



Effective April 1, 2024

Nokia Savings/401(k) Plan

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NOKIA

Financial Wellness Webinars and Recordings are now available on the Your Benefits Resources™ (“YBR”) website at digital.alight.com/nokia.

Notice of Change to Retirement Date Funds

You should carefully consider the information below, along with other information available to you concerning the Nokia Savings/401(k) Plan (the “Plan”) and its investment funds, when making decisions regarding the investment of your Plan account.

The Plan offers diverse, competitive, and low-cost investment funds and other services to help you achieve your retirement goals. Constructed using funds offered under the Plan, each Retirement Date Fund consists of a diversified mix of investments, combining a variety of different underlying actively and passively managed equity, bond, and inflation-sensitive funds. Each Retirement Date Fund seeks to maximize total return over time (total return includes capital appreciation and income) consistent with the Fund’s investment mix.

What’s Happening?

Effective April 1, 2024, the investment manager for the Retirement Date Funds, AllianceBernstein L.P., is making changes to the Funds’ underlying investment mix to include a new asset category called Global Low Volatility Equities. This asset category will help further diversify the current Equity Fund exposure and is intended to provide better protection in down markets for those who are approaching or already in retirement. This new category won’t be included in the Retirement Date Funds intended for savers who have longer investment horizons, higher risk capacity, and more focus on long-term asset growth.

The change will result in the **Retirement Date Income Fund and Retirement Date Funds dated 2000 through 2040** slightly increasing their overall exposure to Equity Funds (including the new Global Low Volatility Equities category) and slightly decreasing their overall exposure to Bond Funds. Growing the allocation to Bond Funds over time is still the primary way Retirement Date Funds protect your savings in a down market. Global Low Volatility Equities help to accomplish the same but do so within the Equity Funds allocation to help preserve the growth potential of equities you need to build wealth over the long term. The changes in the investment mix intend to maintain the overall risk profile and further enhance the long-term return potential at the total Fund level.

As a result of these changes, the Retirement Date Income Fund and Retirement Date Funds dated 2000 through 2040 expense ratios are expected to decrease by between 1 to 3 basis points (\$0.10 – 0.30 per \$1,000 invested) depending on the Fund’s asset mix.

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Notice of Change to Retirement Date Funds

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Key Dates

These changes will happen automatically, so there is no action you will be required to take. However, if you are currently invested in one of the Retirement Date Funds, or plan to invest in a Retirement Date Fund, you should read this notice carefully in case you wish to take any action.

What's Happening	What Can You Do?	When
<p>The changes described on the previous page will be automatically made to the Retirement Date Income Fund and Retirement Date Funds dated 2000 through 2040 on April 1, 2024.</p> <p>Retirement Date Funds dated 2045 through 2055 will not change on April 1, 2024, but over time, as the years to retirement decrease, these funds will have an investment mix that includes Global Low Volatility Equities.</p>	<p>Refer to the Appendix section of this booklet to review detailed information about the Retirement Date Funds' updated investment mixes effective April 1, 2024.</p> <p>If you want to take action before the enhancement takes effect, you may:</p> <ul style="list-style-type: none">• Transfer your current balance from the Retirement Date Funds into any other Plan fund (or funds).• Change your investment elections for future contributions (if you are currently contributing to the Plan) from the Retirement Date Funds to any other Plan fund (or funds). <p>To do either of the above before the changes take effect, log on to your account before 4:00 p.m., Eastern Time (ET), on Thursday, March 28, 2024, at digital.alight.com/nokia or call the Nokia Benefits Resource Center at 1-888-232-4111 (select the "Retirement and Investments" option) between the hours of 9:00 a.m. and 5:00 p.m., ET, Monday through Friday.</p>	<p>You can request changes before these changes take effect any time before 4:00 p.m., ET, on Thursday, March 28, 2024.</p> <p>(Note that the financial markets are closed on Friday, March 29, 2024. Transactions submitted when the financial markets are closed or on weekends are priced as of the next business day's closing price.)</p>

If You Have Questions

Detailed information about the Plan's investment funds, including the Retirement Date Funds, is available online by logging on to your account at digital.alight.com/nokia and also at www.benefitanswersplus.com/FundFactSheets.html. Changes to the Retirement Date Funds will be reflected in the Fund Fact Sheets by the end of May.

If you have additional questions, you can call the Nokia Benefits Resource Center at 1-888-232-4111 (select the "Retirement and Investments" option) between the hours of 9:00 a.m. and 5:00 p.m., ET, Monday through Friday.

Important Information

This booklet contains important information about the investment fund performance and fees and expenses under the Nokia Savings/401(k) Plan. **No specific action is required of you.** However, you should carefully consider the information contained in this booklet, along with other information available to you concerning the Plan and its investment funds (including, but not limited to, the Plan's [Summary Plan Description](#) and [Fund Fact Sheets](#)) when making decisions regarding the investment of your Plan account.

You can access the Summary Plan Description on the BenefitAnswers Plus website at www.benefitanswersplus.com; select your employment status and then the tab for "Legal Documents." The Fund Fact Sheets are available at www.benefitanswersplus.com/FundFactSheets.html.

The actual terms of the Plan are reflected in the official Plan document, a copy of which can be obtained by writing to the Savings Plan Administrator, c/o Nokia, 600-700 Mountain Avenue, Room 6C-403, Murray Hill, NJ 07974. In the event of a conflict between this booklet or the Summary Plan Description and the terms of the official Plan document, the official Plan document will control.

Plan-Related Information

Your Right to Direct the Investment of Your Plan Account

You have the right to direct how you want the balance in your Plan account to be invested, subject to certain limitations as described more fully below. Because you control the investment of your Plan account, the Plan's fiduciaries are relieved of liability for any losses that are the result of investment instructions given by you.

Limitations on Your Ability to Give Investment Instructions

There are a number of restrictions on your ability to give investment instructions with respect to your Plan account.

Investment Funds. The Plan's investment funds are intended for long-term investment purposes and are not managed or intended to serve as short-term trading vehicles. Accordingly, your right to give investment instructions in your Plan account is subject to certain restrictions on "frequent trading." Frequent trading occurs when participants move their balances into and out of investment funds in a relatively short period of time. Frequent trading increases the cost of operating an investment fund, which in turn reduces the return to all the fund's participants. The Plan has adopted the following policy in connection with frequent trading:

- Participants who transfer money out of one of the Plan's investment funds will not be able to make a transfer back into that same investment fund for a period of 30 calendar days. **Note:** This restriction does not apply to transfers out of or back into the Money Market Fund.

In addition, each of the investment managers for the Plan's investment funds maintains a cash balance (i.e., liquidity) in the investment fund intended to satisfy: 1) daily trading activity of the investment fund, and 2) net participant fund transfers, loans, in-service withdrawals, and distributions. If, due to unusual participant or market activity, an investment fund has insufficient liquidity to satisfy 1) or 2) above, fund transfers, loans, in-service withdrawals, and/or distributions may be temporarily suspended.

Self-Directed Brokerage Account. If you have a self-directed brokerage account in the Plan, you are restricted from certain types of trades and investing in certain types of securities. Specifically, margin trading and short sales are not permitted. Also, you may not invest in any of the following: annuities, commodities, currencies, foreign securities (securities traded on non-United States securities exchanges), futures contracts, municipal bonds, options, precious metals, private placements (including privately held limited partnerships), tax-exempt securities, Master Limited Partnerships, or investment in commodity pool exchange traded products which may generate taxable income (referred to as Unrelated Business Taxable Income or “UBTI”).

Investments in self-directed brokerage accounts may be subject to Unrelated Business Income Tax (“UBIT”). You are responsible for any UBIT incurred with respect to your investments.

Professional Management Program. If you enroll in the Plan’s Professional Management program (see [Designated Investment Manager](#)), you will have delegated all your powers, duties, and responsibilities with respect to the investment, reinvestment, and allocation of your Plan account (excluding any restricted investments as specified in the Supplement to the Professional Management Program Terms and Conditions) to Aight Financial Advisors, LLC (“AFA”). If you also elect Income Beyond Retirement, when you request distributions from your Plan account through Income Beyond Retirement, you will also have delegated to AFA all powers, duties, and responsibilities necessary to effectuate such distributions, including without limitation the power for AFA to specify the time and amount of distributions and to instruct the Plan’s recordkeeper and other parties as needed to process distribution requests.

Plan Administrative Costs

Plan Administrative Costs are the fund’s share of recordkeeping fees, trustee/custodial fees, fiduciary and Plan Administrator costs, online investment-advice tool fees, participant communications costs, audit and legal fees, and fees for certain third-party services used in connection with administering the Plan and overseeing the Plan’s investment managers. These costs are not “asset-based,” although the aggregate amount of such costs is allocated to the Plan’s investment funds ratably. There are no “revenue sharing” arrangements between any of the Plan’s investment managers and the Plan’s recordkeeper.

Plan Administrative Costs reflect the entirety of the actual cost of administering the Plan that is borne by the Plan and its participants. All Plan participants share ratably in the cost of administering the Plan, based on their entire Plan account balance, including any balance in a self-directed brokerage account. The process by which Plan Administrative Costs are assessed against your Plan account is as follows:

- With respect to the portion of your account balance invested in the Plan’s investment funds, Plan Administrative Costs are paid directly out of the Plan’s investment funds. In this way, the costs you bear are proportional to your balances in those funds. Since the fees and expenses are deducted directly from the Plan’s investment funds, you will not see a separate deduction from your Plan account. Information regarding all of the fees and expenses that were charged to the Plan’s investment funds in the prior year is set forth in [Investment-Related Information](#).
- With respect to the portion of your account balance you invest through a self-directed brokerage account, the Plan assesses Plan Administrative Costs using the same rate as for the Plan’s investment funds based upon your self-directed brokerage account balance. Since those costs cannot be paid directly from your self-directed brokerage account assets, the amount is deducted quarterly from your balance in the Plan’s investment fund(s) (ratably across all such funds). As discussed in [Self-Directed Brokerage Account Offered Under the Plan](#), you are required to leave a minimum of \$500 invested in the Plan’s investment funds.

Service-Specific Fees

Some fees are charged directly to the accounts of those Plan participants who incur them. If you incur a service-specific fee, it will appear on your quarterly Plan account statement, unless the fee you incur is a trade-related commission or fee in a self-directed brokerage account. In that case, the fee will appear on the trade confirmation at the time the trade was processed. The service-specific fees that a Plan participant might incur are as follows:

Service	Fee
Domestic Relations Orders Fee	You will pay a \$500 fee when a domestic relations order is processed on your account. (A domestic relations order is a judgment, decree, or order, typically but not exclusively in connection with a divorce, that assigns some or all of your account to a spouse, former spouse, child, or other dependent to satisfy a family support or marital property obligation.) The fee is deducted upon receipt of the order.
Professional Management Program Fees	<p>If you are enrolled in the Professional Management program offered by the Plan through Alight Financial Advisors, LLC, you will be charged a fee that is based on your managed account balance:</p> <ul style="list-style-type: none"> • 0.45% of your balance up to \$100,000, plus • 0.35% of your balance from \$100,001 to \$250,000, plus • 0.20% of your balance from \$250,001 and above <p>The fee is calculated based on the average daily managed account balance for a calendar month and is debited from your Plan account at the start of the following month.</p>
Self-Directed Brokerage Account Fees	<p>Depending upon the investments purchased and sold in a self-directed brokerage account, other commissions and fees may apply and will be charged within your self-directed brokerage account. Before you purchase or sell securities through a self-directed brokerage account, you should find out about any fees associated with the purchase or sale of the particular investment you are trading. You can obtain a schedule of applicable trading fees and commissions online by logging in to your account at digital.alight.com/nokia or by contacting an Alight Financial Solutions, LLC representative at 1-800-890-3200.</p> <p>There are no ongoing fees for maintaining access to the self-directed brokerage account; however, as described in Plan Administrative Costs, Plan Administrative Costs are assessed based on your self-directed brokerage account balance. For actual Plan Administrative Costs assessed to your self-directed brokerage account balance in 2023, see page 15.</p>

Self-Directed Brokerage Account Offered Under the Plan

You may also utilize a self-directed brokerage account offered under the Plan via Alight Financial Solutions, LLC (“AFS”). A self-directed brokerage account allows you to make investments in your Plan account beyond the investment funds offered under the Plan. (There are certain limitations on investing through your self-directed brokerage account. See [Self-Directed Brokerage Account](#) under [Limitations on Your Ability to Give Investment Instructions](#).) A self-directed brokerage account may entail greater risk and is not appropriate for everyone. A self-directed brokerage account may be appropriate for you if you are willing to assume the additional responsibility and risk associated with managing and monitoring this portion of your Plan account. Investments available through the self-directed brokerage account are neither reviewed nor monitored by Nokia or the Plan, nor can you receive the Online Advice or Professional Management services offered by the Plan through Alight Financial Advisors, LLC with respect to a self-directed brokerage account.

You are solely responsible for choosing and monitoring investments in a self-directed brokerage account. For retail investments, there is information available to all investors (e.g., a mutual fund prospectus). You can request that a copy of a fund prospectus be sent to you from the www.alightfinancialsolutions.com website, by contacting an AFS representative at 1-800-890-3200 between the hours of 9:00 a.m. and 7:00 p.m., ET, Monday through Friday, or by going to the fund’s website directly.

Uninvested cash balances in your self-directed brokerage account are automatically invested (i.e., “swept”) into a cash fund at the close of each business day. A link to the most recent prospectus for the cash fund, which includes fees associated with this fund, can be found in the Knowledge Center under disclosures in your brokerage account. If you wish to invest your cash balance into other securities, it is your responsibility to monitor available balances and to direct AFS via the online portal or an AFS representative to make the appropriate transactions.

Once you have signed up for a self-directed brokerage account, you can go to digital.alight.com/nokia and transfer amounts from the portion of your Plan account invested in the Plan’s investment funds into your self-directed brokerage account. Your initial transfer into the brokerage account must be at least \$2,500. Subsequent transfers must be at least \$500, and you are required to leave a minimum of \$500 invested in the Plan’s investment funds. If you do not maintain this minimum balance in the Plan’s investment funds, AFS may, in its discretion, liquidate one or more investments in accordance with the terms of your Self-Directed Brokerage Account Plan Participant Agreement. Depending on the investments liquidated, other commissions and fees may apply.

Actual investment trades in a self-directed brokerage account are conducted through the www.alightfinancialsolutions.com website or by contacting an AFS representative at 1-800-890-3200 between the hours of 9:00 a.m. and 7:00 p.m., ET, Monday through Friday.

Investment-Related Information

Investment Funds Offered Under the Plan

The Plan offers a broad array of investment funds from which to choose. Each fund offers differing levels of risk and potential for return. You may invest in any one or a combination of these investment funds. More detailed information about the Plan's investment funds is contained in the Fund Fact Sheets. (See [Where to Get Additional Information](#).) Additional information concerning the Retirement Date Funds is set forth in the [Appendix](#). In addition to being able to select from the investment funds offered under the Plan, the Plan offers you a self-directed brokerage account to customize your portfolio or supplement the investment funds offered under the Plan.

Each of the investment funds is either a "separate account" fund or an institutional commingled fund. There are no mutual funds offered under the Plan (although, if you desire, you can invest in mutual funds through a self-directed brokerage account). A separate account is an institutional

investment account managed by an investment manager(s) for a single client (e.g., a single plan or trust) that does not get commingled with any other client's (e.g., other plan's or trust's) assets. A separate account is not a mutual fund and is not required to file a prospectus with the Securities and Exchange Commission ("SEC"). The separate account funds in the Plan are available only to Plan participants and are not funds that are offered for sale to the general public. In the context of employee benefit plans, a commingled fund is an investment fund created by a bank or trust company for employee benefit plans, such as 401(k) plans, that pools the assets of more than one employee benefit plan or trust for investment purposes. Commingled funds are governed by rules and regulations that apply to banks and trust companies. They are not registered with the SEC. These funds are also referred to as collective investment funds.

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Effective April 1, 2024

Asset Class	Fund Name	Fund Type
Fixed Income	Money Market Fund	Institutional Commingled Fund
	Short Term Bond Fund	Separate Account
	Core Bond Fund*	Institutional Commingled Fund
	Bond Fund	Separate Account
	Treasury Inflation-Linked Bond Fund*	Separate Account
	High Yield Bond Fund*	Separate Account
Real Assets	Balanced Real Asset Fund	Institutional Commingled Fund
	Customized Real Asset Fund*	Institutional Commingled Fund
Equities	US Large Cap Equity Index Fund*	Institutional Commingled Fund
	US Large Cap Value Equity Fund	Separate Account
	US Large Cap Value Equity Index Fund*	Institutional Commingled Fund
	US Large Cap Value Equity Fund 1*	Separate Account
	US Large Cap Value Equity Fund 2*	Separate Account
	US Large Cap Value Equity Fund 3*	Separate Account
	US Equity Index Fund	Institutional Commingled Fund
	US Large Cap Growth Equity Fund	Separate Account
	US Large Cap Growth Equity Index Fund*	Institutional Commingled Fund
	US Large Cap Growth Equity Fund 1*	Separate Account
	US Large Cap Growth Equity Fund 2*	Separate Account
	US Mid Cap Equity Fund	Separate Account
	US Small Cap Equity Fund	Separate Account
	Global Low Volatility Equity Index Fund*	Institutional Commingled Fund
	International Equity Index Fund	Institutional Commingled Fund
	International Equity Fund	Separate Account
	International Developed Markets Equity Fund 1*	Separate Account
	International Developed Markets Equity Fund 2*	Separate Account
	Emerging Markets Equity Fund*	Institutional Commingled Fund
	Retirement Date Funds	Retirement Date Income Fund
Retirement Date 2000 Fund		Separate Account
Retirement Date 2005 Fund		Separate Account
Retirement Date 2010 Fund		Separate Account
Retirement Date 2015 Fund		Separate Account
Retirement Date 2020 Fund		Separate Account
Retirement Date 2025 Fund		Separate Account
Retirement Date 2030 Fund		Separate Account
Retirement Date 2035 Fund		Separate Account
Retirement Date 2040 Fund		Separate Account
Retirement Date 2045 Fund		Separate Account
Retirement Date 2050 Fund		Separate Account
Retirement Date 2055 Fund		Separate Account

The investment funds offered under the Plan as of April 1, 2024, along with their asset class and fund type, are listed in the table at left. Some of the funds listed at left (denoted with an asterisk) are not available for direct participant investment. Exposure to these funds is available only by investing in multi-manager funds. **Note:** Fund managers may change from time to time consistent with achieving the overall investment objectives of the funds. The current investment manager(s) of each fund available for direct participant investment can be found in the Plan's Fund Fact Sheets at www.benefitanswersplus.com/FundFactSheets.html.

*These funds are only available in multi-manager funds and are not available for direct participant investment. You can request additional information about these funds by contacting the Nokia Benefits Resource Center.

Designated Investment Manager

The Plan offers the opportunity for participants to have their Plan account professionally managed by the Plan's designated investment manager, Alight Financial Advisors, LLC ("AFA"). This program is called "Professional Management."

Under Professional Management, AFA will determine an initial allocation of your Plan account from among the investment alternatives available for direct participant investment in the Plan (not including the Self-Directed Brokerage Account feature) and will thereafter be responsible for periodic monitoring and reallocation of your Plan account. If you enroll in Professional Management, you delegate certain powers, duties, and responsibilities with respect to your Plan account (excluding any restricted investments as specified in the Professional Management agreement) to AFA (see [Limitations on Your Ability to Give Investment Instructions](#)). There is an additional fee for Professional Management (see [Service-Specific Fees](#)).

AFA is a federally registered investment advisor and wholly-owned subsidiary of Alight Solutions LLC, the Plan's recordkeeper. AFA has hired Financial Engines Advisors L.L.C. ("FEA") to provide sub-advisory services. FEA is a federally registered investment advisor. Although AFA is a subsidiary of the Plan's recordkeeper, Nokia, and not Alight, made the decision to retain AFA.

For more information about Professional Management, contact the Nokia Benefits Resource Center at 1-888-232-4111 (select the "Retirement and Investments" option and then "Investment Advice") between the hours of 9:00 a.m. and 9:00 p.m., ET, Monday through Friday. Participants with an address on record outside the United States, its territories or Army Post Office Code AA, AE or AP are not eligible for Professional Management.

Performance Information

The table on [pages 12–13](#) shows performance information for the Plan's investment funds as of December 31, 2023. As you review performance information, remember that the performance shown is past performance. Past performance does not guarantee future results. Also, periods of market strength may not be repeated, and share/unit price, yield and return will fluctuate. Current performance may be higher or lower than what is shown. Because of performance fluctuations, you could have a gain or loss in your Plan account when you sell your shares/units. The performance information is shown net of all fees and expenses (fund operating expenses and each investment fund's share of Plan Administrative Costs). See [Fees and Expenses](#) for more information.

Investment Risk

Investment funds available through the Plan, including the Money Market Fund, are not insured or guaranteed by the FDIC or any other government agency. In addition, although money market funds seek to preserve the value of your investment, it is possible to lose money by investing in the Money Market Fund.

Stock markets, especially foreign markets, are volatile and can decline in response to adverse issuer, political, regulatory, market, or economic developments. The stocks of less well-known, small- and mid-sized companies can be more volatile than those of larger companies. Foreign securities and currencies are subject to interest-rate, currency-exchange-rate, economic, and political risks.

In general, the bond market is volatile, and fixed income securities carry interest-rate risk, which means that when interest rates in the market rise, there is generally a corresponding decline in the market values of bonds (and vice versa). This effect is generally more pronounced for bonds with longer-dated maturities. Fixed income securities also carry inflation risk and credit and default risks for both issuers and counterparties. Credit risk is the risk that the issuer of a bond will not be able to make principal and interest payments when they are due.

Investment funds may be subject to risks associated with investing in commodities as well as interest-rate risk, currency risk, concentration risk, and risks of derivative instruments. Derivatives may be volatile and involve risks such as credit risk, leverage risk, counterparty risk, basis risk, and liquidity risk. Using derivatives can disproportionately increase losses and reduce opportunities for gains in certain circumstances. Investments in derivatives may have limited liquidity and may be harder to value, especially in declining markets.

Retirement Date Funds are subject to the volatility of the financial markets, including equity and fixed income investments in the US and abroad and may be subject to risks associated with investing in high yield bonds, commodities, small/mid cap equities, and foreign securities.

CFTC Disclosure

Under the Commodity Exchange Act (the “Act”), certain employee benefit trusts may be deemed to be commodity pools if the trusts’ investment funds trade swaps, futures, options or other commodity interests. Generally, under the Act, operators of such commodity pools are required to register with the Commodity Futures Trading Commission (“CFTC”) as commodity pool operators unless an exemption applies or an exclusion is claimed. The Lucent Technologies Inc. Defined Contribution Plan Master Trust (the “Trust”) holds the assets of the investment funds offered by the Plan. Certain of those funds may, from time to time, trade swaps, futures, options, and/or other commodity interests, and, as a result, the Trust might be deemed to be a commodity pool within the meaning of the Act.

Nokia Investment Management Corporation (“NIMCO”), in its capacity as a named fiduciary of the Trust, has claimed an exclusion from the definition of the term “commodity pool operator” pursuant to CFTC Regulation 4.5(a)(4) and operates the Trust on the basis of that exclusion. Therefore, neither NIMCO nor the Trust’s trustee is required to deliver to participants a disclosure document or certified annual report that satisfies the requirements of CFTC rules applicable to registered commodity pool operators. The CFTC does not pass upon the merits of participating in the investment funds offered by the Plan.

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Investment Fund Performance Information as of December 31, 2023

Asset Class	Fund Name (Fund or Manager Inception in the Plan) Index/Benchmark	Annualized Total Returns ^o (net of all fees and expenses)				
		1 Year	3 Years	5 Years	10 Years	Since Inception
Fixed Income	Money Market Fund (7/1/2000)	5.33	2.36	2.05	1.45	1.83
	FTSE 90-Day Treasury Bill Index	5.26	2.25	1.91	1.26	1.63
	Short Term Bond Fund (3/29/2013)	5.24	0.40	1.86	1.55	1.48
	Bloomberg Barclays US Government/Credit 1-3 Year Index	4.61	0.09	1.51	1.27	1.22
	Core Bond Fund (4/1/2011)*	6.33	-2.66	2.22	2.55	2.90
	Bloomberg Barclays US Aggregate Bond Index	5.53	-3.31	1.10	1.81	2.15
	Bond Fund (7/1/2000)	6.32	-3.21	1.57	2.02	4.27
	FTSE US Broad Investment Grade Bond Index	5.62	-3.41	1.12	1.81	4.02
	Treasury Inflation-Linked Bond Fund (4/1/2011)*	4.48	0.74	3.38	2.70	2.85
	Treasury Inflation-Linked Bond Fund Benchmark	4.36	0.73	3.43	2.65	2.75
	High Yield Bond Fund (4/1/2011)*	10.35	0.24	4.41	3.92	4.94
	High Yield Bond Fund Benchmark	13.44	2.16	5.13	4.28	5.17
	Real Assets	Balanced Real Asset Fund (3/29/2013)	6.81	8.36	8.43	3.23
Balanced Real Asset Fund Benchmark		2.74	7.64	6.80	2.71	2.24
Bloomberg Barclays US TIPS 1-10 Year Index		4.36	0.73	3.43	2.31	1.57
Customized Real Asset Fund (3/29/2013)*		6.82	12.72	10.63	2.90	2.32
Customized Real Asset Fund Benchmark		1.47	12.15	8.61	2.62	2.36
MSCI World Net Dividend Index		23.79	7.27	12.80	8.60	9.62
Equities		US Large Cap Equity Index Fund (4/1/2014)*	26.56	8.95	15.50	N/A
	Russell 1000 ^o Index	26.53	8.97	15.52	N/A	11.89
	US Large Cap Value Equity Fund (7/1/2003)	13.81	12.47	11.90	7.81	8.90
	Russell 1000 ^o Value Index	11.46	8.86	10.91	8.40	8.60
	US Large Cap Value Equity Index Fund (12/1/2023)*	N/A	N/A	N/A	N/A	5.53
	Russell 1000 ^o Value Index	N/A	N/A	N/A	N/A	5.54
	US Large Cap Value Equity Fund 1 (4/11/2022)*	14.19	N/A	N/A	N/A	4.14
	Russell 1000 ^o Value Index	11.46	N/A	N/A	N/A	2.17
	US Large Cap Value Equity Fund 2 (4/3/2018)*	12.57	10.68	10.49	N/A	6.66
	Russell 1000 ^o Value Index	11.46	8.86	10.91	N/A	8.33
	US Large Cap Value Equity Fund 3 (4/3/2018)*	16.91	13.03	12.53	N/A	8.00
	Russell 1000 ^o Value Index	11.46	8.86	10.91	N/A	8.33
	US Equity Index Fund (7/1/2000)	26.02	8.55	15.18	11.51	7.38
	Russell 3000 ^o Index	25.96	8.54	15.16	11.48	7.34
	US Large Cap Growth Equity Fund (1/1/2001)	38.10	8.61	18.49	14.13	7.13
	Russell 1000 ^o Growth Index	42.68	8.86	19.50	14.86	8.35
	US Large Cap Growth Equity Index Fund (12/1/2023)*	N/A	N/A	N/A	N/A	4.42
	Russell 1000 ^o Growth Index	N/A	N/A	N/A	N/A	4.43
	US Large Cap Growth Equity Fund 1 (1/1/2001)*	36.05	5.33	16.40	13.20	6.75
	Russell 1000 ^o Growth Index	42.68	8.86	19.50	14.86	8.35
	US Large Cap Growth Equity Fund 2 (4/3/2018)*	40.50	13.39	21.44	N/A	17.57
	Russell 1000 ^o Growth Index	42.68	8.86	19.50	N/A	16.16
	US Mid Cap Equity Fund (1/4/2008)	21.32	17.63	17.84	12.30	11.38
	S&P Mid Cap 400 Index	16.44	8.09	12.62	9.27	9.46
	US Small Cap Equity Fund (6/1/2004)	21.49	3.04	13.83	10.25	9.76
	Russell 2000 ^o Index	16.93	2.22	9.97	7.16	8.16
	International Equity Index Fund (4/1/2014)	18.04	4.75	8.83	N/A	4.64
MSCI World Ex USA Net Dividend Index	17.94	4.42	8.45	N/A	4.35	
International Equity Fund (7/1/2000)	15.52	0.55	5.50	2.98	2.99	
Custom International Equity Fund Benchmark	15.62	1.55	7.08	4.00	3.82	
International Developed Markets Equity Fund 1 (12/1/2023)*	N/A	N/A	N/A	N/A	4.56	
MSCI World Ex USA Net Dividend Index	N/A	N/A	N/A	N/A	5.47	
International Developed Markets Equity Fund 2 (8/1/2015)*	18.85	3.79	7.33	N/A	4.14	
MSCI World Ex USA Net Dividend Index	17.94	4.42	8.45	N/A	4.98	
Emerging Markets Equity Fund (3/29/2013)*	2.43	-10.77	1.30	2.81	2.38	
MSCI Emerging Markets Net Dividend Index	9.83	-5.08	3.68	2.66	2.38	

*These funds are underlying funds in the Retirement Date Funds and/or Multi Manager Funds and are not available for direct participant investment.

^oTotal returns are historical and include change in unit value and reinvestment of dividends and capital gains, if any. Since inception performance is calculated from the fund's or manager's inception date in the Plan. Returns are net of total fees and expenses.

N/A indicates that the investment fund or fund manager has not been in existence for the specified period.

(Continued on next page)

Nokia Savings/401(k) Plan

Annual Fee and Expense Disclosure

Effective April 1, 2024

Investment Fund Performance Information as of December 31, 2023

Asset Class	Fund Name (Fund or Manager Inception in the Plan) Index/Benchmark	Annualized Total Returns ^o (net of all fees and expenses)				
		1 Year	3 Years	5 Years	10 Years	Since Inception
Retirement Date Funds	Retirement Date Income Fund (4/1/2011)	9.49	2.18	5.60	4.11	4.44
	Retirement Date Income Fund Benchmark	8.68	1.88	5.20	3.84	4.01
	Bloomberg Barclays US Aggregate Bond Index	5.53	-3.31	1.10	1.81	2.15
	Retirement Date 2000 Fund (4/1/2011)	9.43	2.14	5.69	4.33	4.92
	Retirement Date 2000 Fund Benchmark	8.68	1.88	5.26	4.02	4.41
	Bloomberg Barclays US Aggregate Bond Index	5.53	-3.31	1.10	1.81	2.15
	Retirement Date 2005 Fund (4/1/2011)	9.95	2.46	6.48	4.81	5.48
	Retirement Date 2005 Fund Benchmark	9.15	2.17	5.99	4.49	4.95
	Bloomberg Barclays US Aggregate Bond Index	5.53	-3.31	1.10	1.81	2.15
	Retirement Date 2010 Fund (4/1/2011)	11.29	2.97	7.18	5.20	5.93
	Retirement Date 2010 Fund Benchmark	10.55	2.73	6.77	4.96	5.44
	Bloomberg Barclays US Aggregate Bond Index	5.53	-3.31	1.10	1.81	2.15
	Retirement Date 2015 Fund (4/1/2011)	12.45	3.40	7.84	5.54	6.33
	Retirement Date 2015 Fund Benchmark	11.86	3.29	7.49	5.35	5.85
	Bloomberg Barclays US Aggregate Bond Index	23.79	7.27	12.80	8.60	9.05
	Retirement Date 2020 Fund (4/1/2011)	13.73	3.86	8.41	5.90	6.74
	Retirement Date 2020 Fund Benchmark	13.16	3.78	8.10	5.72	6.24
	MSCI World Net Dividend Index	23.79	7.27	12.80	8.60	9.05
	Retirement Date 2025 Fund (4/1/2011)	15.07	4.20	8.98	6.24	7.10
	Retirement Date 2025 Fund Benchmark	14.46	4.18	8.73	6.07	6.61
	MSCI World Net Dividend Index	23.79	7.27	12.80	8.60	9.05
	Retirement Date 2030 Fund (4/1/2011)	16.57	4.61	9.54	6.58	7.52
	Retirement Date 2030 Fund Benchmark	15.89	4.59	9.36	6.47	7.02
	MSCI World Net Dividend Index	23.79	7.27	12.80	8.60	9.05
	Retirement Date 2035 Fund (4/1/2011)	17.92	4.94	10.08	6.90	7.85
	Retirement Date 2035 Fund Benchmark	17.33	4.97	10.05	6.84	7.40
	MSCI World Net Dividend Index	23.79	7.27	12.80	8.60	9.05
	Retirement Date 2040 Fund (4/1/2011)	18.76	4.90	10.23	6.92	7.88
	Retirement Date 2040 Fund Benchmark	18.23	4.93	10.34	6.97	7.50
	MSCI World Net Dividend Index	23.79	7.27	12.80	8.60	9.05
Retirement Date 2045 Fund (4/1/2011)	19.07	4.83	10.20	6.91	7.87	
Retirement Date 2045 Fund Benchmark	18.55	4.87	10.32	6.96	7.50	
MSCI World Net Dividend Index	23.79	7.27	12.80	8.60	9.05	
Retirement Date 2050 Fund (4/1/2011)	19.11	4.83	10.22	6.93	7.90	
Retirement Date 2050 Fund Benchmark	18.55	4.87	10.32	6.96	7.50	
MSCI World Net Dividend Index	23.79	7.27	12.80	8.60	9.05	
Retirement Date 2055 Fund (4/1/2015)	19.10	4.89	10.29	N/A	7.25	
Retirement Date 2055 Fund Benchmark	18.55	4.87	10.32	N/A	7.33	
MSCI World Net Dividend Index	23.79	7.27	12.80	N/A	9.00	

^oTotal returns are historical and include change in unit value and reinvestment of dividends and capital gains, if any. Since Inception performance is calculated from the fund's or manager's inception date in the Plan. Returns are net of total fees and expenses.

N/A indicates that the investment fund has not been in existence for the specified period.

Performance Benchmarks

A benchmark is a standard against which the performance of an investment fund or investment manager can be measured.

Market Indices. The performance information is shown with reference to certain benchmarks or market indices. The market indices are defined in the glossary of investment-related terms (see [Where to Get Additional Information](#)).

Customized Benchmarks. The following funds use customized and/or composite benchmarks:

- **Treasury Inflation-Linked Bond Fund.** Effective 10/1/16, the Treasury Inflation-Linked Bond Fund's benchmark changed to the Bloomberg US Treasury Inflation Notes: 1-10 Year Index. For periods prior to the effective date of the benchmark change, the Fund's benchmark was the Bloomberg US Treasury: US TIPS Index. The Fund's benchmark links together the returns of the Bloomberg US Treasury: US TIPS Index (prior to 10/1/16) with the Bloomberg US Treasury Inflation Notes: 1-10 Year Index (including and after 10/1/16) to provide a relevant basis for comparison to historical returns of the Treasury Inflation-Linked Bond Fund.
- **Balanced Real Asset Fund.** For the periods shown on the previous pages, the composite benchmark for the Balanced Real Asset Fund was composed of 30% MSCI ACW Commodity Producers Index, 15% Bloomberg Commodity Index Total Return and 55% Bloomberg US Treasury Inflation Notes: 1-10 Year Index.

As required by the US Department of Labor, the Balanced Real Asset Fund's performance is also shown compared to a broad-based securities market index, the Bloomberg US Treasury Inflation Notes: 1-10 Index, an index that only tracks the market performance of inflation protection securities issued by the US Treasury that have maturities ranging from 1-10 years. The Balanced Real Asset Fund is not designed to track the performance of this index.

- **Customized Real Asset Fund.** For the periods shown on the previous pages, the composite benchmark for the Customized Real Asset Fund was composed of 50% MSCI ACW Commodity Producers Index, 25% Bloomberg Commodity Index Total Return and 25% Bloomberg US Treasury Inflation Notes: 1-10 Year Index.

As required by the US Department of Labor, the Customized Real Asset Fund's performance is also shown compared to a broad-based securities market index, the MSCI World Net Dividend Index, an index that only tracks the market performance of the developed equity markets. The Customized Real Asset Fund is not designed to track the performance of this index.

- **International Equity Fund.** Effective 8/1/15, the International Equity Fund's benchmark changed to the MSCI ACW (All Country World) ex USA Standard Index (Net). For periods prior to the effective date of the benchmark change, the Fund's benchmark was the MSCI World ex US Net Dividend Index. The Fund's benchmark links together the returns of the MSCI World ex US Net Dividend Index (prior to 8/1/15) with the MSCI ACW ex USA Standard Index (Net) (including and after 8/1/15) to provide a relevant basis for comparison to historical returns of the International Equity Fund.
- **High Yield Bond Fund.** Effective 4/1/22, the High Yield Bond Fund's benchmark changed to the Bloomberg US Corporate High Yield 2% Issuer Capped Index. For periods prior to the effective date of the benchmark change, the Fund's benchmark was the FTSE US High Yield Market Capped Index. The Fund's benchmark links together the returns of the FTSE US High Yield Market Capped Index (prior to 4/1/22) with the Bloomberg US Corporate High Yield 2% Issuer Capped Index (including and after 4/1/22) to provide a relevant basis for comparison to historical returns of the High Yield Bond Fund.

Performance Benchmarks (continued)

• **Retirement Date Funds.** Each composite benchmark has the same target asset allocation as the Fund's target asset allocation and uses index returns to represent performance of the underlying funds. The benchmark returns were calculated by weighting the monthly index returns of each underlying fund's benchmark by the Fund's monthly target allocation for underlying funds. Target allocations adjust quarterly in accordance with the Retirement Date Fund's asset allocation design. For the periods shown on the previous pages, the Russell 1000[®] Growth Index was used to represent the allocation to the US Large Cap Growth Equity Funds, the Russell 1000[®] Value Index was used to represent the US Large Cap Value Equity Funds, the Russell 1000[®] Index was used to represent the allocation to the US Large Cap Equity Index Fund, the Russell 2000[®] Index was used to represent the US Small Cap Equity Fund, the MSCI World ex-USA Net Dividend Index was used to represent the International Developed Markets Equity Funds, the MSCI Emerging Markets Index was used to represent the Emerging Markets Equity Fund, a separate custom benchmark (described on previous page) was used to represent the Customized Real Asset Fund, the High Yield Bond Fund Benchmark (described on previous page) was used to represent the High Yield Bond Fund, the Treasury Inflation-Linked Bond Fund Benchmark (described on previous page) was used to represent the Treasury Inflation-Linked Bond Fund, the Bloomberg US Aggregate Bond Index was used to represent the Core Bond Fund, and the Bloomberg 1-3 Year Government/Credit Index was used to represent the Short Term Bond Fund.

Beginning effective 4/1/24, the MSCI ACWI Minimum Volatility Index was used to represent the allocation to the Global Low Volatility Equity Index Fund.

Comparing the performance of a Retirement Date Fund to its composite benchmark shows the extent to which the investment managers of the underlying funds within the Retirement Date Funds out/underperformed on an aggregate basis over a given time period. Portfolios with different mixes of asset classes than the Retirement Date Funds may perform better or worse than the Retirement Date Funds.

As required by the US Department of Labor, the Retirement Date Funds' performance is also shown compared to a broad-based securities market index. Retirement Date Funds with more than 50% equity funds are shown vs the MSCI World Net Dividend Index, an index that only tracks the market performance of the developed equity markets. Retirement Date Funds with more than 50% fixed income funds are shown versus the Bloomberg Barclays US Aggregate Bond Index, an index that only tracks the market performance of the investment grade, US dollar-denominated, fixed rate taxable bond market. The Retirement Date Funds are not designed to track the performance of these indices. The benchmark used by the Plan to measure and monitor performance is the customized benchmark.

Benchmark/index performance is not illustrative of any particular investment in the Plan. None of the benchmarks or indices is an actively managed investment. It is not possible to invest directly in an index.

Fees and Expenses

The table on the following page shows fee and expense information for each of the Plan's investment funds. Fees and expenses include both fund operating expenses (i.e., the fees paid to or incurred by the fund's investment manager) and the investment fund's share of Plan Administrative Costs (refer to **Plan Administrative Costs**). Collectively, these fees and costs are sometimes referred to as the investment fund's total "expense ratio." Expense ratios can vary widely among the Plan's investment funds, depending in part on the type of fund, its management (including whether it is actively or passively managed), and the risks and complexities of the fund's investment strategy. You can estimate the annual cost associated with your investing in a particular fund by multiplying the total expense ratio percentage for the fund by your balance in that fund. The expenses and costs shown on the following page constitute all of the expenses and costs that were charged to the Plan's investment funds in 2023. The Total Expense Ratio represents the total cost of investing in the Plan's funds. There are no additional fees or expenses beyond the Total Expense Ratio for any fund in the Plan, including the Retirement Date Funds.

The information is presented both as a percentage of assets invested and as a dollar amount per \$1,000 invested. It reflects fees and expenses for the 2023 Plan Year — the most recent full Plan Year for which information is available. The figures are derived by dividing the actual quarterly fees and expenses for each fund in dollars into the average of the previous quarter's daily end of day market values for each fund and multiplying by 4 to simulate an annual figure.

With respect to any portion of your account balance you may have invested through a self-directed brokerage account, the Plan assessed Plan Administrative Costs using the same rate as for the Plan's investment funds based upon your self-directed brokerage account balance. Since those costs could not be paid directly from your self-directed brokerage account assets, the amount was deducted quarterly from your balance in the Plan's investment fund(s) (ratably across all such funds). Plan Administrative Costs were 4 basis points (\$0.40 per \$1,000 invested) in 2023.

Because actual fund operating expenses, certain Plan Administrative Costs and total Plan assets cannot be known in advance, the total fees and expenses paid directly out of the Plan's investment funds during 2024 could be different from what is shown on the following page. The cumulative effect of fees and expenses can substantially reduce an investment's return. Nonetheless, fees and expenses are only one of several factors that you should consider when investing your Plan account. Visit the US Department of Labor's website for information regarding retirement plan fees including the long-term effect of fees and expenses on your savings at <https://www.dol.gov/agencies/ebsa/about-ebsa/our-activities/resource-center/publications/understanding-your-retirement-plan-fees>.

Nokia Savings/401(k) Plan

Annual Fee and Expense Disclosure

Effective April 1, 2024

Fees and Expenses — 2023 Plan Year

Asset Class	Fund Name (Fund or Manager Inception in the Plan)	Annual Fees and Expenses (as a % of assets invested)			Annual Fees and Expenses (per \$1,000 invested)			Activity-Specific Charges
		Fund Operating Expenses [†]	+ Plan Administrative Costs [‡]	= Total Expense Ratio	Fund Operating Expenses [†]	+ Plan Administrative Costs [‡]	= Total Expense Ratio	
Fixed Income	Money Market Fund (7/1/2000)	0.05%	0.04%	0.09%	\$0.50	\$0.40	\$0.90	N
	Short Term Bond Fund (3/29/2013)	0.13%	0.04%	0.17%	\$1.30	\$0.40	\$1.70	N
	Core Bond Fund (4/1/2011)*	0.13%	0.04%	0.17%	\$1.30	\$0.40	\$1.70	N
	Bond Fund (7/1/2000)	0.14%	0.04%	0.18%	\$1.40	\$0.40	\$1.80	N
	Treasury Inflation-Linked Bond Fund (4/1/2011)*	0.08%	0.04%	0.12%	\$0.80	\$0.40	\$1.20	N
	High Yield Bond Fund (4/1/2011)*	0.42%	0.04%	0.46%	\$4.20	\$0.40	\$4.60	N
Real Assets	Balanced Real Asset Fund (3/29/2013)	0.56%	0.04%	0.60%	\$5.60	\$0.40	\$6.00	N
	Customized Real Asset Fund (3/29/2013)*	0.71%	0.04%	0.75%	\$7.10	\$0.40	\$7.50	N
Equities	US Large Cap Equity Index Fund (4/1/2014)*	0.02%	0.04%	0.06%	\$0.20	\$0.40	\$0.60	N
	US Large Cap Value Equity Fund (7/1/2003)	0.33%	0.04%	0.37%	\$3.30	\$0.40	\$3.70	N
	US Large Cap Value Equity Index Fund (12/1/2023)**	0.02%	0.04%	0.06%	\$0.20	\$0.40	\$0.60	N
	US Large Cap Value Equity Fund 1 (4/11/2022)*	0.32%	0.04%	0.36%	\$3.20	\$0.40	\$3.60	N
	US Large Cap Value Equity Fund 2 (4/3/2018)*	0.31%	0.04%	0.35%	\$3.10	\$0.40	\$3.50	N
	US Large Cap Value Equity Fund 3 (4/3/2018)*	0.38%	0.04%	0.42%	\$3.80	\$0.40	\$4.20	N
	US Equity Index Fund (7/1/2000)	0.02%	0.04%	0.06%	\$0.20	\$0.40	\$0.60	N
	US Large Cap Growth Equity Fund (1/1/2001)	0.33%	0.04%	0.37%	\$3.30	\$0.40	\$3.70	N
	US Large Cap Growth Equity Index Fund (12/1/2023)**	0.02%	0.04%	0.06%	\$0.20	\$0.40	\$0.60	N
	US Large Cap Growth Equity Fund 1 (1/1/2001)*	0.30%	0.04%	0.34%	\$3.00	\$0.40	\$3.40	N
	US Large Cap Growth Equity Fund 2 (4/3/2018)*	0.38%	0.04%	0.42%	\$3.80	\$0.40	\$4.20	N
	US Mid Cap Equity Fund (1/4/2008)	0.49%	0.04%	0.53%	\$4.90	\$0.40	\$5.30	N
	US Small Cap Equity Fund (6/1/2004)	0.70%	0.04%	0.74%	\$7.00	\$0.40	\$7.40	Y‡
	International Equity Index Fund (4/1/2014)	0.05%	0.04%	0.09%	\$0.50	\$0.40	\$0.90	Y‡
	International Equity Fund (7/1/2000)	0.48%	0.04%	0.52%	\$4.80	\$0.40	\$5.20	Y‡
	International Developed Markets Equity Fund 1 (12/1/2023)*	0.41%	0.04%	0.45%	\$4.10	\$0.40	\$4.50	N
	International Developed Markets Equity Fund 2 (8/1/2015)*	0.40%	0.04%	0.44%	\$4.00	\$0.40	\$4.40	N
	Emerging Markets Equity Fund (3/29/2013)*	0.73%	0.04%	0.77%	\$7.30	\$0.40	\$7.70	N
	Retirement Date Funds	Retirement Date Income Fund (4/1/2011)	0.24%	0.04%	0.28%	\$2.40	\$0.40	\$2.80
Retirement Date 2000 Fund (4/1/2011)		0.24%	0.04%	0.28%	\$2.40	\$0.40	\$2.80	N
Retirement Date 2005 Fund (4/1/2011)		0.25%	0.04%	0.29%	\$2.50	\$0.40	\$2.90	N
Retirement Date 2010 Fund (4/1/2011)		0.27%	0.04%	0.31%	\$2.70	\$0.40	\$3.10	N
Retirement Date 2015 Fund (4/1/2011)		0.30%	0.04%	0.34%	\$3.00	\$0.40	\$3.40	N
Retirement Date 2020 Fund (4/1/2011)		0.34%	0.04%	0.38%	\$3.40	\$0.40	\$3.80	N
Retirement Date 2025 Fund (4/1/2011)		0.38%	0.04%	0.42%	\$3.80	\$0.40	\$4.20	N
Retirement Date 2030 Fund (4/1/2011)		0.41%	0.04%	0.45%	\$4.10	\$0.40	\$4.50	N
Retirement Date 2035 Fund (4/1/2011)		0.43%	0.04%	0.47%	\$4.30	\$0.40	\$4.70	N
Retirement Date 2040 Fund (4/1/2011)		0.43%	0.04%	0.47%	\$4.30	\$0.40	\$4.70	N
Retirement Date 2045 Fund (4/1/2011)		0.43%	0.04%	0.47%	\$4.30	\$0.40	\$4.70	N
Retirement Date 2050 Fund (4/1/2011)		0.43%	0.04%	0.47%	\$4.30	\$0.40	\$4.70	N
Retirement Date 2055 Fund (4/1/2015)		0.43%	0.04%	0.47%	\$4.30	\$0.40	\$4.70	N

*These funds are underlying funds in multi manager funds and are not available for direct participant investment. You can request additional information about these funds by contacting the Nokia Benefits Resource Center.

[†]Fund Operating Expenses are the costs associated with operating the fund, including the fund's investment management fee and other operational expenses incurred by the fund's investment manager(s), such as custodian, legal and audit fees.

[‡]Plan Administrative Costs are composed of the fund's share of Plan-wide audit and legal fees, participant communication costs, fiduciary services costs, investment advice fees, plan administrator costs, recordkeeping fees and trustee/custodial fees.

[†]This fund carries a short-term trading fee of 2% for units held less than 31 days.

[†]Expenses for the US Large Cap Value Equity Index Fund and US Large Cap Growth Equity Index Fund (new funds during 2023) were annualized to simulate a full year of expenses.

Where to Get Additional Information

Additional information is available online at the website addresses shown below or by contacting the Nokia Benefits Resource Center at 1-888-232-4111 (select the “Retirement and Investments” option), between the hours of 9:00 a.m. and 5:00 p.m., ET, Monday through Friday. **Note:** Website addresses shown below are case-sensitive.

- **The most recently available Fund Fact Sheets** may be found by visiting the BenefitAnswers Plus website at www.benefitanswersplus.com/FundFactSheets.html. You can request additional information about funds that are not available for direct participant investment by contacting the Nokia Benefits Resource Center.
- **Comparative performance and fee and expense information** may be found in the Quarterly Fund Performance Review available by visiting the BenefitAnswers Plus website at www.benefitanswersplus.com/QuarterlyFundPerformanceReview.pdf.
- **To obtain current month-end performance information** or to view your Plan account, log on to the YBR website at digital.alight.com/nokia or call the Nokia Benefits Resource Center at 1-888-232-4111 (select the “Retirement and Investments” option), between the hours of 9:00 a.m. and 5:00 p.m., ET, Monday through Friday. (Quarter-end performance information is also available at www.benefitanswersplus.com/QuarterlyFundPerformanceReview.pdf.)
- **A glossary of investment-related terms** is available by visiting the BenefitAnswers Plus website at www.benefitanswersplus.com/GlossaryofInvestmentTerms.pdf.
- **The Summary Plan Description** is available by visiting the BenefitAnswers Plus website at www.benefitanswersplus.com and selecting your employment status, then the link for “Legal Documents.”

Limitation of Plan Fiduciaries’ Liability and Reservation of Rights

The Plan is intended to be a participant-directed individual account plan described in Section 404(c) of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”) and regulations thereunder. This means that fiduciaries of the Plan are relieved of liability for any losses that are the direct and necessary result of investment instructions given by a participant with respect to his or her Plan account. This booklet is not meant to interpret, extend or change the Plan document in any way. The Plan document is the controlling document and, in the case of any conflict or discrepancy between the information contained in this booklet and the terms of the Plan document, the Plan document will govern your rights and benefits. Nokia reserves the right to amend or terminate the Plan at any time and for any reason.

Qualified Default Investment Alternatives Notice

The Retirement Date Funds described herein constitute the “qualified default investment alternative” (“QDIA”) for the Nokia Savings/401(k) Plan. This notice constitutes the Plan’s notice under Section 404(c) of the Employee Retirement Income Security Act of 1974, as amended, and 29 C.F.R. § 2550.404c-5.

Significance of a QDIA

As a participant in the Plan, you generally have the right under the Plan to direct the investment of your existing account balances and future contributions, if applicable, to any of the Plan’s investment funds. However, in the event that you do not provide investment direction, contributions or other additions made to your Plan account will be invested in the applicable Retirement Date Fund as described at right and in the [Appendix](#). Participants and beneficiaries who have a balance in a QDIA have the right to direct their investment in the QDIA to any other investment fund(s) under the Plan.

Applicable QDIA

For any given Plan participant, the QDIA is the Fund corresponding to the year in which the participant was born in accordance with the following table:

If you were born:	Your Default Retirement Date Fund will be:
1993 or after	Retirement Date 2055 Fund
1988 – 1992	Retirement Date 2050 Fund
1983 – 1987	Retirement Date 2045 Fund
1978 – 1982	Retirement Date 2040 Fund
1973 – 1977	Retirement Date 2035 Fund
1968 – 1972	Retirement Date 2030 Fund
1963 – 1967	Retirement Date 2025 Fund
1958 – 1962	Retirement Date 2020 Fund
1953 – 1957	Retirement Date 2015 Fund
1948 – 1952	Retirement Date 2010 Fund
1943 – 1947	Retirement Date 2005 Fund
1938 – 1942	Retirement Date 2000 Fund
1937 or before or if no date of birth is on file	Retirement Date Income Fund

Additional Information Regarding the Retirement Date Funds

Retirement Date Fund Manager and Strategy

The Retirement Date Funds are a series of separate investment accounts managed by AllianceBernstein L.P., under the names Retirement Date 2055 Fund, Retirement Date 2050 Fund, Retirement Date 2045 Fund, Retirement Date 2040 Fund, Retirement Date 2035 Fund, Retirement Date 2030 Fund, Retirement Date 2025 Fund, Retirement Date 2020 Fund, Retirement Date 2015 Fund, Retirement Date 2010 Fund, Retirement Date 2005 Fund, Retirement Date 2000 Fund, and Retirement Date Income Fund (each, a “Fund” or “Retirement Date Fund.”). Constructed using funds offered under the Plan, each Retirement Date Fund consists of a diversified mix of investments, combining a variety of different underlying actively and passively managed equity, bond, and inflation-sensitive funds. Each Retirement Date Fund seeks to maximize total return over time (total return includes capital appreciation and income) consistent with the Fund’s investment mix.

Risk

Retirement Date Funds are subject to the volatility of the financial markets, including equity and fixed income investments in the United States and abroad, and may be subject to risks associated with investing in high yield bonds, commodities, small/mid cap equities, and foreign securities.

Investments in Retirement Date Funds are not guaranteed against loss of principal. At any time, your balance in the Fund can be more or less than the original amount you contributed — including at the Fund’s target date. Investing in a Retirement Date Fund does not guarantee sufficient income in retirement. Portfolios with different mixes of asset classes than the Retirement Date Funds may perform better or worse than the Retirement Date Funds. Unit price, yield, and return of the funds will vary.

Fund Description

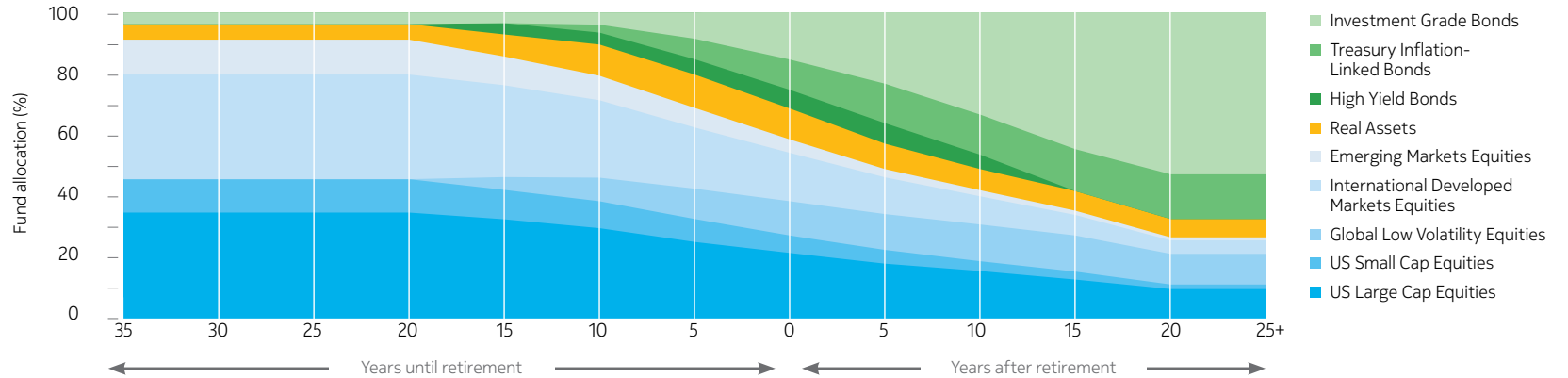
Each Retirement Date Fund (except the Retirement Date Income Fund) has a date in its name — the Fund’s “target date.” The target date is the approximate year when you might expect to retire and begin gradually withdrawing from your Plan account. The Retirement Date Fund’s portfolio mix automatically adjusts as the target date approaches.

Funds that are furthest away from their target dates start out invested almost entirely in equities — to emphasize the growth potential you need to build wealth over the long term. As you move toward, and into, retirement, the Fund automatically adjusts the mix of investments to reflect changing investment objectives. As structured effective April 1, 2024, when a Fund reaches its target date, the investment mix is approximately 58.5% equities, 10.1% real assets, and 31.4% bonds. A Fund’s final investment mix, 20 years after the target date, is approximately 26.5% equities, 6.0% real assets, and 67.5% bonds. Retirement Date Funds include equities beyond their target dates to help protect your savings from losing purchasing power due to inflation and to help reduce the risk of you depleting your money during retirement.

Target allocations adjust quarterly in accordance with the Retirement Date Fund’s asset allocation design. The target allocations and actual allocations may differ due to significant market movements or cash flows, but, in total, target vs. actual allocations to equity funds (including real assets) and bond funds will not deviate by more than plus (+) or minus (-) 3 percentage points. The Funds’ investment manager does not make tactical decisions to overweight or underweight particular asset classes or underlying funds based on its market outlook. The actual percentage invested in each underlying fund at each month end can be found in the Fund Fact Sheet for each Retirement Date Fund.

Investment Mix Over Time

The chart and table below show the target allocation to each underlying investment fund and how the investment mix of a Retirement Date Fund changes over time. The further you are from retirement, the greater the investment in equities, which carry more risk but have greater growth potential. As you move closer to retirement and into retirement, the fund begins to increase its allocation to bond funds.



FUND NAME	YEARS UNTIL RETIREMENT								YEARS AFTER RETIREMENT					
	35	30	25	20	15	10	5	0	5	10	15	20	25+	
Short Term Bond Fund	—	—	—	—	—	—	—	3.0	5.4	11.6	19.2	28.9	28.9	
Core Bond Fund	3.8	3.8	3.8	3.8	3.5	4.0	8.6	12.4	17.9	21.8	25.5	24.0	24.0	
Treasury Inflation-Linked Bond Fund	—	—	—	—	—	2.6	6.7	9.9	12.9	13.1	13.7	14.6	14.6	
High Yield Bond Fund	—	—	—	—	3.7	3.9	5.0	6.1	6.7	4.7	—	—	—	
Customized Real Asset Fund	5.1	5.1	5.1	5.1	7.2	10.2	10.9	10.1	8.3	6.9	6.4	6.0	6.0	
Emerging Markets Equity Fund	11.4	11.4	11.4	11.4	9.4	8.0	6.4	4.4	2.7	2.0	1.4	1.0	1.0	
International Developed Markets Equity Funds	34.2	34.2	34.2	34.2	30.0	25.3	20.0	15.8	12.0	9.2	6.7	4.4	4.4	
Global Low Volatility Equity Index Fund	—	—	—	—	4.2	7.7	9.9	11.2	11.7	12.0	11.8	10.0	10.0	
US Small Cap Equity Fund	10.9	10.9	10.9	10.9	9.6	8.8	7.5	5.7	4.5	3.2	2.6	1.5	1.5	
US Large Cap Equity Index Fund	20.8	20.8	20.8	20.8	19.4	17.7	15.0	12.8	10.7	9.3	7.7	5.8	5.8	
US Large Cap Value Equity Funds	6.9	6.9	6.9	6.9	6.5	5.9	5.0	4.3	3.6	3.1	2.5	1.9	1.9	
US Large Cap Growth Equity Funds	6.9	6.9	6.9	6.9	6.5	5.9	5.0	4.3	3.6	3.1	2.5	1.9	1.9	
Total Bond Funds	3.8	3.8	3.8	3.8	7.2	10.5	20.3	31.4	42.9	51.2	58.4	67.5	67.5	
Total Real Asset Funds	5.1	5.1	5.1	5.1	7.2	10.2	10.9	10.1	8.3	6.9	6.4	6.0	6.0	
Total Equity Funds	91.1	91.1	91.1	91.1	85.6	79.3	68.8	58.5	48.8	41.9	35.2	26.5	26.5	

This chart does not represent any particular Retirement Date Fund. It is meant to show how the investment mix of any Retirement Date Fund changes over a lifetime. Numbers may not sum due to rounding. Managers of underlying investment funds may change from time to time consistent with achieving the overall investment objectives of the Retirement Date Funds.

Estimated Annualized Fees and Expenses

Estimated annualized fee and expense information for the Retirement Date Funds as of April 1, 2024 is shown in the table below. Because actual fund operating expenses, certain Plan Administrative Costs and total Plan assets cannot be known in advance, the total expense ratios for the Retirement Date Funds could be different than what is shown below. The Total Expense Ratio represents the total cost of investing in the Plan's funds. There are no additional fees or expenses beyond the Total Expense Ratio for any fund in the Plan, including the Retirement Date Funds. Fees and expenses are only one of several factors you should consider when making investment decisions.

Fund Name	Estimated Annualized Fees and Expenses (as a % of assets invested)			Estimated Annualized Fees and Expenses (per \$1,000 invested)		
	Fund Operating Expenses [†]	+ Plan Administrative Costs [§]	= Total Expense Ratio	Fund Operating Expenses [†]	+ Plan Administrative Costs [§]	= Total Expense Ratio
Retirement Date Income Fund	0.22%	0.04%	0.26%	\$2.20	\$0.40	\$2.60
Retirement Date 2000 Fund	0.22%	0.04%	0.26%	\$2.20	\$0.40	\$2.60
Retirement Date 2005 Fund	0.23%	0.04%	0.27%	\$2.30	\$0.40	\$2.70
Retirement Date 2010 Fund	0.24%	0.04%	0.28%	\$2.40	\$0.40	\$2.80
Retirement Date 2015 Fund	0.27%	0.04%	0.31%	\$2.70	\$0.40	\$3.10
Retirement Date 2020 Fund	0.31%	0.04%	0.35%	\$3.10	\$0.40	\$3.50
Retirement Date 2025 Fund	0.35%	0.04%	0.39%	\$3.50	\$0.40	\$3.90
Retirement Date 2030 Fund	0.38%	0.04%	0.42%	\$3.80	\$0.40	\$4.20
Retirement Date 2035 Fund	0.41%	0.04%	0.45%	\$4.10	\$0.40	\$4.50
Retirement Date 2040 Fund	0.42%	0.04%	0.46%	\$4.20	\$0.40	\$4.60
Retirement Date 2045 Fund	0.44%	0.04%	0.48%	\$4.40	\$0.40	\$4.80
Retirement Date 2050 Fund	0.44%	0.04%	0.48%	\$4.40	\$0.40	\$4.80
Retirement Date 2055 Fund	0.44%	0.04%	0.48%	\$4.40	\$0.30	\$4.80

[†]Fund operating expenses are the costs associated with operating the Fund, including the Fund's investment management fee and other operational expenses incurred by the Fund's investment manager, such as custodian, legal and audit fees.

[§]Plan administrative costs are composed of the Fund's share of Plan-wide audit and legal fees, participant communication costs, fiduciary services costs, investment advice fees, Plan Administrator costs, recordkeeping fees, and trustee/custodial fees.

Other Information

Detailed information about the Retirement Date Funds as well as the other investment funds available for direct participant investment under the Nokia Savings/401(k) Plan is available online by logging on to your account at digital.alight.com/nokia and also at www.benefitanswersplus.com/FundFactSheets.html. You can request additional information about funds that are not available for direct participant investment by contacting the Nokia Benefits Resource Center. Performance and fee and expense information is available online by logging on to your account at digital.alight.com/nokia and also at www.benefitanswersplus.com/QuarterlyFundPerformanceReview.pdf.

Notice of Availability of Updated Summary Plan Description

An updated Summary Plan Description (“SPD”) for the Nokia Savings/401(k) Plan effective January 2024 is available.

This version includes: updated IRS tax limits for 2024, an increase of the auto-forceout limit to \$7,000, the elimination of “extraordinary legal expenses” as a reason for taking a hardship distribution, the addition of Nokia Federal Solutions LLC as a Participating Company (effective December 23, 2023), and certain other clarifying changes.

The updated SPD replaces all previous SPDs and other descriptions of benefits provided under the Nokia Savings/401(k) Plan or its predecessor plans. The SPD is available for viewing, printing, or downloading on the BenefitAnswers Plus website at www.benefitanswersplus.com (to access the SPD on BenefitAnswers Plus, select your employment classification, then “Legal Documents,” and finally “Summary Plan Descriptions”).

If you prefer to have a copy mailed to you, submit a request in writing to: Nokia, Attn: Savings Plan Administrator, 600 Mountain Ave., Room 6C-403, Murray Hill, NJ 07974.

An SPD is a summary of benefits offered under the Plan. The terms and conditions of the Plan are contained in the official Plan document, which is the governing document of the Plan.

Important Reminders

Online Security Tips/Alight Protection Program

Nokia Needs You to Do Your Part!

Take steps to reduce the risk of fraud and loss to your Nokia pension and/or retirement benefit(s). The Department of Labor's Employee Benefits Security Administration recommends following these basic rules:

Set Up and Routinely Monitor Your Online Benefit Account(s)

- Maintaining online access to your pension/retirement benefit account(s) allows you to protect and manage your plan benefit(s).
- Regularly checking your benefit account(s) reduces the risk of fraudulent account access.
- Failing to register for access to your benefit account(s) online may enable cybercriminals to assume your online identity.

Use Strong and Unique Passwords

- Don't use dictionary words.
- Use letters (both upper and lower case), numbers, and special characters.
- Don't use letters and numbers in sequence (no "abc," "567," etc.).
- Use 14 or more characters.
- It is recommended you don't write passwords down. But, if you must, keep in a secure place.
- Consider using a secure password manager to help create and track passwords.
- Change passwords every 120 days or immediately if you become aware of a security breach.
- Don't share, reuse, or repeat passwords.

Keep Personal Contact Information Current

- Update your contact information (phone, email, address, etc.) to ensure you are receiving timely information regarding your pension/retirement account(s). To update your contact information, see [Is Your Contact Information/Financial Account Information Up to Date in YBR?](#)
- Add a mobile phone number to your account so that you can reset your password immediately by receiving and using a One-Time Code. See more information at right.

Use Multi-Factor Authentication

- Multi-Factor Authentication (also called two-factor authentication) requires a second credential to verify your identity (e.g., by entering a code sent to you in real-time by text message or email).
- If you log on to the YBR website using an unregistered device, you will need to enter your username and password **and** a second credential to validate your identity. The Nokia Benefits Resource Center uses temporary access codes sent to you via your mobile or landline phone or security questions that you have previously set up in YBR. To set up security questions, select the profile icon then select "My Profile," "Log On Information," and "Security Questions." If you cannot recall your password, you have only two options to obtain a password reset and access your account:
 1. One-Time-Code — Allows immediate access. Requires you to have a mobile phone on file with the Nokia Benefits Resource Center that accepts text messages.
 2. A password reset mailed to your address of record on file with the Nokia Benefits Resource Center sent via US Postal Mail. Allow 7-10 business days for mailing.

Be Wary of — or, Better Still, Avoid — Free Wi-Fi

- Free Wi-Fi networks, such as the public Wi-Fi available at airports, hotels, or coffee shops, pose security risks that may give criminals access to your personal information.
- A better option is to use your cellphone or home network.

Use Antivirus Software and Keep Apps and Software Current

- Have trustworthy antivirus software installed and updated on your computers and mobile devices to protect them from viruses and malware.
- Keep all your software on your computers and mobile devices up to date with the latest patches and upgrades. (Many vendors offer automatic updates.)

Online Security Tips/Alight Protection Program (continued)

Watch Out for Phishing Attacks

- Phishing attacks are designed to trick you into sharing your passwords, account numbers, and sensitive information, and gain access to your accounts.
- Don't click on unknown or suspicious links! A phishing message might look like it comes from a trusted organization, to lure you to click on a dangerous link or share confidential information.
- Here are some common warning signs of a phishing attack:
 - Messages that you didn't expect or that come from a person or service you don't know.
 - Spelling errors or poor grammar.
 - Mismatched links — a seemingly legitimate link sends you to an unexpected address (often, but not always, you can spot this by hovering your mouse over the link without clicking on it, so that your browser displays the actual destination).
 - Shortened or odd links or addresses.
 - An email request for your account number or personal information (legitimate providers should never send you emails or texts asking for your password, account number, personal information, or answers to security questions).
 - Offers that seem too good to be true, express great urgency, or are aggressive and scary.
 - Strange or mismatched sender addresses.
 - Anything else that makes you feel uneasy.

Consider Taking Additional Steps Outlined in the Alight Protection Program™

- The Alight Protection Program (the "Program") is available to you at no cost and will reimburse you for losses due to unauthorized activity in your plan account(s) when certain requirements are met.
- Information about the Program, including Program requirements, frequently asked questions ("FAQs"), and instructions on making security updates to your plan record is available in the Security Center section of the YBR website at digital.alight.com/nokia, 24 hours a day, seven days a week.

If you suspect that you have been the victim of identity theft or a cybersecurity incident, contact the Nokia Benefits Resource Center at 1-888-232-4111 (or at 1-212-444-0994 if calling outside of the US, Puerto Rico, or Canada). The Nokia Benefits Resource Center is managed by Alight Solutions, LLC., the record keeper for Nokia of America Corporation pension and retirement benefit plans.

View and manage your pension and retirement benefit account(s) online via the YBR website at digital.alight.com/nokia.

New Feature: Account Lock

Account Lock is an optional, no-cost feature that allows participants to add an additional layer of security to their Nokia pension and/or retirement benefit account(s). By locking your account, you are preventing **NEW** retirement payments from being made from your account such as loans, withdrawals, and distributions. This feature does not prevent you from viewing your account and will only impact existing payments that are already being made (i.e., pension payments) if you choose to update your payment delivery instructions.

Setting up the Account Lock feature is simple. Log on to your account via the Your Benefits Resources website at digital.alight.com/nokia and choose the Account Lock link under **My Profile**, in the upper right-hand corner of the Home page. You will be asked to set up a numerical code that you will use to lock and unlock your account.

In addition to this feature, refer to the [Online Security Tips/Alight Protection Program](#) section of this document for additional information regarding account security.

Is Your Contact Information/Financial Account Information Up to Date in YBR?

Be sure your address, home/mobile phone numbers and financial institution information (i.e., direct deposit account information) is up to date. If this information is not up to date, consider updating it as soon as possible. You can check your information by logging on to your YBR account at digital.alight.com/nokia and clicking on the person icon in the top right corner of the home page. Then click on “Personal Information” under the heading “Your Profile.” If you are:

- An employee of NoAC, Nokia Federal Solutions, LLC, or NIMCO, you will not be able to update your address through YBR. You must log on to the Nokia Employee Hub at: <https://epsportal.int.net.nokia.com/phoenix>. Select “Employee Self Service” then “Personal Profile” under “Personal Information.” If working remotely, you must be connected to the Nokia network via a Virtual Private Network (VPN). Contact HR Connection at 1-214-519-8633 if you need assistance. You are able to update your financial account information on YBR.
- A Nokia employee not paid from the US payroll, a current employee of SAC Wireless, LLC or a terminated participant/beneficiary/alternate payee, you can update your address/financial account information on YBR or by contacting the Nokia Benefits Resource Center at 1-888-232-4111.

If you do not do this in advance of your request, you may experience a delay due to security requirements. You should also consider signing up for text messages to ensure you receive all notices about your account.

Nokia Savings/401(k) Plan Beneficiary Designation Forms

As a participant in the Nokia Savings/401(k) Plan, you may designate one or more persons, trusts, charities and/or estates as Beneficiaries to receive your vested balance upon your death. Individuals who become participants in the Plan as a result of being a beneficiary or alternate payee of a participant are not themselves eligible to designate a beneficiary. Beneficiaries cannot disclaim, relinquish, repudiate, or otherwise decline to receive any benefit or payment to which they become entitled under the terms of the Plan following your death.

It is important to keep all beneficiary information for your retirement savings up to date. Personal life changes can affect your choice of beneficiary designations, so it's a good idea to review your beneficiary information periodically and make changes if necessary.

The Nokia Savings/401(k) Plan offers an online beneficiary designation service. Log on to the YBR website to designate, review and update your beneficiary designations by following the steps below:

- Log on to your YBR account at digital.alight.com/nokia,
- Select the “Savings/401(k) & Pension” tab, and
- From the “Savings/401(k) Plan” drop down, select “Beneficiaries.”

The following describes different designation scenarios and actions you will/might need to take.

- If you have not designated a beneficiary as of your date of death, and
 - you are married, your beneficiary will be your spouse at the time of your death.
 - you are unmarried, your estate will be the beneficiary.
- If you are married and,
 - you designate your spouse online or by phone with the Nokia Benefits Resource Center, your designation will take effect immediately, and no further action is required.

- you wish to designate one or more non-spousal beneficiaries, or your spouse and one or more non-spousal beneficiaries, you will be sent a Beneficiary Designation Authorization form reflecting the beneficiary designations you made online or by phone that you will need to complete by obtaining your spouse's notarized consent to your non-spousal beneficiary designation(s), and return the form to the Nokia Benefits Resource Center.
- you have designated one or more non-spousal beneficiaries, and you have remarried, your prior designation will be null and void unless you resubmit that designation and obtain spousal consent from your current spouse. Otherwise, your spouse as of your date of death will automatically be your beneficiary.
- If you are unmarried,
 - you will be sent a Beneficiary Designation Authorization form after your online or phone designation request is made with the purpose of verifying your status as unmarried.
 - and you later marry, your prior designation will be null and void unless you resubmit that designation and obtain spousal consent from your current spouse. Otherwise, your spouse as of your date of death will automatically be your beneficiary.

If you have a prior valid paper designation form on file, you will not be able to view it online. Although these paper designation forms are still valid (unless you have married/remarried since the time of signing that form), in order for you to ensure your designation is up to date, it is strongly recommended that you make an online designation (see instructions above).

Keep a copy of any Beneficiary Designation Authorization form you submit for your records. Your beneficiary designation will not be effective until such time that your Beneficiary Designation Authorization form is returned and deemed in good order by the Nokia Benefits Resource Center. You will receive a written confirmation of such determination from the Nokia Benefits Resource Center.