







Our targets and performance

NOKIA









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We have set short-, mid- and long-term targets and provide a listing and status as of the end of 2021 on this and the next page. In 2021, we had a total of 14 external targets, of which 12 were either achieved or on track. One target was not achieved and one was not on track. Our targets for 2022 and onward are presented after the table summarizing the 2021 targets.

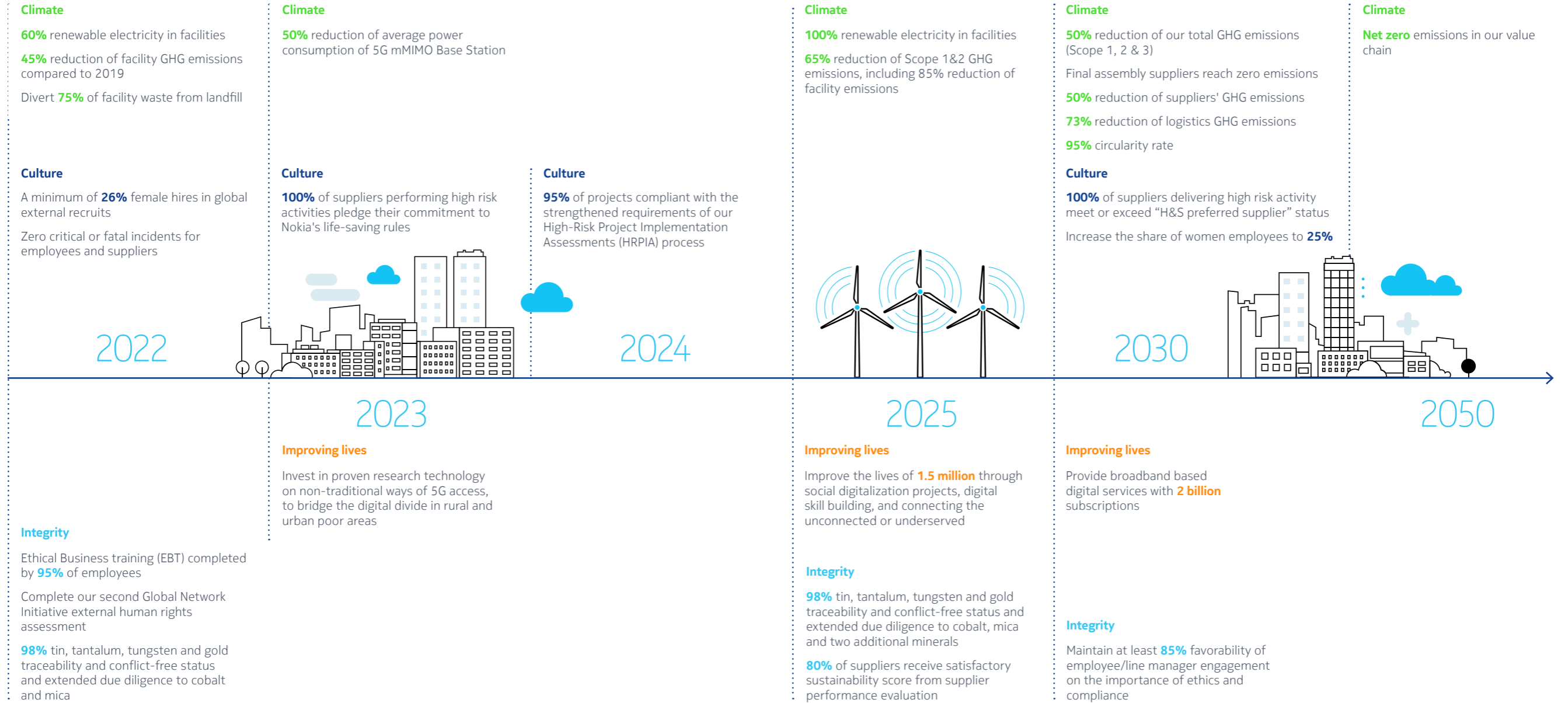
Our 2021 targets and their status

Focus area	Target year	Base year	Target	2021 results	Target status
Climate	2030	2019	Our Science-based target (SBT): Reduce our greenhouse gas (GHG) emissions across our value chain (Scope 1, 2 and 3) by 50% between 2019 and 2030, and reach net zero by 2050.	Emissions covered by our SBT were 37 598 000 tCO ₂ e which, as anticipated, are 8% above our cumulative carbon budget for 2020–2021, if a linear reduction from 2019 is expected annually. However, we do not expect the reduction of emissions in our value chain to be a linear process. We plan to achieve our target of 50% reduction in emissions by 2030 as we see greater impact as more energy efficient products and features of our portfolio are adopted and decarbonization of the electricity grid continues globally.	 Not on track
	2030	2019	Our final assembly suppliers reach net zero emissions by 2030.	Our final assembly suppliers' emissions were 59 000 tCO ₂ e which is a 22% decrease from 2019.	 On track
	2030	2019	Our suppliers reduce GHG emissions by 50% by 2030.	Our suppliers' emissions were 1 571 600 tCO ₂ e which is a 49% decrease from 2019.	 On track
	2021	2020	Reach 45% coverage of renewable electricity from the total purchased electricity.	53% of our purchased electricity was renewable.	 Achieved
	2021	2019	Reduce GHG emissions from our facilities (Scope 1 and 2) by 20%.	Emissions from our facilities were 243 200 tCO ₂ e which is a 30% reduction from 2019.	 Achieved
	2021	2020	Divert 70% of facility waste from landfill.	80% of facility waste was diverted from landfill.	 Achieved

Our 2021 targets and their status

Focus area	Target year	Base year	Target	2021 results	Target status
Culture	2030	2016	100% of suppliers delivering high risk activity to meet “H&S preferred supplier” status (score 4 or more out of 5) in our Health & Safety maturity assessment.	23% of relevant suppliers met H&S preferred supplier status.	 On track
	2021	2020	Keep the unexplained pay gap closed.	The unexplained pay gap was closed for 2021.	 Achieved
	2021	2020	Reach a minimum of 26% female hires in all global external recruits.	25% of external recruits were women. We aim to increase our talent attraction activities to make Nokia’s employer brand stand out for diversity-friendly employment policies.	 Not achieved
	2021	2020	Direct 30% of our corporate CSR spend towards initiatives focused on empowering diversity.	33% of our corporate CSR program spend was focused on empowering diversity.	 Achieved
Integrity	2030	2016	Reach 85% favorability of employee/line manager engagement on ethics and compliance.	Progress against the target was measured as favorable responses to the following question in our employee survey: “My line manager sets a positive example by acting with integrity.” 91% of the responses were favorable.	 On track
	2025	2020	80% of suppliers receive satisfactory sustainability scores from supplier performance evaluation (includes performance across our sustainability assessment programs such as EcoVadis, CDP, Conflict minerals).	68% of suppliers received satisfactory sustainability scores.	 On track
	2022	2020	Complete our second Global Network Initiative (GNI) assessment and, as a result, Nokia deemed to have shown good faith efforts to implement the GNI principles in freedom of expression and privacy.	Preparation for the assessment was started.	 On track
	2021	2020	95% of our employees complete Ethical Business Training.	97% of employees completed the training.	 Achieved

Our ESG targets in 2022



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