As a participant in the Nokia Savings/401(k) Plan, you may designate one or more persons, trusts, charities and/or estates as Beneficiaries to receive your vested balance upon your death.* It is important to keep all beneficiary information for your retirement savings up to date. Personal life changes can affect your choice of beneficiary designations, so we want to remind you to review your beneficiary information periodically and make changes if necessary. The Nokia Savings/401(k) Plan offers an online beneficiary designation service. Log on to Your Benefits Resources (“YBR”) to designate, review and update your beneficiary designations by following the steps below:

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

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

- If you have not designated a beneficiary as of your date of death, and
  — you are married, your beneficiary will be your spouse at the time of your death.
  — you are unmarried, your estate will be the beneficiary.

- If you are married and,
  — you designate your spouse online or with the Nokia Benefits Resource Center (the “NBRC”), your designation will immediately take effect and no further action is required.
  — you wish to designate one or more non-spousal beneficiaries, or your spouse and one or more non-spousal beneficiaries, you will be sent a Beneficiary Designation Authorization form reflecting the beneficiary designations you made online or via the phone that you will need to complete by obtaining your spouse’s notarized consent to your non-spousal beneficiary designation(s), and return the form to the NBRC.
  — you have designated one or more non-spousal beneficiaries, and you have remarried, your prior designation will be null and void unless you resubmit that designation and obtain spousal consent from your current spouse. Otherwise, your spouse as of your date of death will automatically be your beneficiary.

- If you are unmarried,
  — you will be sent a Beneficiary Designation Authorization form after your online or phone designation request is made with the purpose of verifying your status as unmarried.
  — and you later marry, your prior designation will be null and void unless you resubmit that designation and obtain spousal consent from your current spouse. Otherwise, your spouse as of your date of death will automatically be your beneficiary.

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

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

*Participants designated as Beneficiaries or Alternate Payees are not eligible to designate a beneficiary.