

Notice of Availability of Pension Benefit Statement Nokia Retirement Plan

To: Active Participants in the Nokia Retirement Plan (PN 007) (the “Plan”)

Under the Pension Protection Act of 2006, you are entitled to receive a Pension Benefit Statement indicating, based on the latest available information, your total accrued benefit and the portion of the benefit that is vested, or the earliest date on which that benefit will become vested, among other information.

This is to advise you regarding the availability of a Pension Benefit Statement and how to obtain one.

All active employees who are participants in the Plan can request a Pension Benefit Statement in two ways:

- Log on to the Your Benefits Resources (YBR) at <http://resources.hewitt.com/nokia>, or
- Call the Nokia Benefits Resource Center toll-free at 1-888-232-4111, Monday through Friday from 9 a.m. to 5 p.m., Eastern Time (ET).

The YBR website is available 24 hours a day, seven days a week.