

<div>Form 5500</div> <div>Department of the Treasury Internal Revenue Service</div> <div>Department of Labor Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div>	<div>Annual Return/Report of Employee Benefit Plan</div> <div>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).</div> <div>▶ Complete all entries in accordance with the instructions to the Form 5500.</div>	<div>OMB Nos. 1210-0110 1210-0089</div> <div>2023</div> <div>This Form is Open to Public Inspection</div>
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Part I	Annual Report Identification Information
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
A	This return/report is for: <div><div><input type="checkbox"/> a multiemployer plan</div><div><input type="checkbox"/> a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)</div><div><input checked="" type="checkbox"/> a single-employer plan</div><div><input type="checkbox"/> a DFE (specify) _____</div><div><input type="checkbox"/> the first return/report</div><div><input type="checkbox"/> the final return/report</div><div><input type="checkbox"/> an amended return/report</div><div><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 type="checkbox"/>
D	Check box if filing under: <div><div><input checked="" type="checkbox"/> Form 5558</div><div><input type="checkbox"/> automatic extension</div><div><input type="checkbox"/> the DFVC program</div><div><input type="checkbox"/> special extension (enter description)</div></div>
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ <input type="checkbox"/>

Part II	Basic Plan Information—enter all requested information
1a	Name of plan NOKIA SAVINGS/401(K) PLAN
1b	Three-digit plan number (PN) ▶ 003
1c	Effective date of plan 10/01/1996
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) NOKIA OF AMERICA CORPORATION 600 MOUNTAIN AVENUE, ROOM 6D-401A MURRAY HILL, NJ 07974
2b	Employer Identification Number (EIN) 22-3408857
2c	Plan Sponsor's telephone number 908-723-9869
2d	Business code (see instructions) 334200

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.	07/15/2024	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

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number <div style="background-color: #cccccc; height: 40px; width: 100%;"></div>
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 27726
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(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	<div style="background-color: #cccccc; height: 20px; width: 100%;"></div> 6a(1) 7326 6a(2) 7104 6b 35 6c 17212 6d 24351 6e 2231 6f 26582 6g(1) 27128 6g(2) 25956 6h 0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
 2E 2F 2G 2J 2K 2R 3F 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply) (1) <input type="checkbox"/> Insurance (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts (3) <input checked="" type="checkbox"/> Trust (4) <input type="checkbox"/> General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) <input type="checkbox"/> Insurance (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts (3) <input checked="" type="checkbox"/> Trust (4) <input type="checkbox"/> General assets of the sponsor
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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
- (4) ☐ **DCG** (Individual Plan Information) – Number Attached _____
- (5) ☐ **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information – Small Plan)
- (3) ☐ **A** (Insurance Information) – Number Attached 0
- (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 2023 Form M-1 annual report. If the plan was not required to file the 2023 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

<div>SCHEDULE C</div> <div>(Form 5500)</div> <div>Department of the Treasury Internal Revenue Service</div> <div>Department of Labor Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div>	<div>Service Provider Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div>	OMB No. 1210-0110
		2023
		This Form is Open to Public Inspection.

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

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

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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	3122081	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 50	NONE	2150490	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	2149474	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)

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	1288924	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)

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	1151379	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)

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	1145055	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)

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	1113833	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

ALIGHT SOLUTIONS LLC

82-1061233

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 49 50	NONE	1012800	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)

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	893824	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)

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	858832	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

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

AQR CAPITAL MANAGEMENT, LLC

13-3987414

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	837800	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)

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	816399	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

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

NOKIA 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	637606	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	175	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

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

LSV

23-2772200

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	635601	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	562467	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	449495	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 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 50 59 60 61 63 71	NONE	386889	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	55058	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	407062	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	361033	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

PERSHING LLC

13-2741729

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
59 61 71 99	NONE	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	334251	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	289814	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)

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	166090	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)

DELOITTE & TOUCHE

13-3891517

(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	125000	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)

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	95616	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)

AON CONSULTING, INC.

22-2232264

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16 50	NONE	68750	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)

CALLAN LLC

82-2748926

(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?
17 27 50	NONE	40000	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)

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	37163	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)

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	32335	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)

ALSTON AND BIRD

58-0137615

(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	12899	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

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

CURCIO WEBB

36-4171366

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
49 50	NONE	11196	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
PERSHING LLC	59	34715

(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	115569

(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	183967

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

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	34885

(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	IMF 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	20173

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
PERSHING LLC 13-2741729	FINDERS FEES

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE D (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ► File as an attachment to Form 5500.	OMB No. 1210-0110 <div style="border: 1px solid black; padding: 5px; font-size: 1.2em; font-weight: bold;">2023</div> This Form is Open to Public Inspection.
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan <u>NOKIA SAVINGS/401(K) PLAN</u>	B Three-digit plan number (PN) ►	<u>003</u>
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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>
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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)
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a Name of MTIA, CCT, PSA, or 103-12 IE: WTC-CIF II DIVRSFD INFLATION HEDGES

b Name of sponsor of entity listed in (a): WELLINGTON TRUST COMPANY, NA

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>126985000</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: JPMCB LIQUIDITY FUND

b Name of sponsor of entity listed in (a): JPMORGAN CHASE BANK, N.A.

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>706127000</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: RUSSELL 3000 INDEX FUND F

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY

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>2126843000</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: FIAM BRD MKT DRTN COMMINGLED POOL

b Name of sponsor of entity listed in (a): FIDELITY INSTITUTIONAL ASSET MANAGEMENT

c EIN-PN <u>20-4659714-012</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>202912000</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: MSCI WORLD EQUITY EX-US FUND F

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY

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>379566000</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: RUSSELL 1000 INDEX FUND F

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY

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>225045000</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRC EMERGING MKTS EQ. TRUST

b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

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>130240000</u>
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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) 41933000
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a Name of MTIA, CCT, PSA, or 103-12 IE: RUSSELL 1000 GROWTH FUND F

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY

c EIN-PN 94-3330725-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 140374000
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a Name of MTIA, CCT, PSA, or 103-12 IE: RUSSELL 1000 VALUE FUND F

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY

c EIN-PN 94-3330726-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 45489000
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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)
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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)
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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)
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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)
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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)
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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)
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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)
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Part II Information on Participating Plans (to be completed by DFEs, other than DCGs)

(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

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

SCHEDULE G (Form 5500) <small>Department of Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	<div style="text-align: center;">Financial Transaction Schedules</div> <p>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).</p> <p style="text-align: center;">▶ File as an attachment to Form 5500.</p>	<div style="text-align: center;">OMB No. 1210-0110</div> <div style="text-align: center; font-size: 1.2em; font-weight: bold;">2023</div> <div style="text-align: center; font-size: 0.8em;">This Form is Open to Public Inspection.</div>
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For calendar plan year 2023 or fiscal plan year beginning **01/01/2023** and ending **12/31/2023**

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

Part I	Schedule of Loans or Fixed Income Obligations in Default or Classified as Uncollectible <small>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.</small>				
(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"/>	25277LACO DIAMOND SPORTS GROUP LLC	6.625% 08/15/2027 DD 08/02/19 DEFAULT DATE 3/15/2023			
	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
100000			100000		
(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"/>	25277LAF3 DIAMOND SPORTS GROUP LLC	5.375% 08/15/2026 DD 02/15/22 DEFAULT DATE 3/15/2023			
	Amount received during reporting year		Amount overdue		
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest
165000			165000		
(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items			
<input type="checkbox"/>	NABNDK2R2 SUNAC CHINA HOLDINGS LTD	6.500% 01/26/2026 DEFAULT DATE 5/12/2022			
	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
200000			200000		

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

Schedule G (Form 5500) 2023
v. 230707

(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

(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) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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
		2023
		This Form is Open to Public Inspection

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
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)	74665000	73540000
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	9028000	14376000
(2) U.S. Government securities	1c(2)	619948000	650341000
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred.....	1c(3)(A)	282669000	275825000
(B) All other.....	1c(3)(B)	317671000	338790000
(4) Corporate stocks (other than employer securities):			
(A) Preferred.....	1c(4)(A)	1683000	601000
(B) Common	1c(4)(B)	1987835000	2116193000
(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)	24274000	23698000
(9) Value of interest in common/collective trusts	1c(9)	3554073000	4125514000
(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)	6004000	13983000
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other.....	1c(15)	1289860000	1449138000

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)	263000	192000
(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	8167973000	9082191000
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h	5727000	5250000
i Acquisition indebtedness	1i		
j Other liabilities	1j	695385000	704260000
k Total liabilities (add all amounts in lines 1g through 1j)	1k	701112000	709510000
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	7466861000	8372681000

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)		
(B) Participants	2a(1)(B)	112098000	
(C) Others (including rollovers)	2a(1)(C)	23960000	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		136058000
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)	1294000	
(F) Other	2b(1)(F)	49377000	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		50671000
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)	54333000	
(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)		54333000
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	4154760000	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	4022052000	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	304831000	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		638018000
(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)		563000
c Other income	2c		153134000
d Total income. Add all income amounts in column (b) and enter total	2d		1470316000

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	562313000	
(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)		562313000
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		28000
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances.....	2i(1)		
(2) Contract administrator fees.....	2i(2)		
(3) Recordkeeping fees.....	2i(3)		
(4) IQPA audit fees.....	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	2155000	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		2155000
j Total expenses. Add all expense amounts in column (b) and enter total	2j		564496000

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		905820000
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☐ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☒ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

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

(1) Name: **DELOITTE & TOUCHE LLP**

(2) EIN: **13-3891517**

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) ☐ This form is filed for a CCT, PSA, DCG 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. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
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.)		<input checked="" type="checkbox"/>	
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.)	<input checked="" type="checkbox"/>		465000
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.)		<input checked="" type="checkbox"/>	
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.)		<input checked="" type="checkbox"/>	
e Was this plan covered by a fidelity bond?	<input checked="" type="checkbox"/>		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?		<input checked="" type="checkbox"/>	
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?		<input checked="" type="checkbox"/>	
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?		<input checked="" type="checkbox"/>	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	<input checked="" type="checkbox"/>		
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.)		<input checked="" type="checkbox"/>	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		<input checked="" type="checkbox"/>	
l Has the plan failed to provide any benefit when due under the plan?		<input checked="" type="checkbox"/>	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		<input checked="" type="checkbox"/>	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☐ Yes ☐ No ☐ Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

<div>SCHEDULE R (Form 5500) <div>Department of the Treasury Internal Revenue Service</div><div>Department of Labor Employee Benefits Security Administration</div><div>Pension Benefit Guaranty Corporation</div></div>		<div>Retirement Plan Information</div> <div>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).</div> <div>▶ File as an attachment to Form 5500.</div>		<div>OMB No. 1210-0110</div> <div>2023</div> <div>This Form is Open to Public Inspection.</div>	
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023					
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 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 0	
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): 20-2387942					
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) 2023 v. 230707	

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (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 deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for: a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment) b The plan year immediately preceding the current plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment) c The second preceding plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	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..... <input type="checkbox"/>		

Part VI	Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans
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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..... <input type="checkbox"/>	
19 If the total number of participants is 1,000 or more, complete lines (a) and (b): a Enter the percentage of plan assets held as: Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____% High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____% b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets: <input type="checkbox"/> 0-5 years <input type="checkbox"/> 5-10 years <input type="checkbox"/> 10-15 years <input type="checkbox"/> 15 years or more	
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? <input type="checkbox"/> Yes <input type="checkbox"/> 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: <input type="checkbox"/> Yes. <input type="checkbox"/> 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. <input type="checkbox"/> 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. <input type="checkbox"/> No. Other. Provide explanation.....	

Part VII	IRS Compliance Questions
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21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No 21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2). <input type="checkbox"/> Design-based safe harbor method <input type="checkbox"/> "Prior year" ADP test <input checked="" type="checkbox"/> "Current year" ADP test <input type="checkbox"/> N/A	
22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ____/____/____ (MM/DD/YYYY) and the Opinion Letter serial number _____.	

Nokia Savings/401(k) Plan

Employer ID No: 22-3408857

Plan Number: 003

Financial Statements as of December 31, 2023 and 2022
and for the Year Ended December 31, 2023,
Supplemental Schedules as of December 31, 2023,
and Independent Auditor's Report

NOKIA SAVINGS/401(k) PLAN

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SUPPLEMENTAL SCHEDULES:

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NOTE: All other schedules required by Section 2520.103-10 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.



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INDEPENDENT AUDITOR'S REPORT

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

Opinion

We have audited the financial statements of Nokia Savings/401(k) Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statement of changes in net assets available for benefits for the year ended December 31, 2023, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2023 and 2022, and the changes in its net assets available for benefits for the year ended December 31, 2023, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management 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, and for 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.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and

disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit 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 Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Supplemental Schedules Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule of assets (held at the end of the year) and schedule of loans or fixed income obligations in default or classified as uncollectible as of December 31, 2023 are presented for purposes 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 ERISA. Such information is the responsibility of 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 GAAS.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the accompanying schedules is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Deloitte & Touche LLP

June 12, 2024

NOKIA SAVINGS/401(k) PLAN

Statements of Net Assets Available for Benefits

As of December 31, 2023 and 2022

(In Thousands)

	December 31	
	2023	2022
ASSETS		
Participant-directed investments at fair value (including securities on loan of \$624,979 and \$607,800)	\$ 8,984,953	\$ 8,069,034
Receivables:		
Notes receivable from participants	23,912	24,460
Receivable for investments sold	55,563	61,556
Interest, dividends and other receivables	17,977	13,109
Total receivables	97,452	99,125
Total assets	9,082,405	8,168,159
LIABILITIES		
Collateral held for securities on loan	642,432	624,092
Payable for investments purchased	61,828	71,293
Other liabilities	5,250	5,727
Total liabilities	709,510	701,112
NET ASSETS AVAILABLE FOR BENEFITS	\$ 8,372,895	\$ 7,467,047

See notes to financial statements.

NOKIA SAVINGS/401(k) PLAN

Statement of Changes in Net Assets Available for Benefits

For the Year Ended December 31, 2023

(In Thousands)

Additions to net assets attributable to:

Contributions:

Participant contributions	\$ 112,098
Rollover contributions	23,960
Total contributions	<u>136,058</u>

Investment income:

Net appreciation in fair value of investments	1,229,254
Dividends	54,333
Interest	49,377
Net investment income	<u>1,332,964</u>
Interest income on notes receivable from participants	<u>1,294</u>
Total additions	<u>1,470,316</u>

Deductions from net assets attributable to:

Benefits paid to participants	562,313
Administrative expenses	2,155
Total deductions	<u>564,468</u>

Increase in net assets	905,848
------------------------	---------

NET ASSETS AVAILABLE FOR BENEFITS:

Beginning of year	<u>7,467,047</u>
End of year	<u><u>\$ 8,372,895</u></u>

See notes to financial statements.

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements

As of December 31, 2023 and 2022,
and for the Year Ended December 31, 2023

1. Description of the Plan

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 (BNYM), as Trustee (the Trustee) and custodian, in the Lucent Technologies Inc. Defined Contribution Plan Master Trust (the Trust). The Trust is not a master trust and does not file as a master trust direct filing entity on Form 5500.

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

Contributions

Participant 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, Roth 401(k) contribution or a combination of pre-tax, after-tax and Roth 401(k) contributions. The Internal Revenue Code (the Code) limited the maximum amount of an employee's contribution on a pre-tax and/or Roth 401(k) basis to \$22,500 in 2023. Employees who are age 50 or older on or before December 31 may be eligible to make pre-tax and/or Roth 401(k) contributions beyond the Code pre-tax limit. The catch-up contribution limit set by the Internal Revenue Service (the IRS) was \$7,500 in 2023. A participant who is eligible for and elects to make catch-up contributions may

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

1. Description of the Plan (continued)

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). Participants may also contribute amounts representing eligible rollover distributions from other qualified defined benefit or defined contribution plans.

The Company no longer provides matching contributions. Other Company contributions (such as profit-sharing contributions) may be made at the discretion of the Company's Board of Directors. There were no Company contributions during 2023.

Participant accounts

Individual accounts are maintained for each participant of the Plan. Each participant's account is credited with the participant's contribution and related past matching and Company contributions, if applicable, and investment gains. Participant accounts are charged with withdrawals, investment losses and any applicable administrative expenses and other fees as described in Note 7. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

The Plan offers the opportunity for participants to have their Plan account professionally managed by the Plan's designated investment manager, Alight Financial Advisors, LLC. This program is called "Professional Management".

Vesting

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.

Special vesting rules may apply to certain prior plans that were merged into the Plan (or a predecessor plan) that might have imposed special vesting rules on amounts contributed to those plans.

Participant 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.

Forfeited accounts

Company contributions and related earnings in which a terminated participant is not vested are forfeited. Pursuant to the terms of the Plan, these forfeitures can be used either (i) to offset Plan administrative expenses, or (ii) to reduce Company matching contributions. In 2022, the Plan was amended also to provide that forfeited amounts can be allocated, on a *per capita* basis, to the

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

1. Description of the Plan (continued)

accounts of active participants in the Plan. As of December 31, 2023 and 2022, forfeited amounts totaled approximately \$3,000 and \$116,000, respectively. During 2023, \$118,000 of forfeitures were used to offset plan administrative expenses.

Investments available under the Plan

The Plan offers participants a broad array of investment funds from which to choose. Each fund offers differing levels of risk and potential for return. Each fund is either a separate account fund (separately managed account) for which underlying investments are listed individually on Form 5500, Schedule H, Line 4i or an institutional commingled fund (common/collective trust).

The investment funds (and their type) available under the Plan during 2023 were as follows:

Asset Class	Fund Name	Fund Type
Fixed Income	Money Market Fund	Institutional Commingled Fund
	Short Term Bond Fund	Separate Account
	Core Bond Fund*	Institutional Commingled Fund
	Bond Fund	Separate Account
	Treasury Inflation-Linked Bond Fund*	Separate Account
	High Yield Bond Fund*	Separate Account
Real Assets	Balanced Real Asset Fund	Institutional Commingled Fund
	Customized Real Asset Fund*	Institutional Commingled Fund
Equities	US Large Cap Equity Index Fund*	Institutional Commingled Fund
	US Large Cap Value Equity Fund	Separate Account
	US Large Cap Value Equity Fund 1*	Separate Account
	US Large Cap Value Equity Fund 2*	Separate Account
	US Large Cap Value Equity Fund 3*	Separate Account
	US Equity Index Fund	Institutional Commingled Fund
	US Large Cap Growth Equity Fund	Separate Account
	US Large Cap Growth Equity Fund 1*	Separate Account
	US Large Cap Growth Equity Fund 2*	Separate Account
	US Midcap Equity Fund	Separate Account
	US Small Cap Equity Fund	Separate Account
	International Equity Index Fund	Institutional Commingled Fund
	International Equity Fund	Separate Account
	International Developed Markets Equity Fund 1*	Separate Account
	International Developed Markets Equity Fund 2*	Separate Account
	Emerging Markets Equity Fund*	Institutional Commingled Fund
Retirement Date Funds	Retirement Date Income Fund	Separate Account
	Retirement Date 2000 Fund	Separate Account
	Retirement Date 2005 Fund	Separate Account
	Retirement Date 2010 Fund	Separate Account
	Retirement Date 2015 Fund	Separate Account
	Retirement Date 2020 Fund	Separate Account
	Retirement Date 2025 Fund	Separate Account
	Retirement Date 2030 Fund	Separate Account
	Retirement Date 2035 Fund	Separate Account
	Retirement Date 2040 Fund	Separate Account
	Retirement Date 2045 Fund	Separate Account
	Retirement Date 2050 Fund	Separate Account
	Retirement Date 2055 Fund	Separate Account

*These funds are only available in multi manager funds and are not available for direct participant investment.

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

1. Description of the Plan (continued)

Participants may also utilize a self-directed brokerage account offered under the Plan.

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

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 59½. The loans are secured by the participant's account balance. Participant loans bear interest at a rate as determined from time to time by the Plan Administrator. Interest rates on outstanding loans ranged from 3.25% to 9.50% as of December 31, 2023 and 3.25% to 8.50% as of December 31, 2022. 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. For those enrolled in the Professional Management program and have selected the Income Beyond Retirement feature, there is no minimum partial distribution amount.

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 and 60-days after an active employee terminates, inactive participants with vested account balances of \$1,000 or less will have their account balances automatically

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

1. Description of the Plan (continued)

distributed if they do not make affirmative distribution elections. Inactive participants with vested account balances greater than \$1,000 but less than or equal to \$5,000 will have their account balances automatically rolled over into an Individual Retirement Account to be established on their behalf if they do not make an affirmative distribution election.

If the participant does not request a distribution and the account balance exceeds \$5,000, the participant's account shall remain in the Plan and shall be distributed only (1) at the participant's request, (2) when the participant attains age 72 (or age 73 for those who reached age 72 on or after January 1, 2023) 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) Roth/non-Roth in-service withdrawals,
- Under Age 59½ Roth/non-Roth in-service withdrawals—non-hardship,
- Under Age 59½ in-service withdrawals—hardship, and
- Rollover account in-service withdrawals.

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 investments 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.

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

1. Description of the Plan (continued)

Age 59½ (or Older) Roth/non-Roth in-service withdrawals

If a participant is at least age 59½ and has not incurred a severance from employment, they may withdraw all or a portion of their Plan account balance. There is no limit on the number of such withdrawals that they can make from the Plan in any given Plan Year.

Under Age 59½ Roth/non-Roth 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 59½ 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.

Rollover in-service withdrawal

If a participant has rolled non-Roth money into the Plan and has not incurred a severance from employment, they may take a rollover 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.

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

2. Summary of 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, 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 in fair value of investments consists of the net realized gains (losses) and the net change in unrealized appreciation. See Note 3 for additional information.

Purchases and sales of investments

Purchases and sales of investments are recorded on a trade-date basis. The receivable related to investments sold before year-end but not settled until after year-end is recorded in receivable for investments sold on the statements of assets available for benefits. The payable related to investments purchased before year-end but not settled until after year-end is recorded in payable for investments purchased on the statements of assets available for benefits. TBA commitments are forward agreements for the purchase or sale of securities, including mortgage-backed securities for a fixed price, with payment and delivery on an agreed upon future settlement date. These commitments are included in participant-directed investments at fair value on the statements of net assets available for benefits.

Contributions

Participant contributions are recorded when withheld.

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

2. Summary of accounting policies (continued)

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

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market and credit risks. Market risks include global events which could impact the value of investment securities, such as a pandemic or international conflict. Due to level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in near term and that such changes could materially affect participant's account balances and the amounts reported in the statements of net assets available for benefits.

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

3. Fair value measurements

Accounting Standards Codification 820, *Fair Value Measurement*, requires enhanced classification and disclosures about financial instruments carried at fair value and establishes a fair value hierarchy that prioritizes the inputs used in valuation models and techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical financial instruments (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements).

The inputs are summarized in the three broad levels listed below:

- Level 1 – Unadjusted quoted prices in active markets that are accessible at the measurement date for identical, unrestricted assets or liabilities.
- Level 2 – Quoted prices in markets that are not considered to be active or financial instruments for which all significant inputs are observable, either directly or indirectly (inputs include quoted prices for similar assets or liabilities in active markets, interest rates and yield curves, credit risk assessments, etc.).
- Level 3 – Significant unobservable inputs for assets or liabilities.

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.

Cash and cash equivalents

Cash and cash equivalents are primarily comprised of cash, foreign cash and short-term investment funds managed by BNYM. Cash and foreign cash are classified within Level 1 of the valuation hierarchy. Highly liquid investment instruments with a maturity of three months or less at the time of purchase are considered to be cash equivalents. The carrying value of cash equivalents approximates fair value due to the short-term nature of these investments. Cash equivalents are classified within Level 2 of the valuation hierarchy.

U.S. Government/U.S. Agency securities and corporate bonds

Some of these investments are traded electronically where quoted prices are available while others are traded over-the-counter where quoted prices are unavailable. Where quoted prices are available in an active market, the investments are classified within Level 1 of the valuation hierarchy. For other fixed income securities and corporate bonds where quoted market prices are not available for the specific security, fair values are estimated by using pricing models, quoted prices of securities with similar characteristics or discounted cash flows. These security prices are provided by reputable pricing or quotation services. Therefore, these investments are classified within Level 2 of the valuation hierarchy.

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

3. Fair value measurements (continued)

Common stocks, registered investment companies, mutual funds and other equities

Common stocks, registered investment companies, mutual funds 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 primarily consist of units owned in commingled fund investment vehicles that provide daily liquidity with no redemption restrictions. They are valued by the fund administrator 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 units outstanding. These investments are not leveled within the fair value hierarchy but are included in Investments measured at NAV. There are no unfunded commitments and there is no redemption notice period.

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

Self-directed brokerage accounts

Self-directed brokerage accounts include investments in registered investment companies, common stock, money market funds, mutual funds and other investments which are classified within Level 1 of the valuation hierarchy due to the valuation methods described above.

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)

3. 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, 2022 and 2021. 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.

All investments (except the self-directed brokerage accounts and investments measured at NAV) are held in separately managed accounts.

Investments as of December 31, 2023 (In Thousands)					
	Level 1	Level 2	Level 3	NAV ¹	Total
Assets					
Cash and cash equivalents	\$ 12,972	\$ 1,404	\$ —	\$ —	\$ 14,376
U.S. Government/U.S. Agency securities ²	438,210	236,264	—	—	674,474
Corporate bonds ²	—	614,615	—	—	614,615
Common collective trusts	—	—	—	4,125,514	4,125,514
Common stock and other equities ²	2,116,987	—	—	—	2,116,987
Registered investment companies ²	13,982	—	—	—	13,982
Fixed income securities and repurchase agreements acquired with cash collateral	—	642,859	—	—	642,859
Self-directed brokerage accounts	779,003	—	—	—	779,003
Other ²	308	26,968	—	—	27,276
Total assets	3,361,462	1,522,110	—	4,125,514	9,009,086
Liabilities					
TBA commitments to sell securities ³		(24,133)			(24,133)
Total investments	\$ 3,361,462	\$ 1,497,977	\$ —	\$ 4,125,514	\$ 8,984,953

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

3. Fair value measurements (continued)

Investments as of December 31, 2022 (In Thousands)					
	Level 1	Level 2	Level 3	NAV ¹	Total
Investments					
Cash and cash equivalents	\$ 4,983	\$ 4,045	\$ —	\$ —	\$ 9,028
U.S. Government/U.S. Agency securities ^{2,4}	429,036	190,912	—	—	619,948
Corporate bonds ²	—	600,340	—	—	600,340
Common collective trusts	—	—	—	3,554,073	3,554,073
Common stock and other equities ²	1,988,676	1,105	—	—	1,989,781
Registered investment companies ²	6,004	—	—	—	6,004
Fixed income securities and repurchase agreements acquired with cash collateral	—	624,363	—	—	624,363
Self-directed brokerage accounts	638,114	—	—	—	638,114
Other ²	(44)	27,427	—	—	27,383
Total investments	\$ 3,066,769	\$ 1,448,192	\$ —	\$ 3,554,073	\$ 8,069,034

¹ Assets measured at NAV represents investments estimated at fair value using NAV as a practical expedient. These investments are not leveled in the fair value hierarchy table.

² As of December 31, 2023 and 2022, the total fair value of securities on loan was \$624,979 and \$607,800, respectively. Of these securities on loan, \$167,683 and \$247,673 were equity securities, and \$457,296 and \$360,127 were debt securities, as of December 31, 2023 and 2022, respectively.

³ As of December 31, 2023, TBA commitments to sell securities of \$24 million are included in participant-directed investments at fair value on the statement of nets assets available for benefits.

⁴ As of December 31, 2022, U.S. Government/U.S. Agency securities balance includes commitments to sell securities of \$16 million, which are in level 2 of the fair value hierarchy table.

The Plan did not hold any Level 3 investments as of December 31, 2023 or 2022 or during the year ended December 31, 2023.

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

4. Derivatives

Certain investment 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.

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 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, Euro, Japanese yen and New Zealand dollar as of December 31, 2023 and December 31, 2022. Forward foreign currency contracts are included in other investments in Note 3.

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

4. Derivatives (continued)

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 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 of U.S. Treasury note futures and exchange index futures as of December 31, 2023 and December 31, 2022. Futures contracts are included in other investments in Note 3.

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 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, 2023 and December 31, 2022. Swap contracts are included in other investments in Note 3.

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.

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

4. Derivatives (continued)

The following table presents the fair values of derivative instruments included in investments in the statements of net assets available for benefits:

	December 31, 2023		December 31, 2022	
	Assets	Liabilities	Assets	Liabilities
	<i>(In Thousands)</i>			
Forward foreign currency contracts	\$ 4,737	\$ 3,799	\$ 2,175	\$ 2,033
Futures contracts	1,619	1,310	1,504	1,548
Swap contracts	163	175	106	178

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, 2023, which are included in net appreciation in fair value of investments on the statement of changes in net assets available for benefits:

Derivative contracts	Net appreciation/ (depreciation) in fair value of investments
	<i>(In Thousands)</i>
Foreign currency risk contracts ¹	\$ (3,056)
Equity risk contracts ²	7,477
Interest rate risk contracts ³	568
Credit risk ⁴	8
Total derivative contracts	<u>\$ 4,997</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

⁴ Includes credit default swaps

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

4. Derivatives (continued)

The following table presents the gross notional amounts of outstanding derivatives (recorded at fair value) as of December 31, 2023:

	Long	Short
	<i>(In Thousands)</i>	
Derivative contracts – Notional amounts		
Futures contracts	\$ 168,616	\$ 91,202
Swap contracts	13,092	10,016
Forward foreign currency contracts	164,172	187,999

The following table presents the gross notional amounts of outstanding derivatives (recorded at fair value) as of December 31, 2022:

	Long	Short
	<i>(In Thousands)</i>	
Derivative contracts – Notional amounts		
Futures contracts	\$ 185,421	\$ 77,078
Swap contracts	4,060	7,860
Forward foreign currency contracts	140,238	158,013

The balances outstanding as of December 31, 2023 and 2022 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 statements of net assets available for benefits.

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

4. Derivatives (continued)

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, 2023:

Description	Assets presented in the statements of net assets available for benefits on a gross basis ¹	(In Thousands) Gross amounts not offset in the statements of net assets available for benefits		Net amount
		Financial instruments	Collateral received	
Securities lending ²	\$ 624,979	\$ —	\$ (624,979)	\$ —

¹ The Plan does not offset in the statements 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.

As of December 31, 2022:

Description	Assets presented in the statements of net assets available for benefits on a gross basis ¹	(In Thousands) Gross amounts not offset in the statements of net assets available for benefits		Net amount
		Financial instruments	Collateral received	
Securities lending ²	\$ 607,800	\$ —	\$ (607,800)	\$ —

¹ The Plan does not offset in the statements 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)

5. 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 tax-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, 2023, 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.

6. Plan termination

Although it has not expressed any intent to do so, the Company reserves the right under the Plan to amend or terminate the Plan in accordance with the provisions of ERISA. In the event that the Plan is terminated, participants would become 100% vested in their accounts to the extent not already fully vested. Additionally, the Plan provides that in the event of Plan termination the net assets are to be distributed to participants in amounts equal to their respective interests in such assets.

7. 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 not "asset-based," although the aggregate amount of such costs is allocated to the Plan's investment funds ratably. As a result, these costs are reflected in the calculation of each fund's NAV per unit. There are no "revenue sharing" arrangements between any of the Plan's investment managers and the Plan's recordkeeper. The fees of the Plan's investment managers are charged directly to the funds to which they relate and are reflected in the calculation of each fund's NAV per unit. Other fees (for example, for the Plan's Professional Management program or for processing qualified domestic relations orders) are charged directly

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

7. Plan expenses (continued)

to the accounts of those Plan participants who incur them and are included in administrative expenses of the Plan on the statement of changes in net assets available for benefits.

8. Securities lending

The Trust participates in securities lending programs with BNYM. 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, 2023 and 2022, the fair value of the securities on loan was \$625.0 million and \$607.8 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, 2023 and 2022, the Trust held cash collateral of \$642.4 million and \$624.1 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. As of December 31, 2023 and 2022, the fair value of the investments acquired with the cash collateral was \$642.8 million and \$624.4 million, respectively, and is included in investments on the statements of net assets available for benefits.

The securities received as collateral for loaned securities which cannot be sold or repledged included U.S. Treasuries and certain sovereign debt securities with fair values of \$2.6 million and \$2.2 million as of December 31, 2023 and 2022, respectively. Such securities are not reflected in the Plan's net assets.

The Plan received interest and securities lending income in the amount of \$1.3 million, net of bank fees, in 2023 from the securities lending program; this income is included in net appreciation 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, 2023 and 2022, repurchase agreements entered into with cash collateral were valued at amortized cost of \$131.1 million and \$115.7 million, respectively, and the fair value of securities which the Trust held as collateral with respect to such repurchase agreements was \$140.0 million and \$120.5 million, respectively.

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

8. Securities lending (continued)

The amortized cost of the repurchase agreements approximates fair value and is 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>							
As of December 31, 2023							
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	\$ 45,656	\$ –	\$ –	\$ –	\$	45,656	
Equity securities	16,670	–	53,200	15,600		85,470	
Total	\$ 62,326	\$ –	\$ 53,200	\$ 15,600	\$	131,126	

<i>(In Thousands)</i>							
As of December 31, 2022							
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	\$ 73,553	\$ –	\$ –	\$ –	\$	73,553	
Equity securities	12,335	–	22,100	7,700		42,135	
Total	\$ 85,888	\$ –	\$ 22,100	\$ 7,700	\$	115,688	

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

See Note 4 for offsetting information pertaining to securities lending programs that are subject to master netting arrangements.

NOKIA SAVINGS/401(k) PLAN

Notes to Financial Statements (continued)

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

As described in Note 7, the Plan paid certain expenses related to plan operations and investment activity to various service providers that are deemed 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, 2023, the Plan incurred fiduciary service fees of \$638,000, which are generally reflected in the calculation of each fund's NAV per unit. As of December 31, 2023 and 2022, the Plan had a payable due to NIMCO of \$128,000 and \$104,000, respectively, which is included in 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, 2023, the Plan incurred administrative service fees of \$166,000, which are generally reflected in the calculation of each fund's NAV per unit.

Certain Plan investments are managed by affiliates of the Trustee. As of December 31, 2023 and 2022, through the self-directed brokerage accounts, the Plan held \$114.9 million and \$113.8 million, respectively, of the Dreyfus Treasury and Agency Cash Management Fund and other Dreyfus money market funds, which are funds that are managed by affiliates of the Trustee. Pershing, an affiliate of the Trustee, is the custodian of the self-directed brokerage accounts.

Certain Plan investments include fixed income and equity securities of entities that are service providers with respect to the Trust (including, for example, BNYM, the Trustee and custodian of the Trust). Such securities were acquired by managers pursuant to exemptions under section 408 of ERISA, and therefore these investments do not constitute non-exempt party-in-interest transactions.

As of December 31, 2023 and 2022, the Plan held \$3.6 million and \$5.0 million, respectively, of Nokia Corporation (the ultimate parent of the Company) common stock.

The Plan also issues notes to participants, which are secured by the vested balances in the participants' accounts.

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, 2023 and 2022:

	<i>(In Thousands)</i>	
	2023	2022
Net assets available for benefits per the financial statements	\$ 8,372,895	\$ 7,467,047
Adjustment for deemed distribution of participant loans	(214)	(186)
Net assets per Form 5500	<u>\$ 8,372,681</u>	<u>\$ 7,466,861</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, 2023:

	<i>(In Thousands)</i>
Increase in net assets per the financial statements	\$ 905,848
Adjustment for deemed distribution of participant loans	28
Net income per Form 5500	<u>\$ 905,820</u>

11. Subsequent events

Management has evaluated subsequent events through June 12, 2024, the date the financial statements were available to be issued. There were no subsequent events that occurred between January 1, 2024 through June 12, 2024, that required disclosures in or adjustments to the financial statements.

Supplemental Schedules

Nokia Savings/401(k) Plan

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

December 31, 2023

(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
	25277LACO Diamond Sports Group LLC 144A	6.625% 08/15/2027 DD 08/02/19 Default date 3/15/2023	\$ 100,000	\$ –	\$ –	\$ 100,000	\$ –	\$ –
	25277LAF3 Diamond Sports Group LLC 144A	5.375% 08/15/2026 DD 02/15/22 Default date 3/15/2023	\$ 165,000	\$ –	\$ –	\$ 165,000	\$ –	\$ –
	NABNDK2R2 Sunac China Holdings LTD REGS	6.500% 01/26/2026 Default date 5/12/2022	\$ 200,000	\$ –	\$ –	\$ 200,000	\$ –	\$ –

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2023

(a)	(b)	(c)	(d)	(e)
Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value	
CASH AND CASH EQUIVALENTS				
CASH AT BROKER			\$	8,544,080
INTEREST-BEARING CASH:				
AUD (AUSTRALIAN DOLLARS)				88,093
AUD CURRENCY AT BROKER				133,656
BNY MELLON CASH RESERVE	0.100% 12/31/2049 DD 06/26/97			25,269
CAD (CANADIAN DOLLARS)				61,941
CAD CURRENCY AT BROKER				(32,633)
CASH COLLATERAL HELD AT JP MORGAN				1,797,936
CASH HELD AT CITIBANK				(223,780)
CHF (SWISS FRANC)				10,502
CHF CURRENCY AT BROKER				39
DKK (DANISH KRONE)				17,781
EUR (EURO)				281,662
EUR CURRENCY AT BROKER				691,630
GBP (GREAT BRITISH POUNDS)				213,536
GBP CURRENCY AT BROKER				(302,223)
HKD (HONG KONG DOLLARS)				26,541
HKD CURRENCY AT BROKER				(3,029)
ILS CURRENCY AT BROKER				(257,568)
JPY (JAPANESE YEN)				7,449
JPY CURRENCY AT BROKER				99,828
LEHMAN PROXY BLACKROCK				-
NOK (NORWEGIAN KRONE)				63
SEK (SWEDISH KRONA)				11,339
SEK CURRENCY AT BROKER				140,892
SGD (SINGAPORE DOLLARS)				49,550
SGD CURRENCY AT BROKER				4,660
SWAP COLLATERAL WITH BANK OF AMERICA (MI				100,000
VAR MARGIN ON SWAPS				(1,961)
U S TREASURY BILL	0.000% 01/04/2024 DD 07/06/23			1,283,640
U S TREASURY BILL	0.000% 07/11/2024 DD 07/13/23			1,902,874
SWAP COLLATERAL WITH GOLDMAN				(38,696)
SWAP COLLATERAL WITH MERRILL LYNCH				(256,706)
CASH AND CASH EQUIVALENTS Total			\$	14,376,365
COMMON/COLLECTIVE TRUST				
BLACKROCK RUSSELL 3000 INDEX FUND			\$	2,126,843,087
FIAM BROAD MARKET DURATION COMMINGLED POOL				202,912,007
JPMCB LIQUIDITY FUND				706,126,362
BLACKROCK MSCI WORLD EQUITY INDEX EX-US FUND F				379,565,868
BLACKROCK RUSSELL 1000 INDEX FUND F				225,044,767
BLACKROCK RUSSELL 1000 GROWTH FUND F				140,373,614
BLACKROCK RUSSELL 1000 VALUE FUND F				45,489,319
T ROWE PRICE EMERGING MARKETS EQUITY TRUST FUND				130,240,141
WELLINGTON CIF II - BALANCED REAL ASSET FUND				41,933,076
WELLINGTON CIF II - DIVERSIFIED INFLATION HEDGES FUND				126,985,323
COMMON/COLLECTIVE TRUST Total			\$	4,125,513,564
CORPORATE BONDS				
CORPORATE DEBT INSTRUMENTS				
1211 AVENUE OF 1211 A1A2 144A	3.901% 08/10/2035 DD 08/01/15		\$	804,405
AMERICAN EXPRESS CREDIT AC 3 A	3.750% 08/15/2027 DD 08/16/22			1,504,908
ANGEL OAK MORTGAGE T 6 A1 144A	VAR RT 12/25/2067 DD 08/01/23			303,053
ANGEL OAK MORTGAGE T 8 A1 144A	VAR RT 11/25/2066 DD 12/01/21			531,120
BA CREDIT CARD TRUST A1 A1	3.530% 11/15/2027 DD 06/16/22			1,458,733
BA CREDIT CARD TRUST A2 A2	4.980% 11/15/2028 DD 12/14/23			558,423
BAMLL COMMERCIAL M DKLX A 144A	VAR RT 01/15/2039 DD 02/02/22			261,962
BLACKSTONE SECURED LENDING FUN	3.625% 01/15/2026 DD 10/23/20			152,621
BRAVO RESIDENTIAL NQM6 A1 144A	VAR RT 09/25/2063 DD 08/01/23			556,503
BX 2021-LBA3 MORTGA PAC A 144A	VAR RT 10/15/2036 DD 11/02/21			521,804
BX COMMERCIAL MORT SOAR A 144A	VAR RT 06/15/2038 DD 06/28/21			475,962
CAPITAL ONE PRIME AUTO RE 2 A3	5.820% 06/15/2028 DD 10/11/23			904,048
CHASE HOME LENDI ATR2 A11 144A	VAR RT 07/25/2049 DD 07/25/19			69,452
CHESAPEAKE FUNDING 2A A1 144A	6.160% 10/15/2035 DD 09/19/23			1,069,282
DONLEN FLEET LEASE F 2 A2 144A	0.560% 12/11/2034 DD 04/27/21			105,132
EXTENDED STAY AMERI ESH A 144A	VAR RT 07/15/2038 DD 07/08/21			510,411
FLAGSTAR MORTGAG IINV A11 144A	VAR RT 03/25/2050 DD 02/25/20			189,177
FORD CREDIT AUTO OWNE 2 A 144A	5.280% 02/15/2036 DD 08/08/23			2,086,553

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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	FORD CREDIT FLOORPLA 1 A1 144A	4.920% 05/15/2028 DD 05/16/23		613,280
	FREEPORT LNG 11/21 TLA	0.000% 11/17/2026 DD 11/01/21		343,217
	GM FINANCIAL CONSUMER AUT 3 A3	3.640% 04/16/2027 DD 07/13/22		345,330
	GM FINANCIAL CONSUMER AUT 3 A4	3.710% 12/16/2027 DD 07/13/22		380,896
	GS MORTGAGE SECURIT ECI A 144A	VAR RT 08/15/2039 DD 08/15/22		862,111
	GS MORTGAGE SECURITI IP A 144A	VAR RT 10/15/2036 DD 10/15/21		515,864
	GS MORTGAGE-BACKED PJ2 A2 144A	VAR RT 07/25/2051 DD 02/01/21		245,110
	GS MORTGAGE-BACKED PJ6 A2 144A	VAR RT 11/25/2051 DD 06/01/21		915,225
	INDEPENDENCE PLAZA INDP A 144A	3.763% 07/10/2035 DD 06/01/18		501,402
	JP MORGAN MORTGA INV2 A11 144A	VAR RT 02/25/2050 DD 09/25/19		128,395
	JP MORGAN MORTGAGE 12 A12 144A	VAR RT 02/25/2052 DD 09/01/21		181,764
	JP MORGAN MORTGAGE 12 A3 144A	VAR RT 02/25/2052 DD 09/01/21		171,187
	LIFE 2022-BMR MOR BMR2 A1 144A	VAR RT 05/15/2039 DD 05/24/22		717,485
	MFA 2023-NQM3 TRU NQM3 A1 144A	VAR RT 07/25/2068 DD 08/01/23		715,734
	MOSAIC SOLAR LOAN TR 3A A 144A	6.100% 06/20/2053 DD 12/15/22		264,598
	MTN COMMERCIAL MOR LPFL A 144A	VAR RT 03/15/2039 DD 03/24/22		365,569
	NAVIENT PRIVATE EDUCA A A 144A	5.510% 10/15/2071 DD 04/27/23		188,712
	NAVISTAR FINANCIAL DE 1 A 144A	6.180% 08/25/2028 DD 09/20/23		308,954
	NELNET STUDENT LOA A APT2 144A	1.360% 04/20/2062 DD 05/20/21		835,617
	NELNET STUDENT LOA BA AFL 144A	VAR RT 04/20/2062 DD 06/30/21		938,287
	OBX 2023-NQM6 TRU NQM6 A1 144A	VAR RT 07/25/2063 DD 07/01/23		886,626
	PRODIGY FINANCE CM20 1A A 144A	VAR RT 07/25/2051 DD 07/14/21		117,829
	PRPM 2023-NQM2 TR NQM2 A1 144A	VAR RT 08/25/2068 DD 09/01/23		549,304
	S&P GLOBAL INC	3.900% 03/01/2062 DD 03/01/23		3,345
	SEASONED CREDIT RISK TRAN 2 MA	3.500% 08/25/2058 DD 04/01/19		372,656
	SEASONED CREDIT RISK TRAN 3 MA	VAR RT 08/25/2057 DD 07/01/18		110,382
	SEASONED CREDIT RISK TRAN 4 MA	3.000% 02/25/2059 DD 10/01/19		193,060
	TAUBMAN CENTERS COM DPM A 144A	VAR RT 05/15/2037 DD 05/16/22		636,181
	TESLA AUTO LEASE TRU A A3 144A	5.890% 06/22/2026 DD 07/27/23		184,755
	TESLA AUTO LEASE TRU B A3 144A	6.130% 09/21/2026 DD 09/27/23		992,802
	TESLA ELECTRIC VEHIC 1 A3 144A	5.380% 06/20/2028 DD 12/20/23		442,952
	TOYOTA LEASE OWNER T B A3 144A	5.660% 11/20/2026 DD 09/19/23		840,056
	VERIZON MASTER TRUST 5 A1A	5.610% 09/08/2028 DD 09/20/23		752,498
	VERUS SECURITIZATION 7 A1 144A	VAR RT 10/25/2068 DD 10/01/23		1,390,766
	WHEELS FLEET LEASE F 2A A 144A	6.460% 08/18/2038 DD 10/27/23		880,501
	WHEELS SPV 2 LLC 1A A 144A	VAR RT 08/20/2029 DD 05/05/21		227,133
	ABBVIE INC	4.500% 05/14/2035 DD 05/14/15		1,295,892
	ACADIA HEALTHCARE CO INC 144A	5.000% 04/15/2029 DD 10/14/20		70,080
	ACRISURE LLC / ACRISURE F 144A	10.125% 08/01/2026 DD 08/01/19		260,184
	ACRISURE LLC / ACRISURE F 144A	4.250% 02/15/2029 DD 02/16/21		112,869
	ACRISURE LLC / ACRISURE F REGS	4.250% 02/15/2029 DD 02/16/21		36,118
	ADAPTHEALTH LLC 144A	5.125% 03/01/2030 DD 08/19/21		175,517
	ADVANCE AUTO PARTS INC	5.900% 03/09/2026 DD 03/09/23		331,875
	AEP TRANSMISSION CO LLC	3.150% 09/15/2049 DD 09/11/19		125,515
	AEP TRANSMISSION CO LLC	4.500% 06/15/2052 DD 06/09/22		233,836
	AERCAP IRELAND CAPITAL DA 144A	6.450% 04/15/2027 DD 11/22/23		505,283
	AERCAP IRELAND CAPITAL DAC / A	1.650% 10/29/2024 DD 10/29/21		185,300
	AERCAP IRELAND CAPITAL DAC / A	1.750% 01/30/2026 DD 01/13/21		792,117
	AERCAP IRELAND CAPITAL DAC / A	4.875% 01/16/2024 DD 01/16/19		294,811
	AERCAP IRELAND CAPITAL DAC / A	6.100% 01/15/2027 DD 09/25/23		1,021,338
	AGILENT TECHNOLOGIES INC	2.300% 03/12/2031 DD 03/12/21		153,550
	AHEAD DB HOLDINGS LLC 144A	6.625% 05/01/2028 DD 04/30/21		415,586
	AIR LEASE CORP	0.700% 02/15/2024 DD 01/26/21		2,414,894
	AIR LEASE CORP	0.800% 08/18/2024 DD 08/18/21		489,471
	ALABAMA POWER CO	3.450% 10/01/2049 DD 09/17/19		210,364
	ALIXPARTNERS 2/21 (USD) COV-LI	0.000% 02/04/2028 DD 01/20/21		300,582
	ALLIANT HOLDINGS INTERMED 144A	4.250% 10/15/2027 DD 10/15/20		14,416
	ALLISON TRANSMISSION INC 144A	4.750% 10/01/2027 DD 09/26/17		521,784
	ALLY FINANCIAL INC	4.750% 06/09/2027 DD 06/09/22		418,792
	ALLY FINANCIAL INC	5.125% 09/30/2024 DD 09/29/14		843,182
	ALTICE FRANCE HOLDING SA 144A	10.500% 05/15/2027 DD 11/15/19		129,524
	ALTICE FRANCE SA/France 144A	5.125% 01/15/2029 DD 09/18/20		311,099
	ALTRIA GROUP INC	2.450% 02/04/2032 DD 02/04/21		371,039

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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	ALTRIA GROUP INC	6.875% 11/01/2033 DD 11/01/23		898,165
	AMCOR FLEXIBLES NORTH AMERICA	2.690% 05/25/2031 DD 05/25/21		265,113
	AMERICAN EXPRESS CO	2.250% 03/04/2025 DD 03/04/22		491,471
	AMERICAN EXPRESS CO	VAR RT 07/28/2027 DD 07/28/23		505,741
	AMERICAN EXPRESS CO	VAR RT 10/30/2026 DD 10/30/23		1,010,378
	AMERICAN EXPRESS CREDIT AC 3 A	5.230% 09/15/2028 DD 09/19/23		1,118,792
	AMERICAN TOWER CORP	1.300% 09/15/2025 DD 06/03/20		363,025
	AMERICAN TOWER CORP	2.100% 06/15/2030 DD 06/03/20		281,002
	AMERICAN TOWER CORP	2.700% 04/15/2031 DD 03/29/21		338,331
	AMERICAN TOWER CORP	3.800% 08/15/2029 DD 06/13/19		313,282
	AMERICAN TOWER CORP	4.000% 06/01/2025 DD 05/07/15		643,265
	AMERICAN TOWER CORP	5.250% 07/15/2028 DD 05/25/23		515,966
	AMERICAN TOWER CORP	5.800% 11/15/2028 DD 09/15/23		126,736
	AMGEN INC	2.770% 09/01/2053 DD 03/01/21		142,444
	AMGEN INC	4.050% 08/18/2029 DD 08/18/22		562,925
	AMGEN INC	4.200% 02/22/2052 DD 02/22/22		151,494
	AMGEN INC	4.563% 06/15/2048 DD 12/15/16		68,603
	AMGEN INC	5.150% 03/02/2028 DD 03/02/23		1,461,916
	AMGEN INC	5.250% 03/02/2025 DD 03/02/23		2,021,119
	AMGEN INC	5.507% 03/02/2026 DD 03/02/23		694,313
	AMGEN INC	5.650% 03/02/2053 DD 03/02/23		163,073
	AMGEN INC	5.750% 03/02/2063 DD 03/02/23		844,561
	ANGI GROUP LLC 144A	3.875% 08/15/2028 DD 08/20/20		508,406
	ANTERO MIDSTREAM PARTNERS 144A	5.375% 06/15/2029 DD 06/08/21		115,364
	ANTERO MIDSTREAM PARTNERS 144A	7.875% 05/15/2026 DD 11/10/20		92,180
	ANTERO RESOURCES CORP 144A	5.375% 03/01/2030 DD 06/01/21		1,114,690
	AON CORP	4.500% 12/15/2028 DD 12/03/18		312,122
	AON CORP / AON GLOBAL HOLDINGS	5.350% 02/28/2033 DD 02/28/23		165,114
	APACHE CORP	4.250% 01/15/2030 DD 06/19/19		622,291
	ARCHROCK PARTNERS LP / AR 144A	6.250% 04/01/2028 DD 12/20/19		394,000
	ARD FINANCE SA 144A	6.500% 06/30/2027 DD 11/20/19		25,228
	ARDAGH PACKAGING FINANCE 144A	5.250% 04/30/2025 DD 04/08/20		97,252
	ARDAGH PACKAGING FINANCE 144A	5.250% 08/15/2027 DD 06/02/20		233,059
	ARDAGH PACKAGING FINANCE 144A	5.250% 08/15/2027 DD 08/12/19		247,820
	ASBURY AUTOMOTIVE GROUP INC	4.500% 03/01/2028 DD 09/01/20		98,774
	ASBURY AUTOMOTIVE GROUP INC	4.750% 03/01/2030 DD 09/01/20		43,873
	ASCENT RESOURCES UTICA HO 144A	7.000% 11/01/2026 DD 10/11/18		522,280
	ASHTON WOODS USA LLC / AS 144A	6.625% 01/15/2028 DD 01/23/20		300,835
	AT&T INC	0.900% 03/25/2024 DD 03/23/21		1,186,768
	AT&T INC	2.550% 12/01/2033 DD 06/01/21		506,943
	AT&T INC	3.500% 06/01/2041 DD 05/28/20		144,523
	AT&T INC	3.550% 09/15/2055 DD 03/15/21		347,266
	AT&T INC	3.650% 09/15/2059 DD 03/15/21		346,162
	AT&T INC	3.800% 12/01/2057 DD 06/01/21		282,470
	AT&T INC	3.875% 01/15/2026 DD 01/15/19		97,908
	AT&T INC	4.350% 03/01/2029 DD 02/19/19		536,878
	AT&T INC	4.750% 05/15/2046 DD 05/04/15		388,658
	AT&T INC	5.400% 02/15/2034 DD 06/02/23		435,219
	ATHENE GLOBAL FUNDING 144A	1.000% 04/16/2024 DD 04/16/21		984,443
	ATHENE GLOBAL FUNDING 144A	1.716% 01/07/2025 DD 01/07/22		957,982
	AUDIO VISUAL SERVICES 12/20 CO	0.000% 03/03/2025 DD 12/04/20		110,598
	AUDIO VISUAL SERVICES 12/20 CO	0.000% 10/15/2026 DD 12/04/20		26,338
	AUTODESK INC	2.850% 01/15/2030 DD 01/14/20		92,840
	AUTOZONE INC	5.050% 07/15/2026 DD 07/21/23		1,006,122
	AVAYA 5/23 EXIT COV-LITE TL	0.000% 08/01/2028 DD 04/26/23		221,178
	BA CREDIT CARD TRUST A1 A1	4.790% 05/15/2028 DD 06/16/23		380,320
	BAE SYSTEMS HOLDINGS INC 144A	3.800% 10/07/2024 DD 10/07/14		1,553,153
	BAE SYSTEMS HOLDINGS INC 144A	3.850% 12/15/2025 DD 12/10/15		880,139
	BALL CORP	2.875% 08/15/2030 DD 08/13/20		343,194
	BALTIMORE GAS AND ELECTRIC CO	5.400% 06/01/2053 DD 05/10/23		25,796
	BAMLL COMMERCIAL M SCH AL 144A	VAR RT 11/15/2032 DD 12/15/17		1,295,667
	BANK OF AMERICA CORP	VAR RT 09/15/2027 DD 09/15/23		1,551,916
	BANK OF AMERICA CORP	VAR RT 09/15/2029 DD 09/15/23		909,433

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	BANK OF AMERICA CORP	VAR RT 09/15/2034 DD 09/15/23		293,096
*	BANK OF NEW YORK MELLON CORP/T	1.600% 04/24/2025 DD 04/24/20		431,879
*	BANK OF NEW YORK MELLON CORP/T	VAR RT 07/24/2026 DD 07/26/22		24,734
*	BANK OF NEW YORK MELLON/THE	VAR RT 11/21/2025 DD 11/22/22		689,767
	BANK OF NOVA SCOTIA/THE	5.350% 12/07/2026 DD 12/07/23		1,016,706
	BARCLAYS PLC	VAR RT 05/07/2026 DD 05/07/20		625,736
	BARCLAYS PLC	VAR RT 09/13/2027 DD 09/13/23		1,387,932
	BARCLAYS PLC	VAR RT 09/13/2029 DD 09/13/23		208,234
	BAT CAPITAL CORP	2.259% 03/25/2028 DD 09/25/20		50,108
	BAT CAPITAL CORP	3.222% 08/15/2024 DD 08/15/18		1,268,985
	BAT CAPITAL CORP	3.557% 08/15/2027 DD 08/15/18		217,584
	BAT CAPITAL CORP	3.984% 09/25/2050 DD 09/25/20		68,970
	BAT CAPITAL CORP	4.758% 09/06/2049 DD 09/06/19		451,779
	BAT CAPITAL CORP	7.081% 08/02/2053 DD 08/02/23		288,645
	BAT INTERNATIONAL FINANCE PLC	1.668% 03/25/2026 DD 09/25/20		928,859
	BAT INTERNATIONAL FINANCE PLC	5.931% 02/02/2029 DD 08/02/23		419,762
	BATH & BODY WORKS INC	5.250% 02/01/2028 DD 01/23/18		34,617
	BATH & BODY WORKS INC	6.875% 11/01/2035 DD 10/30/15		415,139
	BATH & BODY WORKS INC 144A	6.625% 10/01/2030 DD 09/30/20		30,662
	BAXTER INTERNATIONAL INC	1.322% 11/29/2024 DD 05/29/22		140,615
	BAYER US FINANCE II LLC 144A	4.250% 12/15/2025 DD 06/25/18		974,462
	BAYER US FINANCE LLC 144A	6.125% 11/21/2026 DD 11/21/23		327,371
	BAYER US FINANCE LLC 144A	6.375% 11/21/2030 DD 11/21/23		699,624
	BBCMS MORTGAGE TRUST 2 C19 A2B	5.753% 04/15/2056 DD 04/01/23		673,622
	BERRY GLOBAL INC 144A	5.500% 04/15/2028 DD 03/30/23		163,775
	BLACKSTONE PRIVATE CREDIT FUND	2.625% 12/15/2026 DD 06/15/22		498,227
	BLUE OWL CAPITAL CORP	3.400% 07/15/2026 DD 12/08/20		311,446
	BOEING CO/THE	1.950% 02/01/2024 DD 11/02/20		498,368
	BOEING CO/THE	2.196% 02/04/2026 DD 02/04/21		1,864,262
	BOEING CO/THE	3.100% 05/01/2026 DD 05/02/19		153,765
	BOEING CO/THE	3.950% 08/01/2059 DD 07/31/19		16,066
	BOEING CO/THE	4.875% 05/01/2025 DD 05/04/20		1,176,076
	BOEING CO/THE	5.930% 05/01/2060 DD 05/04/20		130,472
	BOOZ ALLEN HAMILTON INC	5.950% 08/04/2033 DD 08/04/23		63,384
	BP CAPITAL MARKETS AMERICA INC	4.893% 09/11/2033 DD 05/11/23		64,101
	BROADCOM INC	3.625% 10/15/2024 DD 04/15/20		690,132
	BROADCOM INC 144A	3.137% 11/15/2035 DD 09/30/21		873,527
	BROADCOM INC 144A	3.419% 04/15/2033 DD 03/31/21		374,159
	BROADCOM INC 144A	4.150% 04/15/2032 DD 04/14/22		160,255
	BROOKFIELD PROPERTY REIT 144A	4.500% 04/01/2027 DD 09/29/21		582,300
	BURLINGTON NORTHERN SANTA FE L	2.875% 06/15/2052 DD 12/08/21		104,799
	BURLINGTON NORTHERN SANTA FE L	4.150% 12/15/2048 DD 08/02/18		444,466
	BURLINGTON NORTHERN SANTA FE L	4.450% 01/15/2053 DD 06/07/22		95,190
	BWX TECHNOLOGIES INC 144A	4.125% 06/30/2028 DD 06/12/20		417,280
	CAESARS ENTERTAINMENT INC 144A	8.125% 07/01/2027 DD 07/06/20		399,789
	CALLON PETROLEUM CO 144A	7.500% 06/15/2030 DD 06/24/22		407,442
	CALPINE CORP 144A	4.500% 02/15/2028 DD 12/20/19		389,971
	CALPINE CORP 144A	4.625% 02/01/2029 DD 08/10/20		116,103
	CALPINE CORP 144A	5.250% 06/01/2026 DD 05/31/16		44,402
	CANADIAN NATURAL RESOURCES LTD	2.050% 07/15/2025 DD 06/24/20		537,354
	CAPITAL ONE FINANCIAL CORP	VAR RT 03/01/2030 DD 03/03/22		71,448
	CAPITAL ONE FINANCIAL CORP	VAR RT 03/03/2026 DD 03/03/22		527,960
	CAPITAL ONE FINANCIAL CORP	VAR RT 05/09/2025 DD 05/09/22		1,240,564
	CAPITAL ONE FINANCIAL CORP	VAR RT 07/24/2026 DD 07/27/22		349,910
	CAPITAL ONE FINANCIAL CORP	VAR RT 10/29/2027 DD 11/01/23		778,599
	CARMAX AUTO OWNER TRUST 2 1 A3	0.340% 12/15/2025 DD 01/27/21		195,038
	CARRIER GLOBAL CORP	2.242% 02/15/2025 DD 08/15/20		14,536
	CARRIER GLOBAL CORP 144A	5.800% 11/30/2025 DD 11/30/23		663,714
	CCO HOLDINGS LLC / CCO HO 144A	4.250% 02/01/2031 DD 07/09/20		362,681
	CCO HOLDINGS LLC / CCO HO 144A	4.500% 06/01/2033 DD 04/22/21		279,225
	CCO HOLDINGS LLC / CCO HO 144A	4.500% 08/15/2030 DD 02/18/20		342,564
	CCO HOLDINGS LLC / CCO HO 144A	5.000% 02/01/2028 DD 08/08/17		186,573
	CCO HOLDINGS LLC / CCO HO 144A	5.125% 05/01/2027 DD 02/06/17		19,323

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	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	CCO HOLDINGS LLC / CCO HO 144A	5.375% 06/01/2029 DD 05/23/19		179,091
	CCO HOLDINGS LLC / CCO HO 144A	5.500% 05/01/2026 DD 04/21/16		29,800
	CENTERPOINT ENERGY HOUSTON ELE	2.900% 07/01/2050 DD 06/05/20		86,947
	CENTERPOINT ENERGY HOUSTON ELE	3.600% 03/01/2052 DD 02/28/22		94,399
	CENTERPOINT ENERGY HOUSTON ELE	4.950% 04/01/2033 DD 03/23/23		220,894
	CENTERPOINT ENERGY RESOURCES C	5.250% 03/01/2028 DD 02/23/23		358,907
	CF INDUSTRIES INC	5.150% 03/15/2034 DD 03/11/14		247,320
	CHARLES RIVER LABORATORIE 144A	4.250% 05/01/2028 DD 10/23/19		392,169
	CHART INDUSTRIES INC 144A	7.500% 01/01/2030 DD 12/22/22		73,167
	CHART INDUSTRIES INC 144A	9.500% 01/01/2031 DD 12/22/22		434,468
	CHARTER COMMUNICATIONS OPERATI	3.900% 06/01/2052 DD 03/04/21		160,699
	CHARTER COMMUNICATIONS OPERATI	4.800% 03/01/2050 DD 10/24/19		144,751
	CHARTER COMMUNICATIONS OPERATI	5.375% 05/01/2047 DD 11/01/17		170,814
	CHARTER COMMUNICATIONS OPERATI	6.150% 11/10/2026 DD 11/10/23		1,523,270
	CHEMOURS CO/THE 144A	5.750% 11/15/2028 DD 11/27/20		428,627
	CHENIERE CORPUS CHRISTI HOLDIN	2.742% 12/31/2039 DD 12/31/21		7,170
	CHENIERE CORPUS CHRISTI HOLDIN	3.700% 11/15/2029 DD 05/15/20		442,013
	CHENIERE CORPUS CHRISTI HOLDIN	5.125% 06/30/2027 DD 05/19/17		2,601,571
	CHENIERE CORPUS CHRISTI HOLDIN	5.875% 03/31/2025 DD 12/09/16		1,352,877
	CHENIERE ENERGY PARTNERS 144A	5.950% 06/30/2033 DD 06/21/23		375,787
	CHENIERE ENERGY PARTNERS LP	3.250% 01/31/2032 DD 09/27/21		621,983
	CHENIERE ENERGY PARTNERS LP	4.000% 03/01/2031 DD 09/01/21		104,551
	CHENIERE ENERGY PARTNERS LP	4.500% 10/01/2029 DD 04/01/20		1,379,225
	CHS/COMMUNITY HEALTH SYST 144A	5.625% 03/15/2027 DD 12/28/20		280,598
	CITGO PETROLEUM CORP 144A	6.375% 06/15/2026 DD 02/11/21		533,234
	CITIBANK CREDIT CARD ISS A6 A6	VAR RT 05/14/2029 DD 05/22/17		208,861
	CITIGROUP INC	VAR RT 04/08/2026 DD 04/08/20		971,910
	CITIGROUP INC	VAR RT 06/03/2031 DD 06/03/20		98,235
	CITIGROUP INC	VAR RT 07/24/2028 DD 07/24/17		1,318,040
	CITIGROUP INC	VAR RT 11/17/2033 DD 11/17/22		1,591,106
	CITIZENS BANK NA/PROVIDENCE RI	2.250% 04/28/2025 DD 04/30/20		1,030,451
	CLARIOS GLOBAL LP / CLARI 144A	8.500% 05/15/2027 DD 04/01/19		501,743
	CLEAN HARBORS INC 144A	4.875% 07/15/2027 DD 07/02/19		367,460
	CLEAN HARBORS INC 144A	5.125% 07/15/2029 DD 07/02/19		19,117
	CLEAN HARBORS INC 144A	6.375% 02/01/2031 DD 01/24/23		55,883
	CLOUD SOFTWARE GROUP INC 144A	6.500% 03/31/2029 DD 09/30/22		190,488
	CNH INDUSTRIAL CAPITAL LLC	5.500% 01/12/2029 DD 09/13/23		74,203
	COHERENT CORP 144A	5.000% 12/15/2029 DD 12/10/21		332,414
	COMMONWEALTH BANK OF AUST 144A	5.071% 09/14/2028 DD 09/14/23		511,127
	COMMSCOPE INC 144A	4.750% 09/01/2029 DD 08/23/21		10,071
	COMMSCOPE INC 144A	6.000% 03/01/2026 DD 02/19/19		57,946
	COMMSCOPE TECHNOLOGIES LL 144A	5.000% 03/15/2027 DD 03/13/17		330,919
	COMMSCOPE TECHNOLOGIES LL 144A	6.000% 06/15/2025 DD 06/11/15		52,975
	COMPASS MINERALS INTERNAT 144A	6.750% 12/01/2027 DD 11/26/19		495,000
	CONSTELLATION BRANDS INC	3.600% 05/09/2024 DD 05/09/22		1,042,173
	CONSUMERS ENERGY CO	2.650% 08/15/2052 DD 08/12/21		42,285
	CONSUMERS ENERGY CO	3.800% 11/15/2028 DD 11/13/18		100,262
	CONSUMERS ENERGY CO	4.200% 09/01/2052 DD 08/11/22		131,965
	COOPERATIEVE RABOBANK UA/NY	3.875% 08/22/2024 DD 08/22/22		990,061
	COREBRIDGE FINANCIAL INC	3.500% 04/04/2025 DD 04/04/23		116,008
	CP ATLAS BUYER INC 144A	7.000% 12/01/2028 DD 11/25/20		242,878
	CREDIT SUISSE AG/NEW YORK NY	2.950% 04/09/2025 DD 04/09/20		242,279
	CREDIT SUISSE AG/NEW YORK NY	7.500% 02/15/2028 DD 01/09/23		2,260,505
	CROWN CASTLE INC	1.350% 07/15/2025 DD 06/15/20		203,779
	CROWN CASTLE INC	2.250% 01/15/2031 DD 06/15/20		126,693
	CROWN CASTLE INC	3.100% 11/15/2029 DD 08/15/19		343,565
	CROWN CASTLE INC	4.150% 07/01/2050 DD 04/03/20		87,119
	CSC HOLDINGS LLC 144A	3.375% 02/15/2031 DD 08/17/20		145,915
	CSX CORP	2.500% 05/15/2051 DD 12/10/20		137,943
	CSX CORP	4.500% 11/15/2052 DD 07/28/22		380,474
	CVS HEALTH CORP	2.125% 09/15/2031 DD 08/18/21		290,585
	CVS HEALTH CORP	5.000% 01/30/2029 DD 06/02/23		1,044,826
	CVS HEALTH CORP	5.000% 02/20/2026 DD 02/21/23		1,004,724

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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	CVS HEALTH CORP	6.250% 06/01/2027 DD 05/25/07		67,144
	DAIMLER TRUCK FINANCE NOR 144A	5.200% 01/17/2025 DD 01/19/23		409,742
	DELL INTERNATIONAL LLC / EMC C	3.450% 12/15/2051 DD 06/15/23		33,969
	DELL INTERNATIONAL LLC / EMC C	8.350% 07/15/2046 DD 01/15/21		48,591
	DELTA AIR LINES INC	2.900% 10/28/2024 DD 10/28/19		973,325
	DEUTSCHE BANK AG/NEW YORK NY	VAR RT 04/01/2025 DD 04/01/21		816,037
	DEUTSCHE BANK AG/NEW YORK NY	VAR RT 07/14/2026 DD 07/14/22		156,469
	DEVON ENERGY CORP	4.750% 05/15/2042 DD 05/14/12		143,264
	DEVON ENERGY CORP	5.250% 09/15/2024 DD 09/15/21		997,835
	DEVON ENERGY CORP	5.250% 10/15/2027 DD 10/15/21		98,534
	DEVON ENERGY CORP	5.850% 12/15/2025 DD 12/15/15		57,615
	DEVON ENERGY CORP	5.875% 06/15/2028 DD 12/15/21		2,021
	DIAMOND SPORTS GROUP LLC 144A	5.375% 08/15/2026 DD 02/15/22		8,250
	DIAMOND SPORTS GROUP LLC 144A	6.625% 08/15/2027 DD 08/02/19		5,000
	DIAMONDBACK ENERGY INC	3.125% 03/24/2031 DD 03/24/21		2,533,147
	DIAMONDBACK ENERGY INC	3.250% 12/01/2026 DD 12/05/19		2,246,886
	DIAMONDBACK ENERGY INC	3.500% 12/01/2029 DD 12/05/19		2,324,584
	DISCOVER CARD EXECUTION N A1 A	4.310% 03/15/2028 DD 04/11/23		2,065,475
	DISH DBS CORP	5.875% 11/15/2024 DD 11/20/14		103,154
	DISH DBS CORP	7.750% 07/01/2026 DD 06/13/16		299,499
	DISH DBS CORP 144A	5.750% 12/01/2028 DD 11/26/21		235,292
	DISH NETWORK CORP	0.000% 12/15/2025 DD 12/21/20		49,600
	DOLLAR GENERAL CORP	4.250% 09/20/2024 DD 09/20/22		915,785
	DTE ELECTRIC CO	3.950% 03/01/2049 DD 02/15/19		294,055
	DTE ELECTRIC CO	5.400% 04/01/2053 DD 03/03/23		157,443
	DTE ENERGY CO	STEP 11/01/2024 DD 08/01/2022		988,343
	DUKE ENERGY CAROLINAS LLC	2.450% 02/01/2030 DD 01/08/20		101,604
	DUKE ENERGY CAROLINAS LLC	3.450% 04/15/2051 DD 04/01/21		139,357
	DUKE ENERGY CAROLINAS LLC	3.950% 11/15/2028 DD 11/08/18		21,654
	DUKE ENERGY CORP	5.000% 12/08/2025 DD 12/08/22		160,294
	DUKE ENERGY FLORIDA LLC	1.750% 06/15/2030 DD 06/11/20		300,281
	DUKE ENERGY OHIO INC	3.650% 02/01/2029 DD 01/08/19		295,492
	EASTERN ENERGY GAS HOLDINGS LL	2.500% 11/15/2024 DD 11/21/19		200,620
	ECOPETROL SA	4.125% 01/16/2025 DD 09/16/14		327,329
	EDISON INTERNATIONAL	4.700% 08/15/2025 DD 08/04/22		256,778
	EDISON INTERNATIONAL	6.950% 11/15/2029 DD 11/10/22		188,828
	EDVESTINU PRIVATE EDU A A 144A	1.800% 11/25/2045 DD 03/11/21		119,995
	ELASTIC NV 144A	4.125% 07/15/2029 DD 07/06/21		390,255
	ELEVANCE HEALTH INC	2.375% 01/15/2025 DD 09/09/19		485,569
	ELEVANCE HEALTH INC	3.500% 08/15/2024 DD 08/12/14		493,319
	ELEVANCE HEALTH INC	5.125% 02/15/2053 DD 02/08/23		61,079
	ELEVANCE HEALTH INC	6.100% 10/15/2052 DD 11/04/22		422,839
	ELP COMMERCIAL MORT ELP A 144A	VAR RT 11/15/2038 DD 11/17/21		712,482
	EMERA US FINANCE LP	0.833% 06/15/2024 DD 06/04/21		543,899
	EMRLD BORROWER LP / EMERA 144A	6.625% 12/15/2030 DD 05/19/23		490,258
	ENBRIDGE INC	2.150% 02/16/2024 DD 02/17/22		609,229
	ENBRIDGE INC	2.500% 02/14/2025 DD 02/17/22		173,577
	ENBRIDGE INC	5.900% 11/15/2026 DD 11/09/23		736,152
	ENBRIDGE INC	6.200% 11/15/2030 DD 11/09/23		59,921
	ENERGY TRANSFER LP	3.750% 05/15/2030 DD 01/22/20		221,013
	ENERGY TRANSFER LP	3.900% 07/15/2026 DD 07/12/16		150,638
	ENERGY TRANSFER LP	5.000% 05/15/2050 DD 01/22/20		748,028
	ENERGY TRANSFER LP	5.500% 06/01/2027 DD 12/01/18		1,326,970
	ENERGY TRANSFER LP	5.750% 04/01/2025 DD 03/14/17		248,099
	ENERGY TRANSFER LP	6.250% 04/15/2049 DD 01/15/19		196,480
	ENERGY TRANSFER LP 144A	7.375% 02/01/2031 DD 01/19/23		1,307,364
	ENLINK MIDSTREAM PARTNERS LP	5.050% 04/01/2045 DD 11/12/14		12,412
	ENLINK MIDSTREAM PARTNERS LP	5.600% 04/01/2044 DD 03/19/14		34,813
	ENTEGRI INC 144A	4.750% 04/15/2029 DD 04/14/22		482,670
	ENTERGY MISSISSIPPI LLC	3.850% 06/01/2049 DD 06/05/19		34,447
	ENTERPRISE FLEET FIN 1 A2 144A	5.510% 01/22/2029 DD 03/02/23		1,729,151
	ENTERPRISE PRODUCTS OPERATING	5.050% 01/10/2026 DD 01/10/23		593,371
	EQM MIDSTREAM PARTNERS LP	4.125% 12/01/2026 DD 11/04/16		48,294
	EQM MIDSTREAM PARTNERS LP	5.500% 07/15/2028 DD 06/25/18		44,587
	EQM MIDSTREAM PARTNERS LP 144A	6.000% 07/01/2025 DD 06/18/20		287,868

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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	EQM MIDSTREAM PARTNERS LP 144A	6.500% 07/01/2027 DD 06/18/20		132,370
	EQM MIDSTREAM PARTNERS LP 144A	7.500% 06/01/2027 DD 06/07/22		236,991
	EQM MIDSTREAM PARTNERS LP 144A	7.500% 06/01/2030 DD 06/07/22		43,001
	EQT CORP	3.900% 10/01/2027 DD 10/04/17		3,245,901
	EQT CORP	5.700% 04/01/2028 DD 10/04/22		330,830
	EQT CORP 144A	3.125% 05/15/2026 DD 05/17/21		222,021
	EQT CORP 144A	3.625% 05/15/2031 DD 05/17/21		117,885
	EQUIFAX INC	5.100% 12/15/2027 DD 09/12/22		118,064
	EQUINIX INC	1.000% 09/15/2025 DD 10/07/20		335,828
	EQUINIX INC	1.250% 07/15/2025 DD 06/22/20		376,279
	EQUINIX INC	1.450% 05/15/2026 DD 05/17/21		212,487
	EQUINIX INC	2.000% 05/15/2028 DD 05/17/21		307,703
	EQUINIX INC	2.150% 07/15/2030 DD 06/22/20		107,598
	EQUITABLE FINANCIAL LIFE 144A	1.100% 11/12/2024 DD 11/12/21		1,154,741
	EVERGY METRO INC	4.950% 04/15/2033 DD 04/06/23		63,969
	EVERSOURCE ENERGY	2.900% 03/01/2027 DD 02/25/22		116,442
	EVERSOURCE ENERGY	3.150% 01/15/2025 DD 01/15/15		97,386
	EVERSOURCE ENERGY	5.450% 03/01/2028 DD 03/06/23		122,310
	EXELON CORP	3.950% 06/15/2025 DD 12/15/15		393,121
	EXELON CORP	5.625% 06/15/2035 DD 06/09/05		42,742
	EXTRA SPACE STORAGE LP	5.700% 04/01/2028 DD 03/28/23		214,202
	FEDEX CORP	5.250% 05/15/2050 DD 04/07/20		27,868
	FERTITTA ENTERTAINMENT LL 144A	6.750% 01/15/2030 DD 01/27/22		265,157
	FIRST QUANTUM MINERALS LT 144A	6.875% 03/01/2026 DD 02/27/18		707,157
	FIRSTENERGY CORP	1.600% 01/15/2026 DD 06/08/20		90,215
	FIRSTENERGY CORP	2.050% 03/01/2025 DD 02/20/20		521,100
	FIRSTENERGY CORP	2.250% 09/01/2030 DD 06/08/20		95,180
	FIRSTENERGY CORP	VAR RT 07/15/2047 DD 06/21/17		55,844
	FIRSTENERGY TRANSMISSION 144A	4.350% 01/15/2025 DD 05/19/14		429,941
	FIRSTENERGY TRANSMISSION 144A	4.550% 04/01/2049 DD 03/28/19		322,339
	FIRSTENERGY TRANSMISSION 144A	5.450% 07/15/2044 DD 05/19/14		122,688
	FISERV INC	2.750% 07/01/2024 DD 06/24/19		106,384
	FLAGSTAR MORTGAGE 13IN A6 144A	VAR RT 12/30/2051 DD 11/01/21		288,853
	FORD CREDIT AUTO OWNE 1 A 144A	4.850% 08/15/2035 DD 02/16/23		1,821,263
	FORD MOTOR CREDIT CO LLC	2.300% 02/10/2025 DD 01/10/22		538,536
	FORD MOTOR CREDIT CO LLC	4.389% 01/08/2026 DD 01/08/16		194,479
	FORD MOTOR CREDIT CO LLC	6.950% 03/06/2026 DD 01/06/23		204,891
	FORD MOTOR CREDIT CO LLC	6.950% 06/10/2026 DD 06/08/23		1,538,736
	FORTREA 6/23 TLB			435,358
	FREEPORT-MCMORAN INC	5.400% 11/14/2034 DD 11/14/14		286,873
	GENERAL MOTORS CO	5.400% 10/15/2029 DD 08/02/22		59,032
	GENERAL MOTORS FINANCIAL CO IN	1.050% 03/08/2024 DD 04/09/21		278,474
	GENERAL MOTORS FINANCIAL CO IN	1.200% 10/15/2024 DD 10/15/21		154,404
	GENERAL MOTORS FINANCIAL CO IN	1.250% 01/08/2026 DD 01/08/21		935,394
	GENERAL MOTORS FINANCIAL CO IN	1.500% 06/10/2026 DD 06/10/21		229,072
	GENERAL MOTORS FINANCIAL CO IN	5.800% 06/23/2028 DD 06/23/23		118,170
	GENUINE PARTS CO	1.750% 02/01/2025 DD 01/10/22		675,004
	GEORGIA POWER CO	4.950% 05/17/2033 DD 05/04/23		189,517
	GFL ENVIRONMENTAL INC 144A	3.500% 09/01/2028 DD 12/21/20		184,812
	GFL ENVIRONMENTAL INC 144A	4.000% 08/01/2028 DD 11/23/20		138,659
	GILEAD SCIENCES INC	1.650% 10/01/2030 DD 09/30/20		490,150
	GILEAD SCIENCES INC	2.600% 10/01/2040 DD 09/30/20		601,665
	GLENCORE FUNDING LLC 144A	6.125% 10/06/2028 DD 10/06/23		450,473
	GLENCORE FUNDING LLC 144A	6.375% 10/06/2030 DD 10/06/23		384,350
	GLOBAL PAYMENTS INC	1.200% 03/01/2026 DD 02/26/21		25,724
	GLOBAL PAYMENTS INC	1.500% 11/15/2024 DD 11/22/21		578,526
	GLOBAL PAYMENTS INC	3.200% 08/15/2029 DD 08/14/19		92,442
	GLOBAL PAYMENTS INC	4.950% 08/15/2027 DD 08/22/22		531,845
	GLP CAPITAL LP / GLP FINANCING	3.250% 01/15/2032 DD 12/13/21		1,094,995
	GLP CAPITAL LP / GLP FINANCING	4.000% 01/15/2030 DD 08/29/19		902,443
	GM FINANCIAL AUTOMOBILE L 3 A3	5.380% 11/20/2026 DD 08/16/23		79,529
	GO DADDY OPERATING CO LLC 144A	3.500% 03/01/2029 DD 02/25/21		362,279
	GOLDMAN SACHS GROUP INC/THE	VAR RT 10/24/2029 DD 10/24/23		774,565
	GOLDMAN SACHS GROUP INC/THE	VAR RT 10/24/2034 DD 10/24/23		945,065
	GOODLEAP SUSTAINABL 5CS A 144A	2.310% 10/20/2048 DD 11/17/21		182,575
	GRAY TELEVISION INC 144A	4.750% 10/15/2030 DD 10/19/20		357,556
	GRIFOLS SA 144A	4.750% 10/15/2028 DD 10/05/21		263,899
	GULF FINANCE 10/21 TL	0.000% 08/25/2026 DD 09/30/21		209,434
	H&E EQUIPMENT SERVICES IN 144A	3.875% 12/15/2028 DD 12/14/20		545,589
	HALEON UK CAPITAL PLC	3.125% 03/24/2025 DD 09/24/22		1,054,539
	HARTFORD FINANCIAL SERVICES GR	4.300% 04/15/2043 DD 04/18/13		48,504
	HAT HOLDINGS I LLC / HAT 144A	3.375% 06/15/2026 DD 06/28/21		225,569
	HAT HOLDINGS I LLC / HAT 144A	6.000% 04/15/2025 DD 04/21/20		260,234
	HCA INC	3.500% 07/15/2051 DD 06/30/21		282,373
	HCA INC	3.500% 09/01/2030 DD 02/26/20		754,230

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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	HCA INC	5.200% 06/01/2028 DD 05/04/23		1,041,580
	HCA INC	5.250% 04/15/2025 DD 10/17/14		879,977
	HCA INC	5.250% 06/15/2026 DD 03/15/16		1,214,894
	HESS CORP	5.800% 04/01/2047 DD 09/28/16		156,253
	HEWLETT PACKARD ENTERPRISE CO	5.250% 07/01/2028 DD 06/14/23		303,617
	HILTON DOMESTIC OPERATING 144A	3.625% 02/15/2032 DD 02/02/21		405,810
	HILTON DOMESTIC OPERATING 144A	3.750% 05/01/2029 DD 12/01/20		120,527
	HOAG MEMORIAL HOSPITAL PRESBYT	3.803% 07/15/2052 DD 03/30/22		45,952
	HONDA AUTO RECEIVABLES 20 2 A3	4.930% 11/15/2027 DD 05/30/23		181,848
	HUB INTERNATIONAL LTD 144A	7.250% 06/15/2030 DD 06/20/23		475,303
	HUNTINGTON INGALLS INDUSTRIES	2.043% 08/16/2028 DD 02/16/22		1,016,144
	HUNTINGTON INGALLS INDUSTRIES	3.483% 12/01/2027 DD 06/01/18		448,096
	HYUNDAI AUTO RECEIVABLES B A3	5.480% 04/17/2028 DD 07/19/23		194,229
	HYUNDAI CAPITAL AMERICA 144A	0.875% 06/14/2024 DD 06/15/21		293,135
	HYUNDAI CAPITAL AMERICA 144A	1.000% 09/17/2024 DD 09/17/21		1,105,387
	INTEL CORP	5.700% 02/10/2053 DD 02/10/23		303,792
	INTESA SANPAOLO SPA 144A	3.250% 09/23/2024 DD 09/23/19		981,716
	IRON MOUNTAIN INC 144A	5.250% 03/15/2028 DD 12/27/17		243,062
	IRON MOUNTAIN INC 144A	5.250% 07/15/2030 DD 06/22/20		104,710
	ITT HOLDINGS LLC 144A	6.500% 08/01/2029 DD 07/08/21		411,358
	J.P. MORGAN MORTGA 14 A12 144A	VAR RT 05/25/2052 DD 11/01/21		351,183
	JOHN DEERE CAPITAL CORP	5.150% 09/08/2026 DD 09/08/23		188,332
	JP MORGAN MORTGA INV3 A11 144A	VAR RT 05/25/2050 DD 12/25/19		114,150
	JPMORGAN CHASE & CO	VAR RT 01/29/2027 DD 01/29/19		155,315
	JPMORGAN CHASE & CO	VAR RT 06/01/2034 DD 06/01/23		563,914
	JPMORGAN CHASE & CO	VAR RT 10/22/2027 DD 10/23/23		1,399,049
	JPMORGAN CHASE & CO	VAR RT 12/15/2025 DD 12/15/22		190,121
	KENTUCKY UTILITIES CO	5.450% 04/15/2033 DD 03/20/23		63,362
	KEYBANK NA/CLEVELAND OH	4.150% 08/08/2025 DD 08/08/22		281,119
	KEYCORP	VAR RT 05/23/2025 DD 05/23/22		334,357
	KINDER MORGAN ENERGY PARTNERS	4.150% 02/01/2024 DD 08/05/13		139,785
	KINDER MORGAN ENERGY PARTNERS	6.950% 01/15/2038 DD 06/21/07		115,234
	KINDER MORGAN INC	2.000% 02/15/2031 DD 08/05/20		134,474
	KINDER MORGAN INC	5.200% 06/01/2033 DD 01/31/23		604,338
	KLA CORP	5.250% 07/15/2062 DD 06/23/22		235,716
	KORN FERRY 144A	4.625% 12/15/2027 DD 12/16/19		550,263
	L3HARRIS TECHNOLOGIES INC	3.850% 12/15/2026 DD 12/15/19		691,971
	L3HARRIS TECHNOLOGIES INC	4.400% 06/15/2028 DD 06/04/18		949,867
	L3HARRIS TECHNOLOGIES INC	5.400% 01/15/2027 DD 07/31/23		1,081,994
	L3HARRIS TECHNOLOGIES INC	5.600% 07/31/2053 DD 07/31/23		240,513
	LADDER CAPITAL FINANCE HO 144A	4.250% 02/01/2027 DD 01/30/20		350,506
	LBM ACQUISITION LLC 144A	6.250% 01/15/2029 DD 12/18/20		339,321
	LEHMAN BRTH HLD (RICI) ESCROW	0.000% 07/19/2017 DD 07/19/07		-
	LEHMAN BRTH HLD (RICI) ESCROW	0.000% 12/28/2017 DD 12/21/07		-
	LENDMARK FUNDING TRU 1A A 144A	1.900% 11/20/2031 DD 05/26/21		449,579
	LEVEL 3 FINANCING INC 144A	3.750% 07/15/2029 DD 01/13/21		138,125
	LEVEL 3 FINANCING INC 144A	4.625% 09/15/2027 DD 09/25/19		284,400
	LIFEPOINT HEALTH INC 144A	5.375% 01/15/2029 DD 12/04/20		75,425
	LIFEPOINT HEALTH INC 144A	9.875% 08/15/2030 DD 08/14/23		87,921
	LITHIA MOTORS INC 144A	4.375% 01/15/2031 DD 10/09/20		145,444
	LIVE NATION ENTERTAINMENT 144A	4.750% 10/15/2027 DD 10/17/19		594,478
	LLOYDS BANKING GROUP PLC	VAR RT 08/07/2027 DD 08/07/23		485,371
	LOCKHEED MARTIN CORP	3.800% 03/01/2045 DD 02/20/15		227,824
	LOCKHEED MARTIN CORP	6.150% 09/01/2036 DD 08/30/06		167,686
	LOUISVILLE GAS AND ELECTRIC CO	5.450% 04/15/2033 DD 03/20/23		63,537
	LOWE'S COS INC	2.625% 04/01/2031 DD 03/31/21		631,778
	LOWE'S COS INC	3.650% 04/05/2029 DD 04/05/19		368,189
	LOWE'S COS INC	4.400% 09/08/2025 DD 09/08/22		520,005
	LOWE'S COS INC	4.800% 04/01/2026 DD 03/30/23		147,094
	LPL HOLDINGS INC 144A	4.625% 11/15/2027 DD 11/12/19		390,197
	MADISON IAQ LLC 144A	5.875% 06/30/2029 DD 06/21/21		320,714
	MASSMUTUAL GLOBAL FUNDING 144A	4.500% 04/10/2026 DD 04/12/23		498,519
	MEDLINE BORROWER LP 144A	3.875% 04/01/2029 DD 10/15/21		162,746
	MEDLINE BORROWER LP 144A	5.250% 10/01/2029 DD 10/15/21		296,912
	META PLATFORMS INC	5.750% 05/15/2063 DD 05/03/23		410,418
	MFA 2023-INV2 TRU INV2 A1 144A	VAR RT 10/25/2058 DD 09/01/23		256,538
	MGM RESORTS INTERNATIONAL	4.750% 10/15/2028 DD 10/13/20		571,675
	MICROCHIP TECHNOLOGY INC	0.983% 09/01/2024 DD 05/28/21		589,096
	MIDCAP FINANCIAL ISSUER T 144A	6.500% 05/01/2028 DD 04/29/21		580,010
	MITSUBISHI UFJ FINANCIAL GROUP	2.193% 02/25/2025 DD 02/25/20		1,390,786
	MITSUBISHI UFJ FINANCIAL GROUP	VAR RT 07/18/2025 DD 07/20/22		557,352
	MITSUBISHI UFJ FINANCIAL GROUP	VAR RT 07/19/2025 DD 07/20/21		974,383
	MITSUBISHI UFJ FINANCIAL GROUP	VAR RT 10/11/2025 DD 10/13/21		347,093
	MIZUHO FINANCIAL GROUP INC	VAR RT 05/22/2026 DD 02/22/22		893,705
	MOLINA HEALTHCARE INC 144A	3.875% 05/15/2032 DD 11/16/21		174,753

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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	MOODY'S CORP	2.000% 08/19/2031 DD 08/19/21		63,895
	MORGAN STANLEY	VAR RT 04/20/2029 DD 04/21/23		1,227,979
	MORGAN STANLEY	VAR RT 04/21/2034 DD 04/21/23		2,162,779
	MORGAN STANLEY	VAR RT 07/21/2034 DD 07/21/23		656,626
	MORGAN STANLEY	VAR RT 10/20/2032 DD 10/19/21		696,380
	MORGAN STANLEY BANK NA	4.754% 04/21/2026 DD 04/21/23		499,663
	MORGAN STANLEY BANK NA	5.882% 10/30/2026 DD 11/01/23		1,610,202
	MORGAN STANLEY CAP MEAD A 144A	3.170% 11/10/2036 DD 11/01/19		631,478
	MOTOROLA SOLUTIONS INC	2.300% 11/15/2030 DD 08/14/20		540,389
	MOTOROLA SOLUTIONS INC	5.500% 09/01/2044 DD 08/19/14		292,014
	MOTOROLA SOLUTIONS INC	5.600% 06/01/2032 DD 05/31/22		473,508
	MPLX LP	4.875% 12/01/2024 DD 06/01/16		497,147
	MSCI INC 144A	3.250% 08/15/2033 DD 08/17/21		1,201,862
	MSCI INC 144A	3.625% 11/01/2031 DD 05/14/21		88,014
	MSCI INC 144A	3.875% 02/15/2031 DD 05/26/20		284,155
	NASDAQ INC	5.550% 02/15/2034 DD 06/28/23		925,616
	NASDAQ INC	5.650% 06/28/2025 DD 06/28/23		191,856
	NATIONSTAR MORTGAGE HOLDI 144A	5.000% 02/01/2026 DD 01/19/21		107,575
	NATIONSTAR MORTGAGE HOLDI 144A	5.750% 11/15/2031 DD 11/04/21		340,329
	NATIONSTAR MORTGAGE HOLDI 144A	6.000% 01/15/2027 DD 01/16/20		24,813
	NATWEST GROUP PLC	VAR RT 03/02/2027 DD 03/02/23		756,278
	NAVIENT PRIVATE EDUC DA A 144A	VAR RT 04/15/2060 DD 05/20/21		584,279
	NAVIENT STUDENT LO BA A1B 144A	VAR RT 03/15/2072 DD 10/19/23		527,698
	NELNET STUDENT LOA CA AFL 144A	VAR RT 04/20/2062 DD 08/18/21		803,559
	NEW FORTRESS ENERGY INC 144A	6.500% 09/30/2026 DD 04/12/21		442,746
	NEW YORK LIFE GLOBAL FUND 144A	5.450% 09/18/2026 DD 09/19/23		1,175,333
	NEWMONT CORP	2.600% 07/15/2032 DD 12/20/21		224,813
	NEXSTAR MEDIA INC 144A	4.750% 11/01/2028 DD 09/25/20		492,070
	NEXTERA ENERGY CAPITAL HOLDING	5.749% 09/01/2025 DD 08/10/23		166,561
	NEXTERA ENERGY OPERATING 144A	3.875% 10/15/2026 DD 09/23/19		136,153
	NEXTERA ENERGY OPERATING 144A	4.250% 07/15/2024 DD 06/27/19		247,163
	NFP CORP 144A	8.500% 10/01/2031 DD 09/18/23		97,551
	NGPL PIPECO LLC 144A	3.250% 07/15/2031 DD 05/14/21		393,332
	NGPL PIPECO LLC 144A	4.875% 08/15/2027 DD 08/01/17		312,047
	NGPL PIPECO LLC 144A	7.768% 12/15/2037 DD 12/21/07		244,673
	NISOURCE INC	0.950% 08/15/2025 DD 08/18/20		369,348
	NISSAN MOTOR ACCEPTANCE C 144A	1.050% 03/08/2024 DD 03/09/21		168,401
	NISSAN MOTOR ACCEPTANCE C 144A	1.125% 09/16/2024 DD 09/16/21		327,938
	NISSAN MOTOR CO LTD 144A	4.345% 09/17/2027 DD 09/17/20		286,974
	NNN REIT INC	3.500% 04/15/2051 DD 03/10/21		410,269
	NORFOLK SOUTHERN CORP	2.550% 11/01/2029 DD 11/04/19		302,699
	NORFOLK SOUTHERN CORP	2.900% 06/15/2026 DD 06/03/16		139,167
	NORFOLK SOUTHERN CORP	2.900% 08/25/2051 DD 08/25/21		183,211
	NORFOLK SOUTHERN CORP	3.155% 05/15/2055 DD 05/15/20		113,009
	NORFOLK SOUTHERN CORP	3.400% 11/01/2049 DD 11/04/19		88,515
	NORFOLK SOUTHERN CORP	4.050% 08/15/2052 DD 02/15/18		97,135
	NORFOLK SOUTHERN CORP	4.550% 06/01/2053 DD 06/13/22		108,659
	NORFOLK SOUTHERN CORP	4.800% 08/15/2043 DD 08/13/13		42,090
	NORTHERN STATES POWER CO/MN	2.900% 03/01/2050 DD 09/10/19		306,828
	NORTHERN STATES POWER CO/MN	3.200% 04/01/2052 DD 03/30/21		89,911
	NORTHROP GRUMMAN CORP	4.700% 03/15/2033 DD 02/08/23		610,139
	NORTHWEST FLORIDA TIMBER 144A	4.750% 03/04/2029 DD 04/10/14		326,183
	NRG ENERGY INC	5.750% 01/15/2028 DD 07/15/18		4,982
	NRG ENERGY INC 144A	3.875% 02/15/2032 DD 08/23/21		3,424
	NRG ENERGY INC 144A	5.250% 06/15/2029 DD 05/14/19		121,048
	NTT FINANCE CORP 144A	0.583% 03/01/2024 DD 03/03/21		506,867
	NTT FINANCE CORP 144A	4.239% 07/25/2025 DD 07/27/22		237,359
	NXP BV / NXP FUNDING LLC / NXP	4.300% 06/18/2029 DD 12/18/21		488,676
	OCCIDENTAL PETROLEUM CORP	2.900% 08/15/2024 DD 08/08/19		382,406
	OCCIDENTAL PETROLEUM CORP	5.550% 03/15/2026 DD 09/15/19		407,928
	OCCIDENTAL PETROLEUM CORP	7.500% 05/01/2031 DD 05/01/19		62,795
	OCI NV 144A	4.625% 10/15/2025 DD 10/09/20		389,613
	OHIO POWER CO	1.625% 01/15/2031 DD 01/07/21		140,408
	OHIO POWER CO	2.900% 10/01/2051 DD 09/13/21		60,948
	OHIO POWER CO	4.150% 04/01/2048 DD 03/22/18		111,678
	OHIO POWER CO	5.000% 06/01/2033 DD 05/10/23		1,070,036
	OI EUROPEAN GROUP BV 144A	4.750% 02/15/2030 DD 11/16/21		280,563
	ON SEMICONDUCTOR CORP 144A	3.875% 09/01/2028 DD 08/21/20		526,835
	ONE GAS INC	1.100% 03/11/2024 DD 03/11/21		523,316
	ONEMAIN FINANCE CORP	3.500% 01/15/2027 DD 06/22/21		180,462
	ONEMAIN FINANCE CORP	5.375% 11/15/2029 DD 11/07/19		23,410
	ONEMAIN FINANCE CORP	6.875% 03/15/2025 DD 03/12/18		161,965
	ONEOK INC	6.625% 09/01/2053 DD 08/24/23		357,005
	OPEN TEXT HOLDINGS INC 144A	4.125% 02/15/2030 DD 02/18/20		384,657
	OPTION CARE HEALTH INC 144A	4.375% 10/31/2029 DD 10/27/21		351,562

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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	ORACLE CORP	1.650% 03/25/2026 DD 03/24/21		304,118
	ORACLE CORP	2.500% 04/01/2025 DD 04/01/20		232,972
	ORACLE CORP	2.650% 07/15/2026 DD 07/07/16		132,744
	ORACLE CORP	3.600% 04/01/2040 DD 04/01/20		538,248
	ORACLE CORP	3.800% 11/15/2037 DD 11/09/17		785,199
	ORACLE CORP	3.850% 07/15/2036 DD 07/07/16		47,046
	ORACLE CORP	4.000% 11/15/2047 DD 11/09/17		108,515
	ORACLE CORP	5.800% 11/10/2025 DD 11/09/22		1,269,490
	O'REILLY AUTOMOTIVE INC	5.750% 11/20/2026 DD 11/20/23		288,756
	OTIS WORLDWIDE CORP	5.250% 08/16/2028 DD 08/16/23		441,942
	PACIFIC GAS AND ELECTRIC CO	2.500% 02/01/2031 DD 06/19/20		18,972
	PACIFIC GAS AND ELECTRIC CO	3.250% 06/01/2031 DD 03/11/21		103,055
	PACIFIC GAS AND ELECTRIC CO	4.950% 07/01/2050 DD 07/02/20		150,337
	PACIFIC GAS AND ELECTRIC CO	6.150% 01/15/2033 DD 01/06/23		240,460
	PACIFIC GAS AND ELECTRIC CO	6.700% 04/01/2053 DD 03/30/23		48,825
	PARKER-HANNIFIN CORP	3.650% 06/15/2024 DD 06/15/22		990,424
	PEACEHEALTH OBLIGATED GROUP	1.375% 11/15/2025 DD 10/08/20		46,442
	PENNSYLVANIA ELECTRIC CO 144A	5.150% 03/30/2026 DD 03/30/23		84,863
	PETROLEOS MEXICANOS	6.700% 02/16/2032 DD 12/16/21		1,648,772
	PFS FINANCING CORP A A 144A	0.710% 04/15/2026 DD 02/16/21		98,461
	PHILIP MORRIS INTERNATIONAL IN	5.000% 11/17/2025 DD 11/17/22		777,060
	PHILIP MORRIS INTERNATIONAL IN	5.125% 11/17/2027 DD 11/17/22		216,795
	PHILLIPS 66	3.850% 04/09/2025 DD 04/09/20		737,864
	PIEDMONT NATURAL GAS CO INC	2.500% 03/15/2031 DD 03/11/21		162,233
	PNC BANK NA	2.500% 08/27/2024 DD 08/27/19		1,097,843
	PRETIUM PACKAGING 10/23 FIRST	0.000% 10/02/2028 DD 09/20/23		74,273
	PRKCM 2021-AFC2 T AFC2 A1 144A	VAR RT 11/25/2056 DD 11/01/21		490,115
	PUBLIC SERVICE CO OF NEW HAMPS	5.150% 01/15/2053 DD 01/11/23		229,770
	PUBLIC SERVICE ELECTRIC AND GA	4.050% 05/01/2048 DD 05/04/18		48,668
	PUBLIC SERVICE ELECTRIC AND GA	4.650% 03/15/2033 DD 03/27/23		164,017
	RCKT MORTGAGE TRUST 1 A1 144A	VAR RT 03/25/2051 DD 03/01/21		685,204
	REGIONS FINANCIAL CORP	2.250% 05/18/2025 DD 05/18/20		497,482
	REPUBLIC SERVICES INC	0.875% 11/15/2025 DD 11/24/20		1,111,586
	REPUBLIC SERVICES INC	1.750% 02/15/2032 DD 11/24/20		84,652
	REPUBLIC SERVICES INC	3.950% 05/15/2028 DD 05/14/18		140,170
	REVVITY INC	0.850% 09/15/2024 DD 09/10/21		1,148,783
	REYNOLDS AMERICAN INC	5.850% 08/15/2045 DD 06/12/15		62,716
	ROCKCLIFF ENERGY II LLC 144A	5.500% 10/15/2029 DD 10/04/21		330,790
	ROCKET MORTGAGE LLC / ROC 144A	2.875% 10/15/2026 DD 10/05/21		92,250
	ROCKET MORTGAGE LLC / ROC 144A	3.625% 03/01/2029 DD 09/14/20		9,051
	ROCKET MORTGAGE LLC / ROC 144A	4.000% 10/15/2033 DD 10/05/21		509,717
	ROCKET MORTGAGE LLC / ROC REGS	2.875% 10/15/2026 DD 10/05/21		27,675
	ROCKET MORTGAGE LLC / ROC REGS	3.625% 03/01/2029 DD 09/14/20		171,966
	ROGERS COMMUNICATIONS INC	2.950% 03/15/2025 DD 03/15/23		1,429,110
	ROPER TECHNOLOGIES INC	2.350% 09/15/2024 DD 08/26/19		159,956
	RTX CORP	2.375% 03/15/2032 DD 11/16/21		677,513
	RTX CORP	3.125% 05/04/2027 DD 05/04/17		38,027
	RTX CORP	3.750% 11/01/2046 DD 11/01/16		393,024
	RTX CORP	4.125% 11/16/2028 DD 08/16/18		465,040
	RTX CORP	4.200% 12/15/2044 DD 06/15/20		113,866
	RTX CORP	5.000% 02/27/2026 DD 02/27/23		556,230
	RTX CORP	7.000% 11/01/2028 DD 11/01/20		29,165
	RTX CORP	7.200% 08/15/2027 DD 08/15/20		121,550
	RYDER SYSTEM INC	6.300% 12/01/2028 DD 11/01/23		134,654
	SABINE PASS LIQUEFACTION LLC	4.200% 03/15/2028 DD 03/06/17		1,800,199
	SABINE PASS LIQUEFACTION LLC	5.000% 03/15/2027 DD 03/15/17		871,746
	SABINE PASS LIQUEFACTION LLC	5.625% 03/01/2025 DD 09/01/15		300,574
	SABINE PASS LIQUEFACTION LLC	5.875% 06/30/2026 DD 12/31/16		254,499
	SABINE PASS LIQUEFACTION LLC	5.900% 09/15/2037 DD 03/15/23		406,731
	SANTANDER CONSUMER AA A3 144A	0.330% 10/15/2025 DD 01/20/21		7,482
	SCIENCE APPLICATIONS INTE 144A	4.875% 04/01/2028 DD 03/13/20		397,192
	SCRIPPS ESCROW II INC 144A	3.875% 01/15/2029 DD 12/30/20		510,316
	SEAGATE HDD CAYMAN	4.091% 06/01/2029 DD 06/18/20		101,704
	SEAGATE HDD CAYMAN	4.875% 06/01/2027 DD 05/14/15		29,424
	SEAGATE HDD CAYMAN 144A	8.250% 12/15/2029 DD 05/30/23		102,460
	SEMPRA	3.300% 04/01/2025 DD 03/24/22		401,954
	SIRIUS XM RADIO INC 144A	3.125% 09/01/2026 DD 08/16/21		280,022
	SIRIUS XM RADIO INC 144A	3.875% 09/01/2031 DD 08/16/21		320,807
	SMB PRIVATE EDUCA PTB A2A 144A	1.600% 09/15/2054 DD 03/06/20		247,964
	SMB PRIVATE EDUCATI B A2A 144A	2.430% 02/17/2032 DD 07/21/16		102,686
	SOCIETE GENERALE SA 144A	2.625% 10/16/2024 DD 10/16/19		195,257
	SOCIETE GENERALE SA 144A	3.875% 03/28/2024 DD 03/28/19		722,518
	SOFI PROFESSIONAL L A A2B 144A	2.950% 02/25/2042 DD 01/24/18		139,161
	SOUTHERN CALIFORNIA EDISON CO	5.450% 06/01/2052 DD 05/23/22		105,425
	SOUTHERN CALIFORNIA EDISON CO	5.650% 10/01/2028 DD 09/29/23		182,396

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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	SOUTHERN CALIFORNIA EDISON CO	5.700% 03/01/2053 DD 03/02/23		105,253
	SOUTHERN CO/THE	0.600% 02/26/2024 DD 02/26/21		450,371
	SOUTHWEST GAS CORP	5.450% 03/23/2028 DD 03/23/23		311,751
	SOUTHWESTERN ELECTRIC POWER CO	5.300% 04/01/2033 DD 03/30/23		35,001
	SPECIALTY BUILDING PRODUC 144A	6.375% 09/30/2026 DD 09/30/20		524,706
	SPIRIT LOYALTY CAYMAN LTD 144A	8.000% 09/20/2025 DD 09/17/20		22,294
	SPIRIT LOYALTY CAYMAN LTD 144A	8.000% 09/20/2025 DD 10/20/22		212,874
	SPRINT LLC	7.125% 06/15/2024 DD 06/15/14		1,056,563
	SPRINT LLC	7.625% 02/15/2025 DD 02/24/15		2,108,231
	SPRINT LLC	7.625% 03/01/2026 DD 02/22/18		65,817
	SPX FLOW INC 144A	8.750% 04/01/2030 DD 04/05/22		179,000
	SREIT TRUST 2021-MF MFP A 144A	VAR RT 11/15/2038 DD 11/30/21		456,368
	SRS DISTRIBUTION INC 144A	6.125% 07/01/2029 DD 06/04/21		342,239
	STATION CASINOS LLC 144A	4.500% 02/15/2028 DD 02/07/20		424,273
	SUMMIT MATERIALS LLC / SU 144A	5.250% 01/15/2029 DD 08/11/20		193,500
	SUMMIT MATERIALS LLC / SU 144A	7.250% 01/15/2031 DD 12/14/23		222,332
	SUMMIT MIDSTREAM HOLDINGS 144A	12.000% 10/15/2026 DD 11/21/23		260,550
	SUMMIT MIDSTREAM HOLDINGS LLC	5.750% 04/15/2025 DD 02/15/17		243,750
	SUNAC CHINA HOLDINGS LTD REGS	6.500% 01/26/2026		30,000
	SYNAPTICS INC 144A	4.000% 06/15/2029 DD 03/11/21		285,242
	SYNCHRONY FINANCIAL	4.250% 08/15/2024 DD 08/11/14		971,201
	SYNCHRONY FINANCIAL	4.375% 03/19/2024 DD 03/19/19		983,471
	SYNCHRONY FINANCIAL	4.500% 07/23/2025 DD 07/23/15		178,763
	SYNCHRONY FINANCIAL	4.875% 06/13/2025 DD 06/13/22		6,880
	TAKEDA PHARMACEUTICAL CO LTD	2.050% 03/31/2030 DD 07/09/20		342,750
	TALLGRASS ENERGY PARTNERS 144A	6.000% 12/31/2030 DD 12/22/20		689,721
	TAMPA ELECTRIC CO	3.875% 07/12/2024 DD 07/12/22		583,350
	TAPESTRY INC	7.050% 11/27/2025 DD 11/27/23		56,210
	TARGA RESOURCES CORP	5.200% 07/01/2027 DD 07/07/22		273,306
	TARGA RESOURCES CORP	6.125% 03/15/2033 DD 01/09/23		89,491
	TARGA RESOURCES CORP	6.150% 03/01/2029 DD 11/09/23		86,793
	TARGA RESOURCES CORP	6.500% 02/15/2053 DD 01/09/23		99,423
	TARGA RESOURCES CORP	6.500% 03/30/2034 DD 11/09/23		271,976
	TARGA RESOURCES PARTNERS LP /	4.875% 02/01/2031 DD 08/18/20		142,797
	TARGA RESOURCES PARTNERS LP /	5.000% 01/15/2028 DD 10/17/17		1,489,304
	TARGA RESOURCES PARTNERS LP /	6.875% 01/15/2029 DD 01/17/19		123,925
	TEAM HEALTH HOLDINGS INC 144A	6.375% 02/01/2025 DD 02/01/17		460,625
	TEGNA INC	4.625% 03/15/2028 DD 01/09/20		532,420
	TELESAT CANADA / TELESAT 144A	5.625% 12/06/2026 DD 04/27/21		409,655
	TERRAFORM POWER OPERATING 144A	4.750% 01/15/2030 DD 10/16/19		232,500
	TERRAFORM POWER OPERATING 144A	5.000% 01/31/2028 DD 12/12/17		437,136
	TEXAS EASTERN TRANSMISSIO 144A	3.500% 01/15/2028 DD 01/09/18		271,550
	TEXTRON INC	3.650% 03/15/2027 DD 03/06/17		672,760
	THERMO FISHER SCIENTIFIC INC	1.215% 10/18/2024 DD 10/22/21		1,268,277
	THERMO FISHER SCIENTIFIC INC	5.200% 01/31/2034 DD 12/05/23		161,224
	T-MOBILE USA INC	2.250% 02/15/2026 DD 01/14/21		144,980
	T-MOBILE USA INC	2.625% 04/15/2026 DD 03/23/21		181,667
	T-MOBILE USA INC	3.375% 04/15/2029 DD 03/23/21		491,496
	T-MOBILE USA INC	3.500% 04/15/2025 DD 04/15/21		262,335
	T-MOBILE USA INC	3.750% 04/15/2027 DD 04/15/21		624,633
	TORONTO-DOMINION BANK/THE 144A	5.141% 09/13/2029 DD 09/13/23		497,569
	TRANE TECHNOLOGIES FINANCING L	3.500% 03/21/2026 DD 03/21/19		153,549
	TRANSCONTINENTAL GAS PIPE LINE	3.950% 05/15/2050 DD 11/15/20		200,916
	TRANSCONTINENTAL GAS PIPE LINE	4.000% 03/15/2028 DD 09/15/18		904,779
	TRANSCONTINENTAL GAS PIPE LINE	7.850% 02/01/2026 DD 08/01/16		1,075,385
	TRANSDIGM INC 144A	6.250% 03/15/2026 DD 02/13/19		144,749
	TRANSDIGM INC REGS	6.250% 03/15/2026		69,879
	TRANSOCEAN INC 144A	7.500% 01/15/2026 DD 10/17/17		127,720
	TRANSOCEAN POSEIDON LTD 144A	6.875% 02/01/2027 DD 02/01/19		402,989
	TRANSOCEAN TITAN FINANCIN 144A	8.375% 02/01/2028 DD 01/17/23		82,999
	TRIDENT TPI HOLDINGS INC 144A	12.750% 12/31/2028 DD 05/03/23		321,000
	TRUIST FINANCIAL CORP	VAR RT 06/08/2027 DD 06/08/23		580,039
	TRUIST FINANCIAL CORP	VAR RT 10/28/2026 DD 10/28/22		1,008,217
	TUTOR PERINI CORP 144A	6.875% 05/01/2025 DD 04/20/17		557,155
	UBS AG/LONDON 144A	1.375% 01/13/2025 DD 01/13/22		790,765
	UBS GROUP AG 144A	VAR RT 07/15/2026 DD 08/12/22		657,221
	UBS GROUP AG 144A	VAR RT 09/22/2034 DD 09/22/23		1,456,665
	UNION ELECTRIC CO	5.450% 03/15/2053 DD 03/13/23		83,511
	UNITED AIRLINES 2019-2 CLASS A	2.700% 11/01/2033 DD 09/13/19		57,086
	UNITED AIRLINES INC 144A	4.375% 04/15/2026 DD 04/21/21		100,364
	UNIVISION 7/21 COV-LITE TLB	0.000% 03/15/2026 DD 06/21/21		373,432
	UNIVISION COMMUNICATIONS 144A	4.500% 05/01/2029 DD 05/21/21		173,989
	UPSTART SECURITIZATIO 1 A 144A	3.120% 03/20/2032 DD 04/04/22		279,203
	VERIFONE 8/18 COV-LITE TL			235,839
	VERIZON COMMUNICATIONS INC	0.750% 03/22/2024 DD 03/22/21		559,928

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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	VERIZON COMMUNICATIONS INC	1.500% 09/18/2030 DD 09/18/20		124,402
	VERIZON COMMUNICATIONS INC	1.680% 10/30/2030 DD 04/30/21		98,850
	VERIZON COMMUNICATIONS INC	2.355% 03/15/2032 DD 03/15/22		260,344
	VERIZON COMMUNICATIONS INC	2.550% 03/21/2031 DD 03/22/21		331,104
	VERIZON COMMUNICATIONS INC	3.150% 03/22/2030 DD 03/20/20		286,999
	VERIZON COMMUNICATIONS INC	4.400% 11/01/2034 DD 10/29/14		1,405,605
	VERIZON COMMUNICATIONS INC	4.500% 08/10/2033 DD 08/10/17		141,442
	VERIZON COMMUNICATIONS INC	5.050% 05/09/2033 DD 05/09/23		365,206
	VERIZON COMMUNICATIONS INC	5.850% 09/15/2035 DD 09/13/05		183,324
	VICI PROPERTIES LP	4.375% 05/15/2025 DD 04/29/22		54,051
	VICI PROPERTIES LP / VICI 144A	3.750% 02/15/2027 DD 02/05/20		1,799,176
	VICI PROPERTIES LP / VICI 144A	4.125% 08/15/2030 DD 02/05/20		470,948
	VICI PROPERTIES LP / VICI 144A	4.250% 12/01/2026 DD 11/26/19		747,753
	VICI PROPERTIES LP / VICI 144A	4.500% 09/01/2026 DD 03/01/22		817,896
	VICI PROPERTIES LP / VICI 144A	4.625% 12/01/2029 DD 11/26/19		268,541
	VICTORIA'S SECRET & CO 144A	4.625% 07/15/2029 DD 07/15/21		350,824
	VIKING CRUISES LTD 144A	5.875% 09/15/2027 DD 09/20/17		110,975
	VIKING CRUISES LTD 144A	7.000% 02/15/2029 DD 02/02/21		54,527
	VIKING CRUISES LTD 144A	9.125% 07/15/2031 DD 06/30/23		133,200
	VIKING OCEAN CRUISES SHIP 144A	5.625% 02/15/2029 DD 02/02/21		151,125
	VIPER ENERGY INC 144A	5.375% 11/01/2027 DD 10/16/19		4,498,686
	VIRGIN MEDIA SECURED FINA 144A	5.500% 05/15/2029 DD 05/16/19		207,742
	VIRGIN MEDIA VENDOR FINAN 144A	5.000% 07/15/2028 DD 06/24/20		268,611
	VISTRA OPERATIONS CO LLC 144A	5.000% 07/31/2027 DD 06/21/19		827,561
	VMWARE LLC	1.000% 08/15/2024 DD 08/02/21		745,905
	VMWARE LLC	1.400% 08/15/2026 DD 08/02/21		118,909
	VMWARE LLC	3.900% 08/21/2027 DD 08/21/17		108,648
	VOC ESCROW LTD 144A	5.000% 02/15/2028 DD 02/05/18		95,782
	VOLKSWAGEN AUTO LEASE TRU A A3	5.810% 10/20/2026 DD 09/19/23		961,689
	VOLKSWAGEN GROUP OF AMERI 144A	5.700% 09/12/2026 DD 09/12/23		1,180,500
	VOLKSWAGEN GROUP OF AMERI 144A	6.000% 11/16/2026 DD 11/16/23		1,279,901
	WARNERMEDIA HOLDINGS INC	3.428% 03/15/2024 DD 03/15/23		239,000
	WARNERMEDIA HOLDINGS INC	3.638% 03/15/2025 DD 03/15/23		128,157
	WARNERMEDIA HOLDINGS INC	3.755% 03/15/2027 DD 03/15/23		766,545
	WEC ENERGY GROUP INC	0.800% 03/15/2024 DD 03/19/21		420,663
	WEC ENERGY GROUP INC	5.000% 09/27/2025 DD 09/27/22		382,186
	WELLTOWER OP LLC	3.625% 03/15/2024 DD 02/15/19		460,771
	WESTERN MIDSTREAM OPERATING LP	4.500% 03/01/2028 DD 03/02/18		24,179
	WESTERN MIDSTREAM OPERATING LP	4.750% 08/15/2028 DD 08/09/18		87,854
	WESTERN MIDSTREAM OPERATING LP	6.150% 04/01/2033 DD 04/04/23		5,194
	WESTERN MIDSTREAM OPERATING LP	6.350% 01/15/2029 DD 09/29/23		42,821
	WESTERN MIDSTREAM OPERATING LP	VAR RT 02/01/2025 DD 01/13/20		53,524
	WESTERN MIDSTREAM OPERATING LP	VAR RT 02/01/2050 DD 01/13/20		39,449
	WESTERN UNION CO/THE	2.850% 01/10/2025 DD 11/25/19		215,696
	WESTLAKE AUTOMOBILE 4A A3 144A	6.240% 07/15/2027 DD 11/15/23		2,384,446
	WESTPAC BANKING CORP 144A	4.184% 05/22/2028 DD 05/22/23		364,177
	WOLVERINE WORLD WIDE INC 144A	4.000% 08/15/2029 DD 08/26/21		494,550
	WYNN LAS VEGAS LLC / WYNN 144A	5.250% 05/15/2027 DD 05/11/17		193,648
	ZAYO GROUP HOLDINGS INC 144A	4.000% 03/01/2027 DD 03/09/20		496,298
	ZIGGO BOND CO BV 144A	6.000% 01/15/2027 DD 09/23/16		180,053
	CORPORATE DEBT INSTRUMENTS Total			\$ 338,790,494
	CORPORATE DEBT INSTRUMENTS - PREFERRED			
	7-ELEVEN INC 144A	0.800% 02/10/2024 DD 02/10/21	\$	652,278
	ABBVIE INC	4.550% 03/15/2035 DD 09/15/20		585,451
	ACRISURE LLC / ACRISURE F 144A	6.000% 08/01/2029 DD 08/10/21		104,494
	AEP TEXAS INC	3.450% 01/15/2050 DD 12/05/19		167,275
	AEP TEXAS INC	3.450% 05/15/2051 DD 05/06/21		219,948
	AEP TEXAS INC	5.400% 06/01/2033 DD 05/24/23		933,007
	AEP TRANSMISSION CO LLC	2.750% 08/15/2051 DD 08/04/21		177,974
	AEP TRANSMISSION CO LLC	5.400% 03/15/2053 DD 03/13/23		299,263
	AETNA INC	6.625% 06/15/2036 DD 06/09/06		72,771
	AHS HOSPITAL CORP	2.780% 07/01/2051 DD 01/27/21		70,040
	AIR CANADA 2017-1 CLASS A 144A	3.300% 07/15/2031 DD 12/21/17		64,097
	ALABAMA POWER CO	4.150% 08/15/2044 DD 08/26/14		68,509
	ALEN 2021-ACEN MOR ACEN A 144A	VAR RT 04/15/2034 DD 03/24/21		952,140
	ALTICE FINANCING SA 144A	5.000% 01/15/2028 DD 01/22/20		363,491
	ALTRIA GROUP INC	2.350% 05/06/2025 DD 05/06/20		162,984
	ALTRIA GROUP INC	4.800% 02/14/2029 DD 02/14/19		1,091,502
	AMAZON.COM INC	4.700% 12/01/2032 DD 12/01/22		62,680
	AMEREN ILLINOIS CO	2.900% 06/15/2051 DD 06/29/21		179,265
	AMERICAN AIRLINES 2017-1 CLASS	3.650% 08/15/2030 DD 01/13/17		19,679
	AMERICAN AIRLINES 2019-1 CLASS	3.150% 08/15/2033 DD 08/15/19		148,735
	AMERICAN EXPRESS CO	3.125% 05/20/2026 DD 05/20/19		96,461
	AMERICAN EXPRESS CO	3.375% 05/03/2024 DD 05/03/22		992,330

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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	AMERICAN EXPRESS CO	3.950% 08/01/2025 DD 08/03/22		457,479
	AMERICAN EXPRESS CREDIT AC 1 A	4.870% 05/15/2028 DD 06/14/23		3,218,410
	AMERICAN EXPRESS CREDIT AC 2 A	3.390% 05/15/2027 DD 05/24/22		1,479,104
	AMERICAN EXPRESS CREDIT AC 2 A	4.800% 05/15/2030 DD 06/14/23		897,152
	AMERICAN EXPRESS CREDIT AC 4 A	4.950% 10/15/2027 DD 11/03/22		647,087
	AMERICAN HONDA FINANCE CORP	0.750% 08/09/2024 DD 09/09/21		63,185
	AMERICAN HONDA FINANCE CORP	4.600% 04/17/2025 DD 04/17/23		746,949
	AMERICAN HONDA FINANCE CORP	5.250% 07/07/2026 DD 07/07/23		101,902
	AMERICAN TOWER CORP	5.500% 03/15/2028 DD 03/03/23		206,464
	AMERICAN TRANSMISSION SYS 144A	2.650% 01/15/2032 DD 12/01/21		37,226
	AMERICREDIT AUTOMOBILE RE 3 A3	0.760% 08/18/2026 DD 11/17/21		649,162
	AMGEN INC	5.250% 03/02/2030 DD 03/02/23		179,899
	ANALOG DEVICES INC	VAR RT 10/01/2024 DD 10/05/21		595,016
	ANHEUSER-BUSCH COS LLC / ANHEU	3.650% 02/01/2026 DD 02/01/19		143,344
	ANTERO RESOURCES CORP 144A	7.625% 02/01/2029 DD 01/26/21		173,415
	APACHE CORP	4.375% 10/15/2028 DD 08/23/18		9,469
	APACHE CORP	4.750% 04/15/2043 DD 04/09/12		129,073
	APACHE CORP	5.100% 09/01/2040 DD 08/20/10		299,884
	ARROYO MORTGAGE TRUS 2 A1 144A	VAR RT 07/25/2057 DD 06/01/22		410,659
	ASBURY AUTOMOTIVE GROUP I 144A	4.625% 11/15/2029 DD 11/19/21		254,540
	ASTRAZENECA FINANCE LLC	0.700% 05/28/2024 DD 05/28/21		881,608
	AT&T INC	3.850% 06/01/2060 DD 05/28/20		91,718
	ATHENE GLOBAL FUNDING 144A	0.950% 01/08/2024 DD 01/08/21		1,073,214
	BA CREDIT CARD TRUST A1 A1	4.790% 05/15/2028 DD 06/16/23		968,362
	BA CREDIT CARD TRUST A2 A2	5.000% 04/15/2028 DD 11/23/22		2,068,869
	BALTIMORE GAS AND ELECTRIC CO	3.200% 09/15/2049 DD 09/12/19		51,635
	BALTIMORE GAS AND ELECTRIC CO	3.500% 08/15/2046 DD 08/18/16		133,815
	BALTIMORE GAS AND ELECTRIC CO	3.750% 08/15/2047 DD 08/24/17		306,936
	BALTIMORE GAS AND ELECTRIC CO	4.550% 06/01/2052 DD 06/06/22		135,609
	BAMLL COMMERCIAL M 200P A 144A	3.218% 04/14/2033 DD 04/01/15		238,718
	BANK 2017-BNK9 BNK9 ASB	3.470% 11/15/2054 DD 12/01/17		50,567
	BANK 2019-BNK18 BN18 A2	3.474% 05/15/2062 DD 05/01/19		288,861
	BANK OF AMERICA CORP	3.248% 10/21/2027 DD 10/21/16		1,065,627
	BANK OF AMERICA CORP	VAR RT 01/20/2027 DD 01/20/23		1,796,035
	BANK OF AMERICA CORP	VAR RT 02/07/2030 DD 02/07/19		1,169,870
	BANK OF AMERICA CORP	VAR RT 04/22/2025 DD 04/22/21		983,969
	BANK OF AMERICA CORP	VAR RT 04/25/2025 DD 04/27/22		1,241,881
	BANK OF AMERICA CORP	VAR RT 04/25/2034 DD 04/25/23		508,167
	BANK OF AMERICA CORP	VAR RT 06/14/2029 DD 06/14/21		440,659
	BANK OF AMERICA CORP	VAR RT 06/19/2026 DD 06/19/20		110,112
	BANK OF AMERICA CORP	VAR RT 07/21/2028 DD 07/21/17		707,579
	BANK OF AMERICA CORP	VAR RT 07/22/2026 DD 07/22/22		1,017,092
	BANK OF AMERICA CORP	VAR RT 10/22/2030 DD 10/22/19		1,188,602
	BANK OF AMERICA NA	5.526% 08/18/2026 DD 08/18/23		456,270
	BANK OF AMERICA NA	5.650% 08/18/2025 DD 08/18/23		1,012,275
	BANK OF MONTREAL	1.850% 05/01/2025 DD 04/27/20		1,054,630
	BANK OF MONTREAL	5.200% 12/12/2024 DD 01/12/23		119,858
	BANK OF MONTREAL	5.266% 12/11/2026 DD 12/11/23		1,013,747
	BANK OF MONTREAL	5.920% 09/25/2025 DD 09/25/23		507,821
*	BANK OF NEW YORK MELLON/THE	VAR RT 11/21/2025 DD 11/22/22		249,916
	BANK OF NOVA SCOTIA/THE	5.450% 06/12/2025 DD 06/12/23		1,004,349
	BANK OF NOVA SCOTIA/THE 144A	3.186% 06/03/2025 DD 06/03/22		390,195
	BANQUE FEDERATIVE DU CRED 144A	4.524% 07/13/2025 DD 07/13/22		797,376
	BARCLAYS PLC	VAR RT 08/09/2026 DD 08/09/22		371,454
	BATH & BODY WORKS INC	6.750% 07/01/2036 DD 06/16/16		5,032
	BENCHMARK 2021-B31 MORT B31 A1	1.357% 12/15/2054 DD 12/01/21		594,496
	BENCHMARK 2023-V3 MORTGA V3 A3	VAR RT 07/15/2056 DD 07/01/23		151,906
	BLUE RACER MIDSTREAM LLC 144A	7.625% 12/15/2025 DD 12/23/20		157,009
	BMW US CAPITAL LLC 144A	3.250% 04/01/2025 DD 04/01/22		1,225,975
	BMW VEHICLE LEASE TRUST 2 1 A3	5.160% 11/25/2025 DD 02/15/23		547,308
	BMW VEHICLE LEASE TRUST 2 2 A3	5.990% 09/25/2026 DD 10/11/23		604,569
	BMW VEHICLE OWNER TRUST 2 A A3	5.470% 02/25/2028 DD 07/18/23		117,206
	BPCE SA 144A	1.625% 01/14/2025 DD 01/14/22		1,252,101
	BRISTOL-MYERS SQUIBB CO	4.125% 06/15/2039 DD 06/15/20		109,027
	BROADCOM INC	4.150% 11/15/2030 DD 05/08/20		554,005
	BUILDERS FIRSTSOURCE INC 144A	4.250% 02/01/2032 DD 07/23/21		31,569
	BUILDERS FIRSTSOURCE INC 144A	5.000% 03/01/2030 DD 02/11/20		140,019
	BURLINGTON NORTHERN SANTA FE L	5.200% 04/15/2054 DD 06/09/23		108,238
	BX 2021-MFM1 MFM1 A 144A	VAR RT 01/15/2034 DD 01/19/21		340,381
	BX COMMERCIAL MORT ACNT A 144A	VAR RT 11/15/2038 DD 11/19/21		509,706
	BX COMMERCIAL MORT VINO A 144A	VAR RT 05/01/2038 DD 05/27/21		371,869
	BX COMMERCIAL MORT VIV4 A 144A	2.843% 03/09/2044 DD 12/01/20		341,978
	BX COMMERCIAL MORTG LP2 A 144A	VAR RT 02/15/2039 DD 02/22/22		544,809
	BX COMMERCIAL MORTG XL3 A 144A	VAR RT 12/09/2040 DD 12/21/23		760,470
	BX TRUST 2019-OC11 OC11 A 144A	3.202% 12/09/2041 DD 12/01/19		1,615,354

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	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	BX TRUST 2021-BXMF BXMF A 144A	VAR RT 10/15/2026 DD 11/08/21		449,356
	CAESARS ENTERTAINMENT INC 144A	4.625% 10/15/2029 DD 09/24/21		360,803
	CAMERON LNG LLC 144A	3.302% 01/15/2035 DD 12/13/19		293,757
	CAMERON LNG LLC 144A	3.402% 01/15/2038 DD 12/13/19		356,814
	CANADIAN IMPERIAL BANK OF COMM	3.945% 08/04/2025 DD 08/04/22		861,034
	CANADIAN IMPERIAL BANK OF COMM	5.926% 10/02/2026 DD 10/03/23		1,028,784
	CANADIAN PACIFIC RAILWAY CO	1.350% 12/02/2024 DD 12/02/21		1,713,245
	CAPITAL ONE MULTI-ASSET A1 A1	2.800% 03/15/2027 DD 03/30/22		2,089,639
	CAPITAL ONE MULTI-ASSET A2 A2	1.390% 07/15/2030 DD 07/22/21		189,758
	CAPITAL ONE MULTI-ASSET E A1 A	4.420% 05/15/2028 DD 05/24/23		533,836
	CAPITAL ONE MULTI-ASSET E A2 A	3.490% 05/15/2027 DD 06/14/22		981,249
	CAPITAL ONE MULTI-ASSET E A3 A	4.950% 10/15/2027 DD 11/03/22		2,322,296
	CARMAX AUTO OWNER TRUST 1 A2A	5.230% 01/15/2026 DD 01/25/23		380,360
	CARMAX AUTO OWNER TRUST 2 3 A3	5.280% 05/15/2028 DD 07/26/23		126,334
	CARMAX AUTO OWNER TRUST 2 4 A3	6.000% 07/17/2028 DD 10/18/23		181,938
	CARVANA AUTO RECEIVABLES P2 A3	0.490% 03/10/2026 DD 06/24/21		297,202
	CARVANA AUTO RECEIVABLES P3 A3	0.700% 11/10/2026 DD 09/29/21		624,612
	CD 2017-CD6 MORTGAGE T CD6 ASB	3.332% 11/13/2050 DD 11/01/17		264,044
	CENTERPOINT ENERGY HOUSTON ELE	3.350% 04/01/2051 DD 03/11/21		214,136
	CENTERPOINT ENERGY HOUSTON ELE	4.250% 02/01/2049 DD 01/15/19		5,286
	CENTERPOINT ENERGY HOUSTON ELE	4.450% 10/01/2032 DD 09/15/22		101,202
	CENTERPOINT ENERGY INC	VAR RT 05/13/2024 DD 05/13/21		425,004
	CENTERPOINT ENERGY RESOURCES C	1.750% 10/01/2030 DD 10/01/20		84,688
	CFCRE COMMERCIAL MORTGAG C4 A4	3.283% 05/10/2058 DD 05/01/16		80,807
	CHARLES SCHWAB CORP/THE	0.900% 03/11/2026 DD 12/11/20		183,341
	CHARTER COMMUNICATIONS OPERATI	3.700% 04/01/2051 DD 04/17/20		589,289
	CHARTER COMMUNICATIONS OPERATI	3.850% 04/01/2061 DD 12/04/20		182,007
	CHARTER COMMUNICATIONS OPERATI	3.950% 06/30/2062 DD 10/12/21		561,168
	CHARTER COMMUNICATIONS OPERATI	4.400% 12/01/2061 DD 06/02/21		131,985
	CHASE ISSUANCE TRUST A1 A	3.970% 09/15/2027 DD 09/16/22		956,916
	CHASE ISSUANCE TRUST A1 A	5.160% 09/15/2028 DD 09/15/23		1,304,873
	CHENIERE ENERGY PARTNERS LP	4.000% 03/01/2031 DD 09/01/21		647,310
	CIGNA GROUP/THE	0.613% 03/15/2024 DD 03/03/21		287,101
	CIM TRUST 2019-I INV3 A11 144A	VAR RT 08/25/2049 DD 09/25/19		199,207
	CITIBANK CREDIT CARD ISS A1 A1	5.230% 12/08/2027 DD 12/11/23		426,155
	CITIGROUP COMMERCIAL 375P A 144A	3.251% 05/10/2035 DD 05/01/13		928,707
	CITIGROUP COMMERCIAL GC33 AAB	3.522% 09/10/2058 DD 09/01/15		213,616
	CITIGROUP COMMERCIAL GC36 AAB	3.368% 02/10/2049 DD 02/01/16		196,690
	CITIGROUP COMMERCIAL MOR P5 A3	2.684% 10/10/2049 DD 10/01/16		197,782
	CITIGROUP INC	VAR RT 01/25/2026 DD 01/25/22		1,085,832
	CITIGROUP INC	VAR RT 03/17/2026 DD 03/17/22		223,917
	CITIGROUP INC	VAR RT 04/23/2029 DD 04/23/18		288,731
	CITIGROUP INC	VAR RT 05/01/2025 DD 05/04/21		1,017,435
	CITIGROUP INC	VAR RT 05/24/2025 DD 05/24/22		993,946
	CITIGROUP INC	VAR RT 06/09/2027 DD 06/09/21		915,141
	CITIGROUP INC	VAR RT 09/29/2026 DD 09/29/22		805,828
	CITIGROUP INC	VAR RT 11/05/2030 DD 11/05/19		408,691
	COLLEGE AVE STUDENT A A1 144A	VAR RT 07/25/2051 DD 02/18/21		50,294
	COLLEGE AVE STUDENT A A2 144A	5.330% 05/25/2055 DD 05/16/23		310,686
	COLLEGE AVE STUDENT B A2 144A	1.760% 06/25/2052 DD 06/30/21		96,435
	COLLEGE AVE STUDENT C A2 144A	2.320% 07/26/2055 DD 11/23/21		341,756
	COMCAST CORP	2.937% 11/01/2056 DD 05/01/22		515,652
	COMCAST CORP	3.750% 04/01/2040 DD 03/27/20		90,319
	COMCAST CORP	4.800% 05/15/2033 DD 05/09/23		607,414
	COMM 2015-CCRE26 MORTG CR26 A3	3.359% 10/10/2048 DD 10/01/15		236,440
	COMM 2015-LC19 MORTGAG LC19 A3	2.922% 02/10/2048 DD 02/01/15		304,627
	COMM 2015-LC19 MORTGAG LC19 A4	3.183% 02/10/2048 DD 02/01/15		510,614
	COMM 2020-SBX MORTG SBX A 144A	1.670% 01/10/2038 DD 12/01/20		909,523
	COMMONSPIRIT HEALTH	2.782% 10/01/2030 DD 10/28/20		121,389
	COMMONSPIRIT HEALTH	3.817% 10/01/2049 DD 08/21/19		27,706
	COMMONWEALTH EDISON CO	3.125% 03/15/2051 DD 03/09/21		169,889
	COMMONWEALTH EDISON CO	5.300% 02/01/2053 DD 01/10/23		212,213
	CONSOLIDATED EDISON CO OF NEW	6.150% 11/15/2052 DD 11/14/22		196,886
	CONSUMERS ENERGY CO	3.250% 08/15/2046 DD 08/10/16		104,578
	CONSUMERS ENERGY CO	3.500% 08/01/2051 DD 03/26/20		334,798
	COOPERATIVE RABOBANK UA/NY	5.500% 07/18/2025 DD 07/18/23		505,282
	COREBRIDGE GLOBAL FUNDING 144A	5.750% 07/02/2026 DD 07/03/23		784,844
	COREWELL HEALTH OBLIGATED GROU	3.487% 07/15/2049 DD 10/29/19		213,730
	CREDIT ACCEPTANCE AU 2A A 144A	0.960% 02/15/2030 DD 02/18/21		26,546
	CREDIT ACCEPTANCE AU 3A A 144A	6.570% 10/15/2032 DD 11/03/22		888,875
	CREDIT ACCEPTANCE AUT 4 A 144A	1.260% 10/15/2030 DD 10/28/21		373,378
	CREDIT SUISSE AG/NEW YORK NY	0.495% 02/02/2024 DD 02/02/21		278,758
	CREDIT SUISSE AG/NEW YORK NY	3.700% 02/21/2025 DD 04/07/22		1,020,564
	CREDIT SUISSE AG/NEW YORK NY	5.000% 07/09/2027 DD 08/23/22		586,124
	CREDIT SUISSE MORT ICE4 A 144A	VAR RT 05/15/2036 DD 06/05/19		2,044,951

Nokia Savings/401(k) Plan
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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	CREDIT SUISSE USA INC	7.125% 07/15/2032 DD 07/19/02		75,030
	CROWN CASTLE INC	1.050% 07/15/2026 DD 02/16/21		38,794
	CSAIL 2018-CX12 COMME CX12 ASB	VAR RT 08/15/2051 DD 08/01/18		435,203
	CSC HOLDINGS LLC 144A	4.500% 11/15/2031 DD 05/13/21		151,215
	CSC HOLDINGS LLC 144A	4.625% 12/01/2030 DD 06/16/20		427,505
	DAIMLER TRUCK FINANCE NOR 144A	1.625% 12/13/2024 DD 12/14/21		372,817
	DANSKE BANK A/S 144A	VAR RT 09/22/2026 DD 09/22/23		866,629
	DELL EQUIPMENT FINAN 2 A3 144A	5.650% 01/22/2029 DD 06/22/23		304,565
	DELL EQUIPMENT FINAN 3 A3 144A	5.930% 04/23/2029 DD 10/18/23		460,303
	DELL SOFTWARE (QUEST/ONE IDENT	0.000% 02/01/2029 DD 01/05/22		85,151
	DELTA AIR LINES 2019-1 CLASS A	3.204% 10/25/2025 DD 03/13/19		83,323
	DEUTSCHE BANK AG/NEW YORK NY	0.898% 05/28/2024 DD 05/28/21		341,785
	DEVON ENERGY CORP	4.500% 01/15/2030 DD 07/15/21		24,003
	DISCOVER CARD EXECUTION A3 A3	3.560% 07/15/2027 DD 08/09/22		943,037
	DISCOVER CARD EXECUTION N A2 A	3.320% 05/17/2027 DD 05/26/22		1,065,852
	DISCOVER CARD EXECUTION N A2 A	4.930% 06/15/2028 DD 06/28/23		615,662
	DLLAA 2023-1 LLC 1A A3 144A	5.640% 02/22/2028 DD 08/02/23		77,199
	DNB BANK ASA 144A	VAR RT 09/30/2025 DD 09/30/21		1,448,550
	DOMINION ENERGY SOUTH CAROLINA	6.250% 10/15/2053 DD 10/06/23		109,522
	DTE ELECTRIC CO	3.250% 04/01/2051 DD 03/29/21		261,919
	DUKE ENERGY CAROLINAS LLC	2.850% 03/15/2032 DD 03/04/22		108,086
	DUKE ENERGY CAROLINAS LLC	3.875% 03/15/2046 DD 03/11/16		62,354
	DUKE ENERGY CAROLINAS LLC	4.950% 01/15/2033 DD 01/06/23		561,205
	DUKE ENERGY CAROLINAS LLC	5.350% 01/15/2053 DD 01/06/23		60,395
	DUKE ENERGY FLORIDA LLC	2.500% 12/01/2029 DD 11/26/19		839,872
	DUKE ENERGY FLORIDA LLC	3.000% 12/15/2051 DD 12/02/21		122,139
	DUKE ENERGY FLORIDA LLC	5.950% 11/15/2052 DD 11/10/22		86,436
	DUKE ENERGY PROGRESS LLC	2.900% 08/15/2051 DD 08/12/21		77,622
	DUKE ENERGY PROGRESS LLC	4.100% 05/15/2042 DD 05/18/12		380,183
	DUKE ENERGY PROGRESS LLC	5.250% 03/15/2033 DD 03/09/23		445,250
	ELFI GRADUATE LOAN PR A A 144A	4.510% 08/26/2047 DD 06/15/22		581,921
	ELFI GRADUATE LOAN PR A A 144A	6.370% 02/04/2048 DD 10/11/23		737,207
	ENERGY TRANSFER LP	5.750% 02/15/2033 DD 12/14/22		123,717
	ENERGY TRANSFER LP	6.050% 12/01/2026 DD 10/13/23		650,778
	ENLINK MIDSTREAM LLC 144A	6.500% 09/01/2030 DD 08/31/22		112,307
	ENLINK MIDSTREAM PARTNERS LP	5.450% 06/01/2047 DD 05/11/17		187,588
	ENTERPRISE FLEET FIN 1 A2 144A	5.510% 01/22/2029 DD 03/02/23		984,997
	ENTERPRISE FLEET FIN 1 A3 144A	5.420% 10/22/2029 DD 03/02/23		1,716,209
	ENTERPRISE FLEET FIN 2 A2 144A	0.480% 05/20/2027 DD 07/28/21		310,923
	ENTERPRISE FLEET FIN 2 A2 144A	0.610% 07/20/2026 DD 09/30/20		34,977
	ENTERPRISE FLEET FIN 2 A2 144A	5.560% 04/22/2030 DD 05/31/23		195,527
	ENTERPRISE FLEET FIN 2 A3 144A	5.500% 04/22/2030 DD 05/31/23		745,222
	ENTERPRISE FLEET FIN 3 A2 144A	4.380% 07/20/2029 DD 08/24/22		377,301
	ENTERPRISE FLEET FIN 3 A2 144A	6.400% 03/20/2030 DD 10/25/23		1,488,211
	ENTERPRISE FLEET FUN 1 A2 144A	0.440% 12/21/2026 DD 02/24/21		48,909
	ENVIVA PARTNERS LP / ENVI 144A	6.500% 01/15/2026 DD 12/09/19		284,161
	EQM MIDSTREAM PARTNERS LP	6.500% 07/15/2048 DD 06/25/18		30,741
	EQUINIX INC	3.200% 11/18/2029 DD 11/18/19		371,965
	EQUINOR ASA	1.750% 01/22/2026 DD 05/22/20		174,926
	ERESEARCH TECHNOLOGY 2/20 TL	0.000% 02/04/2027 DD 11/05/19		199,500
	EVERSOURCE ENERGY	4.600% 07/01/2027 DD 06/27/22		113,073
	FACTSET RESEARCH SYSTEMS INC	3.450% 03/01/2032 DD 03/01/22		409,256
	FIDELITY NATIONAL INFORMATION	4.500% 07/15/2025 DD 07/13/22		692,909
	FLAGSTAR MORTGAG IINV A11 144A	VAR RT 10/25/2049 DD 10/25/19		163,115
	FLORIDA POWER & LIGHT CO	2.850% 04/01/2025 DD 03/27/20		249,962
	FLORIDA POWER & LIGHT CO	3.950% 03/01/2048 DD 02/28/18		382,389
	FORD CREDIT AUTO LEASE TR B A3	5.910% 10/15/2026 DD 09/19/23		930,550
	FORD CREDIT AUTO OWNER TR A A3	4.650% 02/15/2028 DD 03/31/23		677,487
	FORD CREDIT AUTO OWNER TR B A3	5.230% 05/15/2028 DD 06/26/23		741,358
	FORD CREDIT AUTO OWNER TR D A3	5.270% 05/17/2027 DD 11/22/22		35,084
	FORD CREDIT FLOORPLAN MAST 4 B	2.640% 09/15/2026 DD 09/20/19		76,051
	FORD MOTOR CO	3.250% 02/12/2032 DD 11/12/21		45,744
	FORD MOTOR CREDIT CO LLC	3.375% 11/13/2025 DD 11/13/20		310,996
	FORD MOTOR CREDIT CO LLC	7.122% 11/07/2033 DD 11/07/23		388,954
	FRANCISCAN MISSIONARIES OF OUR	3.914% 07/01/2049 DD 10/29/19		65,899
	GILEAD SCIENCES INC	3.650% 03/01/2026 DD 09/14/15		382,088
	GILEAD SCIENCES INC	4.800% 04/01/2044 DD 03/07/14		134,960
	GM FINANCIAL AUTOMOBILE L 1 A3	5.160% 04/20/2026 DD 02/16/23		999,917
	GM FINANCIAL AUTOMOBILE L 2 A3	5.050% 07/20/2026 DD 05/17/23		608,966
	GM FINANCIAL CONSUMER AUT 2 A3	3.100% 02/16/2027 DD 04/13/22		950,183
	GM FINANCIAL CONSUMER AUT 2 A4	4.470% 02/16/2028 DD 04/12/23		244,417
	GM FINANCIAL CONSUMER AUT 4 A3	5.780% 08/16/2028 DD 10/11/23		744,409
	GM FINANCIAL REVOLVIN 2 A 144A	5.770% 08/11/2036 DD 11/15/23		1,928,835
	GMF FLOORPLAN OWNER 1 A1 144A	5.340% 06/15/2028 DD 06/28/23		2,839,141
	GOLDMAN SACHS GROUP INC/THE	3.850% 07/08/2024 DD 07/08/14		718,458

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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	GOLDMAN SACHS GROUP INC/THE	5.700% 11/01/2024 DD 11/01/22		1,002,384
	GOLDMAN SACHS GROUP INC/THE	VAR RT 01/24/2025 DD 01/24/22		2,077,738
	GOLDMAN SACHS GROUP INC/THE	VAR RT 02/24/2028 DD 01/24/22		225,263
	GOLDMAN SACHS GROUP INC/THE	VAR RT 02/24/2033 DD 01/24/22		686,732
	GOLDMAN SACHS GROUP INC/THE	VAR RT 04/22/2032 DD 04/22/21		28,540
	GOLDMAN SACHS GROUP INC/THE	VAR RT 07/21/2032 DD 07/21/21		1,274,342
	GOLDMAN SACHS GROUP INC/THE	VAR RT 08/10/2026 DD 08/10/23		142,362
	GOLDMAN SACHS GROUP INC/THE	VAR RT 08/23/2028 DD 08/23/22		1,463,694
	GOLDMAN SACHS GROUP INC/THE	VAR RT 09/10/2024 DD 06/10/21		1,365,809
	GOODLEAP SUSTAINABL 3CS A 144A	4.950% 07/20/2049 DD 08/10/22		277,188
	GOODLEAP SUSTAINABL 4GS A 144A	1.930% 07/20/2048 DD 09/08/21		320,533
	GREAT-WEST LIFECO US FINA 144A	0.904% 08/12/2025 DD 08/12/20		437,971
	GS MORTGAGE SECURIT FUN A 144A	VAR RT 03/15/2028 DD 03/28/23		607,706
	HCA INC	5.250% 06/15/2049 DD 06/12/19		69,717
	HOMEWARD OPPORTUNITI 1 A1 144A	VAR RT 07/25/2067 DD 07/01/22		279,291
	HONDA AUTO RECEIVABLES 20 4 A3	5.670% 06/21/2028 DD 11/08/23		669,707
	HSBC HOLDINGS PLC	VAR RT 03/11/2025 DD 03/11/19		572,641
	HSBC HOLDINGS PLC	VAR RT 05/24/2025 DD 05/24/21		1,175,604
	HUNTINGTON NATIONAL BANK/THE	VAR RT 11/18/2025 DD 11/18/22		833,451
	HYUNDAI AUTO LEASE S B A3 144A	5.150% 06/15/2026 DD 05/24/23		1,000,015
	HYUNDAI AUTO LEASE S C A3 144A	5.800% 12/15/2026 DD 09/20/23		769,201
	HYUNDAI AUTO RECEIVABLES A A3	2.220% 10/15/2026 DD 03/16/22		279,954
	HYUNDAI AUTO RECEIVABLES A A4	4.580% 04/15/2027 DD 04/12/23		296,327
	HYUNDAI AUTO RECEIVABLES C A3	5.390% 06/15/2027 DD 11/09/22		135,567
	HYUNDAI AUTO RECEIVABLES C A4	5.540% 10/16/2028 DD 11/13/23		995,223
	HYUNDAI CAPITAL AMERICA 144A	5.800% 06/26/2025 DD 06/26/23		1,005,324
	HYUNDAI CAPITAL AMERICA 144A	5.950% 09/21/2026 DD 09/21/23		147,465
	IMPERIAL BRANDS FINANCE P 144A	3.125% 07/26/2024 DD 07/26/19		983,377
	INTERCONTINENTAL EXCHANGE INC	2.100% 06/15/2030 DD 05/26/20		57,964
	INTERCONTINENTAL EXCHANGE INC	3.650% 05/23/2025 DD 05/23/22		596,583
	IRON MOUNTAIN INC 144A	4.500% 02/15/2031 DD 08/18/20		76,969
	IRON MOUNTAIN INC 144A	4.875% 09/15/2029 DD 09/09/19		284,125
	JDE PEET'S NV 144A	0.800% 09/24/2024 DD 09/24/21		933,742
	JOHN DEERE CAPITAL CORP	0.700% 01/15/2026 DD 01/07/21		185,371
	JOHN DEERE CAPITAL CORP	3.400% 06/06/2025 DD 06/06/22		657,649
	JOHN DEERE OWNER TRUST 20 B A3	5.180% 03/15/2028 DD 06/28/23		1,205,413
	JP MORGAN CHASE COMMERC JP2 A3	2.559% 08/15/2049 DD 07/01/16		297,528
	JP MORGAN MORTGA LTV1 A11 144A	VAR RT 06/25/2050 DD 01/25/20		16,191
	JP MORGAN MORTGA LTV3 A11 144A	VAR RT 03/25/2050 DD 10/25/19		20,662
	JP MORGAN MORTGAGE 1 A11 144A	VAR RT 05/25/2049 DD 01/25/19		43,531
	JP MORGAN MORTGAGE 7 A11 144A	VAR RT 02/25/2050 DD 09/25/19		167,204
	JP MORGAN MORTGAGE 8 A11 144A	VAR RT 03/25/2050 DD 10/25/19		101,585
	JP MORGAN MORTGAGE T 7 A3 144A	VAR RT 11/25/2051 DD 05/01/21		125,746
	JPMBB COMMERCIAL MORTGA C21 A4	3.493% 08/15/2047 DD 07/01/14		581,693
	JPMBB COMMERCIAL MORTGA C22 A4	3.801% 09/15/2047 DD 08/01/14		427,351
	JPMORGAN CHASE & CO	VAR RT 01/25/2033 DD 01/25/22		1,256,980
	JPMORGAN CHASE & CO	VAR RT 03/01/2025 DD 06/01/17		995,889
	JPMORGAN CHASE & CO	VAR RT 05/06/2030 DD 05/06/19		734,049
	JPMORGAN CHASE & CO	VAR RT 06/01/2025 DD 06/01/21		920,851
	JPMORGAN CHASE & CO	VAR RT 06/14/2025 DD 06/14/22		991,865
	JPMORGAN CHASE & CO	VAR RT 06/14/2030 DD 06/14/22		186,905
	JPMORGAN CHASE & CO	VAR RT 07/23/2029 DD 07/23/18		567,485
	JPMORGAN CHASE & CO	VAR RT 11/19/2026 DD 11/19/20		694,524
	KENVUE INC	5.050% 03/22/2028 DD 09/22/23		732,480
	KENVUE INC	5.350% 03/22/2026 DD 09/22/23		344,638
	KEURIG DR PEPPER INC	0.750% 03/15/2024 DD 03/15/21		1,217,777
	KEYBANK NA/CLEVELAND OH	VAR RT 06/14/2024 DD 06/16/21		1,983,664
	KIMCO REALTY OP LLC	4.600% 02/01/2033 DD 08/24/22		96,463
	KLA CORP	4.100% 03/15/2029 DD 03/20/19		451,546
	KSL COMMERCIAL MORTG HT A 144A	VAR RT 12/15/2036 DD 12/20/23		319,798
	L3HARRIS TECHNOLOGIES INC	3.850% 12/15/2026 DD 12/15/19		367,549
	L3HARRIS TECHNOLOGIES INC	4.400% 06/15/2028 DD 12/15/19		105,760
	LADDER CAPITAL FINANCE HO 144A	5.250% 10/01/2025 DD 09/25/17		246,617
	LAMB WESTON HOLDINGS INC 144A	4.375% 01/31/2032 DD 11/08/21		346,664
	LCCM 2017-LC26 LC26 ASB 144A	3.357% 07/12/2050 DD 06/01/17		200,873
	LCM INVESTMENTS HOLDINGS 144A	4.875% 05/01/2029 DD 04/27/21		288,892
	LOWE'S COS INC	1.700% 10/15/2030 DD 10/22/20		235,872
	MARINER FINANCE ISSU AA A 144A	1.860% 03/20/2036 DD 03/11/21		418,662
	MARSH & MCLENNAN COS INC	2.250% 11/15/2030 DD 05/07/20		458,784
	MASSMUTUAL GLOBAL FUNDING 144A	4.150% 08/26/2025 DD 08/26/22		814,435
	MERCEDES-BENZ AUTO RECEIV 2 A3	5.950% 11/15/2028 DD 10/25/23		431,864
	MERCEDES-BENZ FINANCE NOR 144A	0.750% 03/01/2024 DD 03/02/21		1,243,851
	MERCEDES-BENZ FINANCE NOR 144A	5.500% 11/27/2024 DD 11/28/22		1,001,029
	METHODIST HOSPITAL/THE	2.705% 12/01/2050 DD 08/27/20		93,487
	METROPOLITAN LIFE GLOBAL 144A	0.700% 09/27/2024 DD 09/28/21		144,869

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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	MHP 2021-STOR STOR A 144A	VAR RT 07/15/2038 DD 08/05/21		260,679
	MIDAMERICAN ENERGY CO	3.100% 05/01/2027 DD 02/01/17		48,801
	MITSUBISHI UFJ FINANCIAL GROUP	1.412% 07/17/2025 DD 07/17/20		1,132,372
	MITSUBISHI UFJ FINANCIAL GROUP	VAR RT 10/11/2025 DD 10/13/21		1,205,185
	MOLINA HEALTHCARE INC 144A	3.875% 11/15/2030 DD 11/17/20		17,978
	MOLINA HEALTHCARE INC 144A	4.375% 06/15/2028 DD 06/02/20		397,227
	MONDELEZ INTERNATIONAL HO 144A	0.750% 09/24/2024 DD 09/24/21		1,057,474
	MONDELEZ INTERNATIONAL INC	2.125% 03/17/2024 DD 03/17/22		1,091,335
	MORGAN STANLEY	VAR RT 01/22/2025 DD 07/20/21		1,116,691
	MORGAN STANLEY	VAR RT 01/22/2031 DD 01/22/20		2,487,906
	MORGAN STANLEY	VAR RT 01/24/2029 DD 01/23/18		658,994
	MORGAN STANLEY	VAR RT 02/01/2029 DD 01/19/23		78,355
	MORGAN STANLEY	VAR RT 02/13/2032 DD 11/13/20		693,118
	MORGAN STANLEY	VAR RT 04/17/2025 DD 04/20/22		993,955
	MORGAN STANLEY	VAR RT 04/28/2032 DD 01/25/21		4,825
	MORGAN STANLEY	VAR RT 05/30/2025 DD 06/01/21		1,173,100
	MORGAN STANLEY	VAR RT 07/17/2026 DD 07/20/22		600,184
	MORGAN STANLEY	VAR RT 07/20/2027 DD 07/20/21		451,222
	MORGAN STANLEY	VAR RT 07/21/2032 DD 07/20/21		6,530
	MORGAN STANLEY	VAR RT 07/22/2028 DD 07/24/17		1,389,961
	MORGAN STANLEY	VAR RT 10/21/2025 DD 10/19/21		582,246
	MORGAN STANLEY	VAR RT 11/01/2029 DD 11/01/23		672,963
	MORGAN STANLEY	VAR RT 11/01/2034 DD 11/01/23		167,165
	MORGAN STANLEY	VAR RT 12/10/2026 DD 12/10/20		284,287
	MORGAN STANLEY BANK NA	5.479% 07/16/2025 DD 07/21/23		756,808
	MORGAN STANLEY BANK OF C25 A5	3.635% 10/15/2048 DD 10/01/15		335,936
	MORGAN STANLEY BANK OF C28 A3	3.272% 01/15/2049 DD 02/01/16		203,282
	MORGAN STANLEY CAPITAL I H7 A1	2.327% 07/15/2052 DD 07/01/19		79,414
	MORGAN STANLEY CAPITAL UB11 A4	2.782% 08/15/2049 DD 08/01/16		284,809
	MOSS CREEK RESOURCES HOLD 144A	7.500% 01/15/2026 DD 01/18/18		516,005
	MOUNT NITTANY MEDICAL CENTER O	3.799% 11/15/2052 DD 02/23/22		93,699
	NATIONAL AUSTRALIA BANK L 144A	5.134% 11/28/2028 DD 11/28/23		605,093
	NATIONAL AUSTRALIA BANK LTD/NE	4.966% 01/12/2026 DD 01/12/23		266,835
	NATIONSTAR MORTGAGE HOLDI 144A	5.125% 12/15/2030 DD 12/04/20		94,934
	NATWEST MARKETS PLC 144A	0.800% 08/12/2024 DD 05/12/21		597,852
	NAVIENT PRIVATE ED CA A2B 144A	VAR RT 11/15/2068 DD 03/19/20		227,591
	NAVIENT PRIVATE ED DA A2A 144A	4.000% 12/15/2059 DD 10/25/18		425,069
	NAVIENT PRIVATE ED IA A1B 144A	VAR RT 04/15/2069 DD 12/10/20		770,870
	NAVIENT PRIVATE EDU AA A3 144A	VAR RT 10/15/2031 DD 10/23/14		85,419
	NAVIENT PRIVATE EDU CA A2 144A	3.130% 02/15/2068 DD 05/16/19		119,452
	NAVIENT PRIVATE EDU CA A2 144A	3.520% 06/16/2042 DD 07/26/18		79,148
	NAVIENT PRIVATE EDU D A2B 144A	VAR RT 12/15/2059 DD 06/27/19		255,448
	NAVIENT PRIVATE EDUC CA A 144A	1.060% 10/15/2069 DD 05/27/21		74,604
	NAVIENT PRIVATE EDUC FA A 144A	1.110% 02/18/2070 DD 09/28/21		294,680
	NAVIENT PRIVATE EDUC FA A 144A	1.220% 07/15/2069 DD 07/30/20		134,358
	NAVIENT PRIVATE EDU CA A 144A	0.840% 05/15/2069 DD 01/28/21		125,740
	NFP CORP 144A	6.875% 08/15/2028 DD 08/10/20		343,611
	NGL ENERGY PARTNERS LP / NGL E	6.125% 03/01/2025 DD 02/22/17		317,926
	NISSAN AUTO RECEIVABLES 2 A A3	4.910% 11/15/2027 DD 04/26/23		398,129
	NISSAN AUTO RECEIVABLES 2 B A3	5.930% 03/15/2028 DD 10/25/23		792,771
	NORFOLK SOUTHERN CORP	3.050% 05/15/2050 DD 05/11/20		141,541
	NORTHROP GRUMMAN CORP	4.030% 10/15/2047 DD 10/13/17		452,885
	NORTHWEST PIPELINE LLC	4.000% 04/01/2027 DD 10/01/17		1,402,932
	NORTHWESTERN MUTUAL GLOBA 144A	VAR RT 03/25/2024 DD 03/25/21		1,200,087
	NRG ENERGY INC 144A	3.625% 02/15/2031 DD 12/02/20		85,918
	NUCOR CORP	2.979% 12/15/2055 DD 06/15/21		27,009
	NUTRIEN LTD	5.900% 11/07/2024 DD 11/09/22		529,429
	OBX 2021-J1 TRUST J1 A1 144A	VAR RT 05/25/2051 DD 04/01/21		385,680
	ONCOR ELECTRIC DELIVERY CO LLC	3.800% 09/30/2047 DD 03/30/18		42,688
	ONE NEW YORK PLAZA 1NYP A 144A	VAR RT 01/15/2036 DD 12/29/20		580,637
	ONEMAIN DIRECT AUTO 1A A 144A	0.870% 07/14/2028 DD 10/15/21		962,484
	ONEMAIN DIRECT AUTO 1A A 144A	5.410% 11/14/2029 DD 02/22/23		1,107,289
	ONEMAIN FINANCE CORP	4.000% 09/15/2030 DD 12/17/20		295,236
	ONEMAIN FINANCIAL I 2A A2 144A	VAR RT 09/15/2036 DD 08/22/23		1,328,208
	ONEMAIN FINANCIAL IS 1A A 144A	5.500% 06/14/2038 DD 05/23/23		1,396,316
	OPEN TEXT CORP 144A	6.900% 12/01/2027 DD 12/01/22		150,749
	OPEN TRUST 2023-AIR AIR A 144A	VAR RT 10/15/2028 DD 11/20/23		168,222
	OPG TRUST 2021-POR PORT A 144A	VAR RT 10/15/2036 DD 10/07/21		765,264
	ORACLE CORP	3.600% 04/01/2050 DD 04/01/20		660,710
	ORACLE CORP	4.300% 07/08/2034 DD 07/08/14		220,357
	OVINTIV INC	6.250% 07/15/2033 DD 05/31/23		326,671
	PACIFIC GAS AND ELECTRIC CO	6.400% 06/15/2033 DD 06/05/23		1,493,097
	PACIFIC LIFE GLOBAL FUNDI 144A	1.200% 06/24/2025 DD 06/24/20		660,107
	PATTERN ENERGY OPERATIONS 144A	4.500% 08/15/2028 DD 07/28/20		293,216
	PECO ENERGY CO	3.050% 03/15/2051 DD 03/08/21		134,399

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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	PECO ENERGY CO	4.600% 05/15/2052 DD 05/24/22		109,752
	PENSKE TRUCK LEASING CO L 144A	3.950% 03/10/2025 DD 03/08/18		479,986
	PFIZER INVESTMENT ENTERPRISES	4.750% 05/19/2033 DD 05/19/23		511,145
	PFIZER INVESTMENT ENTERPRISES	5.300% 05/19/2053 DD 05/19/23		567,612
	PFIZER INVESTMENT ENTERPRISES	5.340% 05/19/2063 DD 05/19/23		407,878
	PFS FINANCING CORP A A 144A	5.800% 03/15/2028 DD 03/16/23		1,756,534
	PFS FINANCING CORP G A 144A	0.970% 02/15/2026 DD 10/21/20		159,062
	PHILIP MORRIS INTERNATIONAL IN	2.875% 05/01/2024 DD 05/01/19		960,994
	PHILIP MORRIS INTERNATIONAL IN	4.875% 02/15/2028 DD 02/15/23		291,077
	PHILLIPS 66	0.900% 02/15/2024 DD 11/18/20		1,192,578
	PORSCHE FINANCIAL A 2A A3 144A	5.790% 01/22/2029 DD 11/10/23		946,904
	PRINCIPAL LIFE GLOBAL FUN 144A	VAR RT 04/12/2024 DD 04/12/21		521,770
	PRKCM 2023-AFC3 T AFC3 A1 144A	VAR RT 09/25/2058 DD 08/01/23		798,167
	PROTECTIVE LIFE GLOBAL FU 144A	3.218% 03/28/2025 DD 03/31/22		242,846
	PUBLIC SERVICE ELECTRIC AND GA	2.050% 08/01/2050 DD 08/06/20		61,384
	PUBLIC SERVICE ELECTRIC AND GA	3.150% 01/01/2050 DD 01/09/20		5,890
	PUBLIC SERVICE ELECTRIC AND GA	3.650% 09/01/2028 DD 09/07/18		140,743
	PUBLIC SERVICE ELECTRIC AND GA	4.900% 12/15/2032 DD 12/02/22		76,087
	QUALCOMM INC	5.400% 05/20/2033 DD 11/09/22		49,663
	REALTY INCOME CORP	5.625% 10/13/2032 DD 10/13/22		56,806
	REGIONAL MANAGEMENT I 2 A 144A	1.900% 08/15/2033 DD 07/22/21		506,899
	ROCKET MORTGAGE LLC / ROC 144A	3.875% 03/01/2031 DD 09/14/20		343,003
	ROYAL BANK OF CANADA	0.750% 10/07/2024 DD 10/07/21		289,600
	ROYAL BANK OF CANADA	2.550% 07/16/2024 DD 07/16/19		1,195,428
	RPM INTERNATIONAL INC	3.750% 03/15/2027 DD 03/02/17		183,560
	RTX CORP	2.820% 09/01/2051 DD 08/10/21		132,217
	RTX CORP	4.500% 06/01/2042 DD 06/01/12		191,612
	RTX CORP	5.750% 11/08/2026 DD 11/08/23		1,052,267
	RTX CORP	6.100% 03/15/2034 DD 11/08/23		108,525
	S&P GLOBAL INC 144A	5.250% 09/15/2033 DD 09/12/23		277,247
	SAN DIEGO GAS & ELECTRIC CO	5.350% 04/01/2053 DD 03/10/23		301,484
	SANTANDER DRIVE AUTO RECE 5 A3	4.110% 08/17/2026 DD 08/24/22		373,601
	SANTANDER DRIVE AUTO RECE 5 A4	6.020% 09/15/2028 DD 10/18/23		1,383,792
	SANTANDER HOLDINGS USA INC	3.500% 06/07/2024 DD 06/07/19		989,337
	SCIH SALT HOLDINGS INC 144A	6.625% 05/01/2029 DD 04/27/21		279,967
	SEALED AIR CORP/SEALED AI 144A	6.125% 02/01/2028 DD 01/31/23		385,290
	SEQUOIA MORTGAGE TRUST 20 3 A2	VAR RT 03/25/2043 DD 02/01/13		493,953
	SFS AUTO RECEIVABLE 1A A3 144A	5.470% 10/20/2028 DD 06/30/23		952,586
	SIEMENS FINANCIERINGSMAAT 144A	0.650% 03/11/2024 DD 03/11/21		750,820
	SLM PRIVATE EDUCATIO C A5 144A	VAR RT 10/15/2041 DD 07/22/10		921,285
	SMB PRIVATE EDUCA PTB A2B 144A	VAR RT 09/15/2054 DD 03/06/20		88,098
	SMB PRIVATE EDUCAT A A2A1 144A	VAR RT 01/15/2053 DD 02/09/21		503,651
	SMB PRIVATE EDUCATI A A2A 144A	2.230% 09/15/2037 DD 02/12/20		522,470
	SMB PRIVATE EDUCATI A A2B 144A	VAR RT 02/15/2036 DD 03/21/18		318,569
	SMB PRIVATE EDUCATI B A1B 144A	VAR RT 02/16/2055 DD 05/27/22		431,632
	SMB PRIVATE EDUCATI B A1B 144A	VAR RT 10/16/2056 DD 05/24/23		1,655,985
	SMB PRIVATE EDUCATI B A2A 144A	2.840% 06/15/2037 DD 06/12/19		83,604
	SMB PRIVATE EDUCATI B A2B 144A	VAR RT 01/15/2037 DD 06/20/18		153,793
	SMB PRIVATE EDUCATI B A2B 144A	VAR RT 06/15/2037 DD 06/12/19		43,710
	SMB PRIVATE EDUCATI B A2B 144A	VAR RT 10/15/2035 DD 11/08/17		269,421
	SMB PRIVATE EDUCATION A B 144A	2.310% 01/15/2053 DD 02/09/21		173,885
	SMB PRIVATE EDUCATION A B 144A	3.500% 06/17/2041 DD 02/08/17		294,198
	SOCIETE GENERALE SA 144A	4.351% 06/13/2025 DD 06/15/22		743,196
	SOCIETE GENERALE SA 144A	VAR RT 01/21/2026 DD 01/19/22		1,200,771
	SOFI CONSUMER LOAN P 1S A 144A	5.810% 05/15/2031 DD 02/24/23		179,634
	SOFI PROFESSIONAL A A2FX 144A	2.540% 05/15/2046 DD 01/17/20		258,672
	SOFI PROFESSIONAL B A2FX 144A	3.090% 08/17/2048 DD 03/29/19		102,855
	SOUTHERN CALIFORNIA EDISON CO	1.200% 02/01/2026 DD 10/01/20		1,862
	SOUTHERN CALIFORNIA EDISON CO	5.875% 12/01/2053 DD 05/22/23		90,307
	SOUTHERN CALIFORNIA EDISON CO	5.950% 11/01/2032 DD 11/08/22		744,505
	SPIRE MISSOURI INC	4.800% 02/15/2033 DD 02/13/23		104,799
	STANDARD INDUSTRIES INC/N 144A	4.375% 07/15/2030 DD 06/30/20		344,396
	SUMITOMO MITSUI FINANCIAL GROU	0.508% 01/12/2024 DD 01/12/21		199,736
	SUMITOMO MITSUI FINANCIAL GROU	1.474% 07/08/2025 DD 07/08/20		946,281
	SUMITOMO MITSUI FINANCIAL GROU	5.464% 01/13/2026 DD 01/13/23		706,860
	SWEDBANK AB 144A	3.356% 04/04/2025 DD 04/04/22		415,951
	TAMPA ELECTRIC CO	4.200% 05/15/2045 DD 05/20/15		51,302
	TAPESTRY INC	7.850% 11/27/2033 DD 11/27/23		92,819
	TENCENT HOLDINGS LTD 144A	3.595% 01/19/2028 DD 01/19/18		190,316
	TEXAS EASTERN TRANSMISSIO 144A	4.150% 01/15/2048 DD 01/09/18		599,074
	TEXTRON INC	3.900% 09/17/2029 DD 05/07/19		391,671
	THERMO FISHER SCIENTIFIC INC	2.000% 10/15/2031 DD 08/23/21		195,474
	THERMO FISHER SCIENTIFIC INC	5.086% 08/10/2033 DD 08/10/23		550,327
	TORONTO-DOMINION BANK/THE	0.750% 09/11/2025 DD 09/11/20		606,491
	TORONTO-DOMINION BANK/THE	2.350% 03/08/2024 DD 03/10/22		1,093,466

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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	TOYOTA AUTO RECEIVABLES 2 D A3	5.540% 08/15/2028 DD 11/14/23		907,366
	TOYOTA MOTOR CREDIT CORP	4.400% 09/20/2024 DD 09/20/22		295,565
	TOYOTA MOTOR CREDIT CORP	5.400% 11/10/2025 DD 11/10/22		1,015,454
	TRANSDIGM INC 144A	6.750% 08/15/2028 DD 02/24/23		92,077
	TRANSDIGM INC 144A	6.875% 12/15/2030 DD 08/18/23		370,800
	TRAVERSE MIDSTREAM 9/17 TLB			249,895
	TRONOX INC 144A	4.625% 03/15/2029 DD 03/15/21		597,028
	TRUIST FINANCIAL CORP	VAR RT 07/28/2026 DD 07/28/22		979,238
	TSMC ARIZONA CORP	4.250% 04/22/2032 DD 04/22/22		197,087
	UBS COMMERCIAL MORTGAGE C2 A3	3.225% 08/15/2050 DD 08/01/17		267,939
	UBS GROUP AG	3.750% 03/26/2025 DD 09/26/15		879,723
	UBS GROUP AG	4.550% 04/17/2026 DD 10/18/16		246,733
	UBS GROUP AG 144A	VAR RT 08/05/2025 DD 08/05/22		1,404,340
	UBS GROUP AG 144A	VAR RT 12/22/2027 DD 09/22/23		371,032
	UNIFRAX 11/18 (USD) COV-LITE	0.000% 12/12/2025 DD 10/16/18		176,666
	UNION PACIFIC CORP	2.891% 04/06/2036 DD 04/06/21		75,123
	UNION PACIFIC CORP	3.250% 02/05/2050 DD 01/31/20		310,241
	UNION PACIFIC CORP	3.500% 02/14/2053 DD 02/14/22		140,177
	UNION PACIFIC CORP	4.300% 03/01/2049 DD 02/19/19		54,767
	UNION PACIFIC RAILROAD CO 2014	3.227% 05/14/2026 DD 05/20/14		209,284
	UNITED AIRLINES 2016-1 CLASS A	3.100% 01/07/2030 DD 06/13/16		6,853
	UNITED AIRLINES 2016-2 CLASS A	2.875% 04/07/2030 DD 09/27/16		74,979
	UNITED AIRLINES 2019-1 CLASS A	4.150% 02/25/2033 DD 02/11/19		87,094
	UNITED WHOLESALE MORTGAGE 144A	5.750% 06/15/2027 DD 11/22/21		394,984
	UNITEDHEALTH GROUP INC	3.750% 10/15/2047 DD 10/25/17		491,636
	UNITEDHEALTH GROUP INC	4.200% 01/15/2047 DD 12/20/16		126,609
	UNITEDHEALTH GROUP INC	6.050% 02/15/2063 DD 10/28/22		230,627
	UPSTART SECURITIZATIO 4 A 144A	0.840% 09/20/2031 DD 09/24/21		23,369
	UPSTART SECURITIZATIO 5 A 144A	1.310% 11/20/2031 DD 11/23/21		96,238
	US BANCORP	VAR RT 10/21/2026 DD 10/21/22		1,006,469
	USAA AUTO OWNER TRUS A A3 144A	5.580% 05/15/2028 DD 09/15/23		937,275
	VERIZON COMMUNICATIONS INC	0.850% 11/20/2025 DD 11/20/20		111,511
	VERIZON COMMUNICATIONS INC	1.750% 01/20/2031 DD 11/20/20		125,839
	VERIZON COMMUNICATIONS INC	2.650% 11/20/2040 DD 11/20/20		366,024
	VERIZON COMMUNICATIONS INC	3.000% 11/20/2060 DD 11/20/20		148,802
	VERIZON MASTER TRUST 1 A	0.500% 05/20/2027 DD 05/25/21		880,214
	VERIZON MASTER TRUST 2 A	0.990% 04/20/2028 DD 11/04/21		1,139,774
	VERIZON MASTER TRUST 5 A1A	3.720% 07/20/2027 DD 08/11/22		492,518
	VERUS SECURITIZATION 2 A1 144A	VAR RT 02/25/2067 DD 12/01/22		340,647
	VERUS SECURITIZATION 3 A1 144A	VAR RT 02/25/2067 DD 03/01/22		653,562
	VICI PROPERTIES LP	4.750% 02/15/2028 DD 04/29/22		1,340,199
	VIRGINIA ELECTRIC AND POWER CO	4.200% 05/15/2045 DD 05/13/15		122,076
	VIRGINIA ELECTRIC AND POWER CO	6.000% 05/15/2037 DD 05/17/07		274,103
	VISTAJET MALTA FINANCE PL 144A	6.375% 02/01/2030 DD 01/31/22		529,366
	VOLKSWAGEN AUTO LOAN ENHA 1 A3	5.020% 06/20/2028 DD 06/13/23		560,976
	VOLKSWAGEN AUTO LOAN ENHA 2 A3	5.480% 12/20/2028 DD 11/21/23		642,949
	WASTE MANAGEMENT INC	2.950% 06/01/2041 DD 05/12/21		125,475
	WEC ENERGY GROUP INC	4.750% 01/09/2026 DD 01/11/23		224,116
	WELLS FARGO & CO	VAR RT 02/11/2026 DD 02/11/20		1,924,847
	WELLS FARGO & CO	VAR RT 03/02/2033 DD 03/02/22		226,215
	WELLS FARGO & CO	VAR RT 03/24/2028 DD 03/24/22		445,527
	WELLS FARGO & CO	VAR RT 04/24/2034 DD 04/24/23		133,578
	WELLS FARGO & CO	VAR RT 04/25/2026 DD 04/25/22		398,924
	WELLS FARGO & CO	VAR RT 05/19/2025 DD 05/19/21		196,063
	WELLS FARGO & CO	VAR RT 05/22/2028 DD 05/22/17		281,959
	WELLS FARGO & CO	VAR RT 07/25/2029 DD 07/25/23		985,331
	WELLS FARGO & CO	VAR RT 07/25/2033 DD 07/25/22		277,640
	WELLS FARGO & CO	VAR RT 07/25/2034 DD 07/25/23		743,219
	WELLS FARGO & CO	VAR RT 08/15/2026 DD 08/15/22		148,398
	WELLS FARGO & CO	VAR RT 10/23/2029 DD 10/23/23		1,484,976
	WELLS FARGO & CO	VAR RT 10/23/2034 DD 10/23/23		339,421
	WELLS FARGO & CO	VAR RT 10/30/2030 DD 10/31/19		120,010
	WELLS FARGO BANK NA	5.450% 08/07/2026 DD 08/09/23		1,403,501
	WELLS FARGO BANK NA	5.550% 08/01/2025 DD 08/09/23		1,010,115
	WELLS FARGO COMMERCIAL LC22 ASB	3.571% 09/15/2058 DD 09/01/15		231,218
	WELLS FARGO COMMERCIAL M C26 B	3.783% 02/15/2048 DD 02/01/15		183,133
	WELLS FARGO COMMERCIAL NXS5 A5	3.372% 01/15/2059 DD 02/01/16		138,738
	WESTERN MIDSTREAM OPERATING LP	5.300% 03/01/2048 DD 03/02/18		78,320
	WILLIAMS COS INC/THE	5.400% 03/02/2026 DD 03/02/23		882,733
	WORLD OMNI AUTO RECEIVABL C A3	5.150% 11/15/2028 DD 08/16/23		97,780
	WORLD OMNI AUTO RECEIVABL D A3	5.790% 02/15/2029 DD 11/08/23		612,610
	WR GRACE HOLDINGS LLC 144A	5.625% 08/15/2029 DD 08/25/21		363,422
	CORPORATE DEBT INSTRUMENTS - PREFERRED Total			275,824,595
	TOTAL CORPORATE BONDS			\$ 614,615,090

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	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	COMMON STOCK AND OTHER EQUITIES			
	CORPORATE STOCK - COMMON			
	2SEVENTY BIO INC		\$	120,239
	3I GROUP PLC			328,968
	ABB LTD			3,169,824
	ABBOTT LABORATORIES			2,609,099
	ABBVIE INC			278,946
	ABN AMRO BANK NV			827,592
	ACUITY BRANDS INC			3,529,835
	ACUSHNET HOLDINGS CORP			1,307,998
	ADDUS HOMECARE CORP			1,603,891
	ADIDAS AG			2,690,596
	ADIENT PLC			1,649,217
	ADMIRAL GROUP PLC			1,105,199
	ADOBE INC			5,511,391
	ADVANCE AUTO PARTS INC			2,401,836
	ADVANCED MICRO DEVICES INC			2,156,903
	ADVANTEST CORP			786,003
	ADYEN NV			826,047
	AECOM			4,000,093
	AENA SME SA			396,263
	AERCAP HOLDINGS NV			538,820
	AEROVIRONMENT INC			2,118,228
	AFFILIATED MANAGERS GROUP INC			2,797,333
	AFLAC INC			1,014,750
	AGCO CORP			4,546,926
	AGEAS SA/NV			1,722,361
	AGILENT TECHNOLOGIES INC			1,933,351
	AGILON HEALTH INC			428,118
	AGNICO EAGLE MINES LIMITED			1,379,777
	AIA GROUP LTD	HK/01299		2,685,903
	AIB GROUP PLC			972,409
	AIR CANADA	VTG AND VAR VTG		2,276,889
	AIR FRANCE - KLM			1,138,017
	AIR LEASE CORP			2,324,818
	AIR PRODUCTS AND CHEMICALS INC			1,997,645
	AIRBNB INC			4,740,123
	AIRBUS SE			1,926,240
	AISIN CORP			356,906
	AKERO THERAPEUTICS INC			741,456
	AKZO NOBEL NV			632,189
	ALASKA AIR GROUP INC			261,769
	ALBERTSONS COS INC			271,400
	ALCOA CORP			2,874,972
	ALCON INC			1,362,557
	ALD SA			395,914
	ALIGN TECHNOLOGY INC			600,060
	ALIGNMENT HEALTHCARE INC			2,016,075
	ALIMENTATION COUCHE-TARD INC			2,188,284
	ALKERMES PLC			1,167,244
	ALLFUNDS GROUP PLC			457,461
	ALLIANZ SE			2,119,184
	ALLISON TRANSMISSION HOLDINGS			1,165,384
	ALLY FINANCIAL INC			307,296
	ALNYLAM PHARMACEUTICALS INC			271,802
	ALPHA METALLURGICAL RESOURCES			907,289
	ALPHABET INC			42,222,130
	ALTAIR ENGINEERING INC			3,891,769
	ALTRIA GROUP INC			1,242,472
	AMAZON.COM INC			33,061,536
	AMC NETWORKS INC			338,220
	AMDOCS LTD			1,899,918
	AMERANT BANCORP INC			2,993,584
	AMERICAN AIRLINES GROUP INC			281,670
	AMERICAN EAGLE OUTFITTERS INC			2,055,017
	AMERICAN INTERNATIONAL GROUP I			2,340,898
	AMERICAN TOWER CORP			1,430,205
	AMERICAN VANGUARD CORP			718,107
	AMERIPRISE FINANCIAL INC			1,063,524
	AMERIS BANCORP			3,776,895
	AMETEK INC			3,969,067
	AMGEN INC			1,468,902
	AMICUS THERAPEUTICS INC			1,042,809
	AMKOR TECHNOLOGY INC			502,843
	AMPHENOL CORP			2,794,772

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	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	ANGLO AMERICAN PLC			1,098,877
	ANNALY CAPITAL MANAGEMENT INC			374,325
	ANTERO MIDSTREAM CORP			1,121,335
	ANZ GROUP HOLDINGS LTD			2,713,642
	AON PLC			615,798
	AP MOLLER - MAERSK A/S			1,794,409
	APA CORP			503,181
	APARTMENT INCOME REIT CORP			1,563,371
	APELLIS PHARMACEUTICALS INC			1,005,887
	APPFOLIO INC			797,424
	APPLE INC			60,204,709
	APPLIED MATERIALS INC			1,659,273
	ARAMARK			2,881,936
	ARBOR REALTY TRUST INC			523,892
	ARCELORMITTAL SA			55,674
	ARCH CAPITAL GROUP LTD			801,819
	ARES MANAGEMENT CORP			3,787,840
	ARGENX SE			882,594
	ARGENX SE	ADR		652,437
	ARISTOCRAT LEISURE LTD			203,386
	ARKEMA SA			767,553
	ARRAY TECHNOLOGIES INC			623,213
	ARROW ELECTRONICS INC			733,500
	ARTHUR J GALLAGHER & CO			2,056,078
	ASAHI INTECC CO LTD			390,660
	ASCENDIS PHARMA A/S	ADR		986,818
	ASHLAND INC			1,259,591
	ASML HOLDING NV			12,222,511
	ASSA ABLOY AB			1,119,478
	ASSICURAZIONI GENERALI SPA			98,621
	ASSURED GUARANTY LTD			4,202,453
	ASTRAZENECA PLC			4,216,424
	ASTRAZENECA PLC	ADR		1,645,091
	AT&T INC			1,605,846
	ATI INC			812,276
	ATLANTA BRAVES HOLDINGS INC			2,708,380
	ATLAS COPCO AB			303,786
	ATLASSIAN CORP			5,055,714
	ATMOS ENERGY CORP			1,838,638
	ATMUS FILTRATION TECHNOLOGIES			1,184,648
	ATRICURE INC			1,293,227
	AURORA INNOVATION INC			2,116,055
	AUTOMATIC DATA PROCESSING INC			1,004,334
	AUTONATION INC			869,242
	AUTOZONE INC			4,747,180
	AVALONBAY COMMUNITIES INC			1,103,287
	AVIENT CORP			918,905
	AVNET INC			267,120
	AXA SA			4,560,691
	AXCELIS TECHNOLOGIES INC			675,685
	AXSOME THERAPEUTICS INC			815,638
	AZEK CO INC/THE			5,507,924
	BAE SYSTEMS PLC			2,606,707
	BALL CORP			841,288
	BANCO BILBAO VIZCAYA ARGENTARI			730,646
	BANCO SANTANDER SA			1,480,451
	BANDAI NAMCO HOLDINGS INC			627,532
	BANK OF AMERICA CORP			3,897,168
	BANK OF MONTREAL			193,990
*	BANK OF NEW YORK MELLON CORP/T			1,056,615
	BANK OF NOVA SCOTIA			971,902
	BANKUNITED INC			317,814
	BARCLAYS PLC			329,520
	BARRICK GOLD CORP			409,918
	BAWAG GROUP AG			1,472,424
	BAXTER INTERNATIONAL INC			3,277,711
	BAYERISCHE MOTOREN WERKE AG			2,522,773
	BE SEMICONDUCTOR INDUSTRIES NV			663,662
	BEAZLEY PLC			1,491,789
	BECTON DICKINSON & CO			1,317,170
	BEIERSDORF AG			2,505,445
	BELLRING BRANDS INC			5,677,030
	BERKSHIRE HATHAWAY INC			9,870,209
	BERRY GLOBAL GROUP INC			680,639
	BEST BUY CO INC			352,260

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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	BHP GROUP LTD			2,807,229
	BILL HOLDINGS INC			210,910
	BIOGEN INC			728,438
	BLACKSTONE MORTGAGE TRUST INC			596,602
	BLOCK INC			2,678,863
	BLUE OWL CAPITAL CORP			609,588
	BLUEPRINT MEDICINES CORP			1,387,382
	BLUESCOPE STEEL LTD			2,037,516
	BNP PARIBAS SA			2,374,131
	BOC HONG KONG HOLDINGS LTD	HK/02388		408,603
	BOEING CO/THE			2,425,441
	BOISE CASCADE CO			1,837,688
	BOOKING HOLDINGS INC			7,204,404
	BOOT BARN HOLDINGS INC			2,461,540
	BORGWARNER INC			718,147
	BOSTON BEER CO INC/THE			2,119,849
	BOSTON SCIENTIFIC CORP			8,786,600
	BOUYGUES SA			76,587
	BOX INC			2,277,523
	BP PLC			4,368,394
	BP PLC	ADR		3,641,810
	BRAMBLES LTD			253,696
	BRENNTAG SE			1,504,693
	BRIDGEBIO PHARMA INC			1,265,317
	BRIGHTHOUSE FINANCIAL INC			2,580,379
	BRISTOL-MYERS SQUIBB CO			3,732,803
	BRITISH AMERICAN TOBACCO PLC			2,805,125
	BRIXMOR PROPERTY GROUP INC			2,514,463
	BROADCOM INC			219,901
	BROOKDALE SENIOR LIVING INC			1,333,816
	BRUNSWICK CORP/DE			299,925
	BT GROUP PLC			503,776
	BUILDERS FIRSTSOURCE INC			2,532,647
	BUMBLE INC			1,638,277
	BUNGE GLOBAL SA			247,328
	BURBERRY GROUP PLC			200,801
	BUREAU VERITAS SA			1,463,834
	CABALETTA BIO INC			513,746
	CABOT CORP			4,964,743
	CACTUS INC			1,531,978
	CADENCE BANK			1,878,521
	CADENCE DESIGN SYSTEMS INC			6,238,090
	CAIXABANK SA			206,764
	CALIFORNIA RESOURCES CORP			694,436
	CANADIAN NATURAL RESOURCES LTD			58,396
	CANADIAN PACIFIC KANSAS CITY L			231,171
	CAPGEMINI SE			913,033
	CAPITAL ONE FINANCIAL CORP			4,557,862
	CAPRI HOLDINGS LTD			477,280
	CARDINAL HEALTH INC			1,240,243
	CARETRUST REIT INC			3,667,903
	CARGO THERAPEUTICS INC			347,204
	CARGURUS INC			2,983,832
	CARLSBERG AS			301,911
	CARPENTER TECHNOLOGY CORP			505,583
	CARVANA CO			357,874
	CASELLA WASTE SYSTEMS INC			2,501,671
	CATERPILLAR INC			3,209,498
	CAVCO INDUSTRIES INC			2,332,753
	CBRE GROUP INC			589,074
	CELANESE CORP			1,871,276
	CELLDEX THERAPEUTICS INC			1,248,219
	CENCORA INC			1,170,871
	CENTENE CORP			2,166,784
	CENTRICA PLC			2,000,826
	CENTURY ALUMINUM CO			168,370
	CENTURY COMMUNITIES INC			2,783,689
	CH ROBINSON WORLDWIDE INC			1,314,078
	CHARGEPOINT HOLDINGS INC			106,664
	CHARTER COMMUNICATIONS INC			2,327,416
	CHARTER HALL OFF SCC			-
	CHEFS' WAREHOUSE INC/THE			2,459,083
	CHEMOURS CO/THE			296,476
	CHESAPEAKE ENERGY CORP			761,706
	CHEVRON CORP			1,477,579

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(a)	(b)	(c)	(d)	(e)
Identity of Issue, Borrower, Lessor or Similar Party	Description		Cost***	Current Value
CHIPOTLE MEXICAN GRILL INC				729,540
CHORD ENERGY CORP				3,051,983
CHR HANSEN HOLDING A/S				62,004
CHUBB LTD				2,842,854
CHUGAI PHARMACEUTICAL CO LTD				1,485,363
CIE DE SAINT-GOBAIN SA				2,797,210
CIGNA GROUP/THE				2,053,029
CINEMARK HOLDINGS INC				2,181,188
CIRRUS LOGIC INC				1,234,623
CISCO SYSTEMS INC				3,291,176
CITIGROUP INC				4,523,274
CITIZENS FINANCIAL GROUP INC				477,216
CIVITAS RESOURCES INC				706,981
CK HUTCHISON HOLDINGS LTD	HK/00001			2,350,145
CLEAN HARBORS INC				962,248
CLEARWATER ANALYTICS HOLDINGS				1,017,804
CME GROUP INC				1,674,691
CNH INDUSTRIAL NV				377,580
CNO FINANCIAL GROUP INC				641,700
CNX RESOURCES CORP				1,530,580
COCA-COLA CONSOLIDATED INC				244,169
COGNIZANT TECHNOLOGY SOLUTIONS				3,708,296
COLES GROUP LTD				495,153
COLGATE-PALMOLIVE CO				878,324
COMCAST CORP				3,198,682
COMMERCIAL METALS CO				3,716,521
COMMERZBANK AG				483,025
COMMVAULT SYSTEMS INC				4,264,389
CONAGRA BRANDS INC				515,880
CONFLUENT INC				1,505,065
CONOCOPHILLIPS				3,630,321
CONSTELLATION BRANDS INC				2,925,659
CONSTELLIUM SE				336,526
CONTRA AEGLEA BIOTHERA				31,118
CONVATEC GROUP PLC				652,563
CORE & MAIN INC				998,369
COREBRIDGE FINANCIAL INC				1,669,769
CORECIVIC INC				122,052
COSTAR GROUP INC				4,548,038
COUPANG INC				2,056,826
COUSINS PROPERTIES INC				587,882
CRANE NXT CO				2,572,628
CREDO TECHNOLOGY GROUP HOLDING				841,610
CRH PLC				443,661
CRINETICS PHARMACEUTICALS INC				1,033,599
CRODA INTERNATIONAL PLC				543,345
CROWDSTRIKE HOLDINGS INC				3,457,543
CULLEN/FROST BANKERS INC				3,167,691
CUMMINS INC				934,323
CVS HEALTH CORP				1,898,435
CYTOKINETICS INC				2,198,375
DAI-ICHI LIFE HOLDINGS INC				770,390
DAIICHI SANKYO CO LTD				2,554,235
DAIKIN INDUSTRIES LTD				1,388,426
DAIMLER TRUCK HOLDING AG				2,043,648
DAITO TRUST CONSTRUCTION CO LT				1,588,842
DAIWA HOUSE INDUSTRY CO LTD				278,780
DANAHER CORP				3,220,947
DANSKE BANK A/S				787,859
DASSAULT AVIATION SA				2,144,032
DATADOG INC				648,655
DAVITA INC				3,403,967
DAYFORCE INC				766,175
DCC PLC				76,825
DELL TECHNOLOGIES INC				1,124,550
DELTA AIR LINES INC				2,195,673
DENALI THERAPEUTICS INC				512,079
DEUTSCHE BANK AG				1,856,640
DEUTSCHE BOERSE AG				413,889
DEUTSCHE POST AG				923,297
DEUTSCHE TELEKOM AG				1,561,675
DEVON ENERGY CORP				253,680
DEXUS				79,021
DIAMOND OFFSHORE DRILLING INC				1,103,578
DIASORIN SPA				557,833

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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	DICK'S SPORTING GOODS INC			5,447,583
	DIGITALBRIDGE GROUP INC			1,591,124
	DIGITALOCEAN HOLDINGS INC			313,186
	DINE BRANDS GLOBAL INC			431,955
	DIODES INC			297,924
	DISC MEDICINE INC			328,481
	DISCOVER FINANCIAL SERVICES			640,680
	DOCUSIGN INC			563,408
	DOLLAR TREE INC			917,927
	DOMINO'S PIZZA INC			2,327,038
	DOW INC			3,216,201
	DROPBOX INC			6,892,778
	DSM-FIRMENICH AG			447,061
	DUOLINGO INC			2,187,061
	DXC TECHNOLOGY CO			1,699,904
	E.ON SE			1,103,408
	EAGLE MATERIALS INC			3,299,395
	EAST WEST BANCORP INC			4,042,655
	EASTERN BANKSHARES INC			1,738,449
	EASTGROUP PROPERTIES INC			2,135,671
	EASTMAN CHEMICAL CO			323,352
	EATON CORP PLC			4,937,051
	EBAY INC			4,697,787
	EDENRED SE			512,117
	EDISON INTERNATIONAL			5,831,940
	EDP - ENERGIAS DE PORTUGAL SA			968,528
	EDWARDS LIFESCIENCES CORP			3,603,804
	EIFFAGE SA			984,278
	EISAI CO LTD			680,289
	ELANCO ANIMAL HEALTH INC			1,119,705
	ELEMENT SOLUTIONS INC			1,050,857
	ELEVANCE HEALTH INC			5,264,496
	ELF BEAUTY INC			2,186,607
	ELI LILLY & CO			8,806,172
	EMPIRE CO LTD	CL A NON-VTG		755,465
	ENCORE WIRE CORP			469,920
	ENEL SPA			1,459,040
	ENERGIZER HOLDINGS INC			256,608
	ENERPLUS CORP			2,938,270
	ENGIE SA			4,427,676
	ENI SPA			489,569
	ENOVIX CORP			610,726
	ENSTAR GROUP LTD			339,680
	ENTERPRISE FINANCIAL SERVICES			1,640,441
	EOG RESOURCES INC			1,514,173
	EPAM SYSTEMS INC			2,106,654
	EQT CORP			914,928
	EQUITABLE HOLDINGS INC			3,675,654
	ERSTE GROUP BANK AG			120,748
	ESSENTIAL PROPERTIES REALTY TR			4,060,155
	ESTEE LAUDER COS INC/THE			1,515,004
	ETSY INC			939,532
	EUROGROUP LAMINATIONS SPA			174,189
	EURONET WORLDWIDE INC			1,610,646
	EVERCORE INC			3,382,685
	EVEREST GROUP LTD			1,683,394
	EVGO INC			995,247
	EVOLENT HEALTH INC			3,166,850
	EVRAZ PLC			4
	EXELIXIS INC			3,466,795
	EXELON CORP			2,048,813
	EXLSERVICE HOLDINGS INC			3,045,204
	EXPEDIA GROUP INC			3,104,257
	EXPERIAN PLC			796,544
	EXPRO GROUP HOLDINGS NV			497,245
	EXTRA SPACE STORAGE INC			1,529,709
	EXTREME NETWORKS INC			251,370
	EXXON MOBIL CORP			5,584,983
	FABRINET			3,613,415
	FAIRFAX FINANCIAL HOLDINGS LTD	SUB-VTG		2,442,980
	FEDEX CORP			1,138,365
	FERRARI NV			1,049,177
	FINECOBANK BANCA FINECO SPA			1,215,330
	FIRST AMERICAN FINANCIAL CORP			732,038
	FIRST HORIZON CORP			4,320,867

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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	FIRST QUANTUM MINERALS LTD			516,177
	FIRST SOLAR INC			969,247
	FIRSTCASH HOLDINGS INC			1,657,933
	FIVE POINT HOLDINGS LLC			201,294
	FIVE9 INC			844,816
	FLEETCOR TECHNOLOGIES INC			456,415
	FLEX LTD			642,706
	FLOWSERVE CORP			4,537,044
	FLUOR CORP			9,183,720
	FLYWIRE CORP			145,776
	FMC CORP			1,469,759
	FNB CORP/PA			579,717
	FOOT LOCKER INC			283,465
	FORD MOTOR CO			749,685
	FORMFACTOR INC			1,090,717
	FORTINET INC			4,365,284
	FORTIVE CORP			1,528,338
	FORTUM OYJ			291,348
	FORWARD AIR CORP			1,124,619
	FOX CORP			643,839
	FRESENIUS MEDICAL CARE AG	ADR		2,687,757
	FRESENIUS SE & CO KGAA			180,340
	FRESHPET INC			1,987,498
	FUJITSU LTD			181,090
	GARTNER INC			2,688,164
	GATX CORP			696,314
	GENERAL DYNAMICS CORP			5,119,394
	GENERAL ELECTRIC CO			1,142,288
	GENERAL MOTORS CO			973,432
	GENIUS SPORTS LTD			1,969,992
	GENMAB A/S			1,263,618
	GENPACT LTD			2,319,669
	GERON CORP			493,955
	GILDAN ACTIVEWEAR INC			3,156,040
	GILEAD SCIENCES INC			2,686,616
	GLAUKOS CORP			1,304,828
	GLENCORE PLC			1,749,168
	GLOBAL PAYMENTS INC			4,449,572
	GMS INC			1,275,110
	GODADDY INC			6,899,975
	GOLDMAN SACHS GROUP INC/THE			1,762,197
	GOODMAN GROUP			2,190,007
	GOODYEAR TIRE & RUBBER CO/THE			5,743,566
	GPT GROUP/THE			86,482
	GRAFTECH INTERNATIONAL LTD			70,500
	GRAND CANYON EDUCATION INC			1,831,395
	GRAPHIC PACKAGING HOLDING CO			729,640
	GREEN PLAINS INC			700,057
	GROUP 1 AUTOMOTIVE INC			1,627,007
	GSK PLC			2,951,455
	GSK PLC	ADR		771,960
	GUARDANT HEALTH INC			1,037,070
	GUIDEWIRE SOFTWARE INC			242,505
	GULFPORT ENERGY CORP			2,269,195
	H & M HENNES & MAURITZ AB			192,501
	HAEMONETICS CORP			1,685,231
	HAKUHODO DY HOLDINGS INC			343,357
	HALEON PLC			3,044,616
	HALEON PLC	ADR		2,028,135
	HALLIBURTON CO			837,921
	HAMILTON INSURANCE GROUP LTD			1,170,435
	HAMILTON LANE INC			1,721,906
	HANNON ARMSTRONG SUSTAINABLE I			1,468,056
	HANOVER INSURANCE GROUP INC/TH			3,008,181
	HARMONIC INC			2,162,814
	HARTFORD FINANCIAL SERVICES GR			1,069,054
	HB FULLER CO			1,919,973
	HCA HEALTHCARE INC			2,681,897
	HCI GROUP INC			314,640
	HEALTH CATALYST INC			964,985
	HECLA MINING CO			462,780
	HELIOS TECHNOLOGIES INC			2,604,813
	HELMERICH & PAYNE INC			1,101,993
	HERMES INTERNATIONAL SCA			1,250,565
	HERTZ GLOBAL HOLDINGS INC			1,562,531

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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	HESS CORP			521,427
	HEWLETT PACKARD ENTERPRISE CO			735,234
	HF SINCLAIR CORP			4,199,258
	HIKARI TSUSHIN INC			149,255
	HILLENBRAND INC			148,335
	HILTON WORLDWIDE HOLDINGS INC			3,717,367
	HITACHI CONSTRUCTION MACHINERY			679,415
	HOLCIM AG			2,004,172
	HOME BANCSHARES INC/AR			3,602,787
	HONDA MOTOR CO LTD			879,725
	HONEYWELL INTERNATIONAL INC			1,980,921
	HONG KONG EXCHANGES & CLEARING	HK/00388		466,770
	HOPE BANCORP INC			305,624
	HOST HOTELS & RESORTS INC			811,899
	HOWMET AEROSPACE INC			2,144,721
	HP INC			3,115,609
	HSBC HOLDINGS PLC			7,616,626
	HUMANA INC			4,988,756
	HUNTINGTON BANCSHARES INC/OH			286,200
	HUNTINGTON INGALLS INDUSTRIES			337,532
	HUSQVARNA AB			89,107
	HYATT HOTELS CORP			4,640,118
	IBIDEN CO LTD			1,097,581
	ICON PLC			2,588,958
	IIDA GROUP HOLDINGS CO LTD			1,707,412
	ILLUMINA INC			695,504
	IMCD NV			899,948
	IMI PLC			961,793
	IMMUNOCORE HOLDINGS PLC	ADR		988,727
	IMMUNOGEN INC			994,520
	IMMUNOVANT INC			607,388
	IMPERIAL BRANDS PLC			1,836,261
	IMPERIAL OIL LTD			568,361
	INARI MEDICAL INC			2,512,079
	INCYTE CORP			5,903,641
	INDUSTRIA DE DISENO TEXTIL SA			425,110
	ING GROEP NV			657,007
	INGERSOLL RAND INC			1,152,134
	INGEVITY CORP			2,435,938
	INGREDION INC			651,180
	INMODE LTD			233,520
	INSPERITY INC			3,815,511
	INTEGRA LIFESCIENCES HOLDINGS			774,232
	INTEL CORP			929,625
	INTELLIA THERAPEUTICS INC			599,220
	INTERACTIVE BROKERS GROUP INC			4,265,785
	INTERCONTINENTAL EXCHANGE INC			1,704,138
	INTERCONTINENTAL HOTELS GROUP			2,606,203
	INTERNATIONAL BUSINESS MACHINE			1,865,451
	INTERNATIONAL GAME TECHNOLOGY			2,382,559
	INTESA SANPAOLO SPA			421,426
	INTRA-CELLULAR THERAPIES INC			1,497,717
	INTUIT INC			6,879,705
	INVESCO LTD			326,989
	INVESTOR AB			946,526
	IPSEN SA			697,748
	IRIDIUM COMMUNICATIONS INC			4,240,962
	ISUZU MOTORS LTD			1,838,156
	ITOCHU CORP			1,080,259
	JABIL INC			930,020
	JAMES HARDIE INDUSTRIES PLC			623,211
	JANUS HENDERSON GROUP PLC			1,347,494
	JAPAN METROPOLITAN FUND INVEST			96,855
	JAPAN POST BANK CO LTD			1,698,999
	JAPAN POST INSURANCE CO LTD			1,401,373
	JAPAN REAL ESTATE INVESTMENT C			86,991
	JAZZ PHARMACEUTICALS PLC			3,505,377
	JBG SMITH PROPERTIES			804,624
	JCDECAUX SE			881,065
	JFE HOLDINGS INC			2,046,611
	JOHNSON & JOHNSON			4,311,134
	JOHNSON CONTROLS INTERNATIONAL			1,298,514
	JPMORGAN CHASE & CO			14,326,502
	KAJIMA CORP			778,925
	KANSAI ELECTRIC POWER CO INC/T			823,266

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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	KARUNA THERAPEUTICS INC			485,843
	KB HOME			3,398,011
	KBC GROUP NV			1,346,728
	KBR INC			3,469,109
	KDDI CORP			1,696,012
	KEMPER CORP			251,527
	KENNAMETAL INC			711,082
	KEYENCE CORP			1,674,394
	KINSALE CAPITAL GROUP INC			4,379,283
	KKR & CO INC			1,853,934
	KLA CORP			3,521,515
	KLEPIERRE SA			1,044,164
	KNIGHT-SWIFT TRANSPORTATION HO			4,870,676
	KOHL'S CORP			301,140
	KOITO MANUFACTURING CO LTD			494,118
	KOMATSU LTD			374,084
	KONE OYJ			205,331
	KONINKLIJKE AHOLD DELHAIZE NV			1,877,850
	KONINKLIJKE PHILIPS NV			776,750
	KRAFT HEINZ CO/THE			924,500
	KROGER CO/THE			1,371,300
	KULICKE & SOFFA INDUSTRIES INC			435,735
	KYMERA THERAPEUTICS INC			522,999
	KYNDRYL HOLDINGS INC			4,132,602
	LA FRANCAISE DES JEUX SAEM			220,744
	LADDER CAPITAL CORP			388,416
	LAM RESEARCH CORP			2,760,991
	LANDSTAR SYSTEM INC			4,676,454
	LAS VEGAS SANDS CORP			656,117
	LA-Z-BOY INC			291,668
	LEAR CORP			6,801,238
	LEGALZOOM.COM INC			1,308,337
	LEGRAND SA			1,809,311
	LEIDOS HOLDINGS INC			782,142
	LENDLEASE CORP LTD			59,061
	LENNAR CORP			2,137,681
	LIFE TIME GROUP HOLDINGS INC			1,113,839
	LIGHTSPEED COMMERCE INC			472,212
	LINCOLN NATIONAL CORP			2,337,679
	LINDE PLC			9,184,297
	LINK REIT	HK/00823		204,971
	LIVANOVA PLC			899,500
	LIVE NATION ENTERTAINMENT INC			1,595,412
	LIVENT CORP			2,031,596
	LOCKHEED MARTIN CORP			634,536
	LOGITECH INTERNATIONAL SA			66,052
	LONDON STOCK EXCHANGE GROUP PL			2,269,919
	L'OREAL SA			148,348
	LOUISIANA-PACIFIC CORP			4,380,694
	LPL FINANCIAL HOLDINGS INC			2,901,017
	LULULEMON ATHLETICA INC			5,434,501
	LVMH MOET HENNESSY LOUIS VUITT			4,871,952
	LVMH MOET HENNESSY LOUIS VUITT	ADR		3,251,437
	LYFT INC			4,036,687
	LYONDELLBASELL INDUSTRIES NV			522,940
	M&T BANK CORP			693,762
	MACY'S INC			321,920
	MAGNA INTERNATIONAL INC			2,828,041
	MAKITA CORP			1,145,561
	MANHATTAN ASSOCIATES INC			1,824,837
	MANPOWERGROUP INC			3,032,098
	MANULIFE FINANCIAL CORP			1,133,273
	MAPLETREE PAN ASIA COMMERCIAL			76,043
	MARATHON PETROLEUM CORP			2,723,593
	MARAVAI LIFESCIENCES HOLDINGS			215,331
	MARRIOTT VACATIONS WORLDWIDE C			288,626
	MARSH & MCLENNAN COS INC			587,925
	MARTIN MARIETTA MATERIALS INC			1,260,247
	MARVELL TECHNOLOGY INC			2,164,345
	MASTEC INC			2,850,177
	MASTERBRAND INC			2,047,741
	MASTERCARD INC			22,019,005
	MATADOR RESOURCES CO			2,345,418
	MAZDA MOTOR CORP			1,458,877
	MCDONALD'S HOLDINGS CO JAPAN L			1,872,266

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(a)	(b)	(c)	(d)	(e)
Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value	
MCGRATH RENTCORP			2,116,556	
MCKESSON CORP			5,984,017	
MEDICAL PROPERTIES TRUST INC			170,868	
MEDTRONIC PLC			2,613,835	
MELROSE INDUST PLC ORD	GBP0.22857142		476,090	
MERCEDES-BENZ GROUP AG			2,930,839	
MERCK & CO INC			5,964,593	
META PLATFORMS INC			29,500,442	
METHANEX CORP			549,413	
METLIFE INC			3,362,578	
MGIC INVESTMENT CORP			3,389,504	
MICRON TECHNOLOGY INC			2,676,945	
MICROSOFT CORP			80,590,261	
MIDDLEBY CORP/THE			1,514,674	
MITSUBISHI CORP			2,853,240	
MITSUBISHI ELECTRIC CORP			334,632	
MITSUBISHI ESTATE CO LTD			261,860	
MITSUBISHI UFJ FINANCIAL GROUP			1,830,965	
MITSUMI & CO LTD			1,033,445	
MITSUMI FUDOSAN CO LTD			343,396	
MIZUHO FINANCIAL GROUP INC			2,166,424	
MODERNA INC			208,845	
MOHAWK INDUSTRIES INC			1,555,191	
MOLINA HEALTHCARE INC			4,326,326	
MOLSON COORS BEVERAGE CO			967,118	
MONDELEZ INTERNATIONAL INC			2,273,216	
MOODY'S CORP			312,839	
MOOG INC			1,995,503	
MOONLAKE IMMUNOTHERAPEUTICS			384,986	
MORGAN STANLEY			5,128,284	
MORPHIC HOLDING INC			462,196	
MOSAIC CO/THE			253,683	
MP MATERIALS CORP			1,051,177	
MR COOPER GROUP INC			583,410	
MSC INDUSTRIAL DIRECT CO INC			2,575,244	
MSCI INC			7,730,739	
MUENCHENER RUECKVERSICHERUNGS-			1,556,729	
MUSASHI SEIMITSU INDUSTRY CO L			488,410	
MVB FINANCIAL CORP			479,490	
NATIONAL BANK HOLDINGS CORP			2,106,107	
NATIONAL FUEL GAS CO			486,649	
NATIONAL GRID PLC			470,278	
NATWEST GROUP PLC ORD	GBP1.0769		248,562	
NEMETSCHEK SE			81,145	
NESTLE SA			4,150,764	
NEUROCRINE BIOSCIENCES INC			6,451,233	
NEW JERSEY RESOURCES CORP			1,573,317	
NEW YORK TIMES CO/THE			1,167,775	
NEWELL BRANDS INC			1,669,650	
NEWMARK GROUP INC			357,296	
NEXON CO LTD			614,216	
NEXSTAR MEDIA GROUP INC			546,274	
NEXTERA ENERGY INC			2,836,497	
NEXTRACKER INC			1,837,035	
NIPPON BUILDING FUND INC			99,681	
NIPPON EXPRESS HOLDINGS INC			733,300	
NIPPON STEEL CORP			1,787,062	
NIPPON TELEGRAPH & TELEPHONE C			1,151,518	
NIPPON YUSEN KK			1,224,674	
NISSAN MOTOR CO LTD			141,518	
NN GROUP NV			2,021,754	
NOKIAN RENKAAT OYJ			359,469	
NOMURA REAL ESTATE MASTER FUND			87,778	
NORTHEAST BANK			875,203	
NORTHERN OIL & GAS INC			1,244,551	
NORTHERN STAR RESOURCES LTD			370,225	
NORTHERN TRUST CORP			2,216,241	
NOV INC			1,494,007	
NOVAGOLD RESOURCES INC			197,831	
NOVANTA INC			2,080,874	
NOVARTIS AG			8,858,788	
NOVARTIS AG	ADR		1,080,076	
NOVO NORDISK A/S			6,876,880	
NRG ENERGY INC			610,060	
NUTANIX INC			2,177,382	

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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	NUTRIEN LTD			567,829
	NUVALENT INC			725,377
	NUVEI CORP			781,471
	NVIDIA CORP			39,389,304
	NVR INC			2,002,129
	OBAYASHI CORP			802,199
	OCI NV			331,774
	OFG BANCORP			393,540
	O-I GLASS INC			278,460
	OLAPLEX HOLDINGS INC			5,265
	OLD DOMINION FREIGHT LINE INC			957,389
	OLD REPUBLIC INTERNATIONAL COR			1,029,000
	OLLIE'S BARGAIN OUTLET HOLDING			3,353,655
	OMEGA HEALTHCARE INVESTORS INC			245,280
	OMNICELL INC			304,615
	OMNICOM GROUP INC			1,751,135
	ON SEMICONDUCTOR CORP			990,833
	ONE GAS INC			2,324,952
	ONESPACORLD HOLDINGS LTD			380,700
	ONTO INNOVATION INC			1,736,638
	OPTION CARE HEALTH INC			961,007
	ORACLE CORP JAPAN			346,964
	ORANGE SA			2,347,853
	O'REILLY AUTOMOTIVE INC			2,289,693
	ORGANON & CO			156,024
	ORIENTAL LAND CO LTD/JAPAN			1,594,147
	ORIGIN ENERGY LTD			322,843
	ORORA LTD			234,555
	OSHKOSH CORP			4,398,953
	OTIS WORLDWIDE CORP			3,272,276
	OUTFRONT MEDIA INC			1,642,980
	OVERSEA-CHINESE BANKING CORP L			194,148
	OWENS & MINOR INC			694,163
	OWENS CORNING			1,052,433
	PAN PACIFIC INTERNATIONAL HOLD			579,835
	PANASONIC HOLDINGS CORP			1,123,302
	PANDORA A/S			200,929
	PAR PACIFIC HOLDINGS INC			458,953
	PARK HOTELS & RESORTS INC			2,901,094
	PARKLAND CORP			1,563,777
	PARTNERS GROUP HOLDING AG			619,723
	PAYCOM SOFTWARE INC			2,037,639
	PAYONEER GLOBAL INC			2,103,845
	PAYPAL HOLDINGS INC			1,832,413
	PEBBLEBROOK HOTEL TRUST			3,575,365
	PEMBINA PIPELINE CORP			58,504
	PENN ENTERTAINMENT INC			1,063,776
	PENNYMAC FINANCIAL SERVICES IN			84,747
	PENSKE AUTOMOTIVE GROUP INC			545,734
	PERELLA WEINBERG PARTNERS			621,541
	PERFICIENT INC			2,016,198
	PERFORMANCE FOOD GROUP CO			2,624,657
	PERNOD RICARD SA			3,669,119
	PFIZER INC			4,181,575
	PG&E CORP			1,926,650
	PGT INNOVATIONS INC			1,034,553
	PHILIP MORRIS INTERNATIONAL IN			5,804,172
	PHILLIPS 66			785,526
	PHILLIPS EDISON & CO INC			3,424,487
	PHINIA INC			166,595
	PIEDMONT LITHIUM INC			79,439
	PILBARA MINERALS LTD			86,796
	PINNACLE FINANCIAL PARTNERS IN			3,656,001
	PJT PARTNERS INC			1,179,145
	PLAYTIKA HOLDING CORP			1,482,941
	POPULAR INC			3,005,650
	PORTLAND GENERAL ELECTRIC CO			1,797,050
	POST HOLDINGS INC			2,509,006
	POWER CORP CANADA			178,243
	POWER INTEGRATIONS INC			938,599
	PPG INDUSTRIES INC			1,682,587
	PRIMO WATER CORP			1,099,117
	PRIMORIS SERVICES CORP			2,125,706
	PRIVIA HEALTH GROUP INC			1,133,030
	PROCORE TECHNOLOGIES INC			2,171,985

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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	PROCTER & GAMBLE CO/THE			2,443,554
	PROGRESSIVE CORP/THE			4,845,298
	PROSUS NV			2,359,232
	PROTHENA CORP PLC			427,904
	PTC THERAPEUTICS INC			831,540
	PULTEGROUP INC			1,352,182
	PVH CORP			2,369,372
	QANTAS AIRWAYS LTD			887,020
	QIAGEN NV			1,045,602
	QUALCOMM INC			2,778,198
	QUALYS INC			4,586,278
	QUIDELORTHO CORP			316,910
	RADIAN GROUP INC			739,445
	RADIUS RECYCLING INC			228,100
	RAKUTEN BANK LTD			320,590
	RAMBUS INC			4,450,514
	RANGE RESOURCES CORP			782,582
	READY CAPITAL CORP			342,883
	RECKITT BENCKISER GROUP PLC			3,629,724
	RECRUIT HOLDINGS CO LTD			1,738,398
	REDWOOD TRUST INC			809,202
	REGENERON PHARMACEUTICALS INC			2,085,939
	REGIONS FINANCIAL CORP			531,012
	REINSURANCE GROUP OF AMERICA I			4,234,753
	RELIANCE INC			531,392
	REMITLY GLOBAL INC			2,878,063
	RENAULT SA			973,437
	RENESAS ELECTRONICS CORP			2,245,807
	REPSOL SA			1,519,451
	REVOLUTION MEDICINES INC			1,644,224
	RHEINMETALL AG			1,086,477
	RICOH CO LTD			342,615
	RINGCENTRAL INC			281,853
	RIO TINTO LTD			398,689
	RIO TINTO PLC			3,685,411
	RLI CORP			1,568,154
	ROBINHOOD MARKETS INC			950,850
	ROCHE HOLDING AG			867,726
	ROCKET PHARMACEUTICALS INC			1,067,501
	ROCKWELL AUTOMATION INC			1,705,777
	ROLLS-ROYCE HOLDINGS PLC			2,748,881
	ROTORK PLC			904,379
	RTX CORP			2,639,304
	RWE AG			1,752,801
	RYAN SPECIALTY HOLDINGS INC			1,345,666
	RYDER SYSTEM INC			10,259,555
	RYMAN HOSPITALITY PROPERTIES I			1,990,655
	S&P GLOBAL INC			4,151,020
	SABRA HEALTH CARE REIT INC			248,298
	SAFRAN SA			1,437,011
	SAGE THERAPEUTICS INC			521,380
	SANDOZ GROUP AG			287,110
	SANDS CHINA LTD	HK/01928		396,804
	SANOFI SA			1,537,869
	SANSAN INC			432,132
	SAP SE			1,203,030
	SAVARA INC			432,738
	SCENTRE GROUP			172,366
	SCHLUMBERGER LTD			1,804,539
	SCHNEIDER ELECTRIC SE			658,635
	SCIENCE APPLICATIONS INTERNATI			1,478,786
	SCOTT'S MIRACLE-GRO CO/THE			3,157,729
	SEACOAST BANKING CORP OF FLORI			1,266,954
	SEADRILL LTD			550,528
	SEKISUI CHEMICAL CO LTD			116,777
	SEMPRA			1,369,577
	SENTINELONE INC			336,881
	SERVICENOW INC			5,952,178
	SHAKE SHACK INC			2,060,758
	SHELL PLC			7,138,561
	SHELL PLC	ADR		6,396,155
	SHERWIN-WILLIAMS CO/THE			1,840,522
	SHIFT4 PAYMENTS INC			3,985,367
	SHIMIZU CORP			105,632
	SHIONOGI & CO LTD			270,030

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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	SHIZUOKA FINANCIAL GROUP INC			75,440
	SHOALS TECHNOLOGIES GROUP INC			809,696
	SHOPIFY INC			1,291,115
	SHOPIFY INC	CL A SUB VTG		3,117,410
	SIEMENS AG			4,388,288
	SIEMENS HEALTHINEERS AG			392,090
	SILICON LABORATORIES INC			4,843,860
	SILVERBOW RESOURCES INC			411,889
	SIMON PROPERTY GROUP INC			285,280
	SIMPLEX HOLDINGS INC			418,318
	SIMPLY GOOD FOODS CO/THE			188,971
	SINGAPORE AIRLINES LTD			1,693,834
	SINGAPORE TELECOMMUNICATIONS L			558,938
	SIRIUSPOINT LTD			1,977,208
	SITC INTERNATIONAL HOLDINGS CO	HK/01308		250,315
	SITIO ROYALTIES CORP			1,297,517
	SKANDINAVISKA ENSKILDA BANKEN			1,173,055
	SKF AB			782,821
	SKYLINE CHAMPION CORP			7,064,725
	SKYWORKS SOLUTIONS INC			1,998,828
	SLM CORP			2,997,481
	SMARTSHEET INC			2,337,346
	SMITH & NEPHEW PLC			526,493
	SNAP-ON INC			953,172
	SOCIETE GENERALE SA			740,444
	SODEXO SA			2,320,524
	SOFTBANK CORP			464,274
	SOLENO THERAPEUTICS INC			375,412
	SONIC HEALTHCARE LTD			1,599,968
	SONOS INC			936,392
	SONY GROUP CORP			2,511,165
	SOUTHSTATE CORP			2,337,829
	SOUTHWEST GAS HOLDINGS INC			3,268,923
	SOUTHWESTERN ENERGY CO			1,561,585
	SPECTRUM BRANDS HOLDINGS INC			95,724
	SPOTIFY TECHNOLOGY SA			5,413,687
	SPROUTS FARMERS MARKET INC			986,255
	SPS COMMERCE INC			2,263,470
	SPYRE THERAPEUTICS INC			481,618
	SQUARE ENIX HOLDINGS CO LTD			524,328
	SQUARESPACE INC			3,485,064
	SS&C TECHNOLOGIES HOLDINGS INC			3,609,279
	STANDARD CHARTERED PLC			1,471,609
	STATE STREET CORP			844,314
	STELLANTIS NV			1,599,244
	STEM INC			479,599
	STEPSTONE GROUP INC			1,495,342
	STERIS PLC			1,204,338
	STEVANATO GROUP SPA			422,831
	STIFEL FINANCIAL CORP			283,515
	STOCKLAND			894,392
	STRUCTURE THERAPEUTICS INC	ADR		838,922
	STRYKER CORP			1,365,538
	SUBARU CORP			1,320,698
	SUMCO CORP			290,972
	SUMITOMO CORP			1,743,314
	SUMITOMO MITSUI TRUST HOLDINGS			967,388
	SUN HUNG KAI PROPERTIES LTD	HK/00016		64,890
	SUNCOR ENERGY INC	NEW		2,564,738
	SUPER MICRO COMPUTER INC			2,122,569
	SURGERY PARTNERS INC			1,873,238
	SVENSKA HANDELSBANKEN AB			857,737
	SWATCH GROUP AG/THE			1,112,512
	SWEDBANK AB			1,712,079
	SWIRE PACIFIC LTD	HK/00019		571,393
	SWISS RE AG			2,636,760
	SYNAPTICS INC			2,461,276
	SYNCHRONY FINANCIAL			1,036,362
	SYNDAX PHARMACEUTICALS INC			834,362
	SYNOPSIS INC			5,529,618
	SYNOVUS FINANCIAL CORP			2,998,145
	T&D HOLDINGS INC			1,900,722
	TABCORP HOLDINGS LTD			121,816
	TABOOLA.COM LTD			1,649,912
	TAIWAN SEMICONDUCTOR MANUFACTU	ADR		1,145,144

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(a)	(b)	(c)	(d)	(e)
Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value	
TAKE-TWO INTERACTIVE SOFTWARE			1,608,695	
TALANX AG			2,174,463	
TANDEM DIABETES CARE INC			3,394,837	
TANGER INC			3,742,699	
TARGA RESOURCES CORP			683,928	
TAYLOR MORRISON HOME CORP			3,393,914	
TAYLOR WIMPEY PLC			82,446	
TD SYNEX CORP			279,786	
TDK CORP			838,553	
TE CONNECTIVITY LTD			2,351,268	
TECAN GROUP AG			829,888	
TECHTRONIC INDUSTRIES CO LTD	HK/00669		822,233	
TEGNA INC			2,484,720	
TELEFONICA SA			304,995	
TENABLE HOLDINGS INC			740,645	
TENET HEALTHCARE CORP			3,437,453	
TERADATA CORP			2,639,012	
TERADYNE INC			2,794,933	
TEREX CORP			3,029,981	
TERUMO CORP			586,848	
TESLA INC			3,122,897	
TEXAS CAPITAL BANCSHARES INC			3,707,952	
TEXAS INSTRUMENTS INC			2,837,307	
TEXTRON INC			813,850	
TFI INTERNATIONAL INC			488,395	
THERMO FISHER SCIENTIFIC INC			3,669,882	
THOR INDUSTRIES INC			295,625	
TJX COS INC/THE			4,404,849	
T-MOBILE US INC			3,807,357	
TOKYO ELECTRON LTD			3,564,864	
TOPPAN HOLDINGS INC			887,594	
TOSOH CORP			164,796	
TOTALENERGIES SE			1,881,484	
TOYOTA TSUSHO CORP			1,532,189	
TPG INC			2,110,020	
TRADEWEB MARKETS INC			1,989,000	
TRAINLINE PLC			536,943	
TRANE TECHNOLOGIES PLC			1,215,354	
TRANSUNION			1,808,997	
TRAVEL + LEISURE CO			756,548	
TREX CO INC			1,026,348	
TRINET GROUP INC			3,436,601	
TRIUMPH FINANCIAL INC			950,534	
TYSON FOODS INC			2,050,133	
UBER TECHNOLOGIES INC			9,270,903	
UBS GROUP AG			2,036,186	
UCB SA			629,621	
ULTA BEAUTY INC			1,781,114	
ULTRAGENYX PHARMACEUTICAL INC			1,276,651	
UMB FINANCIAL CORP			1,684,284	
UNIBAIL-RODAMCO-WESTFIELD			183,773	
UNICREDIT SPA			3,666,471	
UNILEVER PLC			4,138,822	
UNITED AIRLINES HOLDINGS INC			391,970	
UNITED COMMUNITY BANKS INC/GA			1,672,531	
UNITED INTERNET AG			1,210,125	
UNITED PARCEL SERVICE INC			1,352,650	
UNITED RENTALS INC			286,710	
UNITED THERAPEUTICS CORP			307,846	
UNITEDHEALTH GROUP INC			742,849	
UNITI GROUP INC			260,678	
UNIVERSAL HEALTH SERVICES INC			625,004	
UNUM GROUP			592,382	
UPM-KYMMENE OYJ			82,435	
US FOODS HOLDING CORP			918,599	
VALARIS LTD			3,625,296	
VALEO SE			336,968	
VALERO ENERGY CORP			741,000	
VALLEY NATIONAL BANCORP			876,413	
VAXCYTE INC			1,540,107	
VECTOR GROUP LTD			235,188	
VEEVA SYSTEMS INC			867,688	
VERACYTE INC			1,213,494	
VERADIGM INC			1,783,720	
VERALTO CORP			381,769	

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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	VERIS RESIDENTIAL INC			1,765,755
	VERISIGN INC			4,031,461
	VERISK ANALYTICS INC			5,284,061
	VERIZON COMMUNICATIONS INC			3,523,367
	VERRA MOBILITY CORP			3,616,055
	VERTEX PHARMACEUTICALS INC			6,619,693
	VIATRIS INC			136,252
	VIAVI SOLUTIONS INC			3,035,289
	VICI PROPERTIES INC			1,265,190
	VICOR CORP			230,902
	VICTORY CAPITAL HOLDINGS INC			382,284
	VINCI SA			1,613,315
	VISA INC			10,648,575
	VISTEON CORP			1,904,600
	VISTRA CORP			8,893,729
	VITESSE ENERGY INC			68,778
	VODAFONE GROUP PLC			1,463,866
	VOLVO AB			74,320
	VOLVO CAR AB			56,068
	VONOVIA SE			223,556
	VOYA FINANCIAL INC			2,540,759
	VULCAN MATERIALS CO			5,914,746
	WALGREENS BOOTS ALLIANCE INC			362,929
	WALMART INC			1,462,519
	WALT DISNEY CO/THE			2,731,182
	WARRIOR MET COAL INC			437,460
	WARTSILA OYJ ABP			119,120
	WEATHERFORD INTERNATIONAL PLC			768,944
	WELCIA HOLDINGS CO LTD			313,104
	WELLS FARGO & CO			8,591,253
	WELLTOWER INC			2,403,211
	WESTERN ALLIANCE BANCORP			1,654,947
	WESTERN UNION CO/THE			424,352
	WESTINGHOUSE AIR BRAKE TECHNOL			1,080,046
	WESTON (GEORGE) LTD			285,311
	WESTPAC BANKING CORP			1,014,162
	WEX INC			1,101,931
	WHIRLPOOL CORP			511,434
	WHITE MOUNTAINS INSURANCE GROU			1,182,938
	WHITEHAVEN COAL LTD			133,720
	WILLIS TOWERS WATSON PLC			2,253,290
	WILMAR INTERNATIONAL LTD			58,187
	WINGSTOP INC			2,249,950
	WISDOMTREE INC			344,518
	WISE PLC			774,307
	WIX.COM LTD			3,230,997
	WOLTERS KLUWER NV			1,311,220
	WORKDAY INC			3,198,155
	WORLDLINE SA/FRANCE			215,058
	WORTHINGTON ENTERPRISES INC			333,099
	WORTHINGTON STEEL INC			162,643
	WPP PLC			728,035
	XENIA HOTELS & RESORTS INC			1,431,952
	XERO LTD			1,240,836
	XPO INC			1,353,003
	YAMAHA MOTOR CO LTD			2,042,288
	YETI HOLDINGS INC			817,399
	ZIONS BANCORP NA			535,214
	ZOETIS INC			3,141,341
	ZOOMINFO TECHNOLOGIES INC			2,944,736
	ZSCALER INC			1,035,571
	ZURN ELKAY WATER SOLUTIONS COR			878,624
	CORPORATE STOCK - COMMON Total			\$ 2,116,193,074
	CORPORATE STOCK - PREFERRED			
	PORSCHE AUTOMOBIL HOLDING SE			\$ 116,917
	VOLKSWAGEN AG			484,490
	CORPORATE STOCK - PREFERRED Total			\$ 601,407
	TOTAL COMMON STOCK AND OTHER EQUITIES			\$ 2,116,794,481
	REGISTERED INVESTMENT COMPANIES			
	ISHARES CORE MSCI EAFE ETF			\$ 4,397,579
	ISHARES RUSSELL 2000 ETF			7,302,231
	VANGUARD HIGH DVD YIELD ETF			2,282,722
	REGISTERED INVESTMENT COMPANIES Total			\$ 13,982,532

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2023

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
EMPLOYER RELATED - SECURITIES				
*	NOKIA OYJ			\$ 192,304
	EMPLOYER RELATED - SECURITIES Total			\$ 192,304
U. S. GOVERNMENT/U.S. AGENCY SECURITIES				
	COMMIT TO PUR FNMA SF MTG	1.500% 01/01/2039 DD 01/01/24	\$	(3,202)
	COMMIT TO PUR FNMA SF MTG	1.500% 01/01/2054 DD 01/01/24		(443,887)
	COMMIT TO PUR FNMA SF MTG	2.000% 01/01/2039 DD 01/01/24		126,179
	COMMIT TO PUR FNMA SF MTG	2.000% 01/01/2054 DD 01/01/24		(5,861,011)
	COMMIT TO PUR FNMA SF MTG	2.500% 01/01/2039 DD 01/01/24		(369,390)
	COMMIT TO PUR FNMA SF MTG	2.500% 01/01/2054 DD 01/01/24		(3,751,511)
	COMMIT TO PUR FNMA SF MTG	3.000% 01/01/2039 DD 01/01/24		(676,911)
	COMMIT TO PUR FNMA SF MTG	3.000% 01/01/2054 DD 01/01/24		(2,939,875)
	COMMIT TO PUR FNMA SF MTG	3.500% 01/01/2039 DD 01/01/24		(146,663)
	COMMIT TO PUR FNMA SF MTG	3.500% 01/01/2054 DD 01/01/24		(728,347)
	COMMIT TO PUR FNMA SF MTG	4.000% 01/01/2039 DD 01/01/24		172,673
	COMMIT TO PUR FNMA SF MTG	4.000% 01/01/2054 DD 01/01/24		(4,083,715)
	COMMIT TO PUR FNMA SF MTG	4.500% 01/01/2039 DD 01/01/24		298,500
	COMMIT TO PUR FNMA SF MTG	4.500% 01/01/2054 DD 01/01/24		(169,045)
	COMMIT TO PUR FNMA SF MTG	5.000% 01/01/2054 DD 01/01/24		(495,179)
	COMMIT TO PUR FNMA SF MTG	5.500% 01/01/2054 DD 01/01/24		(848,163)
	COMMIT TO PUR FNMA SF MTG	6.000% 01/01/2054 DD 01/01/24		(3,497,244)
	COMMIT TO PUR FNMA SF MTG	6.500% 01/01/2054 DD 01/01/24		1,032,515
	COMMIT TO PUR GNMA II JUMBOS	2.000% 01/20/2054 DD 01/01/24		4,092,472
	COMMIT TO PUR GNMA II JUMBOS	2.500% 01/20/2054 DD 01/01/24		2,469,279
	COMMIT TO PUR GNMA II JUMBOS	3.000% 01/20/2054 DD 01/01/24		3,382,781
	COMMIT TO PUR GNMA II JUMBOS	3.500% 01/20/2054 DD 01/01/24		1,221,800
	COMMIT TO PUR GNMA II JUMBOS	4.000% 01/20/2054 DD 01/01/24		1,632,043
	COMMIT TO PUR GNMA II JUMBOS	4.500% 01/20/2054 DD 01/01/24		1,964,567
	COMMIT TO PUR GNMA II JUMBOS	5.000% 01/20/2054 DD 01/01/24		2,497,320
	COMMIT TO PUR GNMA II JUMBOS	5.500% 01/20/2054 DD 01/01/24		2,113,085
	COMMIT TO PUR GNMA II JUMBOS	6.000% 01/20/2054 DD 01/01/24		1,585,125
	COMMIT TO PUR GNMA II JUMBOS	6.500% 01/20/2054 DD 01/01/24		1,105,523
	FEDERAL FARM CR BK CONS BD	0.550% 09/16/2025 DD 09/16/20		976,409
	FEDERAL FARM CR BK CONS BD	0.700% 01/27/2027 DD 01/27/21		359,748
	FEDERAL FARM CR BK CONS BD	1.680% 09/17/2035 DD 09/17/20		1,047,974
	FEDERAL FARM CR BK CONS BD	2.100% 02/25/2036 DD 02/25/21		788,508
	FEDERAL FARM CR BK CONS BD	2.170% 10/29/2029 DD 10/29/19		758,871
	FEDERAL FARM CR BK CONS BD	2.250% 08/15/2029 DD 08/15/19		1,158,799
	FEDERAL FARM CR BK CONS BD	2.490% 05/19/2036 DD 05/19/21		663,367
	FEDERAL FARM CR BK CONS BD	2.500% 04/14/2036 DD 04/14/21		586,215
	FEDERAL FARM CR BK CONS BD	3.500% 09/01/2032 DD 09/01/22		169,608
	FEDERAL FARM CR BK CONS BD	3.875% 09/20/2032 DD 09/20/22		295,456
	FEDERAL HOME LN BK CONS BD	0.405% 09/17/2024 DD 06/17/21		638,859
	FEDERAL HOME LN BK CONS BD	0.780% 02/26/2026 DD 02/26/21		1,232,912
	FEDERAL HOME LN BK CONS BD	0.800% 03/04/2026 DD 03/04/21		875,479
	FEDERAL HOME LN BK CONS BD	0.900% 03/03/2026 DD 03/03/21		928,571
	FEDERAL HOME LN BK CONS BD	0.920% 02/26/2027 DD 02/26/21		790,225
	FEDERAL HOME LN BK CONS BD	1.610% 01/27/2033 DD 01/27/21		159,146
	FEDERAL HOME LN BK CONS BD	1.850% 01/25/2036 DD 01/21/21		1,209,735
	FEDERAL HOME LN BK CONS BD	1.870% 02/08/2036 DD 02/08/21		509,992
	FEDERAL HOME LN BK CONS BD	4.000% 09/01/2028 DD 10/04/13		1,561,884
	FEDERAL HOME LN BK CONS BD	4.860% 01/09/2024 DD 01/09/23		379,901
	FEDERAL HOME LN BK CONS BD	5.510% 04/01/2024 DD 03/08/23		298,876
	FEDERAL HOME LN MTG CORP	0.600% 09/30/2025 DD 09/30/20		668,910
	FEDERAL HOME LN MTG CORP	0.650% 05/28/2026 DD 11/27/20		366,449
	FEDERAL HOME LN MTG CORP	1.460% 08/17/2035 DD 08/19/20		335,871
	FEDERAL HOME LN MTG CORP	1.720% 09/22/2036 DD 09/22/20		644,156
	FEDERAL HOME LN MTG CORP	4.000% 12/30/2024 DD 06/30/22		793,478
	FEDERAL HOME LN MTG CORP	4.050% 08/28/2025 DD 08/29/22		407,398
	FEDERAL HOME LN MTG CORP	4.200% 08/28/2025 DD 08/31/22		395,855
	FEDERAL NATL MTG ASSN	0.740% 08/25/2027 DD 08/25/20		354,056
	FEDERAL NATL MTG ASSN	0.810% 09/25/2028 DD 09/25/20		343,565
	FEDERAL NATL MTG ASSN	1.550% 08/24/2035 DD 08/24/20		366,017
	FEDERAL NATL MTG ASSN	1.600% 08/24/2035 DD 08/24/20		686,758
	FEDERAL NATL MTG ASSN	1.780% 11/16/2035 DD 11/16/20		596,263
	FEDERAL NATL MTG ASSN STRIP	0.000% 05/15/2029 DD 11/01/99		1,052,977
	FEDERAL NATL MTG ASSN STRIP	0.000% 05/15/2030 DD 05/05/00		537,360
	FHLMC POOL #2B-4296	VAR RT 06/01/2045 DD 06/01/15		43,687
	FHLMC POOL #2B-4660	VAR RT 09/01/2045 DD 09/01/15		49,193
	FHLMC POOL #A9-0196	4.500% 12/01/2039 DD 12/01/09		11,490
	FHLMC POOL #A9-3534	4.000% 08/01/2040 DD 08/01/10		11,749
	FHLMC POOL #A9-3851	4.000% 09/01/2040 DD 09/01/10		28,697
	FHLMC POOL #A9-4977	4.000% 11/01/2040 DD 11/01/10		14,735

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2023

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	FHLMC POOL #A9-5144	4.000% 11/01/2040 DD 11/01/10		13,823
	FHLMC POOL #C0-3811	3.500% 04/01/2042 DD 04/01/12		99,012
	FHLMC POOL #C9-1864	3.000% 02/01/2036 DD 02/01/16		25,391
	FHLMC POOL #C9-1942	4.000% 05/01/2037 DD 05/01/17		30,080
	FHLMC POOL #G0-1838	5.000% 07/01/2035 DD 06/01/05		100,259
	FHLMC POOL #G0-1840	5.000% 07/01/2035 DD 06/01/05		79,521
	FHLMC POOL #G0-7106	3.500% 08/01/2042 DD 08/01/12		26,658
	FHLMC POOL #G0-7553	5.500% 06/01/2041 DD 11/01/13		215,517
	FHLMC POOL #G0-7613	6.000% 04/01/2039 DD 01/01/14		59,803
	FHLMC POOL #G0-7642	5.000% 10/01/2041 DD 02/01/14		24,674
	FHLMC POOL #G0-7848	3.500% 04/01/2044 DD 10/01/14		152,374
	FHLMC POOL #G0-7922	3.500% 01/01/2044 DD 01/01/15		1,245,489
	FHLMC POOL #G0-7962	5.000% 11/01/2041 DD 03/01/15		208,110
	FHLMC POOL #G0-8808	3.500% 03/01/2048 DD 03/01/18		60,454
	FHLMC POOL #G0-8813	3.500% 04/01/2048 DD 04/01/18		60,619
	FHLMC POOL #G1-3825	4.000% 05/01/2025 DD 04/01/10		4,181
	FHLMC POOL #G1-5520	3.000% 07/01/2030 DD 08/01/15		50,905
	FHLMC POOL #G1-6186	2.500% 04/01/2031 DD 05/01/17		43,434
	FHLMC POOL #G1-8659	3.000% 09/01/2032 DD 08/01/17		34,669
	FHLMC POOL #G3-0963	4.000% 11/01/2036 DD 11/01/16		2,256
	FHLMC POOL #G6-0018	4.500% 12/01/2043 DD 04/01/15		67,710
	FHLMC POOL #G6-0718	3.000% 09/01/2046 DD 09/01/16		66,647
	FHLMC POOL #G6-0901	4.000% 07/01/2044 DD 03/01/17		11,325
	FHLMC POOL #G6-1047	4.500% 07/01/2047 DD 07/01/17		237,174
	FHLMC POOL #G6-7715	4.500% 08/01/2048 DD 07/01/18		307,316
	FHLMC POOL #G6-7720	4.500% 03/01/2049 DD 03/01/19		444,143
	FHLMC POOL #J1-0556	4.000% 08/01/2024 DD 08/01/09		4,611
	FHLMC POOL #J1-2438	4.500% 06/01/2025 DD 06/01/10		7,237
	FHLMC POOL #J3-1418	2.500% 05/01/2030 DD 04/01/15		28,584
	FHLMC POOL #J3-1689	3.000% 05/01/2030 DD 05/01/15		56,370
	FHLMC POOL #J3-2181	3.000% 07/01/2030 DD 07/01/15		7,453
	FHLMC POOL #J3-2204	2.500% 07/01/2030 DD 07/01/15		10,930
	FHLMC POOL #J3-2209	2.500% 07/01/2030 DD 07/01/15		8,930
	FHLMC POOL #J3-2436	3.000% 08/01/2030 DD 08/01/15		7,248
	FHLMC POOL #J3-2491	2.500% 07/01/2030 DD 08/01/15		2,558
	FHLMC POOL #J3-3763	2.500% 02/01/2031 DD 02/01/16		23,781
	FHLMC POOL #Q0-0093	4.000% 04/01/2041 DD 04/01/11		694
	FHLMC POOL #Q0-0804	4.500% 05/01/2041 DD 05/01/11		25,817
	FHLMC POOL #Q0-0959	4.500% 05/01/2041 DD 05/01/11		30,086
	FHLMC POOL #Q0-4022	4.000% 10/01/2041 DD 10/01/11		11,708
	FHLMC POOL #Q0-7417	3.500% 04/01/2042 DD 03/01/12		32,313
	FHLMC POOL #Q0-8239	3.500% 05/01/2042 DD 05/01/12		3,836
	FHLMC POOL #Q0-8306	3.500% 05/01/2042 DD 05/01/12		1,022
	FHLMC POOL #Q1-1909	3.500% 10/01/2042 DD 10/01/12		5,273
	FHLMC POOL #Q1-2162	3.500% 08/01/2042 DD 10/01/12		13,525
	FHLMC POOL #Q1-4866	3.000% 01/01/2043 DD 01/01/13		92,685
	FHLMC POOL #Q1-6403	3.000% 03/01/2043 DD 03/01/13		42,815
	FHLMC POOL #Q1-6673	3.000% 03/01/2043 DD 03/01/13		147,366
	FHLMC POOL #Q1-7095	3.000% 04/01/2043 DD 03/01/13		47,228
	FHLMC POOL #Q1-8718	3.500% 06/01/2043 DD 05/01/13		18,046
	FHLMC POOL #Q2-0206	3.500% 07/01/2043 DD 07/01/13		77,745
	FHLMC POOL #Q2-1579	4.000% 09/01/2043 DD 09/01/13		20,777
	FHLMC POOL #Q2-4368	3.500% 01/01/2044 DD 01/01/14		11,985
	FHLMC POOL #Q2-5643	4.000% 04/01/2044 DD 04/01/14		31,283
	FHLMC POOL #Q2-6218	3.500% 05/01/2044 DD 05/01/14		10,903
	FHLMC POOL #Q2-7319	3.500% 07/01/2044 DD 07/01/14		10,699
	FHLMC POOL #Q2-8604	3.500% 09/01/2044 DD 09/01/14		8,420
	FHLMC POOL #Q2-8764	3.500% 06/01/2044 DD 09/01/14		16,756
	FHLMC POOL #Q3-1128	4.000% 02/01/2045 DD 01/01/15		5,906
	FHLMC POOL #Q3-1338	4.000% 02/01/2045 DD 02/01/15		12,951
	FHLMC POOL #Q3-6302	3.500% 09/01/2045 DD 09/01/15		9,676
	FHLMC POOL #Q3-7955	4.000% 12/01/2045 DD 12/01/15		13,890
	FHLMC POOL #Q3-7957	4.000% 12/01/2045 DD 12/01/15		11,768
	FHLMC POOL #Q4-5079	3.000% 12/01/2046 DD 12/01/16		32,610
	FHLMC POOL #Q4-5080	3.000% 12/01/2046 DD 12/01/16		35,431
	FHLMC POOL #Q4-5083	3.000% 12/01/2046 DD 12/01/16		16,613
	FHLMC POOL #Q5-5389	3.500% 04/01/2048 DD 04/01/18		64,695
	FHLMC POOL #QB-1158	3.000% 07/01/2050 DD 07/01/20		6,183
	FHLMC POOL #QB-1193	2.500% 07/01/2050 DD 07/01/20		118,203
	FHLMC POOL #QB-1479	3.000% 07/01/2050 DD 07/01/20		52,733
	FHLMC POOL #QB-1486	3.000% 07/01/2050 DD 07/01/20		13,673
	FHLMC POOL #QB-1488	3.000% 07/01/2050 DD 07/01/20		7,012
	FHLMC POOL #QB-2296	2.000% 08/01/2050 DD 08/01/20		62,091
	FHLMC POOL #QB-2339	3.000% 08/01/2050 DD 08/01/20		39,747
	FHLMC POOL #QD-4857	2.000% 01/01/2052 DD 01/01/22		235,795

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2023

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	FHLMC POOL #QE-4965	5.000% 06/01/2052 DD 06/01/22		19,901
	FHLMC POOL #QE-8252	4.500% 08/01/2052 DD 08/01/22		247,767
	FHLMC POOL #QF-0409	5.000% 09/01/2052 DD 09/01/22		28,577
	FHLMC POOL #QF-0895	5.000% 10/01/2052 DD 09/01/22		96,612
	FHLMC POOL #QF-6560	5.500% 01/01/2053 DD 01/01/23		375,099
	FHLMC POOL #RA-3217	1.500% 08/01/2050 DD 07/01/20		158,837
	FHLMC POOL #RA-3282	3.000% 08/01/2050 DD 07/01/20		425,549
	FHLMC POOL #RA-3313	3.000% 08/01/2050 DD 07/01/20		269,054
	FHLMC POOL #RA-5077	2.500% 05/01/2051 DD 04/01/21		1,968,924
	FHLMC POOL #RA-6015	3.000% 10/01/2051 DD 09/01/21		297,317
	FHLMC POOL #RA-6071	2.000% 10/01/2051 DD 09/01/21		770,487
	FHLMC POOL #RA-6388	2.500% 12/01/2051 DD 11/01/21		1,064,360
	FHLMC POOL #RA-6397	2.500% 11/01/2051 DD 11/01/21		549,851
	FHLMC POOL #RA-6768	2.000% 02/01/2052 DD 01/01/22		76,736
	FHLMC POOL #RA-7506	4.500% 07/01/2052 DD 06/01/22		780,793
	FHLMC POOL #RA-8216	6.000% 11/01/2052 DD 11/01/22		86,453
	FHLMC POOL #RA-8295	5.000% 12/01/2052 DD 12/01/22		306,971
	FHLMC POOL #RA-8404	5.000% 01/01/2053 DD 01/01/23		314,980
	FHLMC POOL #RA-8560	6.000% 02/01/2053 DD 02/01/23		251,110
	FHLMC POOL #RA-8758	5.500% 03/01/2053 DD 03/01/23		555,006
	FHLMC POOL #RA-9063	5.500% 05/01/2053 DD 05/01/23		742,121
	FHLMC POOL #RA-9073	6.000% 05/01/2053 DD 05/01/23		616,335
	FHLMC POOL #RA-9625	5.500% 08/01/2053 DD 08/01/23		102,839
	FHLMC POOL #RC-1819	2.000% 02/01/2036 DD 01/01/21		254,516
	FHLMC POOL #RC-1975	1.500% 05/01/2036 DD 04/01/21		90,908
	FHLMC POOL #RC-1999	2.000% 05/01/2036 DD 04/01/21		531,265
	FHLMC POOL #RC-2071	2.000% 06/01/2036 DD 05/01/21		450,169
	FHLMC POOL #RC-2097	2.000% 07/01/2036 DD 06/01/21		191,215
	FHLMC POOL #RD-5057	1.500% 04/01/2031 DD 04/01/21		1,197,923
	FHLMC POOL #RD-5059	1.500% 06/01/2031 DD 05/01/21		182,648
	FHLMC POOL #RJ-0320	6.500% 11/01/2053 DD 11/01/23		252,279
	FHLMC POOL #SB-0032	3.500% 09/01/2032 DD 08/01/19		165,741
	FHLMC POOL #SB-0179	3.000% 02/01/2034 DD 11/01/19		453,656
	FHLMC POOL #SB-0510	1.500% 04/01/2036 DD 03/01/21		66,884
	FHLMC POOL #SB-0514	1.500% 04/01/2036 DD 03/01/21		463,435
	FHLMC POOL #SB-0539	2.000% 09/01/2035 DD 06/01/21		212,917
	FHLMC POOL #SB-0544	2.000% 03/01/2036 DD 06/01/21		89,051
	FHLMC POOL #SB-0546	2.000% 01/01/2036 DD 06/01/21		456,920
	FHLMC POOL #SB-0623	2.500% 03/01/2037 DD 02/01/22		82,432
	FHLMC POOL #SB-0679	2.000% 04/01/2037 DD 04/01/22		152,221
	FHLMC POOL #SB-8507	2.000% 02/01/2036 DD 01/01/21		279,546
	FHLMC POOL #SC-0405	3.500% 11/01/2038 DD 07/01/23		30,669
	FHLMC POOL #SD-0294	4.500% 03/01/2050 DD 03/01/20		481,659
	FHLMC POOL #SD-0296	4.000% 03/01/2050 DD 03/01/20		562,233
	FHLMC POOL #SD-0478	4.000% 01/01/2045 DD 12/01/20		308,991
	FHLMC POOL #SD-0481	3.500% 09/01/2044 DD 12/01/20		1,241,862
	FHLMC POOL #SD-0485	3.500% 03/01/2046 DD 12/01/20		325,639
	FHLMC POOL #SD-0486	3.500% 09/01/2046 DD 12/01/20		9,744
	FHLMC POOL #SD-0488	4.000% 05/01/2049 DD 12/01/20		400,711
	FHLMC POOL #SD-0489	4.000% 04/01/2048 DD 12/01/20		227,617
	FHLMC POOL #SD-0490	4.000% 01/01/2045 DD 12/01/20		774,754
	FHLMC POOL #SD-0492	4.000% 08/01/2048 DD 12/01/20		331,389
	FHLMC POOL #SD-0496	3.000% 02/01/2047 DD 12/01/20		196,980
	FHLMC POOL #SD-0498	3.000% 06/01/2044 DD 12/01/20		933,129
	FHLMC POOL #SD-0503	4.000% 04/01/2048 DD 12/01/20		209,707
	FHLMC POOL #SD-0504	4.000% 07/01/2047 DD 12/01/20		273,330
	FHLMC POOL #SD-0507	4.000% 09/01/2045 DD 12/01/20		1,129,036
	FHLMC POOL #SD-0519	3.000% 12/01/2050 DD 12/01/20		535,690
	FHLMC POOL #SD-0520	4.000% 06/01/2050 DD 12/01/20		260,351
	FHLMC POOL #SD-0592	3.000% 09/01/2050 DD 05/01/21		1,373,282
	FHLMC POOL #SD-0702	2.500% 05/01/2051 DD 09/01/21		566,426
	FHLMC POOL #SD-0716	2.000% 07/01/2051 DD 09/01/21		807,932
	FHLMC POOL #SD-0730	2.000% 09/01/2051 DD 10/01/21		45,001
	FHLMC POOL #SD-0732	2.000% 09/01/2051 DD 10/01/21		233,982
	FHLMC POOL #SD-0783	2.000% 12/01/2051 DD 12/01/21		92,605
	FHLMC POOL #SD-0785	2.000% 12/01/2051 DD 12/01/21		190,837
	FHLMC POOL #SD-0786	2.000% 12/01/2051 DD 12/01/21		248,574
	FHLMC POOL #SD-0789	2.000% 12/01/2051 DD 12/01/21		36,703
	FHLMC POOL #SD-0803	3.000% 01/01/2052 DD 12/01/21		56,914
	FHLMC POOL #SD-0878	4.000% 07/01/2050 DD 01/01/22		135,606
	FHLMC POOL #SD-0892	2.000% 01/01/2052 DD 02/01/22		586,601
	FHLMC POOL #SD-0894	2.000% 01/01/2052 DD 02/01/22		432,717
	FHLMC POOL #SD-0923	2.500% 01/01/2052 DD 03/01/22		1,670,063
	FHLMC POOL #SD-0987	4.500% 01/01/2050 DD 04/01/22		56,976
	FHLMC POOL #SD-1049	3.500% 06/01/2052 DD 06/01/22		318,883

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	FHLMC POOL #SD-1053	3.500% 06/01/2052 DD 06/01/22		300,766
	FHLMC POOL #SD-1086	3.500% 06/01/2052 DD 06/01/22		115,895
	FHLMC POOL #SD-1146	4.000% 07/01/2050 DD 06/01/22		373,882
	FHLMC POOL #SD-1300	5.000% 07/01/2052 DD 07/01/22		319,245
	FHLMC POOL #SD-1465	5.000% 08/01/2052 DD 08/01/22		810,141
	FHLMC POOL #SD-1882	5.000% 11/01/2052 DD 11/01/22		238,711
	FHLMC POOL #SD-1952	4.000% 06/01/2052 DD 12/01/22		134,830
	FHLMC POOL #SD-1991	5.000% 12/01/2052 DD 12/01/22		509,023
	FHLMC POOL #SD-2000	4.500% 11/01/2052 DD 12/01/22		562,648
	FHLMC POOL #SD-2081	5.000% 12/01/2052 DD 12/01/22		266,937
	FHLMC POOL #SD-2163	6.000% 01/01/2053 DD 01/01/23		469,947
	FHLMC POOL #SD-2275	5.500% 01/01/2053 DD 01/01/23		161,378
	FHLMC POOL #SD-2306	5.000% 02/01/2053 DD 02/01/23		100,440
	FHLMC POOL #SD-2598	6.000% 03/01/2053 DD 03/01/23		158,585
	FHLMC POOL #SD-2760	6.000% 04/01/2053 DD 04/01/23		270,048
	FHLMC POOL #SD-2886	6.000% 05/01/2053 DD 05/01/23		238,956
	FHLMC POOL #SD-2893	5.500% 05/01/2053 DD 05/01/23		703,973
	FHLMC POOL #SD-2903	2.000% 03/01/2051 DD 05/01/23		713,402
	FHLMC POOL #SD-3176	6.000% 06/01/2053 DD 06/01/23		549,842
	FHLMC POOL #SD-7528	2.000% 11/01/2050 DD 10/01/20		115,210
	FHLMC POOL #SD-7534	2.500% 02/01/2051 DD 01/01/21		888,560
	FHLMC POOL #SD-7539	2.000% 04/01/2051 DD 03/01/21		469,573
	FHLMC POOL #SD-7541	2.000% 05/01/2051 DD 05/01/21		207,572
	FHLMC POOL #SD-7544	3.000% 07/01/2051 DD 07/01/21		298,585
	FHLMC POOL #SD-7548	2.500% 11/01/2051 DD 01/01/22		1,814,750
	FHLMC POOL #SD-7549	2.000% 01/01/2052 DD 01/01/22		1,864,390
	FHLMC POOL #SD-7550	3.000% 02/01/2052 DD 01/01/22		220,363
	FHLMC POOL #SD-7552	2.500% 01/01/2052 DD 03/01/22		5,610,836
	FHLMC POOL #SD-7553	3.000% 03/01/2052 DD 03/01/22		5,882,251
	FHLMC POOL #SD-7554	2.500% 04/01/2052 DD 05/01/22		118,305
	FHLMC POOL #SD-7556	3.000% 08/01/2052 DD 08/01/22		1,154,034
	FHLMC POOL #SD-8082	1.500% 09/01/2050 DD 09/01/20		395,141
	FHLMC POOL #SD-8133	1.500% 02/01/2051 DD 02/01/21		56,291
	FHLMC POOL #SD-8134	2.000% 03/01/2051 DD 02/01/21		1,216,647
	FHLMC POOL #SD-8171	1.500% 10/01/2051 DD 09/01/21		30,675
	FHLMC POOL #SD-8172	2.000% 09/01/2051 DD 09/01/21		179,949
	FHLMC POOL #SD-8176	1.500% 10/01/2051 DD 10/01/21		6,928
	FHLMC POOL #SD-8231	4.500% 07/01/2052 DD 06/01/22		127,226
	FHLMC POOL #SI-2075	2.000% 09/01/2050 DD 07/01/23		259,080
	FHLMC POOL #U7-0060	3.000% 09/01/2027 DD 09/01/12		16,107
	FHLMC POOL #V6-0696	3.000% 07/01/2028 DD 07/01/13		9,774
	FHLMC POOL #V6-0696	3.000% 01/01/2030 DD 12/01/14		12,813
	FHLMC POOL #V6-0724	3.000% 01/01/2030 DD 01/01/15		16,374
	FHLMC POOL #V6-0770	2.500% 03/01/2030 DD 02/01/15		26,957
	FHLMC POOL #V6-0796	2.500% 05/01/2030 DD 04/01/15		42,028
	FHLMC POOL #V6-0840	3.000% 06/01/2030 DD 05/01/15		105,665
	FHLMC POOL #V6-0886	2.500% 08/01/2030 DD 07/01/15		45,598
	FHLMC POOL #V6-0902	2.500% 08/01/2030 DD 08/01/15		37,531
	FHLMC POOL #V6-0903	2.500% 09/01/2030 DD 08/01/15		37,055
	FHLMC POOL #V6-0904	2.500% 09/01/2030 DD 08/01/15		70,747
	FHLMC POOL #V6-0905	2.500% 07/01/2030 DD 08/01/15		3,069
	FHLMC POOL #V6-0909	3.000% 08/01/2030 DD 08/01/15		11,265
	FHLMC POOL #ZA-2257	3.500% 04/01/2032 DD 09/01/18		52,344
	FHLMC POOL #ZS-4751	3.500% 01/01/2048 DD 09/01/18		132,220
	FHLMC POOL #ZS-8633	3.000% 12/01/2031 DD 09/01/18		40,337
	FHLMC MULTICLASS MTG 153 A2	VAR RT 12/25/2032 DD 01/01/23		419,606
	FHLMC MULTICLASS MTG 3710 MG	VAR RT 08/15/2025 DD 08/01/10		38,868
	FHLMC MULTICLASS MTG 4248 FL	VAR RT 05/15/2041 DD 09/15/13		161,537
	FHLMC MULTICLASS MTG 4274 PN	3.500% 10/15/2035 DD 11/01/13		28,697
	FHLMC MULTICLASS MTG 4459 BN	3.000% 08/15/2043 DD 04/01/15		111,603
	FHLMC MULTICLASS MTG 4462 KA	3.500% 01/15/2045 DD 04/01/15		137,885
	FHLMC MULTICLASS MTG 4482 DH	3.000% 06/15/2042 DD 06/01/15		12,562
	FHLMC MULTICLASS MTG 4494 KA	3.750% 10/15/2042 DD 07/01/15		33,794
	FHLMC MULTICLASS MTG 4606 FB	VAR RT 08/15/2046 DD 08/15/16		282,897
	FHLMC MULTICLASS MTG 4669 KD	4.000% 03/15/2043 DD 03/01/17		10,105
	FHLMC MULTICLASS MTG 4752 PL	3.000% 09/15/2046 DD 12/01/17		87,773
	FHLMC MULTICLASS MTG 4777 CB	3.500% 10/15/2045 DD 03/01/18		136,786
	FHLMC MULTICLASS MTG 4941 MB	3.000% 07/25/2049 DD 12/01/19		73,656
	FHLMC MULTICLASS MTG 4988 AK	1.000% 07/25/2050 DD 06/01/20		383,779
	FHLMC MULTICLASS MTG 5000 MA	2.000% 06/25/2044 DD 07/01/20		57,855
	FHLMC MULTICLASS MTG 5002 TJ	2.000% 07/25/2050 DD 06/01/20		400,427
	FHLMC MULTICLASS MTG 5006 KA	2.000% 06/25/2045 DD 07/01/20		162,966
	FHLMC MULTICLASS MTG 5105 LA	1.500% 04/15/2044 DD 04/01/21		308,877
	FHLMC MULTICLASS MTG KG08 A2	VAR RT 05/25/2033 DD 07/01/23		1,012,390
	FHLMC MULTICLASS MTG KJ46 A2	4.796% 10/25/2031 DD 07/01/23		894,646

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	FNMA POOL #0254548	5.500% 12/01/2032 DD 11/01/02		40,284
	FNMA POOL #0310105	5.500% 11/01/2034 DD 12/01/11		87,216
	FNMA POOL #0424242	6.000% 04/01/2028 DD 04/01/98		378
	FNMA POOL #0555424	5.500% 05/01/2033 DD 04/01/03		71,262
	FNMA POOL #0555591	5.500% 07/01/2033 DD 06/01/03		31,257
	FNMA POOL #0725423	5.500% 05/01/2034 DD 04/01/04		171,119
	FNMA POOL #0735989	5.500% 02/01/2035 DD 10/01/05		51,236
	FNMA POOL #0743070	5.500% 10/01/2033 DD 09/01/03		78,943
	FNMA POOL #0888635	5.500% 09/01/2036 DD 08/01/07		105,188
	FNMA POOL #0888876	5.500% 05/01/2033 DD 11/01/07		89,732
	FNMA POOL #0889466	6.000% 05/01/2038 DD 05/01/08		30,397
	FNMA POOL #0889529	6.000% 03/01/2038 DD 05/01/08		11,234
	FNMA POOL #0889974	5.000% 09/01/2035 DD 10/01/08		11,649
	FNMA POOL #0889983	6.000% 10/01/2038 DD 10/01/08		16,884
	FNMA POOL #0995113	5.500% 09/01/2036 DD 11/01/08		138,714
	FNMA POOL #0AA7693	4.000% 07/01/2024 DD 07/01/09		6,378
	FNMA POOL #0AB0686	4.000% 01/01/2036 DD 06/01/10		81,772
	FNMA POOL #0AB1226	4.500% 07/01/2040 DD 06/01/10		19,722
	FNMA POOL #0AB3314	4.500% 07/01/2041 DD 06/01/11		8,016
	FNMA POOL #0AB4307	4.000% 01/01/2042 DD 12/01/11		141,036
	FNMA POOL #0AB6194	2.500% 09/01/2027 DD 08/01/12		3,108
	FNMA POOL #0AB8870	2.500% 04/01/2028 DD 03/01/13		2,115
	FNMA POOL #0AB8923	3.000% 04/01/2043 DD 03/01/13		66,670
	FNMA POOL #0AB8924	3.000% 04/01/2043 DD 03/01/13		68,786
	FNMA POOL #0AB9462	3.000% 05/01/2043 DD 05/01/13		104,515
	FNMA POOL #0AB9564	3.000% 06/01/2043 DD 05/01/13		6,774
	FNMA POOL #0AB9662	3.000% 06/01/2043 DD 05/01/13		116,457
	FNMA POOL #0AD4038	4.500% 04/01/2040 DD 04/01/10		16,116
	FNMA POOL #0AD6391	4.500% 05/01/2025 DD 05/01/10		14,370
	FNMA POOL #0AD7127	4.500% 07/01/2040 DD 07/01/10		24,486
	FNMA POOL #0AE0028	6.000% 10/01/2039 DD 05/01/10		114,629
	FNMA POOL #0AE0823	6.000% 09/01/2040 DD 01/01/11		11,800
	FNMA POOL #0AH7036	4.500% 03/01/2041 DD 03/01/11		35,013
	FNMA POOL #0AJ3120	4.500% 10/01/2041 DD 09/01/11		10,400
	FNMA POOL #0AK7510	3.500% 04/01/2042 DD 03/01/12		5,549
	FNMA POOL #0AK9225	3.500% 06/01/2042 DD 06/01/12		3,088
	FNMA POOL #0AL0464	5.500% 01/01/2025 DD 06/01/11		1,464
	FNMA POOL #0AL1472	4.500% 05/01/2039 DD 03/01/12		31,389
	FNMA POOL #0AL1704	6.500% 05/01/2040 DD 04/01/12		129,380
	FNMA POOL #0AL2482	4.500% 09/01/2042 DD 09/01/12		58,004
	FNMA POOL #0AL4141	6.000% 04/01/2040 DD 09/01/13		112,920
	FNMA POOL #0AL4142	6.000% 06/01/2041 DD 09/01/13		27,532
	FNMA POOL #0AL6144	3.000% 01/01/2030 DD 12/01/14		196,522
	FNMA POOL #0AL6583	3.000% 03/01/2030 DD 03/01/15		42,579
	FNMA POOL #0AL6584	3.000% 04/01/2030 DD 03/01/15		35,504
	FNMA POOL #0AL6761	3.000% 05/01/2030 DD 04/01/15		18,462
	FNMA POOL #0AL7139	3.000% 07/01/2030 DD 07/01/15		28,623
	FNMA POOL #0AL7167	4.000% 01/01/2041 DD 07/01/15		13,803
	FNMA POOL #0AL7225	3.000% 08/01/2030 DD 08/01/15		50,459
	FNMA POOL #0AL7227	3.000% 08/01/2030 DD 08/01/15		41,246
	FNMA POOL #0AL7521	5.000% 06/01/2039 DD 10/01/15		490,498
	FNMA POOL #0AL7654	3.000% 09/01/2035 DD 11/01/15		45,622
	FNMA POOL #0AL7800	2.500% 11/01/2030 DD 11/01/15		1,036
	FNMA POOL #0AL7936	4.500% 09/01/2045 DD 01/01/16		28,620
	FNMA POOL #0AL9031	3.000% 08/01/2046 DD 08/01/16		4,724
	FNMA POOL #0AL9227	3.000% 10/01/2036 DD 10/01/16		6,237
	FNMA POOL #0AL9376	3.000% 08/01/2031 DD 11/01/16		215,736
	FNMA POOL #0AL9378	3.000% 09/01/2031 DD 11/01/16		25,086
	FNMA POOL #0AL9501	4.500% 11/01/2045 DD 11/01/16		27,733
	FNMA POOL #0AL9920	3.500% 02/01/2047 DD 02/01/17		277,338
	FNMA POOL #0AN7661	3.030% 12/01/2027 DD 12/01/17		348,488
	FNMA POOL #0AO0777	3.500% 04/01/2042 DD 04/01/12		15,172
	FNMA POOL #0AO2114	4.000% 05/01/2042 DD 04/01/12		19,649
	FNMA POOL #0AO2881	3.500% 05/01/2042 DD 05/01/12		2,025
	FNMA POOL #0AO2961	4.000% 05/01/2042 DD 05/01/12		87,809
	FNMA POOL #0AO3048	3.500% 06/01/2042 DD 05/01/12		2,317
	FNMA POOL #0AO9707	3.500% 07/01/2042 DD 07/01/12		7,003
	FNMA POOL #0AP5205	2.500% 09/01/2027 DD 08/01/12		1,661
	FNMA POOL #0AR7568	3.000% 03/01/2043 DD 03/01/13		36,328
	FNMA POOL #0AR7576	3.000% 03/01/2043 DD 03/01/13		45,052
	FNMA POOL #0AR8630	3.000% 04/01/2043 DD 03/01/13		71,790
	FNMA POOL #0AR9218	3.000% 03/01/2043 DD 03/01/13		73,587
	FNMA POOL #0AS0190	2.500% 08/01/2028 DD 07/01/13		6,379
	FNMA POOL #0AS2676	3.000% 06/01/2029 DD 05/01/14		104,129
	FNMA POOL #0AS3220	3.000% 09/01/2029 DD 08/01/14		59,399

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	FNMA POOL #0AS3594	3.000% 10/01/2029 DD 09/01/14		21,854
	FNMA POOL #0AS3753	3.500% 11/01/2029 DD 10/01/14		318,813
	FNMA POOL #0AS4485	2.500% 02/01/2030 DD 02/01/15		571
	FNMA POOL #0AS4488	2.500% 02/01/2030 DD 02/01/15		618
	FNMA POOL #0AS5403	2.500% 07/01/2030 DD 06/01/15		9,596
	FNMA POOL #0AS5405	2.500% 07/01/2030 DD 06/01/15		1,841
	FNMA POOL #0AS5548	2.500% 08/01/2030 DD 07/01/15		20,894
	FNMA POOL #0AS5614	2.500% 08/01/2030 DD 07/01/15		26,356
	FNMA POOL #0AS5616	2.500% 08/01/2030 DD 07/01/15		43,853
	FNMA POOL #0AS5622	3.000% 08/01/2030 DD 07/01/15		34,126
	FNMA POOL #0AS5623	3.000% 08/01/2030 DD 07/01/15		38,280
	FNMA POOL #0AS5708	3.500% 08/01/2030 DD 08/01/15		28,556
	FNMA POOL #0AS5714	3.000% 09/01/2030 DD 08/01/15		31,848
	FNMA POOL #0AS5728	3.000% 09/01/2030 DD 08/01/15		36,483
	FNMA POOL #0AS5786	2.500% 09/01/2030 DD 08/01/15		28,951
	FNMA POOL #0AS5872	2.500% 09/01/2030 DD 08/01/15		36,043
	FNMA POOL #0AS6115	2.500% 11/01/2030 DD 10/01/15		31,139
	FNMA POOL #0AS6116	2.500% 11/01/2030 DD 10/01/15		26,803
	FNMA POOL #0AS6141	2.500% 11/01/2030 DD 10/01/15		35,543
	FNMA POOL #0AS6142	2.500% 11/01/2030 DD 10/01/15		28,315
	FNMA POOL #0AS6233	4.500% 11/01/2045 DD 10/01/15		2,458
	FNMA POOL #0AS7320	2.500% 06/01/2031 DD 05/01/16		38,434
	FNMA POOL #0AS7365	3.000% 06/01/2046 DD 05/01/16		3,490
	FNMA POOL #0AS7370	3.000% 06/01/2046 DD 05/01/16		17,408
	FNMA POOL #0AS7605	2.500% 07/01/2031 DD 07/01/16		45,827
	FNMA POOL #0AS7617	2.500% 07/01/2031 DD 07/01/16		67,709
	FNMA POOL #0AS7889	3.000% 09/01/2046 DD 08/01/16		28,052
	FNMA POOL #0AS8009	2.500% 10/01/2031 DD 09/01/16		71,567
	FNMA POOL #0AS8193	2.500% 10/01/2031 DD 10/01/16		89,213
	FNMA POOL #0AS8195	2.500% 10/01/2031 DD 10/01/16		28,006
	FNMA POOL #0AS8208	2.500% 10/01/2031 DD 10/01/16		120,533
	FNMA POOL #0AS8240	2.500% 11/01/2031 DD 10/01/16		70,481
	FNMA POOL #0AS8241	2.500% 11/01/2031 DD 10/01/16		56,729
	FNMA POOL #0AS8245	2.500% 11/01/2031 DD 10/01/16		46,669
	FNMA POOL #0AS8251	2.000% 11/01/2031 DD 10/01/16		53,549
	FNMA POOL #0AS8291	2.000% 11/01/2031 DD 10/01/16		3,397
	FNMA POOL #0AS8348	3.000% 11/01/2036 DD 10/01/16		49,038
	FNMA POOL #0AS8349	3.000% 11/01/2036 DD 10/01/16		20,655
	FNMA POOL #0AS8380	4.000% 11/01/2046 DD 10/01/16		29,232
	FNMA POOL #0AS8553	3.000% 12/01/2036 DD 12/01/16		63,395
	FNMA POOL #0AS8792	3.000% 02/01/2047 DD 01/01/17		36,577
	FNMA POOL #0AS9316	2.500% 03/01/2032 DD 03/01/17		26,017
	FNMA POOL #0AS9317	2.500% 03/01/2032 DD 03/01/17		24,574
	FNMA POOL #0AS9318	2.500% 03/01/2032 DD 03/01/17		42,607
	FNMA POOL #0AS9319	2.500% 03/01/2032 DD 03/01/17		47,959
	FNMA POOL #0AS9321	2.500% 03/01/2032 DD 03/01/17		38,913
	FNMA POOL #0AT2037	3.000% 04/01/2043 DD 04/01/13		23,031
	FNMA POOL #0AT2040	3.000% 04/01/2043 DD 04/01/13		93,790
	FNMA POOL #0AT2043	3.000% 04/01/2043 DD 04/01/13		47,966
	FNMA POOL #0AT3121	3.000% 04/01/2028 DD 04/01/13		8,584
	FNMA POOL #0AT6033	3.000% 05/01/2028 DD 05/01/13		10,145
	FNMA POOL #0AU6041	3.500% 09/01/2028 DD 08/01/13		56,953
	FNMA POOL #0AU8774	3.000% 10/01/2028 DD 10/01/13		22,460
	FNMA POOL #0AW0937	3.000% 04/01/2029 DD 04/01/14		69,200
	FNMA POOL #0AW1247	3.000% 05/01/2029 DD 05/01/14		53,971
	FNMA POOL #0AW1281	3.000% 07/01/2029 DD 06/01/14		5,523
	FNMA POOL #0AW4229	3.000% 07/01/2029 DD 07/01/14		31,015
	FNMA POOL #0AW8154	3.500% 01/01/2042 DD 09/01/14		17,721
	FNMA POOL #0AX2741	3.500% 10/01/2029 DD 10/01/14		12,788
	FNMA POOL #0AX3298	3.000% 08/01/2030 DD 08/01/15		7,439
	FNMA POOL #0AX6435	3.000% 01/01/2030 DD 01/01/15		27,119
	FNMA POOL #0AX9700	3.000% 07/01/2030 DD 07/01/15		7,961
	FNMA POOL #0AX9701	3.000% 07/01/2030 DD 07/01/15		37,991
	FNMA POOL #0AY0828	2.500% 05/01/2030 DD 04/01/15		10,655
	FNMA POOL #0AY3416	2.500% 04/01/2030 DD 04/01/15		21,262
	FNMA POOL #0AZ2170	2.500% 07/01/2030 DD 07/01/15		13,191
	FNMA POOL #0AZ2297	3.000% 07/01/2030 DD 06/01/15		5,195
	FNMA POOL #0AZ5719	3.000% 09/01/2030 DD 08/01/15		14,307
	FNMA POOL #0AZ7833	3.000% 08/01/2030 DD 08/01/15		6,498
	FNMA POOL #0AZ8597	3.000% 08/01/2030 DD 08/01/15		2,389
	FNMA POOL #0BC2628	2.500% 11/01/2031 DD 10/01/16		7,792
	FNMA POOL #0BC2629	2.500% 11/01/2031 DD 10/01/16		6,701
	FNMA POOL #0BC2631	2.500% 11/01/2031 DD 10/01/16		13,708
	FNMA POOL #0BC2837	4.500% 09/01/2046 DD 09/01/16		38,474
	FNMA POOL #0BC4778	2.500% 10/01/2031 DD 10/01/16		41,672

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Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	FNMA POOL #0BC9040	2.000% 11/01/2031 DD 11/01/16		17,644
	FNMA POOL #0BD2417	3.500% 05/01/2047 DD 05/01/17		169,514
	FNMA POOL #0BD5388	2.500% 08/01/2031 DD 08/01/16		14,039
	FNMA POOL #0BE1534	3.500% 02/01/2047 DD 02/01/17		127,179
	FNMA POOL #0BE1896	3.000% 12/01/2036 DD 11/01/16		48,586
	FNMA POOL #0BE2103	3.500% 12/01/2046 DD 11/01/16		76,264
	FNMA POOL #0BE9375	3.500% 05/01/2047 DD 05/01/17		59,403
	FNMA POOL #0BF0056	6.000% 07/01/2039 DD 09/01/16		126,239
	FNMA POOL #0BH0158	3.500% 03/01/2047 DD 03/01/17		25,630
	FNMA POOL #0BH0398	4.000% 05/01/2047 DD 04/01/17		57,766
	FNMA POOL #0BH0567	3.500% 06/01/2047 DD 06/01/17		47,623
	FNMA POOL #0BH3401	4.000% 07/01/2047 DD 07/01/17		43,991
	FNMA POOL #0BH4095	4.000% 10/01/2047 DD 10/01/17		8,556
	FNMA POOL #0BH7067	4.500% 12/01/2047 DD 12/01/17		82,214
	FNMA POOL #0BH9277	3.500% 02/01/2048 DD 02/01/18		100,274
	FNMA POOL #0BJ0650	3.500% 03/01/2048 DD 03/01/18		77,128
	FNMA POOL #0BJ2054	3.500% 11/01/2032 DD 11/01/17		21,720
	FNMA POOL #0BJ2096	3.500% 01/01/2033 DD 01/01/18		12,581
	FNMA POOL #0BJ4916	3.500% 03/01/2048 DD 02/01/18		116,022
	FNMA POOL #0BJ5674	3.000% 01/01/2033 DD 01/01/18		20,874
	FNMA POOL #0BJ9057	4.000% 02/01/2048 DD 01/01/18		8,896
	FNMA POOL #0BJ9058	4.000% 02/01/2048 DD 01/01/18		9,962
	FNMA POOL #0BK4471	4.500% 07/01/2048 DD 07/01/18		2,275
	FNMA POOL #0BK4689	4.500% 07/01/2048 DD 07/01/18		23,852
	FNMA POOL #0BK7642	4.000% 09/01/2033 DD 09/01/18		14,639
	FNMA POOL #0BM1036	2.500% 02/01/2032 DD 03/01/17		2,250
	FNMA POOL #0BM1100	3.500% 02/01/2045 DD 03/01/17		51,707
	FNMA POOL #0BM1174	3.500% 05/01/2047 DD 04/01/17		89,869
	FNMA POOL #0BM1595	2.500% 03/01/2031 DD 07/01/17		3,131
	FNMA POOL #0BM1602	3.500% 05/01/2032 DD 07/01/17		118,189
	FNMA POOL #0BM1619	4.000% 08/01/2047 DD 07/01/17		80,389
	FNMA POOL #0BM1756	4.500% 12/01/2045 DD 09/01/17		69,562
	FNMA POOL #0BM1896	2.500% 11/01/2031 DD 10/01/17		1,226
	FNMA POOL #0BM1920	4.500% 07/01/2046 DD 10/01/17		179,202
	FNMA POOL #0BM3052	4.500% 10/01/2047 DD 10/01/17		72,706
	FNMA POOL #0BM3053	4.500% 07/01/2046 DD 10/01/17		150,039
	FNMA POOL #0BM3054	2.000% 11/01/2031 DD 10/01/17		64,168
	FNMA POOL #0BM3061	2.000% 03/01/2032 DD 10/01/17		103,738
	FNMA POOL #0BM3240	3.000% 09/01/2032 DD 12/01/17		41,679
	FNMA POOL #0BM3280	4.500% 11/01/2047 DD 12/01/17		164,452
	FNMA POOL #0BM3403	2.500% 02/01/2030 DD 01/01/18		1,816
	FNMA POOL #0BM3503	3.500% 04/01/2032 DD 02/01/18		166,371
	FNMA POOL #0BM3552	2.500% 08/01/2030 DD 02/01/18		5,988
	FNMA POOL #0BM3578	2.500% 08/01/2032 DD 02/01/18		53,681
	FNMA POOL #0BM3793	2.500% 02/01/2033 DD 04/01/18		113,419
	FNMA POOL #0BM3846	4.500% 04/01/2048 DD 04/01/18		85,839
	FNMA POOL #0BM4301	4.000% 03/01/2048 DD 07/01/18		563,443
	FNMA POOL #0BM5111	3.000% 11/01/2033 DD 12/01/18		379,516
	FNMA POOL #0BM5859	4.000% 10/01/2048 DD 04/01/19		8,064
	FNMA POOL #0BN8997	2.000% 03/01/2051 DD 02/01/21		200,829
	FNMA POOL #0BN9004	2.000% 03/01/2051 DD 02/01/21		111,136
	FNMA POOL #0BP3574	2.500% 07/01/2051 DD 06/01/21		59,668
	FNMA POOL #0BQ0697	2.000% 09/01/2050 DD 08/01/20		88,299
	FNMA POOL #0BQ6334	2.000% 11/01/2050 DD 11/01/20		70,907
	FNMA POOL #0BR1615	2.000% 02/01/2051 DD 02/01/21		623,728
	FNMA POOL #0BR4654	2.500% 03/01/2051 DD 03/01/21		54,937
	FNMA POOL #0BR7241	2.000% 04/01/2051 DD 03/01/21		120,976
	FNMA POOL #0BR7802	2.000% 04/01/2051 DD 04/01/21		195,486
	FNMA POOL #0BR8283	2.500% 04/01/2051 DD 04/01/21		35,435
	FNMA POOL #0BR8296	2.500% 05/01/2051 DD 04/01/21		20,838
	FNMA POOL #0BR8896	2.500% 04/01/2051 DD 04/01/21		65,485
	FNMA POOL #0BR8915	2.500% 05/01/2051 DD 04/01/21		35,773
	FNMA POOL #0BT8452	2.500% 10/01/2051 DD 09/01/21		21,858
	FNMA POOL #0BV8545	3.500% 05/01/2052 DD 05/01/22		175,069
	FNMA POOL #0BX4207	5.000% 01/01/2053 DD 01/01/23		142,036
	FNMA POOL #0BX6108	5.500% 01/01/2053 DD 01/01/23		316,943
	FNMA POOL #0BY0557	5.500% 05/01/2053 DD 05/01/23		162,650
	FNMA POOL #0BY0568	6.000% 05/01/2053 DD 05/01/23		92,660
	FNMA POOL #0BY2967	5.500% 05/01/2053 DD 05/01/23		159,613
	FNMA POOL #0CA1622	3.000% 04/01/2033 DD 04/01/18		27,511
	FNMA POOL #0CA1704	4.500% 05/01/2048 DD 04/01/18		637,072
	FNMA POOL #0CA2469	4.000% 10/01/2048 DD 09/01/18		22,145
	FNMA POOL #0CA2527	4.000% 10/01/2033 DD 10/01/18		39,548
	FNMA POOL #0CA2708	4.000% 05/01/2048 DD 11/01/18		10,455
	FNMA POOL #0CA3517	4.500% 05/01/2049 DD 04/01/19		25,819

Nokia Savings/401(k) Plan
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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	FNMA POOL #0CA5065	3.000% 01/01/2035 DD 01/01/20		390,227
	FNMA POOL #0CA5071	3.000% 01/01/2035 DD 01/01/20		394,726
	FNMA POOL #0CA5368	4.000% 03/01/2050 DD 02/01/20		88,393
	FNMA POOL #0CA5933	2.000% 06/01/2035 DD 05/01/20		150,269
	FNMA POOL #0CA5939	2.000% 06/01/2035 DD 05/01/20		72,305
	FNMA POOL #0CA6106	4.000% 06/01/2050 DD 05/01/20		137,561
	FNMA POOL #0CA6341	2.500% 07/01/2050 DD 06/01/20		706,363
	FNMA POOL #0CA6342	2.500% 07/01/2050 DD 06/01/20		693,717
	FNMA POOL #0CA6343	2.500% 07/01/2050 DD 06/01/20		715,309
	FNMA POOL #0CA6359	2.500% 07/01/2050 DD 06/01/20		407,071
	FNMA POOL #0CA6577	2.500% 08/01/2050 DD 07/01/20		805,015
	FNMA POOL #0CA6636	2.500% 08/01/2050 DD 07/01/20		660,944
	FNMA POOL #0CA6711	2.500% 08/01/2050 DD 07/01/20		206,071
	FNMA POOL #0CA6840	2.000% 09/01/2035 DD 08/01/20		70,694
	FNMA POOL #0CA7136	2.000% 09/01/2035 DD 09/01/20		75,452
	FNMA POOL #0CA7253	2.500% 10/01/2035 DD 09/01/20		215,270
	FNMA POOL #0CA7255	2.500% 10/01/2035 DD 09/01/20		212,589
	FNMA POOL #0CA7597	2.500% 11/01/2050 DD 10/01/20		467,453
	FNMA POOL #0CA7938	2.500% 11/01/2035 DD 11/01/20		369,660
	FNMA POOL #0CA8377	1.500% 12/01/2035 DD 12/01/20		27,337
	FNMA POOL #0CA8387	2.500% 12/01/2035 DD 12/01/20		457,148
	FNMA POOL #0CA8388	2.500% 12/01/2035 DD 12/01/20		524,428
	FNMA POOL #0CA8592	2.500% 01/01/2051 DD 12/01/20		122,046
	FNMA POOL #0CA8737	2.500% 02/01/2036 DD 01/01/21		62,707
	FNMA POOL #0CA9038	2.500% 02/01/2051 DD 02/01/21		444,660
	FNMA POOL #0CA9422	1.500% 03/01/2036 DD 03/01/21		59,256
	FNMA POOL #0CA9432	2.000% 03/01/2036 DD 03/01/21		133,648
	FNMA POOL #0CB0383	2.500% 05/01/2051 DD 04/01/21		627,147
	FNMA POOL #0CB0428	2.000% 05/01/2036 DD 04/01/21		127,124
	FNMA POOL #0CB0622	1.500% 05/01/2036 DD 05/01/21		95,480
	FNMA POOL #0CB1309	2.000% 08/01/2051 DD 07/01/21		2,441,614
	FNMA POOL #0CB1310	2.000% 08/01/2051 DD 07/01/21		2,042,269
	FNMA POOL #0CB1666	2.500% 09/01/2051 DD 08/01/21		159,309
	FNMA POOL #0CB1806	2.500% 10/01/2051 DD 09/01/21		184,866
	FNMA POOL #0CB2054	2.000% 11/01/2051 DD 10/01/21		584,945
	FNMA POOL #0CB2079	2.000% 11/01/2051 DD 10/01/21		517,981
	FNMA POOL #0CB2139	2.000% 11/01/2051 DD 10/01/21		283,305
	FNMA POOL #0CB2165	3.000% 11/01/2051 DD 10/01/21		665,116
	FNMA POOL #0CB2372	2.500% 12/01/2051 DD 11/01/21		142,931
	FNMA POOL #0CB2418	3.000% 12/01/2051 DD 11/01/21		295,182
	FNMA POOL #0CB2601	2.000% 01/01/2052 DD 12/01/21		332,547
	FNMA POOL #0CB2620	2.500% 01/01/2052 DD 12/01/21		462,493
	FNMA POOL #0CB2621	2.500% 01/01/2052 DD 12/01/21		558,452
	FNMA POOL #0CB2622	2.500% 01/01/2052 DD 12/01/21		841,393
	FNMA POOL #0CB2633	2.500% 01/01/2052 DD 12/01/21		263,171
	FNMA POOL #0CB2661	3.000% 01/01/2052 DD 12/01/21		15,477
	FNMA POOL #0CB2836	2.000% 02/01/2052 DD 01/01/22		167,876
	FNMA POOL #0CB2837	2.000% 02/01/2052 DD 01/01/22		387,366
	FNMA POOL #0CB2838	2.000% 02/01/2052 DD 01/01/22		864,467
	FNMA POOL #0CB2854	2.500% 02/01/2052 DD 01/01/22		132,526
	FNMA POOL #0CB2855	2.500% 02/01/2052 DD 01/01/22		474,901
	FNMA POOL #0CB2856	2.500% 02/01/2052 DD 01/01/22		562,564
	FNMA POOL #0CB2863	2.500% 02/01/2052 DD 01/01/22		90,479
	FNMA POOL #0CB2966	2.000% 03/01/2037 DD 02/01/22		108,658
	FNMA POOL #0CB2967	2.000% 02/01/2037 DD 02/01/22		206,560
	FNMA POOL #0CB3101	2.000% 03/01/2052 DD 02/01/22		535,153
	FNMA POOL #0CB3102	2.000% 03/01/2052 DD 02/01/22		974,553
	FNMA POOL #0CB3105	2.000% 03/01/2052 DD 02/01/22		375,618
	FNMA POOL #0CB3115	3.000% 03/01/2052 DD 02/01/22		1,092,310
	FNMA POOL #0CB4324	3.500% 08/01/2052 DD 07/01/22		132,688
	FNMA POOL #0CB4345	4.500% 08/01/2052 DD 07/01/22		1,093,603
	FNMA POOL #0CB4657	3.500% 09/01/2052 DD 08/01/22		29,604
	FNMA POOL #0CB4658	3.500% 09/01/2052 DD 08/01/22		86,642
	FNMA POOL #0CB4660	3.500% 09/01/2052 DD 08/01/22		113,709
	FNMA POOL #0CB4661	3.500% 09/01/2052 DD 08/01/22		135,340
	FNMA POOL #0CB4990	4.500% 11/01/2037 DD 10/01/22		104,847
	FNMA POOL #0CB5450	5.000% 01/01/2053 DD 12/01/22		847,248
	FNMA POOL #0CB5462	5.500% 01/01/2053 DD 12/01/22		242,988
	FNMA POOL #0CB6063	5.000% 04/01/2053 DD 03/01/23		612,501
	FNMA POOL #0CB6094	6.000% 04/01/2053 DD 03/01/23		284,989
	FNMA POOL #0CB6321	5.500% 05/01/2053 DD 04/01/23		734,611
	FNMA POOL #0CB6329	6.000% 05/01/2053 DD 04/01/23		528,562
	FNMA POOL #0CB6366	4.500% 05/01/2038 DD 05/01/23		15,557
	FNMA POOL #0CB6379	5.500% 05/01/2038 DD 05/01/23		31,455
	FNMA POOL #0CB6463	5.500% 06/01/2053 DD 05/01/23		478,267

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	FNMA POOL #0CB6757	6.000% 07/01/2053 DD 06/01/23		850,296
	FNMA POOL #0CB6872	6.000% 08/01/2053 DD 07/01/23		1,525,655
	FNMA POOL #0CB7349	6.500% 10/01/2053 DD 09/01/23		503,988
	FNMA POOL #0FM1045	4.500% 06/01/2039 DD 06/01/19		33,138
	FNMA POOL #0FM1353	4.500% 08/01/2039 DD 08/01/19		92,097
	FNMA POOL #0FM1534	4.500% 09/01/2049 DD 09/01/19		563,885
	FNMA POOL #0FM1680	2.500% 12/01/2033 DD 10/01/19		98,791
	FNMA POOL #0FM1774	4.500% 03/01/2039 DD 10/01/19		66,203
	FNMA POOL #0FM1800	4.000% 08/01/2049 DD 10/01/19		202,600
	FNMA POOL #0FM2743	3.000% 02/01/2034 DD 03/01/20		178,384
	FNMA POOL #0FM2972	4.000% 12/01/2044 DD 04/01/20		314,494
	FNMA POOL #0FM3224	3.500% 09/01/2045 DD 05/01/20		576,659
	FNMA POOL #0FM3665	4.000% 09/01/2049 DD 06/01/20		199,960
	FNMA POOL #0FM3904	4.000% 03/01/2049 DD 07/01/20		323,999
	FNMA POOL #0FM4874	2.500% 11/01/2050 DD 11/01/20		133,611
	FNMA POOL #0FM5176	2.000% 12/01/2050 DD 12/01/20		305,622
	FNMA POOL #0FM5292	3.000% 08/01/2050 DD 12/01/20		707,524
	FNMA POOL #0FM5294	3.500% 02/01/2045 DD 12/01/20		151,833
	FNMA POOL #0FM5295	3.500% 04/01/2048 DD 12/01/20		786,545
	FNMA POOL #0FM5296	4.000% 01/01/2049 DD 12/01/20		303,678
	FNMA POOL #0FM5305	2.000% 12/01/2050 DD 12/01/20		96,583
	FNMA POOL #0FM5315	3.500% 06/01/2049 DD 12/01/20		84,772
	FNMA POOL #0FM6149	2.000% 02/01/2036 DD 02/01/21		95,797
	FNMA POOL #0FM6863	2.000% 04/01/2051 DD 04/01/21		292,397
	FNMA POOL #0FM7031	4.000% 01/01/2051 DD 04/01/21		421,325
	FNMA POOL #0FM7423	1.500% 06/01/2036 DD 05/01/21		338,776
	FNMA POOL #0FM7460	4.000% 03/01/2051 DD 05/01/21		462,198
	FNMA POOL #0FM7495	2.000% 04/01/2036 DD 06/01/21		178,236
	FNMA POOL #0FM7599	3.500% 01/01/2051 DD 05/01/21		2,806,453
	FNMA POOL #0FM7973	4.000% 08/01/2051 DD 07/01/21		82,299
	FNMA POOL #0FM8117	2.000% 07/01/2036 DD 07/01/21		200,588
	FNMA POOL #0FM8695	2.000% 09/01/2036 DD 08/01/21		160,718
	FNMA POOL #0FM8733	2.000% 09/01/2036 DD 09/01/21		178,671
	FNMA POOL #0FM9318	2.000% 11/01/2036 DD 10/01/21		93,846
	FNMA POOL #0FM9452	2.000% 12/01/2051 DD 11/01/21		252,378
	FNMA POOL #0FM9538	2.000% 11/01/2051 DD 11/01/21		515,059
	FNMA POOL #0FM9730	2.000% 12/01/2051 DD 11/01/21		158,388
	FNMA POOL #0FM9925	2.000% 12/01/2051 DD 12/01/21		240,662
	FNMA POOL #0FP0025	2.000% 04/01/2053 DD 03/01/23		441,116
	FNMA POOL #0FS0003	1.500% 12/01/2036 DD 12/01/21		157,536
	FNMA POOL #0FS0026	2.500% 11/01/2051 DD 12/01/21		221,749
	FNMA POOL #0FS0173	2.000% 01/01/2052 DD 12/01/21		247,615
	FNMA POOL #0FS0193	2.500% 01/01/2052 DD 12/01/21		431,879
	FNMA POOL #0FS0208	2.500% 01/01/2052 DD 12/01/21		561,180
	FNMA POOL #0FS0209	2.500% 01/01/2052 DD 12/01/21		699,882
	FNMA POOL #0FS0211	2.000% 12/01/2051 DD 12/01/21		360,066
	FNMA POOL #0FS0212	2.000% 12/01/2051 DD 12/01/21		365,728
	FNMA POOL #0FS0216	2.000% 01/01/2037 DD 12/01/21		91,823
	FNMA POOL #0FS0290	2.000% 01/01/2052 DD 01/01/22		285,506
	FNMA POOL #0FS0316	1.500% 11/01/2041 DD 01/01/22		2,964,077
	FNMA POOL #0FS0378	2.500% 01/01/2052 DD 01/01/22		618,719
	FNMA POOL #0FS0451	3.000% 02/01/2035 DD 01/01/22		21,354
	FNMA POOL #0FS0497	2.000% 01/01/2052 DD 01/01/22		436,667
	FNMA POOL #0FS0598	2.000% 12/01/2051 DD 02/01/22		69,448
	FNMA POOL #0FS0599	2.000% 04/01/2051 DD 02/01/22		66,913
	FNMA POOL #0FS0610	2.000% 02/01/2037 DD 02/01/22		39,239
	FNMA POOL #0FS0646	2.000% 02/01/2052 DD 02/01/22		199,619
	FNMA POOL #0FS0754	2.000% 02/01/2037 DD 02/01/22		90,166
	FNMA POOL #0FS1133	4.000% 05/01/2052 DD 04/01/22		1,118,252
	FNMA POOL #0FS1267	4.000% 04/01/2052 DD 03/01/22		185,261
	FNMA POOL #0FS1330	2.000% 03/01/2037 DD 03/01/22		474,036
	FNMA POOL #0FS1331	2.000% 03/01/2037 DD 03/01/22		364,049
	FNMA POOL #0FS1334	2.000% 11/01/2051 DD 03/01/22		692,509
	FNMA POOL #0FS1406	2.000% 01/01/2052 DD 03/01/22		186,129
	FNMA POOL #0FS1463	4.000% 05/01/2051 DD 04/01/22		2,192,440
	FNMA POOL #0FS1520	3.000% 04/01/2052 DD 04/01/22		212,056
	FNMA POOL #0FS1522	3.000% 05/01/2052 DD 04/01/22		331,510
	FNMA POOL #0FS1661	2.500% 03/01/2052 DD 04/01/22		231,026
	FNMA POOL #0FS2040	2.000% 02/01/2052 DD 05/01/22		1,637,338
	FNMA POOL #0FS2409	5.000% 07/01/2052 DD 07/01/22		191,171
	FNMA POOL #0FS2458	5.000% 07/01/2052 DD 07/01/22		227,959
	FNMA POOL #0FS2473	5.000% 07/01/2052 DD 07/01/22		279,860
	FNMA POOL #0FS2812	3.500% 07/01/2052 DD 08/01/22		180,750
	FNMA POOL #0FS3221	1.500% 02/01/2037 DD 10/01/22		98,536
	FNMA POOL #0FS3251	6.000% 11/01/2052 DD 11/01/22		93,465

Nokia Savings/401(k) Plan
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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	FNMA POOL #0FS3325	2.000% 04/01/2037 DD 11/01/22		281,389
	FNMA POOL #0FS3377	4.000% 05/01/2052 DD 12/01/22		1,149,414
	FNMA POOL #0FS3832	6.000% 01/01/2053 DD 01/01/23		646,175
	FNMA POOL #0FS4629	5.500% 05/01/2053 DD 05/01/23		648,287
	FNMA POOL #0FS4641	6.000% 05/01/2053 DD 05/01/23		191,746
	FNMA POOL #0FS4885	3.500% 05/01/2037 DD 05/01/23		92,865
	FNMA POOL #0FS5537	6.500% 08/01/2053 DD 08/01/23		840,465
	FNMA POOL #0FS6072	2.500% 12/01/2036 DD 10/01/23		47,117
	FNMA POOL #0MA2774	2.000% 10/01/2031 DD 09/01/16		10,520
	FNMA POOL #0MA2845	2.000% 12/01/2031 DD 11/01/16		14,784
	FNMA POOL #0MA3027	4.000% 06/01/2047 DD 05/01/17		94,571
	FNMA POOL #0MA3060	3.000% 07/01/2032 DD 06/01/17		91,060
	FNMA POOL #0MA3071	4.000% 06/01/2037 DD 06/01/17		10,794
	FNMA POOL #0MA3121	4.000% 08/01/2047 DD 08/01/17		5,216
	FNMA POOL #0MA3129	4.000% 09/01/2037 DD 08/01/17		13,311
	FNMA POOL #0MA3149	4.000% 10/01/2047 DD 09/01/17		33,466
	FNMA POOL #0MA3182	3.500% 10/01/2047 DD 10/01/17		217,695
	FNMA POOL #0MA3210	3.500% 11/01/2047 DD 11/01/17		218,254
	FNMA POOL #0MA3238	3.500% 01/01/2048 DD 12/01/17		131,908
	FNMA POOL #0MA3239	4.000% 12/01/2047 DD 12/01/17		41,833
	FNMA POOL #0MA3247	3.000% 01/01/2033 DD 12/01/17		152,369
	FNMA POOL #0MA3310	4.000% 03/01/2038 DD 02/01/18		9,146
	FNMA POOL #0MA3333	4.000% 03/01/2048 DD 03/01/18		9,205
	FNMA POOL #0MA3356	3.500% 04/01/2048 DD 04/01/18		37,146
	FNMA POOL #0MA3384	4.000% 04/01/2048 DD 05/01/18		7,683
	FNMA POOL #0MA3415	4.000% 07/01/2048 DD 06/01/18		7,676
	FNMA POOL #0MA3416	4.500% 07/01/2048 DD 06/01/18		360,102
	FNMA POOL #0MA3747	4.500% 07/01/2049 DD 07/01/19		40,466
	FNMA POOL #0MA4099	2.500% 07/01/2035 DD 07/01/20		1,113,130
	FNMA POOL #0MA4119	2.000% 09/01/2050 DD 08/01/20		286,925
	FNMA POOL #0MA4157	1.500% 09/01/2050 DD 09/01/20		416,973
	FNMA POOL #0MA4158	2.000% 10/01/2050 DD 09/01/20		516,646
	FNMA POOL #0MA4181	1.500% 10/01/2050 DD 10/01/20		359,242
	FNMA POOL #0MA4237	2.000% 01/01/2051 DD 12/01/20		8,023,603
	FNMA POOL #0MA4280	1.500% 02/01/2051 DD 02/01/21		485,883
	FNMA POOL #0MA4343	1.500% 04/01/2051 DD 04/01/21		7,359
	FNMA POOL #0MA4354	1.500% 05/01/2051 DD 05/01/21		6,054
	FNMA POOL #0MA4367	1.500% 06/01/2031 DD 05/01/21		682,707
	FNMA POOL #0MA4389	1.500% 07/01/2031 DD 06/01/21		528,266
	FNMA POOL #0MA4465	2.000% 10/01/2051 DD 10/01/21		196,961
	FNMA POOL #0MA4492	2.000% 11/01/2051 DD 11/01/21		309,008
	FNMA POOL #0MA4500	1.500% 11/01/2041 DD 11/01/21		1,506,121
	FNMA POOL #0MA4656	4.500% 06/01/2052 DD 06/01/22		134,666
	FNMA POOL #0MA4841	5.000% 11/01/2052 DD 11/01/22		327,458
	FNMA GTD REMIC P/T 10-136 CY	4.000% 12/25/2040 DD 11/01/10		1,542,882
	FNMA GTD REMIC P/T 11-48 MG	VAR RT 06/25/2026 DD 05/01/11		55,028
	FNMA GTD REMIC P/T 11-84 MG	VAR RT 09/25/2026 DD 08/01/11		54,211
	FNMA GTD REMIC P/T 13-133 NA	3.000% 05/25/2036 DD 12/01/13		1,191
	FNMA GTD REMIC P/T 14-2 PX	4.500% 01/25/2041 DD 01/01/14		949,901
	FNMA GTD REMIC P/T 16-27 HK	3.000% 01/25/2041 DD 04/01/16		359,056
	FNMA GTD REMIC P/T 16-27 KG	3.000% 01/25/2040 DD 04/01/16		164,322
	FNMA GTD REMIC P/T 16-48 UF	VAR RT 08/25/2046 DD 07/25/16		392,404
	FNMA GTD REMIC P/T 16-49 LA	3.500% 01/25/2043 DD 07/01/16		128,799
	FNMA GTD REMIC P/T 18-21 CA	3.500% 04/25/2045 DD 03/01/18		44,192
	FNMA GTD REMIC P/T 20-79 JA	1.500% 11/25/2050 DD 10/01/20		123,450
	FNMA GTD REMIC P/T 22-65 FB	VAR RT 09/25/2052 DD 09/25/22		754,002
	FNMA GTD REMIC P/T 22-M1S A2	VAR RT 04/25/2032 DD 06/01/22		242,834
	FRESB 2019-SB60 MORT SB60 A10H	VAR RT 01/25/2039 DD 03/01/19		262,289
	GNMA POOL #0546215	4.500% 04/15/2040 DD 04/01/10		8,543
	GNMA POOL #0553461	3.500% 01/15/2042 DD 01/01/12		27,037
	GNMA POOL #0615516	4.500% 09/15/2033 DD 09/01/03		10,786
	GNMA POOL #0728627	4.500% 01/15/2040 DD 01/01/10		13,730
	GNMA POOL #0745793	4.500% 07/15/2040 DD 07/01/10		40,277
	GNMA POOL #0759138	4.000% 01/15/2041 DD 01/01/11		61,039
	GNMA POOL #0762838	4.000% 03/15/2041 DD 03/01/11		33,216
	GNMA POOL #0782557	5.000% 01/15/2039 DD 02/01/09		198,504
	GNMA POOL #0782619	5.000% 04/15/2039 DD 04/01/09		120,837
	GNMA POOL #0782696	5.000% 06/15/2039 DD 07/01/09		18,267
	GNMA POOL #0782958	5.000% 05/15/2040 DD 05/01/10		53,772
	GNMA POOL #0783571	5.000% 12/15/2033 DD 05/01/12		46,717
	GNMA POOL #0783609	4.500% 10/15/2040 DD 07/01/12		76,524
	GNMA POOL #0783610	4.500% 11/15/2041 DD 07/01/12		62,234
	GNMA POOL #0784439	3.000% 02/15/2045 DD 02/01/18		69,242
	GNMA POOL #0AD2334	3.500% 04/15/2043 DD 04/01/13		36,051
	GNMA POOL #0AZ8560	4.500% 03/15/2047 DD 03/01/17		14,248

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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	GNMA POOL #0AZ8596	4.500% 04/15/2047 DD 04/01/17		17,501
	GNMA POOL #0AZ8597	4.500% 04/15/2047 DD 04/01/17		11,638
	GNMA POOL #0BA7888	4.500% 05/15/2047 DD 05/01/17		10,513
	GNMA POOL #0BB6967	4.000% 06/15/2047 DD 07/01/17		5,482
	GNMA POOL #0BC5919	4.000% 09/15/2047 DD 09/01/17		18,740
	GNMA POOL #0BD3187	4.000% 10/15/2047 DD 10/01/17		30,717
	GNMA POOL #0BE0143	4.000% 01/15/2048 DD 01/01/18		48,565
	GNMA POOL #0BE0144	4.000% 01/15/2048 DD 01/01/18		11,909
	GNMA POOL #0BE0204	4.000% 01/15/2048 DD 02/01/18		35,400
	GNMA POOL #0BE1030	4.000% 11/15/2047 DD 11/01/17		17,226
	GNMA POOL #0BE1031	4.000% 10/15/2047 DD 11/01/17		36,408
	GNMA POOL #0BE4664	4.000% 12/15/2047 DD 12/01/17		40,745
	GNMA GTD REMIC P/T 17-136 GB	3.000% 03/20/2047 DD 09/01/17		38,525
	GNMA GTD REMIC P/T 20-127 LP	1.500% 06/20/2050 DD 08/01/20		439,264
	GNMA II POOL #0004422	4.000% 04/20/2039 DD 04/01/09		2,264
	GNMA II POOL #0004494	VAR RT 07/20/2039 DD 07/01/09		13,318
	GNMA II POOL #0004559	5.000% 10/20/2039 DD 10/01/09		77,074
	GNMA II POOL #0004598	4.500% 12/20/2039 DD 12/01/09		3,426
	GNMA II POOL #0004617	4.500% 01/20/2040 DD 01/01/10		4,111
	GNMA II POOL #0004636	4.500% 02/20/2040 DD 02/01/10		3,419
	GNMA II POOL #0004696	4.500% 05/20/2040 DD 05/01/10		215
	GNMA II POOL #0004746	4.500% 07/20/2040 DD 07/01/10		1,425
	GNMA II POOL #0004771	4.500% 08/20/2040 DD 08/01/10		8,765
	GNMA II POOL #0004800	4.000% 09/20/2040 DD 09/01/10		3,396
	GNMA II POOL #0004833	4.000% 10/20/2040 DD 10/01/10		46,818
	GNMA II POOL #0004834	4.500% 10/20/2040 DD 10/01/10		2,663
	GNMA II POOL #0004853	4.000% 11/20/2040 DD 11/01/10		27,162
	GNMA II POOL #0004882	4.000% 12/20/2040 DD 12/01/10		85,788
	GNMA II POOL #0004922	4.000% 01/20/2041 DD 01/01/11		75,905
	GNMA II POOL #0004945	4.000% 02/20/2041 DD 02/01/11		1,614
	GNMA II POOL #0005018	5.000% 04/20/2041 DD 04/01/11		4,996
	GNMA II POOL #0005056	5.000% 05/20/2041 DD 05/01/11		1,027
	GNMA II POOL #0005083	5.000% 06/20/2041 DD 06/01/11		14,248
	GNMA II POOL #0005115	4.500% 07/20/2041 DD 07/01/11		212,048
	GNMA II POOL #0005116	5.000% 07/20/2041 DD 07/01/11		8,304
	GNMA II POOL #0783584	4.500% 07/20/2041 DD 06/01/12		33,032
	GNMA II POOL #0783590	4.500% 06/20/2041 DD 06/01/12		55,087
	GNMA II POOL #0A14167	4.000% 08/20/2044 DD 08/01/14		5,953
	GNMA II POOL #0AJ2723	4.000% 08/20/2044 DD 08/01/14		3,154
	GNMA II POOL #0AJ4687	4.000% 08/20/2044 DD 08/01/14		8,421
	GNMA II POOL #0AQ0542	4.000% 10/20/2046 DD 10/01/16		3,549
	GNMA II POOL #0AX4341	3.500% 10/20/2046 DD 10/01/16		18,463
	GNMA II POOL #0AX4342	3.500% 10/20/2046 DD 10/01/16		19,961
	GNMA II POOL #0AX4343	3.500% 10/20/2046 DD 10/01/16		15,737
	GNMA II POOL #0AX4344	3.500% 10/20/2046 DD 10/01/16		39,878
	GNMA II POOL #0AX4345	3.500% 10/20/2046 DD 10/01/16		25,523
	GNMA II POOL #0BD0560	4.500% 09/20/2048 DD 09/01/18		40,832
	GNMA II POOL #0MA0023	4.000% 04/20/2042 DD 04/01/12		47,988
	GNMA II POOL #0MA0934	3.500% 04/20/2043 DD 04/01/13		92,507
	GNMA II POOL #0MA1012	3.500% 05/20/2043 DD 05/01/13		54,595
	GNMA II POOL #0MA1158	4.000% 07/20/2043 DD 07/01/13		12,253
	GNMA II POOL #0MA1677	3.500% 02/20/2044 DD 02/01/14		281,597
	GNMA II POOL #0MA2826	3.500% 05/20/2045 DD 05/01/15		1,081,813
	GNMA II POOL #0MA3521	3.500% 03/20/2046 DD 03/01/16		1,325,875
	GNMA II POOL #0MA3803	3.500% 07/20/2046 DD 07/01/16		100,169
	GNMA II POOL #0MA3937	3.500% 09/20/2046 DD 09/01/16		376,696
	GNMA II POOL #0MA4452	4.000% 04/20/2047 DD 05/01/17		9,968
	GNMA II POOL #0MA4511	4.000% 06/20/2047 DD 06/01/17		354,631
	GNMA II POOL #0MA4838	4.000% 11/20/2047 DD 11/01/17		282,876
	GNMA II POOL #0MA4901	4.000% 12/20/2047 DD 12/01/17		139,580
	GNMA II POOL #0MA5818	4.500% 03/20/2049 DD 03/01/19		38,764
	GNMA II POOL #0MA6599	3.000% 04/20/2050 DD 04/01/20		165,246
	GNMA II POOL #0MA6602	4.500% 04/20/2050 DD 04/01/20		103,240
	GNMA II POOL #0MA6656	3.000% 05/20/2050 DD 05/01/20		363,450
	GNMA II POOL #0MA6658	4.000% 05/20/2050 DD 05/01/20		66,303
	GNMA II POOL #0MA6820	3.000% 08/20/2050 DD 08/01/20		51,728
	GNMA II POOL #0MA6823	4.500% 08/20/2050 DD 08/01/20		9,062
	GNMA II POOL #0MA6994	2.000% 11/20/2050 DD 11/01/20		241,568
	GNMA II POOL #0MA7135	2.000% 01/20/2051 DD 01/01/21		2,981,359
	GNMA II POOL #0MA7312	2.500% 04/20/2051 DD 04/01/21		1,455,679
	GNMA II POOL #0MA7419	3.000% 06/20/2051 DD 06/01/21		1,728,337
	GNMA II POOL #0MA7649	2.500% 10/20/2051 DD 10/01/21		721,357
	GNMA II POOL #0MA7767	2.500% 12/20/2051 DD 12/01/21		485,343
	GNMA II POOL #0MA7828	3.000% 01/20/2052 DD 01/01/22		37,204
	GNMA II POOL #0MA8042	2.500% 05/20/2052 DD 05/01/22		761,499

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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	GNMA II POOL #0MA8097	2.500% 06/20/2052 DD 06/01/22		200,108
	GNMA II POOL #0MA8147	2.500% 07/20/2052 DD 07/01/22		1,180,067
	GNMA II POOL #0MA8485	2.500% 12/20/2052 DD 12/01/22		81,162
	GNMA II POOL #0MA8564	2.500% 01/20/2053 DD 01/01/23		263,663
	U S TREASURY BOND	1.125% 08/15/2040 DD 08/15/20		3,823,305
	U S TREASURY BOND	1.250% 05/15/2050 DD 05/15/20		1,600,436
	U S TREASURY BOND	1.375% 08/15/2050 DD 08/15/20		4,338,009
	U S TREASURY BOND	1.750% 08/15/2041 DD 08/15/21		1,234,457
	U S TREASURY BOND	1.875% 02/15/2041 DD 02/15/21		690,188
	U S TREASURY BOND	2.000% 11/15/2041 DD 11/15/21		278,478
	U S TREASURY BOND	2.250% 02/15/2052 DD 02/15/22		176,074
	U S TREASURY BOND	2.375% 02/15/2042 DD 02/15/22		1,081,845
	U S TREASURY BOND	2.500% 02/15/2045 DD 02/15/15		7,572
	U S TREASURY BOND	2.500% 02/15/2046 DD 02/15/16		1,692,043
	U S TREASURY BOND	2.875% 05/15/2049 DD 05/15/19		1,199,860
	U S TREASURY BOND	2.875% 05/15/2052 DD 05/15/22		358,277
	U S TREASURY BOND	2.875% 08/15/2045 DD 08/15/15		1,173,207
	U S TREASURY BOND	2.875% 11/15/2046 DD 11/15/16		632,586
	U S TREASURY BOND	3.000% 02/15/2047 DD 02/15/17		3,091,933
	U S TREASURY BOND	3.000% 02/15/2048 DD 02/15/18		1,401,598
	U S TREASURY BOND	3.000% 05/15/2045 DD 05/15/15		1,443,750
	U S TREASURY BOND	3.000% 08/15/2048 DD 08/15/18		2,323,925
	U S TREASURY BOND	3.000% 08/15/2052 DD 08/15/22		2,261,144
	U S TREASURY BOND	3.000% 11/15/2045 DD 11/15/15		6,351,509
	U S TREASURY BOND	3.125% 05/15/2048 DD 05/15/18		6,244,272
	U S TREASURY BOND	3.125% 08/15/2044 DD 08/15/14		880,628
	U S TREASURY BOND	3.125% 11/15/2041 DD 11/15/11		7,777,957
	U S TREASURY BOND	3.375% 11/15/2048 DD 11/15/18		771,125
	U S TREASURY BOND	3.625% 02/15/2044 DD 02/15/14		1,429,472
	U S TREASURY BOND	3.625% 02/15/2053 DD 02/15/23		468,183
	U S TREASURY BOND	3.625% 05/15/2053 DD 05/15/23		1,491,269
	U S TREASURY BOND	3.625% 08/15/2043 DD 08/15/13		1,762,827
	U S TREASURY BOND	3.875% 05/15/2043 DD 05/15/23		533,838
	U S TREASURY BOND	4.000% 11/15/2052 DD 11/15/22		602,837
	U S TREASURY BOND	4.125% 08/15/2053 DD 08/15/23		420,485
	U S TREASURY BOND	4.375% 02/15/2038 DD 02/15/08		5,716,250
	U S TREASURY BOND	4.375% 08/15/2043 DD 08/15/23		2,929,642
	U S TREASURY BOND	4.750% 11/15/2053 DD 11/15/23		1,591,275
	U S TREASURY NOTE	0.625% 05/15/2030 DD 05/15/20		1,152,234
	U S TREASURY NOTE	0.625% 11/30/2027 DD 11/30/20		4,407
	U S TREASURY NOTE	0.750% 03/31/2026 DD 03/31/21		431,415
	U S TREASURY NOTE	0.750% 04/30/2026 DD 04/30/21		878,898
	U S TREASURY NOTE	0.875% 06/30/2026 DD 06/30/21		2,026,076
	U S TREASURY NOTE	1.125% 01/15/2025 DD 01/15/22		919,955
	U S TREASURY NOTE	1.375% 11/15/2031 DD 11/15/21		577,843
	U S TREASURY NOTE	1.750% 12/31/2024 DD 12/31/19		2,057,430
	U S TREASURY NOTE	1.875% 06/30/2026 DD 06/30/19		1,702,235
	U S TREASURY NOTE	1.875% 07/31/2026 DD 07/31/19		1,366,936
	U S TREASURY NOTE	2.125% 05/31/2026 DD 05/31/19		1,317,523
	U S TREASURY NOTE	2.750% 08/15/2032 DD 08/15/22		1,486,313
	U S TREASURY NOTE	3.000% 10/31/2025 DD 10/31/18		1,191,597
	U S TREASURY NOTE	3.375% 05/15/2033 DD 05/15/23		770,629
	U S TREASURY NOTE	3.500% 01/31/2030 DD 01/31/23		3,186,349
	U S TREASURY NOTE	3.625% 05/15/2026 DD 05/15/23		4,032,666
	U S TREASURY NOTE	3.750% 04/15/2026 DD 04/15/23		1,877,382
	U S TREASURY NOTE	3.875% 01/15/2026 DD 01/15/23		19,351,465
	U S TREASURY NOTE	3.875% 08/15/2033 DD 08/15/23		1,113,606
	U S TREASURY NOTE	3.875% 11/30/2027 DD 11/30/22		6,467,329
	U S TREASURY NOTE	3.875% 11/30/2029 DD 11/30/22		940,197
	U S TREASURY NOTE	3.875% 12/31/2029 DD 12/31/22		847,508
	U S TREASURY NOTE	4.000% 02/15/2026 DD 02/15/23		1,388,624
	U S TREASURY NOTE	4.000% 12/15/2025 DD 12/15/22		1,956,474
	U S TREASURY NOTE	4.125% 06/15/2026 DD 06/15/23		1,409,670
	U S TREASURY NOTE	4.125% 10/31/2027 DD 10/31/22		59,507,407
	U S TREASURY NOTE	4.125% 11/15/2032 DD 11/15/22		332,390

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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	U S TREASURY NOTE	4.250% 12/31/2024 DD 12/31/22		7,847,891
	U S TREASURY NOTE	4.375% 08/15/2026 DD 08/15/23		1,248,331
	U S TREASURY NOTE	4.375% 10/31/2024 DD 10/31/22		1,227,252
	U S TREASURY NOTE	4.375% 11/30/2030 DD 11/30/23		3,068,391
	U S TREASURY NOTE	4.375% 12/15/2026 DD 12/15/23		24,436,328
	U S TREASURY NOTE	4.500% 07/15/2026 DD 07/15/23		6,762,289
	U S TREASURY NOTE	4.500% 11/15/2025 DD 11/15/22		30,854,806
	U S TREASURY NOTE	4.500% 11/15/2033 DD 11/15/23		5,725,848
	U S TREASURY NOTE	4.500% 11/30/2024 DD 11/30/22		1,496,485
	U S TREASURY NOTE	4.625% 03/15/2026 DD 03/15/23		21,116,546
	U S TREASURY NOTE	4.625% 06/30/2025 DD 06/30/23		1,513,598
	U S TREASURY NOTE	4.625% 10/15/2026 DD 10/15/23		1,248,258
	U S TREASURY NOTE	4.625% 11/15/2026 DD 11/15/23		1,640,487
	U S TREASURY NOTE	4.875% 10/31/2028 DD 10/31/23		18,789
	U S TREASURY NOTE	4.875% 10/31/2030 DD 10/31/23		431,524
	U S TREASURY NOTE	4.875% 11/30/2025 DD 11/30/23		8,785,007
	U S TREASURY NOTE	5.000% 10/31/2025 DD 10/31/23		2,518,402
	US TREAS-CPI INFLAT	0.125% 04/15/2026 DD 04/15/21		15,398,753
	US TREAS-CPI INFLAT	0.125% 10/15/2026 DD 10/15/21		13,096,971
	US TREAS-CPI INFLAT	0.125%001/15/2031 DD 01/15/21		12,178,075
	US TREAS-CPI INFLAT	0.125%004/15/2027 DD 04/15/22		17,303,806
	US TREAS-CPI INFLAT	0.125%007/15/2031 DD 07/15/21		9,974,412
	US TREAS-CPI INFLAT	0.250% 07/15/2029 DD 07/15/19		17,333,760
	US TREAS-CPI INFLAT	0.750% 07/15/2028 DD 07/15/18		17,441,343
	US TREAS-CPI INFLAT	1.375% 07/15/2033 DD 07/15/23		16,184,654
	US TREAS-CPI INFLAT	3.625% 04/15/2028 DD 04/15/98		13,283,625
	TOTAL U. S. GOVERNMENT/U.S. AGENCY SECURITIES		\$	650,341,082
FIXED INCOME SECURITIES AND REPURCHASE AGREEMENTS ACQUIRED WITH CASH COLLATERAL				
	Repo	STATE OF WISCONSIN INVESTMENT BOARD SLBRPA 5.470% 01/0:	\$	8,897,214
	Tri-party repo	SANTANDER US CAPITAL MARKETS LLC SLRPJ 5.390% 01/02/2024		3,299,252
	Tri-party repo	BETHESDA SECURITIES, LLC SLRPD 5.470% 01/02/2024 1/2/2024		4,902,924
	Tri-party repo	RBC DOMINION SECURITIES INC. SLRPD 5.340% 01/02/2024 1/2/202		11,027,120
	Tri-party repo	MIRAE ASSET SECURITIES (USA) INC. SLRPD 5.500% 01/02/2024 1/2		5,706,903
	Tri-party repo	CANTOR FITZGERALD SECURITIES SLRPD 5.470% 01/02/2024 1/2/21		11,822,814
	Tri-party repo	TD PRIME SERVICES LLC SLRPR 5.430% 01/02/2024 1/2/2024		16,670,145
	Tri-party repo	ROYAL BANK OF CANADA SLRPR 5.620% 02/02/2024 2/2/2024		15,800,000
	Tri-party repo	BNP PARIBAS PRIME BROKERAGE INTERNA SLRPR 5.650% 02/02/2		5,900,000
	Tri-party repo	ROYAL BANK OF CANADA SLRPR 5.620% 02/02/2024 2/2/2024		9,500,000
	Tri-party repo	BARCLAYS BANK PLC SLRPR 5.590% 02/05/2024 2/5/2024		22,000,000
	Tri-party repo	CITIGROUP GLOBAL MARKETS INC. SLRPR 5.740% 04/02/2024 4/2/2		7,900,000
	Tri-party repo	CITIGROUP GLOBAL MARKETS INC. SLRPR 5.820% 05/03/2024 5/3/2		7,700,000
	Corporate Bonds	TOYOTA MOTOR CREDIT CORP 2/22/2024		4,600,507
	Corporate Bonds	TOYOTA MOTOR CREDIT CORP 10/16/2024		6,007,178
	Corporate Bonds	BANK OF AMERICA NA 11/15/2024		6,257,690
	Commercial paper	BANK OF MONTREAL 1/17/2024		5,201,308
	Commercial paper	LLOYDS BANK PLC 2/1/2024		6,101,403
	Commercial paper	MACQUARIE BANK LTD 3/6/2024		5,704,036
	Commercial paper	ROYAL BANK OF CANADA (NEW YORK BRA 4/2/2024		4,706,656
	Commercial paper	SKANDINAVISKA ENSKILDA BANKEN AB 4/4/2024		5,552,891
	Commercial paper	NATIONAL AUSTRALIA BANK LTD 4/12/2024		4,504,663
	Commercial paper	SKANDINAVISKA ENSKILDA BANKEN AB 4/25/2024		5,603,065
	Commercial paper	MACQUARIE BANK LTD 4/26/2024		5,857,396
	Commercial paper	SKANDINAVISKA ENSKILDA BANKEN AB 5/9/2024		5,881,460
	Commercial paper	BPCE SA 5/16/2024		3,966,308
	Commercial paper	SOCIETE GENERALE SA 5/16/2024		5,632,272
	Commercial paper	LMA AMERICAS LLC 5/20/2024		3,865,980
	Commercial paper	BARCLAYS US CCP FUNDING LLC 5/23/2024		3,571,079
	Commercial paper	SVENSKA HANDELSBANKEN AB 6/3/2024		1,318,840
	Commercial paper	BANK OF MONTREAL 6/5/2024		5,617,053
	Commercial paper	DNB BANK ASA 6/10/2024		2,636,056
	Commercial paper	SOCIETE GENERALE SA 6/12/2024		6,388,868
	Commercial paper	BPCE SA 6/14/2024		2,303,751
	Commercial paper	ROYAL BANK OF CANADA (NEW YORK BRA 6/28/2024		3,406,003

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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	Commercial paper	SKANDINAVISKA ENSKILDA BANKEN AB 7/2/2024		5,811,038
	Commercial paper	SOCIETE GENERALE SA 7/19/2024		5,622,255
	Commercial paper	BPCE SA 8/13/2024		6,286,345
	Commercial paper	NORDEA BANK ABP 9/19/2024		2,160,811
	Commercial paper	SOCIETE GENERALE SA 12/9/2024		6,342,976
	Certificate of deposits	SUMITOMO MITSUI BANKING CORP (NEW 1/3/2024		4,600,199
	Certificate of deposits	NORDEA BANK ABP (NEW YORK BRANCH) 1/11/2024		7,151,219
	Certificate of deposits	MIZUHO BANK LTD (NEW YORK BRANCH) 1/16/2024		5,550,991
	Certificate of deposits	OVERSEA CHINESE BANKING CORPORATIO 1/17/2024		3,475,579
	Certificate of deposits	WESTPAC BANKING CORPORATION (NEW Y 1/18/2024		2,875,529
	Certificate of deposits	NATIXIS (NEW YORK BRANCH) 1/19/2024		5,376,161
	Certificate of deposits	OVERSEA CHINESE BANKING CORPORATIO 1/24/2024		2,500,505
	Certificate of deposits	SVENSKA HANDELSBANKEN AB (NEW YORK 1/25/2024		6,876,628
	Certificate of deposits	STANDARD CHARTERED BANK (NEW YORK 1/31/2024		5,001,426
	Certificate of deposits	MIZUHO BANK LTD (NEW YORK BRANCH) 2/1/2024		5,751,620
	Certificate of deposits	STATE STREET BANK AND TRUST COMPAN 2/5/2024		5,301,651
	Certificate of deposits	MIZUHO BANK LTD (NEW YORK BRANCH) 2/9/2024		6,227,118
	Certificate of deposits	SUMITOMO MITSUI BANKING CORP (NEW 2/12/2024		2,650,862
	Certificate of deposits	SVENSKA HANDELSBANKEN AB (NEW YORK 2/13/2024		5,902,033
	Certificate of deposits	MIZUHO BANK LTD (NEW YORK BRANCH) 2/14/2024		5,101,857
	Certificate of deposits	SVENSKA HANDELSBANKEN AB (NEW YORK 2/15/2024		4,075,873
	Certificate of deposits	SUMITOMO MITSUI TRUST BANK LTD (NE 2/16/2024		5,452,123
	Certificate of deposits	NATIXIS (NEW YORK BRANCH) 2/16/2024		6,827,225
	Certificate of deposits	SUMITOMO MITSUI BANKING CORP (NEW 2/16/2024		5,701,974
	Certificate of deposits	WESTPAC BANKING CORPORATION (NEW Y 2/21/2024		3,250,484
	Certificate of deposits	STANDARD CHARTERED BANK (NEW YORK 3/1/2024		5,603,805
	Certificate of deposits	SWEDBANK AB (NEW YORK BRANCH) 3/4/2024		7,676,577
	Certificate of deposits	STATE STREET BANK AND TRUST COMPAN 3/4/2024		6,154,058
	Certificate of deposits	BANK OF AMERICA NA 3/5/2024		4,600,745
	Certificate of deposits	BARCLAYS BANK PLC (NEW YORK BRANCH 3/6/2024		2,451,123
	Certificate of deposits	MIZUHO BANK LTD (NEW YORK BRANCH) 3/12/2024		500,256
	Certificate of deposits	LANDESBANK BADEN WUERTTEMBERG (NEW 3/13/2024		5,552,345
	Certificate of deposits	OVERSEA CHINESE BANKING CORPORATIO 3/18/2024		2,050,843
	Certificate of deposits	SUMITOMO MITSUI BANKING CORP (NEW 3/22/2024		2,151,056
	Certificate of deposits	BANCO SANTANDER SA (NEW YORK BRANC 4/3/2024		5,602,400
	Certificate of deposits	BANK OF MONTREAL (CHICAGO BRANCH) 4/5/2024		5,752,587
	Certificate of deposits	BNP PARIBAS (NEW YORK BRANCH) 4/10/2024		5,753,277
	Certificate of deposits	BANCO SANTANDER SA (NEW YORK BRANC 4/11/2024		6,052,124
	Certificate of deposits	SUMITOMO MITSUI TRUST BANK LTD (NE 4/12/2024		5,903,200
	Certificate of deposits	LANDESBANK BADEN WUERTTEMBERG (NEW 4/19/2024		5,802,030
	Certificate of deposits	BANCO SANTANDER SA (NEW YORK BRANC 4/22/2024		5,551,274
	Certificate of deposits	NORINCHUKIN BANK (NEW YORK BRANCH) 4/25/2024		5,802,198
	Certificate of deposits	CREDIT AGRICOLE CORPORATE AND INVE 5/2/2024		6,101,921
	Certificate of deposits	CREDIT AGRICOLE CORPORATE AND INVE 5/2/2024		6,152,358
	Certificate of deposits	CREDIT AGRICOLE CORPORATE AND INVE 5/3/2024		4,756,189
	Certificate of deposits	BANCO SANTANDER SA (NEW YORK BRANC 5/6/2024		5,951,686
	Certificate of deposits	WELLS FARGO BANK NA 5/10/2024		5,908,895
	Certificate of deposits	MUFG BANK LTD (NEW YORK BRANCH) 5/13/2024		6,101,894
	Certificate of deposits	MUFG BANK LTD (NEW YORK BRANCH) 5/16/2024		6,251,750
	Certificate of deposits	LANDESBANK BADEN WUERTTEMBERG (NEW 5/17/2024		6,152,962
	Certificate of deposits	CREDIT AGRICOLE CORPORATE AND INVE 5/21/2024		6,156,071
	Certificate of deposits	MUFG BANK LTD (NEW YORK BRANCH) 5/28/2024		6,353,772
	Certificate of deposits	MUFG BANK LTD (NEW YORK BRANCH) 5/28/2024		6,353,772
	Certificate of deposits	SUMITOMO MITSUI BANKING CORP (NEW 5/29/2024		6,108,343
	Certificate of deposits	SUMITOMO MITSUI BANKING CORP (NEW 6/6/2024		2,816,326
	Certificate of deposits	BARCLAYS BANK PLC (NEW YORK BRANCH 6/18/2024		6,901,753
	Certificate of deposits	SWEDBANK AB (NEW YORK BRANCH) 7/18/2024		5,710,529
	Certificate of deposits	BANK OF NOVA SCOTIA (HOUSTON BRANC 7/26/2024		6,105,227
	Certificate of deposits	WELLS FARGO BANK NA 8/9/2024		5,561,365
	Certificate of deposits	NORDEA BANK ABP (NEW YORK BRANCH) 8/12/2024		5,511,776
	Certificate of deposits	HSBC BANK USA NA 8/15/2024		4,953,741
	Certificate of deposits	CITIBANK NA 8/16/2024		3,910,169
	Certificate of deposits	CITIBANK NA 8/21/2024		2,453,710

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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	Certificate of deposits	WELLS FARGO BANK NA 8/26/2024		5,560,503
	Certificate of deposits	WELLS FARGO BANK NA 9/3/2024		5,659,185
	Certificate of deposits	HSBC BANK USA NA 10/4/2024		4,152,240
	Certificate of deposits	NATIONAL AUSTRALIA BANK LTD (NEW Y 10/16/2024		6,655,305
	Certificate of deposits	BNP PARIBAS (NEW YORK BRANCH) 10/23/2024		5,798,919
	Certificate of deposits	HSBC BANK USA NA 12/13/2024		6,490,673
	Time Deposits	CREDIT AGRICOLE CORPORATE AND INVESTMENT BANK (NEW		930,000
	Time Deposits	KBC BANK NV (BRUSSELS) TD 5.310% 01/02/2024 1/2/2024		26,970,000
	Time Deposits	ROYAL BANK OF CANADA (TORONTO BRANCH) TD 5.320% 01/02/		19,300,000
	CASH	RECEIVABLE 1/0/1900		2,041,840
	CASH	PREPAID REBATE 1/0/1900		1,560,588
	CASH	PAYABLE 1/0/1900		(3,179,454)
	CASH	UNDISTRIBUTED REALIZED (GAIN)/LOSS 1/0/1900		-
	TOTAL FIXED INCOME SECURITIES AND REPURCHASE AGREEMENTS ACQUIRED WITH CASH COLLATERAL \$			642,859,223
	OTHER INVESTMENTS			
	AMSTERDAM INDEX FUTURE OTC	EXP JAN 24	\$	40,214
	ARGENTINE REPUBLIC GOVERNMENT	1.000% 07/09/2029 DD 09/04/20		17,430
	ARGENTINE REPUBLIC GOVERNMENT	STEP 07/09/2030 DD 09/04/2020		159,784
	ARGENTINE REPUBLIC GOVERNMENT	STEP 07/09/2035 DD 09/04/2020		249,940
	ASIAN INFRASTRUCTURE INVESTMEN	0.500% 10/30/2024 DD 09/16/21		732,438
	CAC40 10 EURO FUTURE (EOP)	EXP JAN 24		21,262
	CDP FINANCIAL INC 144A	4.500% 02/13/2026 DD 02/14/23		249,848
	CHILE GOVERNMENT INTERNATIONAL	3.240% 02/06/2028 DD 02/06/18		951,454
	COLOMBIA GOVERNMENT INTERNATIO	3.000% 01/30/2030 DD 01/30/20		328,836
	COLOMBIA GOVERNMENT INTERNATIO	3.125% 04/15/2031 DD 06/04/20		280,533
	COLOMBIA GOVERNMENT INTERNATIO	3.250% 04/22/2032 DD 04/22/21		253,977
	COLOMBIA GOVERNMENT INTERNATIO	3.875% 04/25/2027 DD 01/25/17		618,280
	COLOMBIA GOVERNMENT INTERNATIO	4.500% 01/28/2026 DD 09/28/15		606,425
	COLOMBIA GOVERNMENT INTERNATIO	4.500% 03/15/2029 DD 10/12/18		121,683
	DAX INDEX FUTURE (EUX)	EXP MAR 24		66,491
	EIS EL EQS-AQR15409122-M7AU IN	R BBSW1M -0.001 BPS 2024 MAR 2		(1,652,854)
	EIS EL EQS-AQR15409133-M7IT IN	P ESTRON 2024 MAR 20		6,251,139
	EIS EL EQS-AQR15409134-M7NL IN	R ESTRON 0.0009 BPS 2024 MAR 2		(775,812)
	EIS EL EQS-AQR15409136-M7SE IN	R STBB1M -0.0002 BPS 2024 MAR		(1,934,072)
	EIS EL EQS-AQR15409137-M7CH IN	R SSARON -0.0008 BPS 2024 MAR		(5,749,146)
	EIS EL EQS-AQR15409138-M7GB IN	P SONIO/N 0.0025 BPS 2024 MAR		3,127,091
	EIS EL EQS-AQR15409149-M7CA IN	R CAONREPO -0.0095 BPS 2024 MA		(36,014)
	EIS EL EQS-AQR15409162-TA-35 I	P TELBOR01 -0.0015 BPS 2024 MA		1,345,163
	EIS EL EQS-AQR15414024-M7JP IN	P MUTKCALM 2024 MAR 21		2,488,732
	EIS FL EQS-AQR15409122-M7AU IN	R BBSW1M -0.001 BPS 2024 MAR 2		1,575,629
	EIS FL EQS-AQR15409133-M7IT IN	P ESTRON 2024 MAR 20		(6,261,660)
	EIS FL EQS-AQR15409134-M7NL IN	R ESTRON 0.0009 BPS 2024 MAR 2		769,792
	EIS FL EQS-AQR15409136-M7SE IN	R STBB1M -0.0002 BPS 2024 MAR		1,866,018
	EIS FL EQS-AQR15409137-M7CH IN	R SSARON -0.0008 BPS 2024 MAR		5,781,865
	EIS FL EQS-AQR15409138-M7GB IN	P SONIO/N 0.0025 BPS 2024 MAR		(3,055,386)
	EIS FL EQS-AQR15409149-M7CA IN	R CAONREPO -0.0095 BPS 2024 MA		22,960
	EIS FL EQS-AQR15409162-TA-35 I	P TELBOR01 -0.0015 BPS 2024 MA		(1,294,940)
	EIS FL EQS-AQR15414024-M7JP IN	P MUTKCALM 2024 MAR 21		(2,480,478)
	FTSE 100 INDEX FUTURE (ICF)	EXP MAR 24		323,176
	FTSE/MIB INDEX FUTURE (MIL)	EXP MAR 24		(92,791)
	HANG SENG INDEX FUTURE (HKG)	EXP JAN 24		19,024
	IBEX 35 INDEX FUTURE (MFM)	EXP JAN 24		(5,194)
	INDONESIA GOVERNMENT INTE 144A	4.350% 01/08/2027 DD 12/08/16		1,684,240
	INDONESIA GOVERNMENT INTE 144A	6.750% 01/15/2044 DD 01/15/14		259,623
	INDONESIA GOVERNMENT INTERNATI	2.850% 02/14/2030 DD 01/14/20		901,140
	INDONESIA GOVERNMENT INTERNATI	3.400% 09/18/2029 DD 06/18/19		352,063
	INDONESIA GOVERNMENT INTERNATI	4.100% 04/24/2028 DD 04/24/18		265,525
	INTERNATIONAL BANK FOR RECONST	0.000% 09/17/2030 DD 09/17/90		813,884
	KAZAKHSTAN GOVERNMENT INT 144A	4.875% 10/14/2044 DD 10/14/14		193,155
	KAZAKHSTAN GOVERNMENT INT 144A	6.500% 07/21/2045 DD 07/21/15		467,949
	KOMMUNALBANKEN AS 144A	4.500% 09/01/2028 DD 09/01/23		254,063
	MEXICO GOVERNMENT INTERNATIONA	3.750% 01/11/2028 DD 01/11/18		263,131
	MEXICO GOVERNMENT INTERNATIONA	4.150% 03/28/2027 DD 03/28/17		427,691
	MEXICO GOVERNMENT INTERNATIONA	4.600% 02/10/2048 DD 10/10/17		165,072
	MSCI SINGAPORE INDEX FUT (SGX)	EXP JAN 24		25,919
	NEDERLANDSE WATERSCHAPSBA 144A	4.875% 02/24/2025 DD 02/24/23		1,599,349
	OESTERREICHISCHE KONTROLLBANK	0.500% 09/16/2024 DD 09/16/21		797,842
	OMAN GOVERNMENT INTERNATI 144A	5.625% 01/17/2028 DD 01/17/18		610,944
	OMXS30 INDEX FUT (SSE)	EXP JAN 24		(140,204)
	ONTARIO TEACHERS' FINANCE 144A	1.375% 04/15/2025 DD 04/15/20		478,256
	PANAMA GOVERNMENT INTERNATIONA	3.160% 01/23/2030 DD 07/23/19		318,844

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	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	PANAMA GOVERNMENT INTERNATIONAL	3.875% 03/17/2028 DD 03/17/16		456,189
	PERUVIAN GOVERNMENT INTERNATIONAL	2.783% 01/23/2031 DD 04/23/20		317,849
	PERUVIAN GOVERNMENT INTERNATIONAL	5.625% 11/18/2050 DD 11/18/10		252,666
	PHILIPPINE GOVERNMENT INTERNATIONAL	1.648% 06/10/2031 DD 12/10/20		164,250
	PHILIPPINE GOVERNMENT INTERNATIONAL	1.950% 01/06/2032 DD 07/06/21		392,054
	PHILIPPINE GOVERNMENT INTERNATIONAL	2.457% 05/05/2030 DD 05/05/20		235,177
	PHILIPPINE GOVERNMENT INTERNATIONAL	3.000% 02/01/2028 DD 02/01/18		942,526
	PROVINCE OF QUEBEC CANADA	2.500% 04/20/2026 DD 04/20/16		695,783
	QATAR GOVERNMENT INTERNATIONAL 144A	4.000% 03/14/2029 DD 03/14/19		634,463
	QATAR GOVERNMENT INTERNATIONAL 144A	4.400% 04/16/2050 DD 04/16/20		943,000
	REPUBLIC OF ITALY GOVERNMENT I	0.875% 05/06/2024 DD 05/06/21		752,071
	REPUBLIC OF ITALY GOVERNMENT I	1.250% 02/17/2026 DD 11/24/20		591,587
	REPUBLIC OF SOUTH AFRICA GOVERNMENT	4.850% 09/30/2029 DD 09/30/19		374,792
	REPUBLIC OF SOUTH AFRICA GOVERNMENT	5.375% 07/24/2044 DD 07/24/14		199,101
	ROMANIAN GOVERNMENT INTERNATIONAL 144A	3.000% 02/14/2031 DD 07/14/20		339,157
	S&P/TSX 60 INDEX FUTURE (MSE)	EXP MAR 24		(14,937)
	SAUDI GOVERNMENT INTERNATIONAL 144A	3.625% 03/04/2028 DD 10/04/17		390,870
	SAUDI GOVERNMENT INTERNATIONAL 144A	3.750% 01/21/2055 DD 02/03/20		501,448
	SAUDI GOVERNMENT INTERNATIONAL 144A	4.375% 04/16/2029 DD 01/16/19		2,388,941
	SPI 200 FUTURE (SFE)	EXP MAR 24		(286,416)
	SVENSK EXPORTKREDIT AB	4.000% 07/15/2025 DD 05/03/23		356,309
	SVENSK EXPORTKREDIT AB	4.375% 02/13/2026 DD 02/14/23		244,502
	SWISS MKT IX FUTURE (OTC)	EXP MAR 24		14,484
	TOPIX INDEX FUTURE (OSE)	EXP MAR 24		211,898
	UNIV OF CALIFORNIA CA REVENUES	2.650% 05/15/2050 DD 07/16/20		84,507
	UNIV OF MICHIGAN MI	3.504% 04/01/2052 DD 03/16/22		186,234
	URUGUAY GOVERNMENT INTERNATIONAL	4.500% 08/14/2024 DD 08/14/13		174,405
	US 10YR NOTE FUTURE (CBT)	EXP MAR 24		18,264
	US 10YR ULTRA FUTURE (CBT)	EXP MAR 24		(461,400)
	US 2YR NOTE FUTURE (CBT)	EXP MAR 24		396,738
	US 5YR NOTE FUTURE (CBT)	EXP MAR 24		339,852
	US LONG BOND FUTURE (CBT)	EXP MAR 24		(208,611)
	US ULTRA BOND (CBT)	EXP MAR 24		40,736
			\$	26,337,812
	FORWARD FOREIGN CURRENCY CONTRACTS			
	Bank of New York Mellon Corp/London	GBP USD 12/21/2023	\$	10
	Bank of New York Mellon Corp/London	CAD USD 12/27/2023		(8)
	Bank of New York Mellon Corp/London	GBP USD 12/27/2023		8
	Bank of New York Mellon Corp/London	USD CAD 12/27/2023		6
	Barclays Bank PLC	USD HKD 1/3/2024		11
	Citibank NA	EUR USD 1/3/2024		100
	Citibank NA	EUR USD 1/3/2024		2,683
	Citibank NA	GBP USD 1/3/2024		39
	Citibank NA	GBP USD 1/3/2024		(5,578)
	Citibank NA	USD EUR 1/3/2024		(681)
	Citibank NA	USD GBP 1/3/2024		1,529
	Citibank NA	AUD USD 3/20/2024		(76,580)
	Citibank NA	AUD USD 3/20/2024		(94,135)
	Citibank NA	CAD USD 3/20/2024		(6,954)
	Citibank NA	CAD USD 3/20/2024		(162)
	Citibank NA	CHF USD 3/20/2024		(39,439)
	Citibank NA	CHF USD 3/20/2024		(6,626)
	Citibank NA	CHF USD 3/20/2024		(35,548)
	Citibank NA	CHF USD 3/20/2024		(36,098)
	Citibank NA	CHF USD 3/20/2024		(37,034)
	Citibank NA	CHF USD 3/20/2024		(32,687)
	Citibank NA	CHF USD 3/20/2024		(32,005)
	Citibank NA	CHF USD 3/20/2024		(31,986)
	Citibank NA	CHF USD 3/20/2024		(29,566)
	Citibank NA	CHF USD 3/20/2024		(29,828)
	Citibank NA	CHF USD 3/20/2024		(33,453)
	Citibank NA	CHF USD 3/20/2024		(2,133)
	Citibank NA	CHF USD 3/20/2024		(29,833)
	Citibank NA	CHF USD 3/20/2024		(29,521)
	Citibank NA	CHF USD 3/20/2024		(29,373)
	Citibank NA	CHF USD 3/20/2024		(727)
	Citibank NA	CHF USD 3/20/2024		(37,533)
	Citibank NA	CHF USD 3/20/2024		(38,999)
	Citibank NA	CHF USD 3/20/2024		(39,855)
	Citibank NA	CHF USD 3/20/2024		(823)
	Citibank NA	CHF USD 3/20/2024		(39,243)
	Citibank NA	CHF USD 3/20/2024		(38,673)
	Citibank NA	CHF USD 3/20/2024		(11,894)
	Citibank NA	CHF USD 3/20/2024		(13,999)
	Citibank NA	DKK USD 3/20/2024		(74)

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	Citibank NA	DKK USD 3/20/2024		(127)
	Citibank NA	DKK USD 3/20/2024		(340)
	Citibank NA	DKK USD 3/20/2024		(289)
	Citibank NA	DKK USD 3/20/2024		(174)
	Citibank NA	DKK USD 3/20/2024		(62)
	Citibank NA	DKK USD 3/20/2024		(112)
	Citibank NA	DKK USD 3/20/2024		(244)
	Citibank NA	DKK USD 3/20/2024		(417)
	Citibank NA	DKK USD 3/20/2024		(528)
	Citibank NA	DKK USD 3/20/2024		(3,862)
	Citibank NA	DKK USD 3/20/2024		(174)
	Citibank NA	DKK USD 3/20/2024		28
	Citibank NA	EUR USD 3/20/2024		(11,261)
	Citibank NA	EUR USD 3/20/2024		(11,487)
	Citibank NA	EUR USD 3/20/2024		(9,552)
	Citibank NA	EUR USD 3/20/2024		(9,342)
	Citibank NA	EUR USD 3/20/2024		(9,538)
	Citibank NA	EUR USD 3/20/2024		(35,854)
	Citibank NA	EUR USD 3/20/2024		(36,675)
	Citibank NA	EUR USD 3/20/2024		(34,897)
	Citibank NA	EUR USD 3/20/2024		(34,414)
	Citibank NA	EUR USD 3/20/2024		(11,519)
	Citibank NA	EUR USD 3/20/2024		(11,528)
	Citibank NA	EUR USD 3/20/2024		(62,019)
	Citibank NA	EUR USD 3/20/2024		(18,136)
	Citibank NA	EUR USD 3/20/2024		(10,829)
	Citibank NA	EUR USD 3/20/2024		1,197
	Citibank NA	EUR USD 3/20/2024		585
	Citibank NA	EUR USD 3/20/2024		690
	Citibank NA	EUR USD 3/20/2024		651
	Citibank NA	GBP USD 3/20/2024		(58,733)
	Citibank NA	GBP USD 3/20/2024		(2,651)
	Citibank NA	GBP USD 3/20/2024		(7,529)
	Citibank NA	GBP USD 3/20/2024		2,528
	Citibank NA	GBP USD 3/20/2024		2,811
	Citibank NA	GBP USD 3/20/2024		3,744
	Citibank NA	GBP USD 3/20/2024		(216)
	Citibank NA	GBP USD 3/20/2024		(19,471)
	Citibank NA	HKD USD 3/20/2024		1
	Citibank NA	HKD USD 3/20/2024		(2)
	Citibank NA	HKD USD 3/20/2024		(13)
	Citibank NA	HKD USD 3/20/2024		(187)
	Citibank NA	HKD USD 3/20/2024		(23)
	Citibank NA	HKD USD 3/20/2024		(42)
	Citibank NA	HKD USD 3/20/2024		(2)
	Citibank NA	HKD USD 3/20/2024		3
	Citibank NA	HKD USD 3/20/2024		2
	Citibank NA	HKD USD 3/20/2024		(7)
	Citibank NA	HKD USD 3/20/2024		(6)
	Citibank NA	ILS USD 3/20/2024		(300)
	Citibank NA	ILS USD 3/20/2024		(4)
	Citibank NA	ILS USD 3/20/2024		(82)
	Citibank NA	ILS USD 3/20/2024		(20)
	Citibank NA	NOK USD 3/20/2024		(3,502)
	Citibank NA	NOK USD 3/20/2024		(11,833)
	Citibank NA	NOK USD 3/20/2024		(8,642)
	Citibank NA	NOK USD 3/20/2024		(8,226)
	Citibank NA	NOK USD 3/20/2024		(31,765)
	Citibank NA	NOK USD 3/20/2024		(11,153)
	Citibank NA	NOK USD 3/20/2024		(1,627)
	Citibank NA	NZD USD 3/20/2024		298
	Citibank NA	NZD USD 3/20/2024		(860)
	Citibank NA	NZD USD 3/20/2024		(118,131)
	Citibank NA	NZD USD 3/20/2024		(71,087)
	Citibank NA	NZD USD 3/20/2024		(282)
	Citibank NA	NZD USD 3/20/2024		(84,724)
	Citibank NA	NZD USD 3/20/2024		(1,153)
	Citibank NA	NZD USD 3/20/2024		(424)
	Citibank NA	NZD USD 3/20/2024		(1,997)
	Citibank NA	NZD USD 3/20/2024		(651)
	Citibank NA	SEK USD 3/20/2024		(207,986)
	Citibank NA	SEK USD 3/20/2024		(22,445)
	Citibank NA	SEK USD 3/20/2024		(59,721)
	Citibank NA	SGD USD 3/20/2024		(51)
	Citibank NA	SGD USD 3/20/2024		(167)

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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	Citibank NA	SGD USD 3/20/2024		(5)
	Citibank NA	SGD USD 3/20/2024		(207)
	Citibank NA	SGD USD 3/20/2024		(207)
	Citibank NA	USD ILS 3/20/2024		23
	Citibank NA	USD NOK 3/20/2024		14,758
	Citibank NA	USD NOK 3/20/2024		118,013
	Citibank NA	USD NOK 3/20/2024		17,339
	Citibank NA	USD NOK 3/20/2024		114,118
	Citibank NA	USD NOK 3/20/2024		16,940
	Citibank NA	USD NOK 3/20/2024		88,924
	Citibank NA	USD NOK 3/20/2024		15,806
	Citibank NA	USD NOK 3/20/2024		17,075
	Citibank NA	USD NOK 3/20/2024		17,137
	Citibank NA	USD HKD 3/20/2024		(48)
	Citibank NA	USD HKD 3/20/2024		8
	Citibank NA	USD HKD 3/20/2024		10
	Citibank NA	USD HKD 3/20/2024		4
	Citibank NA	USD HKD 3/20/2024		(3)
	Citibank NA	USD HKD 3/20/2024		-
	Citibank NA	USD HKD 3/20/2024		-
	Citibank NA	USD HKD 3/20/2024		(27)
	Citibank NA	USD HKD 3/20/2024		3
	Citibank NA	USD HKD 3/20/2024		3
	Citibank NA	USD ILS 3/20/2024		801
	Citibank NA	USD ILS 3/20/2024		5,579
	Citibank NA	USD ILS 3/20/2024		365
	Citibank NA	USD ILS 3/20/2024		6,253
	Citibank NA	USD ILS 3/20/2024		101
	Citibank NA	USD ILS 3/20/2024		5,576
	Citibank NA	USD ILS 3/20/2024		38
	Citibank NA	USD ILS 3/20/2024		148
	Citibank NA	USD ILS 3/20/2024		11
	Citibank NA	USD ILS 3/20/2024		99
	Citibank NA	USD ILS 3/20/2024		15
	Citibank NA	USD NOK 3/20/2024		44,842
	Citibank NA	USD NOK 3/20/2024		44,814
	Citibank NA	USD NOK 3/20/2024		34,372
	Citibank NA	USD NOK 3/20/2024		34,653
	Citibank NA	USD NOK 3/20/2024		40,714
	Citibank NA	USD NOK 3/20/2024		2,704
	Citibank NA	USD NOK 3/20/2024		3,368
	Citibank NA	USD NOK 3/20/2024		(397)
	Citibank NA	USD NOK 3/20/2024		(458)
	Citibank NA	USD GBP 3/20/2024		4,757
	Citibank NA	USD GBP 3/20/2024		4,285
	Citibank NA	USD GBP 3/20/2024		4,642
	Citibank NA	USD GBP 3/20/2024		3,043
	Citibank NA	USD GBP 3/20/2024		2,777
	Citibank NA	USD GBP 3/20/2024		2,809
	Citibank NA	USD GBP 3/20/2024		2,085
	Citibank NA	USD GBP 3/20/2024		2,561
	Citibank NA	USD GBP 3/20/2024		2,328
	Citibank NA	USD GBP 3/20/2024		2,562
	Citibank NA	USD GBP 3/20/2024		2,767
	Citibank NA	USD GBP 3/20/2024		3,226
	Citibank NA	USD GBP 3/20/2024		2,914
	Citibank NA	USD GBP 3/20/2024		3,196
	Citibank NA	USD GBP 3/20/2024		4,249
	Citibank NA	USD GBP 3/20/2024		4,629
	Citibank NA	USD GBP 3/20/2024		5,206
	Citibank NA	USD CHF 3/20/2024		1,828
	Citibank NA	USD CAD 3/20/2024		50,739
	Citibank NA	USD EUR 3/20/2024		9,309
	Citibank NA	USD CHF 3/20/2024		(490)
	Citibank NA	USD NZD 3/20/2024		1,585
	Citibank NA	USD NZD 3/20/2024		787
	Citibank NA	USD NZD 3/20/2024		215
	Citibank NA	USD NZD 3/20/2024		(6)
	Citibank NA	USD NZD 3/20/2024		(1)
	Citibank NA	USD NOK 3/20/2024		121,114
	Citibank NA	USD NOK 3/20/2024		12,383
	Citibank NA	USD NOK 3/20/2024		16,616
	Citibank NA	USD NOK 3/20/2024		103,568
	Citibank NA	USD NOK 3/20/2024		17,213
	Citibank NA	USD NOK 3/20/2024		17,517

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Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	Citibank NA	USD NOK 3/20/2024		18,795
	Citibank NA	USD DKK 3/20/2024		3,068
	Citibank NA	USD DKK 3/20/2024		230
	Citibank NA	USD DKK 3/20/2024		441
	Citibank NA	USD DKK 3/20/2024		107
	Citibank NA	USD DKK 3/20/2024		383
	Citibank NA	USD DKK 3/20/2024		75
	Citibank NA	USD DKK 3/20/2024		(237)
	Citibank NA	USD CAD 3/20/2024		42,557
	Citibank NA	USD CAD 3/20/2024		42,241
	Citibank NA	USD CAD 3/20/2024		38,054
	Citibank NA	USD GBP 3/20/2024		4,791
	Citibank NA	USD GBP 3/20/2024		4,064
	Citibank NA	USD GBP 3/20/2024		3,735
	Citibank NA	USD GBP 3/20/2024		1,733
	Citibank NA	USD GBP 3/20/2024		1,749
	Citibank NA	USD GBP 3/20/2024		1,997
	Citibank NA	USD GBP 3/20/2024		6,009
	Citibank NA	USD GBP 3/20/2024		(1,506)
	Citibank NA	USD GBP 3/20/2024		5,557
	Citibank NA	USD SGD 3/20/2024		253
	Citibank NA	USD SGD 3/20/2024		540
	Citibank NA	USD SGD 3/20/2024		32
	Citibank NA	USD SGD 3/20/2024		304
	Citibank NA	USD SGD 3/20/2024		251
	Citibank NA	USD SGD 3/20/2024		325
	Citibank NA	USD SGD 3/20/2024		271
	Citibank NA	USD SGD 3/20/2024		15
	Citibank NA	USD SGD 3/20/2024		349
	Citibank NA	USD SGD 3/20/2024		391
	Citibank NA	USD SGD 3/20/2024		331
	Citibank NA	USD SGD 3/20/2024		429
	Citibank NA	USD SGD 3/20/2024		318
	Citibank NA	USD SGD 3/20/2024		212
	Citibank NA	USD SGD 3/20/2024		74
	Citibank NA	USD SGD 3/20/2024		29
	Citibank NA	USD SGD 3/20/2024		53
	Citibank NA	USD SGD 3/20/2024		18
	Citibank NA	USD SGD 3/20/2024		(5)
	Citibank NA	USD SGD 3/20/2024		(2)
	Citibank NA	USD CHF 3/20/2024		(13)
	Citibank NA	USD CAD 3/20/2024		11,463
	Citibank NA	USD CAD 3/20/2024		70,509
	Citibank NA	USD DKK 3/20/2024		(7)
	Citibank NA	USD EUR 3/20/2024		2,667
	Citibank NA	USD EUR 3/20/2024		2,750
	Citibank NA	USD EUR 3/20/2024		2,886
	Citibank NA	USD EUR 3/20/2024		3,133
	Citibank NA	USD EUR 3/20/2024		3,583
	Citibank NA	USD EUR 3/20/2024		8,183
	Citibank NA	USD EUR 3/20/2024		8,383
	Citibank NA	USD EUR 3/20/2024		8,069
	Citibank NA	USD EUR 3/20/2024		8,540
	Citibank NA	USD EUR 3/20/2024		9,345
	Citibank NA	USD EUR 3/20/2024		9,697
	Citibank NA	USD EUR 3/20/2024		9,921
	Citibank NA	USD EUR 3/20/2024		9,743
	Citibank NA	USD EUR 3/20/2024		16,554
	Citibank NA	USD EUR 3/20/2024		17,320
	Citibank NA	USD EUR 3/20/2024		16,411
	Citibank NA	USD EUR 3/20/2024		20,632
	Citibank NA	USD EUR 3/20/2024		20,100
	Citibank NA	USD EUR 3/20/2024		19,635
	Citibank NA	USD EUR 3/20/2024		17,450
	Citibank NA	USD EUR 3/20/2024		18,073
	Citibank NA	USD EUR 3/20/2024		18,420
	Citibank NA	USD EUR 3/20/2024		8,078
	Citibank NA	USD EUR 3/20/2024		8,574
	Citibank NA	USD CAD 3/20/2024		19,677
	Citibank NA	USD CAD 3/20/2024		27,452
	Citibank NA	USD CAD 3/20/2024		16,273
	Citibank NA	USD CAD 3/20/2024		11,695
	Citibank NA	USD CAD 3/20/2024		33,442
	Citibank NA	USD CAD 3/20/2024		33,807
	Citibank NA	USD CAD 3/20/2024		29,974

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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	Citibank NA	USD CAD 3/20/2024		30,018
	Citibank NA	USD EUR 3/20/2024		8,322
	Citibank NA	USD AUD 3/20/2024		15,223
	Citibank NA	USD AUD 3/20/2024		27,737
	Citibank NA	USD AUD 3/20/2024		5,059
	Citibank NA	USD CAD 3/20/2024		17,964
	Citibank NA	USD CAD 3/20/2024		19,181
	Citibank NA	USD CAD 3/20/2024		18,925
	Citibank NA	JPY USD 3/21/2024		(4,590)
	Citibank NA	JPY USD 3/21/2024		(991)
	Citibank NA	USD JPY 3/21/2024		1,413
	Citibank NA	USD JPY 3/21/2024		46,281
	Citibank NA	USD JPY 3/21/2024		11,640
	Citibank NA	USD JPY 3/21/2024		16,450
	Citibank NA	USD JPY 3/21/2024		112,271
	Citibank NA	USD JPY 3/21/2024		120,185
	Citibank NA	USD JPY 3/21/2024		44,347
	Citibank NA	USD JPY 3/21/2024		1,524
	Citibank NA	USD JPY 3/21/2024		36,160
	Citibank NA	USD JPY 3/21/2024		60,058
	Citibank NA	GBP USD 1/2/2024		(382)
	Citibank NA	USD HKD 1/2/2024		19
	HSBC Bank PLC	USD JPY 1/4/2024		9
	JPMorgan Chase Bank NA	EUR USD 1/3/2024		2,690
	JPMorgan Chase Bank NA	EUR USD 1/3/2024		101
	JPMorgan Chase Bank NA	GBP USD 1/3/2024		40
	JPMorgan Chase Bank NA	GBP USD 1/3/2024		(5,570)
	JPMorgan Chase Bank NA	USD GBP 1/3/2024		1,537
	JPMorgan Chase Bank NA	USD EUR 1/3/2024		(674)
	JPMorgan Chase Bank NA	AUD USD 3/20/2024		(76,565)
	JPMorgan Chase Bank NA	AUD USD 3/20/2024		(94,119)
	JPMorgan Chase Bank NA	CAD USD 3/20/2024		(6,951)
	JPMorgan Chase Bank NA	CAD USD 3/20/2024		(160)
	JPMorgan Chase Bank NA	CHF USD 3/20/2024		(33,449)
	JPMorgan Chase Bank NA	CHF USD 3/20/2024		(36,094)
	JPMorgan Chase Bank NA	CHF USD 3/20/2024		(37,030)
	JPMorgan Chase Bank NA	CHF USD 3/20/2024		(32,683)
	JPMorgan Chase Bank NA	CHF USD 3/20/2024		(32,000)
	JPMorgan Chase Bank NA	CHF USD 3/20/2024		(31,981)
	JPMorgan Chase Bank NA	CHF USD 3/20/2024		(29,561)
	JPMorgan Chase Bank NA	CHF USD 3/20/2024		(29,824)
	JPMorgan Chase Bank NA	CHF USD 3/20/2024		(2,133)
	JPMorgan Chase Bank NA	CHF USD 3/20/2024		(29,828)
	JPMorgan Chase Bank NA	CHF USD 3/20/2024		(29,517)
	JPMorgan Chase Bank NA	CHF USD 3/20/2024		(29,369)
	JPMorgan Chase Bank NA	CHF USD 3/20/2024		(727)
	JPMorgan Chase Bank NA	CHF USD 3/20/2024		(37,527)
	JPMorgan Chase Bank NA	CHF USD 3/20/2024		(38,994)
	JPMorgan Chase Bank NA	CHF USD 3/20/2024		(39,850)
	JPMorgan Chase Bank NA	CHF USD 3/20/2024		(39,433)
	JPMorgan Chase Bank NA	CHF USD 3/20/2024		(823)
	JPMorgan Chase Bank NA	CHF USD 3/20/2024		(39,238)
	JPMorgan Chase Bank NA	CHF USD 3/20/2024		(38,667)
	JPMorgan Chase Bank NA	CHF USD 3/20/2024		(11,891)
	JPMorgan Chase Bank NA	CHF USD 3/20/2024		(6,625)
	JPMorgan Chase Bank NA	CHF USD 3/20/2024		(35,544)
	JPMorgan Chase Bank NA	CHF USD 3/20/2024		(13,994)
	JPMorgan Chase Bank NA	DKK USD 3/20/2024		(174)
	JPMorgan Chase Bank NA	DKK USD 3/20/2024		(62)
	JPMorgan Chase Bank NA	DKK USD 3/20/2024		(528)
	JPMorgan Chase Bank NA	DKK USD 3/20/2024		(3,860)
	JPMorgan Chase Bank NA	DKK USD 3/20/2024		(174)
	JPMorgan Chase Bank NA	DKK USD 3/20/2024		(112)
	JPMorgan Chase Bank NA	DKK USD 3/20/2024		(244)
	JPMorgan Chase Bank NA	DKK USD 3/20/2024		(417)
	JPMorgan Chase Bank NA	DKK USD 3/20/2024		(127)
	JPMorgan Chase Bank NA	DKK USD 3/20/2024		(340)
	JPMorgan Chase Bank NA	DKK USD 3/20/2024		(289)
	JPMorgan Chase Bank NA	DKK USD 3/20/2024		(74)
	JPMorgan Chase Bank NA	DKK USD 3/20/2024		28
	JPMorgan Chase Bank NA	EUR USD 3/20/2024		(9,550)
	JPMorgan Chase Bank NA	EUR USD 3/20/2024		(9,340)
	JPMorgan Chase Bank NA	EUR USD 3/20/2024		(9,536)
	JPMorgan Chase Bank NA	EUR USD 3/20/2024		(35,847)
	JPMorgan Chase Bank NA	EUR USD 3/20/2024		(36,668)

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(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	JPMorgan Chase Bank NA	EUR USD 3/20/2024		(34,890)
	JPMorgan Chase Bank NA	EUR USD 3/20/2024		(34,407)
	JPMorgan Chase Bank NA	EUR USD 3/20/2024		(62,006)
	JPMorgan Chase Bank NA	EUR USD 3/20/2024		(18,128)
	JPMorgan Chase Bank NA	EUR USD 3/20/2024		(10,824)
	JPMorgan Chase Bank NA	EUR USD 3/20/2024		1,203
	JPMorgan Chase Bank NA	EUR USD 3/20/2024		585
	JPMorgan Chase Bank NA	EUR USD 3/20/2024		690
	JPMorgan Chase Bank NA	EUR USD 3/20/2024		658
	JPMorgan Chase Bank NA	EUR USD 3/20/2024		(11,484)
	JPMorgan Chase Bank NA	EUR USD 3/20/2024		(11,259)
	JPMorgan Chase Bank NA	EUR USD 3/20/2024		(11,525)
	JPMorgan Chase Bank NA	EUR USD 3/20/2024		(11,516)
	JPMorgan Chase Bank NA	GBP USD 3/20/2024		(2,650)
	JPMorgan Chase Bank NA	GBP USD 3/20/2024		(58,712)
	JPMorgan Chase Bank NA	GBP USD 3/20/2024		(7,525)
	JPMorgan Chase Bank NA	GBP USD 3/20/2024		2,534
	JPMorgan Chase Bank NA	GBP USD 3/20/2024		2,817
	JPMorgan Chase Bank NA	GBP USD 3/20/2024		3,750
	JPMorgan Chase Bank NA	GBP USD 3/20/2024		(216)
	JPMorgan Chase Bank NA	GBP USD 3/20/2024		(19,458)
	JPMorgan Chase Bank NA	HKD USD 3/20/2024		(2)
	JPMorgan Chase Bank NA	HKD USD 3/20/2024		(13)
	JPMorgan Chase Bank NA	HKD USD 3/20/2024		(186)
	JPMorgan Chase Bank NA	HKD USD 3/20/2024		(23)
	JPMorgan Chase Bank NA	HKD USD 3/20/2024		(42)
	JPMorgan Chase Bank NA	HKD USD 3/20/2024		(2)
	JPMorgan Chase Bank NA	HKD USD 3/20/2024		3
	JPMorgan Chase Bank NA	HKD USD 3/20/2024		2
	JPMorgan Chase Bank NA	HKD USD 3/20/2024		(7)
	JPMorgan Chase Bank NA	HKD USD 3/20/2024		(6)
	JPMorgan Chase Bank NA	HKD USD 3/20/2024		1
	JPMorgan Chase Bank NA	ILS USD 3/20/2024		(20)
	JPMorgan Chase Bank NA	ILS USD 3/20/2024		(4)
	JPMorgan Chase Bank NA	ILS USD 3/20/2024		(300)
	JPMorgan Chase Bank NA	ILS USD 3/20/2024		(82)
	JPMorgan Chase Bank NA	NOK USD 3/20/2024		(11,151)
	JPMorgan Chase Bank NA	NOK USD 3/20/2024		(8,641)
	JPMorgan Chase Bank NA	NOK USD 3/20/2024		(8,224)
	JPMorgan Chase Bank NA	NOK USD 3/20/2024		(31,759)
	JPMorgan Chase Bank NA	NOK USD 3/20/2024		(11,831)
	JPMorgan Chase Bank NA	NOK USD 3/20/2024		(1,626)
	JPMorgan Chase Bank NA	NOK USD 3/20/2024		(3,502)
	JPMorgan Chase Bank NA	NZD USD 3/20/2024		299
	JPMorgan Chase Bank NA	NZD USD 3/20/2024		(860)
	JPMorgan Chase Bank NA	NZD USD 3/20/2024		(71,071)
	JPMorgan Chase Bank NA	NZD USD 3/20/2024		(282)
	JPMorgan Chase Bank NA	NZD USD 3/20/2024		(84,709)
	JPMorgan Chase Bank NA	NZD USD 3/20/2024		(1,152)
	JPMorgan Chase Bank NA	NZD USD 3/20/2024		(424)
	JPMorgan Chase Bank NA	NZD USD 3/20/2024		(1,996)
	JPMorgan Chase Bank NA	NZD USD 3/20/2024		(651)
	JPMorgan Chase Bank NA	NZD USD 3/20/2024		(118,115)
	JPMorgan Chase Bank NA	SEK USD 3/20/2024		(59,712)
	JPMorgan Chase Bank NA	SEK USD 3/20/2024		(207,953)
	JPMorgan Chase Bank NA	SEK USD 3/20/2024		(22,442)
	JPMorgan Chase Bank NA	SGD USD 3/20/2024		(207)
	JPMorgan Chase Bank NA	SGD USD 3/20/2024		(51)
	JPMorgan Chase Bank NA	SGD USD 3/20/2024		(207)
	JPMorgan Chase Bank NA	SGD USD 3/20/2024		(167)
	JPMorgan Chase Bank NA	SGD USD 3/20/2024		(5)
	JPMorgan Chase Bank NA	USD CAD 3/20/2024		19,681
	JPMorgan Chase Bank NA	USD EUR 3/20/2024		8,186
	JPMorgan Chase Bank NA	USD DKK 3/20/2024		75
	JPMorgan Chase Bank NA	USD DKK 3/20/2024		(237)
	JPMorgan Chase Bank NA	USD DKK 3/20/2024		(7)
	JPMorgan Chase Bank NA	USD EUR 3/20/2024		2,671
	JPMorgan Chase Bank NA	USD EUR 3/20/2024		2,753
	JPMorgan Chase Bank NA	USD EUR 3/20/2024		2,889
	JPMorgan Chase Bank NA	USD EUR 3/20/2024		3,136
	JPMorgan Chase Bank NA	USD EUR 3/20/2024		3,584
	JPMorgan Chase Bank NA	USD AUD 3/20/2024		15,225
	JPMorgan Chase Bank NA	USD SGD 3/20/2024		251
	JPMorgan Chase Bank NA	USD HKD 3/20/2024		4
	JPMorgan Chase Bank NA	USD EUR 3/20/2024		9,313

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2023

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	JPMorgan Chase Bank NA	USD ILS 3/20/2024		23
	JPMorgan Chase Bank NA	USD CAD 3/20/2024		70,535
	JPMorgan Chase Bank NA	USD SGD 3/20/2024		32
	JPMorgan Chase Bank NA	USD SGD 3/20/2024		304
	JPMorgan Chase Bank NA	USD SGD 3/20/2024		325
	JPMorgan Chase Bank NA	USD SGD 3/20/2024		271
	JPMorgan Chase Bank NA	USD SGD 3/20/2024		15
	JPMorgan Chase Bank NA	USD SGD 3/20/2024		349
	JPMorgan Chase Bank NA	USD SGD 3/20/2024		392
	JPMorgan Chase Bank NA	USD SGD 3/20/2024		331
	JPMorgan Chase Bank NA	USD SGD 3/20/2024		429
	JPMorgan Chase Bank NA	USD SGD 3/20/2024		318
	JPMorgan Chase Bank NA	USD SGD 3/20/2024		212
	JPMorgan Chase Bank NA	USD SGD 3/20/2024		74
	JPMorgan Chase Bank NA	USD SGD 3/20/2024		29
	JPMorgan Chase Bank NA	USD SGD 3/20/2024		53
	JPMorgan Chase Bank NA	USD SGD 3/20/2024		18
	JPMorgan Chase Bank NA	USD SGD 3/20/2024		(5)
	JPMorgan Chase Bank NA	USD CHF 3/20/2024		(489)
	JPMorgan Chase Bank NA	USD CHF 3/20/2024		(13)
	JPMorgan Chase Bank NA	USD AUD 3/20/2024		27,741
	JPMorgan Chase Bank NA	USD AUD 3/20/2024		5,061
	JPMorgan Chase Bank NA	USD CAD 3/20/2024		19,185
	JPMorgan Chase Bank NA	USD CAD 3/20/2024		18,928
	JPMorgan Chase Bank NA	USD CAD 3/20/2024		17,967
	JPMorgan Chase Bank NA	USD ILS 3/20/2024		365
	JPMorgan Chase Bank NA	USD ILS 3/20/2024		6,254
	JPMorgan Chase Bank NA	USD ILS 3/20/2024		101
	JPMorgan Chase Bank NA	USD ILS 3/20/2024		5,577
	JPMorgan Chase Bank NA	USD ILS 3/20/2024		38
	JPMorgan Chase Bank NA	USD ILS 3/20/2024		148
	JPMorgan Chase Bank NA	USD ILS 3/20/2024		11
	JPMorgan Chase Bank NA	USD ILS 3/20/2024		99
	JPMorgan Chase Bank NA	USD ILS 3/20/2024		15
	JPMorgan Chase Bank NA	USD NZD 3/20/2024		1,585
	JPMorgan Chase Bank NA	USD NZD 3/20/2024		787
	JPMorgan Chase Bank NA	USD SGD 3/20/2024		253
	JPMorgan Chase Bank NA	USD SGD 3/20/2024		540
	JPMorgan Chase Bank NA	USD GBP 3/20/2024		5,565
	JPMorgan Chase Bank NA	USD SGD 3/20/2024		(2)
	JPMorgan Chase Bank NA	USD CHF 3/20/2024		1,828
	JPMorgan Chase Bank NA	USD NOK 3/20/2024		121,126
	JPMorgan Chase Bank NA	USD NOK 3/20/2024		12,384
	JPMorgan Chase Bank NA	USD NOK 3/20/2024		16,618
	JPMorgan Chase Bank NA	USD NOK 3/20/2024		103,577
	JPMorgan Chase Bank NA	USD NOK 3/20/2024		14,760
	JPMorgan Chase Bank NA	USD NOK 3/20/2024		118,023
	JPMorgan Chase Bank NA	USD NOK 3/20/2024		17,340
	JPMorgan Chase Bank NA	USD NOK 3/20/2024		114,126
	JPMorgan Chase Bank NA	USD NOK 3/20/2024		16,941
	JPMorgan Chase Bank NA	USD NOK 3/20/2024		88,930
	JPMorgan Chase Bank NA	USD NOK 3/20/2024		15,807
	JPMorgan Chase Bank NA	USD NOK 3/20/2024		17,076
	JPMorgan Chase Bank NA	USD NOK 3/20/2024		17,138
	JPMorgan Chase Bank NA	USD NOK 3/20/2024		44,845
	JPMorgan Chase Bank NA	USD NOK 3/20/2024		44,817
	JPMorgan Chase Bank NA	USD NOK 3/20/2024		34,374
	JPMorgan Chase Bank NA	USD NOK 3/20/2024		34,656
	JPMorgan Chase Bank NA	USD NOK 3/20/2024		40,717
	JPMorgan Chase Bank NA	USD NOK 3/20/2024		2,704
	JPMorgan Chase Bank NA	USD NOK 3/20/2024		3,369
	JPMorgan Chase Bank NA	USD NOK 3/20/2024		(395)
	JPMorgan Chase Bank NA	USD GBP 3/20/2024		4,759
	JPMorgan Chase Bank NA	USD GBP 3/20/2024		4,287
	JPMorgan Chase Bank NA	USD GBP 3/20/2024		4,644
	JPMorgan Chase Bank NA	USD GBP 3/20/2024		3,045
	JPMorgan Chase Bank NA	USD GBP 3/20/2024		2,779
	JPMorgan Chase Bank NA	USD GBP 3/20/2024		2,811
	JPMorgan Chase Bank NA	USD GBP 3/20/2024		2,086
	JPMorgan Chase Bank NA	USD GBP 3/20/2024		2,562
	JPMorgan Chase Bank NA	USD GBP 3/20/2024		2,330
	JPMorgan Chase Bank NA	USD GBP 3/20/2024		2,565
	JPMorgan Chase Bank NA	USD GBP 3/20/2024		2,770
	JPMorgan Chase Bank NA	USD GBP 3/20/2024		2,916
	JPMorgan Chase Bank NA	USD GBP 3/20/2024		3,198

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2023

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	JPMorgan Chase Bank NA	USD GBP 3/20/2024		4,251
	JPMorgan Chase Bank NA	USD GBP 3/20/2024		4,631
	JPMorgan Chase Bank NA	USD NOK 3/20/2024		(453)
	JPMorgan Chase Bank NA	USD GBP 3/20/2024		5,207
	JPMorgan Chase Bank NA	USD GBP 3/20/2024		4,793
	JPMorgan Chase Bank NA	USD GBP 3/20/2024		4,065
	JPMorgan Chase Bank NA	USD GBP 3/20/2024		3,736
	JPMorgan Chase Bank NA	USD GBP 3/20/2024		1,734
	JPMorgan Chase Bank NA	USD GBP 3/20/2024		1,750
	JPMorgan Chase Bank NA	USD GBP 3/20/2024		1,998
	JPMorgan Chase Bank NA	USD GBP 3/20/2024		6,020
	JPMorgan Chase Bank NA	USD GBP 3/20/2024		(1,504)
	JPMorgan Chase Bank NA	USD GBP 3/20/2024		3,228
	JPMorgan Chase Bank NA	USD NZD 3/20/2024		215
	JPMorgan Chase Bank NA	USD NZD 3/20/2024		(6)
	JPMorgan Chase Bank NA	USD NOK 3/20/2024		17,519
	JPMorgan Chase Bank NA	USD NOK 3/20/2024		18,797
	JPMorgan Chase Bank NA	USD NOK 3/20/2024		17,215
	JPMorgan Chase Bank NA	USD NZD 3/20/2024		(1)
	JPMorgan Chase Bank NA	USD EUR 3/20/2024		8,386
	JPMorgan Chase Bank NA	USD EUR 3/20/2024		8,072
	JPMorgan Chase Bank NA	USD EUR 3/20/2024		8,544
	JPMorgan Chase Bank NA	USD EUR 3/20/2024		9,925
	JPMorgan Chase Bank NA	USD EUR 3/20/2024		9,349
	JPMorgan Chase Bank NA	USD EUR 3/20/2024		9,701
	JPMorgan Chase Bank NA	USD EUR 3/20/2024		9,747
	JPMorgan Chase Bank NA	USD EUR 3/20/2024		16,558
	JPMorgan Chase Bank NA	USD EUR 3/20/2024		17,324
	JPMorgan Chase Bank NA	USD EUR 3/20/2024		16,415
	JPMorgan Chase Bank NA	USD EUR 3/20/2024		20,637
	JPMorgan Chase Bank NA	USD EUR 3/20/2024		20,105
	JPMorgan Chase Bank NA	USD EUR 3/20/2024		19,640
	JPMorgan Chase Bank NA	USD EUR 3/20/2024		17,454
	JPMorgan Chase Bank NA	USD EUR 3/20/2024		18,077
	JPMorgan Chase Bank NA	USD EUR 3/20/2024		18,424
	JPMorgan Chase Bank NA	USD EUR 3/20/2024		8,079
	JPMorgan Chase Bank NA	USD EUR 3/20/2024		8,576
	JPMorgan Chase Bank NA	USD EUR 3/20/2024		8,324
	JPMorgan Chase Bank NA	USD HKD 3/20/2024		(48)
	JPMorgan Chase Bank NA	USD HKD 3/20/2024		8
	JPMorgan Chase Bank NA	USD HKD 3/20/2024		10
	JPMorgan Chase Bank NA	USD HKD 3/20/2024		(3)
	JPMorgan Chase Bank NA	USD HKD 3/20/2024		-
	JPMorgan Chase Bank NA	USD HKD 3/20/2024		-
	JPMorgan Chase Bank NA	USD HKD 3/20/2024		(27)
	JPMorgan Chase Bank NA	USD HKD 3/20/2024		3
	JPMorgan Chase Bank NA	USD ILS 3/20/2024		801
	JPMorgan Chase Bank NA	USD ILS 3/20/2024		5,580
	JPMorgan Chase Bank NA	USD HKD 3/20/2024		3
	JPMorgan Chase Bank NA	USD CAD 3/20/2024		27,457
	JPMorgan Chase Bank NA	USD CAD 3/20/2024		16,276
	JPMorgan Chase Bank NA	USD CAD 3/20/2024		42,248
	JPMorgan Chase Bank NA	USD CAD 3/20/2024		38,061
	JPMorgan Chase Bank NA	USD CAD 3/20/2024		11,466
	JPMorgan Chase Bank NA	USD DKK 3/20/2024		3,072
	JPMorgan Chase Bank NA	USD DKK 3/20/2024		231
	JPMorgan Chase Bank NA	USD DKK 3/20/2024		441
	JPMorgan Chase Bank NA	USD DKK 3/20/2024		107
	JPMorgan Chase Bank NA	USD DKK 3/20/2024		383
	JPMorgan Chase Bank NA	USD CAD 3/20/2024		11,697
	JPMorgan Chase Bank NA	USD CAD 3/20/2024		33,691
	JPMorgan Chase Bank NA	USD CAD 3/20/2024		33,762
	JPMorgan Chase Bank NA	USD CAD 3/20/2024		29,980
	JPMorgan Chase Bank NA	USD CAD 3/20/2024		30,023
	JPMorgan Chase Bank NA	USD CAD 3/20/2024		50,748
	JPMorgan Chase Bank NA	USD CAD 3/20/2024		42,564
	JPMorgan Chase Bank NA	JPY USD 3/21/2024		(990)
	JPMorgan Chase Bank NA	JPY USD 3/21/2024		(4,585)
	JPMorgan Chase Bank NA	USD JPY 3/21/2024		60,075
	JPMorgan Chase Bank NA	USD JPY 3/21/2024		46,285
	JPMorgan Chase Bank NA	USD JPY 3/21/2024		11,642
	JPMorgan Chase Bank NA	USD JPY 3/21/2024		16,455
	JPMorgan Chase Bank NA	USD JPY 3/21/2024		112,291
	JPMorgan Chase Bank NA	USD JPY 3/21/2024		120,205
	JPMorgan Chase Bank NA	USD JPY 3/21/2024		44,355

Nokia Savings/401(k) Plan
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)
December 31, 2023

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor or Similar Party	Description	Cost***	Current Value
	JPMorgan Chase Bank NA	USD JPY 3/21/2024		1,417
	JPMorgan Chase Bank NA	USD JPY 3/21/2024		1,525
	JPMorgan Chase Bank NA	USD JPY 3/21/2024		36,171
	Morgan Stanley & Co International PLC	EUR USD 1/2/2024		565
	Royal Bank of Canada	USD GBP 1/2/2024		499
	State Street Corp	EUR USD 1/3/2024		44
	State Street Corp	GBP USD 1/3/2024		31
	TOTAL FORWARD FOREIGN CURRENCY CONTRACTS			\$ 937,988
	TOTAL OTHER INVESTMENTS			\$ 27,275,800
	**SELF-DIRECTED BROKERAGE ACCOUNTS	Various		\$ 779,002,833
	*TOTAL PARTICIPANT LOANS	Interest rates range from 3.25% - 9.50%		\$ 23,911,489
	TOTAL INVESTMENTS			\$ 9,008,864,763

- * Party-in-interest
- ** Investments totaling \$114.9 million held in self-directed brokerage accounts qualify as party-in-interest transactions. These investments include the Dreyfus Treasury and Agency Cash Management Fund and other Dreyfus money market funds, which are managed by affiliates of the Trustee. Additionally, the self-directed brokerage account holds \$3.4 million of common stock in Nokia Corporation, which is the ultimate parent of the Company.
- *** Cost information is not required for participant-directed investments and therefore is not included.

Plan Name	NOKIA SAVINGS/401(K) PLAN
Plan Sponsor EIN	22-3408857
ERISA Plan No.	003
Plan Year End	12/31/2023

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)