

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2024 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A	This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B	This return/report is: ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information
1a	Name of plan NOKIA SAVINGS/401(K) PLAN
1b	Three-digit plan number (PN) ▶ 003
1c	Effective date of plan 10/01/1996
2a	Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) NOKIA OF AMERICA CORPORATION 600 MOUNTAIN AVENUE, ROOM 6D-401A MURRAY HILL, NJ 07974
2b	Employer Identification Number (EIN) 22-3408857
2c	Plan Sponsor's telephone number 908-723-9869
2d	Business code (see instructions) 334200

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	07/18/2025	ROBIN WARD
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 26582
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	 6a(1) 7104 6a(2) 6331 6b 30 6c 16331 6d 22692 6e 2188 6f 24880 6g(1) 25956 6g(2) 24381 6h 0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

2E 2F 2G 2J 2K 2R 3F 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) ☒ **R** (Retirement Plan Information)
- (2) ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) ☐ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) ☐ **DCG** (Individual Plan Information) – Number Attached _____
- (5) ☐ **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information – Small Plan)
- (3) ☐ **A** (Insurance Information) – Number Attached 0
- (4) ☒ **C** (Service Provider Information)
- (5) ☒ **D** (DFE/Participating Plan Information)
- (6) ☒ **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2024
		This Form is Open to Public Inspection.
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024		
A Name of plan NOKIA SAVINGS/401(K) PLAN		B Three-digit plan number (PN) ▶ 003
C Plan sponsor's name as shown on line 2a of Form 5500 NOKIA OF AMERICA CORPORATION		D Employer Identification Number (EIN) 22-3408857

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... ☐ Yes ☒ No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

JACOBS LEVY EQUITY MANAGEMENT, INC.

22-2774695

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	2486541	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

ALIGHT FINANCIAL ADVISORS LLC

82-1061233

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
26 50	NONE	2282316	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

WELLINGTON MANAGEMENT COMPANY, LLP

30-0835489

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 68 50 51	NONE	1947788	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

MFS INSTITUTIONAL ADVISORS, INC.

04-3247425

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 68 50 51	NONE	1103916	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

(a) Enter name and EIN or address (see instructions)

ALIGHT SOLUTIONS LLC

82-1061233

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 49 50	NONE	995593	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

(a) Enter name and EIN or address (see instructions)

BLACKROCK FINANCIAL MANAGEMENT INC.

13-3806691

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51 49 50	NONE	938135	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

BANK OF NEW YORK

13-5160382

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
19 49 21 50 25 62	TRUSTEE	773695	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

(a) Enter name and EIN or address (see instructions)

WELLINGTON TRUST COMPANY, NA

04-2755549

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 68 50 51	NONE	759352	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

(a) Enter name and EIN or address (see instructions)

NOKIA INVESTMENT MANAGEMENT CORP

22-3646524

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 99 31 50	AFFILIATE	635361	Yes ☒ No ☐	Yes ☐ No ☒	76	Yes ☐ No ☒

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

AQR CAPITAL MANAGEMENT, LLC

13-3987414

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	629337	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

ALIGHT FINANCIAL SOLUTIONS LLC

82-1061233

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
33 60 71 50 61 59 63	NONE	544626	Yes ☒ No ☐	Yes ☐ No ☒	40449	Yes ☐ No ☒

(a) Enter name and EIN or address (see instructions)

LSV

23-2772200

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	564518	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

FIAM LLC

04-3532603

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	544363	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

ALLIANCEBERNSTEIN L.P.

13-4064930

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	440681	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

PERSHING LLC

13-2741729

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
59 99 61 71	NONE	0	Yes ☒ No ☐	Yes ☐ No ☒	411018	Yes ☐ No ☒

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

T. ROWE PRICE TRUST COMPANY

52-1309931

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 68 50 51	NONE	381252	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

(a) Enter name and EIN or address (see instructions)

PZENA

13-3860154

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	305961	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

JP MORGAN INVESTMENT MANAGEMENT

13-3200244

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	270450	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

BLACKROCK INSTITUTIONAL TRUST CO.

94-3112180

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51 49 71 50	NONE	219560	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

(a) Enter name and EIN or address (see instructions)

NOKIA OF AMERICA CORPORATION

22-3408857

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
35 50 56	EMPLOYER	176722	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

ARES MANAGEMENT LLC

27-2078839

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	164160	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

TEMPLETON INVESTMENT COUNSEL, LLC

94-3385113

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 68 50 51	NONE	132942	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

DELOITTE & TOUCHE

13-3891517

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	125000	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

BROWN BROTHERS HARRIMAN

13-4973745

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	78360	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

AON CONSULTING, INC.

22-2232264

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16 50	NONE	75000	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

CEM BENCHMARKING INC

98-0180257

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
49 50	NONE	67000	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

DAY PITNEY LLP

06-0317480

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29 50	NONE	35809	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

SEYFARTH SHAW

36-2152202

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29 50	NONE	25752	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

GRAPHIC PARTNERS

36-4074726

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
38 50	NONE	23944	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

CURCIO WEBB

36-4171366

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
49 50	NONE	8334	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
PERSHING LLC	59	30828

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
MULTIPLE MUTUAL FUND COMPANIES	SHAREHOLDER SERVICING FEES

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
PERSHING LLC	61	131148

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
MULTIPLE MUTUAL FUND COMPANIES	FINDERS FEES

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
PERSHING LLC	71 99	249042

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
ALIGHT FINANCIAL SOLUTIONS 82-1061233	SECURITIES BROKERAGE, COMMISSION & FEES AND OTHER FEES

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
ALIGHT FINANCIAL SOLUTIONS, LLC	33 59 60 63 71	23604

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
MULTIPLE MUTUAL FUND COMPANIES	IMF FEES

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
ALIGHT FINANCIAL SOLUTIONS, LLC	61	16845

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
PERSHING LLC 13-2741729	FINDERS FEES

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection.
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024		
A Name of plan NOKIA SAVINGS/401(K) PLAN		B Three-digit plan number (PN) ▶ 003
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 NOKIA OF AMERICA CORPORATION		D Employer Identification Number (EIN) 22-3408857
Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)	
a Name of MTIA, CCT, PSA, or 103-12 IE: WTC-CIF II DIVRSFD INFLATION HEDGES		
b Name of sponsor of entity listed in (a): WELLINGTON TRUST COMPANY, NA		
c EIN-PN 04-6913417-064	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 131965000
a Name of MTIA, CCT, PSA, or 103-12 IE: JPMCB LIQUIDITY FUND		
b Name of sponsor of entity listed in (a): JPMORGAN CHASE BANK, N.A.		
c EIN-PN 13-6285055-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 686314000
a Name of MTIA, CCT, PSA, or 103-12 IE: RUSSELL 3000 INDEX FUND F		
b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY		
c EIN-PN 94-3371912-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2396873000
a Name of MTIA, CCT, PSA, or 103-12 IE: FIAM BRD MKT DRTN COMMINGLED POOL		
b Name of sponsor of entity listed in (a): FIDELITY INSTITUTIONAL ASSET MANAGEMENT		
c EIN-PN 20-4659714-012	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 193247000
a Name of MTIA, CCT, PSA, or 103-12 IE: MSCI WORLD EQUITY EX-US FUND F		
b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY		
c EIN-PN 35-2167780-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 366887000
a Name of MTIA, CCT, PSA, or 103-12 IE: RUSSELL 1000 INDEX FUND F		
b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY		
c EIN-PN 94-3357216-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 198204000
a Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRC EMERGING MKTS EQ. TRUST		
b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY		
c EIN-PN 52-1309931-006	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule D (Form 5500) 2024 v. 240311		

a Name of MTIA, CCT, PSA, or 103-12 IE: WTC-CIF II BALANCED REAL ASSETS

b Name of sponsor of entity listed in (a): WELLINGTON TRUST COMPANY, NA

c EIN-PN 04-6913417-094	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 30725000
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a Name of MTIA, CCT, PSA, or 103-12 IE: RUSSELL 1000 GROWTH FUND F

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY

c EIN-PN 94-3330725-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 180769000
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a Name of MTIA, CCT, PSA, or 103-12 IE: RUSSELL 1000 VALUE FUND F

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY

c EIN-PN 94-3330726-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 45962000
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a Name of MTIA, CCT, PSA, or 103-12 IE: MSCI ACWI MIN VOLATILITY IND FUND F

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY

c EIN-PN 47-2274947-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 143137000
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a Name of MTIA, CCT, PSA, or 103-12 IE: BLACKROCK EMERGING MARKETS INDEX FD

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY

c EIN-PN 45-5454245-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 124801000
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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Part II Information on Participating Plans (to be completed by DFEs, other than DCGs)

(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE G (Form 5500) Department of Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	Financial Transaction Schedules This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan NOKIA SAVINGS/401(K) PLAN	B Three-digit plan number (PN) ► 003
C Plan sponsor's name as shown on line 2a of Form 5500 NOKIA OF AMERICA CORPORATION	D Employer Identification Number (EIN) 22-3408857

Part I	Schedule of Loans or Fixed Income Obligations in Default or Classified as Uncollectible Complete as many entries as needed to report all loans or fixed income obligations in default or classified as uncollectible. Check box (a) if obligor is known to be a party in interest. Attach Overdue Loan Explanation for each loan listed. See Instructions.
--------	--

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items
☐	ENVIVA PARTNERS LP ENVI 144A	6.50% 01/15/2026 DD 12/09/19 DEFAULT DATE 3/16/2024

	Amount received during reporting year			Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest
601000			601000		

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items
☐		

	Amount received during reporting year			Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items
☐		

	Amount received during reporting year			Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items			
☐					
		Amount received during reporting year		Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items			
☐					
		Amount received during reporting year		Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items			
☐					
		Amount received during reporting year		Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items			
☐					
		Amount received during reporting year		Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items			
☐					
		Amount received during reporting year		Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

Part II Schedule of Leases in Default or Classified as Uncollectible

Complete as many entries as needed to report all leases in default or classified as uncollectible. Check box (a) if lessor or lessee is known to be a party in interest. Attach Overdue Lease Explanation for each lease listed. (See instructions)

(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)			
☐						
(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears	

(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)			
☐						
(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears	

(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)			
☐						
(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears	

(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)			
☐						
(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears	

(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)			
☐						
(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears	

(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)			
☐						
(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears	

Part III Nonexempt Transactions

Complete as many entries as needed to report all nonexempt transactions. **Caution:** If a nonexempt prohibited transaction occurred with respect to a disqualified person, file Form 5330 with the IRS to pay the excise tax on the transaction.

(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price		
(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction
(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price		
(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction
(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price		
(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction
(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price		
(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction
(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price		
(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction
(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price		
(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction
(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price		
(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110
		2024
		This Form is Open to Public Inspection

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan NOKIA SAVINGS/401(K) PLAN	B Three-digit plan number (PN) ► 003
C Plan sponsor's name as shown on line 2a of Form 5500 NOKIA OF AMERICA CORPORATION	D Employer Identification Number (EIN) 22-3408857

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions.....	1b(2)		
(3) Other	1b(3)	73540000	54587000
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	14376000	9993000
(2) U.S. Government securities	1c(2)	650341000	698518000
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	275825000	246114000
(B) All other	1c(3)(B)	338790000	296909000
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	601000	176000
(B) Common	1c(4)(B)	2116193000	2250790000
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	23698000	22247000
(9) Value of interest in common/collective trusts	1c(9)	4125514000	4498884000
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	13983000	14896000
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other.....	1c(15)	1449138000	1738104000

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	192000	252000
(2) Employer real property.....	1d(2)		
e Buildings and other property used in plan operation.....	1e		
f Total assets (add all amounts in lines 1a through 1e).....	1f	9082191000	9831470000
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h	5250000	9144000
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j	704260000	875626000
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	709510000	884770000
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	8372681000	8946700000

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers.....	2a(1)(A)		
(B) Participants.....	2a(1)(B)	107337000	
(C) Others (including rollovers).....	2a(1)(C)	11866000	
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B), (C), and line 2a(2)	2a(3)		119203000
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)		
(B) U.S. Government securities.....	2b(1)(B)		
(C) Corporate debt instruments.....	2b(1)(C)		
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)	1536000	
(F) Other.....	2b(1)(F)	57889000	
(G) Total interest. Add lines 2b(1)(A) through (F).....	2b(1)(G)		59425000
(2) Dividends: (A) Preferred stock.....	2b(2)(A)		
(B) Common stock.....	2b(2)(B)	54594000	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A) , (B), and (C).....	2b(2)(D)		54594000
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds.....	2b(4)(A)	4091105000	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	3971411000	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)	216689000	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B).....	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		656485000
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		2739000
c Other income	2c		154840000
d Total income. Add all income amounts in column (b) and enter total	2d		1383669000

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	807366000	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		807366000
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		-40000
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	2324000	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		2324000
j Total expenses. Add all expense amounts in column (b) and enter total	2j		809650000

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		574019000
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☐ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☒ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: **DELOITTE & TOUCHE LLP**

(2) EIN: **13-3891517**

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) ☐ This form is filed for a CCT, PSA, DCG or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		☒	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	☒		601000
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		☒	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		☒	
e Was this plan covered by a fidelity bond?	☒		12000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		☒	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		☒	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?..... ☐ Yes ☒ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☐ Yes ☐ No ☐ Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024		
A Name of plan NOKIA SAVINGS/401(K) PLAN	B Three-digit plan number (PN) ▶	003
C Plan sponsor's name as shown on line 2a of Form 5500 NOKIA OF AMERICA CORPORATION	D Employer Identification Number (EIN) 22-3408857	

Part I	Distributions
--------	---------------

All references to distributions relate only to payments of benefits during the plan year.

1	Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	0
2	Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 20-2387942		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.			
3	Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3	

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
---------	--

4	Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?	☐ Yes	☐ No	☐ N/A
If the plan is a defined benefit plan, go to line 8.				
5	If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.			
6	a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a		
	b Enter the amount contributed by the employer to the plan for this plan year	6b		
	c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....	6c		
If you completed line 6c, skip lines 8 and 9.				
7	Will the minimum funding amount reported on line 6c be met by the funding deadline?	☐ Yes	☐ No	☐ N/A
8	If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?	☐ Yes	☐ No	☐ N/A

Part III	Amendments
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9	If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box.....	☐ Increase	☐ Decrease	☐ Both	☐ No
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Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
---------	--

10	Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?	☐ Yes	☐ No
11	a Does the ESOP hold any preferred stock?	☐ Yes	☐ No
	b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)	☐ Yes	☐ No
12	Does the ESOP hold any stock that is not readily tradable on an established securities market?	☐ Yes	☐ No

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. Complete as many entries as needed to report all applicable employers.

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

- 14** Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....

14a

b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14b

c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14c

- 15** Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year.....

15a

b The corresponding number for the second preceding plan year.....

15b

- 16** Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year.....

16a

b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....

16b

- 17** If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

- 18** If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

- 19** If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:

Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%

High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:

☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☐ 15 years or more

- 20 PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation.....

Part VII IRS Compliance Questions

- 21a** Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☒ Yes ☐ No

- 21b** If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☒ "Current year" ADP test

☐ N/A

- 22** If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ____/____/____ (MM/DD/YYYY) and the Opinion Letter serial number_____.

Nokia Savings/401(k) Plan

Employer ID No: 22-3408857

Plan Number: 003

Financial Statements as of December 31, 2024 and 2023
and for the Year Ended December 31, 2024,
Supplemental Schedules as of December 31, 2024,
and Independent Auditor's Report

NOKIA SAVINGS/401(k) PLAN

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NOTE: All other schedules required by Section 2520.103-10 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.



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INDEPENDENT AUDITOR'S REPORT

The Plan Administrator
of the Nokia Savings/401(k) Plan

Opinion

We have audited the financial statements of Nokia Savings/401(k) Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2024 and 2023, and the changes in its net assets available for benefits for the year ended December 31, 2024, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining

sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Supplemental Schedules Required by ERISA

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedules of assets (held at the end of the year) and loans or fixed income obligations in default or classified as uncollectible, as of December 31, 2024, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain

additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the accompanying schedules is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Deloitte & Toche LLP

June 17, 2025

NOKIA SAVINGS/401(k) PLAN

Statements of Net Assets Available for Benefits

As of December 31, 2024 and 2023

(In thousands)

	December 31	
	2024	2023
ASSETS		
Participant-directed investments at fair value (including securities on loan of \$811,796 and \$624,979)	\$ 9,754,636	\$ 8,984,953
Receivables:		
Notes receivable from participants	22,421	23,912
Receivable for investments sold	37,920	55,563
Interest, dividends and other receivables	16,667	17,977
Total receivables	77,008	97,452
Total assets	9,831,644	9,082,405
LIABILITIES		
Collateral held for securities on loan	826,031	642,432
Payable for investments purchased	49,595	61,828
Other liabilities	9,144	5,250
Total liabilities	884,770	709,510
NET ASSETS AVAILABLE FOR BENEFITS	\$ 8,946,874	\$ 8,372,895

See notes to financial statements.

NOKIA SAVINGS/401(k) PLAN

Statement of Changes in Net Assets Available for Benefits

For the Year Ended December 31, 2024

(In thousands)

Additions to net assets attributable to:

Contributions:

Participant contributions	\$ 107,337
Rollover contributions	11,866
Total contributions	<u>119,203</u>

Investment income:

Net appreciation in fair value of investments	1,150,447
Interest	57,889
Dividends	<u>54,594</u>
Net investment income	1,262,930
Interest income on notes receivable from participants	<u>1,536</u>
Total additions	<u>1,383,669</u>

Deductions from net assets attributable to:

Benefits paid to participants	807,366
Administrative expenses	<u>2,324</u>
Total deductions	<u>809,690</u>

Increase in net assets	573,979
------------------------	---------

NET ASSETS AVAILABLE FOR BENEFITS:

Beginning of year	<u>8,372,895</u>
End of year	<u><u>\$ 8,946,874</u></u>

See notes to financial statements.

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements

As of December 31, 2024 and 2023,
and for the Year Ended December 31, 2024

1. Description of the Plan

The following description of the Nokia Savings/401(k) Plan (the Plan) provides only general information. Participants should refer to the Plan document and the Summary Plan Description for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan maintained by Nokia of America Corporation (the Company and Plan Administrator). The Plan covers eligible employees of the Company and those of its affiliates that are identified in the Plan document as "Participating Companies" with respect to the Plan.

The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The Plan is an individual account plan that permits participants and beneficiaries to exercise control over the assets in their respective accounts. As such, the Plan is intended to meet the requirements of Section 404(c) of ERISA and the regulations promulgated thereunder. An eligible employee, as described in the Plan document, enters the Plan by authorizing a payroll withholding and directing a contribution among the different investment funds of the Plan.

The Plan's assets are held by Bank of New York Mellon (BNY), as Trustee (the Trustee) and custodian, in the Lucent Technologies Inc. Defined Contribution Plan Master Trust (the Trust). The Trust is not a master trust and does not file as a master trust direct filing entity on Form 5500. Nokia Investment Management Corporation (NIMCO), a wholly-owned direct subsidiary of the Company, was, until September 30, 2024, the "named fiduciary" (within the meaning of ERISA) of the Trust and was the fiduciary with authority to direct the Plan's Trustee. Effective October 1, 2024, NIMCO was removed as the "named fiduciary" of the Trust, and the Nokia Pension and Benefit Investment Committee (PBIC) replaced NIMCO as the entity with authority to direct the Trustee. Also, effective October 1, 2024, the Company appointed Mercer Investments LLC (Mercer) as the Outsourced Chief Investment Officer and fully-discretionary investment manager (within the meaning of ERISA 3(38)) and fiduciary with respect to the Plan's assets.

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

1. Description of the Plan (continued)

The Plan was also amended, effective as of October 1, 2024, to remove the Company as “named fiduciary” (within the meaning of ERISA) of the Plan and to instead identify the following as the Plan’s named fiduciaries:

- (i) With respect to matters relating to Plan investments: the PBIC;
- (ii) With respect to matters relating to Plan administration (other than appeals from denied claims for benefits): the (Nokia) Administrative Oversight Committee; and
- (iii) With respect to appeals from denied claims for benefits: the (Nokia) Employee Benefits Committee.

The Plan is the successor by merger to various defined contribution plans previously maintained by AG Communication Systems Corporation, Alcatel USA, Inc., Nokia Solutions and Networks US LLC and Nokia USA Inc. as well as the Company.

Contributions

Participant contributions of 1% to 50% of eligible compensation may be authorized. After-tax contributions are limited to a maximum election of 25% of eligible compensation. An employee may designate contributions as pre-tax contributions, after-tax contributions, Roth 401(k) contribution or a combination of pre-tax, after-tax and Roth 401(k) contributions. The Internal Revenue Code (the Code) limited the maximum amount of an employee’s contribution on a pre-tax and/or Roth 401(k) basis to \$23,000 in 2024. Employees who are age 50 or older on or before December 31 may be eligible to make pre-tax and/or Roth 401(k) contributions beyond the Code pre-tax limit. The catch-up contribution limit set by the Internal Revenue Service (the IRS) was \$7,500 in 2024. A participant who is eligible for and elects to make catch-up contributions may choose to reduce his or her compensation by a specified whole percentage not in excess of 75% (instead of the 50% limit applicable to participants who are not eligible for and who do not elect to make catch-up contributions). Participants may also contribute amounts representing eligible rollover distributions from other qualified defined benefit or defined contribution plans.

The Company no longer provides matching contributions. Other Company contributions (such as profit-sharing contributions) may be made at the discretion of the Company’s Board of Directors. There were no Company contributions during 2024.

Participant accounts

Individual accounts are maintained for each participant of the Plan. Each participant’s account is credited with the participant’s contribution and related past matching and Company contributions, if applicable, and investment gains. Participant accounts are charged with withdrawals, investment losses and any applicable administrative expenses and other fees as described in Note 7. The

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

1. Description of the Plan (continued)

benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

The Plan offers the opportunity for participants to have their Plan account professionally managed by the Plan's designated investment manager, Alight Financial Advisors, LLC. This program is called "Professional Management".

Vesting

The Plan provides for 100% vesting of Company contributions for active represented/occupational employees upon completion of three years of service or upon the occurrence of certain prescribed events (i.e., death or disability), regardless of years of service. There are no longer any active represented/occupational employees participating in the Plan (with the last such employee having terminated from employment in 2021).

Special vesting rules may apply to certain prior plans that were merged into the Plan (or a predecessor plan) that might have imposed special vesting rules on amounts contributed to those plans.

Participant contributions and Company contributions are invested in accordance with respective participant elections. All participant contributions and earnings thereon are immediately vested and are not subject to forfeiture.

Forfeited accounts

Company contributions and related earnings in which a terminated participant is not vested are forfeited. Pursuant to the terms of the Plan, these forfeitures can be used either (i) to offset Plan administrative expenses, or (ii) to reduce Company matching contributions. In 2022, the Plan was amended also to provide that forfeited amounts can be allocated, on a *per capita* basis, to the accounts of active participants in the Plan. As of December 31, 2024 and 2023, forfeited amounts totaled approximately \$1,000 and \$3,000, respectively. During 2024, \$3,000 of forfeitures were used to offset plan administrative expenses.

Investments available under the Plan

The Plan offers participants a broad array of investment funds from which to choose. Each fund offers differing levels of risk and potential for return. Each fund is either a separate account fund (separately managed account) for which underlying investments are listed individually on Form 5500, Schedule H, Line 4i or an institutional commingled fund (common/collective trust).

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

1. Description of the Plan (continued)

The investment funds (and their type) available under the Plan during 2024 were as follows:

Asset Class	Fund Name	Fund Type
Fixed Income	Money Market Fund	Institutional Commingled Fund
	Short Term Bond Fund	Separate Account
	Core Bond Fund*	Institutional Commingled Fund
	Bond Fund	Separate Account
	Treasury Inflation-Linked Bond Fund*	Separate Account
	High Yield Bond Fund*	Separate Account
Real Assets	Balanced Real Asset Fund	Institutional Commingled Fund
	Customized Real Asset Fund*	Institutional Commingled Fund
Equities	US Large Cap Equity Index Fund*	Institutional Commingled Fund
	US Large Cap Value Equity Fund	Separate Account
	US Large Cap Value Equity Index Fund*	Institutional Commingled Fund
	US Large Cap Value Equity Fund 1*	Separate Account
	US Large Cap Value Equity Fund 2*	Separate Account
	US Large Cap Value Equity Fund 3*	Separate Account
	US Equity Index Fund	Institutional Commingled Fund
	US Large Cap Growth Equity Fund	Separate Account
	US Large Cap Growth Equity Index Fund*	Institutional Commingled Fund
	US Large Cap Growth Equity Fund 1*	Separate Account
	US Large Cap Growth Equity Fund 2*	Separate Account
	US Midcap Equity Fund	Separate Account
	US Small Cap Equity Fund	Separate Account
	Global Low Volatility Equity Index Fund*	Institutional Commingled Fund
	International Equity Index Fund	Institutional Commingled Fund
	International Equity Fund	Separate Account
	International Developed Markets Equity Fund 1*	Separate Account
	International Developed Markets Equity Fund 2*	Separate Account
	Emerging Markets Equity Fund*	Institutional Commingled Fund
Retirement Date Funds	Retirement Date Income Fund	Separate Account
	Retirement Date 2000 Fund	Separate Account
	Retirement Date 2005 Fund	Separate Account
	Retirement Date 2010 Fund	Separate Account
	Retirement Date 2015 Fund	Separate Account
	Retirement Date 2020 Fund	Separate Account
	Retirement Date 2025 Fund	Separate Account
	Retirement Date 2030 Fund	Separate Account
	Retirement Date 2035 Fund	Separate Account
	Retirement Date 2040 Fund	Separate Account
	Retirement Date 2045 Fund	Separate Account
	Retirement Date 2050 Fund	Separate Account
	Retirement Date 2055 Fund	Separate Account

*These funds are only available in multi manager funds and are not available for direct participant investment.

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

1. Description of the Plan (continued)

Participants may also utilize a self-directed brokerage account offered under the Plan.

The Plan permits the Company to designate one or more investment options as the Plan's "qualified default investment alternative" (QDIA) within the meaning of Section 404(c)(5) of the ERISA, as amended, and regulations issued thereunder. The Company has designated the thirteen "Retirement Date Funds" shown above, which are managed by AllianceBernstein L.P., as the Plan's QDIA.

Notes receivable from participants

Notes receivable from participants represent participant loans that are recorded at their unpaid principal balance plus any accrued but unpaid interest. Other than some grandfathered loans, participants may have one general loan and one home loan outstanding at a time. Loans are available to participants in an amount up to 50% of their vested account balance, from \$1,000 to \$50,000, subject to certain limitations, as defined in the Plan document. Upon default, as described in the Plan, participants are considered to have received a distribution and are subject to income taxes on the distributed amount. Also, participants may be subject to an additional 10% penalty tax on their taxable withdrawal if it occurs prior to age 59½. The loans are secured by the participant's account balance. Participant loans bear interest at a rate as determined from time to time by the Plan Administrator. As of December 31, 2024, participant loans have maturities through June 2041 at interest rates ranging from 3.25% to 9.50%. Principal and interest are paid through payroll deductions, coupon remittances and electronic fund transfers.

Distributions

Participants who separate from service may elect to receive a distribution of their vested account balance. The standard form of distribution is a lump-sum payment in cash. Participants may also elect an unlimited number of partial withdrawals, subject to a minimum withdrawal of \$300. For those enrolled in the Professional Management program and have selected the Income Beyond Retirement feature, there is no minimum partial distribution amount.

Represented/occupational participants retiring after January 1, 2003 with a service pension from the Lucent Technologies Inc. Pension Plan or who terminate employment because of disability may elect to receive their entire vested account balance in a series of regular, systematic installments.

Prior to June 1, 1993, participants retiring with a service pension or who terminated employment because of disability were eligible to receive their entire vested account balance in a series of regular, systematic installments.

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

1. Description of the Plan (continued)

Through an annual process and 60-days after an active employee terminates, inactive participants with vested account balances of \$1,000 or less will have their account balances automatically distributed if they do not make affirmative distribution elections. Inactive participants with vested account balances greater than \$1,000 but less than or equal to \$7,000 will have their account balances automatically rolled over into an Individual Retirement Account to be established on their behalf if they do not make an affirmative distribution election.

If the participant does not request a distribution and the account balance exceeds \$7,000, the participant's account shall remain in the Plan and shall be distributed only (1) at the participant's request, (2) when the participant attains age 72 (or age 73 for those who reached age 72 on or after January 1, 2023) through the payment of Minimum Required Distributions, as described in the Plan document, or (3) upon the participant's death, whichever is earliest.

When a participant dies, the entire amount in the participant's account is transferred to an account(s) for the participant's beneficiaries.

In-service withdrawals

The Plan allows the following types of in-service withdrawals (withdrawals from the Plan while employed by the Company) to help meet immediate financial needs:

- Age 59½ (or Older) Roth/non-Roth in-service withdrawals,
- Under Age 59½ Roth/non-Roth in-service withdrawals—non-hardship,
- Under Age 59½ in-service withdrawals—hardship, and
- Rollover account in-service withdrawals.

The amount participants may withdraw from their Plan account is subject to Plan and IRS rules.

All in-service withdrawals are made on a pro-rata basis from the investment funds in which the participant's account is invested at the time of processing the withdrawal. If the participant intends to take an in-service withdrawal from investments held in his or her self-directed brokerage account, he or she will need to liquidate that portion of their self-directed brokerage account and transfer the money to one (or more) of the Plan's investment funds in order to effectuate the withdrawal.

All in-service withdrawals are withdrawn from contribution sources in a particular order as set forth under the terms of the Plan. Some contribution sources are unavailable for withdrawal or are subject to restrictions on the portion of such sources that are available for withdrawal.

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

1. Description of the Plan (continued)

Age 59½ (or Older) Roth/non-Roth in-service withdrawals

If a participant is at least age 59½ and has not incurred a severance from employment, they may withdraw all or a portion of their Plan account balance. There is no limit on the number of such withdrawals that they can make from the Plan in any given Plan Year.

Under Age 59½ Roth/non-Roth in-service withdrawals—non-hardship

If a participant is under age 59½ and has not incurred a severance from employment, they may take a non-hardship in-service withdrawal. There is no limit on the number of such withdrawals that they can make from the Plan in any given Plan Year.

Under Age 59½ in-service withdrawals—hardship

If a participant is under age 59½ years and have not incurred a severance from employment, they may withdraw pre-tax contributions, pre-1989 earnings on such contributions, and catch-up contributions only if they or, if applicable, their designated beneficiary has an immediate and heavy financial need that cannot be met by other financial resources, including a loan or a non- hardship in-service withdrawal.

Rollover in-service withdrawal

If a participant has rolled non-Roth money into the Plan and has not incurred a severance from employment, they may take a rollover in-service withdrawal. There is no limit on the number of such withdrawals that they can make from the Plan in any given Plan Year.

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

2. Summary of accounting policies

Basis of accounting

The financial statements of the Plan are prepared in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP).

Payment of benefits

Benefits are recorded when paid.

Investment valuation and income recognition

Investments held by the Plan are stated at fair value. Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (an exit price). The Trustee prices the assets in the investment manager portfolios, taking into account values supplied by a reputable pricing or quotation service or quotations furnished by one or more reputable sources, fund administrators or other relevant information.

The Plan records dividend income on investments held as of the ex-dividend dates, interest income on the accrual basis and other gains or losses when incurred. The Plan's net appreciation in fair value of investments consists of the net realized gains (losses) and the net change in unrealized appreciation/(depreciation). See Note 3 for additional information.

Purchases and sales of investments

Purchases and sales of investments are recorded on a trade-date basis. The receivable related to investments sold before year-end but not settled until after year-end is recorded in receivable for investments sold on the statements of assets available for benefits. The payable related to investments purchased before year-end but not settled until after year-end is recorded in payable for investments purchased on the statements of assets available for benefits. TBA commitments are forward agreements for the purchase or sale of securities, including mortgage-backed securities for a fixed price, with payment and delivery on an agreed upon future settlement date. These commitments are included in participant-directed investments at fair value on the statements of net assets available for benefits.

Contributions

Participant contributions are recorded when withheld.

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

2. Summary of accounting policies (continued)

Use of estimates

The preparation of financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Risks and uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risks. Market risks include global events which could impact the value of investment securities, such as a pandemic or international conflict. Due to level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in near term and that such changes could materially affect participant's account balances and the amounts reported in the statements of net assets available for benefits.

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

3. Fair value measurements

Accounting Standards Codification 820, *Fair Value Measurement*, requires enhanced classification and disclosures about financial instruments carried at fair value and establishes a fair value hierarchy that prioritizes the inputs used in valuation models and techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical financial instruments (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements).

The inputs are summarized in the three broad levels listed below:

- Level 1 – Unadjusted quoted prices in active markets that are accessible at the measurement date for identical, unrestricted assets or liabilities.
- Level 2 – Quoted prices in markets that are not considered to be active or financial instruments for which all significant inputs are observable, either directly or indirectly (inputs include quoted prices for similar assets or liabilities in active markets, interest rates and yield curves, credit risk assessments, etc.).
- Level 3 – Significant unobservable inputs for assets or liabilities.

Following is a description of the valuation methodologies used for instruments measured at fair value, including the general classification of such instruments pursuant to the valuation hierarchy.

Cash and cash equivalents

Cash and cash equivalents are primarily comprised of cash, foreign cash and short-term investment funds managed by BNY. Cash and foreign cash are classified within Level 1 of the valuation hierarchy. Highly liquid investment instruments with a maturity of three months or less at the time of purchase are considered to be cash equivalents. The carrying value of cash equivalents approximates fair value due to the short-term nature of these investments. Cash equivalents are classified within Level 2 of the valuation hierarchy.

U.S. government/U.S. agency securities and corporate bonds

Some of these investments are traded electronically where quoted prices are available while others are traded over-the-counter where quoted prices are unavailable. Where quoted prices are available in an active market, the investments are classified within Level 1 of the valuation hierarchy. For other fixed income securities and corporate bonds where quoted market prices are not available for the specific security, fair values are estimated by using pricing models, quoted prices of securities with similar characteristics or discounted cash flows. These security prices are provided by reputable pricing or quotation services. Therefore, these investments are classified within Level 2 of the valuation hierarchy.

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

3. Fair value measurements (continued)

Common stocks, registered investment companies, mutual funds and other equities

Common stocks, registered investment companies, mutual funds and other equities listed on a national stock exchange or a listed market such as the NASDAQ National Market System are valued at the closing price and are classified within Level 1 of the valuation hierarchy. If quoted market prices are not available for the specific security, then fair values are estimated by using pricing models, quoted prices of securities with similar characteristics or discounted cash flows and are classified within Level 2 of the valuation hierarchy.

Common/collective trusts

These investments primarily consist of units owned in commingled fund investment vehicles that provide daily liquidity with no redemption restrictions. They are valued by the fund administrator using net asset value (NAV) as a practical expedient. The NAV is based on the value of the underlying assets owned by the fund, minus its liabilities, and then divided by the number of units outstanding. These investments are not leveled within the fair value hierarchy but are included in Investments measured at NAV. There are no unfunded commitments and there is no redemption notice period.

Fixed income securities and repurchase agreements acquired with cash collateral

The Trust invests cash received as collateral for securities that are loaned through the Plan's securities lending program with BNY. Cash collateral received is invested in repurchase agreements, which are generally valued at amortized cost, and fixed income securities. The Plan determined that the fair value of any repurchase agreements with maturities exceeding 60 days can generally be represented by their amortized cost, taking into account a risk factor adjustment due to considerations of the creditworthiness of the issuer and other factors that may affect fair value. Therefore, these investments are classified within Level 2 of the valuation hierarchy.

Self-directed brokerage accounts

Self-directed brokerage accounts include investments in registered investment companies, common stock, money market funds, mutual funds and other investments which are classified within Level 1 of the valuation hierarchy due to the valuation methods described above.

Derivatives and other investments

Listed derivatives, such as futures and exchange-traded options, are valued at the closing prices reported on the active market on which the derivative trades and are classified within Level 1 of the valuation hierarchy. The fair value of forward foreign currency contracts, swap contracts and foreign government bonds are estimated using pricing models that consider the time value of money, volatility and the current market or contractual prices of the underlying financial instruments and are classified within Level 2 of the valuation hierarchy.

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

3. Fair value measurements (continued)

The following tables set forth by level within the fair value hierarchy the Plan's investments at fair value as of December 31, 2024 and 2023. As required by U.S. GAAP, assets are classified in their entirety based upon the lowest level of input that is significant to the fair value measurement.

All investments (except the fixed income securities and repurchase agreements acquired with cash collateral, self-directed brokerage accounts and investments measured at NAV) are held in separately managed accounts.

Investments as of December 31, 2024 (In thousands)					
	Level 1	Level 2	Level 3	NAV ¹	Total
Assets					
Cash and cash equivalents	\$ 6,958	\$ 3,035	\$ —	\$ —	\$ 9,993
U.S. government/U.S. agency securities ²	498,341	216,570	—	—	714,911
Corporate bonds ²	—	543,023	—	—	543,023
Common collective trusts	—	—	—	4,498,884	4,498,884
Common stock and other equities ²	2,251,218	—	—	—	2,251,218
Registered investment companies ²	14,896	—	—	—	14,896
Fixed income securities and repurchase agreements acquired with cash collateral	—	826,728	—	—	826,728
Self-directed brokerage accounts	888,775	—	—	—	888,775
Other ²	862	27,639	—	—	28,501
Total assets	3,661,050	1,616,995	—	4,498,884	9,776,929
Liabilities					
TBA commitments to sell securities ³		(16,393)			(16,393)
Other ⁵	(1,239)	(4,661)			(5,900)
Total liabilities	(1,239)	(21,054)			(22,293)
Total investments	\$ 3,659,811	\$ 1,595,941	\$ —	\$ 4,498,884	\$ 9,754,636

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

3. Fair value measurements (continued)

Investments as of December 31, 2023 (In thousands)

	Level 1	Level 2	Level 3	NAV ¹	Total
Assets					
Cash and cash equivalents	\$ 12,972	\$ 1,404	\$ –	\$ –	\$ 14,376
U.S. government/U.S. agency securities ²	438,210	236,264	–	–	674,474
Corporate bonds ²	–	614,615	–	–	614,615
Common collective trusts	–	–	–	4,125,514	4,125,514
Common stock and other equities ²	2,116,987	–	–	–	2,116,987
Registered investment companies ²	13,982	–	–	–	13,982
Fixed income securities and repurchase agreements acquired with cash collateral	–	642,859	–	–	642,859
Self-directed brokerage accounts	779,003	–	–	–	779,003
Other ²	308	26,968	–	–	27,276
Total assets	3,361,462	1,522,110	–	4,125,514	9,009,086
Liabilities					
TBA commitments to sell securities ⁴		(24,133)			(24,133)
Total investments	\$ 3,361,462	\$ 1,497,977	\$ –	\$ 4,125,514	\$ 8,984,953

¹ Assets measured at NAV represents investments estimated at fair value using NAV as a practical expedient. These investments are not leveled in the fair value hierarchy table.

² As of December 31, 2024 and 2023, the total fair value of securities on loan was \$811,796 and \$624,979, respectively. Of these securities on loan, \$313,895 and \$167,683 were equity securities, and \$497,901 and \$457,296 were debt securities, as of December 31, 2024 and 2023, respectively.

³ As of December 31, 2024, TBA commitments to sell securities of \$16 million are included in participant-directed investments at fair value on the statement of net assets available for benefits.

⁴ As of December 31, 2023, TBA commitments to sell securities of \$24 million are included in participant-directed investments at fair value on the statement of net assets available for benefits.

⁵ Includes futures, swap and forward foreign currency contracts which are included in participant-directed investments at fair value on the statement of net assets available for benefits.

The Plan did not hold any Level 3 investments as of December 31, 2024 or 2023 or during the year ended December 31, 2024.

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

4. Derivatives and offsetting effects

Certain investment fund managers use derivative financial instruments including forward foreign currency contracts, futures contracts, swaps, and options. Derivatives involve, to varying degrees, elements of credit and market risk such that potential maximum loss is in excess of the amounts recognized in the financial statements.

Forward foreign currency contracts

In a forward foreign currency contract, one currency is exchanged for another on an agreed-upon date at an agreed-upon exchange rate. Management permits the Plan's investment managers to use forward foreign currency contracts to manage the currency risk inherent in owning securities denominated in foreign currencies and to enhance investment returns. Risks arise upon entering into these contracts from the potential inability of counterparties to meet the terms of their contracts and from fluctuations in the value of a foreign currency relative to the U.S. dollar or U.S. Treasury security. Most of the contracts have terms of ninety days or less and are settled in cash on settlement of the contract. The change in fair value of such contracts is recorded by the Plan as an unrealized gain or loss. When the contract is closed, the Plan records a realized gain or loss equal to the difference between the cost of the contract at the time it was opened and the value at the time it was closed. Both realized and unrealized gains/losses are included in net appreciation in fair value of investments on the statement of changes in net assets available for benefits. The Plan held open forward foreign currency contracts receivable and payable primarily in Pound sterling, Swiss franc, Australian dollar, Canadian dollar, Norwegian krone, Swedish krona, Euro, Japanese yen and New Zealand dollar as of December 31, 2024 and December 31, 2023. Forward foreign currency contracts are included in other investments in Note 3.

Futures contracts

Futures contracts are commitments to purchase or sell securities based on financial indices or at a specified price on a future date. These contracts are used to manage both short-term asset allocation and the duration of the fixed income portfolio. Most of the contracts have terms of less than one year. The counterparty risk of futures contracts is limited because they are standardized contracts traded on organized exchanges and are subject to daily cash settlement of the net change in value of open contracts. Fluctuations in unrealized gains or losses related to futures contracts are recorded daily until realized on closing. Both realized and unrealized gains or losses are included in net appreciation in fair value of investments on the statement of changes in net assets available for benefits. Futures contracts require collateral consisting of cash or liquid securities and daily variation margin settlements to be provided to brokers. Outstanding futures contracts held by the Plan consist primarily of U.S. Treasury note futures and exchange index futures as of December 31, 2024 and December 31, 2023. Futures contracts are included in other investments in Note 3.

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

4. Derivatives and offsetting effects (continued)

Swap contracts

Swap contracts involve the exchange by the Plan with another party of their respective commitments to pay or receive a series of cash flows calculated by reference to changes in specified prices or rates throughout the lives of the agreements. A realized gain or loss is recorded upon termination or settlement of swap agreements. Unrealized gains or losses are recorded based on the fair value of the swaps. Both realized and unrealized gain and loss are included in net appreciation in fair value of investments on the statement of changes in net assets available for benefits. As part of their investment strategy, some investment managers retained by the Plan enter into total return swaps to achieve their target positioning and enhance investment returns, interest rate swaps to hedge exposure to changes in interest rates and to enhance investment returns and credit default swaps in order to manage the credit exposure in the portfolio and to enhance investment returns.

The Plan had outstanding swap contracts consisting of total return swap, interest rate swap and credit default swap contracts as of December 31, 2024 and total return swap contracts as of December 31, 2023. Swap contracts are included in other investments in Note 3.

The Plan utilizes its investment managers to conduct derivative trading on its behalf. Investment managers enter into International Swaps and Derivative (ISDA) Master Agreements with counterparties. The ISDA Agreements contain master netting arrangements that allow amounts owed from the counterparty to be offset with amounts payable to the same counterparty within the same investment manager's account within the Plan. Each investment manager retains separate ISDA agreements with the Plan's counterparties. Cash collateral associated with the derivatives have not been added or netted against the fair value amounts.

The following table presents the fair values of derivative instruments included in investments in the statements of net assets available for benefits:

	<i>(In thousands)</i>			
	December 31, 2024		December 31, 2023	
	Assets	Liabilities	Assets	Liabilities
Forward foreign currency contracts	\$ 3,651	\$ 3,760	\$ 4,737	\$ 3,799
Futures contracts	862	1,239	1,619	1,310
Swap contracts	251	902	163	175

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

4. Derivatives and offsetting effects (continued)

The following table sets forth by major risk type the Plan's gains/(losses) related to the trading activities of derivatives for the year ended December 31, 2024, which are included in net appreciation in fair value of investments on the statement of changes in net assets available for benefits:

	<i>(In thousands)</i> Net appreciation/ (depreciation) in fair value of investments
Derivative contracts	
Foreign currency risk contracts ¹	\$ (1,573)
Equity risk contracts ²	9,838
Interest rate risk contracts ³	(1,869)
Credit risk ⁴	(4)
Total derivative contracts	<u>\$ 6,392</u>

¹ Includes forward foreign currency contracts

² Includes index futures, equity index swaps and total return swaps

³ Includes futures contracts on fixed income securities

⁴ Includes credit default swaps

The following table presents the gross notional amounts of outstanding derivatives (recorded at fair value) as of December 31, 2024:

	<i>(In thousands)</i>	
	Long	Short
Derivative contracts – Notional amounts		
Futures contracts	\$ 168,195	\$ 68,074
Swap contracts	22,213	25,552
Forward foreign currency contracts	202,570	209,546

The following table presents the gross notional amounts of outstanding derivatives (recorded at fair value) as of December 31, 2023:

	<i>(In thousands)</i>	
	Long	Short
Derivative contracts – Notional amounts		
Futures contracts	\$ 168,616	\$ 91,202
Swap contracts	13,092	10,016
Forward foreign currency contracts	164,172	187,999

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

4. Derivatives and offsetting effects (continued)

The balances outstanding as of December 31, 2024 and 2023 are indicative of the average volume of derivative activity during each respective year.

Offsetting effects

The Plan is required to disclose the impact of offsetting assets and liabilities presented in the statements of net assets available for benefits to enable users of the financial statements to evaluate the effect or potential effect of netting arrangements on its financial position for recognized assets and liabilities. The assets and liabilities that would be subject to offsetting are derivative instruments that are either subject to an enforceable master netting arrangement or similar agreement or meet the following right of setoff criteria: the amounts owed by the Plan to another party are determinable, the Plan has the right to setoff the amounts owed with the amounts owed by the other party, the Plan intends to setoff, and the Plan's right of setoff is enforceable by law.

When the Plan has a basis to conclude that a legally enforceable netting arrangement exists between the Plan and the counterparty, the Plan may offset these assets and liabilities in its statement of net assets available for benefits. The Plan records its derivative investments on a gross basis in the statements of net assets available for benefits.

The following table provides disclosure regarding the potential effect of offsetting recognized assets and liabilities presented in the statements of net assets available for benefits had the Plan applied these netting provisions:

As of December 31, 2024:

Description	Assets presented in the statements of net assets available for benefits on a gross basis ¹	(In thousands)		
		Gross amounts not offset in the statements of net assets available for benefits		
		Financial instruments	Collateral received	Net amount
Securities lending ²	\$ 811,796	\$ –	\$ (811,796)	\$ –

¹ The Plan does not offset in the statements of net assets available for benefits.

² The amount of collateral presented is limited such that the net amount should not be less than zero.

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

4. Derivatives and offsetting effects (continued)

As of December 31, 2023:

Description	Assets presented in the statements of net assets available for benefits on a gross basis ¹	(In thousands) Gross amounts not offset in the statements of net assets available for benefits		Net amount
		Financial instruments	Collateral received	
Securities lending ²	\$ 624,979	\$ –	\$ (624,979)	\$ –

¹ The Plan does not offset in the statements of net assets available for benefits.

² The amount of collateral presented is limited such that the net amount should not be less than zero.

5. Tax status

The Plan received a determination letter from the IRS dated June 18, 2014, stating that the Plan is qualified under Section 401(a) of the Code and, therefore, the related trust is exempt from taxation. Subsequent to this determination by the IRS, the Plan was amended and restated. The Plan is required to be operated in conformity with the Code to maintain its tax-qualification. The Plan Administrator and counsel believe that the Plan is being operated in compliance with the applicable requirements of the Code and therefore that the Plan remains qualified and that its related trust remains tax-exempt.

U.S. GAAP requires the Plan Administrator to evaluate uncertain tax positions taken by the Plan. The financial statement effects of a tax position are recognized when the position is more likely than not, based on the technical merits, to be sustained upon examination by the IRS. The Plan Administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2024, there are no uncertain tax positions taken or expected to be taken. The Plan has recognized no interest or penalties related to uncertain tax positions. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

6. Plan termination

Although it has not expressed any intent to do so, the Company reserves the right under the Plan to amend or terminate the Plan in accordance with the provisions of ERISA. In the event that the Plan is terminated, participants would become 100% vested in their accounts to the extent not already fully vested. Additionally, the Plan provides that in the event of Plan termination the net assets are to be distributed to participants in amounts equal to their respective interests in such assets.

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

7. Plan expenses

All Plan participants share ratably in the cost of administering the Plan based on their entire Plan account balance, including any balance in a self-directed brokerage account. Plan administrative cost includes recordkeeping fees, trustee/custodial fees, fiduciary and plan administrator costs, on-line investment-advice-tool fees, participant communications costs, audit and legal fees, and fees for certain third-party services used in connection with administering the Plan and overseeing the Plan's investment managers. These costs are not "asset-based," although the aggregate amount of such costs is allocated to the Plan's investment funds ratably. As a result, these costs are reflected in the calculation of each fund's NAV per unit. There are no "revenue sharing" arrangements between any of the Plan's investment managers and the Plan's recordkeeper. The fees of the Plan's investment managers are charged directly to the funds to which they relate and are reflected in the calculation of each fund's NAV per unit. Other fees (for example, for the Plan's Professional Management program or for processing qualified domestic relations orders) are charged directly to the accounts of those Plan participants who incur them and are included in administrative expenses of the Plan on the statement of changes in net assets available for benefits.

8. Securities lending

The Trust participates in securities lending programs with BNY. The securities lending agreement requires that the Trust receive U.S. dollar cash or securities issued or guaranteed by the U.S. government or its agencies or instrumentalities, or certain sovereign debt securities as collateral for securities on loan. Collateral equaling 102% of the fair value of domestic securities and 105% of the total fair value of non-U.S. securities on loan is required in accordance with the agreement. As of December 31, 2024 and 2023, the fair value of the securities on loan was \$811.8 million and \$625.0 million, respectively. Such securities are included in investments on the statements of net assets available for benefits. The Trust received collateral from borrowers in the form of cash and securities. The Trust has the ability to repledge (rehypothecate) the cash; however, the securities cannot be repledged. As of December 31, 2024 and 2023, the Trust held cash collateral of \$826.0 million and \$642.4 million, respectively, in connection with the loaned securities. The cash collateral was used to enter into repurchase agreements and to purchase various securities consistent with the investment guidelines including instruments issued or fully guaranteed by the U.S. government or federal agencies, certain floating rate notes, commercial paper, certificates of deposit and time deposits. As of December 31, 2024 and 2023, the fair value of the investments acquired with the cash collateral was \$826.7 million and \$642.8 million, respectively, and is included in Participant-directed investments at fair value on the statements of net assets available for benefits.

The securities received as collateral for loaned securities which cannot be sold or repledged included U.S. Treasuries and certain sovereign debt securities with fair values of \$9.0 million and \$2.6 million as of December 31, 2024 and 2023, respectively. Such securities are not reflected in the Plan's net assets.

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

8. Securities lending (continued)

The Plan received securities lending income in the amount of \$1.7 million, net of bank fees, in 2024 from the securities lending program; this income is included in net appreciation in fair value of investments on the statement of changes in net assets available for benefits.

Under the repurchase agreements, the Trust acquires a security for cash subject to an obligation by the counterparty to repurchase, and the Trust to resell, the security at an agreed upon price and time. In these transactions, the Trust takes possession of securities collateralizing the repurchase agreement. The collateral is marked to market daily to ensure that the fair value of the assets remains sufficient to protect the Trust in the event of default by the seller. As of December 31, 2024 and 2023, repurchase agreements entered into with cash collateral were valued at amortized cost of \$361.7 million and \$131.1 million, respectively, and the fair value of securities which the Trust held as collateral with respect to such repurchase agreements was \$391.0 million and \$140.0 million, respectively.

The amortized cost of the repurchase agreements approximates fair value and is recorded in Participant-directed investments at fair value on the statements of net assets available for benefits.

The following table summarizes the terms of the Trust's repurchase agreements that are embedded in the securities lending program:

<i>(In thousands)</i>					
As of December 31, 2024					
Remaining Contractual Maturity of Agreements					
	Overnight and Continuous	Up to 30 Days	30-90 Days	Greater than 90 Days	Total
Repurchase agreements					
U.S. Treasury and agency securities	\$ 50,320	\$ –	\$ –	\$ –	\$ 50,320
Equity securities	183,215	–	33,000	95,200	311,415
Total	\$ 233,535	\$ –	\$ 33,000	\$ 95,200	\$ 361,735

<i>(In thousands)</i>					
As of December 31, 2023					
Remaining Contractual Maturity of Agreements					
	Overnight and Continuous	Up to 30 Days	30-90 Days	Greater than 90 Days	Total
Repurchase agreements					
U.S. Treasury and agency securities	\$ 45,656	\$ –	\$ –	\$ –	\$ 45,656
Equity securities	16,670	–	53,200	15,600	85,470
Total	\$ 62,326	\$ –	\$ 53,200	\$ 15,600	\$ 131,126

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

8. Securities lending (continued)

The Trust bears the risk of loss with respect to the investment of the cash collateral except for repurchase agreements which are indemnified by BNY. BNY has agreed to indemnify the Trust in the case of default of any borrower pursuant to respective securities lending agreements.

See Note 4 for offsetting information pertaining to securities lending programs that are subject to master netting arrangements.

9. Party-in-interest and related-party transactions

Some of the cost of administering the Plan is paid to service providers that are deemed parties-in-interest under the provisions of ERISA. The payment of these costs and expenses meets the requirements of one or more prohibited transaction exemptions under ERISA.

As described in Note 1, NIMCO provided fiduciary services and investment management services to the Plan through September 30, 2024. Effective October 1, 2024, pursuant to delegation from the PBIC (the named fiduciary of the Plan with respect to investment matters), certain employees of the Company (supported by certain employees of NIMCO) have provided fiduciary services to the Plan. NIMCO charged the Plan only for the costs that are incurred for providing such services to the Plan. For the year ended December 31, 2024, the Plan incurred fiduciary service fees of \$635,000, which are generally reflected in the calculation of each fund's NAV per unit. As of December 31, 2024 and 2023, the Plan had a payable due to NIMCO of \$127,000 and \$128,000, respectively, which is included in other liabilities on the statements of net assets available for benefits.

The Company provides administrative services to the Plan and charges the Plan only for the costs that are incurred for providing such services. For the year ended December 31, 2024, the Plan incurred administrative service fees of \$177,000 which are generally reflected in the calculation of each fund's NAV per unit.

Certain Plan investments are managed by affiliates of the Trustee. As of December 31, 2024 and 2023, through the self-directed brokerage accounts, the Plan held \$112.8 million and \$114.9 million, respectively, of the Dreyfus Treasury and Agency Cash Management Fund and other Dreyfus money market funds, which are funds that are managed by affiliates of the Trustee. Pershing, an affiliate of the Trustee, is the custodian of the self-directed brokerage accounts.

Certain Plan investments include fixed income and equity securities of entities that are service providers with respect to the Trust (including, for example, BNY, the Trustee and custodian of the Trust). Such securities were acquired by investment managers pursuant to exemptions under section 408 of ERISA, and therefore these investments constitute exempt party-in-interest transactions.

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

9. Party-in-interest and related-party transactions (continued)

As of December 31, 2024 and 2023, the Plan held \$3.9 million and \$3.6 million, respectively, of Nokia Corporation (the ultimate parent of the Company) common stock, primarily in the self-directed brokerage accounts.

The Plan also issues notes to participants, which are secured by the vested balances in the participants' accounts.

10. Reconciliation of financial statements to Form 5500

The following is a reconciliation of the net assets available for benefits per the financial statements to the Plan's Form 5500 as of December 31, 2024 and 2023:

	<i>(In thousands)</i>	
	2024	2023
Net assets available for benefits per the financial statements	\$ 8,946,874	\$ 8,372,895
Adjustment for deemed distribution of participant loans	(174)	(214)
Net assets per Form 5500	<u>\$ 8,946,700</u>	<u>\$ 8,372,681</u>

The following is a reconciliation of changes in net assets available for benefits per the financial statements to the Form 5500 for the year ended December 31, 2024:

	<i>(In thousands)</i>
Increase in net assets per the financial statements	\$ 573,979
Adjustment for deemed distribution of participant loans	40
Net income per Form 5500	<u>\$ 574,019</u>

11. Subsequent events

Management evaluated subsequent events through June 17, 2025, the date the financial statements were available to be issued. On December 17, 2024, the PBIC (the Plan's named fiduciary with respect to investment-related matters) approved changes to the Plan's Investment Policy Statement. Based on those changes, Mercer (the Plan's Outsourced Chief Investment Officer and fully-discretionary investment manager within the meaning of ERISA 3(38)) made certain changes to the investment funds and fund line-up available to Plan participants, effective starting on May 28, 2025. Those changes were communicated to participants in advance. There were no other subsequent events that occurred between January 1, 2025 through June 17, 2025 that required disclosures in or adjustments to the financial statements.

Supplemental Schedules

Nokia Savings/401(k) Plan

Schedule G, Part I – Loans or Fixed Income Obligations in Default or
Classified as Uncollectible

December 31, 2024

(a)	(b)	(c)	(d)	Amount received during reporting year		(g)	Amount overdue	
				(e)	(f)		(h)	(i)
Party- in interest	Identity and address of obligor	Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation and other material items	Original amount of loan	Principal	Interest	Unpaid balance at end of year	Principal	Interest
	Enviva Partners LP/ Envi 144A	6.50% 01/15/2026 DD 12/09/19 Default date 03/16/2024	\$ 601,000	\$ –	\$ –	\$ 601,000	\$ –	\$ –

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2024

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
		CASH AND CASH EQUIVALENTS		
	CASH AT BROKER			\$ 5,433,031
	INTEREST-BEARING CASH:			
	AUD (AUSTRALIAN DOLLARS)			2,429
	AUD CURRENCY AT BROKER			3,535
	BNY MELLON CASH RESERVE	0.100% 12/31/2049 DD 06/26/97		52,247
	CAD (CANADIAN DOLLARS)			71,283
	CAD CURRENCY AT BROKER			17,159
	CASH COLLATERAL HELD AT JP MORGAN			1,952,529
	CASH HELD AT CITIBANK			182,854
	CCPC COLLATERAL WITH BNP PARIBAS			636,000
	CHF (SWISS FRANC)			36,385
	CHF CURRENCY AT BROKER			52,906
	DKK (DANISH KRONE)			31,672
	EUR (EURO)			330,031
	EUR CURRENCY AT BROKER			732,740
	GBP (GREAT BRITISH POUNDS)			116,995
	GBP CURRENCY AT BROKER			(137,292)
	HKD (HONG KONG DOLLARS)			116,768
	HKD CURRENCY AT BROKER			170,937
	ILS CURRENCY AT BROKER			(254,546)
	JPY (JAPANESE YEN)			11,418
	JPY CURRENCY AT BROKER			(10,124)
	LEHMAN PROXY BLACKROCK			-
	NOK (NORWEGIAN KRONE)			57
	SEK (SWEDISH KRONA)			11,968
	SEK CURRENCY AT BROKER			(92,062)
	SGD (SINGAPORE DOLLARS)			69,226
	SGD CURRENCY AT BROKER			(34,832)
	SWAP COLLATERAL WITH GOLDMAN			66,050
	SWAP COLLATERAL WITH MERRILL LYNCH			463,294
	TBA COLLATERAL WITH JP MORGAN			(25,000)
	TBA COLLATERAL WITH MERRILL LYNCH			(47,989)
	TBA COLLATERAL WITH MORGAN STANLEY			(245,162)
	VAR MARGIN ON SWAPS			278,504
		CASH AND CASH EQUIVALENTS Total		\$ 9,993,011
		COMMON/COLLECTIVE TRUST		
	BLACKROCK RUSSELL 3000 INDEX FUND			\$ 2,396,873,243
	FIAM BROAD MARKET DURATION COMMINGLED POOL			193,246,529
	JPMCB LIQUIDITY FUND			686,314,594
	BLACKROCK MSCI WORLD EQUITY INDEX EX-US FUND F			366,887,061
	BLACKROCK RUSSELL 1000 INDEX FUND F			198,204,124
	BLACKROCK RUSSELL 1000 GROWTH FUND F			180,768,783
	BLACKROCK RUSSELL 1000 VALUE FUND F			45,961,939
	BLACKROCK EMERGING MARKETS INDEX FUND F			124,801,257
	BLACKROCK MSCI ACWI MINIMUM VOLATILITY INDEX FUND F			143,136,684
	WELLINGTON CIF II - BALANCED REAL ASSET FUND			30,724,936
	WELLINGTON CIF II - DIVERSIFIED INFLATION HEDGES FUND			131,964,884
		COMMON/COLLECTIVE TRUST Total		\$ 4,498,884,034
		CORPORATE BONDS		
		CORPORATE DEBT INSTRUMENTS		
	AFFIRM ASSET SECURIT X2 A 144A	5.220% 12/17/2029 DD 12/03/24		\$ 986,424
	AMERICAN EXPRESS CREDIT AC 3 A	3.750% 08/15/2027 DD 08/16/22		176,185
	ANGEL OAK MORTGAGE T 6 A1 144A	VAR RT 12/25/2067 DD 08/01/23		252,198
	ANGEL OAK MORTGAGE T 8 A1 144A	VAR RT 11/25/2066 DD 12/01/21		469,412
	AS MILEAGE PLAN IP LTD 144A	5.021% 10/20/2029 DD 10/15/24		258,193
	AS MILEAGE PLAN IP LTD 144A	5.308% 10/20/2031 DD 10/15/24		244,014
	BA CREDIT CARD TRUST A2 A2	4.980% 11/15/2028 DD 12/14/23		557,316
	BAMLL COMMERCIAL M DKLX A 144A	VAR RT 01/15/2039 DD 02/02/22		242,220
	BANK5 2024-5YR10 5YR10 A3	5.302% 10/15/2057 DD 10/01/24		291,333
	BARCLAYS MORTGAGE NQM1 A1 144A	VAR RT 01/25/2064 DD 01/01/24		620,098
	BFLD 2024-WRHS MOR WRHS A 144A	VAR RT 08/15/2026 DD 07/18/24		454,831
	BFLD COMMERCIAL MO UNIV A 144A	VAR RT 11/15/2041 DD 11/05/24		170,000
	BLACKSTONE SECURED LENDING FUN	3.625% 01/15/2026 DD 10/23/20		157,715
	BMO 2024-5C3 MORTGAGE T 5C3 A3	5.739% 02/15/2057 DD 02/01/24		153,138
	BMO 2024-5C6 MORTGAGE T 5C6 A3	5.316% 09/15/2057 DD 09/01/24		100,285

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2024

(a)	(b) <u>Identity of Issue, Borrower, Lessor or Similar Party</u>	(c) <u>Description</u>	(d) <u>Cost***</u>	(e) <u>Current Value</u>
	BRAVO RESIDENTIA NQM4 A1A 144A	VAR RT 01/25/2060 DD 06/01/24		422,460
	BRAVO RESIDENTIAL NQM6 A1 144A	VAR RT 09/25/2063 DD 08/01/23		459,806
	BX 2021-LBA3 MORTGA PAC A 144A	VAR RT 10/15/2036 DD 11/02/21		530,335
	BX COMMERCIAL MORT AIRC A 144A	VAR RT 08/15/2039 DD 08/15/24		986,747
	BX COMMERCIAL MORT BRBK A 144A	VAR RT 10/15/2041 DD 10/17/24		343,992
	BX COMMERCIAL MORT SOAR A 144A	VAR RT 06/15/2038 DD 06/28/21		456,209
	BX COMMERCIAL MORTG XL5 A 144A	VAR RT 03/15/2041 DD 03/15/24		567,696
	BX COMMERCIAL MORTGA MF A 144A	VAR RT 02/15/2039 DD 02/15/24		279,615
	BX TRUST 2024-CNYN CNYN A 144A	VAR RT 04/15/2041 DD 04/04/24		244,601
	CAPITAL ONE PRIME AUTO RE 2 A3	5.820% 06/15/2028 DD 10/11/23		898,776
	CHASE AUTO OWNER TR 3A A3 144A	5.220% 07/25/2029 DD 06/27/24		677,119
	CHASE HOME LENDI ATR2 A11 144A	VAR RT 07/25/2049 DD 07/25/19		61,198
	CHESAPEAKE FUNDING 2A A1 144A	6.160% 10/15/2035 DD 09/19/23		771,444
	DBGS 2024-SBL SBL A 144A	VAR RT 08/15/2034 DD 08/07/24		451,972
	DELL EQUIPMENT FINAN 1 A3 144A	5.390% 03/22/2030 DD 04/17/24		286,145
	ELM TRUST 2024-EL ELM A10 144A	VAR RT 06/10/2039 DD 06/01/24		1,150,896
	ELM TRUST 2024-EL ELM A15 144A	VAR RT 06/10/2039 DD 06/01/24		1,150,896
	ENVIVA 3/24 DIP TRANCHE B1 DEL	0.000% 12/13/2024 DD 03/15/24		192,258
	ENVIVA 3/24 TLA1	0.000% 12/13/2024 DD 03/15/24		81,783
	EXTENDED STAY AMERI ESH A 144A	VAR RT 07/15/2038 DD 07/08/21		222,098
	FLAGSTAR MORTGAG IINV A11 144A	VAR RT 03/25/2050 DD 02/25/20		176,507
	FORD CREDIT AUTO OWNE 2 A 144A	5.280% 02/15/2036 DD 08/08/23		593,506
	FREDDIE MAC SEASONED CRED 2 MA	3.500% 08/26/2058 DD 04/01/19		325,661
	FREDDIE MAC SEASONED CRED 3 MA	VAR RT 08/25/2057 DD 07/01/18		95,054
	FREDDIE MAC SEASONED CRED 4 MA	3.000% 02/25/2059 DD 10/01/19		170,388
	FREEPORT LNG 11/21 TLA	0.000% 11/17/2026 DD 11/01/21		276,253
	GM FINANCIAL CONSUMER AUT 3 A3	3.640% 04/16/2027 DD 07/13/22		208,211
	GS MORTGAGE SECURIT ECI A 144A	VAR RT 08/15/2039 DD 08/15/22		860,804
	GS MORTGAGE-BACKED PJ6 A2 144A	VAR RT 11/25/2051 DD 06/01/21		1
	HYPERION INSURANCE/HOWDEN	0.000% 02/15/2031 DD 11/18/24		310,202
	INDEPENDENCE PLAZA INDP A 144A	3.763% 07/10/2035 DD 06/01/18		513,188
	INTERNET BRANDS 12/24 TLB4	0.000% 12/11/2031 DD 12/04/24		138,925
	JOHNSTONE SUPPLY 12/24 TLB	0.000% 06/09/2031 DD 12/09/24		179,963
	JP MORGAN MORTGA INV2 A11 144A	VAR RT 02/25/2050 DD 09/25/19		110,523
	KUBOTA CREDIT OWNER 2A A3 144A	5.260% 11/15/2028 DD 06/25/24		154,047
	LIFE 2022-BMR MOR BMR2 A1 144A	VAR RT 05/15/2039 DD 05/24/22		717,485
	MCR 2024-HF1 MORTGA HF1 A 144A	VAR RT 12/15/2041 DD 11/22/24		107,535
	MFA 2023-NQM3 TRU NQM3 A1 144A	VAR RT 07/25/2068 DD 08/01/23		565,967
	MTN COMMERCIAL MOR LPFL A 144A	VAR RT 03/15/2039 DD 03/24/22		374,648
	NAVISTAR FINANCIAL DE 1 A 144A	5.590% 04/25/2029 DD 05/23/24		726,873
	NAVISTAR FINANCIAL DE 1 A 144A	6.180% 08/25/2028 DD 09/20/23		308,791
	NELNET STUDENT LOA A APT2 144A	1.360% 04/20/2062 DD 05/20/21		659,683
	NELNET STUDENT LOA BA AFL 144A	VAR RT 04/20/2062 DD 06/30/21		733,334
	NISSAN MASTER OWNER T B A 144A	5.050% 02/15/2029 DD 03/20/24		329,104
	OBX 2023-NQM6 TRU NQM6 A1 144A	VAR RT 07/25/2063 DD 07/01/23		679,432
	PRPM 2023-NQM2 TR NQM2 A1 144A	VAR RT 08/25/2068 DD 09/01/23		464,724
	PRPM 2024-NQM2 TR NQM2 A1 144A	VAR RT 06/25/2069 DD 06/01/24		184,500
	PRPM 2024-RCF1 LL RCF1 A1 144A	VAR RT 01/25/2054 DD 01/25/24		142,228
	SEQUOIA MORTGAGE HYB1 A1A 144A	VAR RT 11/25/2063 DD 10/01/24		807,464
	TCO COMMERCIAL MORT DPM A 144A	VAR RT 12/15/2039 DD 12/18/24		1,052,342
	TESLA AUTO LEASE TRU A A3 144A	5.890% 06/22/2026 DD 07/27/23		183,100
	TESLA ELECTRIC VEHIC 1 A3 144A	5.380% 06/20/2028 DD 12/20/23		443,193
	TIBCO SOFTWARE/CITRIX/CLOUD SO	0.000% 03/30/2029 DD 11/18/24		178,012
	TOYOTA LEASE OWNER T B A3 144A	5.660% 11/20/2026 DD 09/19/23		835,314
	VERIZON MASTER TRUST 5 A1A	5.610% 09/08/2028 DD 09/20/23		756,179
	VERIZON MASTER TRUST 8 A1A	4.620% 11/20/2030 DD 11/26/24		929,015
	VERUS SECURITIZATION 7 A1 144A	VAR RT 10/25/2068 DD 10/01/23		1,049,048
	VOLVO FINANCIAL EQU 1A A3 144A	4.290% 10/16/2028 DD 09/18/24		73,469
	WELLS FARGO COMMERCIAL 5C2 A3	VAR RT 11/15/2057 DD 11/01/24		370,853
	WHEELS FLEET LEASE 1A A1 144A	5.490% 02/18/2039 DD 04/16/24		898,106
	WHEELS FLEET LEASE 2A A1 144A	4.870% 06/21/2039 DD 08/22/24		259,319
	WHEELS FLEET LEASE 3A A1 144A	4.800% 09/19/2039 DD 11/06/24		694,185

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	WHEELS FLEET LEASE F 2A A 144A	6.460% 08/18/2038 DD 10/27/23		729,578
	ABN AMRO BANK NV 144A	VAR RT 10/13/2026 DD 10/13/23		707,405
	ACCESS CIG 8/23 COV-LITE TL	0.000% 08/18/2028 DD 07/31/23		243,441
	ACRISURE LLC / ACRISURE F 144A	7.500% 11/06/2030 DD 06/20/24		258,444
	ADVANCE AUTO PARTS INC	5.900% 03/09/2026 DD 03/09/23		335,293
	AEP TEXAS INC	5.250% 05/15/2052 DD 05/18/22		25,249
	AEP TEXAS INC	5.400% 06/01/2033 DD 05/24/23		288,522
	AERCAP IRELAND CAPITAL DAC / A	1.750% 01/30/2026 DD 01/13/21		825,439
	AERCAP IRELAND CAPITAL DAC / A	6.100% 01/15/2027 DD 09/25/23		1,022,794
	AERCAP IRELAND CAPITAL DAC / A	6.450% 04/15/2027 DD 04/15/24		503,228
	AGILENT TECHNOLOGIES INC	2.300% 03/12/2031 DD 03/12/21		31,360
	AHEAD DB HOLDINGS LLC 144A	6.625% 05/01/2028 DD 04/30/21		201,881
	ALBANY MOLECULAR/CURIA GLOBAL	0.000% 08/30/2026 DD 07/16/21		222,126
	ALLIANT HOLDINGS INTERMED 144A	4.250% 10/15/2027 DD 10/15/20		14,318
	ALLIANT HOLDINGS INTERMED 144A	7.000% 01/15/2031 DD 12/14/23		392,527
	ALLISON TRANSMISSION INC 144A	4.750% 10/01/2027 DD 09/26/17		523,152
	ALPHA GENERATION LLC 144A	6.750% 10/15/2032 DD 09/30/24		160,279
	ALTICE FINANCING SA 144A	5.000% 01/15/2028 DD 01/22/20		229,339
	ALTICE FRANCE HOLDING SA 144A	10.500% 05/15/2027 DD 11/15/19		48,389
	ALTICE FRANCE SA 144A	5.500% 01/15/2028 DD 09/27/19		262,495
	ALTRIA GROUP INC	6.875% 11/01/2033 DD 11/01/23		213,851
	AMERICAN BATH 1/21 COV-LITE TL	0.000% 11/23/2027 DD 01/21/21		217,195
	AMERICAN BUILDERS & CONTR 144A	4.000% 01/15/2028 DD 10/31/19		157,157
	AMERICAN EXPRESS CREDIT AC 3 A	5.230% 09/15/2028 DD 09/19/23		1,115,011
	AMERICAN INTERNATIONAL GROUP I	4.375% 06/30/2050 DD 05/11/20		36,413
	AMERICAN INTERNATIONAL GROUP I	4.750% 04/01/2048 DD 03/26/18		51,362
	AMERICAN TOWER CORP	1.300% 09/15/2025 DD 06/03/20		378,794
	AMERICAN TOWER CORP	2.100% 06/15/2030 DD 06/03/20		126,816
	AMERICAN TOWER CORP	2.700% 04/15/2031 DD 03/29/21		197,860
	AMERICAN TOWER CORP	3.125% 01/15/2027 DD 09/30/16		401,493
	AMERICAN TOWER CORP	3.375% 10/15/2026 DD 05/13/16		340,887
	AMERICAN TOWER CORP	3.650% 03/15/2027 DD 04/01/22		215,743
	AMERICAN TOWER CORP	3.800% 08/15/2029 DD 06/13/19		504,008
	AMERICAN TOWER CORP	5.200% 02/15/2029 DD 03/07/24		157,912
	AMERICAN TOWER CORP	5.250% 07/15/2028 DD 05/25/23		511,174
	AMERICAN TOWER CORP	5.500% 03/15/2028 DD 03/03/23		681,914
	AMGEN INC	2.770% 09/01/2053 DD 03/01/21		82,247
	AMGEN INC	3.375% 02/21/2050 DD 02/21/20		116,361
	AMGEN INC	4.200% 02/22/2052 DD 02/22/22		95,897
	AMGEN INC	4.563% 06/15/2048 DD 12/15/16		63,396
	AMGEN INC	5.250% 03/02/2025 DD 03/02/23		1,100,602
	AMGEN INC	5.507% 03/02/2026 DD 03/02/23		693,987
	AMGEN INC	5.650% 03/02/2053 DD 03/02/23		149,517
	AMGEN INC	5.750% 03/02/2063 DD 03/02/23		912,236
	AMSTED INDUSTRIES INC 144A	4.625% 05/15/2030 DD 12/16/19		133,568
	ANGI GROUP LLC 144A	3.875% 08/15/2028 DD 08/20/20		300,028
	ANGLO AMERICAN CAPITAL PL 144A	2.625% 09/10/2030 DD 09/10/20		173,422
	ANGLO AMERICAN CAPITAL PL 144A	4.000% 09/11/2027 DD 09/11/17		430,021
	ANGLO AMERICAN CAPITAL PL 144A	4.500% 03/15/2028 DD 03/15/18		462,668
	ANGLO AMERICAN CAPITAL PL 144A	5.500% 05/02/2033 DD 05/02/23		503,195
	ANGLO AMERICAN CAPITAL PL 144A	5.625% 04/01/2030 DD 04/01/20		397,736
	ANTERO RESOURCES CORP 144A	5.375% 03/01/2030 DD 06/01/21		775,887
	ANTERO RESOURCES CORP 144A	7.625% 02/01/2029 DD 01/26/21		127,958
	AON NORTH AMERICA INC	5.125% 03/01/2027 DD 03/01/24		1,107,463
	APACHE CORP	4.250% 01/15/2030 DD 06/19/19		171,188
	APOLLO DEBT SOLUTIONS BDC 144A	6.700% 07/29/2031 DD 07/29/24		292,664
	APPLOVIN CORP	5.375% 12/01/2031 DD 12/05/24		1,381,571
	APPLOVIN CORP	5.950% 12/01/2054 DD 12/05/24		258,191
	ARAMARK SERVICES INC 144A	5.000% 04/01/2025 DD 03/22/17		129,672
	ARCHROCK PARTNERS LP / AR 144A	6.250% 04/01/2028 DD 12/20/19		301,385
	ARCHROCK PARTNERS LP / AR 144A	6.625% 09/01/2032 DD 08/26/24		165,782
	ARD FINANCE SA 144A	6.500% 06/30/2027 DD 11/20/19		15,088

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	ARDAGH PACKAGING FINANCE 144A	4.125% 08/15/2026 DD 08/12/19		74,700
	ARDAGH PACKAGING FINANCE 144A	5.250% 08/15/2027 DD 06/02/20		183,932
	ARDAGH PACKAGING FINANCE 144A	5.250% 08/15/2027 DD 08/12/19		288,954
	ARES STRATEGIC INCOME FUN 144A	5.700% 03/15/2028 DD 11/21/24		1,289,717
	ARI FLEET LEASE TRUS B A3 144A	5.260% 04/15/2033 DD 06/12/24		101,208
	ARTHUR J GALLAGHER & CO	4.600% 12/15/2027 DD 12/19/24		479,924
	ARUBA INVESTMENTS (ANGUS)11/20	(USD) COV-LITE TL		79,794
	ASBURY AUTOMOTIVE GROUP I 144A	4.625% 11/15/2029 DD 11/19/21		255,926
	ASBURY AUTOMOTIVE GROUP INC	4.500% 03/01/2028 DD 09/01/20		99,684
	ASBURY AUTOMOTIVE GROUP INC	4.750% 03/01/2030 DD 09/01/20		43,955
	ASCENT RESOURCES UTICA HO 144A	6.625% 10/15/2032 DD 10/15/24		239,551
	ASHTON WOODS USA LLC / AS 144A	6.625% 01/15/2028 DD 01/23/20		310,341
	AT&T INC	1.700% 03/25/2026 DD 03/23/21		621,718
	AT&T INC	2.300% 06/01/2027 DD 05/28/20		61,339
	AT&T INC	3.500% 09/15/2053 DD 03/15/21		113,859
	AT&T INC	3.550% 09/15/2055 DD 03/15/21		530,321
	AT&T INC	3.650% 09/15/2059 DD 03/15/21		565,827
	AT&T INC	3.800% 02/15/2027 DD 02/15/19		112,833
	AT&T INC	3.800% 12/01/2057 DD 06/01/21		436,236
	AT&T INC	3.875% 01/15/2026 DD 01/15/19		99,118
	AT&T INC	4.350% 03/01/2029 DD 02/19/19		96,907
	AUTOZONE INC	5.050% 07/15/2026 DD 07/21/23		1,005,623
	AVAYA 5/23 EXIT COV-LITE TL	0.000% 08/01/2028 DD 04/26/23		229,486
	AVIENT CORP 144A	6.250% 11/01/2031 DD 09/19/24		117,367
	AVOLON HOLDINGS FUNDING L 144A	4.950% 01/15/2028 DD 12/12/24		324,056
	AXALTA COATING SYSTEMS LL 144A	3.375% 02/15/2029 DD 11/24/20		119,817
	AXALTA COATING SYSTEMS LL 144A	4.750% 06/15/2027 DD 06/15/20		106,843
	BA CREDIT CARD TRUST A1 A1	4.790% 05/15/2028 DD 06/16/23		380,658
	BAE SYSTEMS HOLDINGS INC 144A	3.850% 12/15/2025 DD 12/10/15		1,172,062
	BAE SYSTEMS PLC 144A	5.000% 03/26/2027 DD 03/26/24		580,520
	BAE SYSTEMS PLC 144A	5.250% 03/26/2031 DD 03/26/24		405,690
	BALL CORP	2.875% 08/15/2030 DD 08/13/20		470,666
	BARCLAYS PLC	VAR RT 03/12/2028 DD 03/12/24		1,270,576
	BARCLAYS PLC	VAR RT 05/07/2026 DD 05/07/20		643,983
	BARCLAYS PLC	VAR RT 08/09/2026 DD 08/09/22		373,706
	BARCLAYS PLC	VAR RT 09/13/2027 DD 09/13/23		768,088
	BAT CAPITAL CORP	2.259% 03/25/2028 DD 09/25/20		1,691,399
	BAT CAPITAL CORP	3.557% 08/15/2027 DD 08/15/18		961,687
	BAT CAPITAL CORP	3.984% 09/25/2050 DD 09/25/20		108,201
	BAT CAPITAL CORP	4.540% 08/15/2047 DD 08/15/18		265,572
	BAT CAPITAL CORP	5.650% 03/16/2052 DD 03/16/22		336,489
	BAT CAPITAL CORP	7.081% 08/02/2053 DD 08/02/23		1,619,775
	BAT INTERNATIONAL FINANCE PLC	1.668% 03/25/2026 DD 09/25/20		1,032,246
	BAT INTERNATIONAL FINANCE PLC	4.448% 03/16/2028 DD 03/16/22		279,444
	BATH & BODY WORKS INC	5.250% 02/01/2028 DD 01/23/18		34,459
	BATH & BODY WORKS INC	6.750% 07/01/2036 DD 06/16/16		137,193
	BATH & BODY WORKS INC	6.875% 11/01/2035 DD 10/30/15		368,364
	BATH & BODY WORKS INC 144A	6.625% 10/01/2030 DD 09/30/20		30,224
	BAYER US FINANCE II LLC 144A	4.250% 12/15/2025 DD 06/25/18		993,272
	BAYER US FINANCE LLC 144A	6.125% 11/21/2026 DD 11/21/23		328,168
	BECTON DICKINSON & CO	4.693% 02/13/2028 DD 02/13/23		37,815
	BERRY GLOBAL INC	5.500% 04/15/2028 DD 10/15/23		118,148
	BLACKSTONE MORTGAGE TRUST 144A	7.750% 12/01/2029 DD 12/10/24		102,801
	BLACKSTONE PRIVATE CREDIT 144A	5.250% 04/01/2030 DD 09/26/24		296,503
	BLACKSTONE PRIVATE CREDIT 144A	6.000% 11/22/2034 DD 11/22/24		391,752
	BLACKSTONE PRIVATE CREDIT FUND	2.625% 12/15/2026 DD 06/15/22		285,842
	BLOCK INC	3.500% 06/01/2031 DD 05/20/21		503,635
	BLUE OWL CAPITAL CORP	3.400% 07/15/2026 DD 12/08/20		324,547
	BOEING CO/THE	3.100% 05/01/2026 DD 05/02/19		155,971
	BOEING CO/THE	6.259% 05/01/2027 DD 11/01/24		177,118
	BOOST NEWCO BORROWER LLC 144A	7.500% 01/15/2031 DD 10/04/23		521,035
	BOYNE USA INC 144A	4.750% 05/15/2029 DD 04/26/21		218,011

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	BPCE SA 144A	5.203% 01/18/2027 DD 01/18/24		1,005,048
	BROADCOM INC	4.150% 11/15/2030 DD 05/08/20		341,482
	BROADCOM INC	5.050% 07/12/2027 DD 07/12/24		1,160,525
	BROADCOM INC	5.050% 07/12/2029 DD 07/12/24		336,179
	BROADCOM INC	5.150% 11/15/2031 DD 07/12/24		141,986
	BROADCOM INC 144A	3.137% 11/15/2035 DD 09/30/21		431,285
	BROOK & WHITTLE 12/21 COV-LITE	0.000% 12/14/2028 DD 11/24/21		213,199
	BROOKFIELD FINANCE INC	VAR RT 01/15/2055 DD 12/17/24		303,121
	BROOKFIELD PROPERTY REIT 144A	4.500% 04/01/2027 DD 09/29/21		551,924
	BUILDERS FIRSTSOURCE INC 144A	6.375% 03/01/2034 DD 02/29/24		158,897
	BWX TECHNOLOGIES INC 144A	4.125% 06/30/2028 DD 06/12/20		500,905
	CAESARS ENTERTAINMENT 1/24 TL	0.000% 12/31/2026 DD 01/18/24		84,601
	CAESARS ENTERTAINMENT INC 144A	4.625% 10/15/2029 DD 09/24/21		163,845
	CAESARS ENTERTAINMENT INC 144A	6.500% 02/15/2032 DD 02/06/24		579,604
	CAESARS ENTERTAINMENT INC 144A	8.125% 07/01/2027 DD 07/06/20		133,320
	CALPINE CORP 144A	4.500% 02/15/2028 DD 12/20/19		393,237
	CALPINE CORP 144A	4.625% 02/01/2029 DD 08/10/20		117,994
	CALPINE CORP 144A	5.250% 06/01/2026 DD 05/31/16		12,984
	CANADIAN NATURAL RESOURCES LTD	2.050% 07/15/2025 DD 06/24/20		555,538
	CAPITAL ONE FINANCIAL CORP	VAR RT 05/10/2033 DD 05/09/22		339,922
	CAPITAL ONE FINANCIAL CORP	VAR RT 07/24/2026 DD 07/27/22		353,732
	CAPITAL ONE FINANCIAL CORP	VAR RT 10/29/2027 DD 11/01/23		778,298
	CAPITAL ONE PRIME AUTO RE 1 A3	4.620% 07/16/2029 DD 11/26/24		695,792
	CCO HOLDINGS LLC / CCO HO 144A	4.250% 02/01/2031 DD 07/09/20		361,683
	CCO HOLDINGS LLC / CCO HO 144A	4.500% 06/01/2033 DD 04/22/21		277,658
	CCO HOLDINGS LLC / CCO HO 144A	4.500% 08/15/2030 DD 02/18/20		71,808
	CCO HOLDINGS LLC / CCO HO 144A	5.000% 02/01/2028 DD 08/08/17		207,237
	CCO HOLDINGS LLC / CCO HO 144A	5.375% 06/01/2029 DD 05/23/19		181,502
	CCO HOLDINGS LLC / CCO HO 144A	5.500% 05/01/2026 DD 04/21/16		29,915
	CENOVUS ENERGY INC	4.250% 04/15/2027 DD 10/15/17		739,578
	CF INDUSTRIES INC	5.150% 03/15/2034 DD 03/11/14		242,919
	CHARLES RIVER LABORATORIE 144A	4.250% 05/01/2028 DD 10/23/19		390,883
	CHART INDUSTRIES INC 144A	7.500% 01/01/2030 DD 12/22/22		72,777
	CHART INDUSTRIES INC 144A	9.500% 01/01/2031 DD 12/22/22		305,410
	CHARTER COMMUNICATIONS OPERATI	3.700% 04/01/2051 DD 04/17/20		269,644
	CHARTER COMMUNICATIONS OPERATI	3.750% 02/15/2028 DD 07/06/17		476,217
	CHARTER COMMUNICATIONS OPERATI	3.900% 06/01/2052 DD 03/04/21		93,239
	CHARTER COMMUNICATIONS OPERATI	3.950% 06/30/2062 DD 10/12/21		574,141
	CHARTER COMMUNICATIONS OPERATI	4.400% 12/01/2061 DD 06/02/21		76,049
	CHARTER COMMUNICATIONS OPERATI	5.375% 05/01/2047 DD 11/01/17		133,933
	CHARTER COMMUNICATIONS OPERATI	6.150% 11/10/2026 DD 11/10/23		1,355,818
	CHASE ISSUANCE TRUST A1 A	5.160% 09/15/2028 DD 09/15/23		1,300,049
	CHASE ISSUANCE TRUST A11 A	4.620% 01/16/2029 DD 01/31/24		1,002,507
	CHEMOURS CO/THE 144A	4.625% 11/15/2029 DD 08/18/21		130,324
	CHEMOURS CO/THE 144A	5.750% 11/15/2028 DD 11/27/20		418,021
	CHENIERE CORPUS CHRISTI HOLDIN	2.742% 12/31/2039 DD 12/31/21		41,448
	CHENIERE CORPUS CHRISTI HOLDIN	3.700% 11/15/2029 DD 05/15/20		197,099
	CHENIERE CORPUS CHRISTI HOLDIN	5.125% 06/30/2027 DD 05/19/17		2,359,775
	CHENIERE ENERGY INC	5.650% 04/15/2034 DD 03/19/24		508,715
	CHENIERE ENERGY PARTNERS 144A	5.750% 08/15/2034 DD 05/22/24		475,156
	CHENIERE ENERGY PARTNERS LP	4.000% 03/01/2031 DD 09/01/21		106,411
	CHENIERE ENERGY PARTNERS LP	4.500% 10/01/2029 DD 04/01/20		419,222
	CHENIERE ENERGY PARTNERS LP	5.950% 06/30/2033 DD 12/30/23		163,884
	CHESAPEAKE FUNDING 1A A1 144A	5.520% 05/15/2036 DD 04/17/24		1,122,070
	CHOBANI HOLDCO II LLC 144A	8.750% 10/01/2029 DD 10/22/24		100,464
	CHS/COMMUNITY HEALTH SYST 144A	5.625% 03/15/2027 DD 12/28/20		375,250
	CHURCHILL DOWNS INC 144A	4.750% 01/15/2028 DD 12/27/17		175,563
	CITGO PETROLEUM CORP 144A	6.375% 06/15/2026 DD 02/11/21		535,535
	CITIGROUP INC	VAR RT 04/08/2026 DD 04/08/20		995,202
	CLARIOS GLOBAL LP / CLARI 144A	8.500% 05/15/2027 DD 04/01/19		500,678
	CLEAN HARBORS INC 144A	4.875% 07/15/2027 DD 07/02/19		367,372
	CLEAN HARBORS INC 144A	5.125% 07/15/2029 DD 07/02/19		19,195

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	CLEAN HARBORS INC 144A	6.375% 02/01/2031 DD 01/24/23		55,373
	CLOUD SOFTWARE GROUP INC 144A	6.500% 03/31/2029 DD 09/30/22		291,518
	CLOUD SOFTWARE GROUP INC 144A	8.250% 06/30/2032 DD 05/22/24		599,780
	CNH INDUSTRIAL CAPITAL LLC	5.500% 01/12/2029 DD 09/13/23		97,371
	COHERENT CORP 144A	5.000% 12/15/2029 DD 12/10/21		334,002
	COMMERCEHUB 12/20 COV-LITE TLB	0.000% 12/29/2027 DD 12/08/20		151,450
	COMMSCOPE LLC 144A	4.750% 09/01/2029 DD 08/23/21		170,129
	COMMSCOPE LLC 144A	6.000% 03/01/2026 DD 02/19/19		358,721
	COMPASS MINERALS INTERNAT 144A	6.750% 12/01/2027 DD 11/26/19		159,553
	CONSTELLUM SE 144A	3.750% 04/15/2029 DD 02/24/21		147,539
	COREBRIDGE FINANCIAL INC	3.500% 04/04/2025 DD 04/04/23		118,575
	COREBRIDGE GLOBAL FUNDING 144A	4.650% 08/20/2027 DD 08/22/24		330,803
	COUGAR JV SUBSIDIARY LLC 144A	8.000% 05/15/2032 DD 05/17/24		148,383
	CP ATLAS BUYER INC 144A	7.000% 12/01/2028 DD 11/25/20		382,606
	CROWN CASTLE INC	1.350% 07/15/2025 DD 06/15/20		88,275
	CROWN CASTLE INC	2.100% 04/01/2031 DD 02/16/21		33,945
	CROWN CASTLE INC	2.900% 03/15/2027 DD 03/04/22		129,601
	CROWN CASTLE INC	3.300% 07/01/2030 DD 04/03/20		294,361
	CROWN CASTLE INC	3.650% 09/01/2027 DD 08/01/17		145,439
	CSC HOLDINGS LLC 144A	3.375% 02/15/2031 DD 08/17/20		140,282
	CSC HOLDINGS LLC 144A	4.500% 11/15/2031 DD 05/13/21		144,006
	CSC HOLDINGS LLC 144A	4.625% 12/01/2030 DD 06/16/20		109,715
	CSC HOLDINGS LLC 144A	5.750% 01/15/2030 DD 07/10/19		137,665
	CVS HEALTH CORP	4.300% 03/25/2028 DD 03/09/18		1,100,496
	CVS HEALTH CORP	5.000% 02/20/2026 DD 02/21/23		999,079
	CVS HEALTH CORP	5.125% 02/21/2030 DD 02/21/23		213,436
	DCP MIDSTREAM OPERATING LP	5.625% 07/15/2027 DD 06/24/20		1,300,499
	DELL INTERNATIONAL LLC / EMC C	3.450% 12/15/2051 DD 06/15/23		84,942
	DELL SOFTWARE (QUEST/ONE IDENT	0.000% 02/01/2029 DD 01/05/22		179,785
	DEUTSCHE BANK AG/NEW YORK NY	VAR RT 02/08/2028 DD 02/08/24		1,111,656
	DEVON ENERGY CORP	4.500% 01/15/2030 DD 07/15/21		24,190
	DEVON ENERGY CORP	5.250% 10/15/2027 DD 10/15/21		98,134
	DEVON ENERGY CORP	5.750% 09/15/2054 DD 08/28/24		254,566
	DEVON ENERGY CORP	7.875% 09/30/2031 DD 10/03/01		93,556
	DIAMONDBACK ENERGY INC	3.125% 03/24/2031 DD 03/24/21		2,549,017
	DIAMONDBACK ENERGY INC	3.250% 12/01/2026 DD 12/05/19		2,176,212
	DIAMONDBACK ENERGY INC	3.500% 12/01/2029 DD 12/05/19		3,186,393
	DIAMONDBACK ENERGY INC	5.200% 04/18/2027 DD 04/18/24		1,549,993
	DIAMONDBACK ENERGY INC	5.750% 04/18/2054 DD 04/18/24		90,265
	DIAMONDBACK ENERGY INC	5.900% 04/18/2064 DD 04/18/24		299,548
	DIAMONDBACK ENERGY INC	6.250% 03/15/2053 DD 12/13/22		64,906
	DISH DBS CORP 144A	5.250% 12/01/2026 DD 11/26/21		58,173
	DISH DBS CORP 144A	5.750% 12/01/2028 DD 11/26/21		355,678
	DOMINION ENERGY INC	VAR RT 05/15/2055 DD 11/18/24		182,998
	DOMINION ENERGY INC	VAR RT 06/01/2054 DD 05/20/24		168,957
	DR HORTON INC	5.000% 10/15/2034 DD 08/14/24		406,193
	DUKE ENERGY CAROLINAS LLC	3.450% 04/15/2051 DD 04/01/21		127,852
	DUKE ENERGY CAROLINAS LLC	3.950% 11/15/2028 DD 11/08/18		31,072
	DUKE ENERGY CAROLINAS LLC	4.850% 01/15/2034 DD 01/05/24		30,059
	DUKE ENERGY CORP	3.950% 08/15/2047 DD 08/10/17		125,990
	DUKE ENERGY CORP	5.000% 08/15/2052 DD 08/11/22		70,799
	DUKE ENERGY FLORIDA LLC	1.750% 06/15/2030 DD 06/11/20		402,047
	DUPONT DE NEMOURS INC	4.493% 11/15/2025 DD 11/28/18		458,860
	EASTMAN TIRE/RIVER BUYER 11/21	0.000% 11/01/2028 DD 07/26/21		190,723
	EDISON INTERNATIONAL	5.250% 11/15/2028 DD 05/15/23		36,079
	EDISON INTERNATIONAL	5.750% 06/15/2027 DD 06/21/19		161,639
	EDISON INTERNATIONAL	6.950% 11/15/2029 DD 11/10/22		904,353
	EDVESTINU PRIVATE EDU A A 144A	1.800% 11/25/2045 DD 03/11/21		100,380
	ELASTIC NV 144A	4.125% 07/15/2029 DD 07/06/21		309,640
	ELEVANCE HEALTH INC	4.550% 05/15/2052 DD 04/29/22		22,629
	ELEVANCE HEALTH INC	6.100% 10/15/2052 DD 11/04/22		279,375
	ELP COMMERCIAL MORT ELP A 144A	VAR RT 11/15/2038 DD 11/17/21		725,701

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	EMRLD BORROWER LP / EMERA 144A	6.625% 12/15/2030 DD 05/19/23		342,456
	ENBRIDGE INC	2.500% 02/14/2025 DD 02/17/22		178,471
	ENBRIDGE INC	5.250% 04/05/2027 DD 04/05/24		578,649
	ENBRIDGE INC	5.900% 11/15/2026 DD 11/09/23		399,620
	ENEL FINANCE INTERNATIONAL 144A	5.125% 06/26/2029 DD 06/26/24		998,620
	ENERGY TRANSFER LP	3.900% 07/15/2026 DD 07/12/16		152,983
	ENERGY TRANSFER LP	4.200% 04/15/2027 DD 01/17/17		37,494
	ENERGY TRANSFER LP	4.950% 05/15/2028 DD 05/10/18		116,846
	ENERGY TRANSFER LP	5.000% 05/15/2050 DD 01/22/20		485,943
	ENERGY TRANSFER LP	5.500% 06/01/2027 DD 12/01/18		1,013,764
	ENERGY TRANSFER LP	5.950% 05/15/2054 DD 01/25/24		31,903
	ENERGY TRANSFER LP	6.050% 09/01/2054 DD 06/21/24		229,995
	ENERGY TRANSFER LP	6.250% 04/15/2049 DD 01/15/19		190,708
	ENERGY TRANSFER LP 144A	7.375% 02/01/2031 DD 01/19/23		349,268
	ENLINK MIDSTREAM LLC 144A	6.500% 09/01/2030 DD 08/31/22		115,199
	ENLINK MIDSTREAM PARTNERS LP	5.050% 04/01/2045 DD 11/12/14		12,890
	ENLINK MIDSTREAM PARTNERS LP	5.450% 06/01/2047 DD 05/11/17		383,231
	ENLINK MIDSTREAM PARTNERS LP	5.600% 04/01/2044 DD 03/19/14		36,700
	ENTEGRIS INC 144A	4.750% 04/15/2029 DD 04/14/22		479,711
	ENTERPRISE FLEET FIN 1 A2 144A	5.510% 01/22/2029 DD 03/02/23		927,074
	ENVIVA PARTNERS LP / ENVI 144A	6.500% 01/15/2026 DD 12/09/19		152,504
	ENVIVA 3/24 DIP TRANCHE A1 DEL	0.000% 12/13/2024 DD 03/15/24		54,522
	EQM MIDSTREAM PARTNERS LP	6.500% 07/15/2048 DD 06/25/18		145,854
	EQM MIDSTREAM PARTNERS LP 144A	6.500% 07/01/2027 DD 06/18/20		1,124,394
	EQM MIDSTREAM PARTNERS LP 144A	7.500% 06/01/2027 DD 06/07/22		234,531
	EQT CORP	3.900% 10/01/2027 DD 10/04/17		3,335,290
	EQT CORP	5.000% 01/15/2029 DD 11/16/20		78,852
	EQT CORP	5.700% 04/01/2028 DD 10/04/22		650,901
	EQT CORP	5.750% 02/01/2034 DD 01/19/24		293,671
	EQT CORP	VAR RT 02/01/2030 DD 01/21/20		537,481
	EQT CORP 144A	3.625% 05/15/2031 DD 05/17/21		232,703
	EQUINIX EUROPE 2 FINANCING COR	5.500% 06/15/2034 DD 05/30/24		38,115
	EQUINIX INC	1.450% 05/15/2026 DD 05/17/21		509,752
	EQUINIX INC	1.550% 03/15/2028 DD 10/07/20		946,651
	EQUINIX INC	2.000% 05/15/2028 DD 05/17/21		173,783
	EQUINIX INC	2.150% 07/15/2030 DD 06/22/20		316,745
	EQUINIX INC	3.900% 04/15/2032 DD 04/05/22		545,595
	ERESEARCH TECHNOLOGY/CLARIO 5/	0.000% 02/04/2027 DD 05/15/24		378,186
	EXTRA SPACE STORAGE LP	4.000% 06/15/2029 DD 06/15/23		142,577
	EXTRA SPACE STORAGE LP	5.350% 01/15/2035 DD 08/12/24		394,650
	FERTITTA ENTERTAINMENT LL 144A	4.625% 01/15/2029 DD 01/27/22		237,230
	FERTITTA ENTERTAINMENT LL 144A	6.750% 01/15/2030 DD 01/27/22		46,126
	FIRSTENERGY CORP	1.600% 01/15/2026 DD 06/08/20		93,514
	FIRSTENERGY CORP	2.050% 03/01/2025 DD 02/20/20		536,446
	FIRSTENERGY CORP	3.400% 03/01/2050 DD 02/20/20		664,776
	FIRSTENERGY CORP	VAR RT 07/15/2027 DD 06/21/17		1,738,219
	FIRSTENERGY CORP	VAR RT 07/15/2047 DD 06/21/17		52,025
	FIRSTENERGY TRANSMISSION 144A	4.550% 04/01/2049 DD 03/28/19		842,478
	FIRSTENERGY TRANSMISSION 144A	5.000% 01/15/2035 DD 09/05/24		307,493
	FLORIDA POWER & LIGHT CO	2.875% 12/04/2051 DD 11/18/21		152,153
	FMG RESOURCES AUGUST 2006 144A	4.375% 04/01/2031 DD 03/25/21		117,016
	FMG RESOURCES AUGUST 2006 144A	4.500% 09/15/2027 DD 09/16/19		78,319
	FOCUS FINANCIAL PARTNERS 144A	6.750% 09/15/2031 DD 09/17/24		189,245
	FORD MOTOR CREDIT CO LLC	5.800% 03/05/2027 DD 01/05/24		1,635,413
	FORD MOTOR CREDIT CO LLC	5.850% 05/17/2027 DD 05/17/24		757,854
	FORD MOTOR CREDIT CO LLC	6.950% 06/10/2026 DD 06/08/23		1,278,190
	FORTREA HOLDINGS INC 144A	7.500% 07/01/2030 DD 06/27/23		247,410
	FREEPORT-MCMORAN INC	5.400% 11/14/2034 DD 11/14/14		430,179
	GAP INC/THE 144A	3.625% 10/01/2029 DD 09/27/21		201,983
	GARTNER INC 144A	3.625% 06/15/2029 DD 06/18/21		1,016,221
	GATES CORP/DE 144A	6.875% 07/01/2029 DD 06/04/24		75,266
	GENERAL MOTORS FINANCIAL CO IN	1.250% 01/08/2026 DD 01/08/21		973,969
	GENERAL MOTORS FINANCIAL CO IN	1.500% 06/10/2026 DD 06/10/21		238,256
	GENERAL MOTORS FINANCIAL CO IN	5.400% 05/08/2027 DD 02/08/24		1,263,029
	GENERAL MOTORS FINANCIAL CO IN	5.450% 09/06/2034 DD 09/06/24		427,168
	GENERAL MOTORS FINANCIAL CO IN	5.600% 06/18/2031 DD 06/18/24		126,607
	GENERAL MOTORS FINANCIAL CO IN	5.950% 04/04/2034 DD 04/04/24		224,122
	GENUINE PARTS CO	1.750% 02/01/2025 DD 01/10/22		701,112
	GFL ENVIRONMENTAL INC 144A	3.500% 09/01/2028 DD 12/21/20		188,493
	GFL ENVIRONMENTAL INC 144A	3.750% 08/01/2025 DD 08/24/20		198,021
	GFL ENVIRONMENTAL INC 144A	4.000% 08/01/2028 DD 11/23/20		142,037
	GGAM FINANCE LTD 144A	6.875% 04/15/2029 DD 04/02/24		136,747
	GILEAD SCIENCES INC	1.650% 10/01/2030 DD 09/30/20		394,222
	GLENCORE FUNDING LLC 144A	5.338% 04/04/2027 DD 04/04/24		1,870,199

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	GLOBAL PAYMENTS INC	1.200% 03/01/2026 DD 02/26/21		26,840
	GLOBAL PAYMENTS INC	3.200% 08/15/2029 DD 08/14/19		152,136
	GLOBAL PAYMENTS INC	4.950% 08/15/2027 DD 08/22/22		34,042
	GLOBAL PAYMENTS INC	5.950% 08/15/2052 DD 08/22/22		16,503
	GLP CAPITAL LP / GLP FINANCING	3.250% 01/15/2032 DD 12/13/21		1,255,599
	GLP CAPITAL LP / GLP FINANCING	4.000% 01/15/2030 DD 08/29/19		832,654
	GLP CAPITAL LP / GLP FINANCING	5.375% 04/15/2026 DD 04/28/16		309,994
	GLP CAPITAL LP / GLP FINANCING	6.250% 09/15/2054 DD 08/06/24		481,390
	GM FINANCIAL AUTOMOBILE L 3 A3	5.380% 11/20/2026 DD 08/16/23		79,414
	GO DADDY OPERATING CO LLC 144A	3.500% 03/01/2029 DD 02/25/21		365,427
	GRAPHIC PACKAGING INTERNA 144A	3.750% 02/01/2030 DD 11/19/21		135,483
	GRAY MEDIA INC 144A	10.500% 07/15/2029 DD 06/03/24		65,998
	GRAY MEDIA INC 144A	4.750% 10/15/2030 DD 10/19/20		385,938
	GRIFOLS 11/19 (USD) COV-LITE T			179,475
	GRIFOLS SA 144A	4.750% 10/15/2028 DD 10/05/21		260,057
	H&E EQUIPMENT SERVICES IN 144A	3.875% 12/15/2028 DD 12/14/20		548,362
	HALEON UK CAPITAL PLC	3.125% 03/24/2025 DD 09/24/22		1,075,711
	HAT HOLDINGS I LLC / HAT 144A	3.375% 06/15/2026 DD 06/28/21		232,554
	HAT HOLDINGS I LLC / HAT 144A	8.000% 06/15/2027 DD 12/07/23		44,815
	HCA INC	3.125% 03/15/2027 DD 03/15/23		567,699
	HCA INC	3.500% 09/01/2030 DD 02/26/20		602,415
	HCA INC	4.125% 06/15/2029 DD 06/12/19		642,928
	HCA INC	5.200% 06/01/2028 DD 05/04/23		2,014,483
	HCA INC	5.250% 06/15/2026 DD 03/15/16		508,258
	HCA INC	5.375% 02/01/2025 DD 01/16/15		1,250,242
	HCA INC	5.450% 09/15/2034 DD 08/12/24		662,213
	HCA INC	5.875% 02/15/2026 DD 11/13/15		753,752
	HESS CORP	5.800% 04/01/2047 DD 09/28/16		145,323
	HEWLETT PACKARD ENTERPRISE CO	4.400% 09/25/2027 DD 09/26/24		441,373
	HEWLETT PACKARD ENTERPRISE CO	4.450% 09/25/2026 DD 09/26/24		546,192
	HEWLETT PACKARD ENTERPRISE CO	5.250% 07/01/2028 DD 06/14/23		385,786
	HILTON DOMESTIC OPERATING 144A	3.625% 02/15/2032 DD 02/02/21		403,891
	HILTON DOMESTIC OPERATING 144A	3.750% 05/01/2029 DD 12/01/20		119,781
	HOAG MEMORIAL HOSPITAL PRESBYT	3.803% 07/15/2052 DD 03/30/22		42,518
	HOWDEN UK REFINANCE PLC / 144A	7.250% 02/15/2031 DD 02/15/24		162,597
	HUMANA INC	1.350% 02/03/2027 DD 08/03/21		837,820
	HUNTINGTON BANCSHARES INC/OH	VAR RT 08/21/2029 DD 08/21/23		1,032,402
	HUNTINGTON INGALLS INDUSTRIES	3.483% 12/01/2027 DD 06/01/18		110,435
	HYUNDAI AUTO LEASE S B A3 144A	5.410% 05/17/2027 DD 05/22/24		309,567
	ICON INVESTMENTS SIX DAC	5.809% 05/08/2027 DD 05/08/24		934,701
	INGERSOLL RAND INC	5.197% 06/15/2027 DD 05/10/24		1,112,873
	INTEL CORP	3.100% 02/15/2060 DD 02/13/20		218,877
	INTEL CORP	5.150% 02/21/2034 DD 02/21/24		81,570
	IRON MOUNTAIN INC 144A	4.500% 02/15/2031 DD 08/18/20		77,708
	IRON MOUNTAIN INC 144A	4.875% 09/15/2029 DD 09/09/19		285,124
	IRON MOUNTAIN INC 144A	5.250% 03/15/2028 DD 12/27/17		244,552
	IRON MOUNTAIN INC 144A	5.250% 07/15/2030 DD 06/22/20		105,002
	ITT HOLDINGS LLC 144A	6.500% 08/01/2029 DD 07/08/21		479,690
	JUNIPER NETWORKS INC	2.000% 12/10/2030 DD 12/10/20		49,305
	KAMAN/RUBY/OVATION 3/24 COV-LI	0.000% 03/27/2031 DD 02/22/24		125,704
	KEYBANK NA/CLEVELAND OH	4.150% 08/08/2025 DD 08/08/22		288,517
	KEYBANK NA/CLEVELAND OH	5.000% 01/26/2033 DD 01/26/23		479,672
	KEYCORP	VAR RT 05/23/2025 DD 05/23/22		342,305
	KINDER MORGAN ENERGY PARTNERS	5.800% 03/15/2035 DD 03/15/05		40,262
	KINDER MORGAN INC	3.600% 02/15/2051 DD 02/11/21		47,356
	KINDER MORGAN INC	5.000% 02/01/2029 DD 02/01/24		125,600
	KODIAK GAS SERVICES LLC 144A	7.250% 02/15/2029 DD 02/02/24		153,023
	KORN FERRY 144A	4.625% 12/15/2027 DD 12/16/19		548,708
	L3HARRIS TECHNOLOGIES INC	3.850% 12/15/2026 DD 12/15/19		351,354
	L3HARRIS TECHNOLOGIES INC	4.400% 06/15/2028 DD 06/04/18		570,709
	L3HARRIS TECHNOLOGIES INC	5.400% 01/15/2027 DD 07/31/23		1,012,226
	L3HARRIS TECHNOLOGIES INC	5.600% 07/31/2053 DD 07/31/23		132,926
	LADDER CAPITAL FINANCE HO 144A	4.250% 02/01/2027 DD 01/30/20		341,342
	LAMB WESTON HOLDINGS INC 144A	4.375% 01/31/2032 DD 11/08/21		343,840
	LAS VEGAS SANDS CORP	6.000% 08/15/2029 DD 05/16/24		116,477
	LBM ACQUISITION LLC 144A	6.250% 01/15/2029 DD 12/18/20		316,419
	LCM INVESTMENTS HOLDINGS 144A	4.875% 05/01/2029 DD 04/27/21		523,835
	LEHMAN BRTH HLD (RICI) ESCROW	0.000% 07/19/2017 DD 07/19/07		-
	LEHMAN BRTH HLD (RICI) ESCROW	0.000% 12/28/2017 DD 12/21/07		-
	LEVEL 3 FINANCING INC 144A	11.000% 11/15/2029 DD 03/22/24		265,481
	LEVEL 3 FINANCING INC 144A	4.875% 06/15/2029 DD 03/22/24		522,870
	LIFEPOINT HEALTH INC 144A	4.375% 02/15/2027 DD 02/13/20		349,690
	LIFEPOINT HEALTH INC 144A	9.875% 08/15/2030 DD 08/14/23		93,843
	LITHIA MOTORS INC 144A	4.375% 01/15/2031 DD 10/09/20		145,051

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	LIVE NATION ENTERTAINMENT 144A	4.750% 10/15/2027 DD 10/17/19		311,308
	LLOYDS BANKING GROUP PLC	VAR RT 01/05/2028 DD 01/05/24		1,008,402
	LOCKHEED MARTIN CORP	4.500% 02/15/2029 DD 01/29/24		30,662
	LOWE'S COS INC	1.700% 09/15/2028 DD 09/20/21		463,527
	LOWE'S COS INC	3.000% 10/15/2050 DD 10/22/20		23,026
	LOWE'S COS INC	4.250% 04/01/2052 DD 03/24/22		387,072
	LPL HOLDINGS INC 144A	4.625% 11/15/2027 DD 11/12/19		200,653
	M&T BANK CORP	VAR RT 01/16/2036 DD 12/17/24		281,185
	MATADOR RESOURCES CO 144A	6.500% 04/15/2032 DD 04/02/24		888,812
	MCAFEE CORP 144A	7.375% 02/15/2030 DD 02/17/22		389,462
	MEDLINE BORROWER LP 144A	3.875% 04/01/2029 DD 10/15/21		351,875
	MFA 2023-INV2 TRU INV2 A1 144A	VAR RT 10/25/2058 DD 09/01/23		235,552
	MGM RESORTS INTERNATIONAL	4.750% 10/15/2028 DD 10/13/20		574,537
	MGM RESORTS INTERNATIONAL	6.500% 04/15/2032 DD 04/09/24		99,646
	MIDCAP FINANCIAL ISSUER T 144A	6.500% 05/01/2028 DD 04/29/21		606,335
	MILEAGE PLUS HOLDINGS LLC 144A	6.500% 06/20/2027 DD 07/02/20		142,706
	MIZUHO FINANCIAL GROUP INC	VAR RT 05/22/2026 DD 02/22/22		921,083
	MOLINA HEALTHCARE INC 144A	3.875% 05/15/2032 DD 11/16/21		172,684
	MOLINA HEALTHCARE INC 144A	3.875% 11/15/2030 DD 11/17/20		17,805
	MOLINA HEALTHCARE INC 144A	4.375% 06/15/2028 DD 06/02/20		397,989
	MOODY'S CORP	3.250% 01/15/2028 DD 01/15/18		55,573
	MOSS CREEK RESOURCES HOLD 144A	8.250% 09/01/2031 DD 08/15/24		303,056
	MOTOROLA SOLUTIONS INC	5.600% 06/01/2032 DD 05/31/22		80,636
	MULTI-COLOR 10/21 (USD) COV-LI	0.000% 10/29/2028 DD 10/13/21		173,614
	NABORS INDUSTRIES INC 144A	8.875% 08/15/2031 DD 07/22/24		133,716
	NABORS INDUSTRIES INC 144A	9.125% 01/31/2030 DD 11/20/23		101,696
	NASDAQ INC	5.650% 06/28/2025 DD 06/28/23		152,639
	NATIONSTAR MORTGAGE HOLDI 144A	5.000% 02/01/2026 DD 01/19/21		109,011
	NATIONSTAR MORTGAGE HOLDI 144A	5.125% 12/15/2030 DD 12/04/20		97,968
	NATIONSTAR MORTGAGE HOLDI 144A	5.750% 11/15/2031 DD 11/04/21		348,933
	NATIONSTAR MORTGAGE HOLDI 144A	6.000% 01/15/2027 DD 01/16/20		24,868
	NEP 12/23 INCREMENTAL (209MM)	0.000% 08/19/2026 DD 12/15/23		43,036
	NEP 12/23 PIK TLB	0.000% 08/19/2026 DD 12/15/23		318,512
	NEXSTAR MEDIA INC 144A	4.750% 11/01/2028 DD 09/25/20		291,835
	NGPL PIPECO LLC 144A	3.250% 07/15/2031 DD 05/14/21		43,134
	NISOURCE INC	0.950% 08/15/2025 DD 08/18/20		385,281
	NISOURCE INC	1.700% 02/15/2031 DD 08/18/20		32,714
	NISOURCE INC	3.600% 05/01/2030 DD 04/13/20		278,867
	NISOURCE INC	5.250% 03/30/2028 DD 03/24/23		190,643
	NNN REIT INC	3.500% 04/15/2051 DD 03/10/21		234,290
	NNN REIT INC	4.800% 10/15/2048 DD 09/27/18		11,845
	NORFOLK SOUTHERN CORP	2.900% 06/15/2026 DD 06/03/16		43,953
	NORFOLK SOUTHERN CORP	3.155% 05/15/2055 DD 05/15/20		165,291
	NORFOLK SOUTHERN CORP	3.400% 11/01/2049 DD 11/04/19		80,981
	NORFOLK SOUTHERN CORP	4.050% 08/15/2052 DD 02/15/18		88,382
	NORFOLK SOUTHERN CORP	4.800% 08/15/2043 DD 08/13/13		72,487
	NORTHROP GRUMMAN CORP	4.700% 03/15/2033 DD 02/08/23		348,071
	NORTHROP GRUMMAN CORP	5.200% 06/01/2054 DD 01/31/24		364,626
	NORTHWEST FLORIDA TIMBER 144A	4.750% 03/04/2029 DD 04/10/14		326,458
	NOVELIS CORP 144A	3.250% 11/15/2026 DD 08/11/21		259,081
	NOVELIS CORP 144A	4.750% 01/30/2030 DD 01/16/20		113,532
	NRG ENERGY INC	5.750% 01/15/2028 DD 07/15/18		4,982
	NRG ENERGY INC 144A	3.625% 02/15/2031 DD 12/02/20		306,062
	NRG ENERGY INC 144A	3.875% 02/15/2032 DD 08/23/21		3,493
	NRG ENERGY INC 144A	5.250% 06/15/2029 DD 05/14/19		121,404
	NRG ENERGY INC 144A	6.250% 11/01/2034 DD 10/30/24		102,008
	NUSTAR LOGISTICS LP	5.625% 04/28/2027 DD 04/28/17		119,127
	NXP BV / NXP FUNDING LLC / NXP	2.500% 05/11/2031 DD 05/11/22		196,113
	OCCIDENTAL PETROLEUM CORP	5.000% 08/01/2027 DD 07/26/24		669,267
	OCCIDENTAL PETROLEUM CORP	5.550% 03/15/2026 DD 09/15/19		406,413
	OCI NV 144A	6.700% 03/16/2033 DD 03/16/23		329,730
	OHIO POWER CO	4.150% 04/01/2048 DD 03/22/18		79,109
	OHIO POWER CO	5.650% 06/01/2034 DD 05/06/24		229,561
	OI EUROPEAN GROUP BV 144A	4.750% 02/15/2030 DD 11/16/21		68,548
	ON SEMICONDUCTOR CORP 144A	3.875% 09/01/2028 DD 08/21/20		532,683
	ONEMAIN FINANCE CORP	3.500% 01/15/2027 DD 06/22/21		186,000
	ONEMAIN FINANCE CORP	4.000% 09/15/2030 DD 12/17/20		306,623
	ONEMAIN FINANCE CORP	5.375% 11/15/2029 DD 11/07/19		24,035
	ONEOK INC	4.250% 09/24/2027 DD 09/24/24		92,632
	OPEN TEXT CORP 144A	6.900% 12/01/2027 DD 12/01/22		149,824
	OPEN TEXT HOLDINGS INC 144A	4.125% 02/15/2030 DD 02/18/20		226,700
	OPTION CARE HEALTH INC 144A	4.375% 10/31/2029 DD 10/27/21		358,736
	ORACLE CORP	1.650% 03/25/2026 DD 03/24/21		145,594
	ORACLE CORP	2.650% 07/15/2026 DD 07/07/16		203,656

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(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description	(d) Cost***	(e) Current Value
	ORACLE CORP	3.600% 04/01/2050 DD 04/01/20		542,745
	ORACLE CORP	3.850% 04/01/2060 DD 04/01/20		249,162
	ORACLE CORP	3.850% 07/15/2036 DD 07/07/16		155,118
	ORACLE CORP	3.950% 03/25/2051 DD 03/24/21		170,502
	ORACLE CORP	4.375% 05/15/2055 DD 05/05/15		566,728
	ORACLE CORP	5.800% 11/10/2025 DD 11/09/22		1,262,415
	O'REILLY AUTOMOTIVE INC	5.750% 11/20/2026 DD 11/20/23		286,867
	OVINTIV INC	7.100% 07/15/2053 DD 05/31/23		228,586
	PACIFIC GAS AND ELECTRIC CO	3.250% 06/01/2031 DD 03/11/21		321,059
	PACIFIC GAS AND ELECTRIC CO	3.500% 08/01/2050 DD 06/19/20		183,262
	PACIFIC GAS AND ELECTRIC CO	4.950% 07/01/2050 DD 07/02/20		524,541
	PACIFIC GAS AND ELECTRIC CO	5.800% 05/15/2034 DD 02/28/24		371,291
	PACIFIC GAS AND ELECTRIC CO	5.900% 10/01/2054 DD 09/05/24		136,440
	PACIFIC GAS AND ELECTRIC CO	6.150% 01/15/2033 DD 01/06/23		256,360
	PACIFIC GAS AND ELECTRIC CO	6.950% 03/15/2034 DD 11/08/23		107,374
	PACKAGING COORDINATORS/PCI PHA	0.000% 11/30/2027 DD 05/20/24		166,710
	PAPA JOHN'S INTERNATIONAL 144A	3.875% 09/15/2029 DD 09/14/21		129,005
	PARAMOUNT GLOBAL	2.900% 01/15/2027 DD 07/11/16		280,347
	PARAMOUNT GLOBAL	3.375% 02/15/2028 DD 07/03/17		111,105
	PARAMOUNT GLOBAL	4.600% 01/15/2045 DD 01/12/15		38,116
	PARAMOUNT GLOBAL	4.900% 08/15/2044 DD 08/19/14		25,762
	PARAMOUNT GLOBAL	5.250% 04/01/2044 DD 03/11/14		34,224
	PARAMOUNT GLOBAL	5.850% 09/01/2043 DD 08/19/13		104,367
	PARAMOUNT GLOBAL	VAR RT 03/30/2062 DD 03/29/22		53,162
	PATTERN ENERGY OPERATIONS 144A	4.500% 08/15/2028 DD 07/28/20		355,711
	PEACEHEALTH OBLIGATED GROUP	1.375% 11/15/2025 DD 10/08/20		48,449
	PERFORCE SOFTWARE 12/24 TL	0.000% 07/02/2029 DD 12/11/24		276,032
	PERFORMANCE FOOD GROUP IN 144A	4.250% 08/01/2029 DD 07/26/21		173,505
	PERFORMANCE FOOD GROUP IN 144A	6.125% 09/15/2032 DD 09/12/24		84,996
	PETROLEOS MEXICANOS	6.700% 02/16/2032 DD 12/16/21		1,728,599
	PFS FINANCING CORP D A 144A	5.340% 04/15/2029 DD 04/17/24		101,314
	PG&E CORP	5.250% 07/01/2030 DD 06/23/20		469,837
	PG&E CORP	VAR RT 03/15/2055 DD 09/11/24		164,197
	PHILLIPS 66	3.850% 04/09/2025 DD 04/09/20		747,904
	PIEDMONT NATURAL GAS CO INC	2.500% 03/15/2031 DD 03/11/21		130,656
	PRETIUM PACKAGING 10/23 SECOND	0.000% 10/02/2028 DD 09/20/23		236,203
	PRKCM 2021-AFC2 T AFC2 A1 144A	VAR RT 11/25/2056 DD 11/01/21		464,741
	PTC INC 144A	4.000% 02/15/2028 DD 02/13/20		237,683
	PUBLIC SERVICE ELECTRIC AND GA	5.200% 03/01/2034 DD 03/01/24		17,939
	R1 RCM 10/24 COV-LITE DELAYED	0.000% 11/19/2031 DD 10/15/24		19,699
	RAKUTEN GROUP INC 144A	9.750% 04/15/2029 DD 04/10/24		399,285
	REGIONS FINANCIAL CORP	2.250% 05/18/2025 DD 05/18/20		516,755
	REPUBLIC SERVICES INC	0.875% 11/15/2025 DD 11/24/20		1,160,937
	RLJ LODGING TRUST LP 144A	3.750% 07/01/2026 DD 06/17/21		134,212
	RLJ LODGING TRUST LP 144A	4.000% 09/15/2029 DD 09/13/21		86,997
	ROCKET MORTGAGE LLC / ROC 144A	2.875% 10/15/2026 DD 10/05/21		94,885
	ROCKET MORTGAGE LLC / ROC REGS	2.875% 10/15/2026 DD 10/05/21		28,465
	ROCKET MORTGAGE LLC / ROC REGS	3.625% 03/01/2029 DD 09/14/20		172,067
	ROGERS COMMUNICATIONS INC	2.950% 03/15/2025 DD 03/15/23		689,195
	ROGERS COMMUNICATIONS INC	5.300% 02/15/2034 DD 02/09/24		760,795
	RPM INTERNATIONAL INC	3.750% 03/15/2027 DD 03/02/17		43,009
	RTX CORP	3.500% 03/15/2027 DD 09/15/20		136,548
	RTX CORP	3.750% 11/01/2046 DD 11/01/16		247,132
	RTX CORP	4.200% 12/15/2044 DD 06/15/20		111,674
	RTX CORP	5.400% 05/01/2035 DD 04/29/05		41,043
	RTX CORP	5.750% 11/08/2026 DD 11/08/23		757,116
	RTX CORP	7.000% 11/01/2028 DD 11/01/20		28,908
	RTX CORP	7.200% 08/15/2027 DD 08/15/20		119,740
	SABINE PASS LIQUEFACTION LLC	4.200% 03/15/2028 DD 03/06/17		2,583,209
	SABINE PASS LIQUEFACTION LLC	5.625% 03/01/2025 DD 09/01/15		44,017
	SABINE PASS LIQUEFACTION LLC	5.875% 06/30/2026 DD 12/31/16		252,355
	SABINE PASS LIQUEFACTION LLC	5.900% 09/15/2037 DD 03/15/23		350,679
	SAN DIEGO GAS & ELECTRIC CO	3.700% 03/15/2052 DD 03/11/22		35,419
	SANTANDER HOLDINGS USA INC	3.244% 10/05/2026 DD 10/04/19		970,149
	SANTANDER HOLDINGS USA INC	VAR RT 05/31/2027 DD 05/31/24		315,589
	SCIENCE APPLICATIONS INTE 144A	4.875% 04/01/2028 DD 03/13/20		401,218
	SCIH SALT HOLDINGS INC 144A	4.875% 05/01/2028 DD 04/27/21		233,303
	SCIH SALT HOLDINGS INC 144A	6.625% 05/01/2029 DD 04/27/21		284,774
	SCRIPPS ESCROW II INC 144A	3.875% 01/15/2029 DD 12/30/20		562,302
	SEAGATE HDD CAYMAN	4.091% 06/01/2029 DD 06/18/20		102,578
	SEAGATE HDD CAYMAN	4.875% 06/01/2027 DD 05/14/15		29,555
	SEAGATE HDD CAYMAN	8.250% 12/15/2029 DD 05/30/23		101,222
	SEALED AIR CORP/SEALED AI 144A	6.125% 02/01/2028 DD 01/31/23		512,700
	SEMPRA	3.300% 04/01/2025 DD 03/24/22		410,384

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(a)	(b) <u>Identity of Issue, Borrower, Lessor or Similar Party</u>	(c) <u>Description</u>	(d) <u>Cost***</u>	(e) <u>Current Value</u>
	SENSATA TECHNOLOGIES BV 144A	4.000% 04/15/2029 DD 03/29/21		323,012
	SENSATA TECHNOLOGIES INC 144A	6.625% 07/15/2032 DD 06/06/24		64,930
	SERVICE CORP INTERNATIONAL/US	5.750% 10/15/2032 DD 09/17/24		232,796
	SHIRE ACQUISITIONS INVESTMENTS	3.200% 09/23/2026 DD 09/23/16		57,660
	SI GROUP/ADDIVANT 9/24 PIK B-1	0.000% 10/16/2028 DD 09/18/24		259,515
	SIMMONS FOODS INC/SIMMONS 144A	4.625% 03/01/2029 DD 03/03/21		289,241
	SIRIUS XM RADIO LLC 144A	3.125% 09/01/2026 DD 08/16/21		286,246
	SOCIETE GENERALE SA 144A	VAR RT 01/19/2028 DD 01/19/24		752,513
	SOCIETE GENERALE SA 144A	VAR RT 01/21/2026 DD 01/19/22		1,247,831
	SOLVENTUM CORP 144A	5.450% 02/25/2027 DD 02/27/24		495,597
	SOLVENTUM CORP 144A	6.000% 05/15/2064 DD 02/27/24		193,450
	SONOCO PRODUCTS CO	4.450% 09/01/2026 DD 09/19/24		195,588
	SOUTH BOW USA INFRASTRUCT 144A	4.911% 09/01/2027 DD 08/28/24		225,222
	SOUTHERN CALIFORNIA EDISON CO	5.300% 03/01/2028 DD 03/02/23		881,985
	SOUTHERN CALIFORNIA EDISON CO	5.700% 03/01/2053 DD 03/02/23		97,378
	SOUTHERN CO/THE	5.700% 03/15/2034 DD 09/08/23		688,609
	SOUTHWEST GAS CORP	5.450% 03/23/2028 DD 03/23/23		26,322
	SPECIALTY BUILDING PRODUC 144A	7.750% 10/15/2029 DD 10/15/24		129,886
	SPIRIT LOYALTY CAYMAN LTD 144A	8.000% 09/20/2025 DD 09/17/20		62,000
	SPIRIT LOYALTY CAYMAN LTD 144A	8.000% 09/20/2025 DD 10/20/22		323,950
	SPRINT LLC	7.625% 03/01/2026 DD 02/22/18		2,175,711
	SREIT TRUST 2021-MF MFP A 144A	VAR RT 11/15/2038 DD 11/30/21		463,643
	SS&C TECHNOLOGIES INC 144A	6.500% 06/01/2032 DD 05/09/24		170,463
	STANDARD INDUSTRIES INC/N 144A	4.375% 07/15/2030 DD 06/30/20		343,579
	STATION CASINOS 3/24 TLB	0.000% 03/14/2031 DD 03/04/24		162,242
	STATION CASINOS LLC 144A	4.625% 12/01/2031 DD 11/26/21		87,788
	SUMMIT MATERIALS LLC / SU 144A	5.250% 01/15/2029 DD 08/11/20		201,402
	SUMMIT MATERIALS LLC / SU 144A	7.250% 01/15/2031 DD 12/14/23		223,889
	SUMMIT MIDSTREAM HOLDINGS 144A	8.625% 10/31/2029 DD 07/26/24		254,099
	SUNOCO LP 144A	7.250% 05/01/2032 DD 04/30/24		160,112
	SYNAPTICS INC 144A	4.000% 06/15/2029 DD 03/11/21		403,841
	SYNCHRONY FINANCIAL	7.250% 02/02/2033 DD 02/02/23		480,111
	SYSTEM ENERGY RESOURCES INC	5.300% 12/15/2034 DD 12/06/24		102,845
	TALLGRASS ENERGY PARTNERS 144A	6.000% 12/31/2030 DD 12/22/20		702,577
	TARGA RESOURCES CORP	4.950% 04/15/2052 DD 04/06/22		59,964
	TARGA RESOURCES CORP	5.200% 07/01/2027 DD 07/07/22		162,967
	TARGA RESOURCES CORP	6.500% 02/15/2053 DD 01/09/23		155,681
	TARGA RESOURCES PARTNERS LP /	4.000% 01/15/2032 DD 02/02/21		144,668
	TARGA RESOURCES PARTNERS LP /	4.875% 02/01/2031 DD 08/18/20		421,973
	TARGA RESOURCES PARTNERS LP /	5.000% 01/15/2028 DD 10/17/17		870,509
	TEGNA INC	4.625% 03/15/2028 DD 01/09/20		349,651
	TELESAT CANADA / TELESAT 144A	5.625% 12/06/2026 DD 04/27/21		224,881
	TERRAFORM POWER OPERATING 144A	4.750% 01/15/2030 DD 10/16/19		231,091
	TERRAFORM POWER OPERATING 144A	5.000% 01/31/2028 DD 12/12/17		313,110
	TEXAS EASTERN TRANSMISSIO 144A	3.500% 01/15/2028 DD 01/09/18		81,298
	TEXTRON INC	3.900% 09/17/2029 DD 05/07/19		101,679
	TGNR INTERMEDIATE HOLDING 144A	5.500% 10/15/2029 DD 10/04/21		583,775
	THE CAMPBELL'S COMPANY	5.300% 03/20/2026 DD 03/21/24		218,474
	THUNDER GENERATION 9/24 TLB	0.000% 10/03/2031 DD 09/18/24		232,227
	TIBCO SOFTWARE/CITRIX/CLOUD SO	0.000% 03/21/2031 DD 10/28/24		60,128
	T-MOBILE USA INC	1.500% 02/15/2026 DD 02/15/21		549,945
	T-MOBILE USA INC	2.250% 02/15/2026 DD 01/14/21		148,605
	T-MOBILE USA INC	2.625% 04/15/2026 DD 03/23/21		1,160,648
	T-MOBILE USA INC	3.750% 04/15/2027 DD 04/15/21		1,019,846
	T-MOBILE USA INC	5.050% 07/15/2033 DD 02/09/23		736,531
	T-MOBILE USA INC	5.150% 04/15/2034 DD 01/12/24		532,404
	TORONTO-DOMINION BANK/THE 144A	5.141% 09/13/2029 DD 09/13/23		491,857
	TRANSCONTINENTAL GAS PIPE LINE	4.000% 03/15/2028 DD 09/15/18		24,290
	TRANSDIGM INC 144A	6.625% 03/01/2032 DD 02/27/24		695,219
	TRANSDIGM INC 144A	6.750% 08/15/2028 DD 02/24/23		90,785
	TRANSOCEAN INC	6.800% 03/15/2038 DD 12/11/07		430,195
	TRANSOCEAN TITAN FINANCIN 144A	8.375% 02/01/2028 DD 01/17/23		81,630
	TRAVERSE MIDSTREAM 9/17 TLB	0.000% 02/16/2028 DD 09/11/17		247,009
	TRIDENT TPI HOLDINGS INC 144A	12.750% 12/31/2028 DD 05/03/23		245,984
	TRONOX INC 144A	4.625% 03/15/2029 DD 03/15/21		529,583
	TRUIST FINANCIAL CORP	VAR RT 06/08/2027 DD 06/08/23		40,663
	TRUIST FINANCIAL CORP	VAR RT 07/28/2026 DD 07/28/22		996,066
	TRUIST FINANCIAL CORP	VAR RT 10/28/2026 DD 10/28/22		1,007,757
	UNITED AIRLINES INC 144A	4.375% 04/15/2026 DD 04/21/21		101,276
	UNITEDHEALTH GROUP INC	5.750% 07/15/2064 DD 07/25/24		103,367
	UNITI GROUP LP / UNITI GR 144A	6.500% 02/15/2029 DD 02/02/21		191,454
	UNIVISION COMMUNICATIONS 144A	4.500% 05/01/2029 DD 05/21/21		174,540
	US LUMBER/SPECIALTY BUILDING I	0.000% 10/15/2028 DD 09/27/21		74,547
	VERIFONE 8/18 COV-LITE TL			427,239

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	VERIZON COMMUNICATIONS INC	4.272% 01/15/2036 DD 07/15/15		543,378
	VERIZON COMMUNICATIONS INC	5.850% 09/15/2035 DD 09/13/05		217,930
	VICI PROPERTIES LP	4.750% 02/15/2028 DD 04/29/22		2,871,982
	VICI PROPERTIES LP / VICI 144A	3.750% 02/15/2027 DD 02/05/20		2,173,750
	VICI PROPERTIES LP / VICI 144A	3.875% 02/15/2029 DD 02/15/22		635,105
	VICI PROPERTIES LP / VICI 144A	4.125% 08/15/2030 DD 02/05/20		567,721
	VICI PROPERTIES LP / VICI 144A	4.250% 12/01/2026 DD 11/26/19		1,342,350
	VICI PROPERTIES LP / VICI 144A	4.500% 09/01/2026 DD 03/01/22		836,396
	VICI PROPERTIES LP / VICI 144A	4.625% 12/01/2029 DD 11/26/19		813,198
	VICI PROPERTIES LP / VICI 144A	5.750% 02/01/2027 DD 02/01/22		206,763
	VICTORIA'S SECRET & CO 144A	4.625% 07/15/2029 DD 07/15/21		388,261
	VIKING CRUISES LTD 144A	5.875% 09/15/2027 DD 09/20/17		114,136
	VIKING CRUISES LTD 144A	7.000% 02/15/2029 DD 02/02/21		55,302
	VIKING OCEAN CRUISES SHIP 144A	5.625% 02/15/2029 DD 02/02/21		152,525
	VIPER ENERGY INC 144A	5.375% 11/01/2027 DD 10/16/19		3,237,252
	VIPER ENERGY INC 144A	7.375% 11/01/2031 DD 10/19/23		1,348,459
	VIRGIN MEDIA SECURED FINA 144A	5.500% 05/15/2029 DD 05/16/19		201,658
	VIRGIN MEDIA VENDOR FINAN 144A	5.000% 07/15/2028 DD 06/24/20		382,724
	VISTAJET MALTA FINANCE PL 144A	6.375% 02/01/2030 DD 01/31/22		513,808
	VISTRA OPERATIONS CO LLC 144A	5.000% 07/31/2027 DD 06/21/19		834,014
	VISTRA OPERATIONS CO LLC 144A	5.050% 12/30/2026 DD 12/04/24		543,709
	VISTRA OPERATIONS CO LLC 144A	5.700% 12/30/2034 DD 12/04/24		549,222
	VISTRA OPERATIONS CO LLC 144A	6.000% 04/15/2034 DD 04/12/24		960,638
	VISTRA OPERATIONS CO LLC 144A	6.950% 10/15/2033 DD 09/26/23		279,730
	VMWARE LLC	1.400% 08/15/2026 DD 08/02/21		123,147
	VOC ESCROW LTD 144A	5.000% 02/15/2028 DD 02/05/18		97,325
	VOLKSWAGEN GROUP OF AMERI 144A	5.700% 09/12/2026 DD 09/12/23		1,174,070
	WARNERMEDIA HOLDINGS INC	3.638% 03/15/2025 DD 03/15/23		379,714
	WARNERMEDIA HOLDINGS INC	3.755% 03/15/2027 DD 03/15/23		1,445,073
	WESTERN MIDSTREAM OPERATING LP	4.500% 03/01/2028 DD 03/02/18		24,474
	WESTERN MIDSTREAM OPERATING LP	4.750% 08/15/2028 DD 08/09/18		88,423
	WESTERN MIDSTREAM OPERATING LP	5.300% 03/01/2048 DD 03/02/18		76,529
	WESTERN MIDSTREAM OPERATING LP	6.150% 04/01/2033 DD 04/04/23		5,107
	WESTERN MIDSTREAM OPERATING LP	VAR RT 02/01/2050 DD 01/13/20		311,654
	WESTERN UNION CO/THE	2.850% 01/10/2025 DD 11/25/19		221,889
	WESTINGHOUSE/BROOKFIELD WEC 1/	0.000% 01/27/2031 DD 01/08/24		187,387
	WESTLAKE AUTOMOBILE 4A A3 144A	6.240% 07/15/2027 DD 11/15/23		2,386,396
	WIDEOPENWEST 10/24 SUPER-SENIO	0.000% 12/11/2028 DD 10/10/24		161,213
	WILLIAMS COS INC/THE	5.400% 03/02/2026 DD 03/02/23		196,330
	WILSONART LLC 144A	11.000% 08/15/2032 DD 08/05/24		279,350
	WOLVERINE WORLD WIDE INC 144A	4.000% 08/15/2029 DD 08/26/21		277,486
	WORLD OMNI AUTO RECEIVABL A A3	4.860% 03/15/2029 DD 02/14/24		1,004,432
	WORLD OMNI AUTOMOBILE LEA A A3	5.260% 10/15/2027 DD 04/17/24		419,741
	WR GRACE HOLDINGS LLC 144A	5.625% 08/15/2029 DD 08/25/21		281,423
	WYNN LAS VEGAS LLC / WYNN 144A	5.250% 05/15/2027 DD 05/11/17		297,747
	XPLR INFRASTRUCTURE OPERA 144A	3.875% 10/15/2026 DD 09/23/19		33,466
	ZAYO GROUP HOLDINGS INC 144A	4.000% 03/01/2027 DD 03/09/20		541,366
	ZELIS/REDCARD 1/24 COV-LITE TL	0.000% 09/28/2029 DD 01/05/24		128,887
	ZELIS/REDCARD 10/24 TLB	0.000% 11/26/2031 DD 10/21/24		285,713
	ZIONS BANCORP NA	VAR RT 11/19/2035 DD 11/19/24		251,711
	CORPORATE DEBT INSTRUMENTS Total			\$ 296,908,901
	CORPORATE DEBT INSTRUMENTS - PREFERRED			
	ABBVIE INC	4.500% 05/14/2035 DD 05/14/15	\$	270,722
	ABBVIE INC	4.550% 03/15/2035 DD 09/15/20		317,872
	ABBVIE INC	5.050% 03/15/2034 DD 02/26/24		978,063
	ADVANCED MICRO DEVICES INC	4.393% 06/01/2052 DD 06/09/22		30,132
	AEP TEXAS INC	3.450% 01/15/2050 DD 12/05/19		156,184
	AEP TRANSMISSION CO LLC	3.150% 09/15/2049 DD 09/11/19		85,791
	AEP TRANSMISSION CO LLC	4.500% 06/15/2052 DD 06/09/22		267,845
	AEP TRANSMISSION CO LLC	5.150% 04/01/2034 DD 03/13/24		122,011
	AHS HOSPITAL CORP	2.780% 07/01/2051 DD 01/27/21		64,521
	ALABAMA POWER CO	3.000% 03/15/2052 DD 11/18/21		36,653
	ALABAMA POWER CO	3.450% 10/01/2049 DD 09/17/19		317,471
	ALABAMA POWER CO	4.150% 08/15/2044 DD 08/26/14		112,707
	ALEN 2021-ACEN MOR ACEN A 144A	VAR RT 04/15/2034 DD 03/24/21		612,150
	ALLY AUTO RECEIVABLES TRU 1 A3	5.080% 12/15/2028 DD 03/13/24		179,256
	ALTRIA GROUP INC	2.350% 05/06/2025 DD 05/06/20		167,529
	ALTRIA GROUP INC	3.700% 02/04/2051 DD 02/04/21		418,432
	ALTRIA GROUP INC	4.800% 02/14/2029 DD 02/14/19		763,022
	ALTRIA GROUP INC	6.200% 02/14/2059 DD 02/14/19		116,469
	AMAZON.COM INC	2.500% 06/03/2050 DD 06/03/20		29,881
	AMAZON.COM INC	3.100% 05/12/2051 DD 05/12/21		114,156
	AMAZON.COM INC	4.100% 04/13/2062 DD 04/13/22		475,194

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(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description	(d) Cost***	(e) Current Value
	AMERICAN EXPRESS CO	VAR RT 02/16/2028 DD 02/16/24		1,052,093
	AMERICAN EXPRESS CO	VAR RT 07/26/2028 DD 07/26/24		216,103
	AMERICAN EXPRESS CO	VAR RT 07/28/2027 DD 07/28/23		505,509
	AMERICAN EXPRESS CO	VAR RT 10/30/2026 DD 10/30/23		1,003,267
	AMERICAN EXPRESS CREDIT AC 1 A	4.870% 05/15/2028 DD 06/14/23		523,747
	AMERICAN EXPRESS CREDIT AC 2 A	3.390% 05/15/2027 DD 05/24/22		209,067
	AMERICAN EXPRESS CREDIT AC 4 A	4.950% 10/15/2027 DD 11/03/22		647,374
	AMERICAN HONDA FINANCE CORP	4.600% 04/17/2025 DD 04/17/23		749,850
	AMERICAN TRANSMISSION SYS 144A	2.650% 01/15/2032 DD 12/01/21		11,871
	AMERICREDIT AUTOMOBILE RE 3 A3	0.760% 08/18/2026 DD 11/17/21		11,463
	AMPHENOL CORP	5.050% 04/05/2027 DD 04/05/24		167,416
	APACHE CORP	4.375% 10/15/2028 DD 08/23/18		9,650
	APACHE CORP	4.750% 04/15/2043 DD 04/09/12		43,919
	APACHE CORP	5.100% 09/01/2040 DD 08/20/10		304,960
	ARI FLEET LEASE TRUS A A2 144A	5.300% 11/15/2032 DD 02/21/24		871,595
	ARROYO MORTGAGE TRUS 2 A1 144A	VAR RT 07/25/2057 DD 06/01/22		369,316
	ASSOCIATED BANC-CORP	VAR RT 08/29/2030 DD 08/29/24		233,533
	ATHENE GLOBAL FUNDING 144A	1.716% 01/07/2025 DD 01/07/22		999,600
	ATHENE GLOBAL FUNDING 144A	5.339% 01/15/2027 DD 01/17/24		612,752
	ATHENE GLOBAL FUNDING 144A	5.516% 03/25/2027 DD 03/26/24		1,011,663
	ATHENE GLOBAL FUNDING 144A	5.684% 02/23/2026 DD 02/23/24		1,008,101
	BA CREDIT CARD TRUST A1 A1	4.790% 05/15/2028 DD 06/16/23		969,221
	BA CREDIT CARD TRUST A2 A2	5.000% 04/15/2028 DD 11/23/22		1,250,360
	BALTIMORE GAS AND ELECTRIC CO	3.750% 08/15/2047 DD 08/24/17		87,993
	BAMLL COMMERCIAL M 200P A 144A	3.218% 04/14/2033 DD 04/01/15		247,908
	BANCO SANTANDER SA	VAR RT 07/15/2028 DD 07/15/24		402,668
	BANK 2017-BNK9 BNK9 ASB	3.470% 11/15/2054 DD 12/01/17		38,459
	BANK 2019-BNK18 BN18 A2	3.474% 05/15/2062 DD 05/01/19		294,363
	BANK 2021-BNK33 BN33 ASB	2.218% 05/15/2064 DD 05/01/21		158,480
	BANK 2024-BNK48 BNK48 A5	5.053% 10/15/2057 DD 10/01/24		142,758
	BANK OF AMERICA CORP	VAR RT 01/20/2027 DD 01/20/23		1,504,277
	BANK OF AMERICA CORP	VAR RT 01/23/2035 DD 01/23/24		221,299
	BANK OF AMERICA CORP	VAR RT 02/04/2033 DD 02/04/22		307,334
	BANK OF AMERICA CORP	VAR RT 03/20/2051 DD 03/20/20		68,229
	BANK OF AMERICA CORP	VAR RT 04/24/2028 DD 04/24/17		254,196
	BANK OF AMERICA CORP	VAR RT 04/25/2029 DD 04/25/23		706,261
	BANK OF AMERICA CORP	VAR RT 06/19/2041 DD 06/19/20		32,680
	BANK OF AMERICA CORP	VAR RT 07/21/2032 DD 07/21/21		326,189
	BANK OF AMERICA CORP	VAR RT 07/21/2052 DD 07/21/21		382,160
	BANK OF AMERICA CORP	VAR RT 07/22/2026 DD 07/22/22		1,024,886
	BANK OF AMERICA CORP	VAR RT 07/22/2027 DD 04/22/21		552,979
	BANK OF AMERICA CORP	VAR RT 07/22/2028 DD 07/22/22		751,447
	BANK OF AMERICA CORP	VAR RT 09/15/2027 DD 09/15/23		1,548,401
	BANK OF AMERICA CORP	VAR RT 10/20/2032 DD 10/20/21		54,884
	BANK OF AMERICA CORP	VAR RT 11/10/2028 DD 11/10/22		398,625
	BANK OF MONTREAL	1.850% 05/01/2025 DD 04/27/20		1,089,752
	BANK OF MONTREAL	5.266% 12/11/2026 DD 12/11/23		1,011,529
	BANK OF MONTREAL	5.920% 09/25/2025 DD 09/25/23		504,759
	BANK OF MONTREAL	VAR RT 09/10/2027 DD 09/10/24		1,043,716
*	BANK OF NEW YORK MELLON CORP/T	1.600% 04/24/2025 DD 04/24/20		445,644
	BANK OF NOVA SCOTIA/THE	5.350% 12/07/2026 DD 12/07/23		1,012,941
	BANK OF NOVA SCOTIA/THE 144A	3.186% 06/03/2025 DD 06/03/22		397,529
	BANK5 2024-5YR11 5YR11 A3	5.893% 11/15/2057 DD 11/01/24		812,623
	BANQUE FEDERATIVE DU CRED 144A	4.524% 07/13/2025 DD 07/13/22		804,079
	BAT CAPITAL CORP	3.215% 09/06/2026 DD 09/06/19		258,297
	BBCMS MORTGAGE TRUST 2 5C29 A3	5.208% 09/15/2057 DD 09/01/24		260,840
	BBCMS MORTGAGE TRUST 2 5C31 A3	5.609% 12/15/2057 DD 12/01/24		805,907
	BENCHMARK 2021-B31 MORT B31 A1	1.357% 12/15/2054 DD 12/01/21		419,453
	BENCHMARK 2023-V3 MORTGA V3 A3	VAR RT 07/15/2056 DD 07/01/23		150,425
	BENCHMARK 2024-V5 MORTGA V5 A3	5.805% 01/10/2057 DD 01/01/24		92,229
	BMO 2024-5C8 MORTGAGE T 5C8 A3	VAR RT 12/15/2057 DD 12/01/24		804,450
	BMW US CAPITAL LLC 144A	4.600% 08/13/2027 DD 08/13/24		203,947
	BMW VEHICLE LEASE TRUST 2 1 A3	4.980% 03/25/2027 DD 02/14/24		638,372
	BMW VEHICLE LEASE TRUST 2 1 A4	5.160% 11/25/2025 DD 02/15/23		140,867
	BMW VEHICLE LEASE TRUST 2 2 A3	5.990% 09/25/2026 DD 10/11/23		561,036
	BOFA AUTO TRUST 202 1A A3 144A	5.350% 11/15/2028 DD 05/22/24		66,812
	BP CAPITAL MARKETS AMERICA INC	3.937% 09/21/2028 DD 09/21/18		63,037
	BPCE SA 144A	1.625% 01/14/2025 DD 01/14/22		1,298,647
	BRISTOL-MYERS SQUIBB CO	4.125% 06/15/2039 DD 06/15/20		191,700
	BUNGE LTD FINANCE CORP	4.100% 01/07/2028 DD 09/17/24		537,733
	BURLINGTON NORTHERN SANTA FE L	4.150% 12/15/2048 DD 08/02/18		439,182
	BURLINGTON NORTHERN SANTA FE L	5.200% 04/15/2054 DD 06/09/23		117,896
	BX COMMERCIAL MORT ACNT A 144A	VAR RT 11/15/2038 DD 11/19/21		447,223
	BX COMMERCIAL MORT GPA3 A 144A	VAR RT 12/15/2039 DD 12/18/24		544,167

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	BX COMMERCIAL MORT MDHS A 144A	VAR RT 05/15/2041 DD 05/15/24		399,120
	BX COMMERCIAL MORT VINO A 144A	VAR RT 05/15/2038 DD 05/27/21		86,894
	BX COMMERCIAL MORTG LP2 A 144A	VAR RT 02/15/2039 DD 02/22/22		472,650
	BX COMMERCIAL MORTG XL3 A 144A	VAR RT 12/09/2040 DD 12/21/23		555,440
	BX TRUST 2019-OC11 OC11 A 144A	3.202% 12/09/2041 DD 12/01/19		1,246,218
	BX TRUST 2021-BXMF BXMF A 144A	VAR RT 10/15/2026 DD 11/08/21		392,592
	BX TRUST 2024-PAT PAT A 144A	VAR RT 03/15/2041 DD 03/19/24		401,236
	CALI 2024-SUN SUN A 144A	VAR RT 07/15/2041 DD 07/09/24		411,537
	CAMERON LNG LLC 144A	3.302% 01/15/2035 DD 12/13/19		335,137
	CAMERON LNG LLC 144A	3.402% 01/15/2038 DD 12/13/19		351,143
	CANADIAN IMPERIAL BANK OF COMM	3.945% 08/04/2025 DD 08/04/22		871,569
	CANADIAN IMPERIAL BANK OF COMM	5.926% 10/02/2026 DD 10/03/23		1,020,483
	CARMAX AUTO OWNER TRUST 2 1 A3	4.920% 10/16/2028 DD 01/24/24		419,271
	CARMAX AUTO OWNER TRUST 2 2 A3	5.500% 01/16/2029 DD 04/24/24		130,040
	CARMAX AUTO OWNER TRUST 2 3 A3	4.890% 07/16/2029 DD 07/30/24		539,946
	CARMAX AUTO OWNER TRUST 2 4 A3	6.000% 07/17/2028 DD 10/18/23		180,175
	CARVANA AUTO RECEIVABLES P3 A3	0.700% 11/10/2026 DD 09/29/21		175,743
	CATERPILLAR INC	3.250% 04/09/2050 DD 04/09/20		83,056
	CATERPILLAR INC	3.250% 09/19/2049 DD 09/19/19		27,809
	CENTERPOINT ENERGY HOUSTON ELE	4.450% 10/01/2032 DD 09/15/22		18,085
	CENTERPOINT ENERGY RESOURCES C	5.250% 03/01/2028 DD 02/23/23		59,560
	CHASE AUTO OWNER TR 1A A3 144A	5.130% 05/25/2029 DD 03/27/24		168,266
	CHASE AUTO OWNER TR 4A A3 144A	4.940% 07/25/2029 DD 07/30/24		821,135
	CHENIERE ENERGY PARTNERS LP	4.000% 03/01/2031 DD 09/01/21		563,514
	CHEVRON CORP	3.078% 05/11/2050 DD 05/11/20		226,701
	CIM TRUST 2019-I INV3 A11 144A	VAR RT 08/25/2049 DD 09/25/19		179,507
	CITIBANK CREDIT CARD ISS A1 A1	5.230% 12/08/2027 DD 12/11/23		425,743
	CITIGROUP COMMERCIAL 375P A 144A	3.251% 05/10/2035 DD 05/01/13		473,950
	CITIGROUP COMMERCIAL GC33 AAB	3.522% 09/10/2058 DD 09/01/15		72,009
	CITIGROUP COMMERCIAL GC36 AAB	3.368% 02/10/2049 DD 02/01/16		89,923
	CITIGROUP COMMERCIAL MOR P5 A3	2.684% 10/10/2049 DD 10/01/16		206,099
	CITIGROUP INC	VAR RT 01/25/2026 DD 01/25/22		1,127,482
	CITIGROUP INC	VAR RT 01/25/2033 DD 01/25/22		247,460
	CITIGROUP INC	VAR RT 01/29/2031 DD 01/29/20		106,162
	CITIGROUP INC	VAR RT 02/13/2030 DD 02/13/24		444,577
	CITIGROUP INC	VAR RT 03/17/2033 DD 03/17/22		184,094
	CITIGROUP INC	VAR RT 03/31/2031 DD 03/31/20		38,448
	CITIGROUP INC	VAR RT 06/11/2035 DD 06/11/24		548,564
	CITIGROUP INC	VAR RT 09/29/2026 DD 09/29/22		1,704,208
	CITIGROUP INC	VAR RT 11/03/2032 DD 11/03/21		90,047
	CITIZENS AUTO RECEIV 1 A3 144A	5.110% 04/17/2028 DD 01/23/24		418,789
	CITIZENS AUTO RECEIV 2 A3 144A	5.330% 08/15/2028 DD 04/17/24		211,268
	CITIZENS BANK NA/PROVIDENCE RI	2.250% 04/28/2025 DD 04/30/20		1,069,112
	CNH EQUIPMENT TRUST 2024- A A3	4.770% 06/15/2029 DD 01/24/24		132,002
	COCA-COLA CO/THE	2.500% 03/15/2051 DD 09/18/20		82,808
	COCA-COLA CO/THE	2.600% 06/01/2050 DD 05/01/20		11,472
	COLLEGE AVE STUDENT A A1 144A	VAR RT 07/25/2051 DD 02/18/21		41,786
	COLLEGE AVE STUDENT A A2 144A	5.330% 05/25/2055 DD 05/16/23		269,784
	COLLEGE AVE STUDENT B A2 144A	1.760% 06/25/2052 DD 06/30/21		84,995
	COLLEGE AVE STUDENT C A2 144A	2.320% 07/26/2055 DD 11/23/21		309,039
	COMCAST CORP	2.650% 08/15/2062 DD 08/25/20		82,450
	COMCAST CORP	2.800% 01/15/2051 DD 05/28/20		125,247
	COMCAST CORP	2.937% 11/01/2056 DD 05/01/22		120,334
	COMCAST CORP	2.987% 11/01/2063 DD 05/01/22		141,329
	COMCAST CORP	4.250% 10/15/2030 DD 10/05/18		97,380
	COMCAST CORP	5.650% 06/01/2054 DD 05/22/24		261,320
	COMM 2015-CCRE26 MORTG CR26 A3	3.359% 10/10/2048 DD 10/01/15		242,738
	COMM 2015-LC19 MORTGAG LC19 A4	3.183% 02/10/2048 DD 02/01/15		222,190
	COMM 2020-SBX MORTG SBX A 144A	1.670% 01/10/2038 DD 12/01/20		901,518
	COMMONSPIRIT HEALTH	2.782% 10/01/2030 DD 10/28/20		123,908
	COMMONSPIRIT HEALTH	3.817% 10/01/2049 DD 08/21/19		25,993
	COMMONWEALTH BANK OF AUST 144A	5.071% 09/14/2028 DD 09/14/23		505,500
	CONOCOPHILLIPS CO	3.800% 03/15/2052 DD 03/08/22		5,119
	CONOCOPHILLIPS CO	4.025% 03/15/2062 DD 09/15/22		49,920
	CONOCOPHILLIPS CO	5.550% 03/15/2054 DD 08/17/23		108,065
	COOPERATIEVE RABOBANK UA/NY	5.500% 07/18/2025 DD 07/18/23		502,517
	COREBRIDGE GLOBAL FUNDING 144A	5.750% 07/02/2026 DD 07/03/23		785,949
	COREWELL HEALTH OBLIGATED GROU	3.487% 07/15/2049 DD 10/29/19		199,041
	CREDIT ACCEPTANCE AU 3A A 144A	6.570% 10/15/2032 DD 11/03/22		637,416
	CREDIT AGRICOLE SA 144A	5.134% 03/11/2027 DD 03/11/24		955,162
	CROWN CASTLE INC	1.050% 07/15/2026 DD 02/16/21		40,625
	CSAIL 2018-CX12 COMME CX12 ASB	VAR RT 08/15/2051 DD 08/01/18		345,991
	CSX CORP	4.900% 03/15/2055 DD 09/18/24		233,002
	DAIMLER TRUCK FINANCE NOR 144A	5.000% 01/15/2027 DD 01/18/24		1,002,142

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	DAIMLER TRUCK FINANCE NOR 144A	5.125% 09/25/2027 DD 06/25/24		304,735
	DAIMLER TRUCK FINANCE NOR 144A	5.200% 01/17/2025 DD 01/19/23		410,034
	DAIMLER TRUCKS RETAIL TRU 1 A3	5.490% 12/15/2027 DD 04/24/24		609,623
	DANSKE BANK A/S 144A	VAR RT 03/01/2028 DD 03/01/24		1,008,668
	DANSKE BANK A/S 144A	VAR RT 09/22/2026 DD 09/22/23		1,111,238
	DELL EQUIPMENT FINAN 2 A3 144A	4.590% 08/22/2030 DD 10/16/24		181,860
	DELL EQUIPMENT FINAN 2 A3 144A	5.650% 01/22/2029 DD 06/22/23		302,806
	DELL EQUIPMENT FINAN 3 A3 144A	5.930% 04/23/2029 DD 10/18/23		457,931
	DIAMONDBACK ENERGY INC	5.150% 01/30/2030 DD 04/18/24		388,734
	DLLAA 2023-1 LLC 1A A3 144A	5.640% 02/22/2028 DD 08/02/23		77,137
	DLLAD 2024-1 LLC 1A A3 144A	5.300% 07/20/2029 DD 05/15/24		55,725
	DLLMT 2024-1 LLC 1A A3 144A	4.840% 08/21/2028 DD 08/14/24		337,824
	DOMINION ENERGY SOUTH CAROLINA	6.250% 10/15/2053 DD 10/06/23		72,264
	DTE ENERGY CO	4.950% 07/01/2027 DD 08/02/24		304,106
	DUKE ENERGY CAROLINAS LLC	2.450% 02/01/2030 DD 01/08/20		31,153
	DUKE ENERGY CAROLINAS LLC	3.200% 08/15/2049 DD 08/14/19		214,145
	DUKE ENERGY CAROLINAS LLC	3.550% 03/15/2052 DD 03/04/22		59,938
	DUKE ENERGY CAROLINAS LLC	3.875% 03/15/2046 DD 03/11/16		59,696
	DUKE ENERGY CAROLINAS LLC	3.950% 03/15/2048 DD 03/01/18		49,102
	DUKE ENERGY CAROLINAS LLC	4.950% 01/15/2033 DD 01/06/23		296,023
	DUKE ENERGY FLORIDA LLC	3.000% 12/15/2051 DD 12/02/21		219,503
	DUKE ENERGY OHIO INC	4.300% 02/01/2049 DD 01/08/19		29,754
	DUKE ENERGY OHIO INC	5.650% 04/01/2053 DD 03/22/23		40,187
	DUKE ENERGY PROGRESS LLC	2.900% 08/15/2051 DD 08/12/21		30,959
	DUKE ENERGY PROGRESS LLC	4.100% 05/15/2042 DD 05/18/12		362,866
	DUKE ENERGY PROGRESS LLC	4.150% 12/01/2044 DD 11/20/14		387,680
	DUKE ENERGY PROGRESS LLC	5.250% 03/15/2033 DD 03/09/23		129,300
	ECOLAB INC	2.700% 12/15/2051 DD 12/15/21		42,590
	ELFI GRADUATE LOAN PR A A 144A	4.510% 08/26/2047 DD 06/15/22		514,679
	ELFI GRADUATE LOAN PR A A 144A	6.370% 02/04/2048 DD 10/11/23		630,075
	ELI LILLY & CO	5.200% 08/14/2064 DD 08/14/24		37,286
	ENTERPRISE FLEET FIN 1 A2 144A	5.230% 03/20/2030 DD 01/30/24		1,008,244
	ENTERPRISE FLEET FIN 1 A2 144A	5.510% 01/22/2029 DD 03/02/23		528,100
	ENTERPRISE FLEET FIN 1 A3 144A	5.160% 09/20/2030 DD 01/30/24		89,940
	ENTERPRISE FLEET FIN 1 A3 144A	5.420% 10/22/2029 DD 03/02/23		1,721,423
	ENTERPRISE FLEET FIN 2 A2 144A	5.560% 04/22/2030 DD 05/31/23		130,786
	ENTERPRISE FLEET FIN 2 A3 144A	5.500% 04/22/2030 DD 05/31/23		220,074
	ENTERPRISE FLEET FIN 2 A3 144A	5.610% 04/20/2028 DD 04/30/24		117,997
	ENTERPRISE FLEET FIN 3 A2 144A	4.380% 07/20/2029 DD 08/24/22		193,432
	ENTERPRISE FLEET FIN 3 A2 144A	6.400% 03/20/2030 DD 10/25/23		394,738
	ENTERPRISE FLEET FIN 3 A3 144A	4.980% 08/21/2028 DD 07/24/24		977,639
	ENTERPRISE FLEET FIN 4 A3 144A	4.560% 11/20/2028 DD 10/16/24		217,008
	ENTERPRISE PRODUCTS OPERATING	5.050% 01/10/2026 DD 01/10/23		590,930
	EQT TRUST 2024-EXT EXTR A 144A	VAR RT 07/05/2041 DD 07/01/24		547,866
	EQUINOR ASA	1.750% 01/22/2026 DD 05/22/20		179,621
	EVERSOURCE ENERGY	4.600% 07/01/2027 DD 06/27/22		32,770
	EXXON MOBIL CORP	2.995% 08/16/2039 DD 08/16/19		37,065
	EXXON MOBIL CORP	3.452% 04/15/2051 DD 04/15/20		203,597
	FLAGSTAR MORTGAG IINV A11 144A	VAR RT 10/25/2049 DD 10/25/19		148,495
	FLAGSTAR MORTGAGE 13IN A6 144A	VAR RT 12/30/2051 DD 11/01/21		266,711
	FLORIDA POWER & LIGHT CO	3.950% 03/01/2048 DD 02/28/18		304,333
	FNB CORP/PA	VAR RT 12/11/2030 DD 12/11/24		286,887
	FORD CREDIT AUTO OWNE 1 A 144A	4.850% 08/15/2035 DD 02/16/23		894,441
	FORD CREDIT AUTO OWNE 1 A 144A	VAR RT 08/15/2036 DD 02/13/24		533,802
	FORD CREDIT AUTO OWNER TR B A3	5.230% 05/15/2028 DD 06/26/23		592,094
	FORD CREDIT AUTO OWNER TR D A3	4.610% 08/15/2029 DD 11/22/24		385,232
	FORD CREDIT AUTO OWNER TR D A4	5.270% 05/17/2027 DD 11/22/22		24,306
	FORD CREDIT FLOORPLA 1 A1 144A	4.920% 05/15/2028 DD 05/16/23		614,915
	FORD CREDIT FLOORPLA 1 A1 144A	5.290% 04/15/2029 DD 05/10/24		871,690
	FOUNDATION FINANCE T 1A A 144A	5.500% 12/15/2049 DD 04/03/24		490,789
	FRANCISCAN MISSIONARIES OF OUR	3.914% 07/01/2049 DD 10/29/19		64,712
	GARTNER INC 144A	4.500% 07/01/2028 DD 06/22/20		1,625,287
	GENESYS 9/24 (USD) COV-LITE TL	0.000% 12/01/2027 DD 09/23/24		214,975
	GEORGIA POWER CO	4.950% 05/17/2033 DD 05/04/23		263,519
	GEORGIA POWER CO	5.004% 02/23/2027 DD 02/23/24		471,487
	GEORGIA POWER CO	5.250% 03/15/2034 DD 02/23/24		428,024
	GILEAD SCIENCES INC	2.600% 10/01/2040 DD 09/30/20		120,042
	GLENCORE FUNDING LLC 144A	3.875% 10/27/2027 DD 10/27/17		113,674
	GLENCORE FUNDING LLC 144A	4.000% 03/27/2027 DD 03/27/17		210,788
	GLENCORE FUNDING LLC 144A	5.371% 04/04/2029 DD 04/04/24		817,677
	GLENCORE FUNDING LLC 144A	6.125% 10/06/2028 DD 10/06/23		360,974
	GM FINANCIAL AUTOMOBILE L 1 A3	5.090% 03/22/2027 DD 02/15/24		1,096,618
	GM FINANCIAL AUTOMOBILE L 1 A4	5.160% 04/20/2026 DD 02/16/23		454,654
	GM FINANCIAL CONSUMER AUT 2 A3	3.100% 02/16/2027 DD 04/13/22		443,463

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(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description	(d) Cost***	(e) Current Value
	GM FINANCIAL CONSUMER AUT 2 A4	4.470% 02/16/2028 DD 04/12/23		245,991
	GM FINANCIAL CONSUMER AUT 4 A3	5.780% 08/16/2028 DD 10/11/23		738,271
	GM FINANCIAL REVOLVIN 1 A 144A	4.980% 12/11/2036 DD 03/13/24		85,713
	GM FINANCIAL REVOLVIN 2 A 144A	5.770% 08/11/2036 DD 11/15/23		195,830
	GMF FLOORPLAN OWNER 1 A1 144A	5.340% 06/15/2028 DD 06/28/23		1,117,416
	GMF FLOORPLAN OWNER 1A A1 144A	5.130% 03/15/2029 DD 03/27/24		949,294
	GMF FLOORPLAN OWNER 4A A1 144A	4.730% 11/15/2029 DD 11/26/24		215,100
	GOLDMAN SACHS BANK USA/NEW YOR	VAR RT 03/18/2027 DD 03/18/24		1,845,033
	GOLDMAN SACHS GROUP INC/THE	3.750% 05/22/2025 DD 05/22/15		1,703,744
	GOLDMAN SACHS GROUP INC/THE	3.850% 01/26/2027 DD 01/26/17		814,546
	GOLDMAN SACHS GROUP INC/THE	6.250% 02/01/2041 DD 01/28/11		45,291
	GOLDMAN SACHS GROUP INC/THE	VAR RT 01/27/2032 DD 01/27/21		13,213
	GOLDMAN SACHS GROUP INC/THE	VAR RT 02/24/2028 DD 01/24/22		1,428,867
	GOLDMAN SACHS GROUP INC/THE	VAR RT 02/24/2033 DD 01/24/22		581,893
	GOLDMAN SACHS GROUP INC/THE	VAR RT 03/15/2028 DD 03/15/22		126,440
	GOLDMAN SACHS GROUP INC/THE	VAR RT 04/22/2032 DD 04/22/21		28,988
	GOLDMAN SACHS GROUP INC/THE	VAR RT 04/22/2042 DD 04/22/21		31,375
	GOLDMAN SACHS GROUP INC/THE	VAR RT 04/23/2039 DD 04/23/18		76,767
	GOLDMAN SACHS GROUP INC/THE	VAR RT 04/25/2030 DD 04/25/24		1,064,383
	GOLDMAN SACHS GROUP INC/THE	VAR RT 04/25/2035 DD 04/25/24		1,031,636
	GOLDMAN SACHS GROUP INC/THE	VAR RT 07/21/2032 DD 07/21/21		1,294,287
	GOLDMAN SACHS GROUP INC/THE	VAR RT 07/21/2042 DD 07/21/21		65,380
	GOLDMAN SACHS GROUP INC/THE	VAR RT 07/23/2030 DD 07/23/24		101,480
	GOLDMAN SACHS GROUP INC/THE	VAR RT 07/23/2035 DD 07/23/24		761,524
	GOLDMAN SACHS GROUP INC/THE	VAR RT 08/23/2028 DD 08/23/22		1,279,953
	GOLDMAN SACHS GROUP INC/THE	VAR RT 10/21/2027 DD 10/21/21		1,020,852
	GOLDMAN SACHS GROUP INC/THE	VAR RT 10/21/2032 DD 10/21/21		400,727
	GOODLEAP SUSTAINABL 3CS A 144A	4.950% 07/20/2049 DD 08/10/22		134,772
	GREATAMERICA LEASING 2 A2 144A	5.280% 03/15/2027 DD 07/24/24		448,414
	GREAT-WEST LIFECO US FINA 144A	0.904% 08/12/2025 DD 08/12/20		458,098
	GS MORTGAGE SECURIT FUN A 144A	VAR RT 03/15/2028 DD 03/28/23		612,287
	HOME DEPOT INC/THE	3.350% 04/15/2050 DD 03/30/20		50,279
	HOME DEPOT INC/THE	5.300% 06/25/2054 DD 06/25/24		375,045
	HOME DEPOT INC/THE	5.400% 06/25/2064 DD 06/25/24		13,441
	HOMEWARD OPPORTUNITI 1 A1 144A	VAR RT 07/25/2067 DD 07/01/22		254,495
	HONDA AUTO RECEIVABLES 20 4 A3	5.670% 06/21/2028 DD 11/08/23		666,413
	HONEYWELL INTERNATIONAL INC	5.250% 03/01/2054 DD 03/01/24		92,874
	HONEYWELL INTERNATIONAL INC	5.350% 03/01/2064 DD 03/01/24		71,393
	HSBC HOLDINGS PLC	VAR RT 05/17/2028 DD 05/17/24		1,111,926
	HUNTINGTON AUTO TRU 1A A3 144A	5.230% 01/16/2029 DD 02/22/24		1,084,963
	HYUNDAI AUTO LEASE S B A3 144A	5.150% 06/15/2026 DD 05/24/23		887,850
	HYUNDAI AUTO LEASE S C A3 144A	5.800% 12/15/2026 DD 09/20/23		766,682
	HYUNDAI AUTO RECEIVABLES A A3	2.220% 10/15/2026 DD 03/16/22		95,758
	HYUNDAI AUTO RECEIVABLES A A4	4.990% 02/15/2029 DD 03/20/24		186,363
	HYUNDAI AUTO RECEIVABLES C A3	5.540% 10/16/2028 DD 11/13/23		550,984
	HYUNDAI CAPITAL AMERICA 144A	5.450% 06/24/2026 DD 06/24/24		669,564
	HYUNDAI CAPITAL AMERICA 144A	5.800% 06/26/2025 DD 06/26/23		1,003,605
	INTERCONTINENTAL EXCHANGE INC	3.625% 09/01/2028 DD 09/01/24		958,693
	INV 2024-IND MORTGA IND A 144A	VAR RT 11/15/2041 DD 11/25/24		259,919
	J.P. MORGAN MORTGA 14 A12 144A	VAR RT 05/25/2052 DD 11/01/21		319,863
	JACKSON NATIONAL LIFE GLO 144A	5.550% 07/02/2027 DD 07/02/24		641,912
	JERSEY CENTRAL POWER & LI 144A	5.100% 01/15/2035 DD 12/05/24		122,060
	JOHN DEERE OWNER TRUST 20 A A3	4.960% 11/15/2028 DD 03/19/24		2,498,948
	JOHN DEERE OWNER TRUST 20 B A3	5.180% 03/15/2028 DD 06/28/23		403,296
	JOHN DEERE OWNER TRUST 20 B A4	5.200% 03/15/2029 DD 06/18/24		356,371
	JOHNSONVILLE AERODERIVATIVE CO	5.078% 10/01/2054 DD 10/02/24		205,519
	JP MORGAN CHASE CO IGLG A 144A	VAR RT 11/09/2039 DD 11/01/24		436,978
	JP MORGAN CHASE COMMERC JP2 A3	2.559% 08/15/2049 DD 07/01/16		272,767
	JP MORGAN MORTGA INV3 A11 144A	VAR RT 05/25/2050 DD 12/25/19		101,883
	JP MORGAN MORTGA LTV1 A11 144A	VAR RT 06/25/2050 DD 01/25/20		9,513
	JP MORGAN MORTGA LTV3 A11 144A	VAR RT 03/25/2050 DD 10/25/19		9,515
	JP MORGAN MORTGAGE 1 A11 144A	VAR RT 05/25/2049 DD 01/25/19		37,725
	JP MORGAN MORTGAGE 12 A12 144A	VAR RT 02/25/2052 DD 09/01/21		166,946
	JP MORGAN MORTGAGE 7 A11 144A	VAR RT 02/25/2050 DD 09/25/19		148,220
	JP MORGAN MORTGAGE 8 A11 144A	VAR RT 03/25/2050 DD 10/25/19		88,684
	JP MORGAN MORTGAGE T 2 A3 144A	VAR RT 08/25/2054 DD 02/01/24		235,197
	JPMORGAN CHASE & CO	VAR RT 01/23/2028 DD 01/23/24		2,172,870
	JPMORGAN CHASE & CO	VAR RT 01/23/2030 DD 01/23/24		651,346
	JPMORGAN CHASE & CO	VAR RT 01/25/2033 DD 01/25/22		1,263,780
	JPMORGAN CHASE & CO	VAR RT 01/29/2027 DD 01/29/19		157,764
	JPMORGAN CHASE & CO	VAR RT 02/04/2032 DD 02/04/21		331,616
	JPMORGAN CHASE & CO	VAR RT 03/24/2031 DD 03/24/20		141,313
	JPMORGAN CHASE & CO	VAR RT 04/22/2028 DD 04/22/24		7,598,569
	JPMORGAN CHASE & CO	VAR RT 04/22/2030 DD 04/22/24		232,589

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	JPMORGAN CHASE & CO	VAR RT 04/22/2035 DD 04/22/24		622,092
	JPMORGAN CHASE & CO	VAR RT 04/22/2051 DD 04/22/20		53,074
	JPMORGAN CHASE & CO	VAR RT 04/22/2052 DD 04/22/21		164,698
	JPMORGAN CHASE & CO	VAR RT 07/22/2028 DD 07/22/24		1,560,206
	JPMORGAN CHASE & CO	VAR RT 07/22/2030 DD 07/22/24		3,877,742
	JPMORGAN CHASE & CO	VAR RT 07/22/2035 DD 07/22/24		274,044
	JPMORGAN CHASE & CO	VAR RT 07/24/2029 DD 07/24/23		285,856
	JPMORGAN CHASE & CO	VAR RT 10/22/2027 DD 10/23/23		1,391,600
	JPMORGAN CHASE & CO	VAR RT 10/22/2028 DD 10/22/24		1,422,307
	JPMORGAN CHASE & CO	VAR RT 10/22/2035 DD 10/22/24		122,342
	JPMORGAN CHASE & CO	VAR RT 11/08/2032 DD 11/08/21		227,800
	JPMORGAN CHASE & CO	VAR RT 11/15/2048 DD 11/10/17		31,301
	JPMORGAN CHASE & CO	VAR RT 11/19/2026 DD 11/19/20		769,377
	KENVUE INC	5.050% 03/22/2028 DD 09/22/23		723,417
	KENVUE INC	5.350% 03/22/2026 DD 09/22/23		342,127
	KLA CORP	4.100% 03/15/2029 DD 03/20/19		411,842
	KLA CORP	4.650% 07/15/2032 DD 06/23/22		203,358
	KLA CORP	4.700% 02/01/2034 DD 02/01/24		77,665
	KLA CORP	5.650% 11/01/2034 DD 11/06/14		59,674
	L3HARRIS TECHNOLOGIES INC	3.850% 12/15/2026 DD 12/15/19		369,069
	LAM RESEARCH CORP	3.125% 06/15/2060 DD 05/05/20		33,120
	LBA TRUST 2024-7IN 7IND A 144A	VAR RT 10/15/2041 DD 09/30/24		540,338
	LCCM 2017-LC26 LC26 ASB 144A	3.357% 07/12/2050 DD 06/01/17		140,395
	LLOYDS BANKING GROUP PLC	VAR RT 08/07/2027 DD 08/07/23		484,088
	LLOYDS BANKING GROUP PLC	VAR RT 11/26/2028 DD 11/26/24		225,223
	LOCKHEED MARTIN CORP	4.450% 05/15/2028 DD 05/25/23		30,775
	LOCKHEED MARTIN CORP	VAR RT 06/01/2040 DD 06/01/11		40,148
	MARINER FINANCE ISSU AA A 144A	1.860% 03/20/2036 DD 03/11/21		437,881
	MARSH & MCLENNAN COS INC	2.375% 12/15/2031 DD 12/08/21		34,389
	MARSH & MCLENNAN COS INC	4.200% 03/01/2048 DD 03/01/18		20,295
	MARSH & MCLENNAN COS INC	4.550% 11/08/2027 DD 11/08/24		84,910
	MARSH & MCLENNAN COS INC	5.450% 03/15/2054 DD 02/20/24		230,143
	MASSMUTUAL GLOBAL FUNDING 144A	5.100% 04/09/2027 DD 04/09/24		505,909
	MASTERCARD INC	2.950% 03/15/2051 DD 03/04/21		120,364
	MERCEDES-BENZ AUTO LEASE A A3	5.320% 01/18/2028 DD 05/23/24		197,307
	MERCEDES-BENZ AUTO LEASE B A3	4.230% 02/15/2028 DD 09/25/24		917,769
	MERCEDES-BENZ AUTO RECEIV 2 A3	5.950% 11/15/2028 DD 10/25/23		427,743
	MERCEDES-BENZ FINANCE NOR 144A	4.750% 08/01/2027 DD 08/01/24		998,397
	MERCEDES-BENZ FINANCE NOR 144A	4.800% 01/11/2027 DD 01/11/24		1,099,619
	MERCHANTS FLEET FUND 1A A 144A	5.820% 04/20/2037 DD 06/18/24		176,707
	MET TOWER GLOBAL FUNDING 144A	4.000% 10/01/2027 DD 10/01/24		324,470
	MET TOWER GLOBAL FUNDING 144A	4.850% 01/16/2027 DD 01/16/24		180,691
	META PLATFORMS INC	5.550% 08/15/2064 DD 08/09/24		449,369
	META PLATFORMS INC	5.750% 05/15/2063 DD 05/03/23		496,640
	METHODIST HOSPITAL/THE	2.705% 12/01/2050 DD 08/27/20		87,881
	MHP 2021-STOR STOR A 144A	VAR RT 07/15/2038 DD 08/05/21		264,752
	MIDAMERICAN ENERGY CO	2.700% 08/01/2052 DD 07/22/21		30,913
	MIDAMERICAN ENERGY CO	3.950% 08/01/2047 DD 02/01/17		112,908
	MIDAMERICAN ENERGY CO	4.250% 07/15/2049 DD 01/09/19		30,045
	MIDAMERICAN ENERGY CO	5.300% 02/01/2055 DD 01/24/24		269,658
	MITSUBISHI UFJ FINANCIAL GROUP	1.412% 07/17/2025 DD 07/17/20		1,178,862
	MITSUBISHI UFJ FINANCIAL GROUP	2.193% 02/25/2025 DD 02/25/20		1,434,481
	MMAF EQUIPMENT FINAN A A3 144A	4.950% 07/14/2031 DD 01/24/24		43,566
	MORGAN STANLEY	VAR RT 01/16/2030 DD 01/18/24		92,151
	MORGAN STANLEY	VAR RT 01/22/2031 DD 01/22/20		322,553
	MORGAN STANLEY	VAR RT 02/13/2032 DD 11/13/20		487,876
	MORGAN STANLEY	VAR RT 04/18/2030 DD 04/19/24		3,124,821
	MORGAN STANLEY	VAR RT 04/20/2028 DD 04/20/22		985,521
	MORGAN STANLEY	VAR RT 04/20/2029 DD 04/21/23		576,571
	MORGAN STANLEY	VAR RT 04/28/2032 DD 01/25/21		4,909
	MORGAN STANLEY	VAR RT 07/17/2026 DD 07/20/22		605,370
	MORGAN STANLEY	VAR RT 07/19/2030 DD 07/19/24		1,187,752
	MORGAN STANLEY	VAR RT 07/19/2035 DD 07/19/24		1,251,605
	MORGAN STANLEY	VAR RT 07/20/2027 DD 07/20/21		121,665
	MORGAN STANLEY	VAR RT 07/21/2032 DD 07/20/21		37,298
	MORGAN STANLEY	VAR RT 07/22/2028 DD 07/24/17		260,339
	MORGAN STANLEY	VAR RT 10/18/2028 DD 10/18/22		145,168
	MORGAN STANLEY	VAR RT 10/20/2032 DD 10/19/21		1,189,944
	MORGAN STANLEY	VAR RT 12/10/2026 DD 12/10/20		297,996
	MORGAN STANLEY BANK NA	4.754% 04/21/2026 DD 04/21/23		500,448
	MORGAN STANLEY BANK NA	5.479% 07/16/2025 DD 07/21/23		752,706
	MORGAN STANLEY BANK NA	VAR RT 01/14/2028 DD 01/18/24		260,351
	MORGAN STANLEY BANK NA	VAR RT 05/26/2028 DD 05/30/24		253,486
	MORGAN STANLEY BANK NA	VAR RT 07/14/2028 DD 07/19/24		481,508

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	MORGAN STANLEY BANK NA	VAR RT 10/15/2027 DD 10/18/24		248,370
	MORGAN STANLEY BANK OF C25 A5	3.635% 10/15/2048 DD 10/01/15		344,018
	MORGAN STANLEY BANK OF C28 A3	3.272% 01/15/2049 DD 02/01/16		210,147
	MORGAN STANLEY CAPITAL I H7 A4	3.261% 07/15/2052 DD 07/01/19		115,568
	MORGAN STANLEY CAPITAL UB11 A4	2.782% 08/15/2049 DD 08/01/16		293,557
	MOUNT NITTANY MEDICAL CENTER O	3.799% 11/15/2052 DD 02/23/22		87,287
	NATIONAL AUSTRALIA BANK L 144A	5.134% 11/28/2028 DD 11/28/23		599,529
	NATWEST GROUP PLC	VAR RT 03/02/2027 DD 03/02/23		757,543
	NATWEST MARKETS PLC 144A	5.416% 05/17/2027 DD 05/17/24		760,166
	NAVIENT PRIVATE ED CA A2B 144A	VAR RT 11/15/2068 DD 03/19/20		175,777
	NAVIENT PRIVATE ED DA A2A 144A	4.000% 12/15/2059 DD 10/25/18		302,316
	NAVIENT PRIVATE ED IA A1B 144A	VAR RT 04/15/2069 DD 12/10/20		630,973
	NAVIENT PRIVATE EDU AA A3 144A	VAR RT 10/15/2031 DD 10/23/14		27,649
	NAVIENT PRIVATE EDU CA A2 144A	3.130% 02/15/2068 DD 05/16/19		81,933
	NAVIENT PRIVATE EDU D A2B 144A	VAR RT 12/15/2059 DD 06/27/19		201,473
	NAVIENT PRIVATE EDUC CA A 144A	1.060% 10/15/2069 DD 05/27/21		62,776
	NAVIENT PRIVATE EDUC DA A 144A	VAR RT 04/15/2060 DD 05/20/21		496,972
	NAVIENT PRIVATE EDUC FA A 144A	1.110% 02/18/2070 DD 09/28/21		255,734
	NAVIENT PRIVATE EDUC FA A 144A	1.220% 07/15/2069 DD 07/30/20		103,359
	NAVIENT PRIVATE EDUC A A 144A	0.840% 05/15/2069 DD 01/28/21		102,463
	NAVIENT PRIVATE EDUC A A 144A	5.510% 10/15/2071 DD 04/27/23		160,393
	NAVIENT STUDENT LO BA A1B 144A	VAR RT 03/15/2072 DD 10/19/23		359,194
	NELNET STUDENT LOA CA AFL 144A	VAR RT 04/20/2062 DD 08/18/21		635,662
	NEXSTAR MEDIA INC 144A	5.625% 07/15/2027 DD 07/03/19		21,458
	NIKE INC	3.375% 03/27/2050 DD 03/27/20		144,661
	NISSAN AUTO RECEIVABLES 2 B A3	5.930% 03/15/2028 DD 10/25/23		505,979
	NORTHWEST PIPELINE LLC	4.000% 04/01/2027 DD 10/01/17		32,385
	OBX 2021-J1 TRUST J1 A1 144A	VAR RT 05/25/2051 DD 04/01/21		2
	ONE GAS INC	2.000% 05/15/2030 DD 05/04/20		31,123
	ONE NEW YORK PLAZA INYP A 144A	VAR RT 01/15/2036 DD 12/29/20		391,037
	ONEMAIN DIRECT AUTO 1A A 144A	0.870% 07/14/2028 DD 10/15/21		332,171
	ONEMAIN DIRECT AUTO 1A A 144A	5.410% 11/14/2029 DD 02/22/23		1,115,456
	ONEMAIN FINANCIAL I 2A A2 144A	VAR RT 09/15/2036 DD 08/22/23		429,200
	ONEMAIN FINANCIAL IS 1A A 144A	5.500% 06/14/2038 DD 05/23/23		259,227
	OPEN TRUST 2023-AIR AIR A 144A	VAR RT 11/15/2040 DD 11/20/23		75,074
	OPG TRUST 2021-POR PORT A 144A	VAR RT 10/15/2036 DD 10/07/21		683,891
	PACIFIC LIFE GLOBAL FUNDI 144A	1.200% 06/24/2025 DD 06/24/20		684,554
	PARAMOUNT GLOBAL	VAR RT 10/04/2026 DD 10/04/16		124,256
	PECO ENERGY CO	2.800% 06/15/2050 DD 06/08/20		206,654
	PECO ENERGY CO	3.050% 03/15/2051 DD 03/08/21		83,528
	PECO ENERGY CO	4.600% 05/15/2052 DD 05/24/22		100,531
	PFIZER INVESTMENT ENTERPRISES	5.300% 05/19/2053 DD 05/19/23		370,431
	PFS FINANCING CORP A A 144A	5.800% 03/15/2028 DD 03/16/23		1,756,511
	PHILIP MORRIS INTERNATIONAL IN	4.750% 02/12/2027 DD 02/13/24		831,768
	PIEDMONT NATURAL GAS CO INC	3.500% 06/01/2029 DD 05/24/19		31,105
	PNC FINANCIAL SERVICES GROUP I	VAR RT 01/21/2028 DD 01/22/24		418,523
	PNC FINANCIAL SERVICES GROUP I	VAR RT 07/23/2027 DD 07/23/24		1,206,033
	PORSCHE FINANCIAL A 2A A3 144A	5.790% 01/22/2029 DD 11/10/23		934,877
	PORSCHE INNOVATIVE 2A A3 144A	4.350% 10/20/2027 DD 10/09/24		715,369
	PRKCM 2023-AFC3 T AFC3 A1 144A	VAR RT 09/25/2058 DD 08/01/23		614,328
	PRODIGY FINANCE CM20 1A A 144A	VAR RT 07/25/2051 DD 07/14/21		78,111
	PROTECTIVE LIFE GLOBAL FU 144A	3.218% 03/28/2025 DD 03/31/22		248,187
	R1 RCM 10/24 COV-LITE TLB	0.000% 10/24/2031 DD 10/15/24		275,782
	REGIONAL MANAGEMENT I 1 A 144A	5.830% 07/15/2036 DD 06/13/24		128,509
	REGIONAL MANAGEMENT I 2 A 144A	1.900% 08/15/2033 DD 07/22/21		533,137
	ROCKET MORTGAGE LLC / ROC 144A	3.875% 03/01/2031 DD 09/14/20		252,676
	ROGERS COMMUNICATIONS INC	2.900% 11/15/2026 DD 11/04/16		101,391
	ROYAL BANK OF CANADA	VAR RT 07/23/2027 DD 07/23/24		1,004,529
	SAN DIEGO GAS & ELECTRIC CO	5.350% 04/01/2053 DD 03/10/23		100,146
	SANTANDER DRIVE AUTO RECE 5 A3	6.020% 09/15/2028 DD 10/18/23		1,060,055
	SBNA AUTO LEASE TRUS B A3 144A	5.560% 11/22/2027 DD 05/22/24		176,163
	SBNA AUTO LEASE TRUS C A3 144A	4.560% 02/22/2028 DD 09/18/24		147,936
	SEQUOIA MORTGAGE TRUST 20 3 A2	VAR RT 03/25/2043 DD 02/01/13		461,201
	SFS AUTO RECEIVABLE 1A A3 144A	4.950% 05/21/2029 DD 01/17/24		320,204
	SFS AUTO RECEIVABLE 1A A3 144A	5.470% 10/20/2028 DD 06/30/23		951,418
	SFS AUTO RECEIVABLE 2A A3 144A	5.330% 11/20/2029 DD 05/22/24		99,971
	SLM PRIVATE EDUCATIO C A5 144A	VAR RT 10/15/2041 DD 07/22/10		770,733
	SMB PRIVATE EDUCA PTB A2A 144A	1.600% 09/15/2054 DD 03/06/20		197,128
	SMB PRIVATE EDUCA PTB A2B 144A	VAR RT 09/15/2054 DD 03/06/20		69,085
	SMB PRIVATE EDUCAT A A2A1 144A	VAR RT 01/15/2053 DD 02/09/21		418,250
	SMB PRIVATE EDUCATI A A2A 144A	2.230% 09/15/2037 DD 02/12/20		411,287
	SMB PRIVATE EDUCATI A A2B 144A	VAR RT 02/15/2036 DD 03/21/18		197,709
	SMB PRIVATE EDUCATI B A1B 144A	VAR RT 02/16/2055 DD 05/27/22		356,326
	SMB PRIVATE EDUCATI B A1B 144A	VAR RT 10/16/2056 DD 05/24/23		1,748,054

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(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description	(d) Cost***	(e) Current Value
	SMB PRIVATE EDUCATI B A2A 144A	2.430% 02/17/2032 DD 07/21/16		15,900
	SMB PRIVATE EDUCATI B A2A 144A	2.840% 06/15/2037 DD 06/12/19		60,612
	SMB PRIVATE EDUCATI B A2B 144A	VAR RT 01/15/2037 DD 06/20/18		97,783
	SMB PRIVATE EDUCATI B A2B 144A	VAR RT 06/15/2037 DD 06/12/19		31,293
	SMB PRIVATE EDUCATI B A2B 144A	VAR RT 10/15/2035 DD 11/08/17		142,311
	SMB PRIVATE EDUCATI C A1A 144A	5.500% 06/17/2052 DD 05/15/24		311,912
	SMB PRIVATE EDUCATION A B 144A	2.310% 01/15/2053 DD 02/09/21		149,528
	SMB PRIVATE EDUCATION A B 144A	3.500% 06/17/2041 DD 02/08/17		303,649
	SOCIETE GENERALE SA 144A	4.351% 06/13/2025 DD 06/15/22		748,513
	SOFI PROFESSIONAL A A2FX 144A	2.540% 05/15/2046 DD 01/17/20		197,377
	SOFI PROFESSIONAL B A2FX 144A	3.090% 08/17/2048 DD 03/29/19		75,846
	SOUTHERN CALIFORNIA EDISON CO	3.650% 06/01/2051 DD 06/14/21		83,635
	SOUTHERN CALIFORNIA EDISON CO	5.450% 06/01/2052 DD 05/23/22		99,731
	SOUTHERN CALIFORNIA EDISON CO	5.750% 04/15/2054 DD 03/01/24		99,302
	SOUTHERN CALIFORNIA EDISON CO	5.850% 11/01/2027 DD 11/08/22		334,179
	SOUTHERN CALIFORNIA EDISON CO	5.875% 12/01/2053 DD 05/22/23		29,842
	SOUTHERN CALIFORNIA EDISON CO	5.950% 11/01/2032 DD 11/08/22		196,128
	SPIRE MISSOURI INC	4.800% 02/15/2033 DD 02/13/23		42,064
	SUMITOMO MITSUI FINANCIAL GROU	1.474% 07/08/2025 DD 07/08/20		983,260
	SUMITOMO MITSUI FINANCIAL GROU	5.464% 01/13/2026 DD 01/13/23		705,314
	TARGA RESOURCES PARTNERS LP /	5.500% 03/01/2030 DD 11/27/19		146,459
	TENCENT HOLDINGS LTD 144A	3.595% 01/19/2028 DD 01/19/18		192,568
	TESLA AUTO LEASE TRU A A3 144A	5.300% 06/21/2027 DD 03/13/24		413,393
	TESLA AUTO LEASE TRU B A3 144A	6.130% 09/21/2026 DD 09/27/23		989,728
	TEXAS INSTRUMENTS INC	4.100% 08/16/2052 DD 08/16/22		35,487
	TEXAS INSTRUMENTS INC	4.150% 05/15/2048 DD 05/07/18		69,144
	TEXAS INSTRUMENTS INC	5.050% 05/18/2063 DD 05/18/23		39,718
	THERMO FISHER SCIENTIFIC INC	5.086% 08/10/2033 DD 08/10/23		184,036
	T-MOBILE USA INC	3.750% 04/15/2027 DD 04/15/21		234,447
	TORONTO-DOMINION BANK/THE	4.568% 12/17/2026 DD 12/17/24		1,116,835
	TORONTO-DOMINION BANK/THE	4.980% 04/05/2027 DD 04/05/24		953,281
	TOYOTA AUTO RECEIVABLES 2 A A3	4.830% 10/16/2028 DD 01/30/24		78,398
	TOYOTA AUTO RECEIVABLES 2 D A3	5.540% 08/15/2028 DD 11/14/23		544,872
	TOYOTA LEASE OWNER T A A3 144A	5.250% 04/20/2027 DD 02/27/24		186,467
	TRANSDIGM INC 144A	6.875% 12/15/2030 DD 08/18/23		365,355
	TSMC ARIZONA CORP	4.250% 04/22/2032 DD 04/22/22		191,724
	UBER TECHNOLOGIES INC	5.350% 09/15/2054 DD 09/09/24		23,248
	UBS AG/LONDON 144A	1.375% 01/13/2025 DD 01/13/22		822,202
	UBS AG/STAMFORD CT	3.700% 02/21/2025 DD 04/07/22		1,039,916
	UBS AG/STAMFORD CT	5.000% 07/09/2027 DD 08/23/22		638,785
	UBS COMMERCIAL MORTGAGE C2 A3	3.225% 08/15/2050 DD 08/01/17		265,633
	UBS GROUP AG 144A	VAR RT 07/15/2026 DD 08/12/22		654,639
	UBS GROUP AG 144A	VAR RT 12/22/2027 DD 09/22/23		369,448
	UNION PACIFIC CORP	2.891% 04/06/2036 DD 04/06/21		48,420
	UNION PACIFIC CORP	2.950% 03/10/2052 DD 09/10/21		289,719
	UNION PACIFIC RAILROAD CO 2014	3.227% 05/14/2026 DD 05/20/14		203,026
	UNITED AIRLINES 2019-1 CLASS A	4.150% 02/25/2033 DD 02/11/19		84,449
	UNITED AIRLINES 2024-1 CLASS A	5.875% 08/15/2038 DD 08/05/24		378,541
	UNITEDHEALTH GROUP INC	3.750% 10/15/2047 DD 10/25/17		268,644
	UNITEDHEALTH GROUP INC	3.875% 08/15/2059 DD 07/25/19		111,284
	UNITEDHEALTH GROUP INC	4.200% 01/15/2047 DD 12/20/16		115,666
	UNITEDHEALTH GROUP INC	4.600% 04/15/2027 DD 03/21/24		65,072
	UNITEDHEALTH GROUP INC	4.750% 05/15/2052 DD 05/20/22		85,828
	UNITEDHEALTH GROUP INC	5.625% 07/15/2054 DD 07/25/24		70,994
	UNITEDHEALTH GROUP INC	6.050% 02/15/2063 DD 10/28/22		299,584
	US BANCORP	VAR RT 10/21/2026 DD 10/21/22		1,006,699
	US BANK NA/CINCINNATI OH	VAR RT 10/22/2027 DD 10/22/24		248,606
	USAA AUTO OWNER TRUS A A3 144A	5.580% 05/15/2028 DD 09/15/23		934,812
	VERIZON MASTER TRUST 1 A1A	5.000% 12/20/2028 DD 01/18/24		579,936
	VERUS SECURITIZATION 2 A1 144A	VAR RT 02/25/2067 DD 12/01/22		310,001
	VERUS SECURITIZATION 3 A1 144A	VAR RT 02/25/2067 DD 03/01/22		590,646
	VIRGINIA ELECTRIC AND POWER CO	2.450% 12/15/2050 DD 12/15/20		63,102
	VIRGINIA ELECTRIC AND POWER CO	5.550% 08/15/2054 DD 08/12/24		208,144
	VOLKSWAGEN AUTO LEASE TRU A A3	5.810% 10/20/2026 DD 09/19/23		958,044
	VOLKSWAGEN AUTO LOAN ENHA 1 A3	4.630% 07/20/2029 DD 11/26/24		931,851
	VOLKSWAGEN AUTO LOAN ENHA 1 A4	5.020% 06/20/2028 DD 06/13/23		430,466
	VOLKSWAGEN AUTO LOAN ENHA 2 A3	5.480% 12/20/2028 DD 11/21/23		640,253
	VOLKSWAGEN GROUP OF AMERI 144A	6.000% 11/16/2026 DD 11/16/23		1,269,349
	WELLS FARGO & CO	VAR RT 01/23/2035 DD 01/23/24		560,396
	WELLS FARGO & CO	VAR RT 02/11/2026 DD 02/11/20		1,993,880
	WELLS FARGO & CO	VAR RT 04/04/2051 DD 03/30/20		192,007
	WELLS FARGO & CO	VAR RT 04/22/2028 DD 04/22/24		1,407,966
	WELLS FARGO & CO	VAR RT 04/25/2053 DD 04/25/22		330,777
	WELLS FARGO & CO	VAR RT 04/30/2026 DD 04/30/20		24,774

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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	WELLS FARGO & CO	VAR RT 07/25/2028 DD 07/25/22		996,401
	WELLS FARGO & CO	VAR RT 08/15/2026 DD 08/15/22		16,966
	WELLS FARGO & CO	VAR RT 10/23/2029 DD 10/23/23		394,382
	WELLS FARGO BANK NA	5.450% 08/07/2026 DD 08/09/23		567,716
	WELLS FARGO COMMERCIA LC22 ASB	3.571% 09/15/2058 DD 09/01/15		79,058
	WELLS FARGO COMMERCIAL C47 A3	4.175% 09/15/2061 DD 10/01/18		282,621
	WELLS FARGO COMMERCIAL C47 A4	4.442% 09/15/2061 DD 10/01/18		254,498
	WELLS FARGO COMMERCIAL M C26 B	3.783% 02/15/2048 DD 02/01/15		194,021
	WELLS FARGO COMMERCIAL NXS5 A5	3.372% 01/15/2059 DD 02/01/16		142,945
	WESTPAC BANKING CORP 144A	4.184% 05/22/2028 DD 05/22/23		364,004
	WFCIT 2024-A1 A	4.940% 02/15/2029 DD 03/01/24		938,771
	WFCM COMMERCIAL MOR GRP A 144A	VAR RT 10/15/2041 DD 10/30/24		392,012
	WORLD OMNI AUTO RECEIVABL B A3	5.270% 09/17/2029 DD 05/22/24		458,700
	WORLD OMNI AUTO RECEIVABL C A3	4.430% 12/17/2029 DD 08/20/24		557,011
	WORLD OMNI AUTO RECEIVABL C A4	5.150% 11/15/2028 DD 08/16/23		97,690
	WORLD OMNI AUTO RECEIVABL D A3	5.790% 02/15/2029 DD 11/08/23		607,475
		CORPORATE DEBT INSTRUMENTS - PREFERRED Total		\$ 246,114,292
		TOTAL CORPORATE BONDS		\$ 543,023,193
		COMMON STOCK AND OTHER EQUITIES		
		CORPORATE STOCK - COMMON		
	3I GROUP PLC			\$ 475,770
	ABB LTD			1,780,111
	ABBOTT LABORATORIES			1,094,679
	ABBVIE INC			2,031,289
	ABERCROMBIE & FITCH CO			2,637,548
	ABN AMRO BANK NV			690,136
	ACADIA HEALTHCARE CO INC			291,864
	ACADIA REALTY TRUST			1,139,313
	ACCENTURE PLC			3,035,244
	ACCOR SA			1,234,261
	ACUTTY BRANDS INC			3,737,803
	ACV AUCTIONS INC			1,170,353
	ADDUS HOMECARE CORP			1,494,673
	ADIDAS AG			5,165,273
	ADVANTEST CORP			1,446,830
	ADYEN NV			827,336
	AEGON LTD			143,018
	AENA SME SA			294,552
	AEROVIRONMENT INC			1,442,411
	AFFILIATED MANAGERS GROUP INC			349,869
	AFLAC INC			517,200
	AGCO CORP			906,756
	AGEAS SA/NV			856,346
	AGILENT TECHNOLOGIES INC			1,269,782
	AGILON HEALTH INC			208,837
	AGNICO EAGLE MINES LIMITED			68,890
	AIA GROUP LTD	HK/01299		3,814,335
	AIB GROUP PLC			695,752
	AIR LEASE CORP			2,454,564
	AIRBNB INC			3,855,044
	AKERO THERAPEUTICS INC			950,609
	AKZO NOBEL NV			360,466
	ALBERTSONS COS INC			231,752
	ALCOA CORP			3,602,436
	ALIGN TECHNOLOGY INC			4,082,000
	ALIGNMENT HEALTHCARE INC			2,210,085
	ALIMENTATION COUCHE-TARD INC			854,182
	ALKERMES PLC			875,598
	ALLEGRO MICROSYSTEMS INC			899,539
	ALLFUNDS GROUP PLC			508,166
	ALLIANZ SE			4,402,113
	ALLISON TRANSMISSION HOLDINGS			1,123,824
	ALLY FINANCIAL INC			7,013,884
	ALNYLAM PHARMACEUTICALS INC			322,139
	ALPHA METALLURGICAL RESOURCES			678,407
	ALPHABET INC			43,658,567
	ALSTOM SA			1,051,347
	ALTRIA GROUP INC			1,610,532
	AMAZON.COM INC			49,925,047
	AMDOCS LTD			2,031,951
	AMENTUM HOLDINGS INC			3,519,791
	AMERANT BANCORP INC			3,070,797
	AMERICAN EAGLE OUTFITTERS INC			897,279

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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	AMERICAN EXPRESS CO			4,629,330
	AMERICAN HEALTHCARE REIT INC			3,193,896
	AMERICAN INTERNATIONAL GROUP I			4,166,999
	AMERICAN SUPERCONDUCTOR CORP			607,154
	AMERICAN TOWER CORP			1,114,216
	AMERICAN VANGUARD CORP			278,870
	AMERIPRISE FINANCIAL INC			692,159
	AMERIS BANCORP			3,361,448
	AMETEK INC			278,321
	AMICUS THERAPEUTICS INC			837,353
	AMKOR TECHNOLOGY INC			1,368,301
	AMPHENOL CORP			5,362,235
	ANGLO AMERICAN PLC			1,750,913
	ANNALY CAPITAL MANAGEMENT INC			243,390
	ANZ GROUP HOLDINGS LTD			2,346,860
	AP MOLLER - MAERSK A/S			2,261,447
	APA CORP			170,866
	APELLIS PHARMACEUTICALS INC			342,554
	APOGEE THERAPEUTICS INC			654,223
	APOLLO GLOBAL MANAGEMENT INC			2,672,289
	APPLE INC			78,889,813
	APPLIED MATERIALS INC			276,471
	ARAMARK			3,826,514
	ARCADIUM LITHIUM PLC			1,683,989
	ARCELORMITTAL SA			496,694
	ARCH CAPITAL GROUP LTD			734,090
	ARCHER-DANIELS-MIDLAND CO			951,140
	ARDENT HEALTH PARTNERS INC			160,791
	ARES MANAGEMENT CORP			7,249,024
	ARGAN INC			2,840,017
	ARGENX SE			3,359,990
	ARISTA NETWORKS INC			7,812,260
	ARISTOCRAT LEISURE LTD			401,115
	ARKEMA SA			451,863
	ARROW ELECTRONICS INC			678,720
	ARTHUR J GALLAGHER & CO			2,523,994
	ASAHI KASEI CORP			283,622
	ASICS CORP			910,282
	ASML HOLDING NV			8,050,629
	ASSURED GUARANTY LTD			3,521,101
	ASTRAZENECA PLC			3,804,164
	ASTRAZENECA PLC	ADR		1,202,423
	AT&T INC			2,179,089
	ATKORE INC			1,046,380
	ATLANTA BRAVES HOLDINGS INC			1,853,735
	ATLAS COPCO AB			467,228
	ATLASSIAN CORP			8,314,348
	ATMOS ENERGY CORP			2,166,206
	ATMUS FILTRATION TECHNOLOGIES			4,320,575
	ATRICURE INC			603,866
	AUTODESK INC			5,085,577
	AUTOMATIC DATA PROCESSING INC			1,915,918
	AUTONATION INC			424,600
	AVALONBAY COMMUNITIES INC			1,352,596
	AVIDITY BIOSCIENCES INC			1,469,209
	AVIENT CORP			1,593,131
	AVNET INC			277,296
	AXA SA			1,728,195
	AXSOME THERAPEUTICS INC			869,791
	AYVENS SA			253,351
	AZEK CO INC/THE			5,716,290
	AZZ INC			4,388,536
	BAE SYSTEMS PLC			1,168,685
	BANC OF CALIFORNIA INC			1,832,304
	BANCA MONTE DEI PASCHI DI SIEN			803,005
	BANCO SANTANDER SA			2,121,069
	BANDAI NAMCO HOLDINGS INC			485,720
	BANK OF AMERICA CORP			7,335,387
*	BANK OF NEW YORK MELLON CORP/T			1,559,649
	BANK OF NOVA SCOTIA			910,533
	BANKUNITED INC			251,540
	BANNER CORP			1,661,839
	BARCLAYS PLC			2,213,882
	BARRICK GOLD CORP			1,663,598

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(a)	(b)	(c)	(d)	(e)
	<u>Identity of Issue, Borrower, Lessor or Similar Party</u>	<u>Description</u>	<u>Cost***</u>	<u>Current Value</u>
	BAWAG GROUP AG			2,137,912
	BAXTER INTERNATIONAL INC			3,431,782
	BAYER AG			152,137
	BEAZLEY PLC			1,634,867
	BELLRING BRANDS INC			1,092,656
	BERKSHIRE HATHAWAY INC			10,217,838
	BERRY GLOBAL GROUP INC			653,167
	BEST BUY CO INC			326,040
	BICARA THERAPEUTICS INC			291,419
	BILL HOLDINGS INC			1,419,062
	BIOHAVEN LTD			586,993
	BKV CORP			431,987
	BLOCK INC			2,496,666
	BLOOM ENERGY CORP			856,817
	BLUE OWL CAPITAL CORP			624,456
	BLUEPRINT MEDICINES CORP			1,602,668
	BLUESCOPE STEEL LTD			275,782
	BNP PARIBAS SA			298,578
	BOC HONG KONG HOLDINGS LTD	HK/02388		326,009
	BOEING CO/THE			1,908,414
	BOISE CASCADE CO			1,763,050
	BOK FINANCIAL CORP			715,450
	BOOKING HOLDINGS INC			8,674,861
	BOOT BARN HOLDINGS INC			2,999,811
	BORGWARNER INC			302,005
	BOSTON BEER CO INC/THE			1,840,077
	BOSTON SCIENTIFIC CORP			9,235,331
	BOUYGUES SA			392,998
	BOX INC			229,068
	BP PLC			2,205,075
	BRAZE INC			904,608
	BRENNTAG SE			855,209
	BRIGHTHOUSE FINANCIAL INC			2,342,430
	BRINKER INTERNATIONAL INC			512,624
	BRINK'S CO/THE			842,908
	BRISTOL-MYERS SQUIBB CO			4,557,888
	BRITISH AMERICAN TOBACCO PLC			5,186,884
	BRIXMOR PROPERTY GROUP INC			359,331
	BROADCOM INC			10,876,310
	BROOKDALE SENIOR LIVING INC			1,819,502
	BT GROUP PLC			1,063,256
	BUILDERS FIRSTSOURCE INC			1,609,678
	BUNGE GLOBAL SA			309,485
	BUREAU VERITAS SA			444,817
	C3.AI INC			313,967
	CABOT CORP			4,288,100
	CACTUS INC			1,204,259
	CADENCE BANK			3,291,801
	CADENCE DESIGN SYSTEMS INC			2,771,443
	CAIXABANK SA			554,756
	CALIFORNIA RESOURCES CORP			659,003
	CAMDEN PROPERTY TRUST			3,088,985
	CANADIAN NATURAL RESOURCES LTD			1,592,675
	CANON INC			942,483
	CAPGEMINI SE			509,798
	CAPITAL CITY BANK GROUP INC			661,606
	CAPITAL ONE FINANCIAL CORP			4,449,262
	CAPRI HOLDINGS LTD			200,070
	CARETRUST REIT INC			1,734,392
	CARGO THERAPEUTICS INC			335,885
	CARGURUS INC			6,600,184
	CARPENTER TECHNOLOGY CORP			1,256,533
	CARREFOUR SA			1,655,476
	CASELLA WASTE SYSTEMS INC			4,703,678
	CASTLE BIOSCIENCES INC			506,750
	CAVA GROUP INC			199,994
	CBRE GROUP INC			830,803
	CELANESE CORP			774,252
	CELLEX THERAPEUTICS INC			817,838
	CENCORA INC			1,041,841
	CENOVUS ENERGY INC			2,312,782
	CENTENE CORP			1,536,672
	CENTRUS ENERGY CORP			164,327
	CENTURY ALUMINUM CO			330,711

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2024

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	CENTURY COMMUNITIES INC			1,298,692
	CG ONCOLOGY INC			576,898
	CH ROBINSON WORLDWIDE INC			1,826,388
	CHAMPION HOMES INC			5,346,789
	CHAMPIONX CORP			410,052
	CHART INDUSTRIES INC			2,310,309
	CHARTER COMMUNICATIONS INC			3,587,774
	CHARTER HALL OFF SCC			-
	CHEESECAKE FACTORY INC/THE			777,589
	CHEFS' WAREHOUSE INC/THE			2,735,435
	CHEMOURS CO/THE			158,860
	CHENIERE ENERGY INC			3,055,451
	CHEWY INC			2,025,743
	CHIPOTLE MEXICAN GRILL INC			2,167,001
	CHUBU ELECTRIC POWER CO INC			184,342
	CHUGAI PHARMACEUTICAL CO LTD			1,073,275
	CIE FINANCIERE RICHEMONT SA			1,446,333
	CIGNA GROUP/THE			1,893,216
	CINEMARK HOLDINGS INC			2,457,550
	CINTAS CORP			661,557
	CIRRUS LOGIC INC			2,893,396
	CISCO SYSTEMS INC			5,521,880
	CITIGROUP INC			5,405,459
	CITIZENS FINANCIAL GROUP INC			2,468,064
	CIVITAS RESOURCES INC			423,242
	CK HUTCHISON HOLDINGS LTD	HK/00001		2,259,863
	CLEAN HARBORS INC			1,848,254
	CLEAR SECURE INC			3,269,660
	CLEARWATER ANALYTICS HOLDINGS			1,126,641
	CNH INDUSTRIAL NV			351,230
	CNO FINANCIAL GROUP INC			855,830
	COEUR MINING INC			408,946
	COGNIZANT TECHNOLOGY SOLUTIONS			3,460,885
	COLGATE-PALMOLIVE CO			1,795,654
	COMCAST CORP			2,821,768
	COMFORT SYSTEMS USA INC			6,229,865
	COMMERCIAL METALS CO			3,758,986
	COMMERZBANK AG			583,477
	COMMVault SYSTEMS INC			4,617,393
	COMPASS INC			536,913
	COMPUTERSHARE LTD			1,346,277
	COMSTOCK RESOURCES INC			1,431,709
	CONAGRA BRANDS INC			499,500
	CONOCOPHILLIPS			2,745,521
	CONSOL ENERGY INC			491,261
	CONSTELLUM SE			189,964
	CONTRA AEGLEA BIOTHERA			31,118
	CORCEPT THERAPEUTICS INC			838,641
	CORE & MAIN INC			3,969,504
	COREBRIDGE FINANCIAL INC			3,180,272
	CORNING INC			1,122,708
	COSTAR GROUP INC			1,717,802
	COTY INC			1,071,944
	COUPANG INC			1,928,547
	COUSINS PROPERTIES INC			739,742
	CREDIT AGRICOLE SA			943,509
	CREDO TECHNOLOGY GROUP HOLDING			1,888,534
	CRESCENT ENERGY CO			1,178,983
	CRINETICS PHARMACEUTICALS INC			1,492,229
	CRODA INTERNATIONAL PLC			310,110
	CROWDSTRIKE HOLDINGS INC			757,884
	CROWN HOLDINGS INC			4,400,018
	CULLEN/FROST BANKERS INC			2,306,684
	CUMMINS INC			1,115,520
	CVC CAPITAL PARTNERS PLC			1,213,738
	CVS HEALTH CORP			3,779,379
	CYBERARK SOFTWARE LTD			468,076
	CYTOKINETICS INC			1,260,484
	DAIICHI SANKYO CO LTD			3,383,904
	DAIKIN INDUSTRIES LTD			880,520
	DAIMLER TRUCK HOLDING AG			1,203,433
	DAIWA HOUSE INDUSTRY CO LTD			98,916
	DANAHER CORP			5,877,169
	DANSKE BANK A/S			1,257,144

Nokia Savings/401(k) Plan
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(a)	(b)	(c)	(d)	(e)
	<u>Identity of Issue, Borrower, Lessor or Similar Party</u>	<u>Description</u>	<u>Cost***</u>	<u>Current Value</u>
	DASSAULT AVIATION SA			385,122
	DATADOG INC			1,717,538
	DAVITA INC			358,920
	DAY ONE BIOPHARMACEUTICALS INC			477,684
	DAYFORCE INC			1,589,363
	DBS GROUP HOLDINGS LTD			432,649
	DECKERS OUTDOOR CORP			4,334,144
	DEERE & CO			1,796,064
	DELIVERY HERO SE			148,024
	DELL TECHNOLOGIES INC			1,048,684
	DELTA AIR LINES INC			5,380,447
	DENALI THERAPEUTICS INC			615,558
	DENSO CORP			710,173
	DENTSPLY SIRONA INC			1,973,123
	DEUTSCHE BANK AG			1,602,888
	DEUTSCHE BOERSE AG			462,663
	DEUTSCHE POST AG			1,147,003
	DEUTSCHE TELEKOM AG			2,773,086
	DEVON ENERGY CORP			183,288
	DEXCOM INC			557,222
	DIASORIN SPA			470,213
	DICK'S SPORTING GOODS INC			732,288
	DIGITALOCEAN HOLDINGS INC			6,659,731
	DIME COMMUNITY BANCSHARES INC			671,468
	DINE BRANDS GLOBAL INC			261,870
	DISC MEDICINE INC			801,059
	DISCOVER FINANCIAL SERVICES			848,827
	DOLLAR GENERAL CORP			2,897,765
	DOMINO'S PIZZA INC			1,326,861
	DORMAN PRODUCTS INC			652,155
	DOW INC			2,353,504
	DROPBOX INC			9,587,116
	DSM-FIRMENICH AG			385,834
	DUOLINGO INC			3,540,267
	DUTCH BROS INC			1,176,245
	DXP ENTERPRISES INC/TX			1,776,330
	E.ON SE			1,470,127
	EAST WEST BANCORP INC			3,655,734
	EASTERN BANCSHARES INC			2,219,644
	EASTMAN CHEMICAL CO			328,752
	EATON CORP PLC			6,090,810
	EBAY INC			1,152,270
	EDISON INTERNATIONAL			3,620,105
	EDWARDS LIFESCIENCES CORP			7,957,189
	EIFPAGE SA			584,529
	ELEMENT SOLUTIONS INC			1,330,396
	ELEVANCE HEALTH INC			4,384,377
	ELF BEAUTY INC			700,067
	ELI LILLY & CO			5,102,920
	EMERSON ELECTRIC CO			1,444,528
	EMPIRE CO LTD	CL A NON-VTG		1,026,236
	ENBRIDGE INC			79,624
	ENDEAVOUR MINING PLC			47,008
	ENERGIZER HOLDINGS INC			282,609
	ENGIE SA			3,837,373
	ENI SPA			1,302,294
	ENPHASE ENERGY INC			526,776
	ENSIGN GROUP INC/THE			1,451,496
	ENTAIN PLC			134,141
	ENTERPRISE FINANCIAL SERVICES			2,243,818
	EPAM SYSTEMS INC			2,114,200
	EQT CORP			1,038,397
	EQUINIX INC			2,404,370
	EQUITABLE HOLDINGS INC			3,915,770
	ERSTE GROUP BANK AG			702,786
	ESSENTIAL PROPERTIES REALTY TR			2,833,561
	ETSY INC			217,589
	EUROGROUP LAMINATIONS SPA			105,512
	EVERCORE INC			4,087,167
	EVEREST GROUP LTD			2,519,097
	EVOLENT HEALTH INC			1,201,219
	EVOLUTION MINING LTD			801,023
	EVRAZ PLC			4
	EXELIXIS INC			5,381,613

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	<u>Identity of Issue, Borrower, Lessor or Similar Party</u>	<u>Description</u>	<u>Cost***</u>	<u>Current Value</u>
	EXPEDIA GROUP INC			159,312
	EXPEDITORS INTERNATIONAL OF WA			648,558
	EXPERIAN PLC			693,084
	EXXON MOBIL CORP			12,266,530
	FABRINET			821,252
	FANUC CORP			1,667,609
	FEDEX CORP			1,097,187
	FINECOBANK BANCA FINECO SPA			1,503,354
	FIRST AMERICAN FINANCIAL CORP			4,157,318
	FIRST HORIZON CORP			880,118
	FIRST INDUSTRIAL REALTY TRUST			437,033
	FIRST INTERSTATE BANCSYSTEM IN			931,207
	FIRST QUANTUM MINERALS LTD			309,284
	FIRST SOLAR INC			656,318
	FISERV INC			2,562,615
	FIVE POINT HOLDINGS LLC			207,635
	FIVERR INTERNATIONAL LTD			3,590,440
	FLEX LTD			1,633,456
	FLOWSERVE CORP			1,179,965
	FLUENCE ENERGY INC			612,492
	FLUOR CORP			4,366,398
	FMC CORP			1,154,536
	FNB CORP/PA			385,758
	FORD MOTOR CO			608,850
	FORTESCUE LTD			580,308
	FORTIVE CORP			1,101,975
	FORTUM OYJ			468,279
	FORTUNE BRANDS INNOVATIONS INC			529,558
	FOX CORP			1,054,186
	FRESENIUS MEDICAL CARE AG	ADR		2,921,307
	FRESENIUS SE & CO KGAA			201,994
	FRESHPET INC			2,959,682
	FTI CONSULTING INC			2,715,002
	FUJITSU LTD			2,397,637
	GALDERMA GROUP AG			1,041,548
	GARTNER INC			2,952,845
	GE AEROSPACE			5,350,123
	GE HEALTHCARE TECHNOLOGIES INC			1,583,536
	GE VERNOVA INC			2,533,419
	GEN DIGITAL INC			479,150
	GENERAL DYNAMICS CORP			3,221,429
	GENERAL MILLS INC			618,569
	GENERAL MOTORS CO			1,060,073
	GENIUS SPORTS LTD			1,350,741
	GENMAB A/S			320,194
	GEO GROUP INC/THE			951,432
	GERON CORP			865,169
	GETINGE AB			314,275
	GILDAN ACTIVEWEAR INC			601,286
	GILEAD SCIENCES INC			2,815,992
	GLAUKOS CORP			2,898,190
	GLENCORE PLC			948,209
	GLOBAL PAYMENTS INC			3,712,548
	GMS INC			415,667
	GOLDMAN SACHS GROUP INC/THE			3,351,545
	GOODMAN GROUP			1,671,450
	GOODYEAR TIRE & RUBBER CO/THE			3,659,283
	GPT GROUP/THE			73,906
	GRAB HOLDINGS LTD			956,442
	GRACO INC			4,722,347
	GRAIL INC			452,337
	GRAPHIC PACKAGING HOLDING CO			803,936
	GROUP 1 AUTOMOTIVE INC			1,333,984
	GSK PLC			4,376,922
	GSK PLC	ADR		765,347
	GUARDANT HEALTH INC			552,527
	GUIDEWIRE SOFTWARE INC			2,441,881
	GULFPORT ENERGY CORP			2,946,463
	HA SUSTAINABLE INFRASTRUCTURE			1,533,281
	HAEMONETICS CORP			1,535,599
	HAKUHODO DY HOLDINGS INC			332,493
	HALEON PLC			3,430,592
	HALEON PLC	ADR		1,855,749
	HALLIBURTON CO			923,617

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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	HAMILTON INSURANCE GROUP LTD			1,493,627
	HAMILTON LANE INC			1,975,283
	HANESBRANDS INC			587,277
	HANOVER INSURANCE GROUP INC/TH			3,831,702
	HARLEY-DAVIDSON INC			355,534
	HARMONIC INC			1,857,836
	HARTFORD INSURANCE GROUP INC/T			1,455,020
	HAYWARD HOLDINGS INC			1,550,513
	HB FULLER CO			1,362,894
	HCA HEALTHCARE INC			2,030,515
	HCI GROUP INC			1,115,891
	HEALTH CATALYST INC			1,014,877
	HEALTHEQUITY INC			1,223,171
	HECLA MINING CO			430,106
	HELIOS TECHNOLOGIES INC			1,389,152
	HERITAGE COMMERCE CORP			673,991
	HERMES INTERNATIONAL SCA			2,238,525
	HEWLETT PACKARD ENTERPRISE CO			924,455
	HF SINCLAIR CORP			2,648,623
	HIKARI TSUSHIN INC			65,818
	HILTON WORLDWIDE HOLDINGS INC			9,489,214
	HITACHI LTD			2,081,730
	HOLCIM AG			1,834,632
	HOME BANCSHARES INC/AR			3,443,204
	HOME DEPOT INC/THE			946,802
	HONDA MOTOR CO LTD			3,697,830
	HONG KONG EXCHANGES & CLEARING	HK/00388		516,131
	HOPE BANCORP INC			310,937
	HOST HOTELS & RESORTS INC			730,584
	HOWARD HUGHES HOLDINGS INC			781,430
	HOWMET AEROSPACE INC			4,191,168
	HOYA CORP			113,474
	HP INC			1,151,839
	HSBC HOLDINGS PLC			4,066,370
	HUMANA INC			5,045,023
	HUNTINGTON INGALLS INDUSTRIES			245,661
	HUNTSMAN CORP			589,022
	HYATT HOTELS CORP			4,182,575
	IA FINANCIAL CORP INC			710,261
	ICHOR HOLDINGS LTD			1,839,762
	ICON PLC			579,848
	IDACORP INC			2,472,351
	IDEX CORP			1,608,394
	IMCD NV			665,851
	IMI PLC			1,083,933
	IMMUNOCORE HOLDINGS PLC	ADR		502,179
	IMPERIAL BRANDS PLC			2,674,638
	IMPINJ INC			202,202
	INCHCAPE PLC			892,965
	INCYTE CORP			1,364,823
	INDEPENDENCE REALTY TRUST INC			3,014,748
	INDUSTRIA DE DISENO TEXTIL SA			1,763,816
	ING GROEP NV			486,871
	INGEVITY CORP			1,648,867
	INGRAM MICRO HOLDING CORP			785,295
	INGREDION INC			825,360
	INMODE LTD			175,350
	INSIGHT ENTERPRISES INC			1,586,555
	INSMED INC			791,958
	INSPERITY INC			2,709,285
	INSPIRE MEDICAL SYSTEMS INC			329,606
	INTEL CORP			214,535
	INTELLIA THERAPEUTICS INC			270,279
	INTERACTIVE BROKERS GROUP INC			6,330,086
	INTERDIGITAL INC			104,221
	INTERMEDIATE CAPITAL GROUP PLC			504,347
	INTERNATIONAL BUSINESS MACHINE			2,098,058
	INTERNATIONAL GAME TECHNOLOGY			201,324
	INTESA SANPAOLO SPA			1,324,205
	INTUIT INC			4,758,374
	INTUITIVE SURGICAL INC			3,439,716
	INVESCO LTD			320,391
	INVESTOR AB			517,704
	ISUZU MOTORS LTD			1,457,221

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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	ITOCHU CORP			1,146,594
	ITRON INC			1,781,472
	J M SMUCKER CO/THE			505,451
	JABIL INC			705,110
	JAMF HOLDING CORP			668,078
	JANUS HENDERSON GROUP PLC			1,900,793
	JANUX THERAPEUTICS INC			425,161
	JAPAN POST BANK CO LTD			1,161,100
	JAPAN POST HOLDINGS CO LTD			390,739
	JAPAN REAL ESTATE INVESTMENT C			72,089
	JAZZ PHARMACEUTICALS PLC			935,940
	JB HUNT TRANSPORT SERVICES INC			1,762,065
	JCDECAUX SE			593,266
	JOHNSON & JOHNSON			4,193,402
	JOHNSON CONTROLS INTERNATIONAL			1,564,156
	JONES LANG LASALLE INC			154,922
	JPMORGAN CHASE & CO			6,676,163
	KAISER ALUMINUM CORP			161,832
	KANSAI ELECTRIC POWER CO INC/T			582,094
	KB HOME			400,892
	KBC GROUP NV			1,397,842
	KBR INC			7,777,218
	KDDI CORP			3,726,543
	KENNAMETAL INC			1,175,755
	KENVUE INC			752,118
	KEYENCE CORP			1,474,696
	KKR & CO INC			10,437,713
	KKR REAL ESTATE FINANCE TRUST			393,930
	KLA CORP			2,734,091
	KLEPIERRE SA			1,835,107
	KNIFE RIVER CORP			1,940,511
	KNIGHT-SWIFT TRANSPORTATION HO			2,375,927
	KODIAK GAS SERVICES INC			1,487,233
	KOHL'S CORP			127,764
	KOITO MANUFACTURING CO LTD			434,411
	KOMATSU LTD			467,772
	KONAMI GROUP CORP			320,183
	KRAFT HEINZ CO/THE			767,750
	KROGER CO/THE			1,834,500
	KYMERA THERAPEUTICS INC			797,238
	KYNDRYL HOLDINGS INC			4,895,070
	KYOWA KIRIN CO LTD			117,898
	LADDER CAPITAL CORP			933,246
	LAM RESEARCH CORP			7,521,599
	LANDSTAR SYSTEM INC			3,235,265
	LANTHEUS HOLDINGS INC			2,352,798
	LA-Z-BOY INC			687,752
	LEAR CORP			5,576,599
	LEGRAND SA			1,383,650
	LEIDOS HOLDINGS INC			477,559
	LENDINGCLUB CORP			355,856
	LENNAR CORP			1,464,614
	LENNOX INTERNATIONAL INC			7,195,224
	LIFESTANCE HEALTH GROUP INC			1,487,384
	LINCOLN NATIONAL CORP			329,784
	LINDE PLC			7,368,592
	LINK REIT	HK/00823		154,355
	LIVE NATION ENTERTAINMENT INC			1,834,368
	LOCKHEED MARTIN CORP			1,692,043
	LOGITECH INTERNATIONAL SA			1,233,264
	LONDON STOCK EXCHANGE GROUP PL			2,692,259
	LONZA GROUP AG			483,033
	LOUISIANA-PACIFIC CORP			5,800,975
	LUNDIN MINING CORP			713,971
	LVMH MOET HENNESSY LOUIS VUITT			966,691
	LVMH MOET HENNESSY LOUIS VUITT	ADR		854,843
	LY CORP			918,271
	LYFT INC			4,731,784
	LYONDELLBASELL INDUSTRIES NV			252,518
	M&T BANK CORP			894,176
	MACERICH CO/THE			2,080,823
	MACY'S INC			270,880
	MAGNA INTERNATIONAL INC			2,977,997
	MAGNERA CORP			50,694

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	MAGNITE INC			3,614,413
	MAKITA CORP			801,733
	MANHATTAN ASSOCIATES INC			1,958,700
	MANPOWERGROUP INC			2,202,249
	MANULIFE FINANCIAL CORP			1,207,322
	MAPLEBEAR INC			974,737
	MARATHON PETROLEUM CORP			2,668,635
	MAREX GROUP PLC			299,232
	MARRIOTT VACATIONS WORLDWIDE C			305,320
	MARVELL TECHNOLOGY INC			2,603,086
	MASTEC INC			5,124,446
	MASTERCARD INC			24,688,234
	MATADOR RESOURCES CO			3,008,222
	MAZDA MOTOR CORP			48,260
	MBX BIOSCIENCES INC			335,942
	MCDONALD'S CORP			1,213,480
	MCGRATH RENTCORP			1,258,422
	MCKESSON CORP			6,852,598
	MEDTRONIC PLC			2,534,513
	MERCEDES-BENZ GROUP AG			2,203,048
	MERCK & CO INC			2,735,700
	MERUS NV			314,954
	META PLATFORMS INC			37,338,558
	METHANEX CORP			519,122
	METLIFE INC			3,232,213
	MGIC INVESTMENT CORP			2,160,597
	MGM RESORTS INTERNATIONAL			370,755
	MICROSOFT CORP			80,257,393
	MIDDLEBY CORP/THE			1,424,257
	MIDWESTONE FINANCIAL GROUP INC			692,998
	MISUMI GROUP INC			771,679
	MITSUBISHI CORP			944,439
	MITSUBISHI ELECTRIC CORP			359,042
	MITSUBISHI HEAVY INDUSTRIES LT			741,189
	MITSUBISHI UFJ FINANCIAL GROUP			3,787,542
	MITSUI & CO LTD			1,004,929
	MITSUI FUDOSAN CO LTD			1,591,944
	MIZUHO FINANCIAL GROUP INC			1,482,268
	MKS INSTRUMENTS INC			213,999
	MOHAWK INDUSTRIES INC			1,790,047
	MOLINA HEALTHCARE INC			5,308,752
	MOLSON COORS BEVERAGE CO			1,117,740
	MONOLITHIC POWER SYSTEMS INC			1,440,789
	MOODY'S CORP			1,716,913
	MOOG INC			2,258,542
	MORGAN STANLEY			4,582,620
	MOSAIC CO/THE			174,518
	MR COOPER GROUP INC			1,539,424
	MS&AD INSURANCE GROUP HOLDINGS			1,426,476
	MSCI INC			2,148,636
	MUELLER INDUSTRIES INC			535,601
	MUENCHENER RUECKVERSICHERUNGS-			252,196
	MURPHY OIL CORP			363,120
	MVB FINANCIAL CORP			358,959
	NASDAQ INC			2,229,930
	NATIONAL BANK HOLDINGS CORP			1,071,893
	NATIONAL FUEL GAS CO			588,596
	NATIONAL GRID PLC			2,542,655
	NATIONAL STORAGE AFFILIATES TR			665,586
	NATURAL GROCERS BY VITAMIN COT			413,207
	NATWEST GROUP PLC			2,364,567
	NCR ATLEOS CORP			468,944
	NESTLE SA			602,097
	NET POWER INC			196,339
	NETFLIX INC			5,339,898
	NEW YORK TIMES CO/THE			3,857,790
	NEWELL BRANDS INC			1,915,866
	NEXON CO LTD			84,681
	NEXSTAR MEDIA GROUP INC			566,954
	NEXT PLC			1,369,148
	NEXTERA ENERGY INC			1,927,386
	NEXTRACKER INC			1,785,733
	NIBE INDUSTRIER AB			83,790
	NIDEC CORP			323,358

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	NINTENDO CO LTD			282,942
	NIPPON BUILDING FUND INC			89,565
	NIPPON STEEL CORP			394,814
	NIPPON TELEGRAPH & TELEPHONE C			1,153,030
	NIPPON YUSEN KK			1,073,657
	NISSAN MOTOR CO LTD			139,883
	NN GROUP NV			2,028,969
	NOMURA HOLDINGS INC			918,500
	NORDEA BANK ABP			1,398,649
	NORTHEAST BANK			754,021
	NORTHERN STAR RESOURCES LTD			567,252
	NOV INC			1,075,567
	NOVAGOLD RESOURCES INC			205,061
	NOVANTA INC			1,762,966
	NOVARTIS AG			6,914,440
	NOVO NORDISK A/S			5,315,269
	NOVO NORDISK A/S	ADR		541,754
	NRG ENERGY INC			4,542,036
	NU HOLDINGS LTD/CAYMAN ISLANDS			2,728,099
	NUCOR CORP			697,809
	NURIX THERAPEUTICS INC			714,319
	NUTANIX INC			5,905,522
	NUVALENT INC			729,804
	NVIDIA CORP			82,142,776
	NXP SEMICONDUCTORS NV			1,394,466
	ODDITY TECH LTD			374,734
	OFG BANCORP			317,400
	O-I GLASS INC			184,280
	OLD DOMINION FREIGHT LINE INC			4,957,193
	OLD NATIONAL BANCORP/IN			2,274,380
	OLD REPUBLIC INTERNATIONAL COR			1,266,650
	OLEMA PHARMACEUTICALS INC			317,723
	OLIN CORP			1,440,962
	OMEGA HEALTHCARE INVESTORS INC			302,800
	OMNICOM GROUP INC			1,728,458
	ONE GAS INC			2,304,848
	ONESPACORLD HOLDINGS LTD			1,509,614
	OPEN TEXT CORPORATION			1,592,550
	OPTION CARE HEALTH INC			2,453,261
	ORACLE CORP JAPAN			675,013
	ORANGE SA			2,025,543
	O'REILLY AUTOMOTIVE INC			1,874,750
	ORGANON & CO			161,434
	ORIX CORP			357,801
	ORORA LTD			189,857
	OSCAR HEALTH INC			787,450
	OSHKOSH CORP			598,941
	OTSUKA CORP			851,959
	OTSUKA HOLDINGS CO LTD			1,078,010
	OUTFRONT MEDIA INC			2,364,760
	OVINTIV INC			1,963,926
	OWENS CORNING			630,184
	PACS GROUP INC			269,030
	PALO ALTO NETWORKS INC			6,109,671
	PAN AMERICAN SILVER CORP			181,694
	PANASONIC HOLDINGS CORP			519,579
	PAPA JOHN'S INTERNATIONAL INC			332,708
	PARK HOTELS & RESORTS INC			2,667,869
	PARKLAND CORP			586,432
	PARSONS CORP			1,814,188
	PAYONEER GLOBAL INC			1,439,907
	PAYPAL HOLDINGS INC			605,985
	PBF ENERGY INC			1,097,816
	PEABODY ENERGY CORP			424,579
	PENSKE AUTOMOTIVE GROUP INC			2,020,287
	PERELLA WEINBERG PARTNERS			2,291,954
	PFIZER INC			3,143,991
	PG&E CORP			3,865,802
	PHILIP MORRIS INTERNATIONAL IN			6,832,992
	PHILLIPS 66			672,187
	PHINIA INC			264,935
	PILGRIM'S PRIDE CORP			3,481,822
	PINNACLE FINANCIAL PARTNERS IN			4,794,886
	PLAYTIKA HOLDING CORP			866,292

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	POLARIS INC			195,332
	POOL CORP			1,355,236
	POPULAR INC			1,649,718
	POSTE ITALIANE SPA			750,631
	POWER CORP CANADA			193,396
	POWER INTEGRATIONS INC			1,389,669
	PPG INDUSTRIES INC			1,488,825
	PRIMO BRANDS CORP			1,010,794
	PRIVIA HEALTH GROUP INC			1,447,951
	PRO MEDICUS LTD			668,074
	PROCORE TECHNOLOGIES INC			3,226,186
	PROCTER & GAMBLE CO/THE			4,286,978
	PROSUS NV			3,598,570
	PROTAGONIST THERAPEUTICS INC			749,110
	PTC THERAPEUTICS INC			1,226,725
	PULTEGROUP INC			1,099,890
	PVH CORP			4,035,314
	QANTAS AIRWAYS LTD			958,026
	QBE INSURANCE GROUP LTD			1,243,321
	QIAGEN NV			935,768
	QUALCOMM INC			2,316,897
	RADIAN GROUP INC			821,548
	RADIUS RECYCLING INC			96,297
	RAKUTEN GROUP INC			73,779
	RAMBUS INC			1,981,880
	RECRUIT HOLDINGS CO LTD			2,234,389
	RED ROCK RESORTS INC			316,282
	REDWOOD TRUST INC			503,117
	REGENERON PHARMACEUTICALS INC			906,084
	REGIONS FINANCIAL CORP			510,384
	REINSURANCE GROUP OF AMERICA I			5,591,979
	RENASANT CORP			1,258,400
	RENAULT SA			2,344,809
	RENASAS ELECTRONICS CORP			771,513
	REPLIMUNE GROUP INC			466,598
	REPSOL SA			1,433,074
	REVOLUTION MEDICINES INC			2,042,396
	RHEINMETALL AG			3,154,089
	RIGETTI COMPUTING INC			208,314
	RIO TINTO LTD			313,228
	RLI CORP			4,622,328
	ROBINHOOD MARKETS INC			701,978
	ROBLOX CORP			5,220,766
	ROCHE HOLDING AG			2,490,861
	ROCKET PHARMACEUTICALS INC			580,960
	ROKU INC			1,508,953
	ROLLS-ROYCE HOLDINGS PLC			2,729,493
	ROYAL CARIBBEAN CRUISES LTD			1,500,638
	RTX CORP			2,186,182
	RYANAIR HOLDINGS PLC	ADR		629,527
	RYDER SYSTEM INC			8,951,373
	RYMAN HOSPITALITY PROPERTIES I			1,502,913
	S&P GLOBAL INC			1,698,780
	SABRA HEALTH CARE REIT INC			301,368
	SAFRAN SA			4,454,307
	SAGE GROUP PLC/THE			230,122
	SAIA INC			2,394,405
	SALESFORCE INC			4,142,014
	SANDOZ GROUP AG			159,754
	SANSAN INC			378,932
	SAP SE			3,519,357
	SAP SE	ADR		1,337,166
	SAVARA INC			390,304
	SCENTRE GROUP			179,417
	SCHNEIDER ELECTRIC SE			2,879,174
	SCHNEIDER NATIONAL INC			5,429,917
	SCHOLAR ROCK HOLDING CORP			1,233,456
	SCIENCE APPLICATIONS INTERNATI			2,418,584
	SCOTTS MIRACLE-GRO CO/THE			2,013,950
	SEADRILL LTD			1,047,996
	SEKISUI HOUSE LTD			695,468
	SELECTIVE INSURANCE GROUP INC			3,548,710
	SEMPRA			3,973,804
	SEMTECH CORP			2,010,125

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
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(a)	(b) <u>Identity of Issue, Borrower, Lessor or Similar Party</u>	(c) <u>Description</u>	(d) <u>Cost***</u>	(e) <u>Current Value</u>
	SENTINELONE INC			468,953
	SERVICENOW INC			5,618,636
	SHAKE SHACK INC			2,938,412
	SHELL PLC			6,535,546
	SHELL PLC	ADR		5,676,967
	SHIFT4 PAYMENTS INC			643,228
	SHIONOGI & CO LTD			273,916
	SHOALS TECHNOLOGIES GROUP INC			720,360
	SHOPIFY INC			2,764,899
	SHOPIFY INC	CL A SUB VTG		1,172,051
	SIEMENS AG			1,777,396
	SILICON LABORATORIES INC			5,065,940
	SINGAPORE TELECOMMUNICATIONS L			1,767,792
	SIRIUS XM HOLDINGS INC			289,560
	SIRIUSPOINT LTD			2,648,247
	SITIME CORP			428,631
	SITIO ROYALTIES CORP			1,054,152
	SKYWORKS SOLUTIONS INC			2,681,949
	SL GREEN REALTY CORP			2,659,272
	SLM CORP			4,323,772
	SMARTFINANCIAL INC			314,912
	SMITH DOUGLAS HOMES CORP			360,524
	SNAP-ON INC			848,700
	SOCIETE GENERALE SA			3,530,597
	SOFTBANK CORP			1,698,421
	SOFTBANK GROUP CORP			1,011,075
	SOLENO THERAPEUTICS INC			816,876
	SONY GROUP CORP			4,242,076
	SOUNDHOUND AI INC			591,867
	SOUTHSTATE CORP			741,822
	SOUTHWEST AIRLINES CO			834,616
	SOUTHWEST GAS HOLDINGS INC			3,226,639
	SPECTRUM BRANDS HOLDINGS INC			219,674
	SPIRE INC			1,427,957
	SPOTIFY TECHNOLOGY SA			12,094,471
	SPROUTS FARMERS MARKET INC			5,983,980
	SPS COMMERCE INC			1,591,697
	SPYRE THERAPEUTICS INC			615,803
	SS&C TECHNOLOGIES HOLDINGS INC			3,372,362
	SSR MINING INC			256,817
	STARBUCKS CORP			1,855,660
	STATE STREET CORP			1,521,325
	STEEL DYNAMICS INC			376,431
	STEPSTONE GROUP INC			1,995,124
	STEVANATO GROUP SPA			257,100
	STIFEL FINANCIAL CORP			212,160
	STMICROELECTRONICS NV			102,709
	STOCKLAND			1,094,775
	STRUCTURE THERAPEUTICS INC	ADR		516,202
	SUMITOMO CORP			811,413
	SUMITOMO MITSUI FINANCIAL GROU			706,528
	SUMITOMO MITSUI TRUST GROUP IN			655,873
	SUNCOR ENERGY INC			2,084,366
	SUNCORP GROUP LTD			56,461
	SUNRUN INC			233,526
	SURGERY PARTNERS INC			1,633,837
	SVENSKA HANDELSBANKEN AB			53,393
	SWEDBANK AB			926,248
	SWEETGREEN INC			3,193,144
	SWIRE PACIFIC LTD	HK/00019		54,416
	SYNAPTICS INC			912,406
	SYNCHRONY FINANCIAL			838,500
	SYNDAX PHARMACEUTICALS INC			475,946
	SYNOPSIS INC			2,751,506
	SYNOVUS FINANCIAL CORP			5,183,861
	TABCORP HOLDINGS LTD			74,792
	TABOOLA.COM LTD			1,696,462
	TAIWAN SEMICONDUCTOR MANUFACTU	ADR		3,667,587
	TAKEDA PHARMACEUTICAL CO LTD			271,355
	TAKE-TWO INTERACTIVE SOFTWARE			2,690,145
	TALANX AG			2,127,849
	TANDEM DIABETES CARE INC			1,225,400
	TANGER INC			3,006,955
	TARGA RESOURCES CORP			1,596,325

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2024

(a)	(b)	(c)	(d)	(e)
	<u>Identity of Issue, Borrower, Lessor or Similar Party</u>	<u>Description</u>	<u>Cost***</u>	<u>Current Value</u>
	TAYLOR MORRISON HOME CORP			916,191
	TC ENERGY CORP			406,449
	TD SYNEX CORP			517,205
	TDK CORP			871,146
	TE CONNECTIVITY PLC			2,175,574
	TECAN GROUP AG			374,237
	TECHTRONIC INDUSTRIES CO LTD	HK/00669		791,715
	TECNOGLASS INC			2,392,212
	TELECOM ITALIA SPA/MILANO			55,907
	TELEFONAKTIEBOLAGET LM ERICSSO			104,642
	TERADATA CORP			1,889,341
	TERUMO CORP			950,786
	TESCO PLC			3,479,124
	TESLA INC			21,147,485
	TETRA TECH INC			4,174,236
	TEXAS CAPITAL BANCSHARES INC			2,299,706
	TEXAS INSTRUMENTS INC			3,020,411
	TEXTRON INC			887,284
	TFI INTERNATIONAL INC			248,236
	THE CAMPBELL'S COMPANY			515,124
	THERMO FISHER SCIENTIFIC INC			4,397,504
	THOMSON REUTERS CORPORATION	NO PAR		1,115,421
	THOR INDUSTRIES INC			2,034,029
	TJX COS INC/THE			2,874,553
	T-MOBILE US INC			4,143,323
	TOHO CO LTD/TOKYO			391,575
	TOKIO MARINE HOLDINGS INC			1,177,236
	TOKYO ELECTRIC POWER CO HOLDIN			55,914
	TOKYO ELECTRON LTD			3,398,457
	TOLL BROTHERS INC			2,042,531
	TOTALENERGIES SE			3,822,765
	TOWNE BANK/PORTSMOUTH VA			747,345
	TOYOTA TSUSHO CORP			712,578
	TPG RE FINANCE TRUST INC			440,504
	TRACTOR SUPPLY CO			4,829,893
	TRAINLINE PLC			638,164
	TRANE TECHNOLOGIES PLC			3,726,003
	TRANSUNION			5,286,324
	TRELLEBORG AB			860,731
	TREND MICRO INC/JAPAN			2,044,175
	TREX CO INC			4,220,701
	TRINET GROUP INC			4,059,144
	TRIPADVISOR INC			898,164
	TRIUMPH FINANCIAL INC			363,702
	TRUPANION INC			3,114,009
	TRUSTMARK CORP			1,479,633
	TWILIO INC			819,138
	TXNM ENERGY INC			1,691,005
	TYSON FOODS INC			2,950,233
	UBIQUITI INC			438,811
	UBS GROUP AG			1,997,967
	UCB SA			1,209,463
	UIPATH INC			769,641
	ULTRAGENYX PHARMACEUTICAL INC			759,027
	UMB FINANCIAL CORP			3,057,716
	UNIBAIL-RODAMCO-WESTFIELD			187,200
	UNICREDIT SPA			3,529,581
	UNILEVER PLC			4,379,077
	UNILEVER PLC	ADR		1,909,032
	UNITED AIRLINES HOLDINGS INC			679,700
	UNITED OVERSEAS BANK LTD			2,837,665
	UNITED PARCEL SERVICE INC			1,469,948
	UNITED THERAPEUTICS CORP			604,062
	UNITEDHEALTH GROUP INC			6,039,463
	UNITI GROUP INC			248,050
	UNIVERSAL HEALTH SERVICES INC			735,622
	UNUM GROUP			956,693
	URANIUM ENERGY CORP			327,730
	US FOODS HOLDING CORP			7,641,329
	VALARIS LTD			706,867
	VALEO SE			214,451
	VALERO ENERGY CORP			698,763
	VALLEY NATIONAL BANCORP			2,061,612
	VALMONT INDUSTRIES INC			1,886,020

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	VAXCYTE INC			1,735,105
	VEEVA SYSTEMS INC			1,504,759
	VERACYTE INC			1,237,658
	VERALTO CORP			2,757,792
	VERICEL CORP			1,398,997
	VERISIGN INC			4,715,170
	VERISK ANALYTICS INC			3,793,773
	VERIZON COMMUNICATIONS INC			3,581,464
	VERONA PHARMA PLC	ADR		978,909
	VERRA MOBILITY CORP			739,594
	VERTEX PHARMACEUTICALS INC			4,457,889
	VERTIV HOLDINGS CO			2,588,831
	VESTAS WIND SYSTEMS A/S			1,039,975
	VESTIS CORP			485,851
	VIATRIS INC			156,633
	VIAVI SOLUTIONS INC			2,340,291
	VICTORY CAPITAL HOLDINGS INC			726,606
	VINCI SA			1,457,601
	VIPER ENERGY INC			3,813,328
	VISA INC			6,240,210
	VISTEON CORP			1,407,188
	VISTRA CORP			10,793,291
	VITA COCO CO INC/THE			723,842
	VITAL FARMS INC			491,779
	VITESSE ENERGY INC			23,550
	VODAFONE GROUP PLC			2,083,055
	VOLVO AB			1,376,322
	VOYA FINANCIAL INC			2,396,936
	VULCAN MATERIALS CO			4,289,825
	WALMART INC			3,014,166
	WALT DISNEY CO/THE			1,116,840
	WARRIOR MET COAL INC			514,575
	WAYFAIR INC			114,966
	WEATHERFORD INTERNATIONAL PLC			807,413
	WELLS FARGO & CO			14,845,505
	WELLTOWER INC			2,885,835
	WERNER ENTERPRISES INC			2,311,344
	WESCO INTERNATIONAL INC			4,654,291
	WESTERN DIGITAL CORP			429,336
	WESTERN UNION CO/THE			377,360
	WESTINGHOUSE AIR BRAKE TECHNOL			992,124
	WESTLAKE CORP			2,418,198
	WESTON (GEORGE) LTD			764,407
	WESTPAC BANKING CORP			2,535,285
	WHIRLPOOL CORP			480,816
	WHITE MOUNTAINS INSURANCE GROU			916,123
	WHITEHAVEN COAL LTD			379,247
	WINGSTOP INC			5,080,643
	WISDOMTREE INC			1,141,560
	WISE PLC			670,546
	WIX.COM LTD			821,297
	WOLTERS KLUWER NV			687,132
	WORKDAY INC			3,980,371
	WORKIVA INC			957,906
	WORTHINGTON ENTERPRISES INC			215,310
	WORTHINGTON STEEL INC			158,782
	WPP PLC			1,081,903
	XENIA HOTELS & RESORTS INC			1,918,144
	XERO LTD			926,856
	ZALANDO SE			252,622
	ZENAS BIOPHARMA INC			149,091
	ZETA GLOBAL HOLDINGS CORP			1,594,742
	ZIONS BANCORP NA			1,228,708
	ZOZO INC			953,475
	ZURICH INSURANCE GROUP AG			2,869,240
		CORPORATE STOCK - COMMON Total		\$ 2,250,789,369
		CORPORATE STOCK - PREFERRED		
	PORSCHE AUTOMOBIL HOLDING SE			\$ 86,008
	VOLKSWAGEN AG			90,449
		CORPORATE STOCK - PREFERRED Total		\$ 176,457
		TOTAL COMMON STOCK AND OTHER EQUITIES		\$ 2,250,965,826
		REGISTERED INVESTMENT COMPANIES		

Nokia Savings/401(k) Plan
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(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description	(d) Cost***	(e) Current Value
	ISHARES CORE MSCI EAFE ETF			\$ 5,984,834
	ISHARES RUSSELL 2000 ETF			5,330,881
	VANGUARD HIGH DVD YIELD ETF			3,580,048
		REGISTERED INVESTMENT COMPANIES Total		\$ 14,895,763
		EMPLOYER RELATED - SECURITIES		
*	NOKIA OYJ			\$ 252,473
		EMPLOYER RELATED - SECURITIES Total		\$ 252,473
		U. S. GOVERNMENT/U.S. AGENCY SECURITIES		
	COMMIT TO PUR FNMA SF MTG	1.500% 01/01/2040 DD 01/01/25		\$ (211,652)
	COMMIT TO PUR FNMA SF MTG	2.000% 01/01/2040 DD 01/01/25		(315,997)
	COMMIT TO PUR FNMA SF MTG	2.000% 01/01/2055 DD 01/01/25		(4,355,448)
	COMMIT TO PUR FNMA SF MTG	2.500% 01/01/2040 DD 01/01/25		(520,831)
	COMMIT TO PUR FNMA SF MTG	2.500% 01/01/2055 DD 01/01/25		(2,368,833)
	COMMIT TO PUR FNMA SF MTG	3.000% 01/01/2040 DD 01/01/25		(652,957)
	COMMIT TO PUR FNMA SF MTG	3.000% 01/01/2055 DD 01/01/25		(2,899,692)
	COMMIT TO PUR FNMA SF MTG	3.500% 01/01/2040 DD 01/01/25		(109,607)
	COMMIT TO PUR FNMA SF MTG	3.500% 01/01/2055 DD 01/01/25		(388,107)
	COMMIT TO PUR FNMA SF MTG	4.000% 01/01/2040 DD 01/01/25		167,954
	COMMIT TO PUR FNMA SF MTG	4.000% 01/01/2055 DD 01/01/25		5,685,399
	COMMIT TO PUR FNMA SF MTG	4.500% 01/01/2040 DD 01/01/25		584,775
	COMMIT TO PUR FNMA SF MTG	4.500% 01/01/2055 DD 01/01/25		(94,956)
	COMMIT TO PUR FNMA SF MTG	5.000% 01/01/2055 DD 01/01/25		(2,903,010)
	COMMIT TO PUR FNMA SF MTG	5.500% 01/01/2055 DD 01/01/25		(38,473)
	COMMIT TO PUR FNMA SF MTG	6.000% 01/01/2055 DD 01/01/25		4,915,684
	COMMIT TO PUR FNMA SF MTG	6.500% 01/01/2055 DD 01/01/25		617,925
	COMMIT TO PUR GNMA II JUMBOS	2.000% 01/20/2055 DD 01/01/25		3,125,383
	COMMIT TO PUR GNMA II JUMBOS	2.500% 01/20/2055 DD 01/01/25		1,709,125
	COMMIT TO PUR GNMA II JUMBOS	3.000% 01/20/2055 DD 01/01/25		2,558,457
	COMMIT TO PUR GNMA II JUMBOS	3.500% 01/20/2055 DD 01/01/25		787,744
	COMMIT TO PUR GNMA II JUMBOS	4.000% 01/20/2055 DD 01/01/25		642,636
	COMMIT TO PUR GNMA II JUMBOS	4.500% 01/20/2055 DD 01/01/25		2,149,824
	COMMIT TO PUR GNMA II JUMBOS	5.000% 01/20/2055 DD 01/01/25		3,260,153
	COMMIT TO PUR GNMA II JUMBOS	5.500% 01/20/2055 DD 01/01/25		3,456,313
	COMMIT TO PUR GNMA II JUMBOS	6.000% 01/20/2055 DD 01/01/25		2,475,575
	COMMIT TO PUR GNMA II JUMBOS	6.500% 01/20/2055 DD 01/01/25		1,496,038
	FEDERAL FARM CR BK CONS BD	0.550% 09/16/2025 DD 09/16/20		1,015,829
	FEDERAL FARM CR BK CONS BD	0.700% 01/27/2027 DD 01/27/21		371,054
	FEDERAL FARM CR BK CONS BD	1.680% 09/17/2035 DD 09/17/20		1,036,325
	FEDERAL FARM CR BK CONS BD	2.100% 02/25/2036 DD 02/25/21		776,559
	FEDERAL FARM CR BK CONS BD	2.490% 05/19/2036 DD 05/19/21		651,330
	FEDERAL FARM CR BK CONS BD	3.500% 09/01/2032 DD 09/01/22		164,652
	FEDERAL FARM CR BK CONS BD	3.875% 09/20/2032 DD 09/20/22		289,714
	FEDERAL HOME LN BK CONS BD	0.780% 02/26/2026 DD 02/26/21		1,278,220
	FEDERAL HOME LN BK CONS BD	0.800% 03/04/2026 DD 03/04/21		907,671
	FEDERAL HOME LN BK CONS BD	0.900% 03/03/2026 DD 03/03/21		961,971
	FEDERAL HOME LN BK CONS BD	1.610% 01/27/2033 DD 01/27/21		155,252
	FEDERAL HOME LN BK CONS BD	1.850% 01/25/2036 DD 01/21/21		1,212,075
	FEDERAL HOME LN BK CONS BD	1.870% 02/08/2036 DD 02/08/21		363,397
	FEDERAL HOME LN MTG CORP	1.720% 09/22/2036 DD 09/22/20		651,325
	FEDERAL NATL MTG ASSN	0.810% 09/25/2028 DD 09/25/20		349,061
	FEDERAL NATL MTG ASSN	1.550% 08/24/2035 DD 08/24/20		355,293
	FEDERAL NATL MTG ASSN	1.600% 08/24/2035 DD 08/24/20		664,875
	FEDERAL NATL MTG ASSN	1.780% 11/16/2035 DD 11/16/20		588,396
	FEDERAL NATL MTG ASSN STRIP	0.000% 05/15/2030 DD 05/05/00		237,811
	FHLMC POOL #2B-4296	VAR RT 06/01/2045 DD 06/01/15		43,994
	FHLMC POOL #2B-4660	VAR RT 09/01/2045 DD 09/01/15		24,597
	FHLMC POOL #A9-0196	4.500% 12/01/2039 DD 12/01/09		10,199
	FHLMC POOL #A9-3534	4.000% 08/01/2040 DD 08/01/10		10,854
	FHLMC POOL #A9-3851	4.000% 09/01/2040 DD 09/01/10		24,608
	FHLMC POOL #A9-4977	4.000% 11/01/2040 DD 11/01/10		12,486
	FHLMC POOL #A9-5144	4.000% 11/01/2040 DD 11/01/10		11,796
	FHLMC POOL #C0-3811	3.500% 04/01/2042 DD 04/01/12		84,861
	FHLMC POOL #C9-1864	3.000% 02/01/2036 DD 02/01/16		22,332
	FHLMC POOL #C9-1942	4.000% 05/01/2037 DD 05/01/17		26,232
	FHLMC POOL #G0-1838	5.000% 07/01/2035 DD 06/01/05		82,807
	FHLMC POOL #G0-1840	5.000% 07/01/2035 DD 06/01/05		65,938
	FHLMC POOL #G0-7106	3.500% 08/01/2042 DD 08/01/12		23,141
	FHLMC POOL #G0-7553	5.500% 06/01/2041 DD 11/01/13		186,841
	FHLMC POOL #G0-7613	6.000% 04/01/2039 DD 01/01/14		51,828
	FHLMC POOL #G0-7642	5.000% 10/01/2041 DD 02/01/14		22,500
	FHLMC POOL #G0-7848	3.500% 04/01/2044 DD 10/01/14		131,338
	FHLMC POOL #G0-7922	3.500% 01/01/2044 DD 01/01/15		1,102,166

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2024

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	FHLMC POOL #G0-7962	5.000% 11/01/2041 DD 03/01/15		178,632
	FHLMC POOL #G0-8808	3.500% 03/01/2048 DD 03/01/18		52,341
	FHLMC POOL #G0-8813	3.500% 04/01/2048 DD 04/01/18		52,848
	FHLMC POOL #G1-3825	4.000% 05/01/2025 DD 04/01/10		603
	FHLMC POOL #G1-5520	3.000% 07/01/2030 DD 08/01/15		39,153
	FHLMC POOL #G1-6186	2.500% 04/01/2031 DD 05/01/17		34,077
	FHLMC POOL #G1-8659	3.000% 09/01/2032 DD 08/01/17		27,930
	FHLMC POOL #G3-0963	4.000% 11/01/2036 DD 11/01/16		1,980
	FHLMC POOL #G6-0018	4.500% 12/01/2043 DD 04/01/15		59,383
	FHLMC POOL #G6-0718	3.000% 09/01/2046 DD 09/01/16		55,307
	FHLMC POOL #G6-0901	4.000% 07/01/2044 DD 03/01/17		9,935
	FHLMC POOL #G6-1047	4.500% 07/01/2047 DD 07/01/17		209,261
	FHLMC POOL #G6-7715	4.500% 08/01/2048 DD 07/01/18		266,547
	FHLMC POOL #G6-7720	4.500% 03/01/2049 DD 03/01/19		383,303
	FHLMC POOL #J1-2438	4.500% 06/01/2025 DD 06/01/10		1,775
	FHLMC POOL #J3-1418	2.500% 05/01/2030 DD 04/01/15		21,272
	FHLMC POOL #J3-1689	3.000% 05/01/2030 DD 05/01/15		40,211
	FHLMC POOL #J3-2181	3.000% 07/01/2030 DD 07/01/15		4,798
	FHLMC POOL #J3-2204	2.500% 07/01/2030 DD 07/01/15		8,786
	FHLMC POOL #J3-2209	2.500% 07/01/2030 DD 07/01/15		6,964
	FHLMC POOL #J3-2436	3.000% 08/01/2030 DD 08/01/15		5,122
	FHLMC POOL #J3-2491	2.500% 07/01/2030 DD 08/01/15		1,635
	FHLMC POOL #J3-3763	2.500% 02/01/2031 DD 02/01/16		20,270
	FHLMC POOL #Q0-0093	4.000% 04/01/2041 DD 04/01/11		612
	FHLMC POOL #Q0-0804	4.500% 05/01/2041 DD 05/01/11		22,557
	FHLMC POOL #Q0-0959	4.500% 05/01/2041 DD 05/01/11		23,683
	FHLMC POOL #Q0-4022	4.000% 10/01/2041 DD 10/01/11		10,784
	FHLMC POOL #Q0-7417	3.500% 04/01/2042 DD 03/01/12		28,255
	FHLMC POOL #Q0-8239	3.500% 05/01/2042 DD 05/01/12		3,352
	FHLMC POOL #Q0-8306	3.500% 05/01/2042 DD 05/01/12		912
	FHLMC POOL #Q1-1909	3.500% 10/01/2042 DD 10/01/12		4,035
	FHLMC POOL #Q1-2162	3.500% 08/01/2042 DD 10/01/12		10,858
	FHLMC POOL #Q1-4866	3.000% 01/01/2043 DD 01/01/13		78,712
	FHLMC POOL #Q1-6403	3.000% 03/01/2043 DD 03/01/13		38,633
	FHLMC POOL #Q1-6673	3.000% 03/01/2043 DD 03/01/13		127,605
	FHLMC POOL #Q1-7095	3.000% 04/01/2043 DD 03/01/13		40,717
	FHLMC POOL #Q1-8718	3.500% 06/01/2043 DD 05/01/13		16,737
	FHLMC POOL #Q2-0206	3.500% 07/01/2043 DD 07/01/13		64,382
	FHLMC POOL #Q2-1579	4.000% 09/01/2043 DD 09/01/13		18,300
	FHLMC POOL #Q2-4368	3.500% 01/01/2044 DD 01/01/14		10,089
	FHLMC POOL #Q2-5643	4.000% 04/01/2044 DD 04/01/14		27,350
	FHLMC POOL #Q2-6218	3.500% 05/01/2044 DD 05/01/14		8,741
	FHLMC POOL #Q2-7319	3.500% 07/01/2044 DD 07/01/14		9,245
	FHLMC POOL #Q2-8604	3.500% 09/01/2044 DD 09/01/14		7,747
	FHLMC POOL #Q2-8764	3.500% 06/01/2044 DD 09/01/14		14,279
	FHLMC POOL #Q3-1128	4.000% 02/01/2045 DD 01/01/15		4,371
	FHLMC POOL #Q3-1338	4.000% 02/01/2045 DD 02/01/15		10,718
	FHLMC POOL #Q3-6302	3.500% 09/01/2045 DD 09/01/15		8,208
	FHLMC POOL #Q3-7955	4.000% 12/01/2045 DD 12/01/15		11,807
	FHLMC POOL #Q3-7957	4.000% 12/01/2045 DD 12/01/15		10,701
	FHLMC POOL #Q4-5079	3.000% 12/01/2046 DD 12/01/16		27,638
	FHLMC POOL #Q4-5080	3.000% 12/01/2046 DD 12/01/16		30,851
	FHLMC POOL #Q4-5083	3.000% 12/01/2046 DD 12/01/16		14,504
	FHLMC POOL #Q5-5389	3.500% 04/01/2048 DD 04/01/18		57,069
	FHLMC POOL #QB-1158	3.000% 07/01/2050 DD 07/01/20		5,621
	FHLMC POOL #QB-1193	2.500% 07/01/2050 DD 07/01/20		101,591
	FHLMC POOL #QB-1479	3.000% 07/01/2050 DD 07/01/20		46,000
	FHLMC POOL #QB-1486	3.000% 07/01/2050 DD 07/01/20		12,526
	FHLMC POOL #QB-1488	3.000% 07/01/2050 DD 07/01/20		6,080
	FHLMC POOL #QB-2296	2.000% 08/01/2050 DD 08/01/20		54,080
	FHLMC POOL #QB-2339	3.000% 08/01/2050 DD 08/01/20		35,827
	FHLMC POOL #QD-4857	2.000% 01/01/2052 DD 01/01/22		211,804
	FHLMC POOL #QE-4965	5.000% 06/01/2052 DD 06/01/22		17,930
	FHLMC POOL #QE-8252	4.500% 08/01/2052 DD 08/01/22		220,730
	FHLMC POOL #QF-0409	5.000% 09/01/2052 DD 09/01/22		27,369
	FHLMC POOL #QF-0895	5.000% 10/01/2052 DD 09/01/22		85,154
	FHLMC POOL #QF-6560	5.500% 01/01/2053 DD 01/01/23		340,558
	FHLMC POOL #Q1-9064	6.500% 07/01/2054 DD 06/01/24		661,035
	FHLMC POOL #RA-3217	1.500% 08/01/2050 DD 07/01/20		139,534
	FHLMC POOL #RA-3282	3.000% 08/01/2050 DD 07/01/20		371,375
	FHLMC POOL #RA-3313	3.000% 08/01/2050 DD 07/01/20		241,668
	FHLMC POOL #RA-5077	2.500% 05/01/2051 DD 04/01/21		1,731,290
	FHLMC POOL #RA-6015	3.000% 10/01/2051 DD 09/01/21		255,398
	FHLMC POOL #RA-6071	2.000% 10/01/2051 DD 09/01/21		697,361

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2024

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	FHLMC POOL #RA-6388	2.500% 12/01/2051 DD 11/01/21		933,762
	FHLMC POOL #RA-6397	2.500% 11/01/2051 DD 11/01/21		476,393
	FHLMC POOL #RA-6768	2.000% 02/01/2052 DD 01/01/22		69,351
	FHLMC POOL #RA-7506	4.500% 07/01/2052 DD 06/01/22		685,239
	FHLMC POOL #RA-8216	6.000% 11/01/2052 DD 11/01/22		72,637
	FHLMC POOL #RA-8295	5.000% 12/01/2052 DD 12/01/22		272,325
	FHLMC POOL #RA-8404	5.000% 01/01/2053 DD 01/01/23		286,935
	FHLMC POOL #RA-8560	6.000% 02/01/2053 DD 02/01/23		235,254
	FHLMC POOL #RA-8758	5.500% 03/01/2053 DD 03/01/23		479,865
	FHLMC POOL #RA-8892	6.000% 04/01/2053 DD 04/01/23		52,369
	FHLMC POOL #RA-9063	5.500% 05/01/2053 DD 05/01/23		684,287
	FHLMC POOL #RA-9073	6.000% 05/01/2053 DD 05/01/23		550,471
	FHLMC POOL #RA-9625	5.500% 08/01/2053 DD 08/01/23		97,032
	FHLMC POOL #RC-1819	2.000% 02/01/2036 DD 01/01/21		213,241
	FHLMC POOL #RC-1975	1.500% 05/01/2036 DD 04/01/21		77,971
	FHLMC POOL #RC-1999	2.000% 05/01/2036 DD 04/01/21		455,451
	FHLMC POOL #RC-2071	2.000% 06/01/2036 DD 05/01/21		384,242
	FHLMC POOL #RC-2097	2.000% 07/01/2036 DD 06/01/21		163,727
	FHLMC POOL #RD-5057	1.500% 04/01/2031 DD 04/01/21		972,684
	FHLMC POOL #RD-5059	1.500% 06/01/2031 DD 05/01/21		148,308
	FHLMC POOL #RJ-0320	6.500% 11/01/2053 DD 11/01/23		223,661
	FHLMC POOL #RJ-3084	5.500% 12/01/2054 DD 11/01/24		484,979
	FHLMC POOL #SB-0032	3.500% 09/01/2032 DD 08/01/19		75,563
	FHLMC POOL #SB-0510	1.500% 04/01/2036 DD 03/01/21		56,641
	FHLMC POOL #SB-0514	1.500% 04/01/2036 DD 03/01/21		398,550
	FHLMC POOL #SB-0539	2.000% 09/01/2035 DD 06/01/21		182,615
	FHLMC POOL #SB-0544	2.000% 03/01/2036 DD 06/01/21		77,376
	FHLMC POOL #SB-0546	2.000% 01/01/2036 DD 06/01/21		378,384
	FHLMC POOL #SB-0623	2.500% 03/01/2037 DD 02/01/22		71,886
	FHLMC POOL #SB-0679	2.000% 04/01/2037 DD 04/01/22		130,265
	FHLMC POOL #SB-8507	2.000% 02/01/2036 DD 01/01/21		238,322
	FHLMC POOL #SC-0405	3.500% 11/01/2038 DD 07/01/23		26,328
	FHLMC POOL #SD-0294	4.500% 03/01/2050 DD 03/01/20		415,778
	FHLMC POOL #SD-0296	4.000% 03/01/2050 DD 03/01/20		495,275
	FHLMC POOL #SD-0478	4.000% 01/01/2045 DD 12/01/20		268,033
	FHLMC POOL #SD-0481	3.500% 09/01/2044 DD 12/01/20		1,066,420
	FHLMC POOL #SD-0485	3.500% 03/01/2046 DD 12/01/20		286,945
	FHLMC POOL #SD-0486	3.500% 09/01/2046 DD 12/01/20		8,641
	FHLMC POOL #SD-0488	4.000% 05/01/2049 DD 12/01/20		354,500
	FHLMC POOL #SD-0489	4.000% 04/01/2048 DD 12/01/20		195,456
	FHLMC POOL #SD-0490	4.000% 01/01/2045 DD 12/01/20		672,422
	FHLMC POOL #SD-0492	4.000% 08/01/2048 DD 12/01/20		294,535
	FHLMC POOL #SD-0496	3.000% 02/01/2047 DD 12/01/20		171,643
	FHLMC POOL #SD-0498	3.000% 06/01/2044 DD 12/01/20		801,053
	FHLMC POOL #SD-0503	4.000% 04/01/2048 DD 12/01/20		179,787
	FHLMC POOL #SD-0504	4.000% 07/01/2047 DD 12/01/20		245,773
	FHLMC POOL #SD-0507	4.000% 09/01/2045 DD 12/01/20		952,827
	FHLMC POOL #SD-0519	3.000% 12/01/2050 DD 12/01/20		474,325
	FHLMC POOL #SD-0520	4.000% 06/01/2050 DD 12/01/20		232,605
	FHLMC POOL #SD-0592	3.000% 09/01/2050 DD 05/01/21		1,178,550
	FHLMC POOL #SD-0702	2.500% 05/01/2051 DD 09/01/21		495,250
	FHLMC POOL #SD-0716	2.000% 07/01/2051 DD 09/01/21		705,121
	FHLMC POOL #SD-0730	2.000% 09/01/2051 DD 10/01/21		40,293
	FHLMC POOL #SD-0732	2.000% 09/01/2051 DD 10/01/21		207,565
	FHLMC POOL #SD-0783	2.000% 12/01/2051 DD 12/01/21		81,843
	FHLMC POOL #SD-0785	2.000% 12/01/2051 DD 12/01/21		167,336
	FHLMC POOL #SD-0786	2.000% 12/01/2051 DD 12/01/21		218,956
	FHLMC POOL #SD-0789	2.000% 12/01/2051 DD 12/01/21		32,714
	FHLMC POOL #SD-0803	3.000% 01/01/2052 DD 12/01/21		50,026
	FHLMC POOL #SD-0878	4.000% 07/01/2050 DD 01/01/22		119,593
	FHLMC POOL #SD-0892	2.000% 01/01/2052 DD 02/01/22		520,134
	FHLMC POOL #SD-0894	2.000% 01/01/2052 DD 02/01/22		378,927
	FHLMC POOL #SD-0923	2.500% 01/01/2052 DD 03/01/22		1,479,924
	FHLMC POOL #SD-0987	4.500% 01/01/2050 DD 04/01/22		49,013
	FHLMC POOL #SD-1049	3.500% 06/01/2052 DD 06/01/22		282,557
	FHLMC POOL #SD-1053	3.500% 06/01/2052 DD 06/01/22		267,734
	FHLMC POOL #SD-1086	3.500% 06/01/2052 DD 06/01/22		102,902
	FHLMC POOL #SD-1146	4.000% 07/01/2050 DD 06/01/22		327,685
	FHLMC POOL #SD-1300	5.000% 07/01/2052 DD 07/01/22		280,052
	FHLMC POOL #SD-1465	5.000% 08/01/2052 DD 08/01/22		734,208
	FHLMC POOL #SD-1882	5.000% 11/01/2052 DD 11/01/22		215,164
	FHLMC POOL #SD-1952	4.000% 06/01/2052 DD 12/01/22		118,148
	FHLMC POOL #SD-1991	5.000% 12/01/2052 DD 12/01/22		449,221
	FHLMC POOL #SD-2000	4.500% 11/01/2052 DD 12/01/22		504,382

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2024

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description	(d) Cost***	(e) Current Value
	FHLMC POOL #SD-2081	5.000% 12/01/2052 DD 12/01/22		232,691
	FHLMC POOL #SD-2163	6.000% 01/01/2053 DD 01/01/23		410,291
	FHLMC POOL #SD-2275	5.500% 01/01/2053 DD 01/01/23		140,878
	FHLMC POOL #SD-2306	5.000% 02/01/2053 DD 02/01/23		90,005
	FHLMC POOL #SD-2598	6.000% 03/01/2053 DD 03/01/23		137,366
	FHLMC POOL #SD-2760	6.000% 04/01/2053 DD 04/01/23		224,545
	FHLMC POOL #SD-2886	6.000% 05/01/2053 DD 05/01/23		214,951
	FHLMC POOL #SD-2893	5.500% 05/01/2053 DD 05/01/23		621,278
	FHLMC POOL #SD-2903	2.000% 03/01/2051 DD 05/01/23		632,710
	FHLMC POOL #SD-3176	6.000% 06/01/2053 DD 06/01/23		499,016
	FHLMC POOL #SD-4967	5.500% 02/01/2054 DD 02/01/24		378,026
	FHLMC POOL #SD-6225	6.000% 08/01/2054 DD 08/01/24		352,882
	FHLMC POOL #SD-6326	6.000% 09/01/2054 DD 09/01/24		614,099
	FHLMC POOL #SD-7528	2.000% 11/01/2050 DD 10/01/20		101,158
	FHLMC POOL #SD-7534	2.500% 02/01/2051 DD 01/01/21		771,914
	FHLMC POOL #SD-7539	2.000% 04/01/2051 DD 03/01/21		411,012
	FHLMC POOL #SD-7541	2.000% 05/01/2051 DD 05/01/21		182,516
	FHLMC POOL #SD-7544	3.000% 07/01/2051 DD 07/01/21		262,312
	FHLMC POOL #SD-7548	2.500% 11/01/2051 DD 01/01/22		1,593,180
	FHLMC POOL #SD-7549	2.000% 01/01/2052 DD 01/01/22		1,646,792
	FHLMC POOL #SD-7550	3.000% 02/01/2052 DD 01/01/22		193,070
	FHLMC POOL #SD-7552	2.500% 01/01/2052 DD 03/01/22		4,621,106
	FHLMC POOL #SD-7553	3.000% 03/01/2052 DD 03/01/22		5,173,714
	FHLMC POOL #SD-7556	3.000% 08/01/2052 DD 08/01/22		1,016,899
	FHLMC POOL #SD-8082	1.500% 09/01/2050 DD 09/01/20		354,569
	FHLMC POOL #SD-8133	1.500% 02/01/2051 DD 02/01/21		50,311
	FHLMC POOL #SD-8134	2.000% 03/01/2051 DD 02/01/21		1,083,751
	FHLMC POOL #SD-8171	1.500% 10/01/2051 DD 09/01/21		27,415
	FHLMC POOL #SD-8176	1.500% 10/01/2051 DD 10/01/21		6,191
	FHLMC POOL #SD-8231	4.500% 07/01/2052 DD 06/01/22		114,523
	FHLMC POOL #SI-2075	2.000% 09/01/2050 DD 07/01/23		232,027
	FHLMC POOL #U7-0060	3.000% 09/01/2027 DD 09/01/12		9,601
	FHLMC POOL #U7-9018	3.000% 07/01/2028 DD 07/01/13		6,019
	FHLMC POOL #V6-0696	3.000% 01/01/2030 DD 12/01/14		9,838
	FHLMC POOL #V6-0724	3.000% 01/01/2030 DD 01/01/15		11,990
	FHLMC POOL #V6-0770	2.500% 03/01/2030 DD 02/01/15		21,258
	FHLMC POOL #V6-0796	2.500% 05/01/2030 DD 04/01/15		32,232
	FHLMC POOL #V6-0840	3.000% 06/01/2030 DD 05/01/15		83,590
	FHLMC POOL #V6-0886	2.500% 08/01/2030 DD 07/01/15		35,606
	FHLMC POOL #V6-0902	2.500% 08/01/2030 DD 08/01/15		29,181
	FHLMC POOL #V6-0903	2.500% 09/01/2030 DD 08/01/15		28,200
	FHLMC POOL #V6-0904	2.500% 09/01/2030 DD 08/01/15		53,307
	FHLMC POOL #V6-0905	2.500% 07/01/2030 DD 08/01/15		2,196
	FHLMC POOL #V6-0909	3.000% 08/01/2030 DD 08/01/15		8,404
	FHLMC POOL #ZA-2257	3.500% 04/01/2032 DD 09/01/18		42,817
	FHLMC POOL #ZS-4751	3.500% 01/01/2048 DD 09/01/18		116,017
	FHLMC POOL #ZS-8633	3.000% 12/01/2031 DD 09/01/18		33,012
	FHLMC MULTICLASS MTG 3710 MG	VAR RT 08/15/2025 DD 08/01/10		9,160
	FHLMC MULTICLASS MTG 4248 FL	VAR RT 05/15/2041 DD 09/15/13		135,471
	FHLMC MULTICLASS MTG 4274 PN	3.500% 10/15/2035 DD 11/01/13		19,917
	FHLMC MULTICLASS MTG 4459 BN	3.000% 08/15/2043 DD 04/01/15		97,436
	FHLMC MULTICLASS MTG 4462 KA	3.500% 01/15/2045 DD 04/01/15		120,510
	FHLMC MULTICLASS MTG 4482 DH	3.000% 06/15/2042 DD 06/01/15		1,436
	FHLMC MULTICLASS MTG 4494 KA	3.750% 10/15/2042 DD 07/01/15		18,242
	FHLMC MULTICLASS MTG 4606 FB	VAR RT 08/15/2046 DD 08/15/16		249,073
	FHLMC MULTICLASS MTG 4752 PL	3.000% 09/15/2046 DD 12/01/17		76,496
	FHLMC MULTICLASS MTG 4777 CB	3.500% 10/15/2045 DD 03/01/18		102,674
	FHLMC MULTICLASS MTG 4941 MB	3.000% 07/25/2049 DD 12/01/19		63,722
	FHLMC MULTICLASS MTG 4988 AK	1.000% 07/25/2050 DD 06/01/20		348,627
	FHLMC MULTICLASS MTG 5000 MA	2.000% 06/25/2044 DD 07/01/20		51,155
	FHLMC MULTICLASS MTG 5002 TJ	2.000% 07/25/2050 DD 06/01/20		367,073
	FHLMC MULTICLASS MTG 5006 KA	2.000% 06/25/2045 DD 07/01/20		145,347
	FHLMC MULTICLASS MTG 5105 LA	1.500% 04/15/2044 DD 04/01/21		176,760
	FHLMC MULTICLASS MTG 5468 MF	VAR RT 11/25/2054 DD 10/25/24		3,110,074
	FHLMC MULTICLASS MTG 5478 FH	VAR RT 04/25/2054 DD 11/25/24		330,980
	FHLMC MULTICLASS MTG 5480 FA	VAR RT 03/25/2054 DD 11/25/24		318,159
	FNMA POOL #0254548	5.500% 12/01/2032 DD 11/01/02		32,421
	FNMA POOL #0310105	5.500% 11/01/2034 DD 12/01/11		70,595
	FNMA POOL #0424242	6.000% 04/01/2028 DD 04/01/98		274
	FNMA POOL #0555424	5.500% 05/01/2033 DD 04/01/03		57,815
	FNMA POOL #0555591	5.500% 07/01/2033 DD 06/01/03		25,674
	FNMA POOL #0725423	5.500% 05/01/2034 DD 04/01/04		140,039
	FNMA POOL #0735989	5.500% 02/01/2035 DD 10/01/05		42,338
	FNMA POOL #0743070	5.500% 10/01/2033 DD 09/01/03		60,732

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	FNMA POOL #0888635	5.500% 09/01/2036 DD 08/01/07		84,837
	FNMA POOL #0888876	5.500% 05/01/2033 DD 11/01/07		72,728
	FNMA POOL #0889466	6.000% 05/01/2038 DD 05/01/08		26,527
	FNMA POOL #0889529	6.000% 03/01/2038 DD 05/01/08		9,923
	FNMA POOL #0889974	5.000% 09/01/2035 DD 10/01/08		9,482
	FNMA POOL #0889983	6.000% 10/01/2038 DD 10/01/08		14,843
	FNMA POOL #0995113	5.500% 09/01/2036 DD 11/01/08		115,634
	FNMA POOL #0AB0686	4.000% 01/01/2036 DD 06/01/10		70,746
	FNMA POOL #0AB1226	4.500% 07/01/2040 DD 06/01/10		16,639
	FNMA POOL #0AB3314	4.500% 07/01/2041 DD 06/01/11		6,968
	FNMA POOL #0AB4307	4.000% 01/01/2042 DD 12/01/11		122,434
	FNMA POOL #0AB6194	2.500% 09/01/2027 DD 08/01/12		1,846
	FNMA POOL #0AB8870	2.500% 04/01/2028 DD 03/01/13		1,380
	FNMA POOL #0AB8923	3.000% 04/01/2043 DD 03/01/13		60,699
	FNMA POOL #0AB8924	3.000% 04/01/2043 DD 03/01/13		60,077
	FNMA POOL #0AB9462	3.000% 05/01/2043 DD 05/01/13		88,630
	FNMA POOL #0AB9564	3.000% 06/01/2043 DD 05/01/13		5,581
	FNMA POOL #0AB9662	3.000% 06/01/2043 DD 05/01/13		100,171
	FNMA POOL #0AD4038	4.500% 04/01/2040 DD 04/01/10		14,836
	FNMA POOL #0AD6391	4.500% 05/01/2025 DD 05/01/10		2,581
	FNMA POOL #0AD7127	4.500% 07/01/2040 DD 07/01/10		20,798
	FNMA POOL #0AE0028	6.000% 10/01/2039 DD 05/01/10		99,966
	FNMA POOL #0AE0823	6.000% 09/01/2040 DD 01/01/11		10,880
	FNMA POOL #0AH7036	4.500% 03/01/2041 DD 03/01/11		29,696
	FNMA POOL #0AJ3120	4.500% 10/01/2041 DD 09/01/11		9,252
	FNMA POOL #0AK7510	3.500% 04/01/2042 DD 03/01/12		4,902
	FNMA POOL #0AK9225	3.500% 06/01/2042 DD 06/01/12		2,744
	FNMA POOL #0AL0464	5.500% 01/01/2025 DD 06/01/11		41
	FNMA POOL #0AL1472	4.500% 05/01/2039 DD 03/01/12		26,980
	FNMA POOL #0AL1704	6.500% 05/01/2040 DD 04/01/12		109,473
	FNMA POOL #0AL2482	4.500% 09/01/2042 DD 09/01/12		49,513
	FNMA POOL #0AL4141	6.000% 04/01/2040 DD 09/01/13		98,344
	FNMA POOL #0AL4142	6.000% 06/01/2041 DD 09/01/13		24,307
	FNMA POOL #0AL6144	3.000% 01/01/2030 DD 12/01/14		144,073
	FNMA POOL #0AL6583	3.000% 03/01/2030 DD 03/01/15		32,251
	FNMA POOL #0AL6584	3.000% 04/01/2030 DD 03/01/15		26,685
	FNMA POOL #0AL6761	3.000% 05/01/2030 DD 04/01/15		14,139
	FNMA POOL #0AL7139	3.000% 07/01/2030 DD 07/01/15		22,121
	FNMA POOL #0AL7167	4.000% 01/01/2041 DD 07/01/15		11,555
	FNMA POOL #0AL7225	3.000% 08/01/2030 DD 08/01/15		38,146
	FNMA POOL #0AL7227	3.000% 08/01/2030 DD 08/01/15		30,520
	FNMA POOL #0AL7521	5.000% 06/01/2039 DD 10/01/15		399,484
	FNMA POOL #0AL7654	3.000% 09/01/2035 DD 11/01/15		38,522
	FNMA POOL #0AL7800	2.500% 11/01/2030 DD 11/01/15		798
	FNMA POOL #0AL7936	4.500% 09/01/2045 DD 01/01/16		24,611
	FNMA POOL #0AL9031	3.000% 08/01/2046 DD 08/01/16		3,852
	FNMA POOL #0AL9227	3.000% 10/01/2036 DD 10/01/16		5,396
	FNMA POOL #0AL9376	3.000% 08/01/2031 DD 11/01/16		161,565
	FNMA POOL #0AL9378	3.000% 09/01/2031 DD 11/01/16		19,922
	FNMA POOL #0AL9501	4.500% 11/01/2045 DD 11/01/16		24,467
	FNMA POOL #0AL9920	3.500% 02/01/2047 DD 02/01/17		242,754
	FNMA POOL #0AN7661	3.030% 12/01/2027 DD 12/01/17		346,917
	FNMA POOL #0AO0777	3.500% 04/01/2042 DD 04/01/12		13,204
	FNMA POOL #0AO2114	4.000% 05/01/2042 DD 04/01/12		17,413
	FNMA POOL #0AO2881	3.500% 05/01/2042 DD 05/01/12		1,828
	FNMA POOL #0AO2961	4.000% 05/01/2042 DD 05/01/12		75,779
	FNMA POOL #0AO3048	3.500% 06/01/2042 DD 05/01/12		1,948
	FNMA POOL #0AO9707	3.500% 07/01/2042 DD 07/01/12		6,471
	FNMA POOL #0AP5205	2.500% 09/01/2027 DD 08/01/12		1,053
	FNMA POOL #0AR7568	3.000% 03/01/2043 DD 03/01/13		32,396
	FNMA POOL #0AR7576	3.000% 03/01/2043 DD 03/01/13		40,014
	FNMA POOL #0AR8630	3.000% 04/01/2043 DD 03/01/13		63,930
	FNMA POOL #0AR9218	3.000% 03/01/2043 DD 03/01/13		66,483
	FNMA POOL #0AS0190	2.500% 08/01/2028 DD 07/01/13		4,317
	FNMA POOL #0AS2676	3.000% 06/01/2029 DD 05/01/14		76,467
	FNMA POOL #0AS3220	3.000% 09/01/2029 DD 08/01/14		42,504
	FNMA POOL #0AS3594	3.000% 10/01/2029 DD 09/01/14		15,081
	FNMA POOL #0AS3753	3.500% 11/01/2029 DD 10/01/14		224,648
	FNMA POOL #0AS4485	2.500% 02/01/2030 DD 02/01/15		398
	FNMA POOL #0AS4488	2.500% 02/01/2030 DD 02/01/15		482
	FNMA POOL #0AS5403	2.500% 07/01/2030 DD 06/01/15		7,320
	FNMA POOL #0AS5405	2.500% 07/01/2030 DD 06/01/15		1,323
	FNMA POOL #0AS5548	2.500% 08/01/2030 DD 07/01/15		16,627
	FNMA POOL #0AS5614	2.500% 08/01/2030 DD 07/01/15		19,771

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	FNMA POOL #0AS5616	2.500% 08/01/2030 DD 07/01/15		31,970
	FNMA POOL #0AS5622	3.000% 08/01/2030 DD 07/01/15		25,274
	FNMA POOL #0AS5623	3.000% 08/01/2030 DD 07/01/15		29,443
	FNMA POOL #0AS5708	3.500% 08/01/2030 DD 08/01/15		21,759
	FNMA POOL #0AS5714	3.000% 09/01/2030 DD 08/01/15		24,313
	FNMA POOL #0AS5728	3.000% 09/01/2030 DD 08/01/15		27,923
	FNMA POOL #0AS5786	2.500% 09/01/2030 DD 08/01/15		23,022
	FNMA POOL #0AS5872	2.500% 09/01/2030 DD 08/01/15		28,059
	FNMA POOL #0AS6115	2.500% 11/01/2030 DD 10/01/15		23,449
	FNMA POOL #0AS6116	2.500% 11/01/2030 DD 10/01/15		22,102
	FNMA POOL #0AS6141	2.500% 11/01/2030 DD 10/01/15		27,828
	FNMA POOL #0AS6142	2.500% 11/01/2030 DD 10/01/15		20,913
	FNMA POOL #0AS6233	4.500% 11/01/2045 DD 10/01/15		2,318
	FNMA POOL #0AS7320	2.500% 06/01/2031 DD 05/01/16		31,176
	FNMA POOL #0AS7365	3.000% 06/01/2046 DD 05/01/16		3,186
	FNMA POOL #0AS7370	3.000% 06/01/2046 DD 05/01/16		14,922
	FNMA POOL #0AS7605	2.500% 07/01/2031 DD 07/01/16		36,504
	FNMA POOL #0AS7617	2.500% 07/01/2031 DD 07/01/16		54,547
	FNMA POOL #0AS7889	3.000% 09/01/2046 DD 08/01/16		24,701
	FNMA POOL #0AS8009	2.500% 10/01/2031 DD 09/01/16		56,665
	FNMA POOL #0AS8193	2.500% 10/01/2031 DD 10/01/16		71,651
	FNMA POOL #0AS8195	2.500% 10/01/2031 DD 10/01/16		21,653
	FNMA POOL #0AS8208	2.500% 10/01/2031 DD 10/01/16		96,610
	FNMA POOL #0AS8240	2.500% 11/01/2031 DD 10/01/16		57,952
	FNMA POOL #0AS8241	2.500% 11/01/2031 DD 10/01/16		43,268
	FNMA POOL #0AS8245	2.500% 11/01/2031 DD 10/01/16		37,281
	FNMA POOL #0AS8251	2.000% 11/01/2031 DD 10/01/16		43,639
	FNMA POOL #0AS8291	2.000% 11/01/2031 DD 10/01/16		2,798
	FNMA POOL #0AS8348	3.000% 11/01/2036 DD 10/01/16		40,084
	FNMA POOL #0AS8349	3.000% 11/01/2036 DD 10/01/16		17,267
	FNMA POOL #0AS8380	4.000% 11/01/2046 DD 10/01/16		23,988
	FNMA POOL #0AS8553	3.000% 12/01/2036 DD 12/01/16		55,154
	FNMA POOL #0AS8792	3.000% 02/01/2047 DD 01/01/17		32,547
	FNMA POOL #0AS9316	2.500% 03/01/2032 DD 03/01/17		20,012
	FNMA POOL #0AS9317	2.500% 03/01/2032 DD 03/01/17		19,916
	FNMA POOL #0AS9318	2.500% 03/01/2032 DD 03/01/17		36,200
	FNMA POOL #0AS9319	2.500% 03/01/2032 DD 03/01/17		39,693
	FNMA POOL #0AS9321	2.500% 03/01/2032 DD 03/01/17		31,717
	FNMA POOL #0AT2037	3.000% 04/01/2043 DD 04/01/13		20,410
	FNMA POOL #0AT2040	3.000% 04/01/2043 DD 04/01/13		83,414
	FNMA POOL #0AT2043	3.000% 04/01/2043 DD 04/01/13		39,864
	FNMA POOL #0AT3121	3.000% 04/01/2028 DD 04/01/13		5,869
	FNMA POOL #0AT6033	3.000% 05/01/2028 DD 05/01/13		7,462
	FNMA POOL #0AU6041	3.500% 09/01/2028 DD 08/01/13		36,814
	FNMA POOL #0AU8774	3.000% 10/01/2028 DD 10/01/13		15,673
	FNMA POOL #0AW0937	3.000% 04/01/2029 DD 04/01/14		51,126
	FNMA POOL #0AW1247	3.000% 05/01/2029 DD 05/01/14		38,657
	FNMA POOL #0AW1281	3.000% 07/01/2029 DD 06/01/14		4,198
	FNMA POOL #0AW4229	3.000% 07/01/2029 DD 07/01/14		21,831
	FNMA POOL #0AW8154	3.500% 01/01/2042 DD 09/01/14		15,530
	FNMA POOL #0AX2741	3.500% 10/01/2029 DD 10/01/14		9,335
	FNMA POOL #0AX3298	3.000% 08/01/2030 DD 08/01/15		5,044
	FNMA POOL #0AX6435	3.000% 01/01/2030 DD 01/01/15		21,908
	FNMA POOL #0AX9700	3.000% 07/01/2030 DD 07/01/15		6,198
	FNMA POOL #0AX9701	3.000% 07/01/2030 DD 07/01/15		29,972
	FNMA POOL #0AY0828	2.500% 05/01/2030 DD 04/01/15		7,863
	FNMA POOL #0AY3416	2.500% 04/01/2030 DD 04/01/15		15,691
	FNMA POOL #0AZ2170	2.500% 07/01/2030 DD 07/01/15		10,011
	FNMA POOL #0AZ2297	3.000% 07/01/2030 DD 06/01/15		3,970
	FNMA POOL #0AZ5719	3.000% 09/01/2030 DD 08/01/15		10,408
	FNMA POOL #0AZ7833	3.000% 08/01/2030 DD 08/01/15		4,676
	FNMA POOL #0AZ8597	3.000% 08/01/2030 DD 08/01/15		1,541
	FNMA POOL #0BC2628	2.500% 11/01/2031 DD 10/01/16		6,118
	FNMA POOL #0BC2629	2.500% 11/01/2031 DD 10/01/16		5,361
	FNMA POOL #0BC2631	2.500% 11/01/2031 DD 10/01/16		11,277
	FNMA POOL #0BC2837	4.500% 09/01/2046 DD 09/01/16		32,521
	FNMA POOL #0BC4778	2.500% 10/01/2031 DD 10/01/16		33,655
	FNMA POOL #0BC9040	2.000% 11/01/2031 DD 11/01/16		14,139
	FNMA POOL #0BD2417	3.500% 05/01/2047 DD 05/01/17		146,209
	FNMA POOL #0BD5388	2.500% 08/01/2031 DD 08/01/16		11,019
	FNMA POOL #0BE1534	3.500% 02/01/2047 DD 02/01/17		109,184
	FNMA POOL #0BE1896	3.000% 12/01/2036 DD 11/01/16		40,385
	FNMA POOL #0BE2103	3.500% 12/01/2046 DD 11/01/16		63,994
	FNMA POOL #0BE9375	3.500% 05/01/2047 DD 05/01/17		55,161

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2024

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	FNMA POOL #0BF0056	6.000% 07/01/2039 DD 09/01/16		111,118
	FNMA POOL #0BH0158	3.500% 03/01/2047 DD 03/01/17		23,963
	FNMA POOL #0BH0398	4.000% 05/01/2047 DD 04/01/17		51,544
	FNMA POOL #0BH0567	3.500% 06/01/2047 DD 06/01/17		38,400
	FNMA POOL #0BH3401	4.000% 07/01/2047 DD 07/01/17		37,362
	FNMA POOL #0BH4095	4.000% 10/01/2047 DD 10/01/17		7,461
	FNMA POOL #0BH7067	4.500% 12/01/2047 DD 12/01/17		73,044
	FNMA POOL #0BH9277	3.500% 02/01/2048 DD 02/01/18		87,622
	FNMA POOL #0BJ0650	3.500% 03/01/2048 DD 03/01/18		68,935
	FNMA POOL #0BJ2054	3.500% 11/01/2032 DD 11/01/17		18,215
	FNMA POOL #0BJ2096	3.500% 01/01/2033 DD 01/01/18		10,655
	FNMA POOL #0BJ4916	3.500% 03/01/2048 DD 02/01/18		101,903
	FNMA POOL #0BJ5674	3.000% 01/01/2033 DD 01/01/18		16,640
	FNMA POOL #0BJ9057	4.000% 02/01/2048 DD 01/01/18		8,207
	FNMA POOL #0BJ9058	4.000% 02/01/2048 DD 01/01/18		7,226
	FNMA POOL #0BK4471	4.500% 07/01/2048 DD 07/01/18		2,113
	FNMA POOL #0BK4689	4.500% 07/01/2048 DD 07/01/18		21,024
	FNMA POOL #0BK7642	4.000% 09/01/2033 DD 09/01/18		13,053
	FNMA POOL #0BM1036	2.500% 02/01/2032 DD 03/01/17		1,804
	FNMA POOL #0BM1100	3.500% 02/01/2045 DD 03/01/17		45,985
	FNMA POOL #0BM1174	3.500% 05/01/2047 DD 04/01/17		78,051
	FNMA POOL #0BM1595	2.500% 03/01/2031 DD 07/01/17		2,077
	FNMA POOL #0BM1602	3.500% 05/01/2032 DD 07/01/17		94,299
	FNMA POOL #0BM1619	4.000% 08/01/2047 DD 07/01/17		70,529
	FNMA POOL #0BM1756	4.500% 12/01/2045 DD 09/01/17		60,355
	FNMA POOL #0BM1896	2.500% 11/01/2031 DD 10/01/17		965
	FNMA POOL #0BM1920	4.500% 07/01/2046 DD 10/01/17		154,010
	FNMA POOL #0BM3052	4.500% 10/01/2047 DD 10/01/17		62,127
	FNMA POOL #0BM3053	4.500% 07/01/2046 DD 10/01/17		127,734
	FNMA POOL #0BM3054	2.000% 11/01/2031 DD 10/01/17		51,402
	FNMA POOL #0BM3061	2.000% 03/01/2032 DD 10/01/17		85,941
	FNMA POOL #0BM3240	3.000% 09/01/2032 DD 12/01/17		31,164
	FNMA POOL #0BM3280	4.500% 11/01/2047 DD 12/01/17		144,183
	FNMA POOL #0BM3403	2.500% 02/01/2030 DD 01/01/18		1,248
	FNMA POOL #0BM3503	3.500% 04/01/2032 DD 02/01/18		126,716
	FNMA POOL #0BM3552	2.500% 08/01/2030 DD 02/01/18		4,251
	FNMA POOL #0BM3578	2.500% 08/01/2032 DD 02/01/18		43,420
	FNMA POOL #0BM3793	2.500% 02/01/2033 DD 04/01/18		87,894
	FNMA POOL #0BM3846	4.500% 04/01/2048 DD 04/01/18		75,173
	FNMA POOL #0BM4301	4.000% 03/01/2048 DD 07/01/18		490,481
	FNMA POOL #0BM5111	3.000% 11/01/2033 DD 12/01/18		307,555
	FNMA POOL #0BM5859	4.000% 10/01/2048 DD 04/01/19		7,130
	FNMA POOL #0BN8997	2.000% 03/01/2051 DD 02/01/21		179,786
	FNMA POOL #0BN9004	2.000% 03/01/2051 DD 02/01/21		100,153
	FNMA POOL #0BP3574	2.500% 07/01/2051 DD 06/01/21		55,358
	FNMA POOL #0BQ0697	2.000% 09/01/2050 DD 08/01/20		80,031
	FNMA POOL #0BQ6334	2.000% 11/01/2050 DD 11/01/20		59,248
	FNMA POOL #0BR1615	2.000% 02/01/2051 DD 02/01/21		565,458
	FNMA POOL #0BR4654	2.500% 03/01/2051 DD 03/01/21		50,152
	FNMA POOL #0BR7241	2.000% 04/01/2051 DD 03/01/21		105,689
	FNMA POOL #0BR7802	2.000% 04/01/2051 DD 04/01/21		174,966
	FNMA POOL #0BR8283	2.500% 04/01/2051 DD 04/01/21		30,426
	FNMA POOL #0BR8296	2.500% 05/01/2051 DD 04/01/21		17,572
	FNMA POOL #0BR8896	2.500% 04/01/2051 DD 04/01/21		59,393
	FNMA POOL #0BR8915	2.500% 05/01/2051 DD 04/01/21		33,445
	FNMA POOL #0BT8452	2.500% 10/01/2051 DD 09/01/21		19,125
	FNMA POOL #0BV8545	3.500% 05/01/2052 DD 05/01/22		144,294
	FNMA POOL #0BX4207	5.000% 01/01/2053 DD 01/01/23		130,679
	FNMA POOL #0BX6108	5.500% 01/01/2053 DD 01/01/23		288,619
	FNMA POOL #0BY0557	5.500% 05/01/2053 DD 05/01/23		149,762
	FNMA POOL #0BY0568	6.000% 05/01/2053 DD 05/01/23		76,937
	FNMA POOL #0BY2967	5.500% 05/01/2053 DD 05/01/23		140,428
	FNMA POOL #0BZ1178	5.810% 06/01/2031 DD 06/01/24		2,535,611
	FNMA POOL #0CA1622	3.000% 04/01/2033 DD 04/01/18		22,256
	FNMA POOL #0CA1704	4.500% 05/01/2048 DD 04/01/18		549,779
	FNMA POOL #0CA2469	4.000% 10/01/2048 DD 09/01/18		19,636
	FNMA POOL #0CA2527	4.000% 10/01/2033 DD 10/01/18		30,681
	FNMA POOL #0CA2708	4.000% 05/01/2048 DD 11/01/18		9,673
	FNMA POOL #0CA3517	4.500% 05/01/2049 DD 04/01/19		22,127
	FNMA POOL #0CA5065	3.000% 01/01/2035 DD 01/01/20		331,462
	FNMA POOL #0CA5071	3.000% 01/01/2035 DD 01/01/20		334,250
	FNMA POOL #0CA5368	4.000% 03/01/2050 DD 02/01/20		74,295
	FNMA POOL #0CA5933	2.000% 06/01/2035 DD 05/01/20		125,768
	FNMA POOL #0CA5939	2.000% 06/01/2035 DD 05/01/20		61,538

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2024

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	FNMA POOL #0CA6106	4.000% 06/01/2050 DD 05/01/20		118,864
	FNMA POOL #0CA6341	2.500% 07/01/2050 DD 06/01/20		621,174
	FNMA POOL #0CA6342	2.500% 07/01/2050 DD 06/01/20		612,073
	FNMA POOL #0CA6343	2.500% 07/01/2050 DD 06/01/20		630,955
	FNMA POOL #0CA6359	2.500% 07/01/2050 DD 06/01/20		355,681
	FNMA POOL #0CA6577	2.500% 08/01/2050 DD 07/01/20		702,176
	FNMA POOL #0CA6636	2.500% 08/01/2050 DD 07/01/20		581,905
	FNMA POOL #0CA6840	2.000% 09/01/2035 DD 08/01/20		60,391
	FNMA POOL #0CA7136	2.000% 09/01/2035 DD 09/01/20		65,447
	FNMA POOL #0CA7253	2.500% 10/01/2035 DD 09/01/20		185,800
	FNMA POOL #0CA7255	2.500% 10/01/2035 DD 09/01/20		177,072
	FNMA POOL #0CA7597	2.500% 11/01/2050 DD 10/01/20		407,004
	FNMA POOL #0CA7938	2.500% 11/01/2035 DD 11/01/20		319,291
	FNMA POOL #0CA8377	1.500% 12/01/2035 DD 12/01/20		23,097
	FNMA POOL #0CA8387	2.500% 12/01/2035 DD 12/01/20		394,079
	FNMA POOL #0CA8388	2.500% 12/01/2035 DD 12/01/20		447,844
	FNMA POOL #0CA8737	2.500% 02/01/2036 DD 01/01/21		54,164
	FNMA POOL #0CA9038	2.500% 02/01/2051 DD 02/01/21		392,972
	FNMA POOL #0CA9422	1.500% 03/01/2036 DD 03/01/21		49,548
	FNMA POOL #0CA9432	2.000% 03/01/2036 DD 03/01/21		114,410
	FNMA POOL #0CB0383	2.500% 05/01/2051 DD 04/01/21		549,575
	FNMA POOL #0CB0428	2.000% 05/01/2036 DD 04/01/21		108,600
	FNMA POOL #0CB0622	1.500% 05/01/2036 DD 05/01/21		81,866
	FNMA POOL #0CB1309	2.000% 08/01/2051 DD 07/01/21		2,204,023
	FNMA POOL #0CB1310	2.000% 08/01/2051 DD 07/01/21		1,833,779
	FNMA POOL #0CB1666	2.500% 09/01/2051 DD 08/01/21		142,328
	FNMA POOL #0CB2054	2.000% 11/01/2051 DD 10/01/21		514,033
	FNMA POOL #0CB2079	2.000% 11/01/2051 DD 10/01/21		460,575
	FNMA POOL #0CB2139	2.000% 11/01/2051 DD 10/01/21		249,413
	FNMA POOL #0CB2165	3.000% 11/01/2051 DD 10/01/21		581,736
	FNMA POOL #0CB2418	3.000% 12/01/2051 DD 11/01/21		258,212
	FNMA POOL #0CB2601	2.000% 01/01/2052 DD 12/01/21		296,935
	FNMA POOL #0CB2620	2.500% 01/01/2052 DD 12/01/21		407,411
	FNMA POOL #0CB2621	2.500% 01/01/2052 DD 12/01/21		492,103
	FNMA POOL #0CB2622	2.500% 01/01/2052 DD 12/01/21		739,608
	FNMA POOL #0CB2633	2.500% 01/01/2052 DD 12/01/21		228,574
	FNMA POOL #0CB2661	3.000% 01/01/2052 DD 12/01/21		13,527
	FNMA POOL #0CB2836	2.000% 02/01/2052 DD 01/01/22		151,047
	FNMA POOL #0CB2837	2.000% 02/01/2052 DD 01/01/22		343,020
	FNMA POOL #0CB2838	2.000% 02/01/2052 DD 01/01/22		761,452
	FNMA POOL #0CB2854	2.500% 02/01/2052 DD 01/01/22		117,249
	FNMA POOL #0CB2855	2.500% 02/01/2052 DD 01/01/22		421,440
	FNMA POOL #0CB2856	2.500% 02/01/2052 DD 01/01/22		370,308
	FNMA POOL #0CB2863	2.500% 02/01/2052 DD 01/01/22		78,604
	FNMA POOL #0CB2966	2.000% 03/01/2037 DD 02/01/22		94,904
	FNMA POOL #0CB2967	2.000% 02/01/2037 DD 02/01/22		179,237
	FNMA POOL #0CB3101	2.000% 03/01/2052 DD 02/01/22		469,857
	FNMA POOL #0CB3102	2.000% 03/01/2052 DD 02/01/22		861,491
	FNMA POOL #0CB3105	2.000% 03/01/2052 DD 02/01/22		330,804
	FNMA POOL #0CB3115	3.000% 03/01/2052 DD 02/01/22		966,125
	FNMA POOL #0CB4324	3.500% 08/01/2052 DD 07/01/22		113,370
	FNMA POOL #0CB4345	4.500% 08/01/2052 DD 07/01/22		972,891
	FNMA POOL #0CB4657	3.500% 09/01/2052 DD 08/01/22		23,712
	FNMA POOL #0CB4658	3.500% 09/01/2052 DD 08/01/22		77,716
	FNMA POOL #0CB4660	3.500% 09/01/2052 DD 08/01/22		100,292
	FNMA POOL #0CB4661	3.500% 09/01/2052 DD 08/01/22		120,960
	FNMA POOL #0CB4990	4.500% 11/01/2037 DD 10/01/22		86,433
	FNMA POOL #0CB5055	6.000% 11/01/2052 DD 10/01/22		191,392
	FNMA POOL #0CB5145	6.000% 11/01/2052 DD 10/01/22		139,191
	FNMA POOL #0CB5310	6.000% 12/01/2052 DD 11/01/22		233,985
	FNMA POOL #0CB5450	5.000% 01/01/2053 DD 12/01/22		779,692
	FNMA POOL #0CB5462	5.500% 01/01/2053 DD 12/01/22		209,611
	FNMA POOL #0CB5543	6.000% 01/01/2053 DD 12/01/22		487,597
	FNMA POOL #0CB6063	5.000% 04/01/2053 DD 03/01/23		554,214
	FNMA POOL #0CB6094	6.000% 04/01/2053 DD 03/01/23		250,753
	FNMA POOL #0CB6321	5.500% 05/01/2053 DD 04/01/23		674,418
	FNMA POOL #0CB6329	6.000% 05/01/2053 DD 04/01/23		475,122
	FNMA POOL #0CB6366	4.500% 05/01/2038 DD 05/01/23		12,588
	FNMA POOL #0CB6379	5.500% 05/01/2038 DD 05/01/23		27,248
	FNMA POOL #0CB6463	5.500% 06/01/2053 DD 05/01/23		440,785
	FNMA POOL #0CB6757	6.000% 07/01/2053 DD 06/01/23		755,185
	FNMA POOL #0CB6872	6.000% 08/01/2053 DD 07/01/23		1,421,824
	FNMA POOL #0CB7142	6.500% 09/01/2053 DD 08/01/23		163,690
	FNMA POOL #0CB7349	6.500% 10/01/2053 DD 09/01/23		444,010

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2024

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	FNMA POOL #0CB8018	6.500% 02/01/2054 DD 01/01/24		993,127
	FNMA POOL #0CB8727	6.500% 06/01/2054 DD 05/01/24		517,134
	FNMA POOL #0FM1045	4.500% 06/01/2039 DD 06/01/19		29,026
	FNMA POOL #0FM1353	4.500% 08/01/2039 DD 08/01/19		79,788
	FNMA POOL #0FM1534	4.500% 09/01/2049 DD 09/01/19		485,683
	FNMA POOL #0FM1680	2.500% 12/01/2033 DD 10/01/19		81,829
	FNMA POOL #0FM1774	4.500% 03/01/2039 DD 10/01/19		57,033
	FNMA POOL #0FM1800	4.000% 08/01/2049 DD 10/01/19		176,815
	FNMA POOL #0FM2743	3.000% 02/01/2034 DD 03/01/20		145,332
	FNMA POOL #0FM2972	4.000% 12/01/2044 DD 04/01/20		272,789
	FNMA POOL #0FM3224	3.500% 09/01/2045 DD 05/01/20		490,645
	FNMA POOL #0FM3665	4.000% 09/01/2049 DD 06/01/20		178,666
	FNMA POOL #0FM3904	4.000% 03/01/2049 DD 07/01/20		283,310
	FNMA POOL #0FM4874	2.500% 11/01/2050 DD 11/01/20		115,036
	FNMA POOL #0FM5176	2.000% 12/01/2050 DD 12/01/20		269,435
	FNMA POOL #0FM5292	3.000% 08/01/2050 DD 12/01/20		615,125
	FNMA POOL #0FM5294	3.500% 02/01/2045 DD 12/01/20		134,007
	FNMA POOL #0FM5295	3.500% 04/01/2048 DD 12/01/20		674,398
	FNMA POOL #0FM5296	4.000% 01/01/2049 DD 12/01/20		266,155
	FNMA POOL #0FM5305	2.000% 12/01/2050 DD 12/01/20		86,039
	FNMA POOL #0FM5315	3.500% 06/01/2049 DD 12/01/20		73,583
	FNMA POOL #0FM6149	2.000% 02/01/2036 DD 02/01/21		83,316
	FNMA POOL #0FM6863	2.000% 04/01/2051 DD 04/01/21		255,681
	FNMA POOL #0FM7031	4.000% 01/01/2051 DD 04/01/21		370,662
	FNMA POOL #0FM7423	1.500% 06/01/2036 DD 05/01/21		289,156
	FNMA POOL #0FM7460	4.000% 03/01/2051 DD 05/01/21		403,359
	FNMA POOL #0FM7495	2.000% 04/01/2036 DD 06/01/21		148,122
	FNMA POOL #0FM7599	3.500% 01/01/2051 DD 05/01/21		1,618,051
	FNMA POOL #0FM7973	4.000% 08/01/2051 DD 07/01/21		71,892
	FNMA POOL #0FM8117	2.000% 07/01/2036 DD 07/01/21		168,713
	FNMA POOL #0FM8695	2.000% 09/01/2036 DD 08/01/21		136,132
	FNMA POOL #0FM8733	2.000% 09/01/2036 DD 09/01/21		149,985
	FNMA POOL #0FM9318	2.000% 11/01/2036 DD 10/01/21		80,560
	FNMA POOL #0FM9452	2.000% 12/01/2051 DD 11/01/21		222,577
	FNMA POOL #0FM9538	2.000% 11/01/2051 DD 11/01/21		457,800
	FNMA POOL #0FM9730	2.000% 12/01/2051 DD 11/01/21		138,348
	FNMA POOL #0FM9925	2.000% 12/01/2051 DD 12/01/21		210,823
	FNMA POOL #0FP0025	2.000% 04/01/2053 DD 03/01/23		394,150
	FNMA POOL #0FS0003	1.500% 12/01/2036 DD 12/01/21		136,325
	FNMA POOL #0FS0026	2.500% 11/01/2051 DD 12/01/21		192,507
	FNMA POOL #0FS0173	2.000% 01/01/2052 DD 12/01/21		220,875
	FNMA POOL #0FS0193	2.500% 01/01/2052 DD 12/01/21		381,977
	FNMA POOL #0FS0211	2.000% 12/01/2051 DD 12/01/21		319,373
	FNMA POOL #0FS0212	2.000% 12/01/2051 DD 12/01/21		320,995
	FNMA POOL #0FS0216	2.000% 01/01/2037 DD 12/01/21		78,683
	FNMA POOL #0FS0290	2.000% 01/01/2052 DD 01/01/22		251,960
	FNMA POOL #0FS0316	1.500% 11/01/2041 DD 01/01/22		2,661,747
	FNMA POOL #0FS0378	2.500% 01/01/2052 DD 01/01/22		542,650
	FNMA POOL #0FS0451	3.000% 02/01/2035 DD 01/01/22		17,313
	FNMA POOL #0FS0497	2.000% 01/01/2052 DD 01/01/22		378,101
	FNMA POOL #0FS0598	2.000% 12/01/2051 DD 02/01/22		57,923
	FNMA POOL #0FS0599	2.000% 04/01/2051 DD 02/01/22		57,470
	FNMA POOL #0FS0610	2.000% 02/01/2037 DD 02/01/22		34,138
	FNMA POOL #0FS0646	2.000% 02/01/2052 DD 02/01/22		177,279
	FNMA POOL #0FS0754	2.000% 02/01/2037 DD 02/01/22		78,400
	FNMA POOL #0FS1267	4.000% 04/01/2052 DD 03/01/22		160,381
	FNMA POOL #0FS1330	2.000% 03/01/2037 DD 03/01/22		409,428
	FNMA POOL #0FS1331	2.000% 03/01/2037 DD 03/01/22		315,533
	FNMA POOL #0FS1334	2.000% 11/01/2051 DD 03/01/22		611,879
	FNMA POOL #0FS1520	3.000% 04/01/2052 DD 04/01/22		180,981
	FNMA POOL #0FS1522	3.000% 05/01/2052 DD 04/01/22		297,817
	FNMA POOL #0FS1661	2.500% 03/01/2052 DD 04/01/22		203,479
	FNMA POOL #0FS2040	2.000% 02/01/2052 DD 05/01/22		1,471,401
	FNMA POOL #0FS2409	5.000% 07/01/2052 DD 07/01/22		163,043
	FNMA POOL #0FS2458	5.000% 07/01/2052 DD 07/01/22		199,418
	FNMA POOL #0FS2473	5.000% 07/01/2052 DD 07/01/22		256,513
	FNMA POOL #0FS2812	3.500% 07/01/2052 DD 08/01/22		159,866
	FNMA POOL #0FS3221	1.500% 02/01/2037 DD 10/01/22		84,680
	FNMA POOL #0FS3251	6.000% 11/01/2052 DD 11/01/22		82,371
	FNMA POOL #0FS3325	2.000% 04/01/2037 DD 11/01/22		241,818
	FNMA POOL #0FS3377	4.000% 05/01/2052 DD 12/01/22		867,383
	FNMA POOL #0FS3832	6.000% 01/01/2053 DD 01/01/23		548,420
	FNMA POOL #0FS4629	5.500% 05/01/2053 DD 05/01/23		587,862
	FNMA POOL #0FS4641	6.000% 05/01/2053 DD 05/01/23		182,328

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2024

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	FNMA POOL #0FS4885	3.500% 05/01/2037 DD 05/01/23		74,016
	FNMA POOL #0FS5537	6.500% 08/01/2053 DD 08/01/23		734,093
	FNMA POOL #0FS6072	2.500% 12/01/2036 DD 10/01/23		39,634
	FNMA POOL #0FS8025	5.500% 05/01/2054 DD 05/01/24		432,520
	FNMA POOL #0FS8574	6.500% 08/01/2054 DD 07/01/24		536,867
	FNMA POOL #0FS9659	5.500% 10/01/2054 DD 10/01/24		489,304
	FNMA POOL #0MA2774	2.000% 10/01/2031 DD 09/01/16		8,546
	FNMA POOL #0MA2845	2.000% 12/01/2031 DD 11/01/16		12,060
	FNMA POOL #0MA3027	4.000% 06/01/2047 DD 05/01/17		83,150
	FNMA POOL #0MA3060	3.000% 07/01/2032 DD 06/01/17		74,015
	FNMA POOL #0MA3071	4.000% 06/01/2037 DD 06/01/17		9,465
	FNMA POOL #0MA3121	4.000% 08/01/2047 DD 08/01/17		4,550
	FNMA POOL #0MA3129	4.000% 09/01/2037 DD 08/01/17		11,672
	FNMA POOL #0MA3149	4.000% 10/01/2047 DD 09/01/17		29,474
	FNMA POOL #0MA3182	3.500% 10/01/2047 DD 10/01/17		191,882
	FNMA POOL #0MA3210	3.500% 11/01/2047 DD 11/01/17		191,943
	FNMA POOL #0MA3238	3.500% 01/01/2048 DD 12/01/17		116,301
	FNMA POOL #0MA3239	4.000% 12/01/2047 DD 12/01/17		36,475
	FNMA POOL #0MA3247	3.000% 01/01/2033 DD 12/01/17		123,980
	FNMA POOL #0MA3310	4.000% 03/01/2038 DD 02/01/18		7,949
	FNMA POOL #0MA3333	4.000% 03/01/2048 DD 03/01/18		8,077
	FNMA POOL #0MA3356	3.500% 04/01/2048 DD 04/01/18		32,091
	FNMA POOL #0MA3384	4.000% 04/01/2048 DD 05/01/18		6,779
	FNMA POOL #0MA3415	4.000% 07/01/2048 DD 06/01/18		6,684
	FNMA POOL #0MA3416	4.500% 07/01/2048 DD 06/01/18		317,626
	FNMA POOL #0MA3747	4.500% 07/01/2049 DD 07/01/19		32,913
	FNMA POOL #0MA4099	2.500% 07/01/2035 DD 07/01/20		958,827
	FNMA POOL #0MA4119	2.000% 09/01/2050 DD 08/01/20		256,207
	FNMA POOL #0MA4157	1.500% 09/01/2050 DD 09/01/20		371,740
	FNMA POOL #0MA4158	2.000% 10/01/2050 DD 09/01/20		461,817
	FNMA POOL #0MA4181	1.500% 10/01/2050 DD 10/01/20		319,891
	FNMA POOL #0MA4237	2.000% 01/01/2051 DD 12/01/20		4,422,230
	FNMA POOL #0MA4280	1.500% 02/01/2051 DD 02/01/21		435,542
	FNMA POOL #0MA4343	1.500% 04/01/2051 DD 04/01/21		6,570
	FNMA POOL #0MA4354	1.500% 05/01/2051 DD 05/01/21		5,435
	FNMA POOL #0MA4367	1.500% 06/01/2031 DD 05/01/21		556,940
	FNMA POOL #0MA4389	1.500% 07/01/2031 DD 06/01/21		432,888
	FNMA POOL #0MA4500	1.500% 11/01/2041 DD 11/01/21		1,355,115
	FNMA POOL #0MA4656	4.500% 06/01/2052 DD 06/01/22		121,131
	FNMA POOL #0MA4841	5.000% 11/01/2052 DD 11/01/22		297,019
	FNMA POOL #0MA5039	5.500% 05/01/2053 DD 05/01/23		726,241
	FNMA GTD REMIC P/T 10-136 CY	4.000% 12/25/2040 DD 11/01/10		1,342,324
	FNMA GTD REMIC P/T 11-48 MG	VAR RT 06/25/2026 DD 05/01/11		22,477
	FNMA GTD REMIC P/T 11-84 MG	VAR RT 09/25/2026 DD 08/01/11		24,591
	FNMA GTD REMIC P/T 13-133 NA	3.000% 05/25/2036 DD 12/01/13		270
	FNMA GTD REMIC P/T 14-2 PX	4.500% 01/25/2041 DD 01/01/14		878,711
	FNMA GTD REMIC P/T 15-27 KF	VAR RT 05/25/2045 DD 04/25/15		322,157
	FNMA GTD REMIC P/T 16-48 UF	VAR RT 08/25/2046 DD 07/25/16		322,961
	FNMA GTD REMIC P/T 16-49 LA	3.500% 01/25/2043 DD 07/01/16		83,566
	FNMA GTD REMIC P/T 17-79 FB	VAR RT 10/25/2047 DD 09/25/17		251,242
	FNMA GTD REMIC P/T 18-21 CA	3.500% 04/25/2045 DD 03/01/18		25,866
	FNMA GTD REMIC P/T 20-37 FD	VAR RT 06/25/2050 DD 05/25/20		1,014,370
	FNMA GTD REMIC P/T 20-79 JA	1.500% 11/25/2050 DD 10/01/20		111,330
	FNMA GTD REMIC P/T 22-65 FB	VAR RT 09/25/2052 DD 09/25/22		664,687
	FNMA GTD REMIC P/T 24-91 FA	VAR RT 12/25/2054 DD 11/25/24		402,543
	FNMA GTD REMIC P/T 24-94 FB	VAR RT 12/25/2054 DD 11/25/24		92,343
	FRESB 2019-SB60 MORT SB60 A10H	VAR RT 01/25/2039 DD 03/01/19		259,928
	GNMA POOL #0546215	4.500% 04/15/2040 DD 04/01/10		7,917
	GNMA POOL #0553461	3.500% 01/15/2042 DD 01/01/12		22,182
	GNMA POOL #0615516	4.500% 09/15/2033 DD 09/01/03		8,874
	GNMA POOL #0728627	4.500% 01/15/2040 DD 01/01/10		11,840
	GNMA POOL #0745793	4.500% 07/15/2040 DD 07/01/10		34,054
	GNMA POOL #0759138	4.000% 01/15/2041 DD 01/01/11		54,631
	GNMA POOL #0762838	4.000% 03/15/2041 DD 03/01/11		28,634
	GNMA POOL #0782557	5.000% 01/15/2039 DD 02/01/09		167,985
	GNMA POOL #0782619	5.000% 04/15/2039 DD 04/01/09		106,528
	GNMA POOL #0782696	5.000% 06/15/2039 DD 07/01/09		16,309
	GNMA POOL #0782958	5.000% 05/15/2040 DD 05/01/10		48,904
	GNMA POOL #0783571	5.000% 12/15/2033 DD 05/01/12		39,438
	GNMA POOL #0783609	4.500% 10/15/2040 DD 07/01/12		67,153
	GNMA POOL #0783610	4.500% 11/15/2041 DD 07/01/12		55,712
	GNMA POOL #0784439	3.000% 02/15/2045 DD 02/01/18		62,606
	GNMA POOL #0AD2334	3.500% 04/15/2043 DD 04/01/13		32,358
	GNMA POOL #0AZ8560	4.500% 03/15/2047 DD 03/01/17		12,461

Nokia Savings/401(k) Plan
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(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description	(d) Cost***	(e) Current Value
	GNMA POOL #0AZ8596	4.500% 04/15/2047 DD 04/01/17		16,614
	GNMA POOL #0AZ8597	4.500% 04/15/2047 DD 04/01/17		11,041
	GNMA POOL #0BA7888	4.500% 05/15/2047 DD 05/01/17		9,981
	GNMA POOL #0BB6967	4.000% 06/15/2047 DD 07/01/17		4,205
	GNMA POOL #0BC5919	4.000% 09/15/2047 DD 09/01/17		15,621
	GNMA POOL #0BD3187	4.000% 10/15/2047 DD 10/01/17		27,650
	GNMA POOL #0BE0143	4.000% 01/15/2048 DD 01/01/18		44,104
	GNMA POOL #0BE0144	4.000% 01/15/2048 DD 01/01/18		9,119
	GNMA POOL #0BE0204	4.000% 01/15/2048 DD 02/01/18		29,046
	GNMA POOL #0BE1030	4.000% 11/15/2047 DD 11/01/17		16,205
	GNMA POOL #0BE1031	4.000% 10/15/2047 DD 11/01/17		33,010
	GNMA POOL #0BE4664	4.000% 12/15/2047 DD 12/01/17		33,728
	GNMA GTD REMIC P/T 17-136 GB	3.000% 03/20/2047 DD 09/01/17		32,815
	GNMA GTD REMIC P/T 20-127 LP	1.500% 06/20/2050 DD 08/01/20		408,741
	GNMA II POOL #0004422	4.000% 04/20/2039 DD 04/01/09		1,941
	GNMA II POOL #0004494	VAR RT 07/20/2039 DD 07/01/09		11,510
	GNMA II POOL #0004559	5.000% 10/20/2039 DD 10/01/09		67,165
	GNMA II POOL #0004598	4.500% 12/20/2039 DD 12/01/09		2,990
	GNMA II POOL #0004617	4.500% 01/20/2040 DD 01/01/10		3,582
	GNMA II POOL #0004636	4.500% 02/20/2040 DD 02/01/10		2,983
	GNMA II POOL #0004696	4.500% 05/20/2040 DD 05/01/10		186
	GNMA II POOL #0004746	4.500% 07/20/2040 DD 07/01/10		1,239
	GNMA II POOL #0004771	4.500% 08/20/2040 DD 08/01/10		7,652
	GNMA II POOL #0004800	4.000% 09/20/2040 DD 09/01/10		2,924
	GNMA II POOL #0004833	4.000% 10/20/2040 DD 10/01/10		40,349
	GNMA II POOL #0004834	4.500% 10/20/2040 DD 10/01/10		2,304
	GNMA II POOL #0004853	4.000% 11/20/2040 DD 11/01/10		23,573
	GNMA II POOL #0004882	4.000% 12/20/2040 DD 12/01/10		74,521
	GNMA II POOL #0004922	4.000% 01/20/2041 DD 01/01/11		65,767
	GNMA II POOL #0004945	4.000% 02/20/2041 DD 02/01/11		1,397
	GNMA II POOL #0005018	5.000% 04/20/2041 DD 04/01/11		4,367
	GNMA II POOL #0005056	5.000% 05/20/2041 DD 05/01/11		909
	GNMA II POOL #0005083	5.000% 06/20/2041 DD 06/01/11		12,444
	GNMA II POOL #0005115	4.500% 07/20/2041 DD 07/01/11		184,928
	GNMA II POOL #0005116	5.000% 07/20/2041 DD 07/01/11		7,286
	GNMA II POOL #0783584	4.500% 07/20/2041 DD 06/01/12		28,807
	GNMA II POOL #0783590	4.500% 06/20/2041 DD 06/01/12		48,146
	GNMA II POOL #0A14167	4.000% 08/20/2044 DD 08/01/14		5,549
	GNMA II POOL #0AJ2723	4.000% 08/20/2044 DD 08/01/14		2,911
	GNMA II POOL #0AJ4687	4.000% 08/20/2044 DD 08/01/14		6,977
	GNMA II POOL #0AQ0542	4.000% 10/20/2046 DD 10/01/16		3,315
	GNMA II POOL #0AX4341	3.500% 10/20/2046 DD 10/01/16		15,765
	GNMA II POOL #0AX4342	3.500% 10/20/2046 DD 10/01/16		18,282
	GNMA II POOL #0AX4343	3.500% 10/20/2046 DD 10/01/16		14,019
	GNMA II POOL #0AX4344	3.500% 10/20/2046 DD 10/01/16		35,545
	GNMA II POOL #0AX4345	3.500% 10/20/2046 DD 10/01/16		23,086
	GNMA II POOL #0BD0560	4.500% 09/20/2048 DD 09/01/18		38,288
	GNMA II POOL #0MA0023	4.000% 04/20/2042 DD 04/01/12		42,065
	GNMA II POOL #0MA0934	3.500% 04/20/2043 DD 04/01/13		80,625
	GNMA II POOL #0MA1012	3.500% 05/20/2043 DD 05/01/13		47,435
	GNMA II POOL #0MA1158	4.000% 07/20/2043 DD 07/01/13		10,738
	GNMA II POOL #0MA1677	3.500% 02/20/2044 DD 02/01/14		244,284
	GNMA II POOL #0MA2826	3.500% 05/20/2045 DD 05/01/15		943,209
	GNMA II POOL #0MA3521	3.500% 03/20/2046 DD 03/01/16		1,157,628
	GNMA II POOL #0MA3803	3.500% 07/20/2046 DD 07/01/16		87,143
	GNMA II POOL #0MA3937	3.500% 09/20/2046 DD 09/01/16		327,533
	GNMA II POOL #0MA4452	4.000% 04/20/2047 DD 05/01/17		8,705
	GNMA II POOL #0MA4511	4.000% 06/20/2047 DD 06/01/17		311,037
	GNMA II POOL #0MA4838	4.000% 11/20/2047 DD 11/01/17		246,864
	GNMA II POOL #0MA4901	4.000% 12/20/2047 DD 12/01/17		121,520
	GNMA II POOL #0MA5818	4.500% 03/20/2049 DD 03/01/19		33,927
	GNMA II POOL #0MA6599	3.000% 04/20/2050 DD 04/01/20		143,323
	GNMA II POOL #0MA6602	4.500% 04/20/2050 DD 04/01/20		91,486
	GNMA II POOL #0MA6656	3.000% 05/20/2050 DD 05/01/20		315,960
	GNMA II POOL #0MA6658	4.000% 05/20/2050 DD 05/01/20		57,267
	GNMA II POOL #0MA6820	3.000% 08/20/2050 DD 08/01/20		44,956
	GNMA II POOL #0MA6823	4.500% 08/20/2050 DD 08/01/20		7,994
	GNMA II POOL #0MA6994	2.000% 11/20/2050 DD 11/01/20		210,551
	GNMA II POOL #0MA7135	2.000% 01/20/2051 DD 01/01/21		2,586,664
	GNMA II POOL #0MA7312	2.500% 04/20/2051 DD 04/01/21		1,269,817
	GNMA II POOL #0MA7419	3.000% 06/20/2051 DD 06/01/21		1,504,186
	GNMA II POOL #0MA7649	2.500% 10/20/2051 DD 10/01/21		632,228
	GNMA II POOL #0MA7767	2.500% 12/20/2051 DD 12/01/21		424,489
	GNMA II POOL #0MA7828	3.000% 01/20/2052 DD 01/01/22		32,493

Nokia Savings/401(k) Plan
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(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description	(d) Cost***	(e) Current Value
	GNMA II POOL #0MA8042	2.500% 05/20/2052 DD 05/01/22		667,641
	GNMA II POOL #0MA8097	2.500% 06/20/2052 DD 06/01/22		175,197
	GNMA II POOL #0MA8147	2.500% 07/20/2052 DD 07/01/22		1,017,930
	GNMA II POOL #0MA8485	2.500% 12/20/2052 DD 12/01/22		71,576
	GNMA II POOL #0MA8488	4.000% 12/20/2052 DD 12/01/22		673,057
	GNMA II POOL #0MA8564	2.500% 01/20/2053 DD 01/01/23		226,989
	U S TREASURY BOND	1.125% 08/15/2040 DD 08/15/20		3,575,983
	U S TREASURY BOND	1.375% 08/15/2050 DD 08/15/20		5,227,535
	U S TREASURY BOND	1.875% 02/15/2041 DD 02/15/21		643,875
	U S TREASURY BOND	2.000% 11/15/2041 DD 11/15/21		258,807
	U S TREASURY BOND	2.375% 02/15/2042 DD 02/15/22		1,004,900
	U S TREASURY BOND	2.500% 02/15/2046 DD 02/15/16		1,543,970
	U S TREASURY BOND	2.875% 05/15/2049 DD 05/15/19		1,072,041
	U S TREASURY BOND	2.875% 08/15/2045 DD 08/15/15		1,074,427
	U S TREASURY BOND	2.875% 11/15/2046 DD 11/15/16		574,663
	U S TREASURY BOND	3.000% 02/15/2047 DD 02/15/17		2,806,067
	U S TREASURY BOND	3.000% 02/15/2048 DD 02/15/18		1,263,461
	U S TREASURY BOND	3.000% 05/15/2045 DD 05/15/15		1,323,779
	U S TREASURY BOND	3.000% 08/15/2048 DD 08/15/18		2,088,165
	U S TREASURY BOND	3.000% 08/15/2052 DD 08/15/22		1,904,584
	U S TREASURY BOND	3.000% 11/15/2045 DD 11/15/15		5,812,014
	U S TREASURY BOND	3.125% 05/15/2048 DD 05/15/18		5,622,128
	U S TREASURY BOND	3.125% 08/15/2044 DD 08/15/14		649,213
	U S TREASURY BOND	3.125% 11/15/2041 DD 11/15/11		7,205,966
	U S TREASURY BOND	3.250% 05/15/2042 DD 05/15/22		1,237,731
	U S TREASURY BOND	3.375% 11/15/2048 DD 11/15/18		692,201
	U S TREASURY BOND	3.625% 02/15/2044 DD 02/15/14		633,516
	U S TREASURY BOND	3.625% 02/15/2053 DD 02/15/23		412,631
	U S TREASURY BOND	3.625% 05/15/2053 DD 05/15/23		509,750
	U S TREASURY BOND	3.625% 08/15/2043 DD 08/15/13		1,626,055
	U S TREASURY BOND	3.875% 05/15/2043 DD 05/15/23		493,391
	U S TREASURY BOND	4.000% 11/15/2052 DD 11/15/22		533,121
	U S TREASURY BOND	4.125% 08/15/2044 DD 08/15/24		135,891
	U S TREASURY BOND	4.125% 08/15/2053 DD 08/15/23		88,323
	U S TREASURY BOND	4.250% 08/15/2054 DD 08/15/24		1,426,241
	U S TREASURY BOND	4.375% 02/15/2038 DD 02/15/08		5,017,265
	U S TREASURY BOND	4.375% 08/15/2043 DD 08/15/23		2,703,293
	U S TREASURY BOND	4.500% 02/15/2044 DD 02/15/24		1,122,676
	U S TREASURY BOND	4.500% 11/15/2054 DD 11/15/24		3,119,540
	U S TREASURY BOND	4.625% 05/15/2054 DD 05/15/24		29,198
	U S TREASURY BOND	4.625% 11/15/2044 DD 11/15/24		868,709
	U S TREASURY NOTE	0.375% 01/31/2026 DD 01/31/21		479,746
	U S TREASURY NOTE	0.625% 05/15/2030 DD 05/15/20		1,156,806
	U S TREASURY NOTE	0.625% 11/30/2027 DD 11/30/20		4,503
	U S TREASURY NOTE	0.875% 06/30/2026 DD 06/30/21		2,084,617
	U S TREASURY NOTE	1.500% 11/30/2028 DD 11/30/21		730,889
	U S TREASURY NOTE	1.875% 06/30/2026 DD 06/30/19		1,733,998
	U S TREASURY NOTE	1.875% 07/31/2026 DD 07/31/19		1,393,127
	U S TREASURY NOTE	2.625% 01/31/2026 DD 01/31/19		12,189,781
	U S TREASURY NOTE	2.625% 12/31/2025 DD 12/31/18		1,969,469
	U S TREASURY NOTE	2.875% 04/30/2029 DD 04/30/22		1,510,518
	U S TREASURY NOTE	2.875% 08/15/2028 DD 08/15/18		190,227
	U S TREASURY NOTE	3.375% 09/15/2027 DD 09/15/24		11,267,048
	U S TREASURY NOTE	3.500% 01/31/2030 DD 01/31/23		3,125,262
	U S TREASURY NOTE	3.500% 09/30/2029 DD 09/30/24		1,395,964
	U S TREASURY NOTE	3.625% 05/15/2026 DD 05/15/23		2,062,775
	U S TREASURY NOTE	3.750% 04/15/2026 DD 04/15/23		1,882,934
	U S TREASURY NOTE	3.750% 08/15/2027 DD 08/15/24		6,086,011
	U S TREASURY NOTE	3.750% 08/31/2026 DD 08/31/24		5,213,124
	U S TREASURY NOTE	3.875% 08/15/2034 DD 08/15/24		2,661,428
	U S TREASURY NOTE	3.875% 10/15/2027 DD 10/15/24		5,105,175
	U S TREASURY NOTE	3.875% 11/30/2027 DD 11/30/22		1,657,872
	U S TREASURY NOTE	3.875% 11/30/2029 DD 11/30/22		920,731
	U S TREASURY NOTE	3.875% 12/31/2029 DD 12/31/22		75,216
	U S TREASURY NOTE	4.000% 01/15/2027 DD 01/15/24		1,830,800
	U S TREASURY NOTE	4.000% 01/31/2031 DD 01/31/24		850,677

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(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description	(d) Cost***	(e) Current Value
	U S TREASURY NOTE	4.000% 07/31/2029 DD 07/31/24		1,115,883
	U S TREASURY NOTE	4.000% 12/15/2027 DD 12/15/24		1,865,313
	U S TREASURY NOTE	4.125% 02/15/2027 DD 02/15/24		1,246,484
	U S TREASURY NOTE	4.125% 03/31/2031 DD 03/31/24		2,739,432
	U S TREASURY NOTE	4.125% 07/31/2031 DD 07/31/24		1,425,900
	U S TREASURY NOTE	4.125% 10/31/2027 DD 10/31/22		46,388,179
	U S TREASURY NOTE	4.125% 10/31/2029 DD 10/31/24		3,328,794
	U S TREASURY NOTE	4.125% 10/31/2031 DD 10/31/24		647,933
	U S TREASURY NOTE	4.125% 11/15/2027 DD 11/15/24		5,237,161
	U S TREASURY NOTE	4.125% 11/30/2029 DD 11/30/24		4,122,110
	U S TREASURY NOTE	4.125% 11/30/2031 DD 11/30/24		973,701
	U S TREASURY NOTE	4.250% 01/31/2026 DD 01/31/24		160,000
	U S TREASURY NOTE	4.250% 02/28/2031 DD 02/29/24		1,537,203
	U S TREASURY NOTE	4.250% 03/15/2027 DD 03/15/24		19,498,143
	U S TREASURY NOTE	4.250% 06/30/2029 DD 06/30/24		2,366,520
	U S TREASURY NOTE	4.250% 06/30/2031 DD 06/30/24		1,608,383
	U S TREASURY NOTE	4.250% 11/15/2034 DD 11/15/24		3,441,915
	U S TREASURY NOTE	4.250% 11/30/2026 DD 11/30/24		1,271,652
	U S TREASURY NOTE	4.375% 07/15/2027 DD 07/15/24		5,298,006
	U S TREASURY NOTE	4.375% 11/30/2030 DD 11/30/23		2,972,810
	U S TREASURY NOTE	4.375% 12/15/2026 DD 12/15/23		29,290,834
	U S TREASURY NOTE	4.500% 04/15/2027 DD 04/15/24		30,132,583
	U S TREASURY NOTE	4.500% 05/15/2027 DD 05/15/24		24,583,051
	U S TREASURY NOTE	4.500% 07/15/2026 DD 07/15/23		13,046,211
	U S TREASURY NOTE	4.625% 04/30/2029 DD 04/30/24		629,899
	U S TREASURY NOTE	4.625% 04/30/2031 DD 04/30/24		6,665,256
	U S TREASURY NOTE	4.625% 06/15/2027 DD 06/15/24		3,528,984
	U S TREASURY NOTE	4.625% 06/30/2026 DD 06/30/24		20,822,435
	U S TREASURY NOTE	4.875% 05/31/2026 DD 05/31/24		1,950,949
	U S TREASURY NOTE	4.875% 10/31/2028 DD 10/31/23		18,321
	U S TREASURY NOTE	4.875% 10/31/2030 DD 10/31/23		34,746
	US TREAS-CPI INFLAT	0.125% 04/15/2026 DD 04/15/21		8,780,722
	US TREAS-CPI INFLAT	0.125% 10/15/2026 DD 10/15/21		5,895,471
	US TREAS-CPI INFLAT	0.125%001/15/2031 DD 01/15/21		9,928,090
	US TREAS-CPI INFLAT	0.125%004/15/2027 DD 04/15/22		13,693,394
	US TREAS-CPI INFLAT	0.250% 07/15/2029 DD 07/15/19		9,594,253
	US TREAS-CPI INFLAT	0.750% 07/15/2028 DD 07/15/18		16,002,353
	US TREAS-CPI INFLAT	1.125% 01/15/2033 DD 01/15/23		9,894,106
	US TREAS-CPI INFLAT	1.375% 07/15/2033 DD 07/15/23		18,160,063
	US TREAS-CPI INFLAT	1.875% 07/15/2034 DD 07/15/24		9,165,045
	US TREAS-CPI INFLAT	2.125% 04/15/2029 DD 04/15/24		10,370,536
	US TREAS-CPI INFLAT	3.625% 04/15/2028 DD 04/15/98		17,028,184
	TOTAL U. S. GOVERNMENT/U.S. AGENCY SECURITIES			\$ 698,518,318
	FIXED INCOME SECURITIES AND REPURCHASE AGREEMENTS			
	ACQUIRED WITH CASH COLLATERAL			
Repo	STATE OF WISCONSIN INVESTMENT BOARD SLBRPA 4.740% 1/2/2025	\$		40,784,703
Tri-party repo	RBC DOMINION SECURITIES INC. SLRPD 4.510% 1/2/2025			9,535,039
Tri-party repo	MUFG SECURITIES AMERICAS INC. SLRPR 4.480% 1/2/2025			18,295,230
Tri-party repo	BNP PARIBAS PRIME BROKERAGE INTERNA SLRPR 4.480% 1/2/2025			36,777,334
Tri-party repo	TD PRIME SERVICES LLC SLRPR 4.480% 1/2/2025			128,142,733
Tri-party repo	TD PRIME SERVICES LLC SLRPR 4.630% 2/4/2025			12,000,000
Tri-party repo	TD PRIME SERVICES LLC SLRPR 4.630% 2/4/2025			14,800,000
Tri-party repo	MUFG SECURITIES AMERICAS INC. SLRPR 4.880% 2/4/2025			6,200,000
Tri-party repo	J.P. MORGAN SECURITIES LLC SLRPR 4.730% 4/1/2025			33,000,000
Tri-party repo	J.P. MORGAN SECURITIES LLC SLRPR 4.730% 4/1/2025			23,100,000
Tri-party repo	BOFA SECURITIES INC. SLRPR 4.730% 4/7/2025			31,400,000
Tri-party repo	CITIGROUP GLOBAL MARKETS INC. SLRPR 4.830% 5/6/2025			7,700,000
Corporate Bonds	TOYOTA MOTOR CREDIT CORP 2/24/2025			6,000,658
Corporate Bonds	TOYOTA MOTOR CREDIT CORP 6/10/2025			6,452,228
Corporate Bonds	TOYOTA MOTOR CREDIT CORP 12/9/2025			6,849,354
Commercial paper	ROYAL BANK OF CANADA 1/9/2025			5,100,629

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
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(a)	(b)	(c)	(d)	(e)
	<u>Identity of Issue, Borrower, Lessor or Similar Party</u>	<u>Description</u>	<u>Cost***</u>	<u>Current Value</u>
	Commercial paper	NATIXIS (NEW YORK BRANCH) 2/3/2025		2,141,419
	Commercial paper	ING US FUNDING LLC 2/10/2025		4,852,186
	Commercial paper	TORONTO-DOMINION BANK/THE 3/26/2025		6,703,675
	Commercial paper	SKANDINAVISKA ENSKILDA BANKEN AB 4/9/2025		6,672,141
	Commercial paper	BANK OF MONTREAL 4/9/2025		5,535,406
	Commercial paper	HSBC BANK PLC 4/9/2025		6,206,960
	Commercial paper	JP MORGAN SECURITIES LLC 4/9/2025		6,152,447
	Commercial paper	NATIXIS (NEW YORK BRANCH) 4/10/2025		6,374,861
	Commercial paper	NATIONAL BANK OF CANADA 4/30/2025		6,261,463
	Commercial paper	CAFCO LLC 5/12/2025		6,400,511
	Commercial paper	MUFG BANK LTD (NEW YORK BRANCH) 5/22/2025		1,868,763
	Commercial paper	NATIONAL AUSTRALIA BANK LTD 6/17/2025		7,008,257
	Commercial paper	MACQUARIE BANK LTD 7/7/2025		6,910,102
	Commercial paper	ING US FUNDING LLC 9/4/2025		5,863,984
	Commercial paper	SKANDINAVISKA ENSKILDA BANKEN AB 10/22/2025		6,476,302
	Commercial paper	SOCIETE GENERALE SA 11/25/2025		5,295,801
	Commercial paper	MACQUARIE BANK LTD 12/11/2025		7,224,737
	Certificate of deposits	BANK OF MONTREAL (CHICAGO BRANCH) 1/6/2025		2,000,182
	Certificate of deposits	BANK OF AMERICA NA 1/7/2025		2,850,320
	Certificate of deposits	BANK OF MONTREAL (CHICAGO BRANCH) 1/13/2025		4,600,555
	Certificate of deposits	BANK OF AMERICA NA 1/24/2025		5,951,869
	Certificate of deposits	OVERSEA CHINESE BANKING CORPORATIO 2/3/2025		9,602,502
	Certificate of deposits	BARCLAYS BANK PLC (NEW YORK BRANCH 2/10/2025		4,902,653
	Certificate of deposits	DZ BANK AG (NEW YORK BRANCH) 2/12/2025		6,002,060
	Certificate of deposits	MUFG BANK LTD (NEW YORK BRANCH) 2/14/2025		5,752,200
	Certificate of deposits	BANK OF AMERICA NA 2/14/2025		5,802,863
	Certificate of deposits	MUFG BANK LTD (NEW YORK BRANCH) 2/14/2025		5,652,162
	Certificate of deposits	BANK OF NOVA SCOTIA (HOUSTON BRANC 2/21/2025		2,651,372
	Certificate of deposits	MIZUHO BANK LTD (NEW YORK BRANCH) 2/25/2025		4,853,179
	Certificate of deposits	MIZUHO BANK LTD (NEW YORK BRANCH) 2/25/2025		6,154,032
	Certificate of deposits	SVENSKA HANDELSBANKEN AB (NEW YORK 2/28/2025		5,852,889
	Certificate of deposits	BANK OF MONTREAL (CHICAGO BRANCH) 3/4/2025		2,651,610
	Certificate of deposits	WESTPAC BANKING CORPORATION (NEW Y 3/7/2025		1,851,180
	Certificate of deposits	COOPERATIEVE RABOBANK UA (NEW YORK 3/10/2025		4,452,521
	Certificate of deposits	NATIXIS (NEW YORK BRANCH) 3/11/2025		5,753,072
	Certificate of deposits	SUMITOMO MITSUI BANKING CORP (NEW 3/11/2025		4,902,717
	Certificate of deposits	CREDIT AGRICOLE CORPORATE AND INVE 3/17/2025		5,853,826
	Certificate of deposits	BANK OF AMERICA NA 3/17/2025		2,851,597
	Certificate of deposits	BNP PARIBAS (NEW YORK BRANCH) 3/19/2025		5,753,717
	Certificate of deposits	SVENSKA HANDELSBANKEN AB (NEW YORK 3/19/2025		6,104,931
	Certificate of deposits	MIZUHO BANK LTD (NEW YORK BRANCH) 3/20/2025		5,754,071
	Certificate of deposits	OVERSEA CHINESE BANKING CORPORATIO 3/21/2025		3,602,202
	Certificate of deposits	LANDESBANK HESSEN THUERINGEN GIROZ 3/25/2025		6,003,699
	Certificate of deposits	TORONTO-DOMINION BANK (NEW YORK BR 4/1/2025		4,003,806
	Certificate of deposits	SUMITOMO MITSUI BANKING CORP (NEW 4/1/2025		6,254,278
	Certificate of deposits	MITSUBISHI UFJ TRUST AND BANKING C 4/2/2025		2,803,022
	Certificate of deposits	MITSUBISHI UFJ TRUST AND BANKING C 4/3/2025		5,720,315
	Certificate of deposits	SUMITOMO MITSUI TRUST BANK LTD (NE 4/4/2025		6,154,132
	Certificate of deposits	BNP PARIBAS (NEW YORK BRANCH) 4/8/2025		6,455,569
	Certificate of deposits	MUFG BANK LTD (NEW YORK BRANCH) 4/14/2025		5,754,720
	Certificate of deposits	ROYAL BANK OF CANADA (NEW YORK BRA 4/17/2025		5,956,530
	Certificate of deposits	WESTPAC BANKING CORPORATION (NEW Y 4/17/2025		5,362,419
	Certificate of deposits	ROYAL BANK OF CANADA (NEW YORK BRA 4/22/2025		5,706,480
	Certificate of deposits	NATIXIS (NEW YORK BRANCH) 4/22/2025		6,404,910
	Certificate of deposits	LANDESBANK BADEN WUERTTEMBERG (NEW 4/24/2025		2,002,130
	Certificate of deposits	CREDIT INDUSTRIEL ET COMMERCIAL SA 4/25/2025		5,870,933
	Certificate of deposits	COOPERATIEVE RABOBANK UA (NEW YORK 4/30/2025		5,922,296
	Certificate of deposits	CREDIT AGRICOLE CORPORATE AND INVE 5/2/2025		6,057,985
	Certificate of deposits	HSBC BANK USA NA 5/7/2025		2,353,040
	Certificate of deposits	BARCLAYS BANK PLC (NEW YORK BRANCH 5/8/2025		6,109,124
	Certificate of deposits	SUMITOMO MITSUI BANKING CORP (NEW 5/8/2025		4,604,390
	Certificate of deposits	SUMITOMO MITSUI TRUST BANK LTD (NE 5/12/2025		7,056,617

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(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description	(d) Cost***	(e) Current Value
	Certificate of deposits	LANDESBANK BADEN WUERTTEMBERG (NEW 5/19/2025		6,055,903
	Certificate of deposits	HSBC BANK USA NA 5/20/2025		1,401,965
	Certificate of deposits	LLOYDS BANK CORPORATE MARKETS PLC 5/22/2025		1,725,516
	Certificate of deposits	LLOYDS BANK CORPORATE MARKETS PLC 5/27/2025		1,506,797
	Certificate of deposits	LANDESBANK BADEN WUERTTEMBERG (NEW 6/11/2025		2,252,977
	Certificate of deposits	NATIXIS (NEW YORK BRANCH) 6/16/2025		5,909,901
	Certificate of deposits	ROYAL BANK OF CANADA (NEW YORK BRA 7/9/2025		6,411,771
	Certificate of deposits	SVENSKA HANDELSBANKEN AB (NEW YORK 7/11/2025		5,861,480
	Certificate of deposits	SWEDBANK AB (NEW YORK BRANCH) 7/18/2025		3,507,070
	Certificate of deposits	SWEDBANK AB (NEW YORK BRANCH) 7/28/2025		4,885,804
	Certificate of deposits	CREDIT AGRICOLE CORPORATE AND INVE 8/14/2025		5,712,318
	Certificate of deposits	CREDIT AGRICOLE CORPORATE AND INVE 9/12/2025		5,864,209
	Certificate of deposits	BANK OF MONTREAL (CHICAGO BRANCH) 10/3/2025		6,215,258
	Certificate of deposits	HSBC BANK USA NA 10/16/2025		6,718,528
	Certificate of deposits	HSBC BANK USA NA 10/21/2025		3,309,488
	Certificate of deposits	BANK OF NOVA SCOTIA (HOUSTON BRANC 10/24/2025		6,266,071
	Certificate of deposits	SUMITOMO MITSUI BANKING CORP (NEW 10/28/2025		6,818,608
	Certificate of deposits	NATIXIS (NEW YORK BRANCH) 11/6/2025		1,855,747
	Certificate of deposits	BANK OF MONTREAL (CHICAGO BRANCH) 11/7/2025		4,711,318
	Certificate of deposits	CREDIT AGRICOLE CORPORATE AND INVE 11/13/2025		4,615,098
	Certificate of deposits	BANK OF MONTREAL (CHICAGO BRANCH) 11/18/2025		1,353,359
	Certificate of deposits	ROYAL BANK OF CANADA (NEW YORK BRA 12/4/2025		5,314,636
	Certificate of deposits	LANDESBANK BADEN WUERTTEMBERG (NEW 12/5/2025		7,271,857
	Certificate of deposits	HSBC BANK USA NA 12/9/2025		2,959,025
	Certificate of deposits	BANK OF AMERICA NA 1/9/2026		7,463,623
	CASH	RECEIVABLE		2,716,858
	CASH	UNDISTRIBUTED REALIZED (GAIN)/LOSS		-
	CASH	PREPAID REBATE		1,604,187
	CASH	PAYABLE		(3,137,380)
	CASH	SECURITIES PAYABLE		(3,227,396)
		TOTAL FIXED INCOME SECURITIES AND REPURCHASE AGREEMENTS ACQUIRED WITH CASH COLLATERAL		\$ 826,728,196
		OTHER INVESTMENTS		
	AMSTERDAM INDEX FUTURE (OTC)	EXP JAN 25	\$	(5,129)
	CAC40 EURO INDEX FUT (EOP)	EXP JAN 25		(14,436)
	CCP_CDX_BP UL CDX.NA.HY.43.V1	PAY 500BPS 2029 DEC 20		(218,764)
	CCP_CDX_BP UL CDX.NA.IG.43.V1	VAR RT 00BPS 2029 DEC 20		(226,285)
	CCP_CDX_BP UL CDX.NA.HY.43.V1	PAY 500BPS 2029 DEC 20		-
	CCP_CDX_BP UL CDX.NA.IG.43.V1	PAY 100BPS 2029 DEC 20		-
	CCP_IRS_R USD-SOFR-OIS COMPOU	PAY 3.76% 2034 AUG 15		130,157
	CCP_IRS_R USD-SOFR-OIS COMPOU	PAY 3.78% 2029 MAY 31		34,542
	CCP_IRS_R USD-SOFR-OIS COMPOU	PAY 3.76% 2034 AUG 15		-
	CCP_IRS_R USD-SOFR-OIS COMPOU	PAY 3.78% 2029 MAY 31		-
	CDP FINANCIAL INC 144A	4.500% 02/13/2026 DD 02/14/23		250,040
	CHILE GOVERNMENT INTERNATIONAL	2.450% 01/31/2031 DD 05/12/20		941,572
	CHILE GOVERNMENT INTERNATIONAL	3.240% 02/06/2028 DD 02/06/18		945,665
	COLOMBIA GOVERNMENT INTERNATIO	3.000% 01/30/2030 DD 01/30/20		322,725
	COLOMBIA GOVERNMENT INTERNATIO	3.125% 04/15/2031 DD 06/04/20		273,758
	COLOMBIA GOVERNMENT INTERNATIO	3.250% 04/22/2032 DD 04/22/21		244,960
	COLOMBIA GOVERNMENT INTERNATIO	3.875% 04/25/2027 DD 01/25/17		619,675
	COLOMBIA GOVERNMENT INTERNATIO	4.500% 01/28/2026 DD 09/28/15		608,671
	COLOMBIA GOVERNMENT INTERNATIO	4.500% 03/15/2029 DD 10/12/18		120,250
	CPPIB CAPITAL INC 144A	3.750% 10/08/2027 DD 10/09/24		274,704
	DAX INDEX FUTURE (EUX)	EXP MAR 25		230,676
	EIS EL EQS-AQR16685503-M7HK IN	P HIHD01M 0.004 BPS 2025 MAR 1		4,386,404
	EIS EL EQS-AQR16685510-M7FR IN	R ESTRON 0.0026 BPS 2025 MAR 1		(3,018,441)
	EIS EL EQS-AQR16685513-M7IT IN	P ESTRON 0.0049 BPS 2025 MAR 1		5,942,705
	EIS EL EQS-AQR16685514-M7NL IN	P ESTRON 0.0094 BPS 2025 MAR 1		2,825,559
	EIS EL EQS-AQR16685515-M7ES IN	P ESTRON 0.0063 BPS 2025 MAR 1		2,138,098
	EIS EL EQS-AQR16685516-M7SE IN	P STIB1M 0.0069 BPS 2025 MAR 1		2,438,299
	EIS EL EQS-AQR16685517-M7CH IN	P SSARON 0.0064 BPS 2025 MAR 1		2,438,490
	EIS EL EQS-AQR16685536-TA-35 I	P TELBOR01 0.0045 BPS 2025 MAR 1		1,626,153
	EIS FL EQS-AQR16685503-M7HK IN	P HIHD01M 0.004 BPS 2025 MAR 1		(4,487,924)
	EIS FL EQS-AQR16685510-M7FR IN	R ESTRON 0.0026 BPS 2025 MAR 1		3,065,169
	EIS FL EQS-AQR16685513-M7IT IN	P ESTRON 0.0049 BPS 2025 MAR 1		(6,042,871)
	EIS FL EQS-AQR16685514-M7NL IN	P ESTRON 0.0094 BPS 2025 MAR 1		(2,885,036)
	EIS FL EQS-AQR16685515-M7ES IN	P ESTRON 0.0063 BPS 2025 MAR 1		(2,192,664)

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	EIS FL EQS-AQR16685516-M7SE IN	P STIB1M 0.0069 BPS 2025 MAR 1		(2,561,478)
	EIS FL EQS-AQR16685517-M7CH IN	P SSARON 0.0064 BPS 2025 MAR 1		(2,456,212)
	EIS FL EQS-AQR16685536-TA-35 I	P TELBOR01 0.0045 BPS 2025 MAR		(1,586,343)
	FTSE 100 INDEX FUTURE (ICF)	EXP MAR 25		270,053
	FTSE/MIB INDEX FUTURE (MIL)	EXP MAR 25		(212,594)
	IBEX 35 INDEX FUTURE (MFM)	EXP JAN 25		(40,423)
	INDONESIA GOVERNMENT INTE 144A	4.350% 01/08/2027 DD 12/08/16		1,674,292
	INDONESIA GOVERNMENT INTE 144A	6.750% 01/15/2044 DD 01/15/14		238,885
	INDONESIA GOVERNMENT INTERNATI	2.850% 02/14/2030 DD 01/14/20		890,482
	INDONESIA GOVERNMENT INTERNATI	3.400% 09/18/2029 DD 06/18/19		348,455
	INDONESIA GOVERNMENT INTERNATI	4.100% 04/24/2028 DD 04/24/18		262,378
	INTERNATIONAL BANK FOR RECONST	0.000% 09/17/2030 DD 09/17/90		825,647
	KOMMUNALBANKEN AS 144A	4.500% 09/01/2028 DD 09/01/23		250,735
	MEXICO GOVERNMENT INTERNATIONA	3.750% 01/11/2028 DD 01/11/18		259,180
	MEXICO GOVERNMENT INTERNATIONA	4.150% 03/28/2027 DD 03/28/17		421,984
	MEXICO GOVERNMENT INTERNATIONA	4.400% 02/12/2052 DD 01/12/22		632,125
	MEXICO GOVERNMENT INTERNATIONA	4.600% 02/10/2048 DD 10/10/17		143,208
	MEXICO GOVERNMENT INTERNATIONA	4.750% 03/08/2044 DD 03/08/12		176,032
	MEXICO GOVERNMENT INTERNATIONA	5.550% 01/21/2045 DD 01/21/14		200,830
	MEXICO GOVERNMENT INTERNATIONA	6.400% 05/07/2054 DD 01/08/24		823,847
	MSCI SINGAPORE INDEX FUT (SGX)	EXP JAN 25		(1,873)
	NEDERLANDSE WATERSCHAPSBA 144A	4.875% 02/24/2025 DD 02/24/23		1,600,576
	OMAN GOVERNMENT INTERNATI 144A	5.625% 01/17/2028 DD 01/17/18		599,148
	OMXS30 INDEX FUT (SSE)	EXP JAN 25		(196,911)
	ONTARIO TEACHERS' FINANCE 144A	1.375% 04/15/2025 DD 04/15/20		495,647
	PROVINCE OF BRITISH COLUMBIA C	4.750% 06/12/2034 DD 06/12/24		762,826
	PROVINCE OF QUEBEC CANADA	2.500% 04/20/2026 DD 04/20/16		707,007
	QATAR GOVERNMENT INTERNAT 144A	4.000% 03/14/2029 DD 03/14/19		623,696
	QATAR GOVERNMENT INTERNAT 144A	4.400% 04/16/2050 DD 04/16/20		868,495
	REPUBLIC OF ITALY GOVERNMENT I	1.250% 02/17/2026 DD 11/24/20		615,136
	REPUBLIC OF SOUTH AFRICA GOVER	4.850% 09/30/2029 DD 09/30/19		372,410
	REPUBLIC OF SOUTH AFRICA GOVER	5.375% 07/24/2044 DD 07/24/14		187,433
	ROMANIAN GOVERNMENT INTER 144A	3.000% 02/14/2031 DD 07/14/20		323,308
	S&P/TSE 60 INDEX FUTURES (MSE)	EXP MAR 25		(4,240)
	SAUDI GOVERNMENT INTERNAT 144A	3.625% 03/04/2028 DD 10/04/17		387,329
	SAUDI GOVERNMENT INTERNAT 144A	3.750% 01/21/2055 DD 02/03/20		438,253
	SAUDI GOVERNMENT INTERNAT 144A	4.375% 04/16/2029 DD 01/16/19		2,339,184
	SAUDI GOVERNMENT INTERNAT 144A	4.625% 10/04/2047 DD 10/04/17		816,900
	SPI 200 FUTURE (SFE)	EXP MAR 25		267,857
	SVENSK EXPORTKREDIT AB	4.000% 07/15/2025 DD 05/03/23		359,141
	SVENSK EXPORTKREDIT AB	4.375% 02/13/2026 DD 02/14/23		244,482
	SWISS MKT IX FUTURE (OTC)	EXP MAR 25		(91,315)
	TOPIX INDEX FUTURE (OSE)	EXP MAR 25		(55,360)
	UNIV OF CALIFORNIA CA REVENUES	2.650% 05/15/2050 DD 07/16/20		78,989
	UNIV OF MICHIGAN MI	3.504% 04/01/2052 DD 03/16/22		166,439
	US 10YR TREAS NTS FUTURE (CBT)	EXP MAR 25		(326,586)
	US 10YR ULTRA FUTURE (CBT)	EXP MAR 25		(132,132)
	US 2YR TREAS NTS FUT (CBT)	EXP MAR 25		18,327
	US 5YR TREAS NTS FUTURE (CBT)	EXP MAR 25		(104,711)
	US TREAS BD FUTURE (CBT)	EXP MAR 25		7,629
	US ULTRA BOND (CBT)	EXP MAR 25		14,000
				\$ 22,708,889
		FORWARD FOREIGN CURRENCY CONTRACTS		
	Bank of New York Mellon Corp/London	GBP USD 1/2/2025	\$	(16)
	Citibank NA	AUD USD 1/2/2025		8,654
	Citibank NA	AUD USD 1/2/2025		8,953
	Citibank NA	AUD USD 1/2/2025		10,250
	Citibank NA	AUD USD 1/2/2025		10,464
	Citibank NA	CAD USD 1/2/2025		(803)
	Citibank NA	EUR USD 1/2/2025		36,750
	Citibank NA	GBP USD 1/2/2025		11,087
	Citibank NA	NOK USD 1/2/2025		(218)
	Citibank NA	NOK USD 1/2/2025		(222)
	Citibank NA	USD AUD 1/2/2025		(33,051)
	Citibank NA	USD GBP 1/2/2025		(5,749)
	Citibank NA	USD EUR 1/2/2025		(52,683)
	Citibank NA	USD GBP 1/2/2025		(9,456)
	Citibank NA	USD CAD 1/2/2025		1,646
	Citibank NA	USD NOK 1/2/2025		447
	Citibank NA	HKD USD 1/3/2025		3
	Citibank NA	USD SEK 1/3/2025		(25)
	Citibank NA	JPY USD 1/7/2025		(6,641)
	Citibank NA	USD JPY 1/7/2025		4,607
	Citibank NA	AUD USD 3/19/2025		1,022

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(a)	(b) <u>Identity of Issue, Borrower, Lessor or Similar Party</u>	(c) <u>Description</u>	(d) <u>Cost***</u>	(e) <u>Current Value</u>
	Citibank NA	AUD USD 3/19/2025		16,443
	Citibank NA	AUD USD 3/19/2025		9,849
	Citibank NA	AUD USD 3/19/2025		20,784
	Citibank NA	CAD USD 3/19/2025		16,932
	Citibank NA	CAD USD 3/19/2025		24,263
	Citibank NA	CAD USD 3/19/2025		22,031
	Citibank NA	CAD USD 3/19/2025		23,664
	Citibank NA	CAD USD 3/19/2025		30,399
	Citibank NA	CAD USD 3/19/2025		63,937
	Citibank NA	CAD USD 3/19/2025		52,225
	Citibank NA	CAD USD 3/19/2025		47,926
	Citibank NA	CAD USD 3/19/2025		16,912
	Citibank NA	CAD USD 3/19/2025		16,686
	Citibank NA	CAD USD 3/19/2025		(1,162)
	Citibank NA	CAD USD 3/19/2025		8,025
	Citibank NA	CAD USD 3/19/2025		7,816
	Citibank NA	CAD USD 3/19/2025		7,115
	Citibank NA	CAD USD 3/19/2025		57,825
	Citibank NA	CAD USD 3/19/2025		(1,643)
	Citibank NA	CAD USD 3/19/2025		30,325
	Citibank NA	CAD USD 3/19/2025		29,841
	Citibank NA	CHF USD 3/19/2025		34,320
	Citibank NA	CHF USD 3/19/2025		29,335
	Citibank NA	CHF USD 3/19/2025		29,936
	Citibank NA	CHF USD 3/19/2025		1,238
	Citibank NA	CHF USD 3/19/2025		25,238
	Citibank NA	CHF USD 3/19/2025		5,950
	Citibank NA	CHF USD 3/19/2025		32,454
	Citibank NA	CHF USD 3/19/2025		34,296
	Citibank NA	CHF USD 3/19/2025		5,040
	Citibank NA	CHF USD 3/19/2025		31,036
	Citibank NA	CHF USD 3/19/2025		31,256
	Citibank NA	CHF USD 3/19/2025		26,963
	Citibank NA	CHF USD 3/19/2025		27,089
	Citibank NA	CHF USD 3/19/2025		2,988
	Citibank NA	CHF USD 3/19/2025		25,721
	Citibank NA	CHF USD 3/19/2025		24,964
	Citibank NA	CHF USD 3/19/2025		33,336
	Citibank NA	CHF USD 3/19/2025		34,491
	Citibank NA	CHF USD 3/19/2025		1,743
	Citibank NA	CHF USD 3/19/2025		26,484
	Citibank NA	CHF USD 3/19/2025		1,552
	Citibank NA	DKK USD 3/19/2025		1,168
	Citibank NA	DKK USD 3/19/2025		1,814
	Citibank NA	DKK USD 3/19/2025		7
	Citibank NA	DKK USD 3/19/2025		963
	Citibank NA	DKK USD 3/19/2025		5,058
	Citibank NA	DKK USD 3/19/2025		821
	Citibank NA	DKK USD 3/19/2025		14
	Citibank NA	EUR USD 3/19/2025		52,886
	Citibank NA	EUR USD 3/19/2025		2,678
	Citibank NA	EUR USD 3/19/2025		88,398
	Citibank NA	EUR USD 3/19/2025		12,768
	Citibank NA	EUR USD 3/19/2025		21,580
	Citibank NA	GBP USD 3/19/2025		2,878
	Citibank NA	GBP USD 3/19/2025		384
	Citibank NA	GBP USD 3/19/2025		566
	Citibank NA	GBP USD 3/19/2025		9,390
	Citibank NA	GBP USD 3/19/2025		5,703
	Citibank NA	GBP USD 3/19/2025		1,881
	Citibank NA	GBP USD 3/19/2025		3,201
	Citibank NA	GBP USD 3/19/2025		6,950
	Citibank NA	HKD USD 3/19/2025		(129)
	Citibank NA	HKD USD 3/19/2025		(17)
	Citibank NA	HKD USD 3/19/2025		(9)
	Citibank NA	HKD USD 3/19/2025		(4)
	Citibank NA	HKD USD 3/19/2025		(74)
	Citibank NA	HKD USD 3/19/2025		(3)
	Citibank NA	HKD USD 3/19/2025		(4)
	Citibank NA	HKD USD 3/19/2025		(3)
	Citibank NA	HKD USD 3/19/2025		(2)
	Citibank NA	HKD USD 3/19/2025		(13)
	Citibank NA	ILS USD 3/19/2025		22
	Citibank NA	ILS USD 3/19/2025		7

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	Citibank NA	ILS USD 3/19/2025		8
	Citibank NA	JPY USD 3/19/2025		15,312
	Citibank NA	JPY USD 3/19/2025		9,593
	Citibank NA	JPY USD 3/19/2025		11,113
	Citibank NA	NZD USD 3/19/2025		336
	Citibank NA	NZD USD 3/19/2025		24,723
	Citibank NA	NZD USD 3/19/2025		23,914
	Citibank NA	NZD USD 3/19/2025		3,932
	Citibank NA	NZD USD 3/19/2025		48,418
	Citibank NA	NZD USD 3/19/2025		27,790
	Citibank NA	NZD USD 3/19/2025		1,582
	Citibank NA	NZD USD 3/19/2025		50,294
	Citibank NA	NZD USD 3/19/2025		23,093
	Citibank NA	NZD USD 3/19/2025		22,053
	Citibank NA	NZD USD 3/19/2025		12,187
	Citibank NA	NZD USD 3/19/2025		50,707
	Citibank NA	NZD USD 3/19/2025		31,437
	Citibank NA	NZD USD 3/19/2025		51,651
	Citibank NA	NZD USD 3/19/2025		20,504
	Citibank NA	NZD USD 3/19/2025		28,118
	Citibank NA	NZD USD 3/19/2025		456
	Citibank NA	NZD USD 3/19/2025		80
	Citibank NA	SEK USD 3/19/2025		3,004
	Citibank NA	SEK USD 3/19/2025		4,773
	Citibank NA	SEK USD 3/19/2025		3,450
	Citibank NA	SEK USD 3/19/2025		3,606
	Citibank NA	SEK USD 3/19/2025		5,257
	Citibank NA	SEK USD 3/19/2025		38,693
	Citibank NA	SEK USD 3/19/2025		1,644
	Citibank NA	SEK USD 3/19/2025		1,486
	Citibank NA	SEK USD 3/19/2025		1,199
	Citibank NA	SEK USD 3/19/2025		2,266
	Citibank NA	SEK USD 3/19/2025		5,928
	Citibank NA	SEK USD 3/19/2025		493
	Citibank NA	SEK USD 3/19/2025		4,768
	Citibank NA	SGD USD 3/19/2025		250
	Citibank NA	SGD USD 3/19/2025		56
	Citibank NA	SGD USD 3/19/2025		299
	Citibank NA	SGD USD 3/19/2025		54
	Citibank NA	USD AUD 3/19/2025		(11,469)
	Citibank NA	USD AUD 3/19/2025		(8,656)
	Citibank NA	USD CAD 3/19/2025		(54,316)
	Citibank NA	USD CAD 3/19/2025		(48,400)
	Citibank NA	USD CAD 3/19/2025		(47,572)
	Citibank NA	USD CAD 3/19/2025		(9,176)
	Citibank NA	USD CAD 3/19/2025		(54,277)
	Citibank NA	USD DKK 3/19/2025		(225)
	Citibank NA	USD DKK 3/19/2025		(647)
	Citibank NA	USD DKK 3/19/2025		(154)
	Citibank NA	USD DKK 3/19/2025		(140)
	Citibank NA	USD DKK 3/19/2025		(148)
	Citibank NA	USD EUR 3/19/2025		(351)
	Citibank NA	USD EUR 3/19/2025		(11,143)
	Citibank NA	USD EUR 3/19/2025		(11,130)
	Citibank NA	USD EUR 3/19/2025		(36,952)
	Citibank NA	USD EUR 3/19/2025		(378)
	Citibank NA	USD EUR 3/19/2025		(349)
	Citibank NA	USD HKD 3/19/2025		(1)
	Citibank NA	USD HKD 3/19/2025		5
	Citibank NA	USD HKD 3/19/2025		4
	Citibank NA	USD HKD 3/19/2025		9
	Citibank NA	USD HKD 3/19/2025		(5)
	Citibank NA	USD ILS 3/19/2025		(28)
	Citibank NA	USD ILS 3/19/2025		-
	Citibank NA	USD ILS 3/19/2025		1,423
	Citibank NA	USD ILS 3/19/2025		108
	Citibank NA	USD ILS 3/19/2025		(3)
	Citibank NA	USD ILS 3/19/2025		12
	Citibank NA	USD ILS 3/19/2025		(72)
	Citibank NA	USD ILS 3/19/2025		(136)
	Citibank NA	USD ILS 3/19/2025		(292)
	Citibank NA	USD ILS 3/19/2025		(170)
	Citibank NA	USD ILS 3/19/2025		(17)
	Citibank NA	USD ILS 3/19/2025		(16)

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2024

(a)	(b) <u>Identity of Issue, Borrower, Lessor or Similar Party</u>	(c) <u>Description</u>	(d) <u>Cost***</u>	(e) <u>Current Value</u>
	Citibank NA	USD ILS 3/19/2025		(181)
	Citibank NA	USD AUD 3/19/2025		(8,955)
	Citibank NA	USD AUD 3/19/2025		(10,252)
	Citibank NA	USD AUD 3/19/2025		(10,465)
	Citibank NA	USD AUD 3/19/2025		(3,290)
	Citibank NA	USD AUD 3/19/2025		(12,054)
	Citibank NA	USD DKK 3/19/2025		(125)
	Citibank NA	USD DKK 3/19/2025		(8,099)
	Citibank NA	USD ILS 3/19/2025		45
	Citibank NA	USD ILS 3/19/2025		142
	Citibank NA	USD JPY 3/19/2025		(47,071)
	Citibank NA	USD JPY 3/19/2025		(59,828)
	Citibank NA	USD NZD 3/19/2025		(2,239)
	Citibank NA	USD NZD 3/19/2025		(303)
	Citibank NA	USD NOK 3/19/2025		(7,121)
	Citibank NA	USD CHF 3/19/2025		(5,405)
	Citibank NA	USD NOK 3/19/2025		(5,494)
	Citibank NA	USD CHF 3/19/2025		(426)
	Citibank NA	USD ILS 3/19/2025		(24)
	Citibank NA	USD ILS 3/19/2025		(24)
	Citibank NA	USD ILS 3/19/2025		(1,771)
	Citibank NA	USD ILS 3/19/2025		(6)
	Citibank NA	USD ILS 3/19/2025		(6)
	Citibank NA	USD ILS 3/19/2025		(1,003)
	Citibank NA	USD ILS 3/19/2025		(1,026)
	Citibank NA	USD ILS 3/19/2025		(62)
	Citibank NA	USD ILS 3/19/2025		(55)
	Citibank NA	USD ILS 3/19/2025		(4)
	Citibank NA	USD ILS 3/19/2025		(5)
	Citibank NA	USD ILS 3/19/2025		2
	Citibank NA	USD ILS 3/19/2025		111
	Citibank NA	USD JPY 3/19/2025		(193,166)
	Citibank NA	USD JPY 3/19/2025		(51,435)
	Citibank NA	USD JPY 3/19/2025		(859)
	Citibank NA	USD JPY 3/19/2025		(10,649)
	Citibank NA	USD JPY 3/19/2025		(4,459)
	Citibank NA	USD JPY 3/19/2025		(13,210)
	Citibank NA	USD JPY 3/19/2025		(126,738)
	Citibank NA	USD JPY 3/19/2025		(188,965)
	Citibank NA	USD JPY 3/19/2025		6,616
	Citibank NA	USD JPY 3/19/2025		(6,420)
	Citibank NA	USD NZD 3/19/2025		(1,962)
	Citibank NA	USD NZD 3/19/2025		(260)
	Citibank NA	USD NOK 3/19/2025		(39,985)
	Citibank NA	USD NOK 3/19/2025		(6,995)
	Citibank NA	USD NOK 3/19/2025		(6,656)
	Citibank NA	USD NOK 3/19/2025		(29,649)
	Citibank NA	USD NOK 3/19/2025		(6,100)
	Citibank NA	USD NOK 3/19/2025		(2,948)
	Citibank NA	USD NOK 3/19/2025		(16,954)
	Citibank NA	USD NOK 3/19/2025		(15,391)
	Citibank NA	USD NOK 3/19/2025		(6,517)
	Citibank NA	USD NOK 3/19/2025		(25,406)
	Citibank NA	USD NOK 3/19/2025		(23,542)
	Citibank NA	USD NOK 3/19/2025		(5,666)
	Citibank NA	USD NOK 3/19/2025		(5,427)
	Citibank NA	USD NOK 3/19/2025		(42,322)
	Citibank NA	USD NOK 3/19/2025		(6,106)
	Citibank NA	USD NOK 3/19/2025		(27,043)
	Citibank NA	USD NOK 3/19/2025		(20,072)
	Citibank NA	USD NOK 3/19/2025		(4,043)
	Citibank NA	USD NOK 3/19/2025		(33,533)
	Citibank NA	USD NOK 3/19/2025		(4,686)
	Citibank NA	USD NOK 3/19/2025		(4,180)
	Citibank NA	USD CHF 3/19/2025		(7,262)
	Citibank NA	USD NOK 3/19/2025		(807)
	Citibank NA	USD NOK 3/19/2025		(36,467)
	Citibank NA	USD NOK 3/19/2025		(8,775)
	Citibank NA	USD NOK 3/19/2025		(1,507)
	Citibank NA	USD NOK 3/19/2025		204
	Citibank NA	USD NOK 3/19/2025		186
	Citibank NA	USD GBP 3/19/2025		(22,609)
	Citibank NA	USD GBP 3/19/2025		(30)
	Citibank NA	USD GBP 3/19/2025		(24,090)

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
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(a)	(b) <u>Identity of Issue, Borrower, Lessor or Similar Party</u>	(c) <u>Description</u>	(d) <u>Cost***</u>	(e) <u>Current Value</u>
	Citibank NA	USD GBP 3/19/2025		(14,473)
	Citibank NA	USD GBP 3/19/2025		(19,124)
	Citibank NA	USD GBP 3/19/2025		(14,884)
	Citibank NA	USD GBP 3/19/2025		(14,772)
	Citibank NA	USD GBP 3/19/2025		(19,409)
	Citibank NA	USD GBP 3/19/2025		(1,078)
	Citibank NA	USD GBP 3/19/2025		(804)
	Citibank NA	USD GBP 3/19/2025		(129,107)
	Citibank NA	USD GBP 3/19/2025		(22,168)
	Citibank NA	USD SGD 3/19/2025		(2,159)
	Citibank NA	USD SGD 3/19/2025		(2,503)
	Citibank NA	USD SGD 3/19/2025		(377)
	Citibank NA	USD SGD 3/19/2025		(191)
	Citibank NA	USD SGD 3/19/2025		(542)
	Citibank NA	USD SGD 3/19/2025		(926)
	Citibank NA	USD SGD 3/19/2025		(931)
	Citibank NA	USD SGD 3/19/2025		(25)
	Citibank NA	USD SGD 3/19/2025		(102)
	Citibank NA	USD SGD 3/19/2025		(1,586)
	Citibank NA	USD SGD 3/19/2025		(10)
	Citibank NA	USD SGD 3/19/2025		(2,001)
	Citibank NA	USD SGD 3/19/2025		(410)
	Citibank NA	USD SGD 3/19/2025		(1,890)
	Citibank NA	USD SGD 3/19/2025		(103)
	Citibank NA	USD SGD 3/19/2025		(1,738)
	Citibank NA	USD SGD 3/19/2025		(76)
	Citibank NA	USD SGD 3/19/2025		(5)
	Citibank NA	USD SGD 3/19/2025		(28)
	Citibank NA	USD SGD 3/19/2025		(2,195)
	Citibank NA	USD SGD 3/19/2025		(47)
	Citibank NA	USD CHF 3/19/2025		(33)
	Citibank NA	USD CHF 3/19/2025		(74)
	JPMorgan Chase Bank NA	AUD USD 1/2/2025		8,960
	JPMorgan Chase Bank NA	AUD USD 1/2/2025		8,660
	JPMorgan Chase Bank NA	AUD USD 1/2/2025		10,257
	JPMorgan Chase Bank NA	AUD USD 1/2/2025		10,471
	JPMorgan Chase Bank NA	CAD USD 1/2/2025		(797)
	JPMorgan Chase Bank NA	EUR USD 1/2/2025		36,782
	JPMorgan Chase Bank NA	GBP USD 1/2/2025		11,104
	JPMorgan Chase Bank NA	NOK USD 1/2/2025		(214)
	JPMorgan Chase Bank NA	NOK USD 1/2/2025		(218)
	JPMorgan Chase Bank NA	USD AUD 1/2/2025		(33,024)
	JPMorgan Chase Bank NA	USD CAD 1/2/2025		1,652
	JPMorgan Chase Bank NA	USD EUR 1/2/2025		(52,651)
	JPMorgan Chase Bank NA	USD NOK 1/2/2025		455
	JPMorgan Chase Bank NA	USD GBP 1/2/2025		(5,741)
	JPMorgan Chase Bank NA	USD GBP 1/2/2025		(9,448)
	JPMorgan Chase Bank NA	HKD USD 1/3/2025		4
	JPMorgan Chase Bank NA	USD SEK 1/3/2025		(24)
	JPMorgan Chase Bank NA	JPY USD 1/7/2025		(6,633)
	JPMorgan Chase Bank NA	USD JPY 1/7/2025		4,615
	JPMorgan Chase Bank NA	AUD USD 3/19/2025		20,787
	JPMorgan Chase Bank NA	AUD USD 3/19/2025		1,023
	JPMorgan Chase Bank NA	AUD USD 3/19/2025		16,446
	JPMorgan Chase Bank NA	AUD USD 3/19/2025		9,850
	JPMorgan Chase Bank NA	CAD USD 3/19/2025		23,670
	JPMorgan Chase Bank NA	CAD USD 3/19/2025		30,404
	JPMorgan Chase Bank NA	CAD USD 3/19/2025		30,330
	JPMorgan Chase Bank NA	CAD USD 3/19/2025		29,846
	JPMorgan Chase Bank NA	CAD USD 3/19/2025		16,916
	JPMorgan Chase Bank NA	CAD USD 3/19/2025		16,689
	JPMorgan Chase Bank NA	CAD USD 3/19/2025		16,935
	JPMorgan Chase Bank NA	CAD USD 3/19/2025		24,268
	JPMorgan Chase Bank NA	CAD USD 3/19/2025		22,037
	JPMorgan Chase Bank NA	CAD USD 3/19/2025		7,118
	JPMorgan Chase Bank NA	CAD USD 3/19/2025		57,843
	JPMorgan Chase Bank NA	CAD USD 3/19/2025		63,951
	JPMorgan Chase Bank NA	CAD USD 3/19/2025		52,239
	JPMorgan Chase Bank NA	CAD USD 3/19/2025		47,940
	JPMorgan Chase Bank NA	CAD USD 3/19/2025		(1,637)
	JPMorgan Chase Bank NA	CAD USD 3/19/2025		(1,154)
	JPMorgan Chase Bank NA	CAD USD 3/19/2025		8,029
	JPMorgan Chase Bank NA	CAD USD 3/19/2025		7,820
	JPMorgan Chase Bank NA	CHF USD 3/19/2025		29,340

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
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(a)	(b)	(c)	(d)	(e)
	<u>Identity of Issue, Borrower, Lessor or Similar Party</u>	<u>Description</u>	<u>Cost***</u>	<u>Current Value</u>
	JPMorgan Chase Bank NA	CHF USD 3/19/2025		29,942
	JPMorgan Chase Bank NA	CHF USD 3/19/2025		1,238
	JPMorgan Chase Bank NA	CHF USD 3/19/2025		5,951
	JPMorgan Chase Bank NA	CHF USD 3/19/2025		32,461
	JPMorgan Chase Bank NA	CHF USD 3/19/2025		34,303
	JPMorgan Chase Bank NA	CHF USD 3/19/2025		34,327
	JPMorgan Chase Bank NA	CHF USD 3/19/2025		31,041
	JPMorgan Chase Bank NA	CHF USD 3/19/2025		31,261
	JPMorgan Chase Bank NA	CHF USD 3/19/2025		26,968
	JPMorgan Chase Bank NA	CHF USD 3/19/2025		25,243
	JPMorgan Chase Bank NA	CHF USD 3/19/2025		2,989
	JPMorgan Chase Bank NA	CHF USD 3/19/2025		25,725
	JPMorgan Chase Bank NA	CHF USD 3/19/2025		24,969
	JPMorgan Chase Bank NA	CHF USD 3/19/2025		5,041
	JPMorgan Chase Bank NA	CHF USD 3/19/2025		34,496
	JPMorgan Chase Bank NA	CHF USD 3/19/2025		1,744
	JPMorgan Chase Bank NA	CHF USD 3/19/2025		26,489
	JPMorgan Chase Bank NA	CHF USD 3/19/2025		27,094
	JPMorgan Chase Bank NA	CHF USD 3/19/2025		1,554
	JPMorgan Chase Bank NA	CHF USD 3/19/2025		33,341
	JPMorgan Chase Bank NA	DKK USD 3/19/2025		963
	JPMorgan Chase Bank NA	DKK USD 3/19/2025		5,060
	JPMorgan Chase Bank NA	DKK USD 3/19/2025		1,816
	JPMorgan Chase Bank NA	DKK USD 3/19/2025		7
	JPMorgan Chase Bank NA	DKK USD 3/19/2025		821
	JPMorgan Chase Bank NA	DKK USD 3/19/2025		1,169
	JPMorgan Chase Bank NA	DKK USD 3/19/2025		14
	JPMorgan Chase Bank NA	EUR USD 3/19/2025		12,771
	JPMorgan Chase Bank NA	EUR USD 3/19/2025		21,586
	JPMorgan Chase Bank NA	EUR USD 3/19/2025		52,919
	JPMorgan Chase Bank NA	EUR USD 3/19/2025		2,680
	JPMorgan Chase Bank NA	EUR USD 3/19/2025		88,418
	JPMorgan Chase Bank NA	GBP USD 3/19/2025		6,952
	JPMorgan Chase Bank NA	GBP USD 3/19/2025		9,398
	JPMorgan Chase Bank NA	GBP USD 3/19/2025		5,712
	JPMorgan Chase Bank NA	GBP USD 3/19/2025		2,881
	JPMorgan Chase Bank NA	GBP USD 3/19/2025		1,882
	JPMorgan Chase Bank NA	GBP USD 3/19/2025		3,202
	JPMorgan Chase Bank NA	GBP USD 3/19/2025		385
	JPMorgan Chase Bank NA	GBP USD 3/19/2025		567
	JPMorgan Chase Bank NA	HKD USD 3/19/2025		(128)
	JPMorgan Chase Bank NA	HKD USD 3/19/2025		(12)
	JPMorgan Chase Bank NA	HKD USD 3/19/2025		(17)
	JPMorgan Chase Bank NA	HKD USD 3/19/2025		(9)
	JPMorgan Chase Bank NA	HKD USD 3/19/2025		(4)
	JPMorgan Chase Bank NA	HKD USD 3/19/2025		(74)
	JPMorgan Chase Bank NA	HKD USD 3/19/2025		(3)
	JPMorgan Chase Bank NA	HKD USD 3/19/2025		(4)
	JPMorgan Chase Bank NA	HKD USD 3/19/2025		(3)
	JPMorgan Chase Bank NA	HKD USD 3/19/2025		(2)
	JPMorgan Chase Bank NA	ILS USD 3/19/2025		7
	JPMorgan Chase Bank NA	ILS USD 3/19/2025		22
	JPMorgan Chase Bank NA	ILS USD 3/19/2025		8
	JPMorgan Chase Bank NA	JPY USD 3/19/2025		9,603
	JPMorgan Chase Bank NA	JPY USD 3/19/2025		11,116
	JPMorgan Chase Bank NA	JPY USD 3/19/2025		15,313
	JPMorgan Chase Bank NA	NZD USD 3/19/2025		3,932
	JPMorgan Chase Bank NA	NZD USD 3/19/2025		48,424
	JPMorgan Chase Bank NA	NZD USD 3/19/2025		23,562
	JPMorgan Chase Bank NA	NZD USD 3/19/2025		22,347
	JPMorgan Chase Bank NA	NZD USD 3/19/2025		336
	JPMorgan Chase Bank NA	NZD USD 3/19/2025		24,725
	JPMorgan Chase Bank NA	NZD USD 3/19/2025		24,152
	JPMorgan Chase Bank NA	NZD USD 3/19/2025		20,506
	JPMorgan Chase Bank NA	NZD USD 3/19/2025		28,120
	JPMorgan Chase Bank NA	NZD USD 3/19/2025		27,793
	JPMorgan Chase Bank NA	NZD USD 3/19/2025		1,582
	JPMorgan Chase Bank NA	NZD USD 3/19/2025		50,299
	JPMorgan Chase Bank NA	NZD USD 3/19/2025		80
	JPMorgan Chase Bank NA	NZD USD 3/19/2025		457
	JPMorgan Chase Bank NA	NZD USD 3/19/2025		51,656
	JPMorgan Chase Bank NA	NZD USD 3/19/2025		12,188
	JPMorgan Chase Bank NA	NZD USD 3/19/2025		50,713
	JPMorgan Chase Bank NA	NZD USD 3/19/2025		31,440

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2024

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description	(d) Cost***	(e) Current Value
	JPMorgan Chase Bank NA	SEK USD 3/19/2025		5,930
	JPMorgan Chase Bank NA	SEK USD 3/19/2025		4,772
	JPMorgan Chase Bank NA	SEK USD 3/19/2025		4,775
	JPMorgan Chase Bank NA	SEK USD 3/19/2025		3,452
	JPMorgan Chase Bank NA	SEK USD 3/19/2025		3,608
	JPMorgan Chase Bank NA	SEK USD 3/19/2025		494
	JPMorgan Chase Bank NA	SEK USD 3/19/2025		1,645
	JPMorgan Chase Bank NA	SEK USD 3/19/2025		1,486
	JPMorgan Chase Bank NA	SEK USD 3/19/2025		1,200
	JPMorgan Chase Bank NA	SEK USD 3/19/2025		3,005
	JPMorgan Chase Bank NA	SEK USD 3/19/2025		2,273
	JPMorgan Chase Bank NA	SEK USD 3/19/2025		38,702
	JPMorgan Chase Bank NA	SEK USD 3/19/2025		5,259
	JPMorgan Chase Bank NA	SGD USD 3/19/2025		56
	JPMorgan Chase Bank NA	SGD USD 3/19/2025		54
	JPMorgan Chase Bank NA	SGD USD 3/19/2025		250
	JPMorgan Chase Bank NA	SGD USD 3/19/2025		299
	JPMorgan Chase Bank NA	USD AUD 3/19/2025		(10,459)
	JPMorgan Chase Bank NA	USD NOK 3/19/2025		(29,643)
	JPMorgan Chase Bank NA	USD NOK 3/19/2025		(6,516)
	JPMorgan Chase Bank NA	USD NOK 3/19/2025		(6,099)
	JPMorgan Chase Bank NA	USD NOK 3/19/2025		(25,401)
	JPMorgan Chase Bank NA	USD NOK 3/19/2025		(5,665)
	JPMorgan Chase Bank NA	USD NOK 3/19/2025		(5,426)
	JPMorgan Chase Bank NA	USD NOK 3/19/2025		(4,179)
	JPMorgan Chase Bank NA	USD NOK 3/19/2025		(6,105)
	JPMorgan Chase Bank NA	USD NOK 3/19/2025		(27,036)
	JPMorgan Chase Bank NA	USD NOK 3/19/2025		(20,067)
	JPMorgan Chase Bank NA	USD NOK 3/19/2025		(23,537)
	JPMorgan Chase Bank NA	USD NOK 3/19/2025		(805)
	JPMorgan Chase Bank NA	USD NOK 3/19/2025		(36,459)
	JPMorgan Chase Bank NA	USD NOK 3/19/2025		(8,773)
	JPMorgan Chase Bank NA	USD NOK 3/19/2025		(42,315)
	JPMorgan Chase Bank NA	USD NOK 3/19/2025		(1,504)
	JPMorgan Chase Bank NA	USD NOK 3/19/2025		208
	JPMorgan Chase Bank NA	USD NOK 3/19/2025		191
	JPMorgan Chase Bank NA	USD NOK 3/19/2025		(4,039)
	JPMorgan Chase Bank NA	USD GBP 3/19/2025		(22,601)
	JPMorgan Chase Bank NA	USD GBP 3/19/2025		(22)
	JPMorgan Chase Bank NA	USD GBP 3/19/2025		(24,076)
	JPMorgan Chase Bank NA	USD GBP 3/19/2025		(14,465)
	JPMorgan Chase Bank NA	USD GBP 3/19/2025		(19,118)
	JPMorgan Chase Bank NA	USD GBP 3/19/2025		(14,877)
	JPMorgan Chase Bank NA	USD GBP 3/19/2025		(14,765)
	JPMorgan Chase Bank NA	USD SGD 3/19/2025		(191)
	JPMorgan Chase Bank NA	USD SGD 3/19/2025		(907)
	JPMorgan Chase Bank NA	USD SGD 3/19/2025		(920)
	JPMorgan Chase Bank NA	USD SGD 3/19/2025		(25)
	JPMorgan Chase Bank NA	USD SGD 3/19/2025		(2,158)
	JPMorgan Chase Bank NA	USD SGD 3/19/2025		(1,585)
	JPMorgan Chase Bank NA	USD SGD 3/19/2025		(10)
	JPMorgan Chase Bank NA	USD SGD 3/19/2025		(2,000)
	JPMorgan Chase Bank NA	USD SGD 3/19/2025		(542)
	JPMorgan Chase Bank NA	USD SGD 3/19/2025		(1,889)
	JPMorgan Chase Bank NA	USD SGD 3/19/2025		(103)
	JPMorgan Chase Bank NA	USD SGD 3/19/2025		(1,738)
	JPMorgan Chase Bank NA	USD SGD 3/19/2025		(102)
	JPMorgan Chase Bank NA	USD SGD 3/19/2025		(5)
	JPMorgan Chase Bank NA	USD SGD 3/19/2025		(28)
	JPMorgan Chase Bank NA	USD SGD 3/19/2025		(2,194)
	JPMorgan Chase Bank NA	USD SGD 3/19/2025		(410)
	JPMorgan Chase Bank NA	USD SGD 3/19/2025		(47)
	JPMorgan Chase Bank NA	USD SGD 3/19/2025		(76)
	JPMorgan Chase Bank NA	USD CHF 3/19/2025		(5,404)
	JPMorgan Chase Bank NA	USD CHF 3/19/2025		(33)
	JPMorgan Chase Bank NA	USD CHF 3/19/2025		(7,259)
	JPMorgan Chase Bank NA	USD CHF 3/19/2025		(74)
	JPMorgan Chase Bank NA	USD CHF 3/19/2025		(426)
	JPMorgan Chase Bank NA	USD GBP 3/19/2025		(19,401)
	JPMorgan Chase Bank NA	USD GBP 3/19/2025		(1,077)
	JPMorgan Chase Bank NA	USD GBP 3/19/2025		(803)
	JPMorgan Chase Bank NA	USD GBP 3/19/2025		(129,072)
	JPMorgan Chase Bank NA	USD GBP 3/19/2025		(22,162)
	JPMorgan Chase Bank NA	USD SGD 3/19/2025		(2,503)

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2024

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	JPMorgan Chase Bank NA	USD SGD 3/19/2025		(377)
	JPMorgan Chase Bank NA	USD NOK 3/19/2025		(7,120)
	JPMorgan Chase Bank NA	USD NOK 3/19/2025		(2,947)
	JPMorgan Chase Bank NA	USD NOK 3/19/2025		(33,526)
	JPMorgan Chase Bank NA	USD NOK 3/19/2025		(4,685)
	JPMorgan Chase Bank NA	USD NOK 3/19/2025		(16,951)
	JPMorgan Chase Bank NA	USD NOK 3/19/2025		(15,388)
	JPMorgan Chase Bank NA	USD NOK 3/19/2025		(39,979)
	JPMorgan Chase Bank NA	USD AUD 3/19/2025		(11,622)
	JPMorgan Chase Bank NA	USD AUD 3/19/2025		(11,710)
	JPMorgan Chase Bank NA	USD AUD 3/19/2025		(3,288)
	JPMorgan Chase Bank NA	USD AUD 3/19/2025		(8,649)
	JPMorgan Chase Bank NA	USD AUD 3/19/2025		(8,948)
	JPMorgan Chase Bank NA	USD AUD 3/19/2025		(10,245)
	JPMorgan Chase Bank NA	USD CAD 3/19/2025		(48,389)
	JPMorgan Chase Bank NA	USD CAD 3/19/2025		(47,561)
	JPMorgan Chase Bank NA	USD CAD 3/19/2025		(9,174)
	JPMorgan Chase Bank NA	USD CAD 3/19/2025		(54,266)
	JPMorgan Chase Bank NA	USD CAD 3/19/2025		(54,305)
	JPMorgan Chase Bank NA	USD DKK 3/19/2025		(140)
	JPMorgan Chase Bank NA	USD DKK 3/19/2025		(125)
	JPMorgan Chase Bank NA	USD DKK 3/19/2025		(148)
	JPMorgan Chase Bank NA	USD DKK 3/19/2025		(225)
	JPMorgan Chase Bank NA	USD DKK 3/19/2025		(647)
	JPMorgan Chase Bank NA	USD DKK 3/19/2025		(154)
	JPMorgan Chase Bank NA	USD EUR 3/19/2025		(11,126)
	JPMorgan Chase Bank NA	USD EUR 3/19/2025		(36,940)
	JPMorgan Chase Bank NA	USD EUR 3/19/2025		(378)
	JPMorgan Chase Bank NA	USD EUR 3/19/2025		(348)
	JPMorgan Chase Bank NA	USD EUR 3/19/2025		(351)
	JPMorgan Chase Bank NA	USD EUR 3/19/2025		(11,139)
	JPMorgan Chase Bank NA	USD HKD 3/19/2025		5
	JPMorgan Chase Bank NA	USD HKD 3/19/2025		4
	JPMorgan Chase Bank NA	USD HKD 3/19/2025		9
	JPMorgan Chase Bank NA	USD HKD 3/19/2025		(5)
	JPMorgan Chase Bank NA	USD HKD 3/19/2025		(1)
	JPMorgan Chase Bank NA	USD ILS 3/19/2025		45
	JPMorgan Chase Bank NA	USD ILS 3/19/2025		142
	JPMorgan Chase Bank NA	USD ILS 3/19/2025		(28)
	JPMorgan Chase Bank NA	USD ILS 3/19/2025		-
	JPMorgan Chase Bank NA	USD ILS 3/19/2025		1,424
	JPMorgan Chase Bank NA	USD ILS 3/19/2025		108
	JPMorgan Chase Bank NA	USD ILS 3/19/2025		(3)
	JPMorgan Chase Bank NA	USD ILS 3/19/2025		12
	JPMorgan Chase Bank NA	USD ILS 3/19/2025		(71)
	JPMorgan Chase Bank NA	USD ILS 3/19/2025		(136)
	JPMorgan Chase Bank NA	USD ILS 3/19/2025		(292)
	JPMorgan Chase Bank NA	USD ILS 3/19/2025		(170)
	JPMorgan Chase Bank NA	USD ILS 3/19/2025		(17)
	JPMorgan Chase Bank NA	USD ILS 3/19/2025		(16)
	JPMorgan Chase Bank NA	USD ILS 3/19/2025		(181)
	JPMorgan Chase Bank NA	USD ILS 3/19/2025		(24)
	JPMorgan Chase Bank NA	USD ILS 3/19/2025		(24)
	JPMorgan Chase Bank NA	USD ILS 3/19/2025		(1,771)
	JPMorgan Chase Bank NA	USD ILS 3/19/2025		(6)
	JPMorgan Chase Bank NA	USD ILS 3/19/2025		(6)
	JPMorgan Chase Bank NA	USD ILS 3/19/2025		(1,002)
	JPMorgan Chase Bank NA	USD ILS 3/19/2025		(1,026)
	JPMorgan Chase Bank NA	USD ILS 3/19/2025		(62)
	JPMorgan Chase Bank NA	USD ILS 3/19/2025		(55)
	JPMorgan Chase Bank NA	USD ILS 3/19/2025		(4)
	JPMorgan Chase Bank NA	USD ILS 3/19/2025		(5)
	JPMorgan Chase Bank NA	USD ILS 3/19/2025		2
	JPMorgan Chase Bank NA	USD ILS 3/19/2025		111
	JPMorgan Chase Bank NA	USD JPY 3/19/2025		(47,061)
	JPMorgan Chase Bank NA	USD JPY 3/19/2025		(59,813)
	JPMorgan Chase Bank NA	USD JPY 3/19/2025		(193,147)
	JPMorgan Chase Bank NA	USD JPY 3/19/2025		(51,424)
	JPMorgan Chase Bank NA	USD JPY 3/19/2025		(859)
	JPMorgan Chase Bank NA	USD JPY 3/19/2025		(10,647)
	JPMorgan Chase Bank NA	USD JPY 3/19/2025		(4,458)
	JPMorgan Chase Bank NA	USD JPY 3/19/2025		(13,207)
	JPMorgan Chase Bank NA	USD JPY 3/19/2025		(126,719)
	JPMorgan Chase Bank NA	USD JPY 3/19/2025		(188,945)

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2024

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description	(d) Cost***	(e) Current Value
	JPMorgan Chase Bank NA	USD JPY 3/19/2025		6,624
	JPMorgan Chase Bank NA	USD JPY 3/19/2025		(6,418)
	JPMorgan Chase Bank NA	USD NZD 3/19/2025		(2,239)
	JPMorgan Chase Bank NA	USD NZD 3/19/2025		(303)
	JPMorgan Chase Bank NA	USD NZD 3/19/2025		(1,961)
	JPMorgan Chase Bank NA	USD NZD 3/19/2025		(260)
	JPMorgan Chase Bank NA	USD NOK 3/19/2025		(5,493)
	JPMorgan Chase Bank NA	USD NOK 3/19/2025		(6,994)
	JPMorgan Chase Bank NA	USD NOK 3/19/2025		(6,654)
	JPMorgan Chase Bank NA	USD DKK 3/19/2025		(8,096)
	State Street Corp	JPY USD 1/7/2025		(185)
		TOTAL FORWARD FOREIGN CURRENCY CONTRACTS		\$ (108,449)
		TOTAL OTHER INVESTMENTS		\$ 22,600,440
		** SELF-DIRECTED BROKERAGE ACCOUNTS		
		Various		\$ 888,774,541
		* TOTAL PARTICIPANT LOANS		
		Maturities through June 2041 at interest rates ranging from 3.25% - 9.50%		\$ 22,421,388
		TOTAL INVESTMENTS		\$ 9,777,057,183

- * Party-in-interest
- ** Investments totaling \$114.9 million held in self-directed brokerage accounts qualify as party-in-interest transactions. These investments include the Dreyfus Treasury and Agency Cash Management Fund and other Dreyfus mutual funds, which are managed by affiliates of the Trustee. Additionally, the self-directed brokerage account holds \$3.4 million of common stock in Nokia Corporation, which is the ultimate parent of the Company.
- *** Cost information is not required for participant-directed investments and therefore is not included.

Plan Name	Nokia Savings/401 (k) Plan
Plan Sponsor EIN	22-3408857
ERISA Plan No.	003
Plan Year End	12/31/2024

The required attachment noted below is included within the Accountant's Opinion attachment to the Form 5500 Schedule H, Part III, which consists of the entire Audit report issued by the Plan's Independent Qualified Public Accountant (IQPA).

Form/Schedule	Line Item	Description
5500 Schedule H	Line 4i	Schedule of Assets (Held at End of Year)