

## **Summary of Material Modifications Nokia Retirement Income Plan**

This notice, called a Summary of Material Modifications (“SMM”), advises you of material changes in the information presented in your Summary Plan Description (sometimes called an “SPD”) for the Nokia Retirement Income Plan (the “NRIP” or the “Plan”).

Please do two things:

1. Read this notice, and
2. Retain a copy of this notice for your records.

The changes are as follows:

### **1. MERGER OF LUCENT TECHNOLOGIES INC. PENSION PLAN INTO THE PLAN**

Effective at 11:59 p.m. on December 31, 2025, the Lucent Technologies Inc. Pension Plan (“LTPP”) was merged with and into the NRIP, with the NRIP being the surviving plan. The merger of the LTPP into the NRIP does not affect the benefits promised to participants under the LTPP (which benefits are now part of the NRIP’s “Lucent Pension Program”) nor does it affect the benefits promised to participants under other NRIP programs (such as the CAP, the Service-Based Program, or other programs under the NRIP prior to the merger of the LTPP into the NRIP).