

# Important Reminders

## Nokia Savings/401(k) Plan Beneficiary Designation Forms

As a participant in the Nokia Savings/401(k) Plan, you may designate one or more persons, trusts, charities and/or estates as Beneficiaries to receive your vested balance upon your death. Individuals who become participants in the Plan as a result of being a beneficiary or alternate payee of a participant are not themselves eligible to designate a beneficiary. Beneficiaries cannot disclaim, relinquish, repudiate, or otherwise decline to receive any benefit or payment to which they become entitled under the terms of the Plan following your death.

It is important to keep all beneficiary information for your retirement savings up to date. Personal life changes can affect your choice of beneficiary designations, so we want to remind you to review your beneficiary information periodically and make changes if necessary.

The Nokia Savings/401(k) Plan offers an online beneficiary designation service. Log on to Your Benefits Resources ("YBR") to designate, review and update your beneficiary designations by following the steps below:

- Log on to your YBR account at <https://digital.alight.com/nokia>,
- Select the "Savings/401(k) & Pension" tab, and
- From the "Savings/401(k) Plan" drop down, select "Beneficiaries."

The following describes different designation scenarios and actions you will/might need to take.

- If you have not designated a beneficiary as of your date of death, and
  - you are married, your beneficiary will be your spouse at the time of your death.
  - you are unmarried, your estate will be the beneficiary.
- If you are married and,
  - you designate your spouse online or by phone with the Nokia Benefits Resource Center (the "NBRC"), your designation will take effect immediately, and no further action is required.

- you wish to designate one or more non-spousal beneficiaries, or your spouse and one or more non-spousal beneficiaries, you will be sent a Beneficiary Designation Authorization form reflecting the beneficiary designations you made online or by phone that you will need to complete by obtaining your spouse's notarized consent to your non-spousal beneficiary designation(s), and return the form to the NBRC.
  - you have designated one or more non-spousal beneficiaries, and you have remarried, your prior designation will be null and void unless you resubmit that designation and obtain spousal consent from your current spouse. Otherwise, your spouse as of your date of death will automatically be your beneficiary.
- If you are unmarried,
    - you will be sent a Beneficiary Designation Authorization form after your online or phone designation request is made with the purpose of verifying your status as unmarried.
    - and you later marry, your prior designation will be null and void unless you resubmit that designation and obtain spousal consent from your current spouse. Otherwise, your spouse as of your date of death will automatically be your beneficiary.

If you have a prior valid paper designation form on file, you will not be able to view it online. Although these paper designation forms are still valid (unless you have married/remarried since the time of signing that form), in order for you to ensure your designation is up to date, it is strongly recommended that you make an online designation (see instructions above).

Keep a copy of any Beneficiary Designation Authorization form you submit for your records. Your beneficiary designation will not be effective until such time that your Beneficiary Designation Authorization form is returned and deemed in good order by the NBRC. You will receive a written confirmation of such determination from the NBRC.

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## The Alight Protection Program

Protecting your Nokia retirement and pension plan accounts and personal information from fraud, cyber threats, and unauthorized activity is a top priority for Nokia of America Corporation (“Nokia”) and Alight Solutions, LLC (the recordkeeper for the Nokia Savings/401(k) Plan and Pension Plans). The Alight Protection Program™ (the “Program”) is available to you **at no cost** and will reimburse you for losses due to unauthorized activity in your plan account when certain requirements are met.

Additional information about the Program, including Program requirements, frequently asked questions (“FAQs”), and instructions on making security updates to your plan record (such as updating your mailing address, email, and mobile phone number) is available in the Security Center section of the Your Benefits Resources website at <https://digital.alight.com/nokia>, 24 hours a day, seven days a week.

You can also contact the Nokia Benefits Resource Center at 1-888-232-4111 (select the prompt for “Retirement & Savings”). Benefits Center representatives are available Monday through Friday from 9:00 a.m. to 5:00 p.m., ET.

Alight Protection Program is a trademark of Alight Solutions LLC.

## Is Your Contact Information/Financial Account Information Up to Date in YBR?

Be sure your address, home/mobile phone numbers and financial institution information (i.e., direct deposit account information) is up to date. If this information is not up to date, consider updating it as soon as possible. You can check your information by logging on to your YBR account at <https://digital.alight.com/nokia> and clicking on the person icon in the top right corner of the home page. Then click on “Personal Information” under the heading “Your Profile.” If you are:

- An employee of NoAC or NIMCO and paid from the US payroll, you will not be able to update your address through YBR. You must log on to the Nokia Employee Hub at: <https://epsportal.int.net.nokia.com/phoenix>. Select “Employee Self Service” then “Personal Profile” under “Personal Information.” If working remotely, you must be connected to the Nokia network via a Virtual Private Network (VPN). Contact HR Connection at 1-214-519-8633 if you need assistance. You are able to update your financial account information on YBR.
- A Nokia employee not paid from the US payroll, a current employee of SAC Wireless, LLC or a terminated participant/beneficiary/alternate payee, you can update your address/financial account information on YBR or by contacting the Nokia Benefits Resource Center at 1-888-232-4111.

If you do not do this in advance of your request, you may experience a delay due to security requirements. You should also consider signing up for text messages to ensure you receive all notices about your account.