations, our report is prepared in accordance with the Global Reporting Initiative GRI Standards, Core-option.

Some of the indicators we cover partly as not all of the metrics required within an indicator are relevant for our business and stakeholders. We have also included some indicators that are often asked by our stakeholders but not necessarily very relevant for our business.

Nokia's corporate governance is discussed in our Annual Report 2018 and we have therefore excluded many related indicators from this list.

Unless otherwise stated in the Additional information column, our reporting boundary is Nokia Group, including Networks business, Nokia Technologies and Group Common and Other. The report contains limited information on our undersea cables business, Alcatel Submarine Networks (ASN), and our antenna

systems business, Radio Frequency Systems (FRS). Both ASN and RFS are reported in Group Common and Other. The indicators related to supply chain sustainability include only suppliers of Network business.

Nokia is committed to contributing to the Sustainable Development Goals (SDGs). We evaluated how our business supports reaching these goals for the first time in 2015. In our 2018 GRI index we used SDG Compass tool, completed with our own analysis to map GRI Standards with the SDGs.

General disclosures

GRI Standard	Disclosure		Disclosed in People and Planet 2018 report	On page	Additional information/Omissions	UN Sustainable Development Goals (SDGs)	External Assurance (Please see details in Nokia People and Planet report, Independent assurance, page 186)
GRI 102: General Disclosures 2016	**Organizational profile**						
	102-1	Name of the organization	About this report	2			
	102-2	Activities, brands, products, and services	Nokia today	5	Nokia Annual Report on Form 20-F 2018, pages 10–27. In 2018, none of these products were banned in any markets.		
	102-3	Location of the headquarters			Nokia Annual Report on Form 20-F 2018, page 136		
	102-4	Location of operations	Nokia today	6			
	102-5	Report the nature of ownership and legal form			Nokia Annual Report on Form 20-F 2018, pages G (Introduction and use of certain terms), 118, 121–122 and 212.		
	102-6	Markets served	Nokia today	5			
	102-7	Scale of the organization	Nokia today	5	Further information available in Nokia Annual Report on Form 20-F 2018. Our scale outside of the organization is wide, as our radio networks customers serve around 6.1 billion subscriptions worldwide.		Number of subscriptions Nokia's radio networks customers provided service for
	102-8	Information on employees and workers	Nokia today; Who we are; Key data and reporting principles	5–6; 125; 165; 169		Goal 8, 10	
	102-9	Supply chain	Responsible sourcing	106			
	102-10	Significant changes to the organization and its supply chain	Nokia today	5			
	102-11	Precautionary Principle of approach	Letter from the President and CEO; Risk and opportunity management	8; 34–35	We are committed to the UN Global Compact's ten principles. We follow the precautionary principle, especially in areas involving environmental risks.		

General disclosures

GRI Standard	Disclosure		Disclosed in **People and Planet 2018 report**	On page	Additional information/Omissions	UN Sustainable Development Goals (SDGs)	External Assurance (Please see details in **Nokia People and Planet report**, Independent assurance, page 186)
GRI 102: General Disclosures 2016 (continued)	102-12	External initiatives			Global Reporting Initiative (GRI Standards), UN Global Compact, UN Sustainable Development Goals, UN Guiding Principles for Business and Human Rights, UN Standards of Conduct for Business, The Universal Declaration of Human Rights, International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, Global Network Initiative Principles, Science Based Targets initiative, ICC business charter of sustainable development, OHSAS 18001, ISO 14001, WWF Green Office (in Finland), OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High Risk Areas (OECD 2016), Commitment2050 (Sitoumus2050 in Finland), Greenhouse Gas Protocol.		
	102-13	Membership of associations	Working with governmental and multilateral organizations	159	Main industry cooperation: The World Economic Forum, GSMA, DIGITALEUROPE, European Telecommunications Network Operators' Association (ETNO), The European Round Table of Industrialists (ERT), Technology Industries of Finland in Finland, CTIA, Telecommunications Industry Association (TIA), The French Alliance of Digital Industries (AFNUM), Bitkom. Main standardization cooperation: 3GPP, ETSI, ITU, IETF, 5G-IA, 5G PPP and Linux Foundation. Main membership related specifically to sustainability: United Nations Broadband Commission for Sustainable Development, Nordic CEOs for a Sustainable Future, EQUALS, the United Nations Global Compact, Global e-Sustainability Initiative, Global Network Initiative, Finnish Business and Society FiBS, UN Global Compact Finland, Responsible Mineral Initiative (formerly Conflict-Free Sourcing Initiative), Public-Private Alliance for Responsible Minerals Trade (PPA), CDP Supply Chain, EcoVadis, London Benchmarking Group (LBG), @talentEgal (France).		
	Strategy						
	102-14	Statement from senior decision-maker	Letter from the president and CEO	8–9			
	102-15	Key impacts, risks and opportunities	Our sustainability priorities and impacts; Risk and opportunity management	12; 34–35			

General disclosures

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GRI 102: General Disclosures 2016 (continued)	**Ethics and integrity**						
	102-16	Values, principles, standards and norms of behavior	Ethical business and corporate governance; Making Nokia a great place a work	90; 126		Goal 16	Share of employees who have completed the annual training on ethical business practises (Ethical Business Training) (%)
	102-17	Mechanisms for advice and concerns about ethics	Ethical business and corporate governance	90–100		Goal 16	Number of Compliance Controls Framework reviews; Number of concerns received as alleged violations of our anti- bribery policies, involving 3rd parties, and the number of such concerns substantiated
	Governance						
	102-18	Governance structure	Managing sustainability	33–34	Nokia Annual Report on Form 20-F 2018, pages 78–81		
	102-19	Delegating authority	Managing sustainability	33–34	Nokia Annual Report on Form 20-F 2018, pages 78–88		
	102-20	Executive-level responsibility for economic, environmental and social topics	Managing sustainability	33–34			
	102-21	Consulting stakeholders on economic, environmental and social topics	Materiality; Managing sustainability; Ethical business and corporate governance	14–15; 33–34; 91		Goal 16	
	102-23	Chair of the highest governance body			Nokia Annual Report on Form 20-F 2018, page 80	Goal 16	
	102-26	Role of highest governance body in setting purpose, values and strategy	Managing sustainability	33–34	Nokia Annual Report on Form 20-F 2018, page 81–85		
	102-27	Collective knowledge of highest governance body	Managing sustainability	33–34		Goal 4	

General disclosures

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GRI 102: General Disclosures 2016 (continued)	102-30	Effectiveness of risk management processes	Risk and opportunity management; Leadership engagement, accountability and compliance oversight	34–35; 91	Nokia Annual Report on Form 20-F 2018, page 93		
	102-31	Review of economic, environmental, and social topics	Managing sustainability	33–34			
	102-32	Highest governance body's role in sustainability reporting	Managing sustainability	33–34			
	102-33	Communicating critical concerns	Managing sustainability; Leadership engagement, accountability and compliance oversight	33–34; 91			
	102-34	Nature and total number of critical concerns	Reporting of ethical concerns without fear of retaliation	96–98			
	102-35	Remuneration policies			Nokia Annual Report on Form 20-F 2018, pages 96–111		
	102-36	Process for determining remuneration			Nokia Annual Report on Form 20-F 2018, pages 102–111		
Stakeholder engagement							
	102-40	List of stakeholder groups	Making change happen together	148			
	102-41	Collective bargaining agreements	Ensuring decent working conditions and fair employment	132–133		Goal 8	
	102-42	Identifying and selecting stakeholders	Making change happen together	151, 153, 158–159; 162–163			

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GRI Standard	Disclosure		Disclosed in People and Planet 2018 report	On page	Additional information/Omissions	UN Sustainable Development Goals (SDGs)	External Assurance (Please see details in Nokia People and Planet report, Independent assurance, page 186)
GRI 102: General Disclosures 2016 (continued)	102-43	Approach to stakeholder engagement	Materiality; Making change happen together	14–15; 150–163			
	102-44	Key topics and concerns raised	Our sustainability priorities and impacts; Value creation; Our recognitions and awards; Making change happen together	12–15; 16; 36; 150–163			
	Reporting practice						
	102-45	Entities included in the consolidated financial statements	About this report	2	See Nokia Annual Report on Form 20-F 2018 for details on entities included in financial statements. Like the consolidated financial statements, People & Planet report covers Nokia's Networks business, Nokia Technologies and Group Common and Other Functions , which are together called Nokia Group "Continuing operations". The report contains limited information on our undersea cables business, Alcatel Submarine Networks (ASN), and our antenna systems business, Radio Frequency Systems (RFS). Both ASN and RFS are reported in Group Common and Other. Where not otherwise mentioned, Nokia Group data is excluding Discontinued operations, which refer to the sale of the Devices and Services business in 2014 and the sale of the HERE business in 2015. Exceptions to this scope for certain indicators are specified in People and Planet Report's data table notes.		
	102-46	Defining the report content and the topic boundaries	Our sustainability priorities and impacts	12			
	102-47	List of material topics	Our sustainability priorities and impacts: Materiality; Management approaches (103-1, 103-2, 103-3) of this GRI Index	12; 14–15	We do not use exactly the same terminology with GRI on the topics. In the list of topic-specific disclosures we have marked "material" for the material topics, as we also report on rare non-material topics, on which we get frequently questions from some of our stakeholders.		
	102-48	Restatements of information	Key data	170–183	If there is legacy data updated due to data of better quality being available in 2018, recalculated indicators are specified in data table notes.		

General disclosures

GRI Standard	Disclosure		Disclosed in **People and Planet 2018 report**	On page	Additional information/Omissions	UN Sustainable Development Goals (SDGs)	External Assurance (Please see details in **Nokia People and Planet report**, Independent assurance, page 186)
GRI 102: General Disclosures 2016 (continued)	102-49	Changes in reporting			There were no significant changes from previous reporting periods in the list of material topics nor topic boundaries.		
	102-50	Reporting period	About this report	2			
	102-51	Date of most recent report			The previous report was published in May 2018.		
	102-52	Reporting cycle	About this report	2			
	102-53	Contact point for questions regarding the report	About this report	2			
	102-54	Claims of reporting in accordance with the GRI Standards	About this report; GRI Index at www.nokia.com/about-us/ sustainability/downloads	2			
	102-55	The GRI content index	GRI Index at www.nokia.com/ about-us/sustainability/ downloads				
	102-56	External assurance	Independent practitioner's assurance report	186–187			

Management approach and topic-specific disclosures

GRI Standard	Disclosure		Disclosed in People and Planet 2018 report	On page	Additional information/Omissions	UN Sustainable Development Goals (SDGs)	External Assurance (Please see details in Nokia People and Planet report, Independent assurance, page 186)
Economic standards							
GRI 103: Management Approach 2016					This Management approach covers material economic topics of Economic performance; Indirect economic impacts; Procurement practices		
	103-1	Explanation of the material topic and its boundary	Materiality; Our impact and influence on sustainable development throughout the value chain	14–15;16	More details on management of our economic impact: Nokia Annual Report on Form 20-F 2018		
	103-2	The management approach and its components	Our economic impact; Improving people's lives with technology; Reporting of ethical concerns without fear of retaliation; Responsible sourcing; Collaborating with NGOs	37–39; 47–54; 96–98; 106–112; 153–157	More details on management of our economic impact: Nokia Annual Report on Form 20-F 2018		
	103-3	Evaluation of the management approach	Our commitments, targets and performance; Our recognitions and awards; Our economic impact; Collaborating with NGOs	21, 24, 28; 36; 37–39; 153–154	More details on management of our economic impact: Nokia Annual Report on Form 20-F 2018		
Economic performance (material topic)							
GRI 201: Economic performance 2016	201-1	Direct economic value generated and distributed	Our economic impact	37		Goal 2, 5, 7, 8, 9	
	201-2	Financial implications and other risks and opportunities for the organization's activities due to climate change	Risk and opportunity management; Managing our environmental impact	34–35; 60–62	See our response to the CDP Climate Change survey for more details. www.cdp.net		

Management approach and topic-specific disclosures

GRI Standard	Disclosure		Disclosed in **People and Planet 2018 report**	On page	Additional information/Omissions	UN Sustainable Development Goals (SDGs)	External Assurance (Please see details in **Nokia People and Planet report**, Independent assurance, page 186)
Indirect economic impacts (material topic)							
GRI 203: Indirect economic impacts 2016	203-1	Infrastructure investments and services supported	Improving people's lives with technology	43–53		Goal 2, 5, 7, 9	
	203-2	Significant indirect economic impacts	Our impact and influence on sustainable development throughout the value chain; Our economic impact: Indirect economic impact; Innovation and sustainability; Improving people's lives with technology; Collaborating with NGOs	16; 38–39; 40–41; 42–53; 153–155		Goal 1, 2, 3, 8, 9, 10, 17	Number of lives improved through corporate and key regional community investment programs
	Own metric	Helping our customers to connect the next billion measured by number of subscriptions in Nokia radio customers' networks and by number of fixed network lines shipped to our customers	Improving people's lives with technology	42–53		Goal 1, 2, 3, 4, 5, 6, 7, 8, 9, 10,11, 12, 13, 14, 15, 16, 17	Number of subscriptions Nokia's radio networks customers provided service for
Procurement practices (material topic)							
	Own metric	Procurement practices	Responsible sourcing; Black economic empowerment	106–112; 140		Goal 1, 8	

Management approach and topic-specific disclosures

GRI Standard	Disclosure		Disclosed in **People and Planet 2018 report**	On page	Additional information/Omissions	UN Sustainable Development Goals (SDGs)	External Assurance (Please see details in **Nokia People and Planet report**, Independent assurance, page 186)
Anti-corruption (material topic)							
GRI 103: Management Approach 2016					This Management approach covers material economic topics of Anti-corruption and Anti-competitive behavior.		
	103-1	Explanation of the material topic and its boundary	Materiality; Our impact and influence on sustainable development throughout the value chain	14–15; 16			
	103-2	The management approach and its components	Our commitments, targets and performance; Ethical business and corporate governance	26; 90–100	Our Code of Conduct is available at www.nokia.com/about-us/investors/corporate-governance/code-of-conduct/		
	103-3	Evaluation of the management approach	Our commitments, targets and performance; Our recognitions and awards; Ethical business and corporate governance	26; 36; 90–100			
GRI 205: Anti-corruption 2016	205-3	Confirmed incidents of corruption and actions taken			There were no confirmed incidents of corruption in 2018. In general, disclosures about material litigations, enforcement actions, and investigations are made in quarterly and annual public filings of Nokia Corporation. (See www.nokia.com/sites/default/files/files/ec1042891_nokia_20f18.pdf , pp. 60–75)."	Goal 16	

Management approach and topic-specific disclosures

GRI Standard	Disclosure		Disclosed in **People and Planet 2018 report**	On page	Additional information/Omissions	UN Sustainable Development Goals (SDGs)	External Assurance (Please see details in **Nokia People and Planet report**, Independent assurance, page 186)
Anti-competitive behavior (material topic)							
GRI 206: Anti-competitive behavior 2016	206-1	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes			Number of legal actions pending or completed in 2018 regarding anticompetitive behavior in which Nokia is identified as participant: 2 1) In June 2017, the Spanish competition authority (CNMC) found that Nokia had violated competition law by abusing a dominant position in the Spanish railway sector and fined Nokia EUR 1.7 million. The case resulted from a complaint by a competitor concerning a tender for the supply of railway communications equipment. Nokia disagrees with the CNMC's decision and has filed an appeal with the Spanish National Court that is currently pending. 2) In August 2018, the CNMC opened antitrust investigations against several companies and individuals, including Nokia Spain, alleging anticompetitive behaviour and cooperation among competitors between 2003 and 2016 in the Spanish railways sector. The CNMC's investigation is currently pending and no formal charges have been issued to date. In 2018, there were no other formal investigations of alleged violations of competition or antitrust laws by Nokia, or any other findings of violations of competition or antitrust laws by Nokia, as far as Nokia is aware.*	Goal 16	

* In addition, it should be mentioned that Nokia is one of the largest patent owners in the industry. It is possible that infringers of patents, when faced with a law suit by Nokia, may try to increase negotiation power against Nokia by filing competition complaints against Nokia, or by threatening Nokia with an antitrust investigation. This happens often even where the misuse appears to be on the side of the infringer. Due to its position as major patent holder Nokia is regularly faced with these situations and also regularly receives questions from antitrust authorities concerning its patent licensing. As an example, in December 2016 Apple filed a complaint against Nokia and two other companies alleging that Nokia has colluded with these companies with the aim of increasing Apple's patent royalty costs. To support its allegations Apple relies on a novel antitrust theory. This matter has been settled without any finding of an antitrust violation by Nokia.

Management approach and topic-specific disclosures

GRI Standard	Disclosure		Disclosed in **People and Planet 2018 report**	On page	Additional information/Omissions	UN Sustainable Development Goals (SDGs)	External Assurance (Please see details in **Nokia People and Planet report**, Independent assurance, page 186)
Environmental standards							
GRI 103: Management Approach 2016					Our management approach is mainly the same for all our material environmental topics. Exceptions are listed with each of the indicator, where relevant. As a summary, our material environmental topics are following: Materials; Energy; Water; Emissions; Effluents and waste; Environmental Compliance and Supplier environmental assessment.		
	103-1	Explanation of the material topic and its boundary	Materiality; Our impact and influence on sustainable development throughout the value chain	14–14, 16			
	103-2	The management approach and its components	Protecting the environment; Reporting of ethical concerns without fear of retaliation; Climate impacts – helping suppliers reduce and report	54–82; 96–98; 76	Our Environmental policy is available at www.nokia.com/about-us/investors/corporate-governance/policies/		
	103-3	Evaluation of the management approach	Sustainability highlights and challenges in 2018; Our commitments, targets and performance; Our recognitions and awards; Circular economy; Responsible sourcing	10–11; 23–25; 36; 60; 106–112			
Materials (material topic)							
GRI 301: Materials 2016	301-1	Materials used by weight or volume	Materials and Restricted Substances	65–67	Nokia recognizes the need to identify and control the materials and substances used in our products and sales packaging. Detailed material requirements specifications for parts and components delivered to Nokia by our suppliers can be found in the Nokia Substance List available on our website. Total volume and weight of materials is considered proprietary information.	Goal 8, 12	
	301-3	Reclaimed products and their packaging materials	Product transportation and distribution; Circular practises and products; Environmental data	75–76; 78–79; 175		Goal 8, 12	Voluntary product takeback from customers: Weight by treatment type (metric tons) and number of returned equipment reused/refurbished

Management approach and topic-specific disclosures

GRI Standard	Disclosure		Disclosed in **People and Planet 2018 report**	On page	Additional information/Omissions	UN Sustainable Development Goals (SDGs)	External Assurance (Please see details in **Nokia People and Planet report**, Independent assurance, page 186)
Energy (material topic)							
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Data reporting principles; Environmental data	166–168; 172–173		Goal 7, 8, 12, 13	Energy consumption within Nokia, by types of energy (GWh) and change to 2017 (%); Renewable electricity amount (GWh) and portion of total electricity consumption (%)
	302-2	Energy consumption outside of the organization	Data reporting principles; Environmental data	165–168; 173		Goal 7, 8, 12, 13	
	302-3	Energy intensity	Environmental data	173		Goal 7, 8, 12, 13	
	302-4	Reduction of energy consumption	Our own operations -Energy efficiency and carbon emissions	73–76		Goal 7, 8, 12, 13	
	302-5	Reduction of energy requirements of products and services	Our products and networks -Energy efficiency and carbon emissions	68–72		Goal 7, 8, 12, 13	Energy savings achieved in 2018 due to network modernization
Water (material topic)							
GRI 303: Water 2016	303-1	Total water withdrawal by source	Data reporting principles; Environmental data	165–168; 173		Goal 6	Water withdrawal in facilities (m3) and change to 2017 (%)
	303-3	Percentage and total volume of water recycled and reused	Data reporting principles; Environmental data	165–168; 173		Goal 6, 8, 12	

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Emissions (material topic)							
GRI 305: Emissions 2016	305-1	Direct (Scope 1) greenhouse gas emissions	Data reporting principles; Environmental data	165–168; 170		Goal 3, 12, 13, 14, 15	Scope 1 greenhouse gas (GHG) emissions, by sources (metric tons CO2e)
	305-2	Energy indirect (Scope 2) greenhouse gas emissions	Data reporting principles; Environmental data	165–168; 170		Goal 3, 12, 13, 14, 15	Scope 2 GHG emissions, market-based and location-based (metric tons CO2e)
	305-3	Other indirect (Scope 3) greenhouse gas emissions	Data reporting principles; Environmental data	165–168; 171	Boundary: Networks business for GHG emissions from "Purchased good and services", "Upstream transportation and distribution" and "Use of sold products", otherwise Nokia Group Continuing operations.	Goal 3, 12, 13, 14, 15	Scope 3 GHG emissions: use of sold products (metric tons CO2e). 2018 emissions and progress against 2030 Science-based target; Scope 3 GHG emissions: employee commuting (metric tons CO2e)
	305-4	Greenhouse gas emissions intensity	Environmental data	171		Goal 13, 14, 15	
	305-5	Reduction of greenhouse gas emissions	Our products and networks -Energy efficiency and carbon emissions; Our own operations -Energy efficiency and carbon emissions	68–72; 73–76		Goal 13, 14, 15	Combined Scope 1+2 GHG emissions: 2018 emissions and progress against 2030 Science-based target
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Data reporting principles; Environmental data	165–168; 172		Goal 3, 12, 15	
Effluents and waste (material topic)							
GRI 306: Effluents and waste 2016	306-2	Waste by type and disposal method	Data reporting principles; Environmental data	165–168; 174–175		Goal 3, 12	Waste amount within Nokia, by treatment type (metric tons) and utilization rate (%)

Management approach and topic-specific disclosures

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Environmental compliance (material topic)							
GRI 307: Environmental compliance 2016	307-1	Non-compliance with environmental laws and regulations			There were no significant fines or non-monetary sanctions for noncompliance with environmental laws and regulations during 2018.	Goal 16	
Supplier environmental assessment (material topic)							
GRI 308: Supplier environmental assessment 2016	308-1	New suppliers that were screened using environmental criteria	Responsible sourcing	106–108	Suppliers that are new to Nokia or have significant changes in their operations are subject to system audits to check compliance with our requirements. We request information on environmental criteria during supplier selection.		Number of system audits against Nokia Supplier Requirements; Number of in-depth on-site audits (focused on labor conditions and environment) against Nokia Supplier Requirements and SA8000 and share of closed non-conformities (%); Number of suppliers assessed on Corporate Responsibility in EcoVadis Sustainable Supply Management platform and share of suppliers with a satisfactory performance level (score ≥45/100) (%)
	308-2	Negative environmental impacts in the supply chain and actions taken	Monitoring, assessment and auditing; Climate impacts – helping suppliers reduce and report	81; 108–110; 11			Number of suppliers that set GHG emission reduction targets (in CDP)

Management approach and topic-specific disclosures

GRI Standard	Disclosure		Disclosed in **People and Planet 2018 report**	On page	Additional information/Omissions	UN Sustainable Development Goals (SDGs)	External Assurance (Please see details in **Nokia People and Planet report**, Independent assurance, page 186)
Social standards							
GRI 103: Management Approach 2016					This Management approach covers material social topics of Employment; Labor / management relation; Training and education; Diversity and equal opportunity; Non-discrimination		
	103-1	Explanation of the material topic and its boundary	Materiality; Our impact and influence on sustainable development throughout the value chain	14–15; 16			
	103-2	The management approach and its components	Reporting of ethical concerns without fear of retaliation; Respecting our people in everything we do	96–98; 120–145	Our Human resources policy is available at www.nokia.com/about-us/investors/corporate-governance/policies		
	103-3	Evaluation of the management approach	Sustainability highlights and challenges in 2018; Our recognitions and awards; Respecting our people in everything we do	10–11; 36; 120–145			
Employment (material topic)							
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Gender diversity focused recruitment programs; Social, ethics, and management systems data	135; 177	We report new hires by gender, but we did not find it material to report this information by age group and region, especially due to the complexity of data collection and reporting in company of our size.	Goal 5, 8, 10	
Labor / management relations (material topic)							
GRI 402: Labor / management relations 2016	402-1	Minimum notice periods regarding operational changes			When making operational changes, we follow local legislation.	Goal 8	

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Occupational health & safety (material topic)							
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	Materiality; Our impact and influence on sustainable development throughout the value chain	14–15; 16			
	103-2	The management approach and its components	Our commitments, targets and performance; Reporting of ethical concerns without fear of retaliation; Responsible sourcing: Developing Health & Safety Maturity; Strenghtening our health and safety performance	29; 96–98; 112; 142–145	Our Health, safety and labor conditions policy is available at www.nokia.com/about-us/investors/corporate-governance/policies. Overview on our supplier requirements on CSR is available at www.nokia.com/about-us/sustainability/downloads Boundary: Nokia Group and our suppliers		
	103-3	Evaluation of the management approach	Sustainability highlights and challenges in 2018; Our commitments, targets and performance; Responsible sourcing; Strengthening our health & safety performance	11; 29; 112; 142–145			

Management approach and topic-specific disclosures

GRI Standard	Disclosure		Disclosed in People and Planet 2018 report	On page	Additional information/Omissions	UN Sustainable Development Goals (SDGs)	External Assurance (Please see details in Nokia People and Planet report, Independent assurance, page 186)
GRI 403: Occupational health & safety 2016	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Strenghtening our health and safety performance; Social, ethics, and management systems data	144; 178	Boundary: Networks business and contractors and subcontractors of Networks business (except for employee and contractor and subcontractor fatalities which cover Nokia Group)	Goal 3, 8	Number of work-related employee fatalities and number of work-related contractor and subcontractor fatalities
	403-3	Workers with high incidence or high risk of diseases related to their occupation	Strenghtening our health and safety performance	142–145	Boundary: Nokia Group and contractors and subcontractors of Nokia's Networks business	Goal 3, 8	Share of suppliers delivering high-risk activity assessed by using Nokia Health & Safety Maturity Assessment Process and share of assessed suppliers meeting "H&S compliant supplier"-status (%)
Training and education (material topic)							
GRI 404: Training and education 2016	404-1	Average hours of training per year per employee	Leadership development; Social, ethics, and management systems data	130; 178	We report leadership training participation by gender but we did not find it material to report all training by gender and employee category.	Goal 4, 5, 8, 10	
	404-2	Programs for upgrading employee skills and transition assistance programs	Human capital development	128–131		Goal 8	
	404-3	Percentage of employees receiving regular performance and career development reviews	Social, ethics, and management systems data	178	We did not find it material to report reviews by gender and employee category.	Goal 8, 10	

Management approach and topic-specific disclosures

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Diversity and equal opportunity (material topic)							
GRI 405: Diversity and equal opportunity 2016	405-1	Diversity of governance bodies and employees	Diversity, inclusion, and anti-discrimination; Social, ethics, and management systems data	138; 177	More details on diversity of Board of Directors and Executive management team (Nokia Group Leadership Team): **Nokia Annual Report on Form 20-F 2018**. Nokia does not track globally breakdown of employees by minority group memberships.	Goal 5, 8	Share of women within leadership (%); Number of managers trained on inclusive leadership best practices
	405-2	Ratio of basic salary and remuneration of men to women	Compensation		We do not disclose the global ratios for 2018, but we are committed to equal pay for work that is of equal value (skill, responsibility, etc), without regard for an individual's personal characteristics such as gender, race, age, national origin, ethnicity, color, religion, sexual orientation, gender identity, gender characteristics or expression, disability, and entitlement to family leave. We monitor compensation as normal business practice within business units and functions in order to ascertain fair compensation throughout the entire organization.	Goal 5, 8, 10	
Non-discrimination (material topic)							
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken			In 2018 we received less than 50 allegations related to discrimination or sexual harassment through our Compliance hotline. Each case was investigated by HR with the support and assistance of our Ethics and Compliance team, as needed. Where the allegations were substantiated, appropriate disciplinary action was taken up to and including termination of employment. In 2018 we have developed our global process to include deep dives into specific areas and continued our strong governance model for HR Compliance investigations.	Goal 5, 8, 16	

Management approach and topic-specific disclosures

GRI Standard	Disclosure		Disclosed in **People and Planet 2018 report**	On page	Additional information/Omissions	UN Sustainable Development Goals (SDGs)	External Assurance (Please see details in **Nokia People and Planet report**, Independent assurance, page 186)
Freedom of association and collective bargaining (material topic)							
GRI 103: Management Approach 2016					This Management approach covers material social topics of Freedom of association and collective bargaining: Child labor; Forced or compulsory labor; Human rights assessment; Supplier social assessment		
	103-1	Explanation of the material topic and its boundary	Materiality; Our impact and influence on sustainable development throughout the value chain	14–15; 16			
	103-2	The management approach and its components	Our commitments, targets and performance; Conducting our business with integrity; Ensuring decent working conditions & fair employment	27–28; 96–98, 101–116; 132–136	Our Human rights policy is available at www.nokia.com/about-us/investors/corporate-governance/policies. Overview on our supplier requirements on CSR is available at www.nokia.com/about-us/sustainability/downloads		
	103-3	Evaluation of the management approach	Sustainability highlights and challenges in 2018; Our commitments, targets and performance; Our recognitions and awards; Conducting our business with integrity; Ensuring decent working conditions & fair employment	10; 27–28; 36; 101–116; 132–136	More details available in our Modern Slavery Statement at www.nokia.com/about-us/sustainability/downloads		
	Own metric	Management of Freedom of association and collective bargaining in our supply chain	Responsible sourcing; Combatting modern slavery in the supply chain	108–110; 113–114		Goal 8	
Child labor (material topic)							
GRI 408: Child labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Combatting modern slavery in the supply chain; Ensuring decent working conditions & fair employment	113–114; 132	More details available in our Modern Slavery Statement at www.nokia.com/about-us/sustainability/downloads	Goal 8, 16	

Management approach and topic-specific disclosures

GRI Standard	Disclosure		Disclosed in People and Planet 2018 report	On page	Additional information/Omissions	UN Sustainable Development Goals (SDGs)	External Assurance (Please see details in Nokia People and Planet report, Independent assurance, page 186)
Forced or compulsory labor (material topic)							
GRI 409: Forced or compulsory labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Combatting modern slavery in the supply chain; Ensuring decent working conditions & fair employment	113–114; 132	More details available in our Modern Slavery Statement at www.nokia.com/about-us/sustainability/downloads/	Goal 8	Number of forced labor non-compliance instances found in supplier audits
Human rights assessment (material topic)							
GRI 412: Human rights assessment 2016	412-2	Employee training on human rights policies or procedures	Compliance Training Program; Respecting the right to privacy and freedom of expression -preventing the misuse of technology	94; 102			
Supplier social assessment (material topic)							
GRI 414: Supplier social assessment 2016	414-1	New suppliers that were screened using social criteria	Responsible sourcing	106–108	Suppliers that are new to Nokia or have significant changes in their operations are subject to system audits to check compliance with our requirements, including social criteria.	Goal 5, 8, 16	Number of system audits against Nokia Supplier Requirements; Number of in-depth on-site audits (focused on labor conditions and environment) against Nokia Supplier Requirements and SA8000 and share of closed non-conformities (%); Number of suppliers assessed on Corporate Responsibility in EcoVadis Sustainable Supply Management platform and share of suppliers with a satisfactory performance level (score ≥45/100) (%)
	414-2	Negative social impacts in the supply chain and actions taken	Responsible sourcing; Combatting modern slavery in the supply chain; Materials traceability and conflict minerals	108–110, 112; 113–114; 115–116		Goal 5, 8, 16	Share of smelters that have been validated as conflict-free or are active in the validation process (out of known smelters in Nokia's supply chain) (%)

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Public Policy							
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	Working with governmental and multilateral organizations	158–161			
	103-2	The management approach and its components	Working with governmental and multilateral organizations	158–161	Our Code of Conduct is available at www.nokia.com/about-us/investors/corporate-governance/code-of-conduct/		
	103-3	Evaluation of the management approach	Working with governmental and multilateral organizations	158–161			
GRI 415: Public Policy 2016	415-1	Political contributions	Working with governmental and multilateral organizations	158–160	As per our Code of Conduct, our policy is not to participate in the political or electoral process through direct donations to political groups, but to protect Nokia's interests through lawful and transparent advocacy with government. We are not involved in indirect contributions either. We are however actively involved in discussions that concern our business including use of data, trade of goods and services, as well as societal impact of digitalization and the 4th Industrial Revolution, Artificial Intelligence, etc. We participate to aforementioned discussions via our memberships on trade associations, industry cooperation groups, etc. We list they key memberships and our annual membership fees in section 7.6 of the People and Planet Report.	Goal 16	

Management approach and topic-specific disclosures

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Customer health and safety (material topic)							
GRI 103: Management Approach 2016					This Management approach covers material social topics of Customer health and safety and Customer privacy		
	103-1	Explanation of the material topic and its boundary	Materiality; Our impact and influence on sustainable development throughout the value chain	14–15; 16			
	103-2	The management approach and its components	Our commitments, targets and performance; Reporting of ethical concerns without fear of retaliation; Data privacy and security; Strengthening our health & safety performance	27; 96–98; 117–119; 145	Our Privacy Policy is available at www.nokia.com/privacy		
	103-3	Evaluation of the management approach	Our commitments, targets and performance; Data privacy and security; Strengthening our health & safety performance	27; 117–119; 145			
GRI 416: Customer health and safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Strengthening our health & safety performance	145	Boundary: Networks business. Read about exposure to radio waves and health (RF exposure position statement) at www.nokia.com/about-us/sustainability/downloads/		

Management approach and topic-specific disclosures

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Customer privacy (material topic)							
GRI 418: Customer privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data privacy and security	119	There were no substantiated complaints regarding breaches of customer privacy or losses of customer data in 2018.	Goal 16	
Socieoeconomic compliance (material topic)							
GRI 103: Management Approach 2016	103–1	Explanation of the material topic and its boundary	Materiality	14–15			
	103-2	The management approach and its components	Ethical business and corporate governance	90–100	Our Code of Conduct is available at www.nokia.com/investors/corporate-governance/code-of-conduct		
	103-3	Evaluation of the management approach	Ethical business and corporate governance	90–91, 92–94, 96–98, 100			
GRI 419: Socio-economic compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	Ethical business and corporate governance	98	There were no significant fines or non-monetary sanctions for non-compliance with laws and regulations related to anti-corruption, product health, safety or security, environment, data privacy, export control laws or tax payments in 2018.	Goal 16	

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