

CHANGE IN THE NUMBER OF NOKIA'S EMPLOYEES 1991-2001

December 31	2001	2000	1999	1998	1997	1996	1995	1994	1993	1992	1991
Finland	22 246	24 379	23 267	21 093	19 779	17 866	18 399	16 353	13 454	13 819	13 229
Change	-2 133	+1 112	+2 174	+1 314	+1 913	-533	+2 046	+2 899	-365	+590	-4 342
Outside Finland	31 603	35 910	31 993	23 450	16 868	13 857	15 385	12 240	12 069	11 863	13 881
Change	-4 307	+3 927	+8 543	+6 582	+3 011	-1 528	+3 145	+171	+206	-2 018	-5 595
Total	53 849	60 289	55 260	44 543	36 647	31 723	33 784	28 593	25 523	25 682	27 110
Change	-6 440	+5 039	+10 717	+7 896	+4 924	-2 061	+5 191	+3 070	-159	-1 428	-9 937