



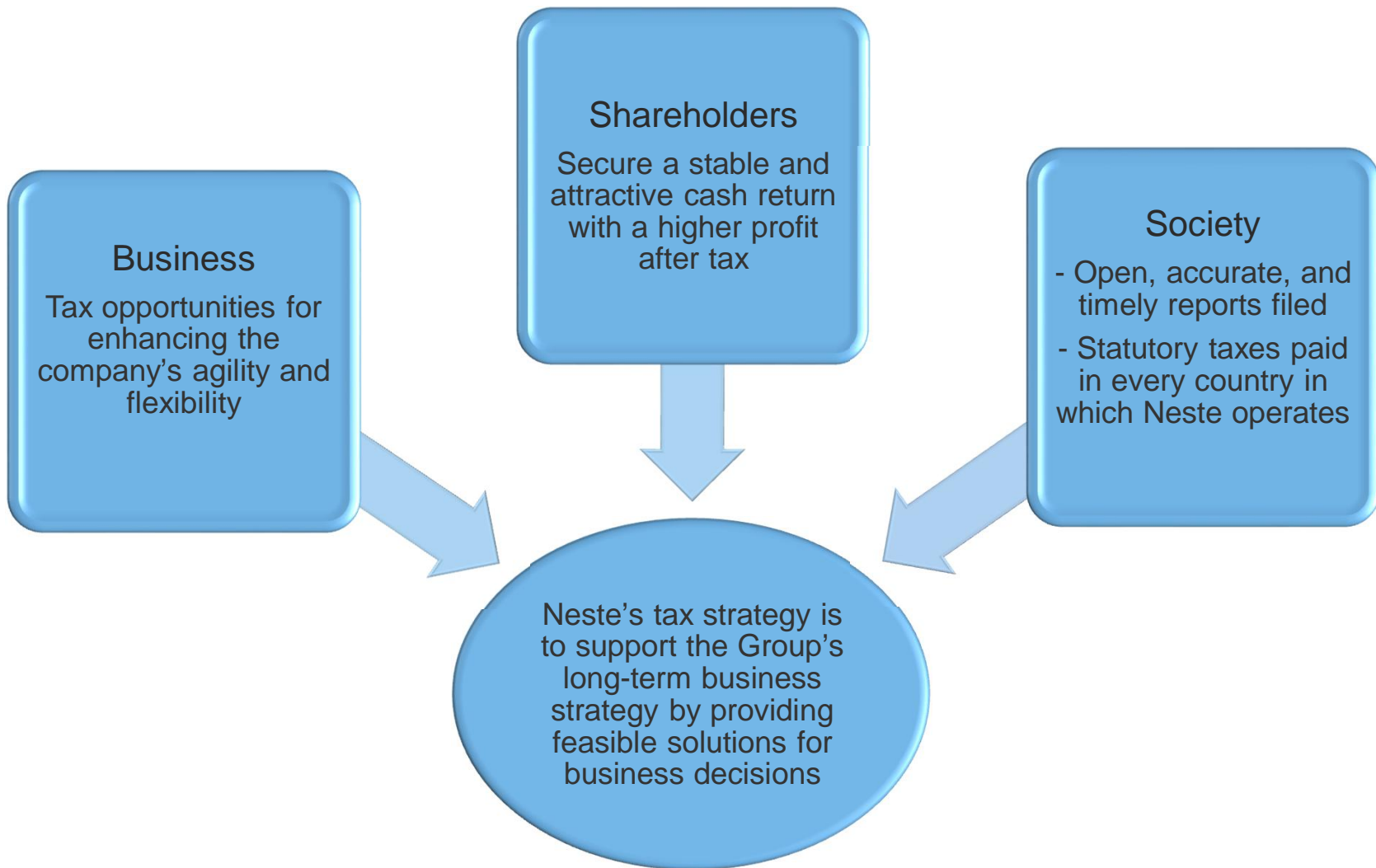
# Tax Strategy

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# Agenda

1. Main objectives
2. Tax principles
3. Our tax management
4. Tax contribution 2017 (Tax footprint) statement –

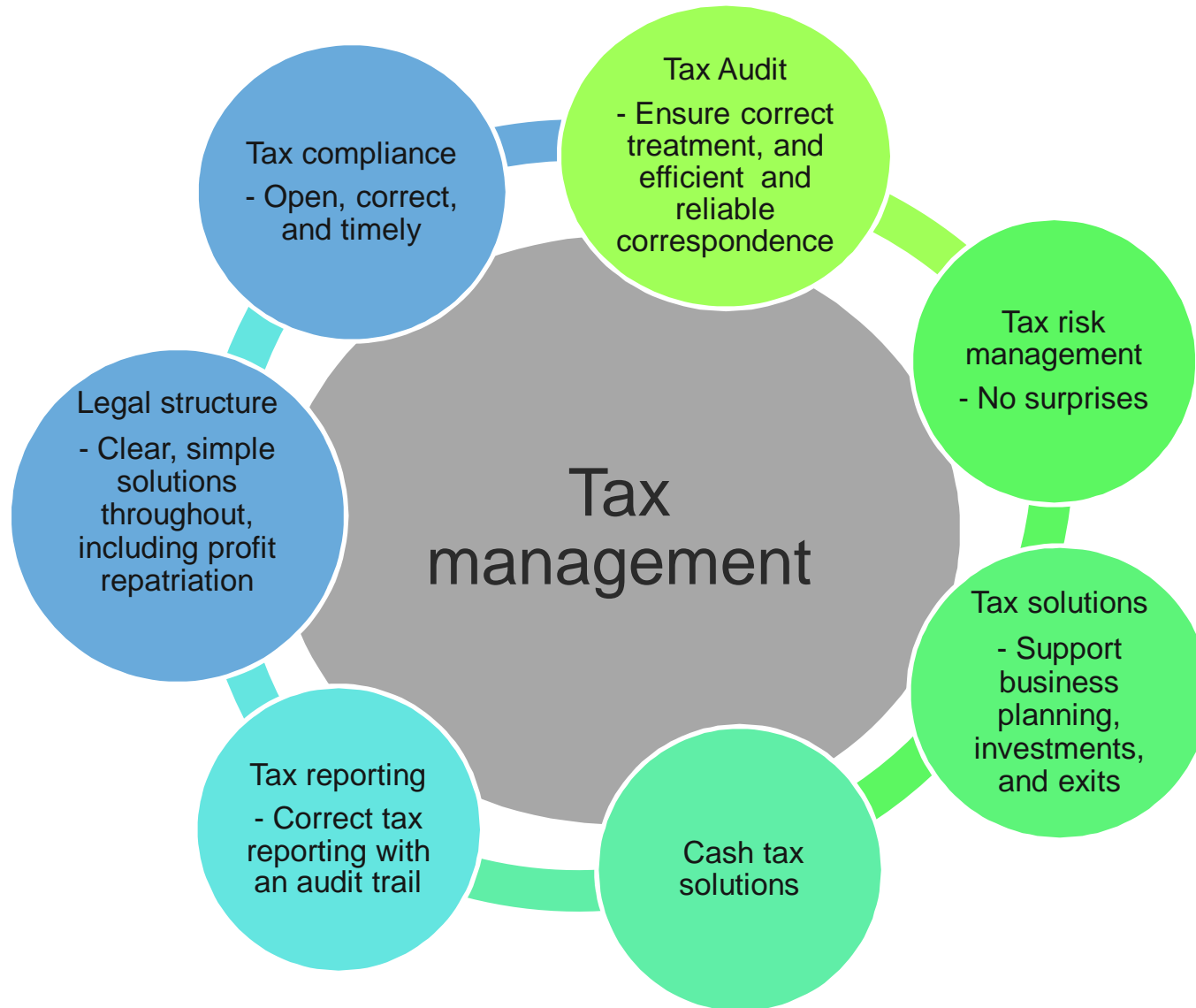
# 1. Main Objectives



## 2. Tax Principles

- We follow all relevant local laws and regulations, as well as the OECD Transfer Pricing Guidelines
- The material business decisions take into account the feasible tax solutions
- We do not use tax havens to avoid taxes
- We ensure a high level of tax compliance in every jurisdiction in which we operate
- We maintain open and honest relationships with the tax authorities
- We publish a Tax Contribution (Tax Footprint) statement annually

# 3. Our Tax Management



# 4. Tax Contribution (Tax Footprint) statement

- Increases interest in taxes both internally and externally
- Provides a deeper understanding of statutory taxes and charges, as well as their magnitude
- Provides accurate input for tax solutions
- Keeps us focused and helps prioritization
- Provides valuable benchmarking data on tax management
- Increases useful tax discussion based on detailed facts

# 4. Tax Contribution 2017 (Tax Footprint)

	2017	2017	2017	2016	2016	2016
	Finland	Other countries	Group in total	Finland	Other countries	Group in total
Revenue, MEUR	7 264	5 953	13 217	6 682	5 007	11 689
Earnings before taxes, MEUR	784	310	1 094	544	531	1 075
Personnel (on average)	3 604	1 693	5 297	3 428	1 585	5 013
Taxes borne, MEUR						
Corporate income tax	146	20	166	122	30	152
Real estate tax	2	6	8	2	6	8
Employer's charges	59	10	69	51	8	59
Environmental taxes	8	0	8	9	0	9
Customs duty	1	4	6	2	-1	1
Total taxes borne, MEUR	216	40	257	186	43	229
Taxes collected, MEUR						
VAT/GST, remitted	870	217	1087	787	188	975
Excise taxes	1970	390	2360	1 917	364	2 281
Withholding taxes	88	12	100	82	12	94
Employee's social security	18	3	22	15	3	19
Total taxes collected, MEUR	2946	622	3569	2801	567	3369
Total taxes borne and collected, MEUR	3 162	662	3 826	2 987	610	3 598