

ACTIVE REPRESENTED  
EMPLOYEES

# Summary Annual Reports

FOR PLAN YEAR JANUARY 1, 2019 THROUGH DECEMBER 31, 2019

## QDIA Notice

NOKIA SAVINGS/401(k) PLAN  
QUALIFIED DEFAULT INVESTMENT ALTERNATIVE

## Summary of Material Modifications

NOKIA SAVINGS/401(k) PLAN

ACT-O

600 Mountain Avenue  
Room 6D-401A  
Murray Hill, NJ 07974

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# NOKIA SUMMARY ANNUAL REPORTS

*The following are summaries of the Annual Reports of employee benefit plans sponsored by Nokia of America Corporation (Nokia) and certain of its affiliates covering eligible active employees for which distribution of summary annual reports is required under federal law. These summaries, and the Annual Reports they summarize, are for the plan year January 1, 2019 through December 31, 2019. The Annual Reports have been filed with the U.S. Department of Labor's Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).*

*As a participant in one or more of these Plans during this period, you have the right to receive a copy of the full Annual Reports, or any part thereof, on request. See the end of these reports for information on your rights under ERISA and where to write for copies of any of the full Annual Reports and/or where to examine them.*

## I – CAPITAL ACCUMULATION PLAN

### **Nokia Savings/401(k) Plan — PN 003**

#### ***Basic Financial Statement***

Benefits under the Plan are provided by a trust fund. Plan expenses were \$660,519,000, including \$658,401,000 in benefits paid to participants and beneficiaries, \$2,184,000 in administrative expenses (amounts paid directly from participant accounts for service-specific fees such as for processing domestic relations orders or for the Professional Management Program) and other expenses of (\$66,000). A total of 30,613 persons were participants in or beneficiaries of the Plan at the end of the plan year.

The value of the Plan assets, after subtracting liabilities of the Plan, was \$7,902,039,000 as of December 31, 2019, compared to \$6,942,587,000 as of January 1, 2019. During the plan year, the Plan experienced an increase in its net assets of \$959,452,000. This increase includes unrealized appreciation or depreciation in the value of the Plan's assets; that is, the difference between the value of the Plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year.

Plan income was \$1,548,869,000, including \$118,225,000 in employee contributions, employer matching contributions of \$665,000, rollover contributions of \$32,166,000 and earnings from investments of \$1,397,813,000. Transfers into the Plan from the merger of the Nokia USA Inc. Retirement Savings and Investment Plan totaled \$71,102,000.

## II – LIFE INSURANCE PLANS

### **Nokia Group Term Life Insurance Plan — PN 509**

#### ***Insurance Information***

The Plan has contracts with MetLife to pay all life insurance claims incurred under the terms of the Plan. A total of 10,006 persons were participants in the Plan at the end of the plan year.

The total premiums paid for the plan year ending December 31, 2019 were \$25,159,928. Because these are so-called "experience-rated" contracts, the premium costs are affected by, among other things, the number and size of claims. All insurance premiums paid during the plan year were paid under these "experience-rated" contracts. The total of all benefit claims paid under these contracts during the plan year was \$23,316,224.

### **Nokia Dependent Group Life Insurance Plan — PN 510**

#### ***Insurance Information***

The Plan has a contract with MetLife to pay all death benefit claims incurred under the terms of the Plan. A total of 4,101 persons were participants in the Plan at the end of the plan year.

The total premiums paid for the plan year ending December 31, 2019 were \$368,777. Because this is a so-called "experience rated" contract, the premium costs are affected by, among other things, the number and size of claims. All insurance premiums paid during the plan year were paid under this "experience-rated" contract. The total of all benefit claims paid under this contract during the plan year was \$200,465.

### **Nokia Dependent Accidental Loss Insurance Plan — PN 511**

#### ***Insurance Information***

The Plan has a contract with MetLife to pay all death and covered loss claims incurred under the terms of the Plan. A total of 4,324 persons were participants in the Plan at the end of the plan year.

The total premiums paid for the plan year ending December 31, 2019 were \$23,208. Because this is a so-called “experience rated” contract, the premium costs are affected by, among other things, the number and size of claims. All insurance premiums paid during the plan year were paid under this “experience-rated” contract. The total of all benefit claims paid under this contract during the plan year was \$19,165.

### **Nokia Supplementary Accidental Loss Insurance Plan — PN 512**

#### ***Insurance Information***

The Plan has a contract with MetLife to pay all death and covered loss claims incurred under the terms of the Plan. A total of 4,951 persons were participants in the Plan at the end of the plan year.

The total premiums paid for the plan year ending December 31, 2019 were \$987,684. Because this is a so-called “experience-rated” contract, the premium costs are affected by, among other things, the number and size of claims. All insurance premiums paid during the plan year were paid under this “experience-rated” contract. The total of all benefit claims paid under this contract during the plan year was \$1,100,294.

### **Nokia Group Life Insurance Plan for Active Employees — PN 533**

#### ***Insurance Information***

The Plan has a contract with MetLife to pay all life insurance claims incurred under the terms of the Plan. A total of 8,745 persons were participants in the Plan at the end of the plan year.

The total premiums paid for the plan year ending December 31, 2019 were \$3,462,795.

## **III – GROUP HEALTH PLANS**

### **Nokia Medical Expense Plan for Occupational Employees — PN 503**

A total of 338 persons were participants in the Plan at the end of the plan year.

#### ***Claims Administration***

During the plan year, the Plan had contracts with UnitedHealthcare and Express Scripts, among others, which administer medical claims incurred under the terms of the Plan.

#### ***Insurance Information***

An approved Health Maintenance Organization (HMO) may be selected as an alternate choice under the Plan.

During the plan year, the Plan had contracts with five HMOs, which provided medical coverage to those employees who elected to participate in an HMO. The total premiums paid to the HMOs for the plan year ending December 31, 2019 were \$212,849.

### **Nokia Dental Expense Plan for Active Employees — PN 505**

A total of 8,411 persons were participants in the Plan at the end of the plan year.

#### ***Claims Administration***

The Plan has contracts with MetLife and Aetna Inc., which administer dental claims incurred under the terms of the Plan. MetLife administers claims for Management employees and Aetna Inc. administers claims for Represented/Occupational employees. In addition, Aetna Inc. administers a Dental Maintenance Organization® (DMO®) feature for those Occupational employees who elect to participate in it.

#### ***Insurance Information***

During the plan year, the Plan had a contract with Aetna Inc. to pay dental claims incurred under the DMO® feature. The total premiums paid for the plan year ending December 31, 2019 were \$22,142.

## IV – DISABILITY PLAN

### **Nokia Long-Term Disability Plan — PN 516**

A total of 8,849 persons were participants in the Plan at the end of the plan year.

#### ***Claims Administration***

Nokia has committed itself to pay certain long-term disability claims incurred under the terms of the Plan. During the plan year, the Plan had a contract with MetLife, which administers long-term disability claims incurred under the terms of the Plan.

#### ***Insurance Information***

During the plan year, the Plan also had a contract with MetLife to provide long-term disability insurance coverage for certain claims incurred under the plan. The total premiums paid for the plan year ending December 31, 2019 were \$1,739,628.

## V – OTHER PLAN

### **Lucent Technologies Inc. Long-Term Care Plan — PN 524**

#### ***Insurance Information***

The Plan has a contract with MetLife to pay all claims incurred under the terms of the Plan. A total of 10,069 persons were participants in the Plan at the end of the plan year.

The total premiums paid for the plan year ending December 31, 2019 were \$9,897,932. Because this is a so-called “experience-rated” contract, the premium costs are affected by, among other things, the number and size of claims. All insurance premiums paid during the plan year were paid under this “experience-rated” contract. The total of all benefit claims paid under this contract during the plan year was \$14,218,162.

## YOUR RIGHTS TO ADDITIONAL INFORMATION

You have the right to receive a copy of any of the full Annual Reports, or any part thereof, on request (where applicable). Insurance information, including sales commissions or fees, if any, is included in Schedule A of those reports. The following items are included in reports where the assets of a Plan are held in a trust fund:

- an accountant’s report;
- financial information and information on payments to service providers;
- assets held for investment;
- fiduciary information, including non-exempt transactions between the Plan and parties-in-interest (that is, persons who have certain relationships with the Plan);
- transactions in excess of 5% of Plan assets; and
- information regarding any common or collective trusts, pooled separate accounts, master trusts or 103-12 investment entities in which a Plan participates.

Note: For these Plans, all financial amounts have been rounded to the nearest \$1,000.

To obtain a copy of any one of the full Annual Reports, or any part thereof, write to:

Nokia  
Plan Administrator  
600 Mountain Avenue  
Room 6D-401A  
Murray Hill, NJ 07974

You also have the right to receive from the Plan Administrator, at the above address, on request and at no charge, a Statement of Net Assets Available for Benefits of the Plan and accompanying notes, or a Statement of Changes in Net Assets Available for Benefits of the Plan and accompanying notes, or both. If you request a copy of the full Annual Reports from the Plan Administrator, these statements and accompanying notes will be included as part of those reports. Note: These statements are only available for the Plans with a trust fund.

You also have the legally protected right to examine the Annual Reports at the principal office of the Plan Administrator:

Nokia  
Benefits Administration  
600 Mountain Avenue  
Murray Hill, NJ 07974

You may also examine the Annual Reports at the U.S. Department of Labor in Washington, D.C., or obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the U.S. Department of Labor should be addressed to:

Public Disclosure Room, Room N-1513  
Employee Benefits Security Administration  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

**Important Reminder:**

It is your responsibility to keep your address and contact information on record with Nokia up-to-date. Please access MyHR Portal at <https://epsportal.int.net.nokia.com/phoenix> to make any updates via ESS. If you have any questions, call HR Connection at 1-214-519-8633, Monday through Friday from 9 a.m. to 5 p.m. Central Time.

<p style="text-align: center;"><b>QDIA NOTICE</b>  <b>NOKIA SAVINGS/401(k) PLAN</b>  <b>QUALIFIED DEFAULT INVESTMENT ALTERNATIVE</b></p>
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The Retirement Date Funds described herein comprise the “qualified default investment alternative” (“QDIA”) for the Nokia Savings/401(k) Plan. This notice constitutes the Plan’s notice under section 404(c) of the Employee Retirement Income Security Act of 1974, as amended, and 29 C.F.R. § 2550.404c-5.

### **SIGNIFICANCE OF A QDIA**

As a participant in the Plan, you generally have the right under the Plan to direct the investment of your existing account balances and future contributions, if applicable, to any of the Plan’s investment funds. However, in the event that you do not provide investment direction, contributions or other additions made to your Plan account will be invested in the applicable Retirement Date Fund as described below. Participants and beneficiaries who have a balance in a QDIA have the right to direct their investment to any other investment funds under the Plan.

### **APPLICABLE QDIA**

For any given Plan participant, the QDIA is the Fund corresponding to the year in which the participant was born in accordance with the following table:

<b>If you were born:</b>	<b>Your DEFAULT Retirement Date Fund will be:</b>
1993 or after	Retirement Date 2055 Fund
1988 – 1992	Retirement Date 2050 Fund
1983 – 1987	Retirement Date 2045 Fund
1978 – 1982	Retirement Date 2040 Fund
1973 – 1977	Retirement Date 2035 Fund
1968 – 1972	Retirement Date 2030 Fund
1963 – 1967	Retirement Date 2025 Fund
1958 – 1962	Retirement Date 2020 Fund
1953 – 1957	Retirement Date 2015 Fund
1948 – 1952	Retirement Date 2010 Fund
1943 – 1947	Retirement Date 2005 Fund
1938 – 1942	Retirement Date 2000 Fund
1937 or before or if no date of birth is on file	Retirement Date Income Fund

### **RETIREMENT DATE FUND MANAGER & STRATEGY**

The Retirement Date Funds are a series of investment separate accounts managed by AllianceBernstein L.P., under the names Retirement Date 2055 Fund, Retirement Date 2050 Fund, Retirement Date 2045 Fund, Retirement Date 2040 Fund, Retirement Date 2035 Fund, Retirement Date 2030 Fund, Retirement Date 2025 Fund, Retirement Date 2020 Fund, Retirement Date 2015 Fund, Retirement Date 2010 Fund, Retirement Date 2005 Fund, Retirement Date 2000 Fund, and Retirement Date Income Fund (each, a “Retirement Date Fund” or “Fund”). Each Retirement Date Fund offers a diversified mix of investments, combining a variety of different underlying equity, bond and inflation-sensitive funds. Each Retirement Date Fund seeks to maximize total return over time (total return includes capital appreciation and income) consistent with the Fund’s investment mix.

### **FUND DESCRIPTION**

Each Retirement Date Fund (except the Retirement Date Income Fund) has a date in its name — the Fund’s “target date.” The target date is the approximate year when you might expect to retire and begin gradually withdrawing from your Plan account. The Retirement Date Fund’s portfolio mix automatically adjusts as the target date

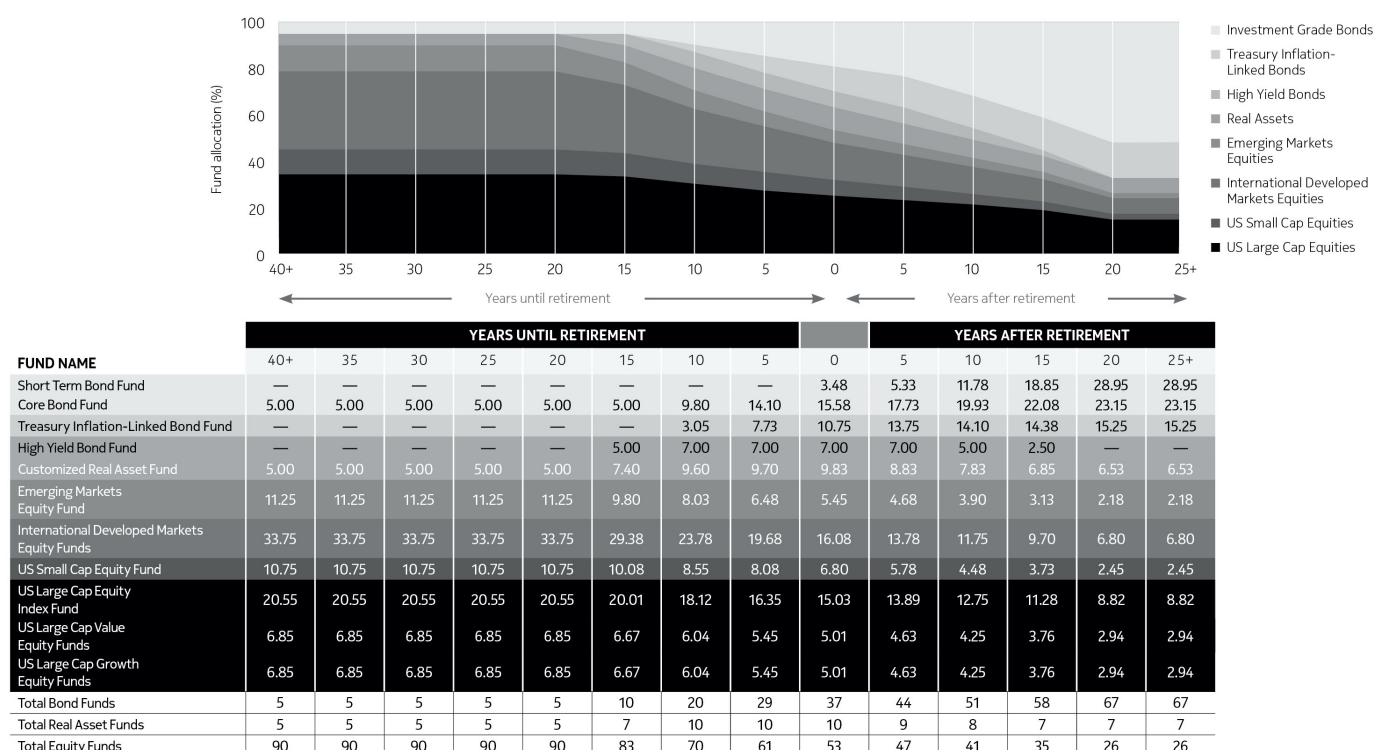
approaches. Funds that are furthest away from their target dates start out invested almost entirely in equities — to emphasize the growth potential you need to build wealth over the long term. As you move toward, and into, retirement, the Fund automatically adjusts the mix of investments to reflect changing investment objectives. As currently structured, when a Fund reaches its target date, the investment mix is 53% equities, 10% real assets and 37% bonds. A Fund's final investment mix, 20 years after the target date, is 26% equities, 7% real assets and 67% bonds. Retirement Date Funds include equities beyond their target dates to help protect your savings from losing purchasing power due to inflation and to help reduce the risk of you depleting your money during retirement.

## RISK

Retirement Date Funds are subject to the volatility of the financial markets, including equity and fixed income investments in the United States and abroad, and may be subject to risks associated with investing in high yield bonds, commodities, small/mid cap equities and foreign securities. Investments in Retirement Date Funds are not guaranteed against loss of principal. At any time, your balance in the Fund can be more or less than the original amount you contributed — including at the Fund's target date. Also, investing in a Retirement Date Fund does not guarantee sufficient income in retirement. Unit price, yield and return of the funds will vary.

## INVESTMENT MIX OVER TIME

The chart and table below show the target allocation to each underlying investment fund and how the investment mix of a Retirement Date Fund changes over time. The further you are from retirement, the greater the investment in equities, which carry more risk but have greater growth potential. As you move closer to retirement and into retirement, the fund begins to increase its allocation to bond funds.



This chart does not represent any particular Retirement Date Fund. It is meant to show how the investment mix of any Retirement Date Fund changes over a lifetime. Numbers may not sum due to rounding. Managers of underlying investment funds may change from time to time consistent with achieving the overall investment objectives of the Retirement Date Funds.



## ESTIMATED ANNUALIZED FEES AND EXPENSES

Estimated annualized fee and expense information for the Retirement Date Funds as of April 1, 2020 is shown below. Because actual fund operating expenses, certain Plan administrative costs and total Plan assets during 2020 cannot be known in advance, the total expense ratios for the Retirement Date Funds could be different than what is shown below. There are no additional layers of fees or expenses for any fund in the Plan including the Retirement Date Funds. Fees and expenses are only one of several factors you should consider when making investment decisions.

Fund Name	Estimated Annualized Fees and Expenses (as a % of assets invested)			Estimated Annualized Fees and Expenses (per \$1,000 invested)		
	Fund Operating Expenses <sup>††</sup>	+	Plan Administrative Costs <sup>§</sup>	=	Total Expense Ratio	
Retirement Date Income Fund	0.25%		0.03%		<b>0.28%</b>	\$2.50 \$0.30 <b>\$2.80</b>
Retirement Date 2000 Fund	0.25%		0.03%		<b>0.28%</b>	\$2.50 \$0.30 <b>\$2.80</b>
Retirement Date 2005 Fund	0.28%		0.03%		<b>0.31%</b>	\$2.80 \$0.30 <b>\$3.10</b>
Retirement Date 2010 Fund	0.31%		0.03%		<b>0.34%</b>	\$3.10 \$0.30 <b>\$3.40</b>
Retirement Date 2015 Fund	0.34%		0.03%		<b>0.37%</b>	\$3.40 \$0.30 <b>\$3.70</b>
Retirement Date 2020 Fund	0.37%		0.03%		<b>0.40%</b>	\$3.70 \$0.30 <b>\$4.00</b>
Retirement Date 2025 Fund	0.39%		0.03%		<b>0.42%</b>	\$3.90 \$0.30 <b>\$4.20</b>
Retirement Date 2030 Fund	0.42%		0.03%		<b>0.45%</b>	\$4.20 \$0.30 <b>\$4.50</b>
Retirement Date 2035 Fund	0.44%		0.03%		<b>0.47%</b>	\$4.40 \$0.30 <b>\$4.70</b>
Retirement Date 2040 Fund	0.43%		0.03%		<b>0.46%</b>	\$4.30 \$0.30 <b>\$4.60</b>
Retirement Date 2045 Fund	0.43%		0.03%		<b>0.46%</b>	\$4.30 \$0.30 <b>\$4.60</b>
Retirement Date 2050 Fund	0.43%		0.03%		<b>0.46%</b>	\$4.30 \$0.30 <b>\$4.60</b>
Retirement Date 2055 Fund	0.43%		0.03%		<b>0.46%</b>	\$4.30 \$0.30 <b>\$4.60</b>

<sup>††</sup>Fund Operating Expenses are all of the costs associated with operating the fund, including the fund's investment management fee and other operational expenses incurred by the fund's investment manager, such as custodian, legal and audit fees.

<sup>§</sup>Plan Administrative Costs are the fund's share of recordkeeping fees, trustee/custodial fees, fiduciary and Plan Administrator costs, online 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.

## OTHER INFORMATION

Detailed information about the Retirement Date Funds, as well as the other investment funds available for direct participant investment under the Plan is available online by logging on to your account at <https://digital.alight.com/nokia> and also at [www.benefitanswersplus.com/FundFactSheets.html](http://www.benefitanswersplus.com/FundFactSheets.html). You can request additional information about funds that are not available for direct participant investment by contacting the Nokia Benefits Resource Center.

Performance and fee-and-expense information is available online by logging on to your account at <https://digital.alight.com/nokia> and also at [www.benefitanswersplus.com/QuarterlyFundPerformanceReview.pdf](http://www.benefitanswersplus.com/QuarterlyFundPerformanceReview.pdf).



## **SUMMARY OF MATERIAL MODIFICATIONS NOKIA SAVINGS/401(k) 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 Savings/401(k) Plan (the “Plan”). It updates information previously provided to participants in May 2020 in the guide entitled “Changes to Your Nokia Savings/401(k) Plan in Response to the COVID-19 Pandemic (and other applicable law)” (available at: [www.benefitanswersplus.com](http://www.benefitanswersplus.com)).

The changes are as follows:

In June 2020, the IRS issued guidance that affects the previously announced changes made to the Plan with regard to the COVID-19 certification requirements (required to suspend any Plan loan and also to take a “COVID-Related Distribution”) and also the repayment of any Plan loan that was suspended due to COVID-19. As a result of this guidance, the following applies to the Plan:

**Self-Certification** – “Your spouse, or a member of your household” has been added to some of the eligibility requirements. Find updated self-certification criteria by logging on to the YBR website at <http://digital.alight.com/nokia> and select the “Has COVID-19 Impacted you Financially?” tile. In addition, you can contact the Nokia Benefits Resource Center at 1-888-232-4111. Benefits Center representatives are available Monday through Friday from 9:00 a.m. to 5:00 p.m. Eastern Time (ET).

**Loan Suspension Repayments** – If you choose to suspend your Plan loan(s) by December 31, 2020, loan repayments via payroll deductions [for active participants] or direct debit [for terminated participants] will restart or will need to be restarted in January 2021. Your current loan repayment period will be extended for 1 year and your loan repayment amount will be reamortized prior to your first 2021 loan repayment due date.

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