## NOCIA | 2024 annual open enrollment

## Distributed to US active employees

## Get ready for annual open enrollment

This year, you may enroll in your 2024 Nokia health and welfare benefits online and by phone: October 9, 2023 – October 20, 2023

Note: This is a two-week enrollment period.

Starting on October 9, 2023, visit the BenefitAnswers Plus website for information about your 2024 Nokia benefits. Take advantage of additional security and text messaging capabilities: Add your mobile phone number to your contact information.

Log on to <u>digital.alight.com/nokia</u>, select the profile icon (8) at the top right, then "Personal Information" and enter your mobile phone number where indicated.

2024 annual open enrollment materials will be posted to the BenefitAnswers Plus website for your reference, starting on October 9, 2023.