



STOP TRADING WITH SWEDEN AND FINLAND

We gave our Nordic partners gains of EUR 1.16 billion. They gave us worthless securities to seize our small share of those gains. Governments' in Sweden and Finland support ongoing seizures of our earnings and our assets. They are not trustworthy.



ONE BILLION IS NOT ENOUGH - Our Nordic employer, Sonera, seized EUR 34.8 (USD 49.1) million we earned in the United States. Each year TeliaSonera keeps the earnings on our seized assets. Last year it seized EUR 13.5 (USD 19.0) million earned on our assets. In total TeliaSonera now holds EUR 89.8 (USD 126.6) million it did not legitimately earn. Sweden and Finland support this ongoing expropriation our earnings and assets.

Sonera hired us to create opportunities and value in the United States. We quickly acquired stakes in three US wireless operators. Our investments helped make possible consolidation of those three operators into a nationwide wireless network. Then T-Mobile acquired all three operators. Sonera realized EUR 1.16 billion from the sale of these investments to T-Mobile.

Sonera and Finland's leaders expropriated our incentive pay. First, they unreasonably delayed promised incentive schemes. Then Sonera gave our team worthless securities, warrants in a worthless incentive scheme. We objected. Sonera terminated us. Then Sonera granted our colleagues at three other new venture business units retroactively priced incentive schemes. Then Sonera suffered massive losses from German UMTS licenses and the three other new ventures. Later Sonera and Telia merged to form TeliaSonera. Visit www.NordicEthics.com for details.

ACCOUNTABILITY - TeliaSonera, Finland and Sweden's' treatment of our team violates virtually all relevant laws, rules, regulations, agreements, and guidelines as well as TeliaSonera's *Shared Values* and its *Code of Ethics*.

TREATY, AGREEMENT, GUIDELINES OR ETHICAL STANDARDS	VIOLATION
<u>Finland-US Friendship, Commerce and Consular Rights Treaty-1934</u> - "In no case shall [nationals of Finland and the United States] be accorded less favorable treatment in respect of [commercial] matters than nationals of the most favored nation." "Their property shall not be taken without due process of law and without payment of just compensation."	Finland protected Finnish nationals' earnings and assets. Finland and Sweden seize US nationals' earnings and assets.
<u>OECD Guidelines for Multinational Enterprises</u> - "Observe standards of employment and industrial relations [including compensation and working time arrangements] not less favorable than those observed by employers in the host country [United States]."	Finland and Sweden seek to substitute Nordic employment and compensation standards for US standards.
<u>Swedish Instrument of Government</u> , Chapter 2, Article 18 - "The property of every citizen shall be so guaranteed that none may be compelled by expropriation or other such disposition to surrender property to the public institutions or to a private subject ..." Finland's constitution contains similar protections.	Sweden and Finland failed to protect our property. They support TeliaSonera's ongoing seizure of our property.
<u>TeliaSonera's Shared Values</u> - • "Add Value" • "Show Respect" • "Make It Happen"	TeliaSonera seeks to avoid accountability to its <i>Shared Values</i> .
<u>TeliaSonera's Code of Ethics</u> - [Relevant parts] <ul style="list-style-type: none"> • "Do the right thing. "Treat others as we would like to be treated ourselves." • "None of us should ever lie, cheat, trick, misuse, mislead, or do anything that can be perceived as any of these." • "Don't take unfair advantage of anyone through manipulation, concealment, misuse of information, misrepresentation of facts, or any other unfair or dishonest way of acting." • "Being truthful, trustworthy, honest, open, candid, and considerate are the right things to do." • "And when things still go wrong - because sometimes they do, for all of us - stand up and admit it. In this way, you will earn respect and we can all help fix the problem." 	TeliaSonera seeks to avoid accountability to its <i>Code of Ethics</i> . TeliaSonera is not "Walking the Talk." Its actions and failure to act speak louder than its words,

FAIRNESS AND JUSTICE - There is no question of unjust enrichment. We added great value for all of our fellow stakeholders. We added gains equal to the value added by more than 22,000 Fins working for an entire year. We earned our incentive pay many times over. TeliaSonera must now give up all EUR 89.8 (USD 126.6) million of our assets that it wrongfully holds.

Sweden and Finland will ultimately use their share of those gains to provide education, health care, retirement and other benefits to their citizens. We also earned education, health care, retirement and other benefits represented by our small stake in those gains. Now we are working to secure those benefits for our families.

WE SEEK RESPECT, FAIRNESS AND JUSTICE FOR OUR FAMILIES