## Nokia Siemens Networks Sustainability report 2010 Data summary table

	Performance				
Report section	2010	2009	2008		
Environmental impact of our products and services					
Product lifetime energy consumption (GWh)	19,924	16,800	20,500		
Product lifetime energy consumption (kWh/€)	1.57	1.34	1.34		
Power consumption of our Flexi base station (as measured by the ETSI standard) (Watts)	562	n/a	n/a		
Packaging materials reused in our distribution hubs (tonnes)	3,471	2,836	n/a		
Equipment returned from customers (tonnes)	4,159	1,800	375		
Returned equipment : Reused Incinerated with energy recovery Sent to landfill	86% 12.8% 1.2%	n/a	n/a		
Environmental impacts of operations					
Energy					
Total Energy use (GWh)*	518	551	609		
Electricity from renewable sources*	50%	31%	n/a		
Carbon footprint					
CO₂/net sales (g/€)¹	9	23	20		
CO <sub>2</sub> per employee (tonnes) <sup>1</sup>	1.8	4.5	5.2		
Total emissions from our operations (thousand tonnes $\text{CO}_2$ ) <sup>1</sup>	258.5	286	313		
Air travel emissions (thousand tonnes)*	83	78	94		
External data centers (thousand tonnes)	3.5	3	3		
Total emissions from buildings (tonnes CO <sub>2</sub> equivalent) <sup>2*</sup>	172,000	206,000	217,000		
Indirect emissions from purchased electricity and district heating (tonnes $\rm CO_2$ equivalent)*	170,000	203,000	209,000		
Direct emissions from gas and oil used in our facilities, methane and nitrous oxide from heating (tonnes $\rm CO_2$ equivalent)*	2,900	3,100	7,600		
Ozone depleting substances (kg) <sup>3</sup>	26	20	0.12		
HFC from refrigerants (tonnes) <sup>3</sup>	1,616	997	283		
Water					
Total water use (m <sup>3</sup> ) <sup>4*</sup>	774,521	800,000	n/a		
Waste⁵					
Total waste (tonnes)	6,330	5,729	4,979		
Waste recycled (tonnes)	31				
Waste to energy (tonnes)	564				
Landfill (tonnes)	1,054				
Reused (tonnes)	667				
Incineration (tonnes)	4,015				

<sup>1</sup> Own operations excluding purchased components and inbound logistics (no comparable figures for years prior to 2010)

<sup>2</sup> CO<sub>2</sub> emissions are calculated based on the conversion factors in the Greenhouse Gas Protocol. The figures do not cover buildings jointly occupied by Nokia. These emissions are included in Nokia's Sustainability reporting. The figures include the global warming impact of CH4 and N<sub>2</sub>O emissions from gas heating, representing 0.004% of total GHG emissions.

 $^{\scriptscriptstyle 3}$  2010 figures cover data from all regions, previous years only Finland and China

<sup>4</sup> Data cover all our buildings larger than 3,000m<sup>2</sup> that are within our operational control and receive water use information, representing 70 percent of our overall real estate portfolio

<sup>5</sup> Data cover all our buildings larger than 3,000m<sup>2</sup> that are within our operational control and receive waste utility information, representing 54 percent of our overall real estate portfolio

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	Recordable incidents in Global Services business*	91	n/a	n/a
		0.31	n/a	n/a

<sup>6</sup> This figure covers employees with online access (representing over 80% of employees). Targeted classroom training sessions were organized for employees without internet access in 2009.

<sup>7</sup> A site-level review in 2010 of Nokia Siemens Networks top 250 suppliers by spend to whom the EMS alignment to ISO 14001 or such a certification is applicable showed that 85% of these sites have documented EMS in place and 75% are certified to ISO 14001. Top 250 suppliers represent approximately 69% of procurement spend. EMS alignment in 2009 is based on information from sites of 150 top suppliers.

<sup>8</sup> In 2010, we recorded consistent global health and safety data for the first time using our new reporting system based on the Occupational Safety & Health Administration (OSHA) guidelines.

<sup>9</sup> Both the global and Global Services figures are based on data from 61% of operating countries. The total recordable incident rate in Global Services is calculated using theoretical working hours: average global monthly working hours x headcount.

Nokia Siemens Networks

Indaprox         n/a         n/a           Total number of contractor fatalities         5         n/a         n/a           Employees"         Na         n/a         Implane Intermediate Interme										
Total number of contractor falalities     5     n'a     n'a     n'a       Employeess <sup>10</sup> Workcroa       Total employees (\$ of total workforce)     66,160     68,120     2%     63,227     60,295       Part time employees (\$ of total workforce)     2%     2%     12,22     n'a     -       Full time employees (\$ of total workforce)     2,081     12,22     n'a     -       New employees (\$ of total workforce)     2,081     12,22     n'a     -       New employees (\$ of total workforce)     2,081     12,22     n'a     -       New employees (\$ of total workforce)     2,081     12,22     n'a     -       New employees (\$ of total workforce)     9,593     7,137     n'a     -       Youthary leavers     2,597     4,992     n'a     -       Youthary leavers     3,534     2,145     n'a     -       Leavers through contron agreement or voluntary service package     663     1,887     n'a     -       Employee engagement index results     73     75     n'a     -     n'a       Training and development     12,646     n'a     -     n'a     -       Youthary leavers function training provided by our Academy     12,647     n'a     -     n'a	Fatalities*									
Employees®         Unverse	Total number of employee fatalities	0		n/a		n/a				
Working     9.3,927     9.3	Total number of contractor fatalities	5		n/a		n/a				
Total employees at 31 Dec         66,160         S.9.27         60.295           Part time employees (% of total workforce)         2%         2%         n/a           Full time employees (% of total workforce)         88%         88%         n/a           Employees (% of total workforce)         2%         18.22         n/a           Employees in production*         2,081         18.22         n/a           New employees         11.788         12.226         n/a           Total leavers         5,974         4.992         n/a           Voluntary leavers         5,974         4.992         n/a           Voluntary leavers         5,974         4.992         n/a           Involuntary leavers         5,974         2,145         n/a           Leavers through common agreement or voluntary service package         683         1,89%         n/a           Leavers through outsourcing and divestments         407         214         n/a         1           Employee engagement         102.22         1,89%         n/a         1           Taming and divestments         69         5,97         n/a         1           Taming and divestments         162.646         5,97         n/a         1	Employees <sup>10</sup>									
Partime employees (% of total workforce)         2%         2%         n'a           Full time employees (% of total workforce)         98%         98%         n'a           Employees in production*         2,081         1,822         n'a           New employees         1,788         1,228         n'a           New employees         9,503         7,137         n'a         -           Yeady attrition rate of voluntary leavers*         9,974         4,992         n'a         -           Yeady attrition rate of voluntary leavers*         9,4%         8%         -         n'a         -           Yeady attrition rate of voluntary leavers*         3,534         2,145         n'a         -	Workforce									
Full time employees (% of total workforce)     98%     98%     98%     n /a       Employees in production*     2,081     1,822     n/a       New employees     11,788     12,226     n/a       Total leavers     9,508     7,137     n/a       Voluntary leavers     9,574     4,992     n/a       Voluntary leavers*     9,4%     4,992     n/a       Involuntary leavers*     9,4%     2,145     n/a       Involuntary leavers*     3,534     2,145     n/a       Involuntary leavers     3,534     2,145     n/a       Leavers through outsouring and divestments     407     2,21     n/a       Employee engagement     407     2,21     n/a       Ko of employees participating in engagement survey     8     1,880     n/a       Ko of employees regagement index results     73     75     n/a       Total days training provided by our Academy     162,646     2,547     n/a       Vareage training spend per employee     14,75     n/a     n/a       Vareage training provided by our Academy     162,646     1,82     n/a     1,82       Vareage training provided by our Academy     690     n/a     1,82     1,82       Vareage training provided by our Academy     690     n/	Total employees at 31 Dec	66,160		63,927		60,295				
Employees in production*         2,081         1,822         n/a           New employees         11,788         12,226         n/a           Total leavers         9,508         7,137         n/a           Voluntary leavers         5,974         4,992         n/a           Yeany attrition rate of voluntary leavers*         9,4%         8%         n/a           Involuntary leavers         3,534         2,145         n/a           Leavers through common agreement or voluntary service package         683         1.880         n/a           Leavers through common agreement or voluntary service package         683         1.880         n/a           Eavers through common agreement or voluntary service package         683         1.880         n/a           Eavers through common agreement or voluntary service package         683         1.880         n/a           Eavers through common agreement or voluntary service package         683         1.880         n/a           Eavers through common agreement or voluntary service package         683         n/a         1.880         n/a           Eavers through common agreement survey         89         n/a         n/a         1.880         1.880         1.880         1.880         1.982         n/a         1.880	Part time employees (% of total workforce)	2%		2%		n/a				
New employees         11,788         12,226         n/a           Total leavers         9,508         7,137         n/a	Full time employees (% of total workforce)	98%		98%		n/a				
Index total leavers9,5087,137n/aVoluntary leavers5,9744,992n/aYearly attrition rate of voluntary leavers*9,4%8%n/aInvoluntary leavers3,5342,145n/aLeavers through common agreement or voluntary service package6831,880n/aLeavers through outsourcing and divestments407221n/aEmployee engagement407221n/aFindpage engagement urvey8975n/aEmployee ongagement lindex results7375n/aTotal days training provided by our Academy162,64625,47n/aAverage number of hours training per employee14.75n/an/aTotal expenditure on training (including travel costs)**690n/an/aAverage training spend per employee**690n/an/an/aNumber of employees who participated in leadership training530n/an/an/aImployees with personal development plan in place530n/an/an/aCander DalanceTotal engloyeesMaleFemaleMaleFemaleMaleFemaleMaleFemaleLine managers (with one or more subordinates)MaleFemaleMaleFemaleMaleFemaleMaleFemaleSenior Management (approximately top 400 employees**MaleFemaleMaleFemaleMaleFemaleMaleF	Employees in production*	2,081		1,822		n/a				
Voluntary leavers5,9744,992n/aYearly attrition rate of voluntary leavers*9,4%8%n/aInvoluntary leavers3,5342,145n/aLeavers through common agreement or voluntary service package6831,880n/aLeavers through outsourcing and divestments407221n/aEmployee agagement407211n/aToEmployee agagement index results7375n/aToFor employee agagement index results7375n/aToTaining and development162,646n/an/aToAverage number of hours training per employee14,75n/an/aToYoarga training spend per employee***690n/an/aToNumber of employees who participated in leadership training506n/an/aToEmployees who participated in leadership training506n/an/aToCander balance75n/an/aToToTo all employees who participated in leadership training506n/an/aToEmployees who participated in leadership training506n/an/aToToCander balance75n/an/aToToToTo all employees76n/a162,646N/aN/aN/aToCander balance75n/an/aToToToToCander balance76108,64108,64108,641	New employees	11,788		12,226		n/a				
Year's dividing ray leavers*94%8%n/aInvoluntary leavers*3,5342,145n/aLeavers through common agreement or voluntary service package6831,880n/aLeavers through outsourcing and divestments407221n/aEmployee engagement407221n/aEmployee engagement index results7375n/aTailing and developmentTotal exponition provided by our Academy162,64625,47n/aNaverage number of hours training per employee14.75 $n/a$ $n/a$ Total expondition for provided by our Academy162,646 $n/a$ $n/a$ $n/a$ Average number of hours training per employees14.75 $n/a$ $n/a$ $n/a$ Total expenditure on training (including travel costs)** $657$ million $n/a$ $n/a$ $n/a$ Average training per employee** $657$ million $n/a$ $n/a$ $n/a$ Number of hours training the leadership training $530$ $n/a$ $n/a$ $n/a$ Average training spend per employee** $n/a$ $n/a$ $n/a$ Number of employees with personal development plan in place $50^{\circ}$ $n/a$ $n/a$ Conder total exponet plan in place $50^{\circ}$ $n/a$ $n/a$ Gender total exponet plan in place $68^{\circ}$ $n/a$ $68^{\circ}$ $n/a$ $n/a$ <td cols<="" td=""><td>Total leavers</td><td colspan="2">9,508</td><td colspan="2">7,137</td><td colspan="2">n/a</td></td>	<td>Total leavers</td> <td colspan="2">9,508</td> <td colspan="2">7,137</td> <td colspan="2">n/a</td>	Total leavers	9,508		7,137		n/a			
Involuntary leavers3,5342,145n/aLeavers through common agreement or voluntary service package6831,880n/aLeavers through outsourcing and divestments407221n/aEmployee engagement% of employees participating in engagement survey8989n/aEmployee engagement index results7375n/aTotal developmentTotal days training provided by our Academy162,64625,47n/aNadage number of hours training pre employee14.75n/ar/aTotal days training provided by our Academy162,64625,47n/ar/aAverage number of hours training pre employee14.75n/an/aNumber of employees with personal developsmentSendo fer employees with personal developmentEmployees und per employee14.75n/an/aNa for some subordinates)162,64625,47n/aresumentNumber of hours training per employee14.75n/an/aNumber of employees with personal development fraining530n/an/aNumber of employees with personal development plan in place76%n/an/aCender balanceTotal employeesMaleFemaleMaleFemaleMaleFemale101419%80%20%n/an/an/aS	Voluntary leavers	5,974		4,992		n/a				
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Leavers through outsourcing and divestments407221n/aEmployee engagement8989n/aFinal generation of the second sec	Involuntary leavers	3,534		2,145		n/a				
Employee engagement8989n/a% of employees participating in engagement survey7375n/aEmployee engagement index results7375n/aTraining and development162,646 $25,47$ n/aTotal days training provided by our Academy162,646 $n/a$ $n/a$ Average number of hours training per employee $14.75$ $n/a$ $n/a$ Total expenditure on training (including travel costs) <sup>11*</sup> $657$ millior $n/a$ $n/a$ Average training spend per employee <sup>11*</sup> $6900$ $n'a$ $n/a$ $-1$ Number of employees who participated in leadership training $530$ $n'a$ $n'a$ $-1$ Semployees with personal development plan in place $76\%$ $n'a$ $n'a$ $-1$ Total employees $18,\%$ $19\%$ $80\%$ $20\%$ $n'a$ $-1$ Employees $890$ $19\%$ $80\%$ $20\%$ $n'a$ $-1$ India employees $89\%$ $19\%$ $80\%$ $20\%$ $n'a$ $-1$ Gender balance $19\%$ $19\%$ $80\%$ $20\%$ $n'a$ $n'a$ Line managers (with one or more subordinates) $Male$ Female $Male$ Female $Male$ Female $Male$ FemaleSenior Management (approximately top 400 employees)* $Male$ Female $Male$ Female $Female$ <td>Leavers through common agreement or voluntary service package</td> <td colspan="2">683</td> <td colspan="2">1,880</td> <td colspan="2">n/a</td>	Leavers through common agreement or voluntary service package	683		1,880		n/a				
% of employees participating in engagement survey       89       89       73       75       n/a         Employee engagement index results       73       75       n/a       Training and development         Training and development       162,646 $25,47$ n/a       Training provided by our Academy $14.75$ $n/a$ $n/a$ Average number of hours training per employee $14.75$ $n/a$ $n/a$ $n/a$ Total expenditure on training (including travel costs) <sup>11*</sup> $657$ million $n/a$ $n/a$ $n/a$ Average training spend per employee <sup>11*</sup> $6900$ $n/a$ $n/a$ $n/a$ Number of employees who participated in leadership training $530$ $n/a$ $n/a$ $n/a$ Gender balance $76\%$ $n/a$ $n/a$ $n/a$ $n/a$ Total employees $mon or more subordinates)$ $mana$ $mana$ $mana$ $mana$ Line managers (with one or more subordinates) $mana$	Leavers through outsourcing and divestments	407		221		n/a				
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Total days training provided by our Academy $162,646$ $25,47$ $n/a$ $n/a$ Average number of hours training per employee $14.75$ $n/a$ $n/a$ $n/a$ $n/a$ Total expenditure on training (including travel costs) <sup>11*</sup> $€57$ million $n/a$ $n/a$ $n/a$ Average training spend per employee <sup>11*</sup> $€900$ $n/a$ $n/a$ $n/a$ $n/a$ Average training spend per employee <sup>11*</sup> $€900$ $n/a$ $n/a$ $n/a$ $n/a$ Number of employees who participated in leadership training $530$ $n/a$ $n/a$ $n/a$ Employees with personal development plan in place $76\%$ $n/a$ $n/a$ $n/a$ Gender balance $T$ $T$ $Na$ $T$ $n/a$ Total employeesMaleFemaleMaleFemaleMaleFemaleInter managers (with one or more subordinates)MaleFemaleMaleFemaleMaleFemaleSenior Management (approximately top 400 employees)*MaleFemaleMaleFemaleMaleFemaleMaleFemaleMaleFemaleMaleFemaleMaleFemale	Employee engagement index results	73		75		n/a				
Average number of hours training per employee14.75 $n/a$ $n/a$ Average number of hours training (including travel costs)** $657$ million $n/a$ $n/a$ $n/a$ Average training spend per employee** $6900$ $n/a$ $n/a$ $n/a$ $n/a$ Average training spend per employee** $6900$ $n/a$ $n/a$ $n/a$ $n/a$ Number of employees who participated in leadership training $530$ $n/a$ $n/a$ $n/a$ $n/a$ Employees with personal development plan in place $76\%$ $n/a$ $n/a$ $n/a$ Gender balance $Total employees$ $Male$ Female $Male$ FemaleTotal employees $Male$ Female $Male$ Female $Male$ FemaleIn employees $Male$ Female $Male$ Female $Male$ FemaleSenior Management (approximately top 400 employees)* $Male$ Female $Male$ Female $Male$ Female	Training and development									
Total expenditure on training (including travel costs)*** $€57$ millionn/an/aAverage training spend per employee*** $€900$ n/an/an/aNumber of employees who participated in leadership training $530$ n/an/an/aEmployees with personal development plan in place $76\%$ n/an/am/aGender balanceTotal employeesMaleFemaleMaleFemaleMaleFemaleIntermanagers (with one or more subordinates)MaleFemaleMaleFemaleMaleFemale88%12%87%13%n/an/an/aSenior Management (approximately top 400 employees)*MaleFemaleMaleFemaleMaleFemale	Total days training provided by our Academy	162,646		25,47		n/a				
Average training spend per employee <sup>11*</sup>	Average number of hours training per employee	14.75		n/a		n/a				
Number of employees who participated in leadership training $530$ $n/a$ $n/a$ Employees with personal development plan in place $76\%$ $n/a$ $n/a$ Gender balanceTotal employeesMaleFemaleMaleFemale81%19%80%20% $n/a$ $n/a$ Line managers (with one or more subordinates)MaleFemaleMaleFemaleMaleFemale88%12%87%13% $n/a$ $n/a$ Senior Management (approximately top 400 employees)*MaleFemaleMaleFemaleMaleFemale	Total expenditure on training (including travel costs) <sup>11*</sup>	€57 million		n/a		n/a				
Employees with personal development plan in place $76\%$ $n/a$ $n/a$ Gender balanceTotal employeesMaleFemaleMaleFemaleMaleFemale $81\%$ 19%80%20% $n/a$ $n/a$ Line managers (with one or more subordinates)MaleFemaleMaleFemaleMaleFemale $88\%$ 12%87%13% $n/a$ $n/a$ Senior Management (approximately top 400 employees)*MaleFemaleMaleFemaleMaleFemale	Average training spend per employee <sup>11*</sup>	€900		n/a		n/a				
Gender balance       Male       Female       Male	Number of employees who participated in leadership training	530		n/a		n/a				
Male         Female         Male         Male         Female         Male         Male<	Employees with personal development plan in place	76%		n/a		n/a				
No.         No.         No.         No.         No.         No.           Line managers (with one or more subordinates)         Male         Female         Na         Na         Na         Na         Na         Senior Management (approximately top 400 employees)*         Male         Female	Gender balance									
Line managers (with one or more subordinates)     Male     Female     Male     Female     Male     Female       88%     12%     87%     13%     n/a     n/a       Senior Management (approximately top 400 employees)*     Male     Female     Male     Female     Male     Female	Total employees	Male	Female	Male	Female	Male	Female			
Male     Female     Male     Female     Male     Female     Male		81%	19%	80%	20%	n/a	n/a			
Senior Management (approximately top 400 employees)* Male Female Male Female Male Female	Line managers (with one or more subordinates)	Male	Female	Male	Female	Male	Female			
		88%	12%	87%	13%	n/a	n/a			
89% 11% 90% 10% n/a n/a	Senior Management (approximately top 400 employees)*	Male	Female	Male	Female	Male	Female			
		89%	11%	90%	10%	n/a	n/a			

<sup>10</sup> Most employee related data covers 98% of employees because a small percentage (2%) of employees are not covered by some data collection systems.

<sup>11</sup> Employees not covered by some data collection systems (2% of employees) and NSN training Academy are excluded from these figures.

\* Indicators for 2010 marked with \* have been assured by PricewaterhouseCoopers Oy as part of their assurance of Nokia's and Nokia Siemens Networks' sustainability reporting.

Nokia Siemens Networks