

Nokia U.S. Employee Benefits

NBS Employee Services

NOKIA

Infinera Benefits

This presentation will introduce you to Nokia's benefit plans. Please utilize the following contacts for information and questions about your Infinera benefits:

Information regarding Infinera Benefits

- Contact Information for Infinera's Benefits Plans
 - [Contact Sheet for Infinera's Benefits Vendors](#)

<https://infinera.sharepoint.com/:b:r/.sites/Benefits/Shared%20Documents/2025/Contacts%202025%20Guide.pdf?csf=1&web=1&e=1mT4gH>

- Infinera HR Benefits Contacts
 - benefits@infinera.com (internal)

<https://infinera.sharepoint.com/sites/Benefits/SitePages/United-States-Benefits.aspx>

- Benefits Assistance Center (BAC) – 866-331-2714 or infinerabenefits@bac.lockton.com
- Infinera Benefit FAQs can be found on <https://infinera.sharepoint.com/>



Job Grade Levels – Infinera vs. Nokia

Infinera Job Grade	Nokia Job Grade	Nokia Global TI %	Infinera TI %
22	13	30%	35%
20	12	25%	25%
18	11	20%	20%
16	10	15%	15%
14	9	12.50%	10%
12	8	10%	10%
10	7	7.50%	5%
8	6	5%	5%
6	5	5%	5%
4	4	5%	5%
2	3	5%	5%
1	2	5%	0%

- Grade / Level 1 are the Apprentice level and are not eligible for Corporate Bonus
- As of August 1, 2025, Infinera employees will continue with the Infinera TI%

Nokia US Payroll Calendar



2025 US Payroll Calendar - Bi-Weekly

Bi-Weekly	Pay Period Begin	Pay Period End	Pay date	Pay period #
January				
US	12/21/2024	1/3/2025	1/10/2025	1
US	1/4/2025	1/17/2025	1/24/2025	2
February				
US	1/18/2025	1/31/2025	2/7/2025	3
US	2/1/2025	2/14/2025	2/21/2025	4
March				
US	2/15/2025	2/28/2025	3/7/2025	5
US	3/1/2025	3/14/2025	3/21/2025	6
April				
US	3/15/2025	3/28/2025	4/4/2025	7
US	3/29/2025	4/11/2025	4/18/2025	8
May				
US	4/12/2025	4/25/2025	5/2/2025	9
US	4/26/2025	5/9/2025	5/16/2025	10
US	5/10/2025	5/23/2025	5/30/2025	11
June				
US	5/24/2025	6/6/2025	6/13/2025	12
US	6/7/2025	6/20/2025	6/27/2025	13

Bi-Weekly	Pay Period Begin	Pay Period End	Pay date	Pay period #
July				
US	6/21/2025	7/4/2025	7/11/2025	14
US	7/5/2025	7/18/2025	7/25/2025	15
August				
US	7/19/2025	8/1/2025	8/8/2025	16
US	8/2/2025	8/15/2025	8/22/2025	17
September				
US	8/16/2025	8/29/2025	9/5/2025	18
US	8/30/2025	9/12/2025	9/19/2025	19
October				
US	9/13/2025	9/26/2025	10/3/2025	20
US	9/27/2025	10/10/2025	10/17/2025	21
US	10/11/2025	10/24/2025	10/31/2025	22
November				
US	10/25/2025	11/7/2025	11/14/2025	23
US	11/8/2025	11/21/2025	11/28/2025	24
December				
US	11/22/2025	12/5/2025	12/12/2025	25
US	12/6/2025	12/19/2025	12/26/2025	26

- Infinera employees will receive their first paycheck on August 22, 2025. This paycheck will include the pay period of August 1, 2025 through August 15, 2025.
- The month of October there are 3 pay periods, the 3rd pay period will not have any health and welfare deductions.

Health & Welfare Benefits



Defined Benefit and Defined Contribution



How to enroll in your benefits



Other Benefits



Health & Welfare Benefits





Medical

Nokia offers a choice of medical plan options:

- Surest – Enhanced or Standard
- UHC – Enhanced or Standard
- Kaiser of Northern California Health Maintenance Organization (HMO)

Surest Enhanced and Standard Options	UHC Enhanced and Standard Options
<ul style="list-style-type: none">• Copays only	<ul style="list-style-type: none">• Copays and coinsurance
<ul style="list-style-type: none">• One copay for multiple services, i.e., hospitalization, maternity	<ul style="list-style-type: none">• Multiple copays and/or coinsurance for residual services, i.e., hospitalization, maternity
<ul style="list-style-type: none">• \$0 Preventive care	<ul style="list-style-type: none">• \$0 Preventive care
<ul style="list-style-type: none">• More comprehensive coverage for services such as fertility and gender dysphoria	<ul style="list-style-type: none">• Coverage for fewer fertility and gender dysphoria services
<ul style="list-style-type: none">• More virtual care services	<ul style="list-style-type: none">• Fewer virtual care services
<ul style="list-style-type: none">• Copays vary based provider efficiency	<ul style="list-style-type: none">• Copays do not vary based on provider efficiency
<ul style="list-style-type: none">• Cost is known in advance	<ul style="list-style-type: none">• When a service has coinsurance only, you may not know the cost in advance
<ul style="list-style-type: none">• No deductible	<ul style="list-style-type: none">• Deductible for out-of-network services

A more comprehensive summary of the Surest and UHC options is available in the Benefits At A Glance (BAAG) document which is located on the Benefit Answers Plus Website (BA+) [2025-BAAG2-ACTIVE.pdf](#)



Surest Enhanced and Standard Options

The Surest options utilize the broad UnitedHealthcare Choice Plus network of doctors, clinics and hospitals.

Services of providers offering higher-value care are assigned a lower copay; a lower copay does not indicate a lower-quality option.

Surest uses billions of claims and publicly available data to evaluate doctors and hospitals on quality, efficiency and overall effectiveness of care. Higher-value providers are:

- Most likely to deliver desired health outcomes
- Less likely to result in unwanted health outcomes, like complications or readmissions
- Less costly due to more efficient use of health care resources, like fewer tests and surgeries and the providers charge less for their services

United Healthcare Enhanced and Standard Options

The United Healthcare options utilize the broad UnitedHealthcare Choice Plus network of doctors, clinics and hospitals.

- The UHC options operate like a Preferred Provider Organization (PPO)
- Employees are not required to obtain referrals to see a specialist
- Coverage for the majority of medical services is expressed as a %; it represents the % of the provider's contracted rate for in-network services for the Enhanced and Standard options





Medical

Kaiser of Northern California HMO

- Effective August 1, 2025, Infinera employees who elect to enroll in the Kaiser of Northern CA HMO option:
 - Will be enrolled in Nokia's plan option which is slightly different in design and cost from Infinera's plan option
 - To view the plan provisions:
 - SBC link:
https://www.benefitanswersplus.com/global_pdf/SBC_2025_Nokia_KPNCA_HMO.pdf
 - Phone: 1-800-444-4000
 - Website: <http://kp.org>
 - Monthly premium rates are shown on Slide 12
- Employees who enroll in a different medical option and are currently undergoing treatment with a Kaiser provider are entitled to continuity of care pursuant to the Consolidated Appropriations Act, 2021. To obtain coverage for such care, employees will have to request care from Kaiser. Kaiser will, upon the receipt of a request, determine whether the employee meets the criteria based on the statutory requirements and the employee's medical record; and then Kaiser will communicate its decision. Employees can request continuity of care by calling the Member Services Contact Center (MSCC) at 1-800-464-4000.

Medical

Important Items To Note:

- ✓ Effective as of August 1, 2025, you are automatically enrolled in the Surest Enhanced coverage option for **yourself only**.
- ✓ Within 31 days of receiving your benefit enrollment email, you have the opportunity to make changes and/or add eligible dependents to coverage.
- ✓ If you do not require coverage through Nokia, you still need to log into the YBR website or call the Nokia Benefits Resource Center (NBRC) and decline coverage.
- ✓ Medical ID cards will be mailed to the address on record within 2 – 3 weeks after enrollment. If you require medical attention prior to receiving the medical ID card and after enrollment is completed, you can log into either the Surest or UHC website, create a user-name and password and print a copy of the medical ID card.
- ✓ Kaiser will be sending out new ID cards for existing Infinera members who will be moving to Nokia. However, members can continue to use their current cards; member ID numbers will be the same. Members can be issued a medical record number and receive assistance with registering on <http://kp.org> or by calling Member Services at 1-800-464-4000. A digital ID card will be available online or via the app, which can also be printed. When individuals visit a Kaiser facility or pharmacy and say that they are a member, Kaiser Permanente will treat them as a member regardless of their status in Kaiser's eligibility systems. These members will not be charged at the point of service. Instead, they will be billed for cost sharing, if there is any, when their information has been processed.





Medical

Employees pay a portion of the cost of medical coverage with before-tax deductions from their paychecks. Deductions will begin with the August 22, 2025 paycheck retroactive to August 1, 2025.

	Monthly Contributions			
	You Only	You + Spouse	You + Child(ren)	You + Family
Surest Enhanced	\$83.00	\$365.00	\$213.00	\$509.00
Surest Standard	\$33.00	\$144.00	\$84.00	\$201.00
UHC Enhanced	\$104.00	\$456.00	\$266.00	\$636.00
UHC Standard	\$41.00	\$180.00	\$105.00	\$251.00
Kaiser Permanente - N. CA	\$153.28	\$389.23	\$386.92	\$944.15

Prescription Coverage

- Prescription coverage is administered by CVS Caremark for the Surest and UHC medical options. Prescription drug coverage includes medically necessary drugs prescribed by you or your covered dependent's doctor on an outpatient basis.
 - CVS Caremark: Contact [Caremark.com](https://www.caremark.com) or 1-800-240-9623
 - You can fill prescriptions at any retail pharmacy or by mail order (through CVS Caremark Mail Service Pharmacy).
 - To find an in-network retail pharmacy, visit [Caremark.com](https://www.caremark.com) (you will need to register the first time you visit the site)
- Prescription drug copays will double after the third time you receive a 30-day supply of a maintenance medication for a chronic condition at a retail pharmacy; for cost savings, fill up to a 90-day supply through mail order or pick up at a CVS retail pharmacy or at any Costco Pharmacy
- Drugs Requiring Authorization Certain medications must be authorized for specific conditions before they are eligible for coverage. CVS Caremark will work with you, your pharmacist and your physician to secure the necessary confirmation. The list of these drugs changes from time to time as new drugs are approved, new clinical guidelines for appropriate use are developed or problems are identified. Visit the CVS Caremark Web site or call CVS Caremark for a list of medications requiring authorization.
- Prescription drug prior authorizations you currently have on file with Blue Shield or Kaiser will be transferred to CVS; you will not be required to submit a new prior authorization until your current one expires.
- When enrolling in the Kaiser Northern CA HMO, your prescription coverage is handled by Kaiser.

Important to Note:

- ✓ Enrollment in the medical options defaults you into prescription drug coverage, therefore no enrollment is required.
- ✓ Prescription ID cards will be mailed to the address on record within 2 – 3 weeks after enrollment



Dental

Nokia provides a choice of two (2) dental options offered through MetLife's Preferred Dentist Program (PDP) Plus.

	MetLife Enhanced Dental		MetLife Standard Dental	
	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual deductible (applies to basic and major services only; in- and out-of-network combined))	\$0	\$50 per individual; maximum of \$100 per family	\$50 per individual; maximum of \$100 per family	\$100 per individual; maximum of \$200 per family
Annual maximum benefit (per individual; in- and out-of-network combined)	\$2,250	\$1,750	\$1,500	\$1,000
Orthodontia	Lifetime maximum of \$2,000/individual (in- and out-of-network combined)		Lifetime maximum of \$1,500/individual (in- and out-of-network combined)	

Coinsurance levels vary between In-Network and Out-of-Network, as well as by type of service . A more comprehensive summary of the MetLife dental options is available in the Benefits At A Glance (BAAG) document which is located on the Benefit Answers Plus Website (BA+) [2025-BAAG2-ACTIVE.pdf](#)

Dental

Important to Note:

- ✓ Effective August 1, 2025, you are automatically enrolled in the MetLife Enhanced coverage option for **yourself only**.
- ✓ Within 31 days of receiving your benefit enrollment email, you have the opportunity to make changes and/or add eligible dependents to coverage.
- ✓ If you do not require coverage through Nokia, you still need to log into the YBR website or call the Nokia Benefit Resource Center (NBRC) and decline coverage.
- ✓ No ID Card – simply provide the dentist with the Nokia group number 85848 and your Nokia ID number

Employees pay a portion of the cost of dental coverage with before-tax deductions from their paychecks. Deductions will begin with the August 22, 2025 paycheck retroactive to August 1, 2025.

Monthly Prices					
Full-Time/> or = 20 Hours/Week					
Dental Plan		You Alone	You + Spouse	You + Child(ren)	You + Family
Enhanced	MetLife	\$14.82	\$40.41	\$37.41	\$68.27
Standard	MetLife	\$8.87	\$22.65	\$21.11	\$38.50

Dependent Verification

The costs for covering ineligible dependents can really add up and the costs are shared by everyone in the Plan. That is why Nokia requires employees to verify the eligibility of all dependents covered under Nokia's health and welfare plans.

- When adding dependent(s) to health care coverage, employees will be required to certify the eligibility of the dependent(s). Employees have approximately 45 days from when they add dependent(s) to coverage, to certify their eligibility. Failure to provide proof of eligibility within the required timeframe will result in the dependent(s) being terminated from coverage.
- Employees will be mailed a letter to their address on record that will provide instructions, a submission deadline date and information that is needed to verify their dependent(s).
- If the required documents are not received by the submission deadline date, any unverified dependent(s) **will lose coverage** at the end of the month following the deadline date.
- Employees also have the ability to view the dependent verification communications, instructions and submit the required documents by logging back into the YBR tool approximately 24/48 hours after the dependents are added to coverage. A “Verify Your Dependents Eligibility” tile will appear on the account.

Important to Note: If the dependent(s) being added to coverage do not have a Social Security Number, you will need to contact the Nokia Benefits Resource Center (NBRC) and a representative will add your dependent(s) to coverage for you.

You can view complete Dependent Eligibility Rules at: https://benefitanswersplus.com/active_m/ded.html

Dependent Verification

Home Savings/401(k) & Pension ▾ Health & Insurance ▾ Life Events ▾

Quick Actions [Edit](#)

Your help requests

Global Message Center

Manage Your 401(k) Investments

View Your Health & Insurance Coverage

Plan Information

Estimate Your Pension Benefit

Change Your Coverage

Recommended

Protect your retirement savings

Do My Part



Financial Wellness Webinars and Recordings

View here



There's more on BenefitAnswers Plus!

Check it out



To-Do's [View all](#)

[Verify Your Dependent\(s\) Eligibility](#)

[Choose Text Messaging to Protect Your Account](#)

[Send Your Completed Savings Beneficiary Form](#)



Dependent Verification

The screenshot displays the Nokia Benefits Resources website. At the top, there is a search bar with the text "How may we help you, John?". Below the search bar is a navigation menu with links for "Home", "Savings/401(k) & Pension", "Health & Insurance", and "Life Events". A "Print" button is located in the top right corner.

The main content area is titled "Notifications". Below this title are two tabs: "Alerts (6)" and "Secure Mailbox". The "Alerts (6)" tab is selected, and it contains a "To-Dos" section. The "To-Dos" section lists several tasks:

- Thanks for Making Your Annual Enrollment Choices**
Deadline: Oct 20, 2023
Enroll by 5:00 p.m. ET
- Verify Your Dependent(s)' Eligibility**
Nokia requires that you provide documentation to verify the eligibility of your covered dependent(s) by the deadline communicated in the notices mailed to you. To submit documentation or to check the submission status, click the "Verify Your Dependent(s)' Eligibility" link above.
- Choose Text Messaging to Protect Your Account**
It's quick and easy – and necessary to be eligible for the Alight Protection Program.
- View Financial Wellness Webinars and Recordings**

A red arrow points to the "Verify Your Dependent(s)' Eligibility" notification. To the right of the "To-Dos" section is a green box with the text:

Need to Send Documents?
You can provide supporting information in several ways.
If you need to upload documents to verify your dependent, use the "Verify Your Dependent(s)' Eligibility" box.



Retiree Healthcare

- Employees who meet either of the following criteria upon termination of employment may have access to retiree healthcare (retiree medical and/or dental coverage) upon becoming Medicare eligible (typically age 65)*:
 - Age 50 and 15 years of service**; or
 - Age 55 and 10 years of service**
- Retiree pays the full cost of coverage

*Provided the company continues to offer this benefit at that time

**Includes service recognized by Infinera

Please note: If you have any questions regarding the retiree healthcare plan, please contact the Nokia Benefit Resource Center (NBRC) at 888-232-4111.



Life Insurance

Nokia Life and Accidental Loss Insurance Plans is provided through MetLife and offers financial protection for you and your family in the event of death and/or dismemberment.

Employee Basic Life – (Company Paid) – 2 times annual base salary (Company paid).

Employee Basic AD&D – (Company Paid) – 2 times annual base salary (Company paid).

Employee Group Universal Life (Employee Paid) – from 1-10 times Total Annual Pay*; \$2million maximum

- Includes a savings feature, Cash Accumulation Fund
- Evidence of Insurability may apply (Please see FAQs for more information on default coverage and EOI)

*Total Annual Pay (TAP): is used to determine the amount of Group Universal life insurance available to you. Generally, for those not paid under a Sales Incentive Plan, your TAP is your annual rate of pay multiplied by a percentage based on the employee's job grade (see table below). TAP does not include differentials, overtime pay, extra payments, or allowances that are considered temporary. If you are paid under a Sales Incentive Plan, your TAP is your annual rate of pay plus sales target incentive.

Job Grade	Percentage Multiplier	Job Grade	Percentage Multiplier
13	130%	9	112.5%
12	125%	8	110%
11	120%	7	107.5%
10	115%	6 and below	105%



Life Insurance

Employee Supplemental AD&D– (Employee paid) – 1 to 10 times annual base pay, \$1 million maximum

Dependent Life – (Employee paid)

- Spouse/Domestic Partner:
 - Increments of \$10,000, \$15,000, \$20,000, \$50,000, \$75,000, \$100,000 (provided at flat rate per \$1,000 regardless of age)
 - Increments of \$150,000, \$200,000 or \$250,000 provided at higher, age banded rates
 - Evidence of Insurability may apply (please see FAQs for more information on default coverage and EOI)
- Child: \$5,000, \$10,000 or \$20,000.

Dependent AD&D – (Employee paid)

- Spouse/Domestic Partner: 1 to 5 times employee's annual base pay, \$500,000 maximum
- Child: \$5,000, \$10,000 or \$20,000.



Life Insurance

Important to Note:

- ✓ Premium costs for employee paid optional life and AD&D coverages will be available to you when you enroll through the YBR website.
- ✓ All employee paid premiums will be taken via payroll deductions on an after-tax basis.
- ✓ Approximately 2 weeks after you complete your enrollment on the YBR website, you may visit the MetLife website to make beneficiary designations for the following coverages:
 - Employee Basic Life
 - Employee Basic AD&D
 - Employee Group Universal Life
 - Employee Supplemental AD&D
- ✓ For dependent life and dependent AD&D coverage, you, the employee, are the automatic beneficiary.



HFSA

Health Care Flexible Spending Account (HFSA)

- The Healthcare Flexible Spending Account (HFSA) allows you to set aside pre-tax dollars to pay for certain health care expenses for yourself, your spouse and your eligible dependent children.
- For 2025, your contribution to the Nokia HFSA will be limited to the difference between the amount you elected to contribute to the Infinera Health Care FSA for 2025 less the amount of your HFSA contributions deducted from your paychecks through July 25, 2025 (last Infinera paycheck that will have deductions). **However, you will not see the Nokia HFSA election when you log in to enroll for the August 1 benefit enrollment.**
- 2025 claims under the Nokia HFSA must be incurred beginning August 1, 2025 through March 15, 2026.
- The deadline for filing your 2025 Nokia HFSA claims to receive reimbursement is May 15, 2026.

[Align Smart Choice Accounts HealthCare FSA Expense List](#)

Important to Note:

- ✓ If you contribute more to this account than you claim in expenses during the year, federal law requires any leftover money in your account be forfeited.
- ✓ If you do not use all the funds you set aside for the Plan Year, they cannot be reimbursed to you, they cannot be carried over to the next plan year and they cannot be transferred to the DFSA.
- ✓ The money contributed to your HFSA can only be used for eligible expenses incurred during the same Plan Year in which you elect to contribute to the HFSA.
- ✓ If you elected not to contribute to the Infinera HFSA for 2025 you will not be able to enroll in the Nokia HFSA Plan effective August 1, 2025.



DFSA

Dependent Care Flexible Spending Account

- The Dependent Care Flexible Spending Account (DFSA) lets you set aside pre-tax dollars to pay for certain dependent child/elder care expenses that you incur so that you (and your spouse, if you are married) can work, look for work or so your spouse can attend school full time.
- For 2025, your contribution to the Nokia DFSA will be limited to the difference between the amount you elected to contribute to the Infinera Dependent Care FSA for 2025 less the amount of your DFSA contributions deducted from your paychecks through July 25, 2025 (last Infinera paycheck that will have deductions). 2025 Nokia DFSA eligible claims must be incurred beginning August 1, 2025 through December 31, 2025. **However, you will not see the Nokia DFSA election when you log in to enroll for the August 1 benefit enrollment.**
- The deadline for filing your 2025 Nokia DFSA claims to receive reimbursement is May 15, 2026.

[Align Smart-Choice Accounts Dependent Care FSA Expense List](#)

Important to Note:

- ✓ If you contribute more to this account than you claim in expenses during the year, federal law requires any leftover money in your account be forfeited.
- ✓ If you do not use all the funds you set aside for the Plan Year, they cannot be reimbursed to you, they cannot be carried over to the next plan year and they cannot be transferred to the HFSA.
- ✓ The money contributed to your DFSA can only be used for eligible expenses incurred during the same Plan Year in which you elect to contribute to the DFSA.
- ✓ If you elected not to contribute to the Infinera DFSA for 2025 you will not be able to enroll in the Nokia DFSA Plan effective August 1, 2025.



Voluntary Benefits

The vision, legal, health advisory services, identity theft protection services, auto and home insurance and pet insurance benefits are “voluntary benefits.” Voluntary benefits are available through American Benefits Consulting LLC’s (Added Benefits). The timeframe for enrollment outside the new hire window varies by program as seen below.

- Auto and Home Insurance, Pet Insurance and Identity Theft Protection – you can enroll at anytime.
- Vision, Legal and Health Advisory Services – your enrollment timeframe is the same as for your core health and welfare benefits.
- To find out more information about these programs or to enroll visit the Added Benefits Website: <https://www.addedbenefitsaccess.com> or call: 1-800-622-6045

Important to Note:

- ✓ As a new hire, you will receive an email from “Nokia@addedbenefitsaccess.com” about 3-5 business days after your new hire date (typically on Thursdays). The email contains information about the voluntary program and what you need to do to enroll for coverage. A sample of the email can be seen on the next page.
- ✓ If an employee enrolls between the 1st and 20th of the month, the effective date of coverage will be the 1st of the following month.
- ✓ If the employee enrolls between the 21st and the end of the month, the effective date of coverage will be the 1st of the following next month.
- ✓ Nokia does not make any endorsement of or representation regarding any product or service provided under the Added Benefits Program.
- ✓ No exceptions will be provided after the enrollment period for vision, legal and health advisory has ended.



Voluntary Benefits

From: Nokia@addedbenefitsaccess.com

Dear {{NAME}}

As an employee of Nokia, you have access to its voluntary benefits program. This letter contains information about the voluntary program and what you need to do to enroll for coverage. **You are eligible to enroll in EyeMed Vision Care, the MetLife Legal Plan and Health Navigator, powered by PinnacleCare within 31 days of your date of hire.** You are eligible to enroll in LifeLock Identity Theft Protection Services and apply for Auto & Home Insurance and Pet Insurance at any time during the year.

EyeMed Vision Care

Comprehensive eye exams not only detect vision problems but can also detect the early signs of major medical conditions such as diabetes and hypertension. Take care of your vision health and start saving on your vision needs today with EyeMed Vision Care. EyeMed Vision Care provides you with routine vision care and prescription eyewear through a vast network that includes independent providers, as well as retail locations such as LensCrafters, Pearle Vision, and Target Optical. There are two options for you to choose from - the Standard Plan and the Enhanced Plan.

MetLife Legal Plan

MetLife Legal Plan provides legal representation for you, your spouse and dependents. This plan offers comprehensive legal coverage through a nationwide network of more than 20,000 attorneys. The plan covers services such as: preparing a will, buying or selling a home (primary residence), consumer protection matters, debt collection defense, mortgages, immigration assistance, and refinancing of home (primary residence and second or vacation home). The plan costs just \$16.20 per month which is paid through the convenience of payroll deduction. You can also enroll in the Plus Parents option, \$21.20 per month which covers your spouse, dependents, your parents, parents-in-laws and grandparents, up to 8 total.

Health Navigator, powered by PinnacleCare

When you have questions about your healthcare, you want to make sure you have the best guidance. From seeking out a second opinion to finding the best specialists, Health Navigator, powered by PinnacleCare, is here to make sure you feel confident in your health decisions. Access to this program is available for just \$16 per month (employee) or \$29 per month (employee plus family) through post-tax payroll deduction.

LifeLock Identity Theft Protection Services

Your identity makes you unique. But there are countless ways identity thieves can hijack the real you. LifeLock uses the industry's most advanced alert system to help ensure you remain the only you. LifeLock helps protect you against more than just credit fraud and identity theft. They alert you whenever it is detected that your personal information is being used to apply for wireless services, retail credit, utilities and mortgage loans. There are two different plan options: LifeLock with Norton — Benefit Essential and LifeLock with Norton — Benefit Premier.

Auto & Home Insurance

You have access to special discounts on auto, home, condo and renters insurance. Coverage is also available for boats, recreational vehicles, vacation homes and personal excess liability. The program allows you to compare and apply for coverage from Farmers GroupSelectSM, Travelers, and Liberty Mutual[®]. You can select different carriers for different coverages, or one carrier for all. You choose the carrier that is best for you.

Pet Insurance

Protect your other "family" members with Nationwide pet insurance. Pet insurance makes it easier to be prepared for accidents and illnesses. Nationwide pet insurance provides benefits for veterinary treatments related to accidents and illnesses, including cancer. Medical policies cover diagnostic tests, X-rays, prescriptions, surgeries, hospitalizations and more. Plans are available for dogs, cats, birds and exotic pets.

How To Enroll

Now is the perfect time to take advantage of these voluntary benefits. Monthly premiums are paid through convenient post-tax payroll deductions. To find out more about the coverage options available to you or to enroll, simply log on to <http://www.addedbenefitsaccess.com> and create an account.

Please remember, you only have 31 days from your date of hire to enroll for EyeMed Vision Care, the MetLife Legal Plan and Health Navigator, powered by PinnacleCare, otherwise you will have to wait for the next Open Enrollment period.

If you have any questions, please call Added Benefits at **800-622-6045** and select option #1 (Active Employees), then option #1 (Enrollment).

We look forward to providing you service for your voluntary benefits.

Sincerely,
Added Benefits

Benefit Enrollment Additional Information

- Your elections will be in effect from August 1, 2025, through December 31, 2025.
- You will automatically be enrolled in default medical and dental coverages for yourself effective August 1, 2025, however, you will still have 31 days from the date you receive your benefit enrollment email to change your default coverages and/or add your eligible dependents to coverage. Any changes to your coverage and the effective date of coverage for your dependents will be retroactive to August 1, 2025.
- If you are currently enrolled for employee and/or spouse supplemental life coverage with Infinera, you will be enrolled in default coverages for those effective August 1, 2025, however, you will still have 31 days from the date you receive your benefit enrollment email to change your default coverages. Please see FAQs for more information.
- The earlier you complete your enrollment 1) the sooner you and your family will be enrolled in the new coverage, 2) the sooner you will receive your medical ID cards, and 3) the YTD out of pocket maximums and prior authorizations will be transferred to the new carriers.
- **You will receive an email & video enrollment reminder on or around August 1, 2025.**
- In October, you will be eligible to participate in the 2026 Annual Open Enrollment and make your benefit elections for 2026.
- Prior to the open enrollment period you will receive email communications that will provide you with the enrollment period dates, and if any, benefit plan changes.



Defined Benefit and Defined Contribution





Cash Account Program (CAP)

The Cash Account Program (CAP) is a defined benefit that acts like a tax-deferred compensation program provided at no cost to you.

- Employees of Nokia of America Corporation, Nokia Investment Management Corporation, and Infinera America Inc. who are U.S. paid and not an Excluded Employee are eligible for Standard Pay Credits in the CAP.
- Eligible employees are automatically enrolled in the CAP and provided an account to which Pay, and Interest Credits are credited each month. Pay Credits are based on CAP-Includible Compensation* from the immediately preceding month. Eligible employees receive monthly:
 - Standard Pay Credits, equal to 6% of CAP-Includible Compensation*
 - Interest Credits of 0.3333% (4% per annum)
- All Pay and Interest Credits are 100% vested when credited to your CAP account and are insured by the Pension Benefit Guaranty Corporation, a federal insurance program.

*CAP-Includible Compensation means base salary actually paid to you and it does not include any other form of pay or compensation (such as, by way of example only, unused vacation, commissions, overtime pay, shift differentials, and bonuses). The maximum CAP-Includible Compensation that can be considered in any Plan Year is limited to the maximum amount of compensation permitted to be recognized under tax-qualified plans under Section 401(a)(17) of the Code. For 2025, this amount is \$350,000.

Cash Account Program (CAP)

Immediate Distribution of your CAP account is available upon termination from Nokia and all Nokia Controlled Group Companies in the following optional forms:

- A direct rollover to a traditional IRA, Roth IRA, or 401(k)
- A direct payment to you
- A combination of a direct rollover and direct payment to you
- Monthly annuity payments; or
- Defer distribution to a later date and continue receiving 4% interest per annum. Distribution no later than April 1 of year following your age 73 birthdate – your Required Minimum Distribution age.

Note: Any portion of your CAP paid directly to you, is subject to tax withholding.

Where can I get more information about the CAP?

- Access your CAP account via the Your Benefits Resources™ website at <https://digital.alight.com/nokia>.
- Refer to the [CAP Summary Plan Description \(SPD\)](#). Note: This link is to the current SPD effective January 1, 2025. An updated SPD reflecting only Standard Pay Credits for employees hired, rehired, acquired, or transferred into a Participating Company effective on or after August 1, 2025, will be forthcoming.

Important to Note:

- The actual updating of CAP accounts to reflect monthly Pay Credits typically occurs on the second Saturday of every month.
- The actual updating of CAP accounts to reflect monthly Interest Credits occurs on the last day of each month.
- Despite the short delay in the posting of Pay Credits, all Pay Credits are treated as having been allocated on the first day of each month (and therefore interest is applied for the entire month).
- **Pay and Interest Credits are tax deferred until you terminate and take a distribution.**

NOKIA



Nokia Savings/401K Plan

The Nokia Savings/401(k) Plan (the “Savings Plan”) offers diverse, competitive, and low-cost investment funds and other services to help you achieve your retirement goals.

- On August 1, 2025, you will be eligible to participate in the Savings Plan.
- Contributions can be made on a pre-tax, after-tax and/or Roth basis up to 50% of your base pay* (after-tax contributions are limited to a maximum deferral election of 25%). If you are currently age 50 or older or will turn 50 during the current plan year, you will be eligible to make additional pre-tax and/or Roth contributions known as “catch-up” contributions.
- The Savings Plan offers 22 investment funds, including 11 pre-mixed Retirement Date Funds, from which to choose. A self-directed brokerage account is also offered under the Savings Plan. You can select a mix of investment funds that best suits your goals, time horizon and risk tolerance. When making your choices, remember that asset allocation and diversification are key; however, neither diversification nor asset allocation ensure a profit or guarantees against loss.
 - Detailed information about the investment funds available for direct participant investment can be found at www.benefitanswersplus.com/FundFactSheets.html

***Base pay DOES NOT include any other forms of pay or compensation, such as, by way of example only, commissions, overtime pay, shift differentials, unused vacation pay, and bonuses).**

Nokia Savings/401K Plan

- You may roll over eligible pre-tax and/or Roth 401(k) contributions from another 401(k) or 401(a) plan. Most taxable amounts from an individual retirement account (IRA) and distributions received from another eligible employer's qualified retirement plan (i.e. such as the Infinera 401(k) Plan) are also permitted.
 - To initiate a rollover, after August 1, complete the Rollover Contribution Form, which can be found by logging into your account at <https://digital.alight.com/nokia>. Click on the "Savings/401(k) & Pension" tab, then "Information & Education" and "Savings/401(k) Forms and Materials." Or, you can call the Nokia Benefits Resource Center at 1-888-232-4111 to request a Rollover Contribution Form.
- You may convert "non-Roth" money to "Roth" money within the Plan up to 4x per year through the Roth In-Plan Conversion feature.
- You may take up to two loans from your Savings Plan account – one general purpose and one primary residence loan.
- You have access to Online Advice and Professional Management services.
- Details of the Savings Plan can be found in the summary plan description at [Nokia Savings 401k Plan SPD eff Jan 2025.pdf](#)

Nokia Savings/401K Plan

Important items to note:

- If you contributed to a Savings/401(k) Plan with a previous employer (i.e. the Infinera 401(k) Plan) during the current plan year, **you** need to monitor your contributions against the IRS yearly tax limits to ensure you do not exceed them.
 - The 2025 IRS limits are as follows:
 - Combined pretax and Roth contribution limit is \$23,500 (\$31,000 if eligible for and elect “catch-up” contributions);
 - annual total contribution limit is the lesser of \$70,000 (\$77,500 if eligible for and elect “catch-up” contributions), or 100% of your eligible compensation;
 - annual compensation limit is \$350,000.
- If you exceed the pre-tax/Roth limit due to working for two employers in the current plan year, the deadline to request a return of excess contributions from the Savings Plan is March 31.
- Additional information regarding the Savings Plan can be found at:
https://www.benefitanswersplus.com/active_m/retire.html

How to Enroll in your Benefits



To: TEST.EMAIL@NOKIA.COM	Date: Date
From: "Your Benefits Resources"<NokiaYBR@alight.com>	
Subject: Your immediate action needed re: Your Health Care Benefits	

Your immediate action is needed to enroll in your health care benefits. You have 31 days to make your elections for the entire calendar year.

To enroll, please access Your Benefits Resources Web site at <https://digital.alight.com/nokia>.
Take action by the deadline shown in the Action Needed section of the site. If you do not enroll by the deadline, you will be assigned default coverage.

Summary of Benefits and Coverage (SBC) documents are available online. You can view the SBCs for the coverage options available to you and/or learn more about your Nokia health and welfare benefits on the Your Benefits Resources Web site at <https://digital.alight.com/nokia>.

If you need additional information, please call the Nokia Benefits Resource Center toll-free at 1-888-232-4111. Benefits Resource Center Representatives are available between 9 a.m. and 5 p.m., Eastern time, Monday through Friday.

This message is for notification purposes only, please do NOT reply.

Download the Alight mobile app
Visit <http://alight.com/app>

When your benefit account is created, you will receive the benefit enrollment email advising that your immediate action is needed to enroll in your health care benefits. The email is sent to your corporate email address and provides the link to the Your Benefits Resources Website (YBR).

The first step in the enrollment process is to create a username and password.

your benefits resources NOKIA

For increased security, Social Security Numbers can no longer be used to log on to this site. If you haven't done so already, you must Create Your User ID

User ID

Login with Alight Mobile ?

Password

☐ Remember my User ID

Log On

BenefitAnswers Plus
Management/Non-Represented Employees

BenefitAnswers Plus
Management/Non-Represented Retirees

BenefitAnswers Plus
Represented Employees

BenefitAnswers Plus
Formerly Represented Retirees

Quick Actions

Your help requests

Global Message Center

Manage Your 401(k)
Investments

View Your Health & Insurance
Coverage

Plan Information

Estimate Your Pension Benefit

Recommended



Select Your
Beneficiaries

Take Action Now



Welcome to Nokia!

Enroll Now



Go Paperless

Update



Journeys



Your Journeys

Collections made just for you. Check out the Journeys that await you.

[Go to my Journeys](#) >

To-Dos [View all](#)

Enroll in Your Benefits

Due Mar 13, 2025

Add Your Retirement (Savings) Plan
Beneficiary Information

Add Your Phone Number

Nokia Benefits Important Contacts

***Your Benefits Resources Website (YBR):** <https://digital.alight.com/nokia> (personalized and password protected)

- Personalized information about your health and welfare benefit cost/options
- Review, add or change your dependent(s) information on file
- Enroll in your benefits, including Flexible Spending Accounts (HFSA/DFSA)
- Enroll in the Savings/401K
- View Cash Account Program (CAP) Account

***Nokia Benefits Resource Center (NBRC):** 888-232-4111 (requires pin/password verification)
Hours of operation Monday-Friday 9:00 a.m. – 5:00 p.m. Eastern Time (ET)

- Questions regarding your benefit enrollment, i.e., medical, dental, life insurance, FSA
- Questions regarding your Cash Account Program (CAP), Savings/401K
- Issues with logging into YBR account

Benefit Answers Plus Website: <https://www.benefitanswersplus.com> (no password required)

- Information on Health & Welfare Benefits
- Review current and previous years' benefit open enrollment material
- Learn when you can change coverage due to an eligible qualified status change
- Information on “other coverage” i.e., Work & Family, EAP, Retirement & Savings Plans

***Added Benefits Website:** <https://www.addedbenefitsaccess.com> (personalized and password protected)
800-622-6045 Hours of operation Monday-Friday 9:00 a.m. – 5:00 p.m. Eastern Time (ET)

Auto & Home Insurance / Identity Theft Protection

Pet Insurance / Health Advisory / Vision

NOKIA

*These websites will not be available to you until after you receive your benefit enrollment email in August.

Other Benefits



Short –Term & Long -Term Disability

Disability Benefits protect one of your most important assets, your income, in the event you cannot work due to illness or injury

- **Short Term Disability (STD)**

- If approved, provides income protection for up to a maximum of 26 weeks, if you are unable to work due to your own illness or injury
 - Up to the first 13 weeks paid at 100% of base pay (less deductible sources of income)
 - Next 13 weeks paid at 70% of base pay (less deductible sources of income).
- Nokia pays the full cost of STD coverage for you; enrollment is **not** required

- **Long Term Disability (LTD)**

- If approved, provides income protection if you remain unable to work due to your illness or injury after exhausting STD benefits
 - Paid at 60% of base pay (less deductible sources of income).
- Nokia pays the full cost of LTD coverage for you; enrollment is **not** required

- **For more information, you can:**

Review the Summary Plan Descriptions found at
https://benefitanswersplus.com/active_m/spd.html



Nokia Leave of Absence (LOA) Guideline

REQUEST FOR LEAVE OF ABSENCE

Personal Information

Name (Last) _____ (First) _____ (Middle initial) _____
Address (Mailing Address) _____ (City) _____ (State, Zip) _____
E-Mail Address _____
Services needed _____
Ver. No. _____
Major Subject _____

<i>Company Provided Leaves</i>	Status	General Descriptions are provided below. Review the Leave of Absence Guideline for details regarding company-provided leaves.
Sick Time	Paid	Available if medically necessary; also used for elimination period prior to the start of Short-Term Disability
Short-Term Disability	Paid	Refer to prior slide for details
Bereavement	Paid	Generally 3 - 5 days
Jury Duty	Paid/ Unpaid	Up to 90 calendar days paid; unpaid Personal Leave of Absence thereafter if jury duty continues
Witness Service	Paid/ Unpaid	Paid if witness service is company related; use PTO or unpaid time off if service is for other reasons
Military Leave	Paid/ Unpaid	Dependent on whether differential pay should be paid
New Child Leave of Absence	Paid/ Unpaid	Up to first 90 calendar days paid for employees with at least 1 year of recognized service at the time of birth/placement; unpaid for remainder of leave up to 1 year inclusive of paid New Child Leave of Absence
Personal Leave of Absence	Unpaid	Up to 90 calendar days
Extended Personal Leave of Absence	Unpaid	Up to 1 year, inclusive of and immediately following Personal Leave of Absence
<i>Federal, State and Local Legislated Leaves</i>	Paid/ Unpaid	Refer to legislation. Coordinated with or separate from Nokia company leaves, as applicable

You can find full details in the Nokia Leave of Absence Guidelines located on the Employee Hub [Leave of Absence Guideline](#)



Tuition Assistance Program (TAP)

What is TAP?

The purpose of TAP is to support formal academic education at regionally accredited colleges and universities in support of the development and career needs of Eligible Employees.

- Per calendar year, provides up to \$9,000 for graduate level studies and up to \$7,000 for undergraduate level studies.

Who is Eligible?

TAP is available to all active full-time/part-time U.S. paid employees of Nokia of America Corporation, Nokia Investment Management Corporation, and Infinera America Inc.

Where can employees get more information on TAP?

- The TAP program, managed by EdAssist, can be reached through the Live Chat option on their website <https://nokia.edassist.com> Monday – Friday 8:00 a.m. to 8:00 p.m. ET.
- You may submit an application, check status of an application and view payment information via the website <https://nokia.edassist.com>.
- When logging in to the website use your Nokia ID as the username.
- Access the [Tuition Assistance Guideline](#) for additional information.

Note: Repayment obligations are required for covered tuition and paid expenses under certain circumstances. Details on repayment obligations can be found in the TAP Guideline.



Commuter Benefits

Nokia employees are eligible for the commuter benefits program which allows the use of pre-tax contributions to pay for public transportation – including train, subway, bus, ferry, eligible vanpools – and qualified parking as part of your daily commute to work.

How to Enroll:

- Visit HealthEquity www.healthequity.com or call 877-924-3967 Monday through Friday, from 8 a.m. to 8 p.m. EST.
- To register, select the Log In/Register box in the upper right-hand corner of the webpage, select “Employee Registration”. When asked for your ID Code in the self identification registration process, please use the last four digits of your Social Security Number
- From the Welcome page, click on “Enroll in Commuter” or “Place Your Order” link
- An order confirmation email will be sent after the order is placed.

How Much to Contribute:

- A maximum of \$325 per month for public transit expenses, and
- A maximum of \$325 per month for public qualified parking.
- Any additional cost (up to a total maximum of \$800 per month each for transit and parking) will be deducted on a post-tax basis.

All questions should be directed to HealthEquity at 877-924-3967, Monday through Friday, from 8 a.m. to 8 p.m. EST or www.healthequity.com



Employee Assistance Program (EAP)

Employee Assistance Program (EAP)

EAP provides confidential assistance from trained, compassionate professionals. EAP offers solution focused resources for all types of life issues.

You do not need to be enrolled in Nokia medical coverage to access EAP services

Key Program features: no cost to employees, available 24/7/365 and includes up to 5 counseling sessions per issue, per year. Counseling is confidential and is available in person, by text message, live chat, phone or video conference.

Core Services included: Counseling, Lifestyle Coaching, Online Programs, Legal Services, Financial Wellness, Identify Theft Resolution, Wellness Resources

Work Life Resource Program

Work-Life, expert guidance and personalized referral services, educational materials, access to an expanded on-line library of information and tools. Unlimited telephonic access to work-life specialists who have education background and experience in specialty areas that include but are not limited to the following:

Childcare and Parenting
Pregnancy and Adoption
Pet Ownership
Wedding Planning

Adult Care & Aging
Education
Emergency Preparedness
Daily Life Issues

For more information visit <https://Member.MagellanHealthcare.com> or call in the US – 1-800-327-7348



Adoption Program

Nokia supports employees in the adoption process by providing:

- Adoption Reimbursement Program
 - Eligibility:
 - Employee must have at least 6 months of recognized service
 - The adopted child must be under 18 years of age
 - May be reimbursed up to a maximum of \$3,500 of eligible expenses per child
- Resources on adoption through the Magellan Health Services

For additional information review the Nokia [Adoption Reimbursement Program](#) Operating Procedures



Discount Programs

Perks At Work

Discount platform providing access to exclusive pricing for personal travel, home appliances, movie tickets, gym discounts, and more through Perks at Work. In addition to discounts, access to an online community with hundreds of free online courses in fitness, learning, and development for you and your family.

<https://www.perksatwork.com/store/index/type/homepage20#/>

Magellan-LifeMart

Access to hundreds of deals on nationally recognized brand-name products and services offered by Magellan - LifeMart. Find discounts on consumer goods, travel, child and elder care, fitness centers, movie tickets and more.

To access LifeMart you will need to log into Magellan website:

<https://Member.MagellanHealthcare.com>



Paid Time Off /PTO/Vacation

Employee's Years of Service	Annual PTO	Accrual (hours accrued on the last day of the bi-weekly pay period)	Estimated Accrual for the Remainder of 2025
0 to 6	22 days or 176 hours	6.77	9.30 days or 74.47 hours
7 to 11	27 days or 216 Hours	8.31	11.42 days or 91.41 hours
12 to 19	30 days or 240 hours	9.23	12.69 days or 101.53 hours
20 or more	32 days or 256 hours	9.85	13.53 days or 108.35 hours

- PTO is pro-rated during the year for new hires or transfers into the U.S.
- New hires are immediately eligible to accrue and take PTO.
- PTO must be used in the year it is accrued or it will be forfeited unless otherwise required by federal, state or local law.
- Employees need to take their PTO and report PTO taken in the time reporting system, and managers need to approve that time.

Nokia U.S. Holiday Observance

Nokia observes seven (7) core holidays each year in which it closes most business activities. It is the policy of Nokia to observe the following core holidays and ensure that employees will receive paid time off for these scheduled holidays

New Year's Day	Memorial Day
Independence Day	Labor Day
Thanksgiving Day	Day after Thanksgiving
Christmas Day	

Generally, if a core holiday falls on a Saturday, the Friday before is treated as the holiday; and if the core holiday falls on a Sunday the Monday after is treated as the holiday. Nokia will publish a schedule of the dates on which the holidays will be observed annually.



Severance Plan

Nokia's Severance Plan supports employees by providing:

- Salary continuation under a Reduction-in-Force for a period of Nine (9) Weeks; 2 Weeks working, 7 Weeks non-working
- Three months of Outplacement Services provided by Lee Hecht Harrison
- A lump sum severance payment (calculated as a number of weeks of regular base pay) is determined based on completed years of service (includes Infinera recognized service). The payment is made upon signing the Separation Agreement and General Release form.

Number of Years of Completed Service as of Last Day of Notification Period	Number of Weeks of Regular Base Pay
0 to 5	5
6	7
7	9
8	11
9	13
10	15
11	17
12	19
13+	20

Eligible employees classified as a Grade 12 or 13 on Their notification date, receive an amount equal to (20) weeks of regular base pay.

Eligible employees classified as Grade 11 on their notification date, receive an amount equal to greater of (A) thirteen (13) weeks of regular base pay, or (B) the amount determined under Table A.

- Beginning the month following your termination date you may continue your medical coverage under COBRA for 18 months by paying the monthly COBRA rate. [COBRAInformationNotice2025.pdf](#)
- For additional information review the Nokia [Severance Plan and Summary Plan Description](#)



A comprehensive People support structure is in place to assist you. This includes access to FAQ documents, multiple benefits orientation sessions (recording will also be available), and a dedicated People Support Team. For detailed information, please refer to the FAQ document located on the Nokia Benefit Answers Plus Website (BA+) [BenefitAnswers Plus](#). Click on the Infinera to Nokia – Benefit Integration Materials tile on the home page.