



2025 annual open enrollment

Distributed to US active employees

Annual open enrollment starts  
October 14, 2024, at 9:00 a.m., ET



This year, you may enroll in your 2025 Nokia health and welfare benefits online and by phone:

**Monday, October 14, 2024 –  
Friday, October 25, 2024**

Annual open enrollment communication materials are available at [benefitanswersplus.com](https://benefitanswersplus.com).

**Starting on October 14, 2024,  
at 9:00 a.m., ET:**

Go to [digital.alight.com/nokia](https://digital.alight.com/nokia) for personalized benefits and cost information and to make any changes to your coverage for 2025.

