

Summary of Material Modifications Nokia Retirement Income Plan

This notice, called a Summary of Material Modifications (“SMM”), advises you of material changes in the information presented in your Summary Plan Description (sometimes called an “SPD”) for the Nokia Retirement Income Plan (the “NRIP” or the “Plan”).

Please do two things:

1. Read this notice, and
2. Retain a copy of this notice for your records.

The changes are as follows:

1. ALL PROGRAMS--CHANGE IN “REQUIRED BEGINNING DATE”

Under the Plan, and in accordance with applicable law, a participant must begin receiving his or her vested pension benefit no later than April 1 of the calendar year following the calendar year in which the participant turns either age 70½ or 72 (depending on year of retirement) or terminates employment from Nokia (if later). This is known as the participant’s “required beginning date.”

In accordance with the SECURE 2.0 Act of 2022, the Plan’s rules regarding the required beginning date have changed for certain participants. For participants who turned (or will turn) age 72 on or after January 1, 2023, the required beginning date is now April 1 of the calendar year following the calendar year in which the participant turns age 73 or terminates employment from Nokia (if later). For all other participants, the prior rule is unchanged.

2. CASH ACCOUNT PROGRAM (CAP)—NOKIA FEDERAL SOLUTIONS LLC ADDED AS A PARTICIPATING COMPANY

Effective as of December 23, 2023, Nokia Federal Solutions LLC (NFS), an affiliate of Nokia of America Corporation, was made a “Participating Company” with respect to the Plan’s Cash Account Program (CAP). This means that, effective starting on December 23, 2023, eligible employees of NFS will begin earning a CAP benefit in accordance with the Plan’s terms.