




2023 annual open enrollment

Get ready to enroll in your 2023 benefits

Distributed to US active employees

A wide-angle photograph of a calm lake at sunset. The sun is low on the horizon, creating a bright starburst effect and reflecting on the water. Bare trees line the far shore, and their silhouettes are reflected in the still water.

Get ready for
annual open enrollment

A photograph of a single, full-canopied green tree standing in a vast field of purple lavender flowers. The sky is blue with scattered white clouds.

**This year, you may enroll in your
2023 Nokia health and welfare
benefits online and by phone:**

**October 24, 2022 –
November 4, 2022**

**Note: This is a two-week
enrollment period.**

**Starting on October 24, 2022,
visit the BenefitAnswers Plus
website for information about
your 2023 Nokia benefits.**