

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). <p style="text-align: center;">▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	OMB Nos. 1210-0110 1210-0089 <div style="text-align: center; font-size: 1.5em; font-weight: bold;">2018</div> This Form is Open to Public Inspection
---	---	--

Part I	Annual Report Identification Information
For calendar plan year 2018 or fiscal plan year beginning <u>01/01/2018</u> and ending <u>12/31/2018</u>	
A This return/report is for:	<input type="checkbox"/> a multiemployer plan <input type="checkbox"/> a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) <input checked="" type="checkbox"/> a single-employer plan <input type="checkbox"/> a DFE (specify) _____
B This return/report is:	<input type="checkbox"/> the first return/report <input type="checkbox"/> the final return/report <input type="checkbox"/> an amended return/report <input type="checkbox"/> a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here.	<input checked="" type="checkbox"/>
D Check box if filing under:	<input checked="" type="checkbox"/> Form 5558 <input type="checkbox"/> automatic extension <input type="checkbox"/> the DFVC program <input type="checkbox"/> special extension (enter description)

Part II	Basic Plan Information—enter all requested information				
1a Name of plan <u>NOKIA SAVINGS/401(K) PLAN</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">1b Three-digit plan number (PN) ▶</td> <td style="width: 20%; text-align: center;"><u>003</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>10/01/1996</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>003</u>	1c Effective date of plan <u>10/01/1996</u>	
1b Three-digit plan number (PN) ▶	<u>003</u>				
1c Effective date of plan <u>10/01/1996</u>					
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) <u>NOKIA OF AMERICA CORPORATION</u> <u>600 MOUNTAIN AVENUE, ROOM 6D-401A</u> <u>MURRAY HILL, NJ 07974</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>2b Employer Identification Number (EIN) <u>22-3408857</u></td> </tr> <tr> <td>2c Plan Sponsor's telephone number <u>908-723-9869</u></td> </tr> <tr> <td>2d Business code (see instructions) <u>334200</u></td> </tr> </table>	2b Employer Identification Number (EIN) <u>22-3408857</u>	2c Plan Sponsor's telephone number <u>908-723-9869</u>	2d Business code (see instructions) <u>334200</u>	
2b Employer Identification Number (EIN) <u>22-3408857</u>					
2c Plan Sponsor's telephone number <u>908-723-9869</u>					
2d Business code (see instructions) <u>334200</u>					

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.	08/28/2019	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

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2018)
v. 171027

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number <div style="background-color: #cccccc; height: 40px; width: 100%;"></div>
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 34112
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 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	<div style="background-color: #cccccc; height: 20px; width: 100%;"></div> 6a(1) 10979 6a(2) 9855 6b 61 6c 20535 6d 30451 6e 2009 6f 32460 6g 31991 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) <input type="checkbox"/> Insurance (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts (3) <input checked="" type="checkbox"/> Trust (4) <input type="checkbox"/> General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) <input type="checkbox"/> Insurance (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts (3) <input checked="" type="checkbox"/> Trust (4) <input type="checkbox"/> General assets of the sponsor
---	---

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

b General Schedules

- (1)** ☒ **H** (Financial Information)
- (2)** ☐ **I** (Financial Information – Small Plan)
- (3)** ☐ 0 **A** (Insurance Information)
- (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 2018 Form M-1 annual report. If the plan was not required to file the 2018 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 _____

<div>SCHEDULE C</div> <div>(Form 5500)</div> <div>Department of the Treasury Internal Revenue Service</div> <div>Department of Labor Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div>	<div>Service Provider Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div>	OMB No. 1210-0110
		2018
		This Form is Open to Public Inspection.

For calendar plan year 2018 or fiscal plan year beginning 01/01/2018 and ending 12/31/2018		
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
(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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

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

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

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

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

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

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

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

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)

WELLINGTON MANAGEMENT COMPANY, LLP

04-2683277

(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 68	NONE	3591844	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

(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	NONE	2916175	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(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 50 51 68	NONE	1835356	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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 50 51 68	NONE	1514063	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

(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	1402564	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(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?
12 15 50	NONE	1229686	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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 50 51 68	NONE	1220018	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

(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	1150009	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(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 49 50 51	NONE	1024745	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

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)

ARONSON JOHNSON ORTIZ,LP

23-2312104

(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	1017724	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(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 50 51 68	NONE	1007624	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

(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	987397	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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 MELLON

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 21 25 49 50 62	NONE	960451	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

(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	591892	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(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 31 50 99	AFFILIATE	566672	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	316	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

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)

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 59 60 61 63 71	NONE	420793	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	84808	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

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

LOOMIS, SAYLES & COMPANY, L.P.

04-3200030

(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	368987	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(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 61 71 99	NONE	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	366570	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

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)

JPMORGAN CHASE BANK, N.A.

13-4994650

(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	355744	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(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	333008	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(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 49 50 51 71	NONE	325798	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

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)

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	197769	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

PRICEWATERHOUSECOOPERS

13-4008324

(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	130364	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(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	90511	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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)

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	76483	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

COST EFFECTIVENESS MEASUREMENT 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	25000	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(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	23760	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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)

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?
16 50	NONE	6538	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

(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?
			Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

(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?
			Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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	58404
(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	117398
(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	190768
(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	SECURITIES BROKERAGE, COMMISSION & FEES AND OTHER FEES	
82-1061233		

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	42156
(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	REVENUE SHARING 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	42652
(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) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	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 <div style="text-align: center; font-size: 1.2em; font-weight: bold;">2018</div> This Form is Open to Public Inspection.
---	--	---

For calendar plan year 2018 or fiscal plan year beginning 01/01/2018 and ending 12/31/2018

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

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: <u>WTC-CIF II DIVRSFD INFLATION HEDGES</u>			
b Name of sponsor of entity listed in (a): <u>WELLINGTON TRUST COMPANY, NA</u>			
c EIN-PN <u>04-6913417-064</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>109553467</u>	
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>JPMCB LIQUIDITY FUND</u>			
b Name of sponsor of entity listed in (a): <u>JPMORGAN CHASE BANK, N.A.</u>			
c EIN-PN <u>13-6285055-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>617153443</u>	
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>RUSSELL 3000 INDEX FUND</u>			
b Name of sponsor of entity listed in (a): <u>BLACKROCK INSTITUTIONAL TRUST COMPANY</u>			
c EIN-PN <u>94-3371912-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>1604911041</u>	
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>FIAM BRD MKT DRTN COMMINGLED POOL</u>			
b Name of sponsor of entity listed in (a): <u>FIDELITY INSTITUTIONAL ASSET MANAGEMENT</u>			
c EIN-PN <u>04-3532603-012</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>178637709</u>	
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>MSCI WORLD EQUITY EX-US FUND F</u>			
b Name of sponsor of entity listed in (a): <u>BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A.</u>			
c EIN-PN <u>35-2167780-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>274777475</u>	
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>RUSSELL 1000 INDEX FUND F</u>			
b Name of sponsor of entity listed in (a): <u>BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A.</u>			
c EIN-PN <u>94-3357216-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>200877831</u>	
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>T. ROWE PRC EMERGING MKTS EQ. TRUST</u>			
b Name of sponsor of entity listed in (a): <u>T. ROWE PRICE</u>			
c EIN-PN <u>52-1309931-006</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>151932063</u>	

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) 12498931
---------------------------------------	-------------------------------	---

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)
-----------------	----------------------	---

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)
-----------------	----------------------	---

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)
-----------------	----------------------	---

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)
-----------------	----------------------	---

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)
-----------------	----------------------	---

Part II Information on Participating Plans (to be completed by DFEs)

(Complete as many entries as needed to report all participating plans)

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

<div>SCHEDULE G (Form 5500) Department of Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration</div>	<div>Financial Transaction Schedules</div> <div>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).</div> <div>► File as an attachment to Form 5500.</div>	<div>OMB No. 1210-0110</div> <div>2018</div> <div>This Form is Open to Public Inspection.</div>
--	--	---

For calendar plan year 2018 or fiscal plan year beginning 01/01/2018 and ending 12/31/2018	
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
<input type="checkbox"/>	1839688 ALBERTA ULC	14.00% 2/13/2020 DEFAULT DATE 12/15/2015

	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
178085			178085		

(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
<input type="checkbox"/>	IHEARTCOMMUNICATIONS INC.	9.00% 3/1/2021 - DEFAULT DATE 3/14/2018

	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
790000			790000		

(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
<input type="checkbox"/>	IHEARTCOMMUNICATIONS INC.	9.00% 9/15/2022 - DEFAULT DATE 3/14/2018

	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
165000			165000		

(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			
<input type="checkbox"/>					
		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			
<input type="checkbox"/>					
		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			
<input type="checkbox"/>					
		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			
<input type="checkbox"/>					
		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			
<input type="checkbox"/>					
		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)			
<input type="checkbox"/>						
(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)			
<input type="checkbox"/>						
(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)			
<input type="checkbox"/>						
(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)			
<input type="checkbox"/>						
(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)			
<input type="checkbox"/>						
(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)			
<input type="checkbox"/>						
(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) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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 2018 This Form is Open to Public Inspection
For calendar plan year 2018 or fiscal plan year beginning <u>01/01/2018</u> and ending <u>12/31/2018</u>		
A Name of plan <u>NOKIA SAVINGS/401(K) PLAN</u>	B Three-digit plan number (PN) ►	<u>003</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>NOKIA OF AMERICA CORPORATION</u>	D Employer Identification Number (EIN) <u>22-3408857</u>	

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)	125156000	112836000
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit).....	1c(1)	6535000	4610000
(2) U.S. Government securities	1c(2)	766527000	631879000
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other.....	1c(3)(B)	705524000	722392000
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common.....	1c(4)(B)	2217257000	1831999000
(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)	39895000	37595000
(9) Value of interest in common/collective trusts	1c(9)	3500859000	3150342000
(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)	1755000	3486000
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other.....	1c(15)	1283846000	1080744000

1d Employer-related investments:

		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)	0	328000
(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	8647354000	7576211000

Liabilities

g Benefit claims payable	1g		
h Operating payables	1h	8907000	6155000
i Acquisition indebtedness	1i		
j Other liabilities	1j	800468000	627469000
k Total liabilities (add all amounts in lines 1g through 1j)	1k	809375000	633624000

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	7837979000	6942587000
---	-----------	------------	------------

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)	840000	
(B) Participants	2a(1)(B)	132988000	
(C) Others (including rollovers)	2a(1)(C)	33036000	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		166864000
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)	1453000	
(F) Other	2b(1)(F)	35964000	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		37417000
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)	40463000	
(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)		40463000
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	4387164000	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	4402909000	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		-15745000
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	-287202000	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		-287202000

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		-163571000
(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)		-886000
c Other income	2c		-23799000
d Total income. Add all income amounts in column (b) and enter total	2d		-246459000

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	650513000	
(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)		650513000
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		-3909000
h Interest expense	2h		
i Administrative expenses: (1) Professional fees	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)		
(4) Other	2i(4)	2329000	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		2329000
j Total expenses. Add all expense amounts in column (b) and enter total	2j		648933000

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-895392000
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) ☒ Unqualified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

b Did the accountant perform a limited scope audit pursuant to 29 CFR 2520.103-8 and/or 103-12(d)?

☐ Yes ☒ No

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

(1) Name: PRICEWATERHOUSE COOPERS LLP

(2) EIN: 13-4008324

d The opinion of an independent qualified public accountant is **not attached** because:

(1) ☐ This form is filed for a CCT, PSA, 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.

During the plan year:

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.)

	Yes	No	Amount
4a		X	
4b	X		1133085

	Yes	No	Amount
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.)		X	
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.).....		X	
e Was this plan covered by a fidelity bond?	X		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?		X	
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?		X	
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?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
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.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
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 If the plan is a defined benefit plan, is it covered under the PBGC insurance program (See ERISA section 4021.)? ☐ Yes ☐ No ☐ Not determined
If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____. (See instructions.)

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 2018 This Form is Open to Public Inspection.
---	---	--

For calendar plan year 2018 or fiscal plan year beginning 01/01/2018 and ending 12/31/2018

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

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	<u>0</u>
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): <u>20-2387942</u>		
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)?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> 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?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> 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?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A

Part III	Amendments
-----------------	-------------------

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	<input type="checkbox"/> Increase	<input type="checkbox"/> Decrease	<input type="checkbox"/> Both	<input type="checkbox"/> No
---	-----------------------------------	-----------------------------------	-------------------------------	-----------------------------

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?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
11 a Does the ESOP hold any preferred stock?	<input type="checkbox"/> Yes	<input type="checkbox"/> 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.)	<input type="checkbox"/> Yes	<input type="checkbox"/> No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	<input type="checkbox"/> Yes	<input type="checkbox"/> No

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Schedule R (Form 5500) 2018
v. 171027

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (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 participants on whose behalf no contributions were made by an employer as an employer of the participant for:

a The current year.....

b The plan year immediately preceding the current plan year.....

c The second preceding plan year.....

14a**14b****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.....

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

15a**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.....

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.....

16a**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) through (c)

- a** Enter the percentage of plan assets held as:

Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%

- b** Provide the average duration of the combined investment-grade and high-yield debt:

☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

- c** What duration measure was used to calculate line 19(b)?

☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify):

FINANCIAL STATEMENTS AND
SUPPLEMENTAL SCHEDULES

Nokia Savings/401(k) Plan
December 31, 2018 and 2017 and the Year Ended December 31, 2018
With Report of Independent Auditors

Nokia Savings/401(k) Plan
Financial Statements and Supplemental Schedules

December 31, 2018 and 2017 and Year Ended December 31, 2018

Contents

Report of Independent Auditors.....	1
Financial Statements	
Statements of Net Assets Available for Benefits.....	3
Statement of Changes in Net Assets Available for Benefits.....	4
Notes to Financial Statements.....	5
Supplemental Schedules	
Schedule G, Part I – Loans or Fixed Income Obligations in Default or Classified as Uncollectible.....	23
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)	24



Report of Independent Auditors

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

We have audited the accompanying financial statements of Nokia Savings/401(k) Plan (the “Plan”), which comprise the statements of net assets available for benefits as of December 31, 2018 and 2017, and the related statement of changes in net assets available for benefits for the year ended December 31, 2018, and the related notes to the financial statements.

Management’s Responsibility 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; this includes 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.

Auditors’ Responsibility

Our responsibility is to express an opinion on the financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on our judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, we consider internal control relevant to the entity’s preparation and fair presentation of the financial statements 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 entity’s internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2018 and 2017 and the changes in net assets available for benefits for the year ended December 31, 2018, in accordance with accounting principles generally accepted in the United States of America.



Other Matter

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedules of assets (held at end of year) and loans or fixed income obligations in default or classified as uncollectible as of December 31, 2018 are presented for the purpose 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 the Employee Retirement Income Security Act of 1974. Such information is the responsibility of the Plan's 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 auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

PricewaterhouseCoopers LLP

June 27, 2019

Nokia Savings/401(k) Plan

Statements of Net Assets Available for Benefits

(In Thousands)

	December 31	
	2018	2017
Assets		
Investments, at fair value (including securities on loan of \$527,199 and \$665,142)	\$ 7,425,780	\$ 8,482,303
Notes receivable from participants	37,941	44,150
Receivable for investments sold	99,367	111,026
Interest, dividends and other receivables	13,469	14,130
Total assets	<u>7,576,557</u>	<u>8,651,609</u>
Liabilities		
Collateral held for securities on loan	527,254	680,145
Payable for investments purchased	100,215	120,323
Other liabilities	6,155	8,907
Total liabilities	<u>633,624</u>	<u>809,375</u>
Net assets available for benefits	<u>\$ 6,942,933</u>	<u>\$ 7,842,234</u>

The accompanying notes are an integral part of these financial statements.

Nokia Savings/401(k) Plan

Statement of Changes in Net Assets Available for Benefits (In Thousands)

Year Ended December 31, 2018

Additions to net assets attributed to

Contributions:

Employee contributions	\$ 132,988
Rollover contributions	33,036
Company contributions, net of forfeitures	840
Total contributions	<u>166,864</u>

Interest and dividends	76,427
Interest income on notes receivable from participants	1,453
Total additions	<u>244,744</u>

Deductions from net assets attributed to

Benefits paid to participants	650,513
Net depreciation in fair value of investments	491,203
Administrative expenses	2,329
Total deductions	<u>1,144,045</u>

Net decrease	(899,301)
--------------	-----------

Net assets available for benefits:

Beginning of year	<u>7,842,234</u>
End of year	<u><u>\$ 6,942,933</u></u>

The accompanying notes are an integral part of these financial statements.

Nokia Savings/401(k) Plan

Notes to Financial Statements

December 31, 2018

1. Plan description

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 Mellon), as Trustee (the Trustee), in the Lucent Technologies Inc. Defined Contribution Plan Master Trust (the Trust).

Contributions

Employee 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 or a combination of pre-tax, and after-tax contributions. The Internal Revenue Code (the Code) limited the maximum amount of an employee's contribution on a pre-tax basis to \$18,500 in 2018. Employees who are age 50 or older on or before December 31 may be eligible to make pre-tax contributions beyond the Internal Revenue Service (the IRS) pre-tax limit. The catch-up contribution limit set by the IRS was \$6,000 in 2018. 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).

Nokia Savings/401(k) Plan

Notes to Financial Statements (continued)

1. Plan description (continued)

The Company does not match contributions for management employees. With respect to represented/occupational employees, after completion of six months of service, the Company contributes an amount equal to 66-2/3% of the lesser of the amount actually contributed or up to the first 6% of the participant's eligible compensation, as defined in the Plan document. 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.

Employee 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.

Company contributions and related earnings in which a terminated participant is not vested are forfeited. These forfeitures can be used to reduce future Company contributions and Plan expenses. At December 31, 2018 and 2017, forfeited amounts totaled approximately \$665,000 and \$687,000, respectively.

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

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 59-1/2. The loans are secured by the participant's account balance and generally bear interest at the prime rate at the time the loan was originated. Interest rates on outstanding loans ranged from 3.25% to 10% at both December 31, 2018 and 2017. Principal and interest are paid through payroll deductions, coupon remittances and electronic fund transfers.

Nokia Savings/401(k) Plan

Notes to Financial Statements (continued)

1. Plan description (continued)

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.

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.

Through an annual process, 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 \$5,000 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 \$5,000, 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 70-1/2 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.

Nokia Savings/401(k) Plan

Notes to Financial Statements (continued)

1. Plan description (continued)

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) in-service withdrawals;
- Under Age 59 ½ in-service withdrawals—non-hardship; and
- Under Age 59 ½ in-service withdrawals—hardship.

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 funds 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.

Age 59½ (or Older) in-service withdrawals

If a participant is 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 59 ½ 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 59 ½ 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.

Nokia Savings/401(k) Plan

Notes to Financial Statements (continued)

2. Summary of significant 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, mutual 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/depreciation in fair value of investments consists of the net realized gains (losses) and the net change in unrealized appreciation (depreciation). See Note 8 for additional information.

Recent accounting pronouncements

Accounting Standards Update (ASU) No. 2018-13 - Fair Value Measurement (Topic 820) - Disclosure Framework - Changes to the Disclosure Requirements for Fair Value Measurement. The primary focus of ASU No. 2018-13 is to improve the effectiveness of the disclosure requirements for fair value measurements. The changes affect all companies that are required to include fair value measurement disclosures. In general, the amendments in ASU No. 2018-13 are effective for all entities for fiscal years beginning after December 15, 2019. An entity is permitted to early adopt the removed or modified disclosures upon the issuance of ASU No. 2018-13. Plan management elected to adopt this ASU in 2018. The adoption of ASU No. 2018-13 did not have material impact on the financial statements.

Nokia Savings/401(k) Plan

Notes to Financial Statements (continued)

2. Summary of significant accounting policies (continued)

ASU No. 2017-06, Plan Accounting: Defined Benefit Pension Plans (Topic 960), Defined Contribution Pension Plans (Topic 962), Health and Welfare Benefit Plans (Topic 965): Employee Benefit Plan Master Trust Reporting. ASU No. 2017-06 relates primarily to reporting by an employee benefit plan for its interest in a master trust. ASU No. 2017-06 is effective for fiscal years beginning after December 15, 2018, with early application permitted. Plan management has determined this ASU has no impact on the Plan's financial statements or disclosures.

Purchases and sales of investments

Purchases and sales of investments are recorded on a trade-date basis.

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

Investments held by the Plan are exposed to various risks, such as interest rate, market and credit. Due to the level of risk associated with certain investment securities and the level of uncertainty related to changes in the value of investment securities, it is at least reasonably possible that changes in risks in the near term would materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

3. Derivatives

Certain 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.

Nokia Savings/401(k) Plan

Notes to Financial Statements (continued)

3. Derivatives (continued)

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 advisors 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(depreciation) 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 Euro, Japanese yen, Swiss franc, Australian dollar, Canadian dollar, Swedish krona and New Zealand dollar as of December 31, 2018, and in Euro, British pound, Japanese yen, Swiss franc, Australian dollar, Canadian dollar, Swedish krona and New Zealand dollar as of December 31, 2017. Forward foreign currency contracts are included in other investments in Note 8.

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 credit 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(depreciation) 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 U.S. Treasury Note futures and exchange index futures as of December 31, 2018 and December 31, 2017. Futures contracts are included in other investments in Note 8.

Nokia Savings/401(k) Plan

Notes to Financial Statements (continued)

3. Derivatives (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(depreciation) in fair value of investments on the statement of changes in net assets available for benefits. The investment advisors retained by the Plan enter into total return swaps as part of their investment strategy to achieve their target positioning and enhance investment returns.

The Plan had outstanding swap contracts consisting of total return swap contracts as of December 31, 2018 and December 31, 2017. Swap contracts are included in other investments in Note 8.

The Plan utilizes its investment advisors to conduct derivative trading on its behalf. Investment advisors 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 advisors account within the Plan. Each investment advisor 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:

	December 31, 2018		December 31, 2017	
	Assets	Liabilities	Assets	Liabilities
	<i>(In Thousands)</i>			
Forward foreign currency contracts	\$ 1,011	\$ 3,439	\$ 2,151	\$ 2,515
Futures contracts	1,307	1,908	1,002	625
Swap contracts	311	506	236	210

Nokia Savings/401(k) Plan

Notes to Financial Statements (continued)

3. Derivatives (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, 2018, which are included in net depreciation in fair value of investments on the statement of changes in net assets available for benefits:

Derivative contracts	Net depreciation in fair value of investments
	<i>(In Thousands)</i>
Foreign currency risk contracts ¹	\$ 2,935
Equity risk contracts ²	(5,035)
Interest rate risk contracts ³	(1,475)
Total derivative contracts	<u>\$ (3,575)</u>

¹ Includes futures contracts and forward foreign currency contracts

² Includes index futures and total return swaps

³ Includes futures contracts on fixed income securities

The following table presents the gross notional amounts of outstanding derivatives (recorded at fair value) as of December 31, 2018:

	Long	Short
	<i>(In Thousands)</i>	
Derivative contracts – Notional amounts		
Futures contracts	\$ 121,993	\$ 59,337
Swap contracts	14,870	8,715
Forward foreign currency contracts	146,385	148,818

The following table presents the gross notional amounts of outstanding derivatives (recorded at fair value) as of December 31, 2017:

	Long	Short
	<i>(In Thousands)</i>	
Derivative contracts – Notional amounts		
Futures contracts	\$ 162,334	\$ 47,439
Swap contracts	29,932	11,530
Forward foreign currency contracts	145,661	129,610

Nokia Savings/401(k) Plan

Notes to Financial Statements (continued)

3. Derivatives (continued)

The balances outstanding as of December 31, 2018 and 2017 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 statement 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, 2018:

Description	<i>(In Thousands)</i>			
	Assets Presented in the Statements of Net Assets Available for Benefits on a Gross Basis ¹	Gross Amounts not Offset in the Statements of Net Assets Available for Benefits	Financial Instruments	Collateral Received
				Net Amount
Securities lending ²	\$ 527,199		\$ —	\$ (527,199)
				\$ —

¹ The Plan does not offset in the statement 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)

3. Derivatives (continued)

As of December 31, 2017:

Description	<i>(In Thousands)</i>				Net Amount
	Assets Presented in the Statements of Net Assets Available for Benefits on a Gross Basis ¹	Financial Instruments	Collateral Received	Gross Amounts not Offset in the Statements of Net Assets Available for Benefits	
Securities lending ²	\$ 665,142	\$ –	\$ (665,142)		\$ –

¹ The Plan does not offset in the statement 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.

4. 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 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, 2018, 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. The Plan Administrator believes the Plan is no longer subject to income tax examinations for years prior to 2015.

Nokia Savings/401(k) Plan

Notes to Financial Statements (continued)

5. Termination priorities

Although it has not expressed any intent to do so, the Company reserves the right under the Plan to amend or terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, the Plan provides that the net assets are to be distributed to participants in amounts equal to their respective interests in such assets.

6. Plan expenses

Plan administrative fees may include legal, accounting, trustee, recordkeeping, and other administrative fees and expenses associated with maintaining the Plan. The cost of administering the Plan is paid by participants through a combination of fees allocated to each participant's account which are included in administrative expenses and fees that are paid as part of the investment fees that are allocated to the Plan's investment options. Participants are provided with a detailed schedule of fees in the annual disclosure notice.

7. Securities lending

The Trust participates in securities lending programs with BNY Mellon. 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, 2018 and 2017, the fair value of the securities on loan was \$527.2 million and \$665.1 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, 2018 and 2017, the Trust held cash collateral of \$527 million and \$680 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. The fair value of these investments acquired with the cash collateral are \$527.2 million and \$680.2 million at December 31, 2018 and December 31, 2017, respectively, and are included in investments 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 \$12 million and \$8 million at December 31, 2018 and 2017, respectively. Such securities are not reflected in the Plan's net assets.

Nokia Savings/401(k) Plan

Notes to Financial Statements (continued)

7. Securities lending (continued)

The Plan received interest and securities lending income in the amount of \$2.5 million in 2018 from the securities lending program; this income is included in net appreciation(depreciation) 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, 2018 and 2017, repurchase agreements entered into with cash collateral were carried at \$179.2 million and \$160.4 million, respectively, and the fair value of securities which the Trust held as collateral with respect to such repurchase agreements was \$186.9 million and \$170.1 million, respectively.

The carrying amounts approximate fair value and are recorded in investments 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>				
	For the Year Ended December 31, 2018				
	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	\$ 82,423	\$ –		\$ –	\$ 82,423
Equity securities	–	–	44,100	52,700	96,800
Total	\$ 82,423	\$ –	\$ 44,100	\$ 52,700	\$ 179,223

	<i>(In Thousands)</i>				
	For the Year Ended December 31, 2017				
	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	\$ 48,823	\$ –		\$ –	\$ 48,823
Equity securities	31,055	–	23,500	57,000	111,555
Total	\$ 79,878	\$ –	\$ 23,500	\$ 57,000	\$ 160,378

Nokia Savings/401(k) Plan

Notes to Financial Statements (continued)

8. Fair value measurements

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

U.S. GAAP establishes a three-level valuation hierarchy for disclosure of fair value measurements. The valuation hierarchy is based upon the transparency of inputs to the valuation of an asset or liability as of the measurement date. The three levels are defined as follows:

- Level 1 – Inputs to the valuation methodology are quoted prices (unadjusted) for identical assets or liabilities in active markets.
- Level 2 – Inputs to the valuation methodology include quoted prices for similar assets and liabilities in active markets, quoted market prices for identical or similar assets or liabilities in markets that are not active, and inputs that are observable for the asset or liability, either directly or indirectly, for substantially the full term of the financial instrument.
- Level 3 – Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

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.

U.S. Government securities and corporate bonds

A limited number of these investments are valued at the closing price reported on the major market on which the individual securities are traded. 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)

8. Fair value measurements (continued)

Common stocks, registered investment companies, and other equities

Common stocks, registered investment companies 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 are valued by the administrator of the fund 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 shares outstanding. These investments are not leveled within the fair value hierarchy but are included in Investments measured at NAV. There are currently no redemption restrictions on the common/collective trusts.

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 Mellon. Cash collateral received is invested in repurchase agreements, which are generally valued at amortized cost, and fixed income securities. Therefore, these investments are classified within Level 2 of the valuation hierarchy.

Self-directed brokerage accounts

Self-directed brokerage accounts include investments in money market funds, common stock, mutual funds and other investments which are classified within Level 1 of the valuation hierarchy.

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)

8. 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, 2018 and 2017. 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.

Investments at Fair Value as of December 31, 2018			
	Level 1	Level 2	Total
<i>(In Thousands)</i>			
Investments			
Cash and cash equivalents	\$ 1,476	\$ 3,134	\$ 4,610
U.S. Government securities*	441,569	190,310	631,879
Corporate bonds*	–	722,392	722,392
Common stock and other equities*	1,831,126	1,201	1,832,327
Registered investment companies*	3,486	–	3,486
Fixed income securities and repurchase agreements acquired with cash collateral	–	527,231	527,231
Self-directed brokerage accounts	533,378	–	533,378
Other*	(602)	20,737	20,135
Total investments at fair value	<u>2,810,433</u>	<u>1,465,005</u>	<u>4,275,438</u>
Investments measured at NAV			<u>3,150,342</u>
Total investments	<u>\$ 2,810,433</u>	<u>\$ 1,465,005</u>	<u>\$ 7,425,780</u>

Investments at Fair Value as of December 31, 2017			
	Level 1	Level 2	Total
<i>(In Thousands)</i>			
Investments			
Cash and cash equivalents	\$ 6,290	\$ 245	\$ 6,535
U.S. Government securities*	577,672	188,855	766,527
Corporate bonds*	–	705,524	705,524
Common stock and other equities*	2,215,319	1,938	2,217,257
Registered investment company*	1,755	–	1,755
Fixed income securities and repurchase agreements acquired with cash collateral	–	680,192	680,192
Self-directed brokerage accounts	580,875	–	580,875
Other*	377	22,402	22,779
Total investments at fair value	<u>3,382,288</u>	<u>1,599,156</u>	<u>4,981,444</u>
Investments measured at NAV			<u>3,500,859</u>
Total investments	<u>\$ 3,382,288</u>	<u>\$ 1,599,156</u>	<u>\$ 8,482,303</u>

- * As of December 31, 2018 and 2017, the total fair value of securities on loan was \$527,199 and \$665,142, respectively. Of these securities on loan, \$206,914 and \$249,185 were equity securities, and \$320,285 and \$415,957 were debt securities, respectively.

Nokia Savings/401(k) Plan

Notes to Financial Statements (continued)

8. Fair value measurements (continued)

The Plan did not hold any Level 3 investments in 2018 or 2017.

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

As described in Note 6, the Plan paid certain expenses related to plan operations and investment activity to various service providers, which are parties-in-interest under the provisions of ERISA. The payment of these expenses meets the requirements of one or more prohibited transaction exemptions under ERISA.

Nokia Investment Management Corporation (NIMCO), a wholly owned subsidiary of the Company, provides fiduciary services and investment management services to the Plan. NIMCO charges the Plan only for the costs that are incurred for providing such services to the Plan. For the year ended December 31, 2018, the Plan incurred fiduciary service fees of \$567,000, which are generally reflected in the calculation of each fund's net asset value per unit. At December 31, 2018 and 2017, the Plan had a payable due to NIMCO of \$96,000 and \$96,000, respectively, which is included in accrued expenses and 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, 2018, the Plan incurred administrative service fees of \$198,000, which are generally reflected in the calculation of each fund's net asset value per unit.

Certain Plan investments are managed by affiliates of the trustee. At December 31, 2018 and 2017, through the self-directed brokerage accounts, the Plan held \$96.4 million and \$100.6 million, respectively, of the Dreyfus Treasury and Agency Cash Management Fund and other Dreyfus mutual funds, which are funds that are related to the trustee.

At December 31, 2018 and 2017, the Plan held \$5.8 million and \$5.6 million, respectively, of Nokia common stock. The Plan also held \$804,000 and \$1.1 million of Siemens stock (received from the NSN Plan merger) at both December 31, 2018 and 2017.

Nokia Savings/401(k) Plan

Notes to Financial Statements (continued)

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, 2018 and 2017:

	<i>(In Thousands)</i>	
	2018	2017
Net assets available for benefits per the financial statements	\$ 6,942,933	\$ 7,842,234
Adjustment for deemed no post default payments	(346)	(4,255)
Net assets per Form 5500	<u>\$ 6,942,587</u>	<u>\$ 7,837,979</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, 2018:

	<i>(In Thousands)</i>
Net decrease in changes in net assets available per the financial statements	\$ (899,301)
Adjustment for deemed no post default payments	3,909
Net loss per Form 5500	<u>\$ (895,392)</u>

11. Subsequent events

Management has evaluated subsequent events through June 27, 2019, the date the financial statements were available to be issued. There were no material subsequent events that occurred between January 1, 2019 through June 27, 2019, that required disclosure in the financial statements, except as follows:

Effective on January 1, 2019, substantially all of the employees of Nokia USA Inc. became employees of the Company and thus eligible to participate in the Plan (provided they otherwise met the Plan's eligibility requirements).

Effective on January 1, 2019, Nokia USA Inc. was merged with and into the Company, with the Company being the surviving legal entity. As a result of the merger, the Company became the sponsoring employer of the Nokia USA Inc. Retirement Savings and Investment Plan.

Supplemental Schedules

EIN: 22-3408857

Plan: 003

Nokia Savings/401(k) Plan

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

December 31, 2018

(a) Party-in interest	(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	(d) Original amount of loan	Amount received during reporting year		(g) Unpaid balance at end of year	Amount overdue	
				(e) Principal	(f) Interest		(h) Principal	(i) Interest
	1839688 Alberta ULC	14.00% 2/13/2020 Default date 12/15/2015	\$ 178,085	\$ –	\$ –	\$ 178,085	\$ –	\$ –
	IHeartCommunications Inc	9.00% 3/1/2021 Default date 3/14/2018	\$ 790,000	\$ –	\$ –	\$ 790,000	\$ –	\$ –
	IHeartCommunications Inc	9.00% 9/15/2022 Default date 3/14/2018	\$ 165,000	\$ –	\$ –	\$ 165,000	\$ –	\$ –

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description		Shares or Units	Market Value
CASH AND CASH EQUIVALENTS			
CASH AT BROKER			\$ (1,365,381)
INTEREST-BEARING CASH	AUD (AUSTRALIAN DOLLARS)	46,675	32,859
	AUD CURRENCY AT BROKER	1	-
	BNY MELLON CASH RESERVE	1,077,686	1,077,686
	CAD (CANADIAN DOLLARS)	55,728	40,803
	CAD CURRENCY AT BROKER	(197,391)	(144,524)
	CASH HELD AT CITIBANK	2,315,996	2,315,996
	CHF (SWISS FRANC)	325,119	329,803
	CHF CURRENCY AT BROKER	37,033	37,566
	DKK (DANISH KRONE)	288,928	44,260
	EUR (EURO)	118,991	136,024
	EUR CURRENCY AT BROKER	(74,768)	(85,471)
	GBP (GREAT BRITISH POUNDS)	81,610	103,938
	GBP CURRENCY AT BROKER	10,489	13,359
	HKD (HONG KONG DOLLARS)	344,924	44,055
	HKD CURRENCY AT BROKER	(453,785)	(57,959)
	JPY (JAPANESE YEN)	1,460,736	13,314
	JPY CURRENCY AT BROKER	248,002,402	2,260,424
	LEHMAN PROXY BLACKROCK	13,307	-
	SEK (SWEDISH KRONA)	28,228	3,184
	SEK CURRENCY AT BROKER	7,262	819
	SGD (SINGAPORE DOLLARS)	88,590	64,996
	SGD CURRENCY AT BROKER	5,528	4,056
	SWAP COLLATERAL WITH MERRILL LYNCH	(10,000)	(10,000)
	TBA COLLATERAL WITH MORGAN STANLEY	(250,000)	(250,000)
TOTAL CASH AND CASH EQUIVALENTS			\$ 4,609,807
COMMON/COLLECTIVE TRUSTS			
RUSSELL 3000 INDEX FUND		33,412,328	\$ 1,604,911,041
FIAM BROAD MARKET DURATION COMMINGLED POOL		3,870,806	178,637,709
JPMCB LIQUIDITY FUND		617,153,443	617,153,443
MSCI WORLD EQUITY INDEX EX-US FUND F		9,804,447	274,777,475
RUSSELL 1000 INDEX FUND F		6,201,541	200,877,831
T ROWE PRICE EMERGING MARKETS EQUITY TRUST FUND		263,840	151,932,063
WELLINGTON CIF II - BALANCED REAL ASSET FUND		1,407,537	12,498,931
WELLINGTON CIF II - DIVERSIFIED INFLATION HEDGES FUND		18,319,978	109,553,467
TOTAL COMMON/COLLECTIVE TRUSTS			\$ 3,150,341,960
CORPORATE BONDS			
CORPORATE DEBT INSTRUMENTS			
BA CREDIT CARD TRUST A1 A1	1.950% 08/15/2022 DD 03/30/17	1,290,000	\$ 1,274,603
BA CREDIT CARD TRUST A1 A1	2.700% 07/17/2023 DD 02/23/18	2,100,000	2,092,459
GRACE 2014-GRCE MO GRCE A 144A	3.369% 06/10/2028 DD 06/01/14	3,820,000	3,830,370
JP MORGAN MORTGAGE T 1 A4 144A	VAR RT 01/25/2047 DD 02/01/17	511,107	505,879
JP MORGAN MORTGAGE T 2 A6 144A	VAR RT 05/25/2047 DD 05/01/17	0	-
JP MORGAN MORTGAGE T 6 A6 144A	VAR RT 12/25/2048 DD 12/01/17	313,321	304,594
MERCEDES-BENZ MASTER AA A 144A	VAR RT 05/16/2022 DD 05/16/18	1,000,000	998,674
S&P GLOBAL INC	4.000% 06/15/2025 DD 05/26/15	100,000	101,824
1839688 ALBERTA ULC	14.000% 02/13/2020 DD 11/14/14	178,085	712
21ST CENTURY FOX AMERICA INC	4.500% 02/15/2021 DD 08/15/11	500,000	513,346
21ST CENTURY FOX AMERICA INC	6.400% 12/15/2035 DD 12/23/05	176,000	219,569
ABBOTT LABORATORIES	3.400% 11/30/2023 DD 11/22/16	232,000	231,292
ABBVIE INC	2.500% 05/14/2020 DD 05/14/15	1,345,000	1,332,235
ABBVIE INC	3.600% 05/14/2025 DD 05/14/15	990,000	949,593
ABBVIE INC	3.750% 11/14/2023 DD 09/18/18	60,000	59,697
ABBVIE INC	4.400% 11/06/2042 DD 05/06/13	49,000	43,091
ABBVIE INC	4.700% 05/14/2045 DD 05/14/15	110,000	100,035
ACTIVISION BLIZZARD INC	3.400% 06/15/2027 DD 05/26/17	390,000	367,447
ACTIVISION BLIZZARD INC	3.400% 09/15/2026 DD 03/15/17	480,000	450,854
ADVANCED MICRO DEVICES INC	7.000% 07/01/2024 DD 06/16/14	80,000	82,200
AEP TEXAS INC 144A	3.850% 10/01/2025 DD 09/18/15	215,000	214,456
AERCAP IRELAND CAPITAL DAC / A	3.750% 05/15/2019 DD 05/15/15	1,000,000	999,925
AERCAP IRELAND CAPITAL DAC / A	4.250% 07/01/2020 DD 06/25/15	825,000	826,963
AES CORP/VA	4.875% 05/15/2023 DD 04/30/13	810,000	791,775
AETNA INC	2.200% 03/15/2019 DD 03/07/14	315,000	314,541

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description		Shares or Units	Market Value
AGILENT TECHNOLOGIES INC	3.050% 09/22/2026 DD 09/22/16	35,000	32,388
AGILENT TECHNOLOGIES INC	3.200% 10/01/2022 DD 09/13/12	220,000	217,343
AIA GROUP LTD 144A	VAR RT 09/20/2021 DD 09/20/18	1,120,000	1,114,605
AIG GLOBAL FUNDING 144A	1.950% 10/18/2019 DD 10/18/17	100,000	99,256
AIG GLOBAL FUNDING 144A	3.350% 06/25/2021 DD 06/27/18	1,000,000	996,089
AIR LEASE CORP	2.125% 01/15/2020 DD 10/03/16	492,000	484,891
AIR LEASE CORP	2.500% 03/01/2021 DD 01/16/18	1,398,000	1,362,857
AIR LEASE CORP	3.375% 01/15/2019 DD 11/19/13	190,000	189,983
AIR LEASE CORP	3.500% 01/15/2022 DD 09/17/18	500,000	492,047
AIR LEASE CORP	3.875% 07/03/2023 DD 06/18/18	110,000	108,263
ALABAMA POWER CO	3.700% 12/01/2047 DD 11/08/17	55,000	50,140
ALBERTSONS COS LLC / SAFEWAY I	5.750% 03/15/2025 DD 03/15/17	105,000	91,875
ALBERTSONS COS LLC / SAFEWAY I	6.625% 06/15/2024 DD 06/15/17	30,000	27,825
ALIMENTATION COUCHE-TARD 144A	2.350% 12/13/2019 DD 12/14/17	1,725,000	1,708,909
ALLEGHENY TECHNOLOGIES INC	VAR RT 08/15/2023 DD 07/12/13	905,000	923,100
ALLEGiant TRAVEL CO	5.500% 07/15/2019 DD 06/25/14	70,000	70,000
ALLERGAN FINANCE LLC	3.250% 10/01/2022 DD 10/02/12	165,000	161,324
ALLERGAN FUNDING SCS	3.000% 03/12/2020 DD 03/12/15	847,000	843,893
ALLERGAN FUNDING SCS	3.450% 03/15/2022 DD 03/12/15	1,397,000	1,374,708
ALLERGAN FUNDING SCS	3.800% 03/15/2025 DD 03/12/15	451,000	440,277
ALLERGAN FUNDING SCS	3.850% 06/15/2024 DD 06/19/14	110,000	108,493
ALLSTATE CORP/THE	VAR RT 03/29/2021 DD 03/29/18	195,000	192,885
ALLY FINANCIAL INC	4.125% 02/13/2022 DD 02/13/15	745,000	723,581
ALLY FINANCIAL INC	4.625% 03/30/2025 DD 03/30/15	2,000,000	1,937,500
ALTRIA GROUP INC	2.850% 08/09/2022 DD 08/09/12	600,000	575,986
ALTRIA GROUP INC	2.950% 05/02/2023 DD 05/02/13	310,000	294,901
ALTRIA GROUP INC	5.375% 01/31/2044 DD 10/31/13	330,000	307,714
AMC NETWORKS INC	4.750% 12/15/2022 DD 12/17/12	225,000	219,938
AMEREN ILLINOIS CO	3.800% 05/15/2028 DD 05/22/18	150,000	152,591
AMERICAN ELECTRIC POWER CO INC	2.150% 11/13/2020 DD 11/13/17	967,000	947,712
AMERICAN EXPRESS CO	2.200% 10/30/2020 DD 10/30/17	271,000	266,109
AMERICAN INTERNATIONAL GROUP I	2.300% 07/16/2019 DD 07/16/14	2,200,000	2,190,939
AMERICAN INTERNATIONAL GROUP I	3.375% 08/15/2020 DD 08/09/13	104,000	104,234
AMERICAN INTERNATIONAL GROUP I	4.375% 01/15/2055 DD 01/15/15	180,000	149,429
AMERICAN INTERNATIONAL GROUP I	VAR RT 04/01/2048 DD 03/26/18	230,000	200,100
AMERICAN TOWER CORP	2.800% 06/01/2020 DD 05/07/15	116,000	115,109
AMERICAN WOODMARK CORP 144A	4.875% 03/15/2026 DD 02/12/18	615,000	544,275
AMERICREDIT AUTOMOBILE REC 4 C	2.470% 11/09/2020 DD 11/20/14	295,187	294,934
AMGEN INC	2.200% 05/11/2020 DD 05/11/17	190,000	187,604
AMGEN INC	2.200% 05/22/2019 DD 05/22/14	195,000	194,247
AMGEN INC	5.700% 02/01/2019 DD 01/16/09	312,000	312,624
AMKOR TECHNOLOGY INC	6.375% 10/01/2022 DD 09/21/12	280,000	280,784
ANADARKO PETROLEUM CORP	0.000% 10/10/2036 DD 08/19/09	1,000,000	417,049
ANADARKO PETROLEUM CORP	3.450% 07/15/2024 DD 07/07/14	45,000	42,684
ANADARKO PETROLEUM CORP	4.500% 07/15/2044 DD 07/07/14	45,000	38,133
ANALOG DEVICES INC	2.850% 03/12/2020 DD 03/12/18	1,027,000	1,023,393
ANALOG DEVICES INC	3.500% 12/05/2026 DD 12/05/16	160,000	153,137
ANALOG DEVICES INC	3.900% 12/15/2025 DD 12/14/15	290,000	284,589
ANALOG DEVICES INC	4.500% 12/05/2036 DD 12/05/16	92,000	86,862
ANALOG DEVICES INC	5.300% 12/15/2045 DD 12/14/15	15,000	15,779
ANDEAVOR LOGISTICS LP	VAR RT 12/31/2049 DD 12/01/17	740,000	658,600
ANDEAVOR LOGISTICS LP / TESORO	5.250% 01/15/2025 DD 12/02/16	3,107,000	3,162,821
ANDEAVOR LOGISTICS LP / TESORO	6.250% 10/15/2022 DD 10/15/15	135,000	137,700
ANGLO AMERICAN CAPITAL PL 144A	3.625% 09/11/2024 DD 09/11/17	240,000	226,860
ANHEUSER-BUSCH INBEV WORLDWIDE	4.750% 04/15/2058 DD 04/04/18	205,000	178,397
ANTERO RESOURCES CORP	5.375% 11/01/2021 DD 05/01/14	225,000	217,125
ANTHEM INC	3.125% 05/15/2022 DD 05/07/12	1,285,000	1,266,117
AON CORP	4.500% 12/15/2028 DD 12/03/18	65,000	65,800
AON PLC	2.800% 03/15/2021 DD 11/13/15	480,000	474,774
AON PLC	4.450% 05/24/2043 DD 05/24/13	225,000	204,006
AON PLC	4.600% 06/14/2044 DD 05/28/14	280,000	266,983
APPLIED MATERIALS INC	3.300% 04/01/2027 DD 03/31/17	65,000	62,365
APTIV CORP	4.150% 03/15/2024 DD 03/03/14	44,000	44,044
APTIV PLC	4.400% 10/01/2046 DD 09/20/16	13,000	11,347
ARES CAPITAL CORP	4.250% 03/01/2025 DD 01/11/18	660,000	628,394

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description		Shares or Units	Market Value
ASTRAZENECA PLC	2.375% 06/12/2022 DD 06/12/17	100,000	95,923
AT&T INC	2.450% 06/30/2020 DD 05/04/15	955,000	942,572
AT&T INC	2.800% 02/17/2021 DD 02/09/16	755,000	745,570
AT&T INC	3.800% 03/15/2022 DD 03/15/16	580,000	582,529
AT&T INC	4.300% 12/15/2042 DD 06/15/13	120,000	101,898
AT&T INC	4.350% 06/15/2045 DD 06/15/13	375,000	316,900
AT&T INC	4.450% 04/01/2024 DD 10/01/15	386,000	392,405
AT&T INC	4.600% 02/15/2021 DD 02/15/16	439,000	449,011
AT&T INC	4.800% 06/15/2044 DD 06/10/14	243,000	217,804
AT&T INC	4.900% 08/15/2037 DD 08/14/18	85,000	79,253
AT&T INC	VAR RT 07/15/2021 DD 05/19/17	235,000	234,225
AUSTRALIA & NEW ZEALAND BANKIN	2.250% 11/09/2020 DD 11/09/17	740,000	728,336
AUTODESK INC	3.500% 06/15/2027 DD 06/08/17	130,000	121,511
AVNET INC	4.625% 04/15/2026 DD 03/29/16	30,000	29,311
BA CREDIT CARD TRUST A2 A2	3.000% 09/15/2023 DD 05/17/18	1,817,000	1,822,134
BAE SYSTEMS HOLDINGS INC 144A	3.800% 10/07/2024 DD 10/07/14	205,000	204,583
BAE SYSTEMS HOLDINGS INC 144A	3.850% 12/15/2025 DD 12/10/15	255,000	252,814
BALTIMORE GAS & ELECTRIC CO	3.750% 08/15/2047 DD 08/24/17	420,000	385,132
BAMLL COMMERCIAL M SCH AL 144A	VAR RT 11/15/2032 DD 12/15/17	1,460,000	1,449,164
BANCO SANTANDER SA	3.848% 04/12/2023 DD 04/12/18	200,000	194,333
BANK OF AMERICA CORP	2.600% 01/15/2019 DD 10/22/13	157,000	156,969
BANK OF AMERICA CORP	2.625% 10/19/2020 DD 10/19/15	1,000,000	989,519
BANK OF AMERICA CORP	2.650% 04/01/2019 DD 04/01/14	4,500,000	4,495,286
BANK OF AMERICA CORP	4.000% 01/22/2025 DD 01/22/15	320,000	311,727
BANK OF AMERICA CORP	4.000% 04/01/2024 DD 04/01/14	255,000	256,413
BANK OF AMERICA CORP	4.200% 08/26/2024 DD 08/26/14	1,105,000	1,095,939
BANK OF AMERICA CORP	VAR RT 03/05/2029 DD 03/05/18	560,000	544,341
BARCLAYS PLC	2.750% 11/08/2019 DD 11/10/14	800,000	794,179
BARCLAYS PLC	3.250% 01/12/2021 DD 01/12/16	650,000	636,544
BARCLAYS PLC	4.375% 01/12/2026 DD 01/12/16	640,000	607,956
BARCLAYS PLC	VAR RT 05/16/2024 DD 05/16/18	1,930,000	1,876,436
BARCLAYS PLC	VAR RT 05/16/2029 DD 05/16/18	280,000	269,970
BAT CAPITAL CORP	2.297% 08/14/2020 DD 08/14/18	3,360,000	3,281,505
BAT CAPITAL CORP	3.222% 08/15/2024 DD 08/15/18	830,000	764,508
BAT CAPITAL CORP	3.557% 08/15/2027 DD 08/15/18	385,000	341,782
BAT CAPITAL CORP	4.540% 08/15/2047 DD 08/15/18	91,000	72,441
BAXALTA INC	2.875% 06/23/2020 DD 12/23/15	239,000	236,865
BAXALTA INC	4.000% 06/23/2025 DD 12/23/15	500,000	488,831
BAXTER INTERNATIONAL INC	1.700% 08/15/2021 DD 08/15/16	420,000	402,948
BAYER US FINANCE II LLC 144A	4.400% 07/15/2044 DD 07/15/18	70,000	59,912
BAYER US FINANCE LLC 144A	2.375% 10/08/2019 DD 10/08/14	200,000	198,401
BAYER US FINANCE LLC 144A	3.375% 10/08/2024 DD 10/08/14	492,000	463,953
BAYTEX ENERGY CORP 144A	5.125% 06/01/2021 DD 06/06/14	40,000	38,300
BAYTEX ENERGY CORP 144A	5.625% 06/01/2024 DD 06/06/14	70,000	60,550
BEAZER HOMES USA INC	5.875% 10/15/2027 DD 10/10/17	280,000	221,200
BEAZER HOMES USA INC	VAR RT 02/01/2023 DD 08/01/13	16,000	14,880
BECTON DICKINSON AND CO	2.404% 06/05/2020 DD 06/06/17	1,485,000	1,461,825
BECTON DICKINSON AND CO	VAR RT 12/29/2020 DD 03/01/18	1,266,000	1,253,276
BENCHMARK 2018-B7 MORTGA B7 A4	4.510% 05/15/2053 DD 11/01/18	809,634	861,016
BERKSHIRE HATHAWAY ENERGY CO	6.125% 04/01/2036 DD 10/01/06	153,000	183,143
BLUE RACER MIDSTREAM LLC 144A	6.125% 11/15/2022 DD 11/13/14	240,000	231,600
BNP PARIBAS SA	2.450% 03/17/2019 DD 03/17/14	1,000,000	998,843
BNP PARIBAS SA 144A	VAR RT 12/31/2049 DD 08/16/18	200,000	190,250
BP CAPITAL MARKETS AMERICA INC	3.119% 05/04/2026 DD 11/04/18	100,000	94,033
BPCE SA 144A	5.700% 10/22/2023 DD 10/22/13	200,000	207,085
BRIGHTHOUSE FINANCIAL INC	4.700% 06/22/2047 DD 12/22/17	75,000	55,849
BRITISH TELECOMMUNICATIONS PLC	2.350% 02/14/2019 DD 02/14/14	1,000,000	998,662
BRIXMOR OPERATING PARTNERSHIP	3.875% 08/15/2022 DD 08/10/15	1,000,000	997,069
BROADCOM CORP / BROADCOM CAYMA	2.375% 01/15/2020 DD 01/15/18	965,000	952,948
BROADCOM CORP / BROADCOM CAYMA	3.000% 01/15/2022 DD 01/15/18	550,000	528,937
BROADCOM CORP / BROADCOM CAYMA	3.125% 01/15/2025 DD 10/17/17	330,000	297,911
BROADCOM CORP / BROADCOM CAYMA	3.875% 01/15/2027 DD 01/15/18	260,000	233,247
BUCKEYE PARTNERS LP	4.150% 07/01/2023 DD 06/10/13	565,000	549,573
BUCKEYE PARTNERS LP	4.875% 02/01/2021 DD 01/13/11	120,000	121,333
BUCKEYE PARTNERS LP	5.600% 10/15/2044 DD 09/12/14	171,000	152,359

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description		Shares or Units	Market Value
BUCKEYE PARTNERS LP	5.850% 11/15/2043 DD 11/14/13	394,000	361,048
CALIFORNIA RESOURCES CORP	6.000% 11/15/2024 DD 10/01/14	114,000	69,540
CANADIAN PACER AUTO 2A A3 144A	3.270% 12/19/2022 DD 10/10/18	765,000	770,808
CAPITAL ONE FINANCIAL CORP	3.750% 07/28/2026 DD 07/28/16	105,000	96,174
CAPITAL ONE MULTI-ASSET A1 A1	3.010% 02/15/2024 DD 05/16/18	1,074,000	1,079,673
CAPITAL ONE MULTI-ASSET A2 A2	2.080% 03/15/2023 DD 05/19/15	795,000	785,451
CAPITAL ONE MULTI-ASSET A4 A4	1.330% 06/15/2022 DD 08/25/16	2,815,000	2,786,551
CAPITAL ONE MULTI-ASSET A8 A8	2.050% 08/15/2023 DD 10/27/15	703,000	692,643
CAPITAL ONE NA	2.350% 01/31/2020 DD 01/31/17	1,015,000	1,002,132
CARDINAL HEALTH INC	4.625% 12/15/2020 DD 12/13/10	50,000	51,137
CATERPILLAR FINANCIAL SERVICES	2.100% 01/10/2020 DD 01/12/17	400,000	396,094
CATERPILLAR FINANCIAL SERVICES	3.150% 09/07/2021 DD 09/07/18	85,000	85,224
CBS CORP	2.500% 02/15/2023 DD 07/03/17	90,000	84,796
CC HOLDINGS GS V LLC / CROWN C	3.849% 04/15/2023 DD 04/15/13	760,000	752,619
CCO HOLDINGS LLC / CCO HOLDING	5.125% 02/15/2023 DD 12/17/12	145,000	141,375
CCO HOLDINGS LLC / CCO HOLDING	5.250% 09/30/2022 DD 08/22/12	520,000	515,450
CCO HOLDINGS LLC / CCO HOLDING	5.750% 01/15/2024 DD 05/03/13	200,000	198,000
CCO HOLDINGS LLC / CCO HOLDING	5.750% 09/01/2023 DD 03/01/14	650,000	646,750
CELGENE CORP	3.250% 08/15/2022 DD 08/09/12	130,000	127,632
CELGENE CORP	3.550% 08/15/2022 DD 08/12/15	120,000	118,682
CELGENE CORP	3.875% 08/15/2025 DD 08/12/15	203,000	195,420
CELGENE CORP	3.900% 02/20/2028 DD 02/20/18	70,000	65,658
CELGENE CORP	3.950% 10/15/2020 DD 10/07/10	30,000	30,323
CENTERPOINT ENERGY INC	2.500% 09/01/2022 DD 08/10/17	247,000	236,233
CENTERPOINT ENERGY RESOURCES C	4.100% 09/01/2047 DD 08/23/17	55,000	50,909
CENTURYLINK INC	5.800% 03/15/2022 DD 03/12/12	315,000	303,188
CHARTER COMMUNICATIONS OPERATI	4.464% 07/23/2022 DD 07/23/16	750,000	757,204
CHARTER COMMUNICATIONS OPERATI	5.750% 04/01/2048 DD 04/17/18	120,000	112,370
CHARTER COMMUNICATIONS OPERATI	6.384% 10/23/2035 DD 10/23/16	760,000	780,100
CHASE ISSUANCE TRUST A2 A	1.370% 06/15/2021 DD 06/17/16	1,406,000	1,395,427
CHENIERE CORPUS CHRISTI HOLDIN	7.000% 06/30/2024 DD 12/31/16	620,000	654,100
CHENIERE ENERGY PARTNERS 144A	5.625% 10/01/2026 DD 09/11/18	720,000	673,200
CHENIERE ENERGY PARTNERS LP	5.250% 10/01/2025 DD 04/01/18	680,000	634,100
CHESAPEAKE ENERGY CORP	6.875% 11/15/2020 DD 05/15/06	5,000	4,850
CHESAPEAKE ENERGY CORP	8.000% 01/15/2025 DD 01/15/18	490,000	432,425
CHESAPEAKE ENERGY CORP	8.000% 06/15/2027 DD 12/15/17	480,000	403,200
CHESAPEAKE ENERGY CORP	VAR RT 09/15/2026 DD 10/05/16	390,000	313,896
CHEVRON CORP	2.895% 03/03/2024 DD 03/03/17	25,000	24,398
CHEVRON CORP	2.954% 05/16/2026 DD 05/16/16	65,000	62,574
CHEVRON PHILLIPS CHEMICAL 144A	3.300% 05/01/2023 DD 03/08/18	604,000	597,457
CIGNA CORP 144A	VAR RT 03/17/2020 DD 09/17/18	500,000	496,792
CIGNA HOLDING CO	3.250% 04/15/2025 DD 03/20/15	280,000	266,099
CIMAREX ENERGY CO	4.375% 06/01/2024 DD 06/04/14	1,317,000	1,309,667
CINCINNATI BELL INC 144A	7.000% 07/15/2024 DD 09/22/16	180,000	148,500
CINCINNATI BELL INC 144A	8.000% 10/15/2025 DD 10/06/17	1,175,000	969,375
CITIBANK CREDIT CARD ISS A1 A1	1.750% 11/19/2021 DD 12/08/16	1,333,000	1,318,855
CITIGROUP INC	2.050% 06/07/2019 DD 06/09/16	6,000,000	5,974,707
CITIGROUP INC	2.400% 02/18/2020 DD 02/18/15	280,000	277,457
CITIGROUP INC	2.450% 01/10/2020 DD 01/10/17	500,000	495,985
CITIGROUP INC	2.500% 07/29/2019 DD 07/29/14	1,640,000	1,634,398
CITIGROUP INC	2.650% 10/26/2020 DD 10/26/15	330,000	325,613
CITIGROUP INC	4.400% 06/10/2025 DD 06/10/15	170,000	166,370
CITIGROUP INC	VAR RT 01/24/2023 DD 01/24/18	135,000	132,604
CITIZENS BANK NA/PROVIDENCE RI	2.200% 05/26/2020 DD 05/26/17	285,000	280,917
CITIZENS BANK NA/PROVIDENCE RI	2.250% 10/30/2020 DD 11/01/17	500,000	490,520
CITIZENS BANK NA/PROVIDENCE RI	2.450% 12/04/2019 DD 12/04/14	670,000	665,250
CITIZENS FINANCIAL GROUP INC	2.375% 07/28/2021 DD 07/28/16	315,000	307,176
CLEAR CHANNEL WORLDWIDE HOLDIN	7.625% 03/15/2020 DD 03/15/12	430,000	419,250
CME GROUP INC	3.750% 06/15/2028 DD 06/21/18	85,000	86,141
CNH EQUIPMENT TRUST 2018- A A3	3.120% 07/17/2023 DD 05/23/18	970,000	972,831
COMCAST CORP	3.300% 10/01/2020 DD 10/05/18	1,250,000	1,254,781
COMM 2014-CCRE18 MORT CR18 ASB	3.452% 07/15/2047 DD 06/01/14	1,374,000	1,385,893
COMMERCIAL METALS CO	5.375% 07/15/2027 DD 07/11/17	350,000	313,250
COMMERZBANK AG 144A	8.125% 09/19/2023 DD 09/19/13	960,000	1,053,125
CONSOLIDATED COMMUNICATIONS IN	6.500% 10/01/2022 DD 10/01/15	730,000	642,400

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description		Shares or Units	Market Value
CONSOLIDATED EDISON INC	2.000% 03/15/2020 DD 03/02/17	275,000	271,346
CONSOLIDATED ENERGY FINAN 144A	6.500% 05/15/2026 DD 05/07/18	395,000	378,213
CONTINENTAL AIRLINES 2012-1 CL	4.150% 10/11/2025 DD 03/22/12	280,779	280,049
CONTINENTAL RESOURCES INC/OK	3.800% 06/01/2024 DD 05/19/14	195,000	184,601
CONTINENTAL RESOURCES INC/OK	4.500% 04/15/2023 DD 04/05/13	1,655,000	1,628,813
CONTINENTAL RESOURCES INC/OK	5.000% 09/15/2022 DD 03/08/12	740,000	734,749
COOPERATIEVE RABOBANK UA/NY	2.500% 01/19/2021 DD 01/19/16	720,000	707,510
COVENTRY HEALTH CARE INC	5.450% 06/15/2021 DD 06/07/11	750,000	776,542
COX COMMUNICATIONS INC 144A	3.150% 08/15/2024 DD 08/07/17	195,000	187,591
COX COMMUNICATIONS INC 144A	3.250% 12/15/2022 DD 11/29/12	100,000	97,691
CREDIT AGRICOLE SA 144A	VAR RT 12/31/2049 DD 09/18/14	800,000	780,888
CREDIT SUISSE GROUP AG 144A	VAR RT 01/12/2029 DD 01/12/18	760,000	707,036
CREDIT SUISSE GROUP FUNDING GU	3.125% 12/10/2020 DD 06/10/16	485,000	480,256
CREDIT SUISSE GROUP FUNDING GU	3.450% 04/16/2021 DD 10/18/16	305,000	303,904
CROWN CASTLE INTERNATIONAL COR	3.400% 02/15/2021 DD 02/08/16	87,000	86,970
CROWN CASTLE INTERNATIONAL COR	4.750% 05/15/2047 DD 05/01/17	30,000	27,808
CROWN CASTLE INTERNATIONAL COR	4.875% 04/15/2022 DD 04/15/14	535,000	550,506
CROWN CASTLE INTERNATIONAL COR	5.250% 01/15/2023 DD 10/15/12	140,000	145,379
CSX CORP	2.600% 11/01/2026 DD 10/18/16	470,000	427,605
CSX CORP	3.250% 06/01/2027 DD 05/01/17	285,000	268,146
CSX CORP	3.700% 10/30/2020 DD 10/21/10	170,000	171,780
CSX CORP	3.800% 11/01/2046 DD 10/18/16	205,000	180,559
CSX CORP	4.750% 11/15/2048 DD 11/15/18	70,000	70,760
CVS HEALTH CORP	2.250% 08/12/2019 DD 08/12/14	629,000	625,919
CVS HEALTH CORP	2.800% 07/20/2020 DD 07/20/15	1,605,000	1,590,518
CVS HEALTH CORP	3.350% 03/09/2021 DD 03/09/18	1,479,000	1,474,777
CVS HEALTH CORP	3.700% 03/09/2023 DD 03/09/18	990,000	979,402
CVS HEALTH CORP	4.300% 03/25/2028 DD 03/09/18	1,040,000	1,016,713
CVS HEALTH CORP	5.125% 07/20/2045 DD 07/20/15	95,000	92,474
CVS HEALTH CORP	VAR RT 03/09/2021 DD 03/09/18	1,000,000	991,938
DAIMLER FINANCE NORTH AME 144A	2.200% 05/05/2020 DD 05/05/17	1,000,000	983,612
DANSKE BANK A/S 144A	3.875% 09/12/2023 DD 06/12/18	1,000,000	962,673
DELL INTERNATIONAL LLC / 144A	3.480% 06/01/2019 DD 06/01/16	1,130,000	1,126,661
DELL INTERNATIONAL LLC / 144A	5.450% 06/15/2023 DD 06/01/16	1,370,000	1,394,167
DELL INTERNATIONAL LLC / 144A	8.350% 07/15/2046 DD 06/01/16	220,000	238,214
DELTA AIR LINES INC	2.600% 12/04/2020 DD 12/05/17	235,000	231,079
DELTA AIR LINES INC	2.875% 03/13/2020 DD 03/14/17	1,185,000	1,177,128
DELTA AIR LINES INC	3.400% 04/19/2021 DD 04/19/18	771,000	764,566
DELTA AIR LINES INC	3.625% 03/15/2022 DD 03/14/17	117,000	114,495
DENBURY RESOURCES INC 144A	7.500% 02/15/2024 DD 08/21/18	275,000	221,375
DEUTSCHE BANK AG	2.850% 05/10/2019 DD 05/12/16	1,420,000	1,411,465
DEUTSCHE BANK AG	3.375% 05/12/2021 DD 05/12/16	360,000	347,417
DEUTSCHE BANK AG	4.100% 01/13/2026 DD 01/13/16	285,000	261,338
DEUTSCHE BANK AG	4.250% 10/14/2021 DD 04/14/17	210,000	205,328
DEUTSCHE BANK AG/LONDON	2.500% 02/13/2019 DD 02/13/14	230,000	229,563
DEUTSCHE BANK AG/NEW YORK NY	2.700% 07/13/2020 DD 07/13/17	1,314,000	1,278,046
DEUTSCHE BANK AG/NEW YORK NY	2.950% 08/20/2020 DD 02/20/18	105,000	101,915
DEUTSCHE BANK AG/NEW YORK NY	3.150% 01/22/2021 DD 01/22/18	620,000	599,155
DEUTSCHE BANK AG/NEW YORK NY	4.250% 02/04/2021 DD 10/04/18	1,155,000	1,138,271
DEUTSCHE TELEKOM INTERNAT 144A	2.820% 01/19/2022 DD 01/19/17	355,000	347,011
DEUTSCHE TELEKOM INTERNAT 144A	4.375% 06/21/2028 DD 06/21/18	860,000	846,769
DEUTSCHE TELEKOM INTERNATIONAL	6.000% 07/08/2019 DD 06/22/09	510,000	516,953
DEVON ENERGY CORP	3.250% 05/15/2022 DD 05/14/12	1,000,000	974,450
DEVON ENERGY CORP	5.850% 12/15/2025 DD 12/15/15	80,000	84,851
DIAGEO CAPITAL PLC	3.000% 05/18/2020 DD 05/18/18	1,250,000	1,251,108
DIAMONDBACK ENERGY INC	5.375% 05/31/2025 DD 05/31/17	330,000	321,750
DIGITAL REALTY TRUST LP	3.400% 10/01/2020 DD 10/01/15	745,000	742,621
DISCOVER BANK	3.100% 06/04/2020 DD 06/04/15	290,000	288,014
DISCOVER CARD EXECUTION A4 A4	1.390% 03/15/2022 DD 09/21/16	1,845,000	1,824,645
DISCOVERY COMMUNICATIONS LLC	4.875% 04/01/2043 DD 03/19/13	123,000	108,828
DISCOVERY COMMUNICATIONS LLC	VAR RT 09/20/2019 DD 09/21/17	878,000	877,262
DISH DBS CORP	5.000% 03/15/2023 DD 12/27/12	1,575,000	1,311,188
DISH DBS CORP	5.875% 11/15/2024 DD 11/20/14	105,000	84,525
DISH DBS CORP	7.750% 07/01/2026 DD 06/13/16	230,000	190,325
DISH NETWORK CORP	2.375% 03/15/2024 DD 03/17/17	390,000	310,505

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description		Shares or Units	Market Value
DISH NETWORK CORP	3.375% 08/15/2026 DD 08/08/16	70,000	56,526
DLL SECURITIZATION T A A3 144A	2.140% 12/15/2021 DD 11/16/17	888,000	879,120
DOLLAR GENERAL CORP	4.150% 11/01/2025 DD 10/20/15	352,000	351,390
DOMINION ENERGY INC	1.600% 08/15/2019 DD 08/09/16	338,000	334,237
DOMINION ENERGY INC	1.875% 01/15/2019 DD 01/12/17	1,250,000	1,249,160
DOMINION ENERGY INC	VAR RT 07/01/2020 DD 04/01/17	185,000	182,105
DONNELLEY FINANCIAL SOLUTIONS	8.250% 10/15/2024 DD 04/15/17	155,000	153,838
DOW CHEMICAL CO/THE	4.250% 11/15/2020 DD 11/09/10	100,000	101,778
DOW CHEMICAL CO/THE	4.375% 11/15/2042 DD 11/14/12	42,000	36,857
DOW CHEMICAL CO/THE 144A	4.550% 11/30/2025 DD 11/30/18	150,000	152,598
DR HORTON INC	2.550% 12/01/2020 DD 12/05/17	728,000	710,480
DTE ENERGY CO	3.300% 06/15/2022 DD 12/15/15	630,000	625,162
DUKE ENERGY CAROLINAS LLC	3.950% 11/15/2028 DD 11/08/18	385,000	394,979
DUKE ENERGY CORP	3.050% 08/15/2022 DD 08/16/12	615,000	602,689
DUKE ENERGY FLORIDA LLC	4.200% 07/15/2048 DD 06/21/18	20,000	19,914
DUKE ENERGY PROGRESS LLC	3.250% 08/15/2025 DD 08/13/15	180,000	175,156
DUKE ENERGY PROGRESS LLC	VAR RT 09/08/2020 DD 09/08/17	1,020,000	1,015,995
EASTMAN CHEMICAL CO	3.800% 03/15/2025 DD 11/20/14	208,000	200,575
EATON CORP	2.750% 11/02/2022 DD 11/02/13	10,000	9,726
EATON CORP	4.150% 11/02/2042 DD 11/02/13	75,000	70,408
EBAY INC	4.000% 07/15/2042 DD 07/24/12	90,000	67,010
ECLIPSE RESOURCES CORP	8.875% 07/15/2023 DD 01/15/16	565,000	484,488
ECOPETROL SA	4.125% 01/16/2025 DD 09/16/14	335,000	318,250
EDISON INTERNATIONAL	2.125% 04/15/2020 DD 03/29/17	1,000,000	973,445
EDWARDS LIFESCIENCES CORP	4.300% 06/15/2028 DD 06/15/18	130,000	131,435
EI DU PONT DE NEMOURS & CO	2.200% 05/01/2020 DD 05/02/17	205,000	203,561
ELANCO ANIMAL HEALTH INC 144A	3.912% 08/27/2021 DD 08/28/18	591,000	594,677
EMBRAER NETHERLANDS FINANCE BV	5.400% 02/01/2027 DD 02/01/17	85,000	87,763
EMERA US FINANCE LP	2.150% 06/15/2019 DD 12/15/16	205,000	203,324
ENBRIDGE ENERGY PARTNERS LP	4.375% 10/15/2020 DD 10/06/15	390,000	394,555
ENBRIDGE INC	VAR RT 01/10/2020 DD 10/10/17	555,000	553,169
ENBRIDGE INC	VAR RT 03/01/2078 DD 03/01/18	320,000	287,562
ENBRIDGE INC	VAR RT 07/15/2077 DD 07/14/17	270,000	228,610
ENCANA CORP	3.900% 11/15/2021 DD 11/14/11	665,000	665,562
ENERGY TRANSFER LP	4.250% 03/15/2023 DD 10/18/17	637,000	613,113
ENERGY TRANSFER LP	5.875% 01/15/2024 DD 12/02/13	811,000	825,193
ENERGY TRANSFER LP	7.500% 10/15/2020 DD 09/20/10	1,036,000	1,077,440
ENERGY TRANSFER OPERATING LP	3.600% 02/01/2023 DD 01/22/13	600,000	578,056
ENERGY TRANSFER OPERATING LP	4.050% 03/15/2025 DD 03/12/15	183,000	171,755
ENERGY TRANSFER OPERATING LP	4.150% 10/01/2020 DD 09/19/13	380,000	382,293
ENERGY TRANSFER OPERATING LP	4.200% 09/15/2023 DD 06/08/18	303,000	298,619
ENERGY TRANSFER OPERATING LP	4.650% 06/01/2021 DD 05/12/11	425,000	432,391
ENERGY TRANSFER OPERATING LP	4.750% 01/15/2026 DD 06/23/15	242,000	235,142
ENERGY TRANSFER OPERATING LP	5.150% 03/15/2045 DD 03/12/15	275,000	237,903
ENERGY TRANSFER OPERATING LP	5.200% 02/01/2022 DD 01/17/12	90,000	92,426
ENERGY TRANSFER OPERATING LP	6.625% 10/15/2036 DD 10/23/06	100,000	102,688
ENERGY TRANSFER PARTNERS LP	4.500% 11/01/2023 DD 11/01/13	90,000	90,029
ENERGY TRANSFER PARTNERS LP	5.000% 10/01/2022 DD 07/25/14	555,000	566,399
ENSCO PLC	7.750% 02/01/2026 DD 01/26/18	185,000	136,900
ENTERGY CORP	2.950% 09/01/2026 DD 08/19/16	90,000	83,032
ENTERGY LOUISIANA LLC	4.000% 03/15/2033 DD 03/23/18	270,000	273,119
ENTERGY TEXAS INC	3.450% 12/01/2027 DD 11/17/17	170,000	162,914
ENTERPRISE PRODUCTS OPERATING	2.550% 10/15/2019 DD 10/14/14	1,000,000	994,699
ENTERPRISE PRODUCTS OPERATING	2.800% 02/15/2021 DD 02/15/18	395,000	390,856
ENTERPRISE PRODUCTS OPERATING	4.450% 02/15/2043 DD 08/13/12	335,000	303,996
ENTERPRISE PRODUCTS OPERATING	5.100% 02/15/2045 DD 02/12/14	58,000	58,210
ENTERPRISE PRODUCTS OPERATING	VAR RT 02/15/2078 DD 02/15/18	290,000	239,783
EOG RESOURCES INC	2.450% 04/01/2020 DD 03/21/14	500,000	495,155
ERAC USA FINANCE LLC 144A	2.350% 10/15/2019 DD 07/03/14	661,000	656,530
ERP OPERATING LP	2.375% 07/01/2019 DD 06/19/14	878,000	875,286
ERP OPERATING LP	4.500% 06/01/2045 DD 05/14/15	105,000	105,410
EVERSOURCE ENERGY	2.500% 03/15/2021 DD 03/10/16	677,000	665,372
EXELON CORP	2.450% 04/15/2021 DD 04/07/16	165,000	161,376
EXELON CORP	2.850% 06/15/2020 DD 06/11/15	430,000	426,593
EXELON CORP	4.950% 06/15/2035 DD 12/15/15	76,000	76,524

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description		Shares or Units	Market Value
EXELON CORP	5.625% 06/15/2035 DD 06/09/05	134,000	144,552
EXELON GENERATION CO LLC	5.200% 10/01/2019 DD 09/23/09	135,000	136,739
FEDEX CORP	4.100% 02/01/2045 DD 01/09/15	217,000	185,802
FEDEX CORP	4.400% 01/15/2047 DD 01/06/17	190,000	170,687
FEDEX CORP	4.550% 04/01/2046 DD 03/24/16	230,000	209,040
FEDEX CORP	4.750% 11/15/2045 DD 10/23/15	95,000	89,569
FIDELITY NATIONAL INFORMATION	3.000% 08/15/2026 DD 08/16/16	300,000	275,990
FIDELITY NATIONAL INFORMATION	3.500% 04/15/2023 DD 04/15/13	51,000	50,413
FIDELITY NATIONAL INFORMATION	3.625% 10/15/2020 DD 10/20/15	645,000	647,932
FIFTH THIRD BANCORP	2.300% 03/01/2019 DD 02/28/14	200,000	199,797
FIFTH THIRD BANCORP	2.875% 07/27/2020 DD 07/27/15	583,000	579,638
FIFTH THIRD BANK/CINCINNATI OH	1.625% 09/27/2019 DD 09/27/16	590,000	583,801
FIRST DATA CORP 144A	5.000% 01/15/2024 DD 11/25/15	250,000	240,625
FIRST QUANTUM MINERALS LT 144A	6.875% 03/01/2026 DD 02/27/18	485,000	389,213
FIRST QUANTUM MINERALS LT 144A	7.250% 05/15/2022 DD 05/13/14	305,000	282,888
FISERV INC	3.850% 06/01/2025 DD 05/22/15	95,000	94,154
FISERV INC	4.200% 10/01/2028 DD 09/25/18	255,000	254,489
FORD CREDIT AUTO OWNE 2 A 144A	2.440% 01/15/2027 DD 07/28/15	577,000	572,151
FORD CREDIT FLOORPLAN MAS 1 A1	2.950% 05/15/2023 DD 03/20/18	1,000,000	997,312
FORD MOTOR CO	4.346% 12/08/2026 DD 12/08/16	90,000	80,173
FORD MOTOR CO	7.450% 07/16/2031 DD 07/16/99	355,000	366,014
FORD MOTOR CREDIT CO LLC	1.897% 08/12/2019 DD 08/12/16	550,000	544,589
FORD MOTOR CREDIT CO LLC	2.021% 05/03/2019 DD 05/04/16	200,000	199,192
FORD MOTOR CREDIT CO LLC	2.262% 03/28/2019 DD 03/31/17	1,200,000	1,196,558
FORD MOTOR CREDIT CO LLC	2.343% 11/02/2020 DD 11/02/17	750,000	721,562
FORD MOTOR CREDIT CO LLC	2.425% 06/12/2020 DD 06/12/17	400,000	389,490
FORD MOTOR CREDIT CO LLC	2.597% 11/04/2019 DD 11/04/14	500,000	494,482
FORD MOTOR CREDIT CO LLC	2.681% 01/09/2020 DD 01/09/17	500,000	491,717
FORD MOTOR CREDIT CO LLC	2.943% 01/08/2019 DD 01/08/16	325,000	325,001
FORD MOTOR CREDIT CO LLC	3.096% 05/04/2023 DD 05/04/16	580,000	524,308
FORD MOTOR CREDIT CO LLC	3.157% 08/04/2020 DD 08/04/15	200,000	195,986
FORD MOTOR CREDIT CO LLC	3.336% 03/18/2021 DD 03/18/16	490,000	475,453
FORD MOTOR CREDIT CO LLC	3.339% 03/28/2022 DD 03/31/17	200,000	188,782
FORD MOTOR CREDIT CO LLC	3.664% 09/08/2024 DD 09/08/14	205,000	183,350
FORD MOTOR CREDIT CO LLC	3.813% 10/12/2021 DD 08/09/18	241,000	234,058
FORD MOTOR CREDIT CO LLC	4.140% 02/15/2023 DD 05/03/18	500,000	475,255
FORD MOTOR CREDIT CO LLC	4.389% 01/08/2026 DD 01/08/16	255,000	229,884
FORTIVE CORP	1.800% 06/15/2019 DD 06/15/17	28,000	27,665
FRONTIER COMMUNICATIONS CORP	6.875% 01/15/2025 DD 09/17/14	140,000	71,050
FRONTIER COMMUNICATIONS CORP	7.125% 01/15/2023 DD 08/15/12	745,000	420,925
FRONTIER COMMUNICATIONS CORP	9.000% 08/15/2031 DD 02/15/02	375,000	200,625
GE CAPITAL INTERNATIONAL FUNDI	2.342% 11/15/2020 DD 05/15/16	1,170,000	1,129,115
GE CAPITAL INTERNATIONAL FUNDI	4.418% 11/15/2035 DD 05/15/16	483,000	404,545
GENERAL DYNAMICS CORP	3.750% 05/15/2028 DD 05/11/18	205,000	206,865
GENERAL ELECTRIC CO	4.125% 10/09/2042 DD 10/09/12	165,000	128,921
GENERAL MILLS INC	3.200% 04/16/2021 DD 04/17/18	192,000	190,946
GENERAL MILLS INC	3.700% 10/17/2023 DD 04/17/18	35,000	34,796
GENERAL MOTORS CO	5.400% 04/01/2048 DD 08/07/17	190,000	161,813
GENERAL MOTORS CO	6.250% 10/02/2043 DD 04/02/14	210,000	196,842
GENERAL MOTORS CO	6.750% 04/01/2046 DD 02/23/16	305,000	295,272
GENERAL MOTORS FINANCIAL CO IN	2.350% 10/04/2019 DD 10/06/16	1,000,000	991,288
GENERAL MOTORS FINANCIAL CO IN	2.400% 05/09/2019 DD 05/09/16	315,000	313,816
GENERAL MOTORS FINANCIAL CO IN	2.450% 11/06/2020 DD 11/07/17	360,000	349,658
GENERAL MOTORS FINANCIAL CO IN	3.200% 07/06/2021 DD 07/05/16	330,000	322,346
GENERAL MOTORS FINANCIAL CO IN	3.200% 07/13/2020 DD 07/13/15	547,000	540,209
GENERAL MOTORS FINANCIAL CO IN	3.450% 04/10/2022 DD 04/10/15	325,000	314,295
GENERAL MOTORS FINANCIAL CO IN	3.550% 04/09/2021 DD 04/10/18	800,000	788,984
GENERAL MOTORS FINANCIAL CO IN	4.000% 10/06/2026 DD 10/06/16	65,000	58,358
GENERAL MOTORS FINANCIAL CO IN	4.200% 03/01/2021 DD 03/01/16	265,000	264,858
GENERAL MOTORS FINANCIAL CO IN	4.200% 11/06/2021 DD 11/06/18	1,690,000	1,689,239
GENERAL MOTORS FINANCIAL CO IN	4.350% 04/09/2025 DD 04/10/18	500,000	473,728
GENERAL MOTORS FINANCIAL CO IN	4.375% 09/25/2021 DD 09/25/14	235,000	235,455
GEORGIA POWER CO	3.250% 03/30/2027 DD 03/03/17	240,000	224,528
GEORGIA-PACIFIC LLC	8.000% 01/15/2024 DD 12/11/03	237,000	284,543
GEORGIA-PACIFIC LLC 144A	3.734% 07/15/2023 DD 06/21/13	120,000	121,142

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description		Shares or Units	Market Value
GIBSON ENERGY INC	5.375% 15-JUL-2022 144A	225,000	164,739
GILEAD SCIENCES INC	2.550% 09/01/2020 DD 09/14/15	300,000	297,574
GLP CAPITAL LP / GLP FINANCING	5.250% 06/01/2025 DD 05/21/18	355,000	352,487
GM FINANCIAL AUTOMOBILE L 2 A3	3.060% 06/21/2021 DD 06/27/18	544,000	543,183
GM FINANCIAL CONSUM 2A A3 144A	1.860% 12/16/2021 DD 07/20/17	1,000,000	988,761
GOLDMAN SACHS BANK USA/NEW YOR	3.200% 06/05/2020 DD 06/07/18	480,000	479,132
GOLDMAN SACHS GROUP INC/THE	2.000% 04/25/2019 DD 04/25/16	1,030,000	1,026,407
GOLDMAN SACHS GROUP INC/THE	2.300% 12/13/2019 DD 12/13/16	3,030,000	2,999,176
GOLDMAN SACHS GROUP INC/THE	2.350% 11/15/2021 DD 09/27/16	800,000	771,369
GOLDMAN SACHS GROUP INC/THE	2.600% 12/27/2020 DD 03/27/17	1,370,000	1,344,354
GOLDMAN SACHS GROUP INC/THE	2.875% 02/25/2021 DD 02/25/16	305,000	299,785
GOLDMAN SACHS GROUP INC/THE	3.750% 02/25/2026 DD 02/25/16	90,000	85,108
GOODYEAR TIRE & RUBBER CO/THE	7.000% 03/15/2028 DD 03/16/98	1,865,000	1,818,375
HARRIS CORP	2.700% 04/27/2020 DD 04/27/15	80,000	79,319
HARRIS CORP	4.400% 06/15/2028 DD 06/04/18	675,000	671,942
HARRIS CORP	4.854% 04/27/2035 DD 04/27/15	50,000	49,606
HARRIS CORP	5.054% 04/27/2045 DD 04/27/15	115,000	118,297
HARTFORD FINANCIAL SERVICES GR	4.300% 04/15/2043 DD 04/18/13	127,000	117,982
HCA INC	7.050% 12/01/2027 DD 12/08/95	615,000	641,138
HCA INC	7.580% 09/15/2025 DD 09/14/95	765,000	810,900
HCA INC	7.750% 07/15/2036 DD 07/08/96	860,000	892,250
HECLA MINING CO	6.875% 05/01/2021 DD 11/01/13	410,000	401,800
HESS INFRASTRUCTURE PARTN 144A	5.625% 02/15/2026 DD 11/22/17	365,000	353,138
HEXION INC	6.625% 04/15/2020 DD 03/14/12	395,000	315,013
HEXION INC / HEXION NOVA SCOTI	9.000% 11/15/2020 DD 11/05/10	540,000	237,600
HOME DEPOT INC/THE	3.000% 04/01/2026 DD 02/12/16	190,000	184,042
HONDA AUTO RECEIVABLES 20 1 A3	1.720% 07/21/2021 DD 03/28/17	759,130	752,603
HSBC HOLDINGS PLC	3.400% 03/08/2021 DD 03/08/16	550,000	548,573
HUMANA INC	2.500% 12/15/2020 DD 12/21/17	710,000	699,289
HUNTINGTON INGALLS INDUST 144A	5.000% 11/15/2025 DD 11/17/15	1,100,000	1,117,545
HUNTINGTON INGALLS INDUSTRIES	3.483% 12/01/2027 DD 06/01/18	535,000	498,315
HUNTINGTON NATIONAL BANK/THE	2.375% 03/10/2020 DD 03/10/17	1,000,000	990,315
HUNTINGTON NATIONAL BANK/THE	3.250% 05/14/2021 DD 05/15/18	1,000,000	997,513
HYUNDAI CAPITAL AMERICA 144A	1.750% 09/27/2019 DD 09/27/16	985,000	972,120
HYUNDAI CAPITAL AMERICA 144A	2.000% 07/01/2019 DD 06/13/16	1,000,000	993,572
HYUNDAI CAPITAL AMERICA 144A	2.550% 04/03/2020 DD 04/05/17	180,000	177,710
HYUNDAI CAPITAL SERVICES 144A	3.000% 08/29/2022 DD 08/29/17	620,000	599,887
HYUNDAI CAPITAL SERVICES 144A	3.750% 03/05/2023 DD 03/05/18	370,000	365,158
IHEARTCOMMUNICATIONS INC	9.000% 03/01/2021 DD 02/23/11	790,000	529,300
IHEARTCOMMUNICATIONS INC	9.000% 09/15/2022 DD 09/10/14	165,000	109,725
ING BANK NV 144A	5.800% 09/25/2023 DD 09/25/13	400,000	417,811
ING GROEP NV	3.950% 03/29/2027 DD 03/29/17	200,000	191,909
INTEL CORP	4.100% 05/19/2046 DD 05/19/16	100,000	97,170
INTERCONTINENTAL EXCHANGE INC	4.250% 09/21/2048 DD 08/13/18	210,000	205,561
INTERNATIONAL BUSINESS MACHINE	2.875% 11/09/2022 DD 11/09/15	400,000	390,735
INTERNATIONAL GAME TECHNO 144A	6.250% 01/15/2027 DD 09/26/18	200,000	192,000
INTERNATIONAL LEASE FINANCE CO	5.875% 04/01/2019 DD 03/19/12	325,000	326,326
INTERNATIONAL PAPER CO	4.350% 08/15/2048 DD 08/09/17	215,000	183,948
INTESA SANPAOLO SPA 144A	5.017% 06/26/2024 DD 06/26/14	1,710,000	1,550,769
ISTAR INC	3.125% 09/15/2022 DD 09/20/17	80,000	72,083
ISTAR INC	5.000% 07/01/2019 DD 06/13/14	218,000	217,319
JC PENNEY CORP INC	5.650% 06/01/2020 DD 05/24/10	2,000	1,490
JC PENNEY CORP INC	6.375% 10/15/2036 DD 04/27/07	20,000	6,300
JOHNSON & JOHNSON	2.900% 01/15/2028 DD 11/10/17	390,000	373,793
JPMORGAN CHASE & CO	2.550% 10/29/2020 DD 10/29/15	1,720,000	1,700,880
JPMORGAN CHASE & CO	3.375% 05/01/2023 DD 05/01/13	140,000	136,938
JPMORGAN CHASE & CO	VAR RT 06/18/2022 DD 06/18/18	2,020,000	2,024,570
JUNIPER NETWORKS INC	4.350% 06/15/2025 DD 03/04/15	45,000	44,887
KB HOME	1.375% 02/01/2019 DD 01/29/13	25,000	24,844
KB HOME	8.000% 03/15/2020 DD 02/07/12	650,000	671,125
KEURIG DR PEPPER INC 144A	3.551% 05/25/2021 DD 05/25/18	95,000	94,856
KINDER MORGAN ENERGY PARTNERS	3.500% 03/01/2021 DD 02/24/14	950,000	947,078
KINDER MORGAN ENERGY PARTNERS	5.000% 08/15/2042 DD 08/13/12	95,000	86,936
KINDER MORGAN ENERGY PARTNERS	5.400% 09/01/2044 DD 09/11/14	500,000	477,949
KINDER MORGAN ENERGY PARTNERS	6.550% 09/15/2040 DD 05/19/10	20,000	21,588

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description		Shares or Units	Market Value
KINDER MORGAN INC/DE	3.050% 12/01/2019 DD 11/26/14	1,352,000	1,344,206
KINDER MORGAN INC/DE	5.550% 06/01/2045 DD 11/26/14	70,000	69,326
KLA-TENCOR CORP	4.650% 11/01/2024 DD 11/06/14	125,000	128,103
KRAFT HEINZ FOODS CO	5.375% 02/10/2020 DD 08/10/12	170,000	173,885
L3 TECHNOLOGIES INC	3.850% 06/15/2023 DD 06/06/18	1,015,000	1,016,578
L3 TECHNOLOGIES INC	3.850% 12/15/2026 DD 12/05/16	670,000	648,598
LAM RESEARCH CORP	2.750% 03/15/2020 DD 03/12/15	1,535,000	1,520,577
LAM RESEARCH CORP	2.800% 06/15/2021 DD 06/07/16	198,000	195,795
LEAR CORP	5.250% 01/15/2025 DD 11/21/14	51,000	52,390
LEHMAN BRTH HLD (RICI) ESCROW	0.000% 07/19/2017 DD 07/19/07	425,000	64
LEHMAN BRTH HLD (RICI) ESCROW	0.000% 12/28/2017 DD 12/21/07	825,000	124
LENNAR CORP	4.125% 01/15/2022 DD 01/20/17	1,350,000	1,296,000
LENNAR CORP	4.500% 06/15/2019 DD 02/12/14	435,000	433,913
LENNAR CORP	5.875% 11/15/2024 DD 05/15/18	270,000	270,000
LEVEL 3 FINANCING INC	5.375% 08/15/2022 DD 11/15/14	210,000	205,901
LEVEL 3 PARENT LLC	5.750% 12/01/2022 DD 12/01/14	115,000	112,988
LLOYDS BANK PLC 144A	6.500% 09/14/2020 DD 09/14/10	835,000	865,988
LLOYDS BANKING GROUP PLC	3.000% 01/11/2022 DD 01/11/17	345,000	333,745
LLOYDS BANKING GROUP PLC	3.750% 01/11/2027 DD 01/11/17	240,000	220,487
LLOYDS BANKING GROUP PLC	4.450% 05/08/2025 DD 05/08/18	200,000	198,593
LLOYDS BANKING GROUP PLC	4.582% 12/10/2025 DD 06/10/16	455,000	430,750
LLOYDS BANKING GROUP PLC	VAR RT 11/07/2023 DD 11/07/17	200,000	189,387
LOCKHEED MARTIN CORP	2.900% 03/01/2025 DD 02/20/15	775,000	743,842
LOCKHEED MARTIN CORP	3.800% 03/01/2045 DD 02/20/15	505,000	460,133
LOCKHEED MARTIN CORP	4.070% 12/15/2042 DD 12/14/12	270,000	257,630
LOCKHEED MARTIN CORP	4.090% 09/15/2052 DD 09/07/17	272,000	253,888
LOCKHEED MARTIN CORP	4.500% 05/15/2036 DD 11/23/15	234,000	241,448
LOCKHEED MARTIN CORP	4.700% 05/15/2046 DD 11/23/15	170,000	177,145
LONESTAR RESOURCES AMERIC 144A	11.250% 01/01/2023 DD 01/04/18	370,000	350,575
MACQUARIE GROUP LTD 144A	VAR RT 03/27/2029 DD 03/27/18	350,000	342,569
MARATHON OIL CORP	2.700% 06/01/2020 DD 06/10/15	460,000	453,203
MARATHON PETROLEUM CORP	4.750% 09/15/2044 DD 09/05/14	131,000	115,523
MARATHON PETROLEUM CORP 144A	4.750% 12/15/2023 DD 06/15/18	270,000	277,046
MARRIOTT INTERNATIONAL INC/MD	3.000% 03/01/2019 DD 02/27/12	125,000	124,840
MARRIOTT INTERNATIONAL INC/MD	3.125% 10/15/2021 DD 10/09/14	535,000	530,748
MARSH & MCLENNAN COS INC	2.350% 03/06/2020 DD 03/06/15	1,433,000	1,420,295
MARSH & MCLENNAN COS INC	3.500% 03/10/2025 DD 09/10/14	87,000	85,465
MARSH & MCLENNAN COS INC	3.500% 06/03/2024 DD 05/30/14	530,000	522,068
MARSH & MCLENNAN COS INC	4.200% 03/01/2048 DD 03/01/18	90,000	81,742
MCDONALD'S CORP	3.700% 01/30/2026 DD 12/09/15	295,000	289,186
MCDONALD'S CORP	3.700% 02/15/2042 DD 02/07/12	80,000	69,156
MCDONALD'S CORP	4.600% 05/26/2045 DD 05/26/15	110,000	107,001
MEG ENERGY CORP 144A	6.375% 01/30/2023 DD 07/19/12	495,000	467,775
MEG ENERGY CORP 144A	7.000% 03/31/2024 DD 10/01/13	320,000	305,600
MICROCHIP TECHNOLOGY INC	1.625% 02/15/2025 DD 02/11/15	60,000	84,656
MICRON TECHNOLOGY INC	5.500% 02/01/2025 DD 07/28/14	1,192,000	1,166,670
MIDAS INTERMEDIATE HOLDCO 144A	7.875% 10/01/2022 DD 09/24/14	25,000	22,750
MID-ATLANTIC INTERSTATE T 144A	4.100% 05/15/2028 DD 05/10/18	110,000	109,216
MISSISSIPPI POWER CO	VAR RT 03/27/2020 DD 03/27/18	313,000	312,471
MIZUHO FINANCIAL GROUP INC	2.953% 02/28/2022 DD 02/28/17	515,000	504,889
MOLSON COORS BREWING CO	1.900% 03/15/2019 DD 09/15/17	460,000	458,691
MOLSON COORS BREWING CO	2.250% 03/15/2020 DD 09/15/17	270,000	266,321
MOODY'S CORP	2.750% 07/15/2019 DD 07/16/14	391,000	391,067
MOODY'S CORP	2.750% 12/15/2021 DD 03/02/17	342,000	335,398
MOODY'S CORP	3.250% 06/07/2021 DD 06/07/18	538,000	535,925
MORGAN STANLEY	2.375% 07/23/2019 DD 07/23/14	335,000	333,544
MORGAN STANLEY	2.500% 01/24/2019 DD 01/24/14	2,330,000	2,329,049
MORGAN STANLEY	2.500% 04/21/2021 DD 04/21/16	450,000	440,458
MORGAN STANLEY	2.650% 01/27/2020 DD 01/27/15	1,200,000	1,190,993
MORGAN STANLEY	3.125% 01/23/2023 DD 01/23/18	505,000	493,357
MORGAN STANLEY	3.750% 02/25/2023 DD 02/25/13	590,000	588,960
MORGAN STANLEY CAPITAL BNK2 A1	1.424% 11/15/2049 DD 11/01/16	215,580	210,707
MOSAIC CO/THE	3.250% 11/15/2022 DD 11/13/17	350,000	341,766
MOTOROLA SOLUTIONS INC	3.500% 09/01/2021 DD 08/19/14	140,000	138,886
MOTOROLA SOLUTIONS INC	4.000% 09/01/2024 DD 08/19/14	72,000	70,066

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description		Shares or Units	Market Value
MPLX LP	4.500% 07/15/2023 DD 07/15/16	430,000	434,305
MPLX LP	4.875% 06/01/2025 DD 06/01/16	504,000	508,618
MPLX LP	4.875% 12/01/2024 DD 06/01/16	620,000	631,117
MPLX LP	5.200% 03/01/2047 DD 02/10/17	110,000	101,255
MYLAN NV	2.500% 06/07/2019 DD 12/07/16	500,000	497,648
MYLAN NV	3.950% 06/15/2026 DD 12/15/16	7,000	6,380
NATIONSTAR MORTGAGE HOLDI 144A	9.125% 07/15/2026 DD 07/13/18	610,000	593,225
NAVIENT CORP	5.625% 08/01/2033 DD 07/21/03	2,000,000	1,320,000
NETAPP INC	2.000% 09/27/2019 DD 09/29/17	325,000	321,433
NEW ALBERTSONS LP	6.625% 06/01/2028 DD 06/03/98	830,000	614,200
NEW ALBERTSONS LP	7.450% 08/01/2029 DD 07/27/99	2,205,000	1,764,000
NEWMONT MINING CORP	4.875% 03/15/2042 DD 03/08/12	130,000	122,926
NGPL PIPECO LLC 144A	4.375% 08/15/2022 DD 08/01/17	982,000	954,995
NGPL PIPECO LLC 144A	7.768% 12/15/2037 DD 12/21/07	45,000	51,300
NISSAN MASTER OWNER TRUST A A2	1.540% 06/15/2021 DD 07/19/16	1,500,000	1,489,966
NISSAN MOTOR ACCEPTANCE C 144A	3.150% 03/15/2021 DD 03/20/18	540,000	532,365
NOBLE HOLDING INTERNATIONAL 144A	7.875% 02/01/2026 DD 01/31/18	150,000	127,875
NOBLE HOLDING INTERNATIONAL LT	7.750% 01/15/2024 DD 12/28/16	595,000	450,713
NOMURA HOLDINGS INC	2.750% 03/19/2019 DD 03/19/14	90,000	89,923
NORFOLK SOUTHERN CORP	3.150% 06/01/2027 DD 05/31/17	385,000	368,839
NORTHERN STATES POWER CO/WI	3.750% 12/01/2047 DD 12/04/17	260,000	244,488
NORTHROP GRUMMAN CORP	2.080% 10/15/2020 DD 10/13/17	215,000	210,850
NORTHROP GRUMMAN CORP	2.930% 01/15/2025 DD 10/13/17	1,341,000	1,272,455
NORTHROP GRUMMAN CORP	3.200% 02/01/2027 DD 12/01/16	60,000	56,262
NORTHROP GRUMMAN CORP	3.250% 01/15/2028 DD 10/13/17	206,000	192,198
NORTHROP GRUMMAN CORP	3.250% 08/01/2023 DD 05/31/13	750,000	738,094
NORTHROP GRUMMAN CORP	4.030% 10/15/2047 DD 10/13/17	475,000	432,017
NORTHWEST FLORIDA TIMBER 144A	4.750% 03/04/2029 DD 04/10/14	345,000	318,152
NUANCE COMMUNICATIONS INC	1.000% 12/15/2035 DD 12/07/15	740,000	640,947
NUANCE COMMUNICATIONS INC	1.250% 04/01/2025 DD 03/17/17	120,000	105,697
NUANCE COMMUNICATIONS INC	1.500% 11/01/2035 DD 06/16/15	278,000	260,234
NUVEEN LLC 144A	4.000% 11/01/2028 DD 10/22/18	150,000	154,564
NVENT FINANCE SARL	3.950% 04/15/2023 DD 10/15/18	685,000	680,100
NXP BV / NXP FUNDING LLC 144A	4.125% 06/01/2021 DD 05/23/16	4,159,000	4,107,013
NXP BV / NXP FUNDING LLC 144A	4.625% 06/15/2022 DD 06/09/15	720,000	709,200
NXP BV / NXP FUNDING LLC 144A	4.875% 03/01/2024 DD 12/06/18	180,000	180,790
OMNICOM GROUP INC / OMNICOM CA	4.450% 08/15/2020 DD 08/05/10	450,000	457,684
ONEOK PARTNERS LP	8.625% 03/01/2019 DD 03/03/09	910,000	916,445
ORACLE CORP	4.000% 11/15/2047 DD 11/09/17	30,000	27,951
ORANGE SA	1.625% 11/03/2019 DD 11/03/16	200,000	197,498
OXFORD FINANCE LLC / OXFO 144A	6.375% 12/15/2022 DD 12/19/17	200,000	197,000
PATTERSON-UTI ENERGY INC	3.950% 02/01/2028 DD 08/01/18	230,000	210,909
PENSKE TRUCK LEASING CO L 144A	2.500% 06/15/2019 DD 06/17/14	95,000	94,550
PENSKE TRUCK LEASING CO L 144A	3.200% 07/15/2020 DD 07/21/15	355,000	353,230
PEPSICO INC	2.375% 10/06/2026 DD 10/06/16	470,000	431,483
PEPSICO INC	3.450% 10/06/2046 DD 10/06/16	160,000	142,003
PETROLEOS MEXICANOS	5.375% 03/13/2022 DD 03/13/18	1,000,000	979,500
PETROLEOS MEXICANOS	5.625% 01/23/2046 DD 01/23/16	525,000	397,367
PETROLEOS MEXICANOS	6.500% 06/02/2041 DD 06/02/11	205,000	169,740
PHILLIPS 66	VAR RT 02/26/2021 DD 03/01/18	1,043,000	1,031,337
PIONEER ENERGY SERVICES CORP	6.125% 03/15/2022 DD 09/15/14	485,000	295,850
PIONEER NATURAL RESOURCES CO	3.950% 07/15/2022 DD 06/26/12	137,000	137,407
PIONEER NATURAL RESOURCES CO	4.450% 01/15/2026 DD 12/07/15	1,015,000	1,024,794
PLAINS ALL AMERICAN PIPELINE L	3.650% 06/01/2022 DD 03/22/12	984,000	966,023
PRINCIPAL FINANCIAL GROUP INC	3.100% 11/15/2026 DD 11/10/16	60,000	56,029
PRINCIPAL FINANCIAL GROUP INC	3.125% 05/15/2023 DD 11/16/12	75,000	74,033
PRINCIPAL FINANCIAL GROUP INC	4.625% 09/15/2042 DD 09/10/12	25,000	24,162
PROGRESS ENERGY INC	7.050% 03/15/2019 DD 03/19/09	1,275,000	1,284,632
PUBLIC SERVICE ENTERPRISE GROU	1.600% 11/15/2019 DD 11/08/16	511,000	503,862
PULTEGROUP INC	5.000% 01/15/2027 DD 07/29/16	725,000	656,125
PULTEGROUP INC	6.000% 02/15/2035 DD 02/10/05	955,000	826,075
PULTEGROUP INC	6.375% 05/15/2033 DD 05/22/03	75,000	68,437
PULTEGROUP INC	7.875% 06/15/2032 DD 06/12/02	5,000	5,175
QEP RESOURCES INC	5.250% 05/01/2023 DD 09/12/12	740,000	654,900
QUICKEN LOANS INC 144A	5.250% 01/15/2028 DD 12/08/17	295,000	261,075

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description		Shares or Units	Market Value
QUICKEN LOANS INC 144A	5.750% 05/01/2025 DD 05/06/15	35,000	32,725
QWEST CAPITAL FUNDING INC	7.750% 02/15/2031 DD 08/15/01	280,000	228,200
RADIAN GROUP INC	4.500% 10/01/2024 DD 09/26/17	450,000	407,812
RANGE RESOURCES CORP	5.000% 08/15/2022 DD 08/15/17	55,000	49,225
REALTY INCOME CORP	3.250% 10/15/2022 DD 10/10/12	210,000	207,954
REGIONS FINANCIAL CORP	2.750% 08/14/2022 DD 08/14/17	1,018,000	982,146
RELX CAPITAL INC	3.125% 10/15/2022 DD 04/15/13	25,000	24,547
RELX CAPITAL INC	3.500% 03/16/2023 DD 03/16/18	855,000	848,222
REPUBLIC SERVICES INC	2.900% 07/01/2026 DD 07/05/16	70,000	66,026
REPUBLIC SERVICES INC	3.200% 03/15/2025 DD 03/11/15	315,000	305,633
REPUBLIC SERVICES INC	3.375% 11/15/2027 DD 11/16/17	25,000	23,948
REPUBLIC SERVICES INC	3.950% 05/15/2028 DD 05/14/18	325,000	325,210
REPUBLIC SERVICES INC	5.500% 09/15/2019 DD 03/15/10	550,000	558,521
REYNOLDS AMERICAN INC	3.250% 06/12/2020 DD 06/12/15	801,000	796,081
REYNOLDS AMERICAN INC	4.450% 06/12/2025 DD 06/12/15	655,000	631,574
REYNOLDS AMERICAN INC	4.850% 09/15/2023 DD 09/17/13	780,000	789,337
RJ REYNOLDS TOBACCO CO/NC	6.875% 05/01/2020 DD 04/12/10	235,000	244,535
ROCKWELL COLLINS INC	1.950% 07/15/2019 DD 04/10/17	666,000	661,097
ROCKWELL COLLINS INC	2.800% 03/15/2022 DD 04/10/17	575,000	558,891
ROGERS COMMUNICATIONS INC	5.000% 03/15/2044 DD 03/10/14	110,000	114,388
ROYAL BANK OF CANADA	2.125% 03/02/2020 DD 03/06/17	1,760,000	1,741,840
RPM INTERNATIONAL INC	3.750% 03/15/2027 DD 03/02/17	90,000	85,456
RYDER SYSTEM INC	2.450% 09/03/2019 DD 05/06/14	125,000	124,354
RYDER SYSTEM INC	2.650% 03/02/2020 DD 02/24/15	540,000	535,029
SABINE PASS LIQUEFACTION LLC	5.625% 03/01/2025 DD 09/01/15	1,313,000	1,363,497
SABINE PASS LIQUEFACTION LLC	5.750% 05/15/2024 DD 11/15/14	330,000	344,308
SABINE PASS LIQUEFACTION LLC	5.875% 06/30/2026 DD 12/31/16	75,000	79,410
SABINE PASS LIQUEFACTION LLC	VAR RT 04/15/2023 DD 10/15/13	555,000	584,737
SAFEWAY INC	7.250% 02/01/2031 DD 01/31/01	10,000	8,700
SANCHEZ ENERGY CORP	6.125% 01/15/2023 DD 01/15/15	55,000	9,900
SANTANDER UK GROUP HOLDINGS PL	2.875% 10/16/2020 DD 10/16/15	420,000	412,673
SANTANDER UK PLC	2.125% 11/03/2020 DD 11/03/17	415,000	405,322
SANTANDER UK PLC	7.950% 10/26/2029 DD 10/26/99	200,000	234,526
SEAGATE HDD CAYMAN	4.750% 01/01/2025 DD 05/28/14	110,000	97,558
SEMPRA ENERGY	1.625% 10/07/2019 DD 10/07/16	1,121,000	1,105,503
SERVICEMASTER CO LLC/THE	7.450% 08/15/2027 DD 08/19/97	1,165,000	1,188,300
SEVEN GENERATIONS ENERGY 144A	5.375% 09/30/2025 DD 10/02/17	395,000	353,525
SHELF DRILLING HOLDINGS L 144A	8.250% 02/15/2025 DD 02/07/18	115,000	98,325
SHELL INTERNATIONAL FINANCE BV	3.875% 11/13/2028 DD 11/13/18	245,000	251,774
SHIRE ACQUISITIONS INVESTMENTS	1.900% 09/23/2019 DD 09/23/16	4,935,000	4,865,840
SHIRE ACQUISITIONS INVESTMENTS	2.400% 09/23/2021 DD 09/23/16	1,030,000	995,993
SKY LTD 144A	3.750% 09/16/2024 DD 09/16/14	220,000	219,193
SM ENERGY CO	5.000% 01/15/2024 DD 01/15/14	5,000	4,350
SM ENERGY CO	6.125% 11/15/2022 DD 05/15/15	39,000	36,855
SM ENERGY CO	6.750% 09/15/2026 DD 09/12/16	100,000	89,500
SMB PRIVATE EDUCATI A A2B 144A	VAR RT 02/15/2036 DD 03/21/18	950,000	942,688
SOUTHERN CO/THE	1.850% 07/01/2019 DD 05/24/16	500,000	497,550
SOUTHERN POWER CO	2.375% 06/01/2020 DD 05/20/15	310,000	305,751
SOUTHWESTERN ENERGY CO	VAR RT 01/23/2025 DD 01/23/15	915,000	817,781
SPECTRA ENERGY PARTNERS LP	3.500% 03/15/2025 DD 03/12/15	80,000	76,369
SPECTRA ENERGY PARTNERS LP	4.500% 03/15/2045 DD 03/12/15	210,000	189,888
SPIRIT AEROSYSTEMS INC	3.950% 06/15/2023 DD 05/30/18	830,000	827,531
SPRINGLEAF FINANCE CORP	6.875% 03/15/2025 DD 03/12/18	190,000	170,050
SPRINGLEAF FINANCE CORP	7.750% 10/01/2021 DD 09/24/13	345,000	346,294
SPRINGLEAF FINANCE CORP	8.250% 10/01/2023 DD 09/24/13	400,000	411,000
SPRINT CAPITAL CORP	6.875% 11/15/2028 DD 11/16/98	2,370,000	2,239,650
STANDARD CHARTERED PLC 144A	VAR RT 01/20/2023 DD 10/04/18	580,000	574,175
STARBUCKS CORP	3.750% 12/01/2047 DD 11/22/17	70,000	57,966
STARBUCKS CORP	3.800% 08/15/2025 DD 08/10/18	90,000	89,003
STATE STREET CORP	VAR RT 12/31/2049 DD 09/27/18	280,000	264,600
STRYKER CORP	3.500% 03/15/2026 DD 03/10/16	30,000	28,848
SUMITOMO MITSUI BANKING CORP	2.514% 01/17/2020 DD 01/17/18	1,000,000	992,642
SUMITOMO MITSUI FINANCIAL GROU	2.934% 03/09/2021 DD 03/09/16	1,045,000	1,034,000
SUNCOR ENERGY INC	5.950% 12/01/2034 DD 12/01/03	93,000	103,516
SUNCOR ENERGY INC	6.500% 06/15/2038 DD 06/28/07	50,000	57,586

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description		Shares or Units	Market Value
SUNOCO LOGISTICS PARTNERS OPER	4.250% 04/01/2024 DD 04/03/14	430,000	417,108
SUNOCO LOGISTICS PARTNERS OPER	4.650% 02/15/2022 DD 08/02/11	30,000	30,464
SUNOCO LOGISTICS PARTNERS OPER	5.350% 05/15/2045 DD 11/17/14	36,000	31,865
SUNTRUST BANKS INC	2.700% 01/27/2022 DD 12/01/16	300,000	292,587
SUNTRUST BANKS INC	4.000% 05/01/2025 DD 04/26/18	85,000	85,273
SYNCHRONY BANK	3.650% 05/24/2021 DD 05/24/18	455,000	445,193
SYNCHRONY FINANCIAL	2.600% 01/15/2019 DD 12/04/15	1,103,000	1,102,624
SYNCHRONY FINANCIAL	2.700% 02/03/2020 DD 02/02/15	335,000	329,309
SYNCHRONY FINANCIAL	3.000% 08/15/2019 DD 08/11/14	470,000	466,898
TAKEDA PHARMACEUTICAL CO 144A	5.000% 11/26/2028 DD 11/26/18	690,000	704,738
TAMPA ELECTRIC CO	4.300% 06/15/2048 DD 06/07/18	130,000	124,224
TAPESTRY INC	4.125% 07/15/2027 DD 06/20/17	80,000	74,855
TELECOM ITALIA CAPITAL SA	6.000% 09/30/2034 DD 09/30/05	80,000	69,200
TELECOM ITALIA CAPITAL SA	6.375% 11/15/2033 DD 05/15/04	5,000	4,513
TELECOM ITALIA SPA/MILANO 144A	5.303% 05/30/2024 DD 05/30/14	795,000	755,250
TELUS CORP	4.600% 11/16/2048 DD 06/12/18	40,000	39,650
TENET HEALTHCARE CORP	4.375% 10/01/2021 DD 05/30/13	725,000	701,437
TENET HEALTHCARE CORP	6.750% 06/15/2023 DD 06/16/15	190,000	178,362
TENET HEALTHCARE CORP	6.875% 11/15/2031 DD 11/06/01	2,100,000	1,764,000
TENNECO INC	5.000% 07/15/2026 DD 06/13/16	225,000	173,081
TEXAS EASTERN TRANSMISSIO 144A	2.800% 10/15/2022 DD 10/24/12	75,000	72,123
TEXAS EASTERN TRANSMISSIO 144A	3.500% 01/15/2028 DD 01/09/18	250,000	236,032
THERMO FISHER SCIENTIFIC INC	2.950% 09/19/2026 DD 09/19/16	70,000	64,599
THERMO FISHER SCIENTIFIC INC	3.000% 04/15/2023 DD 04/13/16	390,000	379,426
THERMO FISHER SCIENTIFIC INC	3.150% 01/15/2023 DD 08/22/12	120,000	117,600
THERMO FISHER SCIENTIFIC INC	3.200% 08/15/2027 DD 08/14/17	150,000	139,404
TIME WARNER CABLE LLC	4.500% 09/15/2042 DD 08/10/12	30,000	24,117
TIME WARNER CABLE LLC	8.750% 02/14/2019 DD 11/18/08	85,000	85,475
TIME WARNER ENTERTAINMENT CO L	8.375% 03/15/2023 DD 09/15/93	140,000	159,716
TORONTO-DOMINION BANK/THE	2.500% 12/14/2020 DD 12/14/15	867,000	858,454
TOTAL SYSTEM SERVICES INC	3.750% 06/01/2023 DD 05/22/13	80,000	79,349
TOTAL SYSTEM SERVICES INC	3.800% 04/01/2021 DD 03/17/16	90,000	89,982
TOYOTA MOTOR CREDIT CORP	1.550% 10/18/2019 DD 10/18/16	480,000	474,390
TPC GROUP INC 144A	8.750% 12/15/2020 DD 12/20/12	265,000	251,750
TRANSCANADA TRUST	VAR RT 03/15/2077 DD 03/02/17	329,000	283,968
TRANSCONTINENTAL GAS PIPE LINE	4.000% 03/15/2028 DD 09/15/18	535,000	523,144
TRANSCONTINENTAL GAS PIPE LINE	4.600% 03/15/2048 DD 09/15/18	245,000	229,079
TRANSCONTINENTAL GAS PIPE LINE	7.850% 02/01/2026 DD 08/01/16	483,000	583,892
TRANSDIGM INC	6.500% 05/15/2025 DD 11/15/15	55,000	52,525
TRANSDIGM INC	6.500% 07/15/2024 DD 06/04/14	131,000	127,397
TRANSOCEAN INC	6.800% 03/15/2038 DD 12/11/07	320,000	212,800
TRANSOCEAN PROTEUS LTD 144A	.12550% 12/01/2024 DD 12/08/16	376,000	360,020
TRI POINTE GROUP INC	4.875% 07/01/2021 DD 05/26/16	480,000	458,400
TRI POINTE GROUP INC	5.250% 06/01/2027 DD 06/08/17	130,000	101,361
TRIMBLE INC	4.150% 06/15/2023 DD 06/15/18	120,000	120,635
TRU TAJ LLC / TRU TAJ FIN 144A	11.000% 01/22/2019 DD 09/22/17	249,000	250,245
TYCO ELECTRONICS GROUP SA	3.450% 08/01/2024 DD 07/31/14	50,000	48,667
TYSON FOODS INC	3.900% 09/28/2023 DD 09/28/18	40,000	39,944
TYSON FOODS INC	3.950% 08/15/2024 DD 08/08/14	140,000	139,188
TYSON FOODS INC	5.100% 09/28/2048 DD 09/28/18	35,000	33,586
UBS AG/LONDON 144A	2.200% 06/08/2020 DD 06/08/17	1,000,000	983,749
UBS AG/STAMFORD CT	7.625% 08/17/2022 DD 08/17/12	855,000	910,575
UBS GROUP FUNDING SWITZER 144A	3.491% 05/23/2023 DD 03/23/17	270,000	263,313
UBS GROUP FUNDING SWITZER 144A	VAR RT 08/15/2023 DD 08/15/17	1,015,000	976,212
UNION PACIFIC CORP	3.950% 09/10/2028 DD 06/08/18	85,000	84,884
UNION PACIFIC CORP	4.100% 09/15/2067 DD 09/19/17	735,000	624,632
UNITED AIRLINES 2015-1 CLASS A	3.450% 06/01/2029 DD 11/17/15	5,275	4,988
UNITED CONTINENTAL HOLDINGS IN	4.250% 10/01/2022 DD 09/29/17	485,000	468,025
UNITED RENTALS NORTH AMERICA I	4.875% 01/15/2028 DD 08/11/17	515,000	451,912
UNITED RENTALS NORTH AMERICA I	5.500% 07/15/2025 DD 03/26/15	65,000	61,262
UNITED RENTALS NORTH AMERICA I	5.750% 11/15/2024 DD 03/26/14	365,000	351,312
UNITED STATES STEEL CORP	6.650% 06/01/2037 DD 05/21/07	1,000,000	752,500
UNITED TECHNOLOGIES CORP	1.950% 11/01/2021 DD 11/01/16	315,000	302,385
UNITED TECHNOLOGIES CORP	2.800% 05/04/2024 DD 05/04/17	735,000	692,809
UNITED TECHNOLOGIES CORP	3.350% 08/16/2021 DD 08/16/18	1,225,000	1,221,685

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description		Shares or Units	Market Value
UNITED TECHNOLOGIES CORP	3.750% 11/01/2046 DD 11/01/16	400,000	337,378
UNITEDHEALTH GROUP INC	3.450% 01/15/2027 DD 12/20/16	310,000	306,814
UNITI GROUP LP / UNITI GROUP F	8.250% 10/15/2023 DD 04/24/15	235,000	204,450
UNUM GROUP	5.625% 09/15/2020 DD 09/15/10	646,000	668,415
VERIZON COMMUNICATIONS INC	2.625% 08/15/2026 DD 08/01/16	210,000	190,393
VERIZON COMMUNICATIONS INC	2.946% 03/15/2022 DD 02/03/17	256,000	253,303
VERIZON COMMUNICATIONS INC	3.125% 03/16/2022 DD 03/16/17	1,000,000	993,334
VERIZON COMMUNICATIONS INC	3.500% 11/01/2021 DD 11/03/11	706,000	713,563
VERIZON COMMUNICATIONS INC	4.329% 09/21/2028 DD 06/21/18	1,150,000	1,154,726
VERIZON COMMUNICATIONS INC	4.400% 11/01/2034 DD 10/29/14	1,061,000	1,022,583
VERIZON COMMUNICATIONS INC	4.500% 08/10/2033 DD 08/10/17	798,000	787,694
VERIZON COMMUNICATIONS INC	5.500% 03/16/2047 DD 03/16/17	160,000	170,146
VERIZON OWNER TRUST 2018 A A1A	3.230% 04/20/2023 DD 10/10/18	1,207,000	1,214,401
VIACOM INC	4.375% 03/15/2043 DD 03/15/13	165,000	130,278
VINE OIL & GAS LP / VINE 144A	8.750% 04/15/2023 DD 10/18/17	545,000	430,550
VIRGIN AUSTRALIA HOLDINGS 144A	8.500% 11/15/2019 DD 11/20/14	155,000	156,240
VIRGINIA ELECTRIC & POWER CO	3.800% 09/15/2047 DD 09/13/17	100,000	91,941
VISTRA ENERGY CORP	5.875% 06/01/2023 DD 12/01/13	185,000	185,000
VODAFONE GROUP PLC	4.125% 05/30/2025 DD 05/30/18	275,000	271,670
VODAFONE GROUP PLC	5.250% 05/30/2048 DD 05/30/18	835,000	783,928
VOLKSWAGEN GROUP OF AMERI 144A	3.875% 11/13/2020 DD 11/13/18	440,000	442,147
WALGREEN CO	4.400% 09/15/2042 DD 09/13/12	80,000	70,133
WALGREENS BOOTS ALLIANCE INC	2.700% 11/18/2019 DD 11/18/14	1,060,000	1,053,950
WALGREENS BOOTS ALLIANCE INC	3.450% 06/01/2026 DD 06/01/16	250,000	235,222
WALGREENS BOOTS ALLIANCE INC	3.800% 11/18/2024 DD 11/18/14	65,000	64,012
WALGREENS BOOTS ALLIANCE INC	4.800% 11/18/2044 DD 11/18/14	330,000	300,456
WARNER MEDIA LLC	3.400% 06/15/2022 DD 06/13/12	360,000	355,157
WARNER MEDIA LLC	3.800% 02/15/2027 DD 12/08/16	635,000	595,823
WARNER MEDIA LLC	3.875% 01/15/2026 DD 11/20/15	65,000	62,081
WARNER MEDIA LLC	4.750% 03/29/2021 DD 04/01/11	330,000	338,322
WARNER MEDIA LLC	5.350% 12/15/2043 DD 12/16/13	290,000	279,526
WEC ENERGY GROUP INC	3.375% 06/15/2021 DD 06/07/18	1,447,000	1,446,092
WELLS FARGO & CO	2.625% 07/22/2022 DD 07/24/17	655,000	631,591
WESTERN UNION CO/THE	3.350% 05/22/2019 DD 11/22/13	1,000,000	999,540
WESTPAC BANKING CORP	2.600% 11/23/2020 DD 11/23/15	490,000	483,749
WESTROCK RKT LLC	4.900% 03/01/2022 DD 03/01/13	95,000	97,772
WHITING PETROLEUM CORP	1.250% 04/01/2020 DD 03/27/15	285,000	269,443
WHITING PETROLEUM CORP	5.750% 03/15/2021 DD 09/12/13	545,000	517,750
WHITING PETROLEUM CORP	6.625% 01/15/2026 DD 07/15/18	230,000	197,225
WILLIAMS COS INC/THE	3.600% 03/15/2022 DD 03/03/15	1,580,000	1,550,312
WILLIAMS COS INC/THE	4.000% 11/15/2021 DD 11/17/11	710,000	712,761
WILLIAMS COS INC/THE	4.125% 11/15/2020 DD 11/09/10	80,000	80,635
WILLIAMS COS INC/THE	7.500% 01/15/2031 DD 01/17/01	90,000	107,434
WILLIAMS COS INC/THE	7.875% 09/01/2021 DD 08/21/01	275,000	300,315
WILLIS NORTH AMERICA INC	3.600% 05/15/2024 DD 05/16/17	120,000	117,163
WINDSTREAM SERVICES LLC / 144A	10.500% 06/30/2024 DD 08/02/18	125,000	95,000
WINDSTREAM SERVICES LLC / 144A	9.000% 06/30/2025 DD 08/02/18	1,168,000	791,320
WM WRIGLEY JR CO 144A	3.375% 10/21/2020 DD 10/21/13	545,000	546,528
ZF NORTH AMERICA CAPITAL 144A	4.500% 04/29/2022 DD 04/29/15	510,000	498,175
ZIGGO BV 144A	5.500% 01/15/2027 DD 09/23/16	510,000	456,450
ZIMMER BIOMET HOLDINGS INC	VAR RT 03/19/2021 DD 03/19/18	780,000	772,696
ZIONS BANCORP NA	3.500% 08/27/2021 DD 08/27/18	1,040,000	1,036,776
CORPORATE DEBT INSTRUMENTS Total			\$ 391,435,975
CORPORATE DEBT INSTRUMENTS - PREFERRED			
ABBOTT LABORATORIES	2.900% 11/30/2021 DD 11/22/16	320,000	\$ 317,220
ABBOTT LABORATORIES	2.950% 03/15/2025 DD 03/10/15	420,000	404,026
ABBOTT LABORATORIES	3.750% 11/30/2026 DD 11/22/16	148,000	146,164
ABBOTT LABORATORIES	4.750% 04/15/2043 DD 10/15/16	38,000	39,406
ABBVIE INC	2.300% 05/14/2021 DD 05/12/16	255,000	249,026
ABBVIE INC	4.875% 11/14/2048 DD 09/18/18	45,000	41,985
ABN AMRO BANK NV 144A	3.400% 08/27/2021 DD 08/28/18	1,250,000	1,247,480
ACTIVISION BLIZZARD INC	2.300% 09/15/2021 DD 03/15/17	525,000	511,294
AEP TEXAS INC	2.400% 10/01/2022 DD 09/22/17	140,000	135,764
AEP TRANSMISSION CO LLC	4.250% 09/15/2048 DD 09/07/18	230,000	231,749

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description		Shares or Units	Market Value
AERCAP IRELAND CAPITAL DAC / A	4.125% 07/03/2023 DD 06/12/18	382,661	372,661
AETNA INC	3.875% 08/15/2047 DD 08/10/17	15,000	12,700
ALABAMA POWER CO	3.750% 03/01/2045 DD 03/11/15	46,000	42,426
ALABAMA POWER CO	3.850% 12/01/2042 DD 12/05/12	140,000	130,334
ALABAMA POWER CO	4.150% 08/15/2044 DD 08/26/14	220,000	215,235
ALABAMA POWER CO	4.300% 07/15/2048 DD 06/28/18	110,000	110,177
ALABAMA POWER CO	5.200% 06/01/2041 DD 05/24/11	58,000	62,635
ALIBABA GROUP HOLDING LTD	4.400% 12/06/2057 DD 12/06/17	360,000	324,285
ALLIANT ENERGY FINANCE LL 144A	3.750% 06/15/2023 DD 06/12/18	190,000	191,172
ALLY MASTER OWNER TRUST 1 A2	2.700% 01/17/2023 DD 02/14/18	1,040,000	1,032,253
ALLY MASTER OWNER TRUST 2 A	3.290% 05/15/2023 DD 05/30/18	1,260,000	1,267,220
AMAZON.COM INC	4.050% 08/22/2047 DD 02/22/18	180,000	175,878
AMAZON.COM INC	4.250% 08/22/2057 DD 02/22/18	130,000	126,313
AMAZON.COM INC	4.800% 12/05/2034 DD 12/05/14	44,000	47,130
AMERICAN AIRLINES 2015-1 CLASS	3.375% 11/01/2028 DD 03/16/15	219,442	208,545
AMERICAN ELECTRIC POWER CO INC	3.650% 12/01/2021 DD 11/30/18	175,000	176,314
AMERICAN EXPRESS CO	3.700% 08/03/2023 DD 08/03/18	445,000	446,287
AMERICAN EXPRESS CREDIT AC 1 A	1.930% 09/15/2022 DD 02/21/17	1,450,000	1,432,851
AMERICAN EXPRESS CREDIT AC 3 A	1.770% 11/15/2022 DD 04/25/17	1,030,000	1,015,263
AMERICAN EXPRESS CREDIT AC 4 A	2.990% 12/15/2023 DD 05/21/18	998,000	1,000,619
AMERICAN EXPRESS CREDIT AC 6 A	2.040% 05/15/2023 DD 10/30/17	908,000	893,999
AMERICAN EXPRESS CREDIT AC 6 A	3.060% 02/15/2024 DD 07/23/18	994,000	997,563
AMERICAN EXPRESS CREDIT CORP	1.875% 05/03/2019 DD 05/03/17	135,000	134,502
AMERICAN EXPRESS CREDIT CORP	2.200% 03/03/2020 DD 03/03/17	1,000,000	989,249
AMERICAN EXPRESS CREDIT CORP	2.375% 05/26/2020 DD 05/26/15	625,000	618,446
AMERICAN EXPRESS CREDIT CORP	2.600% 09/14/2020 DD 09/14/15	145,000	143,516
AMERICAN HONDA FINANCE CORP	2.000% 02/14/2020 DD 02/16/17	1,000,000	988,341
AMERICAN HONDA FINANCE CORP	2.650% 02/12/2021 DD 02/15/18	750,000	741,552
AMERICAN HONDA FINANCE CORP	2.900% 02/16/2024 DD 02/16/17	135,000	130,704
AMERICOLD 2010 ARTA A2FX 144A	4.954% 01/14/2029 DD 12/15/10	1,150,000	1,187,933
AMERICREDIT AUTOMOBILE R 1 A2A	2.710% 07/19/2021 DD 05/23/18	957,478	955,808
AMERICREDIT AUTOMOBILE RE 1 A3	1.810% 10/08/2020 DD 01/21/16	4,811	4,810
AMERICREDIT AUTOMOBILE RE 1 A3	1.870% 08/18/2021 DD 02/23/17	80,418	79,917
AMERICREDIT AUTOMOBILE RE 2 A3	1.600% 11/09/2020 DD 04/14/16	109,991	109,907
AMERICREDIT AUTOMOBILE RE 2 A3	1.980% 12/20/2021 DD 05/17/17	400,000	396,972
AMGEN INC	2.600% 08/19/2026 DD 08/19/16	170,000	154,479
AMGEN INC	4.563% 06/15/2048 DD 12/15/16	209,000	200,151
AMGEN INC	4.663% 06/15/2051 DD 12/15/16	130,000	122,484
AMPHENOL CORP	2.200% 04/01/2020 DD 04/05/17	1,455,000	1,433,468
ANDEAVOR LOGISTICS LP / TESORO	6.375% 05/01/2024 DD 05/12/16	360,000	371,700
ANHEUSER-BUSCH COS LLC / 144A	3.650% 02/01/2026 DD 08/01/18	15,000	14,183
ANHEUSER-BUSCH COS LLC / 144A	4.700% 02/01/2036 DD 08/01/18	1,080,000	1,001,590
ANHEUSER-BUSCH COS LLC / 144A	4.900% 02/01/2046 DD 08/01/18	360,000	333,859
ANHEUSER-BUSCH INBEV FINANCE I	2.625% 01/17/2023 DD 01/17/13	397,000	377,858
ANHEUSER-BUSCH INBEV FINANCE I	2.650% 02/01/2021 DD 01/25/16	489,000	480,881
ANHEUSER-BUSCH INBEV FINANCE I	3.300% 02/01/2023 DD 01/25/16	200,000	194,470
ANHEUSER-BUSCH INBEV WORLDWIDE	2.500% 07/15/2022 DD 07/16/12	70,000	66,835
APACHE CORP	5.100% 09/01/2040 DD 08/20/10	54,000	48,910
APPLE INC	1.100% 08/02/2019 DD 08/04/16	360,000	356,421
APPLE INC	3.450% 02/09/2045 DD 02/09/15	690,000	610,977
APPLE INC	3.450% 05/06/2024 DD 05/06/14	255,000	256,209
APPLE INC	3.850% 05/04/2043 DD 05/03/13	100,000	94,698
APPLE INC	3.850% 08/04/2046 DD 08/04/16	110,000	102,298
APPLE INC	4.650% 02/23/2046 DD 02/23/16	85,000	89,976
APPLIED MATERIALS INC	3.900% 10/01/2025 DD 09/24/15	200,000	201,262
APPLIED MATERIALS INC	4.350% 04/01/2047 DD 03/31/17	210,000	205,315
AT&T INC	4.300% 02/15/2030 DD 08/15/18	1,495,000	1,412,754
AUSTRALIA & NEW ZEALAND BANKIN	2.550% 11/23/2021 DD 11/23/16	315,000	308,382
AVENTURA MALL TRUST AVM A 144A	VAR RT 12/05/2032 DD 12/01/13	1,058,000	1,068,904
AVIATION CAPITAL GROUP LL 144A	VAR RT 07/30/2021 DD 08/01/18	352,000	349,257
AXA EQUITABLE HOLDINGS IN 144A	3.900% 04/20/2023 DD 04/20/18	545,000	538,247
BA CREDIT CARD TRUST A2 A2	1.840% 01/17/2023 DD 08/24/17	1,257,000	1,234,498
BA CREDIT CARD TRUST A3 A3	3.100% 12/15/2023 DD 08/16/18	460,000	462,880
BAIDU INC	3.000% 06/30/2020 DD 06/30/15	450,000	447,626
BALTIMORE GAS & ELECTRIC CO	4.250% 09/15/2048 DD 09/20/18	40,000	39,722

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description		Shares or Units	Market Value
BANC OF AMERICA COMMER UB10 A1	1.559% 07/15/2049 DD 06/01/16	342,647	337,063
BANK OF AMERICA CORP	3.248% 10/21/2027 DD 10/21/16	450,000	416,540
BANK OF AMERICA CORP	5.490% 03/15/2019 DD 03/15/07	100,000	100,454
BANK OF AMERICA CORP	VAR RT 01/23/2049 DD 01/23/18	40,000	35,628
BANK OF AMERICA CORP	VAR RT 03/05/2024 DD 03/05/18	350,000	345,767
BANK OF AMERICA CORP	VAR RT 04/24/2023 DD 04/24/17	370,000	359,859
BANK OF AMERICA CORP	VAR RT 07/21/2021 DD 07/21/17	2,660,000	2,612,398
BANK OF AMERICA CORP	VAR RT 07/23/2024 DD 07/23/18	705,000	703,321
BANK OF AMERICA CORP	VAR RT 12/20/2023 DD 12/20/17	1,000,000	972,008
BANK OF AMERICA CORP	VAR RT 12/20/2028 DD 12/20/17	217,000	202,710
BANK OF MONTREAL	1.500% 07/18/2019 DD 07/18/16	240,000	238,197
BANK OF MONTREAL	2.100% 12/12/2019 DD 12/12/16	550,000	544,782
BANK OF MONTREAL 144A	1.750% 06/15/2021 DD 06/15/16	1,000,000	973,047
* BANK OF NEW YORK MELLON CORP/T	2.050% 05/03/2021 DD 05/02/16	75,000	73,202
* BANK OF NEW YORK MELLON CORP/T	2.950% 01/29/2023 DD 01/29/18	355,000	349,413
* BANK OF NEW YORK MELLON CORP/T	3.000% 10/30/2028 DD 10/31/16	105,000	96,437
BANK OF NOVA SCOTIA/THE	3.125% 04/20/2021 DD 04/20/18	335,000	334,472
BANK OF THE WEST AUT 1 A3 144A	3.430% 12/15/2022 DD 11/07/18	500,000	503,137
BANQUE FEDERATIVE DU CRED 144A	2.750% 10/15/2020 DD 10/15/15	380,000	376,185
BARCLAYS BANK PLC	2.650% 01/11/2021 DD 01/11/18	1,000,000	979,128
BAYER US FINANCE II LLC 144A	3.375% 07/15/2024 DD 07/15/18	399,000	379,558
BAYER US FINANCE II LLC 144A	3.500% 06/25/2021 DD 06/25/18	1,250,000	1,241,151
BB&T CORP	3.200% 09/03/2021 DD 06/05/18	770,000	769,244
BEAR STEARNS COMMERCIA PW10 AJ	VAR RT 12/11/2040 DD 12/01/05	479,034	494,522
BENCHMARK 2018-B7 MORTGA B7 A1	3.436% 05/15/2053 DD 11/01/18	502,018	505,765
BERKSHIRE HATHAWAY ENERGY CO	2.375% 01/15/2021 DD 01/05/18	1,042,000	1,027,754
BERKSHIRE HATHAWAY INC	2.750% 03/15/2023 DD 03/15/16	115,000	112,893
BERKSHIRE HATHAWAY INC	3.125% 03/15/2026 DD 03/15/16	80,000	77,539
BLACK HILLS CORP	3.150% 01/15/2027 DD 08/19/16	60,000	56,169
BLACK HILLS CORP	4.350% 05/01/2033 DD 08/17/18	155,000	155,343
BMW FLOORPLAN MASTER 1 A1 144A	3.150% 05/15/2023 DD 06/12/18	922,000	923,812
BMW US CAPITAL LLC 144A	2.150% 04/06/2020 DD 04/06/17	1,250,000	1,235,476
BMW US CAPITAL LLC 144A	2.800% 04/11/2026 DD 04/11/16	150,000	137,503
BMW US CAPITAL LLC 144A	3.100% 04/12/2021 DD 04/12/18	195,000	193,126
BMW VEHICLE LEASE TRUST 2 1 A3	3.260% 07/20/2021 DD 10/17/18	439,000	441,076
BMW VEHICLE LEASE TRUST 2 2 A3	2.070% 10/20/2020 DD 10/25/17	535,000	531,025
BNP PARIBAS SA	3.250% 03/03/2023 DD 03/04/13	120,000	117,919
BOEING CO/THE	6.125% 02/15/2033 DD 02/11/03	50,000	63,290
BP CAPITAL MARKETS PLC	1.768% 09/19/2019 DD 09/19/17	1,000,000	991,084
BP CAPITAL MARKETS PLC	2.315% 02/13/2020 DD 02/13/15	896,000	888,343
BP CAPITAL MARKETS PLC	2.521% 01/15/2020 DD 11/04/14	415,000	413,693
BUCKEYE PARTNERS LP	3.950% 12/01/2026 DD 11/07/16	415,000	364,580
BURLINGTON NORTHERN SANTA FE L	4.550% 09/01/2044 DD 08/18/14	256,000	266,919
BURLINGTON NORTHERN SANTA FE L	6.150% 05/01/2037 DD 04/13/07	156,000	190,032
CALIFORNIA RESOURCES CORP 144A	8.000% 12/15/2022 DD 12/15/15	1,435,000	972,213
CANADIAN PACER AUTO 1A A3 144A	2.050% 03/19/2021 DD 10/11/17	635,000	630,523
CANADIAN PACER AUTO 1A A3 144A	3.000% 11/19/2021 DD 04/25/18	848,000	848,035
CAPITAL ONE BANK USA NA	2.250% 02/13/2019 DD 02/13/14	945,000	944,747
CAPITAL ONE FINANCIAL CORP	2.500% 05/12/2020 DD 05/12/17	1,245,000	1,228,889
CAPITAL ONE FINANCIAL CORP	3.200% 01/30/2023 DD 01/30/18	290,000	282,205
CAPITAL ONE MULTI-ASSET A3 A3	1.340% 04/15/2022 DD 07/26/16	609,000	604,311
CAPITAL ONE MULTI-ASSET A4 A4	1.330% 06/15/2022 DD 08/25/16	1,109,000	1,097,792
CAPITAL ONE MULTI-ASSET A4 A4	1.990% 07/17/2023 DD 10/10/17	1,589,000	1,564,331
CAPITAL ONE NA	1.850% 09/13/2019 DD 09/13/16	1,000,000	989,052
CARMAX AUTO OWNER TRUST 2 2 A3	2.980% 01/17/2023 DD 04/25/18	549,000	552,200
CARMAX AUTO OWNER TRUST 2 3 A3	1.970% 04/15/2022 DD 07/26/17	434,000	429,262
CARMAX AUTO OWNER TRUST 2 4 A3	1.400% 08/15/2021 DD 10/26/16	733,317	724,802
CARMAX AUTO OWNER TRUST 2 4 A3	2.110% 10/17/2022 DD 10/25/17	452,000	447,369
CARMAX AUTO OWNER TRUST 2 4 A3	3.360% 09/15/2023 DD 10/24/18	619,000	623,240
CBOE GLOBAL MARKETS INC	1.950% 06/28/2019 DD 06/29/17	936,000	931,120
CBS CORP	3.375% 03/01/2022 DD 03/02/12	70,000	69,376
CD 2006-CD3 MORTGAGE TR CD3 AM	5.648% 10/15/2048 DD 10/01/06	838,984	862,177
CD 2017-CD6 MORTGAGE TR CD6 A1	2.168% 11/13/2050 DD 11/01/17	2,062,200	2,032,185
CELGENE CORP	3.250% 02/20/2023 DD 02/20/18	115,000	112,292
CENTERPOINT ENERGY HOUSTON ELE	3.550% 08/01/2042 DD 08/10/12	160,000	145,553

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description		Shares or Units	Market Value
CHARTER COMMUNICATIONS OPERATI	4.500% 02/01/2024 DD 07/03/18	585,000	584,112
CHASE ISSUANCE TRUST A5 A5	1.270% 07/15/2021 DD 08/11/16	1,410,000	1,397,641
CHEVRON CORP	2.498% 03/03/2022 DD 03/03/17	60,000	58,842
CHUBB INA HOLDINGS INC	2.300% 11/03/2020 DD 11/03/15	384,000	378,508
CHUBB INA HOLDINGS INC	4.150% 03/13/2043 DD 03/13/13	30,000	29,756
CIGNA CORP 144A	3.400% 09/17/2021 DD 09/17/18	861,000	859,042
CIGNA CORP 144A	VAR RT 09/17/2021 DD 09/17/18	500,000	492,937
CITIBANK CREDIT CARD ISS A1 A1	2.490% 01/20/2023 DD 01/31/18	1,319,000	1,308,364
CITIBANK CREDIT CARD ISS A3 A3	1.920% 04/07/2022 DD 04/11/17	2,597,000	2,563,876
CITIBANK CREDIT CARD ISS A7 A7	3.960% 10/13/2030 DD 10/15/18	414,000	434,451
CITIBANK CREDIT CARD ISS A8 A8	1.860% 08/08/2022 DD 08/08/17	1,250,000	1,229,630
CITIBANK CREDIT CARD ISS A9 A9	1.800% 09/20/2021 DD 10/02/17	1,094,000	1,085,177
CITIBANK NA	1.850% 09/18/2019 DD 09/18/17	500,000	495,833
CITIBANK NA	2.100% 06/12/2020 DD 06/12/17	500,000	491,723
CITIGROUP COMMERCIAL GC11 AAB	2.690% 04/10/2046 DD 04/01/13	474,302	471,566
CITIGROUP COMMERCIAL GC36 AAB	3.368% 02/10/2049 DD 02/01/16	515,000	516,592
CITIGROUP COMMERCIAL M GC17 A4	4.131% 11/10/2046 DD 12/01/13	464,000	480,244
CITIGROUP COMMERCIAL M GC8 AAB	2.608% 09/10/2045 DD 09/01/12	374,820	371,758
CITIGROUP INC	2.750% 04/25/2022 DD 04/25/17	750,000	728,531
CITIZENS BANK NA/PROVIDENCE RI	2.250% 03/02/2020 DD 03/02/17	1,200,000	1,187,153
CITIZENS BANK NA/PROVIDENCE RI	2.550% 05/13/2021 DD 05/13/16	500,000	489,040
CLOXOX CO/THE	3.900% 05/15/2028 DD 05/09/18	110,000	110,493
CNH EQUIPMENT TRUST 2016- C A3	1.440% 12/15/2021 DD 09/21/16	581,928	575,177
CNH EQUIPMENT TRUST 2017- C A3	2.080% 02/15/2023 DD 11/21/17	250,000	246,776
CNH EQUIPMENT TRUST 2018- A A3	3.120% 07/17/2023 DD 05/23/18	913,000	915,664
COMCAST CORP	3.400% 07/15/2046 DD 07/19/16	1,808,000	1,498,065
COMCAST CORP	3.450% 10/01/2021 DD 10/05/18	1,250,000	1,262,674
COMCAST CORP	4.250% 10/15/2030 DD 10/05/18	270,000	273,053
COMM 2012-CCRE2 MORTGA CR2 ASB	2.752% 08/15/2045 DD 08/01/12	500,171	496,302
COMM 2012-CCRE4 MORTGA CR4 ASB	2.436% 10/15/2045 DD 11/01/12	470,605	465,456
COMM 2012-LC4 MORTGAGE LC4 A4	3.288% 12/10/2044 DD 03/01/12	917,423	917,374
COMM 2014-UBS4 MORTGAG UBS4 A2	2.963% 08/10/2047 DD 07/01/14	976,582	974,967
COMM 2015-CCRE22 MORTG CR22 A2	2.856% 03/10/2048 DD 03/01/15	650,000	648,102
COMMONWEALTH BANK OF AUST 144A	3.450% 03/16/2023 DD 03/16/18	135,000	134,876
COMMONWEALTH BANK OF AUSTRALIA	2.250% 03/13/2019 DD 03/13/14	435,000	434,537
COMMONWEALTH BANK OF AUSTRALIA	2.300% 09/06/2019 DD 09/08/14	680,000	676,652
COMPASS BANK	3.500% 06/11/2021 DD 06/11/18	746,000	743,921
CONAGRA BRANDS INC	3.800% 10/22/2021 DD 10/22/18	1,055,000	1,055,372
CONCHO RESOURCES INC	3.750% 10/01/2027 DD 09/26/17	80,000	75,309
CONSUMERS ENERGY CO	3.800% 11/15/2028 DD 11/13/18	50,000	51,206
CONTINENTAL RESOURCES INC/OK	3.800% 06/01/2024 DD 05/19/14	170,000	160,934
COOPERATIEVE RABOBANK UA	4.500% 01/11/2021 DD 01/11/11	610,000	624,359
CORNING INC	4.375% 11/15/2057 DD 11/13/17	535,000	449,026
COVIDIEN INTERNATIONAL FINANCE	2.950% 06/15/2023 DD 05/16/13	285,000	279,042
CRANE CO	4.200% 03/15/2048 DD 02/05/18	45,000	41,215
CREDIT ACCEPTANCE AU 3A A 144A	3.550% 08/15/2027 DD 08/23/18	1,990,000	2,005,065
CREDIT SUISSE AG/NEW YORK NY	2.300% 05/28/2019 DD 05/28/14	1,040,000	1,036,922
CREDIT SUISSE GROUP FUNDING GU	2.750% 03/26/2020 DD 09/26/15	600,000	593,527
CSAIL 2016-C7 COMMERCIAL C7 A1	1.579% 11/15/2049 DD 11/01/16	196,154	193,498
CSMC TRUST 2016-NXSR NXSR A1	1.971% 12/15/2049 DD 12/01/16	186,962	183,561
CSX CORP	3.800% 03/01/2028 DD 02/20/18	145,000	142,261
CSX CORP	4.250% 03/15/2029 DD 11/15/18	135,000	137,066
CVS HEALTH CORP	5.050% 03/25/2048 DD 03/09/18	344,000	334,578
DAIMLER FINANCE NORTH AME 144A	1.500% 07/05/2019 DD 07/06/16	900,000	891,136
DAIMLER FINANCE NORTH AME 144A	2.300% 01/06/2020 DD 01/06/17	1,000,000	989,075
DAIMLER FINANCE NORTH AME 144A	2.300% 02/12/2021 DD 11/14/17	1,000,000	975,720
DAIMLER FINANCE NORTH AME 144A	2.700% 08/03/2020 DD 08/03/15	150,000	148,097
DAIMLER FINANCE NORTH AME 144A	3.350% 05/04/2021 DD 05/04/18	1,000,000	996,967
DAIMLER FINANCE NORTH AME 144A	3.750% 11/05/2021 DD 11/05/18	650,000	652,216
DELL EQUIPMENT FINAN 1 A3 144A	3.180% 06/22/2023 DD 06/20/18	314,000	314,101
DELL EQUIPMENT FINAN 2 A3 144A	2.190% 10/24/2022 DD 10/25/17	373,000	370,321
DELL EQUIPMENT FINAN 2 A3 144A	3.370% 10/22/2023 DD 10/17/18	425,000	426,867
DISCOVER CARD EXECUTION A2 A2	2.390% 07/15/2024 DD 01/20/17	1,290,000	1,270,199
DISCOVER CARD EXECUTION A5 A5	3.320% 03/15/2024 DD 10/11/18	1,602,000	1,621,509
DISCOVER CARD EXECUTION A5 A5	VAR RT 12/15/2026 DD 06/30/17	1,000,000	998,474

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description		Shares or Units	Market Value
DISCOVER CARD EXECUTION A6 A6	1.880% 02/15/2023 DD 08/14/17	845,000	831,326
DISCOVER CARD EXECUTION N A2 A	1.900% 10/17/2022 DD 04/29/15	1,322,000	1,303,779
DISCOVERY COMMUNICATIONS 144A	2.750% 11/15/2019 DD 11/15/17	780,000	772,061
DISCOVERY COMMUNICATIONS 144A	3.950% 06/15/2025 DD 12/15/17	150,000	144,086
DISCOVERY COMMUNICATIONS LLC	2.200% 09/20/2019 DD 09/21/17	90,000	89,058
DISCOVERY COMMUNICATIONS LLC	2.950% 03/20/2023 DD 09/21/17	210,000	200,916
DOWDUPONT INC	3.766% 11/15/2020 DD 11/28/18	740,000	747,095
DOWDUPONT INC	4.493% 11/15/2025 DD 11/28/18	970,000	998,689
DOWDUPONT INC	5.419% 11/15/2048 DD 11/28/18	480,000	498,692
DRIVE AUTO RECEIVABLES TR 2 A2	2.640% 09/15/2020 DD 05/23/18	502,863	502,642
DRIVE AUTO RECEIVABLES TR 4 A3	3.040% 11/15/2021 DD 09/19/18	500,000	499,190
DTE ELECTRIC CO	3.650% 03/15/2024 DD 08/27/13	140,000	142,904
DTE ELECTRIC CO	3.750% 08/15/2047 DD 08/09/17	260,000	241,858
DUKE ENERGY CAROLINAS LLC	6.100% 06/01/2037 DD 06/05/07	190,000	227,928
DUKE ENERGY CORP	2.650% 09/01/2026 DD 08/12/16	255,000	231,830
DUKE ENERGY CORP	3.550% 09/15/2021 DD 08/25/11	485,000	486,316
DUKE ENERGY FLORIDA LLC	2.100% 12/15/2019 DD 12/12/17	45,000	44,636
DUKE ENERGY FLORIDA LLC	5.900% 03/01/2033 DD 02/21/03	125,000	151,335
DUKE ENERGY FLORIDA LLC	6.400% 06/15/2038 DD 06/18/08	300,000	382,949
DUKE ENERGY PROGRESS LLC	3.000% 09/15/2021 DD 09/15/11	75,000	75,107
DUKE ENERGY PROGRESS LLC	3.700% 09/01/2028 DD 08/09/18	530,000	535,381
DUKE ENERGY PROGRESS LLC	4.200% 08/15/2045 DD 08/13/15	370,000	367,145
ENTERGY LOUISIANA LLC	4.200% 09/01/2048 DD 08/14/18	105,000	103,632
ENTERGY LOUISIANA LLC	5.400% 11/01/2024 DD 11/16/09	80,000	87,938
ENTERPRISE FLEET FIN 1 A2 144A	2.870% 10/20/2023 DD 03/21/18	2,790,000	2,781,232
ENTERPRISE FLEET FIN 2 A2 144A	1.740% 02/22/2022 DD 07/20/16	161,912	161,310
ENTERPRISE PRODUCTS OPERATING	2.800% 02/15/2021 DD 02/15/18	215,000	212,744
ENTERPRISE PRODUCTS OPERATING	VAR RT 08/16/2077 DD 08/16/17	470,000	391,145
EOG RESOURCES INC	3.900% 04/01/2035 DD 03/17/15	285,000	269,070
EOG RESOURCES INC	4.150% 01/15/2026 DD 01/14/16	238,000	244,277
EQT CORP	2.500% 10/01/2020 DD 10/04/17	493,000	482,073
EQUIFAX INC	2.300% 06/01/2021 DD 05/12/16	100,000	96,986
ERP OPERATING LP	2.850% 11/01/2026 DD 10/12/16	50,000	46,996
EXPRESS SCRIPTS HOLDING CO	2.600% 11/30/2020 DD 11/30/17	242,000	238,216
EXPRESS SCRIPTS HOLDING CO	4.750% 11/15/2021 DD 11/15/12	430,000	442,310
EXXON MOBIL CORP	2.726% 03/01/2023 DD 03/03/16	310,000	304,849
FIFTH THIRD AUTO TRUST 20 1 A3	1.800% 02/15/2022 DD 09/20/17	678,000	670,613
FIFTH THIRD BANK/CINCINNATI OH	2.375% 04/25/2019 DD 04/25/14	1,410,000	1,407,090
FIFTH THIRD BANK/CINCINNATI OH	2.875% 10/01/2021 DD 09/05/14	310,000	306,340
FLORIDA POWER & LIGHT CO	5.950% 02/01/2038 DD 01/16/08	550,000	676,010
FORD CREDIT AUTO OWNE 1 A 144A	2.260% 11/15/2025 DD 05/15/14	2,252,000	2,245,073
FORD CREDIT AUTO OWNER TR A A3	1.390% 07/15/2020 DD 01/26/16	213,481	212,900
FORD CREDIT AUTO OWNER TR A A3	1.670% 06/15/2021 DD 01/25/17	864,654	857,882
FORD CREDIT AUTO OWNER TR A A3	3.030% 11/15/2022 DD 05/22/18	991,000	991,461
FORD CREDIT AUTO OWNER TR B A3	1.330% 10/15/2020 DD 04/26/16	285,579	284,269
FORD CREDIT AUTO OWNER TR B A3	1.690% 11/15/2021 DD 06/27/17	625,000	617,297
FORD CREDIT AUTO OWNER TR B A3	3.240% 04/15/2023 DD 10/23/18	400,000	402,093
FORD CREDIT AUTO OWNER TR C A3	2.010% 03/15/2022 DD 11/21/17	855,000	844,940
FORD CREDIT FLOORPLAN MAS 1 A1	1.760% 02/15/2021 DD 02/17/16	500,000	499,050
FORD CREDIT FLOORPLAN MAS 1 A1	2.070% 05/15/2022 DD 05/30/17	435,000	429,143
FORD CREDIT FLOORPLAN MAS 2 A1	2.160% 09/15/2022 DD 10/11/17	1,090,000	1,073,847
FORD CREDIT FLOORPLAN MAS 3 A1	1.550% 07/15/2021 DD 07/26/16	1,000,000	992,255
FORD MOTOR CREDIT CO LLC	3.200% 01/15/2021 DD 11/09/15	215,000	208,497
GE CAPITAL CREDIT CARD MAS 7 A	1.760% 09/15/2022 DD 10/17/12	1,260,000	1,249,003
GENERAL MILLS INC	VAR RT 04/16/2021 DD 04/17/18	1,000,000	984,488
GENERAL MOTORS FINANCIAL CO IN	2.650% 04/13/2020 DD 04/13/17	835,000	821,058
GENERAL MOTORS FINANCIAL CO IN	3.250% 01/05/2023 DD 01/05/18	120,000	113,007
GENERAL MOTORS FINANCIAL CO IN	4.150% 06/19/2023 DD 06/19/18	125,000	121,794
GEORGIA POWER CO	2.000% 03/30/2020 DD 03/03/17	198,000	194,768
GEORGIA POWER CO	2.000% 09/08/2020 DD 08/08/17	460,000	449,551
GILEAD SCIENCES INC	2.500% 09/01/2023 DD 09/20/16	45,000	43,411
GILEAD SCIENCES INC	2.950% 03/01/2027 DD 09/20/16	130,000	121,028
GILEAD SCIENCES INC	4.750% 03/01/2046 DD 09/14/15	220,000	218,260
GILEAD SCIENCES INC	4.800% 04/01/2044 DD 03/07/14	205,000	205,608
GLAXOSMITHKLINE CAPITAL PLC	2.850% 05/08/2022 DD 05/09/12	320,000	316,120

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description		Shares or Units	Market Value
GLAXOSMITHKLINE CAPITAL PLC	3.125% 05/14/2021 DD 05/15/18	1,000,000	1,001,260
GLP CAPITAL LP / GLP FINANCING	4.875% 11/01/2020 DD 05/01/14	1,765,000	1,780,003
GM FINANCIAL CONSUMER AUT 1 A3	2.320% 07/18/2022 DD 01/18/18	483,000	478,025
GMF FLOORPLAN OWNER 1 A1 144A	1.960% 05/17/2021 DD 05/31/16	850,000	846,100
GMF FLOORPLAN OWNER 2 A1 144A	3.130% 03/15/2023 DD 03/28/18	975,000	975,090
GOLDMAN SACHS GROUP INC/THE	1.950% 07/23/2019 DD 07/24/17	500,000	496,672
GOLDMAN SACHS GROUP INC/THE	2.550% 10/23/2019 DD 10/23/14	395,000	392,505
GOLDMAN SACHS GROUP INC/THE	2.750% 09/15/2020 DD 09/15/15	450,000	445,348
GOLDMAN SACHS GROUP INC/THE	3.000% 04/26/2022 DD 01/26/17	150,000	145,266
GOLDMAN SACHS GROUP INC/THE	3.500% 11/16/2026 DD 11/16/16	250,000	230,913
GOLDMAN SACHS GROUP INC/THE	3.850% 01/26/2027 DD 01/26/17	635,000	597,311
GOLDMAN SACHS GROUP INC/THE	4.000% 03/03/2024 DD 03/03/14	805,000	794,353
GOLDMAN SACHS GROUP INC/THE	5.750% 01/24/2022 DD 01/24/12	105,000	109,939
GOLDMAN SACHS GROUP INC/THE	VAR RT 10/31/2022 DD 10/31/17	30,000	29,231
GS MORTGAGE SECURITIES GC6 A3	3.482% 01/10/2045 DD 02/01/12	1,393,736	1,408,649
GS MORTGAGE SECURITIES GCJ9 AS	3.124% 11/10/2045 DD 11/01/12	692,000	687,500
GS MORTGAGE SECURITIES GS4 A1	1.731% 11/10/2049 DD 11/01/16	97,282	95,461
GS MORTGAGE SECURITIES GS8 A1	2.222% 11/10/2050 DD 11/01/17	958,047	938,673
HALCON RESOURCES CORP	6.750% 02/15/2025 DD 08/15/17	53,000	38,690
HALLIBURTON CO	3.800% 11/15/2025 DD 11/13/15	72,000	69,767
HALLIBURTON CO	5.000% 11/15/2045 DD 11/13/15	14,000	13,746
HARLEY-DAVIDSON FINANCIAL 144A	2.150% 02/26/2020 DD 02/26/15	155,000	152,607
HOME DEPOT INC/THE	2.125% 09/15/2026 DD 09/15/16	25,000	22,504
HOME DEPOT INC/THE	3.900% 12/06/2028 DD 12/06/18	110,000	112,668
HONDA AUTO RECEIVABLES 20 4 A3	2.050% 11/22/2021 DD 11/29/17	300,000	297,031
HONDA AUTO RECEIVABLES 20 4 A4	1.440% 01/21/2022 DD 10/22/15	5,000,000	4,989,647
HONEYWELL INTERNATIONAL INC	1.400% 10/30/2019 DD 10/31/16	1,000,000	987,383
HSBC HOLDINGS PLC	3.400% 03/08/2021 DD 03/08/16	400,000	398,962
HSBC HOLDINGS PLC	VAR RT 03/13/2023 DD 03/13/17	505,000	494,222
HSBC HOLDINGS PLC	VAR RT 05/18/2021 DD 05/18/18	1,000,000	985,160
HSBC USA INC	2.350% 03/05/2020 DD 03/05/15	1,055,000	1,044,348
HSBC USA INC	2.375% 11/13/2019 DD 11/13/14	750,000	745,226
HSBC USA INC	5.000% 09/27/2020 DD 09/27/10	110,000	112,333
HUNTINGTON AUTO TRUST 1 A3	1.590% 11/16/2020 DD 11/30/16	219,876	218,939
HYUNDAI AUTO RECEIVABLES A A3	1.560% 09/15/2020 DD 03/30/16	152,979	152,403
HYUNDAI AUTO RECEIVABLES B A3	1.290% 04/15/2021 DD 09/21/16	869,960	861,524
HYUNDAI AUTO RECEIVABLES C A3	1.460% 02/18/2020 DD 09/16/15	21,511	21,497
HYUNDAI FLOORPLAN M 1A A2 144A	1.810% 03/15/2021 DD 04/12/16	612,000	609,508
IBM CREDIT LLC	3.450% 11/30/2020 DD 11/30/18	395,000	397,042
ING BANK NV 144A	2.700% 08/17/2020 DD 08/17/15	281,000	278,211
ING GROEP NV	3.150% 03/29/2022 DD 03/29/17	2,000,000	1,966,479
INGERSOLL-RAND GLOBAL HOLDING	2.900% 02/21/2021 DD 02/21/18	828,000	820,183
INTERCONTINENTAL EXCHANGE INC	2.750% 12/01/2020 DD 11/24/15	929,000	922,888
INTERCONTINENTAL EXCHANGE INC	4.000% 10/15/2023 DD 10/08/13	335,000	343,006
INTERNATIONAL BUSINESS MACHINE	2.900% 11/01/2021 DD 11/01/11	110,000	108,511
INTESA SANPAOLO SPA 144A	3.125% 07/14/2022 DD 07/14/17	375,000	346,730
INTESA SANPAOLO SPA 144A	3.875% 07/14/2027 DD 07/14/17	230,000	197,841
ITC HOLDINGS CORP	2.700% 11/15/2022 DD 05/15/18	130,000	125,655
JELD-WEN INC 144A	4.625% 12/15/2025 DD 12/14/17	845,000	739,375
JOHN DEERE CAPITAL CORP	2.350% 01/08/2021 DD 01/08/18	1,140,000	1,124,372
JOHN DEERE CAPITAL CORP	3.125% 09/10/2021 DD 09/10/18	500,000	500,928
JOHN DEERE OWNER TRUST 20 A A3	1.780% 04/15/2021 DD 03/02/17	1,144,911	1,136,730
JOHN DEERE OWNER TRUST 20 B A3	1.820% 10/15/2021 DD 07/18/17	690,000	682,204
JOHNSON & JOHNSON	2.950% 03/03/2027 DD 03/03/17	185,000	177,889
JP MORGAN CHASE COMME LC11 ASB	2.554% 04/15/2046 DD 05/01/13	1,163,912	1,144,913
JP MORGAN CHASE COMMERCIAL C6 A3	3.507% 05/15/2045 DD 04/01/12	384,450	386,266
JP MORGAN CHASE COMMERCIAL C6 AS	4.117% 05/15/2045 DD 04/01/12	457,000	463,677
JP MORGAN MORTGAGE 3 1A6 144A	VAR RT 08/25/2047 DD 08/01/17	369,856	357,606
JPMBB COMMERCIAL MORTG C22 ASB	3.504% 09/15/2047 DD 08/01/14	463,000	465,351
JPMBB COMMERCIAL MORTGA C25 A2	2.949% 11/15/2047 DD 11/01/14	1,181,000	1,175,873
JPMBB COMMERCIAL MORTGAG C7 A5	3.409% 10/15/2050 DD 10/01/17	600,000	589,050
JPMORGAN CHASE & CO	1.850% 03/22/2019 DD 03/23/16	585,000	583,319
JPMORGAN CHASE & CO	2.200% 10/22/2019 DD 10/22/14	690,000	684,212
JPMORGAN CHASE & CO	2.250% 01/23/2020 DD 01/23/15	1,909,000	1,889,986
JPMORGAN CHASE & CO	2.350% 01/28/2019 DD 01/28/14	1,115,000	1,114,449

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description		Shares or Units	Market Value
JPMORGAN CHASE & CO	2.550% 03/01/2021 DD 03/01/16	500,000	492,950
JPMORGAN CHASE & CO	2.750% 06/23/2020 DD 06/23/15	975,000	969,412
JPMORGAN CHASE & CO	VAR RT 01/23/2029 DD 01/23/18	510,000	482,921
JPMORGAN CHASE & CO	VAR RT 02/01/2028 DD 02/01/17	858,000	832,877
JPMORGAN CHASE & CO	VAR RT 03/09/2021 DD 03/09/17	440,000	437,884
JPMORGAN CHASE & CO	VAR RT 04/23/2024 DD 04/23/18	120,000	119,092
JPMORGAN CHASE & CO	VAR RT 04/25/2023 DD 04/25/17	525,000	509,064
JPMORGAN CHASE & CO	VAR RT 05/01/2028 DD 04/25/17	85,000	81,038
JPMORGAN CHASE & CO	VAR RT 06/18/2022 DD 06/18/18	700,000	692,307
JPMORGAN CHASE & CO	VAR RT 07/23/2029 DD 07/23/18	360,000	358,906
JPMORGAN CHASE & CO	VAR RT 12/05/2029 DD 12/05/18	330,000	335,658
KEURIG DR PEPPER INC 144A	4.057% 05/25/2023 DD 05/25/18	267,000	266,076
KEYBANK NA/CLEVELAND OH	2.250% 03/16/2020 DD 02/12/15	303,000	299,780
KEYBANK NA/CLEVELAND OH	2.500% 12/15/2019 DD 11/24/14	847,000	841,801
KEYBANK NA/CLEVELAND OH	3.350% 06/15/2021 DD 06/13/18	250,000	250,780
KEYCORP	2.900% 09/15/2020 DD 09/15/15	150,000	148,868
KEYCORP	4.150% 10/29/2025 DD 10/29/18	90,000	91,418
KUBOTA CREDIT OWNER 1A A3 144A	3.100% 08/15/2022 DD 05/02/18	1,273,000	1,279,236
L BRANDS INC	6.750% 07/01/2036 DD 06/16/16	700,000	570,500
LLOYDS BANK PLC	VAR RT 05/07/2021 DD 05/08/18	1,000,000	989,919
LOWE'S COS INC	2.500% 04/15/2026 DD 04/20/16	230,000	204,439
LOWE'S COS INC	3.700% 04/15/2046 DD 04/20/16	140,000	114,175
MANUFACTURERS & TRADERS TRUST	2.100% 02/06/2020 DD 02/06/15	600,000	593,556
MARSH & MCLENNAN COS INC	2.750% 01/30/2022 DD 01/12/17	601,000	589,062
MARSH & MCLENNAN COS INC	4.350% 01/30/2047 DD 01/12/17	190,000	177,185
MASSMUTUAL GLOBAL FUNDING 144A	1.550% 10/11/2019 DD 10/11/16	1,000,000	987,667
MASTERCARD INC	3.375% 04/01/2024 DD 03/31/14	275,000	276,716
MCDONALD'S CORP	4.450% 03/01/2047 DD 03/09/17	220,000	210,342
MCDONALD'S CORP	4.875% 12/09/2045 DD 12/09/15	245,000	246,628
MEDTRONIC INC	3.500% 03/15/2025 DD 03/15/15	210,000	209,170
MEDTRONIC INC	4.375% 03/15/2035 DD 03/15/15	390,000	399,297
MERCEDES-BENZ AUTO LEASE A A3	2.410% 02/16/2021 DD 01/24/18	896,000	891,940
METROPOLITAN LIFE GLOBAL 144A	1.750% 09/19/2019 DD 09/19/17	1,000,000	990,297
METROPOLITAN LIFE GLOBAL 144A	2.050% 06/12/2020 DD 06/14/17	1,000,000	984,002
MICROSOFT CORP	2.000% 08/08/2023 DD 08/08/16	40,000	38,459
MICROSOFT CORP	3.300% 02/06/2027 DD 02/06/17	155,000	153,528
MICROSOFT CORP	3.700% 08/08/2046 DD 08/08/16	445,000	426,303
MICROSOFT CORP	3.950% 08/08/2056 DD 08/08/16	210,000	204,892
MICROSOFT CORP	4.000% 02/12/2055 DD 02/12/15	280,000	274,971
MITSUBISHI UFJ FINANCIAL GROUP	2.665% 07/25/2022 DD 07/25/17	40,000	38,873
MITSUBISHI UFJ FINANCIAL GROUP	2.950% 03/01/2021 DD 03/01/16	909,000	899,868
MITSUBISHI UFJ FINANCIAL GROUP	3.535% 07/26/2021 DD 07/26/18	1,230,000	1,234,623
MITSUBISHI UFJ TRUST & BA 144A	2.450% 10/16/2019 DD 10/16/14	270,000	268,461
MIZUHO BANK LTD 144A	2.400% 03/26/2020 DD 03/26/15	1,000,000	990,230
MIZUHO FINANCIAL GROUP INC	VAR RT 09/13/2021 DD 09/13/16	500,000	501,837
MORGAN STANLEY	2.625% 11/17/2021 DD 11/17/16	1,310,000	1,278,595
MORGAN STANLEY	2.800% 06/16/2020 DD 06/16/15	1,490,000	1,480,322
MORGAN STANLEY	3.125% 07/27/2026 DD 07/25/16	725,000	670,360
MORGAN STANLEY	3.625% 01/20/2027 DD 01/20/17	510,000	484,703
MORGAN STANLEY	3.875% 01/27/2026 DD 01/27/16	608,000	593,026
MORGAN STANLEY	VAR RT 01/24/2029 DD 01/23/18	300,000	287,032
MORGAN STANLEY	VAR RT 07/22/2028 DD 07/24/17	570,000	538,937
MORGAN STANLEY BANK OF C10 ASB	VAR RT 07/15/2046 DD 07/01/13	451,657	459,643
MORGAN STANLEY BANK OF C32 A1	1.968% 12/15/2049 DD 12/01/16	293,418	288,221
MORGAN STANLEY CAPI CPT A 144A	3.350% 07/13/2029 DD 07/01/14	3,481,000	3,490,601
MORGAN STANLEY CAPIT MP A 144A	3.469% 08/11/2033 DD 11/01/14	1,895,000	1,917,465
NATIONAL AUSTRALIA BANK LTD/NE	2.125% 05/22/2020 DD 05/22/17	375,000	369,621
NATIONAL AUSTRALIA BANK LTD/NE	2.250% 01/10/2020 DD 01/10/17	970,000	961,774
NAVIENT PRIVATE ED AA A2A 144A	2.740% 02/15/2029 DD 10/23/14	368,992	364,914
NAVIENT PRIVATE ED DA A2A 144A	4.000% 12/15/2059 DD 10/25/18	1,085,000	1,100,936
NAVIENT PRIVATE EDU CA A2 144A	3.520% 06/16/2042 DD 07/26/18	1,565,000	1,577,155
NAVIENT PRIVATE EDU CTA A 144A	VAR RT 09/16/2024 DD 07/24/14	36,985	37,052
NBCUNIVERSAL ENTERPRISE I 144A	1.974% 04/15/2019 DD 03/19/13	110,000	109,650
NBCUNIVERSAL MEDIA LLC	5.150% 04/30/2020 DD 04/30/11	90,000	92,396
NEW YORK LIFE GLOBAL FUND 144A	1.500% 10/24/2019 DD 10/24/16	1,000,000	988,582

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description		Shares or Units	Market Value
NIKE INC	2.375% 11/01/2026 DD 10/21/16	55,000	50,381
NISSAN AUTO RECEIVABLES 2 B A3	1.320% 01/15/2021 DD 04/27/16	345,823	343,059
NISSAN MOTOR ACCEPTANCE C 144A	1.550% 09/13/2019 DD 09/14/16	165,000	162,554
NISSAN MOTOR ACCEPTANCE C 144A	2.250% 01/13/2020 DD 01/13/17	215,000	211,924
NORDEA BANK ABP 144A	1.625% 09/30/2019 DD 09/30/16	215,000	212,625
NORFOLK SOUTHERN CORP	2.900% 06/15/2026 DD 06/03/16	272,000	257,562
NORTHERN NATURAL GAS CO 144A	4.300% 01/15/2049 DD 07/17/18	445,000	433,693
NORTHERN STATES POWER CO/MN	3.600% 05/15/2046 DD 05/31/16	110,000	101,571
NORTHERN STATES POWER CO/MN	4.000% 08/15/2045 DD 08/11/15	230,000	224,138
NORTHERN STATES POWER CO/WI	4.200% 09/01/2048 DD 09/12/18	165,000	162,286
NORTHROP GRUMMAN CORP	2.080% 10/15/2020 DD 10/13/17	1,000,000	980,699
NORTHWEST PIPELINE LLC	4.000% 04/01/2027 DD 10/01/17	515,000	500,564
NOVARTIS CAPITAL CORP	3.000% 11/20/2025 DD 11/20/15	31,000	30,029
NOVARTIS CAPITAL CORP	3.100% 05/17/2027 DD 02/17/17	79,000	76,493
NSTAR ELECTRIC CO	3.200% 05/15/2027 DD 05/15/17	245,000	238,812
NVIDIA CORP	3.200% 09/16/2026 DD 09/16/16	520,000	493,192
OCCIDENTAL PETROLEUM CORP	2.700% 02/15/2023 DD 06/22/12	260,000	252,000
OHIO POWER CO	4.150% 04/01/2048 DD 03/22/18	220,000	217,094
OHIO POWER CO	6.600% 02/15/2033 DD 08/15/03	50,000	62,422
ONCOR ELECTRIC DELIVERY C 144A	3.700% 11/15/2028 DD 08/10/18	240,000	242,537
ONCOR ELECTRIC DELIVERY CO LLC	3.800% 09/30/2047 DD 03/30/18	20,000	18,913
ONE GAS INC	4.658% 02/01/2044 DD 08/01/14	200,000	212,225
ORACLE CORP	4.000% 07/15/2046 DD 07/07/16	800,000	746,468
ORACLE CORP	4.375% 05/15/2055 DD 05/05/15	40,000	39,212
ORIX CORP	2.900% 07/18/2022 DD 07/18/17	780,000	762,137
PACIFIC GAS & ELECTRIC CO	6.050% 03/01/2034 DD 03/23/04	140,000	129,718
PACIFICORP	5.750% 04/01/2037 DD 03/14/07	505,000	602,857
PEPSICO INC	2.850% 02/24/2026 DD 02/24/16	140,000	133,843
PEPSICO INC	4.000% 05/02/2047 DD 05/02/17	40,000	39,104
PETRO-CANADA	9.250% 10/15/2021 DD 10/15/91	50,000	57,243
PETROLEOS MEXICANOS	6.375% 01/23/2045 DD 07/23/14	300,000	241,500
PFIZER INC	4.125% 12/15/2046 DD 11/21/16	50,000	50,194
PFS FINANCING CORP B A 144A	2.890% 02/15/2023 DD 02/15/18	290,000	287,619
PFS FINANCING CORP BA A 144A	1.870% 10/15/2021 DD 10/26/16	170,000	168,294
PFS FINANCING CORP F A 144A	3.520% 10/16/2023 DD 10/19/18	790,000	797,721
PHILIP MORRIS INTERNATIONAL IN	3.375% 08/11/2025 DD 08/11/15	310,000	301,221
PHILLIPS 66 144A	VAR RT 04/15/2020 DD 04/21/17	365,000	365,063
PNC BANK NA	2.450% 11/05/2020 DD 11/03/15	1,000,000	987,743
PRESIDENT & FELLOWS OF HARVARD	3.300% 07/15/2056 DD 10/13/16	210,000	185,769
PRINCIPAL LIFE GLOBAL FUN 144A	2.150% 01/10/2020 DD 01/10/17	585,000	578,886
PROTECTIVE LIFE GLOBAL FU 144A	2.161% 09/25/2020 DD 09/27/17	1,000,000	982,159
PUBLIC SERVICE ELECTRIC & GAS	3.650% 09/01/2028 DD 09/07/18	440,000	445,490
QUALCOMM INC	3.000% 05/20/2022 DD 05/20/15	640,000	629,634
QUALCOMM INC	3.450% 05/20/2025 DD 05/20/15	263,000	253,041
QUALCOMM INC	4.300% 05/20/2047 DD 05/26/17	30,000	26,645
QUALCOMM INC	4.800% 05/20/2045 DD 05/20/15	351,000	334,328
RAYTHEON CO	7.200% 08/15/2027 DD 08/12/97	90,000	113,266
REALTY INCOME CORP	3.000% 01/15/2027 DD 10/12/16	170,000	158,057
REGIONS BANK/BIRMINGHAM AL	2.750% 04/01/2021 DD 01/26/18	1,000,000	983,512
REGIONS FINANCIAL CORP	3.200% 02/08/2021 DD 02/08/16	500,000	496,802
ROGERS COMMUNICATIONS INC	3.625% 12/15/2025 DD 12/08/15	75,000	73,123
ROYAL BANK OF CANADA	2.150% 10/26/2020 DD 10/26/17	1,500,000	1,476,960
ROYAL BANK OF CANADA	2.200% 09/23/2019 DD 09/23/14	1,650,000	1,641,011
ROYAL BANK OF SCOTLAND GROUP P	VAR RT 05/15/2023 DD 05/15/17	487,000	470,096
SANTANDER DRIVE AUTO RECE 4 A3	3.010% 03/15/2022 DD 08/22/18	300,000	299,909
SANTANDER DRIVE AUTO RECE 5 A3	3.190% 03/15/2022 DD 10/24/18	510,000	508,431
SANTANDER HOLDINGS USA INC	4.450% 12/03/2021 DD 12/05/18	1,580,000	1,607,374
SANTANDER RETAIL AUT A A3 144A	2.220% 01/20/2021 DD 11/22/17	1,078,000	1,069,122
SANTANDER RETAIL AUT A A3 144A	2.930% 05/20/2021 DD 03/21/18	860,000	858,917
SANTANDER UK GROUP HOLDINGS PL	3.571% 01/10/2023 DD 01/10/17	200,000	191,437
SANTANDER UK GROUP HOLDINGS PL	VAR RT 01/05/2024 DD 01/05/18	1,215,000	1,152,825
SANTANDER UK PLC	2.350% 09/10/2019 DD 09/10/14	500,000	496,212
SCHLUMBERGER HLDS CORP 144A	4.000% 12/21/2025 DD 12/21/15	190,000	187,538
SCHLUMBERGER INVESTMENT S 144A	3.300% 09/14/2021 DD 09/14/11	1,000,000	1,002,420
SECURITIZED TERM AU 1A A3 144A	1.524% 03/25/2020 DD 10/20/16	154,115	153,615

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description		Shares or Units	Market Value
SECURITIZED TERM AU 1A A3 144A	1.890% 08/25/2020 DD 02/15/17	283,152	281,717
SECURITIZED TERM AU 2A A3 144A	2.040% 04/26/2021 DD 10/04/17	651,000	643,943
SECURITIZED TERM AU 2A A3 144A	3.325% 08/25/2022 DD 10/31/18	750,000	751,230
SEMPRA ENERGY	2.400% 02/01/2020 DD 01/12/18	1,000,000	986,553
SEMPRA ENERGY	VAR RT 01/15/2021 DD 01/12/18	465,000	457,191
SHELL INTERNATIONAL FINANCE BV	3.250% 05/11/2025 DD 05/11/15	275,000	271,161
SHIRE ACQUISITIONS INVESTMENTS	2.875% 09/23/2023 DD 09/23/16	1,697,000	1,604,203
SKANDINAVISKA ENSKILDA BANKEN	2.300% 03/11/2020 DD 03/14/17	925,000	915,387
SKANDINAVISKA ENSKILDA BANKEN	2.625% 03/15/2021 DD 03/15/16	255,000	251,711
SLM PRIVATE CREDIT STUDEN A A3	VAR RT 06/15/2023 DD 04/28/05	469,757	468,602
SLM STUDENT LOAN TR 11 A6 144A	VAR RT 12/15/2025 DD 10/30/03	748,936	752,427
SM ENERGY CO	6.625% 01/15/2027 DD 08/20/18	156,000	138,060
SMB PRIVATE EDUCATI A A2A 144A	3.050% 05/15/2026 DD 08/07/14	379,492	377,519
SMB PRIVATE EDUCATI A A2A 144A	3.500% 02/15/2036 DD 03/21/18	1,500,000	1,502,453
SMB PRIVATE EDUCATI B A2A 144A	2.820% 10/15/2035 DD 11/08/17	650,000	635,750
SMB PRIVATE EDUCATI B A2A 144A	2.980% 07/15/2027 DD 07/30/15	95,114	94,930
SMB PRIVATE EDUCATI B A2B 144A	VAR RT 01/15/2037 DD 06/20/18	490,000	486,644
SMB PRIVATE EDUCATI B A2B 144A	VAR RT 10/15/2035 DD 11/08/17	1,180,000	1,172,741
SMB PRIVATE EDUCATIO A A1 144A	VAR RT 03/16/2026 DD 03/21/18	1,385,193	1,384,166
SOCIETE GENERALE SA 144A	2.500% 04/08/2021 DD 04/08/16	435,000	425,135
SOFI PROFESSIONAL LO A A1 144A	VAR RT 02/25/2042 DD 01/24/18	427,519	427,621
SOFI PROFESSIONAL LO A A1 144A	VAR RT 03/26/2040 DD 02/09/17	357,181	358,145
SOUTHWEST AIRLINES CO	2.750% 11/16/2022 DD 11/16/17	135,000	132,094
SOUTHWESTERN ELECTRIC POWER CO	4.100% 09/15/2028 DD 09/13/18	150,000	150,531
SOUTHWESTERN PUBLIC SERVICE CO	3.300% 06/15/2024 DD 06/09/14	500,000	498,257
STANDARD CHARTERED PLC 144A	2.250% 04/17/2020 DD 04/17/15	445,000	436,157
STARBUCKS CORP	4.500% 11/15/2048 DD 08/10/18	35,000	32,581
STATE STREET CORP	1.950% 05/19/2021 DD 05/19/16	85,000	82,614
STATE STREET CORP	2.650% 05/19/2026 DD 05/19/16	90,000	84,266
SUMITOMO MITSUI BANKING CORP	2.050% 01/18/2019 DD 01/19/16	1,000,000	999,544
SUMITOMO MITSUI BANKING CORP	2.450% 01/16/2020 DD 01/16/15	295,000	292,652
SUMITOMO MITSUI BANKING CORP	2.650% 07/23/2020 DD 07/23/15	835,000	826,537
SUMITOMO MITSUI BANKING CORP	VAR RT 10/18/2019 DD 10/18/17	595,000	594,340
SUNTRUST BANK/ATLANTA GA	2.250% 01/31/2020 DD 02/01/17	1,000,000	988,135
SUNTRUST BANK/ATLANTA GA	VAR RT 08/02/2022 DD 07/26/18	806,000	803,588
SUNTRUST BANK/ATLANTA GA	VAR RT 10/26/2021 DD 10/26/18	735,879	735,879
SVENSKA HANDELSBANKEN AB	1.875% 09/07/2021 DD 09/07/16	250,000	240,900
SVENSKA HANDELSBANKEN AB	3.350% 05/24/2021 DD 05/24/18	1,250,000	1,249,319
TAKEDA PHARMACEUTICAL CO 144A	3.800% 11/26/2020 DD 11/26/18	425,000	427,564
TAMPA ELECTRIC CO	2.600% 09/15/2022 DD 09/28/12	100,000	96,945
TAMPA ELECTRIC CO	4.450% 06/15/2049 DD 10/04/18	100,000	97,487
TCI COMMUNICATIONS INC	7.125% 02/15/2028 DD 02/24/98	95,000	116,289
TCI COMMUNICATIONS INC	7.875% 02/15/2026 DD 02/14/96	80,000	97,193
TD AMERITRADE HOLDING CORP	VAR RT 11/01/2021 DD 11/01/18	1,250,000	1,232,373
TENCENT HOLDINGS LTD 144A	2.985% 01/19/2023 DD 01/19/18	454,000	441,216
TENCENT HOLDINGS LTD 144A	3.595% 01/19/2028 DD 01/19/18	200,000	187,912
TEXAS EASTERN TRANSMISSIO 144A	4.150% 01/15/2048 DD 01/09/18	920,000	818,830
TIME WARNER CABLE LLC	8.250% 04/01/2019 DD 03/26/09	55,000	55,617
T-MOBILE USA INC	4.500% 02/01/2026 DD 01/25/18	1,160,000	1,064,300
TORONTO-DOMINION BANK/THE	1.450% 08/13/2019 DD 07/13/16	1,100,000	1,090,184
TORONTO-DOMINION BANK/THE	3.500% 07/19/2023 DD 07/19/18	195,000	196,342
TOTAL SYSTEM SERVICES INC	4.000% 06/01/2023 DD 05/11/18	740,000	738,801
TOYOTA AUTO RECEIVABLES 2 B A3	2.960% 09/15/2022 DD 05/16/18	972,000	972,235
TOYOTA AUTO RECEIVABLES 2 D A3	1.930% 01/18/2022 DD 11/15/17	1,340,000	1,321,330
TOYOTA MOTOR CREDIT CORP	1.700% 01/09/2019 DD 01/09/17	1,250,000	1,249,735
TOYOTA MOTOR CREDIT CORP	1.950% 04/17/2020 DD 04/17/17	1,000,000	987,580
TOYOTA MOTOR CREDIT CORP	3.450% 09/20/2023 DD 09/20/18	80,000	80,133
TRANSCANADA PIPELINES LTD	2.125% 11/15/2019 DD 11/17/17	1,100,000	1,089,515
TRANSCANADA PIPELINES LTD	2.500% 08/01/2022 DD 08/02/12	250,000	239,925
TRANSCANADA PIPELINES LTD	3.800% 10/01/2020 DD 09/23/10	450,000	452,893
TRANSCANADA PIPELINES LTD	4.250% 05/15/2028 DD 05/07/18	155,000	153,503
TRANSCANADA PIPELINES LTD	4.875% 01/15/2026 DD 01/27/16	325,000	336,384
TRANSCANADA PIPELINES LTD	6.100% 06/01/2040 DD 06/01/10	200,000	223,224
TRAVELERS COS INC/THE	4.300% 08/25/2045 DD 08/25/15	136,000	136,806
TRINITY ACQUISITION PLC	4.400% 03/15/2026 DD 03/22/16	165,000	163,963

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description		Shares or Units	Market Value
TYCO ELECTRONICS GROUP SA	VAR RT 06/05/2020 DD 12/05/18	1,000,000	997,712
TYSON FOODS INC	3.550% 06/02/2027 DD 06/02/17	312,000	290,766
TYSON FOODS INC	4.550% 06/02/2047 DD 06/02/17	50,000	43,811
TYSON FOODS INC	VAR RT 06/02/2020 DD 06/02/17	275,000	273,497
UBS AG/LONDON 144A	2.450% 12/01/2020 DD 11/30/17	500,000	490,656
UBS AG/STAMFORD CT	2.350% 03/26/2020 DD 03/26/15	250,000	247,520
UBS AG/STAMFORD CT	4.875% 08/04/2020 DD 08/04/10	1,200,000	1,227,777
UBS-BARCLAYS COMMERCIAL C6 ASB	2.788% 04/10/2046 DD 04/01/13	722,312	719,098
UNION PACIFIC CORP	2.750% 03/01/2026 DD 03/01/16	50,000	46,634
UNION PACIFIC CORP	3.799% 10/01/2051 DD 10/04/16	115,000	97,539
UNION PACIFIC CORP	3.875% 02/01/2055 DD 01/29/15	151,000	128,930
UNION PACIFIC RAILROAD CO 2014	3.227% 05/14/2026 DD 05/20/14	271,657	266,747
UNITED AIRLINES 2016-2 CLASS A	2.875% 04/07/2030 DD 09/27/16	80,507	73,929
UNITED RENTALS NORTH AMERICA I	6.500% 12/15/2026 DD 10/30/18	195,000	192,075
UNITED TECHNOLOGIES CORP	1.900% 05/04/2020 DD 05/04/17	83,000	81,451
UNITEDHEALTH GROUP INC	3.350% 07/15/2022 DD 07/23/15	1,000,000	1,004,583
UNITEDHEALTH GROUP INC	4.250% 03/15/2043 DD 02/28/13	110,000	109,104
UNITEDHEALTH GROUP INC	4.750% 07/15/2045 DD 07/23/15	265,000	280,370
US BANCORP	3.100% 04/27/2026 DD 04/26/16	70,000	66,282
US BANK NA/CINCINNATI OH	2.000% 01/24/2020 DD 01/24/17	710,000	703,370
US BANK NA/CINCINNATI OH	2.125% 10/28/2019 DD 10/28/14	260,000	258,163
USAA AUTO OWNER TRUST 201 1 A3	1.700% 05/17/2021 DD 09/20/17	543,000	538,983
USAA CAPITAL CORP 144A	3.000% 07/01/2020 DD 06/28/18	1,000,000	999,007
USG CORP 144A	4.875% 06/01/2027 DD 05/15/17	415,000	418,112
VERIZON OWNER TRUS 3A A1A 144A	2.060% 04/20/2022 DD 10/17/17	1,100,000	1,086,773
VERIZON OWNER TRUST 1A A 144A	1.420% 01/20/2021 DD 07/20/16	490,422	488,021
VERIZON OWNER TRUST 2A A 144A	1.680% 05/20/2021 DD 11/22/16	890,242	885,161
VIRGINIA ELECTRIC & POWER CO	2.750% 03/15/2023 DD 03/14/13	560,000	546,027
VIRGINIA ELECTRIC & POWER CO	3.800% 04/01/2028 DD 03/22/18	80,000	80,337
VIRGINIA ELECTRIC & POWER CO	4.000% 01/15/2043 DD 01/08/13	195,000	184,162
VIRGINIA ELECTRIC & POWER CO	4.200% 05/15/2045 DD 05/13/15	220,000	213,412
VIRGINIA ELECTRIC & POWER CO	5.000% 06/30/2019 DD 06/26/09	95,000	95,731
VIRGINIA ELECTRIC & POWER CO	6.000% 05/15/2037 DD 05/17/07	205,000	245,120
VIRGINIA ELECTRIC & POWER CO	6.350% 11/30/2037 DD 12/04/07	25,000	30,758
VISA INC	3.150% 12/14/2025 DD 12/14/15	275,000	270,240
VOLKSWAGEN AUTO LOAN ENHA 1 A3	3.020% 11/21/2022 DD 07/03/18	596,000	596,111
VOLKSWAGEN GROUP OF AMERI 144A	2.400% 05/22/2020 DD 05/22/15	450,000	443,004
VOLKSWAGEN GROUP OF AMERI 144A	4.000% 11/12/2021 DD 11/13/18	520,000	519,677
VOLKSWAGEN INTERNATIONAL 144A	4.000% 08/12/2020 DD 08/12/10	395,000	397,548
VOLVO FINANCIAL EQUIP A A 144A	VAR RT 07/17/2023 DD 08/01/18	1,250,000	1,263,138
WABTEC CORP	VAR RT 09/15/2021 DD 09/14/18	651,000	651,104
WACHOVIA CORP	5.500% 08/01/2035 DD 08/01/05	106,000	114,107
WALMART INC	3.550% 06/26/2025 DD 06/27/18	155,000	156,709
WALMART INC	4.050% 06/29/2048 DD 06/27/18	75,000	74,626
WALMART INC	4.300% 04/22/2044 DD 04/22/14	108,000	108,994
WEC ENERGY GROUP INC	2.450% 06/15/2020 DD 06/10/15	1,000,000	988,206
WELLS FARGO & CO	2.125% 04/22/2019 DD 04/22/14	185,000	184,454
WELLS FARGO & CO	2.550% 12/07/2020 DD 12/07/15	20,000	19,718
WELLS FARGO & CO	2.600% 07/22/2020 DD 07/22/15	3,255,000	3,223,449
WELLS FARGO & CO	3.000% 04/22/2026 DD 04/22/16	350,000	326,144
WELLS FARGO & CO	3.000% 10/23/2026 DD 10/25/16	126,000	116,641
WELLS FARGO & CO	4.300% 07/22/2027 DD 07/22/15	130,000	127,876
WELLS FARGO BANK NA	1.750% 05/24/2019 DD 06/02/16	695,000	691,468
WELLS FARGO BANK NA	2.150% 12/06/2019 DD 12/08/16	2,000,000	1,981,865
WELLS FARGO BANK NA	2.600% 01/15/2021 DD 01/23/18	2,240,000	2,212,177
WELLS FARGO COMMERCIA BNK1 ASB	2.514% 08/15/2049 DD 08/01/16	360,000	348,789
WELLS FARGO COMMERCIAL C46 A4	4.152% 08/15/2051 DD 08/01/18	290,000	298,502
WELLS FARGO COMMERCIAL LC12 A1	1.676% 07/15/2046 DD 07/01/13	90,776	90,660
WELLS FARGO COMMERCIAL LC25 A1	1.795% 12/15/2059 DD 12/01/16	138,503	137,038
WESTPAC BANKING CORP	1.600% 08/19/2019 DD 08/19/16	1,000,000	991,104
WESTPAC BANKING CORP	2.150% 03/06/2020 DD 03/06/17	665,000	657,870
WESTPAC BANKING CORP	3.650% 05/15/2023 DD 05/15/18	460,000	462,766
WESTPAC BANKING CORP	4.875% 11/19/2019 DD 11/19/09	2,000,000	2,031,014
WFRBS COMMERCIAL MORTG C12 ASB	2.838% 03/15/2048 DD 03/01/13	510,415	506,816
WFRBS COMMERCIAL MORTG C14 ASB	2.977% 06/15/2046 DD 06/01/13	714,264	712,314

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description		Shares or Units	Market Value
WFRBS COMMERCIAL MORTG C16 ASB	3.963% 09/15/2046 DD 09/01/13	232,807	236,727
WFRBS COMMERCIAL MORTGA C18 A3	3.651% 12/15/2046 DD 12/01/13	1,266,000	1,277,581
WGL HOLDINGS INC	VAR RT 03/12/2020 DD 03/14/18	279,000	277,221
WGL HOLDINGS INC	VAR RT 11/29/2019 DD 11/29/17	1,000,000	999,697
WHEELS SPV 2 LLC 1A A2 144A	1.590% 05/20/2025 DD 08/10/16	0	-
WHITING PETROLEUM CORP	6.250% 04/01/2023 DD 03/27/15	410,000	373,100
WISCONSIN POWER & LIGHT CO	3.050% 10/15/2027 DD 10/10/17	145,000	138,697
WORLD OMNI AUTO RECEIVABL A A3	1.770% 09/15/2021 DD 03/23/16	471,837	468,458
WYETH LLC	5.950% 04/01/2037 DD 03/27/07	100,000	119,927
XILINX INC	2.125% 03/15/2019 DD 03/12/14	180,000	179,598
XYLEM INC/NY	4.875% 10/01/2021 DD 04/01/12	205,000	211,675
CORPORATE DEBT INSTRUMENTS - PREFERRED Total			\$ 330,956,090
TOTAL CORPORATE BONDS			\$ 722,392,065
COMMON STOCK AND OTHER EQUITIES			
CORPORATE STOCK - COMMON			
AARON'S INC		55,693	\$ 2,341,891
ABBOTT LABORATORIES		48,858	3,533,899
ABBVIE INC		18,100	1,668,639
ABEONA THERAPEUTICS INC COM		33,088	236,248
ABERCROMBIE & FITCH CO		12,776	256,159
ACCENTURE PLC		2,700	380,727
ACTIVISION BLIZZARD INC		79,580	3,706,041
ACUITY BRANDS INC		13,730	1,578,264
ADECCO GROUP AG		5,778	269,206
ADIDAS AG		2,974	620,110
ADOBE INC		56,386	12,756,769
ADTALEM GLOBAL EDUCATION INC		23,099	1,093,045
ADURO BIOTECH INC		26,364	69,601
ADVANCED DRAINAGE SYSTEMS INC		71,849	1,742,338
AECOM		66,900	1,772,850
AEGON NV		224,674	1,047,634
AERIE PHARMACEUTICALS INC		26,463	955,314
AEROJET ROCKETDYNE HOLDINGS INC		33,559	1,182,284
AEROPORTS DE PARIS		474	89,677
AES CORP/VA		127,299	1,840,744
AFFIMED NV		87,794	273,039
AFLAC INC		29,400	1,339,464
AGCO CORP		40,400	2,249,068
AGEAS		17,566	789,167
AGILENT TECHNOLOGIES INC		19,840	1,338,406
AGIOS PHARMACEUTICALS INC		3,161	145,754
AGREE REALTY CORP		54,161	3,201,998
AIA GROUP LTD		170,800	1,417,998
AIMMUNE THERAPEUTICS INC		17,327	414,462
AIR LEASE CORP		18,900	570,969
AIRBUS SE		1,926	184,855
ALAMOS GOLD INC		238,620	859,032
ALBANY INTERNATIONAL CORP		17,836	1,113,501
ALFRESA HOLDINGS CORP		8,000	204,384
ALIBABA GROUP HOLDING LTD		7,141	978,817
ALIGN TECHNOLOGY INC		5,285	1,106,838
ALIMENTATION COUCHE-TARD INC		17,354	862,872
ALKERMES PLC		19,200	566,592
ALLEGHANY CORP		3,324	2,071,916
ALLETE INC		77,172	5,882,050
ALLIANZ SE		13,547	2,712,262
ALLISON TRANSMISSION HOLDINGS		46,431	2,038,785
ALLSCRIPTS HEALTHCARE SOLUTION		389,067	3,750,606
ALLSTATE CORP/THE		61,877	5,112,897
ALLY FINANCIAL INC		158,729	3,596,799
ALPHABET INC-CL A		12,317	12,870,772
ALPHABET INC-CL C		17,234	17,847,703
ALPS ALPINE CO LTD		4,300	83,676
ALTERYX INC		18,900	1,123,983

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description	Shares or Units	Market Value
ALTRA INDUSTRIAL MOTION CORP	32,914	827,787
ALTRIA GROUP INC	12,929	638,563
AMAZON.COM INC	18,792	28,225,020
AMC NETWORKS INC	18,000	987,840
AMERICAN AIRLINES GROUP INC	31,000	995,410
AMERICAN INTERNATIONAL GROUP I	72,279	2,848,515
AMERICAN TOWER CORP	29,392	4,649,520
AMERICAN VANGUARD CORP	76,044	1,155,108
AMERIPRISE FINANCIAL INC	31,364	3,273,461
AMERIS BANCORP	7,300	231,191
AMERISOURCEBERGEN CORP	23,800	1,770,720
AMETEK INC	32,555	2,203,974
AMGEN INC	27,894	5,430,125
AMICUS THERAPEUTICS INC	83,230	797,343
AMKOR TECHNOLOGY INC	149,487	980,635
AMPHENOL CORP	27,277	2,209,983
ANA HOLDINGS INC	12,900	463,372
ANADARKO PETROLEUM CORP	38,913	1,705,946
ANALOG DEVICES INC	11,389	977,518
ANGLO AMERICAN PLC	8,105	180,417
ANNALY CAPITAL MANAGEMENT INC	77,300	759,086
AON PLC	29,337	4,264,426
AOZORA BANK LTD	1,900	56,715
AP MOLLER - MAERSK A/S	2,156	2,702,947
APACHE CORP	26,900	706,125
APARTMENT INVESTMENT & MANAGEM	5,924	259,945
APPLE INC	82,476	13,009,764
APPLIED MATERIALS INC	41,300	1,352,162
AQUA AMERICA INC	3,400	116,246
ARCHER-DANIELS-MIDLAND CO	9,355	383,274
ARCONIC INC	24,048	405,449
ARCUS BIOSCIENCES INC	24,300	261,711
ARENA PHARMACEUTICALS INC	16,232	632,236
ARGAN INC	10,963	414,840
ARMSTRONG WORLD INDUSTRIES INC	3,900	227,019
ARROW ELECTRONICS INC	37,000	2,551,150
ASCENDIS PHARMA A/S	3,873	242,643
ASGN INC	3,800	207,100
ASHLAND GLOBAL HOLDINGS INC	31,740	2,252,270
ASPEN TECHNOLOGY INC	47,462	3,900,427
ASSEMBLY BIOSCIENCES INC	13,313	301,140
ASSOCIATED BRITISH FOODS PLC	3,399	88,441
ASTELLAS PHARMA INC	426,400	5,446,836
ASTRAZENECA PLC	12,973	970,361
AT&T INC	36,144	1,031,550
ATCO LTD CL 1 NON-VTG	2,415	68,270
ATOS SE	13,117	1,071,821
ATRICURE INC	14,602	446,821
AUDENTES THERAPEUTICS INC	36,901	786,729
AURIZON HOLDINGS LTD	372,625	1,122,764
AURORA CANNABIS INC	55,711	276,556
AUSTRALIA & NEW ZEALAND BANKIN	26,844	462,249
AUTO TRADER GROUP PLC	16,940	98,122
AUTOMATIC DATA PROCESSING INC	6,280	823,434
AVANGRID INC	34,432	1,724,699
AVANOS MEDICAL INC	27,050	1,211,570
AVIVA PLC	47,558	227,440
AVNET INC	93,015	3,357,842
AVROBIO INC	9,894	164,735
AXA EQUITABLE HOLDINGS INC	108,474	1,803,923
AXA SA	203,608	4,389,284
AXALTA COATING SYSTEMS LTD	24,500	573,790
AXCELIS TECHNOLOGIES INC	109,026	1,940,663
AXIS CAPITAL HOLDINGS LTD	30,575	1,578,893
B&G FOODS INC	83,240	2,406,468

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description	Shares or Units	Market Value
BAE SYSTEMS PLC	362,436	2,119,660
BAKER HUGHES A GE CO	21,128	454,252
BANC OF CALIFORNIA INC	98,037	1,304,872
BANCO BILBAO VIZCAYA ARGENTARI	237,020	1,255,986
BANCORPSOUTH BANK	124,865	3,263,971
BANDAI NAMCO HOLDINGS INC	16,900	758,625
BANK OF AMERICA CORP	507,426	12,502,977
BANK OF IRELAND GROUP PLC	474,610	2,636,795
BANK OF NEW YORK MELLON CORP/T	48,900	2,301,723
BARCLAYS PLC	1,696,029	3,251,326
BASF SE	2,295	158,461
BAUSCH HEALTH COS INC	19,928	368,416
BAXTER INTERNATIONAL INC	27,506	1,810,445
BAYER AG	67,600	4,679,891
BAYTEX ENERGY CORP	59,762	105,181
BCE INC	2,471	97,570
BEACON ROOFING SUPPLY INC	63,989	2,029,731
BENEFITFOCUS INC	26,364	1,205,362
BEST BUY CO INC	28,100	1,488,176
BGP NPV +BGP	1,607,882	-
BHP GROUP LTD	48,616	1,171,544
BHP GROUP PLC	9,872	207,655
BIOGEN INC	12,069	3,631,803
BIOMARIN PHARMACEUTICAL INC	8,269	704,105
BJ'S WHOLESALE CLUB HOLDINGS I	10,300	228,248
BLACK HILLS CORP	48,579	3,049,790
BLACKBAUD INC	20,715	1,302,974
BLACKBERRY LIMITED	88,630	630,105
BLOOMIN' BRANDS INC	18,250	326,493
BLUCORA INC	77,535	2,065,532
BLUEPRINT MEDICINES CORP	12,663	682,662
BLUESCOPE STEEL LTD	69,785	538,450
BMC STOCK HOLDINGS INC	25,074	388,146
BNP PARIBAS SA	123,539	5,574,802
BOEING CO/THE	17,970	5,795,325
BOISE CASCADE CO	20,617	491,715
BOOKING HOLDINGS INC	2,655	4,573,025
BORGWARNER INC	27,500	955,350
BOSTON BEER CO INC/THE	1,177	283,469
BOSTON SCIENTIFIC CORP	66,530	2,351,170
BOX INC	26,900	454,072
BOYD GAMING CORP	33,900	704,442
BP PLC	1,638,307	10,348,234
BP PLC ADR	24,884	943,601
BRAMBLES LTD	59,828	427,507
BRISTOL-MYERS SQUIBB CO	129,546	6,733,801
BRITISH LAND CO PLC/THE	15,445	104,884
BROOKLINE BANCORP INC	109,589	1,514,520
BROTHER INDUSTRIES LTD	14,300	212,581
BROWN & BROWN INC	5,000	137,800
BRUKER CORP	34,885	1,038,526
BRUNSWICK CORP/DE	85,318	3,963,021
BT GROUP PLC	370,604	1,123,835
BURBERRY GROUP PLC	126,668	2,799,784
CABLE ONE INC	2,120	1,738,612
CABOT CORP	65,735	2,822,661
CACI INTERNATIONAL INC	9,355	1,347,401
CACTUS INC	11,049	302,853
CADENCE BANCORP	25,174	422,420
CADENCE DESIGN SYSTEMS INC	16,296	708,550
CAESARSTONE LTD	84,940	1,153,485
CAIXABANK SA	17,559	63,510
CALITHERA BIOSCIENCES INC	40,679	163,123
CALLON PETROLEUM CO	45,998	298,527
CALTEX AUSTRALIA LTD	47,577	853,432

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description	Shares or Units	Market Value
CAMDEN PROPERTY TRUST	10,500	924,525
CANADIAN IMPERIAL BK OF COMM	1,948	145,023
CANADIAN NATIONAL RAILWAY CO	2,174	160,941
CANADIAN PACIFIC RAILWAY LTD	13,912	2,471,049
CAPGEMINI SE	972	96,447
CAPITAL ONE FINANCIAL CORP	103,457	7,820,315
CARBON BLACK INC	57,977	778,051
CARDINAL HEALTH INC	18,722	835,001
CARDIOVASCULAR SYSTEMS INC	21,965	625,783
CARDLYTICS INC	23,075	249,902
CARDTRONICS PLC	75,607	1,965,782
CARGURUS INC	32,565	1,098,417
CARPENTER TECHNOLOGY CORP	37,324	1,329,108
CARREFOUR SA	14,823	252,649
CARRIZO OIL & GAS INC	73,615	831,113
CASEY'S GENERAL STORES INC	4,965	636,215
CBRE GROUP INC	84,378	3,378,495
CBS CORP	20,400	891,888
CDW CORP/DE	10,122	820,388
CELANESE CORP	9,940	894,302
CELGENE CORP	48,500	3,108,365
CENOVUS ENERGY INC	137,408	965,978
CENTENE CORP	10,240	1,180,672
CENTERSTATE BANK CORP	120,710	2,539,738
CENTRAL GARDEN & PET CO	66,015	2,062,969
CENTRICA PLC	850,743	1,461,650
CGI GROUP INC CL A SUB-VTG	26,210	1,602,383
CH ROBINSON WORLDWIDE INC	8,300	697,947
CHARLES RIVER LABORATORIES INT	17,050	1,929,719
CHARLES SCHWAB CORP/THE	34,606	1,437,187
CHARTER COMMUNICATIONS INC	750	213,728
CHARTER HALL OFF SCC	315,661	-
CHEFS' WAREHOUSE INC/THE	46,613	1,490,684
CHEMOURS CO/THE	56,800	1,602,896
CHESAPEAKE ENERGY CORP	207,300	435,330
CHESAPEAKE LODGING TRUST	33,171	807,714
CHEVRON CORP	36,227	3,941,135
CHIPOTLE MEXICAN GRILL INC	3,704	1,599,350
CIE DE SAINT-GOBAIN	78,433	2,614,954
CIE GENERALE DES ETABLISSEMENT	38,024	3,768,601
CIENA CORP	32,100	1,088,511
CIGNA CORP	5,901	1,120,785
CIMIC GROUP LTD	66,040	2,018,225
CINEMARK HOLDINGS INC	22,714	813,161
CIRCOR INTERNATIONAL INC	12,130	258,369
CIRRUS LOGIC INC	55,115	1,828,716
CISCO SYSTEMS INC	117,700	5,099,941
CIT GROUP INC	21,900	838,113
CITIGROUP INC	163,228	8,497,650
CITIZENS FINANCIAL GROUP INC	136,440	4,056,361
CITRIX SYSTEMS INC	35,306	3,617,453
CK ASSET HOLDINGS LTD	529,948	3,878,486
CK HUTCHISON HOLDINGS LTD	439,448	4,220,847
CLEAN HARBORS INC	56,545	2,790,496
CLEARSIDE BIOMEDICAL INC	14,557	15,576
CLOUDERA INC	86,082	952,067
CLP HOLDINGS LTD	80,000	904,290
CNO FINANCIAL GROUP INC	168,371	2,505,360
CNP ASSURANCES	37,933	803,085
CNX RESOURCES CORP	94,000	1,073,480
COBHAM PLC	1,545,524	1,923,500
COCA-COLA HBC AG	52,134	1,628,076
COGNIZANT TECHNOLOGY SOLUTIONS	43,252	2,745,637
COHEN & STEERS INC	33,909	1,163,757
COHU INC	28,278	454,427

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description	Shares or Units	Market Value
COLES GROUP LTD	18,791	155,307
COLFAX CORP	11,700	244,530
COLGATE-PALMOLIVE CO	32,783	1,951,244
COLOPLAST A/S	2,123	196,756
COMCAST CORP	58,307	1,985,353
COMERICA INC	8,400	576,996
COMFORTDELGRO CORP LTD	94,200	148,591
COMMERCE BANCSHARES INC/MO	40,214	2,266,860
COMMERCIAL METALS CO	131,623	2,108,600
COMMERZBANK AG	11,830	78,206
COMMScope HOLDING CO INC	25,800	422,862
COMMVAULT SYSTEMS INC	37,806	2,233,957
CONCHO RESOURCES INC	7,078	727,548
CONMED CORP	6,648	426,802
CONOCOPHILLIPS	56,082	3,496,713
CONSTELLATION BRANDS INC	13,971	2,246,816
CONSTELLATION SOFTWARE INC	2,768	1,771,009
CONTINENTAL RESOURCES INC/OK	17,100	687,249
CORECIVIC INC	108,800	1,939,904
CORNERSTONE ONDEMAND INC	16,000	806,880
CORNING INC	38,600	1,166,106
COSTAR GROUP INC	751	253,342
COSTCO WHOLESALE CORP	29,768	6,064,039
COVESTRO AG	47,671	2,353,099
CRANE CO	3,700	267,066
CRAY INC	53,831	1,162,211
CREDIT AGRICOLE SA	146,687	1,581,272
CREE INC	6,918	295,917
CRH PLC	102,804	2,714,721
CRISPR THERAPEUTICS AG	8,292	236,902
CROWN RESORTS LTD	50,442	421,162
CSL LTD	4,505	587,239
CSX CORP	19,400	1,205,322
CULLEN/FROST BANKERS INC	26,100	2,295,234
CUMMINS INC	14,900	1,991,236
CURTISS-WRIGHT CORP	4,190	427,883
CVS HEALTH CORP	15,123	990,859
CYTOMX THERAPEUTICS INC	18,400	277,840
DAI-ICHI LIFE HOLDINGS INC	18,500	289,687
DAIWA HOUSE INDUSTRY CO LTD	9,200	293,320
DANA INC	132,361	1,804,080
DANAHER CORP	54,254	5,594,672
DANSKE BANK A/S	11,448	226,051
DARDEN RESTAURANTS INC	5,410	540,243
DARLING INGREDIENTS INC	7,816	150,380
DASSAULT SYSTEMES SE	1,722	204,134
DAVE & BUSTER'S ENTERTAINMENT	21,575	961,382
DBS GROUP HOLDINGS LTD	8,200	142,522
DECKERS OUTDOOR CORP	17,044	2,180,780
DEL TACO RESTAURANTS INC	56,581	565,244
DELEK US HOLDINGS INC	11,935	388,007
DELPHI TECHNOLOGIES PLC	45,400	650,128
DELTA AIR LINES INC	81,677	4,075,682
DEUTSCHE BOERSE AG	3,170	380,316
DEUTSCHE LUFTHANSA AG	52,126	1,173,880
DEUTSCHE TELEKOM AG	3,912	66,275
DEUTSCHE WOHNEN SE	5,644	258,078
DEVON ENERGY CORP	5,700	128,478
DEXUS	15,079	112,738
DHT HOLDINGS INC	461,801	1,810,260
DICK'S SPORTING GOODS INC	23,000	717,600
DIRECT LINE INSURANCE GROUP PL	77,139	313,104
DISCOVER FINANCIAL SERVICES	57,000	3,361,860
DOLLAR GENERAL CORP	2,683	289,979
DOLLAR TREE INC	16,956	1,531,466

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description	Shares or Units	Market Value
DOMINO'S PIZZA INC	20,730	5,140,833
DOMTAR CORP	67,656	2,376,755
DORIAN LPG LTD	131,288	765,409
DOUGLAS EMMETT INC	68,777	2,347,359
DOVER CORP	24,342	1,727,065
DRAEGERWERK AG & CO KGAA	77	3,627
E*TRADE FINANCIAL CORP	28,700	1,259,356
E.ON SE	571,683	5,637,912
EAST WEST BANCORP INC	47,192	2,054,268
EASTMAN CHEMICAL CO	21,100	1,542,621
EATON CORP PLC	11,800	810,188
EBAY INC	23,955	672,417
EDENRED	3,075	112,873
EDGEWELL PERSONAL CARE CO	64,957	2,426,144
EDISON INTERNATIONAL	44,704	2,537,846
EDWARDS LIFESCIENCES CORP	12,822	1,963,946
EISAI CO LTD	8,000	619,933
ELANCO ANIMAL HEALTH INC	4,583	144,502
ELECTRICITE DE FRANCE SA	26,942	425,023
ELECTRONIC ARTS INC	66,535	5,250,277
ELI LILLY & CO	14,077	1,628,990
ELISA OYJ	1,573	64,878
EMCOR GROUP INC	54,714	3,265,879
EMPIRE CO LTD CL A NON-VTG	3,361	70,946
ENDESA SA	53,509	1,231,328
ENDO INTERNATIONAL PLC	29,815	217,650
ENEL SPA	304,894	1,758,034
ENERPLUS CORP	105,120	815,731
ENERSYS	24,694	1,916,501
ENGIE SA	190,302	2,724,735
ENI SPA	521,461	8,195,295
ENTEGRIS INC	90,035	2,511,526
ENTERGY CORP	32,447	2,792,713
EOG RESOURCES INC	14,880	1,297,685
EQUINIX INC	4,730	1,667,609
ESSENT GROUP LTD	18,558	634,312
ESSITY AB	4,123	101,193
ESTEE LAUDER COS INC/THE	30,470	3,964,147
ETSY INC	6,033	286,990
EVERBRIDGE INC	14,578	827,447
EVERCORE INC	21,263	1,521,580
EVEREST RE GROUP LTD	9,200	2,003,392
EVO PAYMENTS INC	10,800	266,436
EXELON CORP	110,666	4,991,037
EXLSERVICE HOLDINGS INC	51,282	2,698,459
EXXON MOBIL CORP	96,650	6,590,564
EZAKI GLICO CO LTD	70,300	3,575,391
F5 NETWORKS INC	15,800	2,560,074
FABRINET	19,964	1,024,353
FACEBOOK INC	74,183	9,724,649
FAIRFAX FINANCIAL HOLDINGS LTD SUB-VTG	542	238,491
FALCON MINERALS CORP	40,903	347,676
FAMILYMART UNY HOLDINGS CO LTD	1,100	139,461
FAST RETAILING CO LTD	400	205,514
FCB FINANCIAL HOLDINGS INC	47,879	1,607,777
FEDEX CORP	4,800	774,384
FERGUSON PLC	1,791	114,439
FERRO CORP	94,958	1,488,941
FERROGLOBE PLC	104,099	165,517
FIDELITY NATIONAL INFORMATION	29,941	3,070,450
FIDELITY SOUTHERN CORP	93,488	2,432,558
FIFTH THIRD BANCORP	36,960	869,669
FINISAR CORP	76,304	1,648,166
FINNING INTERNATIONAL INC	34,630	603,451
FIREEYE INC	58,400	946,664

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description	Shares or Units	Market Value
FIRST AMERICAN FINANCIAL CORP	24,300	1,084,752
FIRST BANCORP/PUERTO RICO	102,847	884,484
FIRST BANCSHARES INC/THE	57,043	1,725,551
FIRST MIDWEST BANCORP INC/IL	75,512	1,495,893
FIRSTENERGY CORP	53,900	2,023,945
FISERV INC	84,291	6,194,546
FIVE POINT HOLDINGS LLC	61,295	425,387
FIVE PRIME THERAPEUTICS INC	12,600	117,180
FLEETCOR TECHNOLOGIES INC	11,256	2,090,464
FLEX LTD	214,280	1,630,671
FLIR SYSTEMS INC	16,935	737,350
FLUOR CORP	37,700	1,213,940
FNB CORP/PA	85,500	841,320
FOOT LOCKER INC	34,939	1,858,755
FORD MOTOR CO	611,086	4,674,808
FORESCOUT TECHNOLOGIES INC	38,034	988,504
FORMFACTOR INC	208,654	2,939,935
FORTINET INC	63,200	4,451,176
FORTIVE CORP	26,735	1,808,890
FORTUM OYJ	2,930	63,974
FORTY SEVEN INC	44,598	701,081
FRANKLIN RESOURCES INC	53,918	1,599,208
FRESENIUS MEDICAL CARE AG & CO	26,914	1,742,628
FRESENIUS SE & CO KGAA	5,816	281,766
FRESHPET INC	32,526	1,046,036
FRP HOLDINGS INC	23,190	1,066,972
FUJI ELECTRIC CO LTD	3,400	100,561
FUJITSU LTD	8,600	536,701
G1 THERAPEUTICS INC	26,295	503,549
GALP ENERGIA SGPS SA	73,430	1,157,973
GENERAL ELECTRIC CO	392,439	2,970,763
GENERAL MOTORS CO	50,800	1,699,260
GENMARK DIAGNOSTICS INC	78,686	382,414
GENTING SINGAPORE LTD	193,600	138,489
GERRESHEIMER AG	14,112	923,565
GILDAN ACTIVEWEAR INC	17,747	538,761
GILEAD SCIENCES INC	25,200	1,576,260
GLAXOSMITHKLINE PLC	93,127	1,768,661
GLOBAL BLOOD THERAPEUTICS INC	20,413	837,954
GLOBAL PAYMENTS INC	30,844	3,180,942
GLOBANT SA	25,188	1,418,588
GLOBUS MEDICAL INC	33,372	1,444,340
GLYCOMIMETICS INC	53,691	508,454
GOLDMAN SACHS GROUP INC/THE	7,699	1,286,118
GOODMAN GROUP	27,491	205,729
GOODYEAR TIRE & RUBBER CO/THE	43,300	883,753
GPT GROUP/THE	27,315	102,687
GRAND CANYON EDUCATION INC	9,767	938,999
GRANITE CONSTRUCTION INC	80,037	3,223,890
GREEN PLAINS INC	145,426	1,906,535
GREENBRIER COS INC/THE	48,950	1,935,483
GROUPON INC	70,215	224,688
GULFPORT ENERGY CORP	33,124	216,962
H LUNDBECK A/S	11,697	511,389
HAEMONETICS CORP	20,265	2,027,513
HALCON RESOURCES CORP	72,870	123,879
HALLIBURTON CO	74,299	1,974,867
HALOZYME THERAPEUTICS INC	7,700	112,651
HAMILTON LANE INC	39,237	1,451,769
HAMMERSON PLC	2,555	10,719
HANCOCK WHITNEY CORP	35,900	1,243,935
HANNON ARMSTRONG SUSTAINABLE I	31,089	592,245
HANNOVER RUECK SE	2,106	283,360
HANOVER INSURANCE GROUP INC/TH	19,240	2,246,655
HARTFORD FINANCIAL SERVICES GR	36,535	1,623,981

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description	Shares or Units	Market Value
HCA HEALTHCARE INC	20,300	2,526,335
HD SUPPLY HOLDINGS INC	54,077	2,028,969
HEALTH EQUITY INC	21,400	1,276,510
HELIX ENERGY SOLUTIONS GROUP I	78,852	426,589
HENDERSON LAND DEVELOPMENT CO	131,370	654,388
HERBALIFE NUTRITION LTD	17,735	1,045,478
HERCULES OFFSHORE INC ESCROW	22,864	-
HERMAN MILLER INC	28,430	860,008
HERMES INTERNATIONAL	975	540,344
HEWLETT PACKARD ENTERPRISE CO	250,656	3,311,166
HILLENBRAND INC	13,077	496,011
HILLTOP HOLDINGS INC	100,306	1,788,456
HILTON WORLDWIDE HOLDINGS INC	49,346	3,543,043
HITACHI HIGH-TECHNOLOGIES CORP	13,900	437,720
HITACHI LTD	74,200	1,985,272
HMS HOLDINGS CORP	81,114	2,281,737
HNI CORP	6,500	230,295
HOLLYFRONTIER CORP	15,327	783,516
HONG KONG EXCHANGES & CLEARING	17,000	492,020
HOPE BANCORP INC	63,200	749,552
HORIZON BANCORP INC/IN	76,391	1,205,450
HOSPITALITY PROPERTIES TRUST	17,357	414,485
HOST HOTELS & RESORTS INC	74,500	1,241,915
HOSTESS BRANDS INC	138,592	1,516,196
HOUGHTON MIFFLIN HARCOURT CO	213,348	1,890,263
HOYA CORP	11,600	699,394
HP INC	205,705	4,208,724
HSBC HOLDINGS PLC	533,297	4,393,790
HUBSPOT INC	10,952	1,376,995
HUMANA INC	15,824	4,533,260
HUNTINGTON BANCSHARES INC/OH	114,900	1,369,608
HUNTINGTON INGALLS INDUSTRIES	7,600	1,446,356
HUNTSMAN CORP	79,400	1,531,626
HURON CONSULTING GROUP INC	36,298	1,862,450
HUSKY ENERGY INC	260,209	2,688,204
IAC/INTERACTIVECORP	3,374	617,577
IBERDROLA SA	85,814	688,454
IBERIABANK CORP	63,505	4,082,101
ICON PLC	4,733	611,551
IDEMITSU KOSAN CO LTD	1,900	62,517
IDEXX LABORATORIES INC	5,973	1,111,097
II-VI INC	23,029	747,521
ILLUMINA INC	3,660	1,097,744
IMERYS SA	1,300	62,386
INCYTE CORP	17,200	1,093,748
INDEPENDENT BANK GROUP INC	33,000	1,510,410
INDUSTRIAL ALLIANCE INS & FINL	5,768	184,003
INFINEON TECHNOLOGIES AG	83,420	1,655,954
ING GROEP NV	351,128	3,777,098
INGERSOLL-RAND PLC	13,200	1,204,236
INGEVITY CORP	21,730	1,818,584
INGREDION INC	25,307	2,313,060
INNOVATIVE INDUSTRIAL PROPERTI	20,534	932,038
INPHI CORP	16,709	537,194
INSPERITY INC	26,430	2,467,505
INSPIRE MEDICAL SYSTEMS INC	5,300	223,925
INSTALLED BUILDING PRODUCTS INC	41,244	1,389,510
INSULET CORP	9,561	758,379
INTEGRATED DEVICE TECHNOLOGY I	26,428	1,279,908
INTEL CORP	124,082	5,823,168
INTER PARFUMS INC	31,442	2,061,652
INTERACTIVE BROKERS GROUP INC	42,850	2,341,753
INTERCONTINENTAL EXCHANGE INC	53,792	4,052,151
INTERDIGITAL INC	21,973	1,459,666
INTERNATIONAL BUSINESS MACHINE	9,900	1,125,333

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description	Shares or Units	Market Value
INTERNATIONAL CONSOLIDATED AIR	194,076	1,535,257
INTERPUBLIC GROUP OF COS INC/T	101,907	2,102,341
INTERSECT ENT INC	17,180	484,132
INTESA SANPAOLO SPA	229,928	509,861
INTUIT INC	41,193	8,108,842
INTUITIVE SURGICAL INC	7,220	3,457,802
INVESCO LTD	18,329	306,827
INVESTEC PLC	46,580	261,679
INVESTOR AB	6,971	295,325
INVITAE CORP	36,931	408,457
IROBOT CORP	8,750	732,725
ITOCHU CORP	42,800	728,320
ITRON INC	81,741	3,865,532
J2 GLOBAL INC	8,588	595,835
JABIL INC	179,336	4,445,739
JACK IN THE BOX INC	27,664	2,147,556
JAGGED PEAK ENERGY INC	88,257	804,904
JAMES RIVER GROUP HOLDINGS LTD	47,500	1,735,650
JAPAN AIRLINES CO LTD	58,300	2,067,587
JAPAN POST HOLDINGS CO LTD	39,900	460,042
JAPAN REAL ESTATE INVESTMENT C	21	117,905
JAPAN RETAIL FUND INVESTMENT C	67	134,043
JAZZ PHARMACEUTICALS PLC	7,700	954,492
JB HUNT TRANSPORT SERVICES INC	11,030	1,026,231
JELD-WEN HOLDING INC	107,741	1,531,000
JETBLUE AIRWAYS CORP	121,682	1,954,213
JFE HOLDINGS INC	14,100	225,800
JM SMUCKER CO/THE	10,400	972,296
JOHN WILEY & SONS INC	13,191	619,581
JOHNSON & JOHNSON	68,636	8,857,476
JOHNSON MATTHEY PLC	75,008	2,673,890
JONES LANG LASALLE INC	13,840	1,752,144
JOUNCE THERAPEUTICS INC	21,355	71,966
JPMORGAN CHASE & CO	105,131	10,262,888
JUNIPER NETWORKS INC	130,782	3,519,344
JXTG HOLDINGS INC	271,000	1,424,470
KAISER ALUMINUM CORP	14,167	1,264,971
KAJIMA CORP	39,600	533,462
KAKAKU.COM INC	8,700	153,994
KALA PHARMACEUTICALS INC	30,374	148,529
KAMIGUMI CO LTD	19,200	394,797
KARYOPHARM THERAPEUTICS INC	82,579	773,765
KBC GROUP NV	1,028	66,608
KBR INC	93,700	1,422,366
KDDI CORP	5,100	121,974
KELLOGG CO	32,251	1,838,630
KENNEDY-WILSON HOLDINGS INC	77,723	1,412,227
KERING SA	665	312,896
KERRY PROPERTIES LTD	404,000	1,380,319
KEYCORP	118,825	1,756,234
KINGFISHER PLC	751,941	1,987,170
KIRIN HOLDINGS CO LTD	79,500	1,665,504
KKR & CO INC	42,248	829,328
KLEPIERRE SA	2,669	82,257
KNOLL INC	52,500	865,200
KOHL'S CORP	21,400	1,419,676
KONINKLIJKE AHOLD DELHAIZE NV	140,527	3,546,204
KONINKLIJKE DSM NV	12,438	1,015,770
KONINKLIJKE PHILIPS NV	22,476	794,698
KORN FERRY	1,400	55,356
KOSE CORP	3,000	471,950
KOSMOS ENERGY LTD	25,600	104,192
KROGER CO/THE	116,129	3,193,548
KRONOS WORLDWIDE INC	36,600	421,632
KYOCERA CORP	3,100	155,629

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description	Shares or Units	Market Value
L3 TECHNOLOGIES INC	2,821	489,895
LAKELAND BANCORP INC	160,484	2,376,768
LAM RESEARCH CORP	8,000	1,089,360
LAMB WESTON HOLDINGS INC	17,642	1,297,746
LAND SECURITIES GROUP PLC REIT	11,650	119,352
LANDIS+GYR GROUP AG	42,262	2,364,323
LANDSTAR SYSTEM INC	45,316	4,335,382
LANXESS AG	34,097	1,566,915
LAREDO PETROLEUM INC	80,200	290,324
LATTICE SEMICONDUCTOR CORP	106,885	739,644
LAZARD LTD	58,780	2,169,570
LA-Z-BOY INC	27,700	767,567
LEAR CORP	26,943	3,310,217
LEGG MASON INC	29,700	757,647
LENDLEASE GROUP	11,587	94,869
LENNOX INTERNATIONAL INC	6,100	1,335,046
LEVEL ONE BANCORP INC	65,926	1,478,720
LHC GROUP INC	19,653	1,845,024
LI & FUNG LTD	1,046,000	164,328
LIBERTY EXPEDIA HOLDINGS INC	26,706	1,044,472
LIBERTY MEDIA CORP-LIBERTY BRA	63,151	1,571,828
LIBERTY OILFIELD SERVICES INC	19,120	247,604
LIBERTY PROPERTY TRUST	49,200	2,060,496
LIBERTY TRIPADVISOR HOLDINGS I	38,707	615,054
LIGAND PHARMACEUTICALS INC	4,719	640,368
LINCOLN ELECTRIC HOLDINGS INC	30,900	2,436,465
LINCOLN NATIONAL CORP	63,999	3,283,789
LINDBLAD EXPEDITIONS HOLDINGS	87,081	1,172,110
LINDE PLC	4,687	742,343
LINK REIT	36,500	369,692
LIVANOVA PLC	9,965	911,499
LLOYDS BANKING GROUP PLC	1,291,899	853,120
LOBLAW COMPANIES LTD	3,545	158,614
LOCKHEED MARTIN CORP	12,920	3,382,973
LONDON STOCK EXCHANGE GROUP PL	5,135	265,652
L'OREAL SA	266	61,180
LOUISIANA-PACIFIC CORP	11,560	256,863
LOXO ONCOLOGY INC	8,561	1,199,139
LPL FINANCIAL HOLDINGS INC	21,200	1,294,896
LULULEMON ATHLETICA INC	14,523	1,766,142
LYONDELLBASELL INDUSTRIES NV	40,033	3,329,144
MACQUARIE GROUP LTD	6,377	487,774
MACY'S INC	34,900	1,039,322
MAGNA INTL INC	39,159	1,776,749
MAGNOLIA OIL & GAS CORP	49,972	560,186
MALLINCKRODT PLC	54,000	853,200
MANHATTAN ASSOCIATES INC	40,519	1,716,790
MANPOWERGROUP INC	45,100	2,922,480
MANTECH INTERNATIONAL CORP/VA	17,179	898,376
MANULIFE FINANCIAL CORP	43,413	615,690
MAPFRE SA	415,925	1,103,078
MARATHON OIL CORP	14,500	207,930
MARATHON PETROLEUM CORP	68,238	4,026,750
MARRIOTT INTERNATIONAL INC/MD	21,061	2,286,382
MARUBENI CORP	10,700	75,329
MASCO CORP	70,032	2,047,736
MASIMO CORP	17,296	1,857,072
MASTERCARD INC	87,007	16,413,871
MATADOR RESOURCES CO	33,144	514,726
MATRIX SERVICE CO	15,138	271,576
MAXIMUS INC	29,400	1,913,646
MAXLINEAR INC	17,400	306,240
MBIA INC	105,325	939,499
MCKESSON CORP	36,236	4,002,991
MDC HOLDINGS INC	29,000	815,190

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description	Shares or Units	Market Value
MDU RESOURCES GROUP INC	47,700	1,137,168
MEDICAL PROPERTIES TRUST INC	55,100	886,008
MEDIOBANCA BANCA DI CREDITO FI	7,821	65,946
MEDNAX INC	15,900	524,700
MEDTRONIC PLC	55,621	5,059,286
MEGGITT PLC	41,501	248,950
MERCK & CO INC	134,982	10,313,975
MERCK KGAA	30,666	3,154,324
MERCURY SYSTEMS INC	28,607	1,352,825
MERIT MEDICAL SYSTEMS INC	32,223	1,798,366
MERSANA THERAPEUTICS INC	29,096	118,712
MESA LABORATORIES INC	2,837	591,202
METHANEX CORP	34,998	1,683,438
METLIFE INC	63,703	2,615,645
MGIC INVESTMENT CORP	395,942	4,141,553
MICHAELS COS INC/THE	58,500	792,090
MICRON TECHNOLOGY INC	43,593	1,383,206
MICROSOFT CORP	295,442	30,008,044
MILACRON HOLDINGS CORP	126,605	1,505,333
MINDBODY INC	24,378	887,359
MINERVA NEUROSCIENCES INC	12,770	86,070
MITSUBISHI CORP	30,500	839,539
MITSUBISHI ELECTRIC CORP	31,000	343,722
MITSUBISHI ESTATE CO LTD	19,000	299,508
MITSUBISHI GAS CHEMICAL CO INC	29,900	451,028
MITSUBISHI UFJ FINANCIAL GROUP	354,000	1,735,557
mitsui & co ltd	44,700	688,742
mitsui fudosan co ltd	173,800	3,873,135
MIZUHO FINANCIAL GROUP INC	415,300	644,630
MOLINA HEALTHCARE INC	22,690	2,637,032
MOLSON COORS BREWING CO	17,100	960,336
MONARCH CASINO & RESORT INC	22,477	857,273
MONCLER SPA	2,017	66,705
MONGODB INC	9,917	830,450
MONSTER BEVERAGE CORP	10,285	506,228
MOOG INC	31,688	2,455,186
MORGAN STANLEY	98,597	3,909,371
MOTOROLA SOLUTIONS INC	7,980	918,019
MS&AD INSURANCE GROUP HOLDINGS	7,500	214,100
MSCI INC	13,354	1,968,780
MUENCHENER RUECKVERSICHERUNGS-	1,504	327,612
MURPHY OIL CORP	51,500	1,204,585
MYLAN NV SHS EURO	85,509	2,342,947
MYOKARDIA INC	27,061	1,322,200
NANOSTRING TECHNOLOGIES INC	30,605	453,872
NATIONAL INSTRUMENTS CORP	61,441	2,788,193
NATIONAL OILWELL VARCO INC	45,895	1,179,502
NATIONAL STORAGE AFFILIATES TR	273,533	7,237,683
NATIONAL VISION HOLDINGS INC	14,009	394,634
NAVIENT CORP	71,086	626,268
NAVISTAR INTERNATIONAL CORP	7,700	199,815
NEOGENOMICS INC	46,267	583,427
NEON THERAPEUTICS INC	18,983	95,484
NESTE OYJ	33,295	2,563,801
NESTLE SA	59,397	4,808,156
NETAPP INC	29,700	1,772,199
NETFLIX INC	19,988	5,349,988
NETSCOUT SYSTEMS INC	48,300	1,141,329
NEW JERSEY RESOURCES CORP	50,781	2,319,168
NEW YORK TIMES CO/THE	65,494	1,459,861
NEWCREST MINING LTD	4,031	61,865
NEWELL BRANDS INC	86,098	1,600,562
NEWFIELD EXPLORATION CO	34,800	510,168
NEWS CORP	125,130	1,420,226
NEXON CO LTD	72,600	935,003

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description	Shares or Units	Market Value
NEXPOINT RESIDENTIAL TRUST INC	81,008	2,839,330
NIKE INC	87,067	6,455,147
NIKON CORP	33,600	500,715
NIPPON BUILDING FUND INC	23	144,857
NIPPON EXPRESS CO LTD	13,500	753,042
NIPPON TELEGRAPH & TELEPHONE C	48,900	1,997,628
NLIGHT INC	10,823	192,433
NMI HOLDINGS INC	97,183	1,734,717
NN GROUP NV	63,960	2,544,432
* NOKIA OYJ	57,040	327,983
NOMURA REAL ESTATE MASTER FUND	75	98,710
NOMURA RESEARCH INSTITUTE LTD	2,000	74,283
NORTHERN TRUST CORP	18,420	1,539,728
NOVARTIS AG	83,888	7,151,499
NOVO NORDISK A/S	93,657	4,273,994
NRG ENERGY INC	6,900	273,240
NTT DOCOMO INC	21,600	486,770
NU SKIN ENTERPRISES INC	48,287	2,961,442
NUVASIVE INC	17,966	890,395
NVIDIA CORP	4,383	585,131
NXP SEMICONDUCTORS NV	21,700	1,590,176
OASIS PETROLEUM INC	80,100	442,953
OCCIDENTAL PETROLEUM CORP	34,611	2,124,423
OCEANFIRST FINANCIAL CORP	50,369	1,133,806
OLD REPUBLIC INTERNATIONAL COR	64,600	1,328,822
OLIN CORP	66,800	1,343,348
OLLIE'S BARGAIN OUTLET HOLDING	16,096	1,070,545
OLYMPUS CORP	3,200	98,437
OMNICELL INC	29,571	1,810,928
OMNICOM GROUP INC	32,296	2,365,359
OMNOVA SOLUTIONS INC	187,644	1,375,431
OMRON CORP	56,400	2,056,237
ON SEMICONDUCTOR CORP	61,100	1,008,761
ONE GAS INC	25,399	2,021,760
ONTEX GROUP NV	120,988	2,475,703
OPEN TEXT CORPORATION	5,580	181,806
ORACLE CORP	67,655	3,054,623
ORACLE CORP JAPAN	2,900	185,025
ORASURE TECHNOLOGIES INC	45,933	536,497
ORBCOMM INC	177,595	1,466,935
ORIX CORP	38,900	569,238
ORSTED A/S	19,524	1,303,105
OTONOMY INC	61,025	112,896
OTSUKA CORP	11,500	316,547
OUTFRONT MEDIA INC	57,106	1,034,761
OWENS-ILLINOIS INC	38,600	665,464
OXFORD IMMUNOTEC GLOBAL PLC	24,249	309,902
PACCAR INC	26,700	1,525,638
PACIRA PHARMACEUTICALS INC/DE	2,100	90,342
PALO ALTO NETWORKS INC	7,020	1,322,217
PANASONIC CORP	386,700	3,491,455
PAPA JOHN'S INTERNATIONAL INC	22,433	893,058
PARAGON OFFSHORE CLASS B LITIGATION STUBS	1,479	57,311
PARAGON OFFSHORE LITIGATION A SHARES	986	821
PARKER-HANNIFIN CORP	6,862	1,023,399
PATTERN ENERGY GROUP INC	32,644	607,831
PAYLOCITY HOLDING CORP	15,577	937,891
PAYPAL HOLDINGS INC	90,655	7,623,179
PBF ENERGY INC	113,393	3,704,549
PDC ENERGY INC	28,409	845,452
PEABODY ENERGY CORP	16,559	504,718
PEGASYSTEMS INC	15,319	732,708
PENSKE AUTOMOTIVE GROUP INC	19,300	778,176
PEPSICO INC	24,728	2,731,949
PERFORMANCE FOOD GROUP CO	144,007	4,647,106

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description	Shares or Units	Market Value
PERSIMMON PLC	3,306	81,263
PEUGEOT SA	47,749	1,017,724
PFIZER INC	334,133	14,584,905
PG&E CORP	17,800	422,750
PHASEBIO PHARMACEUTICALS INC	85,773	265,039
PHILIP MORRIS INTERNATIONAL IN	21,605	1,442,350
PHILLIPS 66	30,197	2,601,472
PILGRIM'S PRIDE CORP	52,100	808,071
PIONEER NATURAL RESOURCES CO	16,670	2,192,438
PLANET FITNESS INC	51,023	2,735,853
PNM RESOURCES INC	19,391	796,776
POLA ORBIS HOLDINGS INC	4,300	116,362
POLYONE CORP	106,203	3,037,406
POPULAR INC	53,582	2,530,142
PORTLAND GENERAL ELECTRIC CO	42,418	1,944,865
PORTOLA PHARMACEUTICALS INC	28,903	564,187
POST HOLDINGS INC	25,900	2,308,467
POTLATCHDELTIC CORP	26,166	827,892
PRA GROUP INC	50,617	1,233,536
PRIMERICA INC	16,410	1,603,421
PRINCIPIA BIOPHARMA INC	10,616	290,772
PRIORITY TECHNOLOGY HOLDINGS I	31,095	248,449
PROGRESSIVE CORP/THE	36,800	2,220,144
PROPETRO HOLDING CORP	61,361	755,968
PROTEOSTASIS THERAPEUTICS INC	49,400	160,056
PRUDENTIAL FINANCIAL INC	56,709	4,624,619
PS BUSINESS PARKS INC	35,781	4,687,311
PTC INC	8,218	681,272
PUBLIC SERVICE ENTERPRISE GROU	11,256	585,875
PULTEGROUP INC	41,500	1,078,585
PURE STORAGE INC	11,600	186,528
Q2 HOLDINGS INC	6,440	319,102
QEP RESOURCES INC	169,900	956,537
QIAGEN NV	47,142	1,623,099
QUALCOMM INC	8,054	458,353
QUANTA SERVICES INC	77,688	2,338,409
QUANTENNA COMMUNICATIONS INC	37,785	542,215
RA PHARMACEUTICALS INC	46,062	838,328
RADIAN GROUP INC	46,233	756,372
RADIUS HEALTH INC	35,416	584,010
RAMBUS INC	72,448	555,676
RAPID7 INC	20,780	647,505
RAYMOND JAMES FINANCIAL INC	20,300	1,510,523
RAYONIER INC	50,776	1,405,987
REA GROUP LTD	2,092	108,955
RED ELECTRICA CORP SA	4,895	109,089
REDWOOD TRUST INC	151,126	2,277,469
REGAL BELOIT CORP	12,900	903,645
REGENERON PHARMACEUTICALS INC	2,352	878,472
REGENXBIO INC	9,150	383,843
REGIONS FINANCIAL CORP	119,400	1,597,572
REINSURANCE GROUP OF AMERICA I	43,236	6,062,984
RELiance STEEL & ALUMINUM CO	16,086	1,144,841
RELX PLC	29,266	602,521
REPLIGEN CORP	14,631	771,639
RESOLUTE ENERGY CORP	8,447	244,794
RESONA HOLDINGS INC	212,200	1,022,560
REXFORD INDUSTRIAL REALTY INC	147,278	4,340,283
REXNORD CORP	23,334	535,515
RH	10,891	1,304,960
RHYTHM PHARMACEUTICALS INC	12,585	338,285
RIGEL PHARMACEUTICALS INC	76,299	175,488
RIO TINTO LTD	6,667	368,304
RIO TINTO PLC	45,845	2,177,880
ROBERT HALF INTERNATIONAL INC	23,689	1,355,011

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description	Shares or Units	Market Value
ROCHE HOLDING AG	45,120	11,140,402
ROGERS CORP	26,340	2,609,240
ROKU INC	13,885	425,436
ROLLS-ROYCE HOLDINGS PLC	20,851	220,413
ROPER TECHNOLOGIES INC	13,153	3,505,538
ROSS STORES INC	35,146	2,924,147
ROYAL BANK OF CANADA	870	59,520
ROYAL BANK OF SCOTLAND GROUP P	258,429	713,236
ROYAL CARIBBEAN CRUISES LTD	7,400	723,646
ROYAL DUTCH SHELL PLC A SHS	272,540	8,009,493
ROYAL DUTCH SHELL PLC ADR	66,846	3,895,116
ROYAL DUTCH SHELL PLC B SHS	77,368	2,305,740
ROYAL MAIL PLC	152,111	527,135
RWE AG	8,157	176,842
RYDER SYSTEM INC	38,400	1,848,960
RYOHIN KEIKAKU CO LTD	800	193,592
S&P GLOBAL INC	13,391	2,275,667
SAFRAN SA	3,536	426,046
SAIA INC	7,272	405,923
SALESFORCE.COM INC	66,191	9,066,181
SANDVIK AB	48,619	692,885
SANGAMO THERAPEUTICS INC	31,678	363,663
SANOI	82,141	7,104,435
SAP SE	34,629	3,441,223
SBM OFFSHORE NV	114,829	1,696,623
SCENTRE GROUP	84,484	231,959
SCHNEIDER ELECTRIC SE	2,960	202,076
SCHNEIDER NATIONAL INC	16,900	315,523
SCHWEITZER-MAUDUIT INTERNATION	41,010	1,027,301
SCIENCE APPLICATIONS INTERNATI	27,788	1,770,096
SCIENTIFIC GAMES CORP	25,600	457,728
SEAGATE TECHNOLOGY PLC	18,100	698,479
SEAWORLD ENTERTAINMENT INC	34,304	757,775
SEGRO PLC	27,398	205,387
SELECT BANCORP INC	47,816	591,962
SELECT MEDICAL HOLDINGS CORP	88,993	1,366,043
SEMGROUP CORP	73,458	1,012,251
SEMTECH CORP	4,032	184,948
SENSEONICS HOLDINGS INC	112,184	290,557
SERVICENOW INC	11,960	2,129,478
SES SA	43,560	832,085
SEVEN & I HOLDINGS CO LTD	106,300	4,634,124
SHAKE SHACK INC	10,188	462,739
SHERWIN-WILLIAMS CO/THE	11,319	4,453,574
SHIMAMURA CO LTD	800	61,250
SHIMIZU CORP	7,700	62,813
SHINSEI BANK LTD	21,800	260,094
SHIONOGI & CO LTD	12,800	731,612
SHIRE PLC	127,254	7,406,631
SHISEIDO CO LTD	11,300	709,835
SHOPIFY INC CL A SUB VTG	4,498	621,744
SIEMENS AG	37,042	4,123,513
SIEMENS HEALTHINEERS AG	1,507	62,957
SILICON LABORATORIES INC	20,385	1,606,542
SINGAPORE TELECOMMUNICATIONS L	2,298,600	4,941,231
SINO LAND CO LTD	296,000	507,363
SKANDINAVISKA ENSKILDA BANKEN	41,885	406,763
SKYLINE CHAMPION CORP	118,494	1,740,677
SM ENERGY CO	15,300	236,844
SMITH & NEPHEW PLC	29,346	547,171
SOCIETE GENERALE SA	13,047	414,926
SOFTBANK GROUP CORP	39,000	2,596,682
SOLID BIOSCIENCES INC	9,257	248,088
SOMPO HOLDINGS INC	2,900	98,645
SONOVA HOLDING AG	10,154	1,654,222

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description	Shares or Units	Market Value
SONY CORP	37,600	1,825,253
SOUTH32 LTD	41,472	97,808
SOUTHWEST GAS HOLDINGS INC	15,191	1,162,112
SPARK THERAPEUTICS INC	18,080	707,651
SPIRIT AEROSYSTEMS HOLDINGS IN	22,200	1,600,398
SPIRIT AIRLINES INC	35,724	2,069,134
SPIRIT MTA REIT	11,030	78,644
SPIRIT REALTY CAPITAL INC	76,110	2,682,878
SPLUNK INC	10,700	1,121,895
SPOTIFY TECHNOLOGY SA	4,335	492,023
SPROUTS FARMERS MARKET INC	25,747	605,312
SQUARE INC	12,671	710,716
SRC ENERGY INC	149,815	704,131
STANDARD CHARTERED PLC	672,680	5,220,027
STANDARD LIFE ABERDEEN PLC	186,164	608,750
STANLEY BLACK & DECKER INC	7,660	917,208
STARBUCKS CORP	86,686	5,582,578
STATE AUTO FINANCIAL CORP	29,115	991,075
STATE STREET CORP	13,300	838,831
STEEL DYNAMICS INC	46,906	1,409,056
STEVEN MADDEN LTD	56,141	1,698,827
STOCKLAND	36,855	91,330
STRYKER CORP	23,325	3,656,194
SUMITOMO CORP	15,100	214,908
SUMITOMO DAINIPPON PHARMA CO L	29,700	946,101
SUMITOMO HEAVY INDUSTRIES LTD	17,600	525,361
SUMITOMO METAL MINING CO LTD	37,400	1,004,753
SUMITOMO MITSUI FINANCIAL GROU	118,000	3,920,248
SUMITOMO RUBBER INDUSTRIES LTD	148,100	1,754,819
SUMMIT MATERIALS INC	48,465	600,966
SUN HUNG KAI PROPERTIES LTD	82,000	1,168,833
SUNCOR ENERGY INC	41,169	1,149,344
SUNDRUG CO LTD	1,900	56,715
SUNTORY BEVERAGE & FOOD LTD	108,700	4,914,114
SUNTRUST BANKS INC	29,200	1,472,848
SUZUKEN CO LTD/AICHI JAPAN	3,400	173,231
SVMK INC	33,388	409,671
SWEDBANK AB	10,931	243,813
SWEDISH MATCH AB	49,708	1,957,293
SWISS LIFE HOLDING AG	2,023	776,940
SYNAPTICS INC	34,800	1,294,908
SYNDAX PHARMACEUTICALS INC	47,435	211,086
SYNEOS HEALTH INC	81,303	3,199,273
SYNLOGIC INC	72,132	505,645
SYNOPSIS INC	9,400	791,856
SYNOVUS FINANCIAL CORP	83,912	2,684,345
TABLEAU SOFTWARE INC	14,800	1,776,000
TAIHEIYO CEMENT CORP	89,600	2,772,565
TAISEI CORP	28,200	1,209,324
TARGET CORP	21,400	1,414,326
TAYLOR WIMPEY PLC	145,017	251,645
TCF FINANCIAL CORP	65,700	1,280,493
TD AMERITRADE HOLDING CORP	16,000	783,360
TECH DATA CORP	34,300	2,806,083
TEGNA INC	163,525	1,777,517
TELADOC HEALTH INC	44,057	2,183,905
TELE2 AB	4,991	63,585
TELEFONAKTIEBOLAGET LM ERICSSO	36,446	320,316
TELEFONICA DEUTSCHLAND HOLDING	563,823	2,203,018
TELENOR ASA	63,636	1,230,956
TELEPERFORMANCE	613	97,825
TELEPHONE & DATA SYSTEMS INC	58,433	1,901,410
TELIA CO AB	80,843	382,793
TENNECO INC	14,600	399,894
TERADATA CORP	82,636	3,169,917

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description	Shares or Units	Market Value
TERADYNE INC	40,200	1,261,476
TEREX CORP	46,000	1,268,220
TESCO PLC	85,354	206,652
TEVA PHARMACEUTICAL INDUSTRIES ADR	223,532	3,446,863
TEXAS CAPITAL BANCSHARES INC	23,700	1,210,833
TEXTRON INC	15,500	712,845
THALES SA	13,178	1,536,572
THERMO FISHER SCIENTIFIC INC	34,096	7,630,344
THK CO LTD	3,000	56,382
THOMSON REUTERS CORP	4,579	221,038
THOR INDUSTRIES INC	12,000	624,000
TIJX COS INC/THE	66,500	2,975,210
TOKIO MARINE HOLDINGS INC	11,600	553,594
TOKYO ELECTRIC POWER CO HOLDIN	157,800	939,192
TOKYO ELECTRON LTD	3,500	399,239
TOKYO GAS CO LTD	4,600	116,787
TOPBUILD CORP	66,421	2,988,945
TORO CO/THE	23,300	1,302,004
TOSOH CORP	25,000	326,300
TOTAL SA	137,078	7,236,439
TOTAL SYSTEM SERVICES INC	6,709	545,375
TOYOTA MOTOR CORP	18,200	1,062,655
TRANSUNION	25,806	1,465,781
TRAVELERS COS INC/THE	11,380	1,362,755
TRAVIS PERKINS PLC	89,971	1,226,082
TREVENA INC	179,882	77,349
TRI POINTE GROUP INC	127,534	1,393,947
TRICIDA INC	26,929	634,986
TRINET GROUP INC	93,264	3,912,425
TRINITY INDUSTRIES INC	71,045	1,462,817
TRINSEO SA	12,913	591,157
TRITON INTERNATIONAL LTD/BERMU	78,768	2,447,322
TRIUMPH BANCORP INC	120,455	3,577,514
TRIUMPH GROUP INC	28,556	328,394
TRUECAR INC	62,486	566,123
TRUPANION INC	117,008	2,979,024
TWITTER INC	46,600	1,339,284
TWO HARBORS INVESTMENT CORP	197,280	2,533,075
TYSON FOODS INC	49,157	2,624,984
UBS GROUP AG	355,968	4,416,526
UCB SA	51,755	4,218,374
UGI CORP	45,031	2,402,404
ULTIMATE SOFTWARE GROUP INC/TH	5,530	1,354,131
ULTRAGENYX PHARMACEUTICAL INC	12,050	523,934
UNIBAIL-RODAMCO-WESTFIELD	1,545	239,139
UNICHARM CORP	4,000	129,754
UNICREDIT SPA	156,903	1,774,624
UNILEVER NV	10,225	554,279
UNILEVER PLC	19,677	1,029,616
UNION BANKSHARES CORP	65,125	1,838,479
UNION PACIFIC CORP	22,860	3,159,938
UNITED CONTINENTAL HOLDINGS IN	43,130	3,611,275
UNITED OVERSEAS BANK LTD	65,600	1,182,533
UNITED RENTALS INC	7,500	768,975
UNITED STATES CELLULAR CORP	2,921	151,804
UNITED STATES STEEL CORP	27,300	497,952
UNITED THERAPEUTICS CORP	6,200	675,180
UNITEDHEALTH GROUP INC	1,030	256,594
UNIVAR INC	10,400	184,496
UNIVERSAL HEALTH SERVICES INC	7,200	839,232
UNUM GROUP	36,100	1,060,618
UPM-KYMMENE OYJ	33,079	837,586
UPWORK INC	22,074	399,760
URBAN OUTFITTERS INC	25,300	839,960
US SILICA HOLDINGS INC	38,700	393,966

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description	Shares or Units	Market Value
USANA HEALTH SCIENCES INC	5,538	651,989
VALERO ENERGY CORP	58,588	4,392,342
VALMONT INDUSTRIES INC	10,686	1,185,612
VARONIS SYSTEMS INC	3,900	206,310
VEOLIA ENVIRONNEMENT SA	170,646	3,502,553
VEREIT INC	218,851	1,564,785
VERISIGN INC	24,293	3,602,409
VERISK ANALYTICS INC	40,414	4,406,743
VERIZON COMMUNICATIONS INC	191,555	10,769,222
VERTEX PHARMACEUTICALS INC	35,694	5,914,853
VESTAS WIND SYSTEMS A/S	49,283	3,715,127
VIACOM INC	27,804	714,563
VIAVI SOLUTIONS INC	58,800	590,940
VICI PROPERTIES INC	16,700	313,626
VIEWRAY INC	71,977	436,900
VINCI SA	4,431	364,803
VISA INC	103,133	13,607,368
VODAFONE GROUP PLC	2,254,403	4,390,077
VOLVO AB	58,522	765,367
VONAGE HOLDINGS CORP	9,100	79,443
VONOVIA SE	7,091	320,920
VOYA FINANCIAL INC	86,965	3,490,775
VULCAN MATERIALS CO	29,949	2,958,961
WAGeworks INC	19,840	538,854
WALGREENS BOOTS ALLIANCE INC	51,100	3,491,663
WALMART INC	17,322	1,613,544
WARRIOR MET COAL INC	44,694	1,077,572
WEIGHT WATCHERS INTERNATIONAL	5,800	223,590
WELLCARE HEALTH PLANS INC	20,167	4,761,227
WELLS FARGO & CO	55,975	2,579,328
WESCO INTERNATIONAL INC	3,202	153,696
WESFARMERS LTD	18,791	426,234
WEST FRASER TIMBER CO LTD	25,660	1,267,031
WESTERN DIGITAL CORP	24,200	894,674
WESTERN UNION CO/THE	35,600	607,336
WESTLAKE CHEMICAL CORP	5,230	346,069
WHARF HOLDINGS LTD/THE	157,000	409,076
WHARF REAL ESTATE INVESTMENT C	16,000	95,742
WHEATON PRECIOUS METALS CORP	160,700	3,135,638
WHEELOCK & CO LTD	98,000	560,136
WHIRLPOOL CORP	8,800	940,456
WINGSTOP INC	31,343	2,011,907
WINTRUST FINANCIAL CORP	18,860	1,254,001
WIRECARD AG	11,657	1,769,653
WISDOMTREE INVESTMENTS INC	107,100	712,215
WOLTERS KLUWER NV	6,681	394,547
WOLVERINE WORLD WIDE INC	58,909	1,878,608
WOODSIDE PETROLEUM LTD	11,004	242,630
WOOLWORTHS GROUP LTD	17,811	368,896
WORLD FUEL SERVICES CORP	39,701	849,998
WORLD WRESTLING ENTERTAINMENT	16,200	1,210,464
WORLDPAY INC	22,643	1,730,605
WORTHINGTON INDUSTRIES INC	34,067	1,186,894
WR BERKLEY CORP	26,265	1,941,246
WR GRACE & CO	15,900	1,032,069
WRIGHT MEDICAL GROUP NV	26,581	723,535
XENIA HOTELS & RESORTS INC	243,336	4,185,379
XILINX INC	21,100	1,797,087
XPO LOGISTICS INC	8,600	490,544
YANGZJIANG SHIPBUILDING HOLDI	246,500	226,064
YARA INTERNATIONAL ASA	75,577	2,910,786
YELP INC	3,300	115,467
YUE YUEN INDUSTRIAL HOLDINGS L	120,000	383,940
YUM! BRANDS INC	39,394	3,621,096
ZIONS BANCORP NA	33,000	1,344,420

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description		Shares or Units	Market Value
ZOETIS INC		67,537	5,777,115
ZSCALER INC		12,275	481,303
ZUMIEZ INC		28,870	553,438
ZURICH INSURANCE GROUP AG		5,514	1,639,433
ZYNGA INC		109,800	431,514
CORPORATE STOCK - COMMON Total			\$ 1,829,187,321
CORPORATE STOCK - PREFERRED			
BANK OF AMERICA CORP	VAR RT 12/31/2049 DD 03/15/18	250,000	\$ 227,500
CHESAPEAKE ENERGY CORP	PFD 5.750% CUMULATIVE	30	15,636
DRAEGERWERK AG & CO KGAA		28,256	1,504,573
EL PASO ENERGY CAPITAL TRUST I	PFD 4.750% CUMULATIVE	7,183	299,556
HERCULES LLC	6.500% 06/30/2029 DD 09/30/04	605,000	603,488
ISTAR INC	PFD 4.500% CUMULATIVE	8,366	353,964
PORSCHE AUTOMOBIL HOLDING SE		2,285	134,889
CORPORATE STOCK - PREFERRED Total		901,120	\$ 3,139,606
TOTAL COMMON STOCK AND OTHER EQUITIES			\$ 1,832,326,927
REGISTERED INVESTMENT COMPANIES			
ISHARES RUSSELL 1000 GROWTH		7,020	\$ 918,988
SOLAR CAPITAL LTD		53,660	1,029,735
SPDR S&P MIDCAP 400 ETF TRST		5,080	1,537,564
TOTAL REGISTERED INVESTMENT COMPANIES			\$ 3,486,287
U. S. GOVERNMENT SECURITIES			
COMMIT TO PUR FHLMC GOLD SFM	4.500% 01/01/2049 DD 01/01/19	3,134,000	\$ 3,243,979
COMMIT TO PUR FHLMC GOLD SFM	5.500% 01/01/2049 DD 01/01/19	600,000	633,632
COMMIT TO PUR FNMA SF MTG	2.000% 01/01/2034 DD 01/01/19	112,000	107,190
COMMIT TO PUR FNMA SF MTG	2.500% 01/01/2034 DD 01/01/19	4,777,000	4,665,132
COMMIT TO PUR FNMA SF MTG	2.500% 01/01/2049 DD 01/01/19	1,100,000	1,038,555
COMMIT TO PUR FNMA SF MTG	3.000% 01/01/2034 DD 01/01/19	400,000	399,008
COMMIT TO PUR FNMA SF MTG	3.000% 01/01/2049 DD 01/01/19	11,422,663	11,133,718
COMMIT TO PUR FNMA SF MTG	3.500% 01/01/2049 DD 01/01/19	84,547	84,532
COMMIT TO PUR FNMA SF MTG	4.500% 01/01/2049 DD 01/01/19	665,000	688,600
COMMIT TO PUR FNMA SF MTG	4.500% 02/01/2049 DD 02/01/19	4,200,000	4,345,113
COMMIT TO PUR FNMA SF MTG	5.000% 01/01/2049 DD 01/01/19	6,888,000	7,214,642
COMMIT TO PUR FNMA SF MTG	6.000% 01/01/2049 DD 01/01/19	322,000	345,802
COMMIT TO PUR GNMA II JUMBOS	4.000% 01/20/2049 DD 01/01/19	13,128,500	13,442,353
COMMIT TO PUR GNMA SF MTG	4.500% 01/15/2049 DD 01/01/19	600,000	620,848
COMMIT TO PUR GNMA SF MTG	5.000% 01/15/2049 DD 01/01/19	900,000	934,910
COMMIT TO PUR FHLMC GOLD SFM	2.500% 01/01/2034 DD 01/01/19	(1,364,000)	(1,331,339)
COMMIT TO PUR FHLMC GOLD SFM	3.000% 01/01/2034 DD 01/01/19	(990,000)	(986,497)
COMMIT TO PUR FHLMC GOLD SFM	3.000% 01/01/2049 DD 01/01/19	(2,944,371)	(2,869,175)
COMMIT TO PUR FHLMC GOLD SFM	3.500% 01/01/2049 DD 01/01/19	(16,473,521)	(16,464,041)
COMMIT TO PUR FHLMC GOLD SFM	4.000% 01/01/2049 DD 01/01/19	(475,000)	(484,231)
COMMIT TO PUR FNMA SF MTG	3.000% 01/01/2034 DD 01/01/19	(290,000)	(289,281)
COMMIT TO PUR FNMA SF MTG	3.500% 01/01/2034 DD 01/01/19	(2,114,359)	(2,139,756)
COMMIT TO PUR FNMA SF MTG	3.500% 01/01/2049 DD 01/01/19	(980,547)	(980,375)
COMMIT TO PUR FNMA SF MTG	3.500% 02/01/2049 DD 02/01/19	(471,453)	(471,014)
COMMIT TO PUR FNMA SF MTG	4.000% 01/01/2034 DD 01/01/19	(313,000)	(320,385)
COMMIT TO PUR FNMA SF MTG	4.000% 01/01/2049 DD 01/01/19	(9,782,000)	(9,971,526)
COMMIT TO PUR FNMA SF MTG	4.500% 01/01/2049 DD 01/01/19	(8,666,000)	(8,973,541)
COMMIT TO PUR FNMA SF MTG	5.500% 01/01/2049 DD 01/01/19	(1,700,000)	(1,798,813)
COMMIT TO PUR GNMA II JUMBOS	3.000% 02/20/2049 DD 02/01/19	(4,546,500)	(4,475,195)
COMMIT TO PUR GNMA II JUMBOS	3.500% 02/20/2049 DD 02/01/19	(3,664,317)	(3,684,786)
COMMIT TO PUR GNMA II JUMBOS	4.500% 01/20/2048 DD 01/01/19	(789,000)	(816,415)
FEDERAL HOME LN BK CONS BD	4.000% 09/01/2028 DD 10/04/13	1,560,000	1,665,936
FEDERAL NATL MTG ASSN	7.125% 01/15/2030 DD 01/15/00	743,000	1,022,611
FEDERAL NATL MTG ASSN STRIP	0.000% 05/15/2029 DD 11/01/99	1,317,000	944,476
FEDERAL NATL MTG ASSN STRIP	0.000% 05/15/2030 DD 05/05/00	2,436,000	1,686,164
FHLMC POOL #2B-4296	VAR RT 06/01/2045 DD 06/01/15	223,498	224,227
FHLMC POOL #2B-4660	VAR RT 09/01/2045 DD 09/01/15	521,658	523,388
FHLMC POOL #A9-0196	4.500% 12/01/2039 DD 12/01/09	36,104	37,803
FHLMC POOL #A9-3534	4.000% 08/01/2040 DD 08/01/10	41,689	42,894

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description			Shares or Units	Market Value
FHLMC POOL #A9-3851	4.000%	09/01/2040 DD 09/01/10	87,789	90,300
FHLMC POOL #A9-4977	4.000%	11/01/2040 DD 11/01/10	42,565	43,796
FHLMC POOL #A9-5144	4.000%	11/01/2040 DD 11/01/10	46,877	48,233
FHLMC POOL #C0-3608	3.500%	12/01/2040 DD 12/01/10	185,166	186,539
FHLMC POOL #C0-3811	3.500%	04/01/2042 DD 04/01/12	271,419	273,430
FHLMC POOL #C0-4320	3.000%	12/01/2042 DD 11/01/12	416,261	409,296
FHLMC POOL #E0-1545	5.000%	01/01/2019 DD 01/01/04	1,616	1,642
FHLMC POOL #E0-1590	5.000%	02/01/2019 DD 02/01/04	5,341	5,381
FHLMC POOL #E0-2787	4.000%	09/01/2025 DD 09/01/10	80,454	82,531
FHLMC POOL #E0-2867	4.000%	04/01/2026 DD 04/01/11	46,876	48,106
FHLMC POOL #G0-1838	5.000%	07/01/2035 DD 06/01/05	284,973	302,618
FHLMC POOL #G0-1840	5.000%	07/01/2035 DD 06/01/05	224,697	238,580
FHLMC POOL #G0-7106	3.500%	08/01/2042 DD 08/01/12	81,318	81,921
FHLMC POOL #G0-7550	3.000%	08/01/2043 DD 12/01/13	1,010,918	990,444
FHLMC POOL #G0-7553	5.500%	06/01/2041 DD 11/01/13	583,476	626,871
FHLMC POOL #G0-7613	6.000%	04/01/2039 DD 01/01/14	146,969	162,349
FHLMC POOL #G0-7642	5.000%	10/01/2041 DD 02/01/14	70,245	74,406
FHLMC POOL #G0-7786	4.000%	08/01/2044 DD 08/01/14	516,271	531,499
FHLMC POOL #G0-7848	3.500%	04/01/2044 DD 10/01/14	364,560	367,263
FHLMC POOL #G0-7922	3.500%	01/01/2044 DD 01/01/15	3,218,850	3,242,725
FHLMC POOL #G0-7962	5.000%	11/01/2041 DD 03/01/15	716,471	758,905
FHLMC POOL #G1-1640	5.000%	12/01/2019 DD 12/01/04	71,935	72,904
FHLMC POOL #G1-3825	4.000%	05/01/2025 DD 04/01/10	73,143	75,031
FHLMC POOL #G1-4010	5.500%	05/01/2022 DD 12/01/10	320,198	324,359
FHLMC POOL #G1-4775	2.500%	06/01/2023 DD 06/01/13	175,278	175,425
FHLMC POOL #G1-5273	3.500%	08/01/2026 DD 02/01/15	728,305	738,175
FHLMC POOL #G1-5520	3.000%	07/01/2030 DD 08/01/15	188,996	188,928
FHLMC POOL #G1-6186	2.500%	04/01/2031 DD 05/01/17	142,558	139,343
FHLMC POOL #G6-0018	4.500%	12/01/2043 DD 04/01/15	265,688	276,539
FHLMC POOL #G6-0037	3.000%	10/01/2043 DD 04/01/15	776,753	763,578
FHLMC POOL #G6-0138	3.500%	08/01/2045 DD 07/01/15	589,240	593,429
FHLMC POOL #G6-0270	3.500%	12/01/2043 DD 10/01/15	1,965,193	1,979,767
FHLMC POOL #G6-0271	3.500%	01/01/2044 DD 10/01/15	2,945,493	2,967,315
FHLMC POOL #G6-0393	3.500%	01/01/2046 DD 01/01/16	158,566	159,104
FHLMC POOL #G6-0561	3.500%	05/01/2046 DD 04/01/16	129,091	129,529
FHLMC POOL #G6-0658	3.500%	07/01/2046 DD 07/01/16	1,326,787	1,333,960
FHLMC POOL #G6-0718	3.000%	09/01/2046 DD 09/01/16	192,053	187,499
FHLMC POOL #G6-0729	4.000%	09/01/2046 DD 10/01/16	13,077	13,371
FHLMC POOL #G6-0901	4.000%	07/01/2044 DD 03/01/17	56,945	58,519
FHLMC POOL #G6-1047	4.500%	07/01/2047 DD 07/01/17	846,750	888,601
FHLMC POOL #G6-7701	3.000%	10/01/2046 DD 09/01/16	3,666,521	3,582,996
FHLMC POOL #G6-7704	4.000%	08/01/2047 DD 07/01/17	631,284	648,907
FHLMC POOL #G6-7712	4.000%	06/01/2048 DD 05/01/18	2,398,995	2,466,589
FHLMC POOL #G6-7715	4.500%	08/01/2048 DD 07/01/18	1,128,360	1,181,518
FHLMC POOL #J1-0556	4.000%	08/01/2024 DD 08/01/09	174,132	178,623
FHLMC POOL #J1-2438	4.500%	06/01/2025 DD 06/01/10	133,681	138,066
FHLMC POOL #J3-1418	2.500%	05/01/2030 DD 04/01/15	105,594	103,473
FHLMC POOL #J3-1689	3.000%	05/01/2030 DD 05/01/15	214,791	215,043
FHLMC POOL #J3-2181	3.000%	07/01/2030 DD 07/01/15	21,898	21,873
FHLMC POOL #J3-2204	2.500%	07/01/2030 DD 07/01/15	40,040	39,235
FHLMC POOL #J3-2209	2.500%	07/01/2030 DD 07/01/15	36,994	36,267
FHLMC POOL #J3-2436	3.000%	08/01/2030 DD 08/01/15	27,186	27,155
FHLMC POOL #J3-2491	2.500%	07/01/2030 DD 08/01/15	9,849	9,631
FHLMC POOL #J3-3763	2.500%	02/01/2031 DD 02/01/16	133,715	130,699
FHLMC POOL #Q0-0093	4.000%	04/01/2041 DD 04/01/11	2,361	2,429
FHLMC POOL #Q0-0804	4.500%	05/01/2041 DD 05/01/11	109,955	115,130
FHLMC POOL #Q0-0959	4.500%	05/01/2041 DD 05/01/11	120,251	125,910
FHLMC POOL #Q0-4022	4.000%	10/01/2041 DD 10/01/11	40,770	41,950
FHLMC POOL #Q0-7417	3.500%	04/01/2042 DD 03/01/12	80,583	81,181
FHLMC POOL #Q0-7896	3.500%	05/01/2042 DD 04/01/12	6,314	6,361
FHLMC POOL #Q0-8239	3.500%	05/01/2042 DD 05/01/12	12,007	12,070
FHLMC POOL #Q0-8306	3.500%	05/01/2042 DD 05/01/12	2,713	2,733
FHLMC POOL #Q1-0724	3.500%	08/01/2042 DD 08/01/12	146,922	148,012
FHLMC POOL #Q1-1750	3.500%	10/01/2042 DD 10/01/12	57,783	58,212
FHLMC POOL #Q1-1909	3.500%	10/01/2042 DD 10/01/12	20,734	20,794

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description		Shares or Units	Market Value
FHLMC POOL #Q1-2162	3.500% 08/01/2042 DD 10/01/12	35,583	35,847
FHLMC POOL #Q1-3134	3.500% 11/01/2042 DD 11/01/12	165,591	166,816
FHLMC POOL #Q1-4866	3.000% 01/01/2043 DD 01/01/13	239,695	235,605
FHLMC POOL #Q1-6403	3.000% 03/01/2043 DD 03/01/13	173,499	170,504
FHLMC POOL #Q1-6567	3.000% 03/01/2043 DD 03/01/13	370,958	364,621
FHLMC POOL #Q1-6673	3.000% 03/01/2043 DD 03/01/13	443,043	435,383
FHLMC POOL #Q1-7095	3.000% 04/01/2043 DD 03/01/13	117,701	115,667
FHLMC POOL #Q1-8718	3.500% 06/01/2043 DD 05/01/13	47,594	47,942
FHLMC POOL #Q2-0206	3.500% 07/01/2043 DD 07/01/13	179,321	180,652
FHLMC POOL #Q2-1579	4.000% 09/01/2043 DD 09/01/13	55,561	57,201
FHLMC POOL #Q2-4368	3.500% 01/01/2044 DD 01/01/14	27,105	27,306
FHLMC POOL #Q2-5643	4.000% 04/01/2044 DD 04/01/14	107,668	110,664
FHLMC POOL #Q2-5812	3.500% 04/01/2044 DD 04/01/14	19,588	19,727
FHLMC POOL #Q2-5988	3.500% 05/01/2044 DD 04/01/14	19,183	19,319
FHLMC POOL #Q2-6218	3.500% 05/01/2044 DD 05/01/14	33,168	33,465
FHLMC POOL #Q2-6452	3.500% 05/01/2044 DD 05/01/14	23,031	23,194
FHLMC POOL #Q2-6707	3.500% 06/01/2044 DD 06/01/14	27,651	27,847
FHLMC POOL #Q2-7319	3.500% 07/01/2044 DD 07/01/14	27,921	28,172
FHLMC POOL #Q2-7843	3.500% 08/01/2044 DD 08/01/14	52,791	53,166
FHLMC POOL #Q2-8604	3.500% 09/01/2044 DD 09/01/14	23,559	23,770
FHLMC POOL #Q2-8605	3.500% 09/01/2044 DD 09/01/14	61,080	61,514
FHLMC POOL #Q2-8763	3.500% 09/01/2044 DD 09/01/14	12,225	12,280
FHLMC POOL #Q2-8764	3.500% 06/01/2044 DD 09/01/14	40,957	41,260
FHLMC POOL #Q2-9697	3.500% 11/01/2044 DD 11/01/14	2,852	2,868
FHLMC POOL #Q2-9911	3.500% 11/01/2044 DD 11/01/14	578	582
FHLMC POOL #Q3-0876	3.500% 01/01/2045 DD 01/01/15	16,293	16,372
FHLMC POOL #Q3-1122	3.500% 01/01/2045 DD 01/01/15	17,427	17,491
FHLMC POOL #Q3-1128	4.000% 02/01/2045 DD 01/01/15	17,801	18,233
FHLMC POOL #Q3-1338	4.000% 02/01/2045 DD 02/01/15	40,572	41,557
FHLMC POOL #Q3-3131	3.500% 05/01/2045 DD 04/01/15	4,237	4,243
FHLMC POOL #Q3-3606	3.500% 05/01/2045 DD 05/01/15	36,432	36,556
FHLMC POOL #Q3-4176	3.500% 06/01/2045 DD 06/01/15	35,278	35,397
FHLMC POOL #Q3-4960	3.500% 07/01/2045 DD 07/01/15	668	670
FHLMC POOL #Q3-6302	3.500% 09/01/2045 DD 09/01/15	25,072	25,279
FHLMC POOL #Q3-6972	4.000% 10/01/2045 DD 10/01/15	256,657	263,143
FHLMC POOL #Q3-7955	4.000% 12/01/2045 DD 12/01/15	34,020	34,789
FHLMC POOL #Q3-7957	4.000% 12/01/2045 DD 12/01/15	41,988	42,979
FHLMC POOL #Q3-9250	3.500% 03/01/2046 DD 03/01/16	113,041	113,425
FHLMC POOL #Q4-5079	3.000% 12/01/2046 DD 12/01/16	74,301	72,666
FHLMC POOL #Q4-5080	3.000% 12/01/2046 DD 12/01/16	88,299	86,301
FHLMC POOL #Q4-5083	3.000% 12/01/2046 DD 12/01/16	44,488	43,578
FHLMC POOL #Q5-3113	3.500% 07/01/2047 DD 12/01/17	55,158	55,550
FHLMC POOL #Q5-3747	3.500% 01/01/2048 DD 01/01/18	3,786,053	3,792,460
FHLMC POOL #U7-0060	3.000% 09/01/2027 DD 09/01/12	97,214	96,969
FHLMC POOL #U7-9018	3.000% 07/01/2028 DD 07/01/13	52,699	52,567
FHLMC POOL #V6-0696	3.000% 01/01/2030 DD 12/01/14	43,470	43,511
FHLMC POOL #V6-0724	3.000% 01/01/2030 DD 01/01/15	66,788	66,834
FHLMC POOL #V6-0770	2.500% 03/01/2030 DD 02/01/15	94,096	92,324
FHLMC POOL #V6-0796	2.500% 05/01/2030 DD 04/01/15	152,457	149,332
FHLMC POOL #V6-0840	3.000% 06/01/2030 DD 05/01/15	420,141	419,827
FHLMC POOL #V6-0886	2.500% 08/01/2030 DD 07/01/15	169,413	165,871
FHLMC POOL #V6-0902	2.500% 08/01/2030 DD 08/01/15	130,876	128,032
FHLMC POOL #V6-0903	2.500% 09/01/2030 DD 08/01/15	125,942	123,205
FHLMC POOL #V6-0904	2.500% 09/01/2030 DD 08/01/15	255,131	249,483
FHLMC POOL #V6-0905	2.500% 07/01/2030 DD 08/01/15	12,664	12,399
FHLMC POOL #V6-0909	3.000% 08/01/2030 DD 08/01/15	41,094	41,032
FHLMC POOL #V8-0169	3.000% 07/01/2043 DD 06/01/13	1,524,031	1,497,300
FHLMC POOL #V8-0353	3.000% 08/01/2043 DD 08/01/13	501,465	492,658
FHLMC POOL #V8-1932	3.500% 10/01/2045 DD 09/01/15	3,484	3,496
FHLMC POOL #V8-2209	3.500% 02/01/2046 DD 02/01/16	18,561	18,624
FHLMC POOL #V8-2528	4.000% 07/01/2046 DD 07/01/16	162,349	166,303
FHLMC POOL #V8-2553	4.000% 08/01/2046 DD 08/01/16	94,590	96,894
FHLMC POOL #V8-2661	4.000% 10/01/2046 DD 10/01/16	25,894	26,477
FHLMC POOL #V8-2929	4.000% 02/01/2047 DD 01/01/17	559,511	573,141
FHLMC MULTICLASS MTG	3.500% 10/15/2035 DD 11/01/13	178,932	182,365

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description		Shares or Units	Market Value
FHLMC MULTICLASS MTG	VAR RT 05/15/2041 DD 09/15/13	465,586	462,987
FHLMC MULTICLASS MTG 3710 MG	VAR RT 08/15/2025 DD 08/01/10	543,016	565,657
FHLMC MULTICLASS MTG 4318 MA	3.000% 09/15/2039 DD 03/01/14	655,617	657,370
FHLMC MULTICLASS MTG 4459 BN	3.000% 08/15/2043 DD 04/01/15	351,489	349,397
FHLMC MULTICLASS MTG 4462 KA	3.500% 01/15/2045 DD 04/01/15	582,194	590,224
FHLMC MULTICLASS MTG 4482 DH	3.000% 06/15/2042 DD 06/01/15	193,744	194,507
FHLMC MULTICLASS MTG 4493 PA	3.000% 02/15/2044 DD 07/01/15	269,227	268,866
FHLMC MULTICLASS MTG 4494 KA	3.750% 10/15/2042 DD 07/01/15	320,156	326,895
FHLMC MULTICLASS MTG 4606 FB	VAR RT 08/15/2046 DD 08/15/16	674,639	680,491
FHLMC MULTICLASS MTG 4669 KD	4.000% 03/15/2043 DD 03/01/17	359,674	373,151
FHLMC MULTICLASS MTG K005 A2	4.317% 11/25/2019 DD 02/01/10	415,000	418,151
FHLMC MULTICLASS MTG K006 A2	4.251% 01/25/2020 DD 04/01/10	1,128,648	1,138,699
FHLMC MULTICLASS MTG K082 A2	VAR RT 09/25/2028 DD 10/01/18	680,000	709,860
FHLMC MULTICLASS MTG KP03 A2	1.780% 07/25/2019 DD 04/01/16	217,292	215,951
FNMA POOL #0254548	5.500% 12/01/2032 DD 11/01/02	122,072	130,580
FNMA POOL #0255316	5.000% 07/01/2019 DD 06/01/04	11,480	11,680
FNMA POOL #0256200	5.500% 04/01/2021 DD 03/01/06	682	691
FNMA POOL #0310105	5.500% 11/01/2034 DD 12/01/11	249,779	268,078
FNMA POOL #0424242	6.000% 04/01/2028 DD 04/01/98	1,742	1,877
FNMA POOL #0555424	5.500% 05/01/2033 DD 04/01/03	206,608	221,760
FNMA POOL #0555591	5.500% 07/01/2033 DD 06/01/03	86,979	93,348
FNMA POOL #0725423	5.500% 05/01/2034 DD 04/01/04	464,516	500,170
FNMA POOL #0735989	5.500% 02/01/2035 DD 10/01/05	146,667	157,626
FNMA POOL #0743070	5.500% 10/01/2033 DD 09/01/03	178,895	193,360
FNMA POOL #0746105	5.500% 04/01/2021 DD 03/01/06	19,519	19,568
FNMA POOL #0831372	5.500% 04/01/2021 DD 03/01/06	12,059	12,187
FNMA POOL #0845465	5.500% 03/01/2021 DD 03/01/06	10,779	10,887
FNMA POOL #0866034	5.500% 03/01/2021 DD 03/01/06	31,794	32,158
FNMA POOL #0879285	5.500% 04/01/2021 DD 03/01/06	1,174	1,187
FNMA POOL #0879579	5.500% 03/01/2021 DD 03/01/06	4,321	4,338
FNMA POOL #0879980	5.500% 03/01/2021 DD 03/01/06	17,021	17,192
FNMA POOL #0880779	5.500% 03/01/2021 DD 03/01/06	16,719	16,764
FNMA POOL #0888635	5.500% 09/01/2036 DD 08/01/07	281,930	303,620
FNMA POOL #0888876	5.500% 05/01/2033 DD 11/01/07	232,792	249,063
FNMA POOL #0889466	6.000% 05/01/2038 DD 05/01/08	80,871	88,538
FNMA POOL #0889529	6.000% 03/01/2038 DD 05/01/08	24,973	27,270
FNMA POOL #0889974	5.000% 09/01/2035 DD 10/01/08	33,517	35,587
FNMA POOL #0889983	6.000% 10/01/2038 DD 10/01/08	45,812	49,979
FNMA POOL #0890629	4.000% 08/01/2044 DD 08/01/14	283,618	293,052
FNMA POOL #0890824	4.000% 03/01/2047 DD 11/01/17	741,627	759,534
FNMA POOL #0995113	5.500% 09/01/2036 DD 11/01/08	381,998	411,323
FNMA POOL #0AA7693	4.000% 07/01/2024 DD 07/01/09	292,140	299,166
FNMA POOL #0AB0686	4.000% 01/01/2036 DD 06/01/10	195,719	200,979
FNMA POOL #0AB1226	4.500% 07/01/2040 DD 06/01/10	66,890	70,063
FNMA POOL #0AB1614	4.000% 10/01/2040 DD 09/01/10	793,090	815,496
FNMA POOL #0AB3314	4.500% 07/01/2041 DD 06/01/11	36,176	37,876
FNMA POOL #0AB4054	4.000% 12/01/2041 DD 11/01/11	140,945	145,634
FNMA POOL #0AB4307	4.000% 01/01/2042 DD 12/01/11	408,297	419,835
FNMA POOL #0AB4530	4.000% 02/01/2042 DD 01/01/12	152,444	156,750
FNMA POOL #0AB5919	3.000% 08/01/2042 DD 07/01/12	795,497	782,742
FNMA POOL #0AB6194	2.500% 09/01/2027 DD 08/01/12	17,108	16,865
FNMA POOL #0AB6512	3.500% 10/01/2042 DD 09/01/12	145,797	146,935
FNMA POOL #0AB6544	2.500% 10/01/2022 DD 09/01/12	113,175	113,325
FNMA POOL #0AB6730	2.500% 10/01/2022 DD 10/01/12	96,639	96,767
FNMA POOL #0AB7271	3.000% 12/01/2042 DD 11/01/12	171,734	168,901
FNMA POOL #0AB7425	3.000% 12/01/2042 DD 12/01/12	146,025	143,605
FNMA POOL #0AB7458	3.000% 01/01/2043 DD 12/01/12	163,682	160,946
FNMA POOL #0AB7497	3.000% 01/01/2043 DD 12/01/12	158,998	156,324
FNMA POOL #0AB7567	3.000% 01/01/2043 DD 12/01/12	163,277	160,602
FNMA POOL #0AB7755	3.000% 01/01/2043 DD 01/01/13	231,238	227,342
FNMA POOL #0AB7762	3.000% 02/01/2043 DD 01/01/13	163,952	161,189
FNMA POOL #0AB8558	3.000% 02/01/2043 DD 02/01/13	160,665	157,940
FNMA POOL #0AB8701	3.000% 03/01/2043 DD 02/01/13	515,954	507,141
FNMA POOL #0AB8712	3.000% 03/01/2043 DD 02/01/13	66,210	65,079
FNMA POOL #0AB8830	3.000% 03/01/2043 DD 03/01/13	176,800	173,821

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description	Shares or Units	Market Value
FNMA POOL #0AB8870	2.500% 04/01/2028 DD 03/01/13	9,736
FNMA POOL #0AB8923	3.000% 04/01/2043 DD 03/01/13	176,747
FNMA POOL #0AB8924	3.000% 04/01/2043 DD 03/01/13	158,330
FNMA POOL #0AB9016	3.000% 04/01/2043 DD 03/01/13	461,927
FNMA POOL #0AB9033	3.000% 04/01/2043 DD 03/01/13	55,917
FNMA POOL #0AB9173	3.000% 05/01/2043 DD 04/01/13	348,882
FNMA POOL #0AB9255	3.500% 05/01/2043 DD 04/01/13	31,765
FNMA POOL #0AB9462	3.000% 05/01/2043 DD 05/01/13	234,249
FNMA POOL #0AB9564	3.000% 06/01/2043 DD 05/01/13	17,131
FNMA POOL #0AB9662	3.000% 06/01/2043 DD 05/01/13	266,376
FNMA POOL #0AC9312	4.000% 10/01/2041 DD 10/01/11	42,428
FNMA POOL #0AD0454	5.000% 11/01/2021 DD 11/01/09	39,115
FNMA POOL #0AD0895	4.498% 07/01/2019 DD 03/01/10	283,002
FNMA POOL #0AD4038	4.500% 04/01/2040 DD 04/01/10	48,675
FNMA POOL #0AD6391	4.500% 05/01/2025 DD 05/01/10	234,791
FNMA POOL #0AD7127	4.500% 07/01/2040 DD 07/01/10	92,708
FNMA POOL #0AD8036	4.500% 08/01/2040 DD 07/01/10	384,374
FNMA POOL #0AD9136	4.000% 08/01/2040 DD 07/01/10	4,481
FNMA POOL #0AE0028	6.000% 10/01/2039 DD 05/01/10	296,977
FNMA POOL #0AE0113	4.000% 07/01/2040 DD 06/01/10	164,030
FNMA POOL #0AE0216	4.000% 08/01/2040 DD 07/01/10	293,846
FNMA POOL #0AE0823	6.000% 09/01/2040 DD 01/01/11	30,305
FNMA POOL #0AE0885	4.000% 03/01/2022 DD 02/01/11	24,266
FNMA POOL #0AE7535	4.000% 10/01/2040 DD 10/01/10	15,592
FNMA POOL #0AE8407	4.000% 11/01/2040 DD 10/01/10	54,204
FNMA POOL #0AH0006	4.000% 12/01/2040 DD 12/01/10	36,698
FNMA POOL #0AH0946	4.000% 12/01/2040 DD 12/01/10	237,338
FNMA POOL #0AH7036	4.500% 03/01/2041 DD 03/01/11	98,752
FNMA POOL #0AI1186	4.000% 04/01/2041 DD 04/01/11	24,264
FNMA POOL #0AI5228	4.000% 09/01/2041 DD 09/01/11	53,279
FNMA POOL #0AI7819	3.500% 07/01/2026 DD 07/01/11	54,601
FNMA POOL #0AJ1541	4.000% 09/01/2041 DD 09/01/11	614,695
FNMA POOL #0AJ3120	4.500% 10/01/2041 DD 09/01/11	28,053
FNMA POOL #0AJ7684	4.000% 12/01/2041 DD 12/01/11	45,903
FNMA POOL #0AK7510	3.500% 04/01/2042 DD 03/01/12	17,639
FNMA POOL #0AK9225	3.500% 06/01/2042 DD 06/01/12	12,786
FNMA POOL #0AL0464	5.500% 01/01/2025 DD 06/01/11	395,225
FNMA POOL #0AL1168	3.500% 01/01/2026 DD 12/01/11	13,139
FNMA POOL #0AL1472	4.500% 05/01/2039 DD 03/01/12	96,253
FNMA POOL #0AL1704	6.500% 05/01/2040 DD 04/01/12	346,724
FNMA POOL #0AL1746	3.500% 03/01/2027 DD 05/01/12	319,441
FNMA POOL #0AL2003	4.000% 06/01/2042 DD 06/01/12	87,309
FNMA POOL #0AL2168	3.500% 06/01/2042 DD 07/01/12	13,607
FNMA POOL #0AL2242	4.000% 08/01/2042 DD 08/01/12	46,969
FNMA POOL #0AL2482	4.500% 09/01/2042 DD 09/01/12	189,067
FNMA POOL #0AL2517	3.500% 10/01/2042 DD 09/01/12	245,987
FNMA POOL #0AL2607	4.000% 07/01/2042 DD 10/01/12	63,701
FNMA POOL #0AL2901	4.000% 09/01/2042 DD 12/01/12	86,203
FNMA POOL #0AL2935	3.500% 02/01/2043 DD 01/01/13	155,616
FNMA POOL #0AL3162	3.000% 02/01/2043 DD 02/01/13	1,052,937
FNMA POOL #0AL3300	4.000% 03/01/2043 DD 03/01/13	70,351
FNMA POOL #0AL3759	3.000% 05/01/2043 DD 06/01/13	161,422
FNMA POOL #0AL4010	3.500% 07/01/2043 DD 07/01/13	344,159
FNMA POOL #0AL4014	3.500% 07/01/2043 DD 07/01/13	1,087,703
FNMA POOL #0AL4141	6.000% 04/01/2040 DD 09/01/13	304,194
FNMA POOL #0AL4142	6.000% 06/01/2041 DD 09/01/13	68,724
FNMA POOL #0AL4244	4.000% 07/01/2042 DD 09/01/13	749,132
FNMA POOL #0AL5097	4.500% 09/01/2043 DD 04/01/14	730,775
FNMA POOL #0AL5231	4.500% 09/01/2042 DD 04/01/14	344,780
FNMA POOL #0AL5601	4.000% 08/01/2044 DD 08/01/14	1,519,456
FNMA POOL #0AL5778	3.000% 07/01/2043 DD 09/01/14	205,645
FNMA POOL #0AL6055	4.000% 12/01/2042 DD 11/01/14	218,626
FNMA POOL #0AL6144	3.000% 01/01/2030 DD 12/01/14	745,975
FNMA POOL #0AL6302	4.500% 10/01/2041 DD 01/01/15	573,441
FNMA POOL #0AL6583	3.000% 03/01/2030 DD 03/01/15	147,756

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description			Shares or Units	Market Value
FNMA POOL #0AL6584	3.000%	04/01/2030 DD 03/01/15	124,372	124,455
FNMA POOL #0AL6626	4.000%	12/01/2042 DD 03/01/15	92,921	95,545
FNMA POOL #0AL6761	3.000%	05/01/2030 DD 04/01/15	72,663	72,711
FNMA POOL #0AL6887	4.500%	04/01/2044 DD 05/01/15	1,403,439	1,469,943
FNMA POOL #0AL7139	3.000%	07/01/2030 DD 07/01/15	99,801	99,867
FNMA POOL #0AL7167	4.000%	01/01/2041 DD 07/01/15	68,289	70,010
FNMA POOL #0AL7225	3.000%	08/01/2030 DD 08/01/15	184,442	184,565
FNMA POOL #0AL7227	3.000%	08/01/2030 DD 08/01/15	166,397	166,508
FNMA POOL #0AL7369	4.000%	01/01/2043 DD 09/01/15	138,732	142,646
FNMA POOL #0AL7442	4.000%	10/01/2045 DD 09/01/15	87,158	90,057
FNMA POOL #0AL7443	4.000%	10/01/2045 DD 09/01/15	125,224	129,116
FNMA POOL #0AL7521	5.000%	06/01/2039 DD 10/01/15	1,431,704	1,510,258
FNMA POOL #0AL7577	4.000%	10/01/2043 DD 10/01/15	104,487	107,437
FNMA POOL #0AL7800	2.500%	11/01/2030 DD 11/01/15	3,639	3,563
FNMA POOL #0AL7936	4.500%	09/01/2045 DD 01/01/16	82,821	87,062
FNMA POOL #0AL8045	3.500%	12/01/2042 DD 01/01/16	147,411	148,561
FNMA POOL #0AL8521	3.500%	04/01/2046 DD 05/01/16	59,625	60,005
FNMA POOL #0AL8570	3.500%	05/01/2046 DD 05/01/16	107,366	107,700
FNMA POOL #0AL8857	4.000%	07/01/2046 DD 07/01/16	1,512,166	1,551,962
FNMA POOL #0AL8952	3.500%	08/01/2046 DD 08/01/16	251,768	252,525
FNMA POOL #0AL9031	3.000%	08/01/2046 DD 08/01/16	13,487	13,214
FNMA POOL #0AL9045	3.000%	09/01/2046 DD 08/01/16	188,294	184,292
FNMA POOL #0AL9093	4.000%	06/01/2046 DD 09/01/16	616,732	630,915
FNMA POOL #0AL9227	3.000%	10/01/2036 DD 10/01/16	18,060	17,865
FNMA POOL #0AL9376	3.000%	08/01/2031 DD 11/01/16	852,073	851,330
FNMA POOL #0AL9378	3.000%	09/01/2031 DD 11/01/16	78,915	78,774
FNMA POOL #0AL9405	3.500%	06/01/2044 DD 11/01/16	1,606,183	1,618,713
FNMA POOL #0AL9424	3.500%	11/01/2046 DD 11/01/16	1,503,991	1,508,203
FNMA POOL #0AL9481	3.000%	11/01/2046 DD 11/01/16	90,495	88,525
FNMA POOL #0AL9501	4.500%	11/01/2045 DD 11/01/16	64,958	68,253
FNMA POOL #0AL9511	3.500%	09/01/2046 DD 11/01/16	228,761	229,640
FNMA POOL #0AL9593	3.500%	12/01/2046 DD 12/01/16	36,429	36,544
FNMA POOL #0AL9635	3.500%	12/01/2045 DD 12/01/16	128,239	129,163
FNMA POOL #0AL9725	3.500%	01/01/2047 DD 01/01/17	648,812	653,411
FNMA POOL #0AL9745	3.500%	11/01/2043 DD 01/01/17	350,324	353,058
FNMA POOL #0AL9774	3.500%	01/01/2047 DD 01/01/17	95,199	95,893
FNMA POOL #0AO0777	3.500%	04/01/2042 DD 04/01/12	52,167	52,575
FNMA POOL #0AO2114	4.000%	05/01/2042 DD 04/01/12	83,228	85,579
FNMA POOL #0AO2881	3.500%	05/01/2042 DD 05/01/12	7,273	7,290
FNMA POOL #0AO2961	4.000%	05/01/2042 DD 05/01/12	254,108	261,287
FNMA POOL #0AO3048	3.500%	06/01/2042 DD 05/01/12	8,374	8,439
FNMA POOL #0AO3107	3.500%	06/01/2042 DD 05/01/12	51,137	51,536
FNMA POOL #0AO7152	3.500%	08/01/2042 DD 08/01/12	28,592	28,815
FNMA POOL #0AO9707	3.500%	07/01/2042 DD 07/01/12	18,764	18,910
FNMA POOL #0AP4100	3.500%	09/01/2042 DD 08/01/12	189,086	190,560
FNMA POOL #0AP5205	2.500%	09/01/2027 DD 08/01/12	8,812	8,694
FNMA POOL #0AQ7127	3.500%	12/01/2042 DD 11/01/12	34,415	34,683
FNMA POOL #0AR6909	3.500%	03/01/2043 DD 03/01/13	6,061	6,109
FNMA POOL #0AR7145	3.500%	07/01/2043 DD 07/01/13	61,024	61,419
FNMA POOL #0AR7568	3.000%	03/01/2043 DD 03/01/13	98,404	96,699
FNMA POOL #0AR7576	3.000%	03/01/2043 DD 03/01/13	112,638	110,687
FNMA POOL #0AR8128	3.500%	03/01/2043 DD 02/01/13	12,137	12,223
FNMA POOL #0AR8630	3.000%	04/01/2043 DD 03/01/13	222,735	218,863
FNMA POOL #0AR9194	3.000%	03/01/2043 DD 03/01/13	532,509	523,660
FNMA POOL #0AR9218	3.000%	03/01/2043 DD 03/01/13	193,728	190,354
FNMA POOL #0AS0190	2.500%	08/01/2028 DD 07/01/13	26,161	25,810
FNMA POOL #0AS0209	3.500%	08/01/2043 DD 07/01/13	478,681	482,093
FNMA POOL #0AS0331	3.000%	08/01/2043 DD 08/01/13	166,116	163,233
FNMA POOL #0AS1539	3.500%	01/01/2044 DD 12/01/13	105,670	106,463
FNMA POOL #0AS2591	3.500%	06/01/2044 DD 05/01/14	13,620	13,722
FNMA POOL #0AS2676	3.000%	06/01/2029 DD 05/01/14	400,322	400,589
FNMA POOL #0AS3220	3.000%	09/01/2029 DD 08/01/14	236,916	237,074
FNMA POOL #0AS3594	3.000%	10/01/2029 DD 09/01/14	81,634	81,689
FNMA POOL #0AS3753	3.500%	11/01/2029 DD 10/01/14	1,177,890	1,194,234
FNMA POOL #0AS4083	4.000%	01/01/2045 DD 12/01/14	61,736	63,665

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description	Shares or Units	Market Value
FNMA POOL #0AS4308	4.000% 02/01/2045 DD 01/01/15	156,223
FNMA POOL #0AS4485	2.500% 02/01/2030 DD 02/01/15	2,451
FNMA POOL #0AS4488	2.500% 02/01/2030 DD 02/01/15	2,704
FNMA POOL #0AS5017	4.000% 05/01/2045 DD 04/01/15	223,685
FNMA POOL #0AS5403	2.500% 07/01/2030 DD 06/01/15	34,159
FNMA POOL #0AS5405	2.500% 07/01/2030 DD 06/01/15	6,374
FNMA POOL #0AS5453	3.500% 07/01/2045 DD 06/01/15	383,510
FNMA POOL #0AS5459	3.500% 07/01/2045 DD 06/01/15	397,097
FNMA POOL #0AS5548	2.500% 08/01/2030 DD 07/01/15	78,749
FNMA POOL #0AS5614	2.500% 08/01/2030 DD 07/01/15	102,052
FNMA POOL #0AS5616	2.500% 08/01/2030 DD 07/01/15	196,662
FNMA POOL #0AS5622	3.000% 08/01/2030 DD 07/01/15	132,387
FNMA POOL #0AS5623	3.000% 08/01/2030 DD 07/01/15	144,460
FNMA POOL #0AS5640	3.500% 08/01/2045 DD 07/01/15	88,100
FNMA POOL #0AS5707	3.500% 08/01/2030 DD 08/01/15	24,068
FNMA POOL #0AS5708	3.500% 08/01/2030 DD 08/01/15	107,736
FNMA POOL #0AS5714	3.000% 09/01/2030 DD 08/01/15	97,579
FNMA POOL #0AS5728	3.000% 09/01/2030 DD 08/01/15	129,956
FNMA POOL #0AS5786	2.500% 09/01/2030 DD 08/01/15	92,707
FNMA POOL #0AS5872	2.500% 09/01/2030 DD 08/01/15	115,347
FNMA POOL #0AS5949	4.000% 10/01/2045 DD 09/01/15	434,857
FNMA POOL #0AS6115	2.500% 11/01/2030 DD 10/01/15	106,038
FNMA POOL #0AS6116	2.500% 11/01/2030 DD 10/01/15	111,033
FNMA POOL #0AS6141	2.500% 11/01/2030 DD 10/01/15	112,809
FNMA POOL #0AS6142	2.500% 11/01/2030 DD 10/01/15	100,699
FNMA POOL #0AS6195	3.500% 11/01/2045 DD 10/01/15	53,932
FNMA POOL #0AS6233	4.500% 11/01/2045 DD 10/01/15	13,483
FNMA POOL #0AS6347	4.000% 12/01/2045 DD 12/01/15	408,008
FNMA POOL #0AS6662	4.000% 02/01/2046 DD 01/01/16	252,198
FNMA POOL #0AS6823	3.500% 03/01/2046 DD 02/01/16	170,347
FNMA POOL #0AS7015	3.500% 04/01/2046 DD 03/01/16	21,141
FNMA POOL #0AS7320	2.500% 06/01/2031 DD 05/01/16	121,863
FNMA POOL #0AS7353	3.500% 06/01/2046 DD 05/01/16	478,350
FNMA POOL #0AS7362	3.000% 06/01/2046 DD 05/01/16	72,244
FNMA POOL #0AS7365	3.000% 06/01/2046 DD 05/01/16	8,282
FNMA POOL #0AS7370	3.000% 06/01/2046 DD 05/01/16	40,211
FNMA POOL #0AS7605	2.500% 07/01/2031 DD 07/01/16	150,242
FNMA POOL #0AS7617	2.500% 07/01/2031 DD 07/01/16	232,482
FNMA POOL #0AS7889	3.000% 09/01/2046 DD 08/01/16	65,712
FNMA POOL #0AS8009	2.500% 10/01/2031 DD 09/01/16	231,221
FNMA POOL #0AS8193	2.500% 10/01/2031 DD 10/01/16	294,711
FNMA POOL #0AS8195	2.500% 10/01/2031 DD 10/01/16	100,282
FNMA POOL #0AS8208	2.500% 10/01/2031 DD 10/01/16	370,808
FNMA POOL #0AS8240	2.500% 11/01/2031 DD 10/01/16	223,182
FNMA POOL #0AS8241	2.500% 11/01/2031 DD 10/01/16	193,247
FNMA POOL #0AS8245	2.500% 11/01/2031 DD 10/01/16	153,874
FNMA POOL #0AS8251	2.000% 11/01/2031 DD 10/01/16	177,222
FNMA POOL #0AS8291	2.000% 11/01/2031 DD 10/01/16	11,776
FNMA POOL #0AS8348	3.000% 11/01/2036 DD 10/01/16	130,446
FNMA POOL #0AS8349	3.000% 11/01/2036 DD 10/01/16	53,736
FNMA POOL #0AS8371	3.500% 11/01/2046 DD 10/01/16	216,215
FNMA POOL #0AS8374	4.000% 11/01/2046 DD 10/01/16	109,797
FNMA POOL #0AS8486	3.000% 12/01/2046 DD 12/01/16	1,786
FNMA POOL #0AS8553	3.000% 12/01/2036 DD 12/01/16	155,245
FNMA POOL #0AS8589	3.000% 01/01/2047 DD 12/01/16	63,910
FNMA POOL #0AS8792	3.000% 02/01/2047 DD 01/01/17	81,588
FNMA POOL #0AS8885	3.500% 02/01/2032 DD 02/01/17	218,858
FNMA POOL #0AS9316	2.500% 03/01/2032 DD 03/01/17	83,564
FNMA POOL #0AS9317	2.500% 03/01/2032 DD 03/01/17	68,295
FNMA POOL #0AS9318	2.500% 03/01/2032 DD 03/01/17	128,827
FNMA POOL #0AS9319	2.500% 03/01/2032 DD 03/01/17	135,975
FNMA POOL #0AS9321	2.500% 03/01/2032 DD 03/01/17	106,864
FNMA POOL #0AT0310	3.500% 03/01/2043 DD 03/01/13	7,338
FNMA POOL #0AT2037	3.000% 04/01/2043 DD 04/01/13	78,082
FNMA POOL #0AT2040	3.000% 04/01/2043 DD 04/01/13	252,433

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description	Shares or Units	Market Value
FNMA POOL #0AT2043	3.000% 04/01/2043 DD 04/01/13	119,634
FNMA POOL #0AT2719	3.000% 05/01/2043 DD 05/01/13	525,539
FNMA POOL #0AT3019	3.500% 04/01/2043 DD 04/01/13	7,848
FNMA POOL #0AT3121	3.000% 04/01/2028 DD 04/01/13	36,184
FNMA POOL #0AT3906	3.500% 07/01/2043 DD 08/01/13	21,501
FNMA POOL #0AT6033	3.000% 05/01/2028 DD 05/01/13	46,467
FNMA POOL #0AT6144	4.000% 05/01/2042 DD 05/01/13	99,982
FNMA POOL #0AT6321	3.500% 06/01/2043 DD 05/01/13	468,658
FNMA POOL #0AT6654	3.000% 05/01/2043 DD 05/01/13	154,970
FNMA POOL #0AT7267	3.500% 09/01/2043 DD 09/01/13	12,188
FNMA POOL #0AT7333	3.500% 08/01/2043 DD 08/01/13	15,052
FNMA POOL #0AT7676	3.000% 06/01/2043 DD 06/01/13	84,522
FNMA POOL #0AT8464	3.500% 07/01/2043 DD 07/01/13	212,954
FNMA POOL #0AT9667	3.500% 07/01/2043 DD 06/01/13	133,269
FNMA POOL #0AU0570	3.500% 08/01/2043 DD 07/01/13	125,746
FNMA POOL #0AU0613	3.500% 08/01/2043 DD 08/01/13	116,883
FNMA POOL #0AU0918	3.500% 07/01/2043 DD 07/01/13	199,025
FNMA POOL #0AU1633	3.500% 07/01/2043 DD 07/01/13	584,561
FNMA POOL #0AU3032	3.500% 08/01/2043 DD 08/01/13	14,910
FNMA POOL #0AU3270	3.500% 08/01/2043 DD 08/01/13	57,337
FNMA POOL #0AU6041	3.500% 09/01/2028 DD 08/01/13	316,776
FNMA POOL #0AU8774	3.000% 10/01/2028 DD 10/01/13	85,969
FNMA POOL #0AV6577	4.000% 03/01/2044 DD 03/01/14	66,859
FNMA POOL #0AV8876	4.000% 12/01/2044 DD 12/01/14	82,476
FNMA POOL #0AW0937	3.000% 04/01/2029 DD 04/01/14	281,738
FNMA POOL #0AW1247	3.000% 05/01/2029 DD 05/01/14	225,296
FNMA POOL #0AW7055	4.000% 07/01/2044 DD 06/01/14	26,179
FNMA POOL #0AW8154	3.500% 01/01/2042 DD 09/01/14	51,601
FNMA POOL #0AX1321	3.500% 09/01/2029 DD 09/01/14	269,871
FNMA POOL #0AX1909	3.500% 01/01/2027 DD 11/01/14	253,209
FNMA POOL #0AX2741	3.500% 10/01/2029 DD 10/01/14	57,945
FNMA POOL #0AX3298	3.000% 08/01/2030 DD 08/01/15	24,517
FNMA POOL #0AX3706	4.000% 09/01/2042 DD 12/01/14	53,896
FNMA POOL #0AX6255	4.000% 12/01/2044 DD 12/01/14	16,787
FNMA POOL #0AX8713	4.000% 01/01/2045 DD 01/01/15	213,232
FNMA POOL #0AX9700	3.000% 07/01/2030 DD 07/01/15	33,650
FNMA POOL #0AX9701	3.000% 07/01/2030 DD 07/01/15	116,818
FNMA POOL #0AY0299	4.000% 12/01/2044 DD 12/01/14	17,560
FNMA POOL #0AY0828	2.500% 05/01/2030 DD 04/01/15	47,655
FNMA POOL #0AY1866	4.000% 02/01/2045 DD 01/01/15	34,195
FNMA POOL #0AY2693	4.000% 02/01/2045 DD 01/01/15	62,490
FNMA POOL #0AY3416	2.500% 04/01/2030 DD 04/01/15	99,689
FNMA POOL #0AY8218	4.000% 05/01/2045 DD 04/01/15	28,189
FNMA POOL #0AY9770	4.000% 05/01/2045 DD 05/01/15	70,143
FNMA POOL #0AZ2170	2.500% 07/01/2030 DD 07/01/15	44,719
FNMA POOL #0AZ2297	3.000% 07/01/2030 DD 06/01/15	16,629
FNMA POOL #0AZ5719	3.000% 09/01/2030 DD 08/01/15	54,161
FNMA POOL #0AZ7833	3.000% 08/01/2030 DD 08/01/15	27,637
FNMA POOL #0AZ8597	3.000% 08/01/2030 DD 08/01/15	13,116
FNMA POOL #0AZ9243	4.000% 10/01/2045 DD 10/01/15	38,461
FNMA POOL #0AZ9244	4.000% 10/01/2045 DD 10/01/15	43,211
FNMA POOL #0BA2877	4.000% 10/01/2045 DD 10/01/15	44,561
FNMA POOL #0BA2878	4.000% 10/01/2045 DD 10/01/15	41,143
FNMA POOL #0BA2879	4.000% 10/01/2045 DD 10/01/15	42,328
FNMA POOL #0BA2904	4.000% 11/01/2045 DD 11/01/15	131,617
FNMA POOL #0BA2905	4.000% 11/01/2045 DD 11/01/15	197,642
FNMA POOL #0BA2924	4.000% 12/01/2045 DD 11/01/15	60,402
FNMA POOL #0BA4736	4.000% 12/01/2045 DD 12/01/15	109,400
FNMA POOL #0BA4737	4.000% 12/01/2045 DD 12/01/15	129,577
FNMA POOL #0BA4781	4.000% 01/01/2046 DD 01/01/16	147,673
FNMA POOL #0BC1154	3.500% 06/01/2046 DD 06/01/16	35,301
FNMA POOL #0BC2628	2.500% 11/01/2031 DD 10/01/16	20,719
FNMA POOL #0BC2629	2.500% 11/01/2031 DD 10/01/16	19,846
FNMA POOL #0BC2631	2.500% 11/01/2031 DD 10/01/16	39,673
FNMA POOL #0BC2837	4.500% 09/01/2046 DD 09/01/16	85,247

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description	Shares or Units	Market Value
FNMA POOL #0BC4778	2.500% 10/01/2031 DD 10/01/16	159,410
FNMA POOL #0BC5981	3.500% 04/01/2046 DD 04/01/16	78,496
FNMA POOL #0BC7299	3.500% 11/01/2046 DD 10/01/16	10,449
FNMA POOL #0BC9012	4.000% 11/01/2046 DD 11/01/16	99,290
FNMA POOL #0BC9040	2.000% 11/01/2031 DD 11/01/16	62,442
FNMA POOL #0BD2439	4.000% 01/01/2047 DD 01/01/17	143,982
FNMA POOL #0BD5056	3.000% 02/01/2047 DD 02/01/17	33,648
FNMA POOL #0BD5388	2.500% 08/01/2031 DD 08/01/16	37,387
FNMA POOL #0BD8477	3.500% 11/01/2046 DD 11/01/16	33,850
FNMA POOL #0BD8962	3.000% 11/01/2046 DD 11/01/16	33,220
FNMA POOL #0BE0547	3.500% 09/01/2046 DD 11/01/16	6,562
FNMA POOL #0BE1896	3.000% 12/01/2036 DD 11/01/16	120,413
FNMA POOL #0BE1932	3.500% 11/01/2046 DD 11/01/16	17,208
FNMA POOL #0BF0056	6.000% 07/01/2039 DD 09/01/16	330,119
FNMA POOL #0BH0398	4.000% 05/01/2047 DD 04/01/17	207,713
FNMA POOL #0BH3401	4.000% 07/01/2047 DD 07/01/17	178,568
FNMA POOL #0BH7067	4.500% 12/01/2047 DD 12/01/17	293,770
FNMA POOL #0BJ2054	3.500% 11/01/2032 DD 11/01/17	56,060
FNMA POOL #0BJ2096	3.500% 01/01/2033 DD 01/01/18	36,835
FNMA POOL #0BJ5674	3.000% 01/01/2033 DD 01/01/18	99,451
FNMA POOL #0BJ9057	4.000% 02/01/2048 DD 01/01/18	38,259
FNMA POOL #0BJ9058	4.000% 02/01/2048 DD 01/01/18	36,502
FNMA POOL #0BK4471	4.500% 07/01/2048 DD 07/01/18	9,629
FNMA POOL #0BK4689	4.500% 07/01/2048 DD 07/01/18	62,281
FNMA POOL #0BK7642	4.000% 09/01/2033 DD 09/01/18	50,346
FNMA POOL #0BM1036	2.500% 02/01/2032 DD 03/01/17	7,167
FNMA POOL #0BM1100	3.500% 02/01/2045 DD 03/01/17	163,017
FNMA POOL #0BM1124	3.500% 11/01/2045 DD 04/01/17	525,394
FNMA POOL #0BM1155	4.000% 03/01/2047 DD 04/01/17	1,012,888
FNMA POOL #0BM1174	3.500% 05/01/2047 DD 04/01/17	237,591
FNMA POOL #0BM1502	4.000% 10/01/2043 DD 07/01/17	458,279
FNMA POOL #0BM1547	4.000% 07/01/2047 DD 07/01/17	256,303
FNMA POOL #0BM1571	3.500% 07/01/2047 DD 07/01/17	140,441
FNMA POOL #0BM1595	2.500% 03/01/2031 DD 07/01/17	15,121
FNMA POOL #0BM1602	3.500% 05/01/2032 DD 07/01/17	361,350
FNMA POOL #0BM1619	4.000% 08/01/2047 DD 07/01/17	278,947
FNMA POOL #0BM1756	4.500% 12/01/2045 DD 09/01/17	241,933
FNMA POOL #0BM1896	2.500% 11/01/2031 DD 10/01/17	4,208
FNMA POOL #0BM1902	3.500% 06/01/2047 DD 10/01/17	197,360
FNMA POOL #0BM1920	4.500% 07/01/2046 DD 10/01/17	507,709
FNMA POOL #0BM1937	3.500% 05/01/2047 DD 10/01/17	54,691
FNMA POOL #0BM1938	3.500% 11/01/2046 DD 10/01/17	154,379
FNMA POOL #0BM3052	4.500% 10/01/2047 DD 10/01/17	242,038
FNMA POOL #0BM3053	4.500% 07/01/2046 DD 10/01/17	363,239
FNMA POOL #0BM3054	2.000% 11/01/2031 DD 10/01/17	234,677
FNMA POOL #0BM3061	2.000% 03/01/2032 DD 10/01/17	323,136
FNMA POOL #0BM3240	3.000% 09/01/2032 DD 12/01/17	146,708
FNMA POOL #0BM3261	4.000% 12/01/2047 DD 12/01/17	156,224
FNMA POOL #0BM3403	2.500% 02/01/2030 DD 01/01/18	8,365
FNMA POOL #0BM3503	3.500% 04/01/2032 DD 02/01/18	495,887
FNMA POOL #0BM3552	2.500% 08/01/2030 DD 02/01/18	26,605
FNMA POOL #0BM3578	2.500% 08/01/2032 DD 02/01/18	183,306
FNMA POOL #0BM3762	4.000% 04/01/2048 DD 03/01/18	46,186
FNMA POOL #0BM3763	4.000% 04/01/2048 DD 03/01/18	51,102
FNMA POOL #0BM3792	3.500% 02/01/2047 DD 04/01/18	1,469,779
FNMA POOL #0BM3793	2.500% 02/01/2033 DD 04/01/18	384,494
FNMA POOL #0BM3846	4.500% 04/01/2048 DD 04/01/18	217,531
FNMA POOL #0BM4022	3.000% 11/01/2046 DD 05/01/18	871,475
FNMA POOL #0BM5002	3.500% 12/01/2048 DD 11/01/18	2,996,323
FNMA POOL #0BM5003	4.000% 12/01/2048 DD 11/01/18	7,594,972
FNMA POOL #0CA1199	4.000% 02/01/2048 DD 01/01/18	286,758
FNMA POOL #0CA1255	4.000% 02/01/2048 DD 02/01/18	462,174
FNMA POOL #0CA1372	4.000% 03/01/2048 DD 02/01/18	448,551
FNMA POOL #0CA1541	4.000% 04/01/2048 DD 03/01/18	929,576
FNMA POOL #0CA1545	4.000% 04/01/2048 DD 03/01/18	1,393,943

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description	Shares or Units	Market Value
FNMA POOL #0CA1549	4.000% 04/01/2048 DD 03/01/18	178,153
FNMA POOL #0CA1622	3.000% 04/01/2033 DD 04/01/18	99,453
FNMA POOL #0CA1704	4.500% 05/01/2048 DD 04/01/18	2,433,427
FNMA POOL #0CA2404	4.000% 10/01/2033 DD 09/01/18	282,393
FNMA POOL #0CA2406	4.000% 10/01/2033 DD 09/01/18	204,404
FNMA POOL #0CA2527	4.000% 10/01/2033 DD 10/01/18	138,114
FNMA POOL #0CA2528	4.000% 10/01/2033 DD 10/01/18	138,528
FNMA POOL #0CA2557	4.000% 11/01/2033 DD 10/01/18	1,077,642
FNMA POOL #0MA1440	3.500% 05/01/2043 DD 04/01/13	13,363
FNMA POOL #0MA2414	3.500% 10/01/2045 DD 09/01/15	33,494
FNMA POOL #0MA2774	2.000% 10/01/2031 DD 09/01/16	38,606
FNMA POOL #0MA2845	2.000% 12/01/2031 DD 11/01/16	50,644
FNMA POOL #0MA2920	3.000% 03/01/2047 DD 02/01/17	3,855
FNMA POOL #0MA3247	3.000% 01/01/2033 DD 12/01/17	732,824
FNMA POOL #0MA3461	3.000% 09/01/2033 DD 08/01/18	57,711
FNMA GTD REMIC P/T 10-136 CY	4.000% 12/25/2040 DD 11/01/10	1,680,000
FNMA GTD REMIC P/T 11-48 MG	VAR RT 06/25/2026 DD 05/01/11	431,489
FNMA GTD REMIC P/T 11-84 MG	VAR RT 09/25/2026 DD 08/01/11	422,280
FNMA GTD REMIC P/T 13-133 NA	3.000% 05/25/2036 DD 12/01/13	231,814
FNMA GTD REMIC P/T 14-2 PX	4.500% 01/25/2041 DD 01/01/14	1,580,000
FNMA GTD REMIC P/T 16-27 HK	3.000% 01/25/2041 DD 04/01/16	998,387
FNMA GTD REMIC P/T 16-27 KG	3.000% 01/25/2040 DD 04/01/16	490,768
FNMA GTD REMIC P/T 16-48 UF	VAR RT 08/25/2046 DD 07/25/16	1,138,600
FNMA GTD REMIC P/T 16-49 LA	3.500% 01/25/2043 DD 07/01/16	854,265
GNMA POOL #0546215	4.500% 04/15/2040 DD 04/01/10	38,199
GNMA POOL #0553461	3.500% 01/15/2042 DD 01/01/12	93,280
GNMA POOL #0615516	4.500% 09/15/2033 DD 09/01/03	35,332
GNMA POOL #0728627	4.500% 01/15/2040 DD 01/01/10	47,785
GNMA POOL #0745793	4.500% 07/15/2040 DD 07/01/10	130,294
GNMA POOL #0759138	4.000% 01/15/2041 DD 01/01/11	163,904
GNMA POOL #0762838	4.000% 03/15/2041 DD 03/01/11	113,981
GNMA POOL #0782557	5.000% 01/15/2039 DD 02/01/09	528,402
GNMA POOL #0782619	5.000% 04/15/2039 DD 04/01/09	340,884
GNMA POOL #0782696	5.000% 06/15/2039 DD 07/01/09	51,653
GNMA POOL #0782958	5.000% 05/15/2040 DD 05/01/10	173,522
GNMA POOL #0783571	5.000% 12/15/2033 DD 05/01/12	141,212
GNMA POOL #0783609	4.500% 10/15/2040 DD 07/01/12	299,028
GNMA POOL #0783610	4.500% 11/15/2041 DD 07/01/12	211,284
GNMA POOL #0784439	3.000% 02/15/2045 DD 02/01/18	243,562
GNMA POOL #0AD2334	3.500% 04/15/2043 DD 04/01/13	148,929
GNMA POOL #0AZ8560	4.500% 03/15/2047 DD 03/01/17	31,788
GNMA POOL #0AZ8596	4.500% 04/15/2047 DD 04/01/17	46,816
GNMA POOL #0AZ8597	4.500% 04/15/2047 DD 04/01/17	32,161
GNMA POOL #0BA7888	4.500% 05/15/2047 DD 05/01/17	28,334
GNMA POOL #0BB6967	4.000% 06/15/2047 DD 07/01/17	24,885
GNMA POOL #0BC5919	4.000% 09/15/2047 DD 09/01/17	36,760
GNMA POOL #0BD3187	4.000% 10/15/2047 DD 10/01/17	82,303
GNMA POOL #0BE0143	4.000% 01/15/2048 DD 01/01/18	98,451
GNMA POOL #0BE0144	4.000% 01/15/2048 DD 01/01/18	25,582
GNMA POOL #0BE0204	4.000% 01/15/2048 DD 02/01/18	62,130
GNMA POOL #0BE1030	4.000% 11/15/2047 DD 11/01/17	28,454
GNMA POOL #0BE1031	4.000% 10/15/2047 DD 11/01/17	72,630
GNMA POOL #0BE4664	4.000% 12/15/2047 DD 12/01/17	85,524
GNMA II POOL #0004422	4.000% 04/20/2039 DD 04/01/09	7,683
GNMA II POOL #0004494	VAR RT 07/20/2039 DD 07/01/09	45,711
GNMA II POOL #0004559	5.000% 10/20/2039 DD 10/01/09	242,917
GNMA II POOL #0004598	4.500% 12/20/2039 DD 12/01/09	11,311
GNMA II POOL #0004617	4.500% 01/20/2040 DD 01/01/10	13,980
GNMA II POOL #0004636	4.500% 02/20/2040 DD 02/01/10	11,070
GNMA II POOL #0004696	4.500% 05/20/2040 DD 05/01/10	756
GNMA II POOL #0004746	4.500% 07/20/2040 DD 07/01/10	4,839
GNMA II POOL #0004771	4.500% 08/20/2040 DD 08/01/10	31,323
GNMA II POOL #0004800	4.000% 09/20/2040 DD 09/01/10	12,343
GNMA II POOL #0004833	4.000% 10/20/2040 DD 10/01/10	163,924
GNMA II POOL #0004853	4.000% 11/20/2040 DD 11/01/10	95,231

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description		Shares or Units	Market Value
GNMA II POOL #0004882	4.000% 12/20/2040 DD 12/01/10	295,838	305,561
GNMA II POOL #0004922	4.000% 01/20/2041 DD 01/01/11	257,738	266,214
GNMA II POOL #0004945	4.000% 02/20/2041 DD 02/01/11	5,479	5,659
GNMA II POOL #0005018	5.000% 04/20/2041 DD 04/01/11	15,431	16,368
GNMA II POOL #0005056	5.000% 05/20/2041 DD 05/01/11	3,150	3,341
GNMA II POOL #0005083	5.000% 06/20/2041 DD 06/01/11	42,825	45,440
GNMA II POOL #0005115	4.500% 07/20/2041 DD 07/01/11	668,511	701,324
GNMA II POOL #0005116	5.000% 07/20/2041 DD 07/01/11	23,985	25,440
GNMA II POOL #0783584	4.500% 07/20/2041 DD 06/01/12	104,138	109,250
GNMA II POOL #0783590	4.500% 06/20/2041 DD 06/01/12	178,653	187,448
GNMA II POOL #0AI4166	4.000% 08/20/2044 DD 08/01/14	15,169	15,624
GNMA II POOL #0AI4167	4.000% 08/20/2044 DD 08/01/14	12,902	13,250
GNMA II POOL #0AJ2723	4.000% 08/20/2044 DD 08/01/14	15,446	16,032
GNMA II POOL #0AJ4687	4.000% 08/20/2044 DD 08/01/14	18,300	18,837
GNMA II POOL #0AQ0542	4.000% 10/20/2046 DD 10/01/16	16,202	16,641
GNMA II POOL #0AX4341	3.500% 10/20/2046 DD 10/01/16	54,947	55,442
GNMA II POOL #0AZ4342	3.500% 10/20/2046 DD 10/01/16	52,818	53,235
GNMA II POOL #0AZ4343	3.500% 10/20/2046 DD 10/01/16	44,923	45,255
GNMA II POOL #0AZ4344	3.500% 10/20/2046 DD 10/01/16	120,962	121,823
GNMA II POOL #0AZ4345	3.500% 10/20/2046 DD 10/01/16	106,768	107,521
GNMA II POOL #0BD0560	4.500% 09/20/2048 DD 09/01/18	164,466	171,730
GNMA II POOL #0G24834	4.500% 10/20/2040 DD 10/01/10	8,354	8,766
GNMA II POOL #0MA0023	4.000% 04/20/2042 DD 04/01/12	154,504	159,582
GNMA II POOL #0MA0934	3.500% 04/20/2043 DD 04/01/13	301,490	304,922
GNMA II POOL #0MA1012	3.500% 05/20/2043 DD 05/01/13	174,148	176,133
GNMA II POOL #0MA1158	4.000% 07/20/2043 DD 07/01/13	37,060	38,263
GNMA II POOL #0MA1677	3.500% 02/20/2044 DD 02/01/14	1,068,730	1,076,293
GNMA II POOL #0MA2753	3.000% 04/20/2045 DD 04/01/15	524,024	517,886
GNMA II POOL #0MA2826	3.500% 05/20/2045 DD 05/01/15	5,332,086	5,376,371
GNMA II POOL #0MA2960	3.000% 07/20/2045 DD 07/01/15	88,169	87,109
GNMA II POOL #0MA3172	3.000% 10/20/2045 DD 10/01/15	182,775	180,540
GNMA II POOL #0MA3521	3.500% 03/20/2046 DD 03/01/16	6,525,441	6,577,632
GNMA II POOL #0MA3596	3.000% 04/20/2046 DD 04/01/16	3,191,644	3,149,657
GNMA II POOL #0MA3662	3.000% 05/20/2046 DD 05/01/16	23,954	23,643
GNMA II POOL #0MA3663	3.500% 05/20/2046 DD 05/01/16	1,416,321	1,426,994
GNMA II POOL #0MA3735	3.000% 06/20/2046 DD 06/01/16	511,212	504,172
GNMA II POOL #0MA3736	3.500% 06/20/2046 DD 06/01/16	2,972,210	2,994,152
GNMA II POOL #0MA3802	3.000% 07/20/2046 DD 07/01/16	954,660	941,659
GNMA II POOL #0MA3803	3.500% 07/20/2046 DD 07/01/16	522,985	526,685
GNMA II POOL #0MA3873	3.000% 07/20/2046 DD 08/01/16	4,771,275	4,705,556
GNMA II POOL #0MA3936	3.000% 08/20/2046 DD 09/01/16	2,123,455	2,095,181
GNMA II POOL #0MA3937	3.500% 09/20/2046 DD 09/01/16	1,870,594	1,883,539
GNMA II POOL #0MA4068	3.000% 11/20/2046 DD 11/01/16	32,137	31,680
GNMA II POOL #0MA4126	3.000% 11/20/2046 DD 12/01/16	154,020	151,804
GNMA II POOL #0MA5399	4.500% 08/20/2048 DD 08/01/18	1,381,937	1,430,990
GNMA II POOL #0MA5467	4.500% 09/20/2048 DD 09/01/18	3,420,299	3,541,680
U S TREASURY BOND	2.500% 02/15/2045 DD 02/15/15	10,000	9,062
U S TREASURY BOND	2.875% 08/15/2045 DD 08/15/15	1,455,000	1,417,147
U S TREASURY BOND	3.000% 02/15/2047 DD 02/15/17	2,722,000	2,714,344
U S TREASURY BOND	3.000% 02/15/2048 DD 02/15/18	1,720,000	1,710,795
U S TREASURY BOND	3.000% 05/15/2045 DD 05/15/15	740,000	738,584
U S TREASURY BOND	3.000% 08/15/2048 DD 08/15/18	5,340,000	5,314,760
U S TREASURY BOND	3.125% 05/15/2048 DD 05/15/18	9,430,000	9,609,023
U S TREASURY BOND	3.125% 08/15/2044 DD 08/15/14	1,040,000	1,061,653
U S TREASURY BOND	3.125% 11/15/2041 DD 11/15/11	9,380,000	9,603,874
U S TREASURY BOND	3.375% 11/15/2048 DD 11/15/18	625,000	668,359
U S TREASURY BOND	3.625% 08/15/2043 DD 08/15/13	3,480,000	3,852,061
U S TREASURY BOND	3.875% 08/15/2040 DD 08/15/10	1,285,000	1,475,592
U S TREASURY BOND	4.500% 02/15/2036 DD 02/15/06	1,185,000	1,460,605
U S TREASURY NOTE	1.125% 02/28/2021 DD 02/29/16	31,247,000	30,344,987
U S TREASURY NOTE	1.375% 01/15/2020 DD 01/15/17	2,000,000	1,974,766
U S TREASURY NOTE	1.375% 04/30/2020 DD 04/30/15	15,964,000	15,718,304
U S TREASURY NOTE	1.375% 05/31/2021 DD 05/31/16	4,892,000	4,766,260
U S TREASURY NOTE	1.500% 05/15/2020 DD 05/15/17	39,945,000	39,377,032
U S TREASURY NOTE	1.500% 11/30/2019 DD 11/30/14	8,350,000	8,263,891

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description		Shares or Units	Market Value
U S TREASURY NOTE	1.750% 11/30/2021 DD 11/30/16	68,000,000	66,629,375
U S TREASURY NOTE	1.750% 12/31/2020 DD 12/31/15	29,000,000	28,586,523
U S TREASURY NOTE	1.875% 06/30/2020 DD 06/30/13	5,992,000	5,932,548
U S TREASURY NOTE	2.000% 09/30/2020 DD 09/30/13	1,875,000	1,858,374
U S TREASURY NOTE	2.000% 10/31/2022 DD 10/31/17	1,225,000	1,203,275
U S TREASURY NOTE	2.125% 09/30/2024 DD 09/30/17	10,640,000	10,397,275
U S TREASURY NOTE	2.125% 12/31/2021 DD 12/31/14	3,860,000	3,822,003
U S TREASURY NOTE	2.250% 02/29/2020 DD 02/28/18	3,065,000	3,052,668
U S TREASURY NOTE	2.500% 06/30/2020 DD 06/30/18	2,000,000	1,998,437
U S TREASURY NOTE	2.625% 07/15/2021 DD 07/15/18	236,000	236,839
U S TREASURY NOTE	2.625% 12/15/2021 DD 12/15/18	8,720,000	8,759,172
U S TREASURY NOTE	2.625% 12/31/2023 DD 12/31/18	1,535,000	1,543,035
U S TREASURY NOTE	2.750% 09/30/2020 DD 09/30/18	13,075,000	13,124,031
U S TREASURY NOTE	2.875% 08/15/2028 DD 08/15/18	11,425,000	11,601,730
U S TREASURY NOTE	2.875% 10/15/2021 DD 10/15/18	3,200,000	3,233,750
U S TREASURY NOTE	2.875% 11/15/2021 DD 11/15/18	20,705,000	20,935,505
U S TREASURY NOTE	2.875% 11/30/2023 DD 11/30/18	4,560,000	4,639,444
U S TREASURY NOTE	2.875% 11/30/2025 DD 11/30/18	475,000	483,517
U S TREASURY NOTE	3.000% 10/31/2025 DD 10/31/18	1,220,000	1,251,596
U S TREASURY NOTE	3.125% 11/15/2028 DD 11/15/18	6,185,000	6,415,488
US TREAS-CPI INFLAT	0.125% 07/15/2022 DD 07/15/12	13,162,289	12,784,332
US TREAS-CPI INFLAT	0.375% 07/15/2023 DD 07/15/13	11,539,692	11,282,981
US TREAS-CPI INFLAT	0.625% 07/15/2021 DD 07/15/11	7,141,249	7,063,232
US TREAS-CPI INFLAT	0.750% 07/15/2028 DD 07/15/18	16,661,684	16,308,274
US TREAS-CPI INFLAT	1.000% 02/15/2048 DD 02/15/18	2,614,872	2,477,966
US TREAS-CPI INFLAT	2.000% 001/15/2026 DD 01/15/06	15,549,780	16,595,715
US TREAS-CPI INFLAT	2.375% 01/15/2025 DD 07/15/04	18,150,630	19,624,888
US TREAS-CPI INFLAT	3.625% 04/15/2028 DD 04/15/98	16,009,626	19,645,770
TOTAL U. S. GOVERNMENT SECURITIES			\$ 631,879,333

FIXED INCOME SECURITIES AND REPURCHASE AGREEMENTS ACQUIRED WITH CASH COLLATERAL

Repo	CANTOR D (Agency MBS & Pass Throughs) 1/2/2019	18,446,439	\$ 18,446,439
Repo	GOLDMAN D (Agency MBS & Pass Throughs) 1/2/2019	20,000,000	20,000,000
Repo	BNP O ("A" Corps, A1/P1 Money Market) 1/2/2019	4,237,415	4,237,415
Repo	SWIB A Bi-lateral (T Bills, Notes, Bonds & STRIPS) 1	39,739,227	39,739,227
Repo	SOCIETE R (EQUITIES) 2/4/2019	9,800,000	9,800,000
Repo	BNP R (EQUITIES) 2/4/2019	5,400,000	5,400,000
Repo	SOCIETE R (EQUITIES) 2/11/2019	10,000,000	10,000,000
Repo	MORGAN, R (EQUITIES) 3/22/2019	1,500,000	1,500,000
Repo	CITI R (EQUITIES) 3/26/2019	17,400,000	17,400,000
Repo	DEUTSCHE R (EQUITIES) 4/1/2019	13,500,000	13,500,000
Repo	CITI R (EQUITIES) 4/3/2019	7,100,000	7,100,000
Repo	MERRILL R (EQUITIES) 4/3/2019	10,500,000	10,500,000
Repo	MORGAN, R (EQUITIES) 7/1/2019	21,600,000	21,600,000
Floating Rate Notes	SVENSKA HANDELSBANKEN NY. 1/3/2019	2,400,000	2,400,000
Floating Rate Notes	ROYAL BANK OF CANADA 1/10/2019	2,950,000	2,950,165
Floating Rate Notes	ROYAL BANK OF CANADA 1/10/2019	2,400,000	2,400,134
Floating Rate Notes	ROYAL BANK OF CANADA 1/10/2019	2,400,000	2,400,134
Floating Rate Notes	WESTPAC BANKING CORP 1/17/2019	3,400,000	3,400,674
Floating Rate Notes	BANK OF MONTREAL (CHICAGO) 1/17/2019	4,349,000	4,349,360
Floating Rate Notes	ABN AMRO BANK NV 1/18/2019	1,700,000	1,700,194
Floating Rate Notes	ABN AMRO BANK NV 1/18/2019	2,740,000	2,740,312
Floating Rate Notes	AMERICAN HONDA FINANCE 1/22/2019	6,300,000	6,299,550
Floating Rate Notes	HSBC BANK PLC 42DIB 1.8214% 01/25/2019. 1/25/2	5,800,000	5,801,148
Floating Rate Notes	SVENSKA HANDELSBANKEN NY 2/1/2019	6,500,000	6,500,757
Floating Rate Notes	SVENSKA HANDELSBANKEN NY 2/1/2019	4,200,000	4,200,489
Floating Rate Notes	BANK OF AMERICA NA 2/4/2019	4,800,000	4,800,552
Floating Rate Notes	MIZUHO BANK LTD/NY 2/7/2019	7,800,000	7,800,897
Floating Rate Notes	COOPERATIVE RABOBANK UA (NEW YORK) C	7,500,000	7,501,530
Floating Rate Notes	HSBC BANK USA NA 2/8/2019	5,554,000	5,555,438
Floating Rate Notes	MITSUBISHI UFJ TR&BK NY. 2/8/2019	3,640,000	3,640,590
Floating Rate Notes	SUMITOMO MITSUI BANK NY 2/8/2019	7,500,000	7,501,110
Floating Rate Notes	IBM CORP 2/12/2019	2,900,000	2,900,593
Floating Rate Notes	MIZUHO BANK LTD/NY 2/13/2019	6,600,000	6,600,495
Floating Rate Notes	TOYOTA MOTOR CREDIT CORP 2/19/2019	3,600,000	3,602,700
Floating Rate Notes	WESTPAC BANKING CORP NY 2/19/2019	4,800,000	4,801,584
Floating Rate Notes	LLOYDS BANK PLC CPIB 2.2194% 02/21/2019. 2/21	5,500,000	5,500,710
Floating Rate Notes	MIZUHO BANK LTD (NEW YORK). 2/25/2019	2,364,000	2,364,017
Floating Rate Notes	OVERSEA-CHINESE BANKING CORP LTD. (NEW	7,772,000	7,772,358
Floating Rate Notes	CREDIT AGRICOLE CIB NY 2/25/2019	3,500,000	3,500,427
Floating Rate Notes	BANK OF NOVA SCOTIA (HOUSTON) 2/28/2019	2,500,000	2,500,680
Floating Rate Notes	BANK OF NOVA SCOTIA HOUS 2/28/2019	6,500,000	6,503,513

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description		Shares or Units	Market Value
Floating Rate Notes	BANK OF NOVA SCOTIA (HOUSTON) CDI 3/6/201	900,000	899,990
Floating Rate Notes	NORDEA BANK AB (NEW YORK) 3/14/2019	3,000,000	3,000,726
Floating Rate Notes	NATIONAL AUSTRALIA BANK 42DIB 2.5315% 03.	3,000,000	3,000,536
Floating Rate Notes	CITIBANK NA 3/20/2019	900,000	900,218
Floating Rate Notes	ROYAL BANK OF CANADA (NEW YORK) 3/22/20	1,500,000	1,500,670
Floating Rate Notes	BANK OF AMERICA NA 4/3/2019	3,400,000	3,399,914
Floating Rate Notes	CREDIT AGRICOLE LONDON 4/15/2019	5,450,000	5,457,645
Floating Rate Notes	SWEDBANK (NEW YORK). 4/25/2019	5,000,000	4,999,640
Floating Rate Notes	US BANK NA CINCINNATI 4/26/2019	6,000,000	6,001,864
Floating Rate Notes	SUMITOMO MITSUI BANK NY 5/1/2019	7,100,000	7,100,694
Floating Rate Notes	SKANDINAVISKA ENSKILDA BANKEN AB (NEW	7,400,000	7,399,224
Floating Rate Notes	BANK OF MONTREAL CHICAGO. 5/3/2019	2,900,000	2,899,904
Floating Rate Notes	LLOYDS BANK PLC CPIB 2.596% 05/07/2019 5/7/20	7,500,000	7,500,728
Floating Rate Notes	AMERICAN HONDA FINANCE 5/8/2019	6,800,000	6,796,651
Floating Rate Notes	BNP PARIBAS NEW YORK 5/8/2019	7,600,000	7,599,948
Floating Rate Notes	US BANK NA CINCINNATI CDI 5/13/2019	6,500,000	6,497,387
Floating Rate Notes	NATIONAL AUSTRALIA BANK 5/14/2019	5,250,000	5,250,423
Floating Rate Notes	TOYOTA MOTOR CREDIT CORP 5/15/2019	6,900,000	6,893,889
Floating Rate Notes	ROYAL BANK OF CANADA NY 5/20/2019	1,200,000	1,200,174
Floating Rate Notes	ING (US) FUNDING LLC CPIB 2.26% 05/21/2019 5/2	4,500,000	4,498,844
Floating Rate Notes	NATIONAL AUSTRALIA BANK 5/22/2019	1,400,000	1,401,176
Floating Rate Notes	AUSTRALIA & NEW ZEALAND BANKING GROU	8,200,000	8,199,611
Floating Rate Notes	BANK OF MONTREAL (CHICAGO) 6/13/2019	6,100,000	6,099,995
Floating Rate Notes	WELLS FARGO BANK NA. 7/11/2019	5,000,000	4,999,214
Floating Rate Notes	COOPERATIEVE RABOBANK UA (NEW YORK) 7/	7,800,000	7,802,113
Floating Rate Notes	NORDEA BANK AB (NEW YORK) 8/2/2019	8,200,000	8,201,373
Floating Rate Notes	ROYAL BANK OF CANADA (NEW YORK) 8/16/20	1,400,000	1,399,852
Floating Rate Notes	NATIONAL AUSTRALIA BANK 8/29/2019	2,200,000	2,199,608
Floating Rate Notes	COMMONWEALTH BANK AUST 9/6/2019	7,445,000	7,456,921
Floating Rate Notes	OVERSEA-CHINESE BANKING CORP LTD. (NEW	6,900,000	6,891,810
Floating Rate Notes	SKANDINAVISKA ENSKILDA 9/13/2019	2,350,000	2,352,986
Floating Rate Notes	CITIBANK NA 9/18/2019	1,239,000	1,237,239
Floating Rate Notes	HSBC BANK USA NA. 10/1/2019	5,600,000	5,596,304
Floating Rate Notes	BANK OF NOVA SCOTIA HOU 10/15/2019	5,800,000	5,803,559
Floating Rate Notes	TOYOTA MOTOR CREDIT CORP 10/18/2019	5,250,000	5,253,656
Floating Rate Notes	TORONTO-DOMINION BANK 10/24/2019	5,010,000	4,995,966
Floating Rate Notes	WESTPAC BANKING CORP NY 11/6/2019	6,000,000	5,999,958
Floating Rate Notes	COMMONWEALTH BANK AUST 11/7/2019	2,000,000	2,004,214
Floating Rate Notes	COMMONWEALTH BANK AUST 11/7/2019	4,057,000	4,065,548
Floating Rate Notes	WELLS FARGO BANK NA 12/6/2019	7,600,000	7,599,998
Floating Rate Notes	AUST & NZ BANKING GROUP 12/19/2019	2,000,000	1,997,944
Floating Rate Notes	AUST & NZ BANKING GROUP 12/19/2019	5,000,000	4,994,860
Time Deposits	SOCIETE GENERALE SA (CAYMAN) TD 2.4% 01/1	20,400,000	20,400,000
Payable/Receivable	RECEIVABLE	1,078,240	1,078,240
Payable/Receivable	PAYABLE	(1,245,598)	(1,245,598)
Payable/Receivable	UNDISTRIBUTED REALIZED (GAIN)/LOSS	(63,998)	-
Payable/Receivable	PREPAID BROKER REBATE	432,460	432,460
TOTAL FIXED INCOME SECURITIES AND REPURCHASE AGREEMENTS ACQUIRED WITH CASH COLLATERAL			\$ 527,231,268

OTHER INVESTMENTS

ABU DHABI GOVERNMENT INTE 144A	3.125% 10/11/2027 DD 10/11/17	550,000	\$ 525,272
AMSTERDAM INDEX FUTURE (EOE)	EXP JAN 19	(8)	14,004
ARGENTINE REPUBLIC GOVERNMENT	5.875% 01/11/2028 DD 01/11/18	3,762,000	2,703,937
CAC40 10 EURO FUTURE (EOP)	EXP JAN 19	(1)	579
CANADA GOVERNMENT INTERNATIONAL	1.625% 02/27/2019 DD 02/27/14	420,000	419,279
CHILE GOVERNMENT INTERNATIONAL	3.240% 02/06/2028 DD 02/06/18	400,000	383,800
COLOMBIA GOVERNMENT INTERNATIONAL	3.875% 04/25/2027 DD 01/25/17	649,000	619,795
COLOMBIA GOVERNMENT INTERNATIONAL	4.500% 01/28/2026 DD 09/28/15	617,000	617,000
COLOMBIA GOVERNMENT INTERNATIONAL	4.500% 03/15/2029 DD 10/12/18	545,000	538,732
DAX INDEX FUTURE (EUX)	EXP MAR 19	8	(49,911)
E-MINI RUSS 2000 FUTURE (CME)	EXP MAR 19	26	24,640
EQS-LUCIE-ML-M7AU-004	FL BBSW1M+10BPS 2019 MAR 20	10,295,611	(22,976)
EQS-LUCIE-ML-M7CH-005	FL SF0001M-62BPS 2019 MAR 20	1,846,851	85,203
EQS-LUCIE-ML-M7ES-004	FL EUR001M-47BPS 2019 MAR 20	976,108	43,553
EQS-LUCIE-ML-M7HK-004	FL HIHD01M+5BPS 2019 MAR 20	(7,546,785)	(22,021)
EQS-LUCIE-ML-M7IT-006	FL EUR001M-6BPS 2019 MAR 20	(2,723,029)	(125,047)
EQS-LUCIE-ML-M7JP-004	FL JY0001M-20BPS 2019 MAR 20	(504,906,731)	(336,245)
EQS-LUCIE-ML-M7SE-004	FL STBB1M-30BPS 2019 MAR 20	40,998,338	182,597
FTSE 100 INDEX FUTURE (ICF)	EXP MAR 19	43	(10,588)
FTSE/MIB INDEX FUTURE (MIL)	EXP MAR 19	10	(30,922)
HANG SENG INDEX FUTURE (HKG)	EXP JAN 19	6	4,451
HANG SENG INDEX FUTURE (OTC)	EXP 01/30/19	23	(97)
HELLENIC REPUBLIC GOVERNMENT REGS	STEP 02/24/2024	30,000	33,852

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description		Shares or Units	Market Value
HELLENIC REPUBLIC GOVERNMENT REGS	STEP 02/24/2035	25,000	24,267
HELLENIC REPUBLIC GOVERNMENT REGS	STEP 02/24/2036	15,000	14,288
HELLENIC REPUBLIC GOVERNMENT REGS	STEP 02/24/2038	30,000	28,521
HELLENIC REPUBLIC GOVERNMENT REGS	STEP 02/24/2039	60,000	56,337
HELLENIC REPUBLIC GOVERNMENT REGS	STEP 02/24/2041	105,000	98,189
IBEX 35 INDEX FUTURE (MFM)	EXP JAN 19	(36)	87,694
ILLINOIS ST	5.877% 03/01/2019 DD 03/10/11	1,000,000	1,004,420
INDONESIA GOVERNMENT INTE 144A	4.350% 01/08/2027 DD 12/08/16	1,695,000	1,676,035
INDONESIA GOVERNMENT INTERNATI	4.100% 04/24/2028 DD 04/24/18	271,000	263,660
MEXICAN BONOS	10.000% 12/05/2024	10,000,000	539,313
MEXICAN BONOS	7.500% 06/03/2027	3,000,000	141,482
MEXICAN BONOS	7.750% 05/29/2031	1,000,000	46,858
MEXICAN BONOS	8.500% 05/31/2029	500,000	24,960
MEXICO GOVERNMENT INTERNATIONAL	3.750% 01/11/2028 DD 01/11/18	2,703,000	2,530,035
MEXICO GOVERNMENT INTERNATIONAL	4.125% 01/21/2026 DD 01/21/16	357,000	348,968
MEXICO GOVERNMENT INTERNATIONAL	4.150% 03/28/2027 DD 03/28/17	432,000	417,705
MSCI SING IX ETS FUTURE (SGX)	EXP JAN 19	84	23,929
NEW JERSEY ST TRANSPRTN TRUST	5.000% 06/15/2036 DD 08/29/13	325,000	341,773
NEW YORK ST URBAN DEV CORP REV	2.550% 03/15/2022 DD 12/21/17	1,450,000	1,440,256
OMAN GOVERNMENT INTERNATI 144A	5.625% 01/17/2028 DD 01/17/18	600,000	528,226
PANAMA GOVERNMENT INTERNATIONAL	3.875% 03/17/2028 DD 03/17/16	280,000	275,800
PANAMA GOVERNMENT INTERNATIONAL	4.000% 09/22/2024 DD 09/22/14	370,000	373,149
PERUVIAN GOVERNMENT INTERNATIO	5.625% 11/18/2050 DD 11/18/10	163,000	191,362
PHILIPPINE GOVERNMENT INTERNAT	3.000% 02/01/2028 DD 02/01/18	1,000,000	946,192
PROVINCE OF QUEBEC CANADA	2.500% 04/20/2026 DD 04/20/16	725,000	701,564
QATAR GOVERNMENT INTERNAT 144A	3.250% 06/02/2026 DD 06/02/16	1,254,000	1,210,993
REPUBLIC OF SOUTH AFRICA GOVER	5.375% 07/24/2044 DD 07/24/14	250,000	218,700
RUSSIAN FOREIGN BOND - EU 144A	4.250% 06/23/2027	1,200,000	1,140,835
S&P/TSX 60 INDEX FUTURE (MSE)	EXP MAR 19	(18)	55,965
SAUDI GOVERNMENT INTERNAT 144A	3.625% 03/04/2028 DD 10/04/17	404,000	382,067
SOUTH CAROLINA ST PUBLIC SVC A	2.388% 12/01/2023 DD 07/20/16	1,290,000	1,224,120
SOUTH CAROLINA ST PUBLIC SVC A	3.722% 12/01/2023 DD 04/26/12	500,000	494,080
SWISS MKT IX FUTURE (OTC)	EXP MAR 19	(90)	131,312
TOPIX INDEX FUTURE (OSE)	EXP MAR 19	122	(992,329)
URUGUAY GOVERNMENT INTERNATIONAL	4.375% 10/27/2027 DD 10/27/15	300,000	300,108
URUGUAY GOVERNMENT INTERNATIONAL	4.500% 08/14/2024 DD 08/14/13	525,000	534,109
US 10 YR TREAS NTS FUT (CBT)	EXP MAR 19	(130)	(322,293)
US 10YR ULTRA FUTURE (CBT)	EXP MAR 19	(71)	(246,927)
US 2YR NOTE FUTURE (CBT)	EXP MAR 19	377	515,646
US 5YR NOTE FUTURE (CBT)	EXP MAR 19	(167)	(214,332)
US TREAS BD FUTURE (CBT)	EXP MAR 19	65	441,531
US ULTRA BOND (CBT)	EXP MAR 19	(4)	(34,172)
			\$ 22,563,283
FORWARD FOREIGN CURRENCY CONTRACTS			
Bank of New York Mellon Corp/London	CAD USD 1/2/2019	14,645	\$ (3)
Citibank NA	EUR USD 1/2/2019	133,406	115
Citibank NA	SEK USD 1/2/2019	2,797,731	(52,757)
Citibank NA	USD SEK 1/2/2019	(2,795,829)	54,660
Citibank NA	USD HKD 1/2/2019	(58,870)	5
Citibank NA	CHF USD 1/3/2019	327,648	604
Citibank NA	JPY USD 1/4/2019	6,362,170	(72,228)
Citibank NA	USD JPY 1/4/2019	(6,368,893)	65,505
Citibank NA	AUD USD 3/20/2019	84,332	3,265
Citibank NA	CAD USD 3/20/2019	2,459,094	81,892
Citibank NA	CAD USD 3/20/2019	3,706	38
Citibank NA	CAD USD 3/20/2019	2,728,180	50,251
Citibank NA	CAD USD 3/20/2019	2,720,711	62,586
Citibank NA	CAD USD 3/20/2019	2,655,666	53,286
Citibank NA	CAD USD 3/20/2019	2,897,702	62,075
Citibank NA	CAD USD 3/20/2019	169,431	4,398
Citibank NA	CAD USD 3/20/2019	2,266	65
Citibank NA	CAD USD 3/20/2019	219,057	6,348
Citibank NA	CAD USD 3/20/2019	1,391,036	39,236
Citibank NA	CHF USD 3/20/2019	2,025,942	(9,239)
Citibank NA	CHF USD 3/20/2019	2,019,789	(15,392)

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description	Shares or Units	Market Value
Citibank NA	CHF USD 3/20/2019	2,016,587 (18,593)
Citibank NA	CHF USD 3/20/2019	2,022,253 (12,927)
Citibank NA	CHF USD 3/20/2019	2,016,554 (18,626)
Citibank NA	CHF USD 3/20/2019	2,015,513 (19,668)
Citibank NA	CHF USD 3/20/2019	2,015,655 (19,526)
Citibank NA	CHF USD 3/20/2019	2,018,350 (16,831)
Citibank NA	CHF USD 3/20/2019	2,024,151 (11,030)
Citibank NA	CHF USD 3/20/2019	2,020,603 (14,578)
Citibank NA	CHF USD 3/20/2019	2,021,923 (13,259)
Citibank NA	CHF USD 3/20/2019	2,028,583 (6,598)
Citibank NA	CHF USD 3/20/2019	2,028,956 (6,225)
Citibank NA	CHF USD 3/20/2019	913,089 (1,373)
Citibank NA	CHF USD 3/20/2019	2,035,456 276
Citibank NA	CHF USD 3/20/2019	2,032,379 (2,802)
Citibank NA	DKK USD 3/20/2019	129,932 (705)
Citibank NA	DKK USD 3/20/2019	1,847,753 (3,522)
Citibank NA	DKK USD 3/20/2019	42,916 (115)
Citibank NA	DKK USD 3/20/2019	63,128 (417)
Citibank NA	DKK USD 3/20/2019	54,883 (24)
Citibank NA	DKK USD 3/20/2019	52,220 89
Citibank NA	DKK USD 3/20/2019	616 (1)
Citibank NA	DKK USD 3/20/2019	2,938 8
Citibank NA	DKK USD 3/20/2019	60,124 (181)
Citibank NA	EUR USD 3/20/2019	3,038,994 10,506
Citibank NA	EUR USD 3/20/2019	8,076 23
Citibank NA	EUR USD 3/20/2019	3,022,375 (6,113)
Citibank NA	EUR USD 3/20/2019	112,885 130
Citibank NA	EUR USD 3/20/2019	6,042,840 (14,133)
Citibank NA	EUR USD 3/20/2019	6,035,894 (21,081)
Citibank NA	EUR USD 3/20/2019	3,013,253 (15,241)
Citibank NA	EUR USD 3/20/2019	3,024,299 (4,190)
Citibank NA	EUR USD 3/20/2019	3,016,628 (11,860)
Citibank NA	EUR USD 3/20/2019	3,021,066 (7,422)
Citibank NA	EUR USD 3/20/2019	3,022,589 (5,899)
Citibank NA	EUR USD 3/20/2019	13,781 (26)
Citibank NA	EUR USD 3/20/2019	2,999,042 (29,446)
Citibank NA	EUR USD 3/20/2019	2,209,826 (3,840)
Citibank NA	EUR USD 3/20/2019	3,006,956 (21,533)
Citibank NA	EUR USD 3/20/2019	3,019,994 (8,494)
Citibank NA	EUR USD 3/20/2019	3,031,033 2,545
Citibank NA	GBP USD 3/20/2019	190,321 1,323
Citibank NA	GBP USD 3/20/2019	31,793 (166)
Citibank NA	GBP USD 3/20/2019	5,526,162 20,317
Citibank NA	GBP USD 3/20/2019	189,541 542
Citibank NA	GBP USD 3/20/2019	189,195 195
Citibank NA	GBP USD 3/20/2019	189,780 782
Citibank NA	GBP USD 3/20/2019	962,934 4,173
Citibank NA	GBP USD 3/20/2019	190,317 1,317
Citibank NA	GBP USD 3/20/2019	190,235 1,236
Citibank NA	GBP USD 3/20/2019	189,715 717
Citibank NA	GBP USD 3/20/2019	189,989 990
Citibank NA	GBP USD 3/20/2019	53,949 258
Citibank NA	GBP USD 3/20/2019	189,851 853
Citibank NA	GBP USD 3/20/2019	189,588 590
Citibank NA	GBP USD 3/20/2019	190,912 1,913
Citibank NA	GBP USD 3/20/2019	190,973 1,975
Citibank NA	GBP USD 3/20/2019	190,891 1,893
Citibank NA	HKD USD 3/20/2019	122,676 169
Citibank NA	HKD USD 3/20/2019	205,974 (126)
Citibank NA	HKD USD 3/20/2019	103,607 173
Citibank NA	HKD USD 3/20/2019	127,620 248
Citibank NA	HKD USD 3/20/2019	271,794 408
Citibank NA	ILS USD 3/20/2019	19,027 183
Citibank NA	ILS USD 3/20/2019	126,669 (1,198)
Citibank NA	ILS USD 3/20/2019	6,441 (20)

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description		Shares or Units	Market Value
Citibank NA	ILS USD 3/20/2019	22,604	(9)
Citibank NA	ILS USD 3/20/2019	17,525	27
Citibank NA	ILS USD 3/20/2019	31,166	209
Citibank NA	JPY USD 3/20/2019	114,172	(2,393)
Citibank NA	JPY USD 3/20/2019	6,721,265	(152,077)
Citibank NA	NOK USD 3/20/2019	191,139	3,899
Citibank NA	NOK USD 3/20/2019	190,781	3,540
Citibank NA	NOK USD 3/20/2019	191,947	4,706
Citibank NA	NOK USD 3/20/2019	189,444	2,203
Citibank NA	NOK USD 3/20/2019	189,617	2,376
Citibank NA	NOK USD 3/20/2019	188,760	1,519
Citibank NA	NOK USD 3/20/2019	189,124	1,884
Citibank NA	NOK USD 3/20/2019	190,142	2,902
Citibank NA	SEK USD 3/20/2019	1,849,185	(29,020)
Citibank NA	SEK USD 3/20/2019	336	(4)
Citibank NA	SEK USD 3/20/2019	1,851,262	(26,943)
Citibank NA	SEK USD 3/20/2019	1,850,984	(27,221)
Citibank NA	SEK USD 3/20/2019	1,857,140	(21,065)
Citibank NA	SEK USD 3/20/2019	1,861,223	(16,982)
Citibank NA	SEK USD 3/20/2019	1,847,872	(30,332)
Citibank NA	SEK USD 3/20/2019	1,836,367	(41,838)
Citibank NA	SEK USD 3/20/2019	1,845,069	(33,136)
Citibank NA	SEK USD 3/20/2019	1,838,756	(39,449)
Citibank NA	SEK USD 3/20/2019	1,838,775	(39,430)
Citibank NA	SEK USD 3/20/2019	1,843,902	(34,303)
Citibank NA	SEK USD 3/20/2019	1,841,932	(36,273)
Citibank NA	SEK USD 3/20/2019	1,850,948	(27,257)
Citibank NA	SGD USD 3/20/2019	122,555	(918)
Citibank NA	SGD USD 3/20/2019	3,649	(26)
Citibank NA	SGD USD 3/20/2019	13,142	(87)
Citibank NA	SGD USD 3/20/2019	6,562	(53)
Citibank NA	SGD USD 3/20/2019	20,492	(87)
Citibank NA	SGD USD 3/20/2019	63,725	(216)
Citibank NA	USD ILS 3/20/2019	(33,932)	(13)
Citibank NA	USD JPY 3/20/2019	(1,147,670)	26,317
Citibank NA	USD GBP 3/20/2019	(3,259,544)	(32,993)
Citibank NA	USD NOK 3/20/2019	(3,413,325)	(71,119)
Citibank NA	USD NZD 3/20/2019	(2,881,558)	(5,057)
Citibank NA	USD NZD 3/20/2019	(2,333,000)	(49,391)
Citibank NA	USD NZD 3/20/2019	(1,140,025)	(30,786)
Citibank NA	USD NZD 3/20/2019	(797,064)	(21,537)
Citibank NA	USD NZD 3/20/2019	(1,927,175)	(63,896)
Citibank NA	USD NZD 3/20/2019	(2,222,080)	(82,163)
Citibank NA	USD NZD 3/20/2019	(1,927,203)	(63,924)
Citibank NA	USD NZD 3/20/2019	(1,907,519)	(44,239)
Citibank NA	USD NZD 3/20/2019	(1,902,776)	(39,497)
Citibank NA	USD NZD 3/20/2019	(1,886,660)	(23,381)
Citibank NA	USD NZD 3/20/2019	(1,879,381)	(16,102)
Citibank NA	USD NZD 3/20/2019	(1,149,847)	(9,722)
Citibank NA	USD NZD 3/20/2019	(1,886,549)	(23,270)
Citibank NA	USD NZD 3/20/2019	(1,902,658)	(39,379)
Citibank NA	USD NZD 3/20/2019	(850,091)	(18,162)
Citibank NA	USD JPY 3/20/2019	(6,399,928)	73,812
Citibank NA	USD JPY 3/20/2019	(1,136,029)	37,959
Citibank NA	USD JPY 3/20/2019	(157,085)	5,225
Citibank NA	USD JPY 3/20/2019	(1,143,217)	30,771
Citibank NA	USD JPY 3/20/2019	(1,145,780)	28,208
Citibank NA	USD HKD 3/20/2019	(204,366)	(155)
Citibank NA	USD ILS 3/20/2019	(316,760)	(2,677)
Citibank NA	USD ILS 3/20/2019	(315,186)	(1,103)
Citibank NA	USD ILS 3/20/2019	(316,082)	(1,999)
Citibank NA	USD ILS 3/20/2019	(317,312)	(3,228)
Citibank NA	USD HKD 3/20/2019	(30,866)	(15)
Citibank NA	USD HKD 3/20/2019	(41,267)	(47)
Citibank NA	USD HKD 3/20/2019	(64,978)	(76)

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description	Shares or Units	Market Value
Citibank NA	USD HKD 3/20/2019	(82,351)
Citibank NA	USD HKD 3/20/2019	(37,097)
Citibank NA	USD HKD 3/20/2019	(204,529)
Citibank NA	USD HKD 3/20/2019	(204,500)
Citibank NA	USD HKD 3/20/2019	(204,376)
Citibank NA	USD HKD 3/20/2019	(45,223)
Citibank NA	USD EUR 3/20/2019	(7,154,077)
Citibank NA	USD EUR 3/20/2019	(672,954)
Citibank NA	USD CHF 3/20/2019	(5,095)
Citibank NA	USD CHF 3/20/2019	(481,325)
Citibank NA	USD CHF 3/20/2019	(1,014)
Citibank NA	USD CHF 3/20/2019	(420,536)
Citibank NA	USD SEK 3/20/2019	(2,815,017)
Citibank NA	USD SEK 3/20/2019	(178,357)
Citibank NA	USD SEK 3/20/2019	(515,275)
Citibank NA	USD SEK 3/20/2019	(2,260,273)
Citibank NA	USD SEK 3/20/2019	(2,669,555)
Citibank NA	USD SEK 3/20/2019	(277,939)
Citibank NA	USD ILS 3/20/2019	(10,273)
Citibank NA	USD EUR 3/20/2019	(6,103,024)
Citibank NA	USD DKK 3/20/2019	(35,281)
Citibank NA	USD CAD 3/20/2019	(210,597)
Citibank NA	USD CAD 3/20/2019	(2,649,267)
Citibank NA	USD CAD 3/20/2019	(2,660,902)
Citibank NA	USD CAD 3/20/2019	(2,669,825)
Citibank NA	USD CAD 3/20/2019	(2,642,593)
Citibank NA	USD CAD 3/20/2019	(2,659,916)
Citibank NA	USD CAD 3/20/2019	(2,689,870)
Citibank NA	USD CAD 3/20/2019	(2,692,028)
Citibank NA	USD CAD 3/20/2019	(2,664,628)
Citibank NA	USD CAD 3/20/2019	(2,672,473)
Citibank NA	USD CAD 3/20/2019	(2,661,252)
Citibank NA	USD CAD 3/20/2019	(2,672,751)
Citibank NA	USD CAD 3/20/2019	(2,685,445)
Citibank NA	USD CAD 3/20/2019	(2,680,020)
Citibank NA	USD CAD 3/20/2019	(2,671,761)
Citibank NA	USD EUR 3/20/2019	(81,673)
Citibank NA	USD EUR 3/20/2019	(64,039)
Citibank NA	USD EUR 3/20/2019	(458,438)
Citibank NA	USD EUR 3/20/2019	(258,491)
Citibank NA	USD DKK 3/20/2019	(236,276)
Citibank NA	USD DKK 3/20/2019	(23,540)
Citibank NA	USD DKK 3/20/2019	(87,740)
Citibank NA	USD DKK 3/20/2019	(127,050)
Citibank NA	USD SEK 3/20/2019	(2,780)
Citibank NA	USD CAD 3/20/2019	(2,685,726)
Citibank NA	USD AUD 3/20/2019	(6,473)
Citibank NA	USD AUD 3/20/2019	(280,482)
Citibank NA	USD AUD 3/20/2019	(1,828,112)
Citibank NA	USD AUD 3/20/2019	(5,023,588)
Citibank NA	USD AUD 3/20/2019	(4,976,745)
Citibank NA	USD AUD 3/20/2019	(4,973,488)
Citibank NA	USD AUD 3/20/2019	(4,982,471)
Citibank NA	USD SEK 3/20/2019	(431,306)
Citibank NA	USD SGD 3/20/2019	(251,808)
Citibank NA	USD SGD 3/20/2019	(21,926)
Citibank NA	USD SGD 3/20/2019	(73,429)
Citibank NA	USD SGD 3/20/2019	(504,434)
Citibank NA	USD SGD 3/20/2019	(719,630)
Citibank NA	USD SGD 3/20/2019	(720,990)
Citibank NA	USD GBP 3/20/2019	(141,097)
Citibank NA	USD GBP 3/20/2019	(201,253)
FORWARD FOREIGN CURRENCY CONTRACTS Total		\$ (2,428,159)
TOTAL OTHER INVESTMENTS		\$ 20,135,124

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2018

Description		Shares or Units	Market Value
**SELF-DIRECTED BROKERAGE ACCOUNTS	Various		\$ 533,377,758
*TOTAL NOTES RECEIVABLE FROM PARTICIPANTS	Interest rates range from 3.25% - 10.0%		\$ 37,940,819
TOTAL INVESTMENTS			<u>\$ 7,463,721,348</u>

* Party-in-interest

** Certain investments held in self-directed brokerage accounts qualify as party-in-interest transactions

Plan Name	Nokia Savings/401(k) Plan
Plan Sponsor EIN	22-3408857
ERISA Plan No.	003
Plan Year End	12/31/2018

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)