Key ESG frameworks 2020 – GRI, SASB, UN SDGs

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This document relates to Nokia People & Planet report 2020. It provides mapping of Environmental, Social, and Governance (ESG) information published in our annual reports and on our website to the GRI Standards, the Sustainable Accounting Standards Board (SASB) Standards and the UN Sustainable Development Goals (SDGs).

The document is divided into two sections. The first section is GRI index which aligns our reporting with the GRI Standards. We have prepared our People & Planet report 2020 in accordance with the GRI Standards: Core-option. We have also evaluated how our business supports reaching the SDGs and mapped them with the GRI standards, showing this relation in the GRI index.

The second section is SASB index, aligning our reporting to the SASB Standards. Nokia's primary industry is considered to be Hardware but we have also included selected metrics from the Telecommunication Services standard.

Unless otherwise stated, the reporting boundary is Nokia Group, including Nokia's Networks segment; Nokia Software; Nokia Technologies; and Group Common and Other. Disclosures related to supply chain sustainability cover only the suppliers of the Networks segment. Some disclosures are covered only partly as not all information required within a disclosure is either relevant for our business and stakeholders or feasible to collect. For more information on our reporting principles, please see Key data and reporting principles in Nokia People & Planet report 2020.

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GRI index

GRI disclosure		Response	Related SDGs
GRI 102: General Disclosures 2016			
Organizational profile			
102-1	Name of the organization	Nokia Corporation	
102-2	Activities, brands, products, and services	We create technology that helps the world act together. As a trusted partner for critical networks, we are committed to innovation and technology leadership across mobile, fixed and cloud networks. We create value with intellectual property and long-term research, led by the award-winning Nokia Bell Labs. Adhering to the highest standards of integrity and security, we help build the capabilities needed for a more productive, sustainable and inclusive world. For more informotions, please see Nokia Annual Report on Form 20-F 2020: Business groups pp. 26–43	
102-3	Location of the headquarters	Espoo, Finland	
102-4	Location of operations	People & Planet 2020: Nokia today pp. 7–8	
102-5	Report the nature of ownership and legal form	Nokia Corporation, a public limited liability company incorporated and domiciled in Helsinki, Finland, is the parent company (Parent Company or Parent) for all its subsidiaries (Nokia or the Group). The Group is listed on the Nasdaq Helsinki Stock Exchange, the New York Stock Exchange and the Euronext Paris Stock Exchange.	
102-6	Markets served	People & Planet 2020: Nokia today pp. 7–8	
102-7	Scale of the organization	People & Planet 2020: Nokia today pp. 7–8	
102-8	Information on employees and workers	People & Planet 2020: Nokia today p. 8; People data pp. 102–103	8, 10
102-9	Supply chain	People & Planet 2020: Responsible sourcing p. 71	
102-10	Significant changes to the organization and its supply chain	Nokia Annual Report on Form 20-F 2020: Significant subsequent events p. 135	
102-11	Precautionary Principle of approach	We are committed to the UN Global Compact's ten principles, including principle 7 on supporting a precautionary approach to environmental challenges. We follow the precautionary principle, especially in areas involving environmental risks.	
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, ISO 45001, ISO 14001, 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.	

GRI disclosure		Response	Related SDGs
102-13	Membership of associations	**Main industry cooperation:** The World Economic Forum, GSMA, Global mobile Suppliers Association (GSA), DIGITALEUROPE, European Telecommunications Network Operators' Association (ETNO), The European Round Table of Industrialists (ERT), Technology Industries of Finland in Finland, Cellular Telecom Industry Association (CTIA), Telecommunications Industry Association (TIA), The French Alliance of Digital Industries (AFNUM), Bitkom, International Institute of Communications (IIC) **Main standardization and technology cooperation:** 3rd Generation Partnership Project (3GPP), European Telecommunications Standards Institute (ETSI), International Telecommunication Union (ITU), Internet Engineering Task Force (IETF), 5G Infrastructure Public Private Partnership (5G PPP), Linux Foundation, 5G Automotive Association (5GAA), 5G Alliance for Connected Industries and Automation (5G-ACIA), Broadband Forum (BBF), Alliance for Telecommunications Industry Solutions (ATIS), China Communications Standards Association (CCSA), Institute of Electrical and Electronics Engineers (IEEE), Open RAN Alliance (O-RAN) **Main memberships related specifically to sustainability:** United Nations Broadband Commission for Sustainable Development, EQUALS, the United Nations Global Compact, Global e-Sustainability Initiative, Global Network Initiative, Finnish Business and Society FiBS, UN Global Compact Finland, Responsible Minerals 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	People & Planet 2020: Letter from the President and CEO pp. 3–4	
102-15	Key impacts, risks and opportunities	People & Planet 2020: Our sustainability priorities and impacts pp. 11–12; Risk and opportunity management p. 19 Nokia Annual Report on Form 20-F 2020: Risk factors pp. 118–134	
Ethics and integrity			
102-16	Values, principles, standards and norms of behavior	People & Planet 2020: Ethical business and corporate governance p. 61; A great place to work p. 84 nokia.com: Code of Conduct	16
102-17	Mechanisms for advice and concerns about ethics	People & Planet 2020: Ethical business and corporate governance p. 61; Reporting of ethical concerns without fear of retaliation p. 65 nokia.com: Code of Conduct	16
Governance			
102-18	Governance structure	People & Planet 2020: Managing sustainability pp. 18–19 Nokia Annual Report on Form 20-F 2020: Corporate governance statement pp. 48–65 nokia.com: Governance and materiality	
102-19	Delegating authority	People & Planet 2020: Managing sustainability pp. 18–19 Nokia Annual Report on Form 20-F 2020: Corporate governance pp. 48–65 nokia.com: Governance and materiality	
102-20	Executive-level responsibility for economic, environmental and social topics	People & Planet 2020: Managing sustainability pp. 18–19 Nokia Annual Report on Form 20-F 2020: Corporate governance pp. 48–65 nokia.com: Governance and materiality	

GRI disclosure		Response	Related SDGs
102-21	Consulting stakeholders on economic, environmental and social topics	People & Planet 2020: Engaging with our stakeholders pp. 22-23; Ethical business and corporate governance p. 61 nokia.com: Engaging with stakeholders	16
102-22	Composition of the highest governance body and its committees	Nokia Annual Report on Form 20-F 2020: Corporate governance statement pp. 51–54	
102-23	Chair of the highest governance body	Nokia Annual Report on Form 20-F 2020: Corporate governance statement p. 51	16
102-24	Nominating and selecting the highest governance body	Nokia Annual Report on Form 20-F 2020: Corporate governance statement p. 51	
102-26	Role of highest governance body in setting purpose, values and strategy	People & Planet 2020: Managing sustainability pp. 18–19 Nokia Annual Report on Form 20-F 2020: Corporate governance statement pp. 55–58	
102-27	Collective knowledge of highest governance body	People & Planet 2020: Managing sustainability pp. 18-19 Nokia Annual Report on Form 20-F 2020: Corporate governance statement p. 55	4
102-28	Evaluating the highest governance body's performance	Nokia Annual Report on Form 20-F 2020: Corporate governance statement p. 55	
102-29	Identifying and managing economic, environmental, and social impacts	People & Planet 2020: Our sustainability priorities and impacts pp. 11–12 nokia.com: Governance and materiality	
102-30	Effectiveness of risk management processes	People & Planet 2020: Compliance as a business enabler pp. 62–63 Nokia Annual Report on Form 20-F 2020: Corporate governance statement pp. 62–63	
102-31	Review of economic, environmental, and social topics	People & Planet 2020: Our approach pp. 10–14; Managing sustainability pp. 18–19 nokia.com: Governance and materiality	
102-32	Highest governance body's role in sustainability reporting	People & Planet 2020: Managing sustainability pp. 18–19 nokia.com: Governance and materiality	
102-33	Communicating critical concerns	People & Planet 2020: Managing sustainability pp.18–19 Nokia Annual Report on Form 20-F 2020: Corporate governance statement p. 57	
102-34	Nature and total number of critica concerns	People & Planet 2020: Reporting of ethical concerns pp. 65–66	
102-35	Remuneration policies	Nokia Annual Report on Form 20-F 2020: Compensation pp. 66–79	
102-36	Process for determining remuneration	Nokia Annual Report on Form 20-F 2020: Compensation pp. 66–79	
Stakeholder engagement			

GRI disclosure		Response	Related SDGs
102-40	List of stakeholder groups	People & Planet 2020: Engaging with our stakeholders p. 22	
102-41	Collective bargaining agreements	People & Planet 2020: Ensuring decent working conditions and fair employment pp. 89–90 nokia.com: Culture – respecting our people	8
102-42	Identifying and selecting stakeholders	People & Planet 2020: Engaging with our stakeholders p. 22–23	
102-43	Approach to stakeholder engagement	People & Planet 2020: Engaging with our stakeholders pp. 22–23; Responsible sourcing pp. 71–77; A great place to work p. 84 nokia.com: Engaging with stakeholders	
102-44	Key topics and concerns raised	People & Planet 2020: Sustainability highlights and challenges in 2020 p. 9	
Reporting practice			
102-45	Entities included in the consolidated financial statements	Nokia Annual Report on Form 20-F 2020: Notes to the consolidated financial statements: Note 2 (Principles of consolidation) p. 153; Note 32. Principal Group companies p. 201	
102-46	Defining the report content and the topic boundaries	People & Planet 2020: Our sustainability priorities and impacts pp. 11–12 nokia.com: Governance and materiality	
102-47	List of material topics	People & Planet 2020: Our sustainability priorities and impacts pp. 11–12 See also Management approaches 103–1, 103–2, and 103–3 within this document. The terminology we use when communicating about material topics is slightly different from the GRI terminology.	
102-48	Restatements of information	People & Planet 2020: Data reporting principles pp. 99–103 No significant restatements in 2020.	
102-49	Changes in reporting	People & Planet 2020: Our sustainability priorities and impacts pp. 11–12 nokia.com: Governance and materiality	
102-50	Reporting period	January 1 – December 31, 2020	
102-51	Date of most recent report	The previous report was published in April 2020.	
102-52	Reporting cycle	Annual	
102-53	Contact point for questions regarding the report	sustainability.global@nokia.com	
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option	

GRI standard and disclosure		Response/Location	Omissions/Additional information	Related SDGs
GRI 102: General Disclosures 2016				
Organizational profile				
102-55	The GRI content index	This GRI content index is available at https://www.nokia.com/about-us/sustainability/downloads		
102-56	External assurance	People & Planet 2020: Independent practitioner's assurance report pp. 114–115		
GRI 103: Management Approach 2016				
103-1	Explanation of the material topic and its boundary	People & Planet 2020: Our sustainability priorities and impacts pp. 11–12; Data and reporting principles pp. 99–102 nokia.com: Governance and materiality See also indicator 102-47 List of material topics within this index.		
103-2	The management approach and its components	People & Planet 2020: Managing sustainability pp. 18–19; Ethical business and corporate governance p. 61 nokia.com: Our approach; Code of Conduct **ECONOMIC** Economic performance; Indirect economic performance: People & Planet 2020: Improving people's lives with technology pp. 27–31 Procurement practices: People & Planet 2020: Responsible sourcing pp. 71–77 Anti–corruption; Anti–competitive behavior: People & Planet 2020: Anti-Corruption Center of Excellence and Third-Party Program p. 67 **ENVIRONMENTAL** Materials; Energy; Emissions; Effluents and waste; Environmental compliance; Supplier environmental assessment: People & Planet 2020: Combating climate change pp. 43–58; Responsible sourcing pp. 71–77 **SOCIAL** Employment; Labor/management relation; Occupational health & safety; Training and education; Diversity and equal opportunity; Non–discrimination: People & Planet 2020: Our culture – respecting people pp. 82–97; Responsible sourcing pp. 71–77 Freedom of association and collective bargaining; Child labor; Forced or compulsory labor; Human rights assessment; Supplier social assessment: People & Planet 2020: Conducting our business with integrity pp. 68–79; Ensuring decent working conditions and fair employment pp. 89–90 Customer health and safety; Customer privacy: Strengthening our health and safety performance pp. 96–97; Data privacy and security pp. 80–81 Socioeconomic compliance: Conducting our business with integrity pp. 59–79	Not all of our policies are available for the public, but for example following policies and statements can be accessed at nokia.com on our Policies and Sustainability downloads pages: Environmental policy Responsible minerals policy Human rights policy Human resources framework Health, safety and labor conditions policy Quality policy An overview of our supplier requirements on CSR Privacy statement Modern slavery statement	
103-3	Evaluation of the management approach	See 103-2 The management approach and its components.		

GRI standard and disclosure		Response/Location	Omissions/Additional information	Related SDGs
GRI 201: Economic performance 2016				
201-1	Direct economic value generated and distributed	People & Planet 2020: Our economic impact p. 27		2, 5, 7, 8, 9
201-2	Financial implications and other risks and opportunities for the organization's activities due to climate change	People & Planet 2020: Managing sustainability p. 19; Climate-related risk and opportunities p. 46 Nokia Annual Report on Form 20-F 2020: Sustainability and corporate responsibility pp. 103–104; Risk factors pp. 118–135	See also our response to the CDP Climate Change survey for more details at nokia.com on the Sustainability downloads page.	
GRI 203: Indirect economic impacts 2016				
203-1	Infrastructure investments and services supported	People & Planet 2020: Improving people's lives with technology pp. 25–35		2, 5, 7, 9
203-2	Significant indirect economic impacts	People & Planet 2020: Improving people's lives with technology pp. 25–35		1, 2, 3, 8, 9, 10, 17
Own metric	Helping our customers to connect the next billion measured by number of subscriptions in Nokia radio customers' networks	People & Planet 2020: Our targets and performance p. 13		1–17
Procurement practices				
Own metric	Procurement practices	People & Planet 2020: Responsible sourcing pp. 71–77; Materials traceability and conflict minerals p. 78–79; Black economic empowerment p. 94		1, 8
GRI 205: Anti-corruption 2016				
205-3	Confirmed incidents of corruption and actions taken	In general, disclosures about material litigations, enforcement actions, and investigations are made in quarterly and annual public filings of Nokia Corporation. There are no additional matters to be disclosed.		16

GRI standard and disclosure		Response/Location	Omissions/Additional information	Related SDGs
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	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 behavior and cooperation among competitors between 2003 and 2016 in the Spanish railways sector. The CNMC preliminarily found in a Statement of Objection in September 2020 and in a draft decision in March 2021 that Nokia participated in a cartel (illegal consortia) between 2007 and 2014. Nokia disagrees with this finding and will file arguments to overturn CNMC's view. 3) Currently litigating a number of cases regarding our standard essential patents and possible misuse of our market dominant position, which we have through the patents. Nokia disagrees and believes we made appropriate license offers.	In 2020, 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.	16
GRI 301: Materials 2016				
301-1	Materials used by weight or volume	People & Planet 2020: Our products and networks pp. 50–54	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 at https://www.nokia.com/about-us/sustainability/downloads. Total volume and weight of materials is considered proprietary information.	8, 12
301-3	Reclaimed products and their packaging materials	People & Planet 2020: Our products and networks pp. 50–54, Product transportation and distribution p. 57		8, 12
GRI 302: Energy 2016				
302-1	Energy consumption within the organization	People & Planet 2020: Data reporting principles pp. 99–103; Environmental data pp. 104–105		7, 8, 12, 13
302-2	Energy consumption outside of the organization	People & Planet 2020: Data reporting principles pp. 99–103; Environmental data pp. 104–105		7, 8, 12, 13
302-3	Energy intensity	People & Planet 2020: Environmental data p. 105		7, 8, 12, 13

GRI standard and disclosure		Response/Location	Omissions/Additional information	Related SDGs
302-4	Reduction of energy consumption	People & Planet 2020: Our own operations – Energy efficiency, emissions and circularity pp. 55–56; Environmental data pp. 104–105		7, 8, 12, 13
302-5	Reduction of energy requirements of products and services	People & Planet 2020: Our products and networks pp. 47–50		7, 8, 12, 13
GRI 305: Emissions 2016				
305-1	Direct (Scope 1) greenhouse gas emissions	People & Planet 2020: Data reporting principles pp. 99–103; Environmental data pp. 104–105		3, 12, 13, 14, 15
305-2	Energy indirect (Scope 2) greenhouse gas emissions	People & Planet 2020: Environmental data pp. 104–105		3, 12, 13, 14, 15
305-3	Other indirect (Scope 3) greenhouse gas emissions	People & Planet 2020: Environmental data pp. 104–105	Boundary for GHG emissions from "Purchased good and services", "Upstream transportation and distribution" and "Use of sold products" is Networks segment, otherwise Nokia Group Continuing operations.	3, 12, 13, 14, 15
305-4	Greenhouse gas emissions intensity	People & Planet 2020: Environmental data p. 105		13, 14, 15
305-5	Reduction of greenhouse gas emissions	People & Planet 2020: Our products and networks pp. 47–50; Our own operations – Energy efficiency, emissions and circularity pp. 55–58; Environmental data pp. 104–105		13, 14, 15
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	People & Planet 2020: Environmental data p. 105		3, 12, 15
GRI 306: Effluents and waste 2016				
306-2	Waste by type and disposal method	People & Planet 2020: Environmental data pp. 107–108		3, 12
GRI 307: Environmental compliance 2016				
307-1	Non-compliance with environmental laws and regulations	People & Planet 2020: Reporting of ethical concerns without fear of retaliation p. 65		16
GRI 308: Supplier environmental assessment 2016				

GRI standard and disclosure		Response/Location	Omissions/Additional information	Related SDGs
308-1	New suppliers that were screened using environmental criteria	People & Planet 2020: Responsible sourcing pp. 71–77; Materials traceability and conflict minerals pp. 78–79 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.		
308-2	Negative environmental impacts in the supply chain and actions taken	People & Planet 2020: Responsible sourcing pp. 71–77; Materials traceability and conflict minerals pp. 78–79		
GRI 401: Employment 2016				
401-1	New employee hires and employee turnover	People & Planet 2020: Recruitment p. 91; People data p. 99	We do not report new employee hires by age group and region as we do not find it material.	5, 8, 10
GRI 402: Labor/management relations 2016				
402-1	Minimum notice periods regarding operational changes	People & Planet 2020: Providing support during restructuring p. 91 When making operational changes, we follow local legislation.		8
GRI 403: Occupational health & safety 2018				
403-1	Occupational health and safety management system	People & Planet 2020: Strengthening our health and safety performance pp. 96–97; Management systems data p. 113		
403-2	Hazard identification, risk assessment, and incident investigation	People & Planet 2020: Strengthening our health and safety performance pp. 96–97 nokia.com: Health & Safety		
403-3	Occupational health services	People & Planet 2020: Strengthening our health and safety performance pp. 96–97; Developing Health & Safety Maturity pp. 76–77		
403-4	Worker participation, consultation, and communication on occupational health and safety	People & Planet 2020: Strengthening our health and safety performance pp. 96–97 nokia.com: Health & Safety		
403-5	Worker training on occupational health and safety	People & Planet 2020: Strengthening our health and safety performance pp. 96–97 nokia.com: Health & Safety		
403-6	Promotion of worker health	People & Planet 2020: Strengthening our health and safety performance pp. 96–97; Developing Health & Safety Maturity pp. 76–77 nokia.com: Health & Safety		

GRI standard and disclosure		Response/Location	Omissions/Additional information	Related SDGs
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	People & Planet 2020: Strengthening our health and safety performance pp. 96–97; Developing Health & Safety Maturity pp. 76–77 nokia.com: Health & Safety		
403-8	Workers covered by an occupational health and safety management system	People & Planet 2020: Strengthening our health and safety performance pp. 96–97; Management systems data p. 113	We report this information by percentage of employees and sites covered.	
403-9	Work-related injuries	People & Planet 2020: Strengthening our health and safety performance pp. 96–97; People data p. 110	Boundary: Networks business and contractors and subcontractors of Networks business (except for employee and contractor and subcontractor fatalities which cover Nokia Group)	3, 8
GRI 404: Training and education 2016				
404-1	Average hours of training per year per employee	People & Planet 2020: People development p. 88; People data p. 110		4, 5, 8, 10
404-2	Programs for upgrading employee skills and transition assistance programs	People & Planet 2020: People development pp. 85–88; Providing support during restructuring p. 91		8
404-3	Percentage of employees receiving regular performance and career development reviews	People & Planet 2020: Annual Development Review and performance feedback culture p. 86	Our Annual Development review covers all employees, but due to high level of automaton completion percentage is not measured separately. All eligible employees go through the process and potential deviations from the main process process are due to late changes or corrections via off-cycle process.	8, 10
GRI 405: Diversity and equal opportunity 2016				
405-1	Diversity of governance bodies and employees	People & Planet 2020: Inclusion and diversity p. 93; People data p. 109 Nokia Annual Report on Form 20-F 2020: Corporate governance statement pp. 51–59	Nokia does not track globally breakdown of employees by minority group memberships.	5, 8

GRI standard and disclosure		Response/Location	Omissions/Additional information	Related SDGs
405-2	Ratio of basic salary and remuneration of men to women	People & Planet 2020: Inclusion and diversity p. 92	While we do not disclose the global ratios for 2020, 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.	5, 8, 10
GRI 406: Non-discrimination 2016				
406-1	Incidents of discrimination and corrective actions taken	In 2020 we received 65 allegations related to discrimination or sexual harassment through our Compliance helpline. 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.		5, 8, 16
GRI 407: Freedom of association and collective bargaining 2016				
Own metric	Management of Freedom of association and collective bargaining in our supply chain	People & Planet 2020: Responsible sourcing pp. 71–77		8
GRI 408: Child labor 2016				
408-1	Operations and suppliers at significant risk for incidents of child labor	People & Planet 2020: Responsible sourcing pp. 71–79; Ensuring decent working conditions and fair employment p. 89	For more information, please see our latest Modern Slavery Statement available at https://www.nokia.com/about-us/sustainability/downloads	8, 16
GRI 409: Forced or compulsory labor 2016				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	People & Planet 2020: Responsible sourcing pp. 71–79; Ensuring decent working conditions and fair employment p. 89	For more information, please see our latest Modern Slavery Statement available at https://www.nokia.com/about-us/sustainability/downloads	8

GRI standard and disclosure		Response/Location	Omissions/Additional information	Related SDGs
GRI 412: Human rights assessment 2016				
412-2	Employee training on human rights policies or procedures	People & Planet 2020: Compliance training program pp. 63–64; Addressing human rights p. 69		
GRI 414: Supplier social assessment 2016				
414-1	New suppliers that were screened using social criteria	People & Planet 2020: Responsible sourcing pp. 71–77 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.		5, 8, 16
414-2	Negative social impacts in the supply chain and actions taken	People & Planet 2020: Responsible sourcing pp. 71–77; Materials traceability and conflict minerals p. 78–79		5, 8, 16
GRI 416: Customer health and safety 2016				
416-1	Assessment of the health and safety impacts of product and service categories	People & Planet 2020: Strengthening our health and safety performance pp. 96–97	Boundary: Networks segment. Our position statement about exposure to radio waves and health is available at https://www.nokia.com/about-us/sustainability/downloads	
GRI 418: Customer privacy 2016				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	People & Planet 2020: Data privacy and security p. 81		16
GRI 419: Socieoeconomic compliance 2016				
419-1	Non-compliance with laws and regulations in the social and economic area	People & Planet 2020: Reporting of ethical concerns without fear of retaliation p. 65		16

SASB index

Disclosure topic	SASB code	Accounting metric	Response
Product security	TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	People & Planet 2020: Data privacy and security pp. 80–81 nokia.com: Data privacy and security
Employee diversity & inclusion	TC-HW-330a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff and (3) all other employees	People & Planet 2020: Gender diversity p. 93, People data p. 109 We report the percentage of gender representation for the Board, Group Leadership Team (Executive management), all leadership positions and all employees but we do not report employee racial/ethnic group representation or breakdown for technical staff.
Product lifecycle management	TC-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	People & Planet 2020: Circular practices and products pp. 53–54
	TC-TL-440a.1	(1) Materials recovered through take back programs, percentage of recovered materials that were (2) reused, (3) recycled and (4) landfilled	People & Planet 2020: Circular practices and products pp. 53–54
Supply chain management	TC-HW-430a.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by a) all facilities and b) high-risk facilities	People & Planet 2020: Monitoring, assessment and auditing pp.73–75, Developing Health & Safety Maturity pp. 76–77 We do not report the percentage of suppliers audited but we report the number of audits in supplier facilities. In 2020 we conducted 51 onsite audits of which 27 were conducted against our full set of supplier requirements and 24 were indepth Corporate Responsibility (CR) audits. Of the 24 CR audits, seven were through RBA Validated Audit Process. In addition to audits, our H&S maturity assessment process is a crucial part of our supplier assessment program. The H&S maturity assessments covered 97% of relevant suppliers in 2020.
	TC-HW-420a.2	Tier 1 suppliers' 1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and 2) associated corrective action rate for a) priority non-conformances and b) other non-conformances	People & Planet 2020: Monitoring, assessment and auditing pp.73–75 In 2020, we conducted 27 audits against our full set of supplier requirements and 24 in-depth Corporate Responsibility (CR) audits. Two of these audits were conducted through our customers' Joint Audit Cooperation (JAC) framework and seven through RBA Validated Assessment Process (VAP) audits. In 2020, our CR audits identified 179 instances of non-compliances and 66 potential risk areas. The CR audit findings closure rate within 6 months was 67% for all non-conformances identified in 2020.
Materials sourcing	TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	People & Planet 2020: Materials traceability and responsible sourcing of minerals pp. 78–79

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