

| | | |
|---|---|--|
| 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;">2019</div> This Form is Open to Public Inspection |
|---|---|--|

| | |
|--|---|
| Part I | Annual Report Identification Information |
| For calendar plan year 2019 or fiscal plan year beginning <u>01/01/2019</u> and ending <u>12/31/2019</u> | |
| A | This return/report is for: <div style="display: flex; justify-content: space-between;"> <div> <input type="checkbox"/> a multiemployer plan <input checked="" type="checkbox"/> a single-employer plan </div> <div> <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 type="checkbox"/> a DFE (specify) ____ </div> </div> |
| B | This return/report is: <div style="display: flex; justify-content: space-between;"> <div> <input type="checkbox"/> the first return/report <input type="checkbox"/> an amended return/report </div> <div> <input type="checkbox"/> the final return/report <input type="checkbox"/> a short plan year return/report (less than 12 months) </div> </div> |
| C | If the plan is a collectively-bargained plan, check here. <input checked="" type="checkbox"/> |
| D | Check box if filing under: <div style="display: flex; justify-content: space-between;"> <div> <input checked="" type="checkbox"/> Form 5558 <input type="checkbox"/> special extension (enter description) </div> <div> <input type="checkbox"/> automatic extension </div> <div> <input type="checkbox"/> the DFVC program </div> </div> |

| | | | | |
|----------------|--|--|---|---|
| Part II | Basic Plan Information —enter all requested information | | | |
| 1a | Name of plan <u>NOKIA SAVINGS/401(K) PLAN</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> | 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. | 09/22/2020 | 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 (2019)
v. 190130

| | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|--|--|-----------|--------------|--------------------------|--|------|-------------------------------------|-------|-----------|--------------------------|-------------------------------|--|-----------|--------------------------|-----------|-------|--------------------------|--|-----------|-------------------------------------|-------|-----|--------------------------|-------------------------------|
| 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 | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%; text-align: center;">5</td> <td style="text-align: right;">32630</td> </tr> </table> | 5 | 32630 | | | | | | | | | | | | | | | | | | | | | | |
| 5 | 32630 | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td colspan="2" style="background-color: #cccccc; height: 20px;"></td> </tr> <tr> <td style="width: 10%; text-align: center;">6a(1)</td> <td style="text-align: right;">10024</td> </tr> <tr> <td style="text-align: center;">6a(2)</td> <td style="text-align: right;">8744</td> </tr> <tr> <td style="text-align: center;">6b</td> <td style="text-align: right;">54</td> </tr> <tr> <td style="text-align: center;">6c</td> <td style="text-align: right;">19788</td> </tr> <tr> <td style="text-align: center;">6d</td> <td style="text-align: right;">28586</td> </tr> <tr> <td style="text-align: center;">6e</td> <td style="text-align: right;">2027</td> </tr> <tr> <td style="text-align: center;">6f</td> <td style="text-align: right;">30613</td> </tr> <tr> <td style="text-align: center;">6g</td> <td style="text-align: right;">30221</td> </tr> <tr> <td style="text-align: center;">6h</td> <td style="text-align: right;">0</td> </tr> </table> | | | 6a(1) | 10024 | 6a(2) | 8744 | 6b | 54 | 6c | 19788 | 6d | 28586 | 6e | 2027 | 6f | 30613 | 6g | 30221 | 6h | 0 | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | |
| 6a(1) | 10024 | | | | | | | | | | | | | | | | | | | | | | | | |
| 6a(2) | 8744 | | | | | | | | | | | | | | | | | | | | | | | | |
| 6b | 54 | | | | | | | | | | | | | | | | | | | | | | | | |
| 6c | 19788 | | | | | | | | | | | | | | | | | | | | | | | | |
| 6d | 28586 | | | | | | | | | | | | | | | | | | | | | | | | |
| 6e | 2027 | | | | | | | | | | | | | | | | | | | | | | | | |
| 6f | 30613 | | | | | | | | | | | | | | | | | | | | | | | | |
| 6g | 30221 | | | | | | | | | | | | | | | | | | | | | | | | |
| 6h | 0 | | | | | | | | | | | | | | | | | | | | | | | | |
| 7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%; text-align: center;">7</td> <td></td> </tr> </table> | 7 | | | | | | | | | | | | | | | | | | | | | | | |
| 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) <table style="width: 100%;"> <tr> <td style="width: 5%;">(1)</td> <td style="width: 5%;"><input type="checkbox"/></td> <td style="width: 90%;">Insurance</td> </tr> <tr> <td>(2)</td> <td><input type="checkbox"/></td> <td>Code section 412(e)(3) insurance contracts</td> </tr> <tr> <td>(3)</td> <td><input checked="" type="checkbox"/></td> <td>Trust</td> </tr> <tr> <td>(4)</td> <td><input type="checkbox"/></td> <td>General assets of the sponsor</td> </tr> </table> | (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) <table style="width: 100%;"> <tr> <td style="width: 5%;">(1)</td> <td style="width: 5%;"><input type="checkbox"/></td> <td style="width: 90%;">Insurance</td> </tr> <tr> <td>(2)</td> <td><input type="checkbox"/></td> <td>Code section 412(e)(3) insurance contracts</td> </tr> <tr> <td>(3)</td> <td><input checked="" type="checkbox"/></td> <td>Trust</td> </tr> <tr> <td>(4)</td> <td><input type="checkbox"/></td> <td>General assets of the sponsor</td> </tr> </table> | (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 |
| (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 | | | | | | | | | | | | | | | | | | | | | | | |
| (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 2019 Form M-1 annual report. If the plan was not required to file the 2019 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 _____

| | | |
|---|--|--|
| SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation | Service Provider 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 |
| | | 2019 |
| | | This Form is Open to Public Inspection. |

| | | |
|---|---|-----|
| For calendar plan year 2019 or fiscal plan year beginning 01/01/2019 and ending 12/31/2019 | | |
| 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

30-0835489

| (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 | 2613100 | 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 | 2194846 | 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)

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 | 1727273 | 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)

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 | 1222101 | 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)

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 | 1174472 | 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 | 1084102 | 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)

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 | 1067603 | 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)

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? |
|------------------------|---|--|--|--|---|--|
| 15 | NONE | 1013658 | 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)

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 | 932250 | 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)

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 | 853196 | 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)

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 | TRUSTEE | 823451 | 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)

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 | 651203 | 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)

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 | 609187 | 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)

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 | 579235 | 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)

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 | 554170 | 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)

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 | 530904 | 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)

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 | 459589 | 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 | 415768 | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | 375 | 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 | 346435 | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | 68179 | Yes <input type="checkbox"/> No <input checked="" 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"/> | 400146 | 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 | 373489 | 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)

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 | 315898 | 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 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 | 161163 | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | 110 | Yes <input type="checkbox"/> No <input checked="" 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 | 133969 | 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 | 77543 | 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 | 29000 | 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)

DAY PITNEY LLP

06-0317480

| (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? |
|------------------------|---|--|--|--|---|--|
| 29 50 | NONE | 14306 | 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)

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? |
|------------------------|---|--|--|--|---|--|
| 49 50 | NONE | 8637 | 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"/> |

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 | 50374 |
| (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 | 162733 |
| (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 | 187039 |
| (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 | 35612 |
| (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 | 32567 |
| (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) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration | 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 2019 This Form is Open to Public Inspection. |
|---|--|--|

For calendar plan year 2019 or fiscal plan year beginning 01/01/2019 and ending 12/31/2019

| | | |
|---|--|--|
| 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>124778000</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>635124000</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>1900631000</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>198405000</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>333446000</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>228113000</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>167578000</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) 13305000 |
|---------------------------------------|-------------------------------|---|

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>2019</div> <div>This Form is Open to Public Inspection.</div> |
|--|--|---|

| | |
|--|--|
| For calendar plan year 2019 or fiscal plan year beginning 01/01/2019 and ending 12/31/2019 | |
| <div>A Name of plan NOKIA SAVINGS/401(K) PLAN</div> | <div>B Three-digit plan number (PN) ► 003</div> |
| <div>C Plan sponsor's name as shown on line 2a of Form 5500 NOKIA OF AMERICA CORPORATION</div> | <div>D Employer Identification Number (EIN) 22-3408857</div> |

| | |
|-------------------|--|
| <div>Part I</div> | <div>Schedule of Loans or Fixed Income Obligations in Default or Classified as Uncollectible</div> <div>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.</div> |
|-------------------|--|

| | | |
|-------------------------------------|--|---|
| <div>(a)</div> | <div>(b) Identity and address of obligor</div> | <div>(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</div> |
| <div><input type="checkbox"/></div> | <div>1839688 ALBERTA ULC</div> | <div>14.00% 2/13/2020 DEFAULT DATE 12/15/2015</div> |

| | 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 | | |

| | | |
|-------------------------------------|--|---|
| <div>(a)</div> | <div>(b) Identity and address of obligor</div> | <div>(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</div> |
| <div><input type="checkbox"/></div> | | |

| | 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 |
| | | | | | |

| | | |
|-------------------------------------|--|---|
| <div>(a)</div> | <div>(b) Identity and address of obligor</div> | <div>(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</div> |
| <div><input type="checkbox"/></div> | | |

| | 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 |
| | | | | | |

| | | | | | |
|------------------------------------|--|---------------------------------------|---|----------------------|---------------------|
| (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 | |
| | | | | | | |

| (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 2019 This Form is Open to Public Inspection |
|--|--|---|

| | | |
|--|--|------------|
| For calendar plan year 2019 or fiscal plan year beginning 01/01/2019 and ending 12/31/2019 | | |
| 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 | 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) | 112836000 | 139362000 |
| c General investments: | | | |
| (1) Interest-bearing cash (include money market accounts & certificates of deposit)..... | 1c(1) | 4610000 | 6228000 |
| (2) U.S. Government securities | 1c(2) | 631879000 | 785304000 |
| (3) Corporate debt instruments (other than employer securities): | | | |
| (A) Preferred | 1c(3)(A) | 0 | 349804000 |
| (B) All other..... | 1c(3)(B) | 722392000 | 345776000 |
| (4) Corporate stocks (other than employer securities): | | | |
| (A) Preferred | 1c(4)(A) | 0 | 5514000 |
| (B) Common..... | 1c(4)(B) | 1831999000 | 2075932000 |
| (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) | 37595000 | 34957000 |
| (9) Value of interest in common/collective trusts | 1c(9) | 3150342000 | 3601380000 |
| (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) | 3486000 | 3815000 |
| (14) Value of funds held in insurance company general account (unallocated contracts)..... | 1c(14) | | |
| (15) Other..... | 1c(15) | 1080744000 | 1155093000 |

1d Employer-related investments:

| | | (a) Beginning of Year | (b) End of Year |
|--|--------------|-----------------------|-----------------|
| (1) Employer securities | 1d(1) | 328000 | 211000 |
| (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 | 7576211000 | 8503376000 |

Liabilities

| | | | |
|---|-----------|-----------|-----------|
| g Benefit claims payable | 1g | | |
| h Operating payables | 1h | 6155000 | 5893000 |
| i Acquisition indebtedness | 1i | | |
| j Other liabilities | 1j | 627469000 | 595444000 |
| k Total liabilities (add all amounts in lines 1g through 1j) | 1k | 633624000 | 601337000 |

Net Assets

| | | | |
|---|-----------|------------|------------|
| l Net assets (subtract line 1k from line 1f) | 1l | 6942587000 | 7902039000 |
|---|-----------|------------|------------|

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) | 665000 | |
| (B) Participants | 2a(1)(B) | 118225000 | |
| (C) Others (including rollovers) | 2a(1)(C) | 32166000 | |
| (2) Noncash contributions | 2a(2) | | |
| (3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2) | 2a(3) | | 151056000 |
| 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) | 1557000 | |
| (F) Other | 2b(1)(F) | 55840000 | |
| (G) Total interest. Add lines 2b(1)(A) through (F) | 2b(1)(G) | | 57397000 |
| (2) Dividends: (A) Preferred stock | 2b(2)(A) | | |
| (B) Common stock | 2b(2)(B) | 54019000 | |
| (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) | | 54019000 |
| (3) Rents | 2b(3) | | |
| (4) Net gain (loss) on sale of assets: (A) Aggregate proceeds | 2b(4)(A) | 2835353000 | |
| (B) Aggregate carrying amount (see instructions) | 2b(4)(B) | 2685615000 | |
| (C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result | 2b(4)(C) | | 149738000 |
| (5) Unrealized appreciation (depreciation) of assets: (A) Real estate | 2b(5)(A) | | |
| (B) Other | 2b(5)(B) | 339168000 | |
| (C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B) | 2b(5)(C) | | 339168000 |

| | | (a) Amount | (b) Total |
|---|--------|------------|------------|
| (6) Net investment gain (loss) from common/collective trusts | 2b(6) | | 689907000 |
| (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) | | 707000 |
| c Other income | 2c | | 106877000 |
| d Total income. Add all income amounts in column (b) and enter total | 2d | | 1548869000 |

Expenses

| | | | |
|--|-------|-----------|-----------|
| e Benefit payment and payments to provide benefits: | | | |
| (1) Directly to participants or beneficiaries, including direct rollovers | 2e(1) | 658401000 | |
| (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) | | 658401000 |
| f Corrective distributions (see instructions) | 2f | | |
| g Certain deemed distributions of participant loans (see instructions) | 2g | | -66000 |
| 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) | 2184000 | |
| (5) Total administrative expenses. Add lines 2i(1) through (4) | 2i(5) | | 2184000 |
| j Total expenses. Add all expense amounts in column (b) and enter total | 2j | | 660519000 |

Net Income and Reconciliation

| | | | |
|--|-------|--|-----------|
| k Net income (loss). Subtract line 2j from line 2d | 2k | | 888350000 |
| l Transfers of assets: | | | |
| (1) To this plan | 2l(1) | | 71102000 |
| (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) ☒ Unmodified (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 | | 178085 |

| | 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 | |
| 4c | | 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 | |
| 4d | | X | |
| e Was this plan covered by a fidelity bond? | X | | 12000000 |
| 4e | 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 | |
| 4f | | 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 | |
| 4g | | 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 | |
| 4h | | 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 | | |
| 4i | 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 | |
| 4j | | 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 | |
| 4k | | X | |
| l Has the plan failed to provide any benefit when due under the plan? | | X | |
| 4l | | X | |
| m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.) | | X | |
| 4m | | 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. | | | |
| 4n | | | |

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 2019 This Form is Open to Public Inspection. |
|---|---|--|

For calendar plan year 2019 or fiscal plan year beginning 01/01/2019 and ending 12/31/2019

| | |
|--|--|
| 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) 2019
v. 190130

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):

- 20 PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

- a** Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No

- b** If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation _____

FINANCIAL STATEMENTS AND
SUPPLEMENTAL SCHEDULES

Nokia Savings/401(k) Plan
December 31, 2019 and 2018 and the Year Ended December 31, 2019
With Report of Independent Auditors

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

December 31, 2019 and 2018 and Year Ended December 31, 2019

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 | 24 |
| Schedule H, Line 4i – Schedule of Assets (Held at End of Year) | 25 |



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, 2019 and 2018, and the related statement of changes in net assets available for benefits for the year ended December 31, 2019, 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, 2019 and 2018 and the changes in net assets available for benefits for the year ended December 31, 2019, 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, 2019 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.

A handwritten signature in cursive script that reads "PricewaterhouseCoopers LLP".

New York, NY
June 25, 2020

Nokia Savings/401(k) Plan

Statements of Net Assets Available for Benefits

(In Thousands)

| | December 31 | |
|--|---------------------|--------------|
| | 2019 | 2018 |
| Assets | | |
| Investments, at fair value (including securities on loan of \$488,419 and \$527,199) | \$ 8,329,057 | \$ 7,425,780 |
| Notes receivable from participants | 35,237 | 37,941 |
| Receivable from Nokia USA Inc. Retirement Savings and Investment Plan | 67,468 | - |
| Receivable for investments sold | 58,005 | 99,367 |
| Interest, dividends and other receivables | 13,889 | 13,469 |
| Total assets | 8,503,656 | 7,576,557 |
| Liabilities | | |
| Collateral held for securities on loan | 494,560 | 527,254 |
| Payable for investments purchased | 100,884 | 100,215 |
| Other liabilities | 5,893 | 6,155 |
| Total liabilities | 601,337 | 633,624 |
| Net assets available for benefits | \$ 7,902,319 | \$ 6,942,933 |

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, 2019

Additions to net assets attributed to

Contributions:

| | |
|---|----------------|
| Employee contributions | \$ 118,225 |
| Rollover contributions | 32,166 |
| Company contributions, net of forfeitures | 665 |
| Total contributions | <u>151,056</u> |

Investment income:

| | |
|---|------------------|
| Net appreciation in fair value of investments | 1,286,398 |
| Interest and dividends | 109,858 |
| | <u>1,396,256</u> |
| Interest income on notes receivable from participants | 1,557 |
| Total additions | <u>1,548,869</u> |

Deductions from net assets attributed to

| | |
|-------------------------------|----------------|
| Benefits paid to participants | 658,401 |
| Administrative expenses | 2,184 |
| Total deductions | <u>660,585</u> |

| | |
|------------------------------|---------|
| Net increase before transfer | 888,284 |
|------------------------------|---------|

| | |
|---|---------------|
| Transfer from Nokia USA Inc. Retirement Savings and Investment Plan | <u>71,102</u> |
|---|---------------|

| | |
|--------------|---------|
| Net increase | 959,386 |
|--------------|---------|

Net assets available for benefits:

| | |
|-------------------|----------------------------|
| Beginning of year | 6,942,933 |
| End of year | <u><u>\$ 7,902,319</u></u> |

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

Nokia Savings/401(k) Plan

Notes to Financial Statements December 31, 2019

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).

The Plan is the successor by merger to various defined contribution plans previously maintained by AG Communication Systems Corporation, Alcatel USA, Inc. and Nokia Solutions and Networks US LLC.

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 (the "Nokia USA Plan").

Effective December 31, 2019, the Nokia USA Plan merged into the Plan. As a result of the merger, net assets of \$71,102,000, comprising \$67,468,000 of cash, \$251,000 of notes receivable from participants and \$3,383,000 of in-kind securities/investments, were transferred in from the Nokia

Nokia Savings/401(k) Plan

Notes to Financial Statements (continued)

1. Plan description (continued)

USA Plan. In connection with the merger, certain benefits, rights, and features of participants in the Nokia USA Plan were preserved in the Plan (such as the right to take a withdrawal of Company Matchings contributions under the Nokia USA Plan).

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 \$19,000 in 2019. 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 2019. 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).

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, 2019 and 2018, forfeited amounts totaled approximately \$1,978,000 and \$665,000, 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.

Nokia Savings/401(k) Plan

Notes to Financial Statements (continued)

1. Plan description (continued)

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. Prior to April 1, 2019, the interest rate for a loan was generally the prime rate at the time the loan was originated. Effective April 1, 2019, the interest rate for a loan was generally the prime rate plus 1% at the time the loan was originated. Interest rates on outstanding loans ranged from 3.25% to 10% at both December 31, 2019 and 2018. Principal and interest are paid through payroll deductions, coupon remittances and electronic fund transfers.

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.

Nokia Savings/401(k) Plan

Notes to Financial Statements (continued)

1. Plan description (continued)

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.

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.

Nokia Savings/401(k) Plan

Notes to Financial Statements (continued)

1. Plan description (continued)

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.

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.

Nokia Savings/401(k) Plan

Notes to Financial Statements (continued)

2. Summary of significant accounting policies (continued)

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 pound sterling, Swiss franc, Australian dollar, Canadian dollar, Norwegian krone, Swedish krona, Mexican peso and New Zealand dollar as of December 31, 2019, and in Euro, Japanese yen, Swiss franc, Australian dollar, Canadian dollar, Swedish krona and New Zealand dollar as of December 31, 2018. 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 counterparty 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, 2019 and December 31, 2018. 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, 2019 and December 31, 2018. 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, 2019 | | December 31, 2018 | |
|------------------------------------|--------------------------|--------------------|--------------------------|--------------------|
| | Assets | Liabilities | Assets | Liabilities |
| | <i>(In Thousands)</i> | | | |
| Forward foreign currency contracts | \$ 2,050 | \$ 2,262 | \$ 1,011 | \$ 3,439 |
| Futures contracts | 703 | 453 | 1,307 | 1,908 |
| Swap contracts | 128 | 359 | 311 | 506 |

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, 2019, 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 appreciation in fair value of investments |
|--|--|
| | <i>(In Thousands)</i> |
| Foreign currency risk contracts ¹ | \$ 1,629 |
| Equity risk contracts ² | 2,930 |
| Interest rate risk contracts ³ | 211 |
| Total derivative contracts | <u>\$ 4,770</u> |

¹ Includes forward foreign currency contracts

² Includes index futures, equity index swaps 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, 2019:

| | Long | Short |
|--|-----------------------|--------------|
| | <i>(In Thousands)</i> | |
| Derivative contracts – Notional amounts | | |
| Futures contracts | \$ 154,909 | \$ 106,801 |
| Swap contracts | 12,648 | 5,912 |
| Forward foreign currency contracts | 85,336 | 88,466 |

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 |

Nokia Savings/401(k) Plan

Notes to Financial Statements (continued)

3. Derivatives (continued)

The balances outstanding as of December 31, 2019 and 2018 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, 2019:

| Description | <i>(In Thousands)</i> | | | |
|---------------------------------|---|--------------------------|------------------------|------------|
| | Assets Presented in the Statements of Net Assets Available for Benefits on a Gross Basis ¹ | Financial Instruments | Collateral Received | Net Amount |
| Securities lending ² | \$ 488,419 | \$ — | \$ (488,419) | \$ — |

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, 2018:

| Description | Assets Presented in the Statements of Net Assets Available for Benefits on a Gross Basis ¹ | (In Thousands) | | | Net Amount |
|---------------------------------|---|---|------------------------|----|------------|
| | | Gross Amounts not Offset in the Statements of Net Assets Available for Benefits | | | |
| | | Financial Instruments | Collateral Received | | |
| 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.

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, 2019, 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 2016.

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

All Plan participants share ratably in the cost of administering the Plan based on their entire Plan account balance, including any balance in a self-directed brokerage account. Plan administrative cost includes recordkeeping fees, trustee/custodial fees, fiduciary and plan administrator costs, on-line investment-advice tool fees, participant communications costs, audit and legal fees, and fees for certain third-party services used in connection with administering the Plan and overseeing the Plan's investment managers. These costs are generally reflected in the calculation of each fund's net asset value per unit. The fees of the Plan's investment managers are charged directly to the funds to which they relate and are generally reflected in the calculation of each fund's net asset value per unit. Other fees (for example, for the Plan's Professional Management Program or for processing qualified domestic relations orders) are charged directly to the accounts of those Plan participants who incur them and are included in administrative expenses of the Plan.

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, 2019 and 2018, the fair value of the securities on loan was \$488.4 million and \$527.2 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, 2019 and 2018, the Trust held cash collateral of \$494.6 million and \$527.2 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 \$494.7 million and \$527.2 million at December 31, 2019 and December 31, 2018, respectively, and are included in investments on the statements of net assets available for benefits.

Nokia Savings/401(k) Plan

Notes to Financial Statements (continued)

7. Securities lending (continued)

The securities received as collateral for loaned securities which cannot be sold or replugged included U.S. Treasuries and certain sovereign debt securities with fair values of \$5.6 million and \$12 million at December 31, 2019 and 2018, respectively. Such securities are not reflected in the Plan's net assets.

The Plan received interest and securities lending income in the amount of \$1.8 million in 2019 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, 2019 and 2018, repurchase agreements entered into with cash collateral were carried at \$172.2 million and \$179.2 million, respectively, and the fair value of securities which the Trust held as collateral with respect to such repurchase agreements was \$182.5 million and \$186.9 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, 2019 | | | | |
| | 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 | \$ 78,927 | \$ – | \$ – | \$ – | \$ 78,927 |
| Equity securities | 30,000 | – | 30,750 | 32,500 | 93,250 |
| Total | \$ 108,927 | \$ – | \$ 30,750 | \$ 32,500 | \$ 172,177 |

Nokia Savings/401(k) Plan

Notes to Financial Statements (continued)

7. Securities lending (continued)

| | | | | | |
|------------------------------|---|--------------------------|-----------------------|---------------------------------|-------------------|
| | <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 |

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

8. Fair value measurements

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.

Nokia Savings/401(k) Plan

Notes to Financial Statements (continued)

8. Fair value measurements (continued)

U.S. Government/U.S. Agency 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.

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.

Nokia Savings/401(k) Plan

Notes to Financial Statements (continued)

8. Fair value measurements (continued)

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, 2019 and 2018. 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, 2019 | | |
|--|--|--------------|--------------|
| | Level 1 | Level 2 | Total |
| | <i>(In Thousands)</i> | | |
| Investments | | | |
| Cash and cash equivalents | \$ 4,275 | \$ 1,953 | \$ 6,228 |
| U.S. Government/U.S. Agency securities* | 558,790 | 226,514 | 785,304 |
| Corporate bonds* | — | 695,580 | 695,580 |
| Common stock and other equities* | 2,078,445 | 3,212 | 2,081,657 |
| Registered investment companies* | 3,815 | — | 3,815 |
| Fixed income securities and repurchase agreements acquired with cash collateral | — | 494,683 | 494,683 |
| Self-directed brokerage accounts | 620,787 | — | 620,787 |
| Other* | 250 | 39,373 | 39,623 |
| Total investments at fair value | 3,266,362 | 1,461,315 | 4,727,677 |
| Investments measured at NAV | | | 3,601,380 |
| Total investments | \$ 3,266,362 | \$ 1,461,315 | \$ 8,329,057 |

| | 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/U.S. Agency 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 company* | 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 | 2,810,433 | 1,465,005 | 4,275,438 |
| Investments measured at NAV | | | 3,150,342 |
| Total investments | \$ 2,810,433 | \$ 1,465,005 | \$ 7,425,780 |

- * As of December 31, 2019 and 2018, the total fair value of securities on loan was \$488,419 and \$527,199, respectively. Of these securities on loan, \$210,214 and \$206,914 were equity securities, and \$278,205 and \$320,285 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 material Level 3 investments in 2019 or 2018.

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, 2019, the Plan incurred fiduciary service fees of \$416,000, which are generally reflected in the calculation of each fund's net asset value per unit. At December 31, 2019 and 2018, the Plan had a payable due to NIMCO of \$113,000 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, 2019, the Plan incurred administrative service fees of \$161,000, 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, 2019 and 2018, through the self-directed brokerage accounts, the Plan held \$109.7 million and \$96.4 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, 2019 and 2018, the Plan held \$5.7 million and \$5.8 million, respectively, of Nokia common stock.

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, 2019 and 2018:

| | <i>(In Thousands)</i> | |
|--|----------------------------|---------------------|
| | 2019 | 2018 |
| Net assets available for benefits per the financial statements | \$ 7,902,319 | \$ 6,942,933 |
| Adjustment for deemed no post default payments | (280) | (346) |
| Net assets per Form 5500 | <u>\$ 7,902,039</u> | <u>\$ 6,942,587</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, 2019:

| | <i>(In Thousands)</i> |
|--|--------------------------|
| Net increase in changes in net assets available per the financial statements | \$ 959,386 |
| Adjustment for deemed no post default payments | 66 |
| Net income per Form 5500 | <u>\$ 959,452</u> |

11. Subsequent events

Management has evaluated subsequent events through June 25, 2020, the date the financial statements were available to be issued. There were no material subsequent events that occurred between January 1, 2020 through June 25, 2020, that required disclosure in the financial statements, except as follows:

In December 2019, an outbreak of a novel strain of coronavirus (COVID-19) emerged globally. Global financial markets have experienced and may continue to experience significant volatility resulting from the spread of COVID-19. The extent of the impact of COVID-19 on the Plan's net assets available for benefits will depend on future developments, including the duration and continued spread of the outbreak.

Effective June 5, 2020, the Plan adopted the applicable provisions of the Coronavirus Aid, Relief, and Economic Security Act, enacted March 27, 2020 (the "CARES Act"). The CARES Act took immediate effect and allows for qualifying participants who experience adverse effects due to COVID-19, as defined in Section 2202 (a)(4)(A)(ii) of the Act, subject to certain restrictions, to suspend Plan loan repayments for 12 months and/or take "COVID-related distributions" without imposition of the 10% early distribution penalty and with the right to repay the distribution within three years. The CARES Act also permits the Plan to postpone required minimum distributions for one year. The full impact to the Plan of these changes is unknown at this time.

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, 2019

| (a) | (b) | (c) | (d) | Amount received during reporting year | | (g) | Amount overdue | |
|----------------------|--|--|-------------------------------|---------------------------------------|----------|--|----------------|----------|
| | | | | (e) | (f) | | (h) | (i) |
| Party-in interest | Identity and address of obligor | 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 | Original amount of loan | Principal | Interest | Unpaid balance at end of year | Principal | Interest |
| | 1839688 Alberta ULC | 14.00% 2/13/2020 Default date 12/15/2015 | \$ 178,085 | \$ – | \$ – | \$ 178,085 | \$ – | \$ – |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | Par, Shares or Units | Market Value |
|---|-------------------------------|-------------------------|
| CASH AND CASH EQUIVALENTS | | |
| CASH AT BROKER | | \$ 3,910,999 |
| INTEREST-BEARING CASH | | |
| AUD (AUSTRALIAN DOLLARS) | | 24,172 |
| AUD CURRENCY AT BROKER | | (9,209) |
| BNY MELLON CASH RESERVE | | 74,511 |
| CAD (CANADIAN DOLLARS) | | 138,825 |
| CAD CURRENCY AT BROKER | | 27,600 |
| CASH COLLATERAL HELD AT JP | | 1,370,000 |
| CASH HELD AT CITIBANK | | 348,909 |
| CHF (SWISS FRANC) | | 10,725 |
| CHF CURRENCY AT BROKER | | - |
| DKK (DANISH KRONE) | | 149,180 |
| EUR (EURO) | | 95,858 |
| EUR CURRENCY AT BROKER | | (372,441) |
| GBP (GREAT BRITISH POUNDS) | | 153,081 |
| GBP CURRENCY AT BROKER | | 57,469 |
| HKD (HONG KONG DOLLARS) | | 64,245 |
| HKD CURRENCY AT BROKER | | 829 |
| JPY (JAPANESE YEN) | | 39,002 |
| JPY CURRENCY AT BROKER | | (36,521) |
| LEHMAN PROXY BLACKROCK | | - |
| SEK (SWEDISH KRONA) | | 19,256 |
| SEK CURRENCY AT BROKER | | (3,138) |
| SGD (SINGAPORE DOLLARS) | | 6,981 |
| SGD CURRENCY AT BROKER | | (2,431) |
| SWAP COLLATERAL WITH BANK OF AMERICA | | (90,000) |
| SWAP COLLATERAL WITH MERRILL | | 250,000 |
| TOTAL CASH AND CASH EQUIVALENTS | | \$ 6,227,902 |
| COMMON/COLLECTIVE TRUSTS | | |
| RUSSELL 3000 INDEX FUND | 30,182,494 | \$ 1,900,630,904 |
| FIAM BROAD MARKET DURATION COMMINGLED POOL | 3,915,629 | 198,404,926 |
| JPMCB LIQUIDITY FUND | 635,123,775 | 635,123,775 |
| MSCI WORLD EQUITY INDEX EX-US FUND F | 9,671,261 | 333,445,725 |
| RUSSELL 1000 INDEX FUND F | 5,355,860 | 228,113,563 |
| T ROWE PRICE EMERGING MARKETS EQUITY TRUST FUND | 227,400 | 167,577,923 |
| WELLINGTON CIF II - BALANCED REAL ASSET FUND | 1,383,066 | 13,305,096 |
| WELLINGTON CIF II - DIVERSIFIED INFLATION HEDGES FUND | 19,079,227 | 124,778,143 |
| TOTAL COMMON/COLLECTIVE TRUSTS | | \$ 3,601,380,055 |
| CORPORATE BONDS | | |
| CORPORATE DEBT INSTRUMENTS | | |
| BA CREDIT CARD TRUST A1 A1 | 2.700% 07/17/2023 DD 02/23/18 | 1,250,000 \$ 1,262,316 |
| CB IDEARC INC ESCROW | 9.000% 09/15/2022 DD 09/10/14 | 165,000 - |
| CHASE HOME LENDI ATR2 A11 144A | VAR RT 07/25/2049 DD 07/25/19 | 460,858 458,890 |
| CLEAR CHANNEL COMMUN ESCROW | 9.000% 03/01/2021 DD 08/05/11 | 790,000 - |
| CSAIL 2019-C15 COMMERCIAL C15 A4 | 4.053% 03/15/2052 DD 03/01/19 | 1,450,369 1,595,392 |
| FORD CREDIT FLOORPLAN MAST 1 A | 2.840% 03/15/2024 DD 04/09/19 | 520,000 527,610 |
| FORD CREDIT FLOORPLAN MAST 2 A | 3.060% 04/15/2026 DD 04/09/19 | 1,550,000 1,600,710 |
| GRACE 2014-GRCE MO GRCE A 144A | 3.369% 06/10/2028 DD 06/01/14 | 3,820,000 3,860,837 |
| JOHN DEERE OWNER TRUST 20 B A2 | 2.280% 05/16/2022 DD 07/24/19 | 970,000 972,098 |
| JP MORGAN MORTGAGE INV2 A11 144A | VAR RT 02/25/2050 DD 09/25/19 | 999,052 996,904 |
| JP MORGAN MORTGAGE T 1 A4 144A | VAR RT 01/25/2047 DD 02/01/17 | 400,304 404,288 |
| 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 | 238,307 240,296 |
| MERCEDES-BENZ MASTER AA A 144A | VAR RT 05/16/2022 DD 05/16/18 | 1,000,000 1,000,413 |
| MORGAN STANLEY CAP NUGS A 144A | VAR RT 12/15/2036 DD 12/19/19 | 487,000 487,153 |
| NEW YORK AND PRESBYTERIAN HOSP | 3.954% 08/01/2119 DD 10/29/19 | 312,000 314,932 |
| NISSAN MASTER OWNER TRUST A A | VAR RT 02/15/2024 DD 03/13/19 | 1,830,000 1,836,944 |
| NISSAN MASTER OWNER TRUST B A | VAR RT 11/15/2023 DD 11/25/19 | 810,000 811,207 |
| SEASONED CREDIT RISK TRAN 2 MA | 3.500% 08/25/2058 DD 04/01/19 | 847,873 881,231 |
| SEASONED CREDIT RISK TRAN 4 MA | 3.000% 02/25/2059 DD 10/01/19 | 440,065 448,590 |
| VOLVO FINANCIAL EQU 2A A3 144A | 2.040% 11/15/2023 DD 11/13/19 | 561,000 561,324 |
| 1011778 BC ULC /NEW RED 144A | 3.875% 01/15/2028 DD 09/24/19 | 370,000 370,925 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | | Par, Shares or Units | Market Value |
|--------------------------------|--------------------------------|----------------------|--------------|
| 1011778 BC ULC / NEW RED 144A | 4.375% 01/15/2028 DD 11/19/19 | 290,000 | 290,725 |
| 1839688 ALBERTA ULC | 14.000% 02/13/2020 DD 11/14/14 | 178,085 | 1,149 |
| ABBVIE INC | 2.500% 05/14/2020 DD 05/14/15 | 500,000 | 500,751 |
| ABBVIE INC | 3.200% 05/14/2026 DD 05/12/16 | 25,000 | 25,907 |
| ABBVIE INC | 3.200% 11/06/2022 DD 05/14/15 | 105,000 | 107,743 |
| ABBVIE INC | 3.600% 05/14/2025 DD 05/14/15 | 145,000 | 153,189 |
| ABBVIE INC | 4.500% 05/14/2035 DD 05/14/15 | 723,000 | 815,436 |
| ACTIVISION BLIZZARD INC | 3.400% 06/15/2027 DD 05/26/17 | 96,000 | 100,209 |
| ACTIVISION BLIZZARD INC | 3.400% 09/15/2026 DD 03/15/17 | 571,000 | 599,663 |
| AEP TEXAS INC | 2.400% 10/01/2022 DD 09/22/17 | 140,000 | 141,307 |
| AEP TEXAS INC 144A | 3.850% 10/01/2025 DD 09/18/15 | 215,000 | 224,224 |
| AEP TRANSMISSION CO LLC | 3.150% 09/15/2049 DD 09/11/19 | 175,000 | 169,328 |
| AERCAP IRELAND CAPITAL DAC / A | 3.500% 05/26/2022 DD 01/26/17 | 150,000 | 154,202 |
| AERCAP IRELAND CAPITAL DAC / A | 4.125% 07/03/2023 DD 06/12/18 | 382,000 | 403,596 |
| AERCAP IRELAND CAPITAL DAC / A | 4.250% 07/01/2020 DD 06/25/15 | 825,000 | 833,306 |
| AERCAP IRELAND CAPITAL DAC / A | 4.450% 12/16/2021 DD 01/16/19 | 270,000 | 281,425 |
| AERCAP IRELAND CAPITAL DAC / A | 4.625% 07/01/2022 DD 06/25/15 | 150,000 | 158,509 |
| AERCAP IRELAND CAPITAL DAC / A | 4.875% 01/16/2024 DD 01/16/19 | 295,000 | 319,816 |
| AES CORP/VA | 4.875% 05/15/2023 DD 04/30/13 | 806,000 | 818,090 |
| AETNA INC | 4.125% 11/15/2042 DD 11/07/12 | 50,000 | 51,227 |
| AETNA INC | 4.500% 05/15/2042 DD 05/04/12 | 88,000 | 94,928 |
| AGILENT TECHNOLOGIES INC | 3.050% 09/22/2026 DD 09/22/16 | 4,000 | 4,091 |
| AGILENT TECHNOLOGIES INC | 3.200% 10/01/2022 DD 09/13/12 | 220,000 | 225,129 |
| AIG GLOBAL FUNDING 144A | 3.350% 06/25/2021 DD 06/27/18 | 1,000,000 | 1,022,147 |
| AIR LEASE CORP | 2.125% 01/15/2020 DD 10/03/16 | 492,000 | 491,972 |
| AIR LEASE CORP | 2.250% 01/15/2023 DD 09/16/19 | 115,000 | 115,108 |
| AIR LEASE CORP | 2.500% 03/01/2021 DD 01/16/18 | 1,398,000 | 1,404,442 |
| AIR LEASE CORP | 3.500% 01/15/2022 DD 09/17/18 | 500,000 | 513,851 |
| AIR LEASE CORP | 3.875% 07/03/2023 DD 06/18/18 | 60,000 | 63,227 |
| ALABAMA POWER CO | 3.450% 10/01/2049 DD 09/17/19 | 205,000 | 210,332 |
| ALABAMA POWER CO | 3.700% 12/01/2047 DD 11/08/17 | 50,000 | 52,825 |
| ALLEGHENY TECHNOLOGIES INC | 5.875% 12/01/2027 DD 11/22/19 | 30,000 | 31,500 |
| ALLEGHENY TECHNOLOGIES INC | VAR RT 08/15/2023 DD 07/12/13 | 905,000 | 1,014,351 |
| ALLERGAN FINANCE LLC | 3.250% 10/01/2022 DD 10/02/12 | 290,000 | 296,423 |
| ALLERGAN FINANCE LLC | 4.625% 10/01/2042 DD 10/02/12 | 12,000 | 12,563 |
| ALLERGAN FUNDING SCS | 3.000% 03/12/2020 DD 03/12/15 | 847,000 | 847,620 |
| ALLERGAN FUNDING SCS | 3.450% 03/15/2022 DD 03/12/15 | 1,112,000 | 1,137,537 |
| ALLERGAN FUNDING SCS | 3.800% 03/15/2025 DD 03/12/15 | 50,000 | 52,545 |
| ALLERGAN FUNDING SCS | 3.850% 06/15/2024 DD 06/19/14 | 40,000 | 42,018 |
| ALLERGAN FUNDING SCS | 4.550% 03/15/2035 DD 03/12/15 | 431,000 | 471,177 |
| ALLERGAN SALES LLC 144A | 4.875% 02/15/2021 DD 01/31/14 | 20,000 | 20,583 |
| ALLERGAN SALES LLC 144A | 5.000% 12/15/2021 DD 12/10/13 | 94,000 | 98,317 |
| ALLSTATE CORP/THE | VAR RT 03/29/2021 DD 03/29/18 | 195,000 | 195,457 |
| ALLY FINANCIAL INC | 4.625% 03/30/2025 DD 03/30/15 | 2,000,000 | 2,165,000 |
| ALTRIA GROUP INC | 2.850% 08/09/2022 DD 08/09/12 | 1,114,000 | 1,135,513 |
| ALTRIA GROUP INC | 4.800% 02/14/2029 DD 02/14/19 | 497,000 | 553,988 |
| AMC NETWORKS INC | 4.750% 12/15/2022 DD 12/17/12 | 225,000 | 226,969 |
| AMEREN ILLINOIS CO | 3.800% 05/15/2028 DD 05/22/18 | 110,000 | 119,943 |
| AMERICAN ELECTRIC POWER CO INC | 2.150% 11/13/2020 DD 11/13/17 | 687,000 | 688,344 |
| AMERICAN EXPRESS CO | 2.200% 10/30/2020 DD 10/30/17 | 2,040,000 | 2,044,193 |
| AMERICAN EXPRESS CO | 2.500% 08/01/2022 DD 08/01/17 | 180,000 | 182,150 |
| AMERICAN EXPRESS CO | 3.000% 10/30/2024 DD 10/30/17 | 27,000 | 27,916 |
| AMERICAN EXPRESS CO | 3.375% 05/17/2021 DD 05/17/18 | 14,000 | 14,268 |
| AMERICAN EXPRESS CREDIT CORP | 2.600% 09/14/2020 DD 09/14/15 | 140,000 | 140,515 |
| AMERICAN TOWER CORP | 2.800% 06/01/2020 DD 05/07/15 | 116,000 | 116,334 |
| AMERICAN TOWER CORP | 3.375% 10/15/2026 DD 05/13/16 | 7,000 | 7,278 |
| AMERICAN TOWER CORP | 3.450% 09/15/2021 DD 08/07/14 | 200,000 | 204,556 |
| AMERICAN TOWER CORP | 3.950% 03/15/2029 DD 03/15/19 | 255,000 | 274,279 |
| AMERICAN WOODMARK CORP 144A | 4.875% 03/15/2026 DD 02/12/18 | 615,000 | 630,375 |
| AMGEN INC | 2.200% 05/11/2020 DD 05/11/17 | 190,000 | 190,162 |
| AMGEN INC | 4.400% 05/01/2045 DD 05/01/15 | 113,000 | 126,622 |
| AMGEN INC | 4.663% 06/15/2051 DD 12/15/16 | 94,000 | 110,754 |
| AMGEN INC | 4.950% 10/01/2041 DD 09/16/10 | 61,000 | 72,665 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | | Par, Shares or Units | Market Value |
|--------------------------------|-------------------------------|----------------------|--------------|
| AMGEN INC | 5.150% 11/15/2041 DD 11/10/11 | 104,000 | 125,904 |
| AMPHENOL CORP | 2.800% 02/15/2030 DD 09/10/19 | 30,000 | 29,720 |
| AMWINS GROUP INC 144A | 7.750% 07/01/2026 DD 07/06/18 | 25,000 | 27,628 |
| ANALOG DEVICES INC | 2.850% 03/12/2020 DD 03/12/18 | 1,027,000 | 1,028,394 |
| ANALOG DEVICES INC | 3.500% 12/05/2026 DD 12/05/16 | 5,000 | 5,246 |
| ANALOG DEVICES INC | 4.500% 12/05/2036 DD 12/05/16 | 92,000 | 99,369 |
| ANGLO AMERICAN CAPITAL PL 144A | 3.625% 09/11/2024 DD 09/11/17 | 240,000 | 248,988 |
| ANGLO AMERICAN CAPITAL PL 144A | 4.875% 05/14/2025 DD 05/14/15 | 370,000 | 406,584 |
| ANHEUSER-BUSCH INBEV FINANCE I | 4.900% 02/01/2046 DD 01/25/16 | 11,000 | 12,993 |
| ANHEUSER-BUSCH INBEV WORLDWIDE | 4.000% 04/13/2028 DD 04/04/18 | 12,000 | 13,207 |
| ANHEUSER-BUSCH INBEV WORLDWIDE | 4.600% 04/15/2048 DD 04/04/18 | 25,000 | 28,610 |
| ANHEUSER-BUSCH INBEV WORLDWIDE | 4.750% 04/15/2058 DD 04/04/18 | 14,000 | 16,374 |
| ANTHEM INC | 3.125% 05/15/2022 DD 05/07/12 | 1,000,000 | 1,025,142 |
| AON CORP | 4.500% 12/15/2028 DD 12/03/18 | 65,000 | 73,232 |
| AON CORP | 5.000% 09/30/2020 DD 09/10/10 | 1,304,000 | 1,331,984 |
| AON PLC | 2.800% 03/15/2021 DD 11/13/15 | 480,000 | 485,138 |
| AON PLC | 4.000% 11/27/2023 DD 11/26/13 | 2,000 | 2,118 |
| AON PLC | 4.450% 05/24/2043 DD 05/24/13 | 165,000 | 180,894 |
| AON PLC | 4.600% 06/14/2044 DD 05/28/14 | 267,000 | 309,500 |
| APPLE INC | 4.250% 02/09/2047 DD 02/09/17 | 3,000 | 3,592 |
| APPLIED MATERIALS INC | 3.300% 04/01/2027 DD 03/31/17 | 475,000 | 503,757 |
| APTIV PLC | 5.400% 03/15/2049 DD 03/14/19 | 15,000 | 17,042 |
| ARCELORMITTAL SA | 3.600% 07/16/2024 DD 07/16/19 | 29,000 | 29,738 |
| ARCELORMITTAL SA | 4.550% 03/11/2026 DD 03/11/19 | 101,000 | 107,256 |
| ARCELORMITTAL SA | 6.125% 06/01/2025 DD 06/01/15 | 77,000 | 88,472 |
| ARD FINANCE SA 144A | 6.500% 06/30/2027 DD 11/20/19 | 200,000 | 206,790 |
| ARDONAGH MIDCO 3 PLC 144A | 8.625% 07/15/2023 DD 06/20/17 | 400,000 | 397,000 |
| ARES CAPITAL CORP | 4.250% 03/01/2025 DD 01/11/18 | 660,000 | 689,661 |
| ASTRAZENECA PLC | 3.500% 08/17/2023 DD 08/17/18 | 10,000 | 10,465 |
| AT&T INC | 2.450% 06/30/2020 DD 05/04/15 | 2,082,000 | 2,089,084 |
| AT&T INC | 2.800% 02/17/2021 DD 02/09/16 | 755,000 | 761,800 |
| AT&T INC | 3.000% 06/30/2022 DD 05/04/15 | 200,000 | 204,310 |
| AT&T INC | 3.600% 02/17/2023 DD 02/09/16 | 1,004,000 | 1,047,972 |
| AT&T INC | 3.800% 02/15/2027 DD 02/15/19 | 299,000 | 318,744 |
| AT&T INC | 3.800% 03/15/2022 DD 03/15/16 | 850,000 | 882,306 |
| AT&T INC | 3.875% 01/15/2026 DD 01/15/19 | 65,000 | 69,661 |
| AT&T INC | 4.125% 02/17/2026 DD 02/09/16 | 193,000 | 209,200 |
| AT&T INC | 4.250% 03/01/2027 DD 02/09/17 | 445,000 | 488,780 |
| AT&T INC | 4.300% 02/15/2030 DD 08/15/18 | 360,000 | 400,029 |
| AT&T INC | 4.350% 03/01/2029 DD 02/19/19 | 197,000 | 219,165 |
| AT&T INC | 4.500% 05/15/2035 DD 05/04/15 | 474,000 | 528,191 |
| AT&T INC | 4.750% 05/15/2046 DD 05/04/15 | 28,000 | 31,689 |
| AT&T INC | 4.800% 06/15/2044 DD 06/10/14 | 243,000 | 277,262 |
| AT&T INC | 4.850% 07/15/2045 DD 01/15/19 | 11,000 | 12,564 |
| AT&T INC | 4.900% 08/15/2037 DD 08/14/18 | 9,000 | 10,363 |
| AT&T INC | 5.150% 03/15/2042 DD 03/15/16 | 52,000 | 60,761 |
| AT&T INC | 5.150% 11/15/2046 DD 11/15/18 | 20,000 | 23,947 |
| AT&T INC | 5.250% 03/01/2037 DD 02/09/17 | 10,000 | 11,948 |
| AT&T INC | 5.350% 09/01/2040 DD 03/01/11 | 120,000 | 144,836 |
| AT&T INC | 5.450% 03/01/2047 DD 02/09/17 | 2,000 | 2,485 |
| AT&T INC | 5.550% 08/15/2041 DD 08/18/11 | 20,000 | 24,474 |
| AT&T INC | 6.000% 08/15/2040 DD 02/15/16 | 51,000 | 65,323 |
| AT&T INC | VAR RT 06/15/2022 DD 06/05/19 | 360,000 | 371,260 |
| AT&T INC | VAR RT 12/15/2043 DD 06/05/19 | 290,000 | 343,846 |
| AT&T INC 144A | 0.000% 11/27/2022 DD 11/27/07 | 1,000,000 | 935,039 |
| AUTODESK INC | 3.125% 06/15/2020 DD 06/05/15 | 315,000 | 316,015 |
| AUTODESK INC | 3.500% 06/15/2027 DD 06/08/17 | 76,000 | 79,684 |
| AVIATION CAPITAL GROUP LL 144A | VAR RT 07/30/2021 DD 08/01/18 | 852,000 | 851,983 |
| AVNET INC | 4.625% 04/15/2026 DD 03/29/16 | 30,000 | 31,748 |
| AVOLON HOLDINGS FUNDING L 144A | 3.625% 05/01/2022 DD 04/16/19 | 142,000 | 145,493 |
| BA CREDIT CARD TRUST A2 A2 | 3.000% 09/15/2023 DD 05/17/18 | 810,000 | 821,690 |
| BAE SYSTEMS HOLDINGS INC 144A | 3.800% 10/07/2024 DD 10/07/14 | 205,000 | 216,774 |
| BAE SYSTEMS HOLDINGS INC 144A | 3.850% 12/15/2025 DD 12/10/15 | 75,000 | 79,614 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | | Par, Shares or Units | Market Value |
|--------------------------------|-------------------------------|----------------------|--------------|
| BALTIMORE GAS & ELECTRIC CO | 3.750% 08/15/2047 DD 08/24/17 | 388,000 | 414,248 |
| BAMLL COMMERCIAL M SCH AL 144A | VAR RT 11/15/2032 DD 12/15/17 | 1,460,000 | 1,455,209 |
| BANK 2018-BNK14 BN14 A3 | 3.966% 09/15/2060 DD 09/01/18 | 700,000 | 770,545 |
| BANK OF AMERICA CORP | 2.625% 10/19/2020 DD 10/19/15 | 1,000,000 | 1,005,725 |
| BANK OF AMERICA CORP | 3.875% 08/01/2025 DD 07/30/15 | 20,000 | 21,491 |
| BANK OF AMERICA CORP | 3.950% 04/21/2025 DD 04/21/15 | 157,000 | 167,669 |
| BANK OF AMERICA CORP | 4.000% 01/22/2025 DD 01/22/15 | 33,000 | 35,201 |
| BANK OF AMERICA CORP | 4.125% 01/22/2024 DD 01/21/14 | 16,000 | 17,199 |
| BANK OF AMERICA CORP | 4.200% 08/26/2024 DD 08/26/14 | 262,000 | 281,339 |
| BANK OF AMERICA CORP | 4.250% 10/22/2026 DD 10/22/14 | 7,000 | 7,636 |
| BANK OF AMERICA CORP | 4.450% 03/03/2026 DD 03/03/16 | 371,000 | 407,473 |
| BANK OF AMERICA CORP | 4.750% 04/21/2045 DD 04/21/15 | 3,000 | 3,718 |
| BANK OF AMERICA CORP | VAR RT 04/24/2023 DD 04/24/17 | 272,000 | 276,576 |
| BANK OF AMERICA NA | VAR RT 07/26/2021 DD 07/26/19 | 1,000,000 | 999,008 |
| BANK OF NOVA SCOTIA/THE | 3.400% 02/11/2024 DD 02/11/19 | 11,000 | 11,526 |
| BARCLAYS PLC | 3.250% 01/12/2021 DD 01/12/16 | 980,000 | 988,271 |
| BARCLAYS PLC | VAR RT 05/16/2024 DD 05/16/18 | 626,000 | 660,054 |
| BAT CAPITAL CORP | 2.764% 08/15/2022 DD 08/15/18 | 600,000 | 608,845 |
| BAT CAPITAL CORP | 3.215% 09/06/2026 DD 09/06/19 | 189,000 | 190,449 |
| BAT CAPITAL CORP | 3.557% 08/15/2027 DD 08/15/18 | 533,000 | 544,207 |
| BAT CAPITAL CORP | 4.540% 08/15/2047 DD 08/15/18 | 92,000 | 92,526 |
| BAUSCH HEALTH COS INC 144A | 5.000% 01/30/2028 DD 12/30/19 | 210,000 | 215,542 |
| BAUSCH HEALTH COS INC 144A | 5.250% 01/30/2030 DD 12/30/19 | 210,000 | 217,770 |
| BAUSCH HEALTH COS INC 144A | 5.500% 11/01/2025 DD 10/17/17 | 224,000 | 234,080 |
| BAUSCH HEALTH COS INC 144A | 5.750% 08/15/2027 DD 03/08/19 | 165,000 | 179,025 |
| BAUSCH HEALTH COS INC 144A | 7.000% 03/15/2024 DD 03/21/17 | 3,300,000 | 3,432,000 |
| BAUSCH HEALTH COS INC 144A | 9.000% 12/15/2025 DD 12/18/17 | 300,000 | 341,160 |
| BAXTER INTERNATIONAL INC | 1.700% 08/15/2021 DD 08/15/16 | 298,000 | 297,567 |
| BAYER US FINANCE LLC 144A | 3.375% 10/08/2024 DD 10/08/14 | 286,000 | 294,818 |
| BAYTEX ENERGY CORP 144A | 5.625% 06/01/2024 DD 06/06/14 | 70,000 | 63,700 |
| BBVA USA | 2.875% 06/29/2022 DD 06/29/17 | 946,000 | 959,522 |
| BEAZER HOMES USA INC | 5.875% 10/15/2027 DD 10/10/17 | 280,000 | 282,800 |
| BECTON DICKINSON AND CO | 2.404% 06/05/2020 DD 06/06/17 | 1,485,000 | 1,486,579 |
| BECTON DICKINSON AND CO | VAR RT 12/29/2020 DD 03/01/18 | 950,000 | 950,467 |
| BENCHMARK 2018-B7 MORTGA B7 A4 | VAR RT 05/15/2053 DD 11/01/18 | 424,634 | 486,128 |
| BHARTI AIRTEL LTD REGS | 4.375% 06/10/2025 DD 06/10/15 | 200,000 | 203,682 |
| BLUE RACER MIDSTREAM LLC 144A | 6.125% 11/15/2022 DD 11/13/14 | 240,000 | 235,200 |
| BMW US CAPITAL LLC 144A | 3.450% 04/12/2023 DD 04/12/18 | 500,000 | 518,807 |
| BOARDWALK PIPELINES LP | 4.800% 05/03/2029 DD 05/03/19 | 40,000 | 42,879 |
| BOMBARDIER INC 144A | 6.000% 10/15/2022 DD 04/03/14 | 515,000 | 514,846 |
| BOSTON PROPERTIES LP | 3.650% 02/01/2026 DD 01/20/16 | 15,000 | 15,897 |
| BP CAPITAL MARKETS AMERICA INC | 3.119% 05/04/2026 DD 11/04/18 | 53,000 | 55,384 |
| BP CAPITAL MARKETS AMERICA INC | 3.588% 04/14/2027 DD 10/14/18 | 80,000 | 85,656 |
| BRISTOL-MYERS SQUIBB CO 144A | 2.875% 08/15/2020 DD 08/15/19 | 765,000 | 770,401 |
| BRISTOL-MYERS SQUIBB CO 144A | 3.250% 08/15/2022 DD 08/15/19 | 130,000 | 134,333 |
| BRISTOL-MYERS SQUIBB CO 144A | 3.550% 08/15/2022 DD 08/15/19 | 120,000 | 124,717 |
| BRISTOL-MYERS SQUIBB CO 144A | 3.875% 08/15/2025 DD 08/15/19 | 203,000 | 219,448 |
| BRISTOL-MYERS SQUIBB CO 144A | 3.900% 02/20/2028 DD 08/20/19 | 70,000 | 77,167 |
| BRISTOL-MYERS SQUIBB CO 144A | 3.950% 10/15/2020 DD 10/15/19 | 30,000 | 30,552 |
| BRISTOL-MYERS SQUIBB CO 144A | 4.125% 06/15/2039 DD 05/16/19 | 165,000 | 190,451 |
| BRIXMOR OPERATING PARTNERSHIP | 3.875% 08/15/2022 DD 08/10/15 | 1,000,000 | 1,041,904 |
| BROADCOM CORP / BROADCOM CAYMA | 2.375% 01/15/2020 DD 01/15/18 | 965,000 | 965,043 |
| BROADCOM CORP / BROADCOM CAYMA | 3.000% 01/15/2022 DD 01/15/18 | 11,000 | 11,163 |
| BROADCOM CORP / BROADCOM CAYMA | 3.875% 01/15/2027 DD 01/15/18 | 889,000 | 923,456 |
| BROADCOM INC 144A | 3.125% 04/15/2021 DD 04/05/19 | 680,000 | 688,255 |
| BROADCOM INC 144A | 3.125% 10/15/2022 DD 04/05/19 | 365,000 | 371,861 |
| BROOKFIELD PROPERTY REIT 144A | 5.750% 05/15/2026 DD 05/01/19 | 365,000 | 385,075 |
| BRUIN E&P PARTNERS LLC 144A | 8.875% 08/01/2023 DD 07/26/18 | 530,000 | 344,500 |
| BUCKEYE PARTNERS LP | 4.875% 02/01/2021 DD 01/13/11 | 119,000 | 121,121 |
| CALIFORNIA RESOURCES CORP | 6.000% 11/15/2024 DD 10/01/14 | 114,000 | 34,200 |
| CANADIAN IMPERIAL BANK OF 144A | 2.350% 07/27/2022 DD 07/27/17 | 790,000 | 797,896 |
| CANADIAN PACER AUTO 1A A2 144A | 2.780% 03/21/2022 DD 04/25/19 | 397,511 | 398,777 |
| CANADIAN PACER AUTO 1A A3 144A | 2.050% 03/19/2021 DD 10/11/17 | 160,878 | 160,865 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | | Par, Shares or Units | Market Value |
|--------------------------------|-------------------------------|----------------------|--------------|
| CAPITAL ONE MULTI-ASSET A1 A1 | 3.010% 02/15/2024 DD 05/16/18 | 410,000 | 416,179 |
| CAPITAL ONE MULTI-ASSET A2 A2 | 2.080% 03/15/2023 DD 05/19/15 | 295,000 | 295,201 |
| CAPITAL ONE NA | 2.150% 09/06/2022 DD 09/06/19 | 324,000 | 324,550 |
| CAPITAL ONE NA | 2.350% 01/31/2020 DD 01/31/17 | 1,000,000 | 1,000,198 |
| CARDINAL HEALTH INC | 4.625% 12/15/2020 DD 12/13/10 | 33,000 | 33,799 |
| CC HOLDINGS GS V LLC / CROWN C | 3.849% 04/15/2023 DD 04/15/13 | 1,126,000 | 1,180,313 |
| CCO HOLDINGS LLC / CCO HO 144A | 5.375% 06/01/2029 DD 05/23/19 | 190,000 | 203,300 |
| CDK GLOBAL INC 144A | 5.250% 05/15/2029 DD 05/15/19 | 60,000 | 64,350 |
| CDW LLC / CDW FINANCE CORP | 4.250% 04/01/2028 DD 09/26/19 | 300,000 | 314,625 |
| CEMEX SAB DE CV 144A | 5.700% 01/11/2025 DD 09/11/14 | 360,000 | 369,904 |
| CENTENE CORP 144A | 4.250% 12/15/2027 DD 12/06/19 | 325,000 | 334,344 |
| CENTENE CORP 144A | 4.625% 12/15/2029 DD 12/06/19 | 150,000 | 157,703 |
| CENTENE CORP 144A | 4.750% 01/15/2025 DD 07/15/19 | 110,000 | 114,260 |
| CENTERPOINT ENERGY INC | 2.500% 09/01/2022 DD 08/10/17 | 247,000 | 249,054 |
| CENTERPOINT ENERGY RESOURCES C | 3.550% 04/01/2023 DD 03/28/18 | 2,000 | 2,071 |
| CENTERPOINT ENERGY RESOURCES C | 5.850% 01/15/2041 DD 07/15/11 | 18,000 | 22,950 |
| CENTURYLINK INC | 5.800% 03/15/2022 DD 03/12/12 | 315,000 | 331,150 |
| CHARTER COMMUNICATIONS OPERATI | 3.579% 07/23/2020 DD 07/23/16 | 997,000 | 1,003,354 |
| CHARTER COMMUNICATIONS OPERATI | 4.464% 07/23/2022 DD 07/23/16 | 750,000 | 788,377 |
| CHARTER COMMUNICATIONS OPERATI | 4.908% 07/23/2025 DD 07/23/16 | 19,000 | 20,922 |
| CHARTER COMMUNICATIONS OPERATI | 5.050% 03/30/2029 DD 01/17/19 | 169,000 | 191,757 |
| CHARTER COMMUNICATIONS OPERATI | 5.125% 07/01/2049 DD 07/10/19 | 20,000 | 21,767 |
| CHARTER COMMUNICATIONS OPERATI | 5.750% 04/01/2048 DD 04/17/18 | 60,000 | 70,075 |
| CHARTER COMMUNICATIONS OPERATI | 6.384% 10/23/2035 DD 10/23/16 | 698,000 | 878,535 |
| CHENIERE CORPUS CHRISTI HOLDIN | 5.875% 03/31/2025 DD 12/09/16 | 255,000 | 286,737 |
| CHENIERE CORPUS CHRISTI HOLDIN | 7.000% 06/30/2024 DD 12/31/16 | 720,000 | 829,721 |
| CHENIERE ENERGY PARTNERS LP | 5.250% 10/01/2025 DD 04/01/18 | 680,000 | 708,621 |
| CHENIERE ENERGY PARTNERS LP | 5.625% 10/01/2026 DD 04/01/19 | 1,050,000 | 1,110,375 |
| CHESAPEAKE ENERGY CORP | VAR RT 09/15/2026 DD 10/05/16 | 390,000 | 185,790 |
| CHEVRON PHILLIPS CHEMICAL 144A | 3.300% 05/01/2023 DD 03/08/18 | 604,000 | 622,078 |
| CHS/COMMUNITY HEALTH SYST 144A | 8.000% 03/15/2026 DD 03/06/19 | 170,000 | 175,100 |
| CIGNA CORP | VAR RT 03/17/2020 DD 06/17/19 | 500,000 | 500,000 |
| CIMAREX ENERGY CO | 4.375% 06/01/2024 DD 06/04/14 | 85,000 | 89,785 |
| CITIBANK CREDIT CARD ISS A5 A5 | 2.680% 06/07/2023 DD 06/10/14 | 305,000 | 308,567 |
| CITIBANK NA | VAR RT 05/20/2022 DD 05/22/19 | 2,200,000 | 2,218,323 |
| CITIGROUP INC | 2.350% 08/02/2021 DD 08/02/16 | 244,000 | 245,506 |
| CITIGROUP INC | 2.700% 03/30/2021 DD 03/30/16 | 175,000 | 176,643 |
| CITIGROUP INC | 3.700% 01/12/2026 DD 01/12/16 | 85,000 | 90,664 |
| CITIGROUP INC | 4.400% 06/10/2025 DD 06/10/15 | 336,000 | 365,263 |
| CITIGROUP INC | 4.450% 09/29/2027 DD 09/29/15 | 45,000 | 49,580 |
| CITIGROUP INC | 4.600% 03/09/2026 DD 03/09/16 | 12,000 | 13,214 |
| CITIGROUP INC | 5.500% 09/13/2025 DD 09/13/13 | 45,000 | 51,457 |
| CITIGROUP INC | VAR RT 01/10/2028 DD 01/10/17 | 55,000 | 59,274 |
| CITIGROUP INC | VAR RT 01/24/2023 DD 01/24/18 | 135,000 | 137,645 |
| CITIGROUP INC | VAR RT 06/01/2024 DD 05/22/18 | 22,000 | 23,274 |
| CITIGROUP INC | VAR RT 07/24/2023 DD 07/24/17 | 165,000 | 167,792 |
| CITIGROUP INC | VAR RT 07/24/2028 DD 07/24/17 | 10,000 | 10,661 |
| CITIGROUP INC | VAR RT 10/27/2028 DD 10/27/17 | 222,000 | 233,743 |
| CITIGROUP INC | VAR RT 11/04/2022 DD 11/04/19 | 500,000 | 501,557 |
| CITIZENS BANK NA/PROVIDENCE RI | 2.200% 05/26/2020 DD 05/26/17 | 285,000 | 285,142 |
| CITIZENS BANK NA/PROVIDENCE RI | 3.250% 02/14/2022 DD 02/14/19 | 1,000,000 | 1,024,805 |
| CITIZENS FINANCIAL GROUP INC | 2.375% 07/28/2021 DD 07/28/16 | 315,000 | 316,552 |
| CLEAR CHANNEL 4/19 EXIT TL | | 160,831 | 161,970 |
| CME GROUP INC | 3.750% 06/15/2028 DD 06/21/18 | 37,000 | 40,881 |
| CNH EQUIPMENT TRUST 2018- A A3 | 3.120% 07/17/2023 DD 05/23/18 | 970,000 | 981,216 |
| CNH INDUSTRIAL NV | 3.850% 11/15/2027 DD 11/14/17 | 40,000 | 41,763 |
| COCA-COLA CO/THE | 2.200% 05/25/2022 DD 05/25/17 | 12,000 | 12,125 |
| COMCAST CORP | 4.150% 10/15/2028 DD 10/05/18 | 60,000 | 67,581 |
| COMM 2014-CCRE18 MORT CR18 ASB | 3.452% 07/15/2047 DD 06/01/14 | 1,521,251 | 1,553,439 |
| COMMERCIAL METALS CO | 5.375% 07/15/2027 DD 07/11/17 | 500,000 | 525,000 |
| COMMScope INC REGS | 5.500% 03/01/2024 | 365,000 | 380,513 |
| COMMScope TECHNOLOGIES LL 144A | 5.000% 03/15/2027 DD 03/13/17 | 415,000 | 390,100 |
| COMMScope TECHNOLOGIES LL 144A | 6.000% 06/15/2025 DD 06/11/15 | 20,000 | 20,023 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | | Par, Shares or Units | Market Value |
|--------------------------------|-------------------------------|----------------------|--------------|
| CONSUMERS ENERGY CO | 3.100% 08/15/2050 DD 09/03/19 | 400,000 | 399,295 |
| CONSUMERS ENERGY CO | 3.750% 02/15/2050 DD 05/28/19 | 142,000 | 156,977 |
| CONTINENTAL RESOURCES INC/OK | 4.500% 04/15/2023 DD 04/05/13 | 72,000 | 75,229 |
| COX COMMUNICATIONS INC 144A | 3.150% 08/15/2024 DD 08/07/17 | 315,000 | 323,927 |
| COX COMMUNICATIONS INC 144A | 3.250% 12/15/2022 DD 11/29/12 | 100,000 | 102,871 |
| COX COMMUNICATIONS INC 144A | 3.350% 09/15/2026 DD 09/13/16 | 11,000 | 11,353 |
| COX COMMUNICATIONS INC 144A | 4.500% 06/30/2043 DD 05/01/13 | 50,000 | 52,084 |
| COX COMMUNICATIONS INC 144A | 4.700% 12/15/2042 DD 11/29/12 | 3,000 | 3,253 |
| COX COMMUNICATIONS INC 144A | 4.800% 02/01/2035 DD 12/08/14 | 2,000 | 2,216 |
| CREDIT SUISSE GROUP FUNDING GU | 3.125% 12/10/2020 DD 06/10/16 | 485,000 | 489,324 |
| CREDIT SUISSE GROUP FUNDING GU | 3.450% 04/16/2021 DD 10/18/16 | 305,000 | 310,224 |
| CREDIT SUISSE GROUP FUNDING GU | VAR RT 04/16/2021 DD 10/18/16 | 1,000,000 | 1,025,142 |
| CROWN CASTLE INTERNATIONAL COR | 3.100% 11/15/2029 DD 08/15/19 | 610,000 | 617,820 |
| CROWN CASTLE INTERNATIONAL COR | 3.200% 09/01/2024 DD 08/01/17 | 125,000 | 129,307 |
| CROWN CASTLE INTERNATIONAL COR | 3.400% 02/15/2021 DD 02/08/16 | 90,000 | 91,225 |
| CROWN CASTLE INTERNATIONAL COR | 3.650% 09/01/2027 DD 08/01/17 | 10,000 | 10,583 |
| CROWN CASTLE INTERNATIONAL COR | 3.700% 06/15/2026 DD 05/06/16 | 248,000 | 262,173 |
| CROWN CASTLE INTERNATIONAL COR | 3.800% 02/15/2028 DD 01/16/18 | 30,000 | 31,980 |
| CROWN CASTLE INTERNATIONAL COR | 4.000% 11/15/2049 DD 08/15/19 | 10,000 | 10,353 |
| CROWN CASTLE INTERNATIONAL COR | 4.300% 02/15/2029 DD 02/11/19 | 110,000 | 121,926 |
| CROWN CASTLE INTERNATIONAL COR | 4.450% 02/15/2026 DD 02/08/16 | 88,000 | 96,411 |
| CROWN CASTLE INTERNATIONAL COR | 4.875% 04/15/2022 DD 04/15/14 | 42,000 | 44,492 |
| CROWN CASTLE INTERNATIONAL COR | 5.250% 01/15/2023 DD 10/15/12 | 153,000 | 166,206 |
| CSC HOLDINGS LLC 144A | 5.500% 04/15/2027 DD 09/23/16 | 500,000 | 536,925 |
| CSC HOLDINGS LLC 144A | 5.750% 01/15/2030 DD 07/10/19 | 385,000 | 410,988 |
| CSX CORP | 2.600% 11/01/2026 DD 10/18/16 | 375,000 | 381,459 |
| CSX CORP | 3.250% 06/01/2027 DD 05/01/17 | 326,000 | 342,956 |
| CSX CORP | 3.950% 05/01/2050 DD 04/21/15 | 85,000 | 91,890 |
| CSX CORP | 4.300% 03/01/2048 DD 02/20/18 | 5,000 | 5,680 |
| CSX CORP | 4.500% 03/15/2049 DD 02/28/19 | 30,000 | 35,161 |
| CSX CORP | 4.750% 11/15/2048 DD 11/15/18 | 115,000 | 139,556 |
| CSX CORP | 5.500% 04/15/2041 DD 10/21/10 | 20,000 | 25,326 |
| CVS HEALTH CORP | 2.625% 08/15/2024 DD 08/15/19 | 190,000 | 191,621 |
| CVS HEALTH CORP | 3.350% 03/09/2021 DD 03/09/18 | 737,000 | 749,253 |
| CVS HEALTH CORP | 3.375% 08/12/2024 DD 08/12/14 | 50,000 | 52,048 |
| CVS HEALTH CORP | 3.500% 07/20/2022 DD 07/20/15 | 100,000 | 103,243 |
| CVS HEALTH CORP | 3.700% 03/09/2023 DD 03/09/18 | 742,000 | 773,413 |
| CVS HEALTH CORP | 3.875% 07/20/2025 DD 07/20/15 | 81,000 | 86,274 |
| CVS HEALTH CORP | 4.100% 03/25/2025 DD 03/09/18 | 408,000 | 438,055 |
| CVS HEALTH CORP | 4.300% 03/25/2028 DD 03/09/18 | 933,000 | 1,019,248 |
| CVS HEALTH CORP | 4.780% 03/25/2038 DD 03/09/18 | 111,000 | 126,192 |
| CVS HEALTH CORP | 5.125% 07/20/2045 DD 07/20/15 | 209,000 | 247,940 |
| CVS HEALTH CORP | 5.300% 12/05/2043 DD 12/05/13 | 20,000 | 23,887 |
| CVS HEALTH CORP | VAR RT 03/09/2021 DD 03/09/18 | 1,000,000 | 1,006,132 |
| DAIMLER FINANCE NORTH AME 144A | 2.200% 05/05/2020 DD 05/05/17 | 1,000,000 | 1,000,503 |
| DAIMLER FINANCE NORTH AME 144A | 2.300% 01/06/2020 DD 01/06/17 | 1,000,000 | 999,982 |
| DAIMLER FINANCE NORTH AME 144A | 3.400% 02/22/2022 DD 02/22/19 | 150,000 | 153,697 |
| DANSKE BANK A/S 144A | 3.875% 09/12/2023 DD 06/12/18 | 1,000,000 | 1,038,479 |
| DANSKE BANK A/S 144A | 5.000% 01/12/2022 DD 01/16/19 | 415,000 | 435,913 |
| DANSKE BANK A/S 144A | 5.375% 01/12/2024 DD 01/16/19 | 300,000 | 328,390 |
| DANSKE BANK A/S 144A | VAR RT 09/20/2022 DD 09/20/19 | 340,000 | 343,014 |
| DANSKE BANK A/S 144A | VAR RT 12/20/2025 DD 09/20/19 | 200,000 | 202,419 |
| DELL INTERNATIONAL LLC / 144A | 5.450% 06/15/2023 DD 06/01/16 | 1,230,000 | 1,334,229 |
| DELL INTERNATIONAL LLC / 144A | 8.100% 07/15/2036 DD 06/01/16 | 315,000 | 414,205 |
| DELL INTERNATIONAL LLC / 144A | 8.350% 07/15/2046 DD 06/01/16 | 10,000 | 13,779 |
| DELPHI TECHNOLOGIES PLC 144A | 5.000% 10/01/2025 DD 09/28/17 | 240,000 | 222,000 |
| DELTA AIR LINES INC | 2.600% 12/04/2020 DD 12/05/17 | 235,000 | 235,691 |
| DELTA AIR LINES INC | 2.875% 03/13/2020 DD 03/14/17 | 1,000,000 | 1,000,155 |
| DELTA AIR LINES INC | 3.400% 04/19/2021 DD 04/19/18 | 771,000 | 781,682 |
| DELTA AIR LINES INC | 3.625% 03/15/2022 DD 03/14/17 | 53,000 | 54,279 |
| DEUTSCHE BANK AG | 4.100% 01/13/2026 DD 01/13/16 | 77,000 | 78,318 |
| DEUTSCHE BANK AG/NEW YORK NY | 2.700% 07/13/2020 DD 07/13/17 | 1,547,000 | 1,548,090 |
| DEUTSCHE BANK AG/NEW YORK NY | 2.950% 08/20/2020 DD 02/20/18 | 105,000 | 105,246 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | | Par, Shares or Units | Market Value |
|--------------------------------|-------------------------------|----------------------|--------------|
| DEUTSCHE BANK AG/NEW YORK NY | 3.150% 01/22/2021 DD 01/22/18 | 620,000 | 622,820 |
| DEUTSCHE BANK AG/NEW YORK NY | 4.250% 02/04/2021 DD 10/04/18 | 240,000 | 243,837 |
| DEUTSCHE TELEKOM INTERNAT 144A | 1.950% 09/19/2021 DD 09/19/16 | 392,000 | 392,013 |
| DIAGEO CAPITAL PLC | 3.000% 05/18/2020 DD 05/18/18 | 1,250,000 | 1,255,079 |
| DIAMONDBACK ENERGY INC | 5.375% 05/31/2025 DD 05/31/17 | 1,981,000 | 2,079,898 |
| DISCOVER BANK | 3.100% 06/04/2020 DD 06/04/15 | 290,000 | 291,079 |
| DISCOVER BANK | 3.350% 02/06/2023 DD 02/06/18 | 1,000,000 | 1,031,320 |
| DISCOVER CARD EXECUTION A1 A1 | 3.040% 07/15/2024 DD 02/01/19 | 934,000 | 956,303 |
| DISCOVER FINANCIAL SERVICES | 3.950% 11/06/2024 DD 11/06/14 | 90,000 | 95,594 |
| DISH DBS CORP | 5.000% 03/15/2023 DD 12/27/12 | 1,575,000 | 1,615,714 |
| DISH DBS CORP | 5.875% 11/15/2024 DD 11/20/14 | 105,000 | 107,297 |
| DISH DBS CORP | 7.750% 07/01/2026 DD 06/13/16 | 230,000 | 243,660 |
| DISH NETWORK CORP | 2.375% 03/15/2024 DD 03/17/17 | 390,000 | 356,109 |
| DISH NETWORK CORP | 3.375% 08/15/2026 DD 08/08/16 | 70,000 | 67,333 |
| DLL SECURITIZATION T A A3 144A | 2.140% 12/15/2021 DD 11/16/17 | 626,576 | 626,690 |
| DOLLAR GENERAL CORP | 4.125% 05/01/2028 DD 04/10/18 | 11,000 | 12,015 |
| DOMINION ENERGY GAS HOLDINGS L | 2.500% 11/15/2024 DD 11/21/19 | 206,000 | 206,965 |
| DOMINION ENERGY GAS HOLDINGS L | 4.800% 11/01/2043 DD 05/01/14 | 50,000 | 57,177 |
| DOMINION ENERGY INC | VAR RT 07/01/2020 DD 04/01/17 | 185,000 | 185,385 |
| DONNELLEY FINANCIAL SOLUTIONS | 8.250% 10/15/2024 DD 04/15/17 | 155,000 | 158,488 |
| DOW CHEMICAL CO/THE | 3.000% 11/15/2022 DD 11/14/12 | 38,000 | 38,859 |
| DOW CHEMICAL CO/THE | 3.625% 05/15/2026 DD 11/15/19 | 394,000 | 414,639 |
| DOW CHEMICAL CO/THE | 4.375% 11/15/2042 DD 11/14/12 | 246,000 | 262,769 |
| DOW CHEMICAL CO/THE | 4.550% 11/30/2025 DD 05/30/19 | 163,000 | 180,118 |
| DOW CHEMICAL CO/THE | 5.550% 11/30/2048 DD 05/30/19 | 165,000 | 206,248 |
| DR HORTON INC | 2.550% 12/01/2020 DD 12/05/17 | 728,000 | 731,209 |
| DTE ELECTRIC CO | 3.950% 03/01/2049 DD 02/15/19 | 270,000 | 309,041 |
| DTE ENERGY CO | 2.250% 11/01/2022 DD 11/05/19 | 1,000,000 | 999,924 |
| DUKE ENERGY CAROLINAS LLC | 3.700% 12/01/2047 DD 11/14/17 | 35,000 | 37,667 |
| DUKE ENERGY CAROLINAS LLC | 3.950% 11/15/2028 DD 11/08/18 | 22,000 | 24,439 |
| DUKE ENERGY FLORIDA LLC | 3.800% 07/15/2028 DD 06/21/18 | 17,000 | 18,623 |
| DUKE ENERGY FLORIDA LLC | 4.200% 07/15/2048 DD 06/21/18 | 24,000 | 27,830 |
| DUKE ENERGY OHIO INC | 3.650% 02/01/2029 DD 01/08/19 | 209,000 | 227,150 |
| DUKE ENERGY OHIO INC | 3.700% 06/15/2046 DD 06/23/16 | 160,000 | 169,909 |
| DUKE ENERGY OHIO INC | 4.300% 02/01/2049 DD 01/08/19 | 22,000 | 25,653 |
| DUKE ENERGY PROGRESS LLC | 3.250% 08/15/2025 DD 08/13/15 | 43,000 | 45,173 |
| DUN & BRADSTREET CORP/THE REGS | 6.875% 08/15/2026 | 320,000 | 353,200 |
| DUPONT DE NEMOURS INC | 4.493% 11/15/2025 DD 11/28/18 | 535,000 | 589,243 |
| DUPONT DE NEMOURS INC | 5.319% 11/15/2038 DD 11/28/18 | 5,000 | 5,968 |
| DUPONT DE NEMOURS INC | 5.419% 11/15/2048 DD 11/28/18 | 192,000 | 236,905 |
| E*TRADE FINANCIAL CORP | 3.800% 08/24/2027 DD 08/24/17 | 20,000 | 20,798 |
| EASTMAN CHEMICAL CO | 3.800% 03/15/2025 DD 11/20/14 | 208,000 | 219,436 |
| EATON CORP | 2.750% 11/02/2022 DD 11/02/13 | 10,000 | 10,204 |
| EBAY INC | 4.000% 07/15/2042 DD 07/24/12 | 20,000 | 19,748 |
| ECOLAB INC | 2.375% 08/10/2022 DD 08/10/17 | 220,000 | 222,254 |
| ECOLAB INC | 4.350% 12/08/2021 DD 12/08/11 | 294,000 | 307,874 |
| ECOPETROL SA | 4.125% 01/16/2025 DD 09/16/14 | 335,000 | 351,753 |
| EDISON INTERNATIONAL | 2.125% 04/15/2020 DD 03/29/17 | 1,000,000 | 1,000,575 |
| EDISON INTERNATIONAL | 3.125% 11/15/2022 DD 11/19/19 | 2,000 | 2,031 |
| EDISON INTERNATIONAL | 3.550% 11/15/2024 DD 11/19/19 | 66,000 | 67,607 |
| EDWARDS LIFESCIENCES CORP | 4.300% 06/15/2028 DD 06/15/18 | 19,000 | 21,128 |
| ELANCO ANIMAL HEALTH INC | VAR RT 08/27/2021 DD 02/27/19 | 591,000 | 606,328 |
| ELECTRONIC ARTS INC | 4.800% 03/01/2026 DD 02/24/16 | 570,000 | 640,641 |
| EMBRAER NETHERLANDS FINANCE BV | 5.400% 02/01/2027 DD 02/01/17 | 85,000 | 95,668 |
| ENBRIDGE INC | VAR RT 01/10/2020 DD 10/10/17 | 555,000 | 555,061 |
| ENBRIDGE INC | VAR RT 07/15/2077 DD 07/14/17 | 375,000 | 386,891 |
| ENCOMPASS HEALTH CORP | 4.500% 02/01/2028 DD 09/18/19 | 175,000 | 181,344 |
| ENCOMPASS HEALTH CORP | 4.750% 02/01/2030 DD 09/18/19 | 180,000 | 186,750 |
| ENDO DAC / ENDO FINANCE L 144A | VAR RT 02/01/2025 DD 01/27/15 | 210,000 | 141,620 |
| ENERGY TRANSFER OPERATING LP | 3.600% 02/01/2023 DD 01/22/13 | 600,000 | 614,610 |
| ENERGY TRANSFER OPERATING LP | 4.150% 10/01/2020 DD 09/19/13 | 845,000 | 854,009 |
| ENERGY TRANSFER OPERATING LP | 4.200% 09/15/2023 DD 06/08/18 | 303,000 | 318,181 |
| ENERGY TRANSFER OPERATING LP | 4.650% 06/01/2021 DD 05/12/11 | 330,000 | 340,047 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | | Par, Shares or Units | Market Value |
|--------------------------------|-------------------------------|----------------------|--------------|
| ENERGY TRANSFER OPERATING LP | 4.750% 01/15/2026 DD 06/23/15 | 384,000 | 415,857 |
| ENERGY TRANSFER OPERATING LP | 5.150% 03/15/2045 DD 03/12/15 | 6,000 | 6,317 |
| ENERGY TRANSFER OPERATING LP | 5.800% 06/15/2038 DD 06/08/18 | 90,000 | 101,931 |
| ENERGY TRANSFER OPERATING LP | 5.875% 01/15/2024 DD 01/15/19 | 132,000 | 146,142 |
| ENERGY TRANSFER OPERATING LP | 6.125% 12/15/2045 DD 06/23/15 | 130,000 | 150,764 |
| ENERGY TRANSFER OPERATING LP | 6.500% 02/01/2042 DD 01/17/12 | 37,000 | 44,012 |
| ENERGY TRANSFER OPERATING LP | 7.500% 10/15/2020 DD 10/15/18 | 208,000 | 216,160 |
| ENTERGY ARKANSAS LLC | 3.500% 04/01/2026 DD 01/08/16 | 3,000 | 3,165 |
| ENTERGY CORP | 2.950% 09/01/2026 DD 08/19/16 | 29,000 | 29,469 |
| ENTERGY LOUISIANA LLC | 4.000% 03/15/2033 DD 03/23/18 | 280,000 | 316,863 |
| ENTERPRISE PRODUCTS OPERATING | 2.800% 02/15/2021 DD 02/15/18 | 395,000 | 398,770 |
| ENTERPRISE PRODUCTS OPERATING | 4.450% 02/15/2043 DD 08/13/12 | 280,000 | 308,158 |
| ENTERPRISE PRODUCTS OPERATING | 4.850% 03/15/2044 DD 03/18/13 | 10,000 | 11,571 |
| ENTERPRISE PRODUCTS OPERATING | 5.100% 02/15/2045 DD 02/12/14 | 1,000 | 1,199 |
| EOG RESOURCES INC | 2.450% 04/01/2020 DD 03/21/14 | 500,000 | 500,313 |
| EQT CORP | 2.500% 10/01/2020 DD 10/04/17 | 493,000 | 492,909 |
| EQUITABLE HOLDINGS INC | 3.900% 04/20/2023 DD 10/20/18 | 403,000 | 422,338 |
| EVERSOURCE ENERGY | 2.500% 03/15/2021 DD 03/10/16 | 677,000 | 680,971 |
| EVERSOURCE ENERGY | 2.800% 05/01/2023 DD 05/13/13 | 90,000 | 91,353 |
| EXELON CORP | 2.450% 04/15/2021 DD 04/07/16 | 165,000 | 165,749 |
| EXELON CORP | 2.850% 06/15/2020 DD 06/11/15 | 1,430,000 | 1,433,289 |
| EXELON CORP | 4.950% 06/15/2035 DD 12/15/15 | 11,000 | 12,736 |
| EXELON CORP | 5.625% 06/15/2035 DD 06/09/05 | 134,000 | 165,969 |
| EXPEDIA GROUP INC | 3.800% 02/15/2028 DD 09/21/17 | 138,000 | 141,157 |
| EXPEDIA GROUP INC | 4.500% 08/15/2024 DD 08/18/14 | 30,000 | 32,028 |
| EXPEDIA GROUP INC 144A | 3.250% 02/15/2030 DD 09/19/19 | 350,000 | 336,862 |
| EXXON MOBIL CORP | 2.275% 08/16/2026 DD 08/16/19 | 451,000 | 454,043 |
| EXXON MOBIL CORP | 2.995% 08/16/2039 DD 08/16/19 | 54,000 | 54,144 |
| FEDEX CORP | 3.875% 08/01/2042 DD 07/27/12 | 8,000 | 7,718 |
| FEDEX CORP | 4.100% 02/01/2045 DD 01/09/15 | 155,000 | 150,439 |
| FEDEX CORP | 4.100% 04/15/2043 DD 04/11/13 | 130,000 | 127,436 |
| FEDEX CORP | 4.400% 01/15/2047 DD 01/06/17 | 13,000 | 13,060 |
| FEDEX CORP | 4.550% 04/01/2046 DD 03/24/16 | 4,000 | 4,114 |
| FEDEX CORP | 5.100% 01/15/2044 DD 01/09/14 | 20,000 | 21,952 |
| FIDELITY NATIONAL INFORMATION | 3.000% 08/15/2026 DD 08/16/16 | 266,000 | 275,257 |
| FIDELITY NATIONAL INFORMATION | 3.750% 05/21/2029 DD 05/21/19 | 290,000 | 317,913 |
| FIFTH THIRD BANCORP | 2.600% 06/15/2022 DD 06/15/17 | 195,000 | 197,487 |
| FIFTH THIRD BANCORP | 2.875% 07/27/2020 DD 07/27/15 | 583,000 | 585,425 |
| FIRST QUANTUM MINERALS LT 144A | 6.875% 03/01/2026 DD 02/27/18 | 890,000 | 901,125 |
| FIRST QUANTUM MINERALS LT 144A | 7.500% 04/01/2025 DD 03/22/17 | 400,000 | 409,000 |
| FIRSTENERGY TRANSMISSION 144A | 4.350% 01/15/2025 DD 05/19/14 | 137,000 | 147,226 |
| FIRSTENERGY TRANSMISSION 144A | 4.550% 04/01/2049 DD 03/28/19 | 298,000 | 341,636 |
| FISERV INC | 2.750% 07/01/2024 DD 06/24/19 | 498,000 | 506,797 |
| FISERV INC | 3.200% 07/01/2026 DD 06/24/19 | 334,000 | 345,906 |
| FISERV INC | 3.500% 07/01/2029 DD 06/24/19 | 439,000 | 461,423 |
| FISERV INC | 3.500% 10/01/2022 DD 09/25/12 | 195,000 | 202,130 |
| FISERV INC | 3.850% 06/01/2025 DD 05/22/15 | 95,000 | 101,373 |
| FISERV INC | 4.200% 10/01/2028 DD 09/25/18 | 268,000 | 297,278 |
| FLORIDA POWER & LIGHT CO | VAR RT 05/06/2022 DD 05/07/19 | 2,678,000 | 2,678,080 |
| FORD CREDIT AUTO LEASE T A A2A | 2.840% 09/15/2021 DD 02/25/19 | 1,420,890 | 1,425,024 |
| FORD CREDIT AUTO OWNE 2 A 144A | 2.440% 01/15/2027 DD 07/28/15 | 577,000 | 578,231 |
| FORD CREDIT FLOORPLAN MAS 1 A1 | 2.950% 05/15/2023 DD 03/20/18 | 1,000,000 | 1,010,436 |
| FORD MOTOR CREDIT CO LLC | 2.343% 11/02/2020 DD 11/02/17 | 750,000 | 748,622 |
| FORD MOTOR CREDIT CO LLC | 2.425% 06/12/2020 DD 06/12/17 | 400,000 | 399,755 |
| FORD MOTOR CREDIT CO LLC | 2.681% 01/09/2020 DD 01/09/17 | 500,000 | 500,039 |
| FORD MOTOR CREDIT CO LLC | 3.157% 08/04/2020 DD 08/04/15 | 750,000 | 752,977 |
| FORD MOTOR CREDIT CO LLC | 3.336% 03/18/2021 DD 03/18/16 | 285,000 | 287,143 |
| FORD MOTOR CREDIT CO LLC | 3.339% 03/28/2022 DD 03/31/17 | 200,000 | 202,035 |
| FORD MOTOR CREDIT CO LLC | 4.140% 02/15/2023 DD 05/03/18 | 500,000 | 514,436 |
| FORD MOTOR CREDIT CO LLC | 4.389% 01/08/2026 DD 01/08/16 | 720,000 | 731,799 |
| FORD MOTOR CREDIT CO LLC | 5.113% 05/03/2029 DD 05/03/19 | 200,000 | 206,119 |
| FOX CORP 144A | 5.476% 01/25/2039 DD 01/25/19 | 91,000 | 111,347 |
| FRONTIER COMMUNICATIONS C 144A | 8.000% 04/01/2027 DD 03/15/19 | 310,000 | 323,950 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | | Par, Shares or Units | Market Value |
|--------------------------------|-------------------------------|----------------------|--------------|
| FRONTIER COMMUNICATIONS C 144A | 8.500% 04/01/2026 DD 03/19/18 | 365,000 | 369,563 |
| GE CAPITAL INTERNATIONAL FUNDI | 2.342% 11/15/2020 DD 05/15/16 | 2,356,000 | 2,357,902 |
| GE CAPITAL INTERNATIONAL FUNDI | 4.418% 11/15/2035 DD 05/15/16 | 723,000 | 773,418 |
| GENERAL DYNAMICS CORP | 3.750% 05/15/2028 DD 05/11/18 | 140,000 | 154,154 |
| GENERAL MILLS INC | 3.700% 10/17/2023 DD 04/17/18 | 5,000 | 5,269 |
| GENERAL MOTORS CO | 6.250% 10/02/2043 DD 04/02/14 | 2,000 | 2,247 |
| GENERAL MOTORS FINANCIAL CO IN | 2.450% 11/06/2020 DD 11/07/17 | 360,000 | 360,868 |
| GENERAL MOTORS FINANCIAL CO IN | 3.200% 07/06/2021 DD 07/05/16 | 502,000 | 508,931 |
| GENERAL MOTORS FINANCIAL CO IN | 3.200% 07/13/2020 DD 07/13/15 | 547,000 | 549,506 |
| GENERAL MOTORS FINANCIAL CO IN | 3.450% 04/10/2022 DD 04/10/15 | 107,000 | 109,433 |
| GENERAL MOTORS FINANCIAL CO IN | 3.500% 11/07/2024 DD 11/07/17 | 13,000 | 13,395 |
| GENERAL MOTORS FINANCIAL CO IN | 3.550% 04/09/2021 DD 04/10/18 | 665,000 | 677,600 |
| GENERAL MOTORS FINANCIAL CO IN | 4.000% 01/15/2025 DD 01/12/15 | 93,000 | 97,764 |
| GENERAL MOTORS FINANCIAL CO IN | 4.000% 10/06/2026 DD 10/06/16 | 163,000 | 170,920 |
| GENERAL MOTORS FINANCIAL CO IN | 4.200% 03/01/2021 DD 03/01/16 | 265,000 | 270,729 |
| GENERAL MOTORS FINANCIAL CO IN | 4.200% 11/06/2021 DD 11/06/18 | 1,960,000 | 2,032,110 |
| GENERAL MOTORS FINANCIAL CO IN | 4.375% 09/25/2021 DD 09/25/14 | 100,000 | 103,618 |
| GENERAL MOTORS FINANCIAL CO IN | 5.250% 03/01/2026 DD 03/01/16 | 350,000 | 388,157 |
| GEORGIA-PACIFIC LLC | 8.000% 01/15/2024 DD 12/11/03 | 189,000 | 229,704 |
| GEORGIA-PACIFIC LLC 144A | 3.734% 07/15/2023 DD 06/21/13 | 195,000 | 204,161 |
| GLOBAL PAYMENTS INC | 2.650% 02/15/2025 DD 08/14/19 | 130,000 | 130,592 |
| GLOBAL PAYMENTS INC | 3.200% 08/15/2029 DD 08/14/19 | 465,000 | 473,932 |
| GLOBAL PAYMENTS INC | 3.750% 06/01/2023 DD 05/22/13 | 80,000 | 83,330 |
| GLP CAPITAL LP / GLP FINANCING | 5.250% 06/01/2025 DD 05/21/18 | 334,000 | 366,598 |
| GLP CAPITAL LP / GLP FINANCING | 5.300% 01/15/2029 DD 09/26/18 | 4,000 | 4,443 |
| GLP CAPITAL LP / GLP FINANCING | 5.375% 04/15/2026 DD 04/28/16 | 69,000 | 76,273 |
| GLP CAPITAL LP / GLP FINANCING | 5.750% 06/01/2028 DD 05/21/18 | 5,000 | 5,677 |
| GM FINANCIAL AUTOMOBILE L 2 A3 | 3.060% 06/21/2021 DD 06/27/18 | 486,366 | 487,940 |
| GOLDMAN SACHS GROUP INC/THE | 2.350% 11/15/2021 DD 09/27/16 | 405,000 | 406,609 |
| GOLDMAN SACHS GROUP INC/THE | 2.600% 12/27/2020 DD 03/27/17 | 270,000 | 270,566 |
| GOLDMAN SACHS GROUP INC/THE | 2.875% 02/25/2021 DD 02/25/16 | 145,000 | 146,444 |
| GOLDMAN SACHS GROUP INC/THE | 3.750% 02/25/2026 DD 02/25/16 | 262,000 | 277,331 |
| GOODYEAR TIRE & RUBBER CO/THE | 7.000% 03/15/2028 DD 03/16/98 | 1,865,000 | 2,092,306 |
| GRAY TELEVISION INC REGS | 5.125% 10/15/2024 DD 09/14/16 | 75,000 | 77,813 |
| HANESBRANDS INC 144A | 4.875% 05/15/2026 DD 05/06/16 | 240,000 | 254,100 |
| HARTFORD FINANCIAL SERVICES GR | 3.600% 08/19/2049 DD 08/19/19 | 30,000 | 30,790 |
| HARTFORD FINANCIAL SERVICES GR | 4.300% 04/15/2043 DD 04/18/13 | 57,000 | 63,459 |
| HASBRO INC | 2.600% 11/19/2022 DD 11/19/19 | 595,000 | 598,646 |
| HCA INC | 4.500% 02/15/2027 DD 08/15/16 | 57,000 | 61,474 |
| HCA INC | 4.750% 05/01/2023 DD 10/23/12 | 141,000 | 151,055 |
| HCA INC | 5.000% 03/15/2024 DD 03/17/14 | 217,000 | 237,217 |
| HCA INC | 5.250% 04/15/2025 DD 10/17/14 | 178,000 | 199,166 |
| HCA INC | 5.250% 06/15/2026 DD 03/15/16 | 412,000 | 461,577 |
| HCA INC | 7.050% 12/01/2027 DD 12/08/95 | 615,000 | 728,775 |
| HCA INC | 7.580% 09/15/2025 DD 09/14/95 | 765,000 | 914,175 |
| HCA INC | 7.750% 07/15/2036 DD 07/08/96 | 860,000 | 1,023,400 |
| HESS MIDSTREAM OPERATIONS 144A | 5.625% 02/15/2026 DD 08/15/19 | 365,000 | 379,923 |
| HEWLETT PACKARD ENTERPRISE CO | VAR RT 10/15/2020 DD 10/15/16 | 2,000 | 2,023 |
| HEWLETT PACKARD ENTERPRISE CO | VAR RT 10/15/2022 DD 10/15/16 | 10,000 | 10,566 |
| HEWLETT PACKARD ENTERPRISE CO | VAR RT 10/15/2045 DD 10/15/16 | 80,000 | 96,331 |
| HILL-ROM HOLDINGS INC 144A | 4.375% 09/15/2027 DD 09/19/19 | 50,000 | 51,438 |
| HOME DEPOT INC/THE | 3.000% 04/01/2026 DD 02/12/16 | 130,000 | 136,071 |
| HONDA AUTO RECEIVABLES 20 1 A3 | 1.720% 07/21/2021 DD 03/28/17 | 246,654 | 246,447 |
| HP INC | 6.000% 09/15/2041 DD 09/19/11 | 10,000 | 11,088 |
| HSBC HOLDINGS PLC | 3.400% 03/08/2021 DD 03/08/16 | 1,230,000 | 1,249,543 |
| HUMANA INC | 2.500% 12/15/2020 DD 12/21/17 | 710,000 | 713,003 |
| HUNTINGTON INGALLS INDUST 144A | 5.000% 11/15/2025 DD 11/17/15 | 527,000 | 550,715 |
| HUNTINGTON INGALLS INDUSTRIES | 3.483% 12/01/2027 DD 06/01/18 | 426,000 | 442,784 |
| HUNTINGTON NATIONAL BANK/THE | 2.375% 03/10/2020 DD 03/10/17 | 1,000,000 | 1,000,400 |
| HYUNDAI AUTO LEASE S A A2 144A | 2.920% 07/15/2021 DD 02/20/19 | 308,937 | 310,375 |
| HYUNDAI CAPITAL AMERICA 144A | 2.550% 04/03/2020 DD 04/05/17 | 180,000 | 180,073 |
| HYUNDAI CAPITAL AMERICA 144A | 3.950% 02/01/2022 DD 01/31/19 | 745,000 | 766,104 |
| HYUNDAI CAPITAL SERVICES 144A | 3.000% 08/29/2022 DD 08/29/17 | 620,000 | 627,295 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | | Par, Shares or Units | Market Value |
|--------------------------------|--------------------------------|----------------------|--------------|
| HYUNDAI CAPITAL SERVICES 144A | 3.750% 03/05/2023 DD 03/05/18 | 370,000 | 381,718 |
| ICAHN ENTERPRISES LP / IC 144A | 4.750% 09/15/2024 DD 09/06/19 | 325,000 | 333,938 |
| ICAHN ENTERPRISES LP / ICAHN E | 6.250% 05/15/2026 DD 05/10/19 | 400,000 | 426,000 |
| IHEARTCOMMUNICATIONS INC | 6.375% 05/01/2026 DD 05/01/19 | 56,952 | 61,793 |
| IHEARTCOMMUNICATIONS INC 144A | 4.750% 01/15/2028 DD 11/22/19 | 145,000 | 148,625 |
| IHS MARKIT LTD 144A | 4.000% 03/01/2026 DD 12/01/17 | 40,000 | 42,178 |
| INGERSOLL-RAND GLOBAL HOLDING | 2.900% 02/21/2021 DD 02/21/18 | 828,000 | 835,608 |
| INGERSOLL-RAND LUXEMBOURG FINA | 3.500% 03/21/2026 DD 03/21/19 | 190,000 | 198,785 |
| INGERSOLL-RAND LUXEMBOURG FINA | 3.800% 03/21/2029 DD 03/21/19 | 40,000 | 42,958 |
| INTEL CORP | 4.100% 05/19/2046 DD 05/19/16 | 103,000 | 118,915 |
| INTELSAT JACKSON HOLDINGS 144A | 9.750% 07/15/2025 DD 07/05/17 | 225,000 | 208,125 |
| INTELSAT JACKSON HOLDINGS SA | 5.500% 08/01/2023 DD 06/05/13 | 35,000 | 30,066 |
| INTERCONTINENTAL EXCHANGE INC | 2.350% 09/15/2022 DD 08/17/17 | 2,000 | 2,021 |
| INTERCONTINENTAL EXCHANGE INC | 4.250% 09/21/2048 DD 08/13/18 | 242,000 | 288,370 |
| INTERNATIONAL BUSINESS MACHINE | 2.875% 11/09/2022 DD 11/09/15 | 175,000 | 179,540 |
| INTERNATIONAL GAME TECHNO 144A | 6.250% 01/15/2027 DD 09/26/18 | 200,000 | 225,000 |
| INTERNATIONAL PAPER CO | 4.350% 08/15/2048 DD 08/09/17 | 163,000 | 173,553 |
| INTERNATIONAL PAPER CO | 6.000% 11/15/2041 DD 11/16/11 | 21,000 | 26,214 |
| INTERPUBLIC GROUP OF COS INC/T | 3.750% 10/01/2021 DD 09/21/18 | 180,000 | 185,013 |
| IRB HOLDING CORP 144A | 6.750% 02/15/2026 DD 02/05/18 | 220,000 | 230,450 |
| ITC HOLDINGS CORP | 2.700% 11/15/2022 DD 05/15/18 | 130,000 | 131,625 |
| JBS USA LUX SA / JBS USA 144A | 5.500% 01/15/2030 DD 08/06/19 | 145,000 | 155,745 |
| JC PENNEY CORP INC 144A | 5.875% 07/01/2023 DD 06/23/16 | 190,000 | 162,925 |
| JPMORGAN CHASE & CO | 2.550% 10/29/2020 DD 10/29/15 | 690,000 | 693,138 |
| JPMORGAN CHASE & CO | 3.875% 09/10/2024 DD 09/10/14 | 100,000 | 107,057 |
| JPMORGAN CHASE & CO | 4.250% 10/01/2027 DD 09/25/15 | 20,000 | 22,144 |
| JPMORGAN CHASE & CO | VAR RT 01/29/2027 DD 01/29/19 | 132,000 | 143,264 |
| JPMORGAN CHASE & CO | VAR RT 03/01/2025 DD 06/01/17 | 111,000 | 115,082 |
| JPMORGAN CHASE & CO | VAR RT 06/18/2022 DD 06/18/18 | 2,000,000 | 2,043,317 |
| JUNIPER NETWORKS INC | 4.350% 06/15/2025 DD 03/04/15 | 45,000 | 48,424 |
| KENBOURNE INVEST SA 144A | 6.875% 11/26/2024 DD 11/26/19 | 200,000 | 208,380 |
| KEURIG DR PEPPER INC | 3.551% 05/25/2021 DD 05/25/19 | 5,000 | 5,107 |
| KEURIG DR PEPPER INC | 4.057% 05/25/2023 DD 05/25/19 | 105,000 | 110,744 |
| KEYCORP | 2.550% 10/01/2029 DD 09/11/19 | 5,000 | 4,890 |
| KINDER MORGAN ENERGY PARTNERS | 3.500% 09/01/2023 DD 02/28/13 | 544,000 | 563,799 |
| KINDER MORGAN ENERGY PARTNERS | 4.150% 02/01/2024 DD 08/05/13 | 140,000 | 148,478 |
| KINDER MORGAN ENERGY PARTNERS | 5.400% 09/01/2044 DD 09/11/14 | 490,000 | 564,606 |
| KINDER MORGAN ENERGY PARTNERS | 5.500% 03/01/2044 DD 02/24/14 | 28,000 | 32,606 |
| KINDER MORGAN ENERGY PARTNERS | 5.800% 03/01/2021 DD 09/16/09 | 880,000 | 916,101 |
| KINDER MORGAN ENERGY PARTNERS | 6.950% 01/15/2038 DD 06/21/07 | 13,000 | 17,223 |
| KINDER MORGAN INC/DE | 3.150% 01/15/2023 DD 08/10/17 | 500,000 | 511,357 |
| L3HARRIS TECHNOLOGIES INC | 4.400% 06/15/2028 DD 06/04/18 | 559,000 | 623,234 |
| L3HARRIS TECHNOLOGIES INC 144A | 3.850% 12/15/2026 DD 06/15/19 | 660,000 | 708,268 |
| LADDER CAPITAL FINANCE HO 144A | 5.250% 10/01/2025 DD 09/25/17 | 375,000 | 389,062 |
| LAM RESEARCH CORP | 2.750% 03/15/2020 DD 03/12/15 | 200,000 | 200,101 |
| LAM RESEARCH CORP | 2.800% 06/15/2021 DD 06/07/16 | 128,000 | 129,380 |
| LATAM FINANCE LTD 144A | 7.000% 03/01/2026 DD 02/11/19 | 240,000 | 259,802 |
| LEAR CORP | 5.250% 05/15/2049 DD 05/01/19 | 20,000 | 20,764 |
| LEHMAN BRTH HLD (RICI) ESCROW | 0.000% 07/19/2017 DD 07/19/07 | 425,000 | 9 |
| LEHMAN BRTH HLD (RICI) ESCROW | 0.000% 12/28/2017 DD 12/21/07 | 825,000 | 17 |
| LENNAR CORP | 4.125% 01/15/2022 DD 01/20/17 | 1,350,000 | 1,380,375 |
| LEVEL 3 FINANCING INC | 5.375% 08/15/2022 DD 11/15/14 | 177,000 | 177,655 |
| LIVE NATION ENTERTAINMENT 144A | 4.750% 10/15/2027 DD 10/17/19 | 165,000 | 170,775 |
| LLOYDS BANKING GROUP PLC | VAR RT 11/07/2023 DD 11/07/17 | 200,000 | 203,015 |
| LOCKHEED MARTIN CORP | 2.900% 03/01/2025 DD 02/20/15 | 615,000 | 639,660 |
| LOCKHEED MARTIN CORP | 3.600% 03/01/2035 DD 02/20/15 | 70,000 | 76,547 |
| LONESTAR RESOURCES AMERIC 144A | 11.250% 01/01/2023 DD 01/04/18 | 370,000 | 252,525 |
| LYB INTERNATIONAL FINANCE BV | 4.000% 07/15/2023 DD 07/16/13 | 80,000 | 84,625 |
| LYB INTERNATIONAL FINANCE III | 4.200% 10/15/2049 DD 10/10/19 | 120,000 | 125,249 |
| MARATHON PETROLEUM CORP | 4.750% 12/15/2023 DD 12/15/18 | 22,000 | 23,909 |
| MARATHON PETROLEUM CORP | 5.125% 12/15/2026 DD 12/15/18 | 2,000 | 2,266 |
| MARATHON PETROLEUM CORP | 6.500% 03/01/2041 DD 09/01/11 | 131,000 | 170,152 |
| MARRIOTT OWNERSHIP RESORT 144A | 4.750% 01/15/2028 DD 10/01/19 | 225,000 | 230,344 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | | Par, Shares or Units | Market Value |
|--------------------------------|--------------------------------|----------------------|--------------|
| MARSH & MCLENNAN COS INC | 2.350% 03/06/2020 DD 03/06/15 | 1,433,000 | 1,433,514 |
| MARSH & MCLENNAN COS INC | 3.500% 03/10/2025 DD 09/10/14 | 22,000 | 23,225 |
| MARSH & MCLENNAN COS INC | 3.500% 06/03/2024 DD 05/30/14 | 530,000 | 556,790 |
| MARSH & MCLENNAN COS INC | 3.500% 12/29/2020 DD 01/15/19 | 557,000 | 565,178 |
| MARSH & MCLENNAN COS INC | 3.875% 03/15/2024 DD 01/15/19 | 119,000 | 126,949 |
| MARSH & MCLENNAN COS INC | 4.200% 03/01/2048 DD 03/01/18 | 117,000 | 133,174 |
| MASONITE INTERNATIONAL CO 144A | 5.375% 02/01/2028 DD 07/25/19 | 100,000 | 105,625 |
| MCDERMOTT TECHNOLOGY AMER 144A | 10.625% 05/01/2024 DD 04/18/18 | 395,000 | 33,575 |
| MCDONALD'S CORP | 3.700% 01/30/2026 DD 12/09/15 | 225,000 | 242,785 |
| MCDONALD'S CORP | 3.700% 02/15/2042 DD 02/07/12 | 39,000 | 39,611 |
| MCDONALD'S CORP | 4.450% 09/01/2048 DD 08/15/18 | 150,000 | 171,922 |
| MCDONALD'S CORP | 4.875% 12/09/2045 DD 12/09/15 | 92,000 | 110,916 |
| MCDONALD'S CORP | 6.300% 03/01/2038 DD 02/29/08 | 41,000 | 55,540 |
| MICROSOFT CORP | 3.125% 11/03/2025 DD 11/03/15 | 7,000 | 7,400 |
| MICROSOFT CORP | 4.200% 11/03/2035 DD 11/03/15 | 630,000 | 749,549 |
| MIDAMERICAN ENERGY CO | 3.150% 04/15/2050 DD 10/15/19 | 150,000 | 148,172 |
| MIDAMERICAN ENERGY CO | 3.650% 04/15/2029 DD 01/09/19 | 484,000 | 529,283 |
| MIDAS INTERMEDIATE HOLDCO 144A | 7.875% 10/01/2022 DD 09/24/14 | 25,000 | 22,812 |
| MISSISSIPPI POWER CO | VAR RT 03/27/2020 DD 03/27/18 | 287,000 | 287,107 |
| MITSUBISHI UFJ FINANCIAL GROUP | 3.195% 07/18/2029 DD 07/18/19 | 1,090,000 | 1,129,840 |
| MIZUHO FINANCIAL GROUP INC | 2.953% 02/28/2022 DD 02/28/17 | 220,000 | 224,031 |
| MIZUHO FINANCIAL GROUP INC | VAR RT 09/13/2030 DD 09/13/19 | 395,000 | 394,675 |
| MOLSON COORS BEVERAGE CO | 2.100% 07/15/2021 DD 07/07/16 | 540,000 | 540,473 |
| MOLSON COORS BEVERAGE CO | 2.250% 03/15/2020 DD 09/15/17 | 270,000 | 269,885 |
| MOLSON COORS BEVERAGE CO | 3.500% 05/01/2022 DD 05/03/12 | 731,000 | 751,535 |
| MONTAGE RESOURCES CORP | 8.875% 07/15/2023 DD 01/15/16 | 565,000 | 521,212 |
| MOODY'S CORP | 2.750% 12/15/2021 DD 03/02/17 | 342,000 | 347,295 |
| MOODY'S CORP | 3.250% 06/07/2021 DD 06/07/18 | 538,000 | 547,965 |
| MOODY'S CORP | 4.250% 02/01/2029 DD 12/17/18 | 115,000 | 130,253 |
| MOOG INC 144A | 4.250% 12/15/2027 DD 12/13/19 | 30,000 | 30,528 |
| MORGAN STANLEY | 2.500% 04/21/2021 DD 04/21/16 | 450,000 | 453,412 |
| MORGAN STANLEY | 3.750% 02/25/2023 DD 02/25/13 | 248,000 | 259,708 |
| MORGAN STANLEY CAPITAL BNK2 A1 | 1.424% 11/15/2049 DD 11/01/16 | 147,936 | 146,925 |
| MOSAIC CO/THE | 3.250% 11/15/2022 DD 11/13/17 | 350,000 | 359,137 |
| MOTOROLA SOLUTIONS INC | 4.000% 09/01/2024 DD 08/19/14 | 62,000 | 65,794 |
| MOTOROLA SOLUTIONS INC | 4.600% 02/23/2028 DD 02/23/18 | 5,000 | 5,423 |
| MOTOROLA SOLUTIONS INC | 4.600% 05/23/2029 DD 05/23/19 | 446,000 | 486,873 |
| MOTOROLA SOLUTIONS INC | 5.500% 09/01/2044 DD 08/19/14 | 28,000 | 31,232 |
| MPH ACQUISITION HOLDINGS REGS | 7.125% 06/01/2024 | 320,000 | 309,600 |
| MPLX LP | 4.125% 03/01/2027 DD 02/10/17 | 345,000 | 362,401 |
| MPLX LP | 4.500% 07/15/2023 DD 07/15/16 | 180,000 | 191,307 |
| MPLX LP | 4.875% 12/01/2024 DD 06/01/16 | 610,000 | 663,188 |
| MPLX LP | VAR RT 09/09/2021 DD 09/09/19 | 160,000 | 160,490 |
| MPLX LP | VAR RT 09/09/2022 DD 09/09/19 | 199,000 | 199,795 |
| MPLX LP 144A | 5.250% 01/15/2025 DD 07/15/19 | 7,000 | 7,352 |
| MSCI INC 144A | 4.000% 11/15/2029 DD 11/07/19 | 75,000 | 76,031 |
| MURPHY OIL USA INC | 4.750% 09/15/2029 DD 09/13/19 | 55,000 | 58,084 |
| NATIONSTAR MORTGAGE HOLDI 144A | 9.125% 07/15/2026 DD 07/13/18 | 610,000 | 675,575 |
| NAVIENT CORP | 5.625% 08/01/2033 DD 07/21/03 | 2,000,000 | 1,720,000 |
| NETFLIX INC 144A | 4.875% 06/15/2030 DD 10/25/19 | 350,000 | 355,469 |
| NETFLIX INC 144A | 5.375% 11/15/2029 DD 04/29/19 | 200,000 | 212,996 |
| NEWMONT CORP | 2.800% 10/01/2029 DD 09/16/19 | 20,000 | 19,815 |
| NEWMONT CORP | 4.875% 03/15/2042 DD 03/08/12 | 95,000 | 111,238 |
| NEXSTAR BROADCASTING INC 144A | 5.625% 07/15/2027 DD 07/03/19 | 55,000 | 57,959 |
| NEXTERA ENERGY CAPITAL HOLDING | 2.403% 09/01/2021 DD 08/08/19 | 625,000 | 629,508 |
| NEXTERA ENERGY CAPITAL HOLDING | 2.900% 04/01/2022 DD 04/04/19 | 1,000,000 | 1,020,614 |
| NEXTERA ENERGY OPERATING 144A | 3.875% 10/15/2026 DD 09/23/19 | 1,300,000 | 1,304,875 |
| NGPL PIPECO LLC 144A | 4.375% 08/15/2022 DD 08/01/17 | 1,113,000 | 1,156,108 |
| NGPL PIPECO LLC 144A | 4.875% 08/15/2027 DD 08/01/17 | 110,000 | 116,923 |
| NGPL PIPECO LLC 144A | 7.768% 12/15/2037 DD 12/21/07 | 45,000 | 58,103 |
| NIELSEN FINANCE LLC / NIE REGS | 5.000% 04/15/2022 | 265,000 | 265,994 |
| NISOURCE INC | 2.650% 11/17/2022 DD 11/17/17 | 911,000 | 922,177 |
| NISSAN MOTOR ACCEPTANCE C 144A | 2.250% 01/13/2020 DD 01/13/17 | 215,000 | 214,993 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | | Par, Shares or Units | Market Value |
|--------------------------------|-------------------------------|----------------------|--------------|
| NORFOLK SOUTHERN CORP | 2.550% 11/01/2029 DD 11/04/19 | 175,000 | 174,553 |
| NORFOLK SOUTHERN CORP | 3.150% 06/01/2027 DD 05/31/17 | 35,000 | 36,588 |
| NORFOLK SOUTHERN CORP | 3.800% 08/01/2028 DD 08/02/18 | 43,000 | 47,261 |
| NORFOLK SOUTHERN CORP | 3.942% 11/01/2047 DD 05/01/18 | 88,000 | 94,847 |
| NORFOLK SOUTHERN CORP | 4.050% 08/15/2052 DD 02/15/18 | 43,000 | 47,340 |
| NORFOLK SOUTHERN CORP | 4.100% 05/15/2049 DD 05/08/19 | 75,000 | 82,892 |
| NORTHERN TRUST CORP | 3.150% 05/03/2029 DD 05/03/19 | 6,000 | 6,304 |
| NORTHROP GRUMMAN CORP | 2.080% 10/15/2020 DD 10/13/17 | 215,000 | 215,238 |
| NORTHROP GRUMMAN CORP | 2.550% 10/15/2022 DD 10/13/17 | 2,000 | 2,030 |
| NORTHROP GRUMMAN CORP | 2.930% 01/15/2025 DD 10/13/17 | 1,421,000 | 1,465,335 |
| NORTHROP GRUMMAN CORP | 3.250% 01/15/2028 DD 10/13/17 | 179,000 | 186,817 |
| NORTHWEST FLORIDA TIMBER 144A | 4.750% 03/04/2029 DD 04/10/14 | 345,000 | 348,546 |
| NRG ENERGY INC 144A | 3.750% 06/15/2024 DD 05/28/19 | 26,000 | 26,885 |
| NUCOR CORP | 3.950% 05/01/2028 DD 04/26/18 | 128,000 | 138,965 |
| NVENT FINANCE SARL | 3.950% 04/15/2023 DD 10/15/18 | 685,000 | 695,773 |
| NXP BV / NXP FUNDING LLC 144A | 4.125% 06/01/2021 DD 05/23/16 | 774,000 | 793,573 |
| NXP BV / NXP FUNDING LLC 144A | 4.625% 06/01/2023 DD 05/23/16 | 480,000 | 513,168 |
| NXP BV / NXP FUNDING LLC 144A | 4.625% 06/15/2022 DD 06/09/15 | 720,000 | 758,900 |
| NXP BV / NXP FUNDING LLC 144A | 4.875% 03/01/2024 DD 12/06/18 | 75,000 | 81,800 |
| NXP BV / NXP FUNDING LLC 144A | 5.550% 12/01/2028 DD 12/06/18 | 3,000 | 3,507 |
| OCCIDENTAL PETROLEUM CORP | 0.000% 10/10/2036 DD 09/18/19 | 2,000,000 | 1,004,675 |
| OCCIDENTAL PETROLEUM CORP | 2.600% 04/15/2022 DD 04/04/16 | 20,000 | 20,151 |
| OCCIDENTAL PETROLEUM CORP | 2.600% 08/13/2021 DD 08/08/19 | 133,000 | 133,984 |
| OCCIDENTAL PETROLEUM CORP | 2.700% 08/15/2022 DD 08/08/19 | 118,000 | 119,227 |
| OCCIDENTAL PETROLEUM CORP | 2.900% 08/15/2024 DD 08/08/19 | 389,000 | 395,356 |
| OCCIDENTAL PETROLEUM CORP | 4.500% 07/15/2044 DD 07/15/19 | 45,000 | 45,463 |
| OCCIDENTAL PETROLEUM CORP | 4.850% 03/15/2021 DD 09/15/19 | 1,024,000 | 1,054,803 |
| OCCIDENTAL PETROLEUM CORP | VAR RT 08/13/2021 DD 08/08/19 | 503,000 | 505,671 |
| OHIO POWER CO | 4.150% 04/01/2048 DD 03/22/18 | 220,000 | 248,598 |
| ONE GAS INC | 4.500% 11/01/2048 DD 11/05/18 | 20,000 | 23,775 |
| ORACLE CORP | 3.850% 07/15/2036 DD 07/07/16 | 20,000 | 21,929 |
| OUTFRONT MEDIA CAPITAL LL 144A | 4.625% 03/15/2030 DD 11/18/19 | 55,000 | 55,963 |
| OVINTIV INC | 3.900% 11/15/2021 DD 11/14/11 | 1,455,000 | 1,490,132 |
| OWENS CORNING | 4.300% 07/15/2047 DD 06/26/17 | 15,000 | 14,238 |
| OXFORD FINANCE LLC / OXFO 144A | 6.375% 12/15/2022 DD 12/19/17 | 200,000 | 205,750 |
| PARKLAND FUEL CORP 144A | 5.875% 07/15/2027 DD 07/10/19 | 365,000 | 392,506 |
| PAYPAL HOLDINGS INC | 2.400% 10/01/2024 DD 09/26/19 | 280,000 | 282,761 |
| PAYPAL HOLDINGS INC | 2.650% 10/01/2026 DD 09/26/19 | 474,000 | 480,657 |
| PECO ENERGY CO | 3.900% 03/01/2048 DD 02/23/18 | 75,000 | 84,560 |
| PENSKE TRUCK LEASING CO L 144A | 3.200% 07/15/2020 DD 07/21/15 | 355,000 | 356,523 |
| PERFORMANCE FOOD GROUP IN 144A | 5.500% 10/15/2027 DD 09/27/19 | 105,000 | 112,219 |
| PETROBRAS GLOBAL FINANCE BV | 5.750% 02/01/2029 DD 02/01/18 | 165,000 | 186,120 |
| PETROLEOS MEXICANOS | 3.500% 01/30/2023 DD 07/30/13 | 980,000 | 984,900 |
| PETROLEOS MEXICANOS | 5.625% 01/23/2046 DD 01/23/16 | 525,000 | 469,045 |
| PETROLEOS MEXICANOS | 6.500% 06/02/2041 DD 06/02/11 | 205,000 | 203,565 |
| PETSMART INC 144A | 7.125% 03/15/2023 DD 03/04/15 | 205,000 | 200,900 |
| PFIZER INC | 4.200% 09/15/2048 DD 09/07/18 | 55,000 | 64,538 |
| PIEDMONT NATURAL GAS CO INC | 3.500% 06/01/2029 DD 05/24/19 | 96,000 | 102,668 |
| PIONEER ENERGY SERVICES CORP | 6.125% 03/15/2022 DD 09/15/14 | 485,000 | 111,550 |
| PLAINS ALL AMERICAN PIPELINE L | 3.650% 06/01/2022 DD 03/22/12 | 948,000 | 972,650 |
| POLARIS INTERMEDIATE CORP REGS | 8.500% 12/01/2022 | 60,000 | 55,875 |
| PRESTIGE BRANDS INC 144A | 5.125% 01/15/2028 DD 12/02/19 | 90,000 | 94,275 |
| PRINCIPAL FINANCIAL GROUP INC | 3.100% 11/15/2026 DD 11/10/16 | 14,000 | 14,497 |
| PULTEGROUP INC | 5.000% 01/15/2027 DD 07/29/16 | 725,000 | 789,525 |
| PULTEGROUP INC | 6.000% 02/15/2035 DD 02/10/05 | 955,000 | 1,064,825 |
| PULTEGROUP INC | 6.375% 05/15/2033 DD 05/22/03 | 75,000 | 87,562 |
| PULTEGROUP INC | 7.875% 06/15/2032 DD 06/12/02 | 5,000 | 6,425 |
| QUICKEN LOANS INC 144A | 5.250% 01/15/2028 DD 12/08/17 | 400,000 | 414,000 |
| QUICKEN LOANS INC 144A | 5.750% 05/01/2025 DD 05/06/15 | 260,000 | 268,775 |
| RADIAN GROUP INC | 4.500% 10/01/2024 DD 09/26/17 | 450,000 | 475,875 |
| REGIONS BANK/BIRMINGHAM AL | 2.750% 04/01/2021 DD 01/26/18 | 1,000,000 | 1,008,315 |
| REGIONS FINANCIAL CORP | 2.750% 08/14/2022 DD 08/14/17 | 1,018,000 | 1,036,408 |
| RELX CAPITAL INC | 3.125% 10/15/2022 DD 04/15/13 | 25,000 | 25,762 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | | Par, Shares or Units | Market Value |
|--------------------------------|-------------------------------|----------------------|--------------|
| RELX CAPITAL INC | 3.500% 03/16/2023 DD 03/16/18 | 985,000 | 1,022,819 |
| RELX CAPITAL INC | 4.000% 03/18/2029 DD 03/18/19 | 91,000 | 98,842 |
| REPUBLIC SERVICES INC | 2.500% 08/15/2024 DD 08/07/19 | 8,000 | 8,092 |
| REPUBLIC SERVICES INC | 2.900% 07/01/2026 DD 07/05/16 | 70,000 | 71,719 |
| REPUBLIC SERVICES INC | 3.375% 11/15/2027 DD 11/16/17 | 264,000 | 279,249 |
| REPUBLIC SERVICES INC | 3.550% 06/01/2022 DD 05/21/12 | 32,000 | 33,061 |
| REPUBLIC SERVICES INC | 3.950% 05/15/2028 DD 05/14/18 | 285,000 | 314,069 |
| REYNOLDS AMERICAN INC | 3.250% 06/12/2020 DD 06/12/15 | 286,000 | 287,302 |
| REYNOLDS AMERICAN INC | 4.000% 06/12/2022 DD 06/12/15 | 245,000 | 255,028 |
| REYNOLDS AMERICAN INC | 4.450% 06/12/2025 DD 06/12/15 | 412,000 | 443,677 |
| REYNOLDS AMERICAN INC | 5.700% 08/15/2035 DD 06/12/15 | 25,000 | 29,066 |
| REYNOLDS AMERICAN INC | 5.850% 08/15/2045 DD 06/12/15 | 364,000 | 417,760 |
| RJ REYNOLDS TOBACCO CO/NC | 6.875% 05/01/2020 DD 04/12/10 | 235,000 | 238,756 |
| ROCKWELL COLLINS INC | 2.800% 03/15/2022 DD 04/10/17 | 365,000 | 371,426 |
| ROCKWELL COLLINS INC | 3.200% 03/15/2024 DD 04/10/17 | 36,000 | 37,469 |
| ROYAL BANK OF CANADA | 2.125% 03/02/2020 DD 03/06/17 | 1,000,000 | 1,000,366 |
| ROYAL BANK OF SCOTLAND GROUP P | 3.875% 09/12/2023 DD 09/12/16 | 1,000,000 | 1,048,034 |
| RPM INTERNATIONAL INC | 3.750% 03/15/2027 DD 03/02/17 | 90,000 | 93,108 |
| RYDER SYSTEM INC | 2.650% 03/02/2020 DD 02/24/15 | 540,000 | 540,119 |
| SABINE PASS LIQUEFACTION LLC | 4.200% 03/15/2028 DD 03/06/17 | 101,000 | 107,065 |
| SABINE PASS LIQUEFACTION LLC | 5.000% 03/15/2027 DD 03/15/17 | 630,000 | 693,497 |
| SABINE PASS LIQUEFACTION LLC | 5.625% 03/01/2025 DD 09/01/15 | 848,000 | 955,110 |
| SABINE PASS LIQUEFACTION LLC | VAR RT 04/15/2023 DD 10/15/13 | 219,000 | 238,364 |
| SANTANDER DRIVE AUTO RECE 4 A3 | 3.010% 03/15/2022 DD 08/22/18 | 74,858 | 74,883 |
| SANTANDER HOLDINGS USA INC | 3.700% 03/28/2022 DD 09/28/17 | 580,000 | 596,154 |
| SANTANDER UK GROUP HOLDINGS PL | 2.875% 08/05/2021 DD 08/05/16 | 360,000 | 363,354 |
| SANTANDER UK PLC | 2.125% 11/03/2020 DD 11/03/17 | 415,000 | 415,495 |
| SANTANDER UK PLC 144A | 5.000% 11/07/2023 DD 11/07/13 | 390,000 | 419,353 |
| SCIENTIFIC GAMES INTERNAT 144A | 7.000% 05/15/2028 DD 11/26/19 | 80,000 | 85,800 |
| SCIENTIFIC GAMES INTERNAT 144A | 7.250% 11/15/2029 DD 11/26/19 | 80,000 | 86,800 |
| SEAGATE HDD CAYMAN | 4.750% 01/01/2025 DD 05/28/14 | 51,000 | 54,525 |
| SEAGATE HDD CAYMAN | 5.750% 12/01/2034 DD 12/02/14 | 35,000 | 36,669 |
| SECURITIZED TERM AU 2A A3 144A | 3.325% 08/25/2022 DD 10/31/18 | 750,000 | 757,664 |
| SERVICE PROPERTIES TRUST | 4.350% 10/01/2024 DD 09/18/19 | 375,000 | 385,381 |
| SERVICEMASTER CO LLC/THE | 7.450% 08/15/2027 DD 08/19/97 | 1,165,000 | 1,316,450 |
| SEVEN GENERATIONS ENERGY 144A | 5.375% 09/30/2025 DD 10/02/17 | 395,000 | 396,975 |
| SHELF DRILLING HOLDINGS L 144A | 8.250% 02/15/2025 DD 02/07/18 | 410,000 | 390,525 |
| SHELF DRILLING HOLDINGS L REGS | 8.250% 02/15/2025 | 170,000 | 161,925 |
| SHELL INTERNATIONAL FINANCE BV | 1.875% 05/10/2021 DD 05/10/16 | 36,000 | 36,042 |
| SHERWIN-WILLIAMS CO/THE | 3.800% 08/15/2049 DD 08/26/19 | 5,000 | 5,097 |
| SHIRE ACQUISITIONS INVESTMENTS | 2.400% 09/23/2021 DD 09/23/16 | 251,000 | 252,428 |
| SHIRE ACQUISITIONS INVESTMENTS | 2.875% 09/23/2023 DD 09/23/16 | 388,000 | 395,379 |
| SHIRE ACQUISITIONS INVESTMENTS | 3.200% 09/23/2026 DD 09/23/16 | 545,000 | 561,674 |
| SIGNATURE AVIATION US HOL 144A | 4.000% 03/01/2028 DD 11/01/19 | 430,000 | 424,109 |
| SM ENERGY CO | 5.000% 01/15/2024 DD 01/15/14 | 285,000 | 271,463 |
| SMB PRIVATE EDUCATI A A2B 144A | VAR RT 02/15/2036 DD 03/21/18 | 950,000 | 946,693 |
| SOUTHERN POWER CO | 2.375% 06/01/2020 DD 05/20/15 | 310,000 | 310,329 |
| SPECTRA ENERGY PARTNERS LP | 3.500% 03/15/2025 DD 03/12/15 | 50,000 | 52,337 |
| SPECTRA ENERGY PARTNERS LP | 4.500% 03/15/2045 DD 03/12/15 | 10,000 | 11,034 |
| SPEEDWAY MOTORSPORTS LLC 144A | 4.875% 11/01/2027 DD 10/23/19 | 155,000 | 157,131 |
| SPRINGLEAF FINANCE CORP | 6.875% 03/15/2025 DD 03/12/18 | 190,000 | 216,125 |
| SPRINGLEAF FINANCE CORP | 7.750% 10/01/2021 DD 09/24/13 | 345,000 | 374,756 |
| SPRINGLEAF FINANCE CORP | 8.250% 10/01/2023 DD 09/24/13 | 400,000 | 466,000 |
| SPRINT CAPITAL CORP | 6.875% 11/15/2028 DD 11/16/98 | 2,370,000 | 2,553,675 |
| SS&C TECHNOLOGIES INC 144A | 5.500% 09/30/2027 DD 03/28/19 | 370,000 | 394,975 |
| STARBUCKS CORP | 3.550% 08/15/2029 DD 05/13/19 | 35,000 | 37,969 |
| STARBUCKS CORP | 3.750% 12/01/2047 DD 11/22/17 | 9,000 | 9,357 |
| STARBUCKS CORP | 3.800% 08/15/2025 DD 08/10/18 | 78,000 | 84,052 |
| STATE STREET CORP | VAR RT 12/31/2049 DD 09/27/18 | 455,000 | 482,873 |
| SUMITOMO MITSUI BANKING CORP | 2.514% 01/17/2020 DD 01/17/18 | 1,000,000 | 1,000,179 |
| SUMITOMO MITSUI FINANCIAL GROU | 2.058% 07/14/2021 DD 07/14/16 | 2,000 | 2,003 |
| SUMITOMO MITSUI FINANCIAL GROU | 2.632% 07/14/2026 DD 07/14/16 | 182,000 | 182,172 |
| SUMITOMO MITSUI FINANCIAL GROU | 2.934% 03/09/2021 DD 03/09/16 | 1,035,000 | 1,046,172 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | | Par, Shares or Units | Market Value |
|--------------------------------|--------------------------------|----------------------|--------------|
| SUNCOR ENERGY INC | 5.950% 12/01/2034 DD 12/01/03 | 68,000 | 88,799 |
| SUNCOR ENERGY INC | 6.500% 06/15/2038 DD 06/28/07 | 100,000 | 139,207 |
| SUNCOR ENERGY INC | 6.800% 05/15/2038 DD 05/15/08 | 20,000 | 28,493 |
| SUNOCO LOGISTICS PARTNERS OPER | 5.300% 04/01/2044 DD 04/03/14 | 6,000 | 6,386 |
| SUNOCO LOGISTICS PARTNERS OPER | 6.100% 02/15/2042 DD 08/02/11 | 170,000 | 190,607 |
| SUNTORY HOLDINGS LTD 144A | 2.250% 10/16/2024 DD 10/16/19 | 650,000 | 646,050 |
| SYNCHRONY BANK | 3.650% 05/24/2021 DD 05/24/18 | 940,000 | 959,806 |
| SYNCHRONY FINANCIAL | 2.700% 02/03/2020 DD 02/02/15 | 335,000 | 335,115 |
| SYNCHRONY FINANCIAL | 2.850% 07/25/2022 DD 07/25/19 | 238,000 | 240,941 |
| SYNCHRONY FINANCIAL | 4.250% 08/15/2024 DD 08/11/14 | 1,022,000 | 1,090,830 |
| SYNCHRONY FINANCIAL | 4.375% 03/19/2024 DD 03/19/19 | 1,117,000 | 1,191,848 |
| TAKEDA PHARMACEUTICAL CO LTD | 5.000% 11/26/2028 DD 11/26/19 | 490,000 | 570,895 |
| TAMPA ELECTRIC CO | 4.300% 06/15/2048 DD 06/07/18 | 134,000 | 156,193 |
| TAYLOR MORRISON COMMUNITI 144A | 5.750% 01/15/2028 DD 08/01/19 | 95,000 | 103,550 |
| TECK RESOURCES LTD | 6.000% 08/15/2040 DD 08/17/10 | 5,000 | 5,582 |
| TECK RESOURCES LTD | 6.125% 10/01/2035 DD 09/28/05 | 60,000 | 70,559 |
| TECK RESOURCES LTD | 6.250% 07/15/2041 DD 07/05/11 | 29,000 | 33,247 |
| TELECOM ITALIA CAPITAL SA | 6.000% 09/30/2034 DD 09/30/05 | 80,000 | 85,800 |
| TELECOM ITALIA CAPITAL SA | 6.375% 11/15/2033 DD 05/15/04 | 5,000 | 5,550 |
| TELENET FINANCE LUXEMBOUR 144A | 5.500% 03/01/2028 | 800,000 | 854,000 |
| TENET HEALTHCARE CORP | 6.750% 06/15/2023 DD 06/16/15 | 190,000 | 208,755 |
| TENET HEALTHCARE CORP | 6.875% 11/15/2031 DD 11/06/01 | 400,000 | 408,000 |
| TERRIER MEDIA BUYER INC 144A | 8.875% 12/15/2027 DD 12/17/19 | 90,000 | 95,175 |
| TEVA PHARMACEUTICAL FINANCE CO | 2.950% 12/18/2022 DD 12/18/12 | 145,000 | 138,475 |
| TEVA PHARMACEUTICAL FINANCE NE | 4.100% 10/01/2046 DD 07/21/16 | 1,275,000 | 918,000 |
| TEXAS EASTERN TRANSMISSIO 144A | 2.800% 10/15/2022 DD 10/24/12 | 75,000 | 75,750 |
| TEXAS EASTERN TRANSMISSIO 144A | 3.500% 01/15/2028 DD 01/09/18 | 250,000 | 256,846 |
| TEXAS EASTERN TRANSMISSIO 144A | 4.150% 01/15/2048 DD 01/09/18 | 465,000 | 494,580 |
| TEXAS INSTRUMENTS INC | 3.875% 03/15/2039 DD 03/11/19 | 179,000 | 202,367 |
| TEXAS INSTRUMENTS INC | 4.150% 05/15/2048 DD 05/07/18 | 30,000 | 35,679 |
| TEXTRON INC | 3.650% 03/15/2027 DD 03/06/17 | 175,000 | 181,981 |
| THERMO FISHER SCIENTIFIC INC | 2.600% 10/01/2029 DD 10/08/19 | 335,000 | 331,395 |
| THERMO FISHER SCIENTIFIC INC | 2.950% 09/19/2026 DD 09/19/16 | 30,000 | 30,852 |
| THERMO FISHER SCIENTIFIC INC | 3.000% 04/15/2023 DD 04/13/16 | 778,000 | 799,997 |
| THERMO FISHER SCIENTIFIC INC | 4.150% 02/01/2024 DD 12/11/13 | 141,000 | 151,102 |
| TIME WARNER CABLE LLC | 4.000% 09/01/2021 DD 09/12/11 | 590,000 | 603,758 |
| TIME WARNER CABLE LLC | 4.500% 09/15/2042 DD 08/10/12 | 30,000 | 30,671 |
| TIME WARNER CABLE LLC | 5.000% 02/01/2020 DD 12/11/09 | 190,000 | 190,356 |
| TIME WARNER CABLE LLC | 6.550% 05/01/2037 DD 04/09/07 | 195,000 | 239,215 |
| TIME WARNER ENTERTAINMENT CO L | 8.375% 03/15/2023 DD 09/15/93 | 95,000 | 112,135 |
| TORONTO-DOMINION BANK/THE | 2.500% 12/14/2020 DD 12/14/15 | 867,000 | 871,981 |
| TOTAL CAPITAL INTERNATIONAL SA | 2.434% 01/10/2025 DD 07/10/19 | 40,000 | 40,508 |
| TRANSCANADA PIPELINES LTD | 3.800% 10/01/2020 DD 09/23/10 | 450,000 | 455,870 |
| TRANSCONTINENTAL GAS PIPE LINE | 4.000% 03/15/2028 DD 09/15/18 | 506,000 | 538,370 |
| TRANSCONTINENTAL GAS PIPE LINE | 4.600% 03/15/2048 DD 09/15/18 | 160,000 | 175,460 |
| TRANSCONTINENTAL GAS PIPE LINE | 7.850% 02/01/2026 DD 08/01/16 | 760,000 | 965,929 |
| TRANSDIGM INC | 6.500% 05/15/2025 DD 11/15/15 | 55,000 | 57,200 |
| TRANSDIGM INC | 6.500% 07/15/2024 DD 06/04/14 | 131,000 | 135,107 |
| TRANSDIGM INC REGS | 6.250% 03/15/2026 | 360,000 | 389,740 |
| TRANSOCEAN GUARDIAN LTD 144A | 5.875% 01/15/2024 DD 07/13/18 | 44,500 | 45,501 |
| TRANSOCEAN INC | 6.800% 03/15/2038 DD 12/11/07 | 320,000 | 227,200 |
| TRANSOCEAN PONTUS LTD 144A | 6.125% 08/01/2025 DD 07/20/18 | 4,450 | 4,561 |
| TRANSOCEAN PROTEUS LTD 144A | .12550% 12/01/2024 DD 12/08/16 | 329,000 | 338,870 |
| TRANSOCEAN SENTRY LTD 144A | 5.375% 05/15/2023 DD 05/24/19 | 100,000 | 101,750 |
| TRI POINTE GROUP INC | 4.875% 07/01/2021 DD 05/26/16 | 480,000 | 492,000 |
| TRI POINTE GROUP INC | 5.250% 06/01/2027 DD 06/08/17 | 130,000 | 135,850 |
| TRIMBLE INC | 4.150% 06/15/2023 DD 06/15/18 | 77,000 | 81,158 |
| TRUIST BANK | 2.800% 05/17/2022 DD 05/17/19 | 1,320,000 | 1,345,112 |
| TRUIST FINANCIAL CORP | 2.700% 01/27/2022 DD 12/01/16 | 300,000 | 304,151 |
| TYCO ELECTRONICS GROUP SA | 3.450% 08/01/2024 DD 07/31/14 | 50,000 | 52,398 |
| TYCO ELECTRONICS GROUP SA | VAR RT 06/05/2020 DD 12/05/18 | 1,000,000 | 1,001,196 |
| TYSON FOODS INC | 3.900% 09/28/2023 DD 09/28/18 | 40,000 | 42,418 |
| TYSON FOODS INC | 5.100% 09/28/2048 DD 09/28/18 | 4,000 | 5,037 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | | Par, Shares or Units | Market Value |
|--------------------------------|-------------------------------|----------------------|--------------|
| UBER TECHNOLOGIES INC 144A | 7.500% 09/15/2027 DD 09/17/19 | 1,130,000 | 1,159,312 |
| UBS AG/LONDON 144A | 2.200% 06/08/2020 DD 06/08/17 | 1,000,000 | 1,000,530 |
| UNIFIN FINANCIERA SAB DE 144A | 8.375% 01/27/2028 DD 07/18/19 | 200,000 | 204,750 |
| UNION PACIFIC CORP | 3.150% 03/01/2024 DD 02/19/19 | 30,000 | 31,233 |
| UNION PACIFIC CORP | 3.950% 09/10/2028 DD 06/08/18 | 135,000 | 149,176 |
| UNION PACIFIC CORP | 4.100% 09/15/2067 DD 09/19/17 | 460,000 | 466,913 |
| UNITED AIRLINES 2015-1 CLASS A | 3.450% 06/01/2029 DD 11/17/15 | 72,277 | 75,552 |
| UNITED AIRLINES HOLDINGS INC | 4.250% 10/01/2022 DD 09/29/17 | 485,000 | 506,825 |
| UNITED PARCEL SERVICE INC | 2.500% 09/01/2029 DD 08/16/19 | 215,000 | 214,519 |
| UNITED PARCEL SERVICE INC | 3.400% 03/15/2029 DD 03/15/19 | 187,000 | 200,898 |
| UNITED RENTALS NORTH AMERICA I | 4.875% 01/15/2028 DD 08/11/17 | 515,000 | 536,233 |
| UNITED RENTALS NORTH AMERICA I | 5.500% 07/15/2025 DD 03/26/15 | 65,000 | 67,539 |
| UNITED TECHNOLOGIES CORP | 3.350% 08/16/2021 DD 08/16/18 | 640,000 | 655,359 |
| UNITED TECHNOLOGIES CORP | 3.650% 08/16/2023 DD 08/16/18 | 78,000 | 82,244 |
| UNITED TECHNOLOGIES CORP | 6.125% 07/15/2038 DD 05/16/08 | 25,000 | 34,720 |
| UNITEDHEALTH GROUP INC | 2.875% 08/15/2029 DD 07/25/19 | 11,000 | 11,322 |
| UNITEDHEALTH GROUP INC | 3.500% 08/15/2039 DD 07/25/19 | 37,000 | 38,857 |
| UNITEDHEALTH GROUP INC | 3.750% 10/15/2047 DD 10/25/17 | 50,000 | 53,819 |
| UNITEDHEALTH GROUP INC | 4.450% 12/15/2048 DD 12/17/18 | 114,000 | 136,354 |
| UNUM GROUP | 5.625% 09/15/2020 DD 09/15/10 | 646,000 | 662,580 |
| US BANCORP | 3.000% 07/30/2029 DD 07/29/19 | 40,000 | 41,319 |
| VERIZON COMMUNICATIONS INC | 2.946% 03/15/2022 DD 02/03/17 | 1,551,000 | 1,586,504 |
| VERIZON COMMUNICATIONS INC | 3.125% 03/16/2022 DD 03/16/17 | 2,000,000 | 2,052,790 |
| VERIZON COMMUNICATIONS INC | 4.125% 03/16/2027 DD 03/16/17 | 822,000 | 912,616 |
| VERIZON COMMUNICATIONS INC | 4.272% 01/15/2036 DD 07/15/15 | 1,364,000 | 1,544,802 |
| VERIZON COMMUNICATIONS INC | 4.400% 11/01/2034 DD 10/29/14 | 89,000 | 103,174 |
| VERIZON COMMUNICATIONS INC | 4.500% 08/10/2033 DD 08/10/17 | 324,000 | 378,208 |
| VERIZON OWNER TRUST 2018 A A1A | 3.230% 04/20/2023 DD 10/10/18 | 1,207,000 | 1,227,442 |
| VIACOMCBS INC | 3.375% 03/01/2022 DD 03/02/12 | 86,000 | 87,987 |
| VIACOMCBS INC | 4.375% 03/15/2043 DD 03/15/13 | 182,000 | 192,968 |
| VIACOMCBS INC | 5.850% 09/01/2043 DD 08/19/13 | 24,000 | 30,070 |
| VIACOMCBS INC | 6.875% 04/30/2036 DD 04/12/06 | 68,000 | 91,055 |
| VINCI SA 144A | 3.750% 04/10/2029 DD 04/10/19 | 400,000 | 436,607 |
| VINE OIL & GAS LP / VINE 144A | 8.750% 04/15/2023 DD 10/18/17 | 545,000 | 267,050 |
| VIPER ENERGY PARTNERS LP 144A | 5.375% 11/01/2027 DD 10/16/19 | 25,000 | 26,000 |
| VIRGIN MEDIA SECURED FINA 144A | 5.500% 05/15/2029 DD 05/16/19 | 620,000 | 656,425 |
| VIRGINIA ELECTRIC & POWER CO | 3.300% 12/01/2049 DD 12/05/19 | 16,000 | 16,156 |
| VISTRA ENERGY CORP | 5.875% 06/01/2023 DD 12/01/13 | 185,000 | 189,262 |
| VISTRA OPERATIONS CO LLC 144A | 4.300% 07/15/2029 DD 06/11/19 | 440,000 | 448,883 |
| VISTRA OPERATIONS CO LLC REGS | 5.500% 09/01/2026 | 175,000 | 185,500 |
| VODAFONE GROUP PLC | 4.125% 05/30/2025 DD 05/30/18 | 213,000 | 231,376 |
| VODAFONE GROUP PLC | 4.375% 02/19/2043 DD 02/19/13 | 214,000 | 229,832 |
| VODAFONE GROUP PLC | 4.375% 05/30/2028 DD 05/30/18 | 36,000 | 39,915 |
| VODAFONE GROUP PLC | 5.000% 05/30/2038 DD 05/30/18 | 22,000 | 25,477 |
| VODAFONE GROUP PLC | 5.125% 06/19/2059 DD 06/19/19 | 1,000 | 1,176 |
| VODAFONE GROUP PLC | 5.250% 05/30/2048 DD 05/30/18 | 314,000 | 377,184 |
| WALT DISNEY CO/THE | 4.500% 02/15/2021 DD 08/15/19 | 500,000 | 515,274 |
| WASTE MANAGEMENT INC | 3.125% 03/01/2025 DD 02/26/15 | 110,000 | 114,950 |
| WASTE MANAGEMENT INC | 3.450% 06/15/2029 DD 05/22/19 | 64,000 | 68,541 |
| WASTE MANAGEMENT INC | 4.600% 03/01/2021 DD 02/28/11 | 54,000 | 55,331 |
| WEC ENERGY GROUP INC | 3.100% 03/08/2022 DD 03/08/19 | 1,096,000 | 1,119,476 |
| WEC ENERGY GROUP INC | 3.375% 06/15/2021 DD 06/07/18 | 1,597,000 | 1,629,426 |
| WELLS FARGO & CO | 2.625% 07/22/2022 DD 07/24/17 | 391,000 | 396,843 |
| WELLS FARGO & CO | VAR RT 10/30/2025 DD 10/31/19 | 25,000 | 25,024 |
| WELLS FARGO & CO | VAR RT 10/30/2030 DD 10/31/19 | 62,000 | 62,431 |
| WELLS FARGO BANK NA | VAR RT 09/09/2022 DD 09/11/19 | 400,000 | 400,620 |
| WELLS FARGO COMMERCIAL NX55 A2 | 2.711% 01/15/2059 DD 02/01/16 | 625,000 | 626,079 |
| WELLTOWER INC | 3.625% 03/15/2024 DD 02/15/19 | 463,000 | 486,485 |
| WESTERN MIDSTREAM OPERATING LP | 4.000% 07/01/2022 DD 06/28/12 | 345,000 | 353,647 |
| WESTERN MIDSTREAM OPERATING LP | 5.375% 06/01/2021 DD 05/18/11 | 771,000 | 795,534 |
| WESTERN MIDSTREAM OPERATING LP | 5.450% 04/01/2044 DD 03/20/14 | 25,000 | 22,153 |
| WESTERN UNION CO/THE | 2.850% 01/10/2025 DD 11/25/19 | 222,000 | 222,750 |
| WESTROCK RKT LLC | 4.900% 03/01/2022 DD 03/01/13 | 95,000 | 100,091 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | | Par, Shares or Units | Market Value |
|--|--------------------------------|----------------------|----------------|
| WHITING PETROLEUM CORP | 1.250% 04/01/2020 DD 03/27/15 | 52,000 | 50,757 |
| WHITING PETROLEUM CORP | 5.750% 03/15/2021 DD 09/12/13 | 545,000 | 515,570 |
| WHITING PETROLEUM CORP | 6.625% 01/15/2026 DD 07/15/18 | 115,000 | 78,370 |
| WILLIAMS COS INC/THE | 3.600% 03/15/2022 DD 03/03/15 | 1,250,000 | 1,285,316 |
| WILLIAMS COS INC/THE | 4.000% 11/15/2021 DD 11/17/11 | 710,000 | 729,977 |
| WILLIAMS COS INC/THE | 5.250% 03/15/2020 DD 02/09/10 | 250,000 | 251,468 |
| WILLIAMS COS INC/THE | 7.875% 09/01/2021 DD 08/21/01 | 455,000 | 496,226 |
| WILLIS NORTH AMERICA INC | 4.500% 09/15/2028 DD 09/10/18 | 167,000 | 184,164 |
| WINDSTREAM SERVICES LLC / 144A | 10.500% 06/30/2024 DD 08/02/18 | 125,000 | 48,750 |
| WINDSTREAM SERVICES LLC / 144A | 9.000% 06/30/2025 DD 08/02/18 | 1,168,000 | 443,840 |
| WM WRIGLEY JR CO 144A | 3.375% 10/21/2020 DD 10/21/13 | 545,000 | 550,315 |
| WYNDHAM DESTINATIONS INC 144A | 4.625% 03/01/2030 DD 12/13/19 | 135,000 | 135,337 |
| WYNN MACAU LTD 144A | 5.125% 12/15/2029 DD 12/17/19 | 200,000 | 204,102 |
| WYNN RESORTS FINANCE LLC 144A | 5.125% 10/01/2029 DD 09/20/19 | 105,000 | 112,612 |
| ZIGGO BV 144A | 5.500% 01/15/2027 DD 09/23/16 | 1,520,000 | 1,615,000 |
| ZIMMER BIOMET HOLDINGS INC | VAR RT 03/19/2021 DD 03/19/18 | 780,000 | 780,076 |
| ZIONS BANCORP NA | 3.350% 03/04/2022 DD 03/04/19 | 394,000 | 404,285 |
| ZIONS BANCORP NA | 3.500% 08/27/2021 DD 08/27/18 | 1,040,000 | 1,064,360 |
| ZOETIS INC | 3.450% 11/13/2020 DD 11/13/15 | 500,000 | 505,395 |
| CORPORATE DEBT INSTRUMENTS Total | | | \$ 345,776,156 |
| CORPORATE DEBT INSTRUMENTS - PREFERRED | | | |
| 3M CO | 2.375% 08/26/2029 DD 08/26/19 | 395,000 | \$ 389,750 |
| 3M CO | 3.375% 03/01/2029 DD 02/22/19 | 20,000 | 21,373 |
| ABBOTT LABORATORIES | 3.400% 11/30/2023 DD 11/22/16 | 116,000 | 121,961 |
| ABBVIE INC | 4.300% 05/14/2036 DD 05/12/16 | 15,000 | 16,512 |
| ABBVIE INC 144A | 2.300% 11/21/2022 DD 11/21/19 | 1,910,000 | 1,919,654 |
| ABBVIE INC 144A | 2.950% 11/21/2026 DD 11/21/19 | 206,000 | 209,742 |
| ABN AMRO BANK NV 144A | 3.400% 08/27/2021 DD 08/28/18 | 1,250,000 | 1,277,473 |
| AEP TEXAS INC | 3.450% 01/15/2050 DD 12/05/19 | 285,000 | 285,273 |
| AEP TRANSMISSION CO LLC | 3.750% 12/01/2047 DD 09/28/17 | 218,000 | 234,661 |
| AEP TRANSMISSION CO LLC | 3.800% 06/15/2049 DD 06/12/19 | 20,000 | 21,403 |
| AEP TRANSMISSION CO LLC | 4.250% 09/15/2048 DD 09/07/18 | 102,000 | 117,182 |
| AETNA INC | 3.875% 08/15/2047 DD 08/10/17 | 4,000 | 4,069 |
| AIA GROUP LTD 144A | VAR RT 09/20/2021 DD 09/20/18 | 1,120,000 | 1,120,022 |
| AIG GLOBAL FUNDING 144A | 2.300% 07/01/2022 DD 07/02/19 | 365,000 | 367,031 |
| AIR CANADA 2017-1 CLASS A 144A | 3.300% 07/15/2031 DD 12/21/17 | 91,085 | 92,849 |
| ALABAMA POWER CO | 3.750% 03/01/2045 DD 03/11/15 | 46,000 | 48,766 |
| ALABAMA POWER CO | 3.850% 12/01/2042 DD 12/05/12 | 129,000 | 137,369 |
| ALABAMA POWER CO | 4.150% 08/15/2044 DD 08/26/14 | 188,000 | 209,622 |
| ALABAMA POWER CO | 4.300% 07/15/2048 DD 06/28/18 | 43,000 | 49,838 |
| ALABAMA POWER CO | 5.200% 06/01/2041 DD 05/24/11 | 58,000 | 70,943 |
| ALABAMA POWER CO | 6.000% 03/01/2039 DD 03/06/09 | 30,000 | 41,413 |
| ALLY AUTO RECEIVABLES TRU 1 A3 | 2.910% 09/15/2023 DD 02/13/19 | 485,000 | 490,990 |
| ALLY AUTO RECEIVABLES TRU 2 A2 | 2.340% 06/15/2022 DD 06/11/19 | 1,000,000 | 1,001,787 |
| ALLY AUTO RECEIVABLES TRU 4 A2 | 1.930% 10/17/2022 DD 12/11/19 | 710,000 | 709,769 |
| ALLY AUTO RECEIVABLES TRU 4 A3 | 1.840% 06/17/2024 DD 12/11/19 | 385,000 | 384,339 |
| ALLY MASTER OWNER TRUST 1 A2 | 2.700% 01/17/2023 DD 02/14/18 | 1,040,000 | 1,047,378 |
| ALLY MASTER OWNER TRUST 2 A | 3.290% 05/15/2023 DD 05/30/18 | 1,260,000 | 1,282,157 |
| ALTICE LUXEMBOURG SA 144A | 10.500% 05/15/2027 DD 05/08/19 | 510,000 | 581,426 |
| ALTRIA GROUP INC | 3.490% 02/14/2022 DD 02/14/19 | 491,000 | 505,350 |
| ALTRIA GROUP INC | 4.400% 02/14/2026 DD 02/14/19 | 56,000 | 60,880 |
| ALTRIA GROUP INC | 5.800% 02/14/2039 DD 02/14/19 | 660,000 | 776,500 |
| ALTRIA GROUP INC | 6.200% 02/14/2059 DD 02/14/19 | 25,000 | 29,790 |
| AMAZON.COM INC | 3.875% 08/22/2037 DD 02/22/18 | 105,000 | 119,341 |
| AMAZON.COM INC | 4.800% 12/05/2034 DD 12/05/14 | 15,000 | 18,929 |
| AMERICAN AIRLINES 2015-2 CLASS | 3.600% 03/22/2029 DD 09/24/15 | 85,092 | 89,773 |
| AMERICAN AIRLINES 2016-2 CLASS | 3.200% 12/15/2029 DD 05/16/16 | 77,760 | 79,969 |
| AMERICAN AIRLINES 2016-3 CLASS | 3.000% 04/15/2030 DD 10/03/16 | 187,450 | 191,080 |
| AMERICAN AIRLINES 2017-1 CLASS | 3.650% 08/15/2030 DD 01/13/17 | 62,214 | 65,572 |
| AMERICAN AIRLINES 2017-2 CLASS | 3.350% 04/15/2031 DD 08/14/17 | 86,369 | 88,140 |
| AMERICAN AIRLINES 2019-1 CLASS | 3.150% 08/15/2033 DD 08/15/19 | 235,000 | 241,632 |
| AMERICAN BUILDERS & CONTR 144A | 4.000% 01/15/2028 DD 10/31/19 | 145,000 | 147,175 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | | Par, Shares or Units | Market Value |
|--------------------------------|-------------------------------|----------------------|--------------|
| AMERICAN EXPRESS CO | 2.500% 07/30/2024 DD 07/30/19 | 641,000 | 648,500 |
| AMERICAN EXPRESS CO | 2.750% 05/20/2022 DD 05/20/19 | 1,260,000 | 1,283,096 |
| AMERICAN EXPRESS CO | 3.000% 02/22/2021 DD 02/22/19 | 11,000 | 11,132 |
| AMERICAN EXPRESS CO | 3.400% 02/22/2024 DD 02/22/19 | 220,000 | 230,144 |
| AMERICAN EXPRESS CO | 3.400% 02/27/2023 DD 02/27/18 | 130,000 | 134,987 |
| AMERICAN EXPRESS CO | 3.700% 08/03/2023 DD 08/03/18 | 335,000 | 352,218 |
| AMERICAN EXPRESS CO | 3.700% 11/05/2021 DD 11/06/18 | 8,000 | 8,244 |
| AMERICAN EXPRESS CREDIT AC 1 A | 2.870% 10/15/2024 DD 02/14/19 | 1,188,000 | 1,213,806 |
| AMERICAN EXPRESS CREDIT AC 2 A | 2.670% 11/15/2024 DD 04/29/19 | 1,254,000 | 1,276,092 |
| AMERICAN EXPRESS CREDIT AC 3 A | 2.000% 04/15/2025 DD 09/23/19 | 495,000 | 496,190 |
| AMERICAN EXPRESS CREDIT AC 4 A | 2.990% 12/15/2023 DD 05/21/18 | 998,000 | 1,012,833 |
| AMERICAN EXPRESS CREDIT AC 6 A | 3.060% 02/15/2024 DD 07/23/18 | 994,000 | 1,012,057 |
| AMERICAN EXPRESS CREDIT CORP | 2.250% 05/05/2021 DD 05/05/16 | 150,000 | 150,723 |
| AMERICAN EXPRESS CREDIT CORP | 2.375% 05/26/2020 DD 05/26/15 | 165,000 | 165,199 |
| AMERICAN HONDA FINANCE CORP | 2.050% 01/10/2023 DD 09/10/19 | 450,000 | 451,724 |
| AMERICAN HONDA FINANCE CORP | 2.650% 02/12/2021 DD 02/15/18 | 750,000 | 756,876 |
| AMERICAN HONDA FINANCE CORP | 2.900% 02/16/2024 DD 02/16/17 | 215,000 | 221,675 |
| AMERICOLD 2010 ARTA A2FX 144A | 4.954% 01/14/2029 DD 12/15/10 | 1,150,000 | 1,167,180 |
| AMERICREDIT AUTOMOBILE R 1 A2A | 2.710% 07/19/2021 DD 05/23/18 | 6,404 | 6,405 |
| AMERICREDIT AUTOMOBILE RE 1 A3 | 1.870% 08/18/2021 DD 02/23/17 | 3,309 | 3,309 |
| AMERICREDIT AUTOMOBILE RE 1 A3 | 2.970% 11/20/2023 DD 03/13/19 | 190,000 | 192,270 |
| AMERICREDIT AUTOMOBILE RE 2 A3 | 1.980% 12/20/2021 DD 05/17/17 | 100,099 | 100,082 |
| AMGEN INC | 2.600% 08/19/2026 DD 08/19/16 | 40,000 | 40,525 |
| AMPHENOL CORP | 2.200% 04/01/2020 DD 04/05/17 | 1,455,000 | 1,455,188 |
| ANHEUSER-BUSCH COS LLC / ANHEU | 4.700% 02/01/2036 DD 02/01/19 | 1,645,000 | 1,906,151 |
| ANHEUSER-BUSCH COS LLC / ANHEU | 4.900% 02/01/2046 DD 02/01/19 | 227,000 | 269,250 |
| ANHEUSER-BUSCH INBEV FINANCE I | 3.300% 02/01/2023 DD 01/25/16 | 202,000 | 209,282 |
| ANHEUSER-BUSCH INBEV WORLDWIDE | 5.450% 01/23/2039 DD 01/23/19 | 140,000 | 176,180 |
| AON CORP | 2.200% 11/15/2022 DD 11/15/19 | 529,000 | 531,490 |
| AON CORP | 3.750% 05/02/2029 DD 05/02/19 | 112,000 | 119,848 |
| AON PLC | 3.875% 12/15/2025 DD 03/01/16 | 3,000 | 3,229 |
| APPLE INC | 1.800% 05/11/2020 DD 05/11/17 | 20,000 | 19,982 |
| APPLE INC | 1.900% 02/07/2020 DD 02/09/17 | 15,000 | 15,000 |
| APPLE INC | 3.850% 05/04/2043 DD 05/03/13 | 425,000 | 476,481 |
| APPLE INC | 4.650% 02/23/2046 DD 02/23/16 | 265,000 | 332,509 |
| APPLIED MATERIALS INC | 4.350% 04/01/2047 DD 03/31/17 | 90,000 | 108,767 |
| ATMOS ENERGY CORP | 3.375% 09/15/2049 DD 10/02/19 | 105,000 | 106,631 |
| AUSTRALIA & NEW ZEALAND BANKIN | 2.250% 11/09/2020 DD 11/09/17 | 490,000 | 491,683 |
| AVENTURA MALL TRUST AVM A 144A | VAR RT 12/05/2032 DD 12/01/13 | 1,058,000 | 1,065,420 |
| BA CREDIT CARD TRUST A2 A2 | 1.840% 01/17/2023 DD 08/24/17 | 1,257,000 | 1,256,882 |
| BAIDU INC | 3.000% 06/30/2020 DD 06/30/15 | 450,000 | 451,598 |
| BALTIMORE GAS & ELECTRIC CO | 3.200% 09/15/2049 DD 09/12/19 | 102,000 | 99,973 |
| BALTIMORE GAS & ELECTRIC CO | 3.500% 08/15/2046 DD 08/18/16 | 65,000 | 66,200 |
| BALTIMORE GAS & ELECTRIC CO | 4.250% 09/15/2048 DD 09/20/18 | 15,000 | 17,160 |
| BANC OF AMERICA COMMER UB10 A1 | 1.559% 07/15/2049 DD 06/01/16 | 181,403 | 180,650 |
| BANCO SANTANDER SA | 2.706% 06/27/2024 DD 06/27/19 | 400,000 | 405,696 |
| BANCO SANTANDER SA | 3.306% 06/27/2029 DD 06/27/19 | 400,000 | 412,255 |
| BANK 2019-BNK18 BN18 A2 | 3.474% 05/15/2062 DD 05/01/19 | 295,000 | 306,622 |
| BANK OF AMERICA CORP | VAR RT 01/20/2023 DD 01/20/17 | 2,000,000 | 2,039,079 |
| BANK OF AMERICA CORP | VAR RT 01/20/2028 DD 01/20/17 | 1,093,000 | 1,173,558 |
| BANK OF AMERICA CORP | VAR RT 01/23/2022 DD 01/23/18 | 160,000 | 161,165 |
| BANK OF AMERICA CORP | VAR RT 02/07/2030 DD 02/07/19 | 200,000 | 219,574 |
| BANK OF AMERICA CORP | VAR RT 03/05/2024 DD 03/05/18 | 13,000 | 13,492 |
| BANK OF AMERICA CORP | VAR RT 03/05/2029 DD 03/05/18 | 286,000 | 311,675 |
| BANK OF AMERICA CORP | VAR RT 03/15/2025 DD 03/15/19 | 1,576,000 | 1,645,795 |
| BANK OF AMERICA CORP | VAR RT 04/23/2027 DD 04/23/19 | 1,221,000 | 1,290,662 |
| BANK OF AMERICA CORP | VAR RT 04/24/2028 DD 04/24/17 | 265,000 | 283,353 |
| BANK OF AMERICA CORP | VAR RT 05/17/2022 DD 05/17/18 | 555,000 | 566,150 |
| BANK OF AMERICA CORP | VAR RT 07/21/2021 DD 07/21/17 | 65,000 | 65,134 |
| BANK OF AMERICA CORP | VAR RT 07/21/2023 DD 07/21/17 | 1,745,000 | 1,772,911 |
| BANK OF AMERICA CORP | VAR RT 07/21/2028 DD 07/21/17 | 231,000 | 244,878 |
| BANK OF AMERICA CORP | VAR RT 07/23/2024 DD 07/23/18 | 567,000 | 596,701 |
| BANK OF AMERICA CORP | VAR RT 07/23/2029 DD 07/23/18 | 120,000 | 133,382 |

Nokia Savings/401(k) Plan

Schedule H, Line 4i - Schedule of Assets (Held at End of Year)

December 31, 2019

| Description | | Par, Shares or Units | Market Value |
|----------------------------------|-------------------------------|----------------------|--------------|
| BANK OF AMERICA CORP | VAR RT 10/01/2021 DD 09/18/17 | 1,388,000 | 1,391,955 |
| BANK OF AMERICA CORP | VAR RT 12/20/2023 DD 12/20/17 | 5,110,000 | 5,229,292 |
| BANK OF AMERICA CORP | VAR RT 12/20/2028 DD 12/20/17 | 313,000 | 328,695 |
| BANK OF MONTREAL 144A | 1.750% 06/15/2021 DD 06/15/16 | 1,000,000 | 999,918 |
| * BANK OF NEW YORK MELLON CORP/T | 3.000% 10/30/2028 DD 10/31/16 | 10,000 | 10,253 |
| * BANK OF NEW YORK MELLON CORP/T | VAR RT 02/07/2028 DD 02/07/17 | 243,000 | 257,849 |
| BANK OF NOVA SCOTIA/THE | 2.350% 10/21/2020 DD 10/21/15 | 40,000 | 40,142 |
| BANK OF NOVA SCOTIA/THE | 2.450% 03/22/2021 DD 03/22/16 | 85,000 | 85,688 |
| BANK OF NOVA SCOTIA/THE | 2.500% 01/08/2021 DD 01/09/18 | 90,000 | 90,507 |
| BANK OF NOVA SCOTIA/THE | 2.700% 03/07/2022 DD 03/07/17 | 4,000 | 4,071 |
| BANK OF NOVA SCOTIA/THE | 3.125% 04/20/2021 DD 04/20/18 | 80,000 | 81,264 |
| BANK OF THE WEST AUT 1 A2 144A | 2.400% 10/17/2022 DD 06/26/19 | 315,777 | 316,533 |
| BANK OF THE WEST AUT 1 A3 144A | 2.110% 01/15/2023 DD 10/12/17 | 721,600 | 721,655 |
| BANK OF THE WEST AUT 1 A3 144A | 3.430% 12/15/2022 DD 11/07/18 | 500,000 | 505,298 |
| BARCLAYS BANK PLC | 2.650% 01/11/2021 DD 01/11/18 | 1,000,000 | 1,006,541 |
| BAUSCH HEALTH AMERICAS IN 144A | 9.250% 04/01/2026 DD 03/26/18 | 350,000 | 402,010 |
| BAYER US FINANCE II LLC 144A | 3.375% 07/15/2024 DD 07/15/18 | 161,000 | 166,182 |
| BAYER US FINANCE II LLC 144A | 3.500% 06/25/2021 DD 06/25/18 | 1,250,000 | 1,272,804 |
| BBVA USA | 3.500% 06/11/2021 DD 06/11/18 | 746,000 | 758,938 |
| BEAR STEARNS COMMERCIA PW10 AJ | VAR RT 12/11/2040 DD 12/01/05 | 444,758 | 450,908 |
| BENCHMARK 2018-B7 MORTGA B7 A1 | 3.436% 05/15/2053 DD 11/01/18 | 430,046 | 441,226 |
| BERKSHIRE HATHAWAY ENERGY CO | 2.375% 01/15/2021 DD 01/05/18 | 1,042,000 | 1,047,570 |
| BMW FLOORPLAN MASTER 1 A1 144A | 3.150% 05/15/2023 DD 06/12/18 | 922,000 | 936,378 |
| BMW US CAPITAL LLC 144A | 2.150% 04/06/2020 DD 04/06/17 | 750,000 | 750,519 |
| BMW US CAPITAL LLC 144A | 3.100% 04/12/2021 DD 04/12/18 | 195,000 | 197,928 |
| BMW VEHICLE LEASE TRUST 2 1 A3 | 2.840% 11/22/2021 DD 03/20/19 | 674,000 | 679,392 |
| BMW VEHICLE LEASE TRUST 2 2 A3 | 2.070% 10/20/2020 DD 10/25/17 | 167,802 | 167,802 |
| BMW VEHICLE OWNER TRUST 2 A A4 | 1.950% 01/26/2026 DD 09/18/19 | 720,000 | 716,839 |
| BNP PARIBAS SA 144A | 3.375% 01/09/2025 DD 01/09/18 | 753,000 | 782,093 |
| BNP PARIBAS SA 144A | VAR RT 01/10/2025 DD 01/10/19 | 510,000 | 552,609 |
| BOEING CO/THE | 3.250% 02/01/2035 DD 07/31/19 | 77,000 | 78,807 |
| BOSTON PROPERTIES LP | 2.900% 03/15/2030 DD 09/03/19 | 130,000 | 129,791 |
| BOSTON SCIENTIFIC CORP | 3.450% 03/01/2024 DD 02/25/19 | 374,000 | 391,335 |
| BOYD GAMING CORP 144A | 4.750% 12/01/2027 DD 12/03/19 | 195,000 | 202,556 |
| BP CAPITAL MARKETS AMERICA INC | 3.410% 02/11/2026 DD 02/11/19 | 210,000 | 223,755 |
| BP CAPITAL MARKETS PLC | 2.521% 01/15/2020 DD 11/04/14 | 415,000 | 415,050 |
| BP CAPITAL MARKETS PLC | 3.279% 09/19/2027 DD 09/19/17 | 172,000 | 180,995 |
| BP CAPITAL MARKETS PLC | 3.814% 02/10/2024 DD 02/10/14 | 82,000 | 87,605 |
| BPCE SA | 2.750% 12/02/2021 DD 12/02/16 | 638,000 | 646,686 |
| BPCE SA 144A | 2.700% 10/01/2029 DD 10/01/19 | 509,000 | 505,294 |
| BRISTOL-MYERS SQUIBB CO 144A | 2.550% 05/14/2021 DD 05/16/19 | 1,250,000 | 1,262,432 |
| BRISTOL-MYERS SQUIBB CO 144A | 2.600% 05/16/2022 DD 05/16/19 | 965,000 | 981,076 |
| BRISTOL-MYERS SQUIBB CO 144A | 3.200% 06/15/2026 DD 05/16/19 | 422,000 | 443,361 |
| BRISTOL-MYERS SQUIBB CO 144A | 3.250% 02/20/2023 DD 08/20/19 | 5,000 | 5,179 |
| BRITISH AIRWAYS 2019-1 CL 144A | 3.300% 06/15/2034 DD 07/25/19 | 339,968 | 352,564 |
| BRITISH AIRWAYS 2019-1 CL 144A | 3.350% 12/15/2030 DD 07/25/19 | 770,000 | 793,161 |
| BURLINGTON NORTHERN SANTA FE L | 3.000% 04/01/2025 DD 03/09/15 | 15,000 | 15,616 |
| BURLINGTON NORTHERN SANTA FE L | 4.550% 09/01/2044 DD 08/18/14 | 245,000 | 292,176 |
| BURLINGTON NORTHERN SANTA FE L | 4.950% 09/15/2041 DD 08/22/11 | 25,000 | 30,625 |
| BX TRUST 2019-OC11 OC11 A 144A | 3.202% 12/09/2041 DD 12/01/19 | 840,000 | 863,967 |
| CALIFORNIA RESOURCES CORP 144A | 8.000% 12/15/2022 DD 12/15/15 | 995,000 | 427,850 |
| CAMELOT FINANCE SA 144A | 4.500% 11/01/2026 DD 10/31/19 | 195,000 | 200,363 |
| CAMERON LNG LLC 144A | 3.302% 01/15/2035 DD 12/13/19 | 270,000 | 272,697 |
| CAMERON LNG LLC 144A | 3.402% 01/15/2038 DD 12/13/19 | 300,000 | 301,094 |
| CANADIAN PACER AUTO 1A A3 144A | 3.000% 11/19/2021 DD 04/25/18 | 676,737 | 678,824 |
| CANADIAN PACER AUTO 2A A3 144A | 3.270% 12/19/2022 DD 10/10/18 | 765,000 | 774,603 |
| CAPITAL ONE FINANCIAL CORP | 2.500% 05/12/2020 DD 05/12/17 | 1,245,000 | 1,246,640 |
| CAPITAL ONE MULTI-ASSET A1 A1 | 2.840% 12/15/2024 DD 02/28/19 | 1,280,000 | 1,305,954 |
| CAPITAL ONE MULTI-ASSET A2 A2 | 1.720% 08/15/2024 DD 09/05/19 | 1,560,000 | 1,555,212 |
| CAPITAL ONE NA | 2.950% 07/23/2021 DD 07/24/14 | 250,000 | 253,596 |
| CAPITAL ONE PRIME AUTO RE 1 A2 | 2.580% 04/15/2022 DD 05/30/19 | 964,668 | 967,519 |
| CARMAX AUTO OWNER TRUST 2 1 A3 | 3.050% 03/15/2024 DD 01/23/19 | 790,000 | 803,084 |
| CARMAX AUTO OWNER TRUST 2 2 A3 | 2.980% 01/17/2023 DD 04/25/18 | 549,000 | 554,493 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | | Par, Shares or Units | Market Value |
|----------------------------------|-------------------------------|----------------------|--------------|
| CARMAX AUTO OWNER TRUST 2 3 A3 | 1.970% 04/15/2022 DD 07/26/17 | 277,551 | 277,567 |
| CARMAX AUTO OWNER TRUST 2 3 A4 | 2.180% 08/15/2024 DD 07/30/19 | 540,000 | 541,319 |
| CARMAX AUTO OWNER TRUST 2 4 A3 | 1.400% 08/15/2021 DD 10/26/16 | 213,875 | 213,528 |
| CARMAX AUTO OWNER TRUST 2 4 A4 | 2.110% 10/17/2022 DD 10/25/17 | 379,354 | 379,729 |
| CARMAX AUTO OWNER TRUST 2 4 A5 | 3.360% 09/15/2023 DD 10/24/18 | 619,000 | 631,446 |
| CATERPILLAR FINANCIAL SERVICES | 2.650% 05/17/2021 DD 05/17/19 | 1,030,000 | 1,041,783 |
| CCO HOLDINGS LLC / CCO HO 144A | 4.750% 03/01/2030 DD 10/01/19 | 1,435,000 | 1,460,873 |
| CD 2006-CD3 MORTGAGE TR CD3 AM | 5.648% 10/15/2048 DD 10/01/06 | 584,662 | 598,913 |
| CD 2017-CD6 MORTGAGE TR CD6 A1 | 2.168% 11/13/2050 DD 11/01/17 | 1,583,397 | 1,584,666 |
| CENTERPOINT ENERGY HOUSTON ELE | 3.550% 08/01/2042 DD 08/10/12 | 110,000 | 115,677 |
| CENTURYLINK INC 144A | 5.125% 12/15/2026 DD 12/16/19 | 50,000 | 50,882 |
| CHARLES SCHWAB CORP/THE | 3.200% 01/25/2028 DD 12/07/17 | 70,000 | 73,554 |
| CHARTER COMMUNICATIONS OPERATI | 4.500% 02/01/2024 DD 07/03/18 | 21,000 | 22,601 |
| CHARTER COMMUNICATIONS OPERATI | 6.484% 10/23/2045 DD 10/23/16 | 440,000 | 545,480 |
| CHENIERE CORPUS CHRISTI HOLDIN | 5.125% 06/30/2027 DD 05/19/17 | 54,000 | 59,680 |
| CHENIERE ENERGY PARTNERS 144A | 4.500% 10/01/2029 DD 09/12/19 | 115,000 | 118,174 |
| CHEVRON CORP | 2.498% 03/03/2022 DD 03/03/17 | 51,000 | 51,854 |
| CHEVRON CORP | 3.191% 06/24/2023 DD 06/24/13 | 20,000 | 20,821 |
| CHUBB INA HOLDINGS INC | 2.300% 11/03/2020 DD 11/03/15 | 384,000 | 385,360 |
| CIGNA CORP | 3.400% 09/17/2021 DD 03/17/19 | 861,000 | 881,372 |
| CIGNA CORP | VAR RT 09/17/2021 DD 06/17/19 | 500,000 | 500,028 |
| CIGNA CORP 144A | 3.250% 04/15/2025 DD 04/15/19 | 145,000 | 150,381 |
| CIGNA CORP 144A | 4.750% 11/15/2021 DD 05/15/19 | 430,000 | 450,802 |
| CIM TRUST 2019-I INV3 A11 144A | VAR RT 08/25/2049 DD 09/25/19 | 1,275,968 | 1,272,117 |
| CIMAREX ENERGY CO | 4.375% 03/15/2029 DD 03/08/19 | 25,000 | 26,520 |
| CITIBANK CREDIT CARD ISS A1 A1 | 2.490% 01/20/2023 DD 01/31/18 | 1,319,000 | 1,328,083 |
| CITIBANK CREDIT CARD ISS A7 A7 | 3.960% 10/13/2030 DD 10/15/18 | 314,000 | 348,532 |
| CITIBANK CREDIT CARD ISS A8 A8 | 1.860% 08/08/2022 DD 08/08/17 | 1,250,000 | 1,249,940 |
| CITIBANK NA | 2.100% 06/12/2020 DD 06/12/17 | 1,215,000 | 1,215,599 |
| CITIBANK NA | VAR RT 02/19/2022 DD 02/19/19 | 500,000 | 506,334 |
| CITIGROUP COMMERCIAL GC8 AS 144A | 3.683% 09/10/2045 DD 09/01/12 | 514,000 | 530,344 |
| CITIGROUP COMMERCIAL GC11 AAB | 2.690% 04/10/2046 DD 04/01/13 | 352,266 | 354,735 |
| CITIGROUP COMMERCIAL GC19 AAB | 3.552% 03/10/2047 DD 03/01/14 | 439,215 | 451,709 |
| CITIGROUP COMMERCIAL GC21 AAB | 3.477% 05/10/2047 DD 05/01/14 | 306,776 | 314,980 |
| CITIGROUP COMMERCIAL GC36 AAB | 3.368% 02/10/2049 DD 02/01/16 | 515,000 | 533,251 |
| CITIGROUP COMMERCIAL M GC17 A4 | 4.131% 11/10/2046 DD 12/01/13 | 464,000 | 492,784 |
| CITIGROUP COMMERCIAL M GC8 AAB | 2.608% 09/10/2045 DD 09/01/12 | 269,234 | 270,781 |
| CITIGROUP INC | 2.750% 04/25/2022 DD 04/25/17 | 750,000 | 762,017 |
| CITIGROUP INC | 3.200% 10/21/2026 DD 10/21/16 | 194,000 | 201,292 |
| CITIZENS BANK NA/PROVIDENCE RI | 2.250% 03/02/2020 DD 03/02/17 | 1,200,000 | 1,200,092 |
| CITIZENS BANK NA/PROVIDENCE RI | 2.250% 10/30/2020 DD 11/01/17 | 1,500,000 | 1,504,816 |
| CITIZENS BANK NA/PROVIDENCE RI | 2.550% 05/13/2021 DD 05/13/16 | 500,000 | 503,845 |
| CLOROX CO/THE | 3.100% 10/01/2027 DD 09/28/17 | 45,000 | 46,399 |
| CNH EQUIPMENT TRUST 2018- A A3 | 3.120% 07/17/2023 DD 05/23/18 | 913,000 | 923,557 |
| CNH EQUIPMENT TRUST 2019- B A2 | 2.550% 09/15/2022 DD 05/22/19 | 1,000,000 | 1,003,542 |
| COCA-COLA CO/THE | 2.125% 09/06/2029 DD 09/06/19 | 140,000 | 136,481 |
| COCA-COLA CO/THE | 2.875% 10/27/2025 DD 10/27/15 | 39,000 | 40,668 |
| COMCAST CORP | 2.350% 01/15/2027 DD 07/19/16 | 50,000 | 49,959 |
| COMCAST CORP | 2.650% 02/01/2030 DD 11/05/19 | 94,000 | 94,403 |
| COMCAST CORP | 3.125% 07/15/2022 DD 07/02/12 | 646,000 | 666,288 |
| COMCAST CORP | 3.150% 02/15/2028 DD 08/07/17 | 53,000 | 55,564 |
| COMCAST CORP | 3.200% 07/15/2036 DD 07/19/16 | 40,000 | 40,952 |
| COMCAST CORP | 3.400% 07/15/2046 DD 07/19/16 | 494,000 | 501,395 |
| COMCAST CORP | 3.450% 10/01/2021 DD 10/05/18 | 1,250,000 | 1,286,721 |
| COMCAST CORP | 3.969% 11/01/2047 DD 10/19/17 | 94,000 | 103,563 |
| COMCAST CORP | 4.200% 08/15/2034 DD 08/12/14 | 21,000 | 23,967 |
| COMCAST CORP | 4.250% 01/15/2033 DD 01/14/13 | 220,000 | 254,998 |
| COMCAST CORP | 4.250% 10/15/2030 DD 10/05/18 | 60,000 | 68,632 |
| COMCAST CORP | 4.600% 10/15/2038 DD 10/05/18 | 134,000 | 159,764 |
| COMCAST CORP | 4.650% 07/15/2042 DD 07/02/12 | 10,000 | 12,024 |
| COMCAST CORP | 4.950% 10/15/2058 DD 10/05/18 | 7,000 | 9,123 |
| COMCAST CORP | 6.500% 11/15/2035 DD 11/14/05 | 575,000 | 815,471 |
| COMM 2012-CCRE2 MORTGA CR2 ASB | 2.752% 08/15/2045 DD 08/01/12 | 272,126 | 272,726 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | | Par, Shares or Units | Market Value |
|--------------------------------|-------------------------------|----------------------|--------------|
| COMM 2012-CCRE4 MORTGA CR4 ASB | 2.436% 10/15/2045 DD 11/01/12 | 348,223 | 348,098 |
| COMM 2012-LC4 MORTGAGE LC4 A4 | 3.288% 12/10/2044 DD 03/01/12 | 890,160 | 904,269 |
| COMM 2013-CCRE11 MORT CR11 ASB | 3.660% 08/10/2050 DD 10/01/13 | 527,665 | 540,968 |
| COMM 2014-CCRE16 MORT CR16 ASB | 3.653% 04/10/2047 DD 04/01/14 | 410,506 | 421,437 |
| COMM 2014-UBS4 MORTGAG UBS4 A2 | 2.963% 08/10/2047 DD 07/01/14 | 39,095 | 39,224 |
| COMM 2015-CCRE22 MORTG CR22 A2 | 2.856% 03/10/2048 DD 03/01/15 | 252,056 | 251,895 |
| COMM 2015-CCRE26 MORTG CR26 A3 | 3.359% 10/10/2048 DD 10/01/15 | 285,000 | 297,463 |
| COMM 2015-CCRE27 MORTG CR27 A2 | 2.223% 10/10/2048 DD 10/01/15 | 520,000 | 519,403 |
| COMM 2018-COR3 MORTGAG COR3 A3 | 4.228% 05/10/2051 DD 05/01/18 | 865,000 | 964,054 |
| COMMONWEALTH BANK OF AUST 144A | 3.450% 03/16/2023 DD 03/16/18 | 125,000 | 130,284 |
| COMMONWEALTH BANK OF AUSTRALIA | 2.550% 03/15/2021 DD 03/15/16 | 450,000 | 453,830 |
| CONAGRA BRANDS INC | 3.800% 10/22/2021 DD 10/22/18 | 1,028,000 | 1,060,858 |
| CONCHO RESOURCES INC | 3.750% 10/01/2027 DD 09/26/17 | 165,000 | 173,554 |
| CONSUMERS ENERGY CO | 3.375% 08/15/2023 DD 08/09/13 | 23,000 | 24,037 |
| CONSUMERS ENERGY CO | 3.800% 11/15/2028 DD 11/13/18 | 104,000 | 115,011 |
| COOPERATIEVE RABOBANK UA | 4.500% 01/11/2021 DD 01/11/11 | 610,000 | 626,050 |
| COOPERATIEVE RABOBANK UA/NY | 2.750% 01/10/2022 DD 01/10/17 | 270,000 | 274,560 |
| CORNING INC | 3.700% 11/15/2023 DD 11/18/13 | 35,000 | 36,482 |
| CORNING INC | 4.375% 11/15/2057 DD 11/13/17 | 74,000 | 75,938 |
| CREDIT ACCEPTANCE AU 3A A 144A | 2.380% 11/15/2028 DD 11/21/19 | 1,260,000 | 1,258,274 |
| CREDIT ACCEPTANCE AU 3A A 144A | 3.550% 08/15/2027 DD 08/23/18 | 560,000 | 568,867 |
| CREDIT SUISSE AG/NEW YORK NY | 2.100% 11/12/2021 DD 11/12/19 | 1,038,000 | 1,042,913 |
| CREDIT SUISSE GROUP FUNDING GU | 2.750% 03/26/2020 DD 09/26/15 | 600,000 | 600,743 |
| CROWN CASTLE INTERNATIONAL COR | 2.250% 09/01/2021 DD 09/01/16 | 70,000 | 70,203 |
| CSAIL 2016-C5 COMMERCIAL C5 A5 | 3.757% 11/15/2048 DD 02/01/16 | 690,000 | 734,098 |
| CSAIL 2018-CX12 COMMER CX12 A4 | VAR RT 08/15/2051 DD 08/01/18 | 895,000 | 991,129 |
| CSMC TRUST 2016-NXSR NXSR A1 | 1.971% 12/15/2049 DD 12/01/16 | 125,517 | 125,116 |
| CSX CORP | 3.350% 09/15/2049 DD 09/12/19 | 80,000 | 78,908 |
| CSX CORP | 3.800% 03/01/2028 DD 02/20/18 | 155,000 | 169,163 |
| CSX CORP | 4.250% 03/15/2029 DD 11/15/18 | 168,000 | 189,253 |
| DAIMLER FINANCE NORTH AME 144A | 2.300% 02/12/2021 DD 11/14/17 | 1,000,000 | 1,001,891 |
| DAIMLER FINANCE NORTH AME 144A | 3.350% 05/04/2021 DD 05/04/18 | 1,150,000 | 1,167,940 |
| DAIMLER FINANCE NORTH AME 144A | 3.750% 11/05/2021 DD 11/05/18 | 270,000 | 277,544 |
| DAYTON POWER & LIGHT CO/T 144A | 3.950% 06/15/2049 DD 06/06/19 | 274,000 | 280,832 |
| DELL EQUIPMENT FINAN 1 A2 144A | 2.780% 08/23/2021 DD 04/17/19 | 500,000 | 501,989 |
| DELL EQUIPMENT FINAN 1 A3 144A | 3.180% 06/22/2023 DD 06/20/18 | 314,000 | 316,470 |
| DELL EQUIPMENT FINAN 2 A3 144A | 2.190% 10/24/2022 DD 10/25/17 | 133,830 | 133,853 |
| DELL EQUIPMENT FINAN 2 A3 144A | 3.370% 10/22/2023 DD 10/17/18 | 425,000 | 430,840 |
| DELTA AIR LINES INC | 2.900% 10/28/2024 DD 10/28/19 | 1,000,000 | 1,000,430 |
| DENBURY RESOURCES INC 144A | 7.750% 02/15/2024 DD 06/19/19 | 100,000 | 88,500 |
| DIAMOND SPORTS GROUP LLC 144A | 5.375% 08/15/2026 DD 08/02/19 | 370,000 | 374,274 |
| DISCOVER CARD EXECUTION A5 A5 | 3.320% 03/15/2024 DD 10/11/18 | 1,227,000 | 1,257,143 |
| DISCOVER CARD EXECUTION A5 A5 | VAR RT 12/15/2026 DD 06/30/17 | 1,000,000 | 1,004,342 |
| DISCOVER CARD EXECUTION A6 A6 | 1.880% 02/15/2023 DD 08/14/17 | 845,000 | 845,077 |
| DISCOVER CARD EXECUTION N A2 A | VAR RT 12/15/2023 DD 07/30/19 | 1,500,000 | 1,501,490 |
| DISCOVERY COMMUNICATIONS LLC | 5.000% 09/20/2037 DD 09/21/17 | 275,000 | 310,801 |
| DISCOVERY COMMUNICATIONS LLC | 5.200% 09/20/2047 DD 09/21/17 | 125,000 | 145,712 |
| DLL 2019-2 LLC MA2 A2 144A | 2.270% 05/20/2022 DD 07/24/19 | 934,000 | 934,561 |
| DRIVE AUTO RECEIVABLES TR 4 A3 | 2.160% 05/15/2023 DD 09/18/19 | 370,000 | 369,760 |
| DTE ELECTRIC CO | 4.050% 05/15/2048 DD 05/07/18 | 85,000 | 98,689 |
| DUKE ENERGY CAROLINAS LLC | 3.200% 08/15/2049 DD 08/14/19 | 210,000 | 209,303 |
| DUKE ENERGY CAROLINAS LLC | 3.950% 03/15/2048 DD 03/01/18 | 218,000 | 244,777 |
| DUKE ENERGY CORP | 1.800% 09/01/2021 DD 08/12/16 | 300,000 | 299,757 |
| DUKE ENERGY CORP | 3.550% 09/15/2021 DD 08/25/11 | 358,000 | 365,765 |
| DUKE ENERGY FLORIDA LLC | 2.500% 12/01/2029 DD 11/26/19 | 435,000 | 433,847 |
| DUKE ENERGY FLORIDA LLC | 3.400% 10/01/2046 DD 09/09/16 | 148,000 | 150,808 |
| DUKE ENERGY FLORIDA LLC | 5.900% 03/01/2033 DD 02/21/03 | 125,000 | 160,051 |
| DUKE ENERGY FLORIDA LLC | 6.400% 06/15/2038 DD 06/18/08 | 88,000 | 126,985 |
| DUKE ENERGY PROGRESS LLC | 2.800% 05/15/2022 DD 05/18/12 | 250,000 | 255,305 |
| DUKE ENERGY PROGRESS LLC | 3.000% 09/15/2021 DD 09/15/11 | 110,000 | 112,020 |
| DUKE ENERGY PROGRESS LLC | 3.700% 10/15/2046 DD 09/16/16 | 20,000 | 21,415 |
| DUKE ENERGY PROGRESS LLC | 4.100% 03/15/2043 DD 03/12/13 | 95,000 | 106,444 |
| DUKE ENERGY PROGRESS LLC | 4.100% 05/15/2042 DD 05/18/12 | 35,000 | 39,617 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | | Par, Shares or Units | Market Value |
|--------------------------------|-------------------------------|----------------------|--------------|
| DUKE ENERGY PROGRESS LLC | 4.150% 12/01/2044 DD 11/20/14 | 10,000 | 11,306 |
| DUKE ENERGY PROGRESS LLC | 4.200% 08/15/2045 DD 08/13/15 | 414,000 | 471,568 |
| DUPONT DE NEMOURS INC | 3.766% 11/15/2020 DD 11/28/18 | 75,000 | 76,039 |
| EDISON INTERNATIONAL | 2.400% 09/15/2022 DD 08/22/17 | 53,000 | 52,873 |
| ENERGY TRANSFER OPERATING LP | 5.500% 06/01/2027 DD 12/01/18 | 133,000 | 149,526 |
| ENLINK MIDSTREAM PARTNERS LP | 5.450% 06/01/2047 DD 05/11/17 | 455,000 | 367,413 |
| ENTERGY ARKANSAS LLC | 3.700% 06/01/2024 DD 03/14/14 | 26,000 | 27,609 |
| ENTERGY ARKANSAS LLC | 3.750% 02/15/2021 DD 11/12/10 | 68,000 | 69,053 |
| ENTERGY GULF STATES LOUISIANA | 5.590% 10/01/2024 DD 10/02/09 | 14,000 | 16,066 |
| ENTERGY LOUISIANA LLC | 2.400% 10/01/2026 DD 10/04/16 | 2,000 | 1,974 |
| ENTERGY LOUISIANA LLC | 4.050% 09/01/2023 DD 08/23/13 | 20,000 | 21,267 |
| ENTERGY LOUISIANA LLC | 4.200% 09/01/2048 DD 08/14/18 | 128,000 | 148,165 |
| ENTERGY LOUISIANA LLC | 5.400% 11/01/2024 DD 11/16/09 | 80,000 | 91,629 |
| ENTERGY TEXAS INC | 4.000% 03/30/2029 DD 01/08/19 | 65,000 | 71,673 |
| ENTERPRISE FLEET FIN 1 A2 144A | 2.870% 10/20/2023 DD 03/21/18 | 0 | - |
| ENTERPRISE FLEET FIN 1 A2 144A | 2.980% 10/20/2024 DD 03/20/19 | 500,000 | 504,810 |
| ENTERPRISE PRODUCTS OPERATING | 2.800% 02/15/2021 DD 02/15/18 | 215,000 | 217,052 |
| ENTERPRISE PRODUCTS OPERATING | 4.250% 02/15/2048 DD 02/15/18 | 5,000 | 5,372 |
| EOG RESOURCES INC | 4.150% 01/15/2026 DD 01/14/16 | 112,000 | 123,117 |
| EQM MIDSTREAM PARTNERS LP | 6.500% 07/15/2048 DD 06/25/18 | 20,000 | 18,758 |
| EQUIFAX INC | 2.300% 06/01/2021 DD 05/12/16 | 100,000 | 100,304 |
| EXPRESS SCRIPTS HOLDING CO | 2.600% 11/30/2020 DD 11/30/17 | 242,000 | 243,358 |
| EXXON MOBIL CORP | 3.043% 03/01/2026 DD 03/03/16 | 121,000 | 126,948 |
| EXXON MOBIL CORP | 3.567% 03/06/2045 DD 03/06/15 | 31,000 | 33,290 |
| EXXON MOBIL CORP | 4.114% 03/01/2046 DD 03/03/16 | 10,000 | 11,741 |
| FIFTH THIRD AUTO TRUST 20 1 A3 | 1.800% 02/15/2022 DD 09/20/17 | 291,613 | 291,346 |
| FIFTH THIRD BANK/CINCINNATI OH | 2.875% 10/01/2021 DD 09/05/14 | 310,000 | 314,694 |
| FIRSTENERGY TRANSMISSION 144A | 5.450% 07/15/2044 DD 05/19/14 | 110,000 | 138,786 |
| FLAGSTAR MORTGAG IINV A11 144A | VAR RT 10/25/2049 DD 10/25/19 | 1,005,830 | 1,004,032 |
| FLORIDA POWER & LIGHT CO | 2.750% 06/01/2023 DD 06/05/13 | 24,000 | 24,603 |
| FLORIDA POWER & LIGHT CO | 3.150% 10/01/2049 DD 09/13/19 | 45,000 | 45,518 |
| FLORIDA POWER & LIGHT CO | 3.250% 06/01/2024 DD 05/15/14 | 31,000 | 32,474 |
| FLORIDA POWER & LIGHT CO | 3.990% 03/01/2049 DD 02/26/19 | 435,000 | 499,230 |
| FLORIDA POWER & LIGHT CO | 4.125% 02/01/2042 DD 12/13/11 | 20,000 | 22,923 |
| FLORIDA POWER & LIGHT CO | 5.250% 02/01/2041 DD 12/09/10 | 31,000 | 40,095 |
| FLORIDA POWER & LIGHT CO | 5.650% 02/01/2037 DD 01/18/06 | 7,000 | 9,331 |
| FLORIDA POWER & LIGHT CO | 5.690% 03/01/2040 DD 02/09/10 | 14,000 | 19,031 |
| FORD CREDIT AUTO LEASE T B A2A | 2.280% 02/15/2022 DD 07/30/19 | 1,623,000 | 1,627,970 |
| FORD CREDIT AUTO OWNER TR A A3 | 1.670% 06/15/2021 DD 01/25/17 | 208,269 | 208,130 |
| FORD CREDIT AUTO OWNER TR B A3 | 3.240% 04/15/2023 DD 10/23/18 | 400,000 | 407,164 |
| FORD CREDIT FLOORPLAN MAS 1 A1 | 2.070% 05/15/2022 DD 05/30/17 | 435,000 | 435,071 |
| FORD CREDIT FLOORPLAN MAS 2 A1 | 2.160% 09/15/2022 DD 10/11/17 | 1,090,000 | 1,091,215 |
| FORD CREDIT FLOORPLAN MAS 3 A1 | 2.230% 09/15/2024 DD 09/20/19 | 1,070,000 | 1,072,612 |
| FORD CREDIT FLOORPLAN MAST 4 A | 2.440% 09/15/2026 DD 09/20/19 | 1,560,000 | 1,564,067 |
| FORD MOTOR CREDIT CO LLC | 5.085% 01/07/2021 DD 01/07/19 | 1,120,000 | 1,146,788 |
| FOX CORP 144A | 4.030% 01/25/2024 DD 01/25/19 | 60,000 | 63,939 |
| GENERAL ELECTRIC CO | 5.875% 01/14/2038 DD 01/14/08 | 78,000 | 94,814 |
| GENERAL ELECTRIC CO | 6.875% 01/10/2039 DD 01/09/09 | 9,000 | 12,029 |
| GENERAL MILLS INC | VAR RT 04/16/2021 DD 04/17/18 | 1,000,000 | 1,003,228 |
| GENERAL MOTORS FINANCIAL CO IN | 2.650% 04/13/2020 DD 04/13/17 | 835,000 | 836,037 |
| GENERAL MOTORS FINANCIAL CO IN | 3.250% 01/05/2023 DD 01/05/18 | 120,000 | 122,653 |
| GENERAL MOTORS FINANCIAL CO IN | 3.700% 05/09/2023 DD 05/09/16 | 97,000 | 100,006 |
| GENERAL MOTORS FINANCIAL CO IN | 4.150% 06/19/2023 DD 06/19/18 | 125,000 | 131,311 |
| GEORGIA POWER CO | 2.000% 03/30/2020 DD 03/03/17 | 198,000 | 197,963 |
| GEORGIA-PACIFIC LLC 144A | 3.600% 03/01/2025 DD 11/06/14 | 315,000 | 332,873 |
| GILEAD SCIENCES INC | 2.950% 03/01/2027 DD 09/20/16 | 22,000 | 22,857 |
| GILEAD SCIENCES INC | 3.500% 02/01/2025 DD 11/17/14 | 45,000 | 47,766 |
| GILEAD SCIENCES INC | 3.650% 03/01/2026 DD 09/14/15 | 35,000 | 37,695 |
| GILEAD SCIENCES INC | 3.700% 04/01/2024 DD 03/07/14 | 50,000 | 53,026 |
| GILEAD SCIENCES INC | 4.750% 03/01/2046 DD 09/14/15 | 47,000 | 56,519 |
| GILEAD SCIENCES INC | 4.800% 04/01/2044 DD 03/07/14 | 282,000 | 338,902 |
| GLAXOSMITHKLINE CAPITAL PLC | 3.125% 05/14/2021 DD 05/15/18 | 1,000,000 | 1,017,293 |
| GLP CAPITAL LP / GLP FINANCING | 4.000% 01/15/2030 DD 08/29/19 | 291,000 | 297,024 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | | Par, Shares or Units | Market Value |
|--------------------------------|-------------------------------|----------------------|--------------|
| GM FINANCIAL AUTOMOBILE L 1 A3 | 2.980% 12/20/2021 DD 02/21/19 | 572,000 | 577,045 |
| GM FINANCIAL AUTOMOBILE L 2 A3 | 2.670% 03/21/2022 DD 05/08/19 | 349,000 | 351,629 |
| GM FINANCIAL CONSUM 2A A3 144A | 1.860% 12/16/2021 DD 07/20/17 | 484,890 | 484,699 |
| GM FINANCIAL CONSUMER AUT 1 A3 | 2.320% 07/18/2022 DD 01/18/18 | 443,316 | 444,487 |
| GM FINANCIAL CONSUMER AUT 1 A3 | 2.970% 11/16/2023 DD 01/16/19 | 881,000 | 893,104 |
| GM FINANCIAL CONSUMER AUT 4 A4 | 1.760% 01/16/2025 DD 10/16/19 | 270,000 | 267,326 |
| GMF FLOORPLAN OWNER 2 A1 144A | 3.130% 03/15/2023 DD 03/28/18 | 975,000 | 986,915 |
| GOLDMAN SACHS GROUP INC/THE | 2.750% 09/15/2020 DD 09/15/15 | 525,000 | 527,473 |
| GOLDMAN SACHS GROUP INC/THE | 3.000% 04/26/2022 DD 01/26/17 | 2,530,000 | 2,561,954 |
| GOLDMAN SACHS GROUP INC/THE | 3.500% 01/23/2025 DD 01/23/15 | 268,000 | 281,350 |
| GOLDMAN SACHS GROUP INC/THE | 3.500% 11/16/2026 DD 11/16/16 | 265,000 | 278,898 |
| GOLDMAN SACHS GROUP INC/THE | 3.625% 02/20/2024 DD 02/20/19 | 240,000 | 251,940 |
| GOLDMAN SACHS GROUP INC/THE | 3.750% 05/22/2025 DD 05/22/15 | 41,000 | 43,524 |
| GOLDMAN SACHS GROUP INC/THE | 3.850% 01/26/2027 DD 01/26/17 | 472,000 | 502,467 |
| GOLDMAN SACHS GROUP INC/THE | 3.850% 07/08/2024 DD 07/08/14 | 101,000 | 106,827 |
| GOLDMAN SACHS GROUP INC/THE | 4.000% 03/03/2024 DD 03/03/14 | 180,000 | 191,815 |
| GOLDMAN SACHS GROUP INC/THE | 5.250% 07/27/2021 DD 07/27/11 | 3,000 | 3,148 |
| GOLDMAN SACHS GROUP INC/THE | 5.750% 01/24/2022 DD 01/24/12 | 117,000 | 125,601 |
| GOLDMAN SACHS GROUP INC/THE | VAR RT 06/05/2028 DD 06/05/17 | 371,000 | 394,738 |
| GOLDMAN SACHS GROUP INC/THE | VAR RT 07/24/2023 DD 07/24/17 | 510,000 | 519,206 |
| GOLDMAN SACHS GROUP INC/THE | VAR RT 09/29/2025 DD 09/29/17 | 205,000 | 212,237 |
| GOLDMAN SACHS GROUP INC/THE | VAR RT 10/31/2022 DD 10/31/17 | 1,180,000 | 1,196,525 |
| GS MORTGAGE SECURI SOHO A 144A | VAR RT 06/15/2036 DD 06/17/19 | 1,185,000 | 1,185,045 |
| GS MORTGAGE SECURITIES GC5 A4 | 3.707% 08/10/2044 DD 10/01/11 | 660,000 | 669,966 |
| GS MORTGAGE SECURITIES GC6 A3 | 3.482% 01/10/2045 DD 02/01/12 | 1,393,736 | 1,418,588 |
| GS MORTGAGE SECURITIES GCJ9 A3 | 2.773% 11/10/2045 DD 11/01/12 | 196,568 | 199,069 |
| GS MORTGAGE SECURITIES GCJ9 AS | 3.124% 11/10/2045 DD 11/01/12 | 761,000 | 771,266 |
| GS MORTGAGE SECURITIES GS10 A5 | VAR RT 07/10/2051 DD 07/01/18 | 430,000 | 477,646 |
| GS MORTGAGE SECURITIES GS4 A1 | 1.731% 11/10/2049 DD 11/01/16 | 64,515 | 64,327 |
| GS MORTGAGE SECURITIES GS4 A2 | 2.905% 11/10/2049 DD 11/01/16 | 700,000 | 704,154 |
| GS MORTGAGE SECURITIES GS7 A4 | 3.430% 08/10/2050 DD 08/01/17 | 1,400,000 | 1,481,581 |
| GS MORTGAGE SECURITIES GS8 A1 | 2.222% 11/10/2050 DD 11/01/17 | 801,067 | 801,595 |
| HARLEY-DAVIDSON FINANCIAL 144A | 2.150% 02/26/2020 DD 02/26/15 | 155,000 | 155,002 |
| HCA INC | 4.125% 06/15/2029 DD 06/12/19 | 287,000 | 304,530 |
| HCA INC | 5.875% 02/01/2029 DD 01/30/19 | 40,000 | 46,250 |
| HOME DEPOT INC/THE | 2.950% 06/15/2029 DD 06/17/19 | 146,000 | 151,914 |
| HOME DEPOT INC/THE | 3.900% 12/06/2028 DD 12/06/18 | 27,000 | 30,323 |
| HOME DEPOT INC/THE | 5.875% 12/16/2036 DD 12/19/06 | 74,000 | 102,156 |
| HONDA AUTO RECEIVABLES 20 3 A4 | 1.850% 08/15/2025 DD 08/27/19 | 790,000 | 786,430 |
| HSBC HOLDINGS PLC | 3.400% 03/08/2021 DD 03/08/16 | 400,000 | 406,355 |
| HSBC HOLDINGS PLC | 5.100% 04/05/2021 DD 04/05/11 | 78,000 | 80,898 |
| HSBC HOLDINGS PLC | VAR RT 03/11/2025 DD 03/11/19 | 200,000 | 209,961 |
| HSBC HOLDINGS PLC | VAR RT 03/13/2023 DD 03/13/17 | 1,405,000 | 1,437,119 |
| HSBC HOLDINGS PLC | VAR RT 05/18/2021 DD 05/18/18 | 1,000,000 | 1,001,018 |
| HSBC USA INC | 5.000% 09/27/2020 DD 09/27/10 | 110,000 | 112,306 |
| HUNTINGTON NATIONAL BANK/THE | 3.125% 04/01/2022 DD 02/26/19 | 250,000 | 255,604 |
| HUNTINGTON NATIONAL BANK/THE | 3.250% 05/14/2021 DD 05/15/18 | 1,000,000 | 1,016,941 |
| HUNTINGTON NATIONAL BANK/THE | VAR RT 02/05/2021 DD 02/05/19 | 1,000,000 | 1,003,468 |
| HYUNDAI AUTO RECEIVABLES A A3 | 2.660% 06/15/2023 DD 04/10/19 | 660,000 | 667,089 |
| HYUNDAI AUTO RECEIVABLES B A3 | 1.290% 04/15/2021 DD 09/21/16 | 119,645 | 119,563 |
| HYUNDAI AUTO RECEIVABLES B A4 | 1.940% 02/15/2024 DD 11/06/19 | 712,000 | 712,486 |
| IBM CREDIT LLC | 3.450% 11/30/2020 DD 11/30/18 | 250,000 | 253,859 |
| ICAHN ENTERPRISES LP / IC 144A | 5.250% 05/15/2027 DD 12/12/19 | 5,000 | 5,113 |
| IHEARTCOMMUNICATIONS INC | 8.375% 05/01/2027 DD 05/01/19 | 203,226 | 224,565 |
| IMPERIAL BRANDS FINANCE P 144A | 2.950% 07/21/2020 DD 07/21/15 | 1,000,000 | 1,002,821 |
| IMPERIAL BRANDS FINANCE P 144A | 3.125% 07/26/2024 DD 07/26/19 | 1,000,000 | 1,010,005 |
| ING BANK NV 144A | 2.700% 08/17/2020 DD 08/17/15 | 281,000 | 282,251 |
| ING GROEP NV | 3.150% 03/29/2022 DD 03/29/17 | 2,000,000 | 2,044,909 |
| ING GROEP NV | 4.100% 10/02/2023 DD 10/02/18 | 230,000 | 244,559 |
| INSTALLED BUILDING PRODUC 144A | 5.750% 02/01/2028 DD 09/26/19 | 75,000 | 80,156 |
| INTEL CORP | 4.100% 05/11/2047 DD 05/11/17 | 10,000 | 11,621 |
| INTELSAT JACKSON HOLDINGS 144A | 8.500% 10/15/2024 DD 09/19/18 | 95,000 | 86,529 |
| INTERCONTINENTAL EXCHANGE INC | 2.750% 12/01/2020 DD 11/24/15 | 754,000 | 758,705 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | | Par, Shares or Units | Market Value |
|--------------------------------|-------------------------------|----------------------|--------------|
| INTERCONTINENTAL EXCHANGE INC | 3.750% 12/01/2025 DD 11/24/15 | 13,000 | 14,000 |
| INTERCONTINENTAL EXCHANGE INC | 4.000% 10/15/2023 DD 10/08/13 | 11,000 | 11,737 |
| INTERNATIONAL BUSINESS MACHINE | 1.875% 08/01/2022 DD 07/30/12 | 162,000 | 161,984 |
| INTERNATIONAL BUSINESS MACHINE | 2.800% 05/13/2021 DD 05/15/19 | 1,250,000 | 1,266,779 |
| INTERNATIONAL BUSINESS MACHINE | 2.900% 11/01/2021 DD 11/01/11 | 110,000 | 112,040 |
| INTERNATIONAL BUSINESS MACHINE | 3.300% 05/15/2026 DD 05/15/19 | 1,092,000 | 1,152,779 |
| INTERNATIONAL BUSINESS MACHINE | 7.000% 10/30/2025 DD 10/30/95 | 70,000 | 87,283 |
| INTERNATIONAL PAPER CO | 4.400% 08/15/2047 DD 08/11/16 | 11,000 | 11,782 |
| IRON MOUNTAIN INC 144A | 4.875% 09/15/2029 DD 09/09/19 | 750,000 | 761,850 |
| J.P. MORGAN MORT LTV1 A11 144A | VAR RT 06/25/2049 DD 02/25/19 | 565,815 | 565,506 |
| JELD-WEN INC 144A | 4.625% 12/15/2025 DD 12/14/17 | 845,000 | 869,927 |
| JOHN DEERE CAPITAL CORP | 2.350% 01/08/2021 DD 01/08/18 | 1,000,000 | 1,005,398 |
| JOHN DEERE CAPITAL CORP | 3.125% 09/10/2021 DD 09/10/18 | 500,000 | 511,529 |
| JOHN DEERE OWNER TRUST 20 B A3 | 1.820% 10/15/2021 DD 07/18/17 | 331,237 | 330,942 |
| JP MORGAN CHASE CO LC9 AS 144A | 3.353% 12/15/2047 DD 12/01/12 | 1,089,000 | 1,114,145 |
| JP MORGAN CHASE COMME LC11 ASB | 2.554% 04/15/2046 DD 05/01/13 | 916,966 | 922,380 |
| JP MORGAN CHASE COMMERC C5 A3 | 4.171% 08/15/2046 DD 09/01/11 | 219,573 | 224,229 |
| JP MORGAN CHASE COMMERC C6 A3 | 3.507% 05/15/2045 DD 04/01/12 | 1,106,155 | 1,136,812 |
| JP MORGAN CHASE COMMERC C6 AS | 4.117% 05/15/2045 DD 04/01/12 | 457,000 | 472,808 |
| JP MORGAN MORTGA INV3 A11 144A | VAR RT 05/25/2050 DD 12/25/19 | 695,000 | 693,547 |
| JP MORGAN MORTGA LTV3 A11 144A | VAR RT 03/25/2050 DD 10/25/19 | 1,067,936 | 1,061,346 |
| JP MORGAN MORTGAGE 1 A11 144A | VAR RT 05/25/2049 DD 01/25/19 | 762,718 | 762,013 |
| JP MORGAN MORTGAGE 3 1A6 144A | VAR RT 08/25/2047 DD 08/01/17 | 255,004 | 256,827 |
| JP MORGAN MORTGAGE 7 A11 144A | VAR RT 02/25/2050 DD 09/25/19 | 419,971 | 418,682 |
| JP MORGAN MORTGAGE 8 A11 144A | VAR RT 03/25/2050 DD 10/25/19 | 1,218,866 | 1,215,598 |
| JPMBB COMMERCIAL MORTG C22 ASB | 3.504% 09/15/2047 DD 08/01/14 | 424,583 | 435,871 |
| JPMDB COMMERCIAL MORTGAG C7 A5 | 3.409% 10/15/2050 DD 10/01/17 | 600,000 | 633,498 |
| JPMORGAN CHASE & CO | 2.550% 03/01/2021 DD 03/01/16 | 217,000 | 218,678 |
| JPMORGAN CHASE & CO | 2.700% 05/18/2023 DD 05/18/16 | 300,000 | 305,459 |
| JPMORGAN CHASE & CO | 2.750% 06/23/2020 DD 06/23/15 | 1,000,000 | 1,002,881 |
| JPMORGAN CHASE & CO | 3.200% 01/25/2023 DD 01/25/13 | 995,000 | 1,026,884 |
| JPMORGAN CHASE & CO | 3.200% 06/15/2026 DD 06/07/16 | 115,000 | 120,155 |
| JPMORGAN CHASE & CO | 3.250% 09/23/2022 DD 09/24/12 | 600,000 | 620,788 |
| JPMORGAN CHASE & CO | 3.875% 02/01/2024 DD 01/28/14 | 20,000 | 21,348 |
| JPMORGAN CHASE & CO | 4.250% 10/15/2020 DD 10/21/10 | 4,000 | 4,071 |
| JPMORGAN CHASE & CO | 4.350% 08/15/2021 DD 08/10/11 | 1,000,000 | 1,038,521 |
| JPMORGAN CHASE & CO | 4.625% 05/10/2021 DD 05/10/11 | 5,000 | 5,175 |
| JPMORGAN CHASE & CO | VAR RT 01/23/2029 DD 01/23/18 | 773,000 | 821,633 |
| JPMORGAN CHASE & CO | VAR RT 02/01/2028 DD 02/01/17 | 835,000 | 900,451 |
| JPMORGAN CHASE & CO | VAR RT 04/01/2023 DD 03/22/19 | 1,412,000 | 1,445,672 |
| JPMORGAN CHASE & CO | VAR RT 04/23/2024 DD 04/23/18 | 190,000 | 197,997 |
| JPMORGAN CHASE & CO | VAR RT 04/23/2029 DD 04/23/18 | 10,000 | 10,984 |
| JPMORGAN CHASE & CO | VAR RT 04/25/2023 DD 04/25/17 | 285,000 | 289,500 |
| JPMORGAN CHASE & CO | VAR RT 05/01/2028 DD 04/25/17 | 1,284,000 | 1,364,281 |
| JPMORGAN CHASE & CO | VAR RT 05/06/2030 DD 05/06/19 | 110,000 | 118,512 |
| JPMORGAN CHASE & CO | VAR RT 06/18/2022 DD 06/18/18 | 700,000 | 702,692 |
| JPMORGAN CHASE & CO | VAR RT 07/23/2029 DD 07/23/18 | 343,000 | 382,887 |
| JPMORGAN CHASE & CO | VAR RT 10/15/2025 DD 09/12/19 | 30,000 | 29,966 |
| JPMORGAN CHASE & CO | VAR RT 10/15/2030 DD 09/12/19 | 200,000 | 200,029 |
| JPMORGAN CHASE & CO | VAR RT 12/05/2024 DD 12/05/18 | 685,000 | 730,533 |
| JPMORGAN CHASE & CO | VAR RT 12/05/2029 DD 12/05/18 | 41,000 | 46,662 |
| KEYBANK NA/CLEVELAND OH | 2.250% 03/16/2020 DD 02/12/15 | 303,000 | 303,178 |
| KEYBANK NA/CLEVELAND OH | 2.300% 09/14/2022 DD 09/14/17 | 260,000 | 262,887 |
| KEYBANK NA/CLEVELAND OH | 3.300% 02/01/2022 DD 02/01/19 | 530,000 | 544,487 |
| KEYBANK NA/CLEVELAND OH | 3.350% 06/15/2021 DD 06/13/18 | 250,000 | 255,403 |
| KEYCORP | 2.900% 09/15/2020 DD 09/15/15 | 150,000 | 150,999 |
| KEYCORP | 4.100% 04/30/2028 DD 04/30/18 | 5,000 | 5,484 |
| KEYCORP | 4.150% 10/29/2025 DD 10/29/18 | 54,000 | 59,222 |
| KLA CORP | 4.100% 03/15/2029 DD 03/20/19 | 252,000 | 276,105 |
| KLA CORP | 5.000% 03/15/2049 DD 03/20/19 | 96,000 | 118,091 |
| KUBOTA CREDIT OWNER 1A A3 144A | 3.100% 08/15/2022 DD 05/02/18 | 1,273,000 | 1,287,846 |
| L3HARRIS TECHNOLOGIES INC 144A | 3.850% 06/15/2023 DD 06/15/19 | 1,015,000 | 1,068,637 |
| L3HARRIS TECHNOLOGIES INC 144A | 4.400% 06/15/2028 DD 06/15/19 | 85,000 | 94,767 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | | Par, Shares or Units | Market Value |
|--------------------------------|-------------------------------|----------------------|--------------|
| LAM RESEARCH CORP | 3.750% 03/15/2026 DD 03/04/19 | 214,000 | 229,439 |
| LAM RESEARCH CORP | 4.875% 03/15/2049 DD 03/04/19 | 136,000 | 170,313 |
| LEVEL 3 FINANCING INC 144A | 4.625% 09/15/2027 DD 09/25/19 | 380,000 | 389,044 |
| LLOYDS BANK PLC | VAR RT 05/07/2021 DD 05/08/18 | 1,000,000 | 1,003,255 |
| LLOYDS BANKING GROUP PLC | 3.900% 03/12/2024 DD 03/12/19 | 200,000 | 211,205 |
| LLOYDS BANKING GROUP PLC | 4.050% 08/16/2023 DD 08/16/18 | 345,000 | 365,828 |
| LOCKHEED MARTIN CORP | 4.070% 12/15/2042 DD 12/14/12 | 209,000 | 238,675 |
| LOCKHEED MARTIN CORP | 4.500% 05/15/2036 DD 11/23/15 | 19,000 | 22,536 |
| LOEWS CORP | 3.750% 04/01/2026 DD 03/22/16 | 70,000 | 75,199 |
| LOWE'S COS INC | 2.500% 04/15/2026 DD 04/20/16 | 32,000 | 32,216 |
| LOWE'S COS INC | 3.700% 04/15/2046 DD 04/20/16 | 88,000 | 89,770 |
| LOWE'S COS INC | 4.050% 05/03/2047 DD 05/03/17 | 176,000 | 190,140 |
| MANUFACTURERS & TRADERS TRUST | 2.100% 02/06/2020 DD 02/06/15 | 600,000 | 600,004 |
| MARSH & MCLENNAN COS INC | 2.750% 01/30/2022 DD 01/12/17 | 601,000 | 610,634 |
| MARSH & MCLENNAN COS INC | 4.350% 01/30/2047 DD 01/12/17 | 128,000 | 147,464 |
| MARSH & MCLENNAN COS INC | 4.375% 03/15/2029 DD 01/15/19 | 27,000 | 30,784 |
| MASTERCARD INC | 2.950% 06/01/2029 DD 05/31/19 | 385,000 | 401,788 |
| MASTERCARD INC | 2.950% 11/21/2026 DD 11/21/16 | 10,000 | 10,404 |
| MASTERCARD INC | 3.650% 06/01/2049 DD 05/31/19 | 90,000 | 99,979 |
| MATTEL INC 144A | 5.875% 12/15/2027 DD 11/20/19 | 60,000 | 63,225 |
| MCDONALD'S CORP | 3.625% 05/01/2043 DD 05/06/13 | 203,000 | 202,276 |
| MCDONALD'S CORP | 3.625% 09/01/2049 DD 08/12/19 | 92,000 | 93,584 |
| MCDONALD'S CORP | 4.450% 03/01/2047 DD 03/09/17 | 217,000 | 246,745 |
| MERCEDES-BENZ AUTO LEASE A A3 | 2.410% 02/16/2021 DD 01/24/18 | 467,998 | 468,277 |
| MERCEDES-BENZ AUTO LEASE A A3 | 3.100% 11/15/2021 DD 01/30/19 | 590,000 | 595,335 |
| MERCEDES-BENZ AUTO LEASE B A3 | 2.000% 10/17/2022 DD 11/20/19 | 549,000 | 549,129 |
| MERCEDES-BENZ MASTER BA A 144A | 2.610% 05/15/2024 DD 05/22/19 | 550,000 | 557,113 |
| MERCK & CO INC | 3.700% 02/10/2045 DD 02/10/15 | 15,000 | 16,594 |
| METHANEX CORP | 5.250% 12/15/2029 DD 09/12/19 | 80,000 | 82,670 |
| METLIFE INC | 3.600% 04/10/2024 DD 04/10/14 | 66,000 | 70,328 |
| METROPOLITAN LIFE GLOBAL 144A | 2.050% 06/12/2020 DD 06/14/17 | 1,000,000 | 1,000,588 |
| MICROSOFT CORP | 2.400% 08/08/2026 DD 08/08/16 | 55,000 | 55,651 |
| MICROSOFT CORP | 3.300% 02/06/2027 DD 02/06/17 | 149,000 | 159,267 |
| MICROSOFT CORP | 3.500% 02/12/2035 DD 02/12/15 | 190,000 | 209,356 |
| MICROSOFT CORP | 3.700% 08/08/2046 DD 08/08/16 | 198,000 | 223,889 |
| MICROSOFT CORP | 3.750% 05/01/2043 DD 05/02/13 | 8,000 | 8,991 |
| MICROSOFT CORP | 4.450% 11/03/2045 DD 11/03/15 | 42,000 | 52,592 |
| MIDAMERICAN ENERGY CO | 3.100% 05/01/2027 DD 02/01/17 | 191,000 | 199,185 |
| MINERAL RESOURCES LTD 144A | 8.125% 05/01/2027 DD 04/23/19 | 80,000 | 87,800 |
| MITSUBISHI UFJ FINANCIAL GROUP | 2.623% 07/18/2022 DD 07/18/19 | 550,000 | 557,520 |
| MITSUBISHI UFJ FINANCIAL GROUP | 2.950% 03/01/2021 DD 03/01/16 | 1,109,000 | 1,121,160 |
| MITSUBISHI UFJ FINANCIAL GROUP | 3.218% 03/07/2022 DD 03/07/19 | 1,250,000 | 1,280,820 |
| MITSUBISHI UFJ FINANCIAL GROUP | 3.535% 07/26/2021 DD 07/26/18 | 1,230,000 | 1,258,944 |
| MIZUHO BANK LTD 144A | 2.400% 03/26/2020 DD 03/26/15 | 1,000,000 | 1,001,119 |
| MIZUHO FINANCIAL GROUP INC | VAR RT 07/16/2025 DD 07/16/19 | 880,000 | 891,162 |
| MIZUHO FINANCIAL GROUP INC | VAR RT 09/13/2021 DD 09/13/16 | 1,000,000 | 1,011,959 |
| MORGAN STANLEY | 2.625% 11/17/2021 DD 11/17/16 | 1,032,000 | 1,044,371 |
| MORGAN STANLEY | 2.650% 01/27/2020 DD 01/27/15 | 1,000,000 | 1,000,328 |
| MORGAN STANLEY | 2.750% 05/19/2022 DD 05/19/17 | 250,000 | 254,617 |
| MORGAN STANLEY | 2.800% 06/16/2020 DD 06/16/15 | 1,481,000 | 1,487,156 |
| MORGAN STANLEY | 3.125% 01/23/2023 DD 01/23/18 | 360,000 | 370,111 |
| MORGAN STANLEY | 3.125% 07/27/2026 DD 07/25/16 | 243,000 | 250,907 |
| MORGAN STANLEY | 3.625% 01/20/2027 DD 01/20/17 | 588,000 | 626,111 |
| MORGAN STANLEY | 3.700% 10/23/2024 DD 10/23/14 | 552,000 | 586,392 |
| MORGAN STANLEY | 3.875% 01/27/2026 DD 01/27/16 | 114,000 | 122,447 |
| MORGAN STANLEY | 3.875% 04/29/2024 DD 04/28/14 | 30,000 | 31,892 |
| MORGAN STANLEY | 4.000% 07/23/2025 DD 07/23/15 | 40,000 | 43,283 |
| MORGAN STANLEY | VAR RT 01/24/2029 DD 01/23/18 | 500,000 | 538,226 |
| MORGAN STANLEY | VAR RT 06/10/2022 DD 06/10/19 | 2,000,000 | 2,011,473 |
| MORGAN STANLEY | VAR RT 07/22/2025 DD 07/23/19 | 4,000 | 4,051 |
| MORGAN STANLEY | VAR RT 07/22/2028 DD 07/24/17 | 191,000 | 203,093 |
| MORGAN STANLEY BANK OF C10 ASB | VAR RT 07/15/2046 DD 07/01/13 | 351,694 | 360,408 |
| MORGAN STANLEY BANK OF C15 A4 | 4.051% 04/15/2047 DD 04/01/14 | 262,000 | 278,723 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | | Par, Shares or Units | Market Value |
|--------------------------------|-------------------------------|----------------------|--------------|
| MORGAN STANLEY BANK OF C32 A1 | 1.968% 12/15/2049 DD 12/01/16 | 206,150 | 205,484 |
| MORGAN STANLEY CAP MEAD A 144A | 3.170% 11/10/2036 DD 11/01/19 | 685,000 | 701,563 |
| MORGAN STANLEY CAPI CPT A 144A | 3.350% 07/13/2029 DD 07/01/14 | 3,481,000 | 3,531,645 |
| MORGAN STANLEY CAPIT MP A 144A | 3.469% 08/11/2033 DD 11/01/14 | 1,895,000 | 1,930,317 |
| MORGAN STANLEY CAPITAL I H3 A5 | 4.177% 07/15/2051 DD 07/01/18 | 770,000 | 855,874 |
| MORGAN STANLEY CAPITAL I H6 A3 | 3.158% 06/15/2052 DD 06/01/19 | 800,000 | 832,371 |
| MORGAN STANLEY CAPITAL I H7 A1 | 2.327% 07/15/2052 DD 07/01/19 | 558,265 | 559,535 |
| MORGAN STANLEY CAPITAL I L1 A4 | VAR RT 10/15/2051 DD 10/01/18 | 1,530,000 | 1,727,932 |
| NATIONAL AUSTRALIA BANK LTD/NE | 2.125% 05/22/2020 DD 05/22/17 | 375,000 | 375,328 |
| NATIONAL AUSTRALIA BANK LTD/NE | 3.700% 11/04/2021 DD 12/04/18 | 350,000 | 361,133 |
| NATIONAL BANK OF CANADA 144A | 2.150% 10/07/2022 DD 10/09/19 | 500,000 | 499,891 |
| NAVIENT PRIVATE ED AA A2A 144A | 2.740% 02/15/2029 DD 10/23/14 | 254,105 | 255,241 |
| NAVIENT PRIVATE ED DA A2A 144A | 4.000% 12/15/2059 DD 10/25/18 | 1,085,000 | 1,120,151 |
| NAVIENT PRIVATE EDU CA A2 144A | 3.130% 02/15/2068 DD 05/16/19 | 440,000 | 442,222 |
| NAVIENT PRIVATE EDU CA A2 144A | 3.520% 06/16/2042 DD 07/26/18 | 1,565,000 | 1,590,052 |
| NAVIENT PRIVATE EDU CTA A 144A | VAR RT 09/16/2024 DD 07/24/14 | 10,468 | 10,467 |
| NBCUNIVERSAL MEDIA LLC | 5.950% 04/01/2041 DD 04/01/11 | 163,000 | 224,291 |
| NEW YORK LIFE GLOBAL FUND 144A | 2.950% 01/28/2021 DD 02/01/19 | 858,000 | 870,008 |
| NISSAN AUTO LEASE TRUST B A2A | 2.270% 10/15/2021 DD 07/24/19 | 330,000 | 330,604 |
| NISSAN AUTO RECEIVABLES 2 A A3 | 2.900% 10/16/2023 DD 02/13/19 | 460,000 | 467,181 |
| NISSAN AUTO RECEIVABLES 2 B A3 | 1.320% 01/15/2021 DD 04/27/16 | 11,815 | 11,811 |
| NORFOLK SOUTHERN CORP | 2.900% 06/15/2026 DD 06/03/16 | 230,000 | 237,192 |
| NORTHERN NATURAL GAS CO 144A | 4.300% 01/15/2049 DD 07/17/18 | 360,000 | 406,081 |
| NORTHERN STATES POWER CO/MN | 2.900% 03/01/2050 DD 09/10/19 | 391,000 | 373,546 |
| NORTHROP GRUMMAN CORP | 2.080% 10/15/2020 DD 10/13/17 | 1,000,000 | 1,001,106 |
| NORTHWEST PIPELINE LLC | 4.000% 04/01/2027 DD 10/01/17 | 525,000 | 559,107 |
| NSTAR ELECTRIC CO | 3.200% 05/15/2027 DD 05/15/17 | 120,000 | 125,851 |
| NVENT FINANCE SARL | 4.550% 04/15/2028 DD 10/15/18 | 4,000 | 4,152 |
| NVIDIA CORP | 3.200% 09/16/2026 DD 09/16/16 | 570,000 | 598,590 |
| NXP BV / NXP FUNDING LLC 144A | 4.300% 06/18/2029 DD 06/18/19 | 79,000 | 85,429 |
| OCCIDENTAL PETROLEUM CORP | 3.125% 02/15/2022 DD 08/18/11 | 268,000 | 272,737 |
| OCCIDENTAL PETROLEUM CORP | VAR RT 02/08/2021 DD 08/08/19 | 435,000 | 437,776 |
| OCCIDENTAL PETROLEUM CORP | VAR RT 08/15/2022 DD 08/08/19 | 490,000 | 492,618 |
| OHIO POWER CO | 6.600% 02/15/2033 DD 08/15/03 | 50,000 | 67,837 |
| ONCOR ELECTRIC DELIVERY CO LLC | 3.700% 11/15/2028 DD 11/15/18 | 465,000 | 509,025 |
| ONCOR ELECTRIC DELIVERY CO LLC | 3.800% 09/30/2047 DD 03/30/18 | 160,000 | 176,625 |
| ONCOR ELECTRIC DELIVERY CO LLC | 5.750% 03/15/2029 DD 11/30/18 | 30,000 | 37,046 |
| ONCOR ELECTRIC DELIVERY CO LLC | 7.000% 05/01/2032 DD 11/01/02 | 47,000 | 66,109 |
| ORACLE CORP | 3.800% 11/15/2037 DD 11/09/17 | 308,000 | 336,631 |
| ORACLE CORP | 3.900% 05/15/2035 DD 05/05/15 | 68,000 | 75,845 |
| ORACLE CORP | 4.000% 07/15/2046 DD 07/07/16 | 163,000 | 181,446 |
| ORACLE CORP | 4.125% 05/15/2045 DD 05/05/15 | 8,000 | 9,040 |
| ORACLE CORP | 5.375% 07/15/2040 DD 07/15/11 | 55,000 | 71,491 |
| ORIX CORP | 2.900% 07/18/2022 DD 07/18/17 | 796,000 | 811,528 |
| ORIX CORP | 4.050% 01/16/2024 DD 01/16/19 | 51,000 | 54,284 |
| OUTFRONT MEDIA CAPITAL LL 144A | 5.000% 08/15/2027 DD 06/14/19 | 20,000 | 20,950 |
| PARKER-HANNIFIN CORP | 2.700% 06/14/2024 DD 06/14/19 | 441,000 | 450,548 |
| PARKER-HANNIFIN CORP | 3.250% 06/14/2029 DD 06/14/19 | 25,000 | 26,119 |
| PAYPAL HOLDINGS INC | 2.850% 10/01/2029 DD 09/26/19 | 20,000 | 20,186 |
| PEPSICO INC | 2.625% 07/29/2029 DD 07/29/19 | 33,000 | 33,682 |
| PETROBRAS GLOBAL FINANCE BV | 6.900% 03/19/2049 DD 03/19/19 | 160,000 | 187,680 |
| PETROLEOS MEXICANOS | 6.375% 01/23/2045 DD 07/23/14 | 300,000 | 289,038 |
| PFIZER INC | 4.125% 12/15/2046 DD 11/21/16 | 42,000 | 48,838 |
| PFIZER INC | 4.400% 05/15/2044 DD 05/15/14 | 14,000 | 16,720 |
| PFIZER INC | 7.200% 03/15/2039 DD 03/24/09 | 49,000 | 77,083 |
| PFS FINANCING CORP B A 144A | 2.890% 02/15/2023 DD 02/15/18 | 290,000 | 292,241 |
| PFS FINANCING CORP F A 144A | 3.520% 10/15/2023 DD 10/19/18 | 790,000 | 806,267 |
| PHILIP MORRIS INTERNATIONAL IN | 2.500% 08/22/2022 DD 08/21/12 | 22,000 | 22,283 |
| PHILIP MORRIS INTERNATIONAL IN | 2.625% 02/18/2022 DD 02/21/17 | 358,000 | 362,466 |
| PHILIP MORRIS INTERNATIONAL IN | 2.875% 05/01/2024 DD 05/01/19 | 970,000 | 998,501 |
| PHILLIPS 66 | VAR RT 02/26/2021 DD 03/01/18 | 1,043,000 | 1,043,062 |
| PHILLIPS 66 144A | VAR RT 04/15/2020 DD 04/21/17 | 365,000 | 365,151 |
| PNC BANK NA | 2.450% 11/05/2020 DD 11/03/15 | 1,000,000 | 1,004,704 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | | Par, Shares or Units | Market Value |
|--------------------------------|-------------------------------|----------------------|--------------|
| POLARIS INTERMEDIATE CORP 144A | 8.500% 12/01/2022 DD 11/21/17 | 375,000 | 349,219 |
| PRESIDENT & FELLOWS OF HARVARD | 3.300% 07/15/2056 DD 10/13/16 | 210,000 | 217,293 |
| PRINCIPAL LIFE GLOBAL FUN 144A | 2.150% 01/10/2020 DD 01/10/17 | 585,000 | 584,983 |
| PROTECTIVE LIFE GLOBAL FU 144A | 2.161% 09/25/2020 DD 09/27/17 | 1,000,000 | 1,001,477 |
| PUBLIC SERVICE ELECTRIC & GAS | 3.200% 08/01/2049 DD 08/12/19 | 45,000 | 45,475 |
| PUBLIC SERVICE ELECTRIC & GAS | 3.600% 12/01/2047 DD 12/06/17 | 20,000 | 21,686 |
| PUBLIC SERVICE ELECTRIC & GAS | 3.650% 09/01/2028 DD 09/07/18 | 242,000 | 263,971 |
| PUBLIC SERVICE ELECTRIC & GAS | 3.650% 09/01/2042 DD 09/13/12 | 11,000 | 11,758 |
| PUBLIC SERVICE ELECTRIC & GAS | 4.050% 05/01/2048 DD 05/04/18 | 56,000 | 64,425 |
| QUALCOMM INC | 4.300% 05/20/2047 DD 05/26/17 | 52,000 | 59,658 |
| QUALCOMM INC | 4.650% 05/20/2035 DD 05/20/15 | 4,000 | 4,755 |
| QUALCOMM INC | 4.800% 05/20/2045 DD 05/20/15 | 104,000 | 127,430 |
| RAYTHEON CO | 4.200% 12/15/2044 DD 12/02/14 | 140,000 | 163,121 |
| RAYTHEON CO | 7.000% 11/01/2028 DD 11/05/98 | 27,000 | 35,765 |
| RAYTHEON CO | 7.200% 08/15/2027 DD 08/12/97 | 113,000 | 148,379 |
| REALTY INCOME CORP | 3.000% 01/15/2027 DD 10/12/16 | 170,000 | 174,951 |
| ROYAL BANK OF CANADA | 2.300% 03/22/2021 DD 03/22/16 | 1,200,000 | 1,206,591 |
| ROYAL BANK OF CANADA | 2.550% 07/16/2024 DD 07/16/19 | 1,244,000 | 1,263,144 |
| ROYAL BANK OF CANADA | 3.700% 10/05/2023 DD 10/05/18 | 110,000 | 116,295 |
| RYDER SYSTEM INC | 3.500% 06/01/2021 DD 08/06/18 | 205,000 | 209,192 |
| SANTANDER DRIVE AUTO RECE 5 A3 | 3.190% 03/15/2022 DD 10/24/18 | 394,434 | 394,742 |
| SANTANDER HOLDINGS USA INC | 3.500% 06/07/2024 DD 06/07/19 | 1,000,000 | 1,028,879 |
| SANTANDER HOLDINGS USA INC | 4.450% 12/03/2021 DD 12/05/18 | 1,000,000 | 1,039,530 |
| SANTANDER RETAIL AU B A2A 144A | 2.290% 04/20/2022 DD 07/24/19 | 1,000,000 | 1,002,435 |
| SANTANDER RETAIL AUT A A3 144A | 2.220% 01/20/2021 DD 11/22/17 | 399,159 | 399,231 |
| SANTANDER RETAIL AUT A A3 144A | 2.930% 05/20/2021 DD 03/21/18 | 811,093 | 813,320 |
| SCHLUMBERGER INVESTMENT S 144A | 3.300% 09/14/2021 DD 09/14/11 | 1,000,000 | 1,022,206 |
| SECURITIZED TERM AU 2A A3 144A | 2.040% 04/26/2021 DD 10/04/17 | 216,754 | 216,725 |
| SEMPRA ENERGY | 2.400% 02/01/2020 DD 01/12/18 | 1,000,000 | 1,000,068 |
| SEMPRA ENERGY | VAR RT 01/15/2021 DD 01/12/18 | 465,000 | 465,078 |
| SERVICE PROPERTIES TRUST | 4.750% 10/01/2026 DD 09/18/19 | 190,000 | 194,916 |
| SHELL INTERNATIONAL FINANCE BV | 2.500% 09/12/2026 DD 09/12/16 | 50,000 | 50,837 |
| SHELL INTERNATIONAL FINANCE BV | 3.250% 05/11/2025 DD 05/11/15 | 933,000 | 988,956 |
| SHELL INTERNATIONAL FINANCE BV | 3.400% 08/12/2023 DD 08/12/13 | 20,000 | 20,974 |
| SHELL INTERNATIONAL FINANCE BV | 3.625% 08/21/2042 DD 08/21/12 | 4,000 | 4,279 |
| SHELL INTERNATIONAL FINANCE BV | 4.125% 05/11/2035 DD 05/11/15 | 296,000 | 346,351 |
| SHELL INTERNATIONAL FINANCE BV | 4.550% 08/12/2043 DD 08/12/13 | 7,000 | 8,537 |
| SHELL INTERNATIONAL FINANCE BV | 6.375% 12/15/2038 DD 12/11/08 | 22,000 | 32,111 |
| SHERWIN-WILLIAMS CO/THE | 4.000% 12/15/2042 DD 12/07/12 | 90,000 | 92,850 |
| SHERWIN-WILLIAMS CO/THE | 4.500% 06/01/2047 DD 05/16/17 | 30,000 | 34,100 |
| SKANDINAVISKA ENSKILDA BA 144A | 2.200% 12/12/2022 DD 12/12/19 | 665,000 | 666,277 |
| SKY LTD 144A | 3.750% 09/16/2024 DD 09/16/14 | 220,000 | 235,671 |
| SLM PRIVATE CREDIT STUDEN A A3 | VAR RT 06/15/2023 DD 04/28/05 | 156,244 | 155,867 |
| SLM STUDENT LOAN TR 11 A6 144A | VAR RT 12/15/2025 DD 10/30/03 | 553,998 | 551,540 |
| SMB PRIVATE EDUCATI A A2A 144A | 3.050% 05/15/2026 DD 08/07/14 | 210,471 | 211,501 |
| SMB PRIVATE EDUCATI A A2A 144A | 3.500% 02/15/2036 DD 03/21/18 | 1,500,000 | 1,554,834 |
| SMB PRIVATE EDUCATI B A2A 144A | 2.820% 10/15/2035 DD 11/08/17 | 576,906 | 578,102 |
| SMB PRIVATE EDUCATI B A2A 144A | 2.980% 07/15/2027 DD 07/30/15 | 61,117 | 61,416 |
| SMB PRIVATE EDUCATI B A2B 144A | VAR RT 01/15/2037 DD 06/20/18 | 490,000 | 486,273 |
| SMB PRIVATE EDUCATI B A2B 144A | VAR RT 10/15/2035 DD 11/08/17 | 1,047,307 | 1,043,370 |
| SMB PRIVATE EDUCATIO A A1 144A | VAR RT 03/16/2026 DD 03/21/18 | 326,236 | 325,957 |
| SOFI PROFESSIONAL B A2FX 144A | 3.090% 08/17/2048 DD 03/29/19 | 370,000 | 376,468 |
| SOFI PROFESSIONAL LO A A1 144A | VAR RT 02/25/2042 DD 01/24/18 | 183,928 | 183,254 |
| SOFI PROFESSIONAL LO A A1 144A | VAR RT 03/26/2040 DD 02/09/17 | 187,434 | 187,711 |
| SOUTHWEST AIRLINES CO | 2.750% 11/16/2022 DD 11/16/17 | 135,000 | 136,978 |
| STAPLES INC 144A | 7.500% 04/15/2026 DD 04/16/19 | 100,000 | 103,750 |
| SUMITOMO MITSUI FINANCIAL GROU | 2.784% 07/12/2022 DD 07/12/17 | 290,000 | 295,019 |
| SUMITOMO MITSUI FINANCIAL GROU | 3.040% 07/16/2029 DD 07/16/19 | 200,000 | 204,095 |
| SUMITOMO MITSUI FINANCIAL GROU | 3.102% 01/17/2023 DD 01/17/18 | 35,000 | 35,900 |
| SUMITOMO MITSUI FINANCIAL GROU | 3.446% 01/11/2027 DD 01/12/17 | 78,000 | 81,687 |
| SUNCOR ENERGY INC | 9.250% 10/15/2021 DD 10/15/91 | 50,000 | 56,161 |
| SVENSKA HANDELSBANKEN AB | 3.350% 05/24/2021 DD 05/24/18 | 1,250,000 | 1,274,670 |
| TAMPA ELECTRIC CO | 2.600% 09/15/2022 DD 09/28/12 | 100,000 | 101,478 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | | Par, Shares or Units | Market Value |
|--------------------------------|-------------------------------|----------------------|--------------|
| TAMPA ELECTRIC CO | 4.450% 06/15/2049 DD 10/04/18 | 169,000 | 200,397 |
| TARGA RESOURCES PARTNERS 144A | 5.500% 03/01/2030 DD 11/27/19 | 185,000 | 190,087 |
| TCI COMMUNICATIONS INC | 7.125% 02/15/2028 DD 02/24/98 | 95,000 | 126,045 |
| TCI COMMUNICATIONS INC | 7.875% 02/15/2026 DD 02/14/96 | 80,000 | 104,186 |
| TD AMERITRADE HOLDING CORP | VAR RT 11/01/2021 DD 11/01/18 | 1,250,000 | 1,253,085 |
| TEACHERS INSURANCE & ANNU 144A | 4.900% 09/15/2044 DD 09/18/14 | 170,000 | 208,828 |
| TENCENT HOLDINGS LTD 144A | 2.985% 01/19/2023 DD 01/19/18 | 454,000 | 461,004 |
| TENCENT HOLDINGS LTD 144A | 3.595% 01/19/2028 DD 01/19/18 | 200,000 | 209,076 |
| TEVA PHARMACEUTICAL FINAN 144A | 7.125% 01/31/2025 DD 11/25/19 | 210,000 | 215,712 |
| TEXAS INSTRUMENTS INC | 2.250% 09/04/2029 DD 09/04/19 | 194,000 | 191,557 |
| TEXTRON INC | 3.900% 09/17/2029 DD 05/07/19 | 280,000 | 299,193 |
| T-MOBILE USA INC | 4.500% 02/01/2026 DD 01/25/18 | 1,160,000 | 1,189,000 |
| TOTAL CAPITAL INTERNATIONAL SA | 3.700% 01/15/2024 DD 08/12/13 | 359,000 | 381,748 |
| TOTAL CAPITAL INTERNATIONAL SA | 3.750% 04/10/2024 DD 01/15/14 | 142,000 | 152,098 |
| TOYOTA AUTO RECEIVABLES 2 A A4 | 3.000% 05/15/2024 DD 02/13/19 | 170,000 | 174,675 |
| TOYOTA AUTO RECEIVABLES 2 B A3 | 2.960% 09/15/2022 DD 05/16/18 | 636,000 | 642,244 |
| TOYOTA MOTOR CREDIT CORP | 3.200% 01/11/2027 DD 01/09/17 | 147,000 | 155,538 |
| TOYOTA MOTOR CREDIT CORP | 3.400% 04/14/2025 DD 04/13/18 | 71,000 | 75,668 |
| TOYOTA MOTOR CREDIT CORP | 3.450% 09/20/2023 DD 09/20/18 | 45,000 | 47,358 |
| TRANSCANADA PIPELINES LTD | 2.500% 08/01/2022 DD 08/02/12 | 236,000 | 238,525 |
| TRANSCANADA PIPELINES LTD | 4.250% 05/15/2028 DD 05/07/18 | 139,000 | 154,401 |
| TRANSCANADA PIPELINES LTD | 4.625% 03/01/2034 DD 02/28/14 | 12,000 | 13,688 |
| TRANSCANADA PIPELINES LTD | 4.875% 01/15/2026 DD 01/27/16 | 310,000 | 347,091 |
| TRANSCANADA PIPELINES LTD | 5.100% 03/15/2049 DD 10/12/18 | 2,000 | 2,441 |
| TRANSCANADA PIPELINES LTD | 5.850% 03/15/2036 DD 03/20/06 | 52,000 | 64,314 |
| TRANSCANADA PIPELINES LTD | 6.100% 06/01/2040 DD 06/01/10 | 104,000 | 137,693 |
| TRINITY ACQUISITION PLC | 4.400% 03/15/2026 DD 03/22/16 | 140,000 | 152,233 |
| TRUIST BANK | VAR RT 08/02/2022 DD 07/26/18 | 906,000 | 926,639 |
| TRUIST BANK | VAR RT 08/02/2024 DD 07/26/18 | 30,000 | 31,495 |
| TRUIST BANK | VAR RT 10/26/2021 DD 10/26/18 | 565,000 | 571,653 |
| TYCO ELECTRONICS GROUP SA | 3.125% 08/15/2027 DD 08/03/17 | 2,000 | 2,060 |
| TYSON FOODS INC | 3.550% 06/02/2027 DD 06/02/17 | 27,000 | 28,709 |
| TYSON FOODS INC | 4.550% 06/02/2047 DD 06/02/17 | 118,000 | 135,102 |
| TYSON FOODS INC | VAR RT 06/02/2020 DD 06/02/17 | 275,000 | 275,365 |
| UBS AG/LONDON 144A | 2.450% 12/01/2020 DD 11/30/17 | 500,000 | 501,707 |
| UBS AG/STAMFORD CT | 2.350% 03/26/2020 DD 03/26/15 | 250,000 | 250,275 |
| UBS AG/STAMFORD CT | 4.875% 08/04/2020 DD 08/04/10 | 390,000 | 396,630 |
| UBS GROUP AG 144A | VAR RT 08/15/2023 DD 08/15/17 | 1,630,000 | 1,656,139 |
| UBS-BARCLAYS COMMERCIAL C6 ASB | 2.788% 04/10/2046 DD 04/01/13 | 551,938 | 556,441 |
| UNION PACIFIC CORP | 2.750% 03/01/2026 DD 03/01/16 | 50,000 | 51,245 |
| UNION PACIFIC RAILROAD CO 2014 | 3.227% 05/14/2026 DD 05/20/14 | 260,821 | 270,457 |
| UNITED AIRLINES 2016-1 CLASS A | 3.100% 01/07/2030 DD 06/13/16 | 9,839 | 10,082 |
| UNITED AIRLINES 2016-2 CLASS A | 2.875% 04/07/2030 DD 09/27/16 | 109,102 | 110,489 |
| UNITED AIRLINES 2018-1 CLASS A | 3.500% 09/01/2031 DD 02/14/18 | 76,625 | 78,940 |
| UNITED AIRLINES 2019-1 CLASS A | 4.150% 02/25/2033 DD 02/11/19 | 118,018 | 127,428 |
| UNITED AIRLINES 2019-2 CLASS A | 2.700% 11/01/2033 DD 09/13/19 | 300,000 | 301,168 |
| UNITED PARCEL SERVICE INC | 3.400% 09/01/2049 DD 08/16/19 | 15,000 | 15,199 |
| UNITED RENTALS NORTH AMERICA I | 6.500% 12/15/2026 DD 10/30/18 | 195,000 | 214,317 |
| UNITED TECHNOLOGIES CORP | 4.150% 05/15/2045 DD 05/04/15 | 143,000 | 164,023 |
| UNITED TECHNOLOGIES CORP | 4.450% 11/16/2038 DD 08/16/18 | 5,000 | 5,917 |
| UNITED TECHNOLOGIES CORP | 4.500% 06/01/2042 DD 06/01/12 | 118,000 | 141,473 |
| UNITED TECHNOLOGIES CORP | 5.400% 05/01/2035 DD 04/29/05 | 37,000 | 47,548 |
| UNITED TECHNOLOGIES CORP | 5.700% 04/15/2040 DD 02/26/10 | 24,000 | 32,316 |
| UNITEDHEALTH GROUP INC | 2.375% 08/15/2024 DD 07/25/19 | 50,000 | 50,663 |
| UNITEDHEALTH GROUP INC | 3.100% 03/15/2026 DD 02/25/16 | 68,000 | 71,229 |
| UNITEDHEALTH GROUP INC | 3.350% 07/15/2022 DD 07/23/15 | 1,000,000 | 1,035,816 |
| UNITEDHEALTH GROUP INC | 3.750% 07/15/2025 DD 07/23/15 | 259,000 | 279,787 |
| UNITEDHEALTH GROUP INC | 4.250% 06/15/2048 DD 06/19/18 | 78,000 | 90,673 |
| UNITEDHEALTH GROUP INC | 4.375% 03/15/2042 DD 03/08/12 | 94,000 | 108,654 |
| UNITEDHEALTH GROUP INC | 4.625% 11/15/2041 DD 11/10/11 | 70,000 | 83,501 |
| UNITEDHEALTH GROUP INC | 4.750% 07/15/2045 DD 07/23/15 | 236,000 | 290,620 |
| UNITEDHEALTH GROUP INC | 5.800% 03/15/2036 DD 03/02/06 | 48,000 | 63,743 |
| US BANCORP | 3.100% 04/27/2026 DD 04/26/16 | 78,000 | 81,209 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | | Par, Shares or Units | Market Value |
|--|-------------------------------|----------------------|-----------------------|
| US BANK NA/CINCINNATI OH | 3.000% 02/04/2021 DD 02/04/19 | 1,500,000 | 1,518,009 |
| USAA AUTO OWNER TRUST 201 1 A3 | 1.700% 05/17/2021 DD 09/20/17 | 61,014 | 60,985 |
| USAA CAPITAL CORP 144A | 3.000% 07/01/2020 DD 06/28/18 | 1,000,000 | 1,005,454 |
| VERIZON OWNER TRUS 3A A1A 144A | 2.060% 04/20/2022 DD 10/17/17 | 863,883 | 864,167 |
| VERIZON OWNER TRUST 2A A 144A | 1.680% 05/20/2021 DD 11/22/16 | 24,909 | 24,904 |
| VIRGINIA ELECTRIC & POWER CO | 2.750% 03/15/2023 DD 03/14/13 | 429,000 | 436,898 |
| VIRGINIA ELECTRIC & POWER CO | 3.150% 01/15/2026 DD 01/14/16 | 51,000 | 53,320 |
| VIRGINIA ELECTRIC & POWER CO | 3.800% 04/01/2028 DD 03/22/18 | 80,000 | 87,055 |
| VIRGINIA ELECTRIC & POWER CO | 4.000% 01/15/2043 DD 01/08/13 | 170,000 | 187,977 |
| VIRGINIA ELECTRIC & POWER CO | 4.200% 05/15/2045 DD 05/13/15 | 215,000 | 245,883 |
| VIRGINIA ELECTRIC & POWER CO | 6.000% 01/15/2036 DD 01/13/06 | 25,000 | 33,237 |
| VIRGINIA ELECTRIC & POWER CO | 6.000% 05/15/2037 DD 05/17/07 | 205,000 | 277,076 |
| VIRGINIA ELECTRIC & POWER CO | 6.350% 11/30/2037 DD 12/04/07 | 25,000 | 34,699 |
| VISA INC | 4.300% 12/14/2045 DD 12/14/15 | 10,000 | 12,293 |
| VOLKSWAGEN AUTO LOAN ENHA 1 A3 | 3.020% 11/21/2022 DD 07/03/18 | 596,000 | 602,857 |
| VOLKSWAGEN GROUP OF AMERI 144A | 2.500% 09/24/2021 DD 09/26/19 | 760,000 | 766,629 |
| VOLKSWAGEN GROUP OF AMERI 144A | 2.700% 09/26/2022 DD 09/26/19 | 300,000 | 303,428 |
| VOLVO FINANCIAL EQUIP A A 144A | VAR RT 07/17/2023 DD 08/01/18 | 1,250,000 | 1,254,376 |
| WALMART INC | 3.250% 07/08/2029 DD 04/23/19 | 397,000 | 426,108 |
| WALMART INC | 3.550% 06/26/2025 DD 06/27/18 | 36,000 | 38,673 |
| WALMART INC | 3.700% 06/26/2028 DD 06/27/18 | 93,000 | 102,467 |
| WALT DISNEY CO/THE | 2.000% 09/01/2029 DD 09/06/19 | 47,000 | 45,613 |
| WALT DISNEY CO/THE | 6.200% 12/15/2034 DD 06/15/19 | 32,000 | 44,944 |
| WALT DISNEY CO/THE | 6.400% 12/15/2035 DD 06/15/19 | 186,000 | 264,369 |
| WASTE MANAGEMENT INC | 2.950% 06/15/2024 DD 05/22/19 | 1,003,000 | 1,035,496 |
| WASTE MANAGEMENT INC | 3.200% 06/15/2026 DD 05/22/19 | 25,000 | 26,192 |
| WASTE MANAGEMENT INC | 4.000% 07/15/2039 DD 05/22/19 | 216,000 | 242,028 |
| WASTE MANAGEMENT INC | 4.150% 07/15/2049 DD 05/22/19 | 289,000 | 330,685 |
| WELLS FARGO & CO | 2.550% 12/07/2020 DD 12/07/15 | 9,000 | 9,055 |
| WELLS FARGO & CO | 2.600% 07/22/2020 DD 07/22/15 | 3,000,000 | 3,011,464 |
| WELLS FARGO & CO | 3.000% 02/19/2025 DD 02/19/15 | 123,000 | 126,927 |
| WELLS FARGO & CO | 3.000% 04/22/2026 DD 04/22/16 | 1,030,000 | 1,059,546 |
| WELLS FARGO & CO | 3.000% 10/23/2026 DD 10/25/16 | 674,000 | 690,785 |
| WELLS FARGO & CO | 3.500% 03/08/2022 DD 03/08/12 | 60,000 | 61,963 |
| WELLS FARGO & CO | 3.750% 01/24/2024 DD 01/24/19 | 1,043,000 | 1,102,791 |
| WELLS FARGO & CO | 4.600% 04/01/2021 DD 03/29/11 | 260,000 | 268,438 |
| WELLS FARGO & CO | 5.375% 11/02/2043 DD 10/28/13 | 5,000 | 6,422 |
| WELLS FARGO & CO | 5.606% 01/15/2044 DD 11/26/13 | 5,000 | 6,589 |
| WELLS FARGO & CO | VAR RT 05/22/2028 DD 05/22/17 | 438,000 | 465,623 |
| WELLS FARGO BANK NA | 2.600% 01/15/2021 DD 01/23/18 | 570,000 | 573,997 |
| WELLS FARGO BANK NA | VAR RT 05/27/2022 DD 05/28/19 | 1,700,000 | 1,722,413 |
| WELLS FARGO COMMERCIAL BNK1 ASB | 2.514% 08/15/2049 DD 08/01/16 | 360,000 | 363,986 |
| WELLS FARGO COMMERCIAL C46 A4 | 4.152% 08/15/2051 DD 08/01/18 | 290,000 | 322,526 |
| WELLS FARGO COMMERCIAL C47 A4 | 4.442% 09/15/2061 DD 10/01/18 | 630,000 | 714,581 |
| WELLS FARGO COMMERCIAL LC12 A1 | 1.676% 07/15/2046 DD 07/01/13 | 89,455 | 89,372 |
| WELLS FARGO COMMERCIAL LC25 A1 | 1.795% 12/15/2059 DD 12/01/16 | 56,431 | 56,315 |
| WESTINGHOUSE AIR BRAKE TECHNOL | VAR RT 09/15/2021 DD 09/14/18 | 1,030,000 | 1,030,156 |
| WFRBS COMMERCIAL MORTG C12 ASB | 2.838% 03/15/2048 DD 03/01/13 | 403,172 | 406,538 |
| WFRBS COMMERCIAL MORTG C14 ASB | 2.977% 06/15/2046 DD 06/01/13 | 577,848 | 583,394 |
| WFRBS COMMERCIAL MORTG C16 ASB | 3.963% 09/15/2046 DD 09/01/13 | 186,839 | 192,608 |
| WFRBS COMMERCIAL MORTG UBS1 A4 | VAR RT 03/15/2046 DD 12/01/13 | 800,000 | 850,351 |
| WFRBS COMMERCIAL MORTGA C18 A3 | 3.651% 12/15/2046 DD 12/01/13 | 1,266,000 | 1,277,123 |
| WGL HOLDINGS INC | VAR RT 03/12/2020 DD 03/14/18 | 279,000 | 278,870 |
| WILLIAMS COS INC/THE | 3.750% 06/15/2027 DD 06/05/17 | 15,000 | 15,646 |
| WORLD OMNI AUTO RECEIVABL A A3 | 1.770% 09/15/2021 DD 03/23/16 | 92,020 | 91,988 |
| WORLD OMNI AUTOMOBILE LEA A A3 | 2.940% 05/16/2022 DD 03/13/19 | 520,000 | 526,638 |
| WORLD OMNI SELECT AUTO T A A2A | 2.060% 08/15/2023 DD 10/09/19 | 1,200,000 | 1,199,723 |
| WYETH LLC | 5.950% 04/01/2037 DD 03/27/07 | 94,000 | 128,402 |
| XYLEM INC/NY | 4.875% 10/01/2021 DD 04/01/12 | 205,000 | 214,861 |
| YUM! BRANDS INC 144A | 4.750% 01/15/2030 DD 09/11/19 | 55,000 | 57,612 |
| CORPORATE DEBT INSTRUMENTS - PREFERRED Total | | | \$ 349,804,162 |
| TOTAL CORPORATE BONDS | | | \$ 695,580,318 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | Par, Shares or Units | Market Value |
|--|----------------------|--------------|
| COMMON STOCK AND OTHER EQUITIES | | |
| CORPORATE STOCK - COMMON | | |
| 89BIO INC | 22,700 | \$ 596,783 |
| AARON'S INC | 34,900 | 1,993,139 |
| ABBOTT LABORATORIES | 47,055 | 4,087,197 |
| ABBVIE INC | 78,100 | 6,914,974 |
| ABEONA THERAPEUTICS INC COM | 48,573 | 158,834 |
| ACS ACTIVIDADES DE CONSTRUCCIO | 2,191 | 87,678 |
| ACTIVISION BLIZZARD INC | 9,500 | 564,490 |
| ADECCO GROUP AG | 17,036 | 1,077,032 |
| ADIDAS AG | 5,491 | 1,786,225 |
| ADIENT PLC | 29,800 | 633,250 |
| ADOBE INC | 47,347 | 15,615,514 |
| ADTALEM GLOBAL EDUCATION INC | 31,465 | 1,100,331 |
| ADVANCED DRAINAGE SYSTEMS INC | 70,589 | 2,741,677 |
| ADVANTEST CORP | 4,400 | 249,404 |
| ADVERUM BIOTECHNOLOGIES INC | 16,384 | 188,744 |
| AECOM | 66,900 | 2,885,397 |
| AERIE PHARMACEUTICALS INC | 24,227 | 585,567 |
| AEROJET ROCKETDYNE HOLDINGS INC | 38,878 | 1,775,169 |
| AES CORP/VA | 136,247 | 2,711,315 |
| AFFIMED NV | 87,794 | 240,556 |
| AFLAC INC | 20,400 | 1,079,160 |
| AGCO CORP | 34,400 | 2,657,400 |
| AGEAS | 21,134 | 1,249,723 |
| AGIOS PHARMACEUTICALS INC | 3,161 | 150,938 |
| AGNICO EAGLE MINES LIMITED | 3,869 | 238,629 |
| AGREE REALTY CORP | 29,995 | 2,104,749 |
| AIMMUNE THERAPEUTICS INC | 14,888 | 498,301 |
| AIR CANADA | 38,463 | 1,438,859 |
| AIR LEASE CORP | 18,900 | 898,128 |
| AIRBUS SE | 2,608 | 381,978 |
| ALBANY INTERNATIONAL CORP | 13,551 | 1,028,792 |
| ALEXANDER & BALDWIN INC | 78,718 | 1,649,929 |
| ALFRESA HOLDINGS CORP | 6,400 | 131,210 |
| ALIBABA GROUP HOLDING LTD | 6,509 | 1,380,559 |
| ALIGN TECHNOLOGY INC | 11,673 | 3,257,234 |
| ALIMENTATION COUCHE-TARD INC | 30,182 | 959,167 |
| ALLEGHANY CORP | 1,796 | 1,436,028 |
| ALLEGHENY TECHNOLOGIES INC | 48,655 | 1,005,212 |
| ALLETE INC | 53,057 | 4,306,637 |
| ALLIANCE DATA SYSTEMS CORP | 5,280 | 592,416 |
| ALLIANZ SE | 12,118 | 2,970,776 |
| ALLISON TRANSMISSION HOLDINGS | 74,186 | 3,584,668 |
| ALLSCRIPTS HEALTHCARE SOLUTION | 333,053 | 3,268,915 |
| ALLSTATE CORP/THE | 19,000 | 2,136,550 |
| ALLY FINANCIAL INC | 131,931 | 4,031,811 |
| ALPHABET INC-CL A | 11,177 | 14,970,362 |
| ALPHABET INC-CL C | 13,056 | 17,456,133 |
| ALPS ALPINE CO LTD | 33,100 | 759,008 |
| ALTRA INDUSTRIAL MOTION CORP | 66,067 | 2,392,286 |
| ALTUS MIDSTREAM CO | 28,292 | 80,915 |
| AMAZON.COM INC | 18,030 | 33,316,555 |
| AMC NETWORKS INC | 28,465 | 1,124,368 |
| AMDOCS LTD | 13,294 | 959,694 |
| AMEDISYS INC | 14,201 | 2,370,431 |
| AMERESCO INC | 18,180 | 318,150 |
| AMERICAN AIRLINES GROUP INC | 31,000 | 889,080 |
| AMERICAN CAMPUS COMMUNITIES IN | 60,128 | 2,827,820 |
| AMERICAN EAGLE OUTFITTERS INC | 35,413 | 520,571 |
| AMERICAN INTERNATIONAL GROUP I | 60,058 | 3,082,777 |
| AMERICAN TOWER CORP | 37,207 | 8,550,913 |
| AMERICAN VANGUARD CORP | 64,770 | 1,261,072 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | Par, Shares or Units | Market Value |
|--------------------------------|----------------------|--------------|
| AMERICAN WOODMARK CORP | 18,716 | 1,956,009 |
| AMERIPRISE FINANCIAL INC | 19,580 | 3,261,636 |
| AMERIS BANCORP | 78,937 | 3,357,980 |
| AMERISOURCEBERGEN CORP | 35,832 | 3,046,437 |
| AMETEK INC | 31,328 | 3,124,655 |
| AMGEN INC | 26,913 | 6,487,917 |
| AMICUS THERAPEUTICS INC | 83,230 | 810,660 |
| AMPHENOL CORP | 29,593 | 3,202,850 |
| ANALOG DEVICES INC | 17,255 | 2,050,584 |
| ANGLO AMERICAN PLC | 31,032 | 893,313 |
| ANNALY CAPITAL MANAGEMENT INC | 77,300 | 728,166 |
| ANTHEM INC | 8,397 | 2,536,146 |
| ANTOFAGASTA PLC | 38,544 | 468,129 |
| AON PLC | 26,737 | 5,569,050 |
| AOZORA BANK LTD | 6,700 | 178,235 |
| AP MOLLER - MAERSK A/S | 1,307 | 1,886,384 |
| APELLIS PHARMACEUTICALS INC | 23,754 | 727,347 |
| APPLE INC | 72,707 | 21,350,411 |
| APPLIED MATERIALS INC | 30,700 | 1,873,928 |
| ARCELORMITTAL SA | 63,564 | 1,116,066 |
| ARCH CAPITAL GROUP LTD | 24,678 | 1,058,439 |
| ARCONIC INC | 9,200 | 283,084 |
| ARENA PHARMACEUTICALS INC | 14,099 | 640,377 |
| ARES MANAGEMENT CORP | 51,498 | 1,837,964 |
| ARGAN INC | 5,465 | 219,365 |
| ARGO GROUP INTERNATIONAL HOLDI | 13,936 | 916,292 |
| ARISTA NETWORKS INC | 4,303 | 875,230 |
| ARMSTRONG WORLD INDUSTRIES INC | 899 | 84,479 |
| ARROW ELECTRONICS INC | 37,000 | 3,135,380 |
| ASCENDIS PHARMA A/S ADR | 2,990 | 415,969 |
| ASHLAND GLOBAL HOLDINGS INC | 31,740 | 2,429,062 |
| ASML HOLDING NV | 9,914 | 2,934,576 |
| ASSA ABLOY AB | 10,354 | 242,230 |
| ASSEMBLY BIOSCIENCES INC | 13,313 | 272,384 |
| ASSICURAZIONI GENERALI SPA | 48,351 | 998,370 |
| ASSOCIATED BRITISH FOODS PLC | 3,713 | 127,790 |
| ASTELLAS PHARMA INC | 236,900 | 4,076,402 |
| ASTRAZENECA PLC | 12,385 | 1,248,083 |
| AT&T INC | 73,911 | 2,888,442 |
| ATCO LTD CL 1 NON-VTG | 1,951 | 74,880 |
| ATHENE HOLDING LTD | 39,689 | 1,866,574 |
| ATLANTIC UNION BANKSHARES CORP | 67,745 | 2,543,825 |
| ATOS SE | 12,009 | 1,001,841 |
| ATRECA INC | 29,366 | 454,292 |
| ATRICURE INC | 29,572 | 961,386 |
| AUDENTES THERAPEUTICS INC | 9,315 | 557,410 |
| AURIZON HOLDINGS LTD | 373,701 | 1,373,885 |
| AUSTRALIA & NEW ZEALAND BANKIN | 29,815 | 516,207 |
| AUTODESK INC | 10,380 | 1,904,315 |
| AUTONATION INC | 8,471 | 411,945 |
| AUTOZONE INC | 2,144 | 2,554,169 |
| AVANGRID INC | 20,441 | 1,045,762 |
| AVANOS MEDICAL INC | 53,048 | 1,787,718 |
| AVIVA PLC | 146,364 | 811,841 |
| AVNET INC | 56,721 | 2,407,239 |
| AXA EQUITABLE HOLDINGS INC | 250,615 | 6,210,240 |
| AXA SA | 29,644 | 835,545 |
| AXCELIS TECHNOLOGIES INC | 68,705 | 1,655,447 |
| AXIS CAPITAL HOLDINGS LTD | 36,377 | 2,162,249 |
| B&G FOODS INC | 77,749 | 1,394,040 |
| BAE SYSTEMS PLC | 910,414 | 6,811,889 |
| BAKER HUGHES CO | 62,460 | 1,600,850 |
| BANC OF CALIFORNIA INC | 106,745 | 1,833,879 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | Par, Shares or Units | Market Value |
|-------------------------------------|----------------------|--------------|
| BANCO BILBAO VIZCAYA ARGENTARI | 298,882 | 1,671,772 |
| BANCORPSOUTH BANK | 51,158 | 1,606,873 |
| BANDWIDTH INC | 16,644 | 1,066,048 |
| BANK OF AMERICA CORP | 259,773 | 9,149,205 |
| BANK OF IRELAND GROUP PLC | 230,404 | 1,262,624 |
| * BANK OF NEW YORK MELLON CORP/T | 58,346 | 2,936,554 |
| BANKUNITED INC | 7,559 | 276,357 |
| BARCLAYS PLC | 431,535 | 1,026,959 |
| BARNES GROUP INC | 21,364 | 1,323,713 |
| BARRATT DEVELOPMENTS PLC | 66,166 | 654,420 |
| BARRICK GOLD CORP | 292,863 | 5,445,012 |
| BAUSCH HEALTH COS INC | 12,804 | 383,799 |
| BAYER AG | 80,966 | 6,617,288 |
| BECTON DICKINSON AND CO | 5,628 | 1,530,647 |
| BENEFITFOCUS INC | 21,692 | 475,922 |
| BERKELEY GROUP HOLDINGS PLC | 9,400 | 605,074 |
| BERKSHIRE HATHAWAY INC | 1,023 | 231,710 |
| BERRY CORP | 24,680 | 232,732 |
| BEST BUY CO INC | 23,100 | 2,028,180 |
| BGP HOLDINGS PLC STAKE OF GPT GROUP | 1,607,882 | - |
| BHP GROUP LTD | 40,790 | 1,115,966 |
| BHP GROUP PLC | 50,362 | 1,185,429 |
| BIOGEN INC | 13,940 | 4,136,416 |
| BLACK HILLS CORP | 48,573 | 3,814,923 |
| BLACK KNIGHT INC | 11,797 | 760,671 |
| BLACKBAUD INC | 31,309 | 2,492,196 |
| BLACKBERRY LIMITED | 39,771 | 256,092 |
| BLUCORA INC | 75,002 | 1,960,552 |
| BLUEPRINT MEDICINES CORP | 9,595 | 768,655 |
| BLUESCOPE STEEL LTD | 139,790 | 1,479,877 |
| BNP PARIBAS SA | 128,571 | 7,624,476 |
| BOISE CASCADE CO | 30,212 | 1,103,644 |
| BOOKING HOLDINGS INC | 2,473 | 5,078,874 |
| BOOZ ALLEN HAMILTON HOLDING CO | 1,019 | 72,481 |
| BORGWARNER INC | 27,500 | 1,192,950 |
| BOSTON SCIENTIFIC CORP | 98,311 | 4,445,623 |
| BOTTOMLINE TECHNOLOGIES DE INC | 6,100 | 326,960 |
| BOUYGUES SA | 5,286 | 224,762 |
| BOX INC | 36,300 | 609,114 |
| BP PLC | 1,140,932 | 7,127,997 |
| BRAMBLES LTD | 13,681 | 112,712 |
| BRANDYWINE REALTY TRUST | 18,245 | 287,359 |
| BRIGHAM MINERALS INC | 32,127 | 688,803 |
| BRIGHTHOUSE FINANCIAL INC | 54,700 | 2,145,881 |
| BRINKER INTERNATIONAL INC | 27,307 | 1,146,894 |
| BRISTOL-MYERS SQUIBB CO | 90,342 | 5,799,053 |
| BRITISH AMERICAN TOBACCO PLC | 17,444 | 746,765 |
| BROOKLINE BANCORP INC | 98,122 | 1,615,088 |
| BROTHER INDUSTRIES LTD | 23,300 | 486,904 |
| BRUKER CORP | 23,316 | 1,188,417 |
| BRUNSWICK CORP/DE | 22,600 | 1,355,548 |
| BT GROUP PLC | 297,881 | 759,403 |
| BUILDERS FIRSTSOURCE INC | 6,700 | 170,247 |
| BURBERRY GROUP PLC | 25,464 | 743,822 |
| CABLE ONE INC | 1,980 | 2,947,171 |
| CABOT CORP | 56,135 | 2,667,535 |
| CABOT OIL & GAS CORP | 104,800 | 1,824,568 |
| CACTUS INC | 7,378 | 253,213 |
| CADENCE DESIGN SYSTEMS INC | 44,467 | 3,084,231 |
| CAE INC | 2,628 | 69,675 |
| CAESARSTONE LTD | 57,005 | 859,065 |
| CAMBIUM NETWORKS CORP | 43,887 | 383,572 |
| CAMDEN PROPERTY TRUST | 28,200 | 2,992,020 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | Par, Shares or Units | Market Value |
|--------------------------------|----------------------|--------------|
| CANADIAN PACIFIC RAILWAY LTD | 11,414 | 2,909,999 |
| CAPGEMINI SE | 2,874 | 351,318 |
| CAPITAL ONE FINANCIAL CORP | 58,325 | 6,002,226 |
| CARDINAL HEALTH INC | 22,734 | 1,149,886 |
| CARDIOVASCULAR SYSTEMS INC | 24,359 | 1,183,604 |
| CARDLYTICS INC | 51,342 | 3,227,358 |
| CARDTRONICS PLC | 70,370 | 3,142,021 |
| CARGURUS INC | 31,275 | 1,100,255 |
| CARLISLE COS INC | 2,248 | 363,816 |
| CARLSBERG A/S | 1,081 | 161,379 |
| CARNIVAL PLC | 5,152 | 248,707 |
| CARPENTER TECHNOLOGY CORP | 31,055 | 1,545,918 |
| CARREFOUR SA | 11,300 | 189,630 |
| CASIO COMPUTER CO LTD | 3,400 | 68,548 |
| CATERPILLAR INC | 15,460 | 2,283,133 |
| CAVCO INDUSTRIES INC | 8,394 | 1,640,020 |
| CBRE GROUP INC | 71,383 | 4,375,064 |
| CBTX INC | 9,896 | 307,964 |
| CENOVUS ENERGY INC | 120,003 | 1,218,030 |
| CENTERSTATE BANK CORP | 107,522 | 2,685,900 |
| CENTRICA PLC | 476,472 | 563,667 |
| CENTURY COMMUNITIES INC | 34,365 | 939,883 |
| CF INDUSTRIES HOLDINGS INC | 10,700 | 510,818 |
| CGI INC CL A SUB VTG | 14,990 | 1,256,189 |
| CH ROBINSON WORLDWIDE INC | 8,300 | 649,060 |
| CHARLES SCHWAB CORP/THE | 7,200 | 342,432 |
| CHARTER COMMUNICATIONS INC | 15,366 | 7,453,739 |
| CHARTER HALL OFF SCC | 315,661 | - |
| CHEESECAKE FACTORY INC/THE | 8,822 | 342,823 |
| CHEFS' WAREHOUSE INC/THE | 75,077 | 2,861,184 |
| CHEGG INC | 23,436 | 888,459 |
| CHEMOURS CO/THE | 74,300 | 1,344,087 |
| CHEVRON CORP | 36,069 | 4,346,675 |
| CHIPOTLE MEXICAN GRILL INC | 1,996 | 1,670,872 |
| CI FINANCIAL INC | 14,209 | 237,885 |
| CIE DE SAINT-GOBAIN | 91,122 | 3,733,382 |
| CIE GENERALE DES ETABLISSEMENT | 43,939 | 5,380,979 |
| CIGNA CORP | 5,901 | 1,206,695 |
| CIMIC GROUP LTD | 65,648 | 1,529,320 |
| CIRRUS LOGIC INC | 33,070 | 2,725,299 |
| CISCO SYSTEMS INC | 51,393 | 2,464,808 |
| CIT GROUP INC | 21,900 | 999,297 |
| CITIGROUP INC | 172,628 | 13,791,251 |
| CITIZENS FINANCIAL GROUP INC | 127,683 | 5,185,207 |
| CITRIX SYSTEMS INC | 29,990 | 3,325,891 |
| CK ASSET HOLDINGS LTD | 1,005,948 | 7,262,067 |
| CK HUTCHISON HOLDINGS LTD | 409,448 | 3,904,359 |
| CLARIVATE ANALYTICS PLC | 11,176 | 187,757 |
| CLEAN HARBORS INC | 54,199 | 4,647,564 |
| CLEAR CHANNEL OUTDOOR HOLDINGS | 24,578 | 70,293 |
| CLEVELAND-CLIFFS INC | 204,225 | 1,715,490 |
| CLP HOLDINGS LTD | 29,500 | 310,076 |
| CNO FINANCIAL GROUP INC | 118,588 | 2,150,000 |
| CNP ASSURANCES | 36,653 | 729,465 |
| CNX RESOURCES CORP | 71,900 | 636,315 |
| COCA-COLA AMATIL LTD | 12,931 | 100,534 |
| COCA-COLA CO/THE | 22,300 | 1,234,305 |
| COCA-COLA HBC AG | 18,979 | 644,903 |
| COGENT COMMUNICATIONS HOLDINGS | 12,869 | 846,909 |
| COGNIZANT TECHNOLOGY SOLUTIONS | 36,725 | 2,277,685 |
| COHU INC | 28,278 | 646,152 |
| COLGATE-PALMOLIVE CO | 56,700 | 3,903,228 |
| COMCAST CORP | 77,811 | 3,499,161 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | Par, Shares or Units | Market Value |
|--------------------------------|----------------------|--------------|
| COMERICA INC | 5,184 | 371,952 |
| COMFORTDELGRO CORP LTD | 303,400 | 537,011 |
| COMMERZBANK AG | 11,830 | 73,261 |
| COMMVAULT SYSTEMS INC | 52,306 | 2,334,940 |
| COMPASS GROUP PLC | 8,248 | 206,512 |
| CONOCOPHILLIPS | 18,803 | 1,222,759 |
| CONSTELLATION BRANDS INC | 9,035 | 1,714,391 |
| CONSTELLATION PHARMACEUTICALS | 20,845 | 982,008 |
| CONSTELLATION SOFTWARE INC | 2,197 | 2,136,702 |
| CORECIVIC INC | 34,400 | 597,872 |
| CORESITE REALTY CORP | 10,960 | 1,228,835 |
| CORNERSTONE ONDEMAND INC | 16,000 | 936,800 |
| CORNING INC | 27,700 | 806,347 |
| CORPORATE OFFICE PROPERTIES TR | 42,557 | 1,250,325 |
| COSTAR GROUP INC | 1,728 | 1,033,862 |
| COSTCO WHOLESALE CORP | 9,577 | 2,814,872 |
| COVESTRO AG | 9,062 | 421,633 |
| CRANE CO | 8,771 | 757,639 |
| CREDIT AGRICOLE SA | 185,586 | 2,692,540 |
| CRH PLC | 43,788 | 1,753,253 |
| CRISPR THERAPEUTICS AG | 4,185 | 254,887 |
| CRONOS GROUP INC | 9,045 | 69,542 |
| CROWN RESORTS LTD | 8,376 | 70,714 |
| CULLEN/FROST BANKERS INC | 26,100 | 2,552,058 |
| CUMMINS INC | 14,900 | 2,666,504 |
| CURTISS-WRIGHT CORP | 15,922 | 2,243,251 |
| CVS HEALTH CORP | 29,576 | 2,197,201 |
| DAI-ICHI LIFE HOLDINGS INC | 24,800 | 414,531 |
| DAIKIN INDUSTRIES LTD | 500 | 71,084 |
| DAIWA HOUSE INDUSTRY CO LTD | 9,200 | 286,984 |
| DANAHER CORP | 43,622 | 6,695,105 |
| DANSKE BANK A/S | 11,448 | 185,383 |
| DCC PLC | 1,128 | 97,788 |
| DECKERS OUTDOOR CORP | 17,944 | 3,030,024 |
| DELEK US HOLDINGS INC | 10,787 | 361,688 |
| DELL TECHNOLOGIES INC | 27,300 | 1,402,947 |
| DELPHI TECHNOLOGIES PLC | 97,386 | 1,249,462 |
| DELTA AIR LINES INC | 31,100 | 1,818,728 |
| DEUTSCHE BOERSE AG | 3,170 | 498,699 |
| DEUTSCHE LUFTHANSA AG | 58,841 | 1,083,864 |
| DEUTSCHE TELEKOM AG | 396,466 | 6,484,132 |
| DEUTSCHE WOHNEN SE | 5,644 | 230,735 |
| DEVON ENERGY CORP | 30,100 | 781,697 |
| DEXUS | 15,079 | 124,017 |
| DIAGEO PLC | 20,155 | 854,544 |
| DICERNA PHARMACEUTICALS INC | 13,210 | 291,016 |
| DICK'S SPORTING GOODS INC | 27,406 | 1,356,323 |
| DIRECT LINE INSURANCE GROUP PL | 138,948 | 575,223 |
| DISCOVER FINANCIAL SERVICES | 49,300 | 4,181,626 |
| DISH NETWORK CORP | 17,300 | 613,631 |
| DOLLAR GENERAL CORP | 14,362 | 2,240,185 |
| DOLLAR TREE INC | 20,206 | 1,900,374 |
| DOMINO'S PIZZA INC | 19,010 | 5,584,758 |
| DOMTAR CORP | 28,830 | 1,102,459 |
| DOUGLAS EMMETT INC | 72,954 | 3,202,681 |
| DOVER CORP | 5,338 | 615,258 |
| DR HORTON INC | 12,439 | 656,157 |
| DRAEGERWERK AG & CO KGAA | 77 | 3,423 |
| DROPBOX INC | 147,209 | 2,636,513 |
| DTE ENERGY CO | 4,379 | 568,701 |
| DULUTH HOLDINGS INC | 57,816 | 608,802 |
| DXC TECHNOLOGY CO | 8,400 | 315,756 |
| DYCOM INDUSTRIES INC | 50,390 | 2,375,889 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | Par, Shares or Units | Market Value |
|--------------------------------|----------------------|--------------|
| E*TRADE FINANCIAL CORP | 31,138 | 1,412,731 |
| E.ON SE | 696,301 | 7,443,938 |
| EAGLE BANCORP INC | 5,238 | 254,724 |
| EAST WEST BANCORP INC | 50,092 | 2,439,480 |
| EASTMAN CHEMICAL CO | 21,100 | 1,672,386 |
| EATON CORP PLC | 11,800 | 1,117,696 |
| EBAY INC | 70,043 | 2,529,253 |
| ECOLAB INC | 11,990 | 2,313,950 |
| EDGEWELL PERSONAL CARE CO | 39,370 | 1,218,895 |
| EDISON INTERNATIONAL | 29,402 | 2,217,205 |
| EDWARDS LIFESCIENCES CORP | 11,687 | 2,726,460 |
| EIFFAGE SA | 1,031 | 118,044 |
| ELECTRICITE DE FRANCE SA | 74,538 | 830,665 |
| ELECTRONIC ARTS INC | 84,618 | 9,097,281 |
| ELEMENT SOLUTIONS INC | 70,000 | 817,600 |
| ELI LILLY & CO | 30,678 | 4,032,010 |
| EMCOR GROUP INC | 49,814 | 4,298,948 |
| EMPIRE CO LTD CL A NON-VTG | 3,004 | 70,562 |
| ENAGAS SA | 37,333 | 952,949 |
| ENDESA SA | 30,834 | 823,400 |
| ENEL SPA | 190,480 | 1,512,091 |
| ENERPLUS CORP | 104,819 | 747,359 |
| ENGIE SA | 150,602 | 2,434,331 |
| ENI SPA | 350,636 | 5,449,632 |
| ENSTAR GROUP LTD | 2,055 | 425,097 |
| ENTERGY CORP | 4,889 | 585,702 |
| EQUIFAX INC | 3,647 | 511,018 |
| EQUINOR ASA | 57,169 | 1,141,780 |
| ESSENT GROUP LTD | 38,410 | 1,996,936 |
| ESSENTIAL PROPERTIES REALTY TR | 218,485 | 5,420,613 |
| ESSITY AB | 3,398 | 109,551 |
| ESTEE LAUDER COS INC/THE | 16,507 | 3,409,356 |
| EUTELSAT COMMUNICATIONS SA | 4,360 | 70,916 |
| EVERBRIDGE INC | 9,354 | 730,360 |
| EVERCORE INC | 20,663 | 1,544,766 |
| EVEREST RE GROUP LTD | 6,034 | 1,670,453 |
| EVRAZ PLC | 106,483 | 569,896 |
| EXELIXIS INC | 122,845 | 2,164,529 |
| EXELON CORP | 110,052 | 5,017,271 |
| EXLSERVICE HOLDINGS INC | 65,811 | 4,571,232 |
| EXPEDIA GROUP INC | 13,289 | 1,437,072 |
| EXPEDITORS INTERNATIONAL OF WA | 21,600 | 1,685,232 |
| EXXON MOBIL CORP | 27,130 | 1,893,131 |
| F5 NETWORKS INC | 14,030 | 1,959,290 |
| FABRINET | 19,609 | 1,271,448 |
| FACEBOOK INC | 59,143 | 12,139,101 |
| FERGUSON PLC | 1,401 | 127,134 |
| FERRO CORP | 103,023 | 1,527,831 |
| FIAT CHRYSLER AUTOMOBILES NV | 109,989 | 1,628,966 |
| FIDELITY NATIONAL INFORMATION | 49,323 | 6,860,336 |
| FIFTH THIRD BANCORP | 36,960 | 1,136,150 |
| FINNING INTERNATIONAL INC | 887 | 17,306 |
| FIREEYE INC | 117,700 | 1,945,581 |
| FIRST AMERICAN FINANCIAL CORP | 24,300 | 1,417,176 |
| FIRST BANCORP/PUERTO RICO | 198,648 | 2,103,682 |
| FIRST BANCSHARES INC/THE | 51,074 | 1,814,148 |
| FIRST CITIZENS BANCSHARES INC/ | 928 | 493,891 |
| FIRST HAWAIIAN INC | 58,539 | 1,688,850 |
| FIRST INTERSTATE BANCSYSTEM IN | 100,067 | 4,194,809 |
| FIRST MIDWEST BANCORP INC/IL | 66,537 | 1,534,343 |
| FIRSTENERGY CORP | 13,100 | 636,660 |
| FISERV INC | 76,823 | 8,883,043 |
| FIVE POINT HOLDINGS LLC | 51,683 | 359,197 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | Par, Shares or Units | Market Value |
|--------------------------------|----------------------|--------------|
| FLEETCOR TECHNOLOGIES INC | 12,568 | 3,616,065 |
| FLEX LTD | 163,780 | 2,066,904 |
| FLUOR CORP | 79,900 | 1,508,512 |
| FNB CORP/PA | 85,500 | 1,085,850 |
| FOOT LOCKER INC | 22,835 | 890,337 |
| FORD MOTOR CO | 407,916 | 3,793,619 |
| FORESCOUT TECHNOLOGIES INC | 71,297 | 2,338,542 |
| FORMFACTOR INC | 158,368 | 4,112,817 |
| FORTESCUE METALS GROUP LTD | 290,819 | 2,185,370 |
| FORTINET INC | 31,424 | 3,354,826 |
| FORTIVE CORP | 24,366 | 1,861,319 |
| FORTUM OYJ | 43,844 | 1,082,728 |
| FORTUNE BRANDS HOME & SECURITY | 11,470 | 749,450 |
| FORTY SEVEN INC | 53,959 | 2,124,366 |
| FRANCO-NEVADA CORP | 3,819 | 394,902 |
| FRESENIUS MEDICAL CARE AG & CO | 62,216 | 4,606,479 |
| FRESENIUS SE & CO KGAA | 5,816 | 327,598 |
| FRESHPET INC | 32,915 | 1,944,947 |
| FRONTDOOR INC | 2,500 | 118,550 |
| FUJI ELECTRIC CO LTD | 11,000 | 338,578 |
| FUJIFILM HOLDINGS CORP | 1,800 | 86,625 |
| FUJITSU LTD | 14,800 | 1,398,629 |
| G1 THERAPEUTICS INC | 65,320 | 1,726,408 |
| G4S PLC | 37,348 | 107,859 |
| GALP ENERGIA SGPS SA | 219,090 | 3,664,335 |
| GAMING AND LEISURE PROPERTIES | 35,996 | 1,549,628 |
| GARTNER INC | 10,002 | 1,541,308 |
| GENERAL ELECTRIC CO | 300,701 | 3,355,823 |
| GENERAL MILLS INC | 2,438 | 130,579 |
| GENERAL MOTORS CO | 50,800 | 1,859,280 |
| GENPACT LTD | 4,692 | 197,862 |
| GENTING SINGAPORE LTD | 209,600 | 143,407 |
| GILDAN ACTIVEWEAR INC | 56,711 | 1,674,676 |
| GILEAD SCIENCES INC | 63,227 | 4,108,490 |
| GLAXOSMITHKLINE PLC | 45,264 | 1,066,750 |
| GLENCORE PLC | 303,733 | 946,978 |
| GLOBAL BLOOD THERAPEUTICS INC | 18,473 | 1,468,419 |
| GLOBAL PAYMENTS INC | 44,376 | 8,101,283 |
| GLOBANT SA | 11,444 | 1,213,636 |
| GLOBUS MEDICAL INC | 17,131 | 1,008,673 |
| GLYCOMIMETICS INC | 53,691 | 284,025 |
| GOLDMAN SACHS GROUP INC/THE | 7,699 | 1,770,231 |
| GOODMAN GROUP | 27,491 | 258,373 |
| GOODYEAR TIRE & RUBBER CO/THE | 140,200 | 2,180,811 |
| GPT GROUP/THE | 27,315 | 107,526 |
| GRAHAM HOLDINGS CO | 998 | 637,712 |
| GRANITE CONSTRUCTION INC | 30,266 | 837,460 |
| GREEN DOT CORP | 59,993 | 1,397,837 |
| GREEN PLAINS INC | 103,570 | 1,598,085 |
| GREENBRIER COS INC/THE | 45,341 | 1,470,409 |
| GROUPON INC | 183,043 | 437,473 |
| H LUNDBECK A/S | 20,185 | 771,378 |
| HAEMONETICS CORP | 19,634 | 2,255,947 |
| HALCON RESOURCES CORP | 1,534 | 21,093 |
| HALLIBURTON CO | 145,567 | 3,562,024 |
| HAMILTON LANE INC | 28,264 | 1,684,534 |
| HANCOCK WHITNEY CORP | 35,900 | 1,575,292 |
| HANNON ARMSTRONG SUSTAINABLE I | 24,718 | 795,425 |
| HANOVER INSURANCE GROUP INC/TH | 29,082 | 3,974,637 |
| HARTFORD FINANCIAL SERVICES GR | 46,743 | 2,840,572 |
| HAWAIIAN ELECTRIC INDUSTRIES I | 39,842 | 1,866,996 |
| HBT FINANCIAL INC | 45,700 | 867,843 |
| HCA HEALTHCARE INC | 20,300 | 3,000,543 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | Par, Shares or Units | Market Value |
|---------------------------------|----------------------|--------------|
| HELIX ENERGY SOLUTIONS GROUP I | 75,246 | 724,619 |
| HENDERSON LAND DEVELOPMENT CO | 117,407 | 576,352 |
| HENNES & MAURITZ AB | 4,829 | 98,261 |
| HERBALIFE NUTRITION LTD | 7,200 | 343,224 |
| HERCULES OFFSHORE INC ESCROW | 22,864 | - |
| HERMES INTERNATIONAL | 637 | 476,355 |
| HEWLETT PACKARD ENTERPRISE CO | 241,326 | 3,827,430 |
| HILTON WORLDWIDE HOLDINGS INC | 34,436 | 3,819,297 |
| HITACHI HIGH-TECH CORP | 19,200 | 1,367,453 |
| HITACHI LTD | 64,000 | 2,724,306 |
| HMS HOLDINGS CORP | 70,539 | 2,087,954 |
| HNI CORP | 22,696 | 850,192 |
| HOCHTIEF AG | 2,646 | 337,704 |
| HOLLYFRONTIER CORP | 53,752 | 2,725,764 |
| HOLOGIC INC | 23,611 | 1,232,730 |
| HOMOLOGY MEDICINES INC | 9,841 | 203,709 |
| HONG KONG EXCHANGES & CLEARING | 17,000 | 551,991 |
| HOPE BANCORP INC | 63,200 | 939,152 |
| HORIZON BANCORP INC/IN | 67,075 | 1,274,425 |
| HOSHIZAKI CORP | 800 | 71,700 |
| HOST HOTELS & RESORTS INC | 74,500 | 1,381,975 |
| HOSTESS BRANDS INC | 134,010 | 1,948,505 |
| HOUGHTON MIFFLIN HARCOURT CO | 267,533 | 1,672,081 |
| HOULIHAN LOKEY INC | 6,482 | 316,775 |
| HOYA CORP | 10,300 | 990,430 |
| HP INC | 306,558 | 6,299,767 |
| HSBC HOLDINGS PLC | 502,880 | 3,943,180 |
| HUBSPOT INC | 3,080 | 488,180 |
| HUDSON PACIFIC PROPERTIES INC | 5,166 | 194,500 |
| HUMANA INC | 11,310 | 4,145,341 |
| HUNTINGTON BANCSHARES INC/OH | 114,900 | 1,732,692 |
| HUNTINGTON INGALLS INDUSTRIES | 7,600 | 1,906,688 |
| HUNTSMAN CORP | 190,983 | 4,614,149 |
| HURON CONSULTING GROUP INC | 54,639 | 3,754,792 |
| HUSKY ENERGY INC | 188,300 | 1,513,080 |
| HYDRO ONE LIMITED | 4,338 | 83,900 |
| IA FINANCIAL CORP INC | 8,629 | 474,653 |
| IBERDROLA SA | 136,053 | 1,401,965 |
| IBERIABANK CORP | 28,050 | 2,098,982 |
| ICU MEDICAL INC | 10,489 | 1,962,702 |
| IDACORP INC | 5,713 | 610,148 |
| IHEARTMEDIA INC | 1,183 | 19,922 |
| IHS MARKIT LTD | 24,034 | 1,810,962 |
| ILLUMINA INC | 5,361 | 1,778,458 |
| INCYTE CORP | 27,327 | 2,386,194 |
| INFINEON TECHNOLOGIES AG | 62,333 | 1,421,066 |
| ING GROEP NV | 491,729 | 5,899,411 |
| INGENICO GROUP SA | 3,430 | 372,697 |
| INGEVITY CORP | 18,972 | 1,657,773 |
| INGREDION INC | 34,488 | 3,205,660 |
| INNOVATIVE INDUSTRIAL PROPERTI | 10,853 | 823,417 |
| INPHI CORP | 21,238 | 1,572,037 |
| INSPERITY INC | 30,958 | 2,663,626 |
| INSTALLED BUILDING PRODUCTS INC | 56,984 | 3,924,488 |
| INTEL CORP | 124,158 | 7,430,856 |
| INTER PARFUMS INC | 32,288 | 2,347,660 |
| INTERACTIVE BROKERS GROUP INC | 24,833 | 1,157,714 |
| INTERCONTINENTAL EXCHANGE INC | 36,019 | 3,333,558 |
| INTERNATIONAL BUSINESS MACHINE | 9,900 | 1,326,996 |
| INTERPUBLIC GROUP OF COS INC/T | 90,018 | 2,079,416 |
| INTERSECT ENT INC | 31,870 | 793,563 |
| INTESA SANPAOLO SPA | 407,451 | 1,074,119 |
| INTUIT INC | 22,585 | 5,915,689 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | Par, Shares or Units | Market Value |
|--------------------------------|----------------------|--------------|
| INVESCO LTD | 18,329 | 329,555 |
| INVESTOR AB | 6,971 | 380,681 |
| IONIS PHARMACEUTICALS INC | 6,800 | 410,788 |
| IOVANCE BIOTHERAPEUTICS INC | 27,748 | 768,065 |
| IRHYTHM TECHNOLOGIES INC | 21,114 | 1,437,652 |
| IRONWOOD PHARMACEUTICALS INC | 32,000 | 425,920 |
| ISUZU MOTORS LTD | 238,800 | 2,854,393 |
| ITOCHU CORP | 25,400 | 592,374 |
| ITRON INC | 43,725 | 3,670,714 |
| JABIL INC | 152,233 | 6,291,790 |
| JACK IN THE BOX INC | 33,632 | 2,624,305 |
| JAGGED PEAK ENERGY INC | 92,799 | 787,864 |
| JAMES RIVER GROUP HOLDINGS LTD | 47,343 | 1,951,005 |
| JAPAN AIRLINES CO LTD | 86,400 | 2,700,720 |
| JAPAN REAL ESTATE INVESTMENT C | 21 | 139,130 |
| JAPAN RETAIL FUND INVESTMENT C | 67 | 143,833 |
| JAPAN TOBACCO INC | 6,500 | 145,491 |
| JAZZ PHARMACEUTICALS PLC | 17,566 | 2,622,252 |
| JELD-WEN HOLDING INC | 170,252 | 3,985,599 |
| JETBLUE AIRWAYS CORP | 204,935 | 3,836,383 |
| JM SMUCKER CO/THE | 13,760 | 1,432,829 |
| JOHNSON & JOHNSON | 64,783 | 9,449,896 |
| JOHNSON MATTHEY PLC | 81,762 | 3,245,094 |
| JONES LANG LASALLE INC | 3,010 | 524,011 |
| JPMORGAN CHASE & CO | 61,167 | 8,526,680 |
| JUNIPER NETWORKS INC | 101,082 | 2,489,650 |
| KAISER ALUMINUM CORP | 5,951 | 659,906 |
| KAJIMA CORP | 36,300 | 487,006 |
| KAMIGUMI CO LTD | 22,000 | 485,650 |
| KAR AUCTION SERVICES INC | 78,478 | 1,710,036 |
| KARYOPHARM THERAPEUTICS INC | 21,629 | 414,628 |
| KB HOME | 55,589 | 1,905,035 |
| KBC GROUP NV | 1,028 | 77,383 |
| KBR INC | 64,800 | 1,976,400 |
| KELLOGG CO | 6,023 | 416,551 |
| KENNAMETAL INC | 56,000 | 2,065,840 |
| KENNEDY-WILSON HOLDINGS INC | 106,829 | 2,382,287 |
| KERING SA | 1,183 | 777,097 |
| KERRY PROPERTIES LTD | 342,000 | 1,086,334 |
| KEYCORP | 118,825 | 2,405,018 |
| KINGFISHER PLC | 108,844 | 312,895 |
| KINROSS GOLD CORP | 139,583 | 663,066 |
| KION GROUP AG | 8,925 | 616,727 |
| KIRIN HOLDINGS CO LTD | 249,600 | 5,489,248 |
| KKR & CO INC | 42,248 | 1,232,374 |
| KLEPIERRE SA | 2,669 | 101,413 |
| KNOLL INC | 52,500 | 1,326,150 |
| KODIAK SCIENCES INC | 30,713 | 2,209,800 |
| KOHL'S CORP | 21,400 | 1,090,330 |
| KOITO MANUFACTURING CO LTD | 2,000 | 93,858 |
| KONE OYJ | 7,512 | 491,430 |
| KONICA MINOLTA INC | 22,400 | 146,963 |
| KONINKLIJKE AHOLD DELHAIZE NV | 114,918 | 2,875,954 |
| KONINKLIJKE PHILIPS NV | 44,556 | 2,176,614 |
| KONTOOR BRANDS INC | 33,491 | 1,406,287 |
| KOSMOS ENERGY LTD | 105,829 | 603,225 |
| KRATOS DEFENSE & SECURITY SOLU | 41,209 | 742,174 |
| KROGER CO/THE | 74,800 | 2,168,452 |
| KRONOS WORLDWIDE INC | 36,600 | 490,440 |
| KYOCERA CORP | 33,500 | 2,305,774 |
| KYUSHU RAILWAY CO | 2,100 | 70,531 |
| LAKELAND BANCORP INC | 143,690 | 2,497,332 |
| LAM RESEARCH CORP | 6,600 | 1,929,840 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | Par, Shares or Units | Market Value |
|--------------------------------|----------------------|--------------|
| LANDSTAR SYSTEM INC | 41,276 | 4,700,098 |
| LAREDO PETROLEUM INC | 80,200 | 230,174 |
| LATTICE SEMICONDUCTOR CORP | 174,752 | 3,344,753 |
| LAZARD LTD | 24,000 | 959,040 |
| LA-Z-BOY INC | 27,700 | 871,996 |
| LEAR CORP | 28,762 | 3,946,146 |
| LEGAL & GENERAL GROUP PLC | 15,401 | 61,820 |
| LEGG MASON INC | 21,400 | 768,474 |
| LEGRAND SA | 914 | 74,526 |
| LENDLEASE GROUP | 11,587 | 143,353 |
| LENNOX INTERNATIONAL INC | 8,230 | 2,007,873 |
| LEONARDO SPA | 50,664 | 594,295 |
| LEVEL ONE BANCORP INC | 59,845 | 1,505,700 |
| LGI HOMES INC | 4,239 | 299,485 |
| LIBERTY MEDIA CORP-LIBERTY BRA | 56,035 | 1,655,274 |
| LIFE STORAGE INC | 890 | 96,369 |
| LINCOLN NATIONAL CORP | 27,260 | 1,608,613 |
| LINK REIT | 36,500 | 386,464 |
| LIVANOVA PLC | 57,451 | 4,333,529 |
| LIVENT CORP | 96,266 | 823,074 |
| LIVERAMP HOLDINGS INC | 22,700 | 1,091,189 |
| LLOYDS BANKING GROUP PLC | 336,116 | 278,294 |
| LONDON STOCK EXCHANGE GROUP PL | 5,135 | 527,201 |
| LOUISIANA-PACIFIC CORP | 150,895 | 4,477,055 |
| LPL FINANCIAL HOLDINGS INC | 13,400 | 1,236,150 |
| LULULEMON ATHLETICA INC | 5,934 | 1,374,730 |
| LUMENTUM HOLDINGS INC | 25,881 | 2,052,363 |
| LUNDIN MINING CORP | 11,186 | 66,939 |
| LVMH MOET HENNESSY LOUIS VUITT | 155 | 72,066 |
| LYONDELLBASELL INDUSTRIES NV | 6,640 | 627,347 |
| M&G PLC | 7,615 | 23,929 |
| MACY'S INC | 34,900 | 593,300 |
| MADISON SQUARE GARDEN CO/THE | 7,097 | 2,087,866 |
| MADRIGAL PHARMACEUTICALS INC | 6,582 | 599,686 |
| MAGNA INTL INC | 37,928 | 2,082,494 |
| MAGNOLIA OIL & GAS CORP | 72,869 | 916,692 |
| MANHATTAN ASSOCIATES INC | 28,446 | 2,268,569 |
| MANPOWERGROUP INC | 72,186 | 7,009,261 |
| MANULIFE FINANCIAL CORP | 93,240 | 1,895,359 |
| MAPFRE SA | 132,150 | 350,079 |
| MAPLETREE COMMERCIAL TRUST | 39,000 | 69,319 |
| MARATHON PETROLEUM CORP | 44,239 | 2,665,400 |
| MARCUS CORP/THE | 34,329 | 1,090,632 |
| MARKS & SPENCER GROUP PLC | 121,882 | 344,724 |
| MARRIOTT INTERNATIONAL INC/MD | 19,195 | 2,906,699 |
| MARUBENI CORP | 90,400 | 674,288 |
| MASCO CORP | 18,915 | 907,731 |
| MASTERCARD INC | 74,508 | 22,247,344 |
| MATSUMOTOKIYOSHI HOLDINGS CO L | 65,200 | 2,540,805 |
| MAXIM INTEGRATED PRODUCTS INC | 15,700 | 965,707 |
| MAXLINEAR INC | 40,134 | 851,643 |
| MAYVILLE ENGINEERING CO INC | 32,202 | 302,055 |
| MAZDA MOTOR CORP | 32,900 | 283,968 |
| MBIA INC | 64,267 | 597,683 |
| MCKESSON CORP | 67,032 | 9,271,866 |
| MDC HOLDINGS INC | 31,319 | 1,195,133 |
| MEDICAL PROPERTIES TRUST INC | 2,100 | 44,331 |
| MEDTRONIC PLC | 65,681 | 7,451,509 |
| MEGGITT PLC | 42,876 | 373,062 |
| MERCK & CO INC | 79,381 | 7,219,702 |
| MERCK KGAA | 10,110 | 1,195,562 |
| MERCURY GENERAL CORP | 17,672 | 861,157 |
| MERCURY SYSTEMS INC | 22,970 | 1,587,457 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | Par, Shares or Units | Market Value |
|---------------------------------------|----------------------|--------------|
| MESA LABORATORIES INC | 2,661 | 663,653 |
| METHANEX CORP | 4,255 | 164,556 |
| METLIFE INC | 113,244 | 5,772,047 |
| METSO OYJ | 2,327 | 91,892 |
| MFA FINANCIAL INC | 249,856 | 1,911,398 |
| MGIC INVESTMENT CORP | 212,917 | 3,017,034 |
| MICRO FOCUS INTERNATIONAL PLC | 5,212 | 73,451 |
| MICRON TECHNOLOGY INC | 12,019 | 646,382 |
| MICROSOFT CORP | 263,440 | 41,544,488 |
| MIMECAST LTD | 22,185 | 962,385 |
| MINEBEA MITSUMI INC | 19,100 | 400,190 |
| MIRATI THERAPEUTICS INC | 5,949 | 766,588 |
| MITSUBISHI CORP | 44,000 | 1,174,143 |
| MITSUBISHI ELECTRIC CORP | 13,900 | 191,665 |
| MITSUBISHI ESTATE CO LTD | 19,000 | 365,314 |
| MITSUBISHI GAS CHEMICAL CO INC | 5,700 | 87,801 |
| MITSUBISHI HEAVY INDUSTRIES LT | 2,400 | 93,814 |
| MITSUBISHI UFJ FINANCIAL GROUP | 172,000 | 938,858 |
| mitsui & co ltd | 13,600 | 243,530 |
| mitsui fudosan co ltd | 214,800 | 5,281,303 |
| MOHAWK INDUSTRIES INC | 17,942 | 2,446,930 |
| MOLINA HEALTHCARE INC | 30,860 | 4,187,393 |
| MOLSON COORS BEVERAGE CO | 21,100 | 1,137,290 |
| MONARCH CASINO & RESORT INC | 28,272 | 1,372,606 |
| MONDELEZ INTERNATIONAL INC | 66,606 | 3,668,658 |
| MOOG INC | 17,696 | 1,510,000 |
| MORGAN STANLEY | 124,055 | 6,341,692 |
| MS&AD INSURANCE GROUP HOLDINGS | 9,900 | 328,952 |
| MSCI INC | 16,720 | 4,316,770 |
| MUENCHENER RUECKVERSICHERUNGS- | 1,162 | 343,043 |
| MURPHY OIL CORP | 50,000 | 1,340,000 |
| MYLAN NV SHS EURO | 85,509 | 1,718,731 |
| MYOKARDIA INC | 22,699 | 1,654,417 |
| NATIONAL FUEL GAS CO | 9,700 | 451,438 |
| NATIONAL GENERAL HOLDINGS CORP | 6,477 | 143,142 |
| NATIONAL GRID PLC | 5,243 | 65,588 |
| NATIONAL OILWELL VARCO INC | 129,043 | 3,232,527 |
| NATIONAL STORAGE AFFILIATES TR | 130,271 | 4,379,711 |
| NATIXIS SA | 15,184 | 67,460 |
| NATURGY ENERGY GROUP SA | 24,295 | 610,873 |
| NAVIENT CORP | 102,021 | 1,395,647 |
| NAVIGATOR HOLDINGS LTD | 22,330 | 301,008 |
| NAVISTAR INTERNATIONAL CORP | 7,601 | 219,973 |
| NESTE OYJ | 6,592 | 229,533 |
| NESTLE SA | 57,567 | 6,229,019 |
| NETAPP INC | 37,400 | 2,328,150 |
| NETFLIX INC | 17,049 | 5,516,545 |
| NETSCOUT SYSTEMS INC | 60,700 | 1,461,049 |
| NEUROCRINE BIOSCIENCES INC | 6,634 | 713,089 |
| NEW JERSEY RESOURCES CORP | 44,745 | 1,994,285 |
| NEW RELIC INC | 11,857 | 779,123 |
| NEW WORLD DEVELOPMENT CO LTD HK/00017 | 293,000 | 401,607 |
| NEW YORK TIMES CO/THE | 37,200 | 1,196,724 |
| NEWCREST MINING LTD | 33,578 | 714,011 |
| NEWELL BRANDS INC | 113,772 | 2,186,698 |
| NEWMARKET CORP | 5,519 | 2,685,104 |
| NEXPOINT RESIDENTIAL TRUST INC | 73,681 | 3,315,645 |
| NEXT PLC | 5,470 | 508,551 |
| NEXTCURE INC | 9,473 | 533,614 |
| NIKE INC | 67,104 | 6,798,306 |
| NIKON CORP | 66,300 | 819,942 |
| NINTENDO CO LTD | 4,900 | 1,982,544 |
| NIPPON BUILDING FUND INC | 23 | 168,254 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | Par, Shares or Units | Market Value |
|---|----------------------|--------------|
| NIPPON EXPRESS CO LTD | 9,600 | 567,122 |
| NIPPON TELEGRAPH & TELEPHONE C | 10,800 | 273,988 |
| NITTO DENKO CORP | 1,200 | 68,240 |
| NMI HOLDINGS INC | 57,532 | 1,908,912 |
| NN GROUP NV | 53,988 | 2,049,544 |
| * NOKIA OYJ | 57,040 | 211,034 |
| NOMURA REAL ESTATE MASTER FUND | 75 | 128,088 |
| NORTHERN TRUST CORP | 11,640 | 1,236,634 |
| NORWEGIAN CRUISE LINE HOLDINGS | 11,916 | 696,014 |
| NOVAGOLD RESOURCES INC | 49,963 | 447,668 |
| NOVARTIS AG | 46,719 | 4,433,806 |
| NOVO NORDISK A/S | 54,627 | 3,172,830 |
| NOW INC | 94,456 | 1,061,685 |
| NRG ENERGY INC | 18,291 | 727,067 |
| NTT DOCOMO INC | 21,600 | 603,826 |
| NU SKIN ENTERPRISES INC | 22,600 | 926,148 |
| NUTANIX INC | 24,800 | 775,248 |
| NUVASIVE INC | 19,592 | 1,515,245 |
| NXP SEMICONDUCTORS NV | 35,100 | 4,466,826 |
| OBAYASHI CORP | 18,500 | 207,173 |
| OCEANEERING INTERNATIONAL INC | 12,571 | 187,434 |
| ODONATE THERAPEUTICS INC | 25,926 | 841,299 |
| OFG BANCORP | 80,109 | 1,891,373 |
| O-I GLASS INC | 163,062 | 1,945,330 |
| OLD REPUBLIC INTERNATIONAL COR | 153,481 | 3,433,370 |
| OLYMPUS CORP | 19,400 | 301,510 |
| OMEGA HEALTHCARE INVESTORS INC | 10,550 | 446,793 |
| OMNICELL INC | 31,249 | 2,553,668 |
| OMNOVA SOLUTIONS INC | 108,521 | 1,097,147 |
| ON SEMICONDUCTOR CORP | 61,100 | 1,489,618 |
| ONE GAS INC | 17,599 | 1,646,738 |
| ONTEX GROUP NV | 110,739 | 2,330,710 |
| OPEN TEXT CORPORATION | 13,260 | 585,107 |
| ORACLE CORP | 103,711 | 5,494,609 |
| ORANGE SA | 51,386 | 756,772 |
| ORASURE TECHNOLOGIES INC | 130,410 | 1,047,192 |
| ORBCOMM INC | 76,454 | 321,871 |
| ORCHARD THERAPEUTICS PLC ADR | 19,965 | 274,519 |
| O'REILLY AUTOMOTIVE INC | 1,090 | 477,703 |
| ORION OYJ | 3,005 | 139,208 |
| ORIX CORP | 13,500 | 224,969 |
| OSHKOSH CORP | 10,616 | 1,004,804 |
| OUTFRONT MEDIA INC | 75,231 | 2,017,695 |
| OWENS CORNING | 5,895 | 383,882 |
| PACCAR INC | 56,742 | 4,488,292 |
| PACIRA BIOSCIENCES INC | 4,900 | 221,970 |
| PALO ALTO NETWORKS INC | 3,989 | 922,456 |
| PANASONIC CORP | 307,500 | 2,913,009 |
| PANDORA A/S | 23,808 | 1,036,437 |
| PARAGON OFFSHORE CLASS B LITIGATION STUBS | 1,479 | 21,934 |
| PARAGON OFFSHORE LITIGATION A SHARES | 986 | 10 |
| PARKER-HANNIFIN CORP | 5,975 | 1,229,775 |
| PATRICK INDUSTRIES INC | 47,771 | 2,504,634 |
| PATTERN ENERGY GROUP INC | 5,905 | 157,988 |
| PAYPAL HOLDINGS INC | 82,957 | 8,973,459 |
| PBF ENERGY INC | 111,335 | 3,492,579 |
| PDC ENERGY INC | 16,637 | 435,390 |
| PENNYMAC MORTGAGE INVESTMENT T | 59,287 | 1,321,507 |
| PENSKE AUTOMOTIVE GROUP INC | 13,100 | 657,882 |
| PEOPLE'S UTAH BANCORP | 32,638 | 983,057 |
| PEPSICO INC | 21,200 | 2,897,404 |
| PERFORMANCE FOOD GROUP CO | 123,897 | 6,378,218 |
| PERSIMMON PLC | 18,070 | 645,135 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | Par, Shares or Units | Market Value |
|--------------------------------|----------------------|--------------|
| PEUGEOT SA | 53,467 | 1,278,356 |
| PFIZER INC | 277,625 | 10,877,348 |
| PGT INNOVATIONS INC | 46,663 | 695,745 |
| PHASEBIO PHARMACEUTICALS INC | 79,513 | 485,824 |
| PHILIP MORRIS INTERNATIONAL IN | 5,583 | 475,057 |
| PHILLIPS 66 | 44,728 | 4,983,146 |
| PILGRIM'S PRIDE CORP | 37,536 | 1,227,990 |
| PIONEER NATURAL RESOURCES CO | 14,401 | 2,179,879 |
| PNM RESOURCES INC | 26,783 | 1,358,166 |
| POLYONE CORP | 94,462 | 3,475,257 |
| POPULAR INC | 36,782 | 2,160,943 |
| PORTLAND GENERAL ELECTRIC CO | 38,047 | 2,122,642 |
| PORTOLA PHARMACEUTICALS INC | 26,451 | 631,650 |
| POST HOLDINGS INC | 25,900 | 2,825,690 |
| POSTE ITALIANE SPA | 24,873 | 282,550 |
| POTLATCHDELTIC CORP | 13,712 | 593,318 |
| PPG INDUSTRIES INC | 12,910 | 1,723,356 |
| PRA GROUP INC | 57,322 | 2,080,789 |
| PRINCIPAL FINANCIAL GROUP INC | 21,877 | 1,203,235 |
| PRINCIPIA BIOPHARMA INC | 18,550 | 1,016,169 |
| PRIORITY TECHNOLOGY HOLDINGS I | 19,758 | 48,407 |
| PROCTER & GAMBLE CO/THE | 35,363 | 4,416,839 |
| PROGRESSIVE CORP/THE | 9,600 | 694,944 |
| PROGYNY INC | 21,069 | 578,344 |
| PROQR THERAPEUTICS NV | 76,902 | 762,099 |
| PROS HOLDINGS INC | 37,669 | 2,257,126 |
| PROSIGHT GLOBAL INC | 34,500 | 556,485 |
| PROSUS NV | 6,506 | 485,868 |
| PRUDENTIAL FINANCIAL INC | 19,500 | 1,827,930 |
| PRUDENTIAL PLC | 221,452 | 4,250,910 |
| PS BUSINESS PARKS INC | 31,781 | 5,239,733 |
| PUBLIC SERVICE ENTERPRISE GROU | 30,609 | 1,807,461 |
| PUBLICIS GROUPE SA | 4,082 | 184,931 |
| PULTEGROUP INC | 101,326 | 3,931,449 |
| PURE STORAGE INC | 52,172 | 892,663 |
| PVH CORP | 24,445 | 2,570,392 |
| Q2 HOLDINGS INC | 10,106 | 819,394 |
| QEP RESOURCES INC | 203,489 | 915,701 |
| QUALCOMM INC | 38,200 | 3,370,386 |
| QUIDEL CORP | 17,379 | 1,303,946 |
| QURATE RETAIL INC | 28,400 | 239,412 |
| RADIAN GROUP INC | 58,249 | 1,465,545 |
| RADIUS HEALTH INC | 35,416 | 713,987 |
| RAMBUS INC | 64,318 | 885,980 |
| RANDSTAD NV | 3,934 | 240,402 |
| RANGE RESOURCES CORP | 86,091 | 417,541 |
| RAPID7 INC | 50,183 | 2,811,252 |
| RAYMOND JAMES FINANCIAL INC | 12,900 | 1,154,034 |
| RAYONIER INC | 43,476 | 1,424,274 |
| RAYTHEON CO | 5,410 | 1,188,793 |
| REATA PHARMACEUTICALS INC | 3,799 | 776,630 |
| RECKITT BENCKISER GROUP PLC | 3,049 | 247,560 |
| RED ELECTRICA CORP SA | 44,319 | 891,734 |
| RED RIVER BANCSHARES INC | 19,434 | 1,089,470 |
| RED ROCK RESORTS INC | 57,018 | 1,365,581 |
| REDFIN CORP | 38,685 | 817,801 |
| REDWOOD TRUST INC | 138,795 | 2,295,669 |
| REGAL BELOIT CORP | 17,613 | 1,507,849 |
| REGENXBIO INC | 6,237 | 255,530 |
| REGIONS FINANCIAL CORP | 93,400 | 1,602,744 |
| REINSURANCE GROUP OF AMERICA I | 44,467 | 7,250,789 |
| RELIANCE STEEL & ALUMINUM CO | 23,216 | 2,780,348 |
| RELX PLC | 12,210 | 308,218 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | Par, Shares or Units | Market Value |
|---------------------------------|----------------------|--------------|
| RENESAS ELECTRONICS CORP | 87,700 | 605,245 |
| REPLIGEN CORP | 22,980 | 2,125,650 |
| RESIDEO TECHNOLOGIES INC | 85,300 | 1,017,629 |
| RESONA HOLDINGS INC | 346,100 | 1,525,483 |
| RETAIL PROPERTIES OF AMERICA I | 7,289 | 97,673 |
| REXFORD INDUSTRIAL REALTY INC | 97,534 | 4,454,378 |
| REXNORD CORP | 15,915 | 519,147 |
| RHYTHM PHARMACEUTICALS INC | 31,769 | 729,416 |
| RIGEL PHARMACEUTICALS INC | 76,299 | 163,280 |
| RIO TINTO LTD | 6,667 | 470,531 |
| RIO TINTO PLC | 23,736 | 1,415,935 |
| ROCHE HOLDING AG | 34,410 | 11,157,887 |
| ROCKET PHARMACEUTICALS INC | 20,272 | 461,391 |
| ROGERS CORP | 17,359 | 2,165,188 |
| ROHM CO LTD | 7,700 | 622,093 |
| ROPER TECHNOLOGIES INC | 12,197 | 4,320,543 |
| ROSS STORES INC | 32,975 | 3,838,950 |
| ROYAL BANK OF SCOTLAND GROUP P | 84,175 | 267,961 |
| ROYAL CARIBBEAN CRUISES LTD | 7,400 | 987,974 |
| ROYAL DUTCH SHELL PLC A SHS | 244,808 | 7,248,315 |
| ROYAL DUTCH SHELL PLC A SHS ADR | 31,547 | 1,860,642 |
| ROYAL DUTCH SHELL PLC B SHS | 53,263 | 1,580,195 |
| RUSH ENTERPRISES INC | 48,544 | 2,257,296 |
| SAGE GROUP PLC/THE | 22,740 | 225,635 |
| SAIA INC | 5,707 | 531,436 |
| SALESFORCE.COM INC | 43,698 | 7,107,043 |
| SAMPO OYJ | 9,201 | 401,867 |
| SANDERSON FARMS INC | 16,360 | 2,882,959 |
| SANDS CHINA LTD HK/01928 | 12,800 | 68,421 |
| SANDVIK AB | 50,437 | 984,112 |
| SANGAMO THERAPEUTICS INC | 11,134 | 93,192 |
| SANOFI | 77,521 | 7,798,492 |
| SAP SE | 7,337 | 990,929 |
| SATSUMA PHARMACEUTICALS INC | 23,200 | 456,576 |
| SBA COMMUNICATIONS CORP | 6,940 | 1,672,471 |
| SBM OFFSHORE NV | 137,529 | 2,561,103 |
| SCENTRE GROUP | 84,484 | 227,456 |
| SCHNEIDER ELECTRIC SE | 13,473 | 1,383,795 |
| SCHWEITZER-MAUDUIT INTERNATION | 28,586 | 1,200,326 |
| SCIENCE APPLICATIONS INTERNATI | 29,938 | 2,605,205 |
| SCIENTIFIC GAMES CORP | 41,451 | 1,110,058 |
| SCIPLAY CORP | 49,341 | 606,401 |
| SEACOAST BANKING CORP OF FLORI | 42,923 | 1,312,156 |
| SEAGATE TECHNOLOGY PLC | 18,100 | 1,076,950 |
| SEKISUI HOUSE LTD | 20,400 | 438,034 |
| SENSEONICS HOLDINGS INC | 533,810 | 488,970 |
| SES SA | 23,983 | 336,511 |
| SEVEN & I HOLDINGS CO LTD | 113,900 | 4,195,461 |
| SHERWIN-WILLIAMS CO/THE | 10,317 | 6,020,382 |
| SHIMAMURA CO LTD | 1,600 | 122,494 |
| SHIMIZU CORP | 25,700 | 263,917 |
| SHINSEI BANK LTD | 57,600 | 887,785 |
| SHIONOGI & CO LTD | 23,400 | 1,457,077 |
| SHOCKWAVE MEDICAL INC | 16,918 | 743,039 |
| SHOPIFY INC | 1,360 | 540,709 |
| SHOPIFY INC CL A SUB VTG | 1,899 | 756,085 |
| SIEMENS AG | 48,066 | 6,287,809 |
| SIEMENS GAMESA RENEWABLE ENERG | 67,291 | 1,180,976 |
| SILGAN HOLDINGS INC | 13,194 | 410,070 |
| SILICON LABORATORIES INC | 9,653 | 1,119,555 |
| SINGAPORE TELECOMMUNICATIONS L | 1,732,300 | 4,341,539 |
| SITE CENTERS CORP | 39,600 | 555,192 |
| SKANDINAVISKA ENSKILDA BANKEN | 26,454 | 248,911 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | Par, Shares or Units | Market Value |
|--------------------------------------|----------------------|--------------|
| SKANSKA AB | 16,191 | 366,159 |
| SKECHERS U.S.A. INC | 1,940 | 83,789 |
| SKF AB | 6,125 | 123,926 |
| SKYLINE CHAMPION CORP | 110,046 | 3,488,458 |
| SMITH & NEPHEW PLC | 2,971 | 72,124 |
| SNAM SPA | 14,121 | 74,277 |
| SOCIETE BIC SA | 28 | 1,949 |
| SOCIETE GENERALE SA | 13,047 | 454,223 |
| SOFTBANK GROUP CORP | 10,400 | 455,141 |
| SOMPO HOLDINGS INC | 6,700 | 265,102 |
| SONOS INC | 25,863 | 403,980 |
| SONOVA HOLDING AG | 10,155 | 2,322,851 |
| SONY CORP | 46,300 | 3,153,129 |
| SOUTH32 LTD | 549,134 | 1,042,237 |
| SOUTHWEST AIRLINES CO | 9,956 | 537,425 |
| SOUTHWEST GAS HOLDINGS INC | 21,348 | 1,621,808 |
| SOUTHWESTERN ENERGY CO | 105,484 | 255,271 |
| SPIRIT AEROSYSTEMS HOLDINGS IN | 29,800 | 2,171,824 |
| SPIRIT REALTY CAPITAL INC | 39,040 | 1,919,987 |
| SPOTIFY TECHNOLOGY SA | 13,742 | 2,055,116 |
| SPROUTS FARMERS MARKET INC | 44,800 | 866,880 |
| SQUARE INC | 17,960 | 1,123,578 |
| SRC ENERGY INC | 107,911 | 444,593 |
| STANDARD CHARTERED PLC | 671,622 | 6,338,445 |
| STANDARD LIFE ABERDEEN PLC | 98,791 | 429,396 |
| STANLEY BLACK & DECKER INC | 15,765 | 2,612,891 |
| STARBUCKS CORP | 85,742 | 7,538,437 |
| STEEL DYNAMICS INC | 49,074 | 1,670,479 |
| STEVEN MADDEN LTD | 40,436 | 1,739,152 |
| STIFEL FINANCIAL CORP | 24,900 | 1,510,185 |
| STMICROELECTRONICS NV | 44,313 | 1,192,300 |
| STOCKLAND | 36,855 | 119,691 |
| STOKE THERAPEUTICS INC | 8,028 | 227,353 |
| STURM RUGER & CO INC | 21,195 | 996,801 |
| SUMCO CORP | 59,600 | 1,001,423 |
| SUMITOMO CORP | 39,900 | 596,251 |
| SUMITOMO DAINIPPON PHARMA CO L | 12,000 | 235,197 |
| SUMITOMO HEAVY INDUSTRIES LTD | 20,400 | 587,550 |
| SUMITOMO METAL MINING CO LTD | 120,600 | 3,932,886 |
| SUMITOMO MITSUI FINANCIAL GROU | 160,700 | 5,971,075 |
| SUMITOMO MITSUI TRUST HOLDINGS | 6,400 | 255,411 |
| SUN HUNG KAI PROPERTIES LTD HK/00016 | 117,400 | 1,797,508 |
| SUNDRUG CO LTD | 2,300 | 83,704 |
| SUNRUN INC | 52,396 | 723,589 |
| SUNTORY BEVERAGE & FOOD LTD | 46,200 | 1,932,174 |
| SUZUKEN CO LTD/AICHI JAPAN | 2,700 | 110,932 |
| SVB FINANCIAL GROUP | 2,350 | 589,944 |
| SVMK INC | 124,402 | 2,223,064 |
| SWEDISH MATCH AB | 43,040 | 2,219,806 |
| SWIRE PACIFIC LTD HK/00019 | 69,000 | 641,136 |
| SWISS LIFE HOLDING AG | 197 | 98,831 |
| SYNAPTICS INC | 36,292 | 2,386,925 |
| SYNCHRONY FINANCIAL | 21,600 | 777,816 |
| SYNDAX PHARMACEUTICALS INC | 52,718 | 462,864 |
| SYNEOS HEALTH INC | 48,028 | 2,856,465 |
| SYNOPSIS INC | 18,251 | 2,540,539 |
| SYSCO CORP | 35,630 | 3,047,790 |
| TAIHEIYO CEMENT CORP | 2,200 | 65,084 |
| TAISEI CORP | 24,100 | 1,007,909 |
| TAKEDA PHARMACEUTICAL CO LTD | 143,597 | 5,724,060 |
| TAKE-TWO INTERACTIVE SOFTWARE | 48,140 | 5,893,780 |
| TANDEM DIABETES CARE INC | 17,531 | 1,045,023 |
| TARGET CORP | 21,400 | 2,743,694 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | Par, Shares or Units | Market Value |
|---------------------------------|----------------------|--------------|
| TAYLOR WIMPEY PLC | 246,317 | 631,081 |
| TECK RESOURCES LTD CL B SUB-VTG | 91,675 | 1,592,073 |
| TELADOC HEALTH INC | 28,589 | 2,393,471 |
| TELEFONAKTIEBOLAGET LM ERICSSO | 120,233 | 1,047,554 |
| TELENET GROUP HOLDING NV | 1,647 | 74,061 |
| TELENOR ASA | 99,965 | 1,791,163 |
| TELEPHONE & DATA SYSTEMS INC | 60,409 | 1,536,201 |
| TEMPUR SEALY INTERNATIONAL INC | 5,495 | 478,395 |
| TENARIS SA | 159,831 | 1,803,073 |
| TENET HEALTHCARE CORP | 34,568 | 1,314,621 |
| TENNECO INC | 14,600 | 191,260 |
| TERADATA CORP | 128,148 | 3,430,522 |
| TEREX CORP | 82,600 | 2,459,828 |
| TEXAS CAPITAL BANCSHARES INC | 32,260 | 1,831,400 |
| TEXAS ROADHOUSE INC | 26,130 | 1,471,642 |
| TEXTRON INC | 26,100 | 1,164,060 |
| THALES SA | 5,952 | 618,137 |
| THERMO FISHER SCIENTIFIC INC | 28,875 | 9,380,621 |
| THIRD POINT REINSURANCE LTD | 123,077 | 1,294,770 |
| THOMSON REUTERS CORP | 10,462 | 749,424 |
| THOR INDUSTRIES INC | 41,892 | 3,112,157 |
| TIMKEN CO/THE | 4,652 | 261,954 |
| TOKIO MARINE HOLDINGS INC | 3,900 | 219,591 |
| TOKYO ELECTRIC POWER CO HOLDIN | 14,800 | 63,599 |
| TOKYO ELECTRON LTD | 12,700 | 2,795,928 |
| TOLL BROTHERS INC | 19,269 | 761,318 |
| TOPBUILD CORP | 46,851 | 4,829,401 |
| TOSHIBA CORP | 13,500 | 460,248 |
| TOTAL SA | 105,782 | 5,842,023 |
| TOYOTA TSUSHO CORP | 2,800 | 99,452 |
| TRANSUNION | 24,553 | 2,101,982 |
| TRAVIS PERKINS PLC | 129,830 | 2,755,317 |
| TREEHOUSE FOODS INC | 20,000 | 970,000 |
| TRI POINTE GROUP INC | 138,495 | 2,157,752 |
| TRICIDA INC | 29,099 | 1,098,196 |
| TRINET GROUP INC | 81,465 | 4,611,734 |
| TRITON INTERNATIONAL LTD/BERMU | 100,930 | 4,057,386 |
| TRIUMPH BANCORP INC | 66,176 | 2,516,012 |
| TRUIST FINANCIAL CORP | 18,600 | 1,047,552 |
| TRUPANION INC | 138,077 | 5,172,364 |
| TWITTER INC | 64,543 | 2,068,603 |
| TYSON FOODS INC | 51,796 | 4,715,508 |
| UBS GROUP AG | 90,642 | 1,142,533 |
| UCB SA | 10,899 | 867,400 |
| ULTRAGENYX PHARMACEUTICAL INC | 12,050 | 514,656 |
| UNIBAIL-RODAMCO-WESTFIELD | 2,486 | 392,489 |
| UNILEVER PLC | 8,902 | 513,051 |
| UNION PACIFIC CORP | 13,941 | 2,520,393 |
| UNIPER SE | 3,077 | 101,926 |
| UNITED AIRLINES HOLDINGS INC | 53,663 | 4,727,174 |
| UNITED COMMUNITY BANKS INC/GA | 91,763 | 2,833,641 |
| UNITED RENTALS INC | 7,500 | 1,250,775 |
| UNITED THERAPEUTICS CORP | 22,448 | 1,977,220 |
| UNIVERSAL HEALTH SERVICES INC | 7,200 | 1,032,912 |
| UNUM GROUP | 36,100 | 1,052,676 |
| US BANCORP | 25,942 | 1,538,101 |
| VALERO ENERGY CORP | 51,651 | 4,837,116 |
| VALVOLINE INC | 106,000 | 2,269,460 |
| VAPOTHERM INC | 43,289 | 526,394 |
| VARIAN MEDICAL SYSTEMS INC | 16,386 | 2,326,976 |
| VARONIS SYSTEMS INC | 5,800 | 450,718 |
| VENTURE CORP LTD | 24,500 | 295,170 |
| VEOLIA ENVIRONNEMENT SA | 240,596 | 6,403,336 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | Par, Shares or Units | Market Value |
|----------------------------------|-------------------------------|--------------------|
| VERACYTE INC | 34,015 | 949,699 |
| VEREIT INC | 140,400 | 1,297,296 |
| VERISIGN INC | 10,777 | 2,076,512 |
| VERISK ANALYTICS INC | 36,834 | 5,500,790 |
| VERIZON COMMUNICATIONS INC | 188,494 | 11,573,532 |
| VERTEX PHARMACEUTICALS INC | 10,704 | 2,343,641 |
| VESTAS WIND SYSTEMS A/S | 4,178 | 422,507 |
| VIAVI SOLUTIONS INC | 31,239 | 468,585 |
| VINCI SA | 7,981 | 886,909 |
| VISA INC | 87,238 | 16,392,020 |
| VISTEON CORP | 16,632 | 1,440,165 |
| VISTRA ENERGY CORP | 49,800 | 1,144,902 |
| VODAFONE GROUP PLC | 3,403,103 | 6,616,323 |
| VOLVO AB | 82,614 | 1,384,688 |
| VONOVIA SE | 7,091 | 382,063 |
| VOYA FINANCIAL INC | 111,026 | 6,770,365 |
| VULCAN MATERIALS CO | 33,377 | 4,805,954 |
| WALGREENS BOOTS ALLIANCE INC | 51,100 | 3,012,856 |
| WALMART INC | 7,055 | 838,416 |
| WARRIOR MET COAL INC | 81,283 | 1,717,510 |
| WASHINGTON FEDERAL INC | 53,465 | 1,959,492 |
| WAVE LIFE SCIENCES LTD | 26,099 | 209,184 |
| WELLS FARGO & CO | 63,808 | 3,432,870 |
| WESCO INTERNATIONAL INC | 9,216 | 547,338 |
| WESTERN DIGITAL CORP | 11,346 | 720,131 |
| WESTERN UNION CO/THE | 35,600 | 953,368 |
| WESTINGHOUSE AIR BRAKE TECHNOL | 27,210 | 2,116,938 |
| WH GROUP LTD | 1,134,500 | 1,172,094 |
| WHARF HOLDINGS LTD/THE | 9,000 | 22,893 |
| WHEATON PRECIOUS METALS CORP | 203,276 | 6,057,131 |
| WHEELOCK & CO LTD | 62,000 | 413,370 |
| WHIRLPOOL CORP | 11,040 | 1,628,731 |
| WINGSTOP INC | 16,863 | 1,454,097 |
| WINTRUST FINANCIAL CORP | 46,633 | 3,306,280 |
| WOLTERS KLUWER NV | 7,703 | 562,203 |
| WOLVERINE WORLD WIDE INC | 50,263 | 1,695,874 |
| WORKIVA INC | 7,900 | 332,195 |
| WORLD FUEL SERVICES CORP | 43,200 | 1,875,744 |
| WORTHINGTON INDUSTRIES INC | 24,131 | 1,017,846 |
| WR GRACE & CO | 30,310 | 2,117,154 |
| WRIGHT MEDICAL GROUP NV | 9,172 | 279,563 |
| WW INTERNATIONAL INC | 7,300 | 278,933 |
| WYNDHAM DESTINATIONS INC | 12,505 | 646,383 |
| WYNN MACAU LTD | 66,800 | 164,604 |
| WYNN RESORTS LTD | 4,608 | 639,913 |
| XENIA HOTELS & RESORTS INC | 216,271 | 4,673,616 |
| XPO LOGISTICS INC | 47,400 | 3,777,780 |
| YANGZIJANG SHIPBUILDING HOLDI | 892,100 | 743,057 |
| YARA INTERNATIONAL ASA | 66,786 | 2,775,625 |
| YELP INC | 64,431 | 2,244,132 |
| YETI HOLDINGS INC | 35,305 | 1,227,908 |
| YUE YUEN INDUSTRIAL HOLDINGS L | 107,000 | 315,845 |
| YUM! BRANDS INC | 26,665 | 2,685,965 |
| ZIONS BANCORP NA | 33,000 | 1,713,360 |
| ZOETIS INC | 48,831 | 6,462,783 |
| ZURICH INSURANCE GROUP AG | 4,541 | 1,862,169 |
| CORPORATE STOCK - COMMON Total | | \$ 2,076,143,397 |
| CORPORATE STOCK - PREFERRED | | |
| BANK OF AMERICA CORP | VAR RT 12/31/2049 DD 03/15/18 | 195,000 \$ 216,216 |
| * BANK OF NEW YORK MELLON CORP/T | VAR RT 12/31/2049 DD 04/28/15 | 60,000 60,600 |
| * BANK OF NEW YORK MELLON CORP/T | VAR RT 12/31/2049 DD 08/01/16 | 240,000 252,449 |
| BUNGE LTD | PFD 4.875% CUMULATIVE | 10,242 1,054,661 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | | Par, Shares or Units | Market Value |
|--|-------------------------------|----------------------|----------------------|
| CHARLES SCHWAB CORP/THE | VAR RT 12/31/2049 DD 10/31/16 | 440,000 | 454,300 |
| CHESAPEAKE ENERGY CORP | PFD 5.750% CUMULATIVE | 55 | 10,261 |
| CREDIT SUISSE GROUP AG 144A | VAR RT 12/31/2049 DD 09/12/18 | 275,000 | 306,969 |
| DRAEGERWERK AG & CO KGAA | | 28,256 | 1,766,657 |
| EL PASO ENERGY CAPITAL TRUST I | PFD 4.750% CUMULATIVE | 7,183 | 363,821 |
| HERCULES LLC | 6.500% 06/30/2029 DD 09/30/04 | 605,000 | 638,275 |
| PORSCHE AUTOMOBIL HOLDING SE | | 2,285 | 170,926 |
| UBS GROUP AG 144A | VAR RT 12/31/2049 DD 01/31/19 | 200,000 | 218,500 |
| CORPORATE STOCK - PREFERRED Total | | \$ | 5,513,635 |
| TOTAL COMMON STOCK AND OTHER EQUITIES | | \$ | 2,081,657,032 |
| REGISTERED INVESTMENT COMPANIES | | | |
| ISHARES RUSSELL 1000 GROWTH | | 7,020 | \$ 1,234,958 |
| SOLAR CAPITAL LTD | | 45,394 | 936,024 |
| SPDR S&P MIDCAP 400 ETF TRST | | 4,380 | 1,644,165 |
| TOTAL REGISTERED INVESTMENT COMPANIES | | \$ | 3,815,147 |
| U. S. GOVERNMENT/U.S. AGENCY SECURITIES | | | |
| COMMIT TO PUR FNMA SF MTG | 2.500% 01/01/2035 DD 01/01/20 | 3,003,000 | \$ 3,030,449 |
| COMMIT TO PUR FNMA SF MTG | 2.500% 01/01/2050 DD 01/01/20 | 1,385,000 | 1,369,473 |
| COMMIT TO PUR FNMA SF MTG | 3.000% 12/01/2034 DD 12/01/19 | 1,486,000 | 1,522,638 |
| COMMIT TO PUR FNMA SF MTG | 3.500% 01/01/2050 DD 01/01/20 | 5,053,026 | 5,198,103 |
| COMMIT TO PUR FNMA SF MTG | 3.500% 02/01/2050 DD 02/01/20 | 3,800,000 | 3,907,248 |
| COMMIT TO PUR FNMA SF MTG | 4.000% 01/01/2050 DD 01/01/20 | 19,520,000 | 20,302,325 |
| COMMIT TO PUR FNMA SF MTG | 4.000% 02/01/2050 DD 02/01/20 | 7,140,000 | 7,429,226 |
| COMMIT TO PUR FNMA SF MTG | 4.500% 01/01/2050 DD 01/01/20 | 6,243,000 | 6,572,952 |
| COMMIT TO PUR FNMA SF MTG | 4.500% 02/01/2050 DD 02/01/20 | 2,040,000 | 2,149,013 |
| COMMIT TO PUR FNMA SF MTG | 5.000% 01/01/2050 DD 01/01/20 | 208,000 | 222,365 |
| COMMIT TO PUR FNMA SF MTG | 5.500% 12/01/2049 DD 12/01/19 | 1,100,000 | 1,180,828 |
| COMMIT TO PUR FNMA SF MTG | 6.000% 01/01/2050 DD 01/01/20 | 322,000 | 354,804 |
| COMMIT TO PUR GNMA II JUMBOS | 4.000% 01/20/2050 DD 01/01/20 | 2,565,500 | 2,655,293 |
| COMMIT TO PUR GNMA II JUMBOS | 4.000% 02/20/2050 DD 02/01/20 | 940,000 | 973,752 |
| COMMIT TO PUR GNMA II JUMBOS | 4.500% 01/20/2050 DD 01/01/20 | 152,000 | 158,911 |
| COMMIT TO PUR GNMA II JUMBOS | 5.000% 01/20/2050 DD 01/01/20 | 581,000 | 611,684 |
| COMMIT TO PUR GNMA SF MTG | 5.000% 01/15/2050 DD 01/01/20 | 319,000 | 340,595 |
| COMMIT TO PUR FNMA SF MTG | 2.500% 01/01/2050 DD 01/01/20 | (5,028,000) | (4,971,631) |
| COMMIT TO PUR FNMA SF MTG | 2.500% 02/01/2035 DD 02/01/20 | (1,355,000) | (1,366,792) |
| COMMIT TO PUR FNMA SF MTG | 3.000% 01/01/2050 DD 01/01/20 | (538,708) | (546,368) |
| COMMIT TO PUR FNMA SF MTG | 3.000% 02/01/2035 DD 02/01/20 | (2,181,000) | (2,234,050) |
| COMMIT TO PUR FNMA SF MTG | 3.000% 12/01/2034 DD 12/01/19 | (1,486,000) | (1,522,638) |
| COMMIT TO PUR FNMA SF MTG | 3.500% 02/01/2035 DD 02/01/20 | (1,714,359) | (1,776,705) |
| COMMIT TO PUR FNMA SF MTG | 4.000% 01/01/2035 DD 01/01/20 | (313,000) | (326,474) |
| COMMIT TO PUR FNMA SF MTG | 5.500% 01/01/2050 DD 01/01/20 | (1,100,000) | (1,184,563) |
| COMMIT TO PUR FNMA SF MTG | 5.500% 12/01/2049 DD 12/01/19 | (1,100,000) | (1,180,828) |
| COMMIT TO PUR GNMA II JUMBOS | 3.000% 01/20/2050 DD 01/01/20 | (3,349,500) | (3,441,219) |
| COMMIT TO PUR GNMA II JUMBOS | 3.500% 01/20/2050 DD 01/01/20 | (3,135,317) | (3,231,214) |
| FEDERAL HOME LN BK CONS BD | 4.000% 09/01/2028 DD 10/04/13 | 1,560,000 | 1,780,577 |
| FEDERAL NATL MTG ASSN STRIP | 0.000% 05/15/2029 DD 11/01/99 | 1,317,000 | 1,057,146 |
| FEDERAL NATL MTG ASSN STRIP | 0.000% 05/15/2030 DD 05/05/00 | 701,000 | 548,517 |
| FHLMC POOL #2B-4296 | VAR RT 06/01/2045 DD 06/01/15 | 169,421 | 172,593 |
| FHLMC POOL #2B-4660 | VAR RT 09/01/2045 DD 09/01/15 | 386,835 | 393,498 |
| FHLMC POOL #A9-0196 | 4.500% 12/01/2039 DD 12/01/09 | 31,670 | 34,405 |
| FHLMC POOL #A9-3534 | 4.000% 08/01/2040 DD 08/01/10 | 37,211 | 39,929 |
| FHLMC POOL #A9-3851 | 4.000% 09/01/2040 DD 09/01/10 | 76,102 | 81,641 |
| FHLMC POOL #A9-4977 | 4.000% 11/01/2040 DD 11/01/10 | 36,268 | 38,934 |
| FHLMC POOL #A9-5144 | 4.000% 11/01/2040 DD 11/01/10 | 41,295 | 44,332 |
| FHLMC POOL #C0-3608 | 3.500% 12/01/2040 DD 12/01/10 | 162,143 | 170,994 |
| FHLMC POOL #C0-3811 | 3.500% 04/01/2042 DD 04/01/12 | 235,917 | 251,707 |
| FHLMC POOL #C0-4320 | 3.000% 12/01/2042 DD 11/01/12 | 368,091 | 379,426 |
| FHLMC POOL #E0-2867 | 4.000% 04/01/2026 DD 04/01/11 | 36,685 | 38,377 |
| FHLMC POOL #G0-1838 | 5.000% 07/01/2035 DD 06/01/05 | 241,598 | 266,565 |
| FHLMC POOL #G0-1840 | 5.000% 07/01/2035 DD 06/01/05 | 189,461 | 209,012 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | Par, Shares or Units | Market Value |
|---------------------|---|--------------|
| FHLMC POOL #G0-7106 | 3.500% 08/01/2042 DD 08/01/12 70,519 | 74,628 |
| FHLMC POOL #G0-7550 | 3.000% 08/01/2043 DD 12/01/13 886,093 | 910,473 |
| FHLMC POOL #G0-7553 | 5.500% 06/01/2041 DD 11/01/13 489,125 | 549,316 |
| FHLMC POOL #G0-7613 | 6.000% 04/01/2039 DD 01/01/14 126,585 | 146,148 |
| FHLMC POOL #G0-7642 | 5.000% 10/01/2041 DD 02/01/14 58,212 | 64,146 |
| FHLMC POOL #G0-7786 | 4.000% 08/01/2044 DD 08/01/14 444,114 | 480,799 |
| FHLMC POOL #G0-7848 | 3.500% 04/01/2044 DD 10/01/14 320,303 | 341,735 |
| FHLMC POOL #G0-7922 | 3.500% 01/01/2044 DD 01/01/15 2,816,344 | 3,000,256 |
| FHLMC POOL #G0-7962 | 5.000% 11/01/2041 DD 03/01/15 580,219 | 635,256 |
| FHLMC POOL #G1-3825 | 4.000% 05/01/2025 DD 04/01/10 51,730 | 53,964 |
| FHLMC POOL #G1-4010 | 5.500% 05/01/2022 DD 12/01/10 83,018 | 83,860 |
| FHLMC POOL #G1-4775 | 2.500% 06/01/2023 DD 06/01/13 110,620 | 111,665 |
| FHLMC POOL #G1-5520 | 3.000% 07/01/2030 DD 08/01/15 158,582 | 164,008 |
| FHLMC POOL #G1-6186 | 2.500% 04/01/2031 DD 05/01/17 118,139 | 119,890 |
| FHLMC POOL #G6-0018 | 4.500% 12/01/2043 DD 04/01/15 216,477 | 235,791 |
| FHLMC POOL #G6-0037 | 3.000% 10/01/2043 DD 04/01/15 690,865 | 712,112 |
| FHLMC POOL #G6-0138 | 3.500% 08/01/2045 DD 07/01/15 511,915 | 546,207 |
| FHLMC POOL #G6-0270 | 3.500% 12/01/2043 DD 10/01/15 1,708,504 | 1,808,678 |
| FHLMC POOL #G6-0271 | 3.500% 01/01/2044 DD 10/01/15 2,568,676 | 2,719,310 |
| FHLMC POOL #G6-0393 | 3.500% 01/01/2046 DD 01/01/16 135,857 | 143,212 |
| FHLMC POOL #G6-0561 | 3.500% 05/01/2046 DD 04/01/16 114,238 | 120,412 |
| FHLMC POOL #G6-0658 | 3.500% 07/01/2046 DD 07/01/16 1,155,887 | 1,231,320 |
| FHLMC POOL #G6-0718 | 3.000% 09/01/2046 DD 09/01/16 180,685 | 185,554 |
| FHLMC POOL #G6-0729 | 4.000% 09/01/2046 DD 10/01/16 10,866 | 11,623 |
| FHLMC POOL #G6-0901 | 4.000% 07/01/2044 DD 03/01/17 48,420 | 51,787 |
| FHLMC POOL #G6-1047 | 4.500% 07/01/2047 DD 07/01/17 748,063 | 814,965 |
| FHLMC POOL #G6-7701 | 3.000% 10/01/2046 DD 09/01/16 3,242,738 | 3,340,258 |
| FHLMC POOL #G6-7712 | 4.000% 06/01/2048 DD 05/01/18 2,119,484 | 2,297,722 |
| FHLMC POOL #G6-7715 | 4.500% 08/01/2048 DD 07/01/18 978,535 | 1,064,028 |
| FHLMC POOL #G6-7720 | 4.500% 03/01/2049 DD 03/01/19 1,205,814 | 1,330,476 |
| FHLMC POOL #J1-0556 | 4.000% 08/01/2024 DD 08/01/09 118,754 | 123,846 |
| FHLMC POOL #J1-2438 | 4.500% 06/01/2025 DD 06/01/10 95,906 | 101,089 |
| FHLMC POOL #J3-1418 | 2.500% 05/01/2030 DD 04/01/15 86,767 | 88,144 |
| FHLMC POOL #J3-1689 | 3.000% 05/01/2030 DD 05/01/15 174,629 | 180,979 |
| FHLMC POOL #J3-2181 | 3.000% 07/01/2030 DD 07/01/15 18,125 | 18,784 |
| FHLMC POOL #J3-2204 | 2.500% 07/01/2030 DD 07/01/15 33,078 | 33,580 |
| FHLMC POOL #J3-2209 | 2.500% 07/01/2030 DD 07/01/15 31,214 | 31,709 |
| FHLMC POOL #J3-2373 | 3.000% 05/01/2029 DD 07/01/15 2,906,174 | 2,993,912 |
| FHLMC POOL #J3-2374 | 2.500% 11/01/2028 DD 07/01/15 2,688,697 | 2,726,189 |
| FHLMC POOL #J3-2436 | 3.000% 08/01/2030 DD 08/01/15 21,201 | 21,779 |
| FHLMC POOL #J3-2491 | 2.500% 07/01/2030 DD 08/01/15 8,370 | 8,494 |
| FHLMC POOL #J3-3763 | 2.500% 02/01/2031 DD 02/01/16 100,147 | 101,275 |
| FHLMC POOL #Q0-0093 | 4.000% 04/01/2041 DD 04/01/11 2,068 | 2,220 |
| FHLMC POOL #Q0-0804 | 4.500% 05/01/2041 DD 05/01/11 88,432 | 96,088 |
| FHLMC POOL #Q0-0959 | 4.500% 05/01/2041 DD 05/01/11 99,729 | 108,362 |
| FHLMC POOL #Q0-4022 | 4.000% 10/01/2041 DD 10/01/11 35,247 | 37,878 |
| FHLMC POOL #Q0-7417 | 3.500% 04/01/2042 DD 03/01/12 74,207 | 78,562 |
| FHLMC POOL #Q0-7896 | 3.500% 05/01/2042 DD 04/01/12 5,536 | 5,839 |
| FHLMC POOL #Q0-8239 | 3.500% 05/01/2042 DD 05/01/12 10,235 | 10,773 |
| FHLMC POOL #Q0-8306 | 3.500% 05/01/2042 DD 05/01/12 2,334 | 2,462 |
| FHLMC POOL #Q1-0724 | 3.500% 08/01/2042 DD 08/01/12 128,299 | 135,289 |
| FHLMC POOL #Q1-1750 | 3.500% 10/01/2042 DD 10/01/12 49,988 | 52,725 |
| FHLMC POOL #Q1-1909 | 3.500% 10/01/2042 DD 10/01/12 17,161 | 17,972 |
| FHLMC POOL #Q1-2162 | 3.500% 08/01/2042 DD 10/01/12 28,458 | 29,920 |
| FHLMC POOL #Q1-3134 | 3.500% 11/01/2042 DD 11/01/12 147,585 | 155,665 |
| FHLMC POOL #Q1-4866 | 3.000% 01/01/2043 DD 01/01/13 216,125 | 222,725 |
| FHLMC POOL #Q1-6403 | 3.000% 03/01/2043 DD 03/01/13 151,457 | 156,090 |
| FHLMC POOL #Q1-6567 | 3.000% 03/01/2043 DD 03/01/13 339,177 | 349,575 |
| FHLMC POOL #Q1-6673 | 3.000% 03/01/2043 DD 03/01/13 395,184 | 407,299 |
| FHLMC POOL #Q1-7095 | 3.000% 04/01/2043 DD 03/01/13 101,439 | 104,742 |
| FHLMC POOL #Q1-8718 | 3.500% 06/01/2043 DD 05/01/13 42,875 | 45,269 |
| FHLMC POOL #Q2-0206 | 3.500% 07/01/2043 DD 07/01/13 165,824 | 176,938 |
| FHLMC POOL #Q2-1579 | 4.000% 09/01/2043 DD 09/01/13 48,620 | 52,640 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | Par, Shares or Units | Market Value |
|------------------------------|-------------------------------|--------------|
| FHLMC POOL #Q2-4368 | 3.500% 01/01/2044 DD 01/01/14 | 25,164 |
| FHLMC POOL #Q2-5643 | 4.000% 04/01/2044 DD 04/01/14 | 92,474 |
| FHLMC POOL #Q2-5812 | 3.500% 04/01/2044 DD 04/01/14 | 16,438 |
| FHLMC POOL #Q2-5988 | 3.500% 05/01/2044 DD 04/01/14 | 18,420 |
| FHLMC POOL #Q2-6218 | 3.500% 05/01/2044 DD 05/01/14 | 26,879 |
| FHLMC POOL #Q2-6452 | 3.500% 05/01/2044 DD 05/01/14 | 20,481 |
| FHLMC POOL #Q2-6707 | 3.500% 06/01/2044 DD 06/01/14 | 23,382 |
| FHLMC POOL #Q2-7319 | 3.500% 07/01/2044 DD 07/01/14 | 24,711 |
| FHLMC POOL #Q2-7843 | 3.500% 08/01/2044 DD 08/01/14 | 45,555 |
| FHLMC POOL #Q2-8604 | 3.500% 09/01/2044 DD 09/01/14 | 21,257 |
| FHLMC POOL #Q2-8605 | 3.500% 09/01/2044 DD 09/01/14 | 55,765 |
| FHLMC POOL #Q2-8763 | 3.500% 09/01/2044 DD 09/01/14 | 11,923 |
| FHLMC POOL #Q2-8764 | 3.500% 06/01/2044 DD 09/01/14 | 36,592 |
| FHLMC POOL #Q2-9697 | 3.500% 11/01/2044 DD 11/01/14 | 2,359 |
| FHLMC POOL #Q2-9911 | 3.500% 11/01/2044 DD 11/01/14 | 485 |
| FHLMC POOL #Q3-0876 | 3.500% 01/01/2045 DD 01/01/15 | 14,473 |
| FHLMC POOL #Q3-1122 | 3.500% 01/01/2045 DD 01/01/15 | 14,458 |
| FHLMC POOL #Q3-1128 | 4.000% 02/01/2045 DD 01/01/15 | 15,168 |
| FHLMC POOL #Q3-1338 | 4.000% 02/01/2045 DD 02/01/15 | 35,316 |
| FHLMC POOL #Q3-3131 | 3.500% 05/01/2045 DD 04/01/15 | 4,107 |
| FHLMC POOL #Q3-3606 | 3.500% 05/01/2045 DD 05/01/15 | 30,811 |
| FHLMC POOL #Q3-4176 | 3.500% 06/01/2045 DD 06/01/15 | 30,900 |
| FHLMC POOL #Q3-4960 | 3.500% 07/01/2045 DD 07/01/15 | 574 |
| FHLMC POOL #Q3-6302 | 3.500% 09/01/2045 DD 09/01/15 | 22,285 |
| FHLMC POOL #Q3-6972 | 4.000% 10/01/2045 DD 10/01/15 | 224,714 |
| FHLMC POOL #Q3-7955 | 4.000% 12/01/2045 DD 12/01/15 | 30,213 |
| FHLMC POOL #Q3-7957 | 4.000% 12/01/2045 DD 12/01/15 | 35,443 |
| FHLMC POOL #Q3-9250 | 3.500% 03/01/2046 DD 03/01/16 | 96,990 |
| FHLMC POOL #Q4-1070 | 3.000% 06/01/2046 DD 06/01/16 | 1,093,562 |
| FHLMC POOL #Q4-5079 | 3.000% 12/01/2046 DD 12/01/16 | 64,657 |
| FHLMC POOL #Q4-5080 | 3.000% 12/01/2046 DD 12/01/16 | 78,998 |
| FHLMC POOL #Q4-5083 | 3.000% 12/01/2046 DD 12/01/16 | 39,023 |
| FHLMC POOL #Q5-3113 | 3.500% 07/01/2047 DD 12/01/17 | 50,057 |
| FHLMC POOL #Q5-3747 | 3.500% 01/01/2048 DD 01/01/18 | 3,388,455 |
| FHLMC POOL #SD-8029 | 2.500% 12/01/2049 DD 11/01/19 | 3,528,000 |
| FHLMC POOL #SD-8037 | 2.500% 01/01/2050 DD 12/01/19 | 1,500,000 |
| FHLMC POOL #U7-0060 | 3.000% 09/01/2027 DD 09/01/12 | 76,761 |
| FHLMC POOL #U7-9018 | 3.000% 07/01/2028 DD 07/01/13 | 40,544 |
| FHLMC POOL #V6-0696 | 3.000% 01/01/2030 DD 12/01/14 | 37,585 |
| FHLMC POOL #V6-0724 | 3.000% 01/01/2030 DD 01/01/15 | 49,536 |
| FHLMC POOL #V6-0770 | 2.500% 03/01/2030 DD 02/01/15 | 76,277 |
| FHLMC POOL #V6-0796 | 2.500% 05/01/2030 DD 04/01/15 | 126,552 |
| FHLMC POOL #V6-0840 | 3.000% 06/01/2030 DD 05/01/15 | 331,317 |
| FHLMC POOL #V6-0886 | 2.500% 08/01/2030 DD 07/01/15 | 139,950 |
| FHLMC POOL #V6-0902 | 2.500% 08/01/2030 DD 08/01/15 | 111,288 |
| FHLMC POOL #V6-0903 | 2.500% 09/01/2030 DD 08/01/15 | 107,797 |
| FHLMC POOL #V6-0904 | 2.500% 09/01/2030 DD 08/01/15 | 210,684 |
| FHLMC POOL #V6-0905 | 2.500% 07/01/2030 DD 08/01/15 | 8,396 |
| FHLMC POOL #V6-0909 | 3.000% 08/01/2030 DD 08/01/15 | 33,456 |
| FHLMC POOL #V8-0169 | 3.000% 07/01/2043 DD 06/01/13 | 1,354,812 |
| FHLMC POOL #V8-0353 | 3.000% 08/01/2043 DD 08/01/13 | 449,829 |
| FHLMC POOL #V8-1932 | 3.500% 10/01/2045 DD 09/01/15 | 2,967 |
| FHLMC POOL #V8-2209 | 3.500% 02/01/2046 DD 02/01/16 | 15,738 |
| FHLMC POOL #V8-2528 | 4.000% 07/01/2046 DD 07/01/16 | 139,684 |
| FHLMC POOL #V8-2553 | 4.000% 08/01/2046 DD 08/01/16 | 72,337 |
| FHLMC POOL #V8-2661 | 4.000% 10/01/2046 DD 10/01/16 | 22,974 |
| FHLMC POOL #V8-2929 | 4.000% 02/01/2047 DD 01/01/17 | 471,232 |
| FHLMC POOL #ZT-1952 | 4.000% 05/01/2049 DD 05/01/19 | 2,474,547 |
| FHLMC MULTICLASS MTG | 3.500% 10/15/2035 DD 11/01/13 | 140,067 |
| FHLMC MULTICLASS MTG | VAR RT 05/15/2041 DD 09/15/13 | 388,972 |
| FHLMC MULTICLASS MTG 3710 MG | VAR RT 08/15/2025 DD 08/01/10 | 381,948 |
| FHLMC MULTICLASS MTG 4318 MA | 3.000% 09/15/2039 DD 03/01/14 | 506,249 |
| FHLMC MULTICLASS MTG 4433 DE | 2.000% 08/15/2032 DD 01/01/15 | 301,588 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | | Par, Shares or Units | Market Value |
|------------------------------|-------------------------------|----------------------|--------------|
| FHLMC MULTICLASS MTG 4437 DE | 2.000% 10/15/2032 DD 02/01/15 | 315,358 | 315,052 |
| FHLMC MULTICLASS MTG 4459 BN | 3.000% 08/15/2043 DD 04/01/15 | 296,822 | 304,970 |
| FHLMC MULTICLASS MTG 4462 KA | 3.500% 01/15/2045 DD 04/01/15 | 496,105 | 517,602 |
| FHLMC MULTICLASS MTG 4482 DH | 3.000% 06/15/2042 DD 06/01/15 | 154,721 | 157,391 |
| FHLMC MULTICLASS MTG 4493 PA | 3.000% 02/15/2044 DD 07/01/15 | 226,919 | 232,557 |
| FHLMC MULTICLASS MTG 4494 KA | 3.750% 10/15/2042 DD 07/01/15 | 256,570 | 265,829 |
| FHLMC MULTICLASS MTG 4606 FB | VAR RT 08/15/2046 DD 08/15/16 | 583,974 | 583,907 |
| FHLMC MULTICLASS MTG 4669 KD | 4.000% 03/15/2043 DD 03/01/17 | 286,253 | 297,760 |
| FHLMC MULTICLASS MTG K006 A2 | 4.251% 01/25/2020 DD 04/01/10 | 71,004 | 70,882 |
| FHLMC MULTICLASS MTG K720 A2 | 2.716% 06/25/2022 DD 11/01/15 | 1,139,000 | 1,155,787 |
| FNMA POOL #0254548 | 5.500% 12/01/2032 DD 11/01/02 | 100,901 | 111,089 |
| FNMA POOL #0256200 | 5.500% 04/01/2021 DD 03/01/06 | 260 | 263 |
| FNMA POOL #0310105 | 5.500% 11/01/2034 DD 12/01/11 | 208,800 | 232,409 |
| FNMA POOL #0424242 | 6.000% 04/01/2028 DD 04/01/98 | 1,373 | 1,516 |
| FNMA POOL #0555424 | 5.500% 05/01/2033 DD 04/01/03 | 172,092 | 191,542 |
| FNMA POOL #0555591 | 5.500% 07/01/2033 DD 06/01/03 | 73,020 | 81,460 |
| FNMA POOL #0725423 | 5.500% 05/01/2034 DD 04/01/04 | 389,731 | 438,656 |
| FNMA POOL #0735989 | 5.500% 02/01/2035 DD 10/01/05 | 122,538 | 136,992 |
| FNMA POOL #0743070 | 5.500% 10/01/2033 DD 09/01/03 | 167,701 | 188,629 |
| FNMA POOL #0746105 | 5.500% 04/01/2021 DD 03/01/06 | 11,157 | 11,187 |
| FNMA POOL #0831372 | 5.500% 04/01/2021 DD 03/01/06 | 4,719 | 4,759 |
| FNMA POOL #0845465 | 5.500% 03/01/2021 DD 03/01/06 | 5,104 | 5,152 |
| FNMA POOL #0866034 | 5.500% 03/01/2021 DD 03/01/06 | 12,274 | 12,369 |
| FNMA POOL #0879285 | 5.500% 04/01/2021 DD 03/01/06 | 502 | 507 |
| FNMA POOL #0879579 | 5.500% 03/01/2021 DD 03/01/06 | 162 | 162 |
| FNMA POOL #0879980 | 5.500% 03/01/2021 DD 03/01/06 | 7,580 | 7,651 |
| FNMA POOL #0880779 | 5.500% 03/01/2021 DD 03/01/06 | 7,121 | 7,140 |
| FNMA POOL #0888635 | 5.500% 09/01/2036 DD 08/01/07 | 236,453 | 266,136 |
| FNMA POOL #0888876 | 5.500% 05/01/2033 DD 11/01/07 | 195,974 | 215,600 |
| FNMA POOL #0889466 | 6.000% 05/01/2038 DD 05/01/08 | 69,581 | 79,793 |
| FNMA POOL #0889529 | 6.000% 03/01/2038 DD 05/01/08 | 21,416 | 24,558 |
| FNMA POOL #0889974 | 5.000% 09/01/2035 DD 10/01/08 | 28,144 | 31,018 |
| FNMA POOL #0889983 | 6.000% 10/01/2038 DD 10/01/08 | 38,232 | 43,840 |
| FNMA POOL #0890629 | 4.000% 08/01/2044 DD 08/01/14 | 245,956 | 269,910 |
| FNMA POOL #0890824 | 4.000% 03/01/2047 DD 11/01/17 | 616,514 | 660,403 |
| FNMA POOL #0995113 | 5.500% 09/01/2036 DD 11/01/08 | 318,398 | 358,292 |
| FNMA POOL #0AA7693 | 4.000% 07/01/2024 DD 07/01/09 | 197,316 | 205,762 |
| FNMA POOL #0AB0686 | 4.000% 01/01/2036 DD 06/01/10 | 165,152 | 174,916 |
| FNMA POOL #0AB1226 | 4.500% 07/01/2040 DD 06/01/10 | 57,007 | 61,894 |
| FNMA POOL #0AB1614 | 4.000% 10/01/2040 DD 09/01/10 | 683,860 | 733,501 |
| FNMA POOL #0AB3314 | 4.500% 07/01/2041 DD 06/01/11 | 30,880 | 33,532 |
| FNMA POOL #0AB4054 | 4.000% 12/01/2041 DD 11/01/11 | 121,445 | 132,284 |
| FNMA POOL #0AB4307 | 4.000% 01/01/2042 DD 12/01/11 | 349,421 | 374,366 |
| FNMA POOL #0AB4530 | 4.000% 02/01/2042 DD 01/01/12 | 125,146 | 134,150 |
| FNMA POOL #0AB5919 | 3.000% 08/01/2042 DD 07/01/12 | 712,173 | 734,918 |
| FNMA POOL #0AB6194 | 2.500% 09/01/2027 DD 08/01/12 | 13,935 | 14,124 |
| FNMA POOL #0AB6512 | 3.500% 10/01/2042 DD 09/01/12 | 123,930 | 130,744 |
| FNMA POOL #0AB7271 | 3.000% 12/01/2042 DD 11/01/12 | 152,350 | 157,028 |
| FNMA POOL #0AB7425 | 3.000% 12/01/2042 DD 12/01/12 | 125,319 | 129,139 |
| FNMA POOL #0AB7458 | 3.000% 01/01/2043 DD 12/01/12 | 145,927 | 150,325 |
| FNMA POOL #0AB7497 | 3.000% 01/01/2043 DD 12/01/12 | 142,693 | 146,986 |
| FNMA POOL #0AB7567 | 3.000% 01/01/2043 DD 12/01/12 | 139,110 | 143,317 |
| FNMA POOL #0AB7755 | 3.000% 01/01/2043 DD 01/01/13 | 205,989 | 212,315 |
| FNMA POOL #0AB7762 | 3.000% 02/01/2043 DD 01/01/13 | 140,508 | 144,995 |
| FNMA POOL #0AB8558 | 3.000% 02/01/2043 DD 02/01/13 | 142,626 | 147,182 |
| FNMA POOL #0AB8701 | 3.000% 03/01/2043 DD 02/01/13 | 448,549 | 462,324 |
| FNMA POOL #0AB8712 | 3.000% 03/01/2043 DD 02/01/13 | 58,847 | 60,654 |
| FNMA POOL #0AB8830 | 3.000% 03/01/2043 DD 03/01/13 | 151,987 | 156,654 |
| FNMA POOL #0AB8870 | 2.500% 04/01/2028 DD 03/01/13 | 7,938 | 8,071 |
| FNMA POOL #0AB8923 | 3.000% 04/01/2043 DD 03/01/13 | 165,208 | 170,145 |
| FNMA POOL #0AB8924 | 3.000% 04/01/2043 DD 03/01/13 | 142,779 | 147,083 |
| FNMA POOL #0AB9016 | 3.000% 04/01/2043 DD 03/01/13 | 407,242 | 419,704 |
| FNMA POOL #0AB9033 | 3.000% 04/01/2043 DD 03/01/13 | 48,438 | 49,925 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | Par, Shares or Units | Market Value |
|--------------------|-------------------------------|--------------|
| FNMA POOL #0AB9173 | 3.000% 05/01/2043 DD 04/01/13 | 319,707 |
| FNMA POOL #0AB9255 | 3.500% 05/01/2043 DD 04/01/13 | 28,553 |
| FNMA POOL #0AB9462 | 3.000% 05/01/2043 DD 05/01/13 | 216,536 |
| FNMA POOL #0AB9564 | 3.000% 06/01/2043 DD 05/01/13 | 16,591 |
| FNMA POOL #0AB9662 | 3.000% 06/01/2043 DD 05/01/13 | 239,363 |
| FNMA POOL #0AC9312 | 4.000% 10/01/2041 DD 10/01/11 | 40,319 |
| FNMA POOL #0AD0454 | 5.000% 11/01/2021 DD 11/01/09 | 2,408 |
| FNMA POOL #0AD4038 | 4.500% 04/01/2040 DD 04/01/10 | 44,913 |
| FNMA POOL #0AD6391 | 4.500% 05/01/2025 DD 05/01/10 | 181,231 |
| FNMA POOL #0AD7127 | 4.500% 07/01/2040 DD 07/01/10 | 69,675 |
| FNMA POOL #0AD9136 | 4.000% 08/01/2040 DD 07/01/10 | 3,760 |
| FNMA POOL #0AE0028 | 6.000% 10/01/2039 DD 05/01/10 | 281,231 |
| FNMA POOL #0AE0113 | 4.000% 07/01/2040 DD 06/01/10 | 150,446 |
| FNMA POOL #0AE0216 | 4.000% 08/01/2040 DD 07/01/10 | 268,601 |
| FNMA POOL #0AE0823 | 6.000% 09/01/2040 DD 01/01/11 | 30,194 |
| FNMA POOL #0AE0885 | 4.000% 03/01/2022 DD 02/01/11 | 474 |
| FNMA POOL #0AE7535 | 4.000% 10/01/2040 DD 10/01/10 | 13,716 |
| FNMA POOL #0AE8407 | 4.000% 11/01/2040 DD 10/01/10 | 49,335 |
| FNMA POOL #0AH0006 | 4.000% 12/01/2040 DD 12/01/10 | 33,442 |
| FNMA POOL #0AH0946 | 4.000% 12/01/2040 DD 12/01/10 | 218,903 |
| FNMA POOL #0AH7036 | 4.500% 03/01/2041 DD 03/01/11 | 93,030 |
| FNMA POOL #0AI1186 | 4.000% 04/01/2041 DD 04/01/11 | 22,898 |
| FNMA POOL #0AI5228 | 4.000% 09/01/2041 DD 09/01/11 | 51,686 |
| FNMA POOL #0AJ1541 | 4.000% 09/01/2041 DD 09/01/11 | 562,567 |
| FNMA POOL #0AJ3120 | 4.500% 10/01/2041 DD 09/01/11 | 25,757 |
| FNMA POOL #0AJ7684 | 4.000% 12/01/2041 DD 12/01/11 | 43,141 |
| FNMA POOL #0AK7510 | 3.500% 04/01/2042 DD 03/01/12 | 15,978 |
| FNMA POOL #0AK9225 | 3.500% 06/01/2042 DD 06/01/12 | 11,770 |
| FNMA POOL #0AL0464 | 5.500% 01/01/2025 DD 06/01/11 | 202,989 |
| FNMA POOL #0AL1472 | 4.500% 05/01/2039 DD 03/01/12 | 85,856 |
| FNMA POOL #0AL1704 | 6.500% 05/01/2040 DD 04/01/12 | 325,504 |
| FNMA POOL #0AL2003 | 4.000% 06/01/2042 DD 06/01/12 | 76,588 |
| FNMA POOL #0AL2168 | 3.500% 06/01/2042 DD 07/01/12 | 12,229 |
| FNMA POOL #0AL2242 | 4.000% 08/01/2042 DD 08/01/12 | 43,456 |
| FNMA POOL #0AL2482 | 4.500% 09/01/2042 DD 09/01/12 | 170,736 |
| FNMA POOL #0AL2517 | 3.500% 10/01/2042 DD 09/01/12 | 223,250 |
| FNMA POOL #0AL2607 | 4.000% 07/01/2042 DD 10/01/12 | 51,028 |
| FNMA POOL #0AL2901 | 4.000% 09/01/2042 DD 12/01/12 | 80,420 |
| FNMA POOL #0AL2935 | 3.500% 02/01/2043 DD 01/01/13 | 138,715 |
| FNMA POOL #0AL3162 | 3.000% 02/01/2043 DD 02/01/13 | 959,176 |
| FNMA POOL #0AL3300 | 4.000% 03/01/2043 DD 03/01/13 | 65,867 |
| FNMA POOL #0AL3759 | 3.000% 05/01/2043 DD 06/01/13 | 146,137 |
| FNMA POOL #0AL4010 | 3.500% 07/01/2043 DD 07/01/13 | 319,187 |
| FNMA POOL #0AL4014 | 3.500% 07/01/2043 DD 07/01/13 | 1,006,440 |
| FNMA POOL #0AL4141 | 6.000% 04/01/2040 DD 09/01/13 | 294,211 |
| FNMA POOL #0AL4142 | 6.000% 06/01/2041 DD 09/01/13 | 68,015 |
| FNMA POOL #0AL4244 | 4.000% 07/01/2042 DD 09/01/13 | 703,404 |
| FNMA POOL #0AL5601 | 4.000% 08/01/2044 DD 08/01/14 | 1,428,594 |
| FNMA POOL #0AL5778 | 3.000% 07/01/2043 DD 09/01/14 | 189,102 |
| FNMA POOL #0AL6055 | 4.000% 12/01/2042 DD 11/01/14 | 197,342 |
| FNMA POOL #0AL6144 | 3.000% 01/01/2030 DD 12/01/14 | 639,672 |
| FNMA POOL #0AL6583 | 3.000% 03/01/2030 DD 03/01/15 | 126,498 |
| FNMA POOL #0AL6584 | 3.000% 04/01/2030 DD 03/01/15 | 102,280 |
| FNMA POOL #0AL6626 | 4.000% 12/01/2042 DD 03/01/15 | 84,815 |
| FNMA POOL #0AL6761 | 3.000% 05/01/2030 DD 04/01/15 | 62,890 |
| FNMA POOL #0AL7139 | 3.000% 07/01/2030 DD 07/01/15 | 83,547 |
| FNMA POOL #0AL7167 | 4.000% 01/01/2041 DD 07/01/15 | 60,831 |
| FNMA POOL #0AL7225 | 3.000% 08/01/2030 DD 08/01/15 | 158,457 |
| FNMA POOL #0AL7227 | 3.000% 08/01/2030 DD 08/01/15 | 139,081 |
| FNMA POOL #0AL7369 | 4.000% 01/01/2043 DD 09/01/15 | 128,831 |
| FNMA POOL #0AL7442 | 4.000% 10/01/2045 DD 09/01/15 | 86,009 |
| FNMA POOL #0AL7443 | 4.000% 10/01/2045 DD 09/01/15 | 115,784 |
| FNMA POOL #0AL7521 | 5.000% 06/01/2039 DD 10/01/15 | 1,311,118 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | Par, Shares or Units | Market Value |
|--------------------|----------------------|--------------|
| FNMA POOL #0AL7577 | 88,851 | 95,154 |
| FNMA POOL #0AL7800 | 2,961 | 3,005 |
| FNMA POOL #0AL7936 | 70,577 | 78,241 |
| FNMA POOL #0AL8045 | 129,116 | 136,091 |
| FNMA POOL #0AL8521 | 52,306 | 55,775 |
| FNMA POOL #0AL8570 | 89,005 | 93,769 |
| FNMA POOL #0AL8857 | 1,279,319 | 1,374,936 |
| FNMA POOL #0AL8952 | 217,271 | 228,908 |
| FNMA POOL #0AL9031 | 10,719 | 11,069 |
| FNMA POOL #0AL9045 | 166,411 | 171,658 |
| FNMA POOL #0AL9093 | 530,276 | 562,617 |
| FNMA POOL #0AL9227 | 15,418 | 15,829 |
| FNMA POOL #0AL9376 | 678,170 | 699,372 |
| FNMA POOL #0AL9378 | 65,820 | 68,115 |
| FNMA POOL #0AL9424 | 1,273,087 | 1,341,278 |
| FNMA POOL #0AL9481 | 78,809 | 81,326 |
| FNMA POOL #0AL9501 | 57,517 | 63,736 |
| FNMA POOL #0AL9511 | 193,414 | 204,631 |
| FNMA POOL #0AL9593 | 32,035 | 33,893 |
| FNMA POOL #0AL9635 | 111,970 | 120,017 |
| FNMA POOL #0AL9725 | 568,357 | 609,183 |
| FNMA POOL #0AL9745 | 301,785 | 318,045 |
| FNMA POOL #0AL9774 | 84,412 | 90,475 |
| FNMA POOL #0AO0777 | 44,247 | 46,619 |
| FNMA POOL #0AO2114 | 79,469 | 85,092 |
| FNMA POOL #0AO2881 | 6,923 | 7,298 |
| FNMA POOL #0AO2961 | 219,621 | 235,064 |
| FNMA POOL #0AO3048 | 7,124 | 7,509 |
| FNMA POOL #0AO3107 | 44,428 | 47,304 |
| FNMA POOL #0AO7152 | 25,667 | 27,056 |
| FNMA POOL #0AO9707 | 16,413 | 17,301 |
| FNMA POOL #0AP4100 | 156,125 | 164,462 |
| FNMA POOL #0AP5205 | 7,036 | 7,130 |
| FNMA POOL #0AQ7127 | 29,929 | 31,548 |
| FNMA POOL #0AR6909 | 5,331 | 5,619 |
| FNMA POOL #0AR7145 | 46,629 | 48,548 |
| FNMA POOL #0AR7568 | 87,749 | 90,290 |
| FNMA POOL #0AR7576 | 99,920 | 102,907 |
| FNMA POOL #0AR8128 | 10,665 | 11,242 |
| FNMA POOL #0AR8630 | 185,267 | 190,794 |
| FNMA POOL #0AR9194 | 464,608 | 479,450 |
| FNMA POOL #0AR9218 | 169,748 | 174,917 |
| FNMA POOL #0AS0190 | 21,408 | 21,765 |
| FNMA POOL #0AS0209 | 419,380 | 446,279 |
| FNMA POOL #0AS0331 | 148,506 | 152,891 |
| FNMA POOL #0AS1539 | 94,868 | 101,154 |
| FNMA POOL #0AS2591 | 9,876 | 10,419 |
| FNMA POOL #0AS2676 | 327,706 | 339,117 |
| FNMA POOL #0AS3220 | 187,311 | 193,830 |
| FNMA POOL #0AS3594 | 66,058 | 68,418 |
| FNMA POOL #0AS3753 | 922,584 | 965,544 |
| FNMA POOL #0AS4083 | 53,641 | 58,371 |
| FNMA POOL #0AS4308 | 131,736 | 142,540 |
| FNMA POOL #0AS4485 | 1,913 | 1,940 |
| FNMA POOL #0AS4488 | 2,098 | 2,126 |
| FNMA POOL #0AS5017 | 194,638 | 213,597 |
| FNMA POOL #0AS5403 | 29,086 | 29,512 |
| FNMA POOL #0AS5405 | 5,368 | 5,440 |
| FNMA POOL #0AS5453 | 327,666 | 345,224 |
| FNMA POOL #0AS5459 | 344,395 | 369,160 |
| FNMA POOL #0AS5548 | 64,874 | 65,823 |
| FNMA POOL #0AS5614 | 86,131 | 87,453 |
| FNMA POOL #0AS5616 | 162,026 | 164,345 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | Par, Shares or Units | Market Value |
|--------------------|-------------------------------|--------------|
| FNMA POOL #0AS5622 | 3.000% 08/01/2030 DD 07/01/15 | 110,158 |
| FNMA POOL #0AS5623 | 3.000% 08/01/2030 DD 07/01/15 | 124,728 |
| FNMA POOL #0AS5640 | 3.500% 08/01/2045 DD 07/01/15 | 79,606 |
| FNMA POOL #0AS5707 | 3.500% 08/01/2030 DD 08/01/15 | 19,455 |
| FNMA POOL #0AS5708 | 3.500% 08/01/2030 DD 08/01/15 | 91,921 |
| FNMA POOL #0AS5714 | 3.000% 09/01/2030 DD 08/01/15 | 86,598 |
| FNMA POOL #0AS5728 | 3.000% 09/01/2030 DD 08/01/15 | 113,802 |
| FNMA POOL #0AS5786 | 2.500% 09/01/2030 DD 08/01/15 | 76,857 |
| FNMA POOL #0AS5872 | 2.500% 09/01/2030 DD 08/01/15 | 98,507 |
| FNMA POOL #0AS6115 | 2.500% 11/01/2030 DD 10/01/15 | 87,624 |
| FNMA POOL #0AS6116 | 2.500% 11/01/2030 DD 10/01/15 | 92,565 |
| FNMA POOL #0AS6141 | 2.500% 11/01/2030 DD 10/01/15 | 93,372 |
| FNMA POOL #0AS6142 | 2.500% 11/01/2030 DD 10/01/15 | 86,505 |
| FNMA POOL #0AS6195 | 3.500% 11/01/2045 DD 10/01/15 | 50,268 |
| FNMA POOL #0AS6233 | 4.500% 11/01/2045 DD 10/01/15 | 9,408 |
| FNMA POOL #0AS6347 | 4.000% 12/01/2045 DD 12/01/15 | 378,057 |
| FNMA POOL #0AS6662 | 4.000% 02/01/2046 DD 01/01/16 | 233,888 |
| FNMA POOL #0AS6823 | 3.500% 03/01/2046 DD 02/01/16 | 151,463 |
| FNMA POOL #0AS7015 | 3.500% 04/01/2046 DD 03/01/16 | 16,975 |
| FNMA POOL #0AS7320 | 2.500% 06/01/2031 DD 05/01/16 | 103,822 |
| FNMA POOL #0AS7353 | 3.500% 06/01/2046 DD 05/01/16 | 439,321 |
| FNMA POOL #0AS7362 | 3.000% 06/01/2046 DD 05/01/16 | 66,576 |
| FNMA POOL #0AS7365 | 3.000% 06/01/2046 DD 05/01/16 | 8,278 |
| FNMA POOL #0AS7370 | 3.000% 06/01/2046 DD 05/01/16 | 37,387 |
| FNMA POOL #0AS7605 | 2.500% 07/01/2031 DD 07/01/16 | 124,689 |
| FNMA POOL #0AS7617 | 2.500% 07/01/2031 DD 07/01/16 | 198,595 |
| FNMA POOL #0AS7889 | 3.000% 09/01/2046 DD 08/01/16 | 60,789 |
| FNMA POOL #0AS8009 | 2.500% 10/01/2031 DD 09/01/16 | 201,595 |
| FNMA POOL #0AS8193 | 2.500% 10/01/2031 DD 10/01/16 | 251,290 |
| FNMA POOL #0AS8195 | 2.500% 10/01/2031 DD 10/01/16 | 83,910 |
| FNMA POOL #0AS8208 | 2.500% 10/01/2031 DD 10/01/16 | 311,069 |
| FNMA POOL #0AS8240 | 2.500% 11/01/2031 DD 10/01/16 | 194,286 |
| FNMA POOL #0AS8241 | 2.500% 11/01/2031 DD 10/01/16 | 161,236 |
| FNMA POOL #0AS8245 | 2.500% 11/01/2031 DD 10/01/16 | 129,266 |
| FNMA POOL #0AS8251 | 2.000% 11/01/2031 DD 10/01/16 | 153,002 |
| FNMA POOL #0AS8291 | 2.000% 11/01/2031 DD 10/01/16 | 10,132 |
| FNMA POOL #0AS8348 | 3.000% 11/01/2036 DD 10/01/16 | 118,443 |
| FNMA POOL #0AS8349 | 3.000% 11/01/2036 DD 10/01/16 | 47,552 |
| FNMA POOL #0AS8371 | 3.500% 11/01/2046 DD 10/01/16 | 207,166 |
| FNMA POOL #0AS8374 | 4.000% 11/01/2046 DD 10/01/16 | 99,347 |
| FNMA POOL #0AS8553 | 3.000% 12/01/2036 DD 12/01/16 | 137,820 |
| FNMA POOL #0AS8589 | 3.000% 01/01/2047 DD 12/01/16 | 58,270 |
| FNMA POOL #0AS8792 | 3.000% 02/01/2047 DD 01/01/17 | 77,477 |
| FNMA POOL #0AS8885 | 3.500% 02/01/2032 DD 02/01/17 | 185,566 |
| FNMA POOL #0AS8980 | 4.500% 03/01/2047 DD 02/01/17 | 184,224 |
| FNMA POOL #0AS9316 | 2.500% 03/01/2032 DD 03/01/17 | 72,414 |
| FNMA POOL #0AS9317 | 2.500% 03/01/2032 DD 03/01/17 | 61,144 |
| FNMA POOL #0AS9318 | 2.500% 03/01/2032 DD 03/01/17 | 111,830 |
| FNMA POOL #0AS9319 | 2.500% 03/01/2032 DD 03/01/17 | 120,191 |
| FNMA POOL #0AS9321 | 2.500% 03/01/2032 DD 03/01/17 | 92,783 |
| FNMA POOL #0AS9610 | 4.500% 05/01/2047 DD 04/01/17 | 618,292 |
| FNMA POOL #0AT0310 | 3.500% 03/01/2043 DD 03/01/13 | 6,347 |
| FNMA POOL #0AT2037 | 3.000% 04/01/2043 DD 04/01/13 | 69,602 |
| FNMA POOL #0AT2040 | 3.000% 04/01/2043 DD 04/01/13 | 230,703 |
| FNMA POOL #0AT2043 | 3.000% 04/01/2043 DD 04/01/13 | 108,912 |
| FNMA POOL #0AT2719 | 3.000% 05/01/2043 DD 05/01/13 | 484,770 |
| FNMA POOL #0AT3019 | 3.500% 04/01/2043 DD 04/01/13 | 7,132 |
| FNMA POOL #0AT3121 | 3.000% 04/01/2028 DD 04/01/13 | 31,389 |
| FNMA POOL #0AT3906 | 3.500% 07/01/2043 DD 08/01/13 | 19,866 |
| FNMA POOL #0AT6033 | 3.000% 05/01/2028 DD 05/01/13 | 33,021 |
| FNMA POOL #0AT6144 | 4.000% 05/01/2042 DD 05/01/13 | 89,872 |
| FNMA POOL #0AT6321 | 3.500% 06/01/2043 DD 05/01/13 | 423,631 |
| FNMA POOL #0AT6654 | 3.000% 05/01/2043 DD 05/01/13 | 145,819 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | Par, Shares or Units | Market Value |
|--------------------|---------------------------------------|--------------|
| FNMA POOL #0AT7267 | 3.500% 09/01/2043 DD 09/01/13 10,672 | 11,380 |
| FNMA POOL #0AT7333 | 3.500% 08/01/2043 DD 08/01/13 12,536 | 13,369 |
| FNMA POOL #0AT7676 | 3.000% 06/01/2043 DD 06/01/13 78,491 | 80,983 |
| FNMA POOL #0AT8464 | 3.500% 07/01/2043 DD 07/01/13 194,710 | 207,637 |
| FNMA POOL #0AT9667 | 3.500% 07/01/2043 DD 06/01/13 115,748 | 121,997 |
| FNMA POOL #0AU0570 | 3.500% 08/01/2043 DD 07/01/13 114,904 | 122,341 |
| FNMA POOL #0AU0613 | 3.500% 08/01/2043 DD 08/01/13 97,669 | 103,991 |
| FNMA POOL #0AU0918 | 3.500% 07/01/2043 DD 07/01/13 172,615 | 184,073 |
| FNMA POOL #0AU1633 | 3.500% 07/01/2043 DD 07/01/13 495,597 | 528,497 |
| FNMA POOL #0AU3032 | 3.500% 08/01/2043 DD 08/01/13 14,269 | 15,217 |
| FNMA POOL #0AU3270 | 3.500% 08/01/2043 DD 08/01/13 47,985 | 51,091 |
| FNMA POOL #0AU6041 | 3.500% 09/01/2028 DD 08/01/13 236,128 | 244,684 |
| FNMA POOL #0AU8774 | 3.000% 10/01/2028 DD 10/01/13 68,780 | 71,087 |
| FNMA POOL #0AV6577 | 4.000% 03/01/2044 DD 03/01/14 58,218 | 62,992 |
| FNMA POOL #0AV8876 | 4.000% 12/01/2044 DD 12/01/14 56,488 | 61,470 |
| FNMA POOL #0AW0937 | 3.000% 04/01/2029 DD 04/01/14 229,919 | 237,919 |
| FNMA POOL #0AW1247 | 3.000% 05/01/2029 DD 05/01/14 181,912 | 188,404 |
| FNMA POOL #0AW1281 | 3.000% 07/01/2029 DD 06/01/14 19,044 | 19,604 |
| FNMA POOL #0AW4229 | 3.000% 07/01/2029 DD 07/01/14 88,437 | 91,593 |
| FNMA POOL #0AW7055 | 4.000% 07/01/2044 DD 06/01/14 23,133 | 24,623 |
| FNMA POOL #0AW8154 | 3.500% 01/01/2042 DD 09/01/14 45,657 | 48,145 |
| FNMA POOL #0AX1321 | 3.500% 09/01/2029 DD 09/01/14 212,404 | 222,270 |
| FNMA POOL #0AX2741 | 3.500% 10/01/2029 DD 10/01/14 45,341 | 47,448 |
| FNMA POOL #0AX3298 | 3.000% 08/01/2030 DD 08/01/15 20,303 | 21,029 |
| FNMA POOL #0AX3706 | 4.000% 09/01/2042 DD 12/01/14 45,279 | 48,568 |
| FNMA POOL #0AX6255 | 4.000% 12/01/2044 DD 12/01/14 15,708 | 17,238 |
| FNMA POOL #0AX6435 | 3.000% 01/01/2030 DD 01/01/15 58,927 | 60,776 |
| FNMA POOL #0AX8713 | 4.000% 01/01/2045 DD 01/01/15 198,953 | 216,504 |
| FNMA POOL #0AX9700 | 3.000% 07/01/2030 DD 07/01/15 23,890 | 24,527 |
| FNMA POOL #0AX9701 | 3.000% 07/01/2030 DD 07/01/15 97,525 | 100,926 |
| FNMA POOL #0AY0299 | 4.000% 12/01/2044 DD 12/01/14 16,054 | 17,558 |
| FNMA POOL #0AY0828 | 2.500% 05/01/2030 DD 04/01/15 37,882 | 38,516 |
| FNMA POOL #0AY1866 | 4.000% 02/01/2045 DD 01/01/15 30,643 | 33,629 |
| FNMA POOL #0AY2693 | 4.000% 02/01/2045 DD 01/01/15 49,923 | 53,386 |
| FNMA POOL #0AY3416 | 2.500% 04/01/2030 DD 04/01/15 81,356 | 82,604 |
| FNMA POOL #0AY8218 | 4.000% 05/01/2045 DD 04/01/15 22,748 | 24,213 |
| FNMA POOL #0AY9770 | 4.000% 05/01/2045 DD 05/01/15 61,283 | 67,253 |
| FNMA POOL #0AZ2170 | 2.500% 07/01/2030 DD 07/01/15 36,918 | 37,485 |
| FNMA POOL #0AZ2297 | 3.000% 07/01/2030 DD 06/01/15 13,682 | 14,110 |
| FNMA POOL #0AZ5719 | 3.000% 09/01/2030 DD 08/01/15 43,274 | 44,681 |
| FNMA POOL #0AZ7833 | 3.000% 08/01/2030 DD 08/01/15 22,048 | 22,837 |
| FNMA POOL #0AZ8597 | 3.000% 08/01/2030 DD 08/01/15 11,676 | 12,094 |
| FNMA POOL #0AZ9243 | 4.000% 10/01/2045 DD 10/01/15 32,487 | 34,740 |
| FNMA POOL #0AZ9244 | 4.000% 10/01/2045 DD 10/01/15 33,531 | 35,529 |
| FNMA POOL #0BA2877 | 4.000% 10/01/2045 DD 10/01/15 35,052 | 37,483 |
| FNMA POOL #0BA2878 | 4.000% 10/01/2045 DD 10/01/15 31,657 | 34,069 |
| FNMA POOL #0BA2879 | 4.000% 10/01/2045 DD 10/01/15 35,564 | 37,897 |
| FNMA POOL #0BA2904 | 4.000% 11/01/2045 DD 11/01/15 110,645 | 118,318 |
| FNMA POOL #0BA2905 | 4.000% 11/01/2045 DD 11/01/15 159,573 | 169,849 |
| FNMA POOL #0BA2924 | 4.000% 12/01/2045 DD 11/01/15 48,490 | 51,483 |
| FNMA POOL #0BA4736 | 4.000% 12/01/2045 DD 12/01/15 91,052 | 97,367 |
| FNMA POOL #0BA4737 | 4.000% 12/01/2045 DD 12/01/15 100,918 | 107,417 |
| FNMA POOL #0BA4781 | 4.000% 01/01/2046 DD 01/01/16 121,538 | 129,963 |
| FNMA POOL #0BC1154 | 3.500% 06/01/2046 DD 06/01/16 31,231 | 33,476 |
| FNMA POOL #0BC2628 | 2.500% 11/01/2031 DD 10/01/16 18,670 | 18,982 |
| FNMA POOL #0BC2629 | 2.500% 11/01/2031 DD 10/01/16 18,032 | 18,310 |
| FNMA POOL #0BC2631 | 2.500% 11/01/2031 DD 10/01/16 36,219 | 36,739 |
| FNMA POOL #0BC2837 | 4.500% 09/01/2046 DD 09/01/16 73,520 | 81,957 |
| FNMA POOL #0BC4778 | 2.500% 10/01/2031 DD 10/01/16 129,162 | 130,897 |
| FNMA POOL #0BC5981 | 3.500% 04/01/2046 DD 04/01/16 65,121 | 68,783 |
| FNMA POOL #0BC7299 | 3.500% 11/01/2046 DD 10/01/16 10,240 | 10,788 |
| FNMA POOL #0BC9012 | 4.000% 11/01/2046 DD 11/01/16 84,222 | 92,424 |
| FNMA POOL #0BC9040 | 2.000% 11/01/2031 DD 11/01/16 50,992 | 50,685 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | Par, Shares or Units | Market Value |
|--------------------|---|--------------|
| FNMA POOL #0BD2439 | 4.000% 01/01/2047 DD 01/01/17 124,073 | 136,129 |
| FNMA POOL #0BD5056 | 3.000% 02/01/2047 DD 02/01/17 29,426 | 30,366 |
| FNMA POOL #0BD5388 | 2.500% 08/01/2031 DD 08/01/16 32,225 | 32,658 |
| FNMA POOL #0BD8477 | 3.500% 11/01/2046 DD 11/01/16 30,087 | 31,699 |
| FNMA POOL #0BD8962 | 3.000% 11/01/2046 DD 11/01/16 27,711 | 28,478 |
| FNMA POOL #0BE0547 | 3.500% 09/01/2046 DD 11/01/16 6,419 | 6,745 |
| FNMA POOL #0BE1896 | 3.000% 12/01/2036 DD 11/01/16 103,672 | 106,432 |
| FNMA POOL #0BE1932 | 3.500% 11/01/2046 DD 11/01/16 12,681 | 13,329 |
| FNMA POOL #0BF0056 | 6.000% 07/01/2039 DD 09/01/16 283,809 | 320,491 |
| FNMA POOL #0BH0398 | 4.000% 05/01/2047 DD 04/01/17 166,125 | 177,512 |
| FNMA POOL #0BH3401 | 4.000% 07/01/2047 DD 07/01/17 136,371 | 144,880 |
| FNMA POOL #0BH7067 | 4.500% 12/01/2047 DD 12/01/17 243,102 | 261,610 |
| FNMA POOL #0BJ2054 | 3.500% 11/01/2032 DD 11/01/17 48,442 | 50,798 |
| FNMA POOL #0BJ2096 | 3.500% 01/01/2033 DD 01/01/18 32,742 | 34,334 |
| FNMA POOL #0BJ5674 | 3.000% 01/01/2033 DD 01/01/18 84,510 | 86,860 |
| FNMA POOL #0BJ9057 | 4.000% 02/01/2048 DD 01/01/18 29,637 | 31,525 |
| FNMA POOL #0BJ9058 | 4.000% 02/01/2048 DD 01/01/18 30,846 | 32,927 |
| FNMA POOL #0BJ9249 | 4.500% 06/01/2048 DD 06/01/18 66,478 | 73,485 |
| FNMA POOL #0BK4471 | 4.500% 07/01/2048 DD 07/01/18 7,843 | 8,523 |
| FNMA POOL #0BK4689 | 4.500% 07/01/2048 DD 07/01/18 56,506 | 62,901 |
| FNMA POOL #0BK7642 | 4.000% 09/01/2033 DD 09/01/18 45,010 | 47,566 |
| FNMA POOL #0BM1036 | 2.500% 02/01/2032 DD 03/01/17 6,067 | 6,154 |
| FNMA POOL #0BM1100 | 3.500% 02/01/2045 DD 03/01/17 142,612 | 150,294 |
| FNMA POOL #0BM1124 | 3.500% 11/01/2045 DD 04/01/17 452,715 | 482,720 |
| FNMA POOL #0BM1155 | 4.000% 03/01/2047 DD 04/01/17 849,681 | 913,045 |
| FNMA POOL #0BM1174 | 3.500% 05/01/2047 DD 04/01/17 217,364 | 229,965 |
| FNMA POOL #0BM1502 | 4.000% 10/01/2043 DD 07/01/17 391,029 | 418,691 |
| FNMA POOL #0BM1547 | 4.000% 07/01/2047 DD 07/01/17 230,002 | 241,985 |
| FNMA POOL #0BM1571 | 3.500% 07/01/2047 DD 07/01/17 118,897 | 126,580 |
| FNMA POOL #0BM1595 | 2.500% 03/01/2031 DD 07/01/17 12,162 | 12,317 |
| FNMA POOL #0BM1602 | 3.500% 05/01/2032 DD 07/01/17 301,810 | 316,484 |
| FNMA POOL #0BM1619 | 4.000% 08/01/2047 DD 07/01/17 249,716 | 267,370 |
| FNMA POOL #0BM1756 | 4.500% 12/01/2045 DD 09/01/17 201,617 | 217,280 |
| FNMA POOL #0BM1775 | 4.500% 07/01/2047 DD 09/01/17 58,247 | 62,704 |
| FNMA POOL #0BM1790 | 3.000% 12/01/2031 DD 09/01/17 658,943 | 676,173 |
| FNMA POOL #0BM1896 | 2.500% 11/01/2031 DD 10/01/17 3,454 | 3,505 |
| FNMA POOL #0BM1902 | 3.500% 06/01/2047 DD 10/01/17 172,432 | 183,409 |
| FNMA POOL #0BM1920 | 4.500% 07/01/2046 DD 10/01/17 430,735 | 477,408 |
| FNMA POOL #0BM1937 | 3.500% 05/01/2047 DD 10/01/17 49,191 | 52,725 |
| FNMA POOL #0BM1938 | 3.500% 11/01/2046 DD 10/01/17 136,809 | 145,878 |
| FNMA POOL #0BM3052 | 4.500% 10/01/2047 DD 10/01/17 208,756 | 231,387 |
| FNMA POOL #0BM3053 | 4.500% 07/01/2046 DD 10/01/17 314,613 | 350,635 |
| FNMA POOL #0BM3054 | 2.000% 11/01/2031 DD 10/01/17 198,213 | 197,017 |
| FNMA POOL #0BM3061 | 2.000% 03/01/2032 DD 10/01/17 278,550 | 276,868 |
| FNMA POOL #0BM3240 | 3.000% 09/01/2032 DD 12/01/17 122,473 | 126,851 |
| FNMA POOL #0BM3261 | 4.000% 12/01/2047 DD 12/01/17 140,480 | 153,783 |
| FNMA POOL #0BM3280 | 4.500% 11/01/2047 DD 12/01/17 642,761 | 691,155 |
| FNMA POOL #0BM3403 | 2.500% 02/01/2030 DD 01/01/18 6,770 | 6,863 |
| FNMA POOL #0BM3503 | 3.500% 04/01/2032 DD 02/01/18 419,667 | 441,545 |
| FNMA POOL #0BM3552 | 2.500% 08/01/2030 DD 02/01/18 21,734 | 22,050 |
| FNMA POOL #0BM3578 | 2.500% 08/01/2032 DD 02/01/18 154,082 | 156,326 |
| FNMA POOL #0BM3762 | 4.000% 04/01/2048 DD 03/01/18 41,529 | 45,237 |
| FNMA POOL #0BM3763 | 4.000% 04/01/2048 DD 03/01/18 44,659 | 48,291 |
| FNMA POOL #0BM3792 | 3.500% 02/01/2047 DD 04/01/18 1,270,714 | 1,337,051 |
| FNMA POOL #0BM3793 | 2.500% 02/01/2033 DD 04/01/18 324,198 | 328,551 |
| FNMA POOL #0BM3846 | 4.500% 04/01/2048 DD 04/01/18 192,382 | 214,154 |
| FNMA POOL #0BM4022 | 3.000% 11/01/2046 DD 05/01/18 772,457 | 794,699 |
| FNMA POOL #0BM4299 | 3.000% 03/01/2030 DD 07/01/18 2,543,905 | 2,606,627 |
| FNMA POOL #0BM5002 | 3.500% 12/01/2048 DD 11/01/18 2,607,133 | 2,794,008 |
| FNMA POOL #0BM5082 | 4.500% 11/01/2048 DD 12/01/18 215,060 | 237,727 |
| FNMA POOL #0BM5110 | 3.000% 09/01/2032 DD 12/01/18 1,730,100 | 1,781,294 |
| FNMA POOL #0BM5568 | 4.500% 02/01/2049 DD 02/01/19 283,020 | 315,328 |
| FNMA POOL #0BN5404 | 4.500% 04/01/2049 DD 04/01/19 74,364 | 82,635 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | Par, Shares or Units | Market Value |
|--------------------------------|-------------------------------|--------------|
| FNMA POOL #0CA1199 | 4.000% 02/01/2048 DD 01/01/18 | 245,693 |
| FNMA POOL #0CA1255 | 4.000% 02/01/2048 DD 02/01/18 | 260,721 |
| FNMA POOL #0CA1372 | 4.000% 03/01/2048 DD 02/01/18 | 404,245 |
| FNMA POOL #0CA1541 | 4.000% 04/01/2048 DD 03/01/18 | 399,048 |
| FNMA POOL #0CA1545 | 4.000% 04/01/2048 DD 03/01/18 | 825,091 |
| FNMA POOL #0CA1549 | 4.000% 04/01/2048 DD 03/01/18 | 882,867 |
| FNMA POOL #0CA1622 | 3.000% 04/01/2033 DD 04/01/18 | 1,210,544 |
| FNMA POOL #0CA1704 | 4.500% 05/01/2048 DD 04/01/18 | 1,284,588 |
| FNMA POOL #0CA2404 | 4.000% 10/01/2033 DD 09/01/18 | 157,838 |
| FNMA POOL #0CA2406 | 4.000% 10/01/2033 DD 09/01/18 | 171,929 |
| FNMA POOL #0CA2527 | 4.000% 10/01/2033 DD 10/01/18 | 83,248 |
| FNMA POOL #0CA2528 | 4.000% 10/01/2033 DD 10/01/18 | 120,558 |
| FNMA POOL #0CA2557 | 4.000% 11/01/2033 DD 10/01/18 | 119,672 |
| FNMA POOL #0CA3944 | 4.000% 08/01/2049 DD 07/01/19 | 126,777 |
| FNMA POOL #0CA3972 | 4.000% 08/01/2049 DD 07/01/19 | 871,960 |
| FNMA POOL #0CA4023 | 3.500% 08/01/2049 DD 07/01/19 | 912,178 |
| FNMA POOL #0FM1045 | 4.500% 06/01/2039 DD 06/01/19 | 1,771,589 |
| FNMA POOL #0FM1245 | 4.000% 09/01/2033 DD 07/01/19 | 56,353 |
| FNMA POOL #0FM1353 | 4.500% 08/01/2039 DD 08/01/19 | 479,268 |
| FNMA POOL #0FM1534 | 4.500% 09/01/2049 DD 09/01/19 | 128,717 |
| FNMA POOL #0FM1774 | 4.500% 03/01/2039 DD 10/01/19 | 137,672 |
| FNMA POOL #0MA1440 | 3.500% 05/01/2043 DD 04/01/13 | 1,582,025 |
| FNMA POOL #0MA2414 | 3.500% 10/01/2045 DD 09/01/15 | 1,654,427 |
| FNMA POOL #0MA2774 | 2.000% 10/01/2031 DD 09/01/16 | 287,558 |
| FNMA POOL #0MA2845 | 2.000% 12/01/2031 DD 11/01/16 | 309,304 |
| FNMA POOL #0MA3247 | 3.000% 01/01/2033 DD 12/01/17 | 2,172,237 |
| FNMA GTD REMIC P/T 10-136 CY | 4.000% 12/25/2040 DD 11/01/10 | 2,335,469 |
| FNMA GTD REMIC P/T 11-48 MG | VAR RT 06/25/2026 DD 05/01/11 | 223,395 |
| FNMA GTD REMIC P/T 11-84 MG | VAR RT 09/25/2026 DD 08/01/11 | 239,748 |
| FNMA GTD REMIC P/T 13-133 NA | 3.000% 05/25/2036 DD 12/01/13 | 11,115 |
| FNMA GTD REMIC P/T 14-2 PX | 4.500% 01/25/2041 DD 01/01/14 | 28,036 |
| FNMA GTD REMIC P/T 16-27 HK | 3.000% 01/25/2041 DD 04/01/16 | 32,602 |
| FNMA GTD REMIC P/T 16-27 KG | 3.000% 01/25/2040 DD 04/01/16 | 43,551 |
| FNMA GTD REMIC P/T 16-48 UF | VAR RT 08/25/2046 DD 07/25/16 | 617,864 |
| FNMA GTD REMIC P/T 16-49 LA | 3.500% 01/25/2043 DD 07/01/16 | 1,680,000 |
| FRESB 2019-SB60 MORT SB60 A10H | VAR RT 01/25/2039 DD 03/01/19 | 329,945 |
| GNMA POOL #0546215 | 4.500% 04/15/2040 DD 04/01/10 | 318,209 |
| GNMA POOL #0553461 | 3.500% 01/15/2042 DD 01/01/12 | 192,241 |
| GNMA POOL #0615516 | 4.500% 09/15/2033 DD 09/01/03 | 1,580,000 |
| GNMA POOL #0728627 | 4.500% 01/15/2040 DD 01/01/10 | 850,187 |
| GNMA POOL #0745793 | 4.500% 07/15/2040 DD 07/01/10 | 863,245 |
| GNMA POOL #0759138 | 4.000% 01/15/2041 DD 01/01/11 | 411,471 |
| GNMA POOL #0762838 | 4.000% 03/15/2041 DD 03/01/11 | 423,027 |
| GNMA POOL #0782557 | 5.000% 01/15/2039 DD 02/01/09 | 948,378 |
| GNMA POOL #0782619 | 5.000% 04/15/2039 DD 04/01/09 | 945,905 |
| GNMA POOL #0782696 | 5.000% 06/15/2039 DD 07/01/09 | 721,489 |
| GNMA POOL #0782958 | 5.000% 05/15/2040 DD 05/01/10 | 447,153 |
| GNMA POOL #0783571 | 5.000% 12/15/2033 DD 05/01/12 | 25,361 |
| GNMA POOL #0783609 | 4.500% 10/15/2040 DD 07/01/12 | 77,281 |
| GNMA POOL #0783610 | 4.500% 11/15/2041 DD 07/01/12 | 29,038 |
| GNMA POOL #0784439 | 3.000% 02/15/2045 DD 02/01/18 | 40,510 |
| GNMA POOL #0AD2334 | 3.500% 04/15/2043 DD 04/01/13 | 114,275 |
| GNMA POOL #0AZ8560 | 4.500% 03/15/2047 DD 03/01/17 | 124,282 |
| GNMA POOL #0AZ8596 | 4.500% 04/15/2047 DD 04/01/17 | 136,795 |
| GNMA POOL #0AZ8597 | 4.500% 04/15/2047 DD 04/01/17 | 145,647 |
| GNMA POOL #0BA7888 | 4.500% 05/15/2047 DD 05/01/17 | 91,338 |
| GNMA POOL #0BB6967 | 4.000% 06/15/2047 DD 07/01/17 | 97,241 |
| GNMA POOL #0BC5919 | 4.000% 09/15/2047 DD 09/01/17 | 450,771 |
| GNMA POOL #0BD3187 | 4.000% 10/15/2047 DD 10/01/17 | 290,354 |
| GNMA POOL #0BE0143 | 4.000% 01/15/2048 DD 01/01/18 | 43,373 |
| GNMA POOL #0BE0144 | 4.000% 01/15/2048 DD 01/01/18 | 48,290 |
| GNMA POOL #0BE0204 | 4.000% 01/15/2048 DD 02/01/18 | 140,083 |
| GNMA POOL #0BE1030 | 4.000% 11/15/2047 DD 11/01/17 | 155,814 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | | Par, Shares or Units | Market Value |
|-----------------------|-------------------------------|----------------------|--------------|
| GNMA POOL #0BE1031 | 4.000% 10/15/2047 DD 11/01/17 | 71,304 | 75,002 |
| GNMA POOL #0BE4664 | 4.000% 12/15/2047 DD 12/01/17 | 79,096 | 83,210 |
| GNMA II POOL #0004422 | 4.000% 04/20/2039 DD 04/01/09 | 6,605 | 7,001 |
| GNMA II POOL #0004494 | VAR RT 07/20/2039 DD 07/01/09 | 38,248 | 40,534 |
| GNMA II POOL #0004559 | 5.000% 10/20/2039 DD 10/01/09 | 200,886 | 221,907 |
| GNMA II POOL #0004598 | 4.500% 12/20/2039 DD 12/01/09 | 9,419 | 10,173 |
| GNMA II POOL #0004617 | 4.500% 01/20/2040 DD 01/01/10 | 11,681 | 12,617 |
| GNMA II POOL #0004636 | 4.500% 02/20/2040 DD 02/01/10 | 9,334 | 10,084 |
| GNMA II POOL #0004696 | 4.500% 05/20/2040 DD 05/01/10 | 624 | 674 |
| GNMA II POOL #0004746 | 4.500% 07/20/2040 DD 07/01/10 | 4,035 | 4,359 |
| GNMA II POOL #0004771 | 4.500% 08/20/2040 DD 08/01/10 | 25,689 | 27,745 |
| GNMA II POOL #0004800 | 4.000% 09/20/2040 DD 09/01/10 | 10,354 | 10,979 |
| GNMA II POOL #0004833 | 4.000% 10/20/2040 DD 10/01/10 | 138,372 | 146,745 |
| GNMA II POOL #0004853 | 4.000% 11/20/2040 DD 11/01/10 | 79,739 | 84,566 |
| GNMA II POOL #0004882 | 4.000% 12/20/2040 DD 12/01/10 | 249,299 | 264,415 |
| GNMA II POOL #0004922 | 4.000% 01/20/2041 DD 01/01/11 | 217,322 | 230,538 |
| GNMA II POOL #0004945 | 4.000% 02/20/2041 DD 02/01/11 | 4,589 | 4,869 |
| GNMA II POOL #0005018 | 5.000% 04/20/2041 DD 04/01/11 | 12,848 | 14,172 |
| GNMA II POOL #0005056 | 5.000% 05/20/2041 DD 05/01/11 | 2,648 | 2,921 |
| GNMA II POOL #0005083 | 5.000% 06/20/2041 DD 06/01/11 | 36,318 | 40,066 |
| GNMA II POOL #0005115 | 4.500% 07/20/2041 DD 07/01/11 | 560,734 | 605,758 |
| GNMA II POOL #0005116 | 5.000% 07/20/2041 DD 07/01/11 | 19,767 | 21,800 |
| GNMA II POOL #0783584 | 4.500% 07/20/2041 DD 06/01/12 | 87,349 | 94,363 |
| GNMA II POOL #0783590 | 4.500% 06/20/2041 DD 06/01/12 | 148,227 | 160,123 |
| GNMA II POOL #0AI4166 | 4.000% 08/20/2044 DD 08/01/14 | 12,295 | 13,164 |
| GNMA II POOL #0AI4167 | 4.000% 08/20/2044 DD 08/01/14 | 11,901 | 12,570 |
| GNMA II POOL #0AJ2723 | 4.000% 08/20/2044 DD 08/01/14 | 11,167 | 11,756 |
| GNMA II POOL #0AJ4687 | 4.000% 08/20/2044 DD 08/01/14 | 16,881 | 17,827 |
| GNMA II POOL #0AQ0542 | 4.000% 10/20/2046 DD 10/01/16 | 13,100 | 13,706 |
| GNMA II POOL #0AX4341 | 3.500% 10/20/2046 DD 10/01/16 | 44,210 | 46,813 |
| GNMA II POOL #0AZ4342 | 3.500% 10/20/2046 DD 10/01/16 | 47,395 | 49,951 |
| GNMA II POOL #0AZ4343 | 3.500% 10/20/2046 DD 10/01/16 | 37,436 | 39,294 |
| GNMA II POOL #0AZ4344 | 3.500% 10/20/2046 DD 10/01/16 | 103,086 | 107,757 |
| GNMA II POOL #0AZ4345 | 3.500% 10/20/2046 DD 10/01/16 | 79,377 | 82,948 |
| GNMA II POOL #0BD0560 | 4.500% 09/20/2048 DD 09/01/18 | 149,171 | 158,851 |
| GNMA II POOL #0G24834 | 4.500% 10/20/2040 DD 10/01/10 | 6,977 | 7,536 |
| GNMA II POOL #0MA0023 | 4.000% 04/20/2042 DD 04/01/12 | 130,104 | 137,780 |
| GNMA II POOL #0MA0934 | 3.500% 04/20/2043 DD 04/01/13 | 255,418 | 269,652 |
| GNMA II POOL #0MA1012 | 3.500% 05/20/2043 DD 05/01/13 | 148,254 | 156,045 |
| GNMA II POOL #0MA1158 | 4.000% 07/20/2043 DD 07/01/13 | 31,238 | 33,158 |
| GNMA II POOL #0MA1677 | 3.500% 02/20/2044 DD 02/01/14 | 893,674 | 934,693 |
| GNMA II POOL #0MA2753 | 3.000% 04/20/2045 DD 04/01/15 | 431,624 | 445,860 |
| GNMA II POOL #0MA2826 | 3.500% 05/20/2045 DD 05/01/15 | 4,264,167 | 4,453,121 |
| GNMA II POOL #0MA2960 | 3.000% 07/20/2045 DD 07/01/15 | 73,383 | 75,806 |
| GNMA II POOL #0MA3172 | 3.000% 10/20/2045 DD 10/01/15 | 151,864 | 156,879 |
| GNMA II POOL #0MA3521 | 3.500% 03/20/2046 DD 03/01/16 | 5,275,575 | 5,498,100 |
| GNMA II POOL #0MA3596 | 3.000% 04/20/2046 DD 04/01/16 | 2,635,325 | 2,721,621 |
| GNMA II POOL #0MA3662 | 3.000% 05/20/2046 DD 05/01/16 | 19,908 | 20,547 |
| GNMA II POOL #0MA3663 | 3.500% 05/20/2046 DD 05/01/16 | 1,137,937 | 1,185,594 |
| GNMA II POOL #0MA3735 | 3.000% 06/20/2046 DD 06/01/16 | 423,698 | 437,257 |
| GNMA II POOL #0MA3736 | 3.500% 06/20/2046 DD 06/01/16 | 2,389,831 | 2,485,919 |
| GNMA II POOL #0MA3802 | 3.000% 07/20/2046 DD 07/01/16 | 792,817 | 818,555 |
| GNMA II POOL #0MA3803 | 3.500% 07/20/2046 DD 07/01/16 | 420,754 | 437,077 |
| GNMA II POOL #0MA3873 | 3.000% 08/20/2046 DD 08/01/16 | 3,965,038 | 4,093,826 |
| GNMA II POOL #0MA3936 | 3.000% 08/20/2046 DD 09/01/16 | 1,778,915 | 1,837,626 |
| GNMA II POOL #0MA3937 | 3.500% 09/20/2046 DD 09/01/16 | 1,514,698 | 1,575,359 |
| GNMA II POOL #0MA4068 | 3.000% 11/20/2046 DD 11/01/16 | 26,889 | 27,757 |
| GNMA II POOL #0MA4126 | 3.000% 11/20/2046 DD 12/01/16 | 129,222 | 133,453 |
| GNMA II POOL #0MA4511 | 4.000% 06/20/2047 DD 06/01/17 | 1,753,163 | 1,833,774 |
| GNMA II POOL #0MA4838 | 4.000% 11/20/2047 DD 11/01/17 | 1,406,668 | 1,468,686 |
| GNMA II POOL #0MA4901 | 4.000% 12/20/2047 DD 12/01/17 | 700,819 | 731,754 |
| GNMA II POOL #0MA5265 | 4.500% 06/20/2048 DD 06/01/18 | 999,514 | 1,052,826 |
| GNMA II POOL #0MA5818 | 4.500% 03/20/2049 DD 03/01/19 | 315,160 | 329,208 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | | Par, Shares or Units | Market Value |
|-------------------|-------------------------------|----------------------|--------------|
| U S TREASURY BILL | 0.000% 09/10/2020 DD 09/12/19 | 3,100,000 | 3,049,644 |
| U S TREASURY BOND | 2.250% 08/15/2049 DD 08/15/19 | 1,310,000 | 1,274,384 |
| U S TREASURY BOND | 2.375% 11/15/2049 DD 11/15/19 | 4,110,000 | 4,107,913 |
| U S TREASURY BOND | 2.500% 02/15/2045 DD 02/15/15 | 10,000 | 10,227 |
| U S TREASURY BOND | 2.875% 08/15/2045 DD 08/15/15 | 1,455,000 | 1,594,248 |
| U S TREASURY BOND | 3.000% 02/15/2047 DD 02/15/17 | 2,722,000 | 3,065,865 |
| U S TREASURY BOND | 3.000% 02/15/2048 DD 02/15/18 | 1,720,000 | 1,938,494 |
| U S TREASURY BOND | 3.000% 05/15/2045 DD 05/15/15 | 1,750,000 | 1,958,154 |
| U S TREASURY BOND | 3.000% 08/15/2048 DD 08/15/18 | 2,855,000 | 3,223,585 |
| U S TREASURY BOND | 3.000% 11/15/2045 DD 11/15/15 | 3,010,000 | 3,375,198 |
| U S TREASURY BOND | 3.125% 05/15/2048 DD 05/15/18 | 9,430,000 | 10,885,756 |
| U S TREASURY BOND | 3.125% 08/15/2044 DD 08/15/14 | 1,040,000 | 1,185,641 |
| U S TREASURY BOND | 3.125% 11/15/2041 DD 11/15/11 | 9,380,000 | 10,660,223 |
| U S TREASURY BOND | 3.375% 11/15/2048 DD 11/15/18 | 945,000 | 1,143,155 |
| U S TREASURY BOND | 3.625% 02/15/2044 DD 02/15/14 | 1,560,000 | 1,921,055 |
| U S TREASURY BOND | 3.625% 08/15/2043 DD 08/15/13 | 3,480,000 | 4,276,322 |
| U S TREASURY BOND | 3.875% 08/15/2040 DD 08/15/10 | 1,285,000 | 1,622,363 |
| U S TREASURY BOND | 4.500% 02/15/2036 DD 02/15/06 | 1,185,000 | 1,573,180 |
| U S TREASURY NOTE | 1.125% 02/28/2021 DD 02/29/16 | 38,247,000 | 38,022,896 |
| U S TREASURY NOTE | 1.125% 08/31/2021 DD 08/31/16 | 2,720,000 | 2,699,069 |
| U S TREASURY NOTE | 1.250% 08/31/2024 DD 08/31/19 | 4,720,000 | 4,629,841 |
| U S TREASURY NOTE | 1.375% 08/31/2026 DD 08/31/19 | 8,025,000 | 7,806,820 |
| U S TREASURY NOTE | 1.375% 10/15/2022 DD 10/15/19 | 10,750,000 | 10,684,492 |
| U S TREASURY NOTE | 1.375% 10/31/2020 DD 10/31/15 | 7,000,000 | 6,983,867 |
| U S TREASURY NOTE | 1.500% 08/15/2022 DD 08/15/19 | 2,300,000 | 2,294,969 |
| U S TREASURY NOTE | 1.500% 08/31/2021 DD 08/31/19 | 2,900,000 | 2,895,469 |
| U S TREASURY NOTE | 1.500% 09/15/2022 DD 09/15/19 | 1,070,000 | 1,067,534 |
| U S TREASURY NOTE | 1.500% 09/30/2021 DD 09/30/19 | 4,227,000 | 4,220,560 |
| U S TREASURY NOTE | 1.500% 09/30/2024 DD 09/30/19 | 1,260,000 | 1,249,516 |
| U S TREASURY NOTE | 1.500% 10/31/2021 DD 10/31/19 | 3,200,000 | 3,195,625 |
| U S TREASURY NOTE | 1.500% 10/31/2024 DD 10/31/19 | 5,720,000 | 5,672,408 |
| U S TREASURY NOTE | 1.500% 11/30/2021 DD 11/30/19 | 14,070,000 | 14,051,313 |
| U S TREASURY NOTE | 1.500% 11/30/2024 DD 11/30/19 | 2,695,000 | 2,673,208 |
| U S TREASURY NOTE | 1.625% 08/15/2029 DD 08/15/19 | 7,565,000 | 7,375,580 |
| U S TREASURY NOTE | 1.625% 09/30/2026 DD 09/30/19 | 3,755,000 | 3,710,263 |
| U S TREASURY NOTE | 1.625% 10/15/2020 DD 10/15/17 | 1,800,000 | 1,799,789 |
| U S TREASURY NOTE | 1.625% 10/31/2026 DD 10/31/19 | 22,269,000 | 21,991,507 |
| U S TREASURY NOTE | 1.625% 11/30/2026 DD 11/30/19 | 6,905,000 | 6,817,609 |
| U S TREASURY NOTE | 1.625% 12/15/2022 DD 12/15/19 | 2,500,000 | 2,502,441 |
| U S TREASURY NOTE | 1.625% 12/31/2021 DD 12/31/19 | 2,815,000 | 2,818,519 |
| U S TREASURY NOTE | 1.750% 06/15/2022 DD 06/15/19 | 3,500,000 | 3,514,082 |
| U S TREASURY NOTE | 1.750% 07/15/2022 DD 07/15/19 | 2,405,000 | 2,414,301 |
| U S TREASURY NOTE | 1.750% 07/31/2021 DD 07/31/19 | 4,180,000 | 4,190,123 |
| U S TREASURY NOTE | 1.750% 11/15/2029 DD 11/15/19 | 5,255,000 | 5,179,870 |
| U S TREASURY NOTE | 1.750% 12/31/2020 DD 12/31/15 | 1,500,000 | 1,501,406 |
| U S TREASURY NOTE | 1.750% 12/31/2024 DD 12/31/19 | 1,885,000 | 1,890,964 |
| U S TREASURY NOTE | 1.750% 12/31/2026 DD 12/31/19 | 2,875,000 | 2,861,411 |
| U S TREASURY NOTE | 1.875% 06/30/2026 DD 06/30/19 | 4,895,000 | 4,919,284 |
| U S TREASURY NOTE | 1.875% 07/31/2026 DD 07/31/19 | 1,445,000 | 1,451,378 |
| U S TREASURY NOTE | 2.000% 05/31/2024 DD 05/31/17 | 1,500,000 | 1,520,801 |
| U S TREASURY NOTE | 2.125% 03/31/2024 DD 03/31/17 | 23,945,000 | 24,390,227 |
| U S TREASURY NOTE | 2.125% 05/15/2022 DD 05/15/19 | 7,365,000 | 7,455,912 |
| U S TREASURY NOTE | 2.125% 05/31/2021 DD 05/31/19 | 2,739,000 | 2,758,794 |
| U S TREASURY NOTE | 2.125% 05/31/2026 DD 05/31/19 | 4,310,000 | 4,397,042 |
| U S TREASURY NOTE | 2.125% 09/30/2024 DD 09/30/17 | 6,675,000 | 6,808,500 |
| U S TREASURY NOTE | 2.125% 12/31/2021 DD 12/31/14 | 3,860,000 | 3,900,560 |
| U S TREASURY NOTE | 2.375% 03/15/2022 DD 03/15/19 | 3,195,000 | 3,250,288 |
| U S TREASURY NOTE | 2.375% 08/15/2024 DD 08/15/14 | 43,500,000 | 44,832,187 |
| U S TREASURY NOTE | 2.625% 06/30/2023 DD 06/30/18 | 9,000,000 | 9,304,453 |
| U S TREASURY NOTE | 2.625% 07/15/2021 DD 07/15/18 | 236,000 | 239,669 |
| U S TREASURY NOTE | 2.625% 12/31/2025 DD 12/31/18 | 4,860,000 | 5,097,115 |
| U S TREASURY NOTE | 2.875% 11/15/2021 DD 11/15/18 | 80,265,000 | 82,158,752 |
| U S TREASURY NOTE | 3.000% 10/31/2025 DD 10/31/18 | 1,220,000 | 1,303,923 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | | Par, Shares or Units | Market Value |
|--|-------------------------------|----------------------|-----------------------|
| US TREAS-CPI INFLAT | 0.125% 04/15/2021 DD 04/15/16 | 2,665,492 | 2,659,987 |
| US TREAS-CPI INFLAT | 0.125% 07/15/2022 DD 07/15/12 | 15,498,011 | 15,562,734 |
| US TREAS-CPI INFLAT | 0.125% 10/15/2024 DD 10/15/19 | 10,341,022 | 10,400,544 |
| US TREAS-CPI INFLAT | 0.250% 07/15/2029 DD 07/15/19 | 0 | - |
| US TREAS-CPI INFLAT | 0.375% 07/15/2023 DD 07/15/13 | 82,931 | 84,077 |
| US TREAS-CPI INFLAT | 0.500% 01/15/2028 DD 01/15/18 | 6,749,633 | 6,924,050 |
| US TREAS-CPI INFLAT | 0.500% 04/15/2024 DD 04/15/19 | 1,305,971 | 1,327,085 |
| US TREAS-CPI INFLAT | 0.625% 01/15/2026 DD 01/15/16 | 12,443,325 | 12,824,630 |
| US TREAS-CPI INFLAT | 0.625% 04/15/2023 DD 04/15/18 | 6,584,625 | 6,686,530 |
| US TREAS-CPI INFLAT | 0.750% 07/15/2028 DD 07/15/18 | 12,845,004 | 13,513,198 |
| US TREAS-CPI INFLAT | 0.875% 01/15/2029 DD 01/15/19 | 56,051 | 59,520 |
| US TREAS-CPI INFLAT | 1.000% 02/15/2048 DD 02/15/18 | 2,551,382 | 2,823,029 |
| US TREAS-CPI INFLAT | 1.000% 02/15/2049 DD 02/15/19 | 766,965 | 852,211 |
| US TREAS-CPI INFLAT | 2.000% 01/15/2026 DD 01/15/06 | 17,088,002 | 18,994,108 |
| US TREAS-CPI INFLAT | 2.375% 01/15/2025 DD 07/15/04 | 15,433,021 | 17,199,889 |
| US TREAS-CPI INFLAT | 3.625% 04/15/2028 DD 04/15/98 | 8,997,048 | 11,508,866 |
| TOTAL U. S. GOVERNMENT/U.S. AGENCY SECURITIES | | | \$ 785,303,843 |

FIXED INCOME SECURITIES AND REPURCHASE AGREEMENTS ACQUIRED WITH CASH COLLATERAL

| | | | |
|---------------------|--|------------|---------------|
| Repo | CANTOR D (Agency MBS & Pass Throughs) 1/2/2019 | 30,000,000 | \$ 30,000,000 |
| Repo | GOLDMAN D (Agency MBS & Pass Throughs) 1/2/2019 | 7,543,675 | 7,543,675 |
| Repo | BNP O ("A" Corps, A1/P1 Money Market) 1/2/2019 | 38,503,968 | 38,503,968 |
| Repo | SWIB A Bi-lateral (T Bills, Notes, Bonds & STRIPS) 1/2 | 16,178,186 | 16,178,186 |
| Repo | SOCIETE R (EQUITIES) 2/4/2019 | 16,701,391 | 16,701,391 |
| Repo | BNP R (EQUITIES) 2/4/2019 | 23,200,000 | 23,200,000 |
| Repo | SOCIETE R (EQUITIES) 2/11/2019 | 4,000,000 | 4,000,000 |
| Repo | MORGAN, R (EQUITIES) 3/22/2019 | 3,550,000 | 3,550,000 |
| Repo | CITI R (EQUITIES) 3/26/2019 | 7,100,000 | 7,100,000 |
| Repo | DEUTSCHE R (EQUITIES) 4/1/2019 | 3,800,000 | 3,800,000 |
| Repo | CITI R (EQUITIES) 4/3/2019 | 21,600,000 | 21,600,000 |
| Floating Rate Notes | MERRILL R (EQUITIES) 4/3/2019 | 6,500,000 | 6,500,199 |
| Floating Rate Notes | MORGAN, R (EQUITIES) 7/1/2019 | 6,000,000 | 6,000,234 |
| Floating Rate Notes | SVENSKA HANDELSBANKEN NY. 1/3/2019 | 6,200,000 | 6,200,277 |
| Floating Rate Notes | ROYAL BANK OF CANADA 1/10/2019 | 5,000,000 | 5,000,517 |
| Floating Rate Notes | ROYAL BANK OF CANADA 1/10/2019 | 3,000,000 | 3,000,287 |
| Floating Rate Notes | ROYAL BANK OF CANADA 1/10/2019 | 1,200,000 | 1,200,072 |
| Floating Rate Notes | WESTPAC BANKING CORP 1/17/2019 | 6,900,000 | 6,900,413 |
| Floating Rate Notes | BANK OF MONTREAL (CHICAGO) 1/17/2019 | 2,100,000 | 2,100,005 |
| Floating Rate Notes | ABN AMRO BANK NV 1/18/2019 | 5,075,000 | 5,075,547 |
| Floating Rate Notes | ABN AMRO BANK NV 1/18/2019 | 5,200,000 | 5,200,330 |
| Floating Rate Notes | AMERICAN HONDA FINANCE 1/22/2019 | 4,100,000 | 4,100,506 |
| Floating Rate Notes | HSBC BANK PLC 42DIB 1.8214% 01/25/2019. 1/25/20 | 6,400,000 | 6,400,398 |
| Floating Rate Notes | SVENSKA HANDELSBANKEN NY 2/1/2019 | 4,300,000 | 4,300,715 |
| Floating Rate Notes | SVENSKA HANDELSBANKEN NY 2/1/2019 | 4,000,000 | 4,000,574 |
| Floating Rate Notes | BANK OF AMERICA NA 2/4/2019 | 2,200,000 | 2,200,491 |
| Floating Rate Notes | MIZUHO BANK LTD/NY 2/7/2019 | 7,300,000 | 7,301,048 |
| Floating Rate Notes | COOPERATIVE RABOBANK UA (NEW YORK) CD | 2,600,000 | 2,600,218 |
| Floating Rate Notes | HSBC BANK USA NA 2/8/2019 | 3,359,000 | 3,359,294 |
| Floating Rate Notes | MITSUBISHI UFJ TR&BK NY. 2/8/2019 | 5,500,000 | 5,501,484 |
| Floating Rate Notes | SUMITOMO MITSUI BANK NY 2/8/2019 | 5,825,000 | 5,826,652 |
| Floating Rate Notes | IBM CORP 2/12/2019 | 1,400,000 | 1,400,796 |
| Floating Rate Notes | MIZUHO BANK LTD/NY 2/13/2019 | 5,700,000 | 5,699,923 |
| Floating Rate Notes | TOYOTA MOTOR CREDIT CORP 2/19/2019 | 3,925,000 | 3,928,157 |
| Floating Rate Notes | WESTPAC BANKING CORP NY 2/19/2019 | 3,225,000 | 3,227,122 |
| Floating Rate Notes | LLOYDS BANK PLC CP1B 2.2194% 02/21/2019. 2/21/ | 6,225,000 | 6,224,999 |
| Floating Rate Notes | MIZUHO BANK LTD (NEW YORK). 2/25/2019 | 2,800,000 | 2,804,421 |
| Floating Rate Notes | OVERSEA-CHINESE BANKING CORP LTD. (NEW Y | 6,075,000 | 6,076,170 |
| Floating Rate Notes | CREDIT AGRICOLE CIB NY 2/25/2019 | 6,000,000 | 6,000,193 |
| Floating Rate Notes | BANK OF NOVA SCOTIA (HOUSTON) 2/28/2019 | 6,250,000 | 6,248,945 |
| Floating Rate Notes | BANK OF NOVA SCOTIA HOU 2/28/2019 | 3,900,000 | 3,902,867 |
| Floating Rate Notes | BANK OF NOVA SCOTIA (HOUSTON) CDI 3/6/2019 | 6,225,000 | 6,225,064 |
| Floating Rate Notes | NORDEA BANK AB (NEW YORK) 3/14/2019 | 2,300,000 | 2,304,043 |
| Floating Rate Notes | NATIONAL AUSTRALIA BANK 42DIB 2.5315% 03/1 | 3,601,000 | 3,607,329 |
| Floating Rate Notes | CITIBANK NA 3/20/2019 | 1,055,000 | 1,058,188 |
| Floating Rate Notes | ROYAL BANK OF CANADA (NEW YORK) 3/22/2015 | 1,900,000 | 1,903,144 |
| Floating Rate Notes | BANK OF AMERICA NA 4/3/2019 | 3,300,000 | 3,303,061 |
| Floating Rate Notes | CREDIT AGRICOLE LONDON 4/15/2019 | 3,323,000 | 3,326,082 |
| Floating Rate Notes | SWEDBANK (NEW YORK). 4/25/2019 | 3,500,000 | 3,505,704 |
| Floating Rate Notes | US BANK NA CINCINNATI 4/26/2019 | 1,360,000 | 1,360,697 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | | Par, Shares or Units | Market Value |
|--|---|----------------------|-----------------------|
| Floating Rate Notes | SUMITOMO MITSUI BANK NY 5/1/2019 | 3,110,000 | 3,113,093 |
| Floating Rate Notes | SKANDINAVISKA ENSKILDA BANKEN AB (NEW Y | 5,625,000 | 5,632,828 |
| Floating Rate Notes | BANK OF MONTREAL CHICAGO. 5/3/2019 | 4,750,000 | 4,751,562 |
| Floating Rate Notes | LLOYDS BANK PLC CPIB 2.596% 05/07/2019 5/7/201 | 5,200,000 | 5,204,964 |
| Floating Rate Notes | AMERICAN HONDA FINANCE 5/8/2019 | 3,126,000 | 3,127,244 |
| Floating Rate Notes | BNP PARIBAS NEW YORK 5/8/2019 | 6,700,000 | 6,703,152 |
| Floating Rate Notes | US BANK NA CINCINNATI CDI 5/13/2019 | 3,350,000 | 3,351,576 |
| Floating Rate Notes | NATIONAL AUSTRALIA BANK 5/14/2019 | 6,050,000 | 6,051,219 |
| Floating Rate Notes | TOYOTA MOTOR CREDIT CORP 5/15/2019 | 1,975,000 | 1,975,397 |
| Floating Rate Notes | ROYAL BANK OF CANADA NY 5/20/2019 | 1,600,000 | 1,600,949 |
| Floating Rate Notes | ING (US) FUNDING LLC CPIB 2.26% 05/21/2019 5/21 | 2,600,000 | 2,602,271 |
| Floating Rate Notes | NATIONAL AUSTRALIA BANK 5/22/2019 | 2,045,000 | 2,046,786 |
| Floating Rate Notes | AUSTRALIA & NEW ZEALAND BANKING GROUP | 4,669,000 | 4,676,750 |
| Floating Rate Notes | BANK OF MONTREAL (CHICAGO) 6/13/2019 | 5,240,000 | 5,243,532 |
| Floating Rate Notes | WELLS FARGO BANK NA. 7/11/2019 | 4,375,000 | 4,377,949 |
| Floating Rate Notes | COOPERATIEVE RABOBANK UA (NEW YORK) 7/2 | 1,000,000 | 1,001,321 |
| Floating Rate Notes | NORDEA BANK AB (NEW YORK) 8/2/2019 | 1,625,000 | 1,627,178 |
| Floating Rate Notes | ROYAL BANK OF CANADA (NEW YORK) 8/16/2015 | 2,000,000 | 2,002,696 |
| Floating Rate Notes | NATIONAL AUSTRALIA BANK 8/29/2019 | 4,500,000 | 4,501,869 |
| Floating Rate Notes | COMMONWEALTH BANK AUST 9/6/2019 | 4,750,000 | 4,751,537 |
| Floating Rate Notes | OVERSEA-CHINESE BANKING CORP LTD. (NEW Y | 4,175,000 | 4,177,091 |
| Floating Rate Notes | SKANDINAVISKA ENSKILDA 9/13/2019 | 5,300,000 | 5,301,791 |
| Floating Rate Notes | CITIBANK NA 9/18/2019 | 5,400,000 | 5,403,471 |
| Floating Rate Notes | HSBC BANK USA NA. 10/1/2019 | 5,600,000 | 5,601,794 |
| Floating Rate Notes | BANK OF NOVA SCOTIA HOUS 10/15/2019 | 5,850,000 | 5,852,338 |
| Floating Rate Notes | TOYOTA MOTOR CREDIT CORP 10/18/2019 | 1,495,000 | 1,495,479 |
| Floating Rate Notes | TORONTO-DOMINION BANK 10/24/2019 | 1,700,000 | 1,702,984 |
| Floating Rate Notes | WESTPAC BANKING CORP NY 11/6/2019 | 3,200,000 | 3,204,782 |
| Floating Rate Notes | COMMONWEALTH BANK AUST 11/7/2019 | 4,150,000 | 4,154,158 |
| Floating Rate Notes | COMMONWEALTH BANK AUST 11/7/2019 | 2,700,000 | 2,705,258 |
| Floating Rate Notes | WELLS FARGO BANK NA 12/6/2019 | 5,700,000 | 5,699,979 |
| Floating Rate Notes | AUST & NZ BANKING GROUP 12/19/2019 | 5,400,000 | 5,410,313 |
| Floating Rate Notes | AUST & NZ BANKING GROUP 12/19/2019 | 3,725,000 | 3,724,986 |
| Floating Rate Notes | SOCIETE GENERALE SA (CAYMAN) TD 2.4% 01/02 | 600,000 | 601,146 |
| Floating Rate Notes | RECEIVABLE | 1,550,000 | 1,555,165 |
| Time Deposits | PAYABLE | 11,800,000 | 11,800,000 |
| Time Deposits | UNDISTRIBUTED REALIZED (GAIN)/LOSS | 14,500,000 | 14,500,000 |
| Payable/Receivable | PREPAID BROKER REBATE | -65,554 | - |
| Payable/Receivable | | 392,241 | 392,241 |
| Payable/Receivable | | 927,456 | 927,456 |
| Payable/Receivable | | -925,185 | (925,185) |
| TOTAL FIXED INCOME SECURITIES AND REPURCHASE AGREEMENTS ACQUIRED WITH CASH COLLATERAL | | | \$ 494,682,506 |
| OTHER INVESTMENTS | | | |
| ABU DHABI GOVERNMENT INTE 144A | 3.125% 10/11/2027 DD 10/11/17 | 550,000 | \$ 576,040 |
| AMSTERDAM INDEX FUTURE (EOE) | EXP JAN 20 | (54) | 29,234 |
| ARGENTINE REPUBLIC GOVERNMENT | 5.875% 01/11/2028 DD 01/11/18 | 2,272,000 | 1,067,840 |
| BRAZILIAN GOVERNMENT INTERNATI | 12.500% 01/05/2022 DD 09/13/06 | 250,000 | 69,527 |
| CAC40 10 EURO FUTURE (EOP) | EXP JAN 20 | 258 | 18,738 |
| CALIFORNIA ST | 7.625% 03/01/2040 DD 04/01/10 | 55,000 | 88,068 |
| CHILE GOVERNMENT INTERNATIONAL | 3.240% 02/06/2028 DD 02/06/18 | 400,000 | 420,800 |
| COLOMBIA GOVERNMENT INTERNATIO | 3.875% 04/25/2027 DD 01/25/17 | 649,000 | 686,318 |
| COLOMBIA GOVERNMENT INTERNATIO | 4.500% 01/28/2026 DD 09/28/15 | 617,000 | 671,987 |
| COLOMBIA GOVERNMENT INTERNATIO | 4.500% 03/15/2029 DD 10/12/18 | 130,000 | 144,170 |
| DAX INDEX FUTURE (EUX) | EXP MAR 20 | 12 | (10,175) |
| E-MINI RUSS 2000 FUTURE (CME) | EXP MAR 20 | 33 | (1,285) |
| EQS-AQR11582065-M7AU INDEX | EL BBSW1M+5BPS 2020 MAR 18 | (1,136) | (5,460,038) |
| EQS-AQR11582065-M7AU INDEX | FL BBSW1M+5BPS 2020 MAR 18 | 7,652,187 | 5,381,061 |
| EQS-AQR11582077-M7JP INDEX | EL JY0001M-12BPS 2020 MAR 18 | 112,761 | 2,148,420 |
| EQS-AQR11582077-M7JP INDEX | FL JY0001M-12BPS 2020 MAR 18 | (231,290,853) | (2,127,997) |
| EQS-AQR11582113-M7IT INDEX | EL EUR001M-5BPS 2020 MAR 18 | 29,986 | 3,890,004 |
| EQS-AQR11582113-M7IT INDEX | FL EUR001M-5BPS 2020 MAR 18 | (3,370,726) | (3,782,843) |
| EQS-AQR11582125-M7SE INDEX | EL STBB1M | (1,270) | (6,002,349) |
| EQS-AQR11582125-M7SE INDEX | FL STBB1M-26BPS 2020 MAR 18 | 54,048,101 | 5,772,507 |
| EQS-AQR11582129-M7CH INDEX | EL SF0001M-37BPS 2020 DEC 18 | (459) | (1,543,944) |
| EQS-AQR11582129-M7CH INDEX | FL SF0001M-37BPS 2020 MAR 18 | 1,447,401 | 1,493,967 |
| FTSE 100 INDEX FUTURE (ICF) | EXP MAR 20 | (54) | 2,109 |
| FTSE/MIB INDEX FUTURE (MIL) | EXP MAR 20 | 116 | (67,388) |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | | Par, Shares or Units | Market Value |
|---------------------------------------|-------------------------------|----------------------|------------------|
| HANG SENG INDEX FUTURE (HKG) | EXP JAN 20 | 4 | 5,955 |
| IBEX 35 INDEX FUTURE (MFM) | EXP JAN 20 | 49 | (36,804) |
| INDONESIA GOVERNMENT INTE 144A | 4.350% 01/08/2027 DD 12/08/16 | 1,695,000 | 1,849,534 |
| INDONESIA GOVERNMENT INTERNATI | 3.400% 09/18/2029 DD 06/18/19 | 375,000 | 390,265 |
| INDONESIA GOVERNMENT INTERNATI | 4.100% 04/24/2028 DD 04/24/18 | 271,000 | 293,773 |
| KREDITANSTALT FUER WIEDERAUFBA | 1.000% 10/12/2021 | 1,040,000 | 116,872 |
| MASSACHUSETTS ST | 2.900% 09/01/2049 DD 09/12/19 | 285,000 | 269,003 |
| MEXICO CETES | 0.000% 01/02/2020 | 62,122,800 | 3,288,378 |
| MEXICO CETES | 0.000% 01/23/2020 | 204,800,000 | 10,795,299 |
| MEXICO GOVERNMENT INTERNATIONA | 3.750% 01/11/2028 DD 01/11/18 | 1,973,000 | 2,049,947 |
| MEXICO GOVERNMENT INTERNATIONA | 4.125% 01/21/2026 DD 01/21/16 | 357,000 | 381,276 |
| MEXICO GOVERNMENT INTERNATIONA | 4.150% 03/28/2027 DD 03/28/17 | 432,000 | 462,888 |
| MEXICO GOVERNMENT INTERNATIONA | 4.500% 04/22/2029 DD 01/22/19 | 895,000 | 981,368 |
| MIAMI-DADE CNTY FL WTR & SWR R | 3.490% 10/01/2042 DD 11/06/19 | 175,000 | 175,618 |
| MSCI SING IX ETS FUTURE (SGX) | EXP JAN 20 | 37 | (1,764) |
| NEW JERSEY ST TRANSPRTN TRUST | 5.000% 06/15/2036 DD 08/29/13 | 325,000 | 353,558 |
| NEW YORK ST THRUWAY AUTH | 2.900% 01/01/2035 DD 10/30/19 | 200,000 | 199,324 |
| NEW YORK ST URBAN DEV CORP REV | 2.550% 03/15/2022 DD 12/21/17 | 1,450,000 | 1,474,085 |
| NORWAY GOVERNMENT BOND 144A | 3.750% 05/25/2021 | 690,000 | 81,129 |
| OMAN GOVERNMENT INTERNATI 144A | 5.625% 01/17/2028 DD 01/17/18 | 600,000 | 620,250 |
| OMXS30 IND FUTURE (SSE) | EXP JAN 20 | (207) | 44,707 |
| PANAMA GOVERNMENT INTERNATIONA | 3.875% 03/17/2028 DD 03/17/16 | 495,000 | 539,550 |
| PANAMA GOVERNMENT INTERNATIONA | 4.000% 09/22/2024 DD 09/22/14 | 370,000 | 396,270 |
| PERUVIAN GOVERNMENT INTERNATIO | 4.125% 08/25/2027 DD 08/25/15 | 165,000 | 184,802 |
| PERUVIAN GOVERNMENT INTERNATIO | 5.625% 11/18/2050 DD 11/18/10 | 163,000 | 238,185 |
| PHILIPPINE GOVERNMENT INTERNAT | 3.000% 02/01/2028 DD 02/01/18 | 1,000,000 | 1,038,712 |
| PROVINCE OF QUEBEC CANADA | 2.500% 04/20/2026 DD 04/20/16 | 725,000 | 744,262 |
| QATAR GOVERNMENT INTERNAT 144A | 3.250% 06/02/2026 DD 06/02/16 | 1,254,000 | 1,319,644 |
| QATAR GOVERNMENT INTERNAT 144A | 4.000% 03/14/2029 DD 03/14/19 | 640,000 | 714,243 |
| REPUBLIC OF SOUTH AFRICA GOVER | 4.850% 09/30/2029 DD 09/30/19 | 400,000 | 400,000 |
| REPUBLIC OF SOUTH AFRICA GOVER | 5.375% 07/24/2044 DD 07/24/14 | 250,000 | 238,125 |
| RUSSIAN FOREIGN BOND - EU 144A | 4.250% 06/23/2027 | 1,200,000 | 1,309,375 |
| RUTGERS NJ ST UNIV | 3.270% 05/01/2043 DD 10/24/19 | 115,000 | 113,805 |
| S&P /TSE 60 INDEX FUTURES(MSE) | EXP MAR 20 | (27) | (528) |
| SAN DIEGO CA CMNTY CLG DIST | 3.336% 08/01/2043 DD 10/16/19 | 345,000 | 342,733 |
| SAUDI GOVERNMENT INTERNAT 144A | 3.625% 03/04/2028 DD 10/04/17 | 404,000 | 426,400 |
| SAUDI GOVERNMENT INTERNAT 144A | 4.375% 04/16/2029 DD 01/16/19 | 1,800,000 | 2,018,142 |
| SOUTH CAROLINA ST PUBLIC SVC A | 2.388% 12/01/2023 DD 07/20/16 | 700,000 | 701,547 |
| SOUTH CAROLINA ST PUBLIC SVC A | 3.722% 12/01/2023 DD 04/26/12 | 406,000 | 423,779 |
| SPI 200 FUTURE (SFE) | EXP MAR 20 | (8) | 24,252 |
| SWISS MKT IX FUTURE (OTC) | EXP MAR 20 | (34) | (26,139) |
| TOPIX INDEX FUTURE (OSE) | EXP MAR 20 | 45 | (3,137) |
| URUGUAY GOVERNMENT INTERNATION | 4.375% 10/27/2027 DD 10/27/15 | 535,000 | 591,443 |
| URUGUAY GOVERNMENT INTERNATION | 4.500% 08/14/2024 DD 08/14/13 | 525,000 | 568,050 |
| US 10YR NOTE FUTURE (CBT) | EXP MAR 20 | (194) | 191,811 |
| US 10YR ULTRA FUTURE (CBT) | EXP MAR 20 | (142) | 248,674 |
| US 2YR NOTE FUTURE (CBT) | EXP MAR 20 | 415 | (31,684) |
| US 5YR NOTE FUTURE (CBT) | EXP MAR 20 | (303) | 133,864 |
| US TREAS BD FUTURE (CBT) | EXP MAR 20 | 65 | (227,030) |
| US ULTRA BOND (CBT) | EXP MAR 20 | 7 | (43,240) |
| | | | \$ 39,835,342.00 |
| FORWARD FOREIGN CURRENCY CONTRACTS | | | |
| Bank of America NA | MXN USD 1/2/2020 | 15,703 | \$ (468) |
| Bank of America NA | DKK USD 1/3/2020 | 145,365 | 89 |
| * Bank of New York Mellon Corp/London | CAD USD 1/2/2020 | 15,362 | (67) |
| * Bank of New York Mellon/The | USD JPY 6/6/2019 | (36) | - |
| BNP Paribas Securities Corp | MXN USD 1/2/2020 | 3,179,254 | (94,280) |
| BNP Paribas Securities Corp | USD HKD 1/3/2020 | (96,505) | (73) |
| BNP Paribas Securities Corp | USD HKD 1/3/2020 | (134,364) | (101) |
| Citibank NA | CAD USD 1/2/2020 | 65,681 | (22) |
| Citibank NA | EUR USD 1/3/2020 | 45,644 | 14 |
| Citibank NA | GBP USD 1/3/2020 | 74,914 | (66) |
| Citibank NA | MXN USD 1/23/2020 | 10,418,714 | (295,186) |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | Par, Shares or Units | Market Value |
|-------------|----------------------|--------------------|
| Citibank NA | AUD USD 3/18/2020 | 590,299 (13,588) |
| Citibank NA | AUD USD 3/18/2020 | 1,684,188 (30,288) |
| Citibank NA | AUD USD 3/18/2020 | 2,261,461 (65,354) |
| Citibank NA | AUD USD 3/18/2020 | 204,295 (5,569) |
| Citibank NA | CAD USD 3/18/2020 | 1,145 (12) |
| Citibank NA | CAD USD 3/18/2020 | 264,412 (4,024) |
| Citibank NA | CAD USD 3/18/2020 | 5,292 (107) |
| Citibank NA | CAD USD 3/18/2020 | 249,065 (6,257) |
| Citibank NA | CHF USD 3/18/2020 | 318,342 (6,132) |
| Citibank NA | CHF USD 3/18/2020 | 316,105 (6,441) |
| Citibank NA | CHF USD 3/18/2020 | 312,090 (6,591) |
| Citibank NA | CHF USD 3/18/2020 | 265,863 (5,567) |
| Citibank NA | CHF USD 3/18/2020 | 4,578 (93) |
| Citibank NA | CHF USD 3/18/2020 | 1,211,091 (26,040) |
| Citibank NA | CHF USD 3/18/2020 | 273,979 (5,803) |
| Citibank NA | CHF USD 3/18/2020 | 1,213,050 (24,081) |
| Citibank NA | CHF USD 3/18/2020 | 1,027 (12) |
| Citibank NA | CHF USD 3/18/2020 | 1,214,336 (22,797) |
| Citibank NA | CHF USD 3/18/2020 | 1,214,279 (22,854) |
| Citibank NA | CHF USD 3/18/2020 | 311,067 (5,051) |
| Citibank NA | CHF USD 3/18/2020 | 1,201,965 (35,168) |
| Citibank NA | CHF USD 3/18/2020 | 282,765 (7,979) |
| Citibank NA | CHF USD 3/18/2020 | 266,452 (7,806) |
| Citibank NA | CHF USD 3/18/2020 | 234,596 (6,831) |
| Citibank NA | CHF USD 3/18/2020 | 212,009 (6,239) |
| Citibank NA | CHF USD 3/18/2020 | 206,239 (6,216) |
| Citibank NA | CHF USD 3/18/2020 | 319,618 (8,719) |
| Citibank NA | CHF USD 3/18/2020 | 1,204,260 (32,873) |
| Citibank NA | CHF USD 3/18/2020 | 319,742 (8,596) |
| Citibank NA | CHF USD 3/18/2020 | 312,272 (8,341) |
| Citibank NA | CHF USD 3/18/2020 | 308,622 (8,129) |
| Citibank NA | CHF USD 3/18/2020 | 264,116 (7,314) |
| Citibank NA | CHF USD 3/18/2020 | 330,361 (7,637) |
| Citibank NA | CHF USD 3/18/2020 | 311,529 (7,151) |
| Citibank NA | CHF USD 3/18/2020 | 301,954 (7,070) |
| Citibank NA | CHF USD 3/18/2020 | 265,303 (6,127) |
| Citibank NA | CHF USD 3/18/2020 | 317,715 (8,693) |
| Citibank NA | CHF USD 3/18/2020 | 302,737 (8,221) |
| Citibank NA | CHF USD 3/18/2020 | 264,203 (7,227) |
| Citibank NA | CHF USD 3/18/2020 | 3,078 (36) |
| Citibank NA | CHF USD 3/18/2020 | 318,696 (5,779) |
| Citibank NA | CHF USD 3/18/2020 | 316,695 (5,850) |
| Citibank NA | CHF USD 3/18/2020 | 312,794 (5,889) |
| Citibank NA | CHF USD 3/18/2020 | 266,408 (5,023) |
| Citibank NA | DKK USD 3/18/2020 | 117,400 (1,285) |
| Citibank NA | DKK USD 3/18/2020 | 178,973 (1,775) |
| Citibank NA | DKK USD 3/18/2020 | 175,498 (1,694) |
| Citibank NA | DKK USD 3/18/2020 | 180,913 (813) |
| Citibank NA | DKK USD 3/18/2020 | 2,015 (24) |
| Citibank NA | DKK USD 3/18/2020 | 899 (7) |
| Citibank NA | DKK USD 3/18/2020 | 39,781 (233) |
| Citibank NA | DKK USD 3/18/2020 | 1,644 (17) |
| Citibank NA | DKK USD 3/18/2020 | 221,362 (2,266) |
| Citibank NA | DKK USD 3/18/2020 | 7,698 (78) |
| Citibank NA | EUR USD 3/18/2020 | 1,674 (18) |
| Citibank NA | GBP USD 3/18/2020 | 18,363 (222) |
| Citibank NA | GBP USD 3/18/2020 | 1,973 (19) |
| Citibank NA | GBP USD 3/18/2020 | 487,021 (9,457) |
| Citibank NA | GBP USD 3/18/2020 | 3,071,745 (86,333) |
| Citibank NA | GBP USD 3/18/2020 | 2,594 (61) |
| Citibank NA | GBP USD 3/18/2020 | 2,186,788 (49,354) |
| Citibank NA | HKD USD 3/18/2020 | 90,862 (10) |
| Citibank NA | HKD USD 3/18/2020 | 323,242 (1,641) |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | | Par, Shares or Units | Market Value |
|-------------|-------------------|----------------------|--------------|
| Citibank NA | HKD USD 3/18/2020 | 24,769 | (114) |
| Citibank NA | HKD USD 3/18/2020 | 49,084 | (232) |
| Citibank NA | HKD USD 3/18/2020 | 13,661 | (63) |
| Citibank NA | ILS USD 3/18/2020 | 2,177 | (3) |
| Citibank NA | ILS USD 3/18/2020 | 20,456 | (38) |
| Citibank NA | ILS USD 3/18/2020 | 13,793 | (15) |
| Citibank NA | JPY USD 3/18/2020 | 466,560 | (3,111) |
| Citibank NA | NOK USD 3/18/2020 | 48,805 | (2,181) |
| Citibank NA | NOK USD 3/18/2020 | 244,434 | (10,490) |
| Citibank NA | NOK USD 3/18/2020 | 80,731 | (3,291) |
| Citibank NA | NOK USD 3/18/2020 | 327,142 | (11,805) |
| Citibank NA | NOK USD 3/18/2020 | 324,698 | (14,249) |
| Citibank NA | NOK USD 3/18/2020 | 706,527 | (20,174) |
| Citibank NA | NOK USD 3/18/2020 | 647,923 | (16,677) |
| Citibank NA | NOK USD 3/18/2020 | 324,184 | (14,763) |
| Citibank NA | NOK USD 3/18/2020 | 70,919 | (2,906) |
| Citibank NA | NOK USD 3/18/2020 | 73,419 | (3,059) |
| Citibank NA | NOK USD 3/18/2020 | 63,459 | (2,821) |
| Citibank NA | NOK USD 3/18/2020 | 58,597 | (2,585) |
| Citibank NA | NOK USD 3/18/2020 | 68,422 | (2,957) |
| Citibank NA | NOK USD 3/18/2020 | 68,367 | (3,011) |
| Citibank NA | NOK USD 3/18/2020 | 58,704 | (2,478) |
| Citibank NA | NOK USD 3/18/2020 | 58,684 | (2,498) |
| Citibank NA | NOK USD 3/18/2020 | 323,684 | (15,263) |
| Citibank NA | NOK USD 3/18/2020 | 325,236 | (13,711) |
| Citibank NA | NOK USD 3/18/2020 | 80,525 | (3,498) |
| Citibank NA | NZD USD 3/18/2020 | 287,849 | (14,465) |
| Citibank NA | NZD USD 3/18/2020 | 287,686 | (14,630) |
| Citibank NA | NZD USD 3/18/2020 | 287,121 | (15,194) |
| Citibank NA | NZD USD 3/18/2020 | 287,202 | (15,113) |
| Citibank NA | SEK USD 3/18/2020 | 16,841 | 9 |
| Citibank NA | SEK USD 3/18/2020 | 211 | (3) |
| Citibank NA | SEK USD 3/18/2020 | 858,111 | (20,470) |
| Citibank NA | SEK USD 3/18/2020 | 668,147 | (16,875) |
| Citibank NA | SEK USD 3/18/2020 | 188,785 | (4,773) |
| Citibank NA | SEK USD 3/18/2020 | 858,159 | (20,422) |
| Citibank NA | SEK USD 3/18/2020 | 626 | (17) |
| Citibank NA | SEK USD 3/18/2020 | 857,218 | (21,363) |
| Citibank NA | SGD USD 3/18/2020 | 10,764 | (27) |
| Citibank NA | SGD USD 3/18/2020 | 70,891 | (554) |
| Citibank NA | SGD USD 3/18/2020 | 38,642 | (429) |
| Citibank NA | SGD USD 3/18/2020 | 24,200 | (359) |
| Citibank NA | SGD USD 3/18/2020 | 87,142 | (1,049) |
| Citibank NA | USD EUR 3/18/2020 | (4,477) | 34 |
| Citibank NA | USD GBP 3/18/2020 | (65,132) | 1,242 |
| Citibank NA | USD GBP 3/18/2020 | (615,482) | 14,464 |
| Citibank NA | USD GBP 3/18/2020 | (136,735) | 3,439 |
| Citibank NA | USD HKD 3/18/2020 | (43,007) | 217 |
| Citibank NA | USD EUR 3/18/2020 | (350,248) | 1,619 |
| Citibank NA | USD EUR 3/18/2020 | (33,621) | 350 |
| Citibank NA | USD EUR 3/18/2020 | (33,576) | 393 |
| Citibank NA | USD EUR 3/18/2020 | (907,268) | 9,617 |
| Citibank NA | USD EUR 3/18/2020 | (11,411) | 128 |
| Citibank NA | USD EUR 3/18/2020 | (11,259) | 130 |
| Citibank NA | USD EUR 3/18/2020 | (10,927) | 114 |
| Citibank NA | USD EUR 3/18/2020 | (33,399) | 570 |
| Citibank NA | USD EUR 3/18/2020 | (11,267) | 198 |
| Citibank NA | USD EUR 3/18/2020 | (11,108) | 204 |
| Citibank NA | USD EUR 3/18/2020 | (10,984) | 208 |
| Citibank NA | USD EUR 3/18/2020 | (11,348) | 192 |
| Citibank NA | USD EUR 3/18/2020 | (11,184) | 205 |
| Citibank NA | USD EUR 3/18/2020 | (10,849) | 192 |
| Citibank NA | USD EUR 3/18/2020 | (33,418) | 550 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | Par, Shares or Units | Market Value |
|-------------|----------------------|--------------------|
| Citibank NA | USD EUR 3/18/2020 | (11,655) 189 |
| Citibank NA | USD EUR 3/18/2020 | (10,906) 177 |
| Citibank NA | USD EUR 3/18/2020 | (10,872) 169 |
| Citibank NA | USD EUR 3/18/2020 | (33,551) 417 |
| Citibank NA | USD EUR 3/18/2020 | (33,639) 329 |
| Citibank NA | USD EUR 3/18/2020 | (1,116) 12 |
| Citibank NA | USD EUR 3/18/2020 | (199,035) 2,273 |
| Citibank NA | USD EUR 3/18/2020 | (33,561) 408 |
| Citibank NA | USD EUR 3/18/2020 | (33,595) 374 |
| Citibank NA | USD DKK 3/18/2020 | (22,241) 257 |
| Citibank NA | USD DKK 3/18/2020 | (3,865) 61 |
| Citibank NA | USD DKK 3/18/2020 | (224) 2 |
| Citibank NA | USD DKK 3/18/2020 | (41,011) 438 |
| Citibank NA | USD CAD 3/18/2020 | (348,315) 4,970 |
| Citibank NA | USD CAD 3/18/2020 | (781,421) 16,712 |
| Citibank NA | USD CAD 3/18/2020 | (86,874) 1,807 |
| Citibank NA | USD CAD 3/18/2020 | (867,799) 19,015 |
| Citibank NA | USD CAD 3/18/2020 | (866,706) 20,108 |
| Citibank NA | USD CAD 3/18/2020 | (863,920) 22,893 |
| Citibank NA | USD CAD 3/18/2020 | (865,112) 21,702 |
| Citibank NA | USD CAD 3/18/2020 | (867,035) 19,778 |
| Citibank NA | USD CAD 3/18/2020 | (864,829) 21,984 |
| Citibank NA | USD CAD 3/18/2020 | (864,306) 22,507 |
| Citibank NA | USD CAD 3/18/2020 | (866,282) 20,531 |
| Citibank NA | USD CAD 3/18/2020 | (866,243) 20,570 |
| Citibank NA | USD CAD 3/18/2020 | (377) 9 |
| Citibank NA | USD CAD 3/18/2020 | (865,389) 21,424 |
| Citibank NA | USD CAD 3/18/2020 | (128,558) 3,346 |
| Citibank NA | USD CAD 3/18/2020 | (870,544) 16,269 |
| Citibank NA | USD CHF 3/18/2020 | (1,529) 29 |
| Citibank NA | USD SEK 3/18/2020 | (695) 2 |
| Citibank NA | USD SEK 3/18/2020 | (21,234) 370 |
| Citibank NA | USD SEK 3/18/2020 | (93,445) 2,457 |
| Citibank NA | USD SGD 3/18/2020 | (18,814) 164 |
| Citibank NA | USD SGD 3/18/2020 | (2,587) 18 |
| Citibank NA | USD SGD 3/18/2020 | (176,814) 1,985 |
| Citibank NA | USD SGD 3/18/2020 | (176,497) 2,302 |
| Citibank NA | USD SGD 3/18/2020 | (8,067) 120 |
| Citibank NA | USD SGD 3/18/2020 | (176,357) 2,443 |
| Citibank NA | USD SGD 3/18/2020 | (176,689) 2,110 |
| Citibank NA | USD HKD 3/18/2020 | (28,088) 129 |
| Citibank NA | USD GBP 3/18/2020 | (1,303,822) 26,316 |
| Citibank NA | USD GBP 3/18/2020 | (466,918) 2,347 |
| Citibank NA | USD GBP 3/18/2020 | (625,524) 4,424 |
| Citibank NA | USD GBP 3/18/2020 | (621,342) 8,604 |
| Citibank NA | USD GBP 3/18/2020 | (131,207) 2,595 |
| Citibank NA | USD GBP 3/18/2020 | (127,350) 2,425 |
| Citibank NA | USD GBP 3/18/2020 | (124,389) 2,244 |
| Citibank NA | USD GBP 3/18/2020 | (118,181) 2,084 |
| Citibank NA | USD GBP 3/18/2020 | (117,268) 2,203 |
| Citibank NA | USD HKD 3/18/2020 | (21,919) 13 |
| Citibank NA | USD HKD 3/18/2020 | (42,122) 11 |
| Citibank NA | USD AUD 3/18/2020 | (238,687) 6,037 |
| Citibank NA | USD AUD 3/18/2020 | (1,018,930) 28,396 |
| Citibank NA | USD AUD 3/18/2020 | (1,020,075) 27,251 |
| Citibank NA | USD AUD 3/18/2020 | (1,021,517) 25,808 |
| Citibank NA | USD AUD 3/18/2020 | (1,017,033) 30,292 |
| Citibank NA | USD AUD 3/18/2020 | (1,008,735) 38,591 |
| Citibank NA | USD AUD 3/18/2020 | (1,012,289) 35,036 |
| Citibank NA | USD AUD 3/18/2020 | (1,010,438) 36,888 |
| Citibank NA | USD AUD 3/18/2020 | (1,013,257) 34,068 |
| Citibank NA | USD AUD 3/18/2020 | (1,012,548) 34,776 |
| Citibank NA | USD AUD 3/18/2020 | (1,012,585) 34,739 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | Par, Shares or Units | Market Value |
|-------------------------------------|----------------------|--------------------|
| Citibank NA | USD AUD 3/18/2020 | (1,017,053) 30,271 |
| Citibank NA | USD AUD 3/18/2020 | (294,810) 9,422 |
| Citibank NA | USD AUD 3/18/2020 | (1,859,015) 61,100 |
| Citibank NA | USD AUD 3/18/2020 | (1,012,872) 34,453 |
| Citibank NA | USD JPY 3/18/2020 | (572,010) (1,921) |
| Citibank NA | USD GBP 3/18/2020 | (135,145) 3,441 |
| Citibank NA | USD GBP 3/18/2020 | (120,328) 3,119 |
| Citibank NA | USD GBP 3/18/2020 | (112,581) 2,902 |
| Citibank NA | USD GBP 3/18/2020 | (109,480) 2,774 |
| Citibank NA | USD GBP 3/18/2020 | (154,952) 4,338 |
| Citibank NA | USD GBP 3/18/2020 | (155,100) 4,190 |
| Citibank NA | USD GBP 3/18/2020 | (155,265) 4,023 |
| Citibank NA | USD GBP 3/18/2020 | (148,143) 3,934 |
| Citibank NA | USD GBP 3/18/2020 | (612,680) 17,265 |
| Citibank NA | USD GBP 3/18/2020 | (155,058) 4,232 |
| Citibank NA | USD GBP 3/18/2020 | (155,112) 4,178 |
| Citibank NA | USD GBP 3/18/2020 | (155,015) 4,274 |
| Citibank NA | USD GBP 3/18/2020 | (148,084) 3,992 |
| Citibank NA | USD GBP 3/18/2020 | (613,287) 16,658 |
| Citibank NA | USD GBP 3/18/2020 | (616,706) 13,239 |
| Citibank NA | USD GBP 3/18/2020 | (614,286) 15,657 |
| Citibank NA | USD GBP 3/18/2020 | (82,301) 1,994 |
| Citibank NA | USD GBP 3/18/2020 | (616,582) 13,363 |
| Citibank NA | USD NZD 3/18/2020 | (363,973) 7,821 |
| Citibank NA | USD NZD 3/18/2020 | (1,128,013) 40,385 |
| Citibank NA | USD NZD 3/18/2020 | (510,510) 25,400 |
| Citibank NA | USD JPY 3/18/2020 | (308,914) 312 |
| Citibank NA | USD ILS 3/18/2020 | (6,189) 61 |
| Citibank NA | USD ILS 3/18/2020 | (79,491) 596 |
| Citibank NA | USD ILS 3/18/2020 | (79,659) 427 |
| Citibank NA | USD ILS 3/18/2020 | (10,842) 59 |
| Citibank NA | USD ILS 3/18/2020 | (79,834) 253 |
| Citibank NA | USD ILS 3/18/2020 | (80,071) 16 |
| Citibank NA | USD ILS 3/18/2020 | (79,988) 99 |
| Citibank NA | USD ILS 3/18/2020 | (80,169) (82) |
| Citibank NA | USD ILS 3/18/2020 | (80,230) (143) |
| Citibank NA | USD ILS 3/18/2020 | (79,999) 88 |
| Citibank NA | USD JPY 3/18/2020 | (309,105) 121 |
| Citibank NA | USD JPY 3/18/2020 | (309,729) (502) |
| Citibank NA | USD JPY 3/18/2020 | (75,420) (239) |
| Citibank NA | USD JPY 3/18/2020 | (310,472) (1,246) |
| Citibank NA | DKK USD 12/30/2019 | 109,516 (1,362) |
| Deutsche Bank AG/London | DKK USD 12/30/2019 | - (199) |
| Deutsche Bank AG/London | DKK USD 1/2/2020 | 62,403 (228) |
| Deutsche Bank AG/London | USD HKD 1/2/2020 | (455,905) (253) |
| Deutsche Bank AG/London | USD JPY 1/6/2020 | (42,189) 318 |
| Deutsche Bank AG/London | USD JPY 1/7/2020 | (90,011) (10) |
| HSBC Bank PLC | USD JPY 1/7/2020 | (59,680) 275 |
| JPMorgan Chase Bank NA | CAD USD 1/2/2020 | 65,681 (22) |
| JPMorgan Chase Bank NA | EUR USD 1/3/2020 | 45,644 14 |
| JPMorgan Chase Bank NA | GBP USD 1/3/2020 | 74,914 (67) |
| JPMorgan Chase Bank NA | USD JPY 1/6/2020 | (14,700) 116 |
| Morgan Stanley Capital Services LLC | DKK USD 1/2/2020 | 361,584 (1,433) |
| NatWest Markets PLC | MXN USD 1/23/2020 | 95,981 (2,721) |
| JPMorgan Chase Bank NA | AUD USD 3/18/2020 | 204,295 (5,569) |
| JPMorgan Chase Bank NA | AUD USD 3/18/2020 | 1,684,186 (30,290) |
| JPMorgan Chase Bank NA | AUD USD 3/18/2020 | 590,298 (13,589) |
| JPMorgan Chase Bank NA | AUD USD 3/18/2020 | 2,261,458 (65,357) |
| JPMorgan Chase Bank NA | CAD USD 3/18/2020 | 249,064 (6,258) |
| JPMorgan Chase Bank NA | CAD USD 3/18/2020 | 1,145 (12) |
| JPMorgan Chase Bank NA | CAD USD 3/18/2020 | 264,411 (4,024) |
| JPMorgan Chase Bank NA | CAD USD 3/18/2020 | 5,292 (107) |
| JPMorgan Chase Bank NA | CHF USD 3/18/2020 | 282,765 (7,979) |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | Par, Shares or Units | Market Value |
|------------------------|----------------------|--------------------|
| JPMorgan Chase Bank NA | CHF USD 3/18/2020 | 266,452 (7,806) |
| JPMorgan Chase Bank NA | CHF USD 3/18/2020 | 266,407 (5,023) |
| JPMorgan Chase Bank NA | CHF USD 3/18/2020 | 1,214,332 (22,799) |
| JPMorgan Chase Bank NA | CHF USD 3/18/2020 | 1,214,276 (22,855) |
| JPMorgan Chase Bank NA | CHF USD 3/18/2020 | 1,213,048 (24,083) |
| JPMorgan Chase Bank NA | CHF USD 3/18/2020 | 273,978 (5,804) |
| JPMorgan Chase Bank NA | CHF USD 3/18/2020 | 318,342 (6,133) |
| JPMorgan Chase Bank NA | CHF USD 3/18/2020 | 316,105 (6,441) |
| JPMorgan Chase Bank NA | CHF USD 3/18/2020 | 312,089 (6,591) |
| JPMorgan Chase Bank NA | CHF USD 3/18/2020 | 265,863 (5,567) |
| JPMorgan Chase Bank NA | CHF USD 3/18/2020 | 4,578 (93) |
| JPMorgan Chase Bank NA | CHF USD 3/18/2020 | 1,211,090 (26,041) |
| JPMorgan Chase Bank NA | CHF USD 3/18/2020 | 234,595 (6,831) |
| JPMorgan Chase Bank NA | CHF USD 3/18/2020 | 206,238 (6,216) |
| JPMorgan Chase Bank NA | CHF USD 3/18/2020 | 319,618 (8,720) |
| JPMorgan Chase Bank NA | CHF USD 3/18/2020 | 317,713 (8,693) |
| JPMorgan Chase Bank NA | CHF USD 3/18/2020 | 302,735 (8,221) |
| JPMorgan Chase Bank NA | CHF USD 3/18/2020 | 264,203 (7,227) |
| JPMorgan Chase Bank NA | CHF USD 3/18/2020 | 1,204,257 (32,874) |
| JPMorgan Chase Bank NA | CHF USD 3/18/2020 | 319,741 (8,596) |
| JPMorgan Chase Bank NA | CHF USD 3/18/2020 | 312,272 (8,341) |
| JPMorgan Chase Bank NA | CHF USD 3/18/2020 | 308,621 (8,130) |
| JPMorgan Chase Bank NA | CHF USD 3/18/2020 | 264,116 (7,315) |
| JPMorgan Chase Bank NA | CHF USD 3/18/2020 | 330,359 (7,637) |
| JPMorgan Chase Bank NA | CHF USD 3/18/2020 | 311,529 (7,152) |
| JPMorgan Chase Bank NA | CHF USD 3/18/2020 | 301,953 (7,070) |
| JPMorgan Chase Bank NA | CHF USD 3/18/2020 | 265,303 (6,127) |
| JPMorgan Chase Bank NA | CHF USD 3/18/2020 | 212,008 (6,240) |
| JPMorgan Chase Bank NA | CHF USD 3/18/2020 | 316,694 (5,850) |
| JPMorgan Chase Bank NA | CHF USD 3/18/2020 | 1,027 (12) |
| JPMorgan Chase Bank NA | CHF USD 3/18/2020 | 3,078 (36) |
| JPMorgan Chase Bank NA | CHF USD 3/18/2020 | 318,695 (5,779) |
| JPMorgan Chase Bank NA | CHF USD 3/18/2020 | 312,793 (5,889) |
| JPMorgan Chase Bank NA | CHF USD 3/18/2020 | 311,067 (5,051) |
| JPMorgan Chase Bank NA | CHF USD 3/18/2020 | 1,201,962 (35,169) |
| JPMorgan Chase Bank NA | DKK USD 3/18/2020 | 2,015 (24) |
| JPMorgan Chase Bank NA | DKK USD 3/18/2020 | 899 (7) |
| JPMorgan Chase Bank NA | DKK USD 3/18/2020 | 178,973 (1,776) |
| JPMorgan Chase Bank NA | DKK USD 3/18/2020 | 175,498 (1,694) |
| JPMorgan Chase Bank NA | DKK USD 3/18/2020 | 180,913 (813) |
| JPMorgan Chase Bank NA | DKK USD 3/18/2020 | 1,644 (17) |
| JPMorgan Chase Bank NA | DKK USD 3/18/2020 | 221,362 (2,266) |
| JPMorgan Chase Bank NA | DKK USD 3/18/2020 | 7,698 (78) |
| JPMorgan Chase Bank NA | DKK USD 3/18/2020 | 117,400 (1,285) |
| JPMorgan Chase Bank NA | DKK USD 3/18/2020 | 39,781 (233) |
| JPMorgan Chase Bank NA | EUR USD 3/18/2020 | 1,674 (18) |
| JPMorgan Chase Bank NA | GBP USD 3/18/2020 | 18,363 (222) |
| JPMorgan Chase Bank NA | GBP USD 3/18/2020 | 1,973 (19) |
| JPMorgan Chase Bank NA | GBP USD 3/18/2020 | 487,021 (9,458) |
| JPMorgan Chase Bank NA | GBP USD 3/18/2020 | 3,071,746 (86,337) |
| JPMorgan Chase Bank NA | GBP USD 3/18/2020 | 2,594 (61) |
| JPMorgan Chase Bank NA | GBP USD 3/18/2020 | 2,186,788 (49,357) |
| JPMorgan Chase Bank NA | HKD USD 3/18/2020 | 13,661 (63) |
| JPMorgan Chase Bank NA | HKD USD 3/18/2020 | 90,862 (10) |
| JPMorgan Chase Bank NA | HKD USD 3/18/2020 | 24,769 (114) |
| JPMorgan Chase Bank NA | HKD USD 3/18/2020 | 49,084 (232) |
| JPMorgan Chase Bank NA | HKD USD 3/18/2020 | 323,242 (1,642) |
| JPMorgan Chase Bank NA | ILS USD 3/18/2020 | 20,456 (38) |
| JPMorgan Chase Bank NA | ILS USD 3/18/2020 | 2,177 (3) |
| JPMorgan Chase Bank NA | ILS USD 3/18/2020 | 13,793 (15) |
| JPMorgan Chase Bank NA | JPY USD 3/18/2020 | 466,559 (3,111) |
| JPMorgan Chase Bank NA | NOK USD 3/18/2020 | 706,526 (20,175) |
| JPMorgan Chase Bank NA | NOK USD 3/18/2020 | 647,923 (16,678) |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | Par, Shares or Units | Market Value |
|------------------------|----------------------|------------------|
| JPMorgan Chase Bank NA | NOK USD 3/18/2020 | 324,184 (14,764) |
| JPMorgan Chase Bank NA | NOK USD 3/18/2020 | 70,919 (2,906) |
| JPMorgan Chase Bank NA | NOK USD 3/18/2020 | 68,422 (2,957) |
| JPMorgan Chase Bank NA | NOK USD 3/18/2020 | 68,367 (3,012) |
| JPMorgan Chase Bank NA | NOK USD 3/18/2020 | 324,698 (14,249) |
| JPMorgan Chase Bank NA | NOK USD 3/18/2020 | 58,705 (2,478) |
| JPMorgan Chase Bank NA | NOK USD 3/18/2020 | 58,684 (2,498) |
| JPMorgan Chase Bank NA | NOK USD 3/18/2020 | 323,684 (15,263) |
| JPMorgan Chase Bank NA | NOK USD 3/18/2020 | 325,236 (13,711) |
| JPMorgan Chase Bank NA | NOK USD 3/18/2020 | 80,524 (3,498) |
| JPMorgan Chase Bank NA | NOK USD 3/18/2020 | 73,418 (3,059) |
| JPMorgan Chase Bank NA | NOK USD 3/18/2020 | 63,459 (2,821) |
| JPMorgan Chase Bank NA | NOK USD 3/18/2020 | 58,597 (2,585) |
| JPMorgan Chase Bank NA | NOK USD 3/18/2020 | 48,805 (2,181) |
| JPMorgan Chase Bank NA | NOK USD 3/18/2020 | 244,434 (10,491) |
| JPMorgan Chase Bank NA | NOK USD 3/18/2020 | 80,731 (3,291) |
| JPMorgan Chase Bank NA | NOK USD 3/18/2020 | 327,142 (11,805) |
| JPMorgan Chase Bank NA | NZD USD 3/18/2020 | 287,850 (14,466) |
| JPMorgan Chase Bank NA | NZD USD 3/18/2020 | 287,686 (14,630) |
| JPMorgan Chase Bank NA | NZD USD 3/18/2020 | 287,122 (15,194) |
| JPMorgan Chase Bank NA | NZD USD 3/18/2020 | 287,201 (15,113) |
| JPMorgan Chase Bank NA | SEK USD 3/18/2020 | 188,785 (4,773) |
| JPMorgan Chase Bank NA | SEK USD 3/18/2020 | 16,841 9 |
| JPMorgan Chase Bank NA | SEK USD 3/18/2020 | 211 (3) |
| JPMorgan Chase Bank NA | SEK USD 3/18/2020 | 858,110 (20,471) |
| JPMorgan Chase Bank NA | SEK USD 3/18/2020 | 668,146 (16,876) |
| JPMorgan Chase Bank NA | SEK USD 3/18/2020 | 858,158 (20,423) |
| JPMorgan Chase Bank NA | SEK USD 3/18/2020 | 626 (17) |
| JPMorgan Chase Bank NA | SEK USD 3/18/2020 | 857,217 (21,364) |
| JPMorgan Chase Bank NA | SGD USD 3/18/2020 | 87,141 (1,049) |
| JPMorgan Chase Bank NA | SGD USD 3/18/2020 | 10,764 (27) |
| JPMorgan Chase Bank NA | SGD USD 3/18/2020 | 70,891 (554) |
| JPMorgan Chase Bank NA | SGD USD 3/18/2020 | 38,642 (430) |
| JPMorgan Chase Bank NA | SGD USD 3/18/2020 | 24,200 (359) |
| JPMorgan Chase Bank NA | USD CAD 3/18/2020 | (867,037) 19,777 |
| JPMorgan Chase Bank NA | USD CAD 3/18/2020 | (863,922) 22,892 |
| JPMorgan Chase Bank NA | USD CAD 3/18/2020 | (865,113) 21,701 |
| JPMorgan Chase Bank NA | USD CAD 3/18/2020 | (864,831) 21,983 |
| JPMorgan Chase Bank NA | USD EUR 3/18/2020 | (33,595) 374 |
| JPMorgan Chase Bank NA | USD CAD 3/18/2020 | (864,308) 22,506 |
| JPMorgan Chase Bank NA | USD EUR 3/18/2020 | (11,411) 128 |
| JPMorgan Chase Bank NA | USD EUR 3/18/2020 | (11,261) 130 |
| JPMorgan Chase Bank NA | USD EUR 3/18/2020 | (10,927) 114 |
| JPMorgan Chase Bank NA | USD EUR 3/18/2020 | (33,401) 570 |
| JPMorgan Chase Bank NA | USD EUR 3/18/2020 | (11,268) 198 |
| JPMorgan Chase Bank NA | USD EUR 3/18/2020 | (11,108) 204 |
| JPMorgan Chase Bank NA | USD EUR 3/18/2020 | (10,985) 208 |
| JPMorgan Chase Bank NA | USD EUR 3/18/2020 | (11,348) 192 |
| JPMorgan Chase Bank NA | USD EUR 3/18/2020 | (11,656) 189 |
| JPMorgan Chase Bank NA | USD EUR 3/18/2020 | (10,908) 177 |
| JPMorgan Chase Bank NA | USD EUR 3/18/2020 | (33,561) 408 |
| JPMorgan Chase Bank NA | USD CHF 3/18/2020 | (1,529) 29 |
| JPMorgan Chase Bank NA | USD GBP 3/18/2020 | (616,584) 13,362 |
| JPMorgan Chase Bank NA | USD GBP 3/18/2020 | (155,112) 4,178 |
| JPMorgan Chase Bank NA | USD GBP 3/18/2020 | (148,084) 3,992 |
| JPMorgan Chase Bank NA | USD GBP 3/18/2020 | (613,289) 16,657 |
| JPMorgan Chase Bank NA | USD GBP 3/18/2020 | (616,708) 13,238 |
| JPMorgan Chase Bank NA | USD GBP 3/18/2020 | (614,290) 15,656 |
| JPMorgan Chase Bank NA | USD GBP 3/18/2020 | (82,301) 1,994 |
| JPMorgan Chase Bank NA | USD EUR 3/18/2020 | (907,269) 9,616 |
| JPMorgan Chase Bank NA | USD EUR 3/18/2020 | (4,477) 34 |
| JPMorgan Chase Bank NA | USD EUR 3/18/2020 | (350,249) 1,619 |
| JPMorgan Chase Bank NA | USD EUR 3/18/2020 | (33,621) 350 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | Par, Shares or Units | Market Value |
|------------------------|-------------------------------|--------------|
| JPMorgan Chase Bank NA | USD EUR 3/18/2020 (33,578) | 393 |
| JPMorgan Chase Bank NA | USD EUR 3/18/2020 (33,639) | 329 |
| JPMorgan Chase Bank NA | USD EUR 3/18/2020 (1,116) | 12 |
| JPMorgan Chase Bank NA | USD EUR 3/18/2020 (199,035) | 2,273 |
| JPMorgan Chase Bank NA | USD CAD 3/18/2020 (866,244) | 20,569 |
| JPMorgan Chase Bank NA | USD CAD 3/18/2020 (377) | 9 |
| JPMorgan Chase Bank NA | USD CAD 3/18/2020 (865,390) | 21,422 |
| JPMorgan Chase Bank NA | USD GBP 3/18/2020 (615,483) | 14,463 |
| JPMorgan Chase Bank NA | USD GBP 3/18/2020 (136,735) | 3,439 |
| JPMorgan Chase Bank NA | USD GBP 3/18/2020 (135,145) | 3,441 |
| JPMorgan Chase Bank NA | USD GBP 3/18/2020 (120,329) | 3,119 |
| JPMorgan Chase Bank NA | USD GBP 3/18/2020 (112,582) | 2,901 |
| JPMorgan Chase Bank NA | USD GBP 3/18/2020 (109,481) | 2,774 |
| JPMorgan Chase Bank NA | USD GBP 3/18/2020 (154,952) | 4,338 |
| JPMorgan Chase Bank NA | USD GBP 3/18/2020 (155,100) | 4,190 |
| JPMorgan Chase Bank NA | USD GBP 3/18/2020 (155,267) | 4,023 |
| JPMorgan Chase Bank NA | USD GBP 3/18/2020 (148,143) | 3,934 |
| JPMorgan Chase Bank NA | USD GBP 3/18/2020 (155,016) | 4,274 |
| JPMorgan Chase Bank NA | USD GBP 3/18/2020 (155,058) | 4,232 |
| JPMorgan Chase Bank NA | USD GBP 3/18/2020 (612,682) | 17,264 |
| JPMorgan Chase Bank NA | USD JPY 3/18/2020 (572,010) | (1,921) |
| JPMorgan Chase Bank NA | USD SEK 3/18/2020 (695) | 2 |
| JPMorgan Chase Bank NA | USD SGD 3/18/2020 (176,689) | 2,110 |
| JPMorgan Chase Bank NA | USD CAD 3/18/2020 (348,316) | 4,970 |
| JPMorgan Chase Bank NA | USD DKK 3/18/2020 (22,241) | 257 |
| JPMorgan Chase Bank NA | USD DKK 3/18/2020 (3,865) | 61 |
| JPMorgan Chase Bank NA | USD DKK 3/18/2020 (224) | 2 |
| JPMorgan Chase Bank NA | USD DKK 3/18/2020 (41,011) | 438 |
| JPMorgan Chase Bank NA | USD CAD 3/18/2020 (781,423) | 16,711 |
| JPMorgan Chase Bank NA | USD CAD 3/18/2020 (86,874) | 1,807 |
| JPMorgan Chase Bank NA | USD CAD 3/18/2020 (867,800) | 19,014 |
| JPMorgan Chase Bank NA | USD CAD 3/18/2020 (866,707) | 20,107 |
| JPMorgan Chase Bank NA | USD EUR 3/18/2020 (10,872) | 169 |
| JPMorgan Chase Bank NA | USD EUR 3/18/2020 (33,554) | 417 |
| JPMorgan Chase Bank NA | USD EUR 3/18/2020 (11,186) | 205 |
| JPMorgan Chase Bank NA | USD EUR 3/18/2020 (10,849) | 192 |
| JPMorgan Chase Bank NA | USD EUR 3/18/2020 (33,421) | 550 |
| JPMorgan Chase Bank NA | USD SEK 3/18/2020 (21,234) | 370 |
| JPMorgan Chase Bank NA | USD SEK 3/18/2020 (93,445) | 2,457 |
| JPMorgan Chase Bank NA | USD SGD 3/18/2020 (8,067) | 120 |
| JPMorgan Chase Bank NA | USD SGD 3/18/2020 (18,814) | 164 |
| JPMorgan Chase Bank NA | USD SGD 3/18/2020 (2,587) | 18 |
| JPMorgan Chase Bank NA | USD SGD 3/18/2020 (176,814) | 1,985 |
| JPMorgan Chase Bank NA | USD SGD 3/18/2020 (176,498) | 2,302 |
| JPMorgan Chase Bank NA | USD SGD 3/18/2020 (176,357) | 2,442 |
| JPMorgan Chase Bank NA | USD GBP 3/18/2020 (1,303,823) | 26,314 |
| JPMorgan Chase Bank NA | USD GBP 3/18/2020 (466,918) | 2,347 |
| JPMorgan Chase Bank NA | USD GBP 3/18/2020 (625,523) | 4,423 |
| JPMorgan Chase Bank NA | USD GBP 3/18/2020 (621,343) | 8,604 |
| JPMorgan Chase Bank NA | USD GBP 3/18/2020 (131,207) | 2,595 |
| JPMorgan Chase Bank NA | USD GBP 3/18/2020 (127,350) | 2,425 |
| JPMorgan Chase Bank NA | USD GBP 3/18/2020 (124,390) | 2,244 |
| JPMorgan Chase Bank NA | USD GBP 3/18/2020 (118,181) | 2,084 |
| JPMorgan Chase Bank NA | USD GBP 3/18/2020 (117,268) | 2,203 |
| JPMorgan Chase Bank NA | USD GBP 3/18/2020 (65,132) | 1,242 |
| JPMorgan Chase Bank NA | USD CAD 3/18/2020 (866,284) | 20,530 |
| JPMorgan Chase Bank NA | USD AUD 3/18/2020 (1,859,017) | 61,098 |
| JPMorgan Chase Bank NA | USD AUD 3/18/2020 (238,687) | 6,037 |
| JPMorgan Chase Bank NA | USD CAD 3/18/2020 (870,545) | 16,268 |
| JPMorgan Chase Bank NA | USD CAD 3/18/2020 (128,558) | 3,346 |
| JPMorgan Chase Bank NA | USD AUD 3/18/2020 (1,018,929) | 28,395 |
| JPMorgan Chase Bank NA | USD AUD 3/18/2020 (1,020,075) | 27,250 |
| JPMorgan Chase Bank NA | USD AUD 3/18/2020 (1,021,517) | 25,807 |

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2019

| Description | | Par, Shares or Units | Market Value |
|---|---|----------------------|-------------------------|
| JPMorgan Chase Bank NA | USD AUD 3/18/2020 | (1,017,033) | 30,291 |
| JPMorgan Chase Bank NA | USD AUD 3/18/2020 | (1,008,735) | 38,589 |
| JPMorgan Chase Bank NA | USD AUD 3/18/2020 | (1,012,289) | 35,035 |
| JPMorgan Chase Bank NA | USD AUD 3/18/2020 | (1,010,438) | 36,886 |
| JPMorgan Chase Bank NA | USD AUD 3/18/2020 | (1,013,257) | 34,067 |
| JPMorgan Chase Bank NA | USD AUD 3/18/2020 | (1,012,549) | 34,775 |
| JPMorgan Chase Bank NA | USD AUD 3/18/2020 | (1,012,587) | 34,738 |
| JPMorgan Chase Bank NA | USD AUD 3/18/2020 | (1,017,054) | 30,270 |
| JPMorgan Chase Bank NA | USD AUD 3/18/2020 | (294,810) | 9,422 |
| JPMorgan Chase Bank NA | USD AUD 3/18/2020 | (1,012,873) | 34,451 |
| JPMorgan Chase Bank NA | USD NZD 3/18/2020 | (363,974) | 7,820 |
| JPMorgan Chase Bank NA | USD NZD 3/18/2020 | (1,128,017) | 40,384 |
| JPMorgan Chase Bank NA | USD NZD 3/18/2020 | (510,511) | 25,399 |
| JPMorgan Chase Bank NA | USD JPY 3/18/2020 | (308,915) | 312 |
| JPMorgan Chase Bank NA | USD JPY 3/18/2020 | (309,105) | 121 |
| JPMorgan Chase Bank NA | USD JPY 3/18/2020 | (310,472) | (1,246) |
| JPMorgan Chase Bank NA | USD HKD 3/18/2020 | (21,919) | 13 |
| JPMorgan Chase Bank NA | USD ILS 3/18/2020 | (80,230) | (143) |
| JPMorgan Chase Bank NA | USD ILS 3/18/2020 | (79,999) | 87 |
| JPMorgan Chase Bank NA | USD HKD 3/18/2020 | (42,122) | 11 |
| JPMorgan Chase Bank NA | USD HKD 3/18/2020 | (28,088) | 129 |
| JPMorgan Chase Bank NA | USD HKD 3/18/2020 | (43,007) | 217 |
| JPMorgan Chase Bank NA | USD JPY 3/18/2020 | (309,729) | (503) |
| JPMorgan Chase Bank NA | USD JPY 3/18/2020 | (75,420) | (239) |
| JPMorgan Chase Bank NA | USD ILS 3/18/2020 | (6,189) | 61 |
| JPMorgan Chase Bank NA | USD ILS 3/18/2020 | (79,660) | 427 |
| JPMorgan Chase Bank NA | USD ILS 3/18/2020 | (10,842) | 59 |
| JPMorgan Chase Bank NA | USD ILS 3/18/2020 | (79,834) | 253 |
| JPMorgan Chase Bank NA | USD ILS 3/18/2020 | (80,071) | 15 |
| JPMorgan Chase Bank NA | USD ILS 3/18/2020 | (79,988) | 99 |
| JPMorgan Chase Bank NA | USD ILS 3/18/2020 | (80,169) | (82) |
| JPMorgan Chase Bank NA | USD ILS 3/18/2020 | (79,491) | 596 |
| FORWARD FOREIGN CURRENCY CONTRACTS Total | | | \$ (212,245) |
| TOTAL OTHER INVESTMENTS | | | \$ 39,623,097 |
| **SELF-DIRECTED BROKERAGE ACCOUNTS | Various | | \$ 620,786,961 |
| *TOTAL PARTICIPANT LOANS | Interest rates range from 3.25% - 10.0% | | \$ 35,237,368 |
| TOTAL INVESTMENTS | | | \$ 8,364,294,229 |

* 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 | 12/31/2019 |

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) |