



2024 enrollment action guide

For eligible active employees, employees on a leave of absence (LOA) or Short-Term Disability (STD), and COBRA participants

2024-ACTIVE

NOKIA

2024 annual open enrollment period

Important: This guide is intended for multiple audiences. Some information in this guide may not apply to you. Please refer to the Your Benefits Resources™ (YBR) website during your annual open enrollment period to review Nokia health and welfare benefits eligibility for you and your dependents.

Online and phone enrollment period: October 9, 2023 – October 20, 2023

The 2024 annual open enrollment period begins on Monday, October 9, 2023, at 9:00 a.m., Eastern Time (ET), and ends on Friday, October 20, 2023, at 5:00 p.m., ET.

You may learn about your 2024 coverage choices and costs — as well as enroll in and/or change your Nokia health and welfare benefits coverage — online on the Your Benefits Resources (YBR) website at <https://digital.alight.com/nokia> or by calling the Nokia Benefits Resource Center at 1-888-232-4111 (TTY 711) during these dates and times. Representatives are available from 9:00 a.m. to 5:00 p.m., ET, Monday through Friday.

Please note:

- **The annual open enrollment period runs for two weeks.** You may enroll online or by phone during this time. You may also enroll using the Alight Mobile app. See “Access your benefits and enroll through the Alight Mobile app!” on page 4.
- You cannot use the YBR website or call the Nokia Benefits Resource Center to enroll in or make changes to your coverage for 2024 — or call the Nokia Benefits Resource Center to ask questions about your 2024 plan options and pricing — until Monday, October 9, 2023, at 9:00 a.m., ET.

You must take action before Friday, October 20, 2023, at 5:00 p.m., ET. Late enrollments will not be accepted.

Prepare to make your benefits decisions by reading the sections below.

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What's changing for 2024

This section constitutes a Summary of Material Modifications (SMM) to the Summary Plan Descriptions (SPDs) of the health and welfare benefit plans referred to herein.

The following changes to benefits coverage under the Nokia health and welfare benefit plans (the "Plans") will take effect on January 1, 2024.

Medical coverage changes

The following changes to the Enhanced- and Standard-Surest options will take effect January 1, 2024. For a more complete list of covered medical services and their copays, see the *2024 Nokia Medical Expense Plan for Active Employees SPD* on the BenefitAnswers Plus website.

In-network coverage

New! Coverage for fertility services

Both plan options will provide in-network coverage for the following fertility services at the copays shown below, up to a lifetime maximum benefit of \$15,000 provided by the plan per covered member. Out-of-network services will not be covered.

- Artificial insemination: \$100
- Egg retrieval: \$1,500
- Embryo implantation: \$750
- Cryopreservation: \$500
- Storage: \$100
- Thawing: \$150
- Genetic testing (PGT): \$500
- Donor services (sperm): \$300
- Donor services (egg): \$1,200

Expanded virtual care services and copay changes

In-network copays for virtual urgent and acute care and for virtual primary care will remain \$0. Additional in-network virtual providers and services will be available under both options, including but not limited to:

- Virtual migraine care:
 - Enhanced-Surest: \$10
 - Standard-Surest: \$25
- Virtual gastrointestinal care:
 - Enhanced-Surest: \$40
 - Standard-Surest: \$75
- Virtual speech therapy
 - Enhanced-Surest: \$10
 - Standard-Surest: \$15

Important information about default coverage

Your default coverage is the Nokia health and welfare benefits coverage in which you and your covered dependent(s) will be enrolled automatically for 2024 if you **do not** take any action during the annual open enrollment period.

It is your responsibility to confirm that your 2024 default coverage shown on the YBR website is the coverage you want for 2024.

Confirming your default coverage is quick and easy. See "Check your default coverage" on page 7 to find out how to confirm your default coverage starting Monday, October 9, 2023.

Mental health services and copay changes

In-network copays for virtual mental health services will increase. The new copays are:

- Enhanced-Surest: \$10
- Standard-Surest: \$25

Out-of-network copays for mental health office and telemedicine visits will be reduced. The new copays are:

- Enhanced-Surest: \$20
- Standard-Surest: \$50

\$0 copay for all colonoscopy screenings

Under both options, the in-network copay for screening (preventive) and non-screening (diagnostic) colonoscopies will be \$0.

Reduced minimum copays for chemotherapy and medical infusions

Under both options, the low end of the in-network copay ranges for cancer chemotherapy and medical infusions will be reduced. The new in-network copay ranges will be:

- Cancer chemotherapy
 - Enhanced-Surest: \$10 – \$500
 - Standard-Surest: \$50 – \$600
- Medical infusions
 - Enhanced-Surest: \$15 – \$2,450
 - Standard-Surest: \$40 – \$3,500

New! Use Web Chat to get instant help during annual open enrollment

Have questions? Get real-time answers through the **new Web Chat feature** when you visit the YBR website.

Web Chat will be available during annual open enrollment **only**, during regular Nokia Benefits Resource Center hours: 9:00 a.m. to 5:00 p.m., ET, Monday through Friday.


From the home page, click “Chat With Us” under “Quick Links” to connect with a representative.

Make sure your preferred phone number is on file on the YBR website

If you have not done so already, add your preferred phone number — home or mobile — to your personal information in your YBR website profile today.

Tip: Having your **mobile phone number** on file gives you access to additional security and text messaging capabilities. For example, you can:

- Quickly **reset a forgotten YBR website User ID or password or Nokia Benefits Resource Center personal identification number (PIN)** using a one-time access code that can be sent to your mobile phone via text message.^{1, 2}
- Choose to **receive just-in-time text messages** to stay on top of important benefits information and reminders.¹
- Sign up for the **Alight Protection Program™** and add an extra layer of security to your Nokia retirement savings and pension benefits.

What are you waiting for? Log on to the YBR website, select the profile icon  at the top right of the page, then “Personal Information” and enter your home or mobile phone number where indicated.

¹Standard text message rates apply.

²For security purposes, access codes cannot be sent via email.

Certain HMOs will no longer be offered

Due to low enrollment and/or high premium costs, the following HMOs will not be available, effective January 1, 2024:

- Kaiser of Southern California
- Kaiser Permanente of Colorado

If you are currently enrolled in either of these HMOs, you will need to choose another medical plan option for 2024. If you do not make a new election, you and any covered dependents will be automatically assigned medical coverage (i.e., enrolled in default coverage) in the **Enhanced-Surest option** for 2024.

For more information about default coverage, see “Check your default coverage” on page 7.

Introducing Caremark[®] Cost Saver[™]

Why pay more for prescriptions than you have to? With Caremark Cost Saver, all Enhanced-Surest and Standard-Surest option members will automatically receive the best pricing, when available, on generic medications!

Starting January 1, 2024, you will automatically have access to GoodRx’s discount pricing when filling generic prescriptions at any preferred in-network pharmacy. Just present your CVS Caremark prescription drug member ID card, and you will pay lower prices on select generic medications. No further action needed. The amount you pay will automatically be applied to your Surest option’s prescription drug annual out-of-pocket maximum.

Other changes may apply to HMO coverage

Unless noted, the changes in this guide do not apply to Health Maintenance Organization (HMO) options. Check the YBR website during the annual open enrollment period or contact the carriers of those options directly for their 2024 coverage changes.

Carrier contact information is on the back of your HMO ID card (if you are currently enrolled) and in *Benefits at-a-glance and resource contact information 2024* on the BenefitAnswers Plus website.

PrudentRx can reduce your out-of-pocket costs for specialty medications to \$0

Do you or a family member take specialty medications? If so, and if you are enrolled in the Enhanced- or Standard-Surest option, effective September 1, 2023, you are automatically eligible for the PrudentRx Copay Program. PrudentRx is offered as part of your CVS Caremark prescription drug coverage.

Through PrudentRx, you and your family can receive medications on your option’s Exclusive Specialty Drug List, as well as select high-cost, specialty limited distribution drugs, at NO COST.

For more information, refer to the materials you receive in the mail from PrudentRx. Questions? Call PrudentRx at 1-800-578-4403, from 8:00 a.m. to 8:00 p.m., ET, Monday through Friday. For a list of covered medications, go to <https://www.prudentrx.com/prudentes>.

Access your benefits and enroll through the Alight Mobile app!

Connect with your Nokia benefits on the YBR website, anytime, anywhere through the Alight Mobile app. Use the app to review, enroll in or make changes to your benefits quickly and easily, at **your** convenience.



To download the Alight Mobile app on your mobile device:

- Scan the code at the lower left to be directed to the appropriate app store for your device;
- Go to the [App Store](#) or [Google Play](#) and search for “Alight Mobile;” or
- Visit alight.com/app.

Once you have downloaded the app, follow these steps:

- Open the app, search for “Nokia,” and tap the name.
- Enter your YBR User ID and password and tap “Sign in” to log on. You are all set!

Dental coverage changes

The following changes to the MetLife Enhanced and Standard Dental options will take effect January 1, 2024:

- Oral exam coverage will be expanded to include up to two *preventive* oral exams per calendar year, and up to two *problem-focused* oral exams per calendar year.
 - Both preventive and problem-focused oral exams will be covered at 100% in-network and 90% out-of-network.
- Porcelain crowns for molars will no longer be subject to the “Alternate Procedure” rule, under which the dental plan options would only cover a less expensive crown material on molars. Porcelain crown materials will now be allowed on the basis of porcelain materials, subject to negotiated rates for in-network providers and reasonable and customary rates for non-network providers.

Higher Health Care Flexible Spending Account annual contribution limit

Effective January 1, 2024, you may contribute up to \$3,050 per year to a Health Care Flexible Spending Account (HFSA). This is a \$200 increase from the current \$2,850 annual contribution limit. The annual contribution limit for the Dependent Care Flexible Spending Account (DFSA) remains at \$5,000 for 2024.

Important: Be sure you understand the out-of-pocket costs you can expect to pay for healthcare services in 2024. Having a good sense of your estimated out-of-pocket healthcare expenses can help you make an appropriate contribution to your HFSA.

Say “yes” to the FSAs during annual open enrollment and \$ave

Put money you would otherwise spend on taxes back into your wallet. **Enroll (or re-enroll) in an FSA during annual open enrollment!**

FSAs let you save on taxes and on planned health care and/or dependent care expenses. You contribute pre-tax dollars to an FSA through convenient payroll deductions. This lowers your taxable income, so you automatically pay less in taxes. Your tax savings will be equal to the taxes you would have paid on the money you have contributed.

- **Use the HFSA** for to pay for eligible out-of-pocket health care (medical, prescription drug, dental and vision) expenses — like copays, deductibles and coinsurance — as well as hundreds of over-the-counter medicines and health care items. **Tip:** Your entire HFSA annual contribution is available as soon as your first contribution is posted to your account in January.
- **Use the DFSA** to pay for eligible child care and/or elder care expenses that let you and your spouse (if applicable) work, find work or attend school full-time. **Tip:** If you are paying for dependent care, you probably have a good idea of your costs for the coming year. Enroll in the Dependent Daycare FSA and guarantee that you will get a tax break on expenses you know you will have.

Take this opportunity to save. **To participate in an FSA in 2024, you must enroll (or re-enroll) during annual open enrollment.** FSA contribution elections **do not** roll over year-to-year. For more information, see page 10.

When you need a helping hand, count on the Employee Assistance Program (EAP)

Need help coping with stress, family pressures, money issues or work demands? Reach out to the EAP.

The EAP offers you and your household members free, confidential, 24/7 assistance for a wide range of medical and behavioral health issues, such as emotional difficulties, alcoholism, drug abuse, marital or family concerns, and other personal and life issues.

Enrollment in the EAP is not required, nor do you need to be enrolled in Nokia’s medical plan in order to access the medical plan’s EAP coverage. To speak with a counselor, call Magellan at 1-800-327-7348 or visit Member.MagellanHealthcare.com.

Employee contributions

To see your 2024 contribution amounts, visit the YBR website at <https://digital.alight.com/nokia> during the annual open enrollment period. In particular, please note that effective January 1, 2024:

- **Medical and dental coverage contributions will increase.**
- **Dependent life insurance coverage contributions will increase.** Premium rates for spouse life (for coverage options up to \$100,000) and child life insurance will increase based on the group's claims experience. Keep in mind that although rates for spouse life insurance coverage options of \$150,000, \$200,000 and \$250,000 will not increase, those coverage options are age-based and may reflect an additional increase if you are entering a new age bracket for January 1, 2024.

Group Universal Life (GUL) Insurance: Apply for or apply to increase coverage by answering just five health questions

Good news! During this year's annual open enrollment period, you may apply for or apply to increase your GUL insurance coverage by answering just five health questions. The questions on the form serve as the evidence of insurability that you must submit to MetLife, the carrier.

- **Please note:** All applications for coverage are subject to review and approval by MetLife. If you choose to apply for or apply to increase, it may be subject to underwriting. MetLife will review your information and evaluate your request for coverage based upon your answers to the health questions, MetLife's underwriting rules and other information you authorize us to review. In certain cases, MetLife may request additional information to evaluate your request for coverage.

The form with the five health questions will *only* be available during this year's annual open enrollment period (October 9, 2023 – October 20, 2023). IMPORTANT: If you do not complete and submit the online form to MetLife online by Friday, October 20, 2023, at 5:00 p.m., ET, you will be required to complete the standard form with additional health questions when you provide evidence of insurability to MetLife. (You may decrease or cancel GUL coverage at any time during the year.)

To access and submit the form, follow the prompts that appear on the YBR website when you apply for or apply to increase your GUL insurance coverage during annual open enrollment.

Reminder: Make sure your dependent life and dependent accidental loss insurance coverage is up to date

During annual open enrollment, take a moment to review all of your current dependent life and accidental loss insurance coverage elections on the YBR website and make any necessary changes for 2024.

- **For spouse coverage:** It is your responsibility to elect and maintain coverage only when you are married or in a domestic partnership. It is also your responsibility to cancel coverage when you are no longer married or in a domestic partnership.
- **For child coverage:** It is your responsibility to elect and maintain coverage only when you have at least one eligible child. It is also your responsibility to cancel coverage when you no longer have any eligible child(ren).

You can view dependent eligibility rules on the YBR website and on the BenefitAnswers Plus website at https://benefitanswersplus.com/active_m/ded.html.

How to enroll

Check your default coverage

Your default coverage is the Nokia health and welfare benefits coverage in which you and your covered dependent(s) will be enrolled automatically for 2024 if you do not take any action during the annual open enrollment period.

Please note: Flexible Spending Account (FSA) elections do **not** roll over year-to-year. You must actively elect to contribute to the FSA(s) during the annual open enrollment period each year.

Because your default coverage for 2024 may be different from your 2023 coverage, **it is your responsibility** to confirm that your 2024 default coverage shown on the YBR website during the annual open enrollment period is the coverage you want for 2024.

Here is how to find your default coverage starting Monday, October 9, 2023.

1. Visit the YBR website at <https://digital.alight.com/nokia>.

- From the home page, select the “Annual Enrollment” tile to be taken to the “Welcome to Enrollment” page.
- Click the green “Research and Enroll” bar on the right to be taken to “Your Benefits Summary.”
- Under “View, Compare, or Change Your Benefits,” you will see a table that displays your current benefits and next year’s benefits side-by-side.
- Under “Next Year’s Benefits,” you will see the default coverage you will receive for 2024 if you do not make any changes during the annual open enrollment period.

2. Alternatively, you may call the Nokia Benefits Resource Center’s automated system at 1-888-232-4111 (TTY 711) to request that a copy of your default coverage record be sent to you.

- When prompted, enter the last four digits of your Social Security Number and your date of birth (mm-dd-yyyy). (You may also be prompted to enter your ZIP code.) No password required!
- Anytime during the “It’s annual enrollment time!” greeting, say “Annual enrollment” and then, “Send enrollment confirmation.”

The copy of your default coverage record will be mailed to your address on file within seven to 10 business days.

Note: If you have signed up to receive communications from the Nokia Benefits Resource Center electronically, the copy will be sent to your Secured Participant Mailbox on YBR within one business day.

If you need a copy of your annual open enrollment kit

The easiest and most convenient way to access the information you need to enroll continues to be through the YBR website at <https://digital.alight.com/nokia> during the annual open enrollment period. However, if you prefer to have a copy of the annual open enrollment kit sent to you, you can **only** make your request through the Nokia Benefits Resource Center’s automated system. Here is what you need to do:

1. **Starting October 9, 2023**, call the Nokia Benefits Resource Center at 1-888-232-4111 (TTY 711).
2. When prompted, enter the last four digits of your Social Security Number and your date of birth (mm-dd-yyyy). (You may also be prompted to enter your ZIP code.) No password required!
3. Anytime during the “It’s annual enrollment time!” greeting, say, “Annual enrollment” and then, “Request enrollment kit.”

Your annual open enrollment kit will be mailed to your address on file within seven to 10 business days. Note that annual open enrollment kits are always sent via US Postal Service Mail, even if you have signed up to receive communications from the Nokia Benefits Resource Center electronically.

How to take action

If you decide to change your default coverage and take action during the annual open enrollment period, do it easily **starting at 9:00 a.m., ET, on Monday, October 9, 2023:**

- Through the YBR website at <https://digital.alight.com/nokia> or via the Alight Mobile app (see page 4), or
- By calling the Nokia Benefits Resource Center.

Remember: You must take action before Friday, October 20, 2023, at 5:00 p.m., ET. Late enrollments will not be accepted.

Do you need to take action?

You may already be enrolled in the right coverage for yourself and your family and may not need to take any action during the annual open enrollment period. However, you will need to take action to:

- Choose coverage other than your default coverage (see “Check your default coverage” on page 7);
- Add³ or remove dependent(s) from coverage; and/or
- Make any other changes to your health and welfare benefits coverage for 2024, such as making a contribution election for your HFSA and/or DFSA, if eligible.

If you do not take action during the annual open enrollment period, you will receive the default coverage shown on the YBR website during the annual open enrollment period.

Using YBR

Before you begin, make sure you have your User ID and password ready, along with any information — including Social Security Number(s) — for any new eligible dependent(s) you may be adding to your coverage. (If necessary, see “Have you forgotten your YBR website User ID and/or password?” on page 9.)

Then, when you are ready to begin, keep in mind these helpful hints:


- **Set aside enough time** to complete the enrollment process without interruption. After 15 minutes of inactivity on the YBR website, you will automatically be logged off and any elections made up to that point will not be saved.
- **The first time you log on from a particular device**, you will be prompted to choose and answer a series of security questions. This will register your device with the YBR website and provide additional protection for your personal information.

Reminder

When enrolling dependents, please be sure to review the Nokia Dependent Eligibility Rules at https://benefitanswersplus.com/active_m/ded.html.

The rules describe who is eligible to be covered under Nokia's medical, dental, and life and accidental loss insurance plans. With respect to children, the rules include various criteria, including age. As also described in the rules, if you have a child who is covered under the plan(s), is disabled and would otherwise lose coverage under the plans due to no longer satisfying the age limit for coverage, you have the ability to continue coverage beyond the stated age provided certain criteria are met. Among these is that you obtain medical certification of disability and that you start the certification process within 31 days of the date your child loses eligibility under the plan(s) due to age.


³ Make sure your dependents are eligible under the Nokia eligibility rules before you add them to your coverage. You can view eligibility rules on the YBR website. You will be asked to verify the eligibility of the dependent(s) you enroll for coverage.

- **You have the option to choose** how you prefer to receive communications from the Nokia Benefits Resource Center. Select the profile icon  at the top right of the page and then “Manage Communications.” Scroll down to the “Delivery Preference” section to choose your preferred method of delivery (electronically or postal mail) and verify your contact information. **Please note:**
 - Communications delivered electronically will get to you faster, while communications delivered by mail may take up to 10 days.
 - Your election for receipt of communications on the YBR website will not affect the method of delivery for your annual open enrollment kit. If you would like to have a copy of your annual open enrollment kit mailed to you, please follow the instructions outlined in “If you need a copy of your annual open enrollment kit” on page 7.
- **Review your dependent(s) on file for each of your benefit plans** — and make any updates or corrections.
- **Click “Complete Enrollment”** either when you are done making your elections or if you must log off the YBR website before completing your elections; otherwise, your elections made up to that point will not be saved. You can log back on and make any additional changes before your enrollment deadline (Friday, October 20, 2023, at 5:00 p.m., ET) even if you have already completed your enrollment.
- **You may save or print your elections** if you like. To do so, save or print the “Completed Successfully!” page for your records when you are finished taking action.
- **Log off the YBR website** when you are finished to prevent others from viewing your information. When “You’ve Logged Off” appears on the screen, you will know your information is protected.
- **Watch for your enrollment confirmation** in your email. If you have a preferred email address on file, a detailed confirmation of enrollment statement will be emailed to you after you have completed your enrollment on YBR. The statement will show all your benefit elections as well as their monthly costs. Be sure to save it for your records.

Have you forgotten your YBR website User ID and/or password?

If so, go to the YBR website, select “Forgot User ID or Password?” and follow the prompts to get a new one.

A one-time access code will be provided to you by telephone or text message, as applicable (if you previously added your preferred telephone number — home or mobile — to the YBR website). You may also answer your security questions if you have previously completed them. If none of these are on file with YBR, you will need to request that a temporary password be sent to you by US Mail. **It may take up to 10 days to receive your password through the mail.** (For security purposes, access codes cannot be sent via email.)

Tip: If you have not already done so, log on to the YBR website today and provide your preferred telephone number — home or mobile. Just select the profile icon  at the top right of the page, then “Personal Information” and enter your phone number where indicated. **We strongly recommend that you add a mobile phone number to take advantage of additional security and text messaging capabilities — including the ability to quickly reset a forgotten YBR website User ID or password or Nokia Benefits Resource Center personal identification number (PIN) using a one-time access code that can be sent to your mobile phone via text message.** Standard text message rates apply.

Please note: If you have previously elected electronic delivery of benefits communications, adding your mobile phone number to your personal information on YBR will not affect email delivery of those communications. Benefit communications will continue to be sent to your email address on file.

Flexible Spending Accounts

The following section is for participants who are enrolled in, or are eligible to elect, the Health Care Flexible Spending Account (HFSA) and/or Dependent Care Flexible Spending Account (DFSA).

As a reminder, the filing deadline for **2022** HFSA and DFSA claims has been extended. **If you still have FSA-eligible claims that were incurred in 2022 (or during the grace period, for the HFSA), you now have until December 31, 2023, to submit those claims for reimbursement through your 2022 HFSA and/or DFSA.** After December 31, 2023, you may no longer submit claims to be reimbursed through your 2022 FSA(s), and you will lose any money left in those account(s).

General information

You must actively elect the HFSA and/or DFSA during the annual open enrollment period each year.

Elections **do not** roll over year-to-year. This means that, if you do not make a contribution election for the HFSA and/or DFSA during this annual open enrollment period, you will not participate in either or both accounts for 2024.

Use it or lose it. You will forfeit any HFSA and/or DFSA balances if not used by the deadline(s) to incur expenses and if claims are not submitted (postmarked, faxed or uploaded) to Aight Smart-Choice Accounts™ (Smart-Choice Accounts) by the applicable submission deadline(s). These deadlines are summarized below. **Tip:** Even if you do not spend and claim reimbursement of your full FSA balance(s) by these deadlines, you will still receive the tax savings from your FSA(s).

2024 FSA contribution limits

As noted earlier, you may contribute up to **\$3,050** to an HFSA in 2024, up from \$2,850 in 2023, and up to \$5,000 to a DFSA (unchanged from 2023).

Reminder: Estimate your expected healthcare expenses carefully. Be sure you understand the out-of-pocket costs you can expect to pay for healthcare services. This will help ensure that your HFSA annual contribution is appropriate to cover your expected out-of-pocket costs.

Keep track of these key FSA dates

For your convenience, the grace period and claims submission deadlines for the 2023 and 2024 FSAs are summarized below.

Plan year	Grace period ends	Claims filing deadline
HFSA		
2022	March 15, 2023	December 31, 2023
2023	March 15, 2024	May 15, 2024
2024	March 15, 2025	May 15, 2025
DFSA		
2022	Not applicable	December 31, 2023
2023	Not applicable	May 15, 2024
2024	Not applicable	May 15, 2025

For more information

If you have questions about your FSA(s), contact Smart-Choice Accounts via a link on the YBR website or call the Nokia Benefits Resource Center at 1-888-232-4111 (TTY 711) between 9:00 a.m. and 5:00 p.m., ET, Monday through Friday. You can also refer to the FSA Summary Plan Description on the BenefitAnswers Plus website.

Important reminders

Take note of the following for the annual open enrollment period — and all year.

- **Are you dropping a dependent from coverage? Here is what you should know about COBRA.**
 - **COBRA continuation coverage is not offered to dependents removed from coverage during the annual open enrollment period.** If your dependent is experiencing a qualified status change (due to circumstances causing your dependent to no longer be eligible for coverage under the plan) and you remove that dependent from your coverage during the annual open enrollment period, your dependent will not be eligible for COBRA continuation coverage. Instead, if you have a dependent who experiences a qualified status change, in order for that dependent to be eligible for COBRA continuation coverage, you must report that change through the “Life Events” section on the YBR website (or call the Nokia Benefits Resource Center). Note: Typically, you must report all qualified status changes within 31 days of the change occurring.
 - **COBRA continuation coverage is offered to dependents who lose coverage due to reaching the age limit.** Dependents aging out of group health plan eligibility will maintain coverage through the end of the month in which they turn age 26, at which point they will then become eligible for COBRA continuation coverage. If your dependent is aging out, you will receive communications about the loss of coverage and the applicable COBRA paperwork. (Your dependent will also receive the applicable COBRA paperwork.)
- **What you need to know about your medical, prescription drug and/or dental member ID cards.**
 - **Medical and prescription drug:**
 - All Surest medical plan option members will receive new medical plan member ID cards from Surest by January 1, 2024, to use in 2024.
 - CVS Caremark will not provide current members with new prescription drug member ID cards for 2024. Please continue to use your current CVS Caremark member ID card in 2024.
 - If you have not received your new cards by January 1, 2024, or if you need new cards for yourself or additional cards for your dependents, you may print (or, in the case of Surest, download a digital copy of) them from the applicable carrier’s website:
 - ◆ Medical (Surest): [Benefits.Surest.com](https://benefits.surest.com)
 - ◆ Prescription drug (CVS Caremark): [Caremark.com](https://caremark.com)
 - For HMO coverage, contact the HMO for any questions about member ID cards. You can find contact information on the back of your HMO ID card (if you are currently enrolled) and in *Benefits at-a-glance and resource contact information 2024* on the BenefitAnswers Plus website.
 - **Dental:** MetLife does not issue dental member ID cards; you do not need to present an ID card to receive services under the plan. Simply provide your dentist with your group information (Nokia 85848) and Nokia employee ID number. In addition, you can review your dental benefits at www.metlife.com/mybenefits.

To see your contribution costs for 2024...

Review the YBR website at <https://digital.alight.com/nokia> during the annual open enrollment period.

The importance of using your Nokia prescription drug program

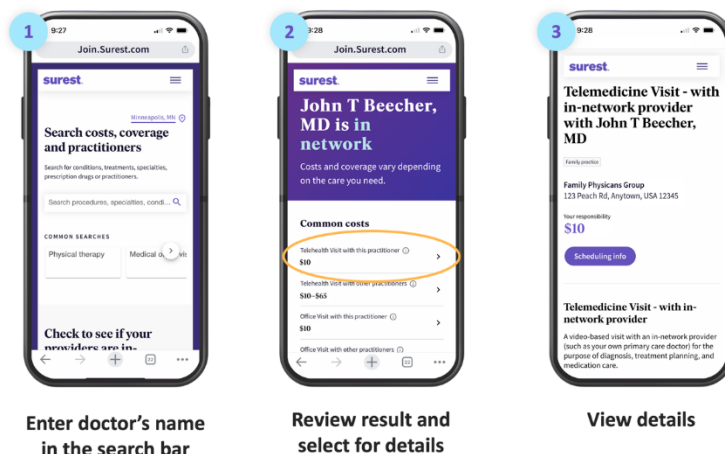
Your Nokia prescription drug coverage offers many advantages when filling prescriptions. In addition to ensuring that you are using the lowest cost drug for your condition, the prescription drug program has safeguards in place to make sure that:

- Your medication is being used correctly and safely for the condition for which it is prescribed;
- You are advised of any side effects of your medication;
- You are advised of any interactions between the medications you are taking;
- You are advised whether the drug may be a high-risk medication for patients age 65 and older;
- Safe dosing levels of opioids are monitored; and
- Long-term opioid use is minimized.

To learn more, call CVS Caremark at 1-800-240-9623 or visit [Caremark.com](https://caremark.com).

- **How to find out if a provider is in-network for your Surest medical plan:**
 - Log in to Join.Surest.com/Nokia (pre-member website; use access code “Nokia2024”) or Benefits.Surest.com (member website).
 - In the search field under “Search costs, coverage and practitioners,” type in your provider’s name, review the results, and select for details as shown below.

Looking up a doctor



- Remember, you can also identify in-network providers using the YBR website.
- **Manage your health with Rally.®** Your Surest medical plan option includes access to Rally, a user-friendly digital experience that engages you by using technology, gaming and social media to help you understand, learn about and feel supported on your health journey. Rally is available at no cost and offers personalized recommendations to help you and your covered eligible family members make healthier choices and build healthier habits — one small step at a time. You can access Rally through the Rally wellness portal at <https://www.werally.com/client/nokia/register>.
- **Lose weight the healthy way with Real Appeal.®** Your Surest medical plan option also includes access to Real Appeal, a fun and engaging online weight loss and healthy lifestyle program. Based on the science of what really works to help people lose weight and keep it off, Real Appeal is offered at no additional cost to you and your covered eligible family members. The enrollment and participation in the program are accessible through the Rally wellness portal at <https://www.werally.com/client/nokia/register>.
- **Keep in mind: Changes in your doctor’s or healthcare provider’s network participation are not considered qualified status changes.** Medical carriers’ contracts with network providers may expire at any time during the year. You cannot make changes to your coverage and/or add/drop dependents outside of the annual open enrollment period due to these types of changes. Visit the YBR website at <https://digital.alight.com/nokia> (select “Life Events”) for more information about qualified status changes.
- **Thinking of opting out of coverage? You have the option to opt out of your Nokia coverage.**
 - When you opt out of Nokia medical coverage (which includes prescription drug benefits), you can still keep your Nokia dental coverage, and vice versa.
 - You may be eligible to opt back in to Nokia medical coverage (which includes prescription drug benefits) and/or Nokia dental coverage during a future annual open enrollment period or if you have a qualified status change.
 - Even if you opt out of Nokia’s medical plan, you still have access to the plan’s EAP coverage.
- **To get the most from your dental coverage, remember these tools and resources:**
 - **Online tool for locating in-network dentists:** When comparing your dental plan options on the YBR website, click the “Find a Dentist” link to search for in-network providers.
 - **Company code for accessing and managing your dental benefits through MetLife’s MyBenefits:** Sign in to www.metlife.com/mybenefits using the company name “US-Nokia.”

- **Planning to enroll in voluntary benefits coverage?** Be sure you know when you can — and cannot — enroll.
 - **Vision coverage, legal services and health advisory services:** You may enroll in or drop these voluntary benefits for 2024 **only** during the annual open enrollment period for your voluntary benefits (October 9, 2023 – October 20, 2023).
 - **Identity theft protection services, auto and home insurance, and pet insurance:** You may add or drop coverage in these voluntary benefits anytime during the year.

To learn more or to enroll, visit www.addedbenefitsaccess.com or call Added Benefits at 1-800-622-6045.

As a reminder, Nokia does not make any endorsement of or representation regarding any product or service provided under any voluntary benefits program. Note that the enrollment information in this guide does not apply to your voluntary benefits.

- **See the value of your health coverage.** The Affordable Care Act (ACA) requires that employers disclose the value of the employer-provided benefit for health insurance coverage on each participant’s Form W-2. You should expect to receive your 2023 Form W-2 no later than January 31, 2024.
- **You may receive the ACA-required Internal Revenue Service (IRS) Form 1095-C.** The ACA requires that employers provide Form 1095-C to certain (but not all) plan participants each year. The form serves as proof that you met the ACA’s requirement for having qualifying healthcare coverage during the year. Employers must provide forms for the 2023 tax year to participants, as applicable, no later than March 2, 2024.
- **Want to see a summary of your health plan option’s benefits and coverage?** The ACA requires that employers provide participants with a Summary of Benefits and Coverage (SBC) in order to compare health plan options when making decisions and enrolling in coverage. SBC(s) for the health plan option(s) for which you are eligible will be available during annual open enrollment on the YBR website at <https://digital.alight.com/nokia> and on Join.Surest.com/Nokia (pre-member website; use access code “Nokia2024”) or Benefits.Surest.com (member website).
- **Basic Life Insurance and Basic Accidental Death and Dismemberment (AD&D) Insurance coverage may be subject to reductions based on age or other plan provisions.** For details, please refer to the appropriate Summary Plan Description (SPD) on the BenefitAnswers Plus website at www.benefitanswersplus.com.

Remember: Vision coverage is a “voluntary benefit”



As a reminder, vision coverage is a voluntary benefit available through Added Benefits. It is not part of your medical coverage.

The vision plan covers routine vision services and supplies, such as eye exams (including refraction and dilation), eyeglass lenses and frames, and contact lenses.

The 2024 voluntary benefits annual open enrollment period begins on Monday, October 9, 2023, at 9:00 a.m., ET, and ends on Friday, October 20, 2023, at 5:00 p.m., ET. You may enroll in, disenroll from or change your vision coverage for 2024 during these dates only. **Enrollments, disenrollments or changes will not be accepted after this deadline.**

If you are currently enrolled in vision coverage and take no action, your 2023 coverage will automatically roll over into 2024.

To take action or to learn more, visit www.addedbenefitsaccess.com or call Added Benefits at 1-800-622-6045.

- **Be sure your beneficiaries are up to date.** Take care of the people who matter most. Use this annual open enrollment opportunity to review, add or update your beneficiary designation(s) while you are on the YBR website as follows:
 - **For life insurance:** Complete MetLife’s online beneficiary designation process. You can either:
 - Visit the YBR website at <https://digital.alight.com/nokia>. Select the profile icon  at the top right of the page and then select “Beneficiaries” to be taken to the MetLife MyBenefits website. No additional User ID or password needed! **OR**
 - Go to the MetLife MyBenefits website at www.metlife.com/mybenefits directly, but you must register and create a User ID and password to access your information. You will need to enter your User ID and password to log on each time you visit the website.
 - **For the savings plan:** Log on to the YBR website at <https://digital.alight.com/nokia> to access your savings plan account. Select the profile icon  at the top right of the page and then select “Beneficiaries.” Or, call the Nokia Benefits Resource Center at 1-888-232-4111 (TTY 711).
- **Review your permanent address on file.** As a reminder, the Nokia Benefits Resource Center recognizes your permanent address on file as your mailing address. That address also determines your eligibility for some benefit plan options. To update your address with the Nokia Benefits Resource Center, use one of the following venues:
 - **Active employees (including employees on a leave of absence or Short-Term Disability):** MyHRPortal
 - **COBRA participants:** Call the Nokia Benefits Resource Center at 1-888-232-4111 (TTY 711)
- **The following materials are available on the BenefitAnswers Plus website:**
 - **The most current Summary Plan Descriptions (SPDs).** SPDs are summaries of the Nokia benefits offered to eligible participants under the applicable benefit plan. They are provided for informational purposes and are intended to comply with Department of Labor requirements. You can find these summaries, and any applicable Summaries of Material Modifications (SMMs), on the BenefitAnswers Plus website at www.benefitanswersplus.com.
 - **The Nokia Health Plans’ Notice of Privacy Practices.** Under the Health Insurance Portability and Accountability Act of 1996 (HIPAA), the Nokia health plans are required to provide you with a notice about their privacy practices, their legal duties and your rights concerning your health information. You can find this notice among your annual open enrollment materials on the BenefitAnswers Plus website at www.benefitanswersplus.com.

Resources for now and later

Nokia provides these year-round resources to help you conveniently manage your benefits.

Your Benefits Resources (YBR) website https://digital.alight.com/nokia (personalized and password-protected)	BenefitAnswers Plus website www.benefitanswersplus.com (non-personalized — no password required)
<ul style="list-style-type: none">• View your current coverage• Review and compare your 2024 healthcare options and contribution costs — and enroll online! (October 9, 2023 – October 20, 2023)• Opt out of your 2024 coverage• Find a doctor or healthcare provider• Learn more about your Nokia benefits• Review, add or change the information on file for your dependent(s)• Understand how a Life Event may change your benefits	<ul style="list-style-type: none">• See benefits news and updates, including coverage tips and reminders• Get your enrollment materials• Find answers to your benefits questions• View plan-related documents such as Summary Plan Descriptions (SPDs) and Summaries of Material Modifications (SMMs)• Find carrier contact information throughout the year

More to come

Be sure to check out the BenefitAnswers Plus website at www.benefitanswersplus.com in December for important coverage reminders and tips on using your benefits in 2024.

If you do not have access to the Internet, the Nokia Benefits Resource Center can help you resolve a unique benefits issue or enroll in or make changes to your coverage.

Call 1-888-232-4111 (TTY 711); 1-212-444-0994 if calling from outside of the United States, Puerto Rico or Canada. Representatives are available from 9:00 a.m. to 5:00 p.m., ET, Monday through Friday.

This communication is intended to highlight some of the benefits provided to eligible participants under the Nokia health and welfare plans. More detailed information is provided in the official plan documents. In the event of a conflict between any information contained in this communication and the terms of the plans as reflected in the official plan documents, the official plan documents shall control. The Board of Directors of Nokia of America Corporation (the "Company") (or its delegate[s]) reserves the right to modify, suspend, change or terminate any of the benefit plans at any time. Participants should make no assumptions about any possible future changes unless a formal announcement is made by the Company. The Company cannot be bound by statements about the plans made by unauthorized personnel. This information is not a contract of employment, either expressed or implied, and does not create contractual rights of any kind between the Company and its employees or former employees.

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