

Form 5500Department of the Treasury
Internal Revenue ServiceDepartment of Labor
Employee Benefits Security
Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**OMB Nos. 1210-0110
1210-0089**2021****This Form is Open to Public Inspection****Part I Annual Report Identification Information**For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

- A** This return/report is for: a multiemployer plan a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)
- a single-employer plan a DFE (specify) _____
- B** This return/report is: the first return/report the final return/report
- an amended return/report a short plan year return/report (less than 12 months)
- C** If the plan is a collectively-bargained plan, check here. ▶
- D** Check box if filing under: Form 5558 automatic extension the DFVC program
- special extension (enter description)
- E** If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶

Part II Basic Plan Information—enter all requested information

| | |
|--|---|
| 1a Name of plan <u>NOKIA SAVINGS/401(K) PLAN</u> | 1b Three-digit plan number (PN) ▶ <u>003</u> |
| | 1c Effective date of plan <u>10/01/1996</u> |
| 2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>NOKIA OF AMERICA CORPORATION</u> <u>600 MOUNTAIN AVENUE, ROOM 6D-401A</u> <u>MURRAY HILL, NJ 07974</u> | 2b Employer Identification Number (EIN) <u>22-3408857</u> |
| | 2c Plan Sponsor's telephone number <u>908-723-9869</u> |
| | 2d Business code (see instructions) <u>334200</u> |
| | |

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

| | | | |
|------------------|--|-------------------|--|
| SIGN HERE | <u>Filed with authorized/valid electronic signature.</u> | <u>07/18/2022</u> | <u>ROBIN WARD</u> |
| | Signature of plan administrator | Date | Enter name of individual signing as plan administrator |
| SIGN HERE | | | |
| | Signature of employer/plan sponsor | Date | Enter name of individual signing as employer or plan sponsor |
| SIGN HERE | | | |
| | Signature of DFE | Date | Enter name of individual signing as DFE |

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2021)
v. 210624

| | | |
|--|--|--|
| 3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor | 3b Administrator's EIN | |
| | 3c Administrator's telephone number | |

| | | |
|--|---------------|--|
| 4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name | 4b EIN | |
| | 4d PN | |

| | | |
|---|----------|-------|
| 5 Total number of participants at the beginning of the plan year | 5 | 29559 |
|---|----------|-------|

| | | |
|--|--------------|-------|
| 6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). | | |
| a(1) Total number of active participants at the beginning of the plan year..... | 6a(1) | 7805 |
| a(2) Total number of active participants at the end of the plan year | 6a(2) | 7324 |
| b Retired or separated participants receiving benefits..... | 6b | 44 |
| c Other retired or separated participants entitled to future benefits | 6c | 18773 |
| d Subtotal. Add lines 6a(2) , 6b , and 6c | 6d | 26141 |
| e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. | 6e | 2165 |
| f Total. Add lines 6d and 6e | 6f | 28306 |
| g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) | 6g | 27922 |
| h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested | 6h | 0 |

| | | |
|---|----------|--|
| 7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)..... | 7 | |
|---|----------|--|

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
 2E 2F 2G 2J 2K 2R 3F 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

| | |
|---|---|
| 9a Plan funding arrangement (check all that apply) | 9b Plan benefit arrangement (check all that apply) |
| (1) <input type="checkbox"/> Insurance | (1) <input type="checkbox"/> Insurance |
| (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts | (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts |
| (3) <input checked="" type="checkbox"/> Trust | (3) <input checked="" type="checkbox"/> Trust |
| (4) <input type="checkbox"/> General assets of the sponsor | (4) <input type="checkbox"/> General assets of the sponsor |

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

| | |
|--|---|
| a Pension Schedules | b General Schedules |
| (1) <input checked="" type="checkbox"/> R (Retirement Plan Information) | (1) <input checked="" type="checkbox"/> H (Financial Information) |
| (2) <input type="checkbox"/> MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary | (2) <input type="checkbox"/> I (Financial Information – Small Plan) |
| (3) <input type="checkbox"/> SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary | (3) <input type="checkbox"/> <u>0</u> A (Insurance Information) |
| | (4) <input checked="" type="checkbox"/> C (Service Provider Information) |
| | (5) <input checked="" type="checkbox"/> D (DFE/Participating Plan Information) |
| | (6) <input checked="" type="checkbox"/> G (Financial Transaction Schedules) |

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) Yes No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) Yes No

11c Enter the Receipt Confirmation Code for the 2021 Form M-1 annual report. If the plan was not required to file the 2021 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

**SCHEDULE C
(Form 5500)**

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Service Provider Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2021

This Form is Open to Public Inspection.

For calendar plan year 2021 or fiscal plan year beginning **01/01/2021** and ending **12/31/2021**

| | | |
|--|--|------------|
| A Name of plan NOKIA SAVINGS/401(K) PLAN | B Three-digit plan number (PN) ▶ | 003 |
| C Plan sponsor's name as shown on line 2a of Form 5500 NOKIA OF AMERICA CORPORATION | D Employer Identification Number (EIN) 22-3408857 | |

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... Yes No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

WELLINGTON MANAGEMENT COMPANY, LLP

30-0835489

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| 28 50 51 68 | NONE | 3005749 | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | 0 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |

(a) Enter name and EIN or address (see instructions)

JACOBS LEVY EQUITY MANAGEMENT, INC.

22-2774695

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| 28 50 51 | NONE | 2666630 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | Yes <input type="checkbox"/> No <input type="checkbox"/> | | Yes <input type="checkbox"/> No <input type="checkbox"/> |

(a) Enter name and EIN or address (see instructions)

ALIGHT FINANCIAL ADVISORS LLC

82-1061233

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| 26 | NONE | 2321028 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | Yes <input type="checkbox"/> No <input type="checkbox"/> | | Yes <input type="checkbox"/> No <input type="checkbox"/> |

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

MFS INSTITUTIONAL ADVISORS, INC.

04-3247425

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| 28 50 51 68 | NONE | 1287518 | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | 0 | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |

(a) Enter name and EIN or address (see instructions)

BLACKROCK FINANCIAL MANAGEMENT INC.

13-3806691

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| 28 49 50 51 | NONE | 1251096 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | Yes <input type="checkbox"/> No <input type="checkbox"/> | | Yes <input type="checkbox"/> No <input type="checkbox"/> |

(a) Enter name and EIN or address (see instructions)

ALIGHT SOLUTIONS LLC

82-1061233

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| 15 | NONE | 1007533 | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | 0 | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

WELLINGTON TRUST COMPANY, NA

04-2755549

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| 28 50 51 68 | NONE | 959546 | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | 0 | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |

(a) Enter name and EIN or address (see instructions)

AQR CAPITAL MANAGEMENT, LLC

13-3987414

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| 28 50 51 | NONE | 947288 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | Yes <input type="checkbox"/> No <input type="checkbox"/> | | Yes <input type="checkbox"/> No <input type="checkbox"/> |

(a) Enter name and EIN or address (see instructions)

ALIGHT FINANCIAL SOLUTIONS LLC

82-1061233

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| 33 59 60 61 63 71 | NONE | 812200 | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | 73604 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

FIAM LLC

04-3532603

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| 28 50 51 | NONE | 864023 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | Yes <input type="checkbox"/> No <input type="checkbox"/> | | Yes <input type="checkbox"/> No <input type="checkbox"/> |

(a) Enter name and EIN or address (see instructions)

TEMPLETON INVESTMENT COUNSEL, LLC

94-3385113

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| 28 50 51 68 | NONE | 844041 | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | 0 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |

(a) Enter name and EIN or address (see instructions)

T. ROWE PRICE TRUST COMPANY

52-1309931

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| 28 50 51 68 | NONE | 822273 | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | 0 | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

ALLIANCEBERNSTEIN L.P.

13-4064930

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| 28 50 51 | NONE | 749872 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | Yes <input type="checkbox"/> No <input type="checkbox"/> | | Yes <input type="checkbox"/> No <input type="checkbox"/> |

(a) Enter name and EIN or address (see instructions)

BANK OF NEW YORK MELLON

13-5160382

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| 19 21 25 49 50 62 | TRUSTEE | 726023 | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | 0 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |

(a) Enter name and EIN or address (see instructions)

LSV

23-2772200

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| 28 50 51 | NONE | 608093 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | Yes <input type="checkbox"/> No <input type="checkbox"/> | | Yes <input type="checkbox"/> No <input type="checkbox"/> |

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

PERSHING LLC

13-2741729

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| 59 61 71 99 | NONE | 0 | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | 564349 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |

(a) Enter name and EIN or address (see instructions)

LOOMIS, SAYLES & COMPANY, L.P.

04-3200030

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| 28 50 51 | NONE | 454128 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | Yes <input type="checkbox"/> No <input type="checkbox"/> | | Yes <input type="checkbox"/> No <input type="checkbox"/> |

(a) Enter name and EIN or address (see instructions)

PZENA

13-3860154

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| 28 50 51 | NONE | 442026 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | Yes <input type="checkbox"/> No <input type="checkbox"/> | | Yes <input type="checkbox"/> No <input type="checkbox"/> |

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

NOKIA INVESTMENT MANAGEMENT CORP

22-3646524

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| 28 31 50 99 | AFFILIATE | 438788 | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | 375 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |

(a) Enter name and EIN or address (see instructions)

JPMORGAN CHASE BANK, N.A.

13-4994650

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| 28 50 51 | NONE | 384386 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | Yes <input type="checkbox"/> No <input type="checkbox"/> | | Yes <input type="checkbox"/> No <input type="checkbox"/> |

(a) Enter name and EIN or address (see instructions)

BLACKROCK INSTITUTIONAL TRUST CO.

94-3112180

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| 28 49 50 51 71 | NONE | 366464 | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | 0 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

NOKIA OF AMERICA CORPORATION

22-3408857

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| 35 50 56 | EMPLOYER | 148167 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | Yes <input type="checkbox"/> No <input type="checkbox"/> | | Yes <input type="checkbox"/> No <input type="checkbox"/> |

(a) Enter name and EIN or address (see instructions)

DELOITTE & TOUCHE

13-3891517

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| 10 50 | NONE | 109000 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | Yes <input type="checkbox"/> No <input type="checkbox"/> | | Yes <input type="checkbox"/> No <input type="checkbox"/> |

(a) Enter name and EIN or address (see instructions)

BROWN BROTHERS HARRIMAN

13-4973745

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| 28 50 51 | NONE | 88953 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | Yes <input type="checkbox"/> No <input type="checkbox"/> | | Yes <input type="checkbox"/> No <input type="checkbox"/> |

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

AON CONSULTING, INC.

22-2232264

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| 16 50 | NONE | 75000 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | Yes <input type="checkbox"/> No <input type="checkbox"/> | | Yes <input type="checkbox"/> No <input type="checkbox"/> |

(a) Enter name and EIN or address (see instructions)

GRAPHIC PARTNERS

36-4074726

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| 38 50 | NONE | 32508 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | Yes <input type="checkbox"/> No <input type="checkbox"/> | | Yes <input type="checkbox"/> No <input type="checkbox"/> |

(a) Enter name and EIN or address (see instructions)

PITNEY HARDING

06-0317480

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| 29 50 | NONE | 30058 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | Yes <input type="checkbox"/> No <input type="checkbox"/> | | Yes <input type="checkbox"/> No <input type="checkbox"/> |

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

COST EFFECTIVENESS MEASUREMENT INC.

98-0180257

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| 49 50 | NONE | 29000 | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | Yes <input type="checkbox"/> No <input type="checkbox"/> | | Yes <input type="checkbox"/> No <input type="checkbox"/> |

(a) Enter name and EIN or address (see instructions)

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| | | | Yes <input type="checkbox"/> No <input type="checkbox"/> | Yes <input type="checkbox"/> No <input type="checkbox"/> | | Yes <input type="checkbox"/> No <input type="checkbox"/> |

(a) Enter name and EIN or address (see instructions)

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| | | | Yes <input type="checkbox"/> No <input type="checkbox"/> | Yes <input type="checkbox"/> No <input type="checkbox"/> | | Yes <input type="checkbox"/> No <input type="checkbox"/> |

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

| (a) Enter service provider name as it appears on line 2 | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation |
|---|--|---|
| PERSHING LLC | 59 | 41631 |
| (d) Enter name and EIN (address) of source of indirect compensation | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. | |
| MULTIPLE MUTUAL FUND COMPANIES | SHAREHOLDER SERVICING FEES | |
| (a) Enter service provider name as it appears on line 2 | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation |
| PERSHING LLC | 61 | 170195 |
| (d) Enter name and EIN (address) of source of indirect compensation | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. | |
| MULTIPLE MUTUAL FUND COMPANIES | FINDERS FEES | |
| (a) Enter service provider name as it appears on line 2 | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation |
| PERSHING LLC | 71 99 | 352523 |
| (d) Enter name and EIN (address) of source of indirect compensation | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. | |
| ALIGHT FINANCIAL SOLUTIONS 82-1061233 | SECURITIES BROKERAGE, COMMISSION & FEES AND OTHER FEES | |

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

| (a) Enter service provider name as it appears on line 2 | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation |
|---|--|---|
| ALIGHT FINANCIAL SOLUTIONS, LLC | 33 59 60 63 71 | 39587 |
| (d) Enter name and EIN (address) of source of indirect compensation | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. | |
| MULTIPLE MUTUAL FUND COMPANIES | AGGREGATED INVESTMENT MANAGER FUND FEES | |
| (a) Enter service provider name as it appears on line 2 | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation |
| ALIGHT FINANCIAL SOLUTIONS, LLC | 61 | 34017 |
| (d) Enter name and EIN (address) of source of indirect compensation | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. | |
| PERSHING LLC 13-2741729 | FINDERS FEES | |
| (a) Enter service provider name as it appears on line 2 | (b) Service Codes (see instructions) | (c) Enter amount of indirect compensation |
| | | |
| (d) Enter name and EIN (address) of source of indirect compensation | (e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. | |
| | | |

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

| (a) Enter name and EIN or address of service provider (see instructions) | (b) Nature of Service Code(s) | (c) Describe the information that the service provider failed or refused to provide |
|---|--------------------------------------|--|
| | | |

| (a) Enter name and EIN or address of service provider (see instructions) | (b) Nature of Service Code(s) | (c) Describe the information that the service provider failed or refused to provide |
|---|--------------------------------------|--|
| | | |

| (a) Enter name and EIN or address of service provider (see instructions) | (b) Nature of Service Code(s) | (c) Describe the information that the service provider failed or refused to provide |
|---|--------------------------------------|--|
| | | |

| (a) Enter name and EIN or address of service provider (see instructions) | (b) Nature of Service Code(s) | (c) Describe the information that the service provider failed or refused to provide |
|---|--------------------------------------|--|
| | | |

| (a) Enter name and EIN or address of service provider (see instructions) | (b) Nature of Service Code(s) | (c) Describe the information that the service provider failed or refused to provide |
|---|--------------------------------------|--|
| | | |

| (a) Enter name and EIN or address of service provider (see instructions) | (b) Nature of Service Code(s) | (c) Describe the information that the service provider failed or refused to provide |
|---|--------------------------------------|--|
| | | |

| | |
|-----------------|---|
| Part III | Termination Information on Accountants and Enrolled Actuaries (see instructions) (complete as many entries as needed) |
|-----------------|---|

| | |
|--------------------|---------------------|
| a Name: | b EIN: |
| c Position: | |
| d Address: | e Telephone: |
| | |

Explanation:

| | |
|--------------------|---------------------|
| a Name: | b EIN: |
| c Position: | |
| d Address: | e Telephone: |
| | |

Explanation:

| | |
|--------------------|---------------------|
| a Name: | b EIN: |
| c Position: | |
| d Address: | e Telephone: |
| | |

Explanation:

| | |
|--------------------|---------------------|
| a Name: | b EIN: |
| c Position: | |
| d Address: | e Telephone: |
| | |

Explanation:

| | |
|--------------------|---------------------|
| a Name: | b EIN: |
| c Position: | |
| d Address: | e Telephone: |
| | |

Explanation:

**SCHEDULE D
(Form 5500)**

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2021

This Form is Open to Public Inspection.

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

| | |
|---|--|
| A Name of plan <u>NOKIA SAVINGS/401(K) PLAN</u> | B Three-digit plan number (PN) ▶ <u>003</u> |
| C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>NOKIA OF AMERICA CORPORATION</u> | D Employer Identification Number (EIN) <u>22-3408857</u> |

Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)
(Complete as many entries as needed to report all interests in DFEs)

| | | |
|---|--|---|
| a Name of MTIA, CCT, PSA, or 103-12 IE: <u>WTC-CIF II DIVRSFD INFLATION HEDGES</u> | b Name of sponsor of entity listed in (a): <u>WELLINGTON TRUST COMPANY, NA</u> | |
| c EIN-PN <u>04-6913417-064</u> | d Entity code <u>C</u> | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>137194000</u> |
| a Name of MTIA, CCT, PSA, or 103-12 IE: <u>JPMCB LIQUIDITY FUND</u> | b Name of sponsor of entity listed in (a): <u>JPMORGAN CHASE BANK, N.A.</u> | |
| c EIN-PN <u>13-6285055-001</u> | d Entity code <u>C</u> | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>693543000</u> |
| a Name of MTIA, CCT, PSA, or 103-12 IE: <u>RUSSELL 3000 INDEX FUND F</u> | b Name of sponsor of entity listed in (a): <u>BLACKROCK INSTITUTIONAL TRUST COMPANY</u> | |
| c EIN-PN <u>94-3371912-001</u> | d Entity code <u>C</u> | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>2364414000</u> |
| a Name of MTIA, CCT, PSA, or 103-12 IE: <u>FIAM BRD MKT DRTN COMMINGLED POOL</u> | b Name of sponsor of entity listed in (a): <u>FIDELITY INSTITUTIONAL ASSET MANAGEMENT</u> | |
| c EIN-PN <u>20-4659714-012</u> | d Entity code <u>C</u> | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>230049000</u> |
| a Name of MTIA, CCT, PSA, or 103-12 IE: <u>MSCI WORLD EQUITY EX-US FUND F</u> | b Name of sponsor of entity listed in (a): <u>BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A.</u> | |
| c EIN-PN <u>35-2167780-001</u> | d Entity code <u>C</u> | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>398363000</u> |
| a Name of MTIA, CCT, PSA, or 103-12 IE: <u>RUSSELL 1000 INDEX FUND F</u> | b Name of sponsor of entity listed in (a): <u>BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A.</u> | |
| c EIN-PN <u>94-3357216-001</u> | d Entity code <u>C</u> | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>248052000</u> |
| a Name of MTIA, CCT, PSA, or 103-12 IE: <u>T. ROWE PRC EMERGING MKTS EQ. TRUST</u> | b Name of sponsor of entity listed in (a): <u>T. ROWE PRICE TRUST COMPANY</u> | |
| c EIN-PN <u>52-1309931-006</u> | d Entity code <u>C</u> | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>159956000</u> |

a Name of MTIA, CCT, PSA, or 103-12 IE: **WTC-CIF II BALANCED REAL ASSETS**

b Name of sponsor of entity listed in (a): **WELLINGTON TRUST COMPANY, NA**

| | | |
|---------------------------------------|-------------------------------|---|
| c EIN-PN 04-6913417-094 | d Entity code C | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 30208000 |
|---------------------------------------|-------------------------------|---|

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

| | | |
|-----------------|----------------------|---|
| c EIN-PN | d Entity code | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|-----------------|----------------------|---|

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

| | | |
|-----------------|----------------------|---|
| c EIN-PN | d Entity code | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|-----------------|----------------------|---|

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

| | | |
|-----------------|----------------------|---|
| c EIN-PN | d Entity code | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|-----------------|----------------------|---|

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

| | | |
|-----------------|----------------------|---|
| c EIN-PN | d Entity code | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|-----------------|----------------------|---|

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

| | | |
|-----------------|----------------------|---|
| c EIN-PN | d Entity code | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|-----------------|----------------------|---|

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

| | | |
|-----------------|----------------------|---|
| c EIN-PN | d Entity code | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|-----------------|----------------------|---|

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

| | | |
|-----------------|----------------------|---|
| c EIN-PN | d Entity code | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|-----------------|----------------------|---|

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

| | | |
|-----------------|----------------------|---|
| c EIN-PN | d Entity code | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|-----------------|----------------------|---|

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

| | | |
|-----------------|----------------------|---|
| c EIN-PN | d Entity code | e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|-----------------|----------------------|---|

Part II **Information on Participating Plans (to be completed by DFEs)**
(Complete as many entries as needed to report all participating plans)

a Plan name

b Name of plan sponsor **c** EIN-PN

a Plan name

b Name of plan sponsor **c** EIN-PN

a Plan name

b Name of plan sponsor **c** EIN-PN

a Plan name

b Name of plan sponsor **c** EIN-PN

a Plan name

b Name of plan sponsor **c** EIN-PN

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b Name of plan sponsor **c** EIN-PN

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b Name of plan sponsor **c** EIN-PN

a Plan name

b Name of plan sponsor **c** EIN-PN

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b Name of plan sponsor **c** EIN-PN

a Plan name

b Name of plan sponsor **c** EIN-PN

a Plan name

b Name of plan sponsor **c** EIN-PN

a Plan name

b Name of plan sponsor **c** EIN-PN

| | | |
|--|---|---|
| <p align="center">SCHEDULE G (Form 5500)</p> <p align="center">Department of Treasury Internal Revenue Service</p> <hr/> <p align="center">Department of Labor Employee Benefits Security Administration</p> | <p>Financial Transaction Schedules</p> <p>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).</p> <p align="center">▶ File as an attachment to Form 5500.</p> | <p>OMB No. 1210-0110</p> <hr/> <p>2021</p> <hr/> <p>This Form is Open to Public Inspection.</p> |
|--|---|---|

For calendar plan year 2021 or fiscal plan year beginning **01/01/2021** and ending **12/31/2021**

| | |
|--|--|
| <p>A Name of plan NOKIA SAVINGS/401(K) PLAN</p> | <p>B Three-digit plan number (PN) ▶ 003</p> |
| <p>C Plan sponsor's name as shown on line 2a of Form 5500 NOKIA OF AMERICA CORPORATION</p> | <p>D Employer Identification Number (EIN) 22-3408857</p> |

Part I Schedule of Loans or Fixed Income Obligations in Default or Classified as Uncollectible
Complete as many entries as needed to report all loans or fixed income obligations in default or classified as uncollectible. Check box (a) if obligor is known to be a party in interest. Attach Overdue Loan Explanation for each loan listed. See Instructions.

| (a) | (b) Identity and address of obligor | (c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items |
|--------------------------|-------------------------------------|--|
| <input type="checkbox"/> | 1839688 ALBERTA ULC | 14.00% 2/13/2020 DEFAULT DATE 12/15/2015 |

| | | Amount received during reporting year | | Amount overdue | |
|-----------------------------|---------------|---------------------------------------|-----------------------------------|----------------|--------------|
| (d) Original amount of loan | (e) Principal | (f) Interest | (g) Unpaid balance at end of year | (h) Principal | (i) Interest |
| 178085 | | | 178085 | | |

| (a) | (b) Identity and address of obligor | (c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items |
|--------------------------|-------------------------------------|--|
| <input type="checkbox"/> | | |

| | | Amount received during reporting year | | Amount overdue | |
|-----------------------------|---------------|---------------------------------------|-----------------------------------|----------------|--------------|
| (d) Original amount of loan | (e) Principal | (f) Interest | (g) Unpaid balance at end of year | (h) Principal | (i) Interest |
| | | | | | |

| (a) | (b) Identity and address of obligor | (c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items |
|--------------------------|-------------------------------------|--|
| <input type="checkbox"/> | | |

| | | Amount received during reporting year | | Amount overdue | |
|-----------------------------|---------------|---------------------------------------|-----------------------------------|----------------|--------------|
| (d) Original amount of loan | (e) Principal | (f) Interest | (g) Unpaid balance at end of year | (h) Principal | (i) Interest |
| | | | | | |

| | | |
|------------|--|---|
| (a) | (b) Identity and address of obligor | (c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items |
| □ | | |

| | | | | | |
|------------------------------------|---------------------------------------|---------------------|--|----------------------|---------------------|
| | Amount received during reporting year | | | Amount overdue | |
| (d) Original amount of loan | (e) Principal | (f) Interest | (g) Unpaid balance at end of year | (h) Principal | (i) Interest |
| | | | | | |

| | | |
|------------|--|---|
| (a) | (b) Identity and address of obligor | (c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items |
| □ | | |

| | | | | | |
|------------------------------------|---------------------------------------|---------------------|--|----------------------|---------------------|
| | Amount received during reporting year | | | Amount overdue | |
| (d) Original amount of loan | (e) Principal | (f) Interest | (g) Unpaid balance at end of year | (h) Principal | (i) Interest |
| | | | | | |

| | | |
|------------|--|---|
| (a) | (b) Identity and address of obligor | (c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items |
| □ | | |

| | | | | | |
|------------------------------------|---------------------------------------|---------------------|--|----------------------|---------------------|
| | Amount received during reporting year | | | Amount overdue | |
| (d) Original amount of loan | (e) Principal | (f) Interest | (g) Unpaid balance at end of year | (h) Principal | (i) Interest |
| | | | | | |

| | | |
|------------|--|---|
| (a) | (b) Identity and address of obligor | (c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items |
| □ | | |

| | | | | | |
|------------------------------------|---------------------------------------|---------------------|--|----------------------|---------------------|
| | Amount received during reporting year | | | Amount overdue | |
| (d) Original amount of loan | (e) Principal | (f) Interest | (g) Unpaid balance at end of year | (h) Principal | (i) Interest |
| | | | | | |

| | | |
|------------|--|---|
| (a) | (b) Identity and address of obligor | (c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items |
| □ | | |

| | | | | | |
|------------------------------------|---------------------------------------|---------------------|--|----------------------|---------------------|
| | Amount received during reporting year | | | Amount overdue | |
| (d) Original amount of loan | (e) Principal | (f) Interest | (g) Unpaid balance at end of year | (h) Principal | (i) Interest |
| | | | | | |

| Part II Schedule of Leases in Default or Classified as Uncollectible | | | | | |
|---|------------------------------------|---|--|------------------|-----------------------|
| Complete as many entries as needed to report all leases in default or classified as uncollectible. Check box (a) if lessor or lessee is known to be a party in interest. Attach Overdue Lease Explanation for each lease listed. (See instructions) | | | | | |
| (a) | (b) Identity of lessor/lessee | (c) Relationship to plan, employer, employee organization, or other party-in-interest | (d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased) | | |
| <input type="checkbox"/> | | | | | |
| (e) Original cost | (f) Current value at time of lease | (g) Gross rental receipts during the plan year | (h) Expenses paid during the plan year | (i) Net receipts | (j) Amount in arrears |
| | | | | | |
| (a) | (b) Identity of lessor/lessee | (c) Relationship to plan, employer, employee organization, or other party-in-interest | (d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased) | | |
| <input type="checkbox"/> | | | | | |
| (e) Original cost | (f) Current value at time of lease | (g) Gross rental receipts during the plan year | (h) Expenses paid during the plan year | (i) Net receipts | (j) Amount in arrears |
| | | | | | |
| (a) | (b) Identity of lessor/lessee | (c) Relationship to plan, employer, employee organization, or other party-in-interest | (d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased) | | |
| <input type="checkbox"/> | | | | | |
| (e) Original cost | (f) Current value at time of lease | (g) Gross rental receipts during the plan year | (h) Expenses paid during the plan year | (i) Net receipts | (j) Amount in arrears |
| | | | | | |
| (a) | (b) Identity of lessor/lessee | (c) Relationship to plan, employer, employee organization, or other party-in-interest | (d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased) | | |
| <input type="checkbox"/> | | | | | |
| (e) Original cost | (f) Current value at time of lease | (g) Gross rental receipts during the plan year | (h) Expenses paid during the plan year | (i) Net receipts | (j) Amount in arrears |
| | | | | | |
| (a) | (b) Identity of lessor/lessee | (c) Relationship to plan, employer, employee organization, or other party-in-interest | (d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased) | | |
| <input type="checkbox"/> | | | | | |
| (e) Original cost | (f) Current value at time of lease | (g) Gross rental receipts during the plan year | (h) Expenses paid during the plan year | (i) Net receipts | (j) Amount in arrears |
| | | | | | |
| (a) | (b) Identity of lessor/lessee | (c) Relationship to plan, employer, employee organization, or other party-in-interest | (d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased) | | |
| <input type="checkbox"/> | | | | | |
| (e) Original cost | (f) Current value at time of lease | (g) Gross rental receipts during the plan year | (h) Expenses paid during the plan year | (i) Net receipts | (j) Amount in arrears |
| | | | | | |

Part III Nonexempt Transactions

Complete as many entries as needed to report all nonexempt transactions. **Caution:** If a nonexempt prohibited transaction occurred with respect to a disqualified person, file Form 5330 with the IRS to pay the excise tax on the transaction.

| (a) Identity of party involved | (b) Relationship to plan, employer, or other party-in-interest | (c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value | (d) Purchase price | | |
|--------------------------------|--|---|--------------------|----------------------------|--|
| | | | | | |
| (e) Selling price | (f) Lease rental | (g) Transaction expenses | (h) Cost of asset | (i) Current value of asset | (j) Net gain (or loss) on each transaction |
| | | | | | |

| (a) Identity of party involved | (b) Relationship to plan, employer, or other party-in-interest | (c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value | (d) Purchase price | | |
|--------------------------------|--|---|--------------------|----------------------------|--|
| | | | | | |
| (e) Selling price | (f) Lease rental | (g) Transaction expenses | (h) Cost of asset | (i) Current value of asset | (j) Net gain (or loss) on each transaction |
| | | | | | |

| (a) Identity of party involved | (b) Relationship to plan, employer, or other party-in-interest | (c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value | (d) Purchase price | | |
|--------------------------------|--|---|--------------------|----------------------------|--|
| | | | | | |
| (e) Selling price | (f) Lease rental | (g) Transaction expenses | (h) Cost of asset | (i) Current value of asset | (j) Net gain (or loss) on each transaction |
| | | | | | |

| (a) Identity of party involved | (b) Relationship to plan, employer, or other party-in-interest | (c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value | (d) Purchase price | | |
|--------------------------------|--|---|--------------------|----------------------------|--|
| | | | | | |
| (e) Selling price | (f) Lease rental | (g) Transaction expenses | (h) Cost of asset | (i) Current value of asset | (j) Net gain (or loss) on each transaction |
| | | | | | |

| (a) Identity of party involved | (b) Relationship to plan, employer, or other party-in-interest | (c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value | (d) Purchase price | | |
|--------------------------------|--|---|--------------------|----------------------------|--|
| | | | | | |
| (e) Selling price | (f) Lease rental | (g) Transaction expenses | (h) Cost of asset | (i) Current value of asset | (j) Net gain (or loss) on each transaction |
| | | | | | |

| (a) Identity of party involved | (b) Relationship to plan, employer, or other party-in-interest | (c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value | (d) Purchase price | | |
|--------------------------------|--|---|--------------------|----------------------------|--|
| | | | | | |
| (e) Selling price | (f) Lease rental | (g) Transaction expenses | (h) Cost of asset | (i) Current value of asset | (j) Net gain (or loss) on each transaction |
| | | | | | |

**SCHEDULE H
(Form 5500)**

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

► **File as an attachment to Form 5500.**

OMB No. 1210-0110

2021

This Form is Open to Public Inspection

For calendar plan year 2021 or fiscal plan year beginning **01/01/2021** and ending **12/31/2021**

| | | | |
|---|--|---|-----|
| A Name of plan NOKIA SAVINGS/401(K) PLAN | | B Three-digit plan number (PN) ► | 003 |
| C Plan sponsor's name as shown on line 2a of Form 5500 NOKIA OF AMERICA CORPORATION | | D Employer Identification Number (EIN) 22-3408857 | |

Part I Asset and Liability Statement

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

| Assets | (a) Beginning of Year | (b) End of Year |
|---|-----------------------|-----------------|
| a Total noninterest-bearing cash..... | 1a | |
| b Receivables (less allowance for doubtful accounts): | | |
| (1) Employer contributions | 1b(1) | |
| (2) Participant contributions..... | 1b(2) | |
| (3) Other | 1b(3) | 110992000 |
| c General investments: | | |
| (1) Interest-bearing cash (include money market accounts & certificates of deposit) | 1c(1) | 10896000 |
| (2) U.S. Government securities | 1c(2) | 878769000 |
| (3) Corporate debt instruments (other than employer securities): | | |
| (A) Preferred | 1c(3)(A) | 373278000 |
| (B) All other | 1c(3)(B) | 393432000 |
| (4) Corporate stocks (other than employer securities): | | |
| (A) Preferred | 1c(4)(A) | 7802000 |
| (B) Common | 1c(4)(B) | 2138039000 |
| (5) Partnership/joint venture interests | 1c(5) | |
| (6) Real estate (other than employer real property) | 1c(6) | |
| (7) Loans (other than to participants)..... | 1c(7) | |
| (8) Participant loans | 1c(8) | 30525000 |
| (9) Value of interest in common/collective trusts..... | 1c(9) | 3896976000 |
| (10) Value of interest in pooled separate accounts | 1c(10) | |
| (11) Value of interest in master trust investment accounts..... | 1c(11) | |
| (12) Value of interest in 103-12 investment entities | 1c(12) | |
| (13) Value of interest in registered investment companies (e.g., mutual funds) | 1c(13) | 3206000 |
| (14) Value of funds held in insurance company general account (unallocated contracts)..... | 1c(14) | |
| (15) Other..... | 1c(15) | 1433269000 |

| | | (a) Beginning of Year | (b) End of Year |
|--------------------|---|-----------------------|-----------------|
| 1d | Employer-related investments: | | |
| (1) | Employer securities..... | 220000 | 362000 |
| (2) | Employer real property..... | | |
| e | Buildings and other property used in plan operation..... | | |
| f | Total assets (add all amounts in lines 1a through 1e)..... | 9277404000 | 10130292000 |
| Liabilities | | | |
| g | Benefit claims payable..... | | |
| h | Operating payables..... | 5948000 | 6860000 |
| i | Acquisition indebtedness..... | | |
| j | Other liabilities..... | 761796000 | 956701000 |
| k | Total liabilities (add all amounts in lines 1g through 1j)..... | 767744000 | 963561000 |
| Net Assets | | | |
| l | Net assets (subtract line 1k from line 1f)..... | 8509660000 | 9166731000 |

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

| | | (a) Amount | (b) Total |
|---------------|--|------------|-----------|
| Income | | | |
| a | Contributions: | | |
| (1) | Received or receivable in cash from: (A) Employers..... | 3000 | |
| | (B) Participants..... | 110383000 | |
| | (C) Others (including rollovers)..... | 36528000 | |
| (2) | Noncash contributions..... | | |
| (3) | Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2) | | 146914000 |
| b | Earnings on investments: | | |
| (1) | Interest: | | |
| | (A) Interest-bearing cash (including money market accounts and certificates of deposit)..... | | |
| | (B) U.S. Government securities..... | | |
| | (C) Corporate debt instruments..... | | |
| | (D) Loans (other than to participants)..... | | |
| | (E) Participant loans..... | 1306000 | |
| | (F) Other..... | 19499000 | |
| | (G) Total interest. Add lines 2b(1)(A) through (F) | | 20805000 |
| (2) | Dividends: (A) Preferred stock..... | | |
| | (B) Common stock..... | 59744000 | |
| | (C) Registered investment company shares (e.g. mutual funds)..... | | |
| | (D) Total dividends. Add lines 2b(2)(A) , (B) , and (C) | | 59744000 |
| (3) | Rents..... | | |
| (4) | Net gain (loss) on sale of assets: (A) Aggregate proceeds..... | 6023566000 | |
| | (B) Aggregate carrying amount (see instructions)..... | 5888526000 | |
| | (C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result..... | | 135040000 |
| (5) | Unrealized appreciation (depreciation) of assets: (A) Real estate..... | | |
| | (B) Other..... | 271399000 | |
| | (C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B) | | 271399000 |

| | | (a) Amount | (b) Total |
|--|--------|------------|------------|
| (6) Net investment gain (loss) from common/collective trusts..... | 2b(6) | | 626718000 |
| (7) Net investment gain (loss) from pooled separate accounts..... | 2b(7) | | |
| (8) Net investment gain (loss) from master trust investment accounts..... | 2b(8) | | |
| (9) Net investment gain (loss) from 103-12 investment entities..... | 2b(9) | | |
| (10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)..... | 2b(10) | | 387000 |
| c Other income..... | 2c | | 98152000 |
| d Total income. Add all income amounts in column (b) and enter total..... | 2d | | 1359159000 |
| Expenses | | | |
| e Benefit payment and payments to provide benefits: | | | |
| (1) Directly to participants or beneficiaries, including direct rollovers..... | 2e(1) | 699878000 | |
| (2) To insurance carriers for the provision of benefits..... | 2e(2) | | |
| (3) Other..... | 2e(3) | | |
| (4) Total benefit payments. Add lines 2e(1) through (3)..... | 2e(4) | | 699878000 |
| f Corrective distributions (see instructions)..... | 2f | | |
| g Certain deemed distributions of participant loans (see instructions)..... | 2g | | -159000 |
| h Interest expense..... | 2h | | |
| i Administrative expenses: (1) Professional fees..... | 2i(1) | | |
| (2) Contract administrator fees..... | 2i(2) | | |
| (3) Investment advisory and management fees..... | 2i(3) | | |
| (4) Other..... | 2i(4) | 2369000 | |
| (5) Total administrative expenses. Add lines 2i(1) through (4)..... | 2i(5) | | 2369000 |
| j Total expenses. Add all expense amounts in column (b) and enter total..... | 2j | | 702088000 |
| Net Income and Reconciliation | | | |
| k Net income (loss). Subtract line 2j from line 2d..... | 2k | | 657071000 |
| l Transfers of assets: | | | |
| (1) To this plan..... | 2l(1) | | |
| (2) From this plan..... | 2l(2) | | |

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

- (1) Unmodified (2) Qualified (3) Disclaimer (4) Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

- (1) DOL Regulation 2520.103-8 (2) DOL Regulation 2520.103-12(d) (3) neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: **DELOITTE & TOUCHE LLP**

(2) EIN: **13-3891517**

d The opinion of an independent qualified public accountant is **not attached** because:

- (1) This form is filed for a CCT, PSA, or MTIA. (2) It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.).....

| | Yes | No | Amount |
|----|-----|----|--------|
| 4a | | X | |

| | | Yes | No | Amount |
|--|-----------|-----|----|----------|
| b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.) | 4b | X | | 178085 |
| c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.) | 4c | | X | |
| d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.) | 4d | | X | |
| e Was this plan covered by a fidelity bond? | 4e | X | | 12000000 |
| f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty? | 4f | | X | |
| g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser? | 4g | | X | |
| h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser? | 4h | | X | |
| i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.) | 4i | X | | |
| j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.) | 4j | | X | |
| k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC? | 4k | | X | |
| l Has the plan failed to provide any benefit when due under the plan? | 4l | | X | |
| m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.) | 4m | | X | |
| n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3. | 4n | | | |

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?..... Yes No
 If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

| 5b(1) Name of plan(s) | 5b(2) EIN(s) | 5b(3) PN(s) |
|-----------------------|--------------|-------------|
| | | |
| | | |
| | | |
| | | |

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) Yes No Not determined
 If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

| | | |
|--|---|---|
| SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small> | Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500. | <small>OMB No. 1210-0110</small> 2021 This Form is Open to Public Inspection. |
|--|---|---|

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

| | | |
|--|--|------------|
| A Name of plan <u>NOKIA SAVINGS/401(K) PLAN</u> | B Three-digit plan number (PN) ▶ | <u>003</u> |
| C Plan sponsor's name as shown on line 2a of Form 5500 <u>NOKIA OF AMERICA CORPORATION</u> | D Employer Identification Number (EIN) <u>22-3408857</u> | |

| | |
|---------------|----------------------|
| Part I | Distributions |
|---------------|----------------------|

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....

| | |
|---|---|
| 1 | 0 |
|---|---|

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):
EIN(s): 20-2387942

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year.....

| | |
|---|--|
| 3 | |
|---|--|

| | |
|----------------|---|
| Part II | Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.) |
|----------------|---|

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? Yes No N/A
If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

| | | |
|--|-----------|--|
| 6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) | 6a | |
| b Enter the amount contributed by the employer to the plan for this plan year | 6b | |
| c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) | 6c | |

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? Yes No N/A

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? Yes No N/A

| | |
|-----------------|-------------------|
| Part III | Amendments |
|-----------------|-------------------|

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... Increase Decrease Both No

| | |
|----------------|---|
| Part IV | ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part. |
|----------------|---|

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? Yes No

11 a Does the ESOP hold any preferred stock? Yes No

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) Yes No

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? Yes No

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

| | | |
|---|------------|--|
| a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment)..... | 14a | |
| b The plan year immediately preceding the current plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)..... | 14b | |
| c The second preceding plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)..... | 14c | |

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

| | | |
|--|------------|--|
| a The corresponding number for the plan year immediately preceding the current plan year..... | 15a | |
| b The corresponding number for the second preceding plan year..... | 15b | |

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

| | | |
|---|------------|--|
| a Enter the number of employers who withdrew during the preceding plan year..... | 16a | |
| b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers..... | 16b | |

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment.....

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment.....

19 If the total number of participants is 1,000 or more, complete lines (a) through (c)

a Enter the percentage of plan assets held as:
 Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%

b Provide the average duration of the combined investment-grade and high-yield debt:
 0-3 years 3-6 years 6-9 years 9-12 years 12-15 years 15-18 years 18-21 years 21 years or more

c What duration measure was used to calculate line 19(b)?
 Effective duration Macaulay duration Modified duration Other (specify): _____

20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? Yes No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:
 Yes.
 No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.
 No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.
 No. Other. Provide explanation _____

Nokia Savings/401(k) Plan

Employer ID No: 22-3408857

Plan Number: 003

Financial Statements as of December 31, 2021 and 2020
and for the Year Ended December 31, 2021,
Supplemental Schedules as of December 31, 2021,
and Independent Auditor's Report

NOKIA SAVINGS/401(K) PLAN

TABLE OF CONTENTS

| | |
|--|-------|
| INDEPENDENT AUDITOR’S REPORT | 1-3 |
| FINANCIAL STATEMENTS: | |
| Statements of Net Assets Available for Benefits as of December 31, 2021 and 2020 | 4 |
| Statement of Changes in Net Assets Available for Benefits for the Year Ended December 31, 2021 | 5 |
| Notes to Financial Statements as of December 31, 2021 and 2020 and for the Year Ended December 31, 2021 | 6-27 |
| SUPPLEMENTAL SCHEDULES: | |
| Form 5500, Schedule G, Part I – Loans or Fixed Income Obligations in Default or Classified as Uncollectible as of December 31, 2021 | 28 |
| Form 5500, Schedule H, Part IV, Line 4i – Schedule of Assets (Held at End of Year) as of December 31, 2021 | 29-84 |

NOTE: All other schedules required by Section 2520.103-10 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.



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INDEPENDENT AUDITOR'S REPORT

The Plan Administrator
of the Nokia Savings/401(k) Plan

Opinion

We have audited the financial statements of Nokia Savings/401(k) Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statement of net assets available for benefits as of December 31, 2021, and the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2021, and the changes in its net assets available for benefits for the year then ended, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Auditor's Report on the 2020 Financial Statements

We have audited the statement of net assets available for benefits of Nokia Savings/401(k) Plan as of December 31, 2020 and the related statement of changes in net assets available for benefits for the year ended December 31, 2020, and in our report dated June 18, 2021, we expressed an unmodified opinion on those financial statements.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Supplemental Schedules Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedules as of December 31, 2021, listed in the Table of Contents, are presented for

purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the accompanying schedules is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Deloitte & Toche LLP

June 16, 2022

NOKIA SAVINGS/401(K) PLAN

Statements of Net Assets Available for Benefits

As of December 31, 2021 and 2020

(In Thousands)

| | December 31 | |
|--|---------------------|---------------------|
| | 2021 | 2020 |
| ASSETS | | |
| Participant-directed investments at fair value (including securities on loan of \$684,426 and \$600,089) | \$ 9,968,493 | \$ 9,135,887 |
| Receivables: | | |
| Notes receivable from participants | 26,154 | 30,888 |
| Receivable for investments sold | 125,133 | 99,290 |
| Interest, dividends and other receivables | 10,716 | 11,702 |
| Total receivables | 162,003 | 141,880 |
| Total assets | 10,130,496 | 9,277,767 |
| LIABILITIES | | |
| Collateral held for securities on loan | 680,443 | 609,140 |
| Payable for investments purchased | 276,258 | 152,656 |
| Other liabilities | 6,860 | 5,948 |
| Total liabilities | 963,561 | 767,744 |
| NET ASSETS AVAILABLE FOR BENEFITS | \$ 9,166,935 | \$ 8,510,023 |

See notes to financial statements.

NOKIA SAVINGS/401(K) PLAN

Statement of Changes in Net Assets Available for Benefits

For the Year Ended December 31, 2021

(In Thousands)

ADDITIONS:

Contributions:

| | |
|---|------------|
| Participant contributions | \$ 110,383 |
| Rollover contributions | 36,528 |
| Company contributions, net of forfeitures | <u>3</u> |
| Total contributions | 146,914 |

Investment income:

| | |
|---|---------------|
| Net appreciation in fair value of investments | 1,131,696 |
| Dividends | 59,744 |
| Interest | <u>19,499</u> |
| Net investment income | 1,210,939 |
| Interest income on notes receivable from participants | <u>1,306</u> |
| Total additions | 1,359,159 |

DEDUCTIONS:

| | |
|-------------------------------|----------------|
| Benefits paid to participants | 699,878 |
| Administrative expenses | <u>2,369</u> |
| Total deductions | <u>702,247</u> |

Increase in net assets 656,912

NET ASSETS AVAILABLE FOR BENEFITS:

| | |
|-------------------|---------------------|
| Beginning of year | <u>8,510,023</u> |
| End of year | <u>\$ 9,166,935</u> |

See notes to financial statements.

NOKIA SAVINGS/401(K) PLAN

Notes to Financial Statements

As of December 31, 2021 and 2020,
and for the Year Ended December 31, 2021

1. Description of the Plan

The following description of the Nokia Savings/401(k) Plan (the Plan) provides only general information. Participants should refer to the Plan document and the Summary Plan Description for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan maintained by Nokia of America Corporation (the Company and Plan Administrator). The Plan covers eligible employees of the Company and those of its affiliates that are identified in the Plan document as "Participating Companies" with respect to the Plan.

The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The Plan is an individual account plan that permits participants and beneficiaries to exercise control over the assets in their respective accounts. As such, the Plan is intended to meet the requirements of Section 404(c) of ERISA and the regulations promulgated thereunder. An eligible employee, as described in the Plan document, enters the Plan by authorizing a payroll withholding and directing a contribution among the different investment funds of the Plan.

The Plan's assets are held by Bank of New York Mellon (BNYM), as Trustee (the Trustee) and custodian, in the Lucent Technologies Inc. Defined Contribution Plan Master Trust (the Trust). The Trust is not a master trust and does not file as a master trust direct filing entity on Form 5500.

The Plan is the successor by merger to various defined contribution plans previously maintained by AG Communication Systems Corporation, Alcatel USA, Inc., Nokia Solutions and Networks US LLC and Nokia USA Inc. as well as the Company.

As a result of the Setting Every Community Up for Retirement Enhancement Act of 2019 (the SECURE Act), the following changes were made to the Plan:

- The Plan's required minimum distribution (RMD) age was changed from age 70½ to age 72 for individuals who attain age 70½ after December 31, 2019.
- The Plan's post-death distribution rules were changed for deaths occurring after December 31, 2019. Generally, distributions must be made by the end of the 10th calendar year following the calendar year in which the participant dies, unless the beneficiary is an "eligible designated beneficiary" (within the meaning of the SECURE Act), in which case distributions may be made over the life of the beneficiary.

NOKIA SAVINGS/401(K) PLAN

Notes to Financial Statements (continued)

1. Description of the Plan (continued)

As a result of the Coronavirus Aid, Relief, and Economic Security Act (commonly referred to as the CARES Act), the following changes were made to the Plan:

- Between June 5, 2020 and December 31, 2020, participants had the option to suspend their loan repayment for 12 months (from the date their request was made), but all loan repayments were required to resume in January 2021.
- Between June 5, 2020 and December 28, 2020, participants could take a “Covid-Related Distribution” (as defined in the CARES Act) from their Plan account of up to \$100,000 of their vested account balance.
- To be eligible for the above-described loan suspension or a Covid-Related Distribution, participants must meet COVID-19 self-certification requirements.
- 2020 “Required Minimum Distributions” were waived.
- Participants can repay any Covid-Related Distribution(s) to the Plan within three years of the date they took the Covid-Related Distribution(s).

Contributions

Participant contributions of 1% to 50% of eligible compensation may be authorized. After-tax contributions are limited to a maximum election of 25% of eligible compensation. An employee may designate contributions as pre-tax contributions, after-tax contributions, Roth 401(k) contribution or a combination of pre-tax, after-tax and Roth 401(k) contributions. The Internal Revenue Code (the Code) limited the maximum amount of an employee’s contribution on a pre-tax and/or Roth 401(k) basis to \$19,500 in 2021. Employees who are age 50 or older on or before December 31 may be eligible to make pre-tax and/or Roth 401(k) contributions beyond the Code pre-tax limit. The catch-up contribution limit set by the Internal Revenue Service (the IRS) was \$6,500 in 2021. A participant who is eligible for and elects to make catch-up contributions may choose to reduce his or her compensation by a specified whole percentage not in excess of 75% (instead of the 50% limit applicable to participants who are not eligible for and who do not elect to make catch-up contributions). Participants may also contribute amounts representing eligible rollover distributions from other qualified defined benefit or defined contribution plans.

The Company does not match contributions for management employees. With respect to represented/occupational employees, after completion of six months of service, the Company contributes an amount equal to $66\frac{2}{3}\%$ of the lesser of the amount actually contributed or up to the first 6% of the participant’s eligible compensation, as defined in the Plan document. There were no represented/occupational employees of the Company after June 2021. As a result, the Company is no longer required to make any matching contributions to the Plan.

NOKIA SAVINGS/401(K) PLAN

Notes to Financial Statements (continued)

1. Description of the Plan (continued)

Participant accounts

Individual accounts are maintained for each participant of the Plan. Each participant's account is credited with the participant's contribution and related matching and Company contributions, if applicable, and investment gains and losses. Participant accounts are charged with withdrawals and any applicable administrative expenses and other fees as described in Note 7. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

The Plan provides for 100% vesting of Company contributions for active represented/occupational employees upon completion of three years of service or upon the occurrence of certain prescribed events (i.e., death or disability), regardless of years of service.

Special vesting rules may apply to certain prior plans that were merged into the Plan (or a predecessor plan) that might have imposed special vesting rules on amounts contributed to those plans.

Participant contributions and Company contributions are invested in accordance with respective participant elections. All participant contributions and earnings thereon are immediately vested and are not subject to forfeiture.

Forfeited accounts

Company contributions and related earnings in which a terminated participant is not vested are forfeited. These forfeitures can be used to reduce future Company contributions and Plan expenses. At December 31, 2021 and 2020, forfeited amounts totaled approximately \$2,986,000 and \$2,709,000, respectively.

Investments available under the Plan

The Plan offers participants a broad array of investment funds from which to choose. Each fund offers differing levels of risk and potential for return. Each fund is either a separate account fund (separately managed account) or an institutional commingled fund (common/collective trust).

NOKIA SAVINGS/401(K) PLAN

Notes to Financial Statements (continued)

1. Description of the Plan (continued)

The investment funds (and their type) available under the Plan during 2021 were as follows:

| 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 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 Fund 1* | Separate Account |
| | US Large Cap Growth Equity Fund 2* | Separate Account |
| | US Midcap Equity Fund | Separate Account |
| | US Small Cap Equity Fund | Separate Account |
| | 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 | Separate Account |
| | 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 |

*These funds are only available in multi manager funds and are not available for direct participant investment.

Participants may also utilize a self-directed brokerage account offered under the Plan.

The Plan permits the Company to designate one or more investment options as the Plan’s “qualified default investment alternative” (QDIA) within the meaning of Section 404(c)(5) of the ERISA, as amended, and regulations issued thereunder. The Company has designated the thirteen “Retirement Date Funds” shown above, which are managed by AllianceBernstein L.P., as the Plan’s QDIA.

NOKIA SAVINGS/401(K) PLAN

Notes to Financial Statements (continued)

1. Description of the Plan (continued)

Notes receivable from participants

Notes receivable from participants represent participant loans that are recorded at their unpaid principal balance plus any accrued but unpaid interest. Other than some grandfathered loans, participants may have one general loan and one home loan outstanding at a time. Loans are available to participants in an amount up to 50% of their vested account balance, from \$1,000 to \$50,000, subject to certain limitations, as defined in the Plan document. Upon default, as described in the Plan, participants are considered to have received a distribution and are subject to income taxes on the distributed amount. Also, participants may be subject to an additional 10% penalty tax on their taxable withdrawal if it occurs prior to age 59½. The loans are secured by the participant's account balance. Participant loans bear interest at a rate as determined from time to time by the Plan Administrator. Interest rates on outstanding loans ranged from 3.25% to 8.50% at December 31, 2021 and from 3.25% to 8.50% at December 31, 2020. Principal and interest are paid through payroll deductions, coupon remittances and electronic fund transfers.

Distributions

Participants who separate from service may elect to receive a distribution of their vested account balance. The standard form of distribution is a lump-sum payment in cash. Participants may also elect an unlimited number of partial withdrawals, subject to a minimum withdrawal of \$300. For those enrolled in the Professional Management program and have selected the Income+ feature, there is no minimum partial distribution amount.

Represented/occupational participants retiring after January 1, 2003 with a service pension from the Lucent Technologies Inc. Pension Plan or who terminate employment because of disability may elect to receive their entire vested account balance in a series of regular, systematic installments.

Prior to June 1, 1993, participants retiring with a service pension or who terminated employment because of disability were eligible to receive their entire vested account balance in a series of regular, systematic installments.

Through an annual process and 60-days after an active employee terminates, inactive participants with vested account balances of \$1,000 or less will have their account balances automatically distributed if they do not make affirmative distribution elections. Inactive participants with vested account balances greater than \$1,000 but less than or equal to \$5,000 will have their account balances automatically rolled over into an Individual Retirement Account to be established on their behalf if they do not make an affirmative distribution election.

NOKIA SAVINGS/401(K) PLAN

Notes to Financial Statements (continued)

1. Description of the Plan (continued)

If the participant does not request a distribution and the account balance exceeds \$5,000, the participant's account shall remain in the Plan and shall be distributed only (1) at the participant's request, (2) when the participant attains age 70½ (or age 72 for those who reached age 70½ on or after January 1, 2020) through the payment of Minimum Required Distributions, as described in the Plan document, or (3) upon the participant's death, whichever is earliest.

When a participant dies, the entire amount in the participant's account is transferred to an account(s) for the participant's beneficiaries.

In-service withdrawals

The Plan allows the following types of in-service withdrawals (withdrawals from the Plan while employed by the Company) to help meet immediate financial needs:

- Age 59½ (or Older) Roth/non-Roth in-service withdrawals,
- Under Age 59½ Roth/non-Roth in-service withdrawals—non-hardship,
- Under Age 59½ in-service withdrawals—hardship, and
- Rollover account in-service withdrawals.

The amount participants may withdraw from their Plan account is subject to Plan and IRS rules.

All in-service withdrawals are made on a pro-rata basis from the investment funds in which the participant's account is invested at the time of processing the withdrawal. If the participant intends to take an in-service withdrawal from investments held in his or her self-directed brokerage account, he or she will need to liquidate that portion of their self-directed brokerage account and transfer the money to one (or more) of the Plan's investment funds in order to effectuate the withdrawal.

All in-service withdrawals are withdrawn from contribution sources in a particular order as set forth under the terms of the Plan. Some contribution sources are unavailable for withdrawal or are subject to restrictions on the portion of such sources that are available for withdrawal.

NOKIA SAVINGS/401(K) PLAN

Notes to Financial Statements (continued)

1. Description of the Plan (continued)

Age 59½ (or Older) Roth/non-Roth in-service withdrawals

If a participant is at least age 59½ and has not incurred a severance from employment, they may withdraw all or a portion of their Plan account balance. There is no limit on the number of such withdrawals that they can make from the Plan in any given Plan Year.

Under Age 59½ Roth/non-Roth in-service withdrawals—non-hardship

If a participant is under age 59½ and has not incurred a severance from employment, they may take a non-hardship in-service withdrawal. There is no limit on the number of such withdrawals that they can make from the Plan in any given Plan Year.

Under Age 59½ in-service withdrawals—hardship

If a participant is under age 59½ years and have not incurred a severance from employment, they may withdraw pre-tax contributions, pre-1989 earnings on such contributions, and catch-up contributions only if they or, if applicable, their designated beneficiary has an immediate and heavy financial need that cannot be met by other financial resources, including a loan or a non-hardship in-service withdrawal.

Rollover in-service withdrawal

If a participant has rolled non-Roth money into the Plan and has not incurred a severance from employment, they may take a rollover in-service withdrawal. There is no limit on the number of such withdrawals that they can make from the Plan in any given Plan Year.

2. Summary of significant accounting policies

Basis of accounting

The financial statements of the Plan are prepared in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP).

Payment of benefits

Benefits are recorded when paid.

NOKIA SAVINGS/401(K) PLAN

Notes to Financial Statements (continued)

2. Summary of significant accounting policies (continued)

Investment valuation and income recognition

Investments held by the Plan are stated at fair value. Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (an exit price). The Trustee prices the assets in the investment manager portfolios, taking into account values supplied by a reputable pricing or quotation service or quotations furnished by one or more reputable sources, fund administrators or other relevant information.

The Plan records dividend income on investments held as of the ex-dividend dates, interest income on the accrual basis and other gains or losses when incurred. The Plan's net appreciation/depreciation in fair value of investments consists of the net realized gains (losses) and the net change in unrealized appreciation (depreciation). See Note 3 for additional information.

Purchases and sales of investments

Purchases and sales of investments are recorded on a trade-date basis. The receivable related to investments sold before year-end but not settled until after year-end is recorded in Receivable for investments sold on the statements of assets available for benefits. The payable related to investments purchased before year-end but not settled until after year-end is recorded in Payable for investments purchased on the statements of assets available for benefits.

Use of estimates

The preparation of financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Risks and uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risks. Market risks include global events which could impact the value of investment securities, such as pandemic or international conflict. Due to level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in near term and that such changes could materially affect participant's account balances and the amounts reported in the statements of net asset available for benefits.

NOKIA SAVINGS/401(K) PLAN

Notes to Financial Statements (continued)

3. Fair value measurements

Accounting Standards Codification 820, *Fair Value Measurement*, requires enhanced classification and disclosures about financial instruments carried at fair value and establishes a fair value hierarchy that prioritizes the inputs used in valuation models and techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical financial instruments (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements).

The inputs are summarized in the three broad levels listed below:

- Level 1 – Unadjusted quoted prices in active markets that are accessible at the measurement date for identical, unrestricted assets or liabilities.
- Level 2 – Quoted prices in markets that are not considered to be active or financial instruments for which all significant inputs are observable, either directly or indirectly (inputs include quoted prices for similar assets or liabilities in active markets, interest rates and yield curves, credit risk assessments, etc.).
- Level 3 – Significant unobservable inputs for assets or liabilities.

NOKIA SAVINGS/401(K) PLAN

Notes to Financial Statements (continued)

3. Fair value measurements (continued)

Following is a description of the valuation methodologies used for instruments measured at fair value, including the general classification of such instruments pursuant to the valuation hierarchy.

Cash and cash equivalents

Cash and cash equivalent are primarily comprised of cash, foreign cash and short-term investment funds managed by BNYM. Cash and foreign cash are classified within Level 1 of the valuation hierarchy. Highly liquid investment instruments with a maturity of three months or less at the time of purchase are considered to be cash equivalents. The carrying value of cash equivalents approximates fair value due to the short-term nature of these investments. Cash equivalents are classified within Level 2 of the valuation hierarchy.

U.S. Government/U.S. Agency securities and corporate bonds

A limited number of these investments are valued at the closing price reported on the major market on which the individual securities are traded. Where quoted prices are available in an active market, the investments are classified within Level 1 of the valuation hierarchy. For other fixed income securities and corporate bonds where quoted market prices are not available for the specific security, fair values are estimated by using pricing models, quoted prices of securities with similar characteristics or discounted cash flows. These security prices are provided by reputable pricing or quotation services. Therefore, these investments are classified within Level 2 of the valuation hierarchy.

Common stocks, registered investment companies, and other equities

Common stocks, registered investment companies and other equities listed on a national stock exchange or a listed market such as the NASDAQ National Market System are valued at the closing price and are classified within Level 1 of the valuation hierarchy. If quoted market prices are not available for the specific security, then fair values are estimated by using pricing models, quoted prices of securities with similar characteristics or discounted cash flows and are classified within Level 2 of the valuation hierarchy.

Common/collective trusts

These investments primarily consist of units owned in commingled fund investment vehicles that provide daily liquidity with no redemption restrictions. They are valued by the fund administrator using net asset value (NAV) as a practical expedient. The NAV is based on the value of the underlying assets owned by the fund, minus its liabilities, and then divided by the number of shares outstanding. These investments are not leveled within the fair value hierarchy but are included in Investments measured at NAV. There are no unfunded commitments and there is no redemption notice period.

NOKIA SAVINGS/401(K) PLAN

Notes to Financial Statements (continued)

3. Fair value measurements (continued)

Fixed income securities and repurchase agreements acquired with cash collateral

The Trust invests cash received as collateral for securities that are loaned through the Plan's securities lending program with BNYM. Cash collateral received is invested in repurchase agreements, which are generally valued at amortized cost, and fixed income securities. Therefore, these investments are classified within Level 2 of the valuation hierarchy.

Self-directed brokerage accounts

Self-directed brokerage accounts include investments in money market funds, common stock, mutual funds and other investments which are classified within Level 1 of the valuation hierarchy.

Derivatives and other investments

Listed derivatives, such as futures and exchange-traded options, are valued at the closing prices reported on the active market on which the derivative trades and are classified within Level 1 of the valuation hierarchy. The fair value of forward foreign currency contracts, swap contracts and foreign government bonds are estimated using pricing models that consider the time value of money, volatility and the current market or contractual prices of the underlying financial instruments and are classified within Level 2 of the valuation hierarchy.

The following tables set forth by level within the fair value hierarchy the Plan's investments at fair value as of December 31, 2021 and 2020. As required by U.S. GAAP, assets are classified in their entirety based upon the lowest level of input that is significant to the fair value measurement.

All investments (except the self-directed brokerage accounts and investments measured at NAV) are held in separately managed accounts.

NOKIA SAVINGS/401(K) PLAN

Notes to Financial Statements (continued)

3. Fair value measurements (continued)

| | Investments at | | |
|---|---|---------------------|---------------------|
| | Fair Value as of December 31, 2021 | | |
| | Level 1 | Level 2 | Total |
| | <i>(In Thousands)</i> | | |
| Investments | | | |
| Cash and cash equivalents | \$ 5,835 | \$ 55,511 | \$ 61,346 |
| U.S. Government/U.S. Agency securities* | 578,672 | 225,770 | 804,442 |
| Corporate bonds* | – | 769,707 | 769,707 |
| Common stock and other equities* | 2,474,571 | 3,381 | 2,477,952 |
| Registered investment companies* | 2,423 | – | 2,423 |
| Fixed income securities and repurchase agreements acquired with cash collateral | – | 680,460 | 680,460 |
| Self-directed brokerage accounts | 870,107 | – | 870,107 |
| Other* | 202 | 40,075 | 40,277 |
| Total investments at fair value | <u>3,931,810</u> | <u>1,774,904</u> | <u>5,706,714</u> |
| Investments measured at NAV | | | 4,261,779 |
| Total investments | <u>\$ 3,931,810</u> | <u>\$ 1,774,904</u> | <u>\$ 9,968,493</u> |

| | Investments at | | |
|---|---|---------------------|---------------------|
| | Fair Value as of December 31, 2020 | | |
| | Level 1 | Level 2 | Total |
| | <i>(In Thousands)</i> | | |
| Investments | | | |
| Cash and cash equivalents | \$ 8,437 | \$ 2,459 | \$ 10,896 |
| U.S. Government/U.S. Agency securities* | 641,778 | 236,991 | 878,769 |
| Corporate bonds* | – | 766,710 | 766,710 |
| Common stock and other equities* | 2,141,372 | 4,689 | 2,146,061 |
| Registered investment companies* | 3,206 | – | 3,206 |
| Fixed income securities and repurchase agreements acquired with cash collateral | – | 609,245 | 609,245 |
| Self-directed brokerage accounts | 784,406 | – | 784,406 |
| Other* | 1,267 | 38,351 | 39,618 |
| Total investments at fair value | <u>3,580,466</u> | <u>1,658,445</u> | <u>5,238,911</u> |
| Investments measured at NAV | | | 3,896,976 |
| Total investments | <u>\$ 3,580,466</u> | <u>\$ 1,658,445</u> | <u>\$ 9,135,887</u> |

* As of December 31, 2021 and 2020, the total fair value of securities on loan was \$684,426 and \$600,089, respectively. Of these securities on loan, \$197,517 and \$361,975 were equity securities, and \$486,909 and \$238,114 were debt securities, as of December 31, 2021 and 2020, respectively.

The Plan did not hold any material Level 3 investments as of December 31, 2021 or 2020 or during the year ended December 31, 2021.

NOKIA SAVINGS/401(K) PLAN

Notes to Financial Statements (continued)

4. Derivatives

Certain investment fund managers use derivative financial instruments including forward foreign currency contracts, futures contracts, swaps, and options. Derivatives involve, to varying degrees, elements of credit and market risk such that potential maximum loss is in excess of the amounts recognized in the financial statements.

Forward foreign currency contracts

In a forward foreign currency contract, one currency is exchanged for another on an agreed-upon date at an agreed-upon exchange rate. Management permits the Plan's investment advisors to use forward foreign currency contracts to manage the currency risk inherent in owning securities denominated in foreign currencies and to enhance investment returns. Risks arise upon entering into these contracts from the potential inability of counterparties to meet the terms of their contracts and from fluctuations in the value of a foreign currency relative to the U.S. dollar or U.S. Treasury security. Most of the contracts have terms of ninety days or less and are settled in cash on settlement of the contract. The change in fair value of such contracts is recorded by the Plan as an unrealized gain or loss. When the contract is closed, the Plan records a realized gain or loss equal to the difference between the cost of the contract at the time it was opened and the value at the time it was closed. Both realized and unrealized gains/losses are included in net appreciation(depreciation) in fair value of investments on the statement of changes in net assets available for benefits. The Plan held open forward foreign currency contracts receivable and payable primarily in Pound sterling, Swiss franc, Australian dollar, Canadian dollar, Norwegian krone, Swedish krona, Euro, Japanese yen and New Zealand dollar as of December 31, 2021, and in Pound sterling, Swiss franc, Australian dollar, Canadian dollar, Norwegian krone, Swedish krona, Euro, Japanese yen and New Zealand dollar as of December 31, 2020. Forward foreign currency contracts are included in other investments in Note 3.

NOKIA SAVINGS/401(K) PLAN

Notes to Financial Statements (continued)

4. Derivatives (continued)

Futures contracts

Futures contracts are commitments to purchase or sell securities based on financial indices or at a specified price on a future date. These contracts are used to manage both short-term asset allocation and the duration of the fixed income portfolio. Most of the contracts have terms of less than one year. The counterparty risk of futures contracts is limited because they are standardized contracts traded on organized exchanges and are subject to daily cash settlement of the net change in value of open contracts. Fluctuations in unrealized gains or losses related to futures contracts are recorded daily until realized on closing. Both realized and unrealized gains or losses are included in net appreciation(depreciation) in fair value of investments on the statement of changes in net assets available for benefits. Futures contracts require collateral consisting of cash or liquid securities and daily variation margin settlements to be provided to brokers. Outstanding futures contracts held by the Plan consist primarily of U.S. Treasury Note futures and exchange index futures as of December 31, 2021 and December 31, 2020. Futures contracts are included in other investments in Note 3.

Swap contracts

Swap contracts involve the exchange by the Plan with another party of their respective commitments to pay or receive a series of cash flows calculated by reference to changes in specified prices or rates throughout the lives of the agreements. A realized gain or loss is recorded upon termination or settlement of swap agreements. Unrealized gains or losses are recorded based on the fair value of the swaps. Both realized and unrealized gain and loss are included in net appreciation(depreciation) in fair value of investments on the statement of changes in net assets available for benefits. The investment advisors retained by the Plan enter into total return swaps as part of their investment strategy to achieve their target positioning and enhance investment returns.

The Plan had outstanding swap contracts consisting of total return swap contracts as of December 31, 2021 and December 31, 2020. Swap contracts are included in other investments in Note 3.

The Plan utilizes its investment advisors to conduct derivative trading on its behalf. Investment advisors enter into International Swaps and Derivative (ISDA) Master Agreements with counterparties. The ISDA Agreements contain master netting arrangements that allow amounts owed from the counterparty to be offset with amounts payable to the same counterparty within the same investment advisors account within the Plan. Each investment advisor retains separate ISDA agreements with the Plan's counterparties. Cash collateral associated with the derivatives have not been added or netted against the fair value amounts.

NOKIA SAVINGS/401(K) PLAN

Notes to Financial Statements (continued)

4. Derivatives (continued)

The following table presents the fair values of derivative instruments included in investments in the statements of net assets available for benefits:

| | December 31, 2021 | | December 31, 2020 | |
|------------------------------------|-----------------------|-------------|-------------------|-------------|
| | Assets | Liabilities | Assets | Liabilities |
| | <i>(In Thousands)</i> | | | |
| Forward foreign currency contracts | \$ 1,323 | \$ 2,247 | \$ 3,276 | \$ 2,778 |
| Futures contracts | 1,517 | 1,315 | 1,916 | 649 |
| Swap contracts | 36 | 89 | 105 | - |

The following table sets forth by major risk type the Plan's gains/(losses) related to the trading activities of derivatives for the year ended December 31, 2021, which are included in net appreciation in fair value of investments on the statement of changes in net assets available for benefits:

| Derivative contracts | Net appreciation/ (depreciation) in fair value of investments |
|--|--|
| | <i>(In Thousands)</i> |
| Foreign currency risk contracts ¹ | \$ (7,082) |
| Equity risk contracts ² | 2,111 |
| Interest rate risk contracts ³ | 5,701 |
| Total derivative contracts | \$ 730 |

¹ Includes forward foreign currency contracts

² Includes index futures, equity index swaps and total return swaps

³ Includes futures contracts on fixed income securities and interest rate swaps

NOKIA SAVINGS/401(K) PLAN

Notes to Financial Statements (continued)

4. Derivatives (continued)

The following table presents the gross notional amounts of outstanding derivatives (recorded at fair value) as of December 31, 2021:

| | Long | Short |
|--|-----------------------|--------------|
| | <i>(In Thousands)</i> | |
| Derivative contracts – Notional amounts | | |
| Futures contracts | \$ 179,895 | \$ 124,834 |
| Swap contracts | 6,901 | 5,019 |
| Forward foreign currency contracts | 147,730 | 169,462 |

The following table presents the gross notional amounts of outstanding derivatives (recorded at fair value) as of December 31, 2020:

| | Long | Short |
|--|-----------------------|--------------|
| | <i>(In Thousands)</i> | |
| Derivative contracts – Notional amounts | | |
| Futures contracts | \$ 194,303 | \$ 212,570 |
| Swap contracts | 3,846 | 3,401 |
| Forward foreign currency contracts | 152,971 | 129,530 |

The balances outstanding as of December 31, 2021 and 2020 are indicative of the average volume of derivative activity during each respective year.

Offsetting effects

The Plan is required to disclose the impact of offsetting assets and liabilities presented in the statements of net assets available for benefits to enable users of the financial statements to evaluate the effect or potential effect of netting arrangements on its financial position for recognized assets and liabilities. The assets and liabilities that would be subject to offsetting are derivative instruments that are either subject to an enforceable master netting arrangement or similar agreement or meet the following right of setoff criteria: the amounts owed by the Plan to another party are determinable, the Plan has the right to setoff the amounts owed with the amounts owed by the other party, the Plan intends to setoff, and the Plan's right of setoff is enforceable by law.

When the Plan has a basis to conclude that a legally enforceable netting arrangement exists between the Plan and the counterparty, the Plan may offset these assets and liabilities in its statement of net assets available for benefits. The Plan records its derivative investments on a gross basis in the statements of net assets available for benefits.

NOKIA SAVINGS/401(K) PLAN

Notes to Financial Statements (continued)

4. Derivatives (continued)

The following table provides disclosure regarding the potential effect of offsetting recognized assets and liabilities presented in the statements of net assets available for benefits had the Plan applied these netting provisions:

As of December 31, 2021:

| <u>Description</u> | <i>(In Thousands)</i> | | | |
|---------------------------------|---|---|--------------------------------|------|
| | Assets Presented in the Statements of Net Assets Available for Benefits on a Gross Basis¹ | Gross Amounts not Offset in the Statements of <u>Net Assets Available for Benefits</u> | | |
| | | Financial Instruments | Collateral Received | |
| Securities lending ² | \$ 684,426 | \$ – | \$ (684,426) | \$ – |

¹ The Plan does not offset in the statements of net assets available for benefits.

² The amount of collateral presented is limited such that the net amount should not be less than zero.

As of December 31, 2020:

| <u>Description</u> | <i>(In Thousands)</i> | | | |
|---------------------------------|---|---|--------------------------------|------|
| | Assets Presented in the Statements of Net Assets Available for Benefits on a Gross Basis¹ | Gross Amounts not Offset in the Statements of <u>Net Assets Available for Benefits</u> | | |
| | | Financial Instruments | Collateral Received | |
| Securities lending ² | \$ 600,089 | \$ – | \$ (600,089) | \$ – |

¹ The Plan does not offset in the statements of net assets available for benefits.

² The amount of collateral presented is limited such that the net amount should not be less than zero.

NOKIA SAVINGS/401(K) PLAN

Notes to Financial Statements (continued)

5. Tax status

The Plan received a determination letter from the IRS dated June 18, 2014, stating that the Plan is qualified under Section 401(a) of the Code and, therefore, the related trust is exempt from taxation. Subsequent to this determination by the IRS, the Plan was amended and restated. The Plan is required to be operated in conformity with the Code to maintain its tax-qualification. The Plan Administrator and counsel believe that the Plan is being operated in compliance with the applicable requirements of the Code and therefore that the Plan remains qualified and that its related trust remains tax-exempt.

U.S. GAAP requires the Plan Administrator to evaluate uncertain tax positions taken by the Plan. The financial statement effects of a tax position are recognized when the position is more likely than not, based on the technical merits, to be sustained upon examination by the IRS. The Plan Administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2021, there are no uncertain tax positions taken or expected to be taken. The Plan has recognized no interest or penalties related to uncertain tax positions. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

6. Plan termination

Although it has not expressed any intent to do so, the Company reserves the right under the Plan to amend or terminate the Plan in accordance with the provisions of ERISA. In the event that the Plan is terminated, participants would become 100% vested in their accounts to the extent not already fully vested. Additionally, the Plan provides that in the event of Plan termination the net assets are to be distributed to participants in amounts equal to their respective interests in such assets.

7. Plan expenses

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. Plan administrative cost includes recordkeeping fees, trustee/custodial fees, fiduciary and plan administrator costs, on-line 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 generally reflected in the calculation of each fund's NAV per unit. The fees of the Plan's investment managers are charged directly to the funds to which they relate and are generally reflected in the calculation of each fund's NAV per unit. Other fees (for example, for the Plan's Professional Management Program or for processing qualified domestic relations orders) are charged directly to the accounts of those Plan participants who incur them and are included in administrative expenses of the Plan.

NOKIA SAVINGS/401(K) PLAN

Notes to Financial Statements (continued)

8. Securities lending

The Trust participates in securities lending programs with BNYM. The securities lending agreement requires that the Trust receive U.S. Dollar cash or securities issued or guaranteed by the U.S. Government or its agencies or instrumentalities, or certain sovereign debt securities as collateral for securities on loan. Collateral equaling 102% of the fair value of domestic securities and 105% of the total fair value of non-U.S. securities on loan is required in accordance with the agreement. As of December 31, 2021 and 2020, the fair value of the securities on loan was \$684.4 million and \$600.1 million, respectively. Such securities are included in investments on the statements of net assets available for benefits. The Trust received collateral from borrowers in the form of cash and securities. The Trust has the ability to repledge (rehypothecate) the cash; however, the securities cannot be repledged. As of December 31, 2021 and 2020, the Trust held cash collateral of \$680.4 million and \$609.1 million, respectively, in connection with the loaned securities. The cash collateral was used to enter into repurchase agreements and to purchase various securities consistent with the investment guidelines including instruments issued or fully guaranteed by the U.S. Government or Federal Agencies, certain floating rate notes, commercial paper, certificates of deposit and time deposits. The fair value of these investments acquired with the cash collateral are \$680.5 million and \$609.2 million at December 31, 2021 and December 31, 2020, respectively, and are included in investments on the statements of net assets available for benefits.

The securities received as collateral for loaned securities which cannot be sold or repledged included U.S. Treasuries and certain sovereign debt securities with fair values of \$22.3 million and \$6.5 million at December 31, 2021 and 2020, respectively. Such securities are not reflected in the Plan's net assets.

The Plan received interest and securities lending income in the amount of \$1.3 million, net of bank fees, in 2021 from the securities lending program; this income is included in net appreciation(depreciation) in fair value of investments on the statement of changes in net assets available for benefits.

Under the repurchase agreements, the Trust acquires a security for cash subject to an obligation by the counterparty to repurchase, and the Trust to resell, the security at an agreed upon price and time. In these transactions, the Trust takes possession of securities collateralizing the repurchase agreement. The collateral is marked to market daily to ensure that the fair value of the assets remains sufficient to protect the Trust in the event of default by the seller. As of December 31, 2021 and 2020, repurchase agreements entered into with cash collateral were carried at \$266.1 million and \$215.2 million, respectively, and the fair value of securities which the Trust held as collateral with respect to such repurchase agreements was \$282.5 million and \$228.8 million, respectively.

NOKIA SAVINGS/401(K) PLAN

Notes to Financial Statements (continued)

8. Securities lending (continued)

The carrying amounts approximate fair value and are recorded in investments on the statements of net assets available for benefits.

The following table summarizes the terms of the Trust's repurchase agreements that are embedded in the securities lending program:

| <i>(In Thousands)</i> | | | | | |
|---|-------------------------------------|--------------------------|-------------------|---------------------------------|-------------------|
| For the Year Ended December 31, 2021 | | | | | |
| Remaining Contractual Maturity of Agreements | | | | | |
| | Overnight and Continuous | Up to 30 Days | 30-90 Days | Greater than 90 Days | Total |
| Repurchase agreements | | | | | |
| U.S. Treasury and agency | \$ 93,691 | \$ – | \$ – | \$ – | \$ 93,691 |
| Equity securities | 57,951 | – | 65,650 | 48,800 | 172,401 |
| Total | \$ 151,642 | \$ – | \$ 65,650 | \$ 48,800 | \$ 266,092 |

| <i>(In Thousands)</i> | | | | | |
|---|-------------------------------------|--------------------------|-------------------|---------------------------------|-------------------|
| For the Year Ended December 31, 2020 | | | | | |
| Remaining Contractual Maturity of Agreements | | | | | |
| | Overnight and Continuous | Up to 30 Days | 30-90 Days | Greater than 90 Days | Total |
| Repurchase agreements | | | | | |
| U.S. Treasury and agency | \$ 84,557 | \$ – | \$ – | – | \$ 84,557 |
| Equity securities | – | – | 101,350 | 29,300 | 130,650 |
| Total | \$ 84,557 | \$ – | \$ 101,350 | \$ 29,300 | \$ 215,207 |

The Trust bears the risk of loss with respect to the investment of the cash collateral except for repurchase agreements which are indemnified by BNYM. BNYM has agreed to indemnify the Trust in the case of default of any borrower pursuant to respective securities lending agreements.

NOKIA SAVINGS/401(K) PLAN

Notes to Financial Statements (continued)

9. Party-in-interest and related-party transactions

As described in Note 7, the Plan paid certain expenses related to plan operations and investment activity to various service providers that are deemed parties-in-interest under the provisions of ERISA. The payment of these expenses meets the requirements of one or more prohibited transaction exemptions under ERISA.

Nokia Investment Management Corporation (NIMCO), a wholly-owned subsidiary of the Company, provides fiduciary services and investment management services to the Plan. NIMCO charges the Plan only for the costs that are incurred for providing such services to the Plan. For the year ended December 31, 2021, the Plan incurred fiduciary service fees of \$439,000, which are generally reflected in the calculation of each fund's NAV per unit. At December 31, 2021 and 2020, the Plan had a payable due to NIMCO of \$124,000 and \$114,000, respectively, which is included in other liabilities on the statements of net assets available for benefits.

The Company provides administrative services to the Plan and charges the Plan only for the costs that are incurred for providing such services. For the year ended December 31, 2021, the Plan incurred administrative service fees of \$148,000, which are generally reflected in the calculation of each fund's NAV per unit.

Certain Plan investments are managed by affiliates of the Trustee. At December 31, 2021 and 2020, through the self-directed brokerage accounts, the Plan held \$116.7 million and \$128.7 million, respectively, of the Dreyfus Treasury and Agency Cash Management Fund and other Dreyfus mutual funds, which are funds that are managed by affiliates of the Trustee. Pershing, an affiliate of the Trustee, is the custodian of the self-directed brokerage accounts.

At December 31, 2021 and 2020, the Plan held \$6.7 million and \$5.2 million, respectively, of Nokia Corporation (the ultimate parent of the Company) common stock.

The Plan also issues notes to participants, which are secured by the vested balances in the participants' accounts.

NOKIA SAVINGS/401(K) PLAN

Notes to Financial Statements (continued)

10. Reconciliation of financial statements to Form 5500

The following is a reconciliation of the net assets available for benefits per the financial statements to the Plan's Form 5500 as of December 31, 2021 and 2020:

| | <i>(In Thousands)</i> | |
|--|-----------------------|---------------------|
| | <u>2021</u> | <u>2020</u> |
| Net assets available for benefits per the financial statements | \$ 9,166,935 | \$ 8,510,023 |
| Adjustment for deemed distribution of participant loans | (205) | (363) |
| Net assets per Form 5500 | <u>\$ 9,166,731</u> | <u>\$ 8,509,660</u> |

The following is a reconciliation of changes in net assets available for benefits per the financial statements to the Form 5500 for the year ended December 31, 2021:

| | <i>(In Thousands)</i> |
|---|-----------------------|
| Net increase in net assets available per the financial statements | \$ 656,912 |
| Adjustment for deemed distribution of participant loans | 159 |
| Net income per Form 5500 | <u>\$ 657,071</u> |

11. Subsequent events

Management has evaluated subsequent events through June 16, 2022, the date the financial statements were available to be issued. There were no material subsequent events that occurred between January 1, 2022 through June 16, 2022, that required disclosure in the financial statements.

Supplemental Schedules

Nokia Savings/401(k) Plan

Schedule G, Part I – Loans or Fixed Income Obligations in Default or Classified as Uncollectible

December 31, 2021

| (a) Party-in interest | (b) Identity and address of obligor | (c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation and other material items | (d) Amount received during reporting year | | | (e) Amount overdue | | |
|---------------------------|---|--|--|-----------------|--------------------------------------|-----------------------|-----------------|--|
| | | | (f) Principal | (g) Interest | (h) Unpaid balance at end of year | (i) Principal | (j) Interest | |
| 1839688 Alberta ULC | 14.00% 2/13/2020 Default date 12/15/2015 | | \$ 178,085 | \$ – | \$ 178,085 | \$ – | \$ – | |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|---|-------------------------------|-----------------|---------|--------------|----------------------|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| CASH AND CASH EQUIVALENTS | | | | | |
| CASH AT BROKER | | | | \$ | 5,673,880 |
| INTEREST-BEARING CASH: | | | | | |
| AUD (AUSTRALIAN DOLLARS) | | | | | 71,414 |
| AUD CURRENCY AT BROKER | | | | | (32,802) |
| BANK OF NOVA SCOTIA C/D | 0.250% 05/31/2022 DD 11/30/21 | 7,670,000 | | | 7,670,000 |
| BNY MELLON CASH RESERVE | 0.100% 12/31/2049 DD 06/26/97 | 33,381 | | | 33,381 |
| CAD (CANADIAN DOLLARS) | | | | | 73,858 |
| CAD CURRENCY AT BROKER | | | | | 51,843 |
| CANADIAN IMP BK NY INSTL C/D | 0.250% 05/18/2022 DD 11/18/21 | 7,625,000 | | | 7,625,000 |
| CASH COLLATERAL HELD AT JPMORGAN | | | | | 2,014,161 |
| CASH HELD AT CITIBANK | | | | | 869,169 |
| CHF (SWISS FRANC) | | | | | 46,580 |
| CHF CURRENCY AT BROKER | | | | | 661 |
| CREDIT SUISSE NY INSTL C/D | 0.300% 06/01/2022 DD 11/18/21 | 7,640,000 | | | 7,640,000 |
| DKK (DANISH KRONE) | | | | | 25,277 |
| EUR (EURO) | | | | | 5,761 |
| EUR CURRENCY AT BROKER | | | | | (259,955) |
| GBP (GREAT BRITISH POUNDS) | | | | | 100,565 |
| GBP CURRENCY AT BROKER | | | | | 111,737 |
| HKD (HONG KONG DOLLARS) | | | | | 8,562 |
| HKD CURRENCY AT BROKER | | | | | (21,881) |
| ILS CURRENCY AT BROKER | | | | | (34,950) |
| JPY (JAPANESE YEN) | | | | | 2,798 |
| JPY CURRENCY AT BROKER | | | | | (8,462) |
| NORDEA BK ABP NEW YORK BRH C/D | 0.210% 06/17/2022 DD 11/19/21 | 7,300,000 | | | 7,300,000 |
| ROYAL BANK OF CANADA INSTL C/D | 0.250% 06/01/2022 DD 11/30/21 | 7,670,000 | | | 7,670,000 |
| SEK (SWEDISH KRONA) | | | | | 6,115 |
| SEK CURRENCY AT BROKER | | | | | (5,646) |
| SGD (SINGAPORE DOLLARS) | | | | | 5,739 |
| SGD CURRENCY AT BROKER | | | | | 14,159 |
| SKANDINAVISKA ENSK INSTL C/D | 0.250% 05/31/2022 DD 11/30/21 | 7,670,000 | | | 7,670,000 |
| SVENSKA HANDLSBNKN INSTL C/D | 0.255% 05/24/2022 DD 11/24/21 | 7,640,000 | | | 7,640,192 |
| SWAP COLLATERAL WITH CITIBANK | | | | | (100,000) |
| SWAP COLLATERAL WITH MERRILL LYNCH | | | | | (517,706) |
| SWAP COLLATERAL WITH MORGAN STANLEY | | | | | (3,000) |
| INTEREST-BEARING CASH Total | | | | \$ | 61,346,450 |
| COMMON/COLLECTIVE TRUSTS | | | | | |
| RUSSELL 3000 INDEX FUND F | | 24,688,019 | | \$ | 2,364,413,561 |
| FIAM BROAD MARKET DURATION COMMINGLED POOL | | 4,118,313 | | | 230,048,942 |
| JPMCB LIQUIDITY FUND | | 693,542,996 | | | 693,542,996 |
| MSCI WORLD EQUITY INDEX EX-US FUND F | | 9,457,447 | | | 398,362,794 |
| RUSSELL 1000 INDEX FUND F | | 3,807,108 | | | 248,051,765 |
| T ROWE PRICE EMERGING MARKETS EQUITY TRUST FUND | | 201,439 | | | 159,956,439 |
| WELLINGTON CIF II - BALANCED REAL ASSET FUND | | 2,657,525 | | | 30,207,953 |
| WELLINGTON CIF II - DIVERSIFIED INFLATION HEDGES FUND | | 17,364,508 | | | 137,194,269 |
| TOTAL COMMON/COLLECTIVE TRUSTS | | | | \$ | 4,261,778,719 |
| CORPORATE BONDS | | | | | |
| CORPORATE DEBT INSTRUMENTS | | | | | |
| 1211 AVENUE OF 1211 A1A2 144A | 3.901% 08/10/2035 DD 08/01/15 | 840,000 | | \$ | 893,427 |
| AGILE GROUP HOLDINGS LTD REGS | 6.050% 10/13/2025 | 200,000 | | | 120,500 |
| AMERICAN EXPRESS CREDIT AC 1 A | 0.900% 11/16/2026 DD 11/17/21 | 6,040,000 | | | 5,990,967 |
| ANGEL OAK MORTGAGE T 8 A1 144A | VAR RT 11/25/2066 DD 12/01/21 | 909,000 | | | 908,992 |
| BANK OF MONTREAL DISC | 05/13/2022 | 7,665,000 | | | 7,656,283 |
| BX 2021-LBA3 MORTGA PAC A 144A | VAR RT 10/15/2036 DD 11/02/21 | 533,000 | | | 531,035 |
| BX COMMERCIAL MORT SOAR A 144A | VAR RT 06/15/2038 DD 06/28/21 | 521,000 | | | 518,075 |
| CANADIAN IMPERIAL DISC | 05/16/2022 | 7,645,000 | | | 7,635,444 |
| CHASE HOME LENDI ATR2 A11 144A | VAR RT 07/25/2049 DD 07/25/19 | 108,480 | | | 108,920 |
| DBS BANK LTD DISC | 06/01/2022 | 6,000,000 | | | 5,992,375 |
| DBS BANK LTD DISC | 06/03/2022 | 7,250,000 | | | 7,239,004 |
| DONLEN FLEET LEASE F 2 A2 144A | 0.560% 12/11/2034 DD 04/27/21 | 732,000 | | | 727,737 |
| EMERA US FINANCE LP | 0.833% 06/15/2024 DD 06/04/21 | 558,000 | | | 547,606 |
| EXTENDED STAY AMERI ESH A 144A | VAR RT 07/15/2038 DD 07/08/21 | 1,553,916 | | | 1,555,961 |
| FLAGSTAR MORTGAG H1NV A11 144A | VAR RT 03/25/2050 DD 02/25/20 | 291,929 | | | 291,551 |
| FORD CREDIT FLOORPLAN MAS 1 A1 | 0.700% 09/15/2025 DD 09/18/20 | 1,002,000 | | | 997,819 |
| FORD CREDIT FLOORPLAN MAST 1 A | 2.840% 03/15/2024 DD 04/09/19 | 520,000 | | | 522,645 |
| GS MORTGAGE SECURITI IP A 144A | VAR RT 10/15/2036 DD 10/15/21 | 1,320,000 | | | 1,319,163 |
| INDEPENDENCE PLAZA INDP A 144A | 3.763% 07/10/2035 DD 06/01/18 | 525,000 | | | 543,130 |
| JP MORGAN MORTGA INV2 A11 144A | VAR RT 02/25/2050 DD 09/25/19 | 232,949 | | | 234,360 |
| LONZA GROUP/LONZA SPECIALTY 4/ | 0.000% 04/28/2028 DD 04/15/21 | 105,000 | | | 104,857 |
| MORGAN STANLEY CAP NUGS A 144A | VAR RT 12/15/2036 DD 12/19/19 | 487,000 | | | 486,985 |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|--------------------------------|--------------------------------|-----------|--------------|-----|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| | MUFG BANK LTD NY DISC | 05/13/2022 | 7,670,000 | 7,661,278 | |
| | NATIONAL BK CANADA DISC | 05/19/2022 | 7,635,000 | 7,625,403 | |
| | NELNET STUDENT LOA A APT2 144A | 1.360% 04/20/2062 DD 05/20/21 | 1,534,931 | 1,505,552 | |
| | NELNET STUDENT LOA BA AFL 144A | VAR RT 04/20/2062 DD 06/30/21 | 1,589,673 | 1,591,369 | |
| | PRODIGY FINANCE CM20 1A A 144A | VAR RT 07/25/2051 DD 07/14/21 | 373,507 | 373,418 | |
| | SANTANDER RETAIL AUT B A3 144A | 0.570% 04/22/2024 DD 10/28/20 | 1,095,000 | 1,090,965 | |
| | SAUDI ARABIAN OIL CO 144A | 3.500% 11/24/2070 DD 11/24/20 | 200,000 | 194,500 | |
| | SEASONED CREDIT RISK TRAN 2 MA | 3.500% 08/25/2058 DD 04/01/19 | 554,367 | 578,273 | |
| | SEASONED CREDIT RISK TRAN 3 MA | VAR RT 08/25/2057 DD 07/01/18 | 171,422 | 171,802 | |
| | SEASONED CREDIT RISK TRAN 4 MA | 3.000% 02/25/2059 DD 10/01/19 | 283,170 | 292,342 | |
| | TESLA AUTO LEASE TRU A A3 144A | 0.680% 12/20/2023 DD 08/05/20 | 508,000 | 508,127 | |
| | TESLA AUTO LEASE TRU B A2 144A | 0.360% 09/22/2025 DD 09/22/21 | 1,371,000 | 1,362,814 | |
| | TORONTO-DOMINION DISC | 02/15/2022 | 7,655,000 | 7,651,904 | |
| | UPSTART SECURITIZATIO 4 A 144A | 0.840% 09/20/2031 DD 09/24/21 | 1,009,664 | 999,706 | |
| | UPSTART SECURITIZATIO 5 A 144A | 1.310% 11/20/2031 DD 11/23/21 | 1,170,000 | 1,165,722 | |
| | VOLVO FINANCIAL EQU 2A A3 144A | 2.040% 11/15/2023 DD 11/13/19 | 385,492 | 387,916 | |
| | WERBS COMMERCIAL MOR C3 D 144A | VAR RT 03/15/2044 DD 06/01/11 | 168,696 | 80,502 | |
| | WHEELS SPV 2 LLC 1A A 144A | VAR RT 08/20/2029 DD 05/05/21 | 912,406 | 912,897 | |
| | WORLD OMNI AUTO RECEIVABL A A2 | 1.710% 11/15/2022 DD 02/12/20 | 10,615 | 10,621 | |
| | YUZHOU GROUP HOLDINGS CO REGS | 6.350% 01/13/2027 | 200,000 | 54,000 | |
| | ZHENRO PROPERTIES GROUP L REGS | 6.630% 01/07/2026 | 200,000 | 126,800 | |
| | 1011778 BC ULC / NEW RED 144A | 4.000% 10/15/2030 DD 10/05/20 | 190,000 | 186,675 | |
| | 1011778 BC ULC / NEW RED 144A | 4.375% 01/15/2028 DD 11/19/19 | 175,000 | 178,500 | |
| | 1839688 ALBERTA ULC | 14.000% 02/13/2020 DD 11/14/14 | 178,085 | 162 | |
| | ABBVIE INC | 2.300% 11/21/2022 DD 05/21/20 | 1,910,000 | 1,936,670 | |
| | ABBVIE INC | 2.850% 05/14/2023 DD 05/12/16 | 1,500,000 | 1,533,205 | |
| | ABBVIE INC | 3.250% 10/01/2022 DD 10/01/20 | 1,000,000 | 1,013,487 | |
| | ABBVIE INC | 4.500% 05/14/2035 DD 05/14/15 | 1,179,000 | 1,410,346 | |
| | ABBVIE INC | 4.550% 03/15/2035 DD 09/15/20 | 533,000 | 640,873 | |
| | ABBVIE INC | 4.625% 10/01/2042 DD 10/01/20 | 3,000 | 3,670 | |
| | ADAPTHEALTH LLC 144A | 5.125% 03/01/2030 DD 08/19/21 | 70,000 | 71,225 | |
| | ADT SECURITY CORP/THE | 4.125% 06/15/2023 DD 01/14/13 | 870,000 | 903,621 | |
| | ADT SECURITY CORP/THE 144A | 4.125% 08/01/2029 DD 07/29/21 | 360,000 | 354,600 | |
| | AEP TRANSMISSION CO LLC | 3.150% 09/15/2049 DD 09/11/19 | 175,000 | 178,159 | |
| | AERCAP IRELAND CAPITAL DAC / A | 1.150% 10/29/2023 DD 10/29/21 | 1,000,000 | 995,670 | |
| | AERCAP IRELAND CAPITAL DAC / A | 1.650% 10/29/2024 DD 10/29/21 | 1,753,000 | 1,749,820 | |
| | AERCAP IRELAND CAPITAL DAC / A | 1.750% 01/30/2026 DD 01/13/21 | 853,000 | 836,632 | |
| | AERCAP IRELAND CAPITAL DAC / A | 3.500% 05/26/2022 DD 01/26/17 | 350,000 | 353,094 | |
| | AERCAP IRELAND CAPITAL DAC / A | 4.125% 07/03/2023 DD 06/12/18 | 382,000 | 396,751 | |
| | AERCAP IRELAND CAPITAL DAC / A | 4.450% 10/01/2025 DD 08/21/18 | 237,000 | 255,080 | |
| | AERCAP IRELAND CAPITAL DAC / A | 4.625% 07/01/2022 DD 06/25/15 | 150,000 | 152,925 | |
| | AERCAP IRELAND CAPITAL DAC / A | 4.875% 01/16/2024 DD 01/16/19 | 295,000 | 313,720 | |
| | AERCAP IRELAND CAPITAL DAC / A | 6.500% 07/15/2025 DD 06/08/20 | 150,000 | 171,411 | |
| | AERCAP IRELAND CAPITAL DAC / A | VAR RT 09/29/2023 DD 10/29/21 | 1,000,000 | 1,000,176 | |
| | AETNA INC | 6.625% 06/15/2036 DD 06/09/06 | 65,000 | 92,142 | |
| | AGILENT TECHNOLOGIES INC | 2.300% 03/12/2031 DD 03/12/21 | 352,000 | 348,561 | |
| | AIG GLOBAL FUNDING 144A | 0.800% 07/07/2023 DD 07/07/20 | 332,000 | 331,424 | |
| | AIR LEASE CORP | 0.700% 02/15/2024 DD 01/26/21 | 2,430,000 | 2,391,460 | |
| | AIR LEASE CORP | 0.800% 08/18/2024 DD 08/18/21 | 505,000 | 494,674 | |
| | AIR LEASE CORP | 2.300% 02/01/2025 DD 01/14/20 | 90,000 | 91,237 | |
| | AIR LEASE CORP | 2.625% 07/01/2022 DD 06/12/17 | 520,000 | 524,175 | |
| | AIR LEASE CORP | 2.875% 01/15/2026 DD 08/17/20 | 404,000 | 416,702 | |
| | AIR LEASE CORP | 3.375% 07/01/2025 DD 06/24/20 | 300,000 | 313,026 | |
| | AIR LEASE CORP | 3.500% 01/15/2022 DD 09/17/18 | 500,000 | 500,440 | |
| | AIRCASTLE LTD 144A | VAR RT 12/31/2049 DD 06/08/21 | 50,000 | 51,000 | |
| | ALABAMA POWER CO | 3.450% 10/01/2049 DD 09/17/19 | 280,000 | 296,676 | |
| | ALCOA NEDERLAND HOLDING B 144A | 5.500% 12/15/2027 DD 07/13/20 | 200,000 | 214,000 | |
| | ALIMENTATION COUCHE-TARD 144A | 3.439% 05/13/2041 DD 05/13/21 | 171,000 | 176,000 | |
| | ALLEGHENY TECHNOLOGIES INC | 4.875% 10/01/2029 DD 09/14/21 | 85,000 | 85,085 | |
| | ALLEGHENY TECHNOLOGIES INC | 5.125% 10/01/2031 DD 09/14/21 | 90,000 | 90,675 | |
| | ALLY FINANCIAL INC | 3.050% 06/05/2023 DD 06/03/20 | 1,746,000 | 1,790,109 | |
| | ALLY FINANCIAL INC | 5.125% 09/30/2024 DD 09/29/14 | 850,000 | 928,724 | |
| | ALTICE FRANCE SA/FRANCE 144A | 5.125% 01/15/2029 DD 09/18/20 | 400,000 | 390,000 | |
| | ALTRIA GROUP INC | 5.800% 02/14/2039 DD 02/14/19 | 1,556,000 | 1,870,283 | |
| | AMCOR FLEXIBLES NORTH AMERICA | 2.690% 05/25/2031 DD 05/25/21 | 308,000 | 312,167 | |
| | AMEREN ILLINOIS CO | 2.900% 06/15/2051 DD 06/29/21 | 175,000 | 177,409 | |
| | AMERICAN AIRLINES 2016-1 CLASS | 3.575% 07/15/2029 DD 01/19/16 | 228,562 | 232,085 | |
| | AMERICAN AIRLINES 2019-1 CLASS | 3.150% 08/15/2033 DD 08/15/19 | 215,898 | 217,998 | |
| | AMERICAN AIRLINES GROUP I 144A | 5.000% 06/01/2022 DD 05/20/19 | 20,000 | 20,041 | |
| | AMERICAN AIRLINES INC 144A | 11.750% 07/15/2025 DD 06/30/20 | 130,000 | 160,388 | |
| | AMERICAN AIRLINES INC/AAD 144A | 5.500% 04/20/2026 DD 03/24/21 | 155,000 | 161,181 | |
| | AMERICAN AIRLINES INC/AAD 144A | 5.750% 04/20/2029 DD 03/24/21 | 885,000 | 945,817 | |
| | AMERICAN INTERNATIONAL GROUP I | 4.800% 07/10/2045 DD 07/10/15 | 425,000 | 544,565 | |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|--------------------------------|-------------------------------|-----------|--------------|-----|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| | AMERICAN TOWER CORP | 1.300% 09/15/2025 DD 06/03/20 | 388,000 | 382,086 | |
| | AMERICAN TOWER CORP | 1.500% 01/31/2028 DD 11/20/20 | 227,000 | 217,173 | |
| | AMERICAN TOWER CORP | 2.100% 06/15/2030 DD 06/03/20 | 244,000 | 234,933 | |
| | AMERICAN TOWER CORP | 2.700% 04/15/2031 DD 03/29/21 | 69,000 | 69,210 | |
| | AMERICAN TOWER CORP | 3.500% 01/31/2023 DD 01/08/13 | 800,000 | 821,489 | |
| | AMERICAN TOWER CORP | 3.800% 08/15/2029 DD 06/13/19 | 444,000 | 483,031 | |
| | AMERICAN TOWER CORP | 5.000% 02/15/2024 DD 08/19/13 | 325,000 | 349,696 | |
| | AMGEN INC | 4.400% 05/01/2045 DD 05/01/15 | 371,000 | 442,701 | |
| | AMGEN INC | 5.150% 11/15/2041 DD 11/10/11 | 10,000 | 12,719 | |
| | ANGI GROUP LLC 144A | 3.875% 08/15/2028 DD 08/20/20 | 75,000 | 73,313 | |
| | ANGLO AMERICAN CAPITAL PL 144A | 4.000% 09/11/2027 DD 09/11/17 | 449,000 | 482,744 | |
| | ANHEUSER-BUSCH COS LLC / ANHEU | 4.700% 02/01/2036 DD 02/01/19 | 2,602,000 | 3,140,120 | |
| | ANHEUSER-BUSCH INBEV WORLDWIDE | 4.750% 01/23/2029 DD 01/23/19 | 242,000 | 281,672 | |
| | ANTERO RESOURCES CORP 144A | 7.625% 02/01/2029 DD 01/26/21 | 75,000 | 83,250 | |
| | ANTHEM INC | 0.450% 03/15/2023 DD 03/17/21 | 1,212,000 | 1,207,031 | |
| | ANTHEM INC | 2.950% 12/01/2022 DD 11/21/17 | 722,000 | 736,070 | |
| | ANTHEM INC | 3.125% 05/15/2022 DD 05/07/12 | 1,000,000 | 1,009,451 | |
| | AON CORP | 2.800% 05/15/2030 DD 05/15/20 | 625,000 | 644,111 | |
| | AON CORP | 4.500% 12/15/2028 DD 12/03/18 | 316,000 | 359,632 | |
| | APACHE CORP | 4.250% 01/15/2030 DD 06/19/19 | 130,000 | 141,076 | |
| | APACHE CORP | 5.350% 07/01/2049 DD 06/19/19 | 140,000 | 159,950 | |
| | ARAMARK SERVICES INC 144A | 5.000% 02/01/2028 DD 01/18/18 | 35,000 | 36,181 | |
| | ARAMARK SERVICES INC 144A | 6.375% 05/01/2025 DD 04/27/20 | 185,000 | 193,325 | |
| | ARCHES BUYER INC 144A | 6.125% 12/01/2028 DD 12/04/20 | 30,000 | 30,187 | |
| | ARD FINANCE SA 144A | 6.500% 06/30/2027 DD 11/20/19 | 200,000 | 206,000 | |
| | ARDAGH PACKAGING FINANCE 144A | 5.250% 08/15/2027 DD 06/02/20 | 315,000 | 316,969 | |
| | ASBURY AUTOMOTIVE GROUP INC | 4.500% 03/01/2028 DD 09/01/20 | 44,000 | 44,880 | |
| | ASBURY AUTOMOTIVE GROUP INC | 4.750% 03/01/2030 DD 09/01/20 | 47,000 | 47,764 | |
| | ASCENT RESOURCES UTICA HO 144A | 7.000% 11/01/2026 DD 10/11/18 | 95,000 | 96,306 | |
| | ASSUREDPARTNERS INC 144A | 5.625% 01/15/2029 DD 12/10/20 | 70,000 | 68,075 | |
| | AT HOME GROUP INC 144A | 4.875% 07/15/2028 DD 07/12/21 | 55,000 | 54,175 | |
| | AT&T INC | 0.900% 03/25/2024 DD 03/23/21 | 2,070,000 | 2,060,649 | |
| | AT&T INC | 1.650% 02/01/2028 DD 08/04/20 | 178,000 | 174,231 | |
| | AT&T INC | 3.000% 06/30/2022 DD 05/04/15 | 200,000 | 201,524 | |
| | AT&T INC | 3.500% 02/01/2061 DD 08/04/20 | 106,000 | 104,231 | |
| | AT&T INC | 3.800% 12/01/2057 DD 06/01/21 | 380,000 | 395,603 | |
| | AT&T INC | 4.300% 02/15/2030 DD 08/15/18 | 1,048,000 | 1,179,513 | |
| | AT&T INC | 4.350% 03/01/2029 DD 02/19/19 | 256,000 | 287,559 | |
| | AT&T INC | 4.750% 05/15/2046 DD 05/04/15 | 686,000 | 828,438 | |
| | AT&T INC | 5.150% 02/15/2050 DD 08/14/18 | 427,000 | 545,511 | |
| | AT&T INC | VAR RT 06/15/2042 DD 06/05/19 | 653,000 | 786,663 | |
| | AT&T INC 144A | 0.000% 11/27/2022 DD 11/27/07 | 1,000,000 | 993,381 | |
| | ATMOS ENERGY CORP | 0.625% 03/09/2023 DD 03/09/21 | 665,000 | 662,449 | |
| | ATMOS ENERGY CORP | VAR RT 03/09/2023 DD 03/09/21 | 784,000 | 783,974 | |
| | AUTODESK INC | 2.850% 01/15/2030 DD 01/14/20 | 535,000 | 552,183 | |
| | AVIENT CORP 144A | 5.750% 05/15/2025 DD 05/13/20 | 125,000 | 130,313 | |
| | AVIS BUDGET CAR RENTAL LL 144A | 5.750% 07/15/2027 DD 07/15/20 | 120,000 | 124,500 | |
| | AVOLON HOLDINGS FUNDING L 144A | 3.625% 05/01/2022 DD 04/16/19 | 142,000 | 142,916 | |
| | BA CREDIT CARD TRUST A1 A1 | 0.340% 05/15/2026 DD 12/17/20 | 1,475,000 | 1,455,550 | |
| | BALL CORP | 2.875% 08/15/2030 DD 08/13/20 | 476,000 | 461,720 | |
| | BAMLL COMMERCIAL M SCH AL 144A | VAR RT 11/15/2032 DD 12/15/17 | 1,460,000 | 1,455,520 | |
| | BANCO DE CREDITO DEL PERU 144A | VAR RT 07/01/2030 DD 07/01/20 | 161,000 | 158,989 | |
| | BANCO INBURSA SA INSTITUC 144A | 4.125% 06/06/2024 DD 06/06/14 | 150,000 | 156,377 | |
| | BANCO SANTANDER SA | 3.848% 04/12/2023 DD 04/12/18 | 800,000 | 827,474 | |
| | BANK OF AMERICA CORP | 4.450% 03/03/2026 DD 03/03/16 | 601,000 | 661,675 | |
| | BANK OF AMERICA CORP | VAR RT 03/11/2027 DD 03/11/21 | 115,000 | 114,193 | |
| | BANK OF AMERICA CORP | VAR RT 06/14/2024 DD 06/14/21 | 505,000 | 501,649 | |
| | BANK OF AMERICA CORP | VAR RT 06/19/2041 DD 06/19/20 | 244,000 | 234,867 | |
| | BANK OF AMERICA CORP | VAR RT 12/20/2023 DD 12/20/17 | 5,000,000 | 5,103,348 | |
| * | BANK OF NEW YORK MELLON CORP/T | VAR RT 12/31/2049 DD 11/03/20 | 280,000 | 286,300 | |
| | BARCLAYS PLC | 3.684% 01/10/2023 DD 01/10/17 | 214,000 | 214,099 | |
| | BARCLAYS PLC | VAR RT 02/15/2023 DD 11/15/18 | 342,000 | 343,463 | |
| | BARCLAYS PLC | VAR RT 03/10/2042 DD 03/10/21 | 400,000 | 426,439 | |
| | BARCLAYS PLC | VAR RT 05/07/2026 DD 05/07/20 | 649,000 | 669,350 | |
| | BARCLAYS PLC | VAR RT 05/16/2024 DD 05/16/18 | 3,000,000 | 3,122,927 | |
| | BARCLAYS PLC | VAR RT 12/10/2024 DD 12/10/20 | 1,312,000 | 1,302,428 | |
| | BAT CAPITAL CORP | 2.764% 08/15/2022 DD 08/15/18 | 478,000 | 483,090 | |
| | BAT CAPITAL CORP | 3.215% 09/06/2026 DD 09/06/19 | 156,000 | 162,340 | |
| | BAT CAPITAL CORP | 3.222% 08/15/2024 DD 08/15/18 | 1,200,000 | 1,247,213 | |
| | BAT CAPITAL CORP | 4.758% 09/06/2049 DD 09/06/19 | 521,000 | 559,425 | |
| | BAT INTERNATIONAL FINANCE PLC | 1.668% 03/25/2026 DD 09/25/20 | 1,000,000 | 981,649 | |
| | BATH & BODY WORKS INC | 5.250% 02/01/2028 DD 01/23/18 | 70,000 | 77,350 | |
| | BATH & BODY WORKS INC 144A | 6.625% 10/01/2030 DD 09/30/20 | 55,000 | 62,288 | |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|--------------------------------|--------------------------------|-----------|--------------|-----|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| | BAUSCH HEALTH COS INC 144A | 5.000% 01/30/2028 DD 12/30/19 | 410,000 | 377,200 | |
| | BAUSCH HEALTH COS INC 144A | 5.250% 01/30/2030 DD 12/30/19 | 210,000 | 184,800 | |
| | BAUSCH HEALTH COS INC 144A | 5.250% 02/15/2031 DD 12/03/20 | 270,000 | 237,263 | |
| | BAUSCH HEALTH COS INC 144A | 5.500% 11/01/2025 DD 10/17/17 | 224,000 | 227,640 | |
| | BAUSCH HEALTH COS INC 144A | 7.250% 05/30/2029 DD 05/23/19 | 85,000 | 84,150 | |
| | BAUSCH HEALTH COS INC 144A | 9.000% 12/15/2025 DD 12/18/17 | 20,000 | 21,064 | |
| | BAXTER INTERNATIONAL INC 144A | 1.322% 11/29/2024 DD 12/01/21 | 314,000 | 313,560 | |
| | BAYER US FINANCE II LLC 144A | 4.250% 12/15/2025 DD 06/25/18 | 1,000,000 | 1,081,588 | |
| | BAYER US FINANCE LLC 144A | 3.375% 10/08/2024 DD 10/08/14 | 400,000 | 418,076 | |
| | BAYTEX ENERGY CORP 144A | 8.750% 04/01/2027 DD 02/05/20 | 140,000 | 146,650 | |
| | BEAZER HOMES USA INC | 5.875% 10/15/2027 DD 10/10/17 | 280,000 | 292,950 | |
| | BHARTI AIRTEL LTD 144A | 3.250% 06/03/2031 DD 03/03/21 | 231,000 | 233,563 | |
| | BIOGEN INC | 3.150% 05/01/2050 DD 04/30/20 | 240,000 | 230,679 | |
| | BLOCK COMMUNICATIONS INC 144A | 4.875% 03/01/2028 DD 02/25/20 | 45,000 | 45,000 | |
| | BLOOMIN' BRANDS INC / OSI 144A | 5.125% 04/15/2029 DD 04/16/21 | 70,000 | 71,089 | |
| | BMW US CAPITAL LLC 144A | 3.450% 04/12/2023 DD 04/12/18 | 500,000 | 515,601 | |
| | BNP PARIBAS SA 144A | VAR RT 11/19/2025 DD 11/19/19 | 429,000 | 441,502 | |
| | BOEING CO/THE | 1.167% 02/04/2023 DD 02/04/21 | 864,000 | 864,089 | |
| | BOEING CO/THE | 1.950% 02/01/2024 DD 11/02/20 | 500,000 | 505,674 | |
| | BOEING CO/THE | 4.875% 05/01/2025 DD 05/04/20 | 500,000 | 547,035 | |
| | BOEING CO/THE | 5.930% 05/01/2060 DD 05/04/20 | 66,000 | 91,587 | |
| | BOISE CASCADE CO 144A | 4.875% 07/01/2030 DD 07/27/20 | 10,000 | 10,550 | |
| | BOMBARDIER INC 144A | 6.000% 02/15/2028 DD 08/12/21 | 110,000 | 110,333 | |
| | BOMBARDIER INC 144A | 7.125% 06/15/2026 DD 06/08/21 | 425,000 | 440,899 | |
| | BOSTON SCIENTIFIC CORP | 2.650% 06/01/2030 DD 05/18/20 | 55,000 | 56,068 | |
| | BOYD GAMING CORP | 4.750% 12/01/2027 DD 06/01/20 | 195,000 | 198,900 | |
| | BOYD GAMING CORP 144A | 4.750% 06/15/2031 DD 06/08/21 | 110,000 | 112,200 | |
| | BROADCOM CORP / BROADCOM CAYMA | 3.875% 01/15/2027 DD 01/15/18 | 311,000 | 337,215 | |
| | BROADCOM INC | 3.459% 09/15/2026 DD 05/21/20 | 82,000 | 87,295 | |
| | BROADCOM INC | 3.625% 10/15/2024 DD 04/15/20 | 700,000 | 740,405 | |
| | BROADCOM INC | 4.150% 11/15/2030 DD 05/08/20 | 1,367,000 | 1,516,080 | |
| | BROADCOM INC | 5.000% 04/15/2030 DD 04/09/20 | 108,000 | 125,736 | |
| | BROADSTREET PARTNERS INC 144A | 5.875% 04/15/2029 DD 04/21/21 | 85,000 | 83,513 | |
| | BROOKFIELD RESIDENTIAL PR 144A | 4.875% 02/15/2030 DD 02/26/20 | 115,000 | 117,623 | |
| | BRUNDAGE-BONE CONCRETE PU 144A | 6.000% 02/01/2026 DD 01/28/21 | 90,000 | 93,600 | |
| | BUCKEYE PARTNERS LP | 5.600% 10/15/2044 DD 09/12/14 | 50,000 | 48,685 | |
| | BUCKEYE PARTNERS LP | 5.850% 11/15/2043 DD 11/14/13 | 35,000 | 34,344 | |
| | BUILDERS FIRSTSOURCE INC 144A | 4.250% 02/01/2032 DD 07/23/21 | 200,000 | 207,040 | |
| | BUILDERS FIRSTSOURCE INC 144A | 5.000% 03/01/2030 DD 02/11/20 | 145,000 | 155,568 | |
| | BURLINGTON NORTHERN SANTA FE L | 4.150% 12/15/2048 DD 08/02/18 | 382,000 | 469,928 | |
| | CAESARS ENTERTAINMENT INC 144A | 8.125% 07/01/2027 DD 07/06/20 | 165,000 | 182,728 | |
| | CALIFORNIA RESOURCES CORP 144A | 7.125% 02/01/2026 DD 01/20/21 | 30,000 | 31,166 | |
| | CALLON PETROLEUM CO 144A | 8.000% 08/01/2028 DD 07/06/21 | 195,000 | 196,950 | |
| | CALPINE CORP REGS | 5.125% 03/15/2028 | 420,000 | 426,367 | |
| | CALUMET SPECIALTY PRODUCT 144A | 11.000% 04/15/2025 DD 10/11/19 | 40,000 | 43,150 | |
| | CANADIAN IMPERIAL BANK OF COMM | 0.950% 06/23/2023 DD 06/23/20 | 1,500,000 | 1,501,829 | |
| | CANADIAN NATURAL RESOURCES LTD | 2.050% 07/15/2025 DD 06/24/20 | 564,000 | 569,391 | |
| | CAPITAL ONE FINANCIAL CORP | 3.800% 01/31/2028 DD 01/30/18 | 304,000 | 330,956 | |
| | CARGO AIRCRAFT MANAGEMENT 144A | 4.750% 02/01/2028 DD 01/28/20 | 550,000 | 559,746 | |
| | CARMAX AUTO OWNER TRUST 2 1 A3 | 0.340% 12/15/2025 DD 01/27/21 | 734,000 | 727,527 | |
| | CARNIVAL CORP 144A | 5.750% 03/01/2027 DD 02/16/21 | 480,000 | 480,000 | |
| | CARNIVAL CORP 144A | 6.000% 05/01/2029 DD 11/02/21 | 165,000 | 164,175 | |
| | CARPENTER TECHNOLOGY CORP | 6.375% 07/15/2028 DD 07/24/20 | 15,000 | 15,946 | |
| | CARRIER GLOBAL CORP | 2.242% 02/15/2025 DD 08/15/20 | 272,000 | 278,523 | |
| | CARVANA CO 144A | 4.875% 09/01/2029 DD 08/16/21 | 95,000 | 90,488 | |
| | CARVANA CO 144A | 5.500% 04/15/2027 DD 03/29/21 | 135,000 | 133,650 | |
| | CARVANA CO 144A | 5.875% 10/01/2028 DD 10/02/20 | 25,000 | 24,906 | |
| | CC HOLDINGS GS V LLC / CROWN C | 3.849% 04/15/2023 DD 04/15/13 | 1,982,000 | 2,050,987 | |
| | CCO HOLDINGS LLC / CCO HO 144A | 4.250% 02/01/2031 DD 07/09/20 | 1,130,000 | 1,139,921 | |
| | CCO HOLDINGS LLC / CCO HO 144A | 4.500% 08/15/2030 DD 02/18/20 | 380,000 | 388,812 | |
| | CCO HOLDINGS LLC / CCO HO 144A | 5.375% 06/01/2029 DD 05/23/19 | 190,000 | 205,036 | |
| | CCO HOLDINGS LLC / CCO HOLDING | 4.500% 05/01/2032 DD 05/01/21 | 90,000 | 92,588 | |
| | CEDAR FAIR LP / CANADA'S WONDE | 6.500% 10/01/2028 DD 04/01/21 | 110,000 | 117,150 | |
| | CELULOSA ARAUCO Y CONSTIT 144A | 4.200% 01/29/2030 DD 10/29/19 | 200,000 | 213,500 | |
| | CEMEX SAB DE CV 144A | 3.875% 07/11/2031 DD 01/12/21 | 200,000 | 199,266 | |
| | CEMEX SAB DE CV 144A | 5.200% 09/17/2030 DD 09/17/20 | 220,000 | 236,225 | |
| | CEMEX SAB DE CV 144A | VAR RT 12/31/2049 DD 06/08/21 | 200,000 | 207,000 | |
| | CENOVUS ENERGY INC | 3.750% 02/15/2052 DD 09/13/21 | 18,000 | 18,044 | |
| | CENOVUS ENERGY INC | 5.400% 06/15/2047 DD 04/07/17 | 50,000 | 62,247 | |
| | CENTENNIAL RESOURCE PRODU 144A | 6.875% 04/01/2027 DD 03/15/19 | 80,000 | 81,600 | |
| | CENTERPOINT ENERGY RESOURCES C | VAR RT 03/02/2023 DD 03/02/21 | 1,045,000 | 1,042,566 | |
| | CHARTER COMMUNICATIONS OPERATI | 4.464% 07/23/2022 DD 07/23/16 | 750,000 | 761,070 | |
| | CHARTER COMMUNICATIONS OPERATI | 5.375% 05/01/2047 DD 11/01/17 | 201,000 | 239,915 | |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|---------------------------------|-------------------------------|-----------|--------------|-----|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| | CHEMOURS CO/THE | 5.375% 05/15/2027 DD 05/23/17 | 105,000 | 112,350 | |
| | CHENIERE CORPUS CHRISTI HOLDIN | 5.125% 06/30/2027 DD 05/19/17 | 736,000 | 830,442 | |
| | CHENIERE ENERGY PARTNERS LP | 4.000% 03/01/2031 DD 09/01/21 | 1,050,000 | 1,101,398 | |
| | CHENIERE ENERGY PARTNERS LP | 4.500% 10/01/2029 DD 04/01/20 | 115,000 | 121,900 | |
| | CHEPLAPHARM ARZNEIMITTEL 144A | 5.500% 01/15/2028 DD 10/15/20 | 200,000 | 202,500 | |
| | CHESAPEAKE ENERGY CORP 144A | 5.500% 02/01/2026 DD 02/05/21 | 30,000 | 31,575 | |
| | CHESAPEAKE ENERGY CORP 144A | 6.750% 04/15/2029 DD 04/07/21 | 85,000 | 92,225 | |
| | CHEVRON CORP | 1.141% 05/11/2023 DD 05/11/20 | 836,000 | 840,700 | |
| | CHEVRON PHILLIPS CHEMICAL 144A | 3.300% 05/01/2023 DD 03/08/18 | 604,000 | 621,990 | |
| | CHINA EVERGRANDE GROUP REGS | 8.750% 06/28/2025 | 200,000 | 30,000 | |
| | CHS/COMMUNITY HEALTH SYST 144A | 6.875% 04/15/2029 DD 02/02/21 | 115,000 | 117,156 | |
| | CHS/COMMUNITY HEALTH SYST 144A | 8.000% 03/15/2026 DD 03/06/19 | 330,000 | 346,913 | |
| | CIA DE MINAS BUENAVENTURA 144A | 5.500% 07/23/2026 DD 07/23/21 | 200,000 | 195,200 | |
| | CIBANCO SA IBM / PLA ADM I 144A | 4.962% 07/18/2029 DD 07/18/19 | 200,000 | 216,002 | |
| | CIGNA CORP | 0.613% 03/15/2024 DD 03/03/21 | 290,000 | 287,583 | |
| | CINEMARK USA INC 144A | 5.250% 07/15/2028 DD 06/15/21 | 85,000 | 82,875 | |
| | CITIGROUP INC | 3.700% 01/12/2026 DD 01/12/16 | 521,000 | 563,344 | |
| | CITIGROUP INC | VAR RT 01/29/2031 DD 01/29/20 | 563,000 | 571,522 | |
| | CITIGROUP INC | VAR RT 04/08/2026 DD 04/08/20 | 1,000,000 | 1,048,327 | |
| | CITIGROUP INC | VAR RT 06/03/2031 DD 06/03/20 | 132,000 | 133,142 | |
| | CITIGROUP INC | VAR RT 07/24/2023 DD 07/24/17 | 100,000 | 101,201 | |
| | CLARIOS GLOBAL LP / CLARI 144A | 8.500% 05/15/2027 DD 04/01/19 | 75,000 | 79,500 | |
| | CLARIVATE SCIENCE HOLDING 144A | 4.875% 07/01/2029 DD 06/24/21 | 145,000 | 147,047 | |
| | CLEAR CHANNEL OUTDOOR HOL 144A | 7.500% 06/01/2029 DD 06/01/21 | 35,000 | 37,363 | |
| | CLEAR CHANNEL OUTDOOR HOL 144A | 7.750% 04/15/2028 DD 02/17/21 | 155,000 | 165,850 | |
| | CLECO POWER LLC 144A | VAR RT 06/15/2023 DD 09/10/21 | 977,000 | 976,252 | |
| | CLEVELAND-CLIFFS INC 144A | 4.625% 03/01/2029 DD 02/17/21 | 135,000 | 137,700 | |
| | CLEVELAND-CLIFFS INC 144A | 6.750% 03/15/2026 DD 03/13/20 | 40,000 | 42,350 | |
| | CLEVELAND-CLIFFS INC 144A | 9.875% 10/17/2025 DD 04/17/20 | 64,000 | 72,435 | |
| | COBRA ACQUISITIONCO LLC 144A | 6.375% 11/01/2029 DD 10/15/21 | 255,000 | 251,813 | |
| | COCA-COLA CO/THE | 2.125% 09/06/2029 DD 09/06/19 | 321,000 | 326,310 | |
| | COINBASE GLOBAL INC 144A | 3.625% 10/01/2031 DD 09/17/21 | 40,000 | 36,800 | |
| | COMCAST CORP | 2.650% 02/01/2030 DD 11/05/19 | 1,336,000 | 1,385,559 | |
| | COMM 2014-CCRE18 MORT CR18 ASB | 3.452% 07/15/2047 DD 06/01/14 | 674,514 | 688,040 | |
| | COMMScope INC 144A | 7.125% 07/01/2028 DD 07/01/20 | 70,000 | 68,775 | |
| | COMMScope TECHNOLOGIES LL 144A | 5.000% 03/15/2027 DD 03/13/17 | 1,180,000 | 1,103,300 | |
| | COMMScope TECHNOLOGIES LL 144A | 6.000% 06/15/2025 DD 06/11/15 | 57,000 | 57,000 | |
| | COMSTOCK RESOURCES INC 144A | 6.750% 03/01/2029 DD 03/04/21 | 70,000 | 75,922 | |
| | CONAGRA BRANDS INC | 0.500% 08/11/2023 DD 08/12/21 | 791,000 | 784,190 | |
| | CONNECT FINCO SARL / CONN 144A | 6.750% 10/01/2026 DD 10/07/19 | 200,000 | 210,250 | |
| | CONSOLIDATED ENERGY FINAN 144A | 6.500% 05/15/2026 DD 05/07/18 | 150,000 | 152,813 | |
| | CONSORCIO TRANSMANTARO SA 144A | 4.700% 04/16/2034 DD 04/16/19 | 200,000 | 219,752 | |
| | CONSUMERS ENERGY CO | 2.650% 08/15/2052 DD 08/12/21 | 111,000 | 107,971 | |
| | CONSUMERS ENERGY CO | 3.800% 11/15/2028 DD 11/13/18 | 104,000 | 115,656 | |
| | CORNERSTONE BUILDING BRAN 144A | 6.125% 01/15/2029 DD 09/24/20 | 110,000 | 117,574 | |
| | CORNING INC | 4.375% 11/15/2057 DD 11/13/17 | 99,000 | 117,694 | |
| | CORP NACIONAL DEL COBRE D 144A | 3.750% 01/15/2031 DD 05/06/20 | 200,000 | 213,026 | |
| | COTY INC 144A | 6.500% 04/15/2026 DD 04/05/18 | 15,000 | 15,469 | |
| | COTY INC/HFC PRESTIGE PRO 144A | 4.750% 01/15/2029 DD 11/30/21 | 180,000 | 182,925 | |
| | COX COMMUNICATIONS INC 144A | 3.600% 06/15/2051 DD 06/02/21 | 137,000 | 143,471 | |
| | CP ATLAS BUYER INC 144A | 7.000% 12/01/2028 DD 11/25/20 | 40,000 | 39,800 | |
| | CQP HOLDCO LP / BIP-V CHI 144A | 5.500% 06/15/2031 DD 06/03/21 | 250,000 | 260,938 | |
| | CREDIT SUISSE GROUP AG 144A | VAR RT 05/14/2032 DD 05/14/21 | 333,000 | 338,845 | |
| | CREDIT SUISSE GROUP AG 144A | VAR RT 06/05/2026 DD 06/05/20 | 88,000 | 88,492 | |
| | CREDIT SUISSE GROUP FUNDING GU | 3.800% 09/15/2022 DD 09/15/15 | 697,000 | 712,040 | |
| | CRESCENT ENERGY FINANCE L 144A | 7.250% 05/01/2026 DD 05/06/21 | 100,000 | 103,875 | |
| | CROWN CASTLE INTERNATIONAL COR | 3.100% 11/15/2029 DD 08/15/19 | 384,000 | 400,940 | |
| | CROWN CASTLE INTERNATIONAL COR | 3.700% 06/15/2026 DD 05/06/16 | 136,000 | 145,751 | |
| | CROWN CASTLE INTERNATIONAL COR | 3.800% 02/15/2028 DD 01/16/18 | 243,000 | 264,407 | |
| | CSX CORP | 2.500% 05/15/2051 DD 12/10/20 | 214,000 | 197,715 | |
| | CSX CORP | 2.600% 11/01/2026 DD 10/18/16 | 307,000 | 319,984 | |
| | CSX CORP | 3.250% 06/01/2027 DD 05/01/17 | 180,000 | 193,014 | |
| | CVR ENERGY INC 144A | 5.250% 02/15/2025 DD 01/27/20 | 45,000 | 43,425 | |
| | CVS HEALTH CORP | 3.000% 08/15/2026 DD 08/15/19 | 183,000 | 193,233 | |
| | CVS HEALTH CORP | 3.625% 04/01/2027 DD 03/31/20 | 571,000 | 619,592 | |
| | CVS HEALTH CORP | 4.300% 03/25/2028 DD 03/09/18 | 120,000 | 134,662 | |
| | CVS HEALTH CORP | 5.125% 07/20/2045 DD 07/20/15 | 557,000 | 724,024 | |
| | CVS HEALTH CORP | 6.250% 06/01/2027 DD 05/25/07 | 64,000 | 77,341 | |
| | DAIMLER FINANCE NORTH AME 144A | 3.300% 05/19/2025 DD 05/18/15 | 195,000 | 205,614 | |
| | DANA INC | 4.250% 09/01/2030 DD 05/13/21 | 40,000 | 40,550 | |
| | DANSKE BANK A/S 144A | 3.875% 09/12/2023 DD 06/12/18 | 1,000,000 | 1,040,077 | |
| | DANSKE BANK A/S 144A | 5.375% 01/12/2024 DD 01/16/19 | 300,000 | 322,938 | |
| | DAVITA INC 144A | 3.750% 02/15/2031 DD 08/11/20 | 175,000 | 170,508 | |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|--------------------------------|--------------------------------|-----------|--------------|-----------|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| | DCP MIDSTREAM OPERATING LP | 5.125% 05/15/2029 DD 05/10/19 | 25,000 | | 28,250 |
| | DCP MIDSTREAM OPERATING LP | 5.375% 07/15/2025 DD 07/17/18 | 40,000 | | 43,700 |
| | DCP MIDSTREAM OPERATING LP | 5.625% 07/15/2027 DD 06/24/20 | 150,000 | | 169,500 |
| | DELL INTERNATIONAL LLC / EMC C | 5.450% 06/15/2023 DD 06/15/21 | 862,000 | | 909,318 |
| | DELL INTERNATIONAL LLC / EMC C | 8.350% 07/15/2046 DD 01/15/21 | 32,000 | | 53,200 |
| | DELTA AIR LINES INC | 2.900% 10/28/2024 DD 10/28/19 | 1,000,000 | | 1,019,635 |
| | DELTA AIR LINES INC | 7.375% 01/15/2026 DD 06/12/20 | 82,000 | | 96,538 |
| | DELUXE CORP 144A | 8.000% 06/01/2029 DD 06/01/21 | 85,000 | | 88,825 |
| | DEUTSCHE BANK AG | 4.100% 01/13/2026 DD 01/13/16 | 171,000 | | 183,420 |
| | DEUTSCHE BANK AG/NEW YORK NY | 0.962% 11/08/2023 DD 11/08/21 | 925,000 | | 923,353 |
| | DEUTSCHE BANK AG/NEW YORK NY | VAR RT 04/01/2025 DD 04/01/21 | 1,293,000 | | 1,284,974 |
| | DEUTSCHE BANK AG/NEW YORK NY | VAR RT 09/18/2024 DD 09/18/20 | 2,678,000 | | 2,712,446 |
| | DEUTSCHE BANK AG/NEW YORK NY | VAR RT 12/01/2032 DD 12/01/17 | 200,000 | | 216,094 |
| | DEVON ENERGY CORP | 4.750% 05/15/2042 DD 05/14/12 | 131,000 | | 151,676 |
| | DEVON ENERGY CORP | 5.000% 06/15/2045 DD 06/16/15 | 114,000 | | 137,794 |
| | DEVON ENERGY CORP | 5.850% 12/15/2025 DD 12/15/15 | 57,000 | | 65,173 |
| | DEVON ENERGY CORP | 5.875% 06/15/2028 DD 12/15/21 | 2,000 | | 2,166 |
| | DIAMOND BC BV 144A | 4.625% 10/01/2029 DD 09/29/21 | 55,000 | | 54,558 |
| | DIAMOND SPORTS GROUP LLC 144A | 6.625% 08/15/2027 DD 08/02/19 | 100,000 | | 28,000 |
| | DIAMONDBACK ENERGY INC | 3.125% 03/24/2031 DD 03/24/21 | 860,000 | | 886,359 |
| | DIAMONDBACK ENERGY INC | 3.250% 12/01/2026 DD 12/05/19 | 2,000 | | 2,109 |
| | DIAMONDBACK ENERGY INC | 4.400% 03/24/2051 DD 03/24/21 | 107,000 | | 122,644 |
| | DIRECTV FINANCING LLC / D 144A | 5.875% 08/15/2027 DD 08/02/21 | 415,000 | | 424,840 |
| | DISCOVER BANK | 3.350% 02/06/2023 DD 02/06/18 | 2,715,000 | | 2,779,942 |
| | DISH DBS CORP | 5.125% 06/01/2029 DD 05/24/21 | 180,000 | | 163,800 |
| | DISH DBS CORP | 5.875% 07/15/2022 DD 05/16/12 | 1,878,000 | | 1,908,518 |
| | DISH DBS CORP | 5.875% 11/15/2024 DD 11/20/14 | 45,000 | | 46,227 |
| | DISH DBS CORP | 7.375% 07/01/2028 DD 07/01/20 | 400,000 | | 405,000 |
| | DISH DBS CORP | 7.750% 07/01/2026 DD 06/13/16 | 295,000 | | 311,225 |
| | DISH NETWORK CORP | 0.000% 12/15/2025 DD 12/21/20 | 70,000 | | 70,350 |
| | DISH NETWORK CORP | 3.375% 08/15/2026 DD 08/08/16 | 1,610,000 | | 1,523,950 |
| | DLLAD 2021-1 LLC 1A A2 144A | 0.350% 09/20/2024 DD 07/28/21 | 843,000 | | 841,260 |
| | DOMINION ENERGY INC | VAR RT 09/15/2023 DD 09/17/20 | 712,000 | | 711,364 |
| | DOW CHEMICAL CO/THE | 5.550% 11/30/2048 DD 05/30/19 | 145,000 | | 203,438 |
| | DTE ELECTRIC CO | 3.950% 03/01/2049 DD 02/15/19 | 350,000 | | 413,592 |
| | DTE ENERGY CO | 2.250% 11/01/2022 DD 11/05/19 | 1,000,000 | | 1,013,190 |
| | DUKE ENERGY CAROLINAS LLC | 3.450% 04/15/2051 DD 04/01/21 | 185,000 | | 202,314 |
| | DUKE ENERGY CAROLINAS LLC | 3.950% 11/15/2028 DD 11/08/18 | 22,000 | | 24,553 |
| | DUKE ENERGY CORP | VAR RT 06/10/2023 DD 06/10/21 | 879,000 | | 878,038 |
| | DUKE ENERGY FLORIDA LLC | 1.750% 06/15/2030 DD 06/11/20 | 360,000 | | 345,465 |
| | DUKE ENERGY OHIO INC | 3.650% 02/01/2029 DD 01/08/19 | 307,000 | | 331,884 |
| | DUKE REALTY LP | 1.750% 02/01/2031 DD 01/21/21 | 420,000 | | 397,406 |
| | DUKE REALTY LP | 2.875% 11/15/2029 DD 11/15/19 | 71,000 | | 73,768 |
| | DUN & BRADSTREET CORP/THE 144A | 5.000% 12/15/2029 DD 12/20/21 | 55,000 | | 56,267 |
| | DUPONT DE NEMOURS INC | 4.205% 11/15/2023 DD 11/28/18 | 800,000 | | 845,977 |
| | DUPONT DE NEMOURS INC | 4.493% 11/15/2025 DD 11/28/18 | 683,000 | | 754,683 |
| | EASTERN ENERGY GAS HOLDINGS LL | 2.500% 11/15/2024 DD 11/21/19 | 206,000 | | 212,115 |
| | ECOPETROL SA | 4.125% 01/16/2025 DD 09/16/14 | 335,000 | | 340,447 |
| | ECOPETROL SA | 4.625% 11/02/2031 DD 11/02/21 | 95,000 | | 92,359 |
| | EDISON INTERNATIONAL | 5.750% 06/15/2027 DD 06/21/19 | 143,000 | | 163,042 |
| | EDVESTINU PRIVATE EDU A A 144A | 1.800% 11/25/2045 DD 03/11/21 | 193,449 | | 190,288 |
| | ELASTIC NV 144A | 4.125% 07/15/2029 DD 07/06/21 | 175,000 | | 173,142 |
| | EMBARQ CORP | 7.995% 06/01/2036 DD 05/17/06 | 50,000 | | 56,000 |
| | EMBRAER NETHERLANDS FINANCE BV | 5.400% 02/01/2027 DD 02/01/17 | 70,000 | | 72,888 |
| | EMPIRE COMMUNITIES CORP 144A | 7.000% 12/15/2025 DD 12/22/20 | 70,000 | | 72,450 |
| | ENCOMPASS HEALTH CORP | 4.750% 02/01/2030 DD 09/18/19 | 300,000 | | 309,000 |
| | ENDO DAC / ENDO FINANCE L 144A | 6.000% 06/30/2028 DD 06/16/20 | 89,000 | | 66,305 |
| | ENDO LUXEMBOURG FINANCE C 144A | 6.125% 04/01/2029 DD 03/25/21 | 75,000 | | 73,500 |
| | ENDURANCE INTERNATIONAL G 144A | 6.000% 02/15/2029 DD 02/10/21 | 250,000 | | 232,500 |
| | ENERGEAN ISRAEL FINANCE L 144A | 4.875% 03/30/2026 | 25,000 | | 24,781 |
| | ENERGEAN ISRAEL FINANCE L 144A | 5.375% 03/30/2028 | 15,000 | | 14,775 |
| | ENERGY TRANSFER LP | 3.600% 02/01/2023 DD 01/22/13 | 600,000 | | 611,639 |
| | ENERGY TRANSFER LP | 4.200% 09/15/2023 DD 06/08/18 | 303,000 | | 316,419 |
| | ENERGY TRANSFER LP | 4.250% 03/15/2023 DD 03/15/19 | 1,730,000 | | 1,777,734 |
| | ENERGY TRANSFER LP | 4.950% 06/15/2028 DD 06/08/18 | 480,000 | | 539,952 |
| | ENERGY TRANSFER LP | 5.250% 04/15/2029 DD 01/15/19 | 681,000 | | 780,017 |
| | ENERGY TRANSFER LP | 5.500% 06/01/2027 DD 12/01/18 | 799,000 | | 911,378 |
| | ENERGY TRANSFER LP / REGENCY E | 4.500% 11/01/2023 DD 11/01/13 | 238,000 | | 249,306 |
| | ENERGY TRANSFER LP / REGENCY E | 5.000% 10/01/2022 DD 07/25/14 | 330,000 | | 336,557 |
| | ENERGY VENTURES GOM LLC / 144A | 11.750% 04/15/2026 DD 04/15/21 | 51,000 | | 52,432 |
| | ENTERGY LOUISIANA LLC | 3.050% 06/01/2031 DD 05/19/16 | 205,000 | | 216,813 |
| | ENTERPRISE FLEET FIN 1 A2 144A | 1.780% 12/22/2025 DD 02/18/20 | 655,090 | | 660,018 |
| | ENTERPRISE PRODUCTS OPERATING | 4.200% 01/31/2050 DD 07/08/19 | 319,000 | | 357,597 |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|--------------------------------|-------------------------------|-----------|--------------|-----|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| | EQM MIDSTREAM PARTNERS LP 144A | 6.000% 07/01/2025 DD 06/18/20 | 125,000 | 135,938 | |
| | EQM MIDSTREAM PARTNERS LP 144A | 6.500% 07/01/2027 DD 06/18/20 | 130,000 | 145,600 | |
| | EQT CORP | 5.000% 01/15/2029 DD 11/16/20 | 5,000 | 5,538 | |
| | EQT CORP | VAR RT 02/01/2025 DD 01/21/20 | 35,000 | 39,463 | |
| | EQT CORP | VAR RT 02/01/2030 DD 01/21/20 | 190,000 | 244,150 | |
| | EQT CORP 144A | 3.125% 05/15/2026 DD 05/17/21 | 10,000 | 10,265 | |
| | EQT CORP 144A | 3.625% 05/15/2031 DD 05/17/21 | 25,000 | 25,938 | |
| | EQUINIX INC | 1.800% 07/15/2027 DD 06/22/20 | 119,000 | 117,064 | |
| | EQUINIX INC | 2.000% 05/15/2028 DD 05/17/21 | 637,000 | 625,202 | |
| | EQUITABLE FINANCIAL LIFE 144A | 0.500% 11/17/2023 DD 11/17/20 | 1,200,000 | 1,188,304 | |
| | EQUITABLE FINANCIAL LIFE 144A | 1.100% 11/12/2024 DD 11/12/21 | 1,200,000 | 1,185,550 | |
| | EQUITABLE HOLDINGS INC | 3.900% 04/20/2023 DD 10/20/18 | 61,000 | 63,122 | |
| | EVERI HOLDINGS INC 144A | 5.000% 07/15/2029 DD 07/15/21 | 45,000 | 45,450 | |
| | EVERSOURCE ENERGY | 3.150% 01/15/2025 DD 01/15/15 | 100,000 | 104,169 | |
| | EVERSOURCE ENERGY | VAR RT 08/15/2023 DD 08/13/21 | 1,200,000 | 1,198,982 | |
| | EXELON CORP | 5.625% 06/15/2035 DD 06/09/05 | 235,000 | 298,806 | |
| | FEDEX CORP | 4.250% 05/15/2030 DD 04/07/20 | 670,000 | 761,863 | |
| | FEDEX CORP | 4.900% 01/15/2034 DD 01/09/14 | 64,000 | 77,171 | |
| | FERRELLGAS LP / FERRELLGA 144A | 5.375% 04/01/2026 DD 03/30/21 | 80,000 | 77,200 | |
| | FIBRIA OVERSEAS FINANCE LTD | 5.500% 01/17/2027 DD 01/17/17 | 92,000 | 103,156 | |
| | FIDELITY NATIONAL INFORMATION | 3.100% 03/01/2041 DD 03/02/21 | 319,000 | 322,093 | |
| | FIFTH THIRD BANCORP | 2.600% 06/15/2022 DD 06/15/17 | 195,000 | 196,517 | |
| | FIRST QUANTUM MINERALS LT 144A | 6.875% 03/01/2026 DD 02/27/18 | 890,000 | 924,488 | |
| | FIRST QUANTUM MINERALS LT 144A | 7.500% 04/01/2025 DD 03/22/17 | 400,000 | 411,480 | |
| | FIRST REPUBLIC BANK/CA | VAR RT 02/12/2024 DD 02/12/20 | 449,000 | 453,801 | |
| | FIRSTENERGY CORP | 1.600% 01/15/2026 DD 06/08/20 | 97,000 | 93,606 | |
| | FIRSTENERGY CORP | 2.050% 03/01/2025 DD 02/20/20 | 540,000 | 534,465 | |
| | FIRSTENERGY CORP | 2.250% 09/01/2030 DD 06/08/20 | 113,000 | 108,784 | |
| | FIRSTENERGY CORP | 2.650% 03/01/2030 DD 02/20/20 | 464,000 | 458,200 | |
| | FIRSTENERGY CORP | VAR RT 07/15/2047 DD 06/21/17 | 179,000 | 212,787 | |
| | FIRSTENERGY TRANSMISSION 144A | 4.350% 01/15/2025 DD 05/19/14 | 437,000 | 464,602 | |
| | FIRSTENERGY TRANSMISSION 144A | 4.550% 04/01/2049 DD 03/28/19 | 373,000 | 425,804 | |
| | FISERV INC | 2.750% 07/01/2024 DD 06/24/19 | 108,000 | 111,707 | |
| | FISERV INC | 3.500% 07/01/2029 DD 06/24/19 | 707,000 | 760,336 | |
| | FISERV INC | 3.800% 10/01/2023 DD 09/25/18 | 500,000 | 522,666 | |
| | FORD MOTOR CREDIT CO LLC | 3.087% 01/09/2023 DD 01/09/20 | 500,000 | 508,453 | |
| | FORD MOTOR CREDIT CO LLC | 3.339% 03/28/2022 DD 03/31/17 | 200,000 | 200,350 | |
| | FORD MOTOR CREDIT CO LLC | 4.140% 02/15/2023 DD 05/03/18 | 500,000 | 511,900 | |
| | FORD MOTOR CREDIT CO LLC | 4.250% 09/20/2022 DD 09/25/12 | 200,000 | 203,600 | |
| | FORD MOTOR CREDIT CO LLC | 4.389% 01/08/2026 DD 01/08/16 | 200,000 | 215,500 | |
| | FORESTAR GROUP INC 144A | 3.850% 05/15/2026 DD 04/21/21 | 25,000 | 25,063 | |
| | FOUNDATION BUILDING MATER 144A | 6.000% 03/01/2029 DD 02/10/21 | 195,000 | 191,588 | |
| | FREEDOM MORTGAGE CORP 144A | 7.625% 05/01/2026 DD 10/19/20 | 205,000 | 209,358 | |
| | FREEPORT-MCMORAN INC | 4.125% 03/01/2028 DD 03/04/20 | 255,000 | 264,563 | |
| | FREEPORT-MCMORAN INC | 4.250% 03/01/2030 DD 03/04/20 | 120,000 | 126,600 | |
| | FREEPORT-MCMORAN INC | 4.375% 08/01/2028 DD 07/27/20 | 25,000 | 26,219 | |
| | FREEPORT-MCMORAN INC | 4.625% 08/01/2030 DD 07/27/20 | 20,000 | 21,450 | |
| | FREEPORT-MCMORAN INC | 5.400% 11/14/2034 DD 11/14/14 | 10,000 | 12,175 | |
| | GE CAPITAL INTERNATIONAL FUNDI | 4.418% 11/15/2035 DD 05/15/16 | 595,000 | 710,049 | |
| | GENERAL DYNAMICS CORP | 3.750% 05/15/2028 DD 05/11/18 | 359,000 | 396,586 | |
| | GENERAL ELECTRIC CO | 2.700% 10/09/2022 DD 10/09/12 | 610,000 | 619,498 | |
| | GENERAL MOTORS FINANCIAL CO IN | 1.050% 03/08/2024 DD 04/09/21 | 511,000 | 508,301 | |
| | GENERAL MOTORS FINANCIAL CO IN | 1.200% 10/15/2024 DD 10/15/21 | 160,000 | 158,823 | |
| | GENERAL MOTORS FINANCIAL CO IN | 1.250% 01/08/2026 DD 01/08/21 | 1,011,000 | 989,201 | |
| | GENERAL MOTORS FINANCIAL CO IN | 2.750% 06/20/2025 DD 06/22/20 | 923,000 | 952,422 | |
| | GENERAL MOTORS FINANCIAL CO IN | 3.500% 11/07/2024 DD 11/07/17 | 183,000 | 192,125 | |
| | GENERAL MOTORS FINANCIAL CO IN | 4.000% 01/15/2025 DD 01/12/15 | 188,000 | 199,715 | |
| | GENERAL MOTORS FINANCIAL CO IN | 4.350% 04/09/2025 DD 04/10/18 | 245,000 | 263,591 | |
| | GENERAL MOTORS FINANCIAL CO IN | VAR RT 11/17/2023 DD 11/18/20 | 1,250,000 | 1,263,420 | |
| | GENERAL MOTORS FINANCIAL CO IN | VAR RT 12/31/2049 DD 09/24/18 | 135,000 | 149,325 | |
| | GENESIS ENERGY LP / GENESIS EN | 7.750% 02/01/2028 DD 01/16/20 | 175,000 | 176,313 | |
| | GEORGIA-PACIFIC LLC 144A | 1.750% 09/30/2025 DD 04/30/20 | 322,000 | 323,261 | |
| | GFL ENVIRONMENTAL INC 144A | 4.000% 08/01/2028 DD 11/23/20 | 150,000 | 147,000 | |
| | GLENCORE FUNDING LLC 144A | 1.625% 04/27/2026 DD 04/27/21 | 613,000 | 601,418 | |
| | GLENCORE FUNDING LLC 144A | 2.500% 09/01/2030 DD 09/01/20 | 581,000 | 562,654 | |
| | GLENCORE FUNDING LLC 144A | 3.375% 09/23/2031 DD 09/23/21 | 100,000 | 96,303 | |
| | GLENCORE FUNDING LLC 144A | 4.000% 03/27/2027 DD 03/27/17 | 190,000 | 204,977 | |
| | GLOBAL AIRCRAFT LEASING C 144A | 6.500% 09/15/2024 DD 07/31/19 | 100,000 | 96,500 | |
| | GLOBAL PAYMENTS INC | 2.900% 05/15/2030 DD 05/15/20 | 243,000 | 247,411 | |
| | GLOBAL PAYMENTS INC | 3.200% 08/15/2029 DD 08/14/19 | 795,000 | 828,040 | |
| | GLP CAPITAL LP / GLP FINANCING | 4.000% 01/15/2030 DD 08/29/19 | 721,000 | 762,851 | |
| | GMF FLOORPLAN OWNER R 2 A 144A | 0.690% 10/15/2025 DD 10/27/20 | 990,000 | 983,009 | |
| | GOLDMAN SACHS GROUP INC/THE | 0.523% 03/08/2023 DD 03/08/21 | 1,000,000 | 996,782 | |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|--------------------------------|-------------------------------|-----------|--------------|-----------|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| | GOLDMAN SACHS GROUP INC/THE | 3.750% 02/25/2026 DD 02/25/16 | 1,729,000 | | 1,861,975 |
| | GOLDMAN SACHS GROUP INC/THE | VAR RT 03/08/2024 DD 03/08/21 | 400,000 | | 398,193 |
| | GOLDMAN SACHS GROUP INC/THE | VAR RT 07/21/2042 DD 07/21/21 | 89,000 | | 88,484 |
| | GOLDMAN SACHS GROUP INC/THE | VAR RT 10/31/2038 DD 10/31/17 | 895,000 | | 1,023,638 |
| | GOODLEAP SUSTAINABL 5CS A 144A | 2.310% 10/20/2048 DD 11/17/21 | 299,000 | | 298,083 |
| | GOODYEAR TIRE & RUBBER CO/THE | 7.000% 03/15/2028 DD 03/16/98 | 440,000 | | 502,700 |
| | GRAFTECH FINANCE INC 144A | 4.625% 12/15/2028 DD 12/22/20 | 40,000 | | 40,600 |
| | GRAHAM PACKAGING CO INC 144A | 7.125% 08/15/2028 DD 08/04/20 | 50,000 | | 51,754 |
| | GRAY ESCROW II INC 144A | 5.375% 11/15/2031 DD 11/09/21 | 50,000 | | 51,438 |
| | GRAY TELEVISION INC 144A | 4.750% 10/15/2030 DD 10/19/20 | 255,000 | | 253,406 |
| | GRIFOLS ESCROW ISSUER SA 144A | 4.750% 10/15/2028 DD 10/05/21 | 200,000 | | 204,044 |
| | GROUP 1 AUTOMOTIVE INC 144A | 4.000% 08/15/2028 DD 08/17/20 | 25,000 | | 24,906 |
| | HANESBRANDS INC 144A | 4.875% 05/15/2026 DD 05/06/16 | 740,000 | | 790,875 |
| | HARTFORD FINANCIAL SERVICES GR | 4.300% 04/15/2043 DD 04/18/13 | 57,000 | | 67,139 |
| | HARVEST MIDSTREAM I LP 144A | 7.500% 09/01/2028 DD 08/10/20 | 75,000 | | 80,250 |
| | HCA INC | 5.250% 04/15/2025 DD 10/17/14 | 2,162,000 | | 2,391,612 |
| | HCA INC | 5.250% 06/15/2026 DD 03/15/16 | 589,000 | | 662,374 |
| | HCA INC | 7.050% 12/01/2027 DD 12/08/95 | 355,000 | | 434,875 |
| | HERTZ CORP/THE 144A | 4.625% 12/01/2026 DD 11/23/21 | 130,000 | | 130,813 |
| | HESS MIDSTREAM OPERATIONS 144A | 5.125% 06/15/2028 DD 12/10/19 | 120,000 | | 124,950 |
| | HILLENBRAND INC | 5.750% 06/15/2025 DD 06/16/20 | 40,000 | | 41,800 |
| | HILTON GRAND VACATIONS BO 144A | 4.875% 07/01/2031 DD 06/28/21 | 95,000 | | 95,000 |
| | HILTON GRAND VACATIONS BO 144A | 5.000% 06/01/2029 DD 06/04/21 | 280,000 | | 287,000 |
| | HOME DEPOT INC/THE | 4.500% 12/06/2048 DD 12/06/18 | 310,000 | | 400,799 |
| | HONDA AUTO RECEIVABLES 20 I A3 | 2.830% 03/20/2023 DD 02/27/19 | 380,771 | | 383,374 |
| | HSBC HOLDINGS PLC | VAR RT 05/24/2027 DD 11/24/20 | 489,000 | | 478,210 |
| | HSBC HOLDINGS PLC | VAR RT 06/19/2029 DD 06/19/18 | 204,000 | | 228,530 |
| | HSBC HOLDINGS PLC | VAR RT 11/22/2024 DD 11/22/21 | 1,500,000 | | 1,495,549 |
| | HSBC HOLDINGS PLC | VAR RT 11/22/2027 DD 11/22/21 | 597,000 | | 598,243 |
| | HTA GROUP LTD/MAURITIUS 144A | 7.000% 12/18/2025 DD 06/18/20 | 205,000 | | 213,405 |
| | HUMANA INC | 4.500% 04/01/2025 DD 03/26/20 | 121,000 | | 131,869 |
| | HUNTINGTON INGALLS INDUST 144A | 2.043% 08/16/2028 DD 08/16/21 | 258,000 | | 252,571 |
| | HUNTINGTON INGALLS INDUSTRIES | 3.483% 12/01/2027 DD 06/01/18 | 450,000 | | 476,193 |
| | HYUNDAI AUTO LEASE S A A3 144A | 0.330% 01/16/2024 DD 01/20/21 | 819,000 | | 816,650 |
| | HYUNDAI CAPITAL AMERICA 144A | 1.000% 09/17/2024 DD 09/17/21 | 1,442,000 | | 1,417,080 |
| | HYUNDAI CAPITAL SERVICES 144A | 3.000% 08/29/2022 DD 08/29/17 | 620,000 | | 628,639 |
| | ICAHN ENTERPRISES LP / ICAHN E | 4.375% 02/01/2029 DD 01/19/21 | 175,000 | | 170,625 |
| | ICAHN ENTERPRISES LP / ICAHN E | 4.750% 09/15/2024 DD 09/06/19 | 125,000 | | 129,688 |
| | ICAHN ENTERPRISES LP / ICAHN E | 5.250% 05/15/2027 DD 12/12/19 | 55,000 | | 56,564 |
| | ICAHN ENTERPRISES LP / ICAHN E | 6.250% 05/15/2026 DD 05/10/19 | 465,000 | | 484,181 |
| | IHEARTCOMMUNICATIONS INC 144A | 4.750% 01/15/2028 DD 11/22/19 | 165,000 | | 167,330 |
| | IHS HOLDING LTD 144A | 5.625% 11/29/2026 DD 11/29/21 | 200,000 | | 201,700 |
| | IHS MARKIT LTD | 4.750% 08/01/2028 DD 07/23/18 | 525,000 | | 608,344 |
| | IHS NETHERLANDS HOLDCO BV 144A | 8.000% 09/18/2027 DD 09/18/19 | 200,000 | | 211,604 |
| | II-VI INC 144A | 5.000% 12/15/2029 DD 12/10/21 | 145,000 | | 148,077 |
| | INSTALLED BUILDING PRODUC 144A | 5.750% 02/01/2028 DD 09/26/19 | 75,000 | | 78,000 |
| | INTELLIGENT PACKAGING LTD 144A | 6.000% 09/15/2028 DD 09/11/20 | 65,000 | | 66,788 |
| | INTERNATIONAL FLAVORS & F 144A | 0.697% 09/15/2022 DD 09/16/20 | 258,000 | | 258,013 |
| | INTERNATIONAL FLAVORS & F 144A | 1.230% 10/01/2025 DD 09/16/20 | 500,000 | | 488,956 |
| | INTERNATIONAL GAME TECHNO 144A | 5.250% 01/15/2029 DD 06/19/20 | 200,000 | | 211,910 |
| | INTERNATIONAL PAPER CO | 4.800% 06/15/2044 DD 06/10/14 | 172,000 | | 217,397 |
| | INTESA SANPAOLO SPA 144A | 3.125% 07/14/2022 DD 07/14/17 | 1,000,000 | | 1,011,385 |
| | INTESA SANPAOLO SPA 144A | 3.250% 09/23/2024 DD 09/23/19 | 1,000,000 | | 1,041,016 |
| | IRB HOLDING CORP 144A | 6.750% 02/15/2026 DD 02/05/18 | 90,000 | | 91,688 |
| | JAGUAR LAND ROVER AUTOMOT 144A | 5.500% 07/15/2029 DD 07/14/21 | 200,000 | | 200,215 |
| | JELD-WEN INC 144A | 4.625% 12/15/2025 DD 12/14/17 | 845,000 | | 851,338 |
| | JP MORGAN CHASE COMM C3 C 144A | VAR RT 02/15/2046 DD 03/01/11 | 100,000 | | 98,780 |
| | JP MORGAN MORTGA INV3 A11 144A | VAR RT 05/25/2050 DD 12/25/19 | 216,179 | | 217,466 |
| | JPMBB COMMERCIAL MORTGAG C14 C | VAR RT 08/15/2046 DD 08/01/13 | 230,000 | | 219,023 |
| | JPMORGAN CHASE & CO | VAR RT 01/29/2027 DD 01/29/19 | 366,000 | | 395,458 |
| | JPMORGAN CHASE & CO | VAR RT 02/22/2048 DD 02/22/17 | 56,000 | | 68,458 |
| | KENBOURNE INVEST SA 144A | 6.875% 11/26/2024 DD 11/26/19 | 200,000 | | 208,000 |
| | KEURIG DR PEPPER INC | 3.200% 05/01/2030 DD 04/13/20 | 194,000 | | 205,093 |
| | KEYCORP | 2.250% 04/06/2027 DD 02/06/20 | 214,000 | | 217,503 |
| | KINDER MORGAN ENERGY PARTNERS | 3.500% 09/01/2023 DD 02/28/13 | 544,000 | | 562,369 |
| | KINDER MORGAN ENERGY PARTNERS | 4.150% 02/01/2024 DD 08/05/13 | 140,000 | | 147,268 |
| | KINDER MORGAN ENERGY PARTNERS | 6.950% 01/15/2038 DD 06/21/07 | 105,000 | | 145,277 |
| | KINDER MORGAN INC | 3.150% 01/15/2023 DD 08/10/17 | 2,503,000 | | 2,555,841 |
| | KLA CORP | 3.300% 03/01/2050 DD 02/28/20 | 213,000 | | 227,583 |
| | KLA CORP | 4.100% 03/15/2029 DD 03/20/19 | 589,000 | | 664,852 |
| | KRAFT HEINZ FOODS CO | 3.000% 06/01/2026 DD 05/24/16 | 195,000 | | 203,961 |
| | L3HARRIS TECHNOLOGIES INC | 3.850% 12/15/2026 DD 12/15/19 | 706,000 | | 767,738 |
| | L3HARRIS TECHNOLOGIES INC | 4.400% 06/15/2028 DD 06/04/18 | 596,000 | | 668,959 |

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Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|-------------------------------|-----------------|---------|--------------|-----|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| LADDER CAPITAL FINANCE HO 144A | 4.250% 02/01/2027 DD 01/30/20 | 10,000 | | 10,065 | |
| LAMAR MEDIA CORP | 3.750% 02/15/2028 DD 07/15/20 | 40,000 | | 40,100 | |
| LAMB WESTON HOLDINGS INC 144A | 4.875% 05/15/2028 DD 05/12/20 | 45,000 | | 48,712 | |
| LAREDO PETROLEUM INC 144A | 7.750% 07/31/2029 DD 07/16/21 | 45,000 | | 43,875 | |
| LBM ACQUISITION LLC 144A | 6.250% 01/15/2029 DD 12/18/20 | 130,000 | | 128,537 | |
| LEHMAN BRTH HLD (RICI) ESCROW | 0.000% 07/19/2017 DD 07/19/07 | 425,000 | | 9 | |
| LEHMAN BRTH HLD (RICI) ESCROW | 0.000% 12/28/2017 DD 12/21/07 | 825,000 | | 17 | |
| LEIDOS INC | 2.300% 02/15/2031 DD 02/15/21 | 78,000 | | 75,097 | |
| LEIDOS INC | 4.375% 05/15/2030 DD 05/15/21 | 1,327,000 | | 1,478,437 | |
| LENDMARK FUNDING TRU 1A A 144A | 1.900% 11/20/2031 DD 05/26/21 | 500,000 | | 494,497 | |
| LEVEL 3 FINANCING INC 144A | 3.750% 07/15/2029 DD 01/13/21 | 390,000 | | 370,500 | |
| LEVIATHAN BOND LTD 144A | 6.125% 06/30/2025 | 60,000 | | 63,319 | |
| LEVIATHAN BOND LTD 144A | 6.500% 06/30/2027 | 85,000 | | 91,045 | |
| LFS TOPCO LLC 144A | 5.875% 10/15/2026 DD 09/21/21 | 85,000 | | 87,762 | |
| LIFEPOINT HEALTH INC 144A | 5.375% 01/15/2029 DD 12/04/20 | 190,000 | | 189,050 | |
| LITHIA MOTORS INC 144A | 4.375% 01/15/2031 DD 10/09/20 | 80,000 | | 85,400 | |
| LIVE NATION ENTERTAINMENT 144A | 3.750% 01/15/2028 DD 01/04/21 | 75,000 | | 74,437 | |
| LIVE NATION ENTERTAINMENT 144A | 4.750% 10/15/2027 DD 10/17/19 | 150,000 | | 154,125 | |
| LLOYDS BANKING GROUP PLC | 3.750% 01/11/2027 DD 01/11/17 | 216,000 | | 233,739 | |
| LLOYDS BANKING GROUP PLC | 4.050% 08/16/2023 DD 08/16/18 | 240,000 | | 251,449 | |
| LLOYDS BANKING GROUP PLC | VAR RT 05/11/2024 DD 03/11/21 | 1,333,000 | | 1,327,712 | |
| LLOYDS BANKING GROUP PLC | VAR RT 05/11/2027 DD 03/11/21 | 758,000 | | 746,217 | |
| LOCKHEED MARTIN CORP | 3.800% 03/01/2045 DD 02/20/15 | 449,000 | | 513,256 | |
| LOCKHEED MARTIN CORP | 6.150% 09/01/2036 DD 08/30/06 | 148,000 | | 206,605 | |
| LOGMEIN INC 144A | 5.500% 09/01/2027 DD 08/31/20 | 75,000 | | 75,900 | |
| LOWE'S COS INC | 1.700% 09/15/2028 DD 09/20/21 | 78,000 | | 76,429 | |
| LOWE'S COS INC | 2.800% 09/15/2041 DD 09/20/21 | 142,000 | | 138,547 | |
| LOWE'S COS INC | 3.650% 04/05/2029 DD 04/05/19 | 440,000 | | 482,365 | |
| LOWE'S COS INC | 4.000% 04/15/2025 DD 03/26/20 | 241,000 | | 260,621 | |
| LUKOIL SECURITIES BV 144A | 3.875% 05/06/2030 DD 05/06/20 | 200,000 | | 203,660 | |
| LUMEN TECHNOLOGIES INC | 5.800% 03/15/2022 DD 03/12/12 | 1,518,000 | | 1,529,385 | |
| LYB INTERNATIONAL FINANCE III | 4.200% 05/01/2050 DD 04/20/20 | 119,000 | | 137,538 | |
| MADISON IAQ LLC 144A | 5.875% 06/30/2029 DD 06/21/21 | 90,000 | | 90,000 | |
| MARATHON OIL CORP | 6.600% 10/01/2037 DD 09/27/07 | 248,000 | | 324,032 | |
| MARATHON PETROLEUM CORP | 6.500% 03/01/2041 DD 09/01/11 | 51,000 | | 70,119 | |
| MARB BONDCO PLC 144A | 3.950% 01/29/2031 DD 01/29/21 | 400,000 | | 382,004 | |
| MARRIOTT INTERNATIONAL INC/MD | 2.850% 04/15/2031 DD 03/05/21 | 173,000 | | 172,471 | |
| MARRIOTT OWNERSHIP RESORT 144A | 6.125% 09/15/2025 DD 05/13/20 | 10,000 | | 10,425 | |
| MARRIOTT OWNERSHIP RESORTS INC | 4.750% 01/15/2028 DD 03/15/20 | 255,000 | | 258,825 | |
| MARSH & MCLENNAN COS INC | 2.250% 11/15/2030 DD 05/07/20 | 526,000 | | 524,897 | |
| MASONITE INTERNATIONAL CO 144A | 5.375% 02/01/2028 DD 07/25/19 | 100,000 | | 104,875 | |
| MATADOR RESOURCES CO | 5.875% 09/15/2026 DD 08/21/18 | 165,000 | | 169,950 | |
| MATTAMY GROUP CORP 144A | 4.625% 03/01/2030 DD 03/05/20 | 135,000 | | 137,491 | |
| MAUSER PACKAGING SOLUTION 144A | 7.250% 04/15/2025 DD 04/03/17 | 43,000 | | 43,109 | |
| MCDONALD'S CORP | 2.125% 03/01/2030 DD 03/05/20 | 156,000 | | 155,280 | |
| MCDONALD'S CORP | 4.600% 05/26/2045 DD 05/26/15 | 60,000 | | 74,527 | |
| MCDONALD'S CORP | 4.875% 12/09/2045 DD 12/09/15 | 283,000 | | 363,586 | |
| MCGRAW-HILL EDUCATION INC 144A | 5.750% 08/01/2028 DD 07/30/21 | 130,000 | | 128,700 | |
| MCGRAW-HILL EDUCATION INC 144A | 8.000% 08/01/2029 DD 07/30/21 | 130,000 | | 129,005 | |
| MEG ENERGY CORP 144A | 5.875% 02/01/2029 DD 02/02/21 | 70,000 | | 73,285 | |
| MEG ENERGY CORP 144A | 7.125% 02/01/2027 DD 01/31/20 | 180,000 | | 191,686 | |
| MEGLOBAL CANADA ULC 144A | 5.875% 05/18/2030 DD 05/18/20 | 200,000 | | 242,250 | |
| MERITOR INC 144A | 4.500% 12/15/2028 DD 12/01/20 | 35,000 | | 35,087 | |
| MET TOWER GLOBAL FUNDING 144A | 0.550% 07/13/2022 DD 07/13/20 | 1,100,000 | | 1,100,480 | |
| METHANEX CORP | 5.125% 10/15/2027 DD 09/22/20 | 60,000 | | 63,000 | |
| METHANEX CORP | 5.250% 12/15/2029 DD 09/12/19 | 15,000 | | 15,818 | |
| MGM CHINA HOLDINGS LTD 144A | 4.750% 02/01/2027 DD 03/31/21 | 200,000 | | 198,104 | |
| MGM GROWTH PROPERTIES OPERATIN | 5.750% 02/01/2027 DD 08/01/19 | 135,000 | | 152,550 | |
| MGM RESORTS INTERNATIONAL | 5.500% 04/15/2027 DD 04/10/19 | 215,000 | | 228,975 | |
| MICHAELS COS INC/THE 144A | 7.875% 05/01/2029 DD 04/15/21 | 65,000 | | 64,025 | |
| MICROCHIP TECHNOLOGY INC 144A | 0.983% 09/01/2024 DD 05/28/21 | 608,000 | | 596,829 | |
| MIDAMERICAN ENERGY CO | 3.150% 04/15/2050 DD 10/15/19 | 150,000 | | 157,000 | |
| MIDAMERICAN ENERGY CO | 3.650% 04/15/2029 DD 01/09/19 | 649,000 | | 715,166 | |
| MIDAS OPCO HOLDINGS LLC 144A | 5.625% 08/15/2029 DD 08/20/21 | 85,000 | | 87,019 | |
| MIDCAP FINANCIAL ISSUER T 144A | 5.625% 01/15/2030 DD 06/30/21 | 200,000 | | 200,521 | |
| MIDCAP FINANCIAL ISSUER T 144A | 6.500% 05/01/2028 DD 04/29/21 | 125,000 | | 130,312 | |
| MINERAL RESOURCES LTD 144A | 8.125% 05/01/2027 DD 04/23/19 | 265,000 | | 285,718 | |
| MITSUBISHI UFJ FINANCIAL GROUP | 2.193% 02/25/2025 DD 02/25/20 | 1,440,000 | | 1,468,510 | |
| MITSUBISHI UFJ FINANCIAL GROUP | 3.195% 07/18/2029 DD 07/18/19 | 1,042,000 | | 1,100,739 | |
| MITSUBISHI UFJ FINANCIAL GROUP | VAR RT 07/19/2025 DD 07/20/21 | 1,000,000 | | 987,732 | |
| MITSUBISHI UFJ FINANCIAL GROUP | VAR RT 09/15/2024 DD 09/15/20 | 1,000,000 | | 995,048 | |
| MITSUBISHI UFJ FINANCIAL GROUP | VAR RT 10/11/2025 DD 10/13/21 | 360,000 | | 354,992 | |
| MOHEGAN GAMING & ENTERTAI 144A | 8.000% 02/01/2026 DD 01/26/21 | 90,000 | | 94,490 | |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|--------------------------------|-------------------------------|-----------|--------------|-----|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| | MOODY'S CORP | 3.100% 11/29/2061 DD 11/29/21 | 222,000 | 220,080 | |
| | MOOG INC 144A | 4.250% 12/15/2027 DD 12/13/19 | 30,000 | 30,225 | |
| | MORGAN STANLEY | VAR RT 01/25/2024 DD 01/25/21 | 3,589,000 | 3,576,663 | |
| | MORGAN STANLEY | VAR RT 04/05/2024 DD 04/22/21 | 1,000,000 | 996,899 | |
| | MORGAN STANLEY | VAR RT 05/04/2027 DD 04/22/21 | 1,604,000 | 1,588,188 | |
| | MORGAN STANLEY | VAR RT 05/30/2025 DD 06/01/21 | 1,200,000 | 1,184,317 | |
| | MORGAN STANLEY | VAR RT 07/20/2027 DD 07/20/21 | 678,000 | 667,314 | |
| | MORGAN STANLEY BANK OF A C16 C | VAR RT 06/15/2047 DD 06/01/14 | 125,000 | 122,936 | |
| | MORGAN STANLEY CAP MEAD A 144A | 3.170% 11/10/2036 DD 11/01/19 | 685,000 | 701,355 | |
| | MOSAIC CO/THE | 3.250% 11/15/2022 DD 11/13/17 | 350,000 | 356,764 | |
| | MOTOROLA SOLUTIONS INC | 2.300% 11/15/2030 DD 08/14/20 | 903,000 | 872,378 | |
| | MOTOROLA SOLUTIONS INC | 4.600% 02/23/2028 DD 02/23/18 | 298,000 | 336,451 | |
| | MOTOROLA SOLUTIONS INC | 4.600% 05/23/2029 DD 05/23/19 | 506,000 | 578,109 | |
| | MOZART DEBT MERGER SUB IN 144A | 5.250% 10/01/2029 DD 10/15/21 | 145,000 | 146,978 | |
| | MPLX LP | 3.375% 03/15/2023 DD 02/08/18 | 2,000,000 | 2,050,841 | |
| | MPLX LP | 4.500% 07/15/2023 DD 07/15/16 | 180,000 | 187,387 | |
| | MSBAM COMMERCIAL M CKSV C 144A | VAR RT 10/15/2030 DD 10/01/12 | 100,000 | 86,883 | |
| | MSBAM COMMERCIAL M CKSV D 144A | VAR RT 10/15/2030 DD 10/01/12 | 135,000 | 79,650 | |
| | MSCI INC 144A | 3.875% 02/15/2031 DD 05/26/20 | 1,200,000 | 1,249,500 | |
| | MURPHY OIL CORP | VAR RT 12/01/2042 DD 11/30/12 | 80,000 | 80,000 | |
| | NABORS INDUSTRIES INC 144A | 7.375% 05/15/2027 DD 11/23/21 | 85,000 | 87,991 | |
| | NABORS INDUSTRIES LTD 144A | 7.250% 01/15/2026 DD 01/10/20 | 60,000 | 55,500 | |
| | NATIONSTAR MORTGAGE HOLDI 144A | 5.750% 11/15/2031 DD 11/04/21 | 385,000 | 383,075 | |
| | NATIONSTAR MORTGAGE HOLDI 144A | 6.000% 01/15/2027 DD 01/16/20 | 25,000 | 26,042 | |
| | NATWEST GROUP PLC | 3.875% 09/12/2023 DD 09/12/16 | 1,000,000 | 1,042,746 | |
| | NATWEST GROUP PLC | VAR RT 05/22/2024 DD 05/22/20 | 698,000 | 709,143 | |
| | NAVIENT CORP | 5.000% 03/15/2027 DD 01/27/20 | 65,000 | 66,291 | |
| | NAVIENT CORP | 5.500% 03/15/2029 DD 11/04/21 | 80,000 | 79,800 | |
| | NAVIENT CORP | 5.625% 08/01/2033 DD 07/21/03 | 550,000 | 523,878 | |
| | NAVIENT PRIVATE EDUC DA A 144A | VAR RT 04/15/2060 DD 05/20/21 | 1,108,788 | 1,107,177 | |
| | NCL CORP LTD 144A | 5.875% 03/15/2026 DD 12/18/20 | 370,000 | 368,361 | |
| | NCL CORP LTD REGS | 5.875% 03/15/2026 DD 12/18/20 | 10,000 | 9,956 | |
| | NCR CORP 144A | 5.000% 10/01/2028 DD 08/20/20 | 50,000 | 51,500 | |
| | NCR CORP 144A | 5.250% 10/01/2030 DD 08/20/20 | 55,000 | 56,512 | |
| | NETFLIX INC | 4.375% 11/15/2026 DD 10/27/16 | 480,000 | 531,600 | |
| | NETFLIX INC 144A | 4.875% 06/15/2030 DD 10/25/19 | 350,000 | 408,187 | |
| | NETFLIX INC 144A | 5.375% 11/15/2029 DD 04/29/19 | 200,000 | 237,500 | |
| | NEW FORTRESS ENERGY INC 144A | 6.500% 09/30/2026 DD 04/12/21 | 85,000 | 84,362 | |
| | NEW FORTRESS ENERGY INC 144A | 6.750% 09/15/2025 DD 09/02/20 | 165,000 | 166,650 | |
| | NEXSTAR MEDIA INC 144A | 5.625% 07/15/2027 DD 07/03/19 | 55,000 | 57,977 | |
| | NEXTERA ENERGY CAPITAL HOLDING | VAR RT 02/22/2023 DD 02/22/21 | 2,481,000 | 2,476,810 | |
| | NEXTERA ENERGY CAPITAL HOLDING | VAR RT 11/03/2023 DD 11/03/21 | 2,000,000 | 2,000,240 | |
| | NEXTERA ENERGY OPERATING 144A | 3.875% 10/15/2026 DD 09/23/19 | 1,300,000 | 1,376,709 | |
| | NGPL PIPECO LLC 144A | 3.250% 07/15/2031 DD 05/14/21 | 377,000 | 382,950 | |
| | NGPL PIPECO LLC 144A | 7.768% 12/15/2037 DD 12/21/07 | 148,000 | 207,206 | |
| | NIELSEN FINANCE LLC / NIE 144A | 5.625% 10/01/2028 DD 09/24/20 | 145,000 | 149,712 | |
| | NIELSEN FINANCE LLC / NIE 144A | 5.875% 10/01/2030 DD 09/24/20 | 140,000 | 147,818 | |
| | NISOURCE INC | 0.950% 08/15/2025 DD 08/18/20 | 395,000 | 384,479 | |
| | NISSAN MOTOR ACCEPTANCE C 144A | 1.050% 03/08/2024 DD 03/09/21 | 170,000 | 167,972 | |
| | NISSAN MOTOR ACCEPTANCE C 144A | 1.125% 09/16/2024 DD 09/16/21 | 140,000 | 137,557 | |
| | NISSAN MOTOR ACCEPTANCE C 144A | 3.875% 09/21/2023 DD 09/21/18 | 197,000 | 204,928 | |
| | NISSAN MOTOR CO LTD 144A | 3.043% 09/15/2023 DD 09/17/20 | 400,000 | 410,433 | |
| | NISSAN MOTOR CO LTD 144A | 4.810% 09/17/2030 DD 09/17/20 | 784,000 | 876,794 | |
| | NMG HOLDING CO INC / NEIM 144A | 7.125% 04/01/2026 DD 03/30/21 | 80,000 | 84,910 | |
| | NOMURA HOLDINGS INC | 2.608% 07/14/2031 DD 07/12/21 | 200,000 | 197,364 | |
| | NOMURA HOLDINGS INC | 3.103% 01/16/2030 DD 01/16/20 | 318,000 | 327,793 | |
| | NORFOLK SOUTHERN CORP | 2.550% 11/01/2029 DD 11/04/19 | 454,000 | 464,650 | |
| | NORFOLK SOUTHERN CORP | 3.400% 11/01/2049 DD 11/04/19 | 117,000 | 125,441 | |
| | NORFOLK SOUTHERN CORP | 4.800% 08/15/2043 DD 08/13/13 | 47,000 | 56,214 | |
| | NORTHERN OIL AND GAS INC 144A | 8.125% 03/01/2028 DD 02/18/21 | 80,000 | 84,400 | |
| | NORTHERN STATES POWER CO/MN | 3.200% 04/01/2052 DD 03/30/21 | 102,000 | 108,069 | |
| | NORTHROP GRUMMAN CORP | 2.930% 01/15/2025 DD 10/13/17 | 1,065,000 | 1,109,404 | |
| | NORTHROP GRUMMAN CORP | 4.030% 10/15/2047 DD 10/13/17 | 531,000 | 626,163 | |
| | NORTHWEST FLORIDA TIMBER 144A | 4.750% 03/04/2029 DD 04/10/14 | 345,000 | 358,493 | |
| | NOVELIS CORP 144A | 4.750% 01/30/2030 DD 01/16/20 | 260,000 | 273,325 | |
| | NRG ENERGY INC | 5.750% 01/15/2028 DD 07/15/18 | 5,000 | 5,286 | |
| | NRG ENERGY INC 144A | 2.450% 12/02/2027 DD 12/02/20 | 587,000 | 581,634 | |
| | NRG ENERGY INC 144A | 5.250% 06/15/2029 DD 05/14/19 | 125,000 | 133,923 | |
| | NTT FINANCE CORP 144A | 0.583% 03/01/2024 DD 03/03/21 | 511,000 | 505,071 | |
| | NUSTAR LOGISTICS LP | 5.750% 10/01/2025 DD 09/14/20 | 110,000 | 118,373 | |
| | NVIDIA CORP | 0.584% 06/14/2024 DD 06/16/21 | 460,000 | 455,747 | |
| | NVIDIA CORP | 1.550% 06/15/2028 DD 06/16/21 | 654,000 | 648,780 | |
| | NXP BV / NXP FUNDING LLC 144A | 2.500% 05/11/2031 DD 05/11/21 | 435,000 | 436,111 | |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|-------------------------------|-----------------|---------|--------------|-----|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| NXP BV / NXP FUNDING LLC 144A | 4.300% 06/18/2029 DD 06/18/19 | 1,438,000 | | 1,611,036 | |
| OASIS PETROLEUM INC 144A | 6.375% 06/01/2026 DD 06/09/21 | 40,000 | | 41,900 | |
| OCCIDENTAL PETROLEUM CORP | 2.900% 08/15/2024 DD 08/08/19 | 389,000 | | 397,363 | |
| OCCIDENTAL PETROLEUM CORP | 3.200% 08/15/2026 DD 08/08/19 | 35,000 | | 36,068 | |
| OCCIDENTAL PETROLEUM CORP | 3.500% 08/15/2029 DD 08/08/19 | 85,000 | | 87,320 | |
| OCCIDENTAL PETROLEUM CORP | 4.100% 02/15/2047 DD 11/07/16 | 205,000 | | 200,900 | |
| OCCIDENTAL PETROLEUM CORP | 4.200% 03/15/2048 DD 03/02/18 | 130,000 | | 130,000 | |
| OCCIDENTAL PETROLEUM CORP | 4.500% 07/15/2044 DD 07/15/19 | 45,000 | | 46,350 | |
| OCCIDENTAL PETROLEUM CORP | 5.550% 03/15/2026 DD 09/15/19 | 110,000 | | 122,463 | |
| OCCIDENTAL PETROLEUM CORP | 5.875% 09/01/2025 DD 08/26/20 | 170,000 | | 187,425 | |
| OCCIDENTAL PETROLEUM CORP | 6.600% 03/15/2046 DD 09/15/19 | 180,000 | | 233,550 | |
| OCCIDENTAL PETROLEUM CORP | 7.500% 05/01/2031 DD 05/01/19 | 55,000 | | 72,359 | |
| OCCIDENTAL PETROLEUM CORP | 7.875% 09/15/2031 DD 09/15/19 | 30,000 | | 40,050 | |
| OCCIDENTAL PETROLEUM CORP | 8.500% 07/15/2027 DD 07/13/20 | 70,000 | | 87,325 | |
| OCCIDENTAL PETROLEUM CORP | 8.875% 07/15/2030 DD 07/13/20 | 205,000 | | 276,475 | |
| OHIO POWER CO | 1.625% 01/15/2031 DD 01/07/21 | 173,000 | | 162,664 | |
| OHIO POWER CO | 4.150% 04/01/2048 DD 03/22/18 | 134,000 | | 157,164 | |
| OLIN CORP | 5.000% 02/01/2030 DD 01/19/18 | 125,000 | | 131,250 | |
| OLYMPUS WATER US HOLDING 144A | 4.250% 10/01/2028 DD 10/01/21 | 200,000 | | 198,876 | |
| ONE GAS INC | 1.100% 03/11/2024 DD 03/11/21 | 780,000 | | 775,750 | |
| ONEMAIN FINANCE CORP | 3.500% 01/15/2027 DD 06/22/21 | 190,000 | | 187,862 | |
| ONEMAIN FINANCE CORP | 6.875% 03/15/2025 DD 03/12/18 | 190,000 | | 211,375 | |
| ONEMAIN FINANCE CORP | 8.250% 10/01/2023 DD 09/24/13 | 140,000 | | 154,175 | |
| OPEN TEXT CORP 144A | 3.875% 02/15/2028 DD 02/18/20 | 175,000 | | 178,369 | |
| OPEN TEXT CORP 144A | 3.875% 12/01/2029 DD 11/24/21 | 40,000 | | 40,500 | |
| ORACLE CORP | 1.650% 03/25/2026 DD 03/24/21 | 95,000 | | 94,265 | |
| ORACLE CORP | 2.300% 03/25/2028 DD 03/24/21 | 1,627,000 | | 1,621,958 | |
| ORACLE CORP | 2.400% 09/15/2023 DD 07/07/16 | 580,000 | | 591,478 | |
| ORACLE CORP | 2.500% 04/01/2025 DD 04/01/20 | 790,000 | | 808,511 | |
| ORACLE CORP | 2.800% 04/01/2027 DD 04/01/20 | 362,000 | | 373,216 | |
| ORACLE CORP | 3.600% 04/01/2040 DD 04/01/20 | 1,241,000 | | 1,244,543 | |
| ORACLE CORP | 3.850% 07/15/2036 DD 07/07/16 | 54,000 | | 57,042 | |
| ORACLE CORP | 5.375% 07/15/2040 DD 07/15/11 | 795,000 | | 970,782 | |
| ORGANON & CO / ORGANON FO 144A | 5.125% 04/30/2031 DD 04/21/21 | 225,000 | | 235,053 | |
| OTIS WORLDWIDE CORP | VAR RT 04/05/2023 DD 07/05/20 | 659,000 | | 659,018 | |
| OUTFRONT MEDIA CAPITAL LL 144A | 4.625% 03/15/2030 DD 11/18/19 | 55,000 | | 54,862 | |
| OVINTIV INC | 6.500% 08/15/2034 DD 08/04/04 | 195,000 | | 250,900 | |
| OVINTIV INC | 6.625% 08/15/2037 DD 08/13/07 | 45,000 | | 58,909 | |
| OVINTIV INC | 7.200% 11/01/2031 DD 11/05/01 | 80,000 | | 104,255 | |
| OVINTIV INC | 7.375% 11/01/2031 DD 10/26/01 | 35,000 | | 45,623 | |
| OVINTIV INC | 8.125% 09/15/2030 DD 09/15/00 | 5,000 | | 6,649 | |
| OXFORD FINANCE LLC / OXFO 144A | 6.375% 12/15/2022 DD 12/19/17 | 200,000 | | 200,250 | |
| PACIFIC GAS AND ELECTRIC CO | 1.367% 03/10/2023 DD 03/11/21 | 1,145,000 | | 1,137,851 | |
| PACIFIC GAS AND ELECTRIC CO | 2.500% 02/01/2031 DD 06/19/20 | 23,000 | | 21,909 | |
| PACIFIC GAS AND ELECTRIC CO | 3.250% 06/01/2031 DD 03/11/21 | 185,000 | | 185,611 | |
| PACIFIC GAS AND ELECTRIC CO | 4.950% 07/01/2050 DD 07/02/20 | 278,000 | | 302,758 | |
| PAPA JOHN'S INTERNATIONAL 144A | 3.875% 09/15/2029 DD 09/14/21 | 65,000 | | 64,675 | |
| PAR PHARMACEUTICAL INC 144A | 7.500% 04/01/2027 DD 03/28/19 | 71,000 | | 72,557 | |
| PARAMOUNT GLOBAL | 6.875% 04/30/2036 DD 04/12/06 | 266,000 | | 380,716 | |
| PARK RIVER HOLDINGS INC 144A | 5.625% 02/01/2029 DD 01/22/21 | 120,000 | | 114,600 | |
| PARK RIVER HOLDINGS INC 144A | 6.750% 08/01/2029 DD 06/09/21 | 10,000 | | 9,797 | |
| PARKER-HANNIFIN CORP | 3.250% 06/14/2029 DD 06/14/19 | 245,000 | | 259,646 | |
| PARKLAND CORP 144A | 5.875% 07/15/2027 DD 07/10/19 | 345,000 | | 363,975 | |
| PBF HOLDING CO LLC / PBF 144A | 9.250% 05/15/2025 DD 05/13/20 | 70,000 | | 66,587 | |
| PBF HOLDING CO LLC / PBF FINAN | 6.000% 02/15/2028 DD 08/15/20 | 55,000 | | 35,337 | |
| PDC ENERGY INC | 5.750% 05/15/2026 DD 05/15/18 | 80,000 | | 82,671 | |
| PEACEHEALTH OBLIGATED GROUP | 1.375% 11/15/2025 DD 10/08/20 | 50,000 | | 49,670 | |
| PECO ENERGY CO | 3.050% 03/15/2051 DD 03/08/21 | 190,000 | | 193,781 | |
| PENN VIRGINIA HOLDINGS LL 144A | 9.250% 08/15/2026 DD 08/10/21 | 85,000 | | 88,187 | |
| PENSKE TRUCK LEASING CO L 144A | 3.900% 02/01/2024 DD 05/10/18 | 700,000 | | 735,356 | |
| PENSKE TRUCK LEASING CO L 144A | 3.950% 03/10/2025 DD 03/08/18 | 489,000 | | 521,056 | |
| PERFORMANCE FOOD GROUP IN 144A | 5.500% 10/15/2027 DD 09/27/19 | 105,000 | | 109,594 | |
| PERKINELMER INC | 0.850% 09/15/2024 DD 09/10/21 | 1,190,000 | | 1,173,067 | |
| PETROLEOS MEXICANOS | 5.950% 01/28/2031 DD 07/28/20 | 160,000 | | 155,476 | |
| PETROLEOS MEXICANOS | 6.625% 06/15/2035 DD 12/15/05 | 85,000 | | 81,668 | |
| PETROLEOS MEXICANOS 144A | 6.700% 02/16/2032 DD 12/16/21 | 1,987,519 | | 2,007,394 | |
| PFS FINANCING CORP A A 144A | 0.710% 04/15/2026 DD 02/16/21 | 100,000 | | 98,586 | |
| PG&E CORP | 5.000% 07/01/2028 DD 06/23/20 | 85,000 | | 89,405 | |
| PHILIP MORRIS INTERNATIONAL IN | 0.875% 05/01/2026 DD 11/02/20 | 392,000 | | 377,812 | |
| PHILLIPS 66 | 0.900% 02/15/2024 DD 11/18/20 | 1,200,000 | | 1,191,092 | |
| PHILLIPS 66 | 3.700% 04/06/2023 DD 04/09/20 | 719,000 | | 743,271 | |
| PHILLIPS 66 | 3.850% 04/09/2025 DD 04/09/20 | 750,000 | | 799,698 | |
| PIEDMONT NATURAL GAS CO INC | 2.500% 03/15/2031 DD 03/11/21 | 190,000 | | 189,936 | |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|--------------------------------|-------------------------------|-----------|--------------|-----|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| | PIEDMONT NATURAL GAS CO INC | 3.500% 06/01/2029 DD 05/24/19 | 236,000 | 251,955 | |
| | PIONEER NATURAL RESOURCES CO | 0.550% 05/15/2023 DD 05/18/21 | 2,432,000 | 2,422,708 | |
| | PIONEER NATURAL RESOURCES CO | 0.750% 01/15/2024 DD 01/29/21 | 300,000 | 295,932 | |
| | PITNEY BOWES INC 144A | 6.875% 03/15/2027 DD 03/19/21 | 120,000 | 124,620 | |
| | PLAINS ALL AMERICAN PIPELINE L | 3.650% 06/01/2022 DD 03/22/12 | 939,000 | 943,610 | |
| | PNC BANK NA | 2.500% 08/27/2024 DD 08/27/19 | 1,120,000 | 1,156,419 | |
| | PNC BANK NA | VAR RT 02/24/2023 DD 02/25/20 | 815,000 | 816,167 | |
| | POST HOLDINGS INC 144A | 4.500% 09/15/2031 DD 03/10/21 | 165,000 | 163,762 | |
| | POST HOLDINGS INC 144A | 4.625% 04/15/2030 DD 02/26/20 | 345,000 | 351,382 | |
| | POST HOLDINGS INC 144A | 5.500% 12/15/2029 DD 07/03/19 | 125,000 | 131,329 | |
| | PRECISION DRILLING CORP 144A | 6.875% 01/15/2029 DD 06/15/21 | 60,000 | 61,153 | |
| | PRECISION DRILLING CORP 144A | 7.125% 01/15/2026 DD 11/22/17 | 5,000 | 5,087 | |
| | PRESIDIO HOLDINGS INC 144A | 8.250% 02/01/2028 DD 01/22/20 | 60,000 | 63,900 | |
| | PRESTIGE BRANDS INC 144A | 5.125% 01/15/2028 DD 12/02/19 | 90,000 | 93,712 | |
| | PRKCM 2021-AFC2 T AFC2 A1 144A | VAR RT 11/25/2056 DD 11/01/21 | 709,824 | 707,801 | |
| | PROLOGIS LP | 3.000% 04/15/2050 DD 02/18/20 | 49,000 | 50,471 | |
| | PROVIDENT FUNDING ASSOCIA 144A | 6.375% 06/15/2025 DD 06/08/17 | 115,000 | 117,012 | |
| | PUBLIC SERVICE ELECTRIC AND GA | 4.050% 05/01/2048 DD 05/04/18 | 56,000 | 66,892 | |
| | PULTEGROUP INC | 5.000% 01/15/2027 DD 07/29/16 | 165,000 | 187,407 | |
| | QVC INC | 4.450% 02/15/2025 DD 08/21/14 | 5,000 | 5,275 | |
| | QVC INC | 4.850% 04/01/2024 DD 03/18/14 | 5,000 | 5,338 | |
| | RACKSPACE TECHNOLOGY GLOB 144A | 5.375% 12/01/2028 DD 12/01/20 | 75,000 | 73,125 | |
| | RADIAN GROUP INC | 4.500% 10/01/2024 DD 09/26/17 | 450,000 | 471,375 | |
| | RANGE RESOURCES CORP | 8.250% 01/15/2029 DD 07/15/21 | 75,000 | 83,625 | |
| | RANGE RESOURCES CORP | 9.250% 02/01/2026 DD 08/01/20 | 110,000 | 118,557 | |
| | RAYTHEON TECHNOLOGIES CORP | 3.030% 03/15/2052 DD 11/16/21 | 117,000 | 117,563 | |
| | RAYTHEON TECHNOLOGIES CORP | 3.750% 11/01/2046 DD 11/01/16 | 817,000 | 910,153 | |
| | RAYTHEON TECHNOLOGIES CORP | 4.125% 11/16/2028 DD 08/16/18 | 791,000 | 884,767 | |
| | REALOGY GROUP LLC / REALO 144A | 9.375% 04/01/2027 DD 03/29/19 | 70,000 | 75,600 | |
| | REGIONS FINANCIAL CORP | 2.250% 05/18/2025 DD 05/18/20 | 522,000 | 532,216 | |
| | RELX CAPITAL INC | 3.000% 05/22/2030 DD 05/22/20 | 707,000 | 741,189 | |
| | RELX CAPITAL INC | 3.500% 03/16/2023 DD 03/16/18 | 985,000 | 1,013,918 | |
| | REPUBLIC SERVICES INC | 0.875% 11/15/2025 DD 11/24/20 | 1,200,000 | 1,166,303 | |
| | REPUBLIC SERVICES INC | 2.375% 03/15/2033 DD 11/08/21 | 115,000 | 114,458 | |
| | RESIDEO FUNDING INC 144A | 4.000% 09/01/2029 DD 08/26/21 | 85,000 | 83,384 | |
| | REYNOLDS AMERICAN INC | 4.450% 06/12/2025 DD 06/12/15 | 151,000 | 163,079 | |
| | REYNOLDS AMERICAN INC | 5.850% 08/15/2045 DD 06/12/15 | 67,000 | 81,408 | |
| | RITCHIE BROS HOLDINGS INC 144A | 4.750% 12/15/2031 DD 12/21/21 | 50,000 | 52,187 | |
| | RITE AID CORP 144A | 7.500% 07/01/2025 DD 02/05/20 | 80,000 | 82,240 | |
| | ROCKET MORTGAGE LLC / ROC 144A | 2.875% 10/15/2026 DD 10/05/21 | 390,000 | 387,075 | |
| | ROCKET MORTGAGE LLC / ROC 144A | 3.625% 03/01/2029 DD 09/14/20 | 240,000 | 240,900 | |
| | ROCKET MORTGAGE LLC / ROC 144A | 3.875% 03/01/2031 DD 09/14/20 | 260,000 | 263,900 | |
| | ROCKET MORTGAGE LLC / ROC 144A | 4.000% 10/15/2033 DD 10/05/21 | 265,000 | 268,413 | |
| | ROCKET SOFTWARE INC 144A | 6.500% 02/15/2029 DD 02/02/21 | 105,000 | 102,438 | |
| | ROYAL CARIBBEAN CRUISES L 144A | 5.500% 04/01/2028 DD 03/29/21 | 460,000 | 465,318 | |
| | ROYAL CARIBBEAN CRUISES LTD | 3.700% 03/15/2028 DD 11/28/17 | 90,000 | 84,364 | |
| | RYDER SYSTEM INC | 2.875% 06/01/2022 DD 05/22/19 | 750,000 | 755,755 | |
| | RYDER SYSTEM INC | 3.350% 09/01/2025 DD 05/07/20 | 291,000 | 307,448 | |
| | RYDER SYSTEM INC | 4.625% 06/01/2025 DD 04/06/20 | 381,000 | 418,064 | |
| | SABINE PASS LIQUEFACTION LLC | 4.200% 03/15/2028 DD 03/06/17 | 517,000 | 566,307 | |
| | SABINE PASS LIQUEFACTION LLC | 5.000% 03/15/2027 DD 03/15/17 | 279,000 | 313,366 | |
| | SABRE GBLB INC 144A | 7.375% 09/01/2025 DD 08/27/20 | 50,000 | 52,250 | |
| | SABRE GBLB INC 144A | 9.250% 04/15/2025 DD 04/17/20 | 60,000 | 67,800 | |
| | SANTANDER CONSUMER AA A3 144A | 0.330% 10/15/2025 DD 01/20/21 | 825,000 | 821,560 | |
| | SANTANDER DRIVE AUTO RECE 2 A3 | 0.340% 02/18/2025 DD 05/26/21 | 895,000 | 893,834 | |
| | SANTANDER RETAIL AUT A A3 144A | 0.510% 07/22/2024 DD 03/24/21 | 645,000 | 640,547 | |
| | SANTANDER UK GROUP HOLDINGS PL | VAR RT 08/21/2026 DD 08/21/20 | 673,000 | 661,998 | |
| | SAUDI ELECTRICITY GLOBAL 144A | 5.060% 04/08/2043 DD 04/08/13 | 200,000 | 244,950 | |
| | SBA COMMUNICATIONS CORP 144A | 3.125% 02/01/2029 DD 01/29/21 | 384,000 | 368,640 | |
| | SCIENTIFIC GAMES INTERNAT 144A | 7.000% 05/15/2028 DD 11/26/19 | 220,000 | 234,300 | |
| | SCIENTIFIC GAMES INTERNAT 144A | 7.250% 11/15/2029 DD 11/26/19 | 280,000 | 312,200 | |
| | SCRIPPS ESCROW II INC 144A | 5.375% 01/15/2031 DD 12/30/20 | 90,000 | 91,462 | |
| | SEAGATE HDD CAYMAN | 4.091% 06/01/2029 DD 06/18/20 | 574,000 | 594,311 | |
| | SEALED AIR CORP 144A | 4.000% 12/01/2027 DD 11/26/19 | 635,000 | 661,753 | |
| | SELECT MEDICAL CORP 144A | 6.250% 08/15/2026 DD 08/01/19 | 50,000 | 52,962 | |
| | SERVICE PROPERTIES TRUST | 4.750% 10/01/2026 DD 09/18/19 | 195,000 | 189,638 | |
| | SERVICE PROPERTIES TRUST | 7.500% 09/15/2025 DD 06/17/20 | 110,000 | 119,178 | |
| | SERVICENOW INC | 1.400% 09/01/2030 DD 08/11/20 | 482,000 | 448,648 | |
| | SHERWIN-WILLIAMS CO/THE | 4.500% 06/01/2047 DD 05/16/17 | 80,000 | 99,697 | |
| | SHIRE ACQUISITIONS INVESTMENTS | 2.875% 09/23/2023 DD 09/23/16 | 1,015,000 | 1,043,906 | |
| | SHIRE ACQUISITIONS INVESTMENTS | 3.200% 09/23/2026 DD 09/23/16 | 1,022,000 | 1,084,000 | |
| | SIMMONS FOODS INC/SIMMONS 144A | 4.625% 03/01/2029 DD 03/03/21 | 75,000 | 73,875 | |
| | SINCLAIR TELEVISION GROUP 144A | 5.125% 02/15/2027 DD 08/30/16 | 125,000 | 121,250 | |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|--------------------------------|-----------------|---------|--------------|-----|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| SLM PRIVATE EDUCATIO C A5 144A | VAR RT 10/15/2041 DD 07/22/10 | 1,135,000 | | 1,264,045 | |
| SM ENERGY CO | 5.625% 06/01/2025 DD 05/21/15 | 80,000 | | 80,600 | |
| SM ENERGY CO | 6.750% 09/15/2026 DD 09/12/16 | 70,000 | | 71,925 | |
| SMB PRIVATE EDUCA PTB A2A 144A | 1.600% 09/15/2054 DD 03/06/20 | 487,410 | | 480,404 | |
| SMB PRIVATE EDUCATI A A2B 144A | VAR RT 02/15/2036 DD 03/21/18 | 658,236 | | 661,691 | |
| SOCIETE GENERALE SA 144A | 2.625% 10/16/2024 DD 10/16/19 | 200,000 | | 205,442 | |
| SOCIETE GENERALE SA 144A | 3.875% 03/28/2024 DD 03/28/19 | 726,000 | | 763,826 | |
| SOFTBANK GROUP CORP REGS | 4.625% 07/06/2028 | 605,000 | | 587,779 | |
| SOLARIS MIDSTREAM HOLDING 144A | 7.625% 04/01/2026 DD 04/01/21 | 35,000 | | 36,837 | |
| SONIC AUTOMOTIVE INC 144A | 4.875% 11/15/2031 DD 10/27/21 | 110,000 | | 111,067 | |
| SOUTHERN CALIFORNIA EDISON CO | 1.100% 04/01/2024 DD 04/01/21 | 420,000 | | 418,404 | |
| SOUTHERN CALIFORNIA EDISON CO | VAR RT 12/02/2022 DD 12/03/18 | 1,000,000 | | 1,000,000 | |
| SOUTHERN CO/THE | 0.600% 02/26/2024 DD 02/26/21 | 454,000 | | 448,154 | |
| SOUTHERN CO/THE | VAR RT 05/10/2023 DD 11/10/21 | 918,000 | | 915,869 | |
| SOUTHWEST AIRLINES CO | 1.250% 05/01/2025 DD 05/01/20 | 355,000 | | 473,215 | |
| SOUTHWESTERN ENERGY CO | 5.375% 02/01/2029 DD 08/01/21 | 125,000 | | 132,187 | |
| SOUTHWESTERN ENERGY CO | 5.375% 03/15/2030 DD 08/30/21 | 80,000 | | 85,718 | |
| SOUTHWESTERN ENERGY CO | 7.750% 10/01/2027 DD 09/25/17 | 55,000 | | 59,331 | |
| SPEEDWAY MOTORSPORTS LLC 144A | 4.875% 11/01/2027 DD 10/23/19 | 155,000 | | 158,100 | |
| SPIRIT AEROSYSTEMS INC | 4.600% 06/15/2028 DD 05/30/18 | 450,000 | | 451,125 | |
| SPRINT COMMUNICATIONS INC | 6.000% 11/15/2022 DD 11/14/12 | 2,859,000 | | 2,975,747 | |
| SREIT TRUST 2021-MF MFP A 144A | VAR RT 11/15/2038 DD 11/30/21 | 485,000 | | 482,731 | |
| STANDARD CHARTERED PLC 144A | VAR RT 01/12/2025 DD 01/14/21 | 335,000 | | 331,217 | |
| STARBUCKS CORP | 2.250% 03/12/2030 DD 03/12/20 | 520,000 | | 516,342 | |
| STARWOOD PROPERTY TRUST I 144A | 3.625% 07/15/2026 DD 07/14/21 | 55,000 | | 54,725 | |
| STATE STREET CORP | VAR RT 12/31/2049 DD 09/27/18 | 330,000 | | 340,057 | |
| STRATHCONA RESOURCES LTD 144A | 6.875% 08/01/2026 DD 07/20/21 | 85,000 | | 83,548 | |
| STUDIO CITY FINANCE LTD 144A | 6.500% 01/15/2028 DD 07/15/20 | 200,000 | | 192,000 | |
| SUBURBAN PROPANE PARTNERS 144A | 5.000% 06/01/2031 DD 05/24/21 | 85,000 | | 85,956 | |
| SUMMIT MATERIALS LLC / SU 144A | 5.250% 01/15/2029 DD 08/11/20 | 30,000 | | 31,422 | |
| SUNAC CHINA HOLDINGS LTD REGS | 6.500% 01/26/2026 | 200,000 | | 123,500 | |
| SUNCOKE ENERGY INC 144A | 4.875% 06/30/2029 DD 06/22/21 | 35,000 | | 34,825 | |
| SUNCOR ENERGY INC | 6.800% 05/15/2038 DD 05/15/08 | 107,000 | | 149,162 | |
| SURA ASSET MANAGEMENT SA 144A | 4.875% 04/17/2024 DD 04/17/14 | 141,000 | | 148,682 | |
| SYNCHRONY FINANCIAL | 2.850% 07/25/2022 DD 07/25/19 | 105,000 | | 106,070 | |
| SYNCHRONY FINANCIAL | 4.250% 08/15/2024 DD 08/11/14 | 982,000 | | 1,040,066 | |
| SYNCHRONY FINANCIAL | 4.375% 03/19/2024 DD 03/19/19 | 987,000 | | 1,041,310 | |
| SYNOVUS BANK/COLUMBUS GA | VAR RT 02/10/2023 DD 02/12/20 | 273,000 | | 273,211 | |
| SYNOVUS FINANCIAL CORP | 3.125% 11/01/2022 DD 11/01/17 | 1,250,000 | | 1,270,149 | |
| TAKEDA PHARMACEUTICAL CO LTD | 2.050% 03/31/2030 DD 07/09/20 | 567,000 | | 555,236 | |
| TALEN ENERGY SUPPLY LLC 144A | 7.625% 06/01/2028 DD 05/22/20 | 220,000 | | 195,822 | |
| TALLGRASS ENERGY PARTNERS 144A | 5.500% 01/15/2028 DD 09/15/17 | 15,000 | | 14,869 | |
| TALLGRASS ENERGY PARTNERS 144A | 6.000% 03/01/2027 DD 02/20/20 | 55,000 | | 57,200 | |
| TARGA RESOURCES PARTNERS LP / | 4.875% 02/01/2031 DD 08/18/20 | 120,000 | | 130,314 | |
| TARGA RESOURCES PARTNERS LP / | 5.500% 03/01/2030 DD 11/27/19 | 185,000 | | 202,112 | |
| TAYLOR MORRISON COMMUNITI 144A | 5.125% 08/01/2030 DD 07/22/20 | 125,000 | | 137,500 | |
| TAYLOR MORRISON COMMUNITI 144A | 5.750% 01/15/2028 DD 08/01/19 | 95,000 | | 106,162 | |
| TELECOM ITALIA CAPITAL SA | 6.000% 09/30/2034 DD 09/30/05 | 290,000 | | 306,723 | |
| TELECOM ITALIA CAPITAL SA | 6.375% 11/15/2033 DD 05/15/04 | 5,000 | | 5,384 | |
| TELESAT CANADA / TELESAT 144A | 5.625% 12/06/2026 DD 04/27/21 | 85,000 | | 79,823 | |
| TEMPUR SEALY INTERNATIONA 144A | 3.875% 10/15/2031 DD 09/24/21 | 100,000 | | 100,189 | |
| TENET HEALTHCARE CORP 144A | 4.375% 01/15/2030 DD 12/01/21 | 435,000 | | 440,683 | |
| TENET HEALTHCARE CORP 144A | 6.125% 10/01/2028 DD 09/16/20 | 240,000 | | 253,490 | |
| TENNECO INC 144A | 7.875% 01/15/2029 DD 11/30/20 | 35,000 | | 37,800 | |
| TERMINIX CO LLC/THE | 7.450% 08/15/2027 DD 08/19/97 | 650,000 | | 812,500 | |
| TEVA PHARMACEUTICAL FINANCE CO | 6.150% 02/01/2036 DD 01/31/06 | 130,000 | | 136,279 | |
| TEVA PHARMACEUTICAL FINANCE NE | 4.100% 10/01/2046 DD 07/21/16 | 1,385,000 | | 1,170,325 | |
| TEXAS EASTERN TRANSMISSIO 144A | 2.800% 10/15/2022 DD 10/24/12 | 75,000 | | 75,813 | |
| TEXAS EASTERN TRANSMISSIO 144A | 3.500% 01/15/2028 DD 01/09/18 | 288,000 | | 307,618 | |
| TEXTRON INC | 3.650% 03/15/2027 DD 03/06/17 | 175,000 | | 187,799 | |
| THERMO FISHER SCIENTIFIC INC | 1.215% 10/18/2024 DD 10/22/21 | 1,410,000 | | 1,408,435 | |
| THERMO FISHER SCIENTIFIC INC | 2.000% 10/15/2031 DD 08/23/21 | 88,000 | | 86,705 | |
| TIMES CHINA HOLDINGS LTD REGS | 6.200% 03/22/2026 | 200,000 | | 135,050 | |
| TITAN INTERNATIONAL INC | 7.000% 04/30/2028 DD 10/30/21 | 85,000 | | 90,525 | |
| TKC HOLDINGS INC 144A | 10.500% 05/15/2029 DD 05/14/21 | 40,000 | | 43,200 | |
| T-MOBILE USA INC | 2.250% 02/15/2026 DD 01/14/21 | 1,140,000 | | 1,142,850 | |
| T-MOBILE USA INC | 2.625% 04/15/2026 DD 03/23/21 | 425,000 | | 427,125 | |
| T-MOBILE USA INC | 3.750% 04/15/2027 DD 04/15/21 | 2,137,000 | | 2,314,158 | |
| T-MOBILE USA INC 144A | 3.400% 10/15/2052 DD 08/13/21 | 25,000 | | 24,885 | |
| TOWNSQUARE MEDIA INC 144A | 6.875% 02/01/2026 DD 01/06/21 | 35,000 | | 37,144 | |
| TOYOTA AUTO RECEIVABLES 2 C A3 | 0.440% 10/15/2024 DD 07/27/20 | 1,200,000 | | 1,199,042 | |
| TRANE TECHNOLOGIES LUXEMBOURG | 3.500% 03/21/2026 DD 03/21/19 | 158,000 | | 167,550 | |
| TRANSCONTINENTAL GAS PIPE LINE | 3.950% 05/15/2050 DD 11/15/20 | 104,000 | | 116,498 | |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|--------------------------------|-----------------|---------|--------------|-----|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| TRANSCONTINENTAL GAS PIPE LINE | 4.000% 03/15/2028 DD 09/15/18 | 854,000 | | 933,148 | |
| TRANSCONTINENTAL GAS PIPE LINE | 7.850% 02/01/2026 DD 08/01/16 | 1,027,000 | | 1,253,590 | |
| TRANSDIGM INC | 4.625% 01/15/2029 DD 07/15/21 | 180,000 | | 179,402 | |
| TRANSDIGM INC | 4.875% 05/01/2029 DD 04/21/21 | 85,000 | | 85,365 | |
| TRANSDIGM INC | 5.500% 11/15/2027 DD 05/15/20 | 15,000 | | 15,450 | |
| TRANSDIGM INC 144A | 6.250% 03/15/2026 DD 02/13/19 | 360,000 | | 374,175 | |
| TRANSDIGM INC REGS | 6.250% 03/15/2026 | 320,000 | | 332,600 | |
| TRANSOCEAN INC 144A | 11.500% 01/30/2027 DD 09/11/20 | 40,000 | | 39,200 | |
| TRANSOCEAN POSEIDON LTD 144A | 6.875% 02/01/2027 DD 02/01/19 | 170,000 | | 164,262 | |
| TRANSOCEAN PROTEUS LTD 144A | 6.250% 12/01/2024 DD 12/08/16 | 177,500 | | 174,838 | |
| TRAVEL + LEISURE CO | 3.900% 03/01/2023 DD 02/22/13 | 10,000 | | 10,144 | |
| TRAVEL + LEISURE CO | VAR RT 04/01/2027 DD 03/21/17 | 15,000 | | 16,302 | |
| TRAVEL + LEISURE CO 144A | 4.625% 03/01/2030 DD 12/13/19 | 240,000 | | 241,200 | |
| TREEHOUSE FOODS INC | 4.000% 09/01/2028 DD 09/09/20 | 90,000 | | 86,400 | |
| TRI POINTE HOMES INC | 5.250% 06/01/2027 DD 06/08/17 | 130,000 | | 139,587 | |
| TRITON WATER HOLDINGS INC 144A | 6.250% 04/01/2029 DD 03/31/21 | 100,000 | | 95,910 | |
| TRIUMPH GROUP INC 144A | 6.250% 09/15/2024 DD 09/23/19 | 80,000 | | 80,500 | |
| TRUST FIBRA UNO 144A | 5.250% 12/15/2024 DD 01/30/14 | 200,000 | | 217,400 | |
| TWITTER INC 144A | 3.875% 12/15/2027 DD 12/09/19 | 605,000 | | 630,489 | |
| UBS GROUP AG 144A | VAR RT 12/31/2049 DD 02/10/21 | 200,000 | | 197,560 | |
| UNICREDIT SPA 144A | VAR RT 06/30/2035 DD 06/30/20 | 210,000 | | 228,802 | |
| UNITED AIR LINES 4/21 TLB | 0.000% 04/21/2028 DD 04/12/21 | 90,333 | | 90,456 | |
| UNITED AIRLINES 2015-1 CLASS A | 3.450% 06/01/2029 DD 11/17/15 | 63,863 | | 66,932 | |
| UNITED AIRLINES 2019-2 CLASS A | 2.700% 11/01/2033 DD 09/13/19 | 280,673 | | 278,223 | |
| UNITED AIRLINES 2020-1 CLASS A | 5.875% 04/15/2029 DD 10/28/20 | 270,990 | | 296,835 | |
| UNITED AIRLINES INC 144A | 4.375% 04/15/2026 DD 04/21/21 | 70,000 | | 72,991 | |
| UNITED AIRLINES INC 144A | 4.625% 04/15/2029 DD 04/21/21 | 105,000 | | 108,281 | |
| UNITED PARCEL SERVICE INC | 3.400% 03/15/2029 DD 03/15/19 | 406,000 | | 442,779 | |
| UNITI GROUP LP / UNITI GR 144A | 4.750% 04/15/2028 DD 04/20/21 | 140,000 | | 138,842 | |
| US FOODS INC 144A | 4.750% 02/15/2029 DD 02/04/21 | 120,000 | | 121,950 | |
| VALE OVERSEAS LTD | 3.750% 07/08/2030 DD 07/08/20 | 99,000 | | 102,466 | |
| VALE OVERSEAS LTD | 6.875% 11/10/2039 DD 11/10/09 | 73,000 | | 98,003 | |
| VERIZON COMMUNICATIONS INC | 0.750% 03/22/2024 DD 03/22/21 | 566,000 | | 563,680 | |
| VERIZON COMMUNICATIONS INC | 1.500% 09/18/2030 DD 09/18/20 | 1,156,000 | | 1,084,466 | |
| VERIZON COMMUNICATIONS INC | 1.680% 10/30/2030 DD 04/30/21 | 322,000 | | 305,942 | |
| VERIZON COMMUNICATIONS INC | 2.100% 03/22/2028 DD 03/22/21 | 650,000 | | 651,238 | |
| VERIZON COMMUNICATIONS INC | 2.550% 03/21/2031 DD 03/22/21 | 188,000 | | 189,676 | |
| VERIZON COMMUNICATIONS INC | 2.987% 10/30/2056 DD 04/30/21 | 265,000 | | 250,847 | |
| VERIZON COMMUNICATIONS INC | 3.150% 03/22/2030 DD 03/20/20 | 1,298,000 | | 1,373,221 | |
| VERIZON COMMUNICATIONS INC | 3.875% 02/08/2029 DD 02/08/19 | 1,020,000 | | 1,130,337 | |
| VERIZON COMMUNICATIONS INC | 4.016% 12/03/2029 DD 06/03/19 | 106,000 | | 118,837 | |
| VERIZON COMMUNICATIONS INC | 4.125% 03/16/2027 DD 03/16/17 | 254,000 | | 282,328 | |
| VERIZON COMMUNICATIONS INC | 4.125% 08/15/2046 DD 08/01/16 | 193,000 | | 223,824 | |
| VERIZON COMMUNICATIONS INC | 4.862% 08/21/2046 DD 02/21/15 | 207,000 | | 266,415 | |
| VERIZON COMMUNICATIONS INC | 5.850% 09/15/2035 DD 09/13/05 | 171,000 | | 228,314 | |
| VERIZON COMMUNICATIONS INC | VAR RT 03/22/2024 DD 03/22/21 | 758,000 | | 760,928 | |
| VERIZON OWNER TRUST 2020 A A1A | 1.850% 07/22/2024 DD 01/29/20 | 1,353,000 | | 1,363,154 | |
| VIASAT INC 144A | 6.500% 07/15/2028 DD 06/24/20 | 75,000 | | 75,187 | |
| VICI PROPERTIES LP / VICI 144A | 4.250% 12/01/2026 DD 11/26/19 | 820,000 | | 854,005 | |
| VICTORIA'S SECRET & CO 144A | 4.625% 07/15/2029 DD 07/15/21 | 135,000 | | 138,037 | |
| VICTORS MERGER CORP 144A | 6.375% 05/15/2029 DD 05/17/21 | 110,000 | | 103,400 | |
| VIKING OCEAN CRUISES SHIP 144A | 5.625% 02/15/2029 DD 02/02/21 | 155,000 | | 154,806 | |
| VIPER ENERGY PARTNERS LP 144A | 5.375% 11/01/2027 DD 10/16/19 | 655,000 | | 676,287 | |
| VIRGIN MEDIA SECURED FINA 144A | 5.500% 05/15/2029 DD 05/16/19 | 620,000 | | 654,652 | |
| VISTRA OPERATIONS CO LLC 144A | 4.300% 07/15/2029 DD 06/11/19 | 700,000 | | 748,571 | |
| VMWARE INC | 1.000% 08/15/2024 DD 08/02/21 | 1,168,000 | | 1,156,724 | |
| VMWARE INC | 1.800% 08/15/2028 DD 08/02/21 | 183,000 | | 178,087 | |
| VMWARE INC | 3.900% 08/21/2027 DD 08/21/17 | 259,000 | | 281,975 | |
| VOC ESCROW LTD 144A | 5.000% 02/15/2028 DD 02/05/18 | 100,000 | | 99,000 | |
| VODAFONE GROUP PLC | 5.250% 05/30/2048 DD 05/30/18 | 196,000 | | 255,289 | |
| VOLCAN CIA MINERA SAA 144A | 4.375% 02/11/2026 DD 02/11/21 | 25,000 | | 24,094 | |
| VOLKSWAGEN AUTO LEASE TRU A A3 | 1.990% 11/21/2022 DD 10/04/19 | 254,183 | | 254,671 | |
| VOLKSWAGEN AUTO LOAN ENHA 1 A3 | 1.020% 06/22/2026 DD 12/13/21 | 468,000 | | 467,968 | |
| VOLKSWAGEN GROUP OF AMERI 144A | 0.875% 11/22/2023 DD 11/24/20 | 1,250,000 | | 1,241,651 | |
| WEATHERFORD INTERNATIONAL 144A | 11.000% 12/01/2024 DD 12/13/19 | 15,000 | | 15,450 | |
| WEATHERFORD INTERNATIONAL 144A | 8.625% 04/30/2030 DD 10/27/21 | 125,000 | | 129,769 | |
| WEC ENERGY GROUP INC | 0.800% 03/15/2024 DD 03/19/21 | 425,000 | | 420,642 | |
| WELLS FARGO COMMERCIAL NXSS A2 | 2.711% 01/15/2059 DD 02/01/16 | 4,084 | | 4,089 | |
| WELLTOWER INC | 3.625% 03/15/2024 DD 02/15/19 | 463,000 | | 486,937 | |
| WESTERN MIDSTREAM OPERATING LP | 5.450% 04/01/2044 DD 03/20/14 | 95,000 | | 113,525 | |
| WESTERN MIDSTREAM OPERATING LP | VAR RT 01/13/2023 DD 01/13/20 | 349,000 | | 348,487 | |
| WESTERN MIDSTREAM OPERATING LP | VAR RT 02/01/2030 DD 01/13/20 | 195,000 | | 214,313 | |
| WESTERN MIDSTREAM OPERATING LP | VAR RT 02/01/2050 DD 01/13/20 | 125,000 | | 147,813 | |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|--|--------------------------------|-----------|--------------|-------------|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| | WESTERN UNION CO/THE | 2.850% 01/10/2025 DD 11/25/19 | 222,000 | | 229,750 |
| | WESTLAKE CORP | 3.375% 08/15/2061 DD 08/19/21 | 137,000 | | 130,686 |
| | WHEEL PROS INC 144A | 6.500% 05/15/2029 DD 05/07/21 | 55,000 | | 52,800 |
| | WILLIAMS COS INC/THE | 3.600% 03/15/2022 DD 03/03/15 | 1,250,000 | | 1,251,121 |
| | WILLIS NORTH AMERICA INC | 2.950% 09/15/2029 DD 09/10/19 | 202,000 | | 206,786 |
| | WYNN MACAU LTD 144A | 5.125% 12/15/2029 DD 12/17/19 | 200,000 | | 181,690 |
| | YUM! BRANDS INC | 3.625% 03/15/2031 DD 09/25/20 | 225,000 | | 224,156 |
| | ZIFF DAVIS INC 144A | 4.625% 10/15/2030 DD 10/07/20 | 61,000 | | 62,564 |
| | ZIGGO BV 144A | 5.500% 01/15/2027 DD 09/23/16 | 415,000 | | 426,412 |
| | TOTAL CORPORATE DEBT INSTRUMENTS | | | \$ | 460,537,088 |
| | CORPORATE DEBT INSTRUMENTS - PREFERRED | | | | |
| | 7-ELEVEN INC 144A | 0.625% 02/10/2023 DD 02/10/21 | 229,000 | \$ | 228,133 |
| | 7-ELEVEN INC 144A | 0.800% 02/10/2024 DD 02/10/21 | 896,000 | | 885,769 |
| | ACRISURE LLC / ACRISURE F 144A | 6.000% 08/01/2029 DD 08/10/21 | 130,000 | | 128,375 |
| | ACTIVISION BLIZZARD INC | 3.400% 09/15/2026 DD 03/15/17 | 182,000 | | 194,741 |
| | AEP TEXAS INC | 3.450% 01/15/2050 DD 12/05/19 | 232,000 | | 235,983 |
| | AEP TEXAS INC | 3.450% 05/15/2051 DD 05/06/21 | 308,000 | | 310,239 |
| | AEP TRANSMISSION CO LLC | 2.750% 08/15/2051 DD 08/04/21 | 275,000 | | 261,607 |
| | AHP HEALTH PARTNERS INC 144A | 5.750% 07/15/2029 DD 07/08/21 | 85,000 | | 84,150 |
| | AHS HOSPITAL CORP | 2.780% 07/01/2051 DD 01/27/21 | 105,000 | | 104,083 |
| | AIR CANADA 2017-1 CLASS A 144A | 3.300% 07/15/2031 DD 12/21/17 | 81,254 | | 82,554 |
| | AIR LEASE CORP | 3.250% 03/01/2025 DD 01/16/18 | 180,000 | | 186,775 |
| | AIR PRODUCTS AND CHEMICALS INC | 2.800% 05/15/2050 DD 04/30/20 | 154,000 | | 157,781 |
| | ALABAMA POWER CO | 4.150% 08/15/2044 DD 08/26/14 | 80,000 | | 93,499 |
| | ALEN 2021-ACEN MOR ACEN A 144A | VAR RT 04/15/2034 DD 03/24/21 | 1,060,000 | | 1,058,724 |
| | ALLIED UNIVERSAL HOLDCO L 144A | 6.000% 06/01/2029 DD 05/14/21 | 200,000 | | 194,500 |
| | ALTICE FINANCING SA 144A | 5.000% 01/15/2028 DD 01/22/20 | 200,000 | | 195,178 |
| | ALTRIA GROUP INC | 2.350% 05/06/2025 DD 05/06/20 | 169,000 | | 172,967 |
| | AMC ENTERTAINMENT HOLDING 144A | 10.500% 04/15/2025 DD 04/24/20 | 40,000 | | 42,600 |
| | AMC NETWORKS INC | 4.250% 02/15/2029 DD 02/08/21 | 250,000 | | 248,438 |
| | AMC NETWORKS INC | 5.000% 04/01/2024 DD 03/30/16 | 388,000 | | 390,910 |
| | AMEREN ILLINOIS CO | 3.250% 03/15/2050 DD 11/26/19 | 66,000 | | 70,157 |
| | AMERICAN AIRLINES 2015-2 CLASS | 3.600% 03/22/2029 DD 09/24/15 | 75,427 | | 77,758 |
| | AMERICAN AIRLINES 2016-2 CLASS | 3.200% 12/15/2029 DD 05/16/16 | 69,570 | | 69,924 |
| | AMERICAN AIRLINES 2016-3 CLASS | 3.000% 04/15/2030 DD 10/03/16 | 165,944 | | 164,860 |
| | AMERICAN AIRLINES 2017-1 CLASS | 3.650% 08/15/2030 DD 01/13/17 | 55,469 | | 57,877 |
| | AMERICAN HONDA FINANCE CORP | 0.750% 08/09/2024 DD 09/09/21 | 65,000 | | 64,267 |
| | AMERICAN INTERNATIONAL GROUP I | 2.500% 06/30/2025 DD 05/11/20 | 500,000 | | 515,548 |
| | AMERICAN TOWER CORP | 2.300% 09/15/2031 DD 09/27/21 | 194,000 | | 188,418 |
| | AMERICREDIT AUTOMOBILE RE 1 A3 | 2.970% 11/20/2023 DD 03/13/19 | 1,762 | | 1,764 |
| | AMERICREDIT AUTOMOBILE RE 2 A2 | 0.260% 11/18/2024 DD 06/16/21 | 960,009 | | 958,337 |
| | AMERICREDIT AUTOMOBILE RE 3 A3 | 0.760% 08/18/2026 DD 11/17/21 | 1,149,000 | | 1,142,553 |
| | AMGEN INC | 4.563% 06/15/2048 DD 12/15/16 | 76,000 | | 94,210 |
| | AMWINS GROUP INC 144A | 4.875% 06/30/2029 DD 07/19/21 | 145,000 | | 146,450 |
| | ANALOG DEVICES INC | VAR RT 10/01/2024 DD 10/05/21 | 595,000 | | 595,577 |
| | ANGLO AMERICAN CAPITAL PL 144A | 4.750% 04/10/2027 DD 04/10/17 | 268,000 | | 298,055 |
| | ANTHEM INC | 3.350% 12/01/2024 DD 11/21/17 | 107,000 | | 113,032 |
| | ANTHEM INC | 4.550% 03/01/2048 DD 03/02/18 | 236,000 | | 294,334 |
| | APACHE CORP | 4.750% 04/15/2043 DD 04/09/12 | 15,000 | | 16,478 |
| | APPLE INC | 0.750% 05/11/2023 DD 05/11/20 | 954,000 | | 956,599 |
| | APPLE INC | 3.850% 08/04/2046 DD 08/04/16 | 90,000 | | 106,647 |
| | APPLE INC | 4.650% 02/23/2046 DD 02/23/16 | 488,000 | | 640,103 |
| | APPLIED MATERIALS INC | 4.350% 04/01/2047 DD 03/31/17 | 71,000 | | 90,148 |
| | ARES CAPITAL CORP | 2.150% 07/15/2026 DD 01/13/21 | 1,017,000 | | 1,003,126 |
| | ASBURY AUTOMOTIVE GROUP I 144A | 4.625% 11/15/2029 DD 11/19/21 | 105,000 | | 106,969 |
| | ASBURY AUTOMOTIVE GROUP I 144A | 5.000% 02/15/2032 DD 11/19/21 | 65,000 | | 67,451 |
| | ASCENT RESOURCES UTICA HO 144A | 5.875% 06/30/2029 DD 06/14/21 | 125,000 | | 120,274 |
| | ASP UNIFRAX HOLDINGS INC 144A | 5.250% 09/30/2028 DD 09/30/21 | 105,000 | | 106,129 |
| | ASTRAZENECA FINANCE LLC | 0.700% 05/28/2024 DD 05/28/21 | 899,000 | | 891,841 |
| | ASTRAZENECA PLC | 1.375% 08/06/2030 DD 08/06/20 | 657,000 | | 620,248 |
| | AT HOME GROUP INC 144A | 7.125% 07/15/2029 DD 07/12/21 | 100,000 | | 98,250 |
| | AT&T INC | 2.300% 06/01/2027 DD 05/28/20 | 458,000 | | 465,948 |
| | ATHENE GLOBAL FUNDING 144A | 0.950% 01/08/2024 DD 01/08/21 | 1,074,000 | | 1,067,515 |
| | ATHENE GLOBAL FUNDING 144A | 1.000% 04/16/2024 DD 04/16/21 | 1,000,000 | | 991,433 |
| | ATMOS ENERGY CORP | 4.125% 10/15/2044 DD 10/15/14 | 78,000 | | 90,783 |
| | AUDACY CAPITAL CORP 144A | 6.750% 03/31/2029 DD 03/25/21 | 210,000 | | 205,163 |
| | BA CREDIT CARD TRUST A1 A1 | 0.440% 09/15/2026 DD 05/14/21 | 1,293,000 | | 1,274,160 |
| | BAKER HUGHES HOLDINGS LLC / BA | 1.231% 12/15/2023 DD 12/09/21 | 230,000 | | 231,047 |
| | BALTIMORE GAS AND ELECTRIC CO | 3.200% 09/15/2049 DD 09/12/19 | 71,000 | | 74,140 |
| | BALTIMORE GAS AND ELECTRIC CO | 3.500% 08/15/2046 DD 08/18/16 | 175,000 | | 188,913 |
| | BALTIMORE GAS AND ELECTRIC CO | 3.750% 08/15/2047 DD 08/24/17 | 388,000 | | 437,753 |
| | BAMLL COMMERCIAL M 200P A 144A | 3.218% 04/14/2033 DD 04/01/15 | 300,000 | | 313,034 |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|-----|--|-------------------------------|-----------------|---------|--------------|
| | Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value |
| | BANCO NACIONAL DE PANAMA 144A | 2.500% 08/11/2030 DD 08/11/20 | 200,000 | | 187,502 |
| | BANCO SANTANDER SA | 2.706% 06/27/2024 DD 06/27/19 | 1,000,000 | | 1,035,378 |
| | BANCO SANTANDER SA | VAR RT 06/30/2024 DD 06/30/21 | 400,000 | | 397,867 |
| | BANK 2019-BNK18 BN18 A2 | 3.474% 05/15/2062 DD 05/01/19 | 295,000 | | 306,475 |
| | BANK OF AMERICA CORP | VAR RT 01/20/2023 DD 01/20/17 | 1,200,000 | | 1,201,347 |
| | BANK OF AMERICA CORP | VAR RT 01/20/2028 DD 01/20/17 | 894,000 | | 968,091 |
| | BANK OF AMERICA CORP | VAR RT 01/23/2026 DD 01/23/18 | 3,286,000 | | 3,456,858 |
| | BANK OF AMERICA CORP | VAR RT 02/07/2030 DD 02/07/19 | 1,236,000 | | 1,361,497 |
| | BANK OF AMERICA CORP | VAR RT 02/13/2031 DD 02/13/20 | 254,000 | | 254,647 |
| | BANK OF AMERICA CORP | VAR RT 03/05/2024 DD 03/05/18 | 210,000 | | 216,242 |
| | BANK OF AMERICA CORP | VAR RT 03/05/2029 DD 03/05/18 | 476,000 | | 520,852 |
| | BANK OF AMERICA CORP | VAR RT 04/22/2025 DD 04/22/21 | 1,000,000 | | 991,983 |
| | BANK OF AMERICA CORP | VAR RT 04/23/2040 DD 04/23/19 | 86,000 | | 98,800 |
| | BANK OF AMERICA CORP | VAR RT 04/24/2038 DD 04/24/17 | 560,000 | | 657,069 |
| | BANK OF AMERICA CORP | VAR RT 06/19/2026 DD 06/19/20 | 2,110,000 | | 2,087,590 |
| | BANK OF AMERICA CORP | VAR RT 07/21/2028 DD 07/21/17 | 746,000 | | 802,904 |
| | BANK OF AMERICA CORP | VAR RT 07/22/2027 DD 04/22/21 | 223,000 | | 221,376 |
| | BANK OF AMERICA CORP | VAR RT 07/23/2024 DD 07/23/18 | 2,600,000 | | 2,708,832 |
| | BANK OF AMERICA CORP | VAR RT 07/23/2029 DD 07/23/18 | 603,000 | | 672,310 |
| | BANK OF AMERICA CORP | VAR RT 07/23/2031 DD 07/23/20 | 186,000 | | 178,016 |
| | BANK OF AMERICA CORP | VAR RT 10/22/2030 DD 10/22/19 | 1,456,000 | | 1,503,389 |
| | BANK OF AMERICA CORP | VAR RT 10/24/2024 DD 10/21/20 | 1,100,000 | | 1,092,666 |
| | BANK OF AMERICA CORP | VAR RT 10/24/2026 DD 10/21/20 | 175,000 | | 171,507 |
| | BANK OF AMERICA CORP | VAR RT 10/24/2031 DD 10/21/20 | 399,000 | | 382,025 |
| | BANK OF AMERICA CORP | VAR RT 12/06/2025 DD 12/06/21 | 205,000 | | 205,334 |
| | BANK OF AMERICA CORP | VAR RT 12/20/2028 DD 12/20/17 | 938,000 | | 1,001,470 |
| | BANK OF MONTREAL | 1.850% 05/01/2025 DD 04/27/20 | 1,100,000 | | 1,116,243 |
| * | BANK OF NEW YORK MELLON CORP/T | 1.600% 04/24/2025 DD 04/24/20 | 450,000 | | 454,132 |
| * | BANK OF NEW YORK MELLON CORP/T | 3.400% 01/29/2028 DD 01/29/18 | 52,000 | | 56,438 |
| | BANK OF NOVA SCOTIA/THE | 0.550% 09/15/2023 DD 09/16/20 | 1,200,000 | | 1,193,064 |
| | BANK OF NOVA SCOTIA/THE | 0.800% 06/15/2023 DD 06/15/20 | 1,000,000 | | 998,816 |
| | BANK OF NOVA SCOTIA/THE | VAR RT 04/15/2024 DD 04/19/21 | 1,200,000 | | 1,202,676 |
| | BANQUE FEDERATIVE DU CRED 144A | 0.650% 02/27/2024 DD 11/27/20 | 570,000 | | 562,931 |
| | BARCLAYS PLC | VAR RT 03/10/2032 DD 03/10/21 | 895,000 | | 887,633 |
| | BATH & BODY WORKS INC | 6.750% 07/01/2036 DD 06/16/16 | 5,000 | | 6,175 |
| | BATH & BODY WORKS INC | 6.875% 11/01/2035 DD 10/30/15 | 100,000 | | 124,250 |
| | BAUSCH HEALTH AMERICAS IN 144A | 8.500% 01/31/2027 DD 06/01/18 | 15,000 | | 15,750 |
| | BAUSCH HEALTH COS INC 144A | 6.250% 02/15/2029 DD 05/26/20 | 70,000 | | 66,517 |
| | BAYER CORP 144A | 6.650% 02/15/2028 DD 02/12/98 | 98,000 | | 119,393 |
| | BBCMS MORTGAGE TRUST 202 C6 A4 | 2.639% 02/15/2053 DD 02/01/20 | 515,000 | | 529,604 |
| | BENCHMARK 2018-B7 MORTGA B7 A1 | 3.436% 05/15/2053 DD 11/01/18 | 240,788 | | 244,881 |
| | BENCHMARK 2021-B31 MORT B31 A1 | 1.357% 12/15/2054 DD 12/01/21 | 972,000 | | 972,225 |
| | BLACKSTONE PRIVATE CREDIT 144A | 3.250% 03/15/2027 DD 11/22/21 | 492,000 | | 497,082 |
| | BLUE RACER MIDSTREAM LLC 144A | 7.625% 12/15/2025 DD 12/23/20 | 155,000 | | 164,300 |
| | BMW US CAPITAL LLC 144A | 2.550% 04/01/2031 DD 04/01/21 | 251,000 | | 257,494 |
| | BNP PARIBAS SA 144A | 3.500% 03/01/2023 DD 03/01/18 | 1,250,000 | | 1,287,765 |
| | BOEING CO/THE | 3.625% 03/01/2048 DD 02/23/18 | 124,000 | | 122,795 |
| | BOYNE USA INC 144A | 4.750% 05/15/2029 DD 04/26/21 | 55,000 | | 56,650 |
| | BP CAPITAL MARKETS AMERICA INC | 3.001% 03/17/2052 DD 09/17/21 | 315,000 | | 308,248 |
| | BPCE SA 144A | 2.700% 10/01/2029 DD 10/01/19 | 512,000 | | 522,654 |
| | BROADCOM INC | 4.750% 04/15/2029 DD 04/15/20 | 770,000 | | 876,492 |
| | BROOKFIELD RESIDENTIAL PR 144A | 6.250% 09/15/2027 DD 09/23/19 | 85,000 | | 88,723 |
| | BUCKEYE PARTNERS LP 144A | 4.500% 03/01/2028 DD 02/19/20 | 130,000 | | 130,975 |
| | BX 2021-MFM1 MFM1 A 144A | VAR RT 01/15/2034 DD 01/19/21 | 450,000 | | 446,883 |
| | BX COMMERCIAL MORT ACNT A 144A | VAR RT 11/15/2038 DD 11/19/21 | 517,000 | | 516,269 |
| | BX COMMERCIAL MORT VINO A 144A | VAR RT 05/15/2038 DD 05/27/21 | 500,000 | | 497,818 |
| | BX COMMERCIAL MORT VIV4 A 144A | 2.843% 03/09/2044 DD 12/01/20 | 1,360,000 | | 1,395,664 |
| | BX TRUST 2019-OC11 OC11 A 144A | 3.202% 12/09/2041 DD 12/01/19 | 840,000 | | 884,153 |
| | BX TRUST 2021-BXMF BXMF A 144A | VAR RT 10/15/2026 DD 11/08/21 | 488,000 | | 483,829 |
| | CAESARS ENTERTAINMENT INC 144A | 4.625% 10/15/2029 DD 09/24/21 | 130,000 | | 130,000 |
| | CAESARS RESORT COLLECTION 144A | 5.750% 07/01/2025 DD 07/06/20 | 60,000 | | 62,659 |
| | CALPINE CORP 144A | 5.125% 03/15/2028 DD 12/27/19 | 95,000 | | 96,440 |
| | CAMERON LNG LLC 144A | 3.302% 01/15/2035 DD 12/13/19 | 241,000 | | 251,556 |
| | CAMERON LNG LLC 144A | 3.402% 01/15/2038 DD 12/13/19 | 414,000 | | 426,948 |
| | CANADIAN IMPERIAL BANK OF COMM | 0.450% 06/22/2023 DD 06/22/21 | 1,000,000 | | 993,437 |
| | CANADIAN PACIFIC RAILWAY CO | 1.350% 12/02/2024 DD 12/02/21 | 2,492,000 | | 2,494,995 |
| | CAPITAL ONE BANK USA NA | VAR RT 01/27/2023 DD 01/28/20 | 1,000,000 | | 1,000,882 |
| | CAPITAL ONE FINANCIAL CORP | 2.600% 05/11/2023 DD 05/11/20 | 596,000 | | 608,892 |
| | CAPITAL ONE FINANCIAL CORP | VAR RT 12/06/2024 DD 12/06/21 | 1,505,000 | | 1,514,094 |
| | CAPITAL ONE MULTI-ASSET A3 A3 | 1.040% 11/15/2026 DD 11/30/21 | 1,430,000 | | 1,423,681 |
| | CARMAX AUTO OWNER TRUST 2 4 A3 | 0.500% 08/15/2025 DD 10/21/20 | 758,000 | | 753,900 |
| | CARMAX AUTO OWNER TRUST 2 4 A4 | 3.360% 09/15/2023 DD 10/24/18 | 148,695 | | 149,745 |
| | CARVANA AUTO RECEIVABLES P2 A3 | 0.490% 03/10/2026 DD 06/24/21 | 1,014,000 | | 1,006,793 |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|----------------------------------|-------------------------------|-----------|--------------|-----------|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| | CARVANA AUTO RECEIVABLES P3 A3 | 0.700% 11/10/2026 DD 09/29/21 | 946,000 | | 933,666 |
| | CATERPILLAR FINANCIAL SERVICES | 0.250% 03/01/2023 DD 03/01/21 | 1,200,000 | | 1,196,971 |
| | CD 2017-CD6 MORTGAGE T CD6 ASB | 3.332% 11/13/2050 DD 11/01/17 | 350,000 | | 368,823 |
| | CENTERPOINT ENERGY HOUSTON ELE | 3.350% 04/01/2051 DD 03/11/21 | 282,000 | | 309,943 |
| | CENTERPOINT ENERGY HOUSTON ELE | 4.250% 02/01/2049 DD 01/15/19 | 6,000 | | 7,453 |
| | CENTERPOINT ENERGY INC | VAR RT 05/13/2024 DD 05/13/21 | 847,000 | | 847,313 |
| | CENTERPOINT ENERGY RESOURCES C | 1.750% 10/01/2030 DD 10/01/20 | 507,000 | | 480,194 |
| | CHARTER COMMUNICATIONS OPERATI | 3.850% 04/01/2061 DD 12/04/20 | 192,000 | | 181,058 |
| | CHARTER COMMUNICATIONS OPERATI | 4.400% 12/01/2061 DD 06/02/21 | 191,000 | | 197,591 |
| | CHARTER COMMUNICATIONS OPERATI | 4.500% 02/01/2024 DD 07/03/18 | 1,350,000 | | 1,435,699 |
| | CHARTER COMMUNICATIONS OPERATI | 6.484% 10/23/2045 DD 10/23/16 | 1,351,000 | | 1,844,908 |
| | CHS/COMMUNITY HEALTH SYST 144A | 6.125% 04/01/2030 DD 05/19/21 | 190,000 | | 187,971 |
| | CIGNA CORP | 3.050% 11/30/2022 DD 05/30/20 | 677,000 | | 690,073 |
| | CIGNA CORP | 3.400% 03/01/2027 DD 03/01/20 | 140,000 | | 150,357 |
| | CIGNA CORP | 3.500% 06/15/2024 DD 06/15/20 | 230,000 | | 241,151 |
| | CIGNA CORP | 4.125% 11/15/2025 DD 05/15/19 | 1,491,000 | | 1,630,583 |
| | CIM RETAIL PORTFOL RETL A 144A | VAR RT 08/15/2036 DD 08/09/21 | 940,000 | | 937,634 |
| | CIM TRUST 2019-I INV3 A11 144A | VAR RT 08/25/2049 DD 09/25/19 | 340,085 | | 340,104 |
| | CITIGROUP COMMERCI 375P A 144A | 3.251% 05/10/2035 DD 05/01/13 | 1,040,000 | | 1,061,780 |
| | CITIGROUP COMMERCI GC8 AS 144A | 3.683% 09/10/2045 DD 09/01/12 | 514,000 | | 519,420 |
| | CITIGROUP COMMERCIAL GC11 AAB | 2.690% 04/10/2046 DD 04/01/13 | 120,026 | | 121,116 |
| | CITIGROUP COMMERCIAL GC19 AAB | 3.552% 03/10/2047 DD 03/01/14 | 219,125 | | 224,861 |
| | CITIGROUP COMMERCIAL GC21 AAB | 3.477% 05/10/2047 DD 05/01/14 | 161,032 | | 165,577 |
| | CITIGROUP COMMERCIAL GC36 AAB | 3.368% 02/10/2049 DD 02/01/16 | 420,752 | | 436,394 |
| | CITIGROUP COMMERCIAL M GC11 A4 | 3.093% 04/10/2046 DD 04/01/13 | 260,000 | | 265,206 |
| | CITIGROUP COMMERCIAL M GC17 A4 | 4.131% 11/10/2046 DD 12/01/13 | 464,000 | | 485,796 |
| | CITIGROUP COMMERCIAL M GC8 AAB | 2.608% 09/10/2045 DD 09/01/12 | 53,714 | | 53,823 |
| | CITIGROUP INC | VAR RT 05/01/2025 DD 05/04/21 | 1,035,000 | | 1,026,838 |
| | CITIGROUP INC | VAR RT 11/05/2030 DD 11/05/19 | 2,815,000 | | 2,923,251 |
| | CITIGROUP INC | VAR RT 12/31/2049 DD 02/18/21 | 412,000 | | 412,000 |
| | CITIZENS BANK NA/PROVIDENCE RI | 2.250% 04/28/2025 DD 04/30/20 | 1,078,000 | | 1,103,126 |
| | CITIZENS BANK NA/PROVIDENCE RI | 3.700% 03/29/2023 DD 03/29/18 | 250,000 | | 257,896 |
| | CITRIX SYSTEMS INC | 3.300% 03/01/2030 DD 02/25/20 | 421,000 | | 427,089 |
| | CLEAR CHANNEL INTERNATIONAL 144A | 6.625% 08/01/2025 DD 08/04/20 | 200,000 | | 207,500 |
| | CNH EQUIPMENT TRUST 2018- A A3 | 3.120% 07/17/2023 DD 05/23/18 | 41,373 | | 41,414 |
| | COLLEGE AVE STUDENT A A1 144A | VAR RT 07/25/2051 DD 02/18/21 | 79,214 | | 79,463 |
| | COLLEGE AVE STUDENT B A2 144A | 1.760% 06/25/2052 DD 06/30/21 | 159,013 | | 156,454 |
| | COLLEGE AVE STUDENT C A2 144A | 2.320% 07/26/2055 DD 11/23/21 | 543,000 | | 542,759 |
| | COMCAST CORP | 3.400% 07/15/2046 DD 07/19/16 | 567,000 | | 600,543 |
| | COMCAST CORP | 3.969% 11/01/2047 DD 10/19/17 | 105,000 | | 120,892 |
| | COMCAST CORP 144A | 2.937% 11/01/2056 DD 08/19/21 | 402,000 | | 382,918 |
| | COMM 2012-CCRE3 MOR CR3 B 144A | 3.922% 10/15/2045 DD 10/01/12 | 100,000 | | 98,982 |
| | COMM 2012-CCRE4 MORTGA CR4 ASB | 2.436% 10/15/2045 DD 11/01/12 | 197,742 | | 198,848 |
| | COMM 2012-LC4 MORTGAGE LC4 A4 | 3.288% 12/10/2044 DD 03/01/12 | 106,142 | | 106,088 |
| | COMM 2013-CCRE11 MORT CR11 ASB | 3.660% 08/10/2050 DD 10/01/13 | 245,685 | | 251,045 |
| | COMM 2013-CCRE12 MORTG CR12 A4 | 4.046% 10/10/2046 DD 11/01/13 | 90,000 | | 94,057 |
| | COMM 2013-CCRE9 MORTGAG CR9 A4 | VAR RT 07/10/2045 DD 07/01/13 | 300,000 | | 311,288 |
| | COMM 2015-CCRE22 MORTG CR22 A2 | 2.856% 03/10/2048 DD 03/01/15 | 153,628 | | 153,676 |
| | COMM 2015-CCRE26 MORTG CR26 A3 | 3.359% 10/10/2048 DD 10/01/15 | 280,751 | | 290,535 |
| | COMM 2015-LC19 MORTGAG LC19 A4 | 3.183% 02/10/2048 DD 02/01/15 | 525,000 | | 548,249 |
| | COMMONSPIRIT HEALTH | 2.782% 10/01/2030 DD 10/28/20 | 140,000 | | 143,293 |
| | COMMONWEALTH EDISON CO | 3.125% 03/15/2051 DD 03/09/21 | 240,000 | | 248,809 |
| | CONSUMERS ENERGY CO | 3.250% 08/15/2046 DD 08/10/16 | 133,000 | | 140,744 |
| | CONSUMERS ENERGY CO | 3.500% 08/01/2051 DD 03/26/20 | 427,000 | | 478,243 |
| | COOPERATIEVE RABOBANK UA | 3.950% 11/09/2022 DD 11/09/12 | 1,000,000 | | 1,026,457 |
| | CREDIT ACCEPTANCE AU 1A A 144A | 2.010% 02/15/2029 DD 02/20/20 | 610,000 | | 614,822 |
| | CREDIT ACCEPTANCE AU 2A A 144A | 0.960% 02/15/2030 DD 02/18/21 | 480,000 | | 477,126 |
| | CREDIT ACCEPTANCE AU 2A A 144A | 1.370% 07/16/2029 DD 07/23/20 | 250,000 | | 250,804 |
| | CREDIT ACCEPTANCE AU 3A A 144A | 1.000% 05/15/2030 DD 05/20/21 | 690,000 | | 684,343 |
| | CREDIT ACCEPTANCE AUT 4 A 144A | 1.260% 10/15/2030 DD 10/28/21 | 455,000 | | 451,436 |
| | CREDIT SUISSE AG/NEW YORK NY | 0.495% 02/02/2024 DD 02/02/21 | 1,000,000 | | 987,937 |
| | CREDIT SUISSE AG/NEW YORK NY | 0.520% 08/09/2023 DD 08/09/21 | 3,500,000 | | 3,475,124 |
| | CREDIT SUISSE AG/NEW YORK NY | 1.000% 05/05/2023 DD 06/05/20 | 1,925,000 | | 1,930,040 |
| | CREDIT SUISSE AG/NEW YORK NY | 1.250% 08/07/2026 DD 08/09/21 | 1,165,000 | | 1,135,680 |
| | CREDIT SUISSE MORT ICE4 A 144A | VAR RT 05/15/2036 DD 06/05/19 | 2,050,000 | | 2,049,382 |
| | CRESTWOOD MIDSTREAM PARTN 144A | 6.000% 02/01/2029 DD 01/21/21 | 100,000 | | 103,875 |
| | CROCS INC 144A | 4.250% 03/15/2029 DD 03/12/21 | 100,000 | | 98,750 |
| | CROWN CASTLE INTERNATIONAL COR | 1.350% 07/15/2025 DD 06/15/20 | 90,000 | | 88,782 |
| | CROWN CASTLE INTERNATIONAL COR | 2.250% 01/15/2031 DD 06/15/20 | 459,000 | | 447,181 |
| | CROWN CASTLE INTERNATIONAL COR | 2.500% 07/15/2031 DD 06/29/21 | 276,000 | | 273,952 |
| | CROWN CASTLE INTERNATIONAL COR | 4.150% 07/01/2050 DD 04/03/20 | 108,000 | | 121,448 |
| | CSC HOLDINGS LLC 144A | 4.500% 11/15/2031 DD 05/13/21 | 200,000 | | 197,500 |
| | CSC HOLDINGS LLC 144A | 4.625% 12/01/2030 DD 06/16/20 | 1,205,000 | | 1,140,231 |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|--------------------------------|-------------------------------|-----------|--------------|-----|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| | CSC HOLDINGS LLC 144A | 5.000% 11/15/2031 DD 05/13/21 | 200,000 | 192,750 | |
| | DAIMLER FINANCE NORTH AME 144A | 0.750% 03/01/2024 DD 03/02/21 | 1,754,000 | 1,737,649 | |
| | DAIMLER FINANCE NORTH AME 144A | 2.125% 03/10/2025 DD 03/10/20 | 176,000 | 179,282 | |
| | DAIMLER FINANCE NORTH AME 144A | 3.500% 08/03/2025 DD 08/03/15 | 459,000 | 488,967 | |
| | DAIMLER FINANCE NORTH AME 144A | VAR RT 05/04/2023 DD 05/04/18 | 1,000,000 | 1,007,920 | |
| | DAIMLER TRUCKS FINANCE NO 144A | 1.625% 12/13/2024 DD 12/14/21 | 387,000 | 389,907 | |
| | DELL EQUIPMENT FINAN 1 A3 144A | 0.430% 05/22/2026 DD 03/17/21 | 474,000 | 471,175 | |
| | DELL EQUIPMENT FINAN 2 A2 144A | 0.470% 10/24/2022 DD 09/23/20 | 223,384 | 223,483 | |
| | DELL EQUIPMENT FINAN 2 A3 144A | 0.570% 10/23/2023 DD 09/23/20 | 586,000 | 585,459 | |
| | DELTA AIR LINES 2019-1 CLASS A | 3.204% 10/25/2025 DD 03/13/19 | 84,000 | 86,848 | |
| | DEUTSCHE BANK AG/NEW YORK NY | 0.898% 05/28/2024 DD 05/28/21 | 348,000 | 344,960 | |
| | DEUTSCHE BANK AG/NEW YORK NY | 1.686% 03/19/2026 DD 03/19/21 | 767,000 | 763,221 | |
| | DEUTSCHE BANK AG/NEW YORK NY | VAR RT 07/08/2031 DD 07/08/20 | 200,000 | 234,513 | |
| | DIAMOND SPORTS GROUP LLC 144A | 5.375% 08/15/2026 DD 08/02/19 | 165,000 | 82,500 | |
| | DIAMONDBACK ENERGY INC | 3.500% 12/01/2029 DD 12/05/19 | 257,000 | 272,525 | |
| | DISCOVER CARD EXECUTION A1 A1 | 0.580% 09/15/2026 DD 09/27/21 | 1,409,000 | 1,386,885 | |
| | DNB BANK ASA 144A | VAR RT 09/30/2025 DD 09/30/21 | 1,500,000 | 1,480,714 | |
| | DR HORTON INC | 2.600% 10/15/2025 DD 05/05/20 | 584,000 | 602,819 | |
| | DRIVE AUTO RECEIVABLES TR 2 A2 | 0.360% 05/15/2024 DD 08/25/21 | 1,040,115 | 1,039,495 | |
| | DRIVE AUTO RECEIVABLES TR 3 A2 | 0.520% 01/15/2025 DD 11/17/21 | 4,610,000 | 4,606,390 | |
| | DUKE ENERGY CAROLINAS LLC | 3.875% 03/15/2046 DD 03/11/16 | 200,000 | 225,227 | |
| | DUKE ENERGY FLORIDA LLC | 2.500% 12/01/2029 DD 11/26/19 | 942,000 | 968,000 | |
| | DUKE ENERGY FLORIDA LLC | 3.000% 12/15/2051 DD 12/02/21 | 73,000 | 73,567 | |
| | DUKE ENERGY FLORIDA LLC | 3.400% 10/01/2046 DD 09/09/16 | 158,000 | 166,683 | |
| | DUKE ENERGY PROGRESS LLC | 2.900% 08/15/2051 DD 08/12/21 | 115,000 | 114,003 | |
| | DUKE ENERGY PROGRESS LLC | 4.100% 03/15/2043 DD 03/12/13 | 63,000 | 72,786 | |
| | DUKE ENERGY PROGRESS LLC | 4.100% 05/15/2042 DD 05/18/12 | 441,000 | 514,894 | |
| | DUKE REALTY LP | 1.750% 07/01/2030 DD 06/29/20 | 168,000 | 159,612 | |
| | EASTERN GAS TRANSMISSION 144A | 4.800% 11/01/2043 DD 05/01/21 | 50,000 | 60,609 | |
| | ECOLAB INC | 2.750% 08/18/2055 DD 08/18/21 | 230,000 | 225,720 | |
| | EDISON INTERNATIONAL | 2.400% 09/15/2022 DD 08/22/17 | 371,000 | 374,562 | |
| | ELECTRONIC ARTS INC | 1.850% 02/15/2031 DD 02/11/21 | 701,000 | 671,872 | |
| | ELP COMMERCIAL MORT ELP A 144A | VAR RT 11/15/2038 DD 11/17/21 | 727,000 | 722,700 | |
| | ENBRIDGE INC | 0.550% 10/04/2023 DD 10/04/21 | 1,295,000 | 1,284,927 | |
| | ENDEAVOR ENERGY RESOURCES 144A | 6.625% 07/15/2025 DD 06/05/20 | 40,000 | 42,321 | |
| | ENERGIZER HOLDINGS INC 144A | 4.375% 03/31/2029 DD 09/30/20 | 130,000 | 126,874 | |
| | ENERGY TRANSFER LP | 5.000% 05/15/2050 DD 01/22/20 | 298,000 | 342,908 | |
| | ENLINK MIDSTREAM PARTNERS LP | 5.450% 06/01/2047 DD 05/11/17 | 85,000 | 85,756 | |
| | ENTERGY ARKANSAS LLC | 3.350% 06/15/2052 DD 03/30/21 | 116,000 | 121,805 | |
| | ENTERGY LOUISIANA LLC | 1.600% 12/15/2030 DD 11/13/20 | 107,000 | 100,759 | |
| | ENTERGY LOUISIANA LLC | 4.200% 09/01/2048 DD 08/14/18 | 128,000 | 152,244 | |
| | ENTERPRISE FLEET FIN 2 A2 144A | 0.480% 05/20/2027 DD 07/28/21 | 1,019,000 | 1,009,558 | |
| | ENTERPRISE FLEET FIN 2 A2 144A | 0.610% 07/20/2026 DD 09/30/20 | 944,008 | 941,500 | |
| | ENTERPRISE FLEET FUN 1 A2 144A | 0.440% 12/21/2026 DD 02/24/21 | 409,341 | 407,071 | |
| | EQM MIDSTREAM PARTNERS LP | 5.500% 07/15/2028 DD 06/25/18 | 45,000 | 49,163 | |
| | EQM MIDSTREAM PARTNERS LP | 6.500% 07/15/2048 DD 06/25/18 | 70,000 | 85,050 | |
| | EQUINIX INC | 3.200% 11/18/2029 DD 11/18/19 | 220,000 | 231,239 | |
| | EQUINOR ASA | 1.750% 01/22/2026 DD 05/22/20 | 185,000 | 186,120 | |
| | EXELON CORP | 4.700% 04/15/2050 DD 04/01/20 | 193,000 | 242,280 | |
| | EXETER AUTOMOBILE RECEIV 2A A3 | 0.300% 10/15/2024 DD 06/02/21 | 424,000 | 423,500 | |
| | EXETER AUTOMOBILE RECEIV 3A A2 | 0.340% 01/16/2024 DD 08/25/21 | 501,386 | 501,240 | |
| | FIFTH THIRD BANCORP | 1.625% 05/05/2023 DD 05/05/20 | 1,000,000 | 1,009,699 | |
| | FIRSTENERGY TRANSMISSION 144A | 5.450% 07/15/2044 DD 05/19/14 | 127,000 | 160,267 | |
| | FLAGSTAR MORTGAG HINV A11 144A | VAR RT 10/25/2049 DD 10/25/19 | 266,304 | 266,302 | |
| | FLORIDA POWER & LIGHT CO | 2.850% 04/01/2025 DD 03/27/20 | 256,000 | 267,322 | |
| | FLORIDA POWER & LIGHT CO | 3.150% 10/01/2049 DD 09/13/19 | 346,000 | 367,328 | |
| | FLORIDA POWER & LIGHT CO | 3.950% 03/01/2048 DD 02/28/18 | 450,000 | 533,652 | |
| | FORD CREDIT AUTO LEASE TR A A3 | 1.850% 03/15/2023 DD 01/28/20 | 100,753 | 100,919 | |
| | FORD MOTOR CO | 3.250% 02/12/2032 DD 11/12/21 | 185,000 | 189,440 | |
| | FORD MOTOR CO | 9.000% 04/22/2025 DD 04/22/20 | 350,000 | 427,910 | |
| | FORTRESS TRANSPORTATION A 144A | 5.500% 05/01/2028 DD 04/12/21 | 70,000 | 71,337 | |
| | FREEMONT-MCMORAN INC | 5.000% 09/01/2027 DD 08/15/19 | 75,000 | 78,000 | |
| | GA GLOBAL FUNDING TRUST 144A | 1.250% 12/08/2023 DD 12/09/21 | 1,200,000 | 1,199,309 | |
| | GALAXY PIPELINE ASSETS BI 144A | 2.940% 09/30/2040 DD 02/18/21 | 200,000 | 199,043 | |
| | GENERAL DYNAMICS CORP | 3.500% 04/01/2027 DD 03/25/20 | 384,000 | 418,047 | |
| | GENERAL ELECTRIC CO | 6.750% 03/15/2032 DD 03/20/02 | 234,000 | 319,118 | |
| | GENERAL MOTORS CO | 5.400% 10/02/2023 DD 05/12/20 | 85,000 | 90,981 | |
| | GENERAL MOTORS FINANCIAL CO IN | 3.250% 01/05/2023 DD 01/05/18 | 1,000,000 | 1,021,633 | |
| | GENERAL MOTORS FINANCIAL CO IN | 4.150% 06/19/2023 DD 06/19/18 | 125,000 | 130,004 | |
| | GENERAL MOTORS FINANCIAL CO IN | VAR RT 12/31/2049 DD 09/16/20 | 68,000 | 68,400 | |
| | GILEAD SCIENCES INC | 3.700% 04/01/2024 DD 03/07/14 | 35,000 | 36,791 | |
| | GILEAD SCIENCES INC | 4.800% 04/01/2044 DD 03/07/14 | 485,000 | 612,190 | |
| | GM FINANCIAL AUTOMOBILE 2 A2A | 0.710% 10/20/2022 DD 06/17/20 | 2,169 | 2,170 | |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|---------------------------------|-------------------------------|-----------|--------------|-----|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| | GM FINANCIAL CONSUMER AUT 1 A3 | 2.970% 11/16/2023 DD 01/16/19 | 143,399 | 144,020 | |
| | GM FINANCIAL CONSUMER AUT 4 A3 | 0.380% 08/18/2025 DD 10/14/20 | 890,000 | 886,323 | |
| | GMF FLOORPLAN OWNER R 1 A 144A | 0.680% 08/15/2025 DD 09/16/20 | 453,000 | 450,930 | |
| | GOLDMAN SACHS GROUP INC/THE | 1.217% 12/06/2023 DD 12/06/21 | 930,000 | 932,375 | |
| | GOLDMAN SACHS GROUP INC/THE | 3.500% 01/23/2025 DD 01/23/15 | 200,000 | 210,848 | |
| | GOLDMAN SACHS GROUP INC/THE | 3.500% 04/01/2025 DD 03/30/20 | 320,000 | 338,379 | |
| | GOLDMAN SACHS GROUP INC/THE | 3.750% 05/22/2025 DD 05/22/15 | 694,000 | 740,643 | |
| | GOLDMAN SACHS GROUP INC/THE | 3.850% 07/08/2024 DD 07/08/14 | 725,000 | 767,096 | |
| | GOLDMAN SACHS GROUP INC/THE | 6.250% 02/01/2041 DD 01/28/11 | 627,000 | 911,497 | |
| | GOLDMAN SACHS GROUP INC/THE | VAR RT 05/15/2026 DD 05/17/18 | 168,000 | 171,342 | |
| | GOLDMAN SACHS GROUP INC/THE | VAR RT 06/05/2023 DD 06/05/17 | 1,000,000 | 1,008,327 | |
| | GOLDMAN SACHS GROUP INC/THE | VAR RT 07/24/2023 DD 07/24/17 | 1,750,000 | 1,769,694 | |
| | GOLDMAN SACHS GROUP INC/THE | VAR RT 11/17/2023 DD 11/19/20 | 1,082,000 | 1,079,196 | |
| | GOODLEAP SUSTAINABL 4GS A 144A | 1.930% 07/20/2048 DD 09/08/21 | 539,763 | 527,787 | |
| | GREAT-WEST LIFE CO US FINA 144A | 0.904% 08/12/2025 DD 08/12/20 | 469,000 | 455,635 | |
| | GS MORTGAGE SECURIT GC5 C 144A | VAR RT 08/10/2044 DD 10/01/11 | 30,000 | 25,725 | |
| | GS MORTGAGE SECURITIES GC13 A5 | VAR RT 07/10/2046 DD 07/01/13 | 435,000 | 450,959 | |
| | GS MORTGAGE SECURITIES GCJ9 A3 | 2.773% 11/10/2045 DD 11/01/12 | 193,207 | 195,662 | |
| | GS MORTGAGE SECURITIES GCJ9 AS | 3.124% 11/10/2045 DD 11/01/12 | 844,000 | 855,921 | |
| | GS MORTGAGE SECURITIES GS4 A2 | 2.905% 11/10/2049 DD 11/01/16 | 921 | 923 | |
| | GS MORTGAGE SECURITIES GS8 A1 | 2.222% 11/10/2050 DD 11/01/17 | 282,564 | 283,971 | |
| | HAWAIIAN BRAND INTELLECTU 144A | 5.750% 01/20/2026 DD 02/04/21 | 155,000 | 162,169 | |
| | HCA INC | 5.250% 06/15/2049 DD 06/12/19 | 75,000 | 96,324 | |
| | HESS MIDSTREAM OPERATIONS 144A | 4.250% 02/15/2030 DD 08/05/21 | 70,000 | 69,475 | |
| | HEXION INC 144A | 7.875% 07/15/2027 DD 07/01/19 | 30,000 | 31,650 | |
| | HOME DEPOT INC/THE | 2.750% 09/15/2051 DD 09/21/21 | 97,000 | 96,323 | |
| | HONEYWELL INTERNATIONAL INC | 3.812% 11/21/2047 DD 11/21/17 | 81,000 | 96,726 | |
| | HPEFS EQUIPMENT TRU 2A A2 144A | 0.300% 09/20/2028 DD 06/23/21 | 814,000 | 812,154 | |
| | HPEFS EQUIPMENT TRU 2A A2 144A | 0.650% 07/22/2030 DD 06/30/20 | 83,620 | 83,634 | |
| | HSBC HOLDINGS PLC | VAR RT 03/11/2025 DD 03/11/19 | 575,000 | 603,389 | |
| | HSBC HOLDINGS PLC | VAR RT 03/13/2023 DD 03/13/17 | 632,000 | 634,982 | |
| | HSBC HOLDINGS PLC | VAR RT 05/22/2030 DD 05/22/19 | 255,000 | 276,611 | |
| | HSBC HOLDINGS PLC | VAR RT 05/24/2025 DD 05/24/21 | 1,200,000 | 1,185,491 | |
| | HSBC HOLDINGS PLC | VAR RT 05/24/2032 DD 05/24/21 | 204,000 | 204,633 | |
| | HSBC HOLDINGS PLC | VAR RT 08/17/2029 DD 08/17/21 | 200,000 | 196,124 | |
| | HSBC HOLDINGS PLC | VAR RT 12/31/2049 DD 03/09/21 | 310,000 | 310,000 | |
| | HUMANA INC | 0.650% 08/03/2023 DD 08/03/21 | 1,200,000 | 1,193,768 | |
| | HUMANA INC | 1.350% 02/03/2027 DD 08/03/21 | 303,000 | 294,630 | |
| | HYUNDAI AUTO RECEIVABLES B A3 | 1.940% 02/15/2024 DD 11/06/19 | 378,606 | 381,044 | |
| | HYUNDAI AUTO RECEIVABLES C A3 | 0.380% 05/15/2025 DD 10/28/20 | 965,000 | 960,840 | |
| | HYUNDAI AUTO RECEIVABLES C A4 | 0.740% 05/15/2026 DD 11/17/21 | 1,090,000 | 1,082,498 | |
| | IMPERIAL BRANDS FINANCE P 144A | 3.125% 07/26/2024 DD 07/26/19 | 1,000,000 | 1,033,298 | |
| | ING GROEP NV 144A | 4.625% 01/06/2026 DD 11/15/18 | 216,000 | 240,013 | |
| | INTEL CORP | 3.200% 08/12/2061 DD 08/12/21 | 382,000 | 391,192 | |
| | INTERCONTINENTAL EXCHANGE INC | 0.700% 06/15/2023 DD 08/20/20 | 936,000 | 935,513 | |
| | INTERCONTINENTAL EXCHANGE INC | 2.100% 06/15/2030 DD 05/26/20 | 434,000 | 431,131 | |
| | INTERNATIONAL BUSINESS MACHINE | 3.300% 05/15/2026 DD 05/15/19 | 248,000 | 265,128 | |
| | INTERNATIONAL BUSINESS MACHINE | 4.000% 06/20/2042 DD 06/20/12 | 96,000 | 110,420 | |
| | INTERNATIONAL BUSINESS MACHINE | 4.150% 05/15/2039 DD 05/15/19 | 156,000 | 180,155 | |
| | INTERNATIONAL BUSINESS MACHINE | 4.250% 05/15/2049 DD 05/15/19 | 100,000 | 121,286 | |
| | IRON MOUNTAIN INC 144A | 4.875% 09/15/2029 DD 09/09/19 | 340,000 | 351,893 | |
| | J.P. MORGAN MORT LTV1 A11 144A | VAR RT 06/25/2049 DD 02/25/19 | 14,784 | 14,788 | |
| | JACKSON FINANCIAL INC 144A | 1.125% 11/22/2023 DD 11/23/21 | 1,245,000 | 1,242,697 | |
| | JDE PEET'S NV 144A | 0.800% 09/24/2024 DD 09/24/21 | 971,000 | 951,426 | |
| | JP MORGAN CHASE CO LC9 AS 144A | 3.353% 12/15/2047 DD 12/01/12 | 1,089,000 | 1,102,578 | |
| | JP MORGAN CHASE COMME LC11 ASB | 2.554% 04/15/2046 DD 05/01/13 | 352,591 | 356,139 | |
| | JP MORGAN CHASE COMMERC CBX A4 | 3.483% 06/15/2045 DD 06/01/12 | 166,361 | 167,309 | |
| | JP MORGAN CHASE COMMERC JP2 A3 | 2.559% 08/15/2049 DD 07/01/16 | 429,217 | 438,228 | |
| | JP MORGAN CHASE COMMERC LC11 C | VAR RT 04/15/2046 DD 05/01/13 | 125,000 | 122,681 | |
| | JP MORGAN CHASE COMMERC C6 A3 | 3.507% 05/15/2045 DD 04/01/12 | 570,866 | 572,102 | |
| | JP MORGAN CHASE COMMERC C6 AS | 4.117% 05/15/2045 DD 04/01/12 | 457,000 | 460,104 | |
| | JP MORGAN MORTGA LTV1 A11 144A | VAR RT 06/25/2050 DD 01/25/20 | 85,149 | 85,334 | |
| | JP MORGAN MORTGA LTV3 A11 144A | VAR RT 03/25/2050 DD 10/25/19 | 126,078 | 126,035 | |
| | JP MORGAN MORTGAGE 1 A11 144A | VAR RT 05/25/2049 DD 01/25/19 | 101,329 | 101,619 | |
| | JP MORGAN MORTGAGE 7 A11 144A | VAR RT 02/25/2050 DD 09/25/19 | 76,847 | 76,910 | |
| | JP MORGAN MORTGAGE 8 A11 144A | VAR RT 03/25/2050 DD 10/25/19 | 187,944 | 188,120 | |
| | JPMBB COMMERCIAL MORTGA C22 A4 | 3.801% 09/15/2047 DD 08/01/14 | 500,000 | 526,888 | |
| | JPMBB COMMERCIAL MORTGAG C1 A5 | 3.576% 03/17/2049 DD 03/01/16 | 530,000 | 563,730 | |
| | JPMORGAN CHASE & CO | 5.600% 07/15/2041 DD 07/21/11 | 101,000 | 139,856 | |
| | JPMORGAN CHASE & CO | VAR RT 01/23/2049 DD 01/23/18 | 118,000 | 136,702 | |
| | JPMORGAN CHASE & CO | VAR RT 02/01/2028 DD 02/01/17 | 1,056,000 | 1,143,155 | |
| | JPMORGAN CHASE & CO | VAR RT 02/16/2025 DD 02/16/21 | 600,000 | 591,311 | |
| | JPMORGAN CHASE & CO | VAR RT 03/01/2025 DD 06/01/17 | 2,000,000 | 2,079,129 | |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|-------------------------------|-----------------|---------|--------------|-----|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| JPMORGAN CHASE & CO | VAR RT 03/13/2026 DD 03/13/20 | 2,296,000 | | 2,323,077 | |
| JPMORGAN CHASE & CO | VAR RT 03/16/2024 DD 03/16/21 | 1,700,000 | | 1,695,847 | |
| JPMORGAN CHASE & CO | VAR RT 04/22/2027 DD 04/22/21 | 353,000 | | 348,839 | |
| JPMORGAN CHASE & CO | VAR RT 04/22/2041 DD 04/22/20 | 240,000 | | 248,556 | |
| JPMORGAN CHASE & CO | VAR RT 04/23/2029 DD 04/23/18 | 1,028,000 | | 1,134,660 | |
| JPMORGAN CHASE & CO | VAR RT 04/25/2023 DD 04/25/17 | 100,000 | | 100,639 | |
| JPMORGAN CHASE & CO | VAR RT 05/01/2028 DD 04/25/17 | 540,000 | | 586,458 | |
| JPMORGAN CHASE & CO | VAR RT 05/06/2030 DD 05/06/19 | 780,000 | | 852,424 | |
| JPMORGAN CHASE & CO | VAR RT 06/01/2024 DD 05/27/20 | 1,950,000 | | 1,964,804 | |
| JPMORGAN CHASE & CO | VAR RT 06/01/2025 DD 06/01/21 | 941,000 | | 930,013 | |
| JPMORGAN CHASE & CO | VAR RT 07/24/2048 DD 07/24/17 | 466,000 | | 550,083 | |
| KEN GARFF AUTOMOTIVE LLC 144A | 4.875% 09/15/2028 DD 09/23/20 | 40,000 | | 40,050 | |
| KEURIG DR PEPPER INC | 0.750% 03/15/2024 DD 03/15/21 | 1,230,000 | | 1,221,426 | |
| KEYBANK NA/CLEVELAND OH | VAR RT 01/03/2024 DD 12/16/20 | 2,000,000 | | 1,997,974 | |
| KEYBANK NA/CLEVELAND OH | VAR RT 06/14/2024 DD 06/16/21 | 2,000,000 | | 1,999,006 | |
| KLA CORP | 4.650% 11/01/2024 DD 11/06/14 | 289,000 | | 313,316 | |
| KLA CORP | 5.000% 03/15/2049 DD 03/20/19 | 66,000 | | 87,952 | |
| LADDER CAPITAL FINANCE HO 144A | 5.250% 10/01/2025 DD 09/25/17 | 180,000 | | 181,800 | |
| LAM RESEARCH CORP | 4.875% 03/15/2049 DD 03/04/19 | 304,000 | | 412,647 | |
| LCCM 2017-LC26 LC26 ASB 144A | 3.357% 07/12/2050 DD 06/01/17 | 295,000 | | 308,474 | |
| LEVEL 3 FINANCING INC 144A | 3.625% 01/15/2029 DD 08/12/20 | 1,415,000 | | 1,344,250 | |
| LIONS GATE CAPITAL HOLDIN 144A | 5.500% 04/15/2029 DD 04/01/21 | 40,000 | | 40,700 | |
| LUMEN TECHNOLOGIES INC 144A | 5.125% 12/15/2026 DD 12/16/19 | 65,000 | | 67,641 | |
| LUMEN TECHNOLOGIES INC 144A | 5.375% 06/15/2029 DD 06/15/21 | 60,000 | | 60,000 | |
| MARINER FINANCE ISSU AA A 144A | 1.860% 03/20/2036 DD 03/11/21 | 460,000 | | 452,146 | |
| MARRIOTT OWNERSHIP RESORT 144A | 4.500% 06/15/2029 DD 06/21/21 | 65,000 | | 65,424 | |
| MARSH & MCLENNAN COS INC | 4.375% 03/15/2029 DD 01/15/19 | 273,000 | | 311,192 | |
| MASTERCARD INC | 2.950% 06/01/2029 DD 05/31/19 | 17,000 | | 18,212 | |
| MELCO RESORTS FINANCE LTD 144A | 5.750% 07/21/2028 DD 07/21/20 | 210,000 | | 211,155 | |
| MERCEDES-BENZ AUTO LEASE B A3 | 0.400% 11/15/2023 DD 09/23/20 | 482,000 | | 481,424 | |
| MERCEDES-BENZ AUTO LEASE B A4 | 2.000% 10/17/2022 DD 11/20/19 | 134,842 | | 135,079 | |
| MERCEDES-BENZ AUTO RECEIV 1 A2 | 0.460% 03/15/2023 DD 06/23/20 | 7,545 | | 7,546 | |
| MERCK & CO INC | 2.750% 12/10/2051 DD 12/10/21 | 88,000 | | 87,076 | |
| METHODIST HOSPITAL/THE | 2.705% 12/01/2050 DD 08/27/20 | 142,000 | | 137,290 | |
| METROPOLITAN LIFE GLOBAL 144A | 0.700% 09/27/2024 DD 09/28/21 | 150,000 | | 147,773 | |
| METROPOLITAN LIFE GLOBAL 144A | 0.900% 06/08/2023 DD 06/08/20 | 739,000 | | 741,020 | |
| MHP 2021-STOR STOR A 144A | VAR RT 07/15/2038 DD 08/05/21 | 265,000 | | 264,003 | |
| MIDAMERICAN ENERGY CO | 3.100% 05/01/2027 DD 02/01/17 | 221,000 | | 234,620 | |
| MITSUBISHI UFJ FINANCIAL GROUP | 1.412% 07/17/2025 DD 07/17/20 | 1,200,000 | | 1,193,327 | |
| MITSUBISHI UFJ FINANCIAL GROUP | 3.218% 03/07/2022 DD 03/07/19 | 250,000 | | 251,246 | |
| MITSUBISHI UFJ FINANCIAL GROUP | VAR RT 10/11/2025 DD 10/13/21 | 1,250,000 | | 1,232,612 | |
| MIZUHO FINANCIAL GROUP INC | VAR RT 05/25/2026 DD 02/25/20 | 891,000 | | 904,169 | |
| MIZUHO FINANCIAL GROUP INC | VAR RT 07/09/2032 DD 07/09/21 | 400,000 | | 390,862 | |
| MIZUHO FINANCIAL GROUP INC | VAR RT 07/10/2031 DD 07/10/20 | 603,000 | | 589,543 | |
| MIZUHO FINANCIAL GROUP INC | VAR RT 07/16/2025 DD 07/16/19 | 908,000 | | 939,966 | |
| MIZUHO FINANCIAL GROUP INC | VAR RT 09/08/2024 DD 09/08/20 | 597,000 | | 593,898 | |
| MODIVCARE ESCROW ISSUER I 144A | 5.000% 10/01/2029 DD 08/24/21 | 50,000 | | 51,063 | |
| MONDELEZ INTERNATIONAL HO 144A | 0.750% 09/24/2024 DD 09/24/21 | 1,097,000 | | 1,078,593 | |
| MONDELEZ INTERNATIONAL INC | 2.750% 04/13/2030 DD 04/13/20 | 202,000 | | 208,161 | |
| MORGAN STANLEY | 3.625% 01/20/2027 DD 01/20/17 | 502,000 | | 544,248 | |
| MORGAN STANLEY | 3.875% 04/29/2024 DD 04/28/14 | 380,000 | | 402,834 | |
| MORGAN STANLEY | VAR RT 01/20/2023 DD 01/22/20 | 1,100,000 | | 1,100,171 | |
| MORGAN STANLEY | VAR RT 01/22/2025 DD 07/20/21 | 1,000,000 | | 989,869 | |
| MORGAN STANLEY | VAR RT 01/22/2031 DD 01/22/20 | 2,959,000 | | 3,027,307 | |
| MORGAN STANLEY | VAR RT 01/24/2029 DD 01/23/18 | 691,000 | | 751,929 | |
| MORGAN STANLEY | VAR RT 07/22/2028 DD 07/24/17 | 1,713,000 | | 1,846,771 | |
| MORGAN STANLEY | VAR RT 07/22/2038 DD 07/24/17 | 322,000 | | 366,973 | |
| MORGAN STANLEY | VAR RT 11/10/2023 DD 11/13/20 | 1,400,000 | | 1,398,055 | |
| MORGAN STANLEY BANK OF A C11 B | VAR RT 08/15/2046 DD 08/01/13 | 285,000 | | 208,494 | |
| MORGAN STANLEY BANK OF C10 ASB | VAR RT 07/15/2046 DD 07/01/13 | 125,224 | | 127,361 | |
| MORGAN STANLEY BANK OF C15 A4 | 4.051% 04/15/2047 DD 04/01/14 | 262,000 | | 275,006 | |
| MORGAN STANLEY BANK OF C25 A5 | 3.635% 10/15/2048 DD 10/01/15 | 348,000 | | 370,940 | |
| MORGAN STANLEY BANK OF C28 A3 | 3.272% 01/15/2049 DD 02/01/16 | 222,821 | | 225,182 | |
| MORGAN STANLEY CAPITAL IH7 A1 | 2.327% 07/15/2052 DD 07/01/19 | 371,065 | | 375,428 | |
| MORGAN STANLEY CAPITAL UB11 A4 | 2.782% 08/15/2049 DD 08/01/16 | 305,000 | | 316,583 | |
| MPH ACQUISITION HOLDINGS 144A | 5.750% 11/01/2028 DD 10/29/20 | 160,000 | | 152,160 | |
| NATIONAL BANK OF CANADA | VAR RT 08/15/2023 DD 07/13/20 | 1,100,000 | | 1,100,817 | |
| NATIONAL RETAIL PROPERTIES INC | 3.500% 04/15/2051 DD 03/10/21 | 306,000 | | 314,478 | |
| NATIONSTAR MORTGAGE HOLDI 144A | 5.125% 12/15/2030 DD 12/04/20 | 145,000 | | 143,188 | |
| NATWEST GROUP PLC | VAR RT 05/15/2023 DD 05/15/17 | 2,000,000 | | 2,017,476 | |
| NATWEST MARKETS PLC 144A | 0.800% 08/12/2024 DD 05/12/21 | 1,091,000 | | 1,072,965 | |
| NAVIENT CORP | 4.875% 03/15/2028 DD 02/02/21 | 180,000 | | 179,550 | |
| NAVIENT PRIVATE ED AA A2A 144A | 2.740% 02/15/2029 DD 10/23/14 | 90,401 | | 91,299 | |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|--------------------------------|-------------------------------|-----------|--------------|-----|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| | NAVIENT PRIVATE ED CA A2B 144A | VAR RT 11/15/2068 DD 03/19/20 | 330,000 | 337,953 | |
| | NAVIENT PRIVATE ED DA A2A 144A | 4.000% 12/15/2059 DD 10/25/18 | 761,857 | 790,202 | |
| | NAVIENT PRIVATE ED IA A1B 144A | VAR RT 04/15/2069 DD 12/10/20 | 1,218,143 | 1,224,932 | |
| | NAVIENT PRIVATE EDU CA A2 144A | 3.130% 02/15/2068 DD 05/16/19 | 272,209 | 277,453 | |
| | NAVIENT PRIVATE EDU CA A2 144A | 3.520% 06/16/2042 DD 07/26/18 | 528,479 | 536,419 | |
| | NAVIENT PRIVATE EDUC FA A 144A | 1.110% 02/18/2070 DD 09/28/21 | 491,257 | 482,906 | |
| | NAVIENT PRIVATE EDUC FA A 144A | 1.220% 07/15/2069 DD 07/30/20 | 260,147 | 259,508 | |
| | NAVIENT PRIVATE EDUCA A A 144A | 0.840% 05/15/2069 DD 01/28/21 | 239,969 | 236,937 | |
| | NBCUNIVERSAL MEDIA LLC | 4.450% 01/15/2043 DD 10/05/12 | 104,000 | 126,026 | |
| | NCL FINANCE LTD 144A | 6.125% 03/15/2028 DD 03/03/21 | 45,000 | 44,325 | |
| | NELNET STUDENT LOA CA AFL 144A | VAR RT 04/20/2062 DD 08/18/21 | 1,398,877 | 1,402,186 | |
| | NEW YORK LIFE GLOBAL FUND 144A | VAR RT 02/02/2023 DD 02/02/21 | 2,000,000 | 2,000,653 | |
| | NORTHERN NATURAL GAS CO 144A | 4.300% 01/15/2049 DD 07/17/18 | 320,000 | 374,114 | |
| | NORTHERN STATES POWER CO/MN | 2.900% 03/01/2050 DD 09/10/19 | 438,000 | 442,193 | |
| | NORTHWEST PIPELINE LLC | 4.000% 04/01/2027 DD 10/01/17 | 751,000 | 815,988 | |
| | NORTHWESTERN MUTUAL GLOBA 144A | VAR RT 03/25/2024 DD 03/25/21 | 1,200,000 | 1,199,016 | |
| | NTT FINANCE CORP 144A | 0.373% 03/03/2023 DD 03/03/21 | 1,230,000 | 1,224,884 | |
| | NUCOR CORP | 2.979% 12/15/2055 DD 06/15/21 | 40,000 | 39,268 | |
| | NXP BV / NXP FUNDING LLC 144A | 3.250% 11/30/2051 DD 11/30/21 | 12,000 | 11,992 | |
| | NXP BV / NXP FUNDING LLC 144A | 3.400% 05/01/2030 DD 05/01/20 | 85,000 | 90,585 | |
| | OCCIDENTAL PETROLEUM CORP | 3.000% 02/15/2027 DD 11/07/16 | 45,000 | 45,675 | |
| | OCCIDENTAL PETROLEUM CORP | 4.400% 04/15/2046 DD 04/04/16 | 40,000 | 41,000 | |
| | OHIO POWER CO | 2.900% 10/01/2051 DD 09/13/21 | 187,000 | 180,327 | |
| | OLIN CORP | 5.625% 08/01/2029 DD 07/16/19 | 20,000 | 21,659 | |
| | ONCOR ELECTRIC DELIVERY CO LLC | 3.700% 11/15/2028 DD 11/15/18 | 440,000 | 484,254 | |
| | ONCOR ELECTRIC DELIVERY CO LLC | 3.800% 09/30/2047 DD 03/30/18 | 160,000 | 185,275 | |
| | ONCOR ELECTRIC DELIVERY CO LLC | 5.750% 03/15/2029 DD 11/30/18 | 10,000 | 12,236 | |
| | ONE GAS INC | 0.850% 03/11/2023 DD 03/11/21 | 1,200,000 | 1,198,603 | |
| | ONE NEW YORK PLAZA INYP A 144A | VAR RT 01/15/2036 DD 12/29/20 | 610,000 | 608,799 | |
| | ONEMAIN DIRECT AUTO 1A A 144A | 0.870% 07/14/2028 DD 10/15/21 | 1,149,000 | 1,134,163 | |
| | OPG TRUST 2021-POR PORT A 144A | VAR RT 10/15/2036 DD 10/07/21 | 1,190,000 | 1,178,928 | |
| | ORACLE CORP | 3.625% 07/15/2023 DD 07/16/13 | 378,000 | 391,686 | |
| | ORACLE CORP | 3.800% 11/15/2037 DD 11/09/17 | 861,000 | 898,951 | |
| | ORACLE CORP | 3.900% 05/15/2035 DD 05/05/15 | 302,000 | 323,455 | |
| | PACIFIC LIFE GLOBAL FUNDI 144A | 1.200% 06/24/2025 DD 06/24/20 | 696,000 | 687,331 | |
| | PATRICK INDUSTRIES INC 144A | 4.750% 05/01/2029 DD 04/20/21 | 85,000 | 84,575 | |
| | PATTERN ENERGY OPERATIONS 144A | 4.500% 08/15/2028 DD 07/28/20 | 35,000 | 36,313 | |
| | PAYPAL HOLDINGS INC | 1.350% 06/01/2023 DD 05/18/20 | 445,000 | 448,613 | |
| | PENSKE TRUCK LEASING CO L 144A | 4.000% 07/15/2025 DD 04/08/20 | 218,000 | 233,980 | |
| | PERFORMANCE FOOD GROUP IN 144A | 4.250% 08/01/2029 DD 07/26/21 | 105,000 | 104,166 | |
| | PERTAMINA PERSERO PT 144A | 4.150% 02/25/2060 DD 02/25/20 | 220,000 | 221,175 | |
| | PETRONAS CAPITAL LTD 144A | 4.550% 04/21/2050 DD 04/21/20 | 200,000 | 246,997 | |
| | PFS FINANCING CORP F A 144A | 0.930% 08/15/2024 DD 08/12/20 | 100,000 | 100,234 | |
| | PFS FINANCING CORP G A 144A | 0.970% 02/15/2026 DD 10/21/20 | 160,000 | 159,087 | |
| | PG&E CORP | 5.250% 07/01/2030 DD 06/23/20 | 55,000 | 57,679 | |
| | PHILIP MORRIS INTERNATIONAL IN | 1.125% 05/01/2023 DD 05/01/20 | 800,000 | 803,458 | |
| | PHILIP MORRIS INTERNATIONAL IN | 2.875% 05/01/2024 DD 05/01/19 | 970,000 | 1,008,443 | |
| | PLAYTIKA HOLDING CORP 144A | 4.250% 03/15/2029 DD 03/11/21 | 45,000 | 44,100 | |
| | PNC BANK NA | 2.875% 06/29/2022 DD 06/29/17 | 946,000 | 955,672 | |
| | PPL ELECTRIC UTILITIES CORP | VAR RT 09/28/2023 DD 10/01/20 | 544,000 | 542,611 | |
| | PRESIDIO HOLDINGS INC 144A | 4.875% 02/01/2027 DD 01/22/20 | 60,000 | 61,800 | |
| | PRINCIPAL LIFE GLOBAL FUN 144A | VAR RT 04/12/2024 DD 04/12/21 | 522,000 | 522,120 | |
| | PROTECTIVE LIFE GLOBAL FU 144A | 0.502% 04/12/2023 DD 04/12/21 | 1,200,000 | 1,196,038 | |
| | PTC INC 144A | 3.625% 02/15/2025 DD 02/13/20 | 95,000 | 96,306 | |
| | PUBLIC SERVICE ELECTRIC AND GA | 2.050% 08/01/2050 DD 08/06/20 | 106,000 | 89,586 | |
| | PUBLIC SERVICE ELECTRIC AND GA | 3.150% 01/01/2050 DD 01/09/20 | 8,000 | 8,362 | |
| | PUBLIC SERVICE ELECTRIC AND GA | 3.650% 09/01/2028 DD 09/07/18 | 146,000 | 160,234 | |
| | QATAR ENERGY 144A | 3.300% 07/12/2051 DD 07/12/21 | 220,000 | 226,461 | |
| | QUALCOMM INC | 4.300% 05/20/2047 DD 05/26/17 | 283,000 | 354,369 | |
| | RADIATE HOLDCO LLC / RADI 144A | 6.500% 09/15/2028 DD 09/25/20 | 140,000 | 140,635 | |
| | RAYTHEON TECHNOLOGIES CORP | 4.200% 12/15/2044 DD 06/15/20 | 140,000 | 158,512 | |
| | RAYTHEON TECHNOLOGIES CORP | 7.000% 11/01/2028 DD 11/01/20 | 27,000 | 34,401 | |
| | RAYTHEON TECHNOLOGIES CORP | 7.200% 08/15/2027 DD 08/15/20 | 113,000 | 141,033 | |
| | REAL HERO MERGER SUB 2 IN 144A | 6.250% 02/01/2029 DD 01/29/21 | 40,000 | 39,938 | |
| | REALOGY GROUP LLC / REALO 144A | 5.750% 01/15/2029 DD 01/11/21 | 155,000 | 158,875 | |
| | REALTY INCOME CORP | 3.250% 01/15/2031 DD 05/08/20 | 204,000 | 219,354 | |
| | REGIONAL MANAGEMENT I 2 A 144A | 1.900% 08/15/2033 DD 07/22/21 | 573,000 | 561,100 | |
| | ROCHE HOLDINGS INC 144A | 2.607% 12/13/2051 DD 12/13/21 | 200,000 | 196,401 | |
| | ROYAL BANK OF CANADA | 0.750% 10/07/2024 DD 10/07/21 | 300,000 | 296,958 | |
| | ROYAL BANK OF CANADA | 1.600% 04/17/2023 DD 04/17/20 | 1,000,000 | 1,011,221 | |
| | ROYAL BANK OF CANADA | 2.550% 07/16/2024 DD 07/16/19 | 1,214,000 | 1,254,245 | |
| | ROYAL CARIBBEAN CRUISES L 144A | 4.250% 07/01/2026 DD 06/24/21 | 280,000 | 271,207 | |
| | RP ESCROW ISSUER LLC 144A | 5.250% 12/15/2025 DD 12/15/20 | 50,000 | 50,438 | |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|---------------------------------|-------------------------------|-----------|--------------|-----|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| | SALESFORCE.COM INC | 3.050% 07/15/2061 DD 07/12/21 | 83,000 | 85,363 | |
| | SANTANDER HOLDINGS USA INC | 3.500% 06/07/2024 DD 06/07/19 | 1,000,000 | 1,042,309 | |
| | SANTANDER UK GROUP HOLDINGS PL | VAR RT 03/15/2025 DD 03/15/21 | 256,000 | 253,657 | |
| | SANTANDER UK GROUP HOLDINGS PL | VAR RT 11/15/2024 DD 11/15/18 | 200,000 | 212,272 | |
| | SEAWORLD PARKS & ENTERTAI 144A | 5.250% 08/15/2029 DD 08/25/21 | 85,000 | 86,552 | |
| | SHELL INTERNATIONAL FINANCE BV | 2.375% 11/07/2029 DD 11/07/19 | 228,000 | 232,874 | |
| | SHELL INTERNATIONAL FINANCE BV | 3.500% 11/13/2023 DD 11/13/18 | 246,000 | 257,367 | |
| | SIEMENS FINANCIERINGSM AAT 144A | 0.650% 03/11/2024 DD 03/11/21 | 758,000 | 751,772 | |
| | SKANDINAVISKA ENSKILDA BA 144A | 0.650% 09/09/2024 DD 09/09/21 | 275,000 | 270,399 | |
| | SLM STUDENT LOAN TR 11 A6 144A | VAR RT 12/15/2025 DD 10/30/03 | 191,875 | 191,824 | |
| | SM ENERGY CO | 6.500% 07/15/2028 DD 06/23/21 | 155,000 | 160,425 | |
| | SMB PRIVATE EDUCAT A A2A1 144A | VAR RT 01/15/2053 DD 02/09/21 | 750,000 | 749,652 | |
| | SMB PRIVATE EDUCATI A A2A 144A | 2.230% 09/15/2037 DD 02/12/20 | 259,544 | 262,499 | |
| | SMB PRIVATE EDUCATI B A2A 144A | 2.980% 07/15/2027 DD 07/30/15 | 6,497 | 6,519 | |
| | SMB PRIVATE EDUCATI B A2B 144A | VAR RT 01/15/2037 DD 06/20/18 | 312,552 | 313,495 | |
| | SMB PRIVATE EDUCATI B A2B 144A | VAR RT 10/15/2035 DD 11/08/17 | 609,449 | 611,225 | |
| | SMB PRIVATE EDUCATION A B 144A | 2.310% 01/15/2053 DD 02/09/21 | 190,000 | 188,357 | |
| | SOCIEDAD QUIMICA Y MINERA 144A | 4.250% 01/22/2050 DD 01/22/20 | 200,000 | 215,752 | |
| | SOFI PROFESSIONAL A A2FX 144A | 2.540% 05/15/2046 DD 01/17/20 | 524,918 | 534,302 | |
| | SOFI PROFESSIONAL B A2FX 144A | 3.090% 08/17/2048 DD 03/29/19 | 223,717 | 228,301 | |
| | SOFI PROFESSIONAL LO A A1 144A | VAR RT 02/25/2042 DD 01/24/18 | 64,542 | 64,282 | |
| | SOFI PROFESSIONAL LO A A1 144A | VAR RT 03/26/2040 DD 02/09/17 | 62,566 | 62,626 | |
| | SONIC AUTOMOTIVE INC 144A | 4.625% 11/15/2029 DD 10/27/21 | 165,000 | 166,567 | |
| | SOUTHERN CALIFORNIA EDISON CO | 1.200% 02/01/2026 DD 10/01/20 | 67,000 | 65,625 | |
| | SOUTHERN CALIFORNIA EDISON CO | 1.845% 02/01/2022 DD 01/16/15 | 8,929 | 8,935 | |
| | SOUTHERN CALIFORNIA EDISON CO | 3.700% 08/01/2025 DD 08/02/18 | 1,532,000 | 1,635,724 | |
| | SOUTHERN CO/THE | 2.950% 07/01/2023 DD 05/24/16 | 1,500,000 | 1,536,143 | |
| | SOUTHWESTERN ENERGY CO | 4.750% 02/01/2032 DD 12/22/21 | 15,000 | 15,797 | |
| | SOUTHWESTERN PUBLIC SERVICE CO | 3.150% 05/01/2050 DD 05/18/20 | 228,000 | 237,766 | |
| | SPIRIT AEROSYSTEMS INC 144A | 7.500% 04/15/2025 DD 04/17/20 | 270,000 | 283,163 | |
| | STANDARD INDUSTRIES INC/N 144A | 4.375% 07/15/2030 DD 06/30/20 | 75,000 | 76,538 | |
| | SUMITOMO MITSUI FINANCIAL GROU | 0.508% 01/12/2024 DD 01/12/21 | 200,000 | 197,664 | |
| | SUMITOMO MITSUI FINANCIAL GROU | 1.474% 07/08/2025 DD 07/08/20 | 1,000,000 | 994,763 | |
| | SUMITOMO MITSUI FINANCIAL GROU | 1.710% 01/12/2031 DD 01/12/21 | 200,000 | 188,346 | |
| | SUMITOMO MITSUI FINANCIAL GROU | 2.784% 07/12/2022 DD 07/12/17 | 250,000 | 253,074 | |
| | SUMITOMO MITSUI FINANCIAL GROU | 3.040% 07/16/2029 DD 07/16/19 | 474,000 | 494,025 | |
| | SUZANO AUSTRIA GMBH | 3.750% 01/15/2031 DD 09/14/20 | 101,000 | 102,642 | |
| | SVENSKA HANDELSBANKEN AB 144A | 0.625% 06/30/2023 DD 06/30/20 | 1,000,000 | 997,103 | |
| | TAMPA ELECTRIC CO | 4.200% 05/15/2045 DD 05/20/15 | 63,000 | 72,850 | |
| | TAMPA ELECTRIC CO | 4.450% 06/15/2049 DD 10/04/18 | 124,000 | 155,825 | |
| | TAP ROCK RESOURCES LLC 144A | 7.000% 10/01/2026 DD 09/27/21 | 70,000 | 72,800 | |
| | TCI COMMUNICATIONS INC | 7.125% 02/15/2028 DD 02/24/98 | 95,000 | 122,908 | |
| | TEACHERS INSURANCE & ANNU 144A | 4.270% 05/15/2047 DD 05/08/17 | 69,000 | 83,340 | |
| | TEACHERS INSURANCE & ANNU 144A | 4.900% 09/15/2044 DD 09/18/14 | 83,000 | 106,550 | |
| | TENCENT HOLDINGS LTD 144A | 3.595% 01/19/2028 DD 01/19/18 | 200,000 | 212,297 | |
| | TENET HEALTHCARE CORP 144A | 4.625% 06/15/2028 DD 06/16/20 | 65,000 | 66,788 | |
| | TERRIER MEDIA BUYER INC 144A | 8.875% 12/15/2027 DD 12/17/19 | 110,000 | 118,885 | |
| | TESLA AUTO LEASE TRU A A3 144A | 0.560% 03/20/2025 DD 03/30/21 | 922,000 | 916,335 | |
| | TEVA PHARMACEUTICAL FINANCE NE | 3.150% 10/01/2026 DD 07/21/16 | 220,000 | 206,800 | |
| | TEXAS EASTERN TRANSMISSIO 144A | 4.150% 01/15/2048 DD 01/09/18 | 477,000 | 536,303 | |
| | TEXTRON INC | 3.900% 09/17/2029 DD 05/07/19 | 280,000 | 307,424 | |
| | TORONTO-DOMINION BANK/THE | 0.750% 06/12/2023 DD 06/12/20 | 1,000,000 | 1,000,045 | |
| | TOYOTA MOTOR CREDIT CORP | 2.900% 03/30/2023 DD 04/01/20 | 972,000 | 998,917 | |
| | TOYOTA MOTOR CREDIT CORP | 3.000% 04/01/2025 DD 04/01/20 | 396,000 | 415,449 | |
| | TRANSOCEAN INC 144A | 8.000% 02/01/2027 DD 01/17/20 | 105,000 | 75,600 | |
| | TRAVEL + LEISURE CO 144A | 4.500% 12/01/2029 DD 11/18/21 | 100,000 | 100,849 | |
| | TRAVEL + LEISURE CO 144A | 6.625% 07/31/2026 DD 07/24/20 | 240,000 | 266,122 | |
| | TRUIST BANK | 1.250% 03/09/2023 DD 03/09/20 | 1,000,000 | 1,006,030 | |
| | UBER TECHNOLOGIES INC 144A | 6.250% 01/15/2028 DD 09/16/20 | 170,000 | 182,495 | |
| | UBS AG/LONDON 144A | 0.375% 06/01/2023 DD 06/01/21 | 1,124,000 | 1,115,194 | |
| | UBS COMMERCIAL MORTGAGE C2 A3 | 3.225% 08/15/2050 DD 08/01/17 | 495,000 | 515,590 | |
| | UBS GROUP AG 144A | VAR RT 07/30/2024 DD 07/30/20 | 1,084,000 | 1,080,539 | |
| | UBS GROUP AG 144A | VAR RT 08/15/2023 DD 08/15/17 | 1,000,000 | 1,011,989 | |
| | UBS-BARCLAYS COMMERCIAL C6 ASB | 2.788% 04/10/2046 DD 04/01/13 | 165,010 | 166,318 | |
| | UNION PACIFIC CORP | 2.891% 04/06/2036 DD 04/06/21 | 366,000 | 383,548 | |
| | UNION PACIFIC CORP | 2.950% 03/10/2052 DD 09/10/21 | 15,000 | 15,177 | |
| | UNION PACIFIC CORP | 3.250% 02/05/2050 DD 01/31/20 | 405,000 | 434,068 | |
| | UNION PACIFIC CORP | 4.300% 03/01/2049 DD 02/19/19 | 62,000 | 77,005 | |
| | UNION PACIFIC RAILROAD CO 2014 | 3.227% 05/14/2026 DD 05/20/14 | 239,149 | 252,083 | |
| | UNITED AIRLINES 2016-1 CLASS A | 3.100% 01/07/2030 DD 06/13/16 | 8,678 | 8,928 | |
| | UNITED AIRLINES 2016-2 CLASS A | 2.875% 04/07/2030 DD 09/27/16 | 96,203 | 97,955 | |
| | UNITED AIRLINES 2018-1 CLASS A | 3.500% 09/01/2031 DD 02/14/18 | 68,694 | 71,565 | |
| | UNITED AIRLINES 2019-1 CLASS A | 4.150% 02/25/2033 DD 02/11/19 | 106,529 | 116,389 | |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|--|-------------------------------|-----------|--------------|--------------------|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| | UNITED PARCEL SERVICE INC | 4.450% 04/01/2030 DD 03/24/20 | 163,000 | | 191,925 |
| | UNITED STATES STEEL CORP | 6.875% 03/01/2029 DD 02/11/21 | 110,000 | | 118,388 |
| | UNITEDHEALTH GROUP INC | 3.750% 10/15/2047 DD 10/25/17 | 597,000 | | 685,264 |
| | UNITEDHEALTH GROUP INC | 4.200% 01/15/2047 DD 12/20/16 | 143,000 | | 173,578 |
| | UNIVISION COMMUNICATIONS 144A | 6.625% 06/01/2027 DD 06/18/20 | 60,000 | | 64,650 |
| | UPC BROADBAND FINCO BV 144A | 4.875% 07/15/2031 DD 04/21/21 | 210,000 | | 214,200 |
| | US ACUTE CARE SOLUTIONS L 144A | 6.375% 03/01/2026 DD 03/05/21 | 65,000 | | 68,088 |
| | VERIZON COMMUNICATIONS INC | 0.850% 11/20/2025 DD 11/20/20 | 425,000 | | 414,631 |
| | VERIZON COMMUNICATIONS INC | 2.650% 11/20/2040 DD 11/20/20 | 519,000 | | 493,163 |
| | VERIZON COMMUNICATIONS INC | 2.875% 11/20/2050 DD 11/20/20 | 192,000 | | 182,186 |
| | VERIZON COMMUNICATIONS INC | 3.000% 11/20/2060 DD 11/20/20 | 81,000 | | 76,541 |
| | VERIZON MASTER TRUST 1 A | 0.500% 05/20/2027 DD 05/25/21 | 898,000 | | 886,346 |
| | VERIZON MASTER TRUST 2 A | 0.990% 04/20/2028 DD 11/04/21 | 1,180,000 | | 1,174,087 |
| | VERIZON OWNER TRUST 2018 A A1A | 3.230% 04/20/2023 DD 10/10/18 | 4,111 | | 4,118 |
| | VF CORP | 2.050% 04/23/2022 DD 04/23/20 | 551,000 | | 553,804 |
| | VIKING CRUISES LTD 144A | 5.875% 09/15/2027 DD 09/20/17 | 95,000 | | 90,459 |
| | VIRGINIA ELECTRIC AND POWER CO | 4.200% 05/15/2045 DD 05/13/15 | 143,000 | | 169,164 |
| | VIRGINIA ELECTRIC AND POWER CO | 4.650% 08/15/2043 DD 08/15/13 | 64,000 | | 80,171 |
| | VIRGINIA ELECTRIC AND POWER CO | 6.000% 05/15/2037 DD 05/17/07 | 332,000 | | 453,891 |
| | VIRGINIA ELECTRIC AND POWER CO | 8.875% 11/15/2038 DD 11/06/08 | 10,000 | | 17,634 |
| | VMWARE INC | 2.200% 08/15/2031 DD 08/02/21 | 420,000 | | 412,522 |
| | VOLKSWAGEN AUTO LEASE TRU A A3 | 0.390% 01/22/2024 DD 12/03/20 | 1,200,000 | | 1,198,370 |
| | VOLKSWAGEN GROUP OF AMERI 144A | 2.900% 05/13/2022 DD 05/13/20 | 957,000 | | 964,816 |
| | VOLKSWAGEN GROUP OF AMERI 144A | 3.125% 05/12/2023 DD 05/13/20 | 1,000,000 | | 1,028,027 |
| | WASTE MANAGEMENT INC | 2.950% 06/01/2041 DD 05/12/21 | 77,000 | | 80,300 |
| | WELLS FARGO & CO | 3.750% 01/24/2024 DD 01/24/19 | 540,000 | | 566,977 |
| | WELLS FARGO & CO | 4.150% 01/24/2029 DD 01/24/19 | 65,000 | | 72,761 |
| | WELLS FARGO & CO | VAR RT 02/11/2026 DD 02/11/20 | 2,000,000 | | 2,029,847 |
| | WELLS FARGO & CO | VAR RT 02/11/2031 DD 02/11/20 | 165,000 | | 168,442 |
| | WELLS FARGO & CO | VAR RT 04/30/2041 DD 04/30/20 | 538,000 | | 551,732 |
| | WELLS FARGO & CO | VAR RT 05/22/2028 DD 05/22/17 | 775,000 | | 833,143 |
| | WELLS FARGO & CO | VAR RT 06/02/2024 DD 06/02/20 | 1,000,000 | | 1,008,461 |
| | WELLS FARGO & CO | VAR RT 10/30/2030 DD 10/31/19 | 833,000 | | 865,977 |
| | WELLS FARGO COMMERCIAL LC22 ASB | 3.571% 09/15/2058 DD 09/01/15 | 569,274 | | 590,703 |
| | WELLS FARGO COMMERCIAL LC16 B | 4.322% 08/15/2050 DD 06/01/14 | 70,000 | | 64,803 |
| | WELLS FARGO COMMERCIAL LC16 C | 4.458% 08/15/2050 DD 06/01/14 | 70,000 | | 42,700 |
| | WELLS FARGO COMMERCIAL M C26 B | 3.783% 02/15/2048 DD 02/01/15 | 195,000 | | 201,337 |
| | WELLS FARGO COMMERCIAL M C36 C | VAR RT 11/15/2059 DD 11/01/16 | 40,000 | | 35,189 |
| | WESTERN MIDSTREAM OPERATING LP | 5.300% 03/01/2048 DD 03/02/18 | 15,000 | | 18,075 |
| | WESTLAKE CORP | 0.875% 08/15/2024 DD 08/19/21 | 351,000 | | 345,678 |
| | WESTPAC BANKING CORP 144A | 3.150% 01/16/2024 DD 01/16/19 | 700,000 | | 730,534 |
| | WFRBS COMMERCIAL MOR C4 E 144A | VAR RT 06/15/2044 DD 08/01/11 | 70,000 | | 53,528 |
| | WFRBS COMMERCIAL MORTG C12 ASB | 2.838% 03/15/2048 DD 03/01/13 | 119,736 | | 121,018 |
| | WFRBS COMMERCIAL MORTG C14 ASB | 2.977% 06/15/2046 DD 06/01/13 | 194,147 | | 196,849 |
| | WFRBS COMMERCIAL MORTG C16 ASB | 3.963% 09/15/2046 DD 09/01/13 | 92,017 | | 94,191 |
| | WFRBS COMMERCIAL MORTG UBS1 A4 | VAR RT 03/15/2046 DD 12/01/13 | 796,708 | | 830,854 |
| | WFRBS COMMERCIAL MORTGAG C10 C | VAR RT 12/15/2045 DD 12/01/12 | 95,000 | | 85,163 |
| | WFRBS COMMERCIAL MORTGAG C15 C | VAR RT 08/15/2046 DD 08/01/13 | 45,000 | | 41,300 |
| | WINDSTREAM ESCROW LLC / W 144A | 7.750% 08/15/2028 DD 08/25/20 | 75,000 | | 79,535 |
| | WORLD OMNI AUTOMOBILE LEA B A3 | 0.450% 02/15/2024 DD 10/14/20 | 634,000 | | 632,217 |
| | WYNN RESORTS FINANCE LLC 144A | 5.125% 10/01/2029 DD 09/20/19 | 105,000 | | 106,575 |
| | XEROX HOLDINGS CORP 144A | 5.000% 08/15/2025 DD 08/06/20 | 75,000 | | 79,500 |
| | XEROX HOLDINGS CORP 144A | 5.500% 08/15/2028 DD 08/06/20 | 75,000 | | 79,031 |
| | YUM! BRANDS INC 144A | 4.750% 01/15/2030 DD 09/11/19 | 55,000 | | 59,537 |
| | TOTAL CORPORATE DEBT INSTRUMENTS - PREFERRED | | | \$ | 309,169,925 |
| | TOTAL CORPORATE BONDS | | | \$ | 769,707,013 |
| | COMMON STOCK AND OTHER EQUITIES | | | | |
| | 4D MOLECULAR THERAPEUTICS INC | | 9,567 | \$ | 209,900 |
| | 8X8 INC | | 33,149 | | 555,577 |
| | ABBOTT LABORATORIES | | 55,899 | | 7,867,225 |
| | ABBVIE INC | | 14,900 | | 2,017,460 |
| | ABCAM PLC | ADR | 132,662 | | 3,124,190 |
| | ABERCROMBIE & FITCH CO | | 17,173 | | 598,136 |
| | ABRDN PLC | | 138,558 | | 452,097 |
| | ACADEMY SPORTS & OUTDOORS INC | | 63,697 | | 2,796,298 |
| | ACADIA REALTY TRUST | | 56,504 | | 1,233,482 |
| | ACCOLADE INC | | 66,473 | | 1,752,228 |
| | ACLARIS THERAPEUTICS INC | | 28,166 | | 409,534 |
| | ACTIVISION BLIZZARD INC | | 23,412 | | 1,557,600 |
| | ADAPTHEALTH CORP | | 79,749 | | 1,950,661 |
| | ADECCO GROUP AG | | 97,236 | | 4,973,053 |
| | ADIDAS AG | | 10,734 | | 3,090,738 |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|--------------------------------|-----------------|---------|--------------|------------|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| | ADIENT PLC | | 10,416 | | 498,718 |
| | ADOBE INC | | 30,416 | | 17,247,697 |
| | ADVANTEST CORP | | 4,300 | | 407,017 |
| | AECOM | | 32,966 | | 2,549,920 |
| | AEROJET ROCKETDYNE HOLDINGS IN | | 22,104 | | 1,033,583 |
| | AFLAC INC | | 19,500 | | 1,138,605 |
| | AFTERPAY LTD | | 2,466 | | 148,829 |
| | AGC INC | | 1,300 | | 61,977 |
| | AGCO CORP | | 65,452 | | 7,593,741 |
| | AGEAS SA/NV | | 31,945 | | 1,654,734 |
| | AIA GROUP LTD | HK/01299 | 351,000 | | 3,538,679 |
| | AIR LEASE CORP | | 92,550 | | 4,093,487 |
| | AIR PRODUCTS AND CHEMICALS INC | | 3,039 | | 924,646 |
| | AIRBNB INC | | 646 | | 107,553 |
| | AISIN CORP | | 46,700 | | 1,788,433 |
| | AKERO THERAPEUTICS INC | | 33,060 | | 699,219 |
| | ALBANY INTERNATIONAL CORP | | 9,899 | | 875,567 |
| | ALBERTSONS COS INC | | 85,517 | | 2,581,758 |
| | ALIGOS THERAPEUTICS INC | | 10,300 | | 122,261 |
| | ALIMENTATION COUCHE-TARD INC | MLT-VTG | 2,700 | | 113,288 |
| | ALLEGHANY CORP | | 8,243 | | 5,502,944 |
| | ALLEGHENY TECHNOLOGIES INC | | 30,290 | | 482,520 |
| | ALLETE INC | | 12,632 | | 838,133 |
| | ALLISON TRANSMISSION HOLDINGS | | 84,175 | | 3,059,761 |
| | ALLSCRIPTS HEALTHCARE SOLUTION | | 122,915 | | 2,267,782 |
| | ALLSTATE CORP/THE | | 45,604 | | 5,365,311 |
| | ALLY FINANCIAL INC | | 47,200 | | 2,247,192 |
| | ALNYLAM PHARMACEUTICALS INC | | 11,088 | | 1,880,303 |
| | ALPHA TEKNOVA INC | | 39,480 | | 808,550 |
| | ALPHABET INC | | 16,534 | | 47,873,553 |
| | ALTRA INDUSTRIAL MOTION CORP | | 6,622 | | 341,497 |
| | ALX ONCOLOGY HOLDINGS INC | | 20,387 | | 438,117 |
| | AMADEUS IT GROUP SA | | 27,999 | | 1,898,965 |
| | AMAZON.COM INC | | 16,837 | | 56,140,283 |
| | AMC NETWORKS INC | | 18,000 | | 619,920 |
| | AMDOCS LTD | | 26,938 | | 2,016,040 |
| | AMERANT BANCORP INC | | 118,667 | | 4,099,945 |
| | AMERCO | | 1,451 | | 1,053,760 |
| | AMEREN CORP | | 5,801 | | 516,347 |
| | AMERICAN AIRLINES GROUP INC | | 31,000 | | 556,760 |
| | AMERICAN CAMPUS COMMUNITIES IN | | 62,749 | | 3,594,890 |
| | AMERICAN INTERNATIONAL GROUP I | | 126,217 | | 7,176,699 |
| | AMERICAN TOWER CORP | | 10,456 | | 3,058,380 |
| | AMERICAN VANGUARD CORP | | 50,897 | | 834,202 |
| | AMERICAN WOODMARK CORP | | 17,513 | | 1,141,848 |
| | AMERIPRISE FINANCIAL INC | | 14,700 | | 4,434,402 |
| | AMERIS BANCORP | | 74,102 | | 3,681,387 |
| | AMERISOURCEBERGEN CORP | | 14,050 | | 1,867,105 |
| | AMETEK INC | | 30,218 | | 4,443,255 |
| | AMGEN INC | | 13,826 | | 3,110,435 |
| | AMICUS THERAPEUTICS INC | | 101,353 | | 1,170,627 |
| | AMN HEALTHCARE SERVICES INC | | 2,810 | | 343,747 |
| | AMPOL LTD | | 50,061 | | 1,079,531 |
| | ANGLO AMERICAN PLC | | 38,702 | | 1,580,985 |
| | ANHEUSER-BUSCH INBEV SA/NV | | 59,547 | | 3,600,505 |
| | ANNALY CAPITAL MANAGEMENT INC | | 77,300 | | 604,486 |
| | ANTERO RESOURCES CORP | | 74,814 | | 1,309,245 |
| | ANTHEM INC | | 14,950 | | 6,929,923 |
| | ANTOFAGASTA PLC | | 9,313 | | 168,838 |
| | AON PLC | | 10,344 | | 3,108,993 |
| | AP MOLLER - MAERSK A/S | | 575 | | 2,061,657 |
| | APARTMENT INCOME REIT CORP | | 59,756 | | 3,266,861 |
| | APELLIS PHARMACEUTICALS INC | | 43,520 | | 2,057,626 |
| | APPLE HOSPITALITY REIT INC | | 62,096 | | 1,002,850 |
| | APPLE INC | | 293,240 | | 52,070,627 |
| | APPLIED MATERIALS INC | | 43,130 | | 6,786,937 |
| | ARCH CAPITAL GROUP LTD | | 30,205 | | 1,342,612 |
| | ARCHER-DANIELS-MIDLAND CO | | 96,051 | | 6,492,087 |
| | ARCONIC CORP | | 19,240 | | 635,112 |
| | ARENA PHARMACEUTICALS INC | | 22,595 | | 2,099,979 |
| | ARISTA NETWORKS INC | | 16,084 | | 2,312,075 |
| | ARRIVAL SA | | 118,633 | | 880,257 |
| | ARROW ELECTRONICS INC | | 38,162 | | 5,124,012 |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|--------------------------------|-----------------|-----------|--------------|------------|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| | ARROWHEAD PHARMACEUTICALS INC | | 3,334 | | 221,044 |
| | ARVINAS INC | | 10,241 | | 841,196 |
| | ASANA INC | | 20,450 | | 1,524,548 |
| | ASBURY AUTOMOTIVE GROUP INC | | 4,843 | | 836,531 |
| | ASHLAND GLOBAL HOLDINGS INC | | 26,821 | | 2,887,549 |
| | ASM INTERNATIONAL NV | | 1,011 | | 446,892 |
| | ASML HOLDING NV | | 13,927 | | 11,144,371 |
| | ASSOCIATED BANC-CORP | | 113,942 | | 2,573,950 |
| | ASSURED GUARANTY LTD | | 9,276 | | 465,655 |
| | ASTRAZENECA PLC | | 35,418 | | 4,163,002 |
| | AT&T INC | | 328,297 | | 8,076,106 |
| | ATKORE INC | | 2,336 | | 259,740 |
| | ATLANTIA SPA | | 15,733 | | 312,297 |
| | ATLAS COPCO AB | | 5,123 | | 301,138 |
| | ATLASSIAN CORP PLC | | 15,974 | | 6,090,726 |
| | AURIZON HOLDINGS LTD | | 510,965 | | 1,296,525 |
| | AUSTRALIA & NEW ZEALAND BANKIN | | 45,274 | | 905,532 |
| | AUTODESK INC | | 19,932 | | 5,604,679 |
| | AUTONATION INC | | 30,245 | | 3,534,128 |
| | AUTOZONE INC | | 684 | | 1,433,931 |
| | AVALONBAY COMMUNITIES INC | | 11,699 | | 2,955,050 |
| | AVEANNA HEALTHCARE HOLDINGS IN | | 91,131 | | 674,369 |
| | AVIDITY BIOSCIENCES INC | | 19,316 | | 459,141 |
| | AVIENT CORP | | 25,133 | | 1,406,191 |
| | AVIVA PLC | | 450,118 | | 2,502,054 |
| | AVNET INC | | 103,693 | | 4,275,262 |
| | AXCELIS TECHNOLOGIES INC | | 34,649 | | 2,583,429 |
| | AXIS CAPITAL HOLDINGS LTD | | 36,186 | | 1,971,051 |
| | AXON ENTERPRISE INC | | 15,662 | | 2,458,934 |
| | AZZ INC | | 13,393 | | 740,499 |
| | BAE SYSTEMS PLC | | 794,893 | | 5,919,382 |
| | BAKER HUGHES CO | | 64,039 | | 1,540,778 |
| | BALOISE HOLDING AG | | 1,683 | | 275,405 |
| | BANC OF CALIFORNIA INC | | 105,825 | | 2,076,287 |
| | BANCO BILBAO VIZCAYA ARGENTARI | | 80,407 | | 480,054 |
| | BANCO SANTANDER SA | | 207,913 | | 695,248 |
| | BANDWIDTH INC | | 15,660 | | 1,123,762 |
| | BANK OF AMERICA CORP | | 120,537 | | 5,362,691 |
| * | BANK OF NEW YORK MELLON CORP/T | | 116,587 | | 6,771,373 |
| | BANK OF NOVA SCOTIA | | 20,345 | | 1,442,342 |
| | BARCLAYS PLC | | 174,914 | | 443,026 |
| | BARNES GROUP INC | | 15,978 | | 744,415 |
| | BARRATT DEVELOPMENTS PLC | | 40,874 | | 414,106 |
| | BARRICK GOLD CORP | | 90,500 | | 1,719,500 |
| | BATTALION OIL CORP | | 1,534 | | 15,033 |
| | BAYERISCHE MOTOREN WERKE AG | | 21,824 | | 2,196,167 |
| | BEAUTY HEALTH CO/THE | | 82,806 | | 2,000,593 |
| | BECTON DICKINSON AND CO | | 5,016 | | 1,261,424 |
| | BELDEN INC | | 7,521 | | 494,355 |
| | BERKSHIRE GREY INC | | 201,909 | | 1,110,500 |
| | BERKSHIRE HATHAWAY INC | | 4,691 | | 1,402,609 |
| | BERRY GLOBAL GROUP INC | | 21,100 | | 1,556,758 |
| | BEST BUY CO INC | | 50,661 | | 5,147,158 |
| | BGP HOLDINGS PLC STAKE OF GPT | GROUP | 1,607,882 | | - |
| | BHP GROUP LTD | | 34,283 | | 1,034,406 |
| | BHP GROUP PLC | | 99,984 | | 2,978,636 |
| | BIOATLA INC | | 20,346 | | 399,392 |
| | BIOGEN INC | | 1,730 | | 415,062 |
| | BIOMERIEUX | | 4,600 | | 653,367 |
| | BLACK KNIGHT INC | | 13,952 | | 1,156,481 |
| | BLOCK INC | | 19,676 | | 3,177,871 |
| | BLUEPRINT MEDICINES CORP | | 14,140 | | 1,514,535 |
| | BLUESCOPE STEEL LTD | | 126,388 | | 1,920,509 |
| | BNP PARIBAS SA | | 12,803 | | 884,785 |
| | BOC HONG KONG HOLDINGS LTD | HK/02388 | 90,500 | | 296,586 |
| | BOISE CASCADE CO | | 27,276 | | 1,942,051 |
| | BOOKING HOLDINGS INC | | 2,980 | | 7,149,705 |
| | BOOT BARN HOLDINGS INC | | 21,125 | | 2,599,431 |
| | BORGWARNER INC | | 27,500 | | 1,239,425 |
| | BOSTON SCIENTIFIC CORP | | 126,205 | | 5,361,188 |
| | BOUYGUES SA | | 18,488 | | 662,063 |
| | BOX INC | | 40,809 | | 1,068,788 |
| | BP PLC | | 1,986,487 | | 8,892,424 |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|--------------------------------|-----------------|---------|--------------|-----------|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| | BRAMBLES LTD | | 9,918 | | 76,652 |
| | BRENNTAG SE | | 10,886 | | 985,165 |
| | BRIGHAM MINERALS INC | | 48,419 | | 1,021,157 |
| | BRIGHTHOUSE FINANCIAL INC | | 21,201 | | 1,098,212 |
| | BRISTOL-MYERS SQUIBB CO | | 141,799 | | 8,841,168 |
| | BROTHER INDUSTRIES LTD | | 93,700 | | 1,799,060 |
| | BRUNSWICK CORP/DE | | 15,100 | | 1,521,023 |
| | BUMBLE INC | | 15,176 | | 513,859 |
| | BUNGE LTD | | 34,118 | | 3,185,256 |
| | CABOT CORP | | 41,475 | | 2,330,895 |
| | CACTUS INC | | 21,906 | | 835,276 |
| | CADENCE BANK | | 73,710 | | 2,195,821 |
| | CADENCE DESIGN SYSTEMS INC | | 21,262 | | 3,962,174 |
| | CAMDEN PROPERTY TRUST | | 38,925 | | 6,955,119 |
| | CANADIAN NATURAL RESOURCES LTD | | 2,410 | | 101,979 |
| | CANADIAN PACIFIC RAILWAY LTD | | 25,655 | | 1,845,621 |
| | CANADIAN TIRE CORP LTD | CL A | 730 | | 104,858 |
| | CANON INC | | 7,300 | | 177,563 |
| | CAPITAL ONE FINANCIAL CORP | | 28,858 | | 4,187,007 |
| | CARDINAL HEALTH INC | | 106,610 | | 5,489,349 |
| | CARDLYTICS INC | | 49,401 | | 3,264,912 |
| | CARGURUS INC | | 59,449 | | 1,999,864 |
| | CARREFOUR SA | | 149,666 | | 2,741,074 |
| | CASELLA WASTE SYSTEMS INC | | 9,337 | | 797,567 |
| | CAVCO INDUSTRIES INC | | 12,769 | | 4,056,073 |
| | CELANESE CORP | | 11,281 | | 1,895,885 |
| | CELLEX THERAPEUTICS INC | | 22,001 | | 850,119 |
| | CENOVUS ENERGY INC | | 55,691 | | 683,885 |
| | CENTURY COMMUNITIES INC | | 72,936 | | 5,965,435 |
| | CGI INC | CL A SUB VTG | 18,098 | | 1,602,550 |
| | CHARLES SCHWAB CORP/THE | | 63,339 | | 5,326,810 |
| | CHARTER COMMUNICATIONS INC | | 7,947 | | 5,181,206 |
| | CHARTER HALL OFF SCC | | 315,661 | | - |
| | CHEFS' WAREHOUSE INC/THE | | 57,764 | | 1,923,541 |
| | CHEMOCENTRYX INC | | 15,257 | | 555,507 |
| | CHEMOURS CO/THE | | 122,571 | | 4,113,483 |
| | CHENIERE ENERGY INC | | 35,440 | | 3,594,325 |
| | CHESAPEAKE ENERGY CORP | | 34,869 | | 2,249,723 |
| | CHIPOTLE MEXICAN GRILL INC | | 2,607 | | 4,557,688 |
| | CHOW TAI FOOK JEWELLERY GROUP | HK/01929 | 45,800 | | 82,362 |
| | CHUBU ELECTRIC POWER CO INC | | 30,400 | | 319,958 |
| | CIE DE SAINT-GOBAIN | | 38,019 | | 2,674,962 |
| | CIENA CORP | | 95,820 | | 7,375,265 |
| | CIGNA CORP | | 25,374 | | 5,826,632 |
| | CINEMARK HOLDINGS INC | | 131,589 | | 2,121,215 |
| | CIRRUS LOGIC INC | | 44,966 | | 4,137,771 |
| | CISCO SYSTEMS INC/DELAWARE | | 46,364 | | 2,938,087 |
| | CITI TRENDS INC | | 12,709 | | 1,204,178 |
| | CITIGROUP INC | | 108,311 | | 6,540,901 |
| | CITIZENS FINANCIAL GROUP INC | | 80,529 | | 3,804,995 |
| | CK ASSET HOLDINGS LTD | HK/01113 | 24,938 | | 157,216 |
| | CK HUTCHISON HOLDINGS LTD | HK/00001 | 675,948 | | 4,361,067 |
| | CLARIVATE PLC | | 108,251 | | 2,546,064 |
| | CLEAN HARBORS INC | | 63,394 | | 6,324,819 |
| | CLEAR SECURE INC | | 4,100 | | 128,617 |
| | CLEARWATER ANALYTICS HOLDINGS | | 81,305 | | 1,868,389 |
| | CLP HOLDINGS LTD | HK/00002 | 12,000 | | 121,211 |
| | CME GROUP INC | | 7,494 | | 1,712,079 |
| | CNO FINANCIAL GROUP INC | | 172,248 | | 4,106,392 |
| | CNP ASSURANCES | | 15,085 | | 372,942 |
| | COGENT COMMUNICATIONS HOLDINGS | | 11,931 | | 873,111 |
| | COGNIZANT TECHNOLOGY SOLUTIONS | | 41,526 | | 3,684,187 |
| | COHU INC | | 19,091 | | 727,176 |
| | COLES GROUP LTD | | 8,553 | | 111,559 |
| | COLGATE-PALMOLIVE CO | | 50,727 | | 4,329,042 |
| | COLOPLAST A/S | | 3,972 | | 699,021 |
| | COMCAST CORP | | 35,900 | | 1,806,847 |
| | COMERICA INC | | 12,041 | | 1,047,567 |
| | COMMERCIAL METALS CO | | 99,152 | | 3,598,226 |
| | COMMERZBANK AG | | 11,830 | | 89,988 |
| | COMMSCOPE HOLDING CO INC | | 390,724 | | 4,313,593 |
| | COMMVault SYSTEMS INC | | 53,405 | | 3,680,673 |
| | COMPASS GROUP PLC | | 88,294 | | 1,974,428 |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|--------------------------------|-----------------|---------|--------------|-----|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| | COMPASS MINERALS INTERNATIONAL | 37,206 | | 1,900,482 | |
| | CONAGRA BRANDS INC | 41,800 | | 1,427,470 | |
| | CONCENTRIX CORP | 17,855 | | 3,189,260 | |
| | CONOCOPHILLIPS | 8,244 | | 595,052 | |
| | CONTINENTAL AG | 25,311 | | 2,680,047 | |
| | CORECIVIC INC | 34,400 | | 342,968 | |
| | CORPORATE OFFICE PROPERTIES TR | 74,700 | | 2,089,359 | |
| | CORTEVA INC | 91,965 | | 4,348,105 | |
| | COSTAR GROUP INC | 40,805 | | 3,224,819 | |
| | COSTCO WHOLESALE CORP | 19,044 | | 10,811,279 | |
| | COTY INC | 87,186 | | 915,453 | |
| | COVESTRO AG | 40,647 | | 2,505,328 | |
| | COVETRUS INC | 136,665 | | 2,729,200 | |
| | CRANE CO | 6,900 | | 701,937 | |
| | CREDIT AGRICOLE SA | 17,182 | | 245,219 | |
| | CRH PLC | 57,705 | | 3,052,741 | |
| | CRINETICS PHARMACEUTICALS INC | 33,908 | | 963,326 | |
| | CROCS INC | 25,190 | | 3,229,862 | |
| | CROWN HOLDINGS INC | 7,500 | | 829,650 | |
| | CUMMINS INC | 10,700 | | 2,334,098 | |
| | CURTISS-WRIGHT CORP | 1,367 | | 189,562 | |
| | CVS HEALTH CORP | 24,900 | | 2,568,684 | |
| | CYTOKINETICS INC | 19,498 | | 888,719 | |
| | DAIMLER TRUCK HOLDING AG | 591 | | 21,702 | |
| | DAIWA HOUSE INDUSTRY CO LTD | 9,200 | | 264,284 | |
| | DANAHER CORP | 34,628 | | 11,392,958 | |
| | DANONE SA | 48,995 | | 3,041,597 | |
| | DANSKE BANK A/S | 11,448 | | 197,707 | |
| | DARLING INGREDIENTS INC | 10,341 | | 716,528 | |
| | DASEKE INC | 93,453 | | 938,268 | |
| | DAVITA INC | 15,304 | | 1,740,983 | |
| | DECIPHERA PHARMACEUTICALS INC | 11,650 | | 113,821 | |
| | DELL TECHNOLOGIES INC | 102,784 | | 5,773,377 | |
| | DELTA AIR LINES INC | 31,100 | | 1,215,388 | |
| | DENBURY INC | 5,685 | | 435,414 | |
| | DESIGN THERAPEUTICS INC | 12,636 | | 270,537 | |
| | DEUTSCHE BANK AG | 168,468 | | 2,110,848 | |
| | DEUTSCHE BOERSE AG | 26,966 | | 4,510,930 | |
| | DEUTSCHE POST AG | 50,087 | | 3,220,458 | |
| | DEUTSCHE TELEKOM AG | 357,120 | | 6,619,705 | |
| | DEVON ENERGY CORP | 24,400 | | 1,074,820 | |
| | DEXCOM INC | 3,658 | | 1,964,163 | |
| | DEXUS | 15,079 | | 121,911 | |
| | DIAMONDBACK ENERGY INC | 5,210 | | 561,899 | |
| | DIASORIN SPA | 1,349 | | 256,882 | |
| | DICK'S SPORTING GOODS INC | 9,300 | | 1,069,407 | |
| | DIGITAL TURBINE INC | 9,471 | | 577,636 | |
| | DIGITALBRIDGE GROUP INC | 285,425 | | 2,377,590 | |
| | DIODES INC | 11,500 | | 1,262,815 | |
| | DISCO CORP | 1,600 | | 488,385 | |
| | DISCOVER FINANCIAL SERVICES | 18,400 | | 2,126,304 | |
| | DOLLAR GENERAL CORP | 7,424 | | 1,750,802 | |
| | DOW INC | 122,080 | | 6,924,378 | |
| | DROPBOX INC | 95,209 | | 2,336,429 | |
| | DS SMITH PLC | 661,752 | | 3,440,038 | |
| | DT MIDSTREAM INC | 11,930 | | 572,401 | |
| | DUOLINGO INC | 1,000 | | 106,110 | |
| | DYCOM INDUSTRIES INC | 50,075 | | 4,695,032 | |
| | E.ON SE | 537,769 | | 7,456,029 | |
| | EASTERN BANKSHARES INC | 137,068 | | 2,764,662 | |
| | EASTMAN CHEMICAL CO | 12,200 | | 1,475,102 | |
| | EBAY INC | 33,200 | | 2,207,800 | |
| | EDISON INTERNATIONAL | 83,863 | | 5,723,650 | |
| | EDWARDS LIFESCIENCES CORP | 32,892 | | 4,261,159 | |
| | EIFPAGE SA | 36,747 | | 3,780,205 | |
| | ELECTRICITE DE FRANCE SA | 47,009 | | 552,228 | |
| | ELECTROLUX AB | 104,224 | | 2,526,789 | |
| | ELECTRONIC ARTS INC | 50,185 | | 6,619,402 | |
| | ELEMENT SOLUTIONS INC | 47,342 | | 1,149,464 | |
| | ELISA OYJ | 2,086 | | 128,383 | |
| | EMBARK TECHNOLOGY INC | 30,300 | | 263,004 | |
| | EMCOR GROUP INC | 24,674 | | 3,143,221 | |
| | EMPIRE CO LTD | 30,170 | | 920,518 | |
| | | CL A NON-VTG | | | |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|--------------------------------|-----------------|---------|--------------|-----------|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| | ENAGAS SA | | 83,653 | | 1,940,656 |
| | ENCORE WIRE CORP | | 4,403 | | 630,069 |
| | ENDESA SA | | 67,845 | | 1,558,497 |
| | ENEOS HOLDINGS INC | | 175,000 | | 653,923 |
| | ENERGIZER HOLDINGS INC | | 19,900 | | 797,990 |
| | ENERPLUS CORP | | 85,430 | | 903,849 |
| | ENSTAR GROUP LTD | | 1,619 | | 400,848 |
| | ENTAIN PLC | | 29,108 | | 663,528 |
| | ENTERPRISE FINANCIAL SERVICES | | 23,452 | | 1,104,355 |
| | ENTRADA THERAPEUTICS INC | | 19,318 | | 330,724 |
| | EOG RESOURCES INC | | 12,529 | | 1,112,951 |
| | EPAM SYSTEMS INC | | 5,471 | | 3,657,090 |
| | EQUIFAX INC | | 14,407 | | 4,218,226 |
| | EQUINIX INC | | 7,474 | | 6,321,808 |
| | EQUITABLE HOLDINGS INC | | 87,760 | | 2,877,650 |
| | ESSENT GROUP LTD | | 42,632 | | 1,941,035 |
| | ESSENTIAL PROPERTIES REALTY TR | | 183,558 | | 5,291,977 |
| | ESSEX PROPERTY TRUST INC | | 7,077 | | 2,492,732 |
| | ESTEE LAUDER COS INC/THE | | 19,954 | | 7,386,971 |
| | EUROFINS SCIENTIFIC SE | | 5,188 | | 641,898 |
| | EUROPEAN WAX CENTER INC | | 69,328 | | 2,104,105 |
| | EVERCORE INC | | 12,925 | | 1,755,861 |
| | EVEREST RE GROUP LTD | | 17,220 | | 4,716,902 |
| | EVRAZ PLC | | 285,780 | | 2,328,642 |
| | EXELIXIS INC | | 219,694 | | 4,016,006 |
| | EXELON CORP | | 67,464 | | 3,896,721 |
| | EXLSERVICE HOLDINGS INC | | 6,899 | | 998,768 |
| | EXXON MOBIL CORP | | 67,793 | | 4,148,254 |
| | FABRINET | | 14,224 | | 1,685,117 |
| | FAIRFAX FINANCIAL HOLDINGS LTD | SUB-VTG | 2,285 | | 1,125,613 |
| | FATE THERAPEUTICS INC | | 18,143 | | 1,061,547 |
| | FEDEX CORP | | 6,600 | | 1,707,024 |
| | FERGUSON PLC | | 1,401 | | 248,678 |
| | FERRO CORP | | 27,882 | | 608,664 |
| | FIRST AMERICAN FINANCIAL CORP | | 79,844 | | 6,246,196 |
| | FIRST HORIZON CORP | | 69,100 | | 1,128,403 |
| | FIRSTCASH HOLDINGS INC | | 3,900 | | 291,759 |
| | FIRSTENERGY CORP | | 62,653 | | 2,605,738 |
| | FIVE POINT HOLDINGS LLC | | 65,568 | | 428,815 |
| | FLEX LTD | | 148,580 | | 2,723,471 |
| | FLUOR CORP | | 142,333 | | 3,525,588 |
| | FNB CORP/PA | | 85,500 | | 1,037,115 |
| | FOOT LOCKER INC | | 19,900 | | 868,237 |
| | FORD MOTOR CO | | 342,785 | | 7,119,644 |
| | FORGEROCK INC | | 26,380 | | 704,082 |
| | FORMFACTOR INC | | 93,667 | | 4,282,455 |
| | FORTINET INC | | 20,178 | | 7,251,973 |
| | FORTUM OYJ | | 4,339 | | 133,177 |
| | FOX CORP | | 48,300 | | 1,782,270 |
| | FOX FACTORY HOLDING CORP | | 17,721 | | 3,014,342 |
| | FRESENIUS MEDICAL CARE AG & CO | | 70,274 | | 4,566,377 |
| | FRESENIUS MEDICAL CARE AG & CO | ADR | 73,330 | | 2,380,292 |
| | FRESENIUS SE & CO KGAA | | 5,816 | | 234,134 |
| | FRESHPET INC | | 20,889 | | 1,990,095 |
| | FRONTDOOR INC | | 12,730 | | 466,555 |
| | FUELCELL ENERGY INC | | 55,901 | | 290,685 |
| | GEA GROUP AG | | 19,924 | | 1,089,603 |
| | GENERAL DYNAMICS CORP | | 5,586 | | 1,164,513 |
| | GENERAL ELEC CO | | 40,694 | | 3,844,362 |
| | GENERAL MILLS INC | | 19,200 | | 1,293,696 |
| | GENERAL MOTORS CO | | 78,467 | | 4,600,520 |
| | GILDAN ACTIVEWEAR INC | | 84,564 | | 3,584,668 |
| | GILEAD SCIENCES INC | | 92,578 | | 6,722,089 |
| | GLAUKOS CORP | | 48,927 | | 2,174,316 |
| | GLAXOSMITHKLINE PLC | | 206,204 | | 4,487,121 |
| | GN STORE NORD AS | | 7,477 | | 470,210 |
| | GODADDY INC | | 90,307 | | 7,663,452 |
| | GOLDMAN SACHS GROUP INC/THE | | 5,543 | | 2,120,475 |
| | GOODMAN GROUP | | 27,491 | | 529,664 |
| | GOODYEAR TIRE & RUBBER CO/THE | | 178,130 | | 3,797,732 |
| | GPT GROUP/THE | | 27,315 | | 107,638 |
| | GRAHAM HOLDINGS CO | | 2,979 | | 1,876,264 |
| | GRAND CANYON EDUCATION INC | | 15,796 | | 1,353,875 |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|--------------------------------|-----------------|-----------|--------------|------------|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| | GREEN PLAINS INC | | 73,025 | | 2,538,349 |
| | GREENBRIER COS INC/THE | | 32,309 | | 1,482,660 |
| | GROUP 1 AUTOMOTIVE INC | | 1,112 | | 217,085 |
| | HAEMONETICS CORP | | 17,209 | | 912,765 |
| | HAIN CELESTIAL GROUP INC/THE | | 11,892 | | 506,718 |
| | HALLIBURTON CO | | 157,051 | | 3,591,756 |
| | HAMILTON LANE ALLIANCE HOLDING | | 84,000 | | 834,120 |
| | HAMILTON LANE INC | | 20,238 | | 2,097,062 |
| | HANNON ARMSTRONG SUSTAINABLE I | | 22,129 | | 1,175,492 |
| | HANOVER INSURANCE GROUP INC/TH | | 42,608 | | 5,584,204 |
| | HAWAIIAN ELECTRIC INDUSTRIES I | | 49,695 | | 2,062,343 |
| | HB FULLER CO | | 18,825 | | 1,524,825 |
| | HCA HEALTHCARE INC | | 7,800 | | 2,003,976 |
| | HEALTH CATALYST INC | | 45,862 | | 1,817,052 |
| | HECLA MINING CO | | 110,639 | | 577,536 |
| | HELLOFRESH SE | | 31,791 | | 2,441,755 |
| | HERBALIFE NUTRITION LTD | | 42,519 | | 1,740,303 |
| | HERCULES OFFSHORE INC ESCROW | | 22,864 | | - |
| | HERSHEY CO/THE | | 16,767 | | 3,243,911 |
| | HEWLETT PACKARD ENTERPRISE CO | | 610,409 | | 9,626,150 |
| | HIGHWOODS PROPERTIES INC | | 60,572 | | 2,700,905 |
| | HILLENBRAND INC | | 16,000 | | 831,840 |
| | HILTON WORLDWIDE HOLDINGS INC | | 37,863 | | 5,906,249 |
| | HIROSE ELECTRIC CO LTD | | 700 | | 117,563 |
| | HITACHI LTD | | 88,600 | | 4,793,348 |
| | HITACHI METALS LTD | | 13,600 | | 251,675 |
| | HOLCIM LTD | | 22,445 | | 1,145,714 |
| | HOLLYFRONTIER CORP | | 107,808 | | 3,533,946 |
| | HOME BANCSHARES INC/AR | | 154,859 | | 3,770,817 |
| | HONDA MOTOR CO LTD | | 203,400 | | 5,705,198 |
| | HONG KONG EXCHANGES & CLEARING | HK/00388 | 13,600 | | 794,408 |
| | HOPE BANCORP INC | | 63,200 | | 929,672 |
| | HOST HOTELS & RESORTS INC | | 24,500 | | 426,055 |
| | HOUGHTON MIFFLIN HARCOURT CO | | 272,917 | | 4,393,964 |
| | HP INC | | 235,264 | | 8,862,395 |
| | HSBC HOLDINGS PLC | | 25,061 | | 152,289 |
| | HUB GROUP INC | | 28,757 | | 2,422,490 |
| | HUMANA INC | | 9,185 | | 4,260,554 |
| | HUNTINGTON BANCSHARES INC/OH | | 47,800 | | 737,076 |
| | HUNTINGTON INGALLS INDUSTRIES | | 13,919 | | 2,599,234 |
| | HUNTSMAN CORP | | 128,955 | | 4,497,950 |
| | HUSQVARNA AB | | 92,901 | | 1,486,297 |
| | HYDROFARM HOLDINGS GROUP INC | | 55,335 | | 1,565,427 |
| | IBERDROLA SA | | 8,812 | | 104,319 |
| | ICON PLC | | 26,910 | | 8,334,027 |
| | IDACORP INC | | 13,098 | | 1,484,134 |
| | IDEMITSU KOSAN CO LTD | | 2,900 | | 73,964 |
| | IHEARTMEDIA INC | | 6,896 | | 145,092 |
| | IIDA GROUP HOLDINGS CO LTD | | 4,300 | | 99,924 |
| | II-VI INC | | 36,752 | | 2,511,264 |
| | IMMUNOCORE HOLDINGS PLC | ADR | 14,670 | | 502,301 |
| | IMMUNOGEN INC | | 130,754 | | 970,195 |
| | IMPERIAL BRANDS PLC | | 16,947 | | 371,049 |
| | INARI MEDICAL INC | | 28,642 | | 2,614,155 |
| | INCYTE CORP | | 86,058 | | 6,316,657 |
| | INDEPENDENCE REALTY TRUST INC | | 110,327 | | 2,849,746 |
| | INFINEON TECHNOLOGIES AG | | 116,057 | | 5,379,506 |
| | INFORMA PLC | | 327,438 | | 2,291,113 |
| | ING GROEP NV | | 424,302 | | 5,906,964 |
| | INGEVITY CORP | | 30,149 | | 2,161,683 |
| | INGREDION INC | | 56,305 | | 5,441,315 |
| | INHIBRX INC | | 15,562 | | 679,593 |
| | INNOVATIVE INDUSTRIAL PROPERTI | | 10,948 | | 2,878,339 |
| | INSIGHT ENTERPRISES INC | | 5,167 | | 550,802 |
| | INSPERITY INC | | 44,903 | | 5,303,493 |
| | INTEL CORP | | 96,700 | | 4,980,050 |
| | INTELLIA THERAPEUTICS INC | | 9,942 | | 1,175,542 |
| | INTER PARFUMS INC | | 18,541 | | 1,982,033 |
| | INTERNATIONAL BANCSHARES CORP | | 25,394 | | 1,076,452 |
| | INTERNATIONAL BUSINESS MACHINE | | 14,500 | | 1,938,070 |
| | INTERNATIONAL CONSOLIDATED AIR | | 1,728,526 | | 3,335,745 |
| | INTUIT INC | | 21,363 | | 13,741,109 |
| | INTUITIVE SURGICAL INC | | 18,783 | | 6,748,732 |

Nokia Savings/401(k) Plan
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December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|--------------------------------|-----------------|------------|--------------|-----------|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| | INVESCO LTD | | 18,329 | | 421,934 |
| | INVESTOR AB | | 27,884 | | 701,423 |
| | INVITAE CORP | | 56,069 | | 856,174 |
| | INVITATION HOMES INC | | 57,908 | | 2,625,549 |
| | IONIS PHARMACEUTICALS INC | | 41,095 | | 1,250,521 |
| | IOVANCE BIOTHERAPEUTICS INC | | 18,669 | | 356,391 |
| | IPSEN SA | | 11,856 | | 1,085,353 |
| | IRHYTHM TECHNOLOGIES INC | | 14,948 | | 1,759,230 |
| | IROBOT CORP | | 5,599 | | 368,862 |
| | ISUZU MOTORS LTD | | 362,800 | | 4,508,417 |
| | ITOCHU CORP | | 4,500 | | 137,476 |
| | J M SMUCKER CO/THE | | 13,760 | | 1,868,883 |
| | JABIL INC | | 139,250 | | 9,796,238 |
| | JACOBS ENGINEERING GROUP INC | | 12,361 | | 1,721,022 |
| | JANUS HENDERSON GROUP PLC | | 85,767 | | 3,597,068 |
| | JAPAN METROPOLITAN FUND INVEST | | 134 | | 115,318 |
| | JAPAN POST HOLDINGS CO LTD | | 87,300 | | 679,872 |
| | JAPAN POST INSURANCE CO LTD | | 10,800 | | 173,505 |
| | JAPAN REAL ESTATE INVESTMENT C | | 21 | | 119,083 |
| | JAZZ PHARMACEUTICALS PLC | | 33,323 | | 4,245,350 |
| | JB HUNT TRANSPORT SERVICES INC | | 12,252 | | 2,504,309 |
| | JELD-WEN HOLDING INC | | 107,913 | | 2,844,587 |
| | JETBLUE AIRWAYS CORP | | 239,148 | | 3,405,468 |
| | JOHNSON & JOHNSON | | 28,701 | | 4,909,880 |
| | JOHNSON CONTROLS INTERNATIONAL | | 34,237 | | 2,783,810 |
| | JPMORGAN CHASE & CO | | 20,225 | | 3,202,629 |
| | JUNIPER NETWORKS INC | | 92,062 | | 3,287,534 |
| | JUST EAT TAKEAWAY.COM NV | | 33,223 | | 1,831,255 |
| | KAJIMA CORP | | 137,900 | | 1,581,919 |
| | KALVISTA PHARMACEUTICALS INC | | 26,168 | | 346,203 |
| | KARUNA THERAPEUTICS INC | | 7,978 | | 1,045,118 |
| | KBC GROUP NV | | 1,028 | | 88,216 |
| | KEMPER CORP | | 30,271 | | 1,779,632 |
| | KENNAMETAL INC | | 44,555 | | 1,599,970 |
| | KENNEDY-WILSON HOLDINGS INC | | 25,637 | | 612,212 |
| | KESKO OYJ | | 5,117 | | 170,731 |
| | KEYCORP | | 58,800 | | 1,360,044 |
| | KINDER MORGAN INC | | 191,713 | | 3,040,568 |
| | KINGFISHER PLC | | 394,243 | | 1,806,463 |
| | KINROSS GOLD CORP | | 362,430 | | 2,106,033 |
| | KNIGHT-SWIFT TRANSPORTATION HO | | 56,321 | | 3,432,202 |
| | KODIAK SCIENCES INC | | 12,811 | | 1,086,117 |
| | KOHL'S CORP | | 10,900 | | 538,351 |
| | KOMATSU LTD | | 150,800 | | 3,527,244 |
| | KONE OYJ | | 19,825 | | 1,421,236 |
| | KONINKLIJKE AHOLD DELHAIZE NV | | 86,564 | | 2,966,507 |
| | KONINKLIJKE KPN NV | | 53,898 | | 167,329 |
| | KRAFT HEINZ CO/THE | | 42,300 | | 1,518,570 |
| | KRATOS DEFENSE & SECURITY SOLU | | 9,994 | | 193,884 |
| | KROGER CO/THE | | 127,811 | | 5,784,726 |
| | KURA ONCOLOGY INC | | 43,038 | | 602,532 |
| | KYNERA THERAPEUTICS INC | | 13,800 | | 876,162 |
| | KYNDRYL HOLDINGS INC | | 2,900 | | 52,490 |
| | KYOCERA CORP | | 1,900 | | 118,582 |
| | L3HARRIS TECHNOLOGIES INC | | 4,700 | | 1,002,228 |
| | LA FRANCAISE DES JEUX SAEM | | 22,615 | | 1,001,450 |
| | LAM RESEARCH CORP | | 11,755 | | 8,453,608 |
| | LANDSTAR SYSTEM INC | | 30,098 | | 5,388,144 |
| | LATTICE SEMICONDUCTOR CORP | | 60,663 | | 4,674,691 |
| | LA-Z-BOY INC | | 21,500 | | 780,665 |
| | LEAR CORP | | 48,951 | | 8,955,585 |
| | LENLEASE CORP LTD | | 11,587 | | 90,056 |
| | LESLIE'S INC | | 18,786 | | 444,477 |
| | LHC GROUP INC | | 13,920 | | 1,910,242 |
| | LIBERTY MEDIA CORP-LIBERTY BRA | | 98,591 | | 2,770,407 |
| | LINCOLN NATIONAL CORP | | 32,922 | | 2,247,256 |
| | LINK REIT | HK/00823 | 36,500 | | 321,399 |
| | LIVANOVA PLC | | 65,377 | | 5,715,911 |
| | LIVENT CORP | | 111,398 | | 2,715,883 |
| | LLOYDS BANKING GROUP PLC | | 10,293,528 | | 6,664,309 |
| | LOCKHEED MARTIN CORP | | 21,302 | | 7,570,944 |
| | LOGITECH INTERNATIONAL SA | | 1,292 | | 109,015 |
| | LONDON STOCK EXCHANGE GROUP PL | | 5,135 | | 481,988 |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|--------------------------------|--------------------|---------|--------------|------------|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| | LOUISIANA-PACIFIC CORP | | 106,640 | | 8,355,244 |
| | LULULEMON ATHLETICA INC | | 4,894 | | 1,915,756 |
| | LUMEN TECHNOLOGIES INC | | 78,200 | | 981,410 |
| | LYFT INC | | 13,398 | | 572,497 |
| | LYONDELLBASELL INDUSTRIES NV | | 27,049 | | 2,494,729 |
| | M&G PLC | | 387,208 | | 1,046,285 |
| | MACY'S INC | | 34,900 | | 913,682 |
| | MADRIGAL PHARMACEUTICALS INC | | 6,660 | | 564,368 |
| | MAGNA INTL INC | | 6,985 | | 565,978 |
| | MAGNOLIA OIL & GAS CORP | | 89,847 | | 1,695,413 |
| | MANPOWERGROUP INC | | 63,861 | | 6,215,591 |
| | MANTECH INTERNATIONAL CORP/V/A | | 12,564 | | 916,293 |
| | MANULIFE FINANCIAL CORP | | 19,317 | | 368,707 |
| | MAPLETREE COMMERCIAL TRUST | | 64,300 | | 94,436 |
| | MARATHON PETROLEUM CORP | | 69,462 | | 4,444,873 |
| | MARUBENI CORP | | 161,900 | | 1,573,940 |
| | MASTEC INC | | 1,340 | | 123,655 |
| | MASTERCARD INC | | 51,723 | | 18,585,108 |
| | MATCH GROUP INC | | 29,689 | | 3,926,370 |
| | MAZDA MOTOR CORP | | 36,500 | | 280,513 |
| | MCDERMOTT INTERNATIONAL LTD | | 4,287 | | 1,801 |
| | MCDERMOTT INTL TRANCHE A | WTS EXP 06/30/2027 | 8,584 | | 343 |
| | MCDERMOTT INTL TRANCHE B | WTS EXP 06/30/2027 | 9,538 | | 191 |
| | MCKESSON CORP | | 68,678 | | 17,071,290 |
| | MEDICAL PROPERTIES TRUST INC | | 34,800 | | 822,324 |
| | MEDIPAL HOLDINGS CORP | | 13,600 | | 254,509 |
| | MERCK & CO INC | | 72,600 | | 5,564,064 |
| | MERCK KGAA | | 1,482 | | 382,570 |
| | MERCURY GENERAL CORP | | 18,376 | | 975,031 |
| | MERITOR INC | | 34,306 | | 850,103 |
| | MERSANA THERAPEUTICS INC | | 50,534 | | 314,321 |
| | META PLATFORMS INC | | 54,097 | | 18,195,526 |
| | METLIFE INC | | 109,463 | | 6,840,343 |
| | MGIC INVESTMENT CORP | | 308,211 | | 4,444,403 |
| | MGM RESORTS INTERNATIONAL | | 24,890 | | 1,117,063 |
| | MICRON TECHNOLOGY INC | | 15,493 | | 1,443,173 |
| | MICROSOFT CORP | | 248,901 | | 83,710,384 |
| | MILLERKNOLL INC | | 3,328 | | 130,424 |
| | MIMECAST LTD | | 8,577 | | 682,472 |
| | MITSUBISHI CHEMICAL HOLDINGS C | | 10,300 | | 76,207 |
| | MITSUBISHI ELECTRIC CORP | | 42,200 | | 534,486 |
| | MITSUBISHI ESTATE CO LTD | | 19,000 | | 263,085 |
| | mitsui & co ltd | | 21,700 | | 513,221 |
| | mitsui fudosan co ltd | | 14,000 | | 277,009 |
| | MIZUHO FINANCIAL GROUP INC | | 227,000 | | 2,883,948 |
| | MOELIS & CO | | 5,489 | | 343,117 |
| | MOHAWK INDUSTRIES INC | | 11,507 | | 2,096,345 |
| | MOLINA HEALTHCARE INC | | 33,300 | | 10,592,064 |
| | MOLSON COORS BEVERAGE CO | | 39,700 | | 1,840,095 |
| | MOMENTIVE GLOBAL INC | | 37,914 | | 801,881 |
| | MOOG INC | | 21,224 | | 1,718,507 |
| | MORGAN STANLEY | | 49,397 | | 4,848,810 |
| | MOSAIC CO/THE | | 42,920 | | 1,686,327 |
| | MS&AD INSURANCE GROUP HOLDINGS | | 14,900 | | 459,208 |
| | MSCI INC | | 14,373 | | 8,806,193 |
| | MUELLER INDUSTRIES INC | | 17,388 | | 1,032,152 |
| | MURPHY OIL CORP | | 92,702 | | 2,420,449 |
| | MURPHY USA INC | | 22,214 | | 4,425,917 |
| | MVB FINANCIAL CORP | | 2,100 | | 87,192 |
| | MYOVANT SCIENCES LTD | | 36,921 | | 574,860 |
| | NANOSTRING TECHNOLOGIES INC | | 49,731 | | 2,100,140 |
| | NATIONAL AUSTRALIA BANK LTD | | 3,133 | | 65,693 |
| | NATIONAL FUEL GAS CO | | 9,700 | | 620,218 |
| | NATIONAL STORAGE AFFILIATES TR | | 91,076 | | 6,302,459 |
| | NATIONAL VISION HOLDINGS INC | | 51,036 | | 2,449,218 |
| | NAVIENT CORP | | 81,299 | | 1,725,165 |
| | NEOGENOMICS INC | | 71,471 | | 2,438,591 |
| | NESTLE SA | | 15,777 | | 2,206,685 |
| | NETAPP INC | | 54,329 | | 4,997,725 |
| | NETFLIX INC | | 11,537 | | 6,950,350 |
| | NEVRO CORP | | 21,436 | | 1,737,817 |
| | NEW JERSEY RESOURCES CORP | | 44,266 | | 1,817,562 |
| | NEWELL BRANDS INC | | 100,444 | | 2,193,697 |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|--------------------------------|-----------------|---------|--------------|------------|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| | NEWMARK GROUP INC | | 137,621 | | 2,573,513 |
| | NEXSTAR MEDIA GROUP INC | | 5,900 | | 890,782 |
| | NEXTIER OILFIELD SOLUTIONS INC | | 123,421 | | 438,145 |
| | NGK INSULATORS LTD | | 3,800 | | 64,150 |
| | NIKE INC | | 26,010 | | 4,335,087 |
| | NINTENDO CO LTD | | 1,300 | | 605,662 |
| | NIPPON BUILDING FUND INC | | 23 | | 133,820 |
| | NIPPON STEEL CORP | | 25,100 | | 409,451 |
| | NIPPON TELEGRAPH & TELEPHONE C | | 55,600 | | 1,520,907 |
| | NIPPON YUSEN KK | | 3,400 | | 258,643 |
| | NITTO DENKO CORP | | 9,000 | | 694,803 |
| | NN GROUP NV | | 56,540 | | 3,061,194 |
| | NOMURA HOLDINGS INC | | 106,100 | | 462,250 |
| | NOMURA REAL ESTATE MASTER FUND | | 75 | | 105,380 |
| | NORDSTROM INC | | 15,140 | | 342,467 |
| | NORTHERN TRUST CORP | | 21,727 | | 2,598,766 |
| | NORTHROP GRUMMAN CORP | | 17,453 | | 6,755,533 |
| | NOV INC | | 129,043 | | 1,748,533 |
| | NOVAGOLD RESOURCES INC | | 58,904 | | 404,081 |
| | NOVARTIS AG | | 50,905 | | 4,485,160 |
| | NOVO NORDISK A/S | | 19,591 | | 2,201,657 |
| | NRG ENERGY INC | | 164,354 | | 7,080,370 |
| | NURIX THERAPEUTICS INC | | 14,851 | | 429,936 |
| | NUTANIX INC | | 46,390 | | 1,477,985 |
| | NVIDIA CORP | | 80,376 | | 23,639,385 |
| | NXP SEMICONDUCTORS NV | | 23,000 | | 5,238,940 |
| | OASIS PETROLEUM INC | | 5,849 | | 736,916 |
| | OBAYASHI CORP | | 243,800 | | 1,884,260 |
| | OCCIDENTAL PETROLEUM CORP | | 14,893 | | 431,748 |
| | OGE ENERGY CORP | | 38,454 | | 1,475,865 |
| | O-I GLASS INC | | 38,600 | | 464,358 |
| | OLD DOMINION FREIGHT LINE INC | | 9,499 | | 3,404,252 |
| | OLD REPUBLIC INTERNATIONAL COR | | 64,600 | | 1,587,868 |
| | OLEMA PHARMACEUTICALS INC | | 31,244 | | 292,444 |
| | OLIN CORP | | 110,610 | | 6,362,287 |
| | OLO INC | | 60,219 | | 1,253,157 |
| | OMEGA HEALTHCARE INVESTORS INC | | 17,200 | | 508,948 |
| | OMNICELL INC | | 11,492 | | 2,073,616 |
| | ONEX CORP | SUB-VTG | 27,562 | | 2,166,295 |
| | OPEN TEXT CORPORATION | | 17,714 | | 841,981 |
| | ORACLE CORP | | 48,534 | | 4,232,650 |
| | ORANGE SA | | 255,338 | | 2,733,256 |
| | ORGANON & CO | | 3,720 | | 113,274 |
| | ORMAT TECHNOLOGIES INC | | 18,745 | | 1,486,478 |
| | OSAKA GAS CO LTD | | 6,500 | | 107,303 |
| | OUTFRONT MEDIA INC | | 141,441 | | 3,793,448 |
| | OVINTIV INC | | 42,828 | | 1,443,304 |
| | OWENS & MINOR INC | | 74,012 | | 3,219,522 |
| | PANASONIC CORP | | 17,300 | | 190,044 |
| | PAPA JOHN'S INTERNATIONAL INC | | 36,664 | | 4,893,544 |
| | PARAMOUNT GLOBAL | | 21,040 | | 634,987 |
| | PATRICK INDUSTRIES INC | | 27,590 | | 2,226,237 |
| | PAYPAL HOLDINGS INC | | 39,319 | | 7,414,777 |
| | PDC ENERGY INC | | 29,502 | | 1,439,108 |
| | PEBBLEBROOK HOTEL TRUST | | 141,678 | | 3,169,337 |
| | PENNYMAC MORTGAGE INVESTMENT T | | 41,577 | | 720,529 |
| | PENSKE AUTOMOTIVE GROUP INC | | 9,800 | | 1,050,756 |
| | PERELLA WEINBERG PARTNERS | | 148,874 | | 1,914,520 |
| | PERFORMANCE FOOD GROUP CO | | 53,794 | | 2,468,607 |
| | PFIZER INC | | 159,637 | | 9,426,565 |
| | PGT INNOVATIONS INC | | 170,670 | | 3,838,368 |
| | PHILLIPS 66 | | 53,321 | | 3,863,640 |
| | PILGRIM'S PRIDE CORP | | 119,133 | | 3,359,551 |
| | PINNACLE FINANCIAL PARTNERS IN | | 26,059 | | 2,488,634 |
| | PINNACLE WEST CAPITAL CORP | | 12,400 | | 875,316 |
| | PLAYA HOTELS & RESORTS NV | | 111,874 | | 892,755 |
| | PLAYTIKA HOLDING CORP | | 18,231 | | 315,214 |
| | PNC FINANCIAL SERVICES GROUP I | | 11,957 | | 2,397,618 |
| | POPULAR INC | | 50,907 | | 4,176,410 |
| | PORTLAND GENERAL ELECTRIC CO | | 51,795 | | 2,740,991 |
| | POST HOLDINGS INC | | 43,456 | | 4,898,795 |
| | POWER CORP CANADA | | 6,203 | | 205,269 |
| | PRA GROUP INC | | 17,634 | | 885,403 |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|-----|--|-------------|-----------------|---------|--------------|
| | Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value |
| | PRIMIS FINANCIAL CORP | | 124,037 | | 1,865,516 |
| | PRIMORIS SERVICES CORP | | 94,100 | | 2,256,518 |
| | PROASSURANCE CORP | | 50,749 | | 1,283,950 |
| | PROQR THERAPEUTICS NV | | 116,501 | | 933,173 |
| | PROXIMUS SADP | | 47,708 | | 929,906 |
| | PRUDENTIAL FINANCIAL INC | | 53,153 | | 5,753,281 |
| | PRUDENTIAL PLC | | 195,164 | | 3,369,012 |
| | PRYSMIAN SPA | | 102,828 | | 3,871,751 |
| | PS BUSINESS PARKS INC | | 26,387 | | 4,859,694 |
| | PTC THERAPEUTICS INC | | 28,398 | | 1,131,092 |
| | PUBLIC STORAGE | | 7,656 | | 2,867,631 |
| | PUBLICIS GROUPE SA | | 19,540 | | 1,315,477 |
| | PULTEGROUP INC | | 36,200 | | 2,069,192 |
| | PURE STORAGE INC | | 83,505 | | 2,718,088 |
| | PVH CORP | | 25,755 | | 2,746,771 |
| | Q2 HOLDINGS INC | | 14,150 | | 1,124,076 |
| | QIAGEN NV | | 11,126 | | 619,845 |
| | QORVO INC | | 7,000 | | 1,094,730 |
| | QUALCOMM INC | | 46,049 | | 8,420,981 |
| | RAMBUS INC | | 87,260 | | 2,564,571 |
| | RANGER OIL CORP | | 637 | | 17,148 |
| | RAPID7 INC | | 38,070 | | 4,480,458 |
| | RAPT THERAPEUTICS INC | | 16,784 | | 616,476 |
| | RAYMOND JAMES FINANCIAL INC | | 45,735 | | 4,591,794 |
| | REATA PHARMACEUTICALS INC | | 22,132 | | 583,621 |
| | RED ELECTRICA CORP SA | | 76,981 | | 1,665,502 |
| | RED ROCK RESORTS INC | | 39,231 | | 2,158,097 |
| | REDFIN CORP | | 24,810 | | 952,456 |
| | REDWOOD TRUST INC | | 68,176 | | 899,241 |
| | REGIONS FINANCIAL CORP | | 98,900 | | 2,156,020 |
| | REINSURANCE GROUP OF AMERICA I | | 47,633 | | 5,215,337 |
| | RELAY THERAPEUTICS INC | | 21,023 | | 645,616 |
| | RELIANCE STEEL & ALUMINUM CO | | 9,100 | | 1,476,202 |
| | RELIANT BANCORP INC | | 29,516 | | 1,047,818 |
| | RENAISSANCERE HOLDINGS LTD | | 5,323 | | 901,344 |
| | RENASAS ELECTRONICS CORP | | 82,000 | | 1,013,295 |
| | REPAY HOLDINGS CORP | | 175,398 | | 3,204,521 |
| | REPLIMUNE GROUP INC | | 12,277 | | 332,707 |
| | REPSOL SA | | 21,470 | | 254,802 |
| | RESONA HOLDINGS INC | | 681,200 | | 2,646,597 |
| | RETAIL VALUE INC | | 48,644 | | 312,294 |
| | REVOLUTION MEDICINES INC | | 28,758 | | 723,839 |
| | RICOH CO LTD | | 6,900 | | 64,174 |
| | RINNAI CORP | | 1,300 | | 117,181 |
| | RIO TINTO LTD | | 4,307 | | 313,485 |
| | RIO TINTO PLC | | 47,897 | | 3,173,641 |
| | RITCHIE BROS AUCTIONEERS INC | | 30,409 | | 1,863,564 |
| | ROBLOX CORP | | 16,782 | | 1,731,231 |
| | ROCHE HOLDING AG | | 27,175 | | 11,306,637 |
| | ROCKET PHARMACEUTICALS INC | | 25,404 | | 554,569 |
| | ROGERS CORP | | 7,866 | | 2,147,418 |
| | ROHM CO LTD | | 4,600 | | 418,236 |
| | ROLLS-ROYCE HOLDINGS PLC | | 505,728 | | 841,707 |
| | ROPER TECHNOLOGIES INC | | 5,510 | | 2,710,149 |
| | ROSS STORES INC | | 13,493 | | 1,541,980 |
| | ROYAL BANK OF CANADA | | 3,085 | | 327,880 |
| | ROYAL CARIBBEAN CRUISES LTD | | 7,400 | | 569,060 |
| | RUSH ENTERPRISES INC | | 14,842 | | 825,809 |
| | RYDER SYSTEM INC | | 59,681 | | 4,919,505 |
| | SABRA HEALTH CARE REIT INC | | 42,500 | | 575,450 |
| | SAGE GROUP PLC/THE | | 77,662 | | 896,844 |
| | SAGE THERAPEUTICS INC | | 4,731 | | 201,257 |
| | SALESFORCE.COM INC | | 23,723 | | 6,028,726 |
| | SAREPTA THERAPEUTICS INC | | 19,350 | | 1,742,467 |
| | SBA COMMUNICATIONS CORP | | 16,569 | | 6,445,672 |
| | SBM OFFSHORE NV | | 177,945 | | 2,649,892 |
| | SCENTRE GROUP | | 84,484 | | 194,100 |
| | SCHINDLER HOLDING AG | | 1,399 | | 376,946 |
| | SCHNEIDER NATIONAL INC | | 98,285 | | 2,644,849 |
| | SCHNITZER STEEL INDUSTRIES INC | | 7,563 | | 392,671 |
| | SCHOLAR ROCK HOLDING CORP | | 20,196 | | 501,669 |
| | SCIENTIFIC GAMES CORP | | 28,814 | | 1,925,640 |
| | SCSK CORP | | 17,100 | | 339,906 |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|--------------------------------|-----------------|---------|--------------|------------|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| | SEA LTD | ADR | 12,901 | | 2,886,083 |
| | SEAGATE TECHNOLOGY HOLDINGS PL | | 22,200 | | 2,508,156 |
| | SEAWORLD ENTERTAINMENT INC | | 39,559 | | 2,565,797 |
| | SEB SA | | 16,772 | | 2,611,110 |
| | SEKISUI HOUSE LTD | | 33,500 | | 718,262 |
| | SERIA CO LTD | | 62,500 | | 1,810,060 |
| | SERVICE CORP INTERNATIONAL/US | | 61,881 | | 4,392,932 |
| | SERVICENOW INC | | 8,797 | | 5,710,221 |
| | SEVEN & I HOLDINGS CO LTD | | 41,500 | | 1,822,101 |
| | SGS SA | | 256 | | 856,096 |
| | SHELL PLC | | 477,775 | | 10,497,998 |
| | SHELL PLC | ADR | 39,740 | | 1,724,716 |
| | SHERWIN-WILLIAMS CO/THE | | 24,727 | | 8,707,860 |
| | SHIMIZU CORP | | 159,000 | | 984,473 |
| | SHOPIFY INC | | 1,522 | | 2,096,388 |
| | SHOPIFY INC | CL A SUB VTG | 1,564 | | 2,156,516 |
| | SHUTTERSTOCK INC | | 8,220 | | 911,434 |
| | SILICON LABORATORIES INC | | 8,020 | | 1,655,488 |
| | SIMON PROPERTY GROUP INC | | 5,700 | | 910,689 |
| | SIMPLY GOOD FOODS CO/THE | | 63,750 | | 2,650,087 |
| | SIRIUSPOINT LTD | | 175,231 | | 1,424,628 |
| | SITC INTERNATIONAL HOLDINGS CO | HK/01308 | 103,000 | | 372,561 |
| | SIX FLAGS ENTERTAINMENT CORP | | 73,445 | | 3,127,288 |
| | SKECHERS USA INC | | 25,469 | | 1,105,355 |
| | SKYLINE CHAMPION CORP | | 82,860 | | 6,544,283 |
| | SLM CORP | | 146,679 | | 2,885,176 |
| | SM ENERGY CO | | 17,036 | | 502,221 |
| | SMITH & NEPHEW PLC | | 198,524 | | 3,478,103 |
| | SNAP-ON INC | | 3,800 | | 818,444 |
| | SOCIETE GENERALE SA | | 13,047 | | 448,153 |
| | SOMPO HOLDINGS INC | | 2,000 | | 84,391 |
| | SONIC HEALTHCARE LTD | | 18,447 | | 625,396 |
| | SONY GROUP CORP | | 47,400 | | 5,958,187 |
| | SOUTH JERSEY INDUSTRIES INC | | 92,082 | | 2,405,182 |
| | SOUTH32 LTD | | 486,065 | | 1,417,108 |
| | SOUTHERN CO/THE | | 26,089 | | 1,789,184 |
| | SOUTHSTATE CORP | | 27,751 | | 2,223,133 |
| | SOUTHWEST GAS HOLDINGS INC | | 21,746 | | 1,523,307 |
| | SPIRIT REALTY CAPITAL INC | | 50,746 | | 2,445,450 |
| | SPLUNK INC | | 9,377 | | 1,085,106 |
| | SPRINKLR INC | | 127,295 | | 2,020,172 |
| | SPROUT SOCIAL INC | | 1,115 | | 101,119 |
| | SPROUTS FARMERS MARKET INC | | 26,300 | | 780,584 |
| | SQUARE ENIX HOLDINGS CO LTD | | 10,100 | | 517,476 |
| | SS&C TECHNOLOGIES HOLDINGS INC | | 14,965 | | 1,226,831 |
| | STANDARD CHARTERED PLC | | 641,413 | | 3,895,528 |
| | STANLEY BLACK & DECKER INC | | 9,263 | | 1,747,187 |
| | STARBUCKS CORP | | 68,486 | | 8,010,807 |
| | STATE STREET CORP | | 14,000 | | 1,302,000 |
| | STELLANTIS NV | | 73,687 | | 1,398,234 |
| | STEPSTONE GROUP INC | | 22,468 | | 933,995 |
| | STERIS PLC | | 7,146 | | 1,739,408 |
| | STEVEN MADDEN LTD | | 90,501 | | 4,205,581 |
| | STMICROELECTRONICS NV | | 57,075 | | 2,814,960 |
| | STOCKLAND | | 36,855 | | 113,613 |
| | STORE CAPITAL CORP | | 65,332 | | 2,247,421 |
| | SUBARU CORP | | 65,800 | | 1,175,378 |
| | SUMCO CORP | | 8,900 | | 181,547 |
| | SUMITOMO CORP | | 36,200 | | 534,567 |
| | SUMITOMO METAL MINING CO LTD | | 85,100 | | 3,214,667 |
| | SUMITOMO MITSUI FINANCIAL GROU | | 205,500 | | 7,036,486 |
| | SUMITOMO MITSUI TRUST HOLDINGS | | 6,100 | | 203,572 |
| | SUNCOR ENERGY INC | | 120,030 | | 3,007,520 |
| | SUNCORP GROUP LTD | | 156,748 | | 1,261,577 |
| | SUNNOVA ENERGY INTERNATIONAL I | | 40,185 | | 1,121,965 |
| | SVENSKA HANDELSBANKEN AB | | 260,533 | | 2,816,013 |
| | SVF INVESTMENT CORP 3 | | 80,551 | | 805,510 |
| | SWEDBANK AB | | 23,940 | | 481,505 |
| | SWIRE PACIFIC LTD | HK/00019 | 78,500 | | 446,555 |
| | SWISSCOM AG | | 177 | | 99,966 |
| | SYNAPTICS INC | | 15,688 | | 4,541,833 |
| | SYNCHRONY FINANCIAL | | 74,442 | | 3,453,364 |
| | SYNDAX PHARMACEUTICALS INC | | 25,430 | | 556,663 |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|-----|--|-------------|-----------------|---------|--------------|
| | Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value |
| | SYNOPTYS INC | | 8,005 | | 2,949,842 |
| | SYNOVUS FINANCIAL CORP | | 10,429 | | 499,236 |
| | TABCORP HOLDINGS LTD | | 141,215 | | 515,405 |
| | TABOOLA.COM LTD | | 78,422 | | 610,123 |
| | TAISEI CORP | | 156,200 | | 4,740,732 |
| | TAKE-TWO INTERACTIVE SOFTWARE | | 6,800 | | 1,208,496 |
| | TARGA RESOURCES CORP | | 62,911 | | 3,286,471 |
| | TARGET CORP | | 11,200 | | 2,592,128 |
| | TELECOM ITALIA SPA/MILANO | | 106,204 | | 52,441 |
| | TELEFONAKTIEBOLAGET LM ERICSSO | | 64,783 | | 714,027 |
| | TELEFONICA DEUTSCHLAND HOLDING | | 39,864 | | 110,659 |
| | TELEFONICA SA | | 261,016 | | 1,143,379 |
| | TENET HEALTHCARE CORP | | 39,256 | | 3,206,823 |
| | TERADYNE INC | | 7,428 | | 1,214,701 |
| | TEREX CORP | | 79,204 | | 3,481,016 |
| | TERUMO CORP | | 6,000 | | 253,224 |
| | TESLA INC | | 4,928 | | 5,207,812 |
| | TEXAS CAPITAL BANCSHARES INC | | 19,569 | | 1,179,032 |
| | TEXAS INSTRUMENTS INC | | 6,957 | | 1,311,186 |
| | TEXAS ROADHOUSE INC | | 28,301 | | 2,526,713 |
| | TEXTRON INC | | 65,153 | | 5,029,812 |
| | TG THERAPEUTICS INC | | 18,112 | | 344,309 |
| | THERMO FISHER SCIENTIFIC INC | | 15,239 | | 10,168,070 |
| | THESEUS PHARMACEUTICALS INC | | 22,000 | | 278,960 |
| | THIRD COAST BANCSHARES INC | | 10,900 | | 283,182 |
| | THOMSON REUTERS CORP | | 23,166 | | 2,774,271 |
| | TOKYO ELECTRIC POWER CO HOLDIN | | 247,200 | | 637,562 |
| | TOKYO ELECTRON LTD | | 1,000 | | 575,572 |
| | TOLL BROTHERS INC | | 56,265 | | 4,073,023 |
| | TOROMONT INDUSTRIES LTD | | 6,173 | | 558,876 |
| | TORONTO DOMINION BANK | | 7,308 | | 561,081 |
| | TOSHIBA CORP | | 13,900 | | 570,944 |
| | TOSOH CORP | | 5,300 | | 78,519 |
| | TOTALENERGIES SE | | 141,777 | | 7,195,642 |
| | TOYO SUISAN KAISHA LTD | | 2,000 | | 84,668 |
| | TOYOTA TSUSHO CORP | | 2,300 | | 105,857 |
| | TRANSUNION | | 38,722 | | 4,591,655 |
| | TRAVEL + LEISURE CO | | 70,585 | | 3,901,233 |
| | TRAVELERS COS INC/THE | | 22,250 | | 3,480,567 |
| | TRI POINTE HOMES INC | | 159,678 | | 4,453,419 |
| | TRICON RESIDENTIAL INC | | 116,192 | | 1,775,414 |
| | TRINET GROUP INC | | 47,062 | | 4,483,126 |
| | TRINITY INDUSTRIES INC | | 81,869 | | 2,472,444 |
| | TRIUMPH BANCORP INC | | 25,806 | | 3,072,978 |
| | TRIUMPH GROUP INC | | 27,286 | | 505,610 |
| | TRUPANION INC | | 59,921 | | 7,911,370 |
| | TURNING POINT THERAPEUTICS INC | | 16,641 | | 793,776 |
| | TYRA BIOSCIENCES INC | | 17,266 | | 242,933 |
| | TYSON FOODS INC | | 49,415 | | 4,307,011 |
| | UBER TECHNOLOGIES INC | | 46,736 | | 1,959,640 |
| | UBS GROUP AG | | 130,467 | | 2,345,120 |
| | ULTRAGENYX PHARMACEUTICAL INC | | 4,808 | | 404,305 |
| | UMB FINANCIAL CORP | | 21,236 | | 2,253,352 |
| | UMPQUA HOLDINGS CORP | | 179,974 | | 3,462,700 |
| | UNIBAIL-RODAMCO-WESTFIELD | | 2,486 | | 174,205 |
| | UNICREDIT SPA | | 120,301 | | 1,852,904 |
| | UNIPER SE | | 21,372 | | 1,015,917 |
| | UNITED AIRLINES HOLDINGS INC | | 17,500 | | 766,150 |
| | UNITED COMMUNITY BANKS INC/GA | | 117,256 | | 4,214,181 |
| | UNITED INTERNET AG | | 2,983 | | 118,526 |
| | UNITED OVERSEAS BANK LTD | | 272,400 | | 5,435,271 |
| | UNITED RENTALS INC | | 1,600 | | 531,664 |
| | UNITED THERAPEUTICS CORP | | 18,545 | | 4,007,204 |
| | UNITEDHEALTH GROUP INC | | 399 | | 200,354 |
| | UNITI GROUP INC | | 46,040 | | 645,020 |
| | UNIVAR SOLUTIONS INC | | 75,487 | | 2,140,056 |
| | UNIVERSAL HEALTH SERVICES INC | | 7,200 | | 933,552 |
| | UNIVERSAL MUSIC GROUP NV | | 8,062 | | 227,186 |
| | UNUM GROUP | | 209,169 | | 5,139,282 |
| | US ECOLOGY INC | | 45,634 | | 1,457,550 |
| | VALARIS LTD | | 6,734 | | 242,424 |
| | VALERO ENERGY CORP | | 47,646 | | 3,578,691 |
| | VALVOLINE INC | | 29,600 | | 1,103,784 |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|--------------------------------|-------------------------------|-----------|--------------|------------------|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| | VARONIS SYSTEMS INC | | 82,724 | | 4,035,277 |
| | VENTYX BIOSCIENCES INC | | 18,900 | | 375,354 |
| | VEOLIA ENVIRONNEMENT SA | | 165,827 | | 6,083,541 |
| | VERACYTE INC | | 50,617 | | 2,085,420 |
| | VERIS RESIDENTIAL INC | | 72,207 | | 1,327,165 |
| | VERISIGN INC | | 10,519 | | 2,669,933 |
| | VERISK ANALYTICS INC | | 31,658 | | 7,241,134 |
| | VERITEX HOLDINGS INC | | 82,543 | | 3,283,561 |
| | VERIZON COMMUNICATIONS INC | | 192,594 | | 10,007,184 |
| | VERTEX PHARMACEUTICALS INC | | 10,855 | | 2,383,758 |
| | VERVE THERAPEUTICS INC | | 16,373 | | 603,673 |
| | VIATRIS INC | | 12,581 | | 170,221 |
| | VIAVI SOLUTIONS INC | | 159,371 | | 2,808,117 |
| | VICTORIA'S SECRET & CO | | 24,776 | | 1,376,059 |
| | VINCERX PHARMA INC | | 21,979 | | 223,966 |
| | VISA INC | | 49,804 | | 10,793,025 |
| | VISTEON CORP | | 1,854 | | 206,054 |
| | VISTRA CORP | | 49,800 | | 1,133,946 |
| | VMWARE INC | | 5,551 | | 643,250 |
| | VODAFONE GROUP PLC | | 80,248 | | 122,018 |
| | VONOVIA SE | | 7,091 | | 391,098 |
| | VONTIER CORP | | 55,537 | | 1,706,652 |
| | VOYA FINANCIAL INC | | 30,424 | | 2,017,415 |
| | VULCAN MATERIALS CO | | 32,331 | | 6,711,269 |
| | VUZIX CORP | | 7,965 | | 68,977 |
| | WALGREENS BOOTS ALLIANCE INC | | 51,100 | | 2,665,376 |
| | WARTSILA OYJ ABP | | 52,542 | | 738,519 |
| | WASHINGTON FEDERAL INC | | 74,119 | | 2,474,092 |
| | WEC ENERGY GROUP INC | | 20,138 | | 1,954,796 |
| | WELBILT INC | | 3,117 | | 74,091 |
| | WELLS FARGO & CO | | 142,391 | | 6,831,920 |
| | WERNER ENTERPRISES INC | | 13,540 | | 645,316 |
| | WESCO INTERNATIONAL INC | | 21,172 | | 2,786,023 |
| | WESFARMERS LTD | | 7,464 | | 321,803 |
| | WEST FRASER TIMBER CO LTD | | 6,267 | | 598,742 |
| | WESTERN ALLIANCE BANCORP | | 7,619 | | 820,185 |
| | WESTERN DIGITAL CORP | | 82,150 | | 5,357,001 |
| | WESTERN UNION CO/THE | | 35,600 | | 635,104 |
| | WESTINGHOUSE AIR BRAKE TECHNOL | | 38,139 | | 3,512,983 |
| | WESTLAKE CORP | | 15,570 | | 1,512,314 |
| | WESTPAC BANKING CORP | | 16,208 | | 251,589 |
| | WH GROUP LTD | HK/00288 | 539,500 | | 338,386 |
| | WH SMITH PLC | | 118,778 | | 2,381,007 |
| | WHEATON PRECIOUS METALS CORP | | 98,214 | | 4,220,446 |
| | WHIRLPOOL CORP | | 8,800 | | 2,065,008 |
| | WHITING PETROLEUM CORP | | 21,365 | | 1,381,888 |
| | WIDEOPENWEST INC | | 48,559 | | 1,044,990 |
| | WILMAR INTERNATIONAL LTD | | 46,100 | | 141,567 |
| | WINGSTOP INC | | 32,087 | | 5,544,634 |
| | WOLTERS KLUWER NV | | 859 | | 101,202 |
| | WORTHINGTON INDUSTRIES INC | | 5,788 | | 316,372 |
| | WSP GLOBAL INC | | 3,160 | | 459,384 |
| | XENIA HOTELS & RESORTS INC | | 124,252 | | 2,250,204 |
| | XEROX HOLDINGS CORP | | 200,894 | | 4,548,240 |
| | XINYI GLASS HOLDINGS LTD | HK/00868 | 119,000 | | 297,641 |
| | XPO LOGISTICS INC | | 10,437 | | 808,137 |
| | YAMADA HOLDINGS CO LTD | | 85,800 | | 292,818 |
| | YAMATO HOLDINGS CO LTD | | 16,500 | | 387,300 |
| | YELLOW CORP | | 57,016 | | 717,831 |
| | YELP INC | | 121,653 | | 4,408,705 |
| | Y-MABS THERAPEUTICS INC | | 30,796 | | 499,203 |
| | ZENTALIS PHARMACEUTICALS INC | | 8,006 | | 672,984 |
| | ZIFF DAVIS INC | | 8,815 | | 977,231 |
| | ZIONS BANCORP NA | | 29,200 | | 1,844,272 |
| | ZOETIS INC | | 29,622 | | 7,228,657 |
| | ZSCALER INC | | 7,442 | | 2,391,338 |
| | TOTAL CORPORATE STOCK - COMMON | | | | \$ 2,473,410,897 |
| | CORPORATE STOCK - PREFERRED | | | | |
| | BANK OF AMERICA CORP | VAR RT 12/31/2049 DD 03/15/18 | 380,000 | | \$ 422,750 |
| * | BANK OF NEW YORK MELLON CORP/T | VAR RT 12/31/2049 DD 08/01/16 | 240,000 | | 250,800 |
| | CHARLES SCHWAB CORP/THE | VAR RT 12/31/2049 DD 10/31/16 | 1,110,000 | | 1,109,223 |
| | CREDIT SUISSE GROUP AG 144A | VAR RT 12/31/2049 DD 09/12/18 | 275,000 | | 302,192 |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|-------------------------------|-----------------|---------|-------------------------|-----|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| EL PASO ENERGY CAPITAL TRUST I | PFD 4.750% CUMULATIVE | 7,183 | | 363,388 | |
| GENERAL MOTORS FINANCIAL CO IN | VAR RT 12/31/2049 DD 09/20/17 | 175,000 | | 187,250 | |
| HERCULES LLC | 6.500% 06/30/2029 DD 09/30/04 | 605,000 | | 677,600 | |
| PORSCHE AUTOMOBIL HOLDING SE | | 2,285 | | 216,819 | |
| UBS GROUP AG 144A | VAR RT 12/31/2049 DD 01/31/19 | 400,000 | | 431,300 | |
| VOLKSWAGEN AG | | 1,083 | | 218,582 | |
| TOTAL CORPORATE STOCK - PREFERRED | | | | \$ 4,179,904 | |
| TOTAL COMMON STOCK AND OTHER EQUITIES | | | | \$ 2,477,590,801 | |
| REGISTERED INVESTMENT COMPANIES | | | | | |
| ISHARES RUSSELL 2000 ETF | | 10,894 | | \$ 2,423,370 | |
| TOTAL REGISTERED INVESTMENT COMPANIES | | | | \$ 2,423,370 | |
| EMPLOYER RELATED - SECURITIES | | | | | |
| * NOKIA OYJ | | 57,040 | | \$ 361,562 | |
| TOTAL EMPLOYER RELATED - SECURITIES | | | | \$ 361,562 | |
| U. S. GOVERNMENT/U.S. AGENCY SECURITIES | | | | | |
| COMMIT TO PUR FNMA SF MTG | 1.500% 01/01/2037 DD 01/01/22 | 5,645,000 | \$ | 5,660,106 | |
| COMMIT TO PUR FNMA SF MTG | 1.500% 01/01/2052 DD 01/01/22 | 6,197,000 | | 5,984,250 | |
| COMMIT TO PUR FNMA SF MTG | 2.000% 01/01/2037 DD 01/01/22 | 7,102,000 | | 7,271,923 | |
| COMMIT TO PUR FNMA SF MTG | 2.000% 01/01/2052 DD 01/01/22 | 898,000 | | 895,233 | |
| COMMIT TO PUR FNMA SF MTG | 2.000% 02/01/2052 DD 02/01/22 | 37,460,000 | | 37,261,175 | |
| COMMIT TO PUR FNMA SF MTG | 2.500% 01/01/2052 DD 01/01/22 | 1,177,423 | | 1,201,253 | |
| COMMIT TO PUR FNMA SF MTG | 2.500% 02/01/2052 DD 02/01/22 | 29,455,000 | | 29,976,358 | |
| COMMIT TO PUR FNMA SF MTG | 3.000% 01/01/2052 DD 01/01/22 | 9,167,000 | | 9,496,675 | |
| COMMIT TO PUR FNMA SF MTG | 3.000% 02/01/2052 DD 02/01/22 | 2,800,000 | | 2,896,432 | |
| COMMIT TO PUR FNMA SF MTG | 3.500% 01/01/2052 DD 01/01/22 | 4,573,026 | | 4,814,136 | |
| COMMIT TO PUR FNMA SF MTG | 4.000% 01/01/2052 DD 01/01/22 | 812,000 | | 863,699 | |
| COMMIT TO PUR FNMA SF MTG | 4.000% 02/01/2052 DD 02/01/22 | 1,704,000 | | 1,811,494 | |
| COMMIT TO PUR FNMA SF MTG | 2.500% 01/01/2037 DD 01/01/22 | (1,058,000) | | (1,093,566) | |
| COMMIT TO PUR FNMA SF MTG | 2.500% 01/01/2052 DD 01/01/22 | (221,423) | | (225,904) | |
| COMMIT TO PUR FNMA SF MTG | 3.000% 01/01/2037 DD 01/01/22 | (1,303,000) | | (1,362,409) | |
| COMMIT TO PUR FNMA SF MTG | 3.500% 01/01/2037 DD 01/01/22 | (373,359) | | (392,979) | |
| COMMIT TO PUR FNMA SF MTG | 4.000% 01/01/2052 DD 01/01/22 | (918,000) | | (976,448) | |
| COMMIT TO PUR FNMA SF MTG | 4.500% 01/01/2052 DD 01/01/22 | (855,000) | | (915,901) | |
| COMMIT TO PUR GNMA II JUMBOS | 3.500% 12/20/2051 DD 12/01/21 | (200,000) | | (208,248) | |
| COMMIT TO PUR GNMA II JUMBOS | 2.000% 01/20/2052 DD 01/01/22 | 11,900,000 | | 12,007,436 | |
| COMMIT TO PUR GNMA II JUMBOS | 2.500% 01/20/2052 DD 01/01/22 | 8,882,000 | | 9,095,713 | |
| COMMIT TO PUR GNMA II JUMBOS | 2.500% 02/20/2052 DD 02/01/22 | 1,900,000 | | 1,941,486 | |
| COMMIT TO PUR GNMA II JUMBOS | 3.000% 01/20/2052 DD 01/01/22 | 7,775,000 | | 8,044,425 | |
| COMMIT TO PUR GNMA II JUMBOS | 3.500% 01/20/2052 DD 01/01/22 | 1,503,000 | | 1,564,992 | |
| COMMIT TO PUR GNMA II JUMBOS | 3.500% 12/20/2051 DD 12/01/21 | 200,000 | | 208,248 | |
| COMMIT TO PUR GNMA II JUMBOS | 4.000% 01/20/2052 DD 01/01/22 | 887,500 | | 934,567 | |
| COMMIT TO PUR GNMA II JUMBOS | 4.500% 01/20/2052 DD 01/01/22 | 781,000 | | 824,864 | |
| FEDERAL FARM CR BK CONS BD | 0.550% 09/16/2025 DD 09/16/20 | 1,043,000 | | 1,016,217 | |
| FEDERAL HOME LN BK CONS BD | 0.780% 02/26/2026 DD 02/26/21 | 1,330,000 | | 1,305,076 | |
| FEDERAL HOME LN BK CONS BD | 0.800% 03/04/2026 DD 03/04/21 | 945,000 | | 931,082 | |
| FEDERAL HOME LN BK CONS BD | 0.900% 03/03/2026 DD 03/03/21 | 1,000,000 | | 984,913 | |
| FEDERAL HOME LN BK CONS BD | 4.000% 09/01/2028 DD 10/04/13 | 1,560,000 | | 1,799,140 | |
| FEDERAL HOME LN MTG CORP | 0.600% 09/30/2025 DD 09/30/20 | 715,000 | | 702,845 | |
| FEDERAL NATL MTG ASSN STRIP | 0.000% 05/15/2029 DD 11/01/99 | 1,317,000 | | 1,173,026 | |
| FEDERAL NATL MTG ASSN STRIP | 0.000% 05/15/2030 DD 05/05/00 | 701,000 | | 605,855 | |
| FHLMC POOL #2B-4296 | VAR RT 06/01/2045 DD 06/01/15 | 46,276 | | 47,613 | |
| FHLMC POOL #2B-4660 | VAR RT 09/01/2045 DD 09/01/15 | 109,391 | | 113,129 | |
| FHLMC POOL #A9-0196 | 4.500% 12/01/2039 DD 12/01/09 | 15,281 | | 16,902 | |
| FHLMC POOL #A9-3534 | 4.000% 08/01/2040 DD 08/01/10 | 15,860 | | 17,338 | |
| FHLMC POOL #A9-3851 | 4.000% 09/01/2040 DD 09/01/10 | 39,562 | | 43,463 | |
| FHLMC POOL #A9-4977 | 4.000% 11/01/2040 DD 11/01/10 | 19,683 | | 21,624 | |
| FHLMC POOL #A9-5144 | 4.000% 11/01/2040 DD 11/01/10 | 21,809 | | 23,846 | |
| FHLMC POOL #C0-3811 | 3.500% 04/01/2042 DD 04/01/12 | 136,306 | | 147,750 | |
| FHLMC POOL #C9-1864 | 3.000% 02/01/2036 DD 02/01/16 | 38,579 | | 40,778 | |
| FHLMC POOL #C9-1942 | 4.000% 05/01/2037 DD 05/01/17 | 41,943 | | 45,493 | |
| FHLMC POOL #E0-2867 | 4.000% 04/01/2026 DD 04/01/11 | 17,094 | | 18,009 | |
| FHLMC POOL #G0-1838 | 5.000% 07/01/2035 DD 06/01/05 | 143,005 | | 161,767 | |
| FHLMC POOL #G0-1840 | 5.000% 07/01/2035 DD 06/01/05 | 114,255 | | 129,271 | |
| FHLMC POOL #G0-7106 | 3.500% 08/01/2042 DD 08/01/12 | 41,266 | | 44,588 | |
| FHLMC POOL #G0-7553 | 5.500% 06/01/2041 DD 11/01/13 | 293,540 | | 336,036 | |
| FHLMC POOL #G0-7613 | 6.000% 04/01/2039 DD 01/01/14 | 85,413 | | 96,783 | |
| FHLMC POOL #G0-7642 | 5.000% 10/01/2041 DD 02/01/14 | 31,585 | | 35,767 | |
| FHLMC POOL #G0-7848 | 3.500% 04/01/2044 DD 10/01/14 | 214,755 | | 232,730 | |
| FHLMC POOL #G0-7922 | 3.500% 01/01/2044 DD 01/01/15 | 1,776,082 | | 1,913,430 | |
| FHLMC POOL #G0-7962 | 5.000% 11/01/2041 DD 03/01/15 | 287,708 | | 324,540 | |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|---------------|-------------------------------|-----------|--------------|-----|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| FHLMC | POOL #G1-3825 | 4.000% 05/01/2025 DD 04/01/10 | 19,332 | 20,302 | |
| FHLMC | POOL #G1-5520 | 3.000% 07/01/2030 DD 08/01/15 | 93,427 | 98,501 | |
| FHLMC | POOL #G1-6186 | 2.500% 04/01/2031 DD 05/01/17 | 72,129 | 75,067 | |
| FHLMC | POOL #G3-0963 | 4.000% 11/01/2036 DD 11/01/16 | 3,520 | 3,828 | |
| FHLMC | POOL #G6-0018 | 4.500% 12/01/2043 DD 04/01/15 | 103,065 | 113,816 | |
| FHLMC | POOL #G6-0718 | 3.000% 09/01/2046 DD 09/01/16 | 94,973 | 100,086 | |
| FHLMC | POOL #G6-0901 | 4.000% 07/01/2044 DD 03/01/17 | 18,216 | 19,818 | |
| FHLMC | POOL #G6-1047 | 4.500% 07/01/2047 DD 07/01/17 | 348,168 | 381,828 | |
| FHLMC | POOL #G6-7715 | 4.500% 08/01/2048 DD 07/01/18 | 447,127 | 491,425 | |
| FHLMC | POOL #G6-7720 | 4.500% 03/01/2049 DD 03/01/19 | 642,461 | 711,269 | |
| FHLMC | POOL #J1-0556 | 4.000% 08/01/2024 DD 08/01/09 | 45,549 | 47,823 | |
| FHLMC | POOL #J1-2438 | 4.500% 06/01/2025 DD 06/01/10 | 34,601 | 36,063 | |
| FHLMC | POOL #J3-1418 | 2.500% 05/01/2030 DD 04/01/15 | 49,120 | 51,122 | |
| FHLMC | POOL #J3-1689 | 3.000% 05/01/2030 DD 05/01/15 | 99,272 | 104,857 | |
| FHLMC | POOL #J3-2181 | 3.000% 07/01/2030 DD 07/01/15 | 12,451 | 13,147 | |
| FHLMC | POOL #J3-2204 | 2.500% 07/01/2030 DD 07/01/15 | 17,793 | 18,521 | |
| FHLMC | POOL #J3-2209 | 2.500% 07/01/2030 DD 07/01/15 | 16,328 | 17,005 | |
| FHLMC | POOL #J3-2374 | 2.500% 11/01/2028 DD 07/01/15 | 1,478,897 | 1,536,492 | |
| FHLMC | POOL #J3-2436 | 3.000% 08/01/2030 DD 08/01/15 | 12,502 | 13,181 | |
| FHLMC | POOL #J3-2491 | 2.500% 07/01/2030 DD 08/01/15 | 4,298 | 4,457 | |
| FHLMC | POOL #J3-3763 | 2.500% 02/01/2031 DD 02/01/16 | 33,533 | 34,702 | |
| FHLMC | POOL #Q0-0093 | 4.000% 04/01/2041 DD 04/01/11 | 982 | 1,077 | |
| FHLMC | POOL #Q0-0804 | 4.500% 05/01/2041 DD 05/01/11 | 37,108 | 40,914 | |
| FHLMC | POOL #Q0-0959 | 4.500% 05/01/2041 DD 05/01/11 | 43,179 | 47,755 | |
| FHLMC | POOL #Q0-4022 | 4.000% 10/01/2041 DD 10/01/11 | 16,320 | 17,872 | |
| FHLMC | POOL #Q0-7417 | 3.500% 04/01/2042 DD 03/01/12 | 43,275 | 46,748 | |
| FHLMC | POOL #Q0-8239 | 3.500% 05/01/2042 DD 05/01/12 | 5,574 | 6,023 | |
| FHLMC | POOL #Q0-8306 | 3.500% 05/01/2042 DD 05/01/12 | 1,424 | 1,538 | |
| FHLMC | POOL #Q1-1909 | 3.500% 10/01/2042 DD 10/01/12 | 6,964 | 7,464 | |
| FHLMC | POOL #Q1-2162 | 3.500% 08/01/2042 DD 10/01/12 | 18,089 | 19,540 | |
| FHLMC | POOL #Q1-4866 | 3.000% 01/01/2043 DD 01/01/13 | 128,321 | 135,576 | |
| FHLMC | POOL #Q1-6403 | 3.000% 03/01/2043 DD 03/01/13 | 69,181 | 72,898 | |
| FHLMC | POOL #Q1-6673 | 3.000% 03/01/2043 DD 03/01/13 | 193,620 | 204,481 | |
| FHLMC | POOL #Q1-7095 | 3.000% 04/01/2043 DD 03/01/13 | 68,674 | 72,945 | |
| FHLMC | POOL #Q1-8718 | 3.500% 06/01/2043 DD 05/01/13 | 30,660 | 33,088 | |
| FHLMC | POOL #Q2-0206 | 3.500% 07/01/2043 DD 07/01/13 | 100,961 | 109,427 | |
| FHLMC | POOL #Q2-1579 | 4.000% 09/01/2043 DD 09/01/13 | 31,024 | 34,114 | |
| FHLMC | POOL #Q2-4368 | 3.500% 01/01/2044 DD 01/01/14 | 15,417 | 16,707 | |
| FHLMC | POOL #Q2-5643 | 4.000% 04/01/2044 DD 04/01/14 | 45,224 | 49,670 | |
| FHLMC | POOL #Q2-6218 | 3.500% 05/01/2044 DD 05/01/14 | 17,233 | 18,794 | |
| FHLMC | POOL #Q2-7319 | 3.500% 07/01/2044 DD 07/01/14 | 14,688 | 16,019 | |
| FHLMC | POOL #Q2-8604 | 3.500% 09/01/2044 DD 09/01/14 | 12,472 | 13,602 | |
| FHLMC | POOL #Q2-8764 | 3.500% 06/01/2044 DD 09/01/14 | 23,308 | 25,178 | |
| FHLMC | POOL #Q3-1128 | 4.000% 02/01/2045 DD 01/01/15 | 8,688 | 9,422 | |
| FHLMC | POOL #Q3-1338 | 4.000% 02/01/2045 DD 02/01/15 | 22,663 | 24,621 | |
| FHLMC | POOL #Q3-6302 | 3.500% 09/01/2045 DD 09/01/15 | 14,351 | 15,651 | |
| FHLMC | POOL #Q3-7955 | 4.000% 12/01/2045 DD 12/01/15 | 20,759 | 22,553 | |
| FHLMC | POOL #Q3-7957 | 4.000% 12/01/2045 DD 12/01/15 | 17,603 | 19,011 | |
| FHLMC | POOL #Q4-5079 | 3.000% 12/01/2046 DD 12/01/16 | 45,618 | 48,479 | |
| FHLMC | POOL #Q4-5080 | 3.000% 12/01/2046 DD 12/01/16 | 49,273 | 52,238 | |
| FHLMC | POOL #Q4-5083 | 3.000% 12/01/2046 DD 12/01/16 | 25,367 | 27,040 | |
| FHLMC | POOL #QB-1158 | 3.000% 07/01/2050 DD 07/01/20 | 8,080 | 8,594 | |
| FHLMC | POOL #QB-1479 | 3.000% 07/01/2050 DD 07/01/20 | 72,647 | 77,123 | |
| FHLMC | POOL #QB-1486 | 3.000% 07/01/2050 DD 07/01/20 | 19,645 | 20,919 | |
| FHLMC | POOL #QB-1488 | 3.000% 07/01/2050 DD 07/01/20 | 8,169 | 8,698 | |
| FHLMC | POOL #QB-2339 | 3.000% 08/01/2050 DD 08/01/20 | 58,923 | 62,743 | |
| FHLMC | POOL #RA-3282 | 3.000% 08/01/2050 DD 07/01/20 | 603,874 | 636,766 | |
| FHLMC | POOL #RA-3313 | 3.000% 08/01/2050 DD 07/01/20 | 404,630 | 423,391 | |
| FHLMC | POOL #RA-6071 | 2.000% 10/01/2051 DD 09/01/21 | 1,079,999 | 1,077,630 | |
| FHLMC | POOL #SB-0179 | 3.000% 02/01/2034 DD 11/01/19 | 752,503 | 789,773 | |
| FHLMC | POOL #SD-0478 | 4.000% 01/01/2045 DD 12/01/20 | 436,791 | 479,008 | |
| FHLMC | POOL #SD-0481 | 3.500% 09/01/2044 DD 12/01/20 | 1,800,722 | 1,955,410 | |
| FHLMC | POOL #SD-0485 | 3.500% 03/01/2046 DD 12/01/20 | 456,200 | 491,623 | |
| FHLMC | POOL #SD-0486 | 3.500% 09/01/2046 DD 12/01/20 | 14,961 | 15,854 | |
| FHLMC | POOL #SD-0488 | 4.000% 05/01/2049 DD 12/01/20 | 604,135 | 651,519 | |
| FHLMC | POOL #SD-0489 | 4.000% 04/01/2048 DD 12/01/20 | 325,349 | 361,082 | |
| FHLMC | POOL #SD-0490 | 4.000% 01/01/2045 DD 12/01/20 | 1,109,043 | 1,216,335 | |
| FHLMC | POOL #SD-0492 | 4.000% 08/01/2048 DD 12/01/20 | 472,522 | 515,355 | |
| FHLMC | POOL #SD-0496 | 3.000% 02/01/2047 DD 12/01/20 | 278,781 | 295,894 | |
| FHLMC | POOL #SD-0498 | 3.000% 06/01/2044 DD 12/01/20 | 1,311,902 | 1,385,926 | |
| FHLMC | POOL #SD-0503 | 4.000% 04/01/2048 DD 12/01/20 | 296,312 | 325,397 | |
| FHLMC | POOL #SD-0504 | 4.000% 07/01/2047 DD 12/01/20 | 393,756 | 426,554 | |
| FHLMC | POOL #SD-0507 | 4.000% 09/01/2045 DD 12/01/20 | 1,578,464 | 1,751,715 | |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|------------------------|-------------------------------|-----------------|---------|--------------|
| Identity of Issue, Borrower, Lessor or Similar Party | | Description | Shares or Units | Cost*** | Market Value |
| FHLMC | POOL #SD-0519 | 3.000% 12/01/2050 DD 12/01/20 | 735,077 | | 778,860 |
| FHLMC | POOL #SD-0520 | 4.000% 06/01/2050 DD 12/01/20 | 373,223 | | 403,289 |
| FHLMC | POOL #U7-0060 | 3.000% 09/01/2027 DD 09/01/12 | 36,084 | | 37,829 |
| FHLMC | POOL #U7-9018 | 3.000% 07/01/2028 DD 07/01/13 | 21,365 | | 22,398 |
| FHLMC | POOL #V6-0696 | 3.000% 01/01/2030 DD 12/01/14 | 21,882 | | 23,068 |
| FHLMC | POOL #V6-0724 | 3.000% 01/01/2030 DD 01/01/15 | 26,656 | | 28,082 |
| FHLMC | POOL #V6-0770 | 2.500% 03/01/2030 DD 02/01/15 | 46,243 | | 48,190 |
| FHLMC | POOL #V6-0796 | 2.500% 05/01/2030 DD 04/01/15 | 74,434 | | 77,392 |
| FHLMC | POOL #V6-0840 | 3.000% 06/01/2030 DD 05/01/15 | 189,571 | | 200,026 |
| FHLMC | POOL #V6-0886 | 2.500% 08/01/2030 DD 07/01/15 | 82,537 | | 85,969 |
| FHLMC | POOL #V6-0902 | 2.500% 08/01/2030 DD 08/01/15 | 69,364 | | 72,351 |
| FHLMC | POOL #V6-0903 | 2.500% 09/01/2030 DD 08/01/15 | 64,616 | | 67,348 |
| FHLMC | POOL #V6-0904 | 2.500% 09/01/2030 DD 08/01/15 | 121,253 | | 126,068 |
| FHLMC | POOL #V6-0905 | 2.500% 07/01/2030 DD 08/01/15 | 4,771 | | 4,951 |
| FHLMC | POOL #V6-0909 | 3.000% 08/01/2030 DD 08/01/15 | 20,487 | | 21,617 |
| FHLMC | POOL #ZS-4751 | 3.500% 01/01/2048 DD 09/01/18 | 199,631 | | 211,595 |
| FHLMC | POOL #ZS-7735 | 2.000% 01/01/2032 DD 09/01/18 | 1,827,521 | | 1,878,205 |
| FHLMC | MULTICLASS MTG 3710 MG | VAR RT 08/15/2025 DD 08/01/10 | 160,984 | | 171,164 |
| FHLMC | MULTICLASS MTG 4248 FL | VAR RT 05/15/2041 DD 09/15/13 | 234,890 | | 237,701 |
| FHLMC | MULTICLASS MTG 4274 PN | 3.500% 10/15/2035 DD 11/01/13 | 65,200 | | 68,995 |
| FHLMC | MULTICLASS MTG 4318 MA | 3.000% 09/15/2039 DD 03/01/14 | 18,330 | | 18,343 |
| FHLMC | MULTICLASS MTG 4433 DE | 2.000% 08/15/2032 DD 01/01/15 | 30,754 | | 30,857 |
| FHLMC | MULTICLASS MTG 4437 DE | 2.000% 10/15/2032 DD 02/01/15 | 37,378 | | 37,475 |
| FHLMC | MULTICLASS MTG 4459 BN | 3.000% 08/15/2043 DD 04/01/15 | 159,793 | | 167,222 |
| FHLMC | MULTICLASS MTG 4462 KA | 3.500% 01/15/2045 DD 04/01/15 | 208,413 | | 217,867 |
| FHLMC | MULTICLASS MTG 5000 MA | 3.000% 06/15/2042 DD 06/01/15 | 50,383 | | 51,323 |
| FHLMC | MULTICLASS MTG 4494 KA | 3.750% 10/15/2042 DD 07/01/15 | 92,824 | | 95,195 |
| FHLMC | MULTICLASS MTG 4606 FB | VAR RT 08/15/2046 DD 08/15/16 | 403,561 | | 407,878 |
| FHLMC | MULTICLASS MTG 4669 KD | 4.000% 03/15/2043 DD 03/01/17 | 72,560 | | 72,560 |
| FHLMC | MULTICLASS MTG 4752 PL | 3.000% 09/15/2046 DD 12/01/17 | 162,830 | | 166,135 |
| FHLMC | MULTICLASS MTG 4777 CB | 3.500% 10/15/2045 DD 03/01/18 | 321,363 | | 331,678 |
| FHLMC | MULTICLASS MTG 4941 MB | 3.000% 07/25/2049 DD 12/01/19 | 121,314 | | 124,926 |
| FHLMC | MULTICLASS MTG 5000 MA | 2.000% 06/25/2044 DD 07/01/20 | 88,519 | | 89,577 |
| FHLMC | MULTICLASS MTG 5006 KA | 2.000% 06/25/2045 DD 07/01/20 | 246,528 | | 250,531 |
| FHLMC | MULTICLASS MTG 5105 LA | 1.500% 04/15/2044 DD 04/01/21 | 734,585 | | 740,171 |
| FHLMC | MULTICLASS MTG K720 A2 | 2.716% 06/25/2022 DD 11/01/15 | 898,048 | | 902,363 |
| FNMA | POOL #0254548 | 5.500% 12/01/2032 DD 11/01/02 | 60,153 | | 67,999 |
| FNMA | POOL #0310105 | 5.500% 11/01/2034 DD 12/01/11 | 126,830 | | 143,240 |
| FNMA | POOL #0424242 | 6.000% 04/01/2028 DD 04/01/98 | 741 | | 815 |
| FNMA | POOL #0555424 | 5.500% 05/01/2033 DD 04/01/03 | 103,423 | | 115,499 |
| FNMA | POOL #0555591 | 5.500% 07/01/2033 DD 06/01/03 | 45,638 | | 51,329 |
| FNMA | POOL #0725423 | 5.500% 05/01/2034 DD 04/01/04 | 244,571 | | 273,995 |
| FNMA | POOL #0735989 | 5.500% 02/01/2035 DD 10/01/05 | 75,699 | | 85,520 |
| FNMA | POOL #0743070 | 5.500% 10/01/2033 DD 09/01/03 | 104,843 | | 118,286 |
| FNMA | POOL #0888635 | 5.500% 09/01/2036 DD 08/01/07 | 150,645 | | 170,269 |
| FNMA | POOL #0888876 | 5.500% 05/01/2033 DD 11/01/07 | 122,915 | | 138,909 |
| FNMA | POOL #0889466 | 6.000% 05/01/2038 DD 05/01/08 | 43,805 | | 50,805 |
| FNMA | POOL #0889529 | 6.000% 03/01/2038 DD 05/01/08 | 14,866 | | 17,242 |
| FNMA | POOL #0889974 | 5.000% 09/01/2035 DD 10/01/08 | 17,225 | | 19,325 |
| FNMA | POOL #0889983 | 6.000% 10/01/2038 DD 10/01/08 | 23,562 | | 26,986 |
| FNMA | POOL #0995113 | 5.500% 09/01/2036 DD 11/01/08 | 194,686 | | 220,920 |
| FNMA | POOL #0AA7693 | 4.000% 07/01/2024 DD 07/01/09 | 63,066 | | 66,177 |
| FNMA | POOL #0AB0686 | 4.000% 01/01/2036 DD 06/01/10 | 114,857 | | 125,744 |
| FNMA | POOL #0AB1226 | 4.500% 07/01/2040 DD 06/01/10 | 23,766 | | 26,267 |
| FNMA | POOL #0AB3314 | 4.500% 07/01/2041 DD 06/01/11 | 11,562 | | 12,740 |
| FNMA | POOL #0AB4307 | 4.000% 01/01/2042 DD 12/01/11 | 194,829 | | 213,973 |
| FNMA | POOL #0AB6194 | 2.500% 09/01/2027 DD 08/01/12 | 6,574 | | 6,826 |
| FNMA | POOL #0AB8870 | 2.500% 04/01/2028 DD 03/01/13 | 4,538 | | 4,723 |
| FNMA | POOL #0AB8923 | 3.000% 04/01/2043 DD 03/01/13 | 99,102 | | 104,535 |
| FNMA | POOL #0AB8924 | 3.000% 04/01/2043 DD 03/01/13 | 88,455 | | 93,223 |
| FNMA | POOL #0AB9462 | 3.000% 05/01/2043 DD 05/01/13 | 149,592 | | 159,330 |
| FNMA | POOL #0AB9564 | 3.000% 06/01/2043 DD 05/01/13 | 10,089 | | 10,744 |
| FNMA | POOL #0AB9662 | 3.000% 06/01/2043 DD 05/01/13 | 165,023 | | 175,765 |
| FNMA | POOL #0AD4038 | 4.500% 04/01/2040 DD 04/01/10 | 21,841 | | 24,149 |
| FNMA | POOL #0AD6391 | 4.500% 05/01/2025 DD 05/01/10 | 66,026 | | 68,787 |
| FNMA | POOL #0AD7127 | 4.500% 07/01/2040 DD 07/01/10 | 30,829 | | 33,966 |
| FNMA | POOL #0AE0028 | 6.000% 10/01/2039 DD 05/01/10 | 156,545 | | 181,475 |
| FNMA | POOL #0AE0823 | 6.000% 09/01/2040 DD 01/01/11 | 16,261 | | 18,809 |
| FNMA | POOL #0AE0885 | 4.000% 03/01/2022 DD 02/01/11 | 1 | | 1 |
| FNMA | POOL #0AH7036 | 4.500% 03/01/2041 DD 03/01/11 | 51,289 | | 56,714 |
| FNMA | POOL #0AJ3120 | 4.500% 10/01/2041 DD 09/01/11 | 14,297 | | 15,812 |
| FNMA | POOL #0AK7510 | 3.500% 04/01/2042 DD 03/01/12 | 7,647 | | 8,255 |
| FNMA | POOL #0AK9225 | 3.500% 06/01/2042 DD 06/01/12 | 4,652 | | 5,004 |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|---------------|-------------------------------|---------|--------------|-----|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| FNMA | POOL #0AL0464 | 5.500% 01/01/2025 DD 06/01/11 | 11,485 | 11,746 | |
| FNMA | POOL #0AL1472 | 4.500% 05/01/2039 DD 03/01/12 | 46,547 | 51,427 | |
| FNMA | POOL #0AL1704 | 6.500% 05/01/2040 DD 04/01/12 | 177,650 | 204,685 | |
| FNMA | POOL #0AL2482 | 4.500% 09/01/2042 DD 09/01/12 | 79,790 | 88,047 | |
| FNMA | POOL #0AL4141 | 6.000% 04/01/2040 DD 09/01/13 | 156,073 | 180,772 | |
| FNMA | POOL #0AL4142 | 6.000% 06/01/2041 DD 09/01/13 | 34,302 | 39,729 | |
| FNMA | POOL #0AL6144 | 3.000% 01/01/2030 DD 12/01/14 | 367,367 | 387,416 | |
| FNMA | POOL #0AL6583 | 3.000% 03/01/2030 DD 03/01/15 | 73,355 | 77,453 | |
| FNMA | POOL #0AL6584 | 3.000% 04/01/2030 DD 03/01/15 | 58,866 | 62,083 | |
| FNMA | POOL #0AL6761 | 3.000% 05/01/2030 DD 04/01/15 | 35,836 | 37,837 | |
| FNMA | POOL #0AL7139 | 3.000% 07/01/2030 DD 07/01/15 | 49,864 | 52,589 | |
| FNMA | POOL #0AL7167 | 4.000% 01/01/2041 DD 07/01/15 | 19,978 | 21,746 | |
| FNMA | POOL #0AL7225 | 3.000% 08/01/2030 DD 08/01/15 | 86,851 | 91,563 | |
| FNMA | POOL #0AL7227 | 3.000% 08/01/2030 DD 08/01/15 | 74,310 | 78,307 | |
| FNMA | POOL #0AL7521 | 5.000% 06/01/2039 DD 10/01/15 | 718,147 | 806,807 | |
| FNMA | POOL #0AL7654 | 3.000% 09/01/2035 DD 11/01/15 | 66,886 | 69,943 | |
| FNMA | POOL #0AL7800 | 2.500% 11/01/2030 DD 11/01/15 | 1,743 | 1,804 | |
| FNMA | POOL #0AL7936 | 4.500% 09/01/2045 DD 01/01/16 | 40,456 | 44,915 | |
| FNMA | POOL #0AL9031 | 3.000% 08/01/2046 DD 08/01/16 | 7,169 | 7,634 | |
| FNMA | POOL #0AL9227 | 3.000% 10/01/2036 DD 10/01/16 | 9,280 | 9,811 | |
| FNMA | POOL #0AL9376 | 3.000% 08/01/2031 DD 11/01/16 | 394,443 | 413,666 | |
| FNMA | POOL #0AL9378 | 3.000% 09/01/2031 DD 11/01/16 | 39,867 | 42,047 | |
| FNMA | POOL #0AL9501 | 4.500% 11/01/2045 DD 11/01/16 | 34,498 | 38,301 | |
| FNMA | POOL #0AL9920 | 3.500% 02/01/2047 DD 02/01/17 | 390,680 | 421,071 | |
| FNMA | POOL #0AO0777 | 3.500% 04/01/2042 DD 04/01/12 | 22,242 | 24,023 | |
| FNMA | POOL #0AO2114 | 4.000% 05/01/2042 DD 04/01/12 | 38,125 | 41,536 | |
| FNMA | POOL #0AO2881 | 3.500% 05/01/2042 DD 05/01/12 | 4,069 | 4,383 | |
| FNMA | POOL #0AO2961 | 4.000% 05/01/2042 DD 05/01/12 | 120,343 | 132,171 | |
| FNMA | POOL #0AO3048 | 3.500% 06/01/2042 DD 05/01/12 | 3,295 | 3,535 | |
| FNMA | POOL #0AO9707 | 3.500% 07/01/2042 DD 07/01/12 | 9,631 | 10,359 | |
| FNMA | POOL #0AP5205 | 2.500% 09/01/2027 DD 08/01/12 | 3,467 | 3,599 | |
| FNMA | POOL #0AR7568 | 3.000% 03/01/2043 DD 03/01/13 | 54,383 | 57,329 | |
| FNMA | POOL #0AR7576 | 3.000% 03/01/2043 DD 03/01/13 | 65,306 | 68,887 | |
| FNMA | POOL #0AR8630 | 3.000% 04/01/2043 DD 03/01/13 | 103,857 | 109,533 | |
| FNMA | POOL #0AR9218 | 3.000% 03/01/2043 DD 03/01/13 | 101,362 | 106,934 | |
| FNMA | POOL #0AS0190 | 2.500% 08/01/2028 DD 07/01/13 | 12,567 | 13,090 | |
| FNMA | POOL #0AS2676 | 3.000% 06/01/2029 DD 05/01/14 | 186,264 | 196,434 | |
| FNMA | POOL #0AS3220 | 3.000% 09/01/2029 DD 08/01/14 | 104,616 | 110,324 | |
| FNMA | POOL #0AS3594 | 3.000% 10/01/2029 DD 09/01/14 | 39,044 | 41,224 | |
| FNMA | POOL #0AS3753 | 3.500% 11/01/2029 DD 10/01/14 | 563,321 | 601,578 | |
| FNMA | POOL #0AS4485 | 2.500% 02/01/2030 DD 02/01/15 | 1,039 | 1,080 | |
| FNMA | POOL #0AS4488 | 2.500% 02/01/2030 DD 02/01/15 | 1,090 | 1,132 | |
| FNMA | POOL #0AS5403 | 2.500% 07/01/2030 DD 06/01/15 | 16,595 | 17,267 | |
| FNMA | POOL #0AS5405 | 2.500% 07/01/2030 DD 06/01/15 | 3,127 | 3,248 | |
| FNMA | POOL #0AS5548 | 2.500% 08/01/2030 DD 07/01/15 | 36,427 | 37,842 | |
| FNMA | POOL #0AS5614 | 2.500% 08/01/2030 DD 07/01/15 | 48,965 | 50,979 | |
| FNMA | POOL #0AS5616 | 2.500% 08/01/2030 DD 07/01/15 | 81,741 | 84,927 | |
| FNMA | POOL #0AS5622 | 3.000% 08/01/2030 DD 07/01/15 | 61,607 | 64,975 | |
| FNMA | POOL #0AS5623 | 3.000% 08/01/2030 DD 07/01/15 | 64,082 | 67,502 | |
| FNMA | POOL #0AS5708 | 3.500% 08/01/2030 DD 08/01/15 | 51,258 | 54,823 | |
| FNMA | POOL #0AS5714 | 3.000% 09/01/2030 DD 08/01/15 | 51,333 | 54,140 | |
| FNMA | POOL #0AS5728 | 3.000% 09/01/2030 DD 08/01/15 | 64,174 | 67,761 | |
| FNMA | POOL #0AS5786 | 2.500% 09/01/2030 DD 08/01/15 | 46,748 | 48,704 | |
| FNMA | POOL #0AS5872 | 2.500% 09/01/2030 DD 08/01/15 | 58,609 | 61,106 | |
| FNMA | POOL #0AS6115 | 2.500% 11/01/2030 DD 10/01/15 | 51,431 | 53,450 | |
| FNMA | POOL #0AS6116 | 2.500% 11/01/2030 DD 10/01/15 | 46,581 | 48,359 | |
| FNMA | POOL #0AS6141 | 2.500% 11/01/2030 DD 10/01/15 | 57,984 | 60,453 | |
| FNMA | POOL #0AS6142 | 2.500% 11/01/2030 DD 10/01/15 | 48,301 | 50,302 | |
| FNMA | POOL #0AS6233 | 4.500% 11/01/2045 DD 10/01/15 | 3,472 | 3,780 | |
| FNMA | POOL #0AS7320 | 2.500% 06/01/2031 DD 05/01/16 | 61,640 | 64,269 | |
| FNMA | POOL #0AS7365 | 3.000% 06/01/2046 DD 05/01/16 | 4,816 | 5,073 | |
| FNMA | POOL #0AS7370 | 3.000% 06/01/2046 DD 05/01/16 | 24,625 | 26,225 | |
| FNMA | POOL #0AS7605 | 2.500% 07/01/2031 DD 07/01/16 | 78,120 | 81,451 | |
| FNMA | POOL #0AS7617 | 2.500% 07/01/2031 DD 07/01/16 | 117,429 | 122,438 | |
| FNMA | POOL #0AS7889 | 3.000% 09/01/2046 DD 08/01/16 | 40,244 | 42,860 | |
| FNMA | POOL #0AS8009 | 2.500% 10/01/2031 DD 09/01/16 | 117,688 | 122,625 | |
| FNMA | POOL #0AS8193 | 2.500% 10/01/2031 DD 10/01/16 | 139,315 | 145,048 | |
| FNMA | POOL #0AS8195 | 2.500% 10/01/2031 DD 10/01/16 | 51,538 | 53,777 | |
| FNMA | POOL #0AS8208 | 2.500% 10/01/2031 DD 10/01/16 | 194,706 | 203,021 | |
| FNMA | POOL #0AS8240 | 2.500% 11/01/2031 DD 10/01/16 | 114,926 | 119,834 | |
| FNMA | POOL #0AS8241 | 2.500% 11/01/2031 DD 10/01/16 | 94,371 | 98,331 | |
| FNMA | POOL #0AS8245 | 2.500% 11/01/2031 DD 10/01/16 | 80,207 | 83,692 | |
| FNMA | POOL #0AS8251 | 2.000% 11/01/2031 DD 10/01/16 | 86,687 | 89,107 | |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|---------------|-------------------------------|---------|--------------|-----|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| FNMA | POOL #0AS8291 | 2.000% 11/01/2031 DD 10/01/16 | 5,514 | 5,668 | |
| FNMA | POOL #0AS8348 | 3.000% 11/01/2036 DD 10/01/16 | 73,035 | 77,358 | |
| FNMA | POOL #0AS8349 | 3.000% 11/01/2036 DD 10/01/16 | 29,402 | 31,114 | |
| FNMA | POOL #0AS8380 | 4.000% 11/01/2046 DD 10/01/16 | 42,439 | 45,407 | |
| FNMA | POOL #0AS8553 | 3.000% 12/01/2036 DD 12/01/16 | 93,619 | 99,347 | |
| FNMA | POOL #0AS8792 | 3.000% 02/01/2047 DD 01/01/17 | 51,433 | 54,423 | |
| FNMA | POOL #0AS9316 | 2.500% 03/01/2032 DD 03/01/17 | 44,028 | 45,907 | |
| FNMA | POOL #0AS9317 | 2.500% 03/01/2032 DD 03/01/17 | 39,207 | 40,852 | |
| FNMA | POOL #0AS9318 | 2.500% 03/01/2032 DD 03/01/17 | 71,771 | 74,675 | |
| FNMA | POOL #0AS9319 | 2.500% 03/01/2032 DD 03/01/17 | 76,562 | 79,588 | |
| FNMA | POOL #0AS9321 | 2.500% 03/01/2032 DD 03/01/17 | 60,966 | 63,615 | |
| FNMA | POOL #0AT2037 | 3.000% 04/01/2043 DD 04/01/13 | 33,337 | 35,178 | |
| FNMA | POOL #0AT2040 | 3.000% 04/01/2043 DD 04/01/13 | 125,931 | 132,824 | |
| FNMA | POOL #0AT2043 | 3.000% 04/01/2043 DD 04/01/13 | 74,220 | 78,291 | |
| FNMA | POOL #0AT3121 | 3.000% 04/01/2028 DD 04/01/13 | 16,971 | 17,880 | |
| FNMA | POOL #0AT6033 | 3.000% 05/01/2028 DD 05/01/13 | 18,559 | 19,570 | |
| FNMA | POOL #0AU6041 | 3.500% 09/01/2028 DD 08/01/13 | 121,143 | 127,502 | |
| FNMA | POOL #0AU8774 | 3.000% 10/01/2028 DD 10/01/13 | 43,044 | 45,392 | |
| FNMA | POOL #0AW0937 | 3.000% 04/01/2029 DD 04/01/14 | 125,616 | 132,464 | |
| FNMA | POOL #0AW1247 | 3.000% 05/01/2029 DD 05/01/14 | 110,358 | 116,510 | |
| FNMA | POOL #0AW1281 | 3.000% 07/01/2029 DD 06/01/14 | 10,275 | 10,819 | |
| FNMA | POOL #0AW4229 | 3.000% 07/01/2029 DD 07/01/14 | 56,458 | 59,608 | |
| FNMA | POOL #0AW8154 | 3.500% 01/01/2042 DD 09/01/14 | 24,038 | 25,956 | |
| FNMA | POOL #0AX2741 | 3.500% 10/01/2029 DD 10/01/14 | 24,311 | 25,944 | |
| FNMA | POOL #0AX3298 | 3.000% 08/01/2030 DD 08/01/15 | 13,399 | 14,148 | |
| FNMA | POOL #0AX6435 | 3.000% 01/01/2030 DD 01/01/15 | 40,263 | 42,418 | |
| FNMA | POOL #0AX9700 | 3.000% 07/01/2030 DD 07/01/15 | 12,913 | 13,635 | |
| FNMA | POOL #0AX9701 | 3.000% 07/01/2030 DD 07/01/15 | 63,165 | 66,620 | |
| FNMA | POOL #0AY0828 | 2.500% 05/01/2030 DD 04/01/15 | 22,588 | 23,520 | |
| FNMA | POOL #0AY3416 | 2.500% 04/01/2030 DD 04/01/15 | 39,128 | 40,735 | |
| FNMA | POOL #0AZ2170 | 2.500% 07/01/2030 DD 07/01/15 | 23,523 | 24,489 | |
| FNMA | POOL #0AZ2297 | 3.000% 07/01/2030 DD 06/01/15 | 8,881 | 9,339 | |
| FNMA | POOL #0AZ5719 | 3.000% 09/01/2030 DD 08/01/15 | 27,219 | 28,670 | |
| FNMA | POOL #0AZ7833 | 3.000% 08/01/2030 DD 08/01/15 | 11,362 | 11,992 | |
| FNMA | POOL #0AZ8597 | 3.000% 08/01/2030 DD 08/01/15 | 5,608 | 5,915 | |
| FNMA | POOL #0BC2628 | 2.500% 11/01/2031 DD 10/01/16 | 13,458 | 14,042 | |
| FNMA | POOL #0BC2629 | 2.500% 11/01/2031 DD 10/01/16 | 10,400 | 10,821 | |
| FNMA | POOL #0BC2631 | 2.500% 11/01/2031 DD 10/01/16 | 22,377 | 23,284 | |
| FNMA | POOL #0BC2837 | 4.500% 09/01/2046 DD 09/01/16 | 49,246 | 55,156 | |
| FNMA | POOL #0BC4778 | 2.500% 10/01/2031 DD 10/01/16 | 68,839 | 71,501 | |
| FNMA | POOL #0BC9040 | 2.000% 11/01/2031 DD 11/01/16 | 28,266 | 29,045 | |
| FNMA | POOL #0BD2417 | 3.500% 05/01/2047 DD 05/01/17 | 235,229 | 253,441 | |
| FNMA | POOL #0BD5388 | 2.500% 08/01/2031 DD 08/01/16 | 19,127 | 19,867 | |
| FNMA | POOL #0BE1534 | 3.500% 02/01/2047 DD 02/01/17 | 151,831 | 163,622 | |
| FNMA | POOL #0BE1896 | 3.000% 12/01/2036 DD 11/01/16 | 68,564 | 72,483 | |
| FNMA | POOL #0BE2103 | 3.500% 12/01/2046 DD 11/01/16 | 104,521 | 112,609 | |
| FNMA | POOL #0BE9375 | 3.500% 05/01/2047 DD 05/01/17 | 72,087 | 77,675 | |
| FNMA | POOL #0BF0056 | 6.000% 07/01/2039 DD 09/01/16 | 180,582 | 204,154 | |
| FNMA | POOL #0BH0158 | 3.500% 03/01/2047 DD 03/01/17 | 29,113 | 31,374 | |
| FNMA | POOL #0BH0398 | 4.000% 05/01/2047 DD 04/01/17 | 68,823 | 74,386 | |
| FNMA | POOL #0BH0567 | 3.500% 06/01/2047 DD 06/01/17 | 62,174 | 66,998 | |
| FNMA | POOL #0BH3401 | 4.000% 07/01/2047 DD 07/01/17 | 65,716 | 70,875 | |
| FNMA | POOL #0BH4095 | 4.000% 10/01/2047 DD 10/01/17 | 13,098 | 14,029 | |
| FNMA | POOL #0BH7067 | 4.500% 12/01/2047 DD 12/01/17 | 126,587 | 138,399 | |
| FNMA | POOL #0BH9277 | 3.500% 02/01/2048 DD 02/01/18 | 147,542 | 156,129 | |
| FNMA | POOL #0BJ2054 | 3.500% 11/01/2032 DD 11/01/17 | 32,991 | 35,364 | |
| FNMA | POOL #0BJ2096 | 3.500% 01/01/2033 DD 01/01/18 | 21,451 | 22,993 | |
| FNMA | POOL #0BJ4916 | 3.500% 03/01/2048 DD 02/01/18 | 172,489 | 182,576 | |
| FNMA | POOL #0BJ5674 | 3.000% 01/01/2033 DD 01/01/18 | 34,622 | 36,362 | |
| FNMA | POOL #0BJ9057 | 4.000% 02/01/2048 DD 01/01/18 | 11,721 | 12,729 | |
| FNMA | POOL #0BJ9058 | 4.000% 02/01/2048 DD 01/01/18 | 13,955 | 15,273 | |
| FNMA | POOL #0BK4471 | 4.500% 07/01/2048 DD 07/01/18 | 3,781 | 4,143 | |
| FNMA | POOL #0BK4689 | 4.500% 07/01/2048 DD 07/01/18 | 36,336 | 40,640 | |
| FNMA | POOL #0BK7642 | 4.000% 09/01/2033 DD 09/01/18 | 21,692 | 23,093 | |
| FNMA | POOL #0BM1036 | 2.500% 02/01/2032 DD 03/01/17 | 3,640 | 3,780 | |
| FNMA | POOL #0BM1100 | 3.500% 02/01/2045 DD 03/01/17 | 73,250 | 79,072 | |
| FNMA | POOL #0BM1174 | 3.500% 05/01/2047 DD 04/01/17 | 137,537 | 147,730 | |
| FNMA | POOL #0BM1595 | 2.500% 03/01/2031 DD 07/01/17 | 6,325 | 6,563 | |
| FNMA | POOL #0BM1602 | 3.500% 05/01/2032 DD 07/01/17 | 196,577 | 210,447 | |
| FNMA | POOL #0BM1619 | 4.000% 08/01/2047 DD 07/01/17 | 115,749 | 125,374 | |
| FNMA | POOL #0BM1756 | 4.500% 12/01/2045 DD 09/01/17 | 105,568 | 116,756 | |
| FNMA | POOL #0BM1896 | 2.500% 11/01/2031 DD 10/01/17 | 2,126 | 2,210 | |
| FNMA | POOL #0BM1920 | 4.500% 07/01/2046 DD 10/01/17 | 256,017 | 283,942 | |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|--------------------------|-------------------------------|-----------|--------------|-----|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| FNMA | POOL #0BM3052 | 4.500% 10/01/2047 DD 10/01/17 | 104,722 | 115,569 | |
| FNMA | POOL #0BM3053 | 4.500% 07/01/2046 DD 10/01/17 | 216,893 | 242,921 | |
| FNMA | POOL #0BM3054 | 2.000% 11/01/2031 DD 10/01/17 | 103,918 | 106,794 | |
| FNMA | POOL #0BM3061 | 2.000% 03/01/2032 DD 10/01/17 | 164,158 | 168,703 | |
| FNMA | POOL #0BM3240 | 3.000% 09/01/2032 DD 12/01/17 | 73,530 | 77,427 | |
| FNMA | POOL #0BM3280 | 4.500% 11/01/2047 DD 12/01/17 | 247,830 | 270,370 | |
| FNMA | POOL #0BM3403 | 2.500% 02/01/2030 DD 01/01/18 | 3,673 | 3,813 | |
| FNMA | POOL #0BM3503 | 3.500% 04/01/2032 DD 02/01/18 | 264,869 | 283,552 | |
| FNMA | POOL #0BM3552 | 2.500% 08/01/2030 DD 02/01/18 | 11,753 | 12,227 | |
| FNMA | POOL #0BM3578 | 2.500% 08/01/2032 DD 02/01/18 | 88,736 | 92,271 | |
| FNMA | POOL #0BM3793 | 2.500% 02/01/2033 DD 04/01/18 | 191,662 | 198,373 | |
| FNMA | POOL #0BM3846 | 4.500% 04/01/2048 DD 04/01/18 | 124,032 | 138,724 | |
| FNMA | POOL #0BM5110 | 3.000% 09/01/2032 DD 12/01/18 | 988,207 | 1,037,832 | |
| FNMA | POOL #0BM5859 | 4.000% 10/01/2048 DD 04/01/19 | 11,865 | 12,629 | |
| FNMA | POOL #0BQ0697 | 2.000% 09/01/2050 DD 08/01/20 | 128,714 | 128,431 | |
| FNMA | POOL #0BQ6334 | 2.000% 11/01/2050 DD 11/01/20 | 107,556 | 107,320 | |
| FNMA | POOL #0CA1622 | 3.000% 04/01/2033 DD 04/01/18 | 44,085 | 46,541 | |
| FNMA | POOL #0CA1704 | 4.500% 05/01/2048 DD 04/01/18 | 925,880 | 1,017,029 | |
| FNMA | POOL #0CA2527 | 4.000% 10/01/2033 DD 10/01/18 | 62,068 | 66,167 | |
| FNMA | POOL #0CA3517 | 4.500% 05/01/2049 DD 04/01/19 | 45,817 | 48,994 | |
| FNMA | POOL #0CA5065 | 3.000% 01/01/2035 DD 01/01/20 | 608,350 | 646,207 | |
| FNMA | POOL #0CA5071 | 3.000% 01/01/2035 DD 01/01/20 | 602,167 | 636,344 | |
| FNMA | POOL #0CA7253 | 2.500% 10/01/2035 DD 09/01/20 | 320,607 | 336,410 | |
| FNMA | POOL #0CA7255 | 2.500% 10/01/2035 DD 09/01/20 | 317,674 | 331,688 | |
| FNMA | POOL #0CA7938 | 2.500% 11/01/2035 DD 11/01/20 | 521,748 | 543,552 | |
| FNMA | POOL #0CA8387 | 2.500% 12/01/2035 DD 12/01/20 | 672,663 | 697,450 | |
| FNMA | POOL #0CA8388 | 2.500% 12/01/2035 DD 12/01/20 | 743,404 | 771,745 | |
| FNMA | POOL #0FM1045 | 4.500% 06/01/2039 DD 06/01/19 | 53,069 | 57,596 | |
| FNMA | POOL #0FM1245 | 4.000% 09/01/2033 DD 07/01/19 | 488,480 | 514,698 | |
| FNMA | POOL #0FM1353 | 4.500% 08/01/2039 DD 08/01/19 | 133,603 | 145,133 | |
| FNMA | POOL #0FM1534 | 4.500% 09/01/2049 DD 09/01/19 | 824,215 | 895,769 | |
| FNMA | POOL #0FM1680 | 2.500% 12/01/2033 DD 10/01/19 | 172,169 | 178,694 | |
| FNMA | POOL #0FM1774 | 4.500% 03/01/2039 DD 10/01/19 | 100,655 | 109,496 | |
| FNMA | POOL #0FM1800 | 4.000% 08/01/2049 DD 10/01/19 | 301,057 | 325,768 | |
| FNMA | POOL #0FM3904 | 4.000% 03/01/2049 DD 07/01/20 | 502,906 | 534,999 | |
| FNMA | POOL #0FM5292 | 3.000% 08/01/2050 DD 12/01/20 | 1,016,946 | 1,069,197 | |
| FNMA | POOL #0FM5294 | 3.500% 02/01/2045 DD 12/01/20 | 216,828 | 233,985 | |
| FNMA | POOL #0FM5295 | 3.500% 04/01/2048 DD 12/01/20 | 1,127,074 | 1,219,163 | |
| FNMA | POOL #0FM5296 | 4.000% 01/01/2049 DD 12/01/20 | 439,295 | 475,956 | |
| FNMA | POOL #0FM5315 | 3.500% 06/01/2049 DD 12/01/20 | 126,577 | 134,027 | |
| FNMA | POOL #0MA2774 | 2.000% 10/01/2031 DD 09/01/16 | 17,185 | 17,664 | |
| FNMA | POOL #0MA2845 | 2.000% 12/01/2031 DD 11/01/16 | 23,998 | 24,668 | |
| FNMA | POOL #0MA3027 | 4.000% 06/01/2047 DD 05/01/17 | 140,161 | 149,976 | |
| FNMA | POOL #0MA3071 | 4.000% 06/01/2037 DD 06/01/17 | 16,552 | 17,917 | |
| FNMA | POOL #0MA3129 | 4.000% 09/01/2037 DD 08/01/17 | 19,657 | 21,277 | |
| FNMA | POOL #0MA3149 | 4.000% 10/01/2047 DD 09/01/17 | 51,801 | 55,439 | |
| FNMA | POOL #0MA3182 | 3.500% 10/01/2047 DD 10/01/17 | 323,288 | 342,794 | |
| FNMA | POOL #0MA3210 | 3.500% 11/01/2047 DD 11/01/17 | 323,068 | 342,512 | |
| FNMA | POOL #0MA3238 | 3.500% 01/01/2048 DD 12/01/17 | 194,995 | 206,490 | |
| FNMA | POOL #0MA3239 | 4.000% 12/01/2047 DD 12/01/17 | 65,000 | 69,787 | |
| FNMA | POOL #0MA3247 | 3.000% 01/01/2033 DD 12/01/17 | 249,733 | 262,416 | |
| FNMA | POOL #0MA3310 | 4.000% 03/01/2038 DD 02/01/18 | 14,604 | 15,642 | |
| FNMA | POOL #0MA3416 | 4.500% 07/01/2048 DD 06/01/18 | 585,078 | 626,246 | |
| FNMA | POOL #0MA3747 | 4.500% 07/01/2049 DD 07/01/19 | 76,514 | 82,030 | |
| FNMA | POOL #0MA4099 | 2.500% 07/01/2035 DD 07/01/20 | 1,641,612 | 1,697,630 | |
| FNMA | GTD REMIC P/T 10-136 CY | 4.000% 12/25/2040 DD 11/01/10 | 1,680,000 | 1,844,438 | |
| FNMA | GTD REMIC P/T 11-48 MG | VAR RT 06/25/2026 DD 05/01/11 | 144,319 | 153,213 | |
| FNMA | GTD REMIC P/T 11-84 MG | VAR RT 09/25/2026 DD 08/01/11 | 145,119 | 152,558 | |
| FNMA | GTD REMIC P/T 13-133 NA | 3.000% 05/25/2036 DD 12/01/13 | 35,665 | 36,288 | |
| FNMA | GTD REMIC P/T 14-2 PX | 4.500% 01/25/2041 DD 01/01/14 | 1,177,884 | 1,276,881 | |
| FNMA | GTD REMIC P/T 16-27 HK | 3.000% 01/25/2041 DD 04/01/16 | 546,424 | 571,233 | |
| FNMA | GTD REMIC P/T 16-27 KG | 3.000% 01/25/2040 DD 04/01/16 | 252,298 | 263,760 | |
| FNMA | GTD REMIC P/T 16-48 UF | VAR RT 08/25/2046 DD 07/25/16 | 602,333 | 606,523 | |
| FNMA | GTD REMIC P/T 16-49 LA | 3.500% 01/25/2043 DD 07/01/16 | 298,827 | 306,885 | |
| FNMA | GTD REMIC P/T 18-21 CA | 3.500% 04/25/2045 DD 03/01/18 | 129,308 | 131,324 | |
| FRESB | 2019-SB60 MORT SB60 A10H | VAR RT 01/25/2039 DD 03/01/19 | 366,951 | 381,766 | |
| GNMA | POOL #0546215 | 4.500% 04/15/2040 DD 04/01/10 | 13,779 | 15,401 | |
| GNMA | POOL #0553461 | 3.500% 01/15/2042 DD 01/01/12 | 36,478 | 38,891 | |
| GNMA | POOL #0615516 | 4.500% 09/15/2033 DD 09/01/03 | 15,345 | 17,184 | |
| GNMA | POOL #0728627 | 4.500% 01/15/2040 DD 01/01/10 | 18,924 | 21,221 | |
| GNMA | POOL #0745793 | 4.500% 07/15/2040 DD 07/01/10 | 53,802 | 60,268 | |
| GNMA | POOL #0759138 | 4.000% 01/15/2041 DD 01/01/11 | 77,491 | 85,264 | |
| GNMA | POOL #0762838 | 4.000% 03/15/2041 DD 03/01/11 | 43,256 | 47,590 | |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|------------------------------|-------------------------------|-----------------|---------|--------------|
| Identity of Issue, Borrower, Lessor or Similar Party | | Description | Shares or Units | Cost*** | Market Value |
| | GNMA POOL #0782557 | 5.000% 01/15/2039 DD 02/01/09 | 276,913 | | 319,534 |
| | GNMA POOL #0782619 | 5.000% 04/15/2039 DD 04/01/09 | 161,396 | | 184,613 |
| | GNMA POOL #0782696 | 5.000% 06/15/2039 DD 07/01/09 | 24,282 | | 27,836 |
| | GNMA POOL #0782958 | 5.000% 05/15/2040 DD 05/01/10 | 78,464 | | 90,561 |
| | GNMA POOL #0783571 | 5.000% 12/15/2033 DD 05/01/12 | 70,477 | | 79,249 |
| | GNMA POOL #0783609 | 4.500% 10/15/2040 DD 07/01/12 | 104,662 | | 116,979 |
| | GNMA POOL #0783610 | 4.500% 11/15/2041 DD 07/01/12 | 84,486 | | 94,697 |
| | GNMA POOL #0784439 | 3.000% 02/15/2045 DD 02/01/18 | 102,706 | | 107,043 |
| | GNMA POOL #0AD2334 | 3.500% 04/15/2043 DD 04/01/13 | 60,789 | | 64,283 |
| | GNMA POOL #0AZ8560 | 4.500% 03/15/2047 DD 03/01/17 | 20,106 | | 22,726 |
| | GNMA POOL #0AZ8596 | 4.500% 04/15/2047 DD 04/01/17 | 23,717 | | 26,935 |
| | GNMA POOL #0AZ8597 | 4.500% 04/15/2047 DD 04/01/17 | 20,062 | | 22,756 |
| | GNMA POOL #0BA7888 | 4.500% 05/15/2047 DD 05/01/17 | 13,114 | | 14,763 |
| | GNMA POOL #0BB6967 | 4.000% 06/15/2047 DD 07/01/17 | 15,056 | | 16,166 |
| | GNMA POOL #0BC5919 | 4.000% 09/15/2047 DD 09/01/17 | 29,169 | | 31,258 |
| | GNMA POOL #0BD3187 | 4.000% 10/15/2047 DD 10/01/17 | 51,336 | | 54,801 |
| | GNMA POOL #0BE0143 | 4.000% 01/15/2048 DD 01/01/18 | 61,140 | | 65,583 |
| | GNMA POOL #0BE0144 | 4.000% 01/15/2048 DD 01/01/18 | 15,259 | | 16,293 |
| | GNMA POOL #0BE0204 | 4.000% 01/15/2048 DD 02/01/18 | 47,021 | | 50,444 |
| | GNMA POOL #0BE1030 | 4.000% 11/15/2047 DD 11/01/17 | 21,415 | | 23,267 |
| | GNMA POOL #0BE1031 | 4.000% 10/15/2047 DD 11/01/17 | 52,701 | | 56,853 |
| | GNMA POOL #0BE4664 | 4.000% 12/15/2047 DD 12/01/17 | 58,812 | | 63,086 |
| | GNMA GTD REMIC P/T 17-136 GB | 3.000% 03/20/2047 DD 09/01/17 | 74,611 | | 75,793 |
| | GNMA II POOL #0004422 | 4.000% 04/20/2039 DD 04/01/09 | 3,332 | | 3,610 |
| | GNMA II POOL #0004494 | VAR RT 07/20/2039 DD 07/01/09 | 18,179 | | 19,687 |
| | GNMA II POOL #0004559 | 5.000% 10/20/2039 DD 10/01/09 | 105,313 | | 118,888 |
| | GNMA II POOL #0004598 | 4.500% 12/20/2039 DD 12/01/09 | 4,678 | | 5,128 |
| | GNMA II POOL #0004617 | 4.500% 01/20/2040 DD 01/01/10 | 5,668 | | 6,214 |
| | GNMA II POOL #0004636 | 4.500% 02/20/2040 DD 02/01/10 | 4,682 | | 5,132 |
| | GNMA II POOL #0004696 | 4.500% 05/20/2040 DD 05/01/10 | 296 | | 324 |
| | GNMA II POOL #0004746 | 4.500% 07/20/2040 DD 07/01/10 | 1,943 | | 2,130 |
| | GNMA II POOL #0004771 | 4.500% 08/20/2040 DD 08/01/10 | 12,291 | | 13,486 |
| | GNMA II POOL #0004800 | 4.000% 09/20/2040 DD 09/01/10 | 4,757 | | 5,153 |
| | GNMA II POOL #0004833 | 4.000% 10/20/2040 DD 10/01/10 | 65,123 | | 70,537 |
| | GNMA II POOL #0004834 | 4.500% 10/20/2040 DD 10/01/10 | 3,615 | | 3,969 |
| | GNMA II POOL #0004853 | 4.000% 11/20/2040 DD 11/01/10 | 38,171 | | 41,343 |
| | GNMA II POOL #0004882 | 4.000% 12/20/2040 DD 12/01/10 | 118,375 | | 128,218 |
| | GNMA II POOL #0004922 | 4.000% 01/20/2041 DD 01/01/11 | 105,318 | | 114,073 |
| | GNMA II POOL #0004945 | 4.000% 02/20/2041 DD 02/01/11 | 2,283 | | 2,473 |
| | GNMA II POOL #0005018 | 5.000% 04/20/2041 DD 04/01/11 | 6,827 | | 7,734 |
| | GNMA II POOL #0005056 | 5.000% 05/20/2041 DD 05/01/11 | 1,407 | | 1,590 |
| | GNMA II POOL #0005083 | 5.000% 06/20/2041 DD 06/01/11 | 19,719 | | 22,275 |
| | GNMA II POOL #0005115 | 4.500% 07/20/2041 DD 07/01/11 | 289,578 | | 320,396 |
| | GNMA II POOL #0005116 | 5.000% 07/20/2041 DD 07/01/11 | 11,174 | | 12,622 |
| | GNMA II POOL #0783584 | 4.500% 07/20/2041 DD 06/01/12 | 45,109 | | 49,910 |
| | GNMA II POOL #0783590 | 4.500% 06/20/2041 DD 06/01/12 | 74,621 | | 82,493 |
| | GNMA II POOL #0A14166 | 4.000% 08/20/2044 DD 08/01/14 | 1,663 | | 1,754 |
| | GNMA II POOL #0A14167 | 4.000% 08/20/2044 DD 08/01/14 | 7,024 | | 7,591 |
| | GNMA II POOL #0AJ2723 | 4.000% 08/20/2044 DD 08/01/14 | 5,234 | | 5,616 |
| | GNMA II POOL #0AJ4687 | 4.000% 08/20/2044 DD 08/01/14 | 10,550 | | 11,407 |
| | GNMA II POOL #0AQ0542 | 4.000% 10/20/2046 DD 10/01/16 | 5,149 | | 5,530 |
| | GNMA II POOL #0AX4341 | 3.500% 10/20/2046 DD 10/01/16 | 23,300 | | 24,977 |
| | GNMA II POOL #0AX4342 | 3.500% 10/20/2046 DD 10/01/16 | 27,076 | | 29,004 |
| | GNMA II POOL #0AX4343 | 3.500% 10/20/2046 DD 10/01/16 | 19,609 | | 20,974 |
| | GNMA II POOL #0AX4344 | 3.500% 10/20/2046 DD 10/01/16 | 56,795 | | 60,600 |
| | GNMA II POOL #0AX4345 | 3.500% 10/20/2046 DD 10/01/16 | 35,879 | | 37,927 |
| | GNMA II POOL #0BD0560 | 4.500% 09/20/2048 DD 09/01/18 | 74,098 | | 79,639 |
| | GNMA II POOL #0MA0023 | 4.000% 04/20/2042 DD 04/01/12 | 66,462 | | 71,993 |
| | GNMA II POOL #0MA0934 | 3.500% 04/20/2043 DD 04/01/13 | 130,711 | | 140,018 |
| | GNMA II POOL #0MA1012 | 3.500% 05/20/2043 DD 05/01/13 | 76,862 | | 82,304 |
| | GNMA II POOL #0MA1158 | 4.000% 07/20/2043 DD 07/01/13 | 16,629 | | 18,008 |
| | GNMA II POOL #0MA1677 | 3.500% 02/20/2044 DD 02/01/14 | 408,564 | | 436,640 |
| | GNMA II POOL #0MA2826 | 3.500% 05/20/2045 DD 05/01/15 | 1,637,905 | | 1,732,078 |
| | GNMA II POOL #0MA3521 | 3.500% 03/20/2046 DD 03/01/16 | 2,026,521 | | 2,144,135 |
| | GNMA II POOL #0MA3803 | 3.500% 07/20/2046 DD 07/01/16 | 154,969 | | 163,212 |
| | GNMA II POOL #0MA3937 | 3.500% 09/20/2046 DD 09/01/16 | 586,553 | | 617,335 |
| | GNMA II POOL #0MA4452 | 4.000% 04/20/2047 DD 05/01/17 | 15,859 | | 16,911 |
| | GNMA II POOL #0MA4511 | 4.000% 06/20/2047 DD 06/01/17 | 558,969 | | 594,929 |
| | GNMA II POOL #0MA4838 | 4.000% 11/20/2047 DD 11/01/17 | 454,709 | | 484,579 |
| | GNMA II POOL #0MA4901 | 4.000% 12/20/2047 DD 12/01/17 | 219,744 | | 234,176 |
| | GNMA II POOL #0MA5818 | 4.500% 03/20/2049 DD 03/01/19 | 66,857 | | 70,703 |
| | GNMA II POOL #0MA6599 | 3.000% 04/20/2050 DD 04/01/20 | 266,363 | | 275,965 |
| | GNMA II POOL #0MA6602 | 4.500% 04/20/2050 DD 04/01/20 | 174,181 | | 183,724 |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|-----------------------|-------------------------------|------------|--------------|-----|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| | GNMA II POOL #0MA6656 | 3.000% 05/20/2050 DD 05/01/20 | 577,199 | 598,295 | |
| | GNMA II POOL #0MA6658 | 4.000% 05/20/2050 DD 05/01/20 | 108,421 | 114,361 | |
| | GNMA II POOL #0MA6820 | 3.000% 08/20/2050 DD 08/01/20 | 81,142 | 84,095 | |
| | GNMA II POOL #0MA6823 | 4.500% 08/20/2050 DD 08/01/20 | 15,022 | 15,863 | |
| | U S TREASURY BOND | 1.125% 08/15/2040 DD 08/15/20 | 10,305,000 | 8,997,553 | |
| | U S TREASURY BOND | 1.250% 05/15/2050 DD 05/15/20 | 5,055,000 | 4,292,603 | |
| | U S TREASURY BOND | 1.375% 08/15/2050 DD 08/15/20 | 7,785,000 | 6,819,478 | |
| | U S TREASURY BOND | 1.750% 08/15/2041 DD 08/15/21 | 10,655,000 | 10,330,355 | |
| | U S TREASURY BOND | 1.875% 02/15/2041 DD 02/15/21 | 2,215,000 | 2,192,417 | |
| | U S TREASURY BOND | 1.875% 11/15/2051 DD 11/15/21 | 2,634,000 | 2,613,010 | |
| | U S TREASURY BOND | 2.000% 11/15/2041 DD 11/15/21 | 3,250,000 | 3,287,070 | |
| | U S TREASURY BOND | 2.500% 02/15/2045 DD 02/15/15 | 10,000 | 10,997 | |
| | U S TREASURY BOND | 2.875% 05/15/2049 DD 05/15/19 | 1,510,000 | 1,818,960 | |
| | U S TREASURY BOND | 2.875% 08/15/2045 DD 08/15/15 | 1,455,000 | 1,708,318 | |
| | U S TREASURY BOND | 2.875% 11/15/2046 DD 11/15/16 | 790,000 | 934,391 | |
| | U S TREASURY BOND | 3.000% 02/15/2047 DD 02/15/17 | 3,392,000 | 4,104,850 | |
| | U S TREASURY BOND | 3.000% 02/15/2048 DD 02/15/18 | 1,720,000 | 2,099,341 | |
| | U S TREASURY BOND | 3.000% 05/15/2045 DD 05/15/15 | 1,750,000 | 2,093,096 | |
| | U S TREASURY BOND | 3.000% 08/15/2048 DD 08/15/18 | 2,855,000 | 3,493,472 | |
| | U S TREASURY BOND | 3.000% 11/15/2045 DD 11/15/15 | 5,800,000 | 6,967,703 | |
| | U S TREASURY BOND | 3.125% 05/15/2048 DD 05/15/18 | 9,430,000 | 11,785,290 | |
| | U S TREASURY BOND | 3.125% 08/15/2044 DD 08/15/14 | 1,040,000 | 1,262,909 | |
| | U S TREASURY BOND | 3.125% 11/15/2041 DD 11/15/11 | 8,945,000 | 10,749,025 | |
| | U S TREASURY BOND | 3.375% 11/15/2048 DD 11/15/18 | 885,000 | 1,157,933 | |
| | U S TREASURY BOND | 3.625% 02/15/2044 DD 02/15/14 | 1,560,000 | 2,030,133 | |
| | U S TREASURY BOND | 3.625% 08/15/2043 DD 08/15/13 | 1,917,500 | 2,487,357 | |
| | U S TREASURY BOND | 4.375% 02/15/2038 DD 02/15/08 | 5,440,000 | 7,496,150 | |
| | U S TREASURY NOTE | 0.125% 02/15/2024 DD 02/15/21 | 5,980,000 | 5,901,980 | |
| | U S TREASURY NOTE | 0.125% 07/15/2023 DD 07/15/20 | 100,000 | 99,277 | |
| | U S TREASURY NOTE | 0.125% 08/15/2023 DD 08/15/20 | 7,698,000 | 7,635,153 | |
| | U S TREASURY NOTE | 0.125% 08/31/2022 DD 08/31/20 | 700,000 | 699,398 | |
| | U S TREASURY NOTE | 0.125% 09/30/2022 DD 09/30/20 | 5,400,000 | 5,392,828 | |
| | U S TREASURY NOTE | 0.125% 10/31/2022 DD 10/31/20 | 4,390,000 | 4,382,626 | |
| | U S TREASURY NOTE | 0.125% 11/30/2022 DD 11/30/20 | 3,000,000 | 2,993,203 | |
| | U S TREASURY NOTE | 0.125% 12/15/2023 DD 12/15/20 | 1,365,000 | 1,349,324 | |
| | U S TREASURY NOTE | 0.125% 12/31/2022 DD 12/31/20 | 6,000,000 | 5,981,483 | |
| | U S TREASURY NOTE | 0.250% 03/15/2024 DD 03/15/21 | 8,880,000 | 8,773,856 | |
| | U S TREASURY NOTE | 0.250% 05/15/2024 DD 05/15/21 | 59,402,000 | 58,592,184 | |
| | U S TREASURY NOTE | 0.250% 06/15/2024 DD 06/15/21 | 3,355,000 | 3,305,592 | |
| | U S TREASURY NOTE | 0.250% 06/30/2025 DD 06/30/20 | 7,622,000 | 7,404,952 | |
| | U S TREASURY NOTE | 0.250% 08/31/2025 DD 08/31/20 | 2,715,000 | 2,630,050 | |
| | U S TREASURY NOTE | 0.250% 09/30/2023 DD 09/30/21 | 1,000,000 | 992,969 | |
| | U S TREASURY NOTE | 0.250% 09/30/2025 DD 09/30/20 | 4,355,000 | 4,217,205 | |
| | U S TREASURY NOTE | 0.375% 04/15/2024 DD 04/15/21 | 3,895,000 | 3,855,898 | |
| | U S TREASURY NOTE | 0.375% 04/30/2025 DD 04/30/20 | 19,331,400 | 18,902,485 | |
| | U S TREASURY NOTE | 0.375% 08/15/2024 DD 08/15/21 | 7,600,000 | 7,499,656 | |
| | U S TREASURY NOTE | 0.375% 09/30/2027 DD 09/30/20 | 5,740,000 | 5,433,045 | |
| | U S TREASURY NOTE | 0.500% 02/28/2026 DD 02/28/21 | 5,760,000 | 5,596,425 | |
| | U S TREASURY NOTE | 0.500% 03/31/2025 DD 03/31/20 | 2,232,000 | 2,194,945 | |
| | U S TREASURY NOTE | 0.625% 05/15/2030 DD 05/15/20 | 15,545,000 | 14,534,575 | |
| | U S TREASURY NOTE | 0.625% 07/31/2026 DD 07/31/21 | 5,023,000 | 4,884,279 | |
| | U S TREASURY NOTE | 0.625% 11/30/2027 DD 11/30/20 | 5,000 | 4,789 | |
| | U S TREASURY NOTE | 0.750% 03/31/2026 DD 03/31/21 | 465,000 | 456,172 | |
| | U S TREASURY NOTE | 0.750% 04/30/2026 DD 04/30/21 | 950,000 | 931,186 | |
| | U S TREASURY NOTE | 0.750% 05/31/2026 DD 05/31/21 | 6,364,000 | 6,233,240 | |
| | U S TREASURY NOTE | 0.750% 08/31/2026 DD 08/31/21 | 1,862,000 | 1,820,323 | |
| | U S TREASURY NOTE | 0.750% 11/15/2024 DD 11/15/21 | 17,010,000 | 16,914,319 | |
| | U S TREASURY NOTE | 0.750% 12/31/2023 DD 12/31/21 | 3,780,000 | 3,780,738 | |
| | U S TREASURY NOTE | 0.875% 06/30/2026 DD 06/30/21 | 2,191,000 | 2,156,252 | |
| | U S TREASURY NOTE | 1.000% 07/31/2028 DD 07/31/21 | 510,000 | 496,513 | |
| | U S TREASURY NOTE | 1.000% 12/15/2024 DD 12/15/21 | 4,875,000 | 4,880,332 | |
| | U S TREASURY NOTE | 1.250% 03/31/2028 DD 03/31/21 | 2,810,000 | 2,784,973 | |
| | U S TREASURY NOTE | 1.250% 08/15/2031 DD 08/15/21 | 578,000 | 565,085 | |
| | U S TREASURY NOTE | 1.250% 11/30/2026 DD 11/30/21 | 5,550,000 | 5,546,531 | |
| | U S TREASURY NOTE | 1.250% 12/31/2026 DD 12/31/21 | 1,300,000 | 1,298,578 | |
| | U S TREASURY NOTE | 1.375% 02/15/2023 DD 02/15/20 | 100,000 | 101,043 | |
| | U S TREASURY NOTE | 1.375% 10/31/2028 DD 10/31/21 | 6,720,000 | 6,692,700 | |
| | U S TREASURY NOTE | 1.375% 11/15/2031 DD 11/15/21 | 6,675,000 | 6,590,520 | |
| | U S TREASURY NOTE | 1.375% 12/31/2028 DD 12/31/21 | 1,500,000 | 1,493,203 | |
| | U S TREASURY NOTE | 1.500% 08/15/2022 DD 08/15/19 | 2,300,000 | 2,317,699 | |
| | U S TREASURY NOTE | 1.500% 09/15/2022 DD 09/15/19 | 170,000 | 171,454 | |
| | U S TREASURY NOTE | 1.500% 11/30/2024 DD 11/30/19 | 700,000 | 710,992 | |
| | U S TREASURY NOTE | 1.500% 11/30/2028 DD 11/30/21 | 66,000 | 66,258 | |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|-----|--|---|--------------------|-----------|--------------------|
| | Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value |
| | U S TREASURY NOTE | 1.750% 07/15/2022 DD 07/15/19 | 1,605,000 | | 1,617,853 |
| | U S TREASURY NOTE | 1.875% 06/30/2026 DD 06/30/19 | 4,895,000 | | 5,031,907 |
| | U S TREASURY NOTE | 1.875% 07/31/2026 DD 07/31/19 | 1,445,000 | | 1,485,923 |
| | U S TREASURY NOTE | 2.125% 03/31/2024 DD 03/31/17 | 7,945,000 | | 8,177,143 |
| | U S TREASURY NOTE | 2.125% 05/31/2026 DD 05/31/19 | 4,310,000 | | 4,476,676 |
| | U S TREASURY NOTE | 2.375% 08/15/2024 DD 08/15/14 | 64,500,000 | | 66,971,660 |
| | U S TREASURY NOTE | 2.625% 12/31/2025 DD 12/31/18 | 4,860,000 | | 5,138,691 |
| | U S TREASURY NOTE | 3.000% 10/31/2025 DD 10/31/18 | 1,220,000 | | 1,304,780 |
| | US TREAS-CPI INFLAT | 0.125% 07/15/2024 DD 07/15/14 | 20,012,620 | | 21,332,234 |
| | US TREAS-CPI INFLAT | 0.125% 10/15/2024 DD 10/15/19 | 13,838,438 | | 14,779,946 |
| | US TREAS-CPI INFLAT | 0.125% 10/15/2026 DD 10/15/21 | 14,698,138 | | 15,983,093 |
| | US TREAS-CPI INFLAT | 0.125%001/15/2031 DD 01/15/21 | 14,216,162 | | 15,915,870 |
| | US TREAS-CPI INFLAT | 0.250% 07/15/2029 DD 07/15/19 | 13,750,447 | | 15,406,008 |
| | US TREAS-CPI INFLAT | 0.375% 07/15/2023 DD 07/15/13 | 15,018,848 | | 15,790,675 |
| | US TREAS-CPI INFLAT | 2.375% 01/15/2025 DD 07/15/04 | 14,332,102 | | 16,320,463 |
| | US TREAS-CPI INFLAT | 3.625% 04/15/2028 DD 04/15/98 | 15,762,789 | | 20,940,156 |
| | TOTAL U. S. GOVERNMENT/U.S. AGENCY SECURITIES | | 775,616,574 | \$ | 804,441,704 |
| | FIXED INCOME SECURITIES AND REPURCHASE AGREEMENTS ACQUIRED WITH CASH COLLATERAL | | | | |
| | Repo | IND D (Agency MBS & Pass Throughs | 2,638,402 | \$ | 2,638,402 |
| | Repo | BETHESDA D (Agency MBS & Pass T | 3,236,600 | | 3,236,600 |
| | Repo | CANTOR D (Agency MBS & Pass Thr | 18,454,946 | | 18,454,946 |
| | Repo | STONEX D (Agency MBS & Pass Thrc | 3,748,648 | | 3,748,648 |
| | Repo | MIRAE D (Agency MBS & Pass Throu | 8,310,587 | | 8,310,587 |
| | Repo | CF D (Agency MBS & Pass Throughs) | 6,348,951 | | 6,348,951 |
| | Repo | SWIB A Bi-lateral (T Bills, Notes, Bonc | 15,694,082 | | 15,694,082 |
| | Repo | BNP O ("A" Corps, A1/P1 Money Mark | 4,943,995 | | 4,943,995 |
| | Repo | BNP R (EQUITIES) 1/3/2022 | 12,656,893 | | 12,656,893 |
| | Repo | MIRAE R (EQUITIES) 1/3/2022 | 2,539,701 | | 2,539,701 |
| | Repo | SOCIETE R (EQUITIES) 1/3/2022 | 30,023,034 | | 30,023,034 |
| | Repo | TD R (EQUITIES) 1/3/2022 | 8,693,443 | | 8,693,443 |
| | Repo | ING R (EQUITIES) 1/3/2022 | 4,038,296 | | 4,038,296 |
| | Repo | NOMURA D (Agency MBS & Pass Th | 30,314,502 | | 30,314,502 |
| | Repo | CITI R (EQUITIES) 2/4/2022 | 12,450,000 | | 12,450,000 |
| | Repo | BNP R (EQUITIES) 2/4/2022 | 15,900,000 | | 15,900,000 |
| | Repo | ROYAL R (EQUITIES) 2/4/2022 | 4,300,000 | | 4,300,000 |
| | Repo | ROYAL R (EQUITIES) 2/4/2022 | 9,800,000 | | 9,800,000 |
| | Repo | JP S (Equities, Russell 1K) 2/7/2022 | 23,200,000 | | 23,200,000 |
| | Repo | BNP R (EQUITIES) 4/6/2022 | 13,000,000 | | 13,000,000 |
| | Repo | BOFA R (EQUITIES) 4/7/2022 | 6,500,000 | | 6,500,000 |
| | Repo | CITI R (EQUITIES) 5/9/2022 | 7,700,000 | | 7,700,000 |
| | Repo | MORGAN, R (EQUITIES) 6/22/2022 | 21,600,000 | | 21,600,000 |
| | Floating Rate Notes | DNB BANK ASA 42DIB 0.2769% 01/0 | 6,525,000 | | 6,525,044 |
| | Floating Rate Notes | SWEDBANK AB (NEW YORK) CDI (| 1,300,000 | | 1,300,008 |
| | Floating Rate Notes | COOPERAT RABOBANK UA/NY 1/1 | 1,600,000 | | 1,600,203 |
| | Floating Rate Notes | COOPERAT RABOBANK UA/NY 1/1 | 3,550,000 | | 3,550,450 |
| | Floating Rate Notes | NATIXIS SA (NEW YORK) 1/11/2022 | 725,000 | | 725,010 |
| | Floating Rate Notes | DNB BANK ASA 42DIB 0.2638% 01/1 | 3,550,000 | | 3,550,045 |
| | Floating Rate Notes | OVERSEA-CHINESE BANKING COF | 3,650,000 | | 3,650,048 |
| | Floating Rate Notes | WESTPAC BANKING CORP NY 1/14 | 4,100,000 | | 4,100,052 |
| | Floating Rate Notes | NATIXIS SA (NEW YORK) CDI 0.26 | 6,900,000 | | 6,900,242 |
| | Floating Rate Notes | BANK OF NOVA SCOTIA 1/21/2022 | 6,800,000 | | 6,800,357 |
| | Floating Rate Notes | CREDIT AGRICOLE CIB NY 1/21/20 | 6,450,000 | | 6,450,112 |
| | Floating Rate Notes | NEW YORK LIFE GLOBAL FDG 1/21 | 600,000 | | 600,044 |
| | Floating Rate Notes | NORDEA BANK ABP (NEW YORK) | 6,525,000 | | 6,525,132 |
| | Floating Rate Notes | BANK OF MONTREAL (CHICAGO). | 6,700,000 | | 6,700,317 |
| | Floating Rate Notes | ROYAL BANK OF CANADA 2/1/2022 | 120,000 | | 120,053 |
| | Floating Rate Notes | BNP PARIBAS (NEW YORK) CDI 0. | 7,000,000 | | 7,000,484 |
| | Floating Rate Notes | NATIXIS SA (NEW YORK) CDI 0.20 | 4,275,000 | | 4,275,255 |
| | Floating Rate Notes | ROYAL BANK OF CANADA (NEW Y | 925,000 | | 925,050 |
| | Floating Rate Notes | BANK OF MONTREAL CHICAGO 2/ | 9,750,000 | | 9,750,202 |
| | Floating Rate Notes | SWEDBANK AB (NEW YORK) 3/2/2 | 3,900,000 | | 3,900,258 |
| | Floating Rate Notes | BARCLAYS BANK PLC (NEW YORK) | 6,825,000 | | 6,824,859 |
| | Floating Rate Notes | BANK OF AMERICA NA CREDIT 0.1 | 5,650,000 | | 5,649,416 |
| | Floating Rate Notes | SVENSKA HANDELSBANKEN AB (I | 2,175,000 | | 2,175,562 |
| | Floating Rate Notes | ROYAL BANK OF CANADA NY 3/11 | 2,350,000 | | 2,350,673 |
| | Floating Rate Notes | NORDEA BANK ABP (NEW YORK) | 2,200,000 | | 2,201,019 |
| | Floating Rate Notes | COOPERATIEVE RABOBANK UA (P | 250,000 | | 249,995 |
| | Floating Rate Notes | OVERSEA-CHINESE BANKING COF | 5,300,000 | | 5,299,935 |
| | Floating Rate Notes | CREDIT INDUST ET COMM NY 4/28 | 1,600,000 | | 1,600,425 |
| | Floating Rate Notes | NATIONAL AUSTRALIA BANK LTE | 5,500,000 | | 5,500,944 |
| | Floating Rate Notes | BANK OF MONTREAL (CHICAGO) : | 2,900,000 | | 2,900,588 |
| | Floating Rate Notes | SWEDBANK (NEW YORK) 5/6/2022 | 6,400,000 | | 6,400,494 |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|-------------------------------------|-----------------|---------|-----------------------|-----|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| Floating Rate Notes | AUST & NZ BANKING GROUP 42DI | 7,000,000 | | 7,000,227 | |
| Floating Rate Notes | CREDIT INDUST ET COMM NY 5/16 | 7,000,000 | | 6,999,445 | |
| Floating Rate Notes | CREDIT AGRICOLE CIB (NEW YORK) | 7,950,000 | | 7,950,460 | |
| Floating Rate Notes | AUST & NZ BANKING GROUP 5/19/ | 1,500,000 | | 1,503,412 | |
| Floating Rate Notes | SUMITOMO MITSUI BANKING COF | 4,375,000 | | 4,375,828 | |
| Floating Rate Notes | ROYAL BANK OF CANADA NY 5/27 | 1,800,000 | | 1,800,164 | |
| Floating Rate Notes | TORONTO-DOMINION BANK (NEW YORK) | 4,700,000 | | 4,700,480 | |
| Floating Rate Notes | BANK OF MONTREAL (CHICAGO) C | 1,425,000 | | 1,425,013 | |
| Floating Rate Notes | OVERSEA-CHINESE BANKING COF | 2,700,000 | | 2,698,917 | |
| Floating Rate Notes | BNP PARIBAS (NEW YORK) 6/22/20 | 2,700,000 | | 2,698,989 | |
| Floating Rate Notes | WESTPAC BANKING 6/22/2022 | 2,600,000 | | 2,599,213 | |
| Floating Rate Notes | CREDIT AGRICOLE CIB NY. 7/8/202 | 3,200,000 | | 3,199,614 | |
| Floating Rate Notes | COMMONWEALTH BANK OF AUST | 3,400,000 | | 3,397,580 | |
| Floating Rate Notes | NATIXIS SA (NEW YORK) CDI 0.2% | 2,925,000 | | 2,923,879 | |
| Floating Rate Notes | SVENSKA HANDELSBANKEN AB (NEW YORK) | 4,400,000 | | 4,399,923 | |
| Floating Rate Notes | ROYAL BANK OF CANADA (NEW YORK) | 4,800,000 | | 4,797,762 | |
| Floating Rate Notes | SWEDBANK AB (NEW YORK) CDI C | 6,500,000 | | 6,500,347 | |
| Floating Rate Notes | COMMONWEALTH BANK AUST 42 | 2,900,000 | | 2,898,088 | |
| Floating Rate Notes | BANK OF NOVA SCOTIA (HOUSTON) | 2,125,000 | | 2,123,951 | |
| Floating Rate Notes | BANK OF NOVA SCOTIA HOUS 8/5/ | 1,800,000 | | 1,799,111 | |
| Floating Rate Notes | CREDIT SUISSE AG (NEW YORK) C | 7,025,000 | | 7,020,686 | |
| Floating Rate Notes | BANK OF NOVA SCOTIA HOUS 8/15 | 3,000,000 | | 2,998,519 | |
| Floating Rate Notes | BNP PARIBAS NEW YORK 9/9/2022 | 7,200,000 | | 7,194,261 | |
| Floating Rate Notes | HSBC BANK USA NA CDI 0.28% 15/ | 2,375,000 | | 2,374,388 | |
| Floating Rate Notes | NATIONAL AUSTRALI BANK L 10/1 | 6,100,000 | | 6,094,172 | |
| Floating Rate Notes | SVENSKA HANDELSBANKEN AB (NEW YORK) | 6,450,000 | | 6,449,159 | |
| Floating Rate Notes | BANK OF NOVA SCOTIA (HOUSTON) | 6,800,000 | | 6,797,145 | |
| Floating Rate Notes | CREDIT SUISSE AG (NEW YORK) C | 5,000,000 | | 4,994,730 | |
| Floating Rate Notes | CREDIT SUISSE AG (NEW YORK) C | 3,550,000 | | 3,546,525 | |
| Floating Rate Notes | TOYOTA MOTOR CREDIT CORP 2/1 | 8,000,000 | | 7,986,321 | |
| Commercial Paper | SANTANDER UK PLC (LONDON) CI | 3,750,000 | | 3,749,719 | |
| Commercial Paper | MITSUBISHI UFJ TRUST AND BANKING | 2,125,000 | | 2,124,292 | |
| Commercial Paper | MITSUBISHI UFJ TRUST AND BANKING | 3,425,000 | | 3,423,685 | |
| Commercial Paper | SHEFFIELD RECEIVABLES COMPANY | 3,025,000 | | 3,023,615 | |
| Commercial Paper | SHEFFIELD RECEIVABLES COMPANY | 2,050,000 | | 2,048,938 | |
| Commercial Paper | SUMITOMO MITSUI TRUST BANK, LIMITED | 3,700,000 | | 3,697,787 | |
| Commercial Paper | ING (US) FUNDING LLC CP 0.245% 1/ | 6,100,000 | | 6,096,053 | |
| Commercial Paper | OLD LINE FUNDING LLC ABCP 0.2% | 4,350,000 | | 4,346,211 | |
| Commercial Paper | DBS BANK LTD 42D 0.3% 06/01/2022 | 4,750,000 | | 4,744,286 | |
| Certificate of Deposit | LANDESBANK BADEN-WURTTTEMI | 3,200,000 | | 3,200,026 | |
| Certificate of Deposit | MIZUHO BANK LTD (NEW YORK) C | 6,950,000 | | 6,950,299 | |
| Certificate of Deposit | BAYERISCHE LANDESBANK (NEW YORK) | 6,650,000 | | 6,650,299 | |
| Certificate of Deposit | MIZUHO BANK LTD/NY 1/28/2022 | 3,100,000 | | 3,100,195 | |
| Certificate of Deposit | BAYERISCHE LANDESBANK (NEW YORK) | 5,350,000 | | 5,350,262 | |
| Certificate of Deposit | SOCIETE GENERALE SA (NEW YORK) | 8,125,000 | | 8,125,455 | |
| Certificate of Deposit | MITSUBISHI UFJ TRUST AND BANKING | 5,350,000 | | 5,349,893 | |
| Certificate of Deposit | MITSUBISHI UFJ TRUST AND BANKING | 6,675,000 | | 6,674,826 | |
| Certificate of Deposit | OVERSEA-CHINESE BK CO NY CDI | 3,775,000 | | 3,775,517 | |
| Certificate of Deposit | LANDESBANK BADEN-WURTTTEMI | 7,025,000 | | 7,024,845 | |
| Certificate of Deposit | BANCO SANTANDER SA/NY 4/14/20 | 3,225,000 | | 3,224,774 | |
| Certificate of Deposit | SUMITOMO MITSUI BANKING COF | 2,000,000 | | 1,999,464 | |
| Certificate of Deposit | SUMITOMO MITSUI TRUST BANK, LIMITED | 3,350,000 | | 3,349,688 | |
| Certificate of Deposit | BARCLAYS BANK PLC (NEW YORK) | 3,050,000 | | 3,049,009 | |
| Certificate of Deposit | SUMITOMO MITSUI TRUST NY 5/11 | 2,525,000 | | 2,524,750 | |
| Certificate of Deposit | CREDIT SUISSE AG (NEW YORK) C | 3,250,000 | | 3,249,987 | |
| Certificate of Deposit | BANCO SANTANDER SA (NEW YORK) | 6,950,000 | | 6,950,049 | |
| Certificate of Deposit | SUMITOMO MITSUI TRUST BANK, LIMITED | 3,100,000 | | 3,099,603 | |
| Certificate of Deposit | NATIXIS SA (NEW YORK) CDI 0.27% | 3,900,000 | | 3,900,125 | |
| Certificate of Deposit | SUMITOMO MITSUI TRUST BANK, LIMITED | 400,000 | | 399,958 | |
| Certificate of Deposit | SUMITOMO MITSUI TRUST BANK, LIMITED | 6,375,000 | | 6,374,337 | |
| Time Deposits | MIZUHO BANK LTD (NEW YORK) T | 20,970,000 | | 20,970,000 | |
| Time Deposits | LANDESBANK BADEN-WURTTTEMI | 8,450,000 | | 8,450,000 | |
| Payable/Receivable | | | | 123,212 | |
| Payable/Receivable | | | | (116,437) | |
| Payable/Receivable | | | | 12,901 | |
| TOTAL FIXED INCOME SECURITIES AND REPURCHASE AGREEMENTS ACQUIRED WITH CASH COLLATERAL | | | | \$ 680,460,288 | |
| OTHER INVESTMENTS | | | | | |
| AMSTERDAM INDEX FUTURE (EOE) | EXP JAN 22 | 31 | | \$ 125,011 | |
| ARGENTINE REPUBLIC GOVERNMENT | 1.000% 07/09/2029 DD 09/04/20 | 43,905 | | 15,916 | |
| ARGENTINE REPUBLIC GOVERNMENT | STEP 07/09/2030 DD 09/04/2020 | 399,703 | | 139,900 | |
| ARGENTINE REPUBLIC GOVERNMENT | STEP 07/09/2035 DD 09/04/2020 | 732,286 | | 234,339 | |
| ASIAN INFRASTRUCTURE INVESTMEN | 0.500% 10/30/2024 DD 09/16/21 | 760,000 | | 749,998 | |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|--------------------------------|-----------------|---------|--------------|-----|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| BRAZILIAN GOVERNMENT INTERNATI | 3.875% 06/12/2030 DD 06/10/20 | 545,000 | | 528,650 | |
| CAC40 10 EURO FUTURE (EOP) | EXP JAN 22 | 241 | | 489,500 | |
| CHILE GOVERNMENT INTERNATIONAL | 2.450% 01/31/2031 DD 05/12/20 | 270,000 | | 268,315 | |
| CHILE GOVERNMENT INTERNATIONAL | 2.550% 01/27/2032 DD 01/27/20 | 200,000 | | 199,500 | |
| CHILE GOVERNMENT INTERNATIONAL | 2.550% 07/27/2033 DD 07/27/21 | 960,000 | | 933,600 | |
| CHILE GOVERNMENT INTERNATIONAL | 3.240% 02/06/2028 DD 02/06/18 | 1,000,000 | | 1,053,760 | |
| COLOMBIA GOVERNMENT INTERNATIO | 3.000% 01/30/2030 DD 01/30/20 | 390,000 | | 356,460 | |
| COLOMBIA GOVERNMENT INTERNATIO | 3.125% 04/15/2031 DD 06/04/20 | 345,000 | | 309,327 | |
| COLOMBIA GOVERNMENT INTERNATIO | 3.250% 04/22/2032 DD 04/22/21 | 320,000 | | 287,600 | |
| COLOMBIA GOVERNMENT INTERNATIO | 3.875% 04/25/2027 DD 01/25/17 | 649,000 | | 653,868 | |
| COLOMBIA GOVERNMENT INTERNATIO | 4.500% 01/28/2026 DD 09/28/15 | 617,000 | | 645,542 | |
| COLOMBIA GOVERNMENT INTERNATIO | 4.500% 03/15/2029 DD 10/12/18 | 130,000 | | 132,926 | |
| DAX INDEX FUTURE (EUX) | EXP MAR 22 | 4 | | 37,959 | |
| EGYPT GOVERNMENT INTERNAT 144A | 7.300% 09/30/2033 DD 09/30/21 | 500,000 | | 460,020 | |
| EIS EL EQS-AQR13433908-M7JP IN | P MUTKCALM 2022 MAR 16 | 112,761 | | 2,479,420 | |
| EIS EL EQS-AQR13433916-NDEUIS | P OBFR01 0.0051 BPS 2022 MAR 1 | 279 | | 50,571 | |
| EIS EL EQS-AQR13433934-M7IT IN | P ESTRON -0.0001 BPS 2022 MAR | 6,077 | | 903,099 | |
| EIS EL EQS-AQR13433936-M7ES IN | R ESTRON -0.0008 BPS 2022 MAR | (31,996) | | (6,979,170) | |
| EIS EL EQS-AQR13433940-M7CH IN | P SSARON 0.0009 BPS 2022 MAR 1 | 366 | | 1,610,340 | |
| EIS FL EQS-AQR13433908-M7JP IN | P MUTKCALM 2022 MAR 16 | (286,769,265) | | (2,490,277) | |
| EIS FL EQS-AQR13433916-NDEUIS | P OBFR01 0.0051 BPS 2022 MAR 1 | (50,419) | | (50,429) | |
| EIS FL EQS-AQR13433934-M7IT IN | P ESTRON -0.0001 BPS 2022 MAR | (784,419) | | (892,038) | |
| EIS FL EQS-AQR13433936-M7ES IN | R ESTRON -0.0008 BPS 2022 MAR | 6,068,681 | | 6,901,120 | |
| EIS FL EQS-AQR13433940-M7CH IN | P SSARON 0.0009 BPS 2022 MAR 1 | (1,445,264) | | (1,585,875) | |
| E-MINI RUSS 2000 FUTURE (CME) | EXP MAR 22 | 35 | | 66,656 | |
| EXPORT-IMPORT BANK OF KOR REGS | 6.750% 08/09/2022 | 6,200,000 | | 84,015 | |
| FTSE 100 INDEX FUTURE (ICF) | EXP MAR 22 | (157) | | (217,753) | |
| FTSE/MIB INDEX FUTURE (MIL) | EXP MAR 22 | 80 | | 307,330 | |
| HANG SENG INDEX FUTURE (HKG) | EXP JAN 22 | (28) | | (49,106) | |
| HUNGARY GOVERNMENT INTERNATION | 7.625% 03/29/2041 DD 03/29/11 | 92,000 | | 150,241 | |
| IBEX 35 INDEX FUTURE (MFM) | EXP JAN 22 | (33) | | (138,120) | |
| INDONESIA GOVERNMENT INTE 144A | 4.350% 01/08/2027 DD 12/08/16 | 1,695,000 | | 1,886,474 | |
| INDONESIA GOVERNMENT INTE 144A | 6.750% 01/15/2044 DD 01/15/14 | 211,000 | | 312,026 | |
| INDONESIA GOVERNMENT INTERNATI | 2.850% 02/14/2030 DD 01/14/20 | 995,000 | | 1,036,615 | |
| INDONESIA GOVERNMENT INTERNATI | 3.400% 09/18/2029 DD 06/18/19 | 375,000 | | 404,923 | |
| INDONESIA GOVERNMENT INTERNATI | 4.100% 04/24/2028 DD 04/24/18 | 271,000 | | 302,204 | |
| INTERNATIONAL BANK FOR RECONST | 0.000% 09/17/2030 DD 09/17/90 | 1,090,000 | | 913,008 | |
| INTERNATIONAL FINANCE CORP | 5.850% 11/25/2022 DD 11/16/17 | 7,080,000 | | 95,852 | |
| KAZAKHSTAN GOVERNMENT INT 144A | 4.875% 10/14/2044 DD 10/14/14 | 200,000 | | 245,564 | |
| KAZAKHSTAN GOVERNMENT INT 144A | 6.500% 07/21/2045 DD 07/21/15 | 410,000 | | 587,579 | |
| MEXICAN BONOS | 6.750% 03/09/2023 | 8,110,600 | | 396,589 | |
| MEXICAN BONOS | 8.500% 11/18/2038 | 4,845,700 | | 249,152 | |
| MEXICO GOVERNMENT INTERNATIONA | 3.750% 01/11/2028 DD 01/11/18 | 1,973,000 | | 2,118,193 | |
| MEXICO GOVERNMENT INTERNATIONA | 4.150% 03/28/2027 DD 03/28/17 | 432,000 | | 477,364 | |
| MEXICO GOVERNMENT INTERNATIONA | 4.500% 04/22/2029 DD 01/22/19 | 2,170,000 | | 2,414,472 | |
| MEXICO GOVERNMENT INTERNATIONA | 4.600% 02/10/2048 DD 10/10/17 | 200,000 | | 213,002 | |
| MEXICO GOVERNMENT INTERNATIONA | 4.750% 04/27/2032 DD 04/27/20 | 200,000 | | 226,100 | |
| MSCI SING IX ETS FUTURE (SGX) | EXP JAN 22 | 92 | | 19,859 | |
| NEW YORK ST DORM AUTH ST PERSO | 5.000% 02/15/2031 DD 01/03/20 | 465,000 | | 602,247 | |
| OESTERREICHISCHE KONTROLLBANK | 0.500% 09/16/2024 DD 09/16/21 | 825,000 | | 814,036 | |
| OMAN GOVERNMENT INTERNATI 144A | 5.625% 01/17/2028 DD 01/17/18 | 600,000 | | 636,000 | |
| OMXS30 INDEX FUT (SSE) | EXP JAN 22 | 8 | | 4,668 | |
| ONTARIO TEACHERS' FINANCE 144A | 1.375% 04/15/2025 DD 04/15/20 | 800,000 | | 805,897 | |
| PANAMA GOVERNMENT INTERNATIONA | 3.160% 01/23/2030 DD 07/23/19 | 375,000 | | 388,129 | |
| PANAMA GOVERNMENT INTERNATIONA | 3.875% 03/17/2028 DD 03/17/16 | 495,000 | | 533,862 | |
| PANAMA GOVERNMENT INTERNATIONA | 4.500% 04/01/2056 DD 04/01/20 | 805,000 | | 886,716 | |
| PERUVIAN GOVERNMENT INTERNATIO | 2.783% 01/23/2031 DD 04/23/20 | 427,000 | | 424,869 | |
| PERUVIAN GOVERNMENT INTERNATIO | 3.300% 03/11/2041 DD 03/10/21 | 62,000 | | 62,001 | |
| PERUVIAN GOVERNMENT INTERNATIO | 4.125% 08/25/2027 DD 08/25/15 | 220,000 | | 241,727 | |
| PERUVIAN GOVERNMENT INTERNATIO | 5.625% 11/18/2050 DD 11/18/10 | 243,000 | | 341,417 | |
| PHILIPPINE GOVERNMENT INTERNAT | 1.648% 06/10/2031 DD 12/10/20 | 200,000 | | 193,545 | |
| PHILIPPINE GOVERNMENT INTERNAT | 2.457% 05/05/2030 DD 05/05/20 | 265,000 | | 273,292 | |
| PHILIPPINE GOVERNMENT INTERNAT | 3.000% 02/01/2028 DD 02/01/18 | 1,000,000 | | 1,072,335 | |
| PROVINCE OF MANITOBA CANADA | 1.500% 10/25/2028 DD 10/25/21 | 1,835,000 | | 1,811,799 | |
| PROVINCE OF QUEBEC CANADA | 2.500% 04/20/2026 DD 04/20/16 | 725,000 | | 759,516 | |
| QATAR GOVERNMENT INTERNAT 144A | 3.750% 04/16/2030 DD 04/16/20 | 200,000 | | 224,260 | |
| QATAR GOVERNMENT INTERNAT 144A | 4.000% 03/14/2029 DD 03/14/19 | 640,000 | | 721,011 | |
| QATAR GOVERNMENT INTERNAT 144A | 4.400% 04/16/2050 DD 04/16/20 | 1,025,000 | | 1,273,349 | |
| REPUBLIC OF ITALY GOVERNMENT I | 0.875% 05/06/2024 DD 05/06/21 | 765,000 | | 756,390 | |
| REPUBLIC OF ITALY GOVERNMENT I | 1.250% 02/17/2026 DD 11/24/20 | 640,000 | | 623,210 | |
| REPUBLIC OF SOUTH AFRICA GOVER | 4.850% 09/30/2029 DD 09/30/19 | 400,000 | | 413,000 | |
| REPUBLIC OF SOUTH AFRICA GOVER | 5.375% 07/24/2044 DD 07/24/14 | 250,000 | | 238,645 | |
| ROMANIAN GOVERNMENT INTER 144A | 3.000% 02/14/2031 DD 07/14/20 | 496,000 | | 502,970 | |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|-------------------------------|-----------------|---------|--------------|------------|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| ROMANIAN GOVERNMENT INTER 144A | 4.000% 02/14/2051 DD 07/14/20 | 124,000 | | 123,809 | |
| RUSSIAN FOREIGN BOND - EU 144A | 4.250% 06/23/2027 | 1,200,000 | | 1,295,546 | |
| RUSSIAN FOREIGN BOND - EU 144A | 5.250% 06/23/2047 | 200,000 | | 253,008 | |
| S&P/TSE 60 INDEX FUTURES (MSE) | EXP MAR 22 | (29) | | (90,372) | |
| SAUDI GOVERNMENT INTERNAT 144A | 2.750% 02/03/2032 DD 02/03/20 | 200,000 | | 205,774 | |
| SAUDI GOVERNMENT INTERNAT 144A | 3.625% 03/04/2028 DD 10/04/17 | 404,000 | | 439,835 | |
| SAUDI GOVERNMENT INTERNAT 144A | 3.750% 01/21/2055 DD 02/03/20 | 660,000 | | 707,560 | |
| SAUDI GOVERNMENT INTERNAT 144A | 4.375% 04/16/2029 DD 01/16/19 | 2,400,000 | | 2,753,040 | |
| SPI 200 INDEX FUTURE (SFE) | EXP MAR 22 | (108) | | (148,991) | |
| SWISS MKT IX FUTURE (OTC) | EXP MAR 22 | 33 | | 148,608 | |
| TEL AVIV 35 IX FUTUREJ (OTC) | EXP 01/28/22 | 24 | | - | |
| TOPIX INDEX FUTURE (OSE) | EXP MAR 22 | 115 | | 285,217 | |
| URUGUAY GOVERNMENT INTERNATION | 4.375% 01/23/2031 DD 01/23/19 | 325,315 | | 374,522 | |
| URUGUAY GOVERNMENT INTERNATION | 4.375% 10/27/2027 DD 10/27/15 | 535,000 | | 601,212 | |
| URUGUAY GOVERNMENT INTERNATION | 4.500% 08/14/2024 DD 08/14/13 | 525,000 | | 555,849 | |
| URUGUAY GOVERNMENT INTERNATION | 5.100% 06/18/2050 DD 06/18/14 | 44,708 | | 59,037 | |
| US 10YR NOTE FUTURE (CBT) | EXP MAR 22 | (75) | | 13,476 | |
| US 10YR ULTRA FUTURE (CBT) | EXP MAR 22 | (163) | | (342,347) | |
| US 2YR TREAS NTS FUT (CBT) | EXP MAR 22 | 495 | | (63,726) | |
| US 5YR NOTE FUTURE (CBT) | EXP MAR 22 | (274) | | (11,229) | |
| US LONG BOND FUTURE (CBT) | EXP MAR 22 | (35) | | (45,117) | |
| US ULTRA BOND FUTURE (CBT) | EXP MAR 22 | (46) | | (189,426) | |
| | | | | \$ | 41,201,367 |
| FORWARD FOREIGN CURRENCY CONTRACTS | | | | | |
| Citibank NA | EUR USD 1/3/2022 | 1,719,448.25 | | \$ | (7,959) |
| Citibank NA | USD EUR 1/3/2022 | (1,718,101.77) | | | 9,305 |
| Citibank NA | AUD USD 3/16/2022 | 1,319,453.57 | | | (40,030) |
| Citibank NA | AUD USD 3/16/2022 | 242,387.34 | | | (1,222) |
| Citibank NA | AUD USD 3/16/2022 | 149,920.85 | | | (1,335) |
| Citibank NA | AUD USD 3/16/2022 | 356,221.23 | | | (4,829) |
| Citibank NA | AUD USD 3/16/2022 | 1,482,381.60 | | | (21,086) |
| Citibank NA | AUD USD 3/16/2022 | 49,092.58 | | | (1,811) |
| Citibank NA | AUD USD 3/16/2022 | 3,233,401.00 | | | (77,137) |
| Citibank NA | CAD USD 3/16/2022 | 295,361.16 | | | (4,626) |
| Citibank NA | CHF USD 3/16/2022 | 154,482.59 | | | (1,655) |
| Citibank NA | CHF USD 3/16/2022 | 1,191,994.39 | | | (11,916) |
| Citibank NA | CHF USD 3/16/2022 | 1,181,845.46 | | | (11,969) |
| Citibank NA | CHF USD 3/16/2022 | 1,188,728.78 | | | (11,774) |
| Citibank NA | CHF USD 3/16/2022 | 792,669.64 | | | (9,935) |
| Citibank NA | CHF USD 3/16/2022 | 792,149.02 | | | (10,456) |
| Citibank NA | CHF USD 3/16/2022 | 780,261.13 | | | (12,254) |
| Citibank NA | CHF USD 3/16/2022 | 1,181,854.17 | | | (18,651) |
| Citibank NA | CHF USD 3/16/2022 | 1,177,285.64 | | | (19,933) |
| Citibank NA | CHF USD 3/16/2022 | 1,179,389.37 | | | (19,473) |
| Citibank NA | CHF USD 3/16/2022 | 1,179,073.58 | | | (19,789) |
| Citibank NA | CHF USD 3/16/2022 | 2,358,674.13 | | | (39,051) |
| Citibank NA | CHF USD 3/16/2022 | 790,804.38 | | | (12,433) |
| Citibank NA | CHF USD 3/16/2022 | 790,536.66 | | | (12,702) |
| Citibank NA | CHF USD 3/16/2022 | 779,118.28 | | | (12,130) |
| Citibank NA | CHF USD 3/16/2022 | 3,238.35 | | | (60) |
| Citibank NA | CHF USD 3/16/2022 | 1,186,340.90 | | | (10,881) |
| Citibank NA | CHF USD 3/16/2022 | 1,229,384.45 | | | (11,253) |
| Citibank NA | CHF USD 3/16/2022 | 1,148,169.83 | | | (8,918) |
| Citibank NA | DKK USD 3/16/2022 | 2,676.36 | | | (3) |
| Citibank NA | DKK USD 3/16/2022 | 7,386.91 | | | (40) |
| Citibank NA | DKK USD 3/16/2022 | 17,474.48 | | | (136) |
| Citibank NA | DKK USD 3/16/2022 | 11,889.46 | | | (55) |
| Citibank NA | DKK USD 3/16/2022 | 7,700.44 | | | (33) |
| Citibank NA | DKK USD 3/16/2022 | 29,763.82 | | | (174) |
| Citibank NA | DKK USD 3/16/2022 | 16,002.92 | | | (153) |
| Citibank NA | DKK USD 3/16/2022 | 21,850.30 | | | (48) |
| Citibank NA | DKK USD 3/16/2022 | 8,228.78 | | | (40) |
| Citibank NA | DKK USD 3/16/2022 | 14,282.54 | | | (112) |
| Citibank NA | DKK USD 3/16/2022 | 5,472.78 | | | (40) |
| Citibank NA | DKK USD 3/16/2022 | 17,037.62 | | | (113) |
| Citibank NA | DKK USD 3/16/2022 | 3,572.65 | | | (26) |
| Citibank NA | DKK USD 3/16/2022 | 6,772.10 | | | (42) |
| Citibank NA | DKK USD 3/16/2022 | 27,662.22 | | | (208) |
| Citibank NA | DKK USD 3/16/2022 | 24,051.60 | | | (143) |
| Citibank NA | DKK USD 3/16/2022 | 24,802.07 | | | (82) |
| Citibank NA | DKK USD 3/16/2022 | 26,805.50 | | | (69) |
| Citibank NA | DKK USD 3/16/2022 | 2,054.17 | | | (13) |
| Citibank NA | DKK USD 3/16/2022 | 39,127.34 | | | (304) |
| Citibank NA | EUR USD 3/16/2022 | 652,395.76 | | | (7,573) |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|-------------------|-----------------|---------|--------------|----------|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| Citibank NA | EUR USD 3/16/2022 | 2,256.50 | | | (21) |
| Citibank NA | EUR USD 3/16/2022 | 11,883.24 | | | (75) |
| Citibank NA | EUR USD 3/16/2022 | 462,430.08 | | | (1,655) |
| Citibank NA | EUR USD 3/16/2022 | 1,720,634.72 | | | (9,291) |
| Citibank NA | EUR USD 3/16/2022 | 3,404.37 | | | (12) |
| Citibank NA | EUR USD 3/16/2022 | 2,608,788.76 | | | (12,296) |
| Citibank NA | EUR USD 3/16/2022 | 262,378.72 | | | (1,836) |
| Citibank NA | EUR USD 3/16/2022 | 227,469.27 | | | (2,011) |
| Citibank NA | EUR USD 3/16/2022 | 864,006.40 | | | (4,373) |
| Citibank NA | EUR USD 3/16/2022 | 12,438.34 | | | (89) |
| Citibank NA | EUR USD 3/16/2022 | 271,119.31 | | | (1,637) |
| Citibank NA | EUR USD 3/16/2022 | 295,002.17 | | | (1,101) |
| Citibank NA | EUR USD 3/16/2022 | 250,808.67 | | | (2,018) |
| Citibank NA | EUR USD 3/16/2022 | 2,432,941.16 | | | (19,021) |
| Citibank NA | GBP USD 3/16/2022 | 4,027.20 | | | (35) |
| Citibank NA | GBP USD 3/16/2022 | 9,287.73 | | | (190) |
| Citibank NA | GBP USD 3/16/2022 | 1,192,211.53 | | | (22,752) |
| Citibank NA | GBP USD 3/16/2022 | 1,191,145.09 | | | (23,819) |
| Citibank NA | GBP USD 3/16/2022 | 1,190,563.61 | | | (24,403) |
| Citibank NA | GBP USD 3/16/2022 | 724,284.28 | | | (13,613) |
| Citibank NA | GBP USD 3/16/2022 | 463,356.82 | | | (7,842) |
| Citibank NA | GBP USD 3/16/2022 | 1,135,597.50 | | | (18,621) |
| Citibank NA | GBP USD 3/16/2022 | 1,105,823.30 | | | (18,018) |
| Citibank NA | GBP USD 3/16/2022 | 1,046,698.40 | | | (16,396) |
| Citibank NA | GBP USD 3/16/2022 | 1,025,552.11 | | | (16,085) |
| Citibank NA | GBP USD 3/16/2022 | 4,191,398.96 | | | (54,605) |
| Citibank NA | GBP USD 3/16/2022 | 134,980.60 | | | (1,805) |
| Citibank NA | GBP USD 3/16/2022 | 1.34 | | | - |
| Citibank NA | GBP USD 3/16/2022 | 4,356,757.21 | | | (26,032) |
| Citibank NA | HKD USD 3/16/2022 | 160,006.74 | | | (58) |
| Citibank NA | HKD USD 3/16/2022 | 34,501.65 | | | (6) |
| Citibank NA | HKD USD 3/16/2022 | 17,246.53 | | | (7) |
| Citibank NA | HKD USD 3/16/2022 | 11,539.64 | | | (6) |
| Citibank NA | HKD USD 3/16/2022 | 20,324.90 | | | (8) |
| Citibank NA | HKD USD 3/16/2022 | 30,697.31 | | | (26) |
| Citibank NA | HKD USD 3/16/2022 | 14,357.73 | | | (10) |
| Citibank NA | HKD USD 3/16/2022 | 8,844.01 | | | (7) |
| Citibank NA | HKD USD 3/16/2022 | 65,213.60 | | | (18) |
| Citibank NA | HKD USD 3/16/2022 | 2,435.83 | | | (2) |
| Citibank NA | HKD USD 3/16/2022 | 14,301.51 | | | (2) |
| Citibank NA | HKD USD 3/16/2022 | 9,554.36 | | | (3) |
| Citibank NA | HKD USD 3/16/2022 | 36,609.85 | | | (15) |
| Citibank NA | HKD USD 3/16/2022 | 19,062.34 | | | 12 |
| Citibank NA | HKD USD 3/16/2022 | 8,408.48 | | | 6 |
| Citibank NA | HKD USD 3/16/2022 | 160,199.43 | | | 135 |
| Citibank NA | ILS USD 3/16/2022 | 1,593.89 | | | (14) |
| Citibank NA | ILS USD 3/16/2022 | 12,921.03 | | | 62 |
| Citibank NA | ILS USD 3/16/2022 | 4,034.34 | | | 16 |
| Citibank NA | ILS USD 3/16/2022 | 16,543.01 | | | 147 |
| Citibank NA | ILS USD 3/16/2022 | 12,984.96 | | | 125 |
| Citibank NA | ILS USD 3/16/2022 | 1,123.68 | | | (2) |
| Citibank NA | ILS USD 3/16/2022 | 8,062.88 | | | (135) |
| Citibank NA | ILS USD 3/16/2022 | 4,664.07 | | | 3 |
| Citibank NA | ILS USD 3/16/2022 | 6,070.88 | | | (37) |
| Citibank NA | ILS USD 3/16/2022 | 6,352.26 | | | (77) |
| Citibank NA | ILS USD 3/16/2022 | 3,025.46 | | | (29) |
| Citibank NA | ILS USD 3/16/2022 | 1,585.56 | | | (22) |
| Citibank NA | ILS USD 3/16/2022 | 4,927.58 | | | (55) |
| Citibank NA | ILS USD 3/16/2022 | 6,604.12 | | | 14 |
| Citibank NA | ILS USD 3/16/2022 | 8,558.81 | | | 39 |
| Citibank NA | ILS USD 3/16/2022 | 16,194.10 | | | (202) |
| Citibank NA | JPY USD 3/16/2022 | 357,624.92 | | | 323 |
| Citibank NA | JPY USD 3/16/2022 | 1,305,720.77 | | | 17,227 |
| Citibank NA | JPY USD 3/16/2022 | 192,668.00 | | | 2,380 |
| Citibank NA | JPY USD 3/16/2022 | 281,724.78 | | | 3,851 |
| Citibank NA | NOK USD 3/16/2022 | 2,006,534.52 | | | (26,698) |
| Citibank NA | NOK USD 3/16/2022 | 461,472.38 | | | (11,969) |
| Citibank NA | NOK USD 3/16/2022 | 1,503,980.37 | | | (55,188) |
| Citibank NA | NOK USD 3/16/2022 | 241,525.54 | | | (6,832) |
| Citibank NA | NOK USD 3/16/2022 | 953,380.48 | | | (24,589) |
| Citibank NA | SEK USD 3/16/2022 | 363,267.43 | | | (1,380) |
| Citibank NA | SEK USD 3/16/2022 | 3,625.36 | | | (22) |
| Citibank NA | SEK USD 3/16/2022 | 2,307,295.45 | | | (15,416) |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|-------------------|-----------------|---------|--------------|----------|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| Citibank NA | SEK USD 3/16/2022 | 1,522,586.87 | | | (15,904) |
| Citibank NA | SEK USD 3/16/2022 | 1,022,174.54 | | | (8,386) |
| Citibank NA | SEK USD 3/16/2022 | 986,764.11 | | | (9,868) |
| Citibank NA | SEK USD 3/16/2022 | 785,543.97 | | | 1,600 |
| Citibank NA | SEK USD 3/16/2022 | 166,343.94 | | | (38) |
| Citibank NA | SEK USD 3/16/2022 | 858,628.23 | | | 473 |
| Citibank NA | SEK USD 3/16/2022 | 148,771.15 | | | (536) |
| Citibank NA | SEK USD 3/16/2022 | 861,934.15 | | | 4,442 |
| Citibank NA | SEK USD 3/16/2022 | 77,802.78 | | | 331 |
| Citibank NA | SGD USD 3/16/2022 | 2,218.50 | | | (6) |
| Citibank NA | SGD USD 3/16/2022 | 3,329.57 | | | (7) |
| Citibank NA | SGD USD 3/16/2022 | 19,015.92 | | | (262) |
| Citibank NA | SGD USD 3/16/2022 | 8,775.22 | | | (122) |
| Citibank NA | SGD USD 3/16/2022 | 6,581.55 | | | (92) |
| Citibank NA | SGD USD 3/16/2022 | 7,297.85 | | | (117) |
| Citibank NA | SGD USD 3/16/2022 | 15,335.54 | | | (235) |
| Citibank NA | SGD USD 3/16/2022 | 16,497.46 | | | (186) |
| Citibank NA | SGD USD 3/16/2022 | 20,519.23 | | | (242) |
| Citibank NA | SGD USD 3/16/2022 | 30,756.25 | | | (386) |
| Citibank NA | SGD USD 3/16/2022 | 15,703.97 | | | (238) |
| Citibank NA | SGD USD 3/16/2022 | 20,798.76 | | | (333) |
| Citibank NA | SGD USD 3/16/2022 | 2,925.70 | | | (40) |
| Citibank NA | SGD USD 3/16/2022 | 6,588.74 | | | (85) |
| Citibank NA | SGD USD 3/16/2022 | 4,401.79 | | | (47) |
| Citibank NA | USD CAD 3/16/2022 | (391.17) | | | 5 |
| Citibank NA | USD CAD 3/16/2022 | (688,033.36) | | | 3,757 |
| Citibank NA | USD CAD 3/16/2022 | (34,640.45) | | | 187 |
| Citibank NA | USD CAD 3/16/2022 | (1,093,922.15) | | | 5,107 |
| Citibank NA | USD CAD 3/16/2022 | (632,549.26) | | | 8,969 |
| Citibank NA | USD CAD 3/16/2022 | (630,968.85) | | | 9,279 |
| Citibank NA | USD CAD 3/16/2022 | (631,450.18) | | | 8,798 |
| Citibank NA | USD CAD 3/16/2022 | (1,614,604.86) | | | 11,974 |
| Citibank NA | USD CAD 3/16/2022 | (948,022.34) | | | 12,985 |
| Citibank NA | USD CAD 3/16/2022 | (950,925.69) | | | 10,082 |
| Citibank NA | USD CAD 3/16/2022 | (1,294,848.36) | | | 13,143 |
| Citibank NA | USD CAD 3/16/2022 | (638,168.03) | | | 3,350 |
| Citibank NA | USD CAD 3/16/2022 | (635,548.42) | | | 4,700 |
| Citibank NA | USD CAD 3/16/2022 | (636,480.83) | | | 3,767 |
| Citibank NA | USD CAD 3/16/2022 | (555,172.76) | | | 2,257 |
| Citibank NA | USD CAD 3/16/2022 | (555,645.83) | | | 1,784 |
| Citibank NA | USD CAD 3/16/2022 | (407,391.33) | | | 1,599 |
| Citibank NA | USD AUD 3/16/2022 | (2,968,284.01) | | | 65,922 |
| Citibank NA | USD AUD 3/16/2022 | (2,980,036.39) | | | 54,169 |
| Citibank NA | USD AUD 3/16/2022 | (3,018,851.84) | | | 15,353 |
| Citibank NA | USD AUD 3/16/2022 | (3,036,699.36) | | | (2,495) |
| Citibank NA | USD CAD 3/16/2022 | (396,927.68) | | | 1,237 |
| Citibank NA | USD ILS 3/16/2022 | (2,253.45) | | | (3) |
| Citibank NA | USD EUR 3/16/2022 | (18,110.26) | | | 111 |
| Citibank NA | USD EUR 3/16/2022 | (309,414.56) | | | 1,968 |
| Citibank NA | USD EUR 3/16/2022 | (258,869.23) | | | 1,527 |
| Citibank NA | USD EUR 3/16/2022 | (259,154.89) | | | 1,241 |
| Citibank NA | USD EUR 3/16/2022 | (259,341.33) | | | 1,054 |
| Citibank NA | USD EUR 3/16/2022 | (259,356.65) | | | 1,039 |
| Citibank NA | USD EUR 3/16/2022 | (14,131.40) | | | 104 |
| Citibank NA | USD EUR 3/16/2022 | (258,382.18) | | | 2,013 |
| Citibank NA | USD EUR 3/16/2022 | (258,571.56) | | | 1,824 |
| Citibank NA | USD EUR 3/16/2022 | (258,898.89) | | | 1,497 |
| Citibank NA | USD EUR 3/16/2022 | (258,899.28) | | | 1,496 |
| Citibank NA | USD EUR 3/16/2022 | (179,848.96) | | | 1,337 |
| Citibank NA | USD EUR 3/16/2022 | (129,155.54) | | | 1,042 |
| Citibank NA | USD EUR 3/16/2022 | (255,866.45) | | | 3,299 |
| Citibank NA | USD EUR 3/16/2022 | (255,906.21) | | | 3,259 |
| Citibank NA | USD EUR 3/16/2022 | (256,250.06) | | | 2,915 |
| Citibank NA | USD EUR 3/16/2022 | (256,418.46) | | | 2,747 |
| Citibank NA | USD EUR 3/16/2022 | (256,105.11) | | | 3,059 |
| Citibank NA | USD EUR 3/16/2022 | (56,611.24) | | | 528 |
| Citibank NA | USD EUR 3/16/2022 | (1,345,052.22) | | | 7,911 |
| Citibank NA | USD DKK 3/16/2022 | (915.41) | | | 3 |
| Citibank NA | USD DKK 3/16/2022 | (76,701.83) | | | 324 |
| Citibank NA | USD DKK 3/16/2022 | (12,826.56) | | | 113 |
| Citibank NA | USD DKK 3/16/2022 | (205,688.19) | | | 1,118 |
| Citibank NA | USD DKK 3/16/2022 | (15,486.63) | | | 56 |
| Citibank NA | USD DKK 3/16/2022 | (18,200.03) | | | 176 |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|-------------------|-----------------|---------|--------------|-----|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| Citibank NA | USD DKK 3/16/2022 | (3,497.42) | | 25 | |
| Citibank NA | USD DKK 3/16/2022 | (17,456.46) | | 77 | |
| Citibank NA | USD CAD 3/16/2022 | (8,980.48) | | 122 | |
| Citibank NA | USD CAD 3/16/2022 | (477,565.59) | | 10,408 | |
| Citibank NA | USD CAD 3/16/2022 | (1,513,681.74) | | 35,328 | |
| Citibank NA | USD CAD 3/16/2022 | (822,227.19) | | 9,267 | |
| Citibank NA | USD CAD 3/16/2022 | (197,274.89) | | 3,772 | |
| Citibank NA | USD ILS 3/16/2022 | (20,090.12) | | 3 | |
| Citibank NA | USD ILS 3/16/2022 | (18,582.42) | | 225 | |
| Citibank NA | USD ILS 3/16/2022 | (2,530.81) | | 41 | |
| Citibank NA | USD ILS 3/16/2022 | (5,413.81) | | 51 | |
| Citibank NA | USD ILS 3/16/2022 | (1,288.11) | | (2) | |
| Citibank NA | USD CHF 3/16/2022 | (145,531.25) | | 1,810 | |
| Citibank NA | USD CHF 3/16/2022 | (543.34) | | 6 | |
| Citibank NA | USD CHF 3/16/2022 | (3,617,557.62) | | 36,274 | |
| Citibank NA | USD CHF 3/16/2022 | (2,087,698.21) | | 26,202 | |
| Citibank NA | USD CHF 3/16/2022 | (3,806.07) | | 42 | |
| Citibank NA | USD CHF 3/16/2022 | (3,001,103.65) | | 22,681 | |
| Citibank NA | USD CHF 3/16/2022 | (246,161.85) | | 1,789 | |
| Citibank NA | USD CHF 3/16/2022 | (165,768.21) | | 2,464 | |
| Citibank NA | USD CHF 3/16/2022 | (136,930.54) | | 2,164 | |
| Citibank NA | USD ILS 3/16/2022 | (18,551.18) | | (66) | |
| Citibank NA | USD ILS 3/16/2022 | (92,197.28) | | 1,195 | |
| Citibank NA | USD ILS 3/16/2022 | (354,641.33) | | (1,326) | |
| Citibank NA | USD ILS 3/16/2022 | (356,458.76) | | (3,144) | |
| Citibank NA | USD HKD 3/16/2022 | (17,376.43) | | 6 | |
| Citibank NA | USD HKD 3/16/2022 | (21,414.13) | | 9 | |
| Citibank NA | USD HKD 3/16/2022 | (86,229.90) | | 40 | |
| Citibank NA | USD HKD 3/16/2022 | (10,704.86) | | 7 | |
| Citibank NA | USD HKD 3/16/2022 | (16,021.46) | | 14 | |
| Citibank NA | USD HKD 3/16/2022 | (21,606.83) | | 9 | |
| Citibank NA | USD HKD 3/16/2022 | (234,382.48) | | 118 | |
| Citibank NA | USD EUR 3/16/2022 | (439,982.01) | | 1,895 | |
| Citibank NA | USD EUR 3/16/2022 | (474,156.00) | | 2,456 | |
| Citibank NA | USD EUR 3/16/2022 | (2,255.40) | | 22 | |
| Citibank NA | USD HKD 3/16/2022 | (2,051.96) | | 1 | |
| Citibank NA | USD HKD 3/16/2022 | (29,835.80) | | (10) | |
| Citibank NA | USD HKD 3/16/2022 | (5,257.04) | | 3 | |
| Citibank NA | USD HKD 3/16/2022 | (39,460.28) | | (13) | |
| Citibank NA | USD HKD 3/16/2022 | (97,963.21) | | (84) | |
| Citibank NA | USD SEK 3/16/2022 | (279,265.85) | | 1,279 | |
| Citibank NA | USD SEK 3/16/2022 | (165.68) | | - | |
| Citibank NA | USD SEK 3/16/2022 | (1,936,400.42) | | 9,305 | |
| Citibank NA | USD SEK 3/16/2022 | (247,370.19) | | 1,483 | |
| Citibank NA | USD SEK 3/16/2022 | (241,920.21) | | 1,293 | |
| Citibank NA | USD SEK 3/16/2022 | (2,194,749.95) | | (5,838) | |
| Citibank NA | USD SEK 3/16/2022 | (249,342.38) | | (482) | |
| Citibank NA | USD SEK 3/16/2022 | (1,472,305.77) | | (13,031) | |
| Citibank NA | USD SEK 3/16/2022 | (367,520.02) | | (2,701) | |
| Citibank NA | USD SEK 3/16/2022 | (318,648.70) | | (2,473) | |
| Citibank NA | USD SEK 3/16/2022 | (300,250.66) | | (2,748) | |
| Citibank NA | USD SEK 3/16/2022 | (2,467,244.81) | | (29,473) | |
| Citibank NA | USD SGD 3/16/2022 | (8,485.39) | | 42 | |
| Citibank NA | USD SGD 3/16/2022 | (11,753.99) | | 110 | |
| Citibank NA | USD SGD 3/16/2022 | (2,563.43) | | 32 | |
| Citibank NA | USD SGD 3/16/2022 | (6,962.71) | | 81 | |
| Citibank NA | USD SGD 3/16/2022 | (2,195.89) | | 29 | |
| Citibank NA | USD GBP 3/16/2022 | (158,662.37) | | 435 | |
| Citibank NA | USD GBP 3/16/2022 | (101,733.46) | | 495 | |
| Citibank NA | USD GBP 3/16/2022 | (873,546.46) | | 8,597 | |
| Citibank NA | USD GBP 3/16/2022 | (1,745,608.85) | | 14,615 | |
| Citibank NA | USD GBP 3/16/2022 | (156,950.36) | | 1,470 | |
| Citibank NA | USD GBP 3/16/2022 | (679,415.49) | | 13,842 | |
| Citibank NA | USD GBP 3/16/2022 | (955,395.12) | | 21,529 | |
| Citibank NA | USD GBP 3/16/2022 | (125,464.50) | | 3,167 | |
| Citibank NA | USD GBP 3/16/2022 | (1,071,705.02) | | 17,603 | |
| Citibank NA | USD GBP 3/16/2022 | (251,364.50) | | 5,899 | |
| Citibank NA | USD NOK 3/16/2022 | (2,960,612.30) | | 12,991 | |
| Citibank NA | USD NOK 3/16/2022 | (526,906.47) | | 6,897 | |
| Citibank NA | USD NOK 3/16/2022 | (795,696.43) | | 18,344 | |
| Citibank NA | USD NOK 3/16/2022 | (662,090.94) | | 17,748 | |
| Citibank NA | USD NOK 3/16/2022 | (66,163.02) | | 1,821 | |
| Citibank NA | USD NOK 3/16/2022 | (29,471.20) | | 761 | |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|-------------------|-----------------|---------|--------------|-----|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| Citibank NA | USD NOK 3/16/2022 | (769,046.93) | | 9,008 | |
| Citibank NA | USD NZD 3/16/2022 | (3,047,930.19) | | (60,095) | |
| Citibank NA | USD JPY 3/16/2022 | (185,844.53) | | (1,266) | |
| Citibank NA | USD JPY 3/16/2022 | (159,408.80) | | (2,500) | |
| Citibank NA | USD JPY 3/16/2022 | (956,145.52) | | (19,527) | |
| Citibank NA | USD JPY 3/16/2022 | (1,320,072.25) | | (24,853) | |
| Citibank NA | USD JPY 3/16/2022 | (4,026,333.73) | | (3,487) | |
| Citibank NA | USD JPY 3/16/2022 | (609,583.80) | | (567) | |
| Citibank NA | USD JPY 3/16/2022 | (4,063,000.84) | | (40,154) | |
| Citibank NA | USD JPY 3/16/2022 | (166,506.17) | | (1,339) | |
| Citibank NA | USD SGD 3/16/2022 | (17,244.38) | | 180 | |
| Citibank NA | USD SGD 3/16/2022 | (104,349.64) | | 1,681 | |
| Citibank NA | USD SGD 3/16/2022 | (13,914.32) | | 174 | |
| Citibank NA | USD SGD 3/16/2022 | (573,248.59) | | 8,254 | |
| Citibank NA | USD SGD 3/16/2022 | (577,280.12) | | 4,222 | |
| JPMorgan Chase Bank NA | EUR USD 1/3/2022 | 1,719,446.10 | | (7,961) | |
| JPMorgan Chase Bank NA | USD EUR 1/3/2022 | (1,718,103.92) | | 9,303 | |
| JPMorgan Chase Bank NA | AUD USD 3/16/2022 | 1,482,379.75 | | (21,088) | |
| JPMorgan Chase Bank NA | AUD USD 3/16/2022 | 242,387.03 | | (1,222) | |
| JPMorgan Chase Bank NA | AUD USD 3/16/2022 | 149,920.66 | | (1,335) | |
| JPMorgan Chase Bank NA | AUD USD 3/16/2022 | 356,220.78 | | (4,830) | |
| JPMorgan Chase Bank NA | AUD USD 3/16/2022 | 1,319,451.92 | | (40,032) | |
| JPMorgan Chase Bank NA | AUD USD 3/16/2022 | 49,092.52 | | (1,811) | |
| JPMorgan Chase Bank NA | AUD USD 3/16/2022 | 3,233,396.96 | | (77,141) | |
| JPMorgan Chase Bank NA | CAD USD 3/16/2022 | 295,360.79 | | (4,626) | |
| JPMorgan Chase Bank NA | CHF USD 3/16/2022 | 154,482.39 | | (1,655) | |
| JPMorgan Chase Bank NA | CHF USD 3/16/2022 | 1,191,992.90 | | (11,918) | |
| JPMorgan Chase Bank NA | CHF USD 3/16/2022 | 1,181,842.89 | | (11,971) | |
| JPMorgan Chase Bank NA | CHF USD 3/16/2022 | 1,188,726.21 | | (11,776) | |
| JPMorgan Chase Bank NA | CHF USD 3/16/2022 | 1,186,338.33 | | (10,883) | |
| JPMorgan Chase Bank NA | CHF USD 3/16/2022 | 1,229,381.82 | | (11,254) | |
| JPMorgan Chase Bank NA | CHF USD 3/16/2022 | 3,238.35 | | (60) | |
| JPMorgan Chase Bank NA | CHF USD 3/16/2022 | 1,148,167.30 | | (8,920) | |
| JPMorgan Chase Bank NA | CHF USD 3/16/2022 | 792,666.48 | | (9,936) | |
| JPMorgan Chase Bank NA | CHF USD 3/16/2022 | 792,148.03 | | (10,457) | |
| JPMorgan Chase Bank NA | CHF USD 3/16/2022 | 780,260.16 | | (12,255) | |
| JPMorgan Chase Bank NA | CHF USD 3/16/2022 | 1,181,851.61 | | (18,653) | |
| JPMorgan Chase Bank NA | CHF USD 3/16/2022 | 1,177,285.25 | | (19,935) | |
| JPMorgan Chase Bank NA | CHF USD 3/16/2022 | 1,179,386.81 | | (19,475) | |
| JPMorgan Chase Bank NA | CHF USD 3/16/2022 | 1,179,071.02 | | (19,791) | |
| JPMorgan Chase Bank NA | CHF USD 3/16/2022 | 2,358,669.02 | | (39,054) | |
| JPMorgan Chase Bank NA | CHF USD 3/16/2022 | 790,802.31 | | (12,434) | |
| JPMorgan Chase Bank NA | CHF USD 3/16/2022 | 790,535.67 | | (12,703) | |
| JPMorgan Chase Bank NA | CHF USD 3/16/2022 | 779,117.30 | | (12,131) | |
| JPMorgan Chase Bank NA | DKK USD 3/16/2022 | 7,386.90 | | (40) | |
| JPMorgan Chase Bank NA | DKK USD 3/16/2022 | 17,474.46 | | (136) | |
| JPMorgan Chase Bank NA | DKK USD 3/16/2022 | 11,889.45 | | (55) | |
| JPMorgan Chase Bank NA | DKK USD 3/16/2022 | 7,700.43 | | (33) | |
| JPMorgan Chase Bank NA | DKK USD 3/16/2022 | 29,763.79 | | (174) | |
| JPMorgan Chase Bank NA | DKK USD 3/16/2022 | 16,002.90 | | (153) | |
| JPMorgan Chase Bank NA | DKK USD 3/16/2022 | 21,850.27 | | (48) | |
| JPMorgan Chase Bank NA | DKK USD 3/16/2022 | 8,228.77 | | (40) | |
| JPMorgan Chase Bank NA | DKK USD 3/16/2022 | 14,282.52 | | (112) | |
| JPMorgan Chase Bank NA | DKK USD 3/16/2022 | 5,472.77 | | (40) | |
| JPMorgan Chase Bank NA | DKK USD 3/16/2022 | 17,037.60 | | (113) | |
| JPMorgan Chase Bank NA | DKK USD 3/16/2022 | 3,572.64 | | (26) | |
| JPMorgan Chase Bank NA | DKK USD 3/16/2022 | 6,772.09 | | (42) | |
| JPMorgan Chase Bank NA | DKK USD 3/16/2022 | 39,127.29 | | (304) | |
| JPMorgan Chase Bank NA | DKK USD 3/16/2022 | 27,662.18 | | (208) | |
| JPMorgan Chase Bank NA | DKK USD 3/16/2022 | 24,051.57 | | (143) | |
| JPMorgan Chase Bank NA | DKK USD 3/16/2022 | 24,802.04 | | (82) | |
| JPMorgan Chase Bank NA | DKK USD 3/16/2022 | 26,805.46 | | (69) | |
| JPMorgan Chase Bank NA | DKK USD 3/16/2022 | 2,676.36 | | (3) | |
| JPMorgan Chase Bank NA | DKK USD 3/16/2022 | 2,054.17 | | (13) | |
| JPMorgan Chase Bank NA | EUR USD 3/16/2022 | 462,429.50 | | (1,655) | |
| JPMorgan Chase Bank NA | EUR USD 3/16/2022 | 1,720,632.57 | | (9,294) | |
| JPMorgan Chase Bank NA | EUR USD 3/16/2022 | 3,404.36 | | (12) | |
| JPMorgan Chase Bank NA | EUR USD 3/16/2022 | 2,608,780.97 | | (12,300) | |
| JPMorgan Chase Bank NA | EUR USD 3/16/2022 | 262,378.39 | | (1,837) | |
| JPMorgan Chase Bank NA | EUR USD 3/16/2022 | 227,468.99 | | (2,011) | |
| JPMorgan Chase Bank NA | EUR USD 3/16/2022 | 864,005.32 | | (4,374) | |
| JPMorgan Chase Bank NA | EUR USD 3/16/2022 | 12,438.33 | | (89) | |
| JPMorgan Chase Bank NA | EUR USD 3/16/2022 | 271,118.97 | | (1,638) | |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|-------------------|-----------------|---------|--------------|----------|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| JPMorgan Chase Bank NA | EUR USD 3/16/2022 | 295,001.80 | | | (1,101) |
| JPMorgan Chase Bank NA | EUR USD 3/16/2022 | 250,808.35 | | | (2,018) |
| JPMorgan Chase Bank NA | EUR USD 3/16/2022 | 2,432,938.12 | | | (19,024) |
| JPMorgan Chase Bank NA | EUR USD 3/16/2022 | 652,394.94 | | | (7,574) |
| JPMorgan Chase Bank NA | EUR USD 3/16/2022 | 2,256.50 | | | (21) |
| JPMorgan Chase Bank NA | EUR USD 3/16/2022 | 11,883.23 | | | (75) |
| JPMorgan Chase Bank NA | GBP USD 3/16/2022 | 1,025,549.50 | | | (16,086) |
| JPMorgan Chase Bank NA | GBP USD 3/16/2022 | 4,190,781.83 | | | (55,220) |
| JPMorgan Chase Bank NA | GBP USD 3/16/2022 | 134,980.44 | | | (1,805) |
| JPMorgan Chase Bank NA | GBP USD 3/16/2022 | 4,356,750.42 | | | (26,038) |
| JPMorgan Chase Bank NA | GBP USD 3/16/2022 | 4,027.20 | | | (35) |
| JPMorgan Chase Bank NA | GBP USD 3/16/2022 | 1,192,210.04 | | | (22,754) |
| JPMorgan Chase Bank NA | GBP USD 3/16/2022 | 1,191,143.61 | | | (23,820) |
| JPMorgan Chase Bank NA | GBP USD 3/16/2022 | 1,190,560.79 | | | (24,404) |
| JPMorgan Chase Bank NA | GBP USD 3/16/2022 | 724,283.37 | | | (13,614) |
| JPMorgan Chase Bank NA | GBP USD 3/16/2022 | 463,356.24 | | | (7,842) |
| JPMorgan Chase Bank NA | GBP USD 3/16/2022 | 1,135,594.75 | | | (18,622) |
| JPMorgan Chase Bank NA | GBP USD 3/16/2022 | 1,105,821.91 | | | (18,019) |
| JPMorgan Chase Bank NA | GBP USD 3/16/2022 | 1,046,697.09 | | | (16,397) |
| JPMorgan Chase Bank NA | GBP USD 3/16/2022 | 9,287.71 | | | (190) |
| JPMorgan Chase Bank NA | HKD USD 3/16/2022 | 34,501.61 | | | (6) |
| JPMorgan Chase Bank NA | HKD USD 3/16/2022 | 17,246.51 | | | (7) |
| JPMorgan Chase Bank NA | HKD USD 3/16/2022 | 11,539.63 | | | (6) |
| JPMorgan Chase Bank NA | HKD USD 3/16/2022 | 20,324.87 | | | (8) |
| JPMorgan Chase Bank NA | HKD USD 3/16/2022 | 30,697.27 | | | (26) |
| JPMorgan Chase Bank NA | HKD USD 3/16/2022 | 14,357.71 | | | (10) |
| JPMorgan Chase Bank NA | HKD USD 3/16/2022 | 8,844.00 | | | (7) |
| JPMorgan Chase Bank NA | HKD USD 3/16/2022 | 65,213.52 | | | (18) |
| JPMorgan Chase Bank NA | HKD USD 3/16/2022 | 2,435.83 | | | (2) |
| JPMorgan Chase Bank NA | HKD USD 3/16/2022 | 14,301.49 | | | (2) |
| JPMorgan Chase Bank NA | HKD USD 3/16/2022 | 9,554.35 | | | (3) |
| JPMorgan Chase Bank NA | HKD USD 3/16/2022 | 160,199.23 | | | 135 |
| JPMorgan Chase Bank NA | HKD USD 3/16/2022 | 160,006.54 | | | (58) |
| JPMorgan Chase Bank NA | HKD USD 3/16/2022 | 36,609.80 | | | (15) |
| JPMorgan Chase Bank NA | HKD USD 3/16/2022 | 19,062.31 | | | 12 |
| JPMorgan Chase Bank NA | HKD USD 3/16/2022 | 8,408.47 | | | 6 |
| JPMorgan Chase Bank NA | ILS USD 3/16/2022 | 1,123.68 | | | (2) |
| JPMorgan Chase Bank NA | ILS USD 3/16/2022 | 8,062.87 | | | (135) |
| JPMorgan Chase Bank NA | ILS USD 3/16/2022 | 4,664.06 | | | 3 |
| JPMorgan Chase Bank NA | ILS USD 3/16/2022 | 6,070.88 | | | (37) |
| JPMorgan Chase Bank NA | ILS USD 3/16/2022 | 6,604.12 | | | 14 |
| JPMorgan Chase Bank NA | ILS USD 3/16/2022 | 8,558.80 | | | 39 |
| JPMorgan Chase Bank NA | ILS USD 3/16/2022 | 16,194.08 | | | (202) |
| JPMorgan Chase Bank NA | ILS USD 3/16/2022 | 6,352.25 | | | (78) |
| JPMorgan Chase Bank NA | ILS USD 3/16/2022 | 3,025.45 | | | (29) |
| JPMorgan Chase Bank NA | ILS USD 3/16/2022 | 1,585.56 | | | (22) |
| JPMorgan Chase Bank NA | ILS USD 3/16/2022 | 4,927.58 | | | (55) |
| JPMorgan Chase Bank NA | ILS USD 3/16/2022 | 12,984.94 | | | 125 |
| JPMorgan Chase Bank NA | ILS USD 3/16/2022 | 1,593.89 | | | (14) |
| JPMorgan Chase Bank NA | ILS USD 3/16/2022 | 12,921.01 | | | 62 |
| JPMorgan Chase Bank NA | ILS USD 3/16/2022 | 4,034.33 | | | 16 |
| JPMorgan Chase Bank NA | ILS USD 3/16/2022 | 16,542.99 | | | 147 |
| JPMorgan Chase Bank NA | JPY USD 3/16/2022 | 281,724.43 | | | 3,850 |
| JPMorgan Chase Bank NA | JPY USD 3/16/2022 | 357,624.47 | | | 323 |
| JPMorgan Chase Bank NA | JPY USD 3/16/2022 | 1,305,719.14 | | | 17,225 |
| JPMorgan Chase Bank NA | JPY USD 3/16/2022 | 192,667.76 | | | 2,380 |
| JPMorgan Chase Bank NA | NOK USD 3/16/2022 | 2,006,532.01 | | | (26,701) |
| JPMorgan Chase Bank NA | NOK USD 3/16/2022 | 461,471.81 | | | (11,969) |
| JPMorgan Chase Bank NA | NOK USD 3/16/2022 | 1,503,978.49 | | | (55,190) |
| JPMorgan Chase Bank NA | NOK USD 3/16/2022 | 241,525.24 | | | (6,832) |
| JPMorgan Chase Bank NA | NOK USD 3/16/2022 | 953,379.28 | | | (24,590) |
| JPMorgan Chase Bank NA | SEK USD 3/16/2022 | 858,627.15 | | | 472 |
| JPMorgan Chase Bank NA | SEK USD 3/16/2022 | 363,266.98 | | | (1,380) |
| JPMorgan Chase Bank NA | SEK USD 3/16/2022 | 3,625.36 | | | (22) |
| JPMorgan Chase Bank NA | SEK USD 3/16/2022 | 2,307,292.56 | | | (15,419) |
| JPMorgan Chase Bank NA | SEK USD 3/16/2022 | 1,522,584.97 | | | (15,906) |
| JPMorgan Chase Bank NA | SEK USD 3/16/2022 | 1,022,173.27 | | | (8,387) |
| JPMorgan Chase Bank NA | SEK USD 3/16/2022 | 986,762.88 | | | (9,869) |
| JPMorgan Chase Bank NA | SEK USD 3/16/2022 | 785,542.99 | | | 1,599 |
| JPMorgan Chase Bank NA | SEK USD 3/16/2022 | 166,343.73 | | | (38) |
| JPMorgan Chase Bank NA | SEK USD 3/16/2022 | 148,770.96 | | | (536) |
| JPMorgan Chase Bank NA | SEK USD 3/16/2022 | 861,933.07 | | | 4,441 |
| JPMorgan Chase Bank NA | SEK USD 3/16/2022 | 77,802.68 | | | 331 |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|-------------------|-----------------|---------|--------------|----------|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| JPMorgan Chase Bank NA | SGD USD 3/16/2022 | 2,218.50 | | | (6) |
| JPMorgan Chase Bank NA | SGD USD 3/16/2022 | 3,329.57 | | | (7) |
| JPMorgan Chase Bank NA | SGD USD 3/16/2022 | 19,015.90 | | | (262) |
| JPMorgan Chase Bank NA | SGD USD 3/16/2022 | 8,775.21 | | | (122) |
| JPMorgan Chase Bank NA | SGD USD 3/16/2022 | 6,581.54 | | | (92) |
| JPMorgan Chase Bank NA | SGD USD 3/16/2022 | 7,297.84 | | | (117) |
| JPMorgan Chase Bank NA | SGD USD 3/16/2022 | 15,335.52 | | | (235) |
| JPMorgan Chase Bank NA | SGD USD 3/16/2022 | 16,497.44 | | | (186) |
| JPMorgan Chase Bank NA | SGD USD 3/16/2022 | 4,401.78 | | | (47) |
| JPMorgan Chase Bank NA | SGD USD 3/16/2022 | 20,519.20 | | | (242) |
| JPMorgan Chase Bank NA | SGD USD 3/16/2022 | 30,756.21 | | | (386) |
| JPMorgan Chase Bank NA | SGD USD 3/16/2022 | 15,703.96 | | | (238) |
| JPMorgan Chase Bank NA | SGD USD 3/16/2022 | 20,798.73 | | | (333) |
| JPMorgan Chase Bank NA | SGD USD 3/16/2022 | 2,925.70 | | | (40) |
| JPMorgan Chase Bank NA | SGD USD 3/16/2022 | 6,588.73 | | | (85) |
| JPMorgan Chase Bank NA | USD AUD 3/16/2022 | (2,968,287.01) | | | 65,918 |
| JPMorgan Chase Bank NA | USD AUD 3/16/2022 | (2,980,040.11) | | | 54,165 |
| JPMorgan Chase Bank NA | USD AUD 3/16/2022 | (3,018,855.61) | | | 15,350 |
| JPMorgan Chase Bank NA | USD AUD 3/16/2022 | (3,036,703.89) | | | (2,499) |
| JPMorgan Chase Bank NA | USD CHF 3/16/2022 | (145,531.43) | | | 1,809 |
| JPMorgan Chase Bank NA | USD GBP 3/16/2022 | (158,662.57) | | | 435 |
| JPMorgan Chase Bank NA | USD GBP 3/16/2022 | (101,733.59) | | | 495 |
| JPMorgan Chase Bank NA | USD GBP 3/16/2022 | (873,547.56) | | | 8,596 |
| JPMorgan Chase Bank NA | USD GBP 3/16/2022 | (1,745,611.03) | | | 14,613 |
| JPMorgan Chase Bank NA | USD GBP 3/16/2022 | (156,950.55) | | | 1,470 |
| JPMorgan Chase Bank NA | USD GBP 3/16/2022 | (679,416.34) | | | 13,841 |
| JPMorgan Chase Bank NA | USD GBP 3/16/2022 | (955,396.32) | | | 21,528 |
| JPMorgan Chase Bank NA | USD GBP 3/16/2022 | (125,464.66) | | | 3,167 |
| JPMorgan Chase Bank NA | USD GBP 3/16/2022 | (1,071,706.36) | | | 17,602 |
| JPMorgan Chase Bank NA | USD GBP 3/16/2022 | (251,364.82) | | | 5,899 |
| JPMorgan Chase Bank NA | USD NOK 3/16/2022 | (2,960,616.00) | | | 12,987 |
| JPMorgan Chase Bank NA | USD NOK 3/16/2022 | (526,907.13) | | | 6,896 |
| JPMorgan Chase Bank NA | USD NOK 3/16/2022 | (795,697.42) | | | 18,343 |
| JPMorgan Chase Bank NA | USD NOK 3/16/2022 | (662,091.77) | | | 17,747 |
| JPMorgan Chase Bank NA | USD NOK 3/16/2022 | (66,163.10) | | | 1,821 |
| JPMorgan Chase Bank NA | USD NOK 3/16/2022 | (29,471.24) | | | 761 |
| JPMorgan Chase Bank NA | USD ILS 3/16/2022 | (2,253.46) | | | (3) |
| JPMorgan Chase Bank NA | USD NZD 3/16/2022 | (3,047,934.00) | | | (60,099) |
| JPMorgan Chase Bank NA | USD NOK 3/16/2022 | (769,047.89) | | | 9,007 |
| JPMorgan Chase Bank NA | USD JPY 3/16/2022 | (185,844.76) | | | (1,266) |
| JPMorgan Chase Bank NA | USD JPY 3/16/2022 | (159,409.00) | | | (2,501) |
| JPMorgan Chase Bank NA | USD JPY 3/16/2022 | (956,146.72) | | | (19,528) |
| JPMorgan Chase Bank NA | USD JPY 3/16/2022 | (1,320,073.90) | | | (24,854) |
| JPMorgan Chase Bank NA | USD JPY 3/16/2022 | (4,026,338.77) | | | (3,492) |
| JPMorgan Chase Bank NA | USD JPY 3/16/2022 | (609,584.57) | | | (568) |
| JPMorgan Chase Bank NA | USD JPY 3/16/2022 | (4,063,005.92) | | | (40,159) |
| JPMorgan Chase Bank NA | USD JPY 3/16/2022 | (166,506.38) | | | (1,339) |
| JPMorgan Chase Bank NA | USD ILS 3/16/2022 | (20,090.15) | | | 3 |
| JPMorgan Chase Bank NA | USD ILS 3/16/2022 | (18,582.44) | | | 225 |
| JPMorgan Chase Bank NA | USD ILS 3/16/2022 | (2,530.81) | | | 41 |
| JPMorgan Chase Bank NA | USD ILS 3/16/2022 | (5,413.82) | | | 51 |
| JPMorgan Chase Bank NA | USD ILS 3/16/2022 | (1,288.12) | | | (2) |
| JPMorgan Chase Bank NA | USD CHF 3/16/2022 | (543.34) | | | 6 |
| JPMorgan Chase Bank NA | USD CHF 3/16/2022 | (3,617,562.14) | | | 36,270 |
| JPMorgan Chase Bank NA | USD CHF 3/16/2022 | (2,087,700.82) | | | 26,200 |
| JPMorgan Chase Bank NA | USD CHF 3/16/2022 | (3,806.07) | | | 42 |
| JPMorgan Chase Bank NA | USD CHF 3/16/2022 | (3,001,107.40) | | | 22,678 |
| JPMorgan Chase Bank NA | USD CHF 3/16/2022 | (246,162.16) | | | 1,788 |
| JPMorgan Chase Bank NA | USD CHF 3/16/2022 | (165,768.41) | | | 2,464 |
| JPMorgan Chase Bank NA | USD SEK 3/16/2022 | (279,266.20) | | | 1,278 |
| JPMorgan Chase Bank NA | USD CHF 3/16/2022 | (136,930.71) | | | 2,163 |
| JPMorgan Chase Bank NA | USD SEK 3/16/2022 | (165.68) | | | - |
| JPMorgan Chase Bank NA | USD SEK 3/16/2022 | (1,936,402.84) | | | 9,303 |
| JPMorgan Chase Bank NA | USD SEK 3/16/2022 | (247,370.50) | | | 1,483 |
| JPMorgan Chase Bank NA | USD SEK 3/16/2022 | (241,920.52) | | | 1,293 |
| JPMorgan Chase Bank NA | USD SEK 3/16/2022 | (2,194,752.69) | | | (5,841) |
| JPMorgan Chase Bank NA | USD EUR 3/16/2022 | (439,982.56) | | | 1,895 |
| JPMorgan Chase Bank NA | USD EUR 3/16/2022 | (1,345,055.04) | | | 7,909 |
| JPMorgan Chase Bank NA | USD EUR 3/16/2022 | (258,382.50) | | | 2,013 |
| JPMorgan Chase Bank NA | USD EUR 3/16/2022 | (258,571.89) | | | 1,824 |
| JPMorgan Chase Bank NA | USD EUR 3/16/2022 | (258,899.61) | | | 1,496 |
| JPMorgan Chase Bank NA | USD EUR 3/16/2022 | (258,898.09) | | | 1,496 |
| JPMorgan Chase Bank NA | USD EUR 3/16/2022 | (179,849.19) | | | 1,336 |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|--|-------------------|-----------------|---------|--------------|-----|
| Identity of Issue, Borrower, Lessor or Similar Party | Description | Shares or Units | Cost*** | Market Value | |
| JPMorgan Chase Bank NA | USD EUR 3/16/2022 | (129,154.58) | | 1,042 | |
| JPMorgan Chase Bank NA | USD EUR 3/16/2022 | (255,866.77) | | 3,299 | |
| JPMorgan Chase Bank NA | USD EUR 3/16/2022 | (255,906.53) | | 3,259 | |
| JPMorgan Chase Bank NA | USD EUR 3/16/2022 | (256,418.78) | | 2,747 | |
| JPMorgan Chase Bank NA | USD EUR 3/16/2022 | (256,249.26) | | 2,915 | |
| JPMorgan Chase Bank NA | USD EUR 3/16/2022 | (256,104.31) | | 3,059 | |
| JPMorgan Chase Bank NA | USD EUR 3/16/2022 | (56,611.31) | | 528 | |
| JPMorgan Chase Bank NA | USD CAD 3/16/2022 | (396,928.18) | | 1,236 | |
| JPMorgan Chase Bank NA | USD DKK 3/16/2022 | (15,486.65) | | 56 | |
| JPMorgan Chase Bank NA | USD DKK 3/16/2022 | (915.41) | | 3 | |
| JPMorgan Chase Bank NA | USD DKK 3/16/2022 | (76,701.93) | | 324 | |
| JPMorgan Chase Bank NA | USD DKK 3/16/2022 | (12,826.57) | | 113 | |
| JPMorgan Chase Bank NA | USD DKK 3/16/2022 | (205,688.45) | | 1,118 | |
| JPMorgan Chase Bank NA | USD DKK 3/16/2022 | (18,200.06) | | 176 | |
| JPMorgan Chase Bank NA | USD DKK 3/16/2022 | (3,497.42) | | 25 | |
| JPMorgan Chase Bank NA | USD DKK 3/16/2022 | (17,456.48) | | 77 | |
| JPMorgan Chase Bank NA | USD CAD 3/16/2022 | (8,980.49) | | 122 | |
| JPMorgan Chase Bank NA | USD CAD 3/16/2022 | (477,566.18) | | 10,407 | |
| JPMorgan Chase Bank NA | USD CAD 3/16/2022 | (1,513,683.64) | | 35,326 | |
| JPMorgan Chase Bank NA | USD CAD 3/16/2022 | (822,228.22) | | 9,266 | |
| JPMorgan Chase Bank NA | USD CAD 3/16/2022 | (197,275.14) | | 3,772 | |
| JPMorgan Chase Bank NA | USD CAD 3/16/2022 | (391.17) | | 5 | |
| JPMorgan Chase Bank NA | USD CAD 3/16/2022 | (688,034.22) | | 3,756 | |
| JPMorgan Chase Bank NA | USD CAD 3/16/2022 | (34,640.49) | | 187 | |
| JPMorgan Chase Bank NA | USD CAD 3/16/2022 | (1,093,923.51) | | 5,105 | |
| JPMorgan Chase Bank NA | USD CAD 3/16/2022 | (632,550.05) | | 8,968 | |
| JPMorgan Chase Bank NA | USD CAD 3/16/2022 | (630,969.64) | | 9,279 | |
| JPMorgan Chase Bank NA | USD CAD 3/16/2022 | (631,450.97) | | 8,797 | |
| JPMorgan Chase Bank NA | USD CAD 3/16/2022 | (1,614,606.87) | | 11,972 | |
| JPMorgan Chase Bank NA | USD CAD 3/16/2022 | (950,862.01) | | 10,145 | |
| JPMorgan Chase Bank NA | USD CAD 3/16/2022 | (951,184.56) | | 9,823 | |
| JPMorgan Chase Bank NA | USD CAD 3/16/2022 | (1,294,849.98) | | 13,141 | |
| JPMorgan Chase Bank NA | USD CAD 3/16/2022 | (638,168.83) | | 3,349 | |
| JPMorgan Chase Bank NA | USD CAD 3/16/2022 | (635,549.21) | | 4,699 | |
| JPMorgan Chase Bank NA | USD CAD 3/16/2022 | (636,481.63) | | 3,767 | |
| JPMorgan Chase Bank NA | USD CAD 3/16/2022 | (555,173.46) | | 2,256 | |
| JPMorgan Chase Bank NA | USD CAD 3/16/2022 | (555,646.52) | | 1,783 | |
| JPMorgan Chase Bank NA | USD CAD 3/16/2022 | (407,391.84) | | 1,599 | |
| JPMorgan Chase Bank NA | USD HKD 3/16/2022 | (39,460.33) | | (14) | |
| JPMorgan Chase Bank NA | USD HKD 3/16/2022 | (17,376.45) | | 6 | |
| JPMorgan Chase Bank NA | USD ILS 3/16/2022 | (18,551.20) | | (66) | |
| JPMorgan Chase Bank NA | USD ILS 3/16/2022 | (92,197.39) | | 1,195 | |
| JPMorgan Chase Bank NA | USD ILS 3/16/2022 | (354,641.13) | | (1,327) | |
| JPMorgan Chase Bank NA | USD ILS 3/16/2022 | (356,458.55) | | (3,144) | |
| JPMorgan Chase Bank NA | USD HKD 3/16/2022 | (21,414.16) | | 9 | |
| JPMorgan Chase Bank NA | USD HKD 3/16/2022 | (86,230.01) | | 40 | |
| JPMorgan Chase Bank NA | USD HKD 3/16/2022 | (10,704.87) | | 7 | |
| JPMorgan Chase Bank NA | USD HKD 3/16/2022 | (16,021.48) | | 14 | |
| JPMorgan Chase Bank NA | USD HKD 3/16/2022 | (21,606.85) | | 9 | |
| JPMorgan Chase Bank NA | USD HKD 3/16/2022 | (234,382.77) | | 117 | |
| JPMorgan Chase Bank NA | USD HKD 3/16/2022 | (2,051.96) | | 1 | |
| JPMorgan Chase Bank NA | USD HKD 3/16/2022 | (29,835.84) | | (10) | |
| JPMorgan Chase Bank NA | USD HKD 3/16/2022 | (5,257.05) | | 3 | |
| JPMorgan Chase Bank NA | USD HKD 3/16/2022 | (97,963.33) | | (84) | |
| JPMorgan Chase Bank NA | USD EUR 3/16/2022 | (474,156.59) | | 2,456 | |
| JPMorgan Chase Bank NA | USD EUR 3/16/2022 | (2,255.41) | | 22 | |
| JPMorgan Chase Bank NA | USD EUR 3/16/2022 | (259,155.21) | | 1,240 | |
| JPMorgan Chase Bank NA | USD EUR 3/16/2022 | (259,341.65) | | 1,054 | |
| JPMorgan Chase Bank NA | USD EUR 3/16/2022 | (259,356.97) | | 1,038 | |
| JPMorgan Chase Bank NA | USD EUR 3/16/2022 | (14,131.41) | | 104 | |
| JPMorgan Chase Bank NA | USD EUR 3/16/2022 | (18,110.28) | | 111 | |
| JPMorgan Chase Bank NA | USD EUR 3/16/2022 | (309,414.95) | | 1,967 | |
| JPMorgan Chase Bank NA | USD EUR 3/16/2022 | (258,868.42) | | 1,527 | |
| JPMorgan Chase Bank NA | USD SGD 3/16/2022 | (104,349.77) | | 1,681 | |
| JPMorgan Chase Bank NA | USD SEK 3/16/2022 | (300,251.03) | | (2,748) | |
| JPMorgan Chase Bank NA | USD SEK 3/16/2022 | (249,342.69) | | (482) | |
| JPMorgan Chase Bank NA | USD SEK 3/16/2022 | (1,472,307.61) | | (13,033) | |
| JPMorgan Chase Bank NA | USD SEK 3/16/2022 | (367,520.48) | | (2,702) | |
| JPMorgan Chase Bank NA | USD SEK 3/16/2022 | (318,649.10) | | (2,473) | |
| JPMorgan Chase Bank NA | USD SEK 3/16/2022 | (2,467,247.90) | | (29,476) | |
| JPMorgan Chase Bank NA | USD SGD 3/16/2022 | (8,485.41) | | 42 | |
| JPMorgan Chase Bank NA | USD SGD 3/16/2022 | (11,754.00) | | 110 | |
| JPMorgan Chase Bank NA | USD SGD 3/16/2022 | (2,563.43) | | 32 | |

Nokia Savings/401(k) Plan
Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2021

| (a) | (b) | (c) | (e) | (d) | (e) |
|---|--------------------|---|----------------|-------------------------|-----|
| <u>Identity of Issue, Borrower, Lessor or Similar Party</u> | <u>Description</u> | <u>Shares or Units</u> | <u>Cost***</u> | <u>Market Value</u> | |
| JPMorgan Chase Bank NA | USD SGD 3/16/2022 | (6,962.72) | | 81 | |
| JPMorgan Chase Bank NA | USD SGD 3/16/2022 | (2,195.89) | | 29 | |
| JPMorgan Chase Bank NA | USD SGD 3/16/2022 | (17,244.40) | | 180 | |
| JPMorgan Chase Bank NA | USD SGD 3/16/2022 | (13,914.34) | | 174 | |
| JPMorgan Chase Bank NA | USD SGD 3/16/2022 | (573,248.57) | | 8,253 | |
| JPMorgan Chase Bank NA | USD SGD 3/16/2022 | (577,280.11) | | 4,221 | |
| JPMorgan Chase Bank NA | EUR USD 1/3/2022 | 572,767.68 | | (2,906) | |
| JPMorgan Chase Bank NA | SGD USD 1/3/2022 | 27,784.39 | | (92) | |
| JPMorgan Chase Bank NA | USD AUD 1/4/2022 | (314,744.58) | | 533 | |
| JPMorgan Chase Bank NA | USD GBP 1/4/2022 | (191,682.98) | | 703 | |
| JPMorgan Chase Bank NA | JPY USD 1/5/2022 | 296,774.24 | | 44 | |
| TOTAL FORWARD FOREIGN CURRENCY CONTRACTS | | | | (924,383) | |
| TOTAL OTHER INVESTMENTS | | 647,452,363 | | \$ 40,276,984 | |
| **SELF-DIRECTED BROKERAGE ACCOUNTS | | Various | | \$ 870,106,624 | |
| *TOTAL PARTICIPANT LOANS | | Maturing 2022-2041; Interest rates range from 3.25% - 8.50% | | \$ 26,154,597 | |
| TOTAL INVESTMENTS | | | | \$ 9,994,648,112 | |

* Party-in-interest
** Certain investments held in self-directed brokerage accounts qualify as party-in-interest transactions.
*** Cost information is not required for participant-directed investments and therefore is not included.

| | |
|-------------------------|-----------------------------------|
| Plan Name | Nokia Savings/401 (k) Plan |
| Plan Sponsor EIN | 22-3408857 |
| ERISA Plan No. | 003 |
| Plan Year End | 12/31/2021 |

The required attachment noted below is included within the Accountant's Opinion attachment to the Form 5500 Schedule H, Part III, which consists of the entire Audit report issued by the Plan's Independent Qualified Public Accountant (IQPA).

| Form/Schedule | Line Item | Description |
|----------------------|------------------|--|
| 5500 Schedule H | Line 4i | Schedule of Assets (Held at End of Year) |