

2026 annual open enrollment period

Online and phone enrollment period:
October 13, 2025 – October 24, 2025

The 2026 annual open enrollment period begins on Monday, October 13, 2025, at 9:00 a.m., Eastern Time (ET), and ends on Friday, October 24, 2025, at 5:00 p.m., ET.

You may learn about your 2026 coverage choices and costs — as well as enroll in and/or change your Nokia health and welfare benefits coverage — online on the Your Benefits Resources™ (YBR) website at digital.alight.com/nokia or by calling the Nokia Benefits Resource Center at 1-888-232-4111 (TTY 711) during these dates and times. Representatives are available from 9:00 a.m. to 5:00 p.m., ET, Monday through Friday.

PLEASE NOTE:

- > **The annual open enrollment period runs for two weeks.** You may enroll online or by phone during this time. You may also enroll using the Alight Mobile app. See “Access your benefits and enroll through the Alight Mobile app!” on page 5.
- > You cannot use the YBR website or call the Nokia Benefits Resource Center to enroll in or make changes to your coverage for 2026 — or call the Nokia Benefits Resource Center to ask questions about your 2026 plan options and pricing — until Monday, October 13, 2025, at 9:00 a.m., ET.

You must take action before Friday, October 24, 2025, at 5:00 p.m., ET. Late enrollments will not be accepted.

Important information about default coverage

Your default coverage is the Nokia health and welfare benefits coverage in which you and your covered dependent(s) will be enrolled automatically for 2026 if you **do not** take any action during the annual open enrollment period. **It is your responsibility to confirm that your 2026 default coverage shown on the YBR website is the coverage you want for 2026.**

Confirming your default coverage is quick and easy. See “Check your default coverage” on page 8 to find out how to confirm your default coverage starting Monday, October 13, 2025.



IMPORTANT

This brochure is intended for multiple audiences. Some information in this brochure may not apply to you. Please refer to the YBR website during your annual open enrollment period to review Nokia health and welfare benefits eligibility for you and your dependents.

What's changing for 2026



This section constitutes a Summary of Material Modifications (SMM) to the Summary Plan Descriptions (SPDs) of the health and welfare benefit plans referred to herein.

The following changes to benefits coverage under the Nokia health and welfare benefit plans (the “Plans”) will take effect on January 1, 2026.

CHANGES TO THE RETIREE DENTAL PLAN

New dental plan carrier: MetLife will replace Aetna

Effective January 1, 2026, MetLife will replace Aetna as the carrier for the Dental Preferred Provider Organization (PPO) option. If you remain enrolled or newly enroll in Nokia retiree dental coverage for 2026, your dental coverage will be provided through the MetLife Dental PPO option as of January 1, 2026.

Under the MetLife Dental PPO option, you may visit any dentist and receive benefits. However, your out-of-pocket costs will be less if you use MetLife Preferred Dentist Program (PDP) Plus network providers because:

- PDP Plus network providers offer lower negotiated fees, and
- The Dental PPO option offers more generous coverage for PDP Plus network providers.

The MetLife Dental PPO option pays 100 percent of covered diagnostic and preventive services. After you meet the deductible, this option pays a percentage of other covered services, up to an annual maximum. Note that the percentage paid for covered services is a percentage of the provider's negotiated rate (for in-network services) or of reasonable and customary (R&C) fees (for out-of-network services). Please refer to *Benefits at-a-glance and resource contact information 2026* on the BenefitAnswers Plus website at www.benefitanswersplus.com for more details.

To find a MetLife PDP Plus dentist, or to see if your dentist is in the PDP Plus network, visit www.metlife.com. Scroll down to the “How can we help you” section and select “Find a Dentist,” then choose the network “PDP Plus” and enter your ZIP code where indicated. Beginning January 1, 2026, you may also contact MetLife at 1-888-262-4876 for assistance.

Dental transition of care

If you or a covered family member is undergoing a course of dental treatment on December 31, 2025, you may qualify for transition of care benefits under MetLife starting January 1, 2026. Guidelines for some of the most common dental services that may be eligible are outlined below.

You may submit the following claims to MetLife for processing:

- **Root canals:** For a tooth opened before January 1, 2026, but completed on or after January 1, 2026.
- **Crowns and bridgework:** For treatment (preparation and impressions) started before January 1, 2026, but placed on or after January 1, 2026.
- **Partial or full dentures:** For final impressions for appliances completed before January 1, 2026, but delivery made on or after January 1, 2026.
- **Orthodontia:** You must include the orthodontia treatment plan when you submit your first claim to MetLife. After that first submission, you may receive benefits beginning January 1, 2026, for services rendered on or after January 1, 2026, up to the lifetime maximum under the Plan.
 - **Keep in mind:** The orthodontic lifetime maximum amounts that you have used under Aetna will be transferred to MetLife. This ensures that the total benefit paid between the two carriers does not exceed the Plan's orthodontic lifetime maximum. MetLife makes all orthodontia reimbursements on a quarterly basis.

Important: All services remain subject to the Plan's annual deductible, annual maximums, lifetime maximums and frequency limits.

Please note:

- Participants enrolled in retiree dental coverage for 2026 will receive an ID card from MetLife by January 1, 2026. The ID card will contain your MetLife ID number, which you can use for claims and customer service starting January 1, 2026.
- As a reminder, the PPO option is available only to participants who have a US or US territory address, as their address of record, on file with the Nokia Benefits Resource Center.

2026 dental contribution amounts


As a result of the upcoming move to MetLife, our new dental plan carrier, monthly contributions for the PPO option will decrease in 2026. You can see your 2026 contributions on the YBR website at digital.alight.com/nokia during the annual open enrollment period.



Planning to call the Nokia Benefits Resource Center? Have your phone personal identification number (PIN) ready!

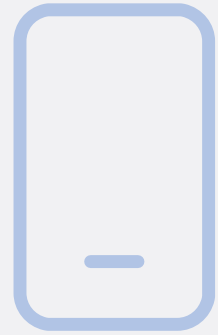
To access your personalized benefits information or to enroll by phone, you will need your phone PIN. **If you have forgotten your PIN, call the Nokia Benefits Resource Center as soon as possible to request a new one.**

- If your preferred telephone number — home or mobile — is already on file with the YBR website, a one-time access code (temporary PIN) will be provided to you by telephone or text message, as applicable, so you can quickly reset your PIN.^{1,2} **We strongly recommend that you add a mobile phone number to your personal information on file to take advantage of text messaging and additional security capabilities.¹**
- If your preferred phone number is not on file, you will need to request that a temporary PIN be sent to you by US Postal Service mail.² **It may take up to 10 days to receive your temporary PIN through the mail.**

Tip: Do not wait until you need your PIN to add your preferred phone number to your personal information on file. If you have not done so already, log on to the YBR website today, select the profile icon  at the top right of the page and then “Personal Information,” and enter your preferred phone number where indicated.

¹Standard text message rates apply.

²For security purposes, access codes cannot be sent via email.



Access your benefits and enroll through the Alight Mobile app!

Connect with your Nokia benefits on the YBR website anytime, anywhere through the Alight Mobile app. Use the app to review, enroll in or make changes to your benefits quickly and easily, at your convenience.



To download the Alight Mobile app on your mobile device:

- Scan the code at the lower left to be directed to the appropriate app store for your device,
- Go to the [App Store](#) or [Google Play](#) and search for “Alight Mobile,” or
- Visit alight.com/alight-mobile-app.

Once you have downloaded the app, follow these steps:

- Open the app, search for “Nokia” and tap the name.
- Enter your YBR User ID and password and tap “Sign in” to log on. You are all set!

CHANGES TO RETIREE MEDICAL AND PRESCRIPTION DRUG COVERAGE

For participants not eligible for Medicare

Monthly contributions for coverage in the Enhanced Point of Service (POS), Standard POS and Traditional Indemnity (TI) options will increase in 2026. Please visit the YBR website at digital.alight.com/nokia during the annual open enrollment period to see your 2026 contributions.

Other than these monthly contribution increases, there are no changes to your medical and prescription drug coverage for 2026.

For participants eligible for Medicare

Changes to the UnitedHealthcare® Group Medicare Advantage (PPO) with prescription drug coverage

Effective January 1, 2026, your medical and prescription drug coverage through the UnitedHealthcare Group Medicare Advantage (PPO) with prescription drug coverage will be separated into two UnitedHealthcare Plans:

- **The UnitedHealthcare® Group Medicare Advantage (PPO)**, which will provide your medical coverage, and
- **The UnitedHealthcare® MedicareRx for Groups (PDP)**, a Medicare Part D plan, which will provide your prescription drug coverage.

The new Plans will offer comprehensive medical and prescription drug coverage and use the same UnitedHealthcare provider network you have now.

- There will be no changes to your medical coverage, and you will have the same medical member ID number.
- The only changes to your prescription drug coverage will be:
 - **Annual prescription drug deductible:** Will increase to **\$615** per individual
 - **Annual prescription drug out-of-pocket maximum:** Will increase to **\$2,100** per individual

Once you reach the annual out-of-pocket maximum of \$2,100, your covered Part D drugs will have a \$0 cost-share for the rest of the year. Non-Part D drugs and Part B drugs are excluded from coverage

- You will receive two new member ID cards from UnitedHealthcare with separate member ID numbers: one for medical coverage and one for prescription drug coverage.

If you are currently enrolled in the UnitedHealthcare Group Medicare Advantage (PPO) with prescription drug coverage

You will be automatically enrolled in (i.e., defaulted into) coverage through the UnitedHealthcare Group Medicare Advantage (PPO) and MedicareRx for Groups (PDP) starting January 1, 2026, unless you choose to opt out. Your current coverage under the UnitedHealthcare Group Medicare Advantage (PPO) with prescription drug coverage will end on December 31, 2025.

To learn more about how the Plans work:

- See *Benefits at-a-glance and resource contact information 2026* on the BenefitAnswers Plus website at www.benefitanswersplus.com.
- See the UnitedHealthcare Group Medicare Advantage (PPO) and MedicareRx for Groups (PDP) coverage and benefit information at retiree.uhc.com/nokia/coverage-and-benefits. The 2026 plan guides will also be available there by early October. The 2026 Evidence of Coverage documents will be available through the member portal (accessible via retiree.uhc.com/nokia) in early December. You can also call UnitedHealthcare at 1-888-980-8117 (TTY 711), 8:00 a.m. to 8:00 p.m., local time, Monday through Friday.

2026 medical contribution amounts

Monthly contributions for the UnitedHealthcare Group Medicare Advantage Preferred Provider Organization (PPO) will increase in 2026. Please visit the YBR website at digital.alight.com/nokia during the annual open enrollment period to see your 2026 contributions.

If you and/or your covered dependent(s) are denied enrollment in the UnitedHealthcare Group Medicare Advantage (PPO)

Medicare rules require that your enrollment in the UnitedHealthcare Group Medicare plans be reviewed and approved by the Centers for Medicare & Medicaid Services (CMS). If your enrollment and that of your dependent(s) is denied, **Nokia will send you a letter in mid-February 2026 that includes the reason for the CMS denial and the deadline by when you must resolve the enrollment issue.**

Note: The above information does NOT apply to participants and dependents whose enrollment has been previously approved by CMS and are currently enrolled in the UnitedHealthcare Group Medicare Advantage (PPO) with prescription drug coverage.

Reminder: The Medicare Prescription Payment Plan can help you manage your costs

The Medicare Prescription Payment Plan (M3P) lets you spread out your Part D prescription drug costs over the year. It does not lower your drug costs and applies only to Part D prescriptions.

If you enroll, your plan pays the pharmacy, and you receive a monthly bill for your drug costs, divided by the remaining months in the year.

Should you opt in? It may make sense if you have high early-year drug costs and prefer even payments. It may not make sense if your costs are low, consistent and unlikely to exceed the \$2,100 annual limit set for 2026.

New for 2026: Because of the plan change, you must re-enroll in the M3P for 2026 if you are currently enrolled. You may enroll in or opt out of the M3P anytime. Your enrollment will be renewed automatically each year, unless you opt out.

To learn more, visit retiree.uhc.com/nokia or call 1-888-980-8117 (TTY 711).



How to enroll

CHECK YOUR DEFAULT COVERAGE

Your default coverage is the Nokia health and welfare benefits coverage in which you and your covered dependent(s) will be enrolled automatically for 2026 if you do not take any action during the annual open enrollment period.



Because your default coverage for 2026 may, in some cases, be different from your 2025 coverage, **it is your responsibility** to confirm that your 2026 default coverage shown on the YBR website during the annual open enrollment period is the coverage you want for 2026.

Here is how to find your default coverage starting Monday, October 13, 2025.



Visit the YBR website at digital.alight.com/nokia.

- From the home page, select the “Annual Enrollment” tile to go to the “Annual Enrollment” page.
- You will see a personal message prompting you to get started with enrollment.
- Click the blue bar entitled “Go to enrollment” below the message to be taken to the Benefits Summary page.
- Under “Next Year’s Benefits,” you will see a table that displays the coverage and costs that will be effective as of January 1, 2026. This is the default coverage you will receive for 2026 if you do not make any changes during the annual open enrollment period.



Alternatively, you may call the Nokia Benefits Resource Center at 1-888-232-4111 (TTY 711) to request that a copy of your default coverage record be sent to you.

- After the welcome message, choose the option for “all other benefit questions.”
- Follow the prompts to authenticate your identity.
- After you hear the “it’s annual enrollment time” message, say “annual enrollment” to reach a representative. You can then request a copy of your default coverage record.

The copy of your default coverage record will be mailed to your address on file within 7 to 10 business days.

Note: If you have signed up to receive communications from the Nokia Benefits Resource Center electronically, the copy will be sent to your Secured Participant Mailbox on YBR within one business day.

If you need a copy of your annual open enrollment kit

The easiest and most convenient way to access the information you need to enroll continues to be through the YBR website at digital.alight.com/nokia during the annual open enrollment period. However, if you do not have Internet access or you prefer to have a copy of the annual open enrollment kit sent to you, you can make your request through the Nokia Benefits Resource Center. Here is what you need to do:

1. **Starting October 13, 2025**, call the Nokia Benefits Resource Center at 1-888-232-4111 (TTY 711).
2. After the welcome message, choose the option for “all other benefit questions.”
3. Follow the prompts to authenticate your identity.
4. After you hear the “it’s annual enrollment time” message, say “annual enrollment” to reach a representative. You can then request a copy of your annual open enrollment kit.

Your annual open enrollment kit will be mailed to your address on file within 7 to 10 business days. Note that annual open enrollment kits are always sent via US Postal Service mail, even if you have signed up to receive communications from the Nokia Benefits Resource Center electronically.

HOW TO TAKE ACTION

If you decide to change your default coverage and take action during the annual open enrollment period, do it easily **starting at 9:00 a.m., ET, on Monday, October 13, 2025**:

- Through the YBR website at digital.alight.com/nokia or via the Alight Mobile app (see page 5), or
- By calling the Nokia Benefits Resource Center.

Remember: You must take action before Friday, October 24, 2025, at 5:00 p.m., ET. Late enrollments will not be accepted.

Do you need to take action?

You may already be enrolled in the right coverage for yourself and your family and may not need to take any action during the annual open enrollment period. However, you will need to take action to:

- Choose coverage other than your default coverage (see “Check your default coverage” on page 8),
- Add³ or remove dependent(s) from coverage, and/or
- Make any other changes to your health and welfare benefits coverage for 2026.

If you do not take action during the annual open enrollment period, you will receive the default coverage shown on the YBR website during the annual open enrollment period.

³Make sure your dependents are eligible under the Nokia eligibility rules before you add them to your coverage. You can view eligibility rules on the YBR website. You will be asked to verify the eligibility of the dependent(s) you enroll for coverage.

USING YBR

Before you begin, make sure you have your User ID and password ready, along with any information — including Social Security number(s) — for any new eligible dependent(s) you may be adding to your coverage. (If necessary, see “Have you forgotten your YBR website User ID and/or password?” on page 11.)



Then, when you are ready to begin, keep in mind these helpful hints:

- **Set aside enough time** to complete the enrollment process without interruption. After 15 minutes of inactivity on the YBR website, you will automatically be logged off, and any elections made up to that point will not be saved.
- **The first time you log on from a particular device**, you will be prompted to choose and answer a series of security questions. This will register your device with the YBR website and provide additional protection for your personal information.
- **Review your dependent(s) on file for each of your benefit plans** — and make any updates or corrections.
- **Click “Complete Enrollment”** when you are done making your elections or if you must log off the YBR website before completing your elections; otherwise, your elections made up to that point will not be saved. You can log back on and make any additional changes before your enrollment deadline (Friday, October 24, 2025, at 5:00 p.m., ET) even if you have already completed your enrollment.
- **You may save or print your elections** if you like. To do so, save or print the “Completed Successfully!” page for your records when you are finished taking action.
- **Log off the YBR website** when you are finished to prevent others from viewing your information. When “You’ve Logged Off” appears on the screen, you will know your information is protected.
- **Watch for your enrollment confirmation** in your email. If you have a preferred email address on file, a detailed confirmation of enrollment statement will be emailed to you after you have completed your enrollment on YBR. The statement will show all your benefit elections as well as their monthly costs. Be sure to save it for your records.

REMINDER

When enrolling dependents, please be sure to review the Nokia Dependent Eligibility Rules at www.benefitanswersplus.com/retired_m/ded.html.

The rules describe who is eligible to be covered under Nokia’s medical, dental and life insurance plans. With respect to children, the rules include various criteria, including age. As also described in the rules, if you have a child who is covered under the plan(s), is disabled and would otherwise lose coverage under the plans due to no longer satisfying the age limit for coverage, you have the ability to continue coverage beyond the stated age provided certain criteria are met. Among these is that you obtain medical certification of disability and that you start the certification process within 31 days of the date your child loses eligibility under the plan(s) due to age.



Have you forgotten your YBR website User ID and/or password?

If so, go to the YBR website, select “Forgot User ID or Password?” and follow the prompts to get a new one.



If your preferred telephone number — home or mobile — is already on file with the YBR website, a one-time access code will be provided to you by telephone or text message, as applicable. You may also answer your security questions if you have previously completed them. If none of these are on file with YBR, you will need to request that a temporary password be sent to you by US Postal Service mail. **It may take up to 10 days to receive your password through the mail.** (For security purposes, access codes cannot be sent via email.)

Tip: If you have not done so already, add your preferred phone number — home or mobile — to your personal information in your YBR website profile today, as described on page 5.

We strongly recommend that you add a mobile phone number to take advantage of additional security and text messaging capabilities — including the ability to quickly reset a forgotten YBR website User ID and/or password or Nokia Benefits Resource Center phone personal identification number (PIN) using a one-time access code that can be sent to your mobile phone via text message. Standard text message rates apply.

Please note: If you have previously elected electronic delivery of benefit communications, adding your mobile phone number to your personal information on YBR will not affect email delivery of those communications. Benefit communications will continue to be sent to your email address on file.

REMINDER

You have the option to choose how you prefer to receive communications from the Nokia Benefits Resource Center.

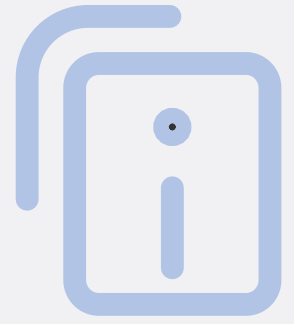
Select the profile icon at the top right of the page and then “Manage Communications.” Scroll down to the “Delivery Preference” section to choose your preferred method of delivery (electronically or US Postal Service mail) and verify your contact information. **Please note:**

- > Communications delivered electronically will get to you faster, while communications delivered by mail may take up to 10 days.
- > Your election for receipt of communications on the YBR website will not affect the method of delivery for your annual open enrollment kit. If you would like to have a copy of your annual open enrollment kit mailed to you, please follow the instructions outlined in “If you need a copy of your annual open enrollment kit” on page 9.



Resources for now and later

Nokia provides these year-round resources to help you conveniently manage your benefits.



Your Benefits Resources (YBR) website digital.alight.com/nokia (personalized and password-protected)

- > View your current coverage.
- > Review and compare your 2026 healthcare options and contribution costs — **and enroll online! (October 13, 2025 – October 24, 2025)**
- > Opt out of your 2026 coverage.
- > Find a doctor or healthcare provider.
- > Learn more about your Nokia benefits.
- > Review, add or change the information on file for your dependent(s).
- > Understand how a life event may change your benefits.

BenefitAnswers Plus website www.benefitanswersplus.com (non-personalized — no password required)

- > See benefit news and updates, including coverage tips and reminders.
- > Get your enrollment materials.
- > Find answers to your benefit questions.
- > View plan-related documents such as Summary Plan Descriptions (SPDs) and Summaries of Material Modifications (SMMs).
- > Find carrier contact information throughout the year.

Note: If you do not have access to the Internet, the Nokia Benefits Resource Center can help you resolve a unique benefits issue or enroll in or make changes to your coverage. Call 1-888-232-4111 (TTY 711); 1-212-444-0994 if calling from outside of the United States, Puerto Rico or Canada. Representatives are available from 9:00 a.m. to 5:00 p.m., ET, Monday through Friday.

More to come

Visit the BenefitAnswers Plus website in December to see “*Get more from your 2026 Nokia benefits*” for important reminders and tips. The brochure will be available at www.benefitanswersplus.com/retired_m/index.html and www.benefitanswersplus.com/retired_m/other_resources.html.



This communication is intended to highlight some of the benefits provided to eligible participants under the Nokia health and welfare plans. More detailed information is provided in the official plan documents. In the event of a conflict between any information contained in this communication and the terms of the plans as reflected in the official plan documents, the official plan documents shall control. The Board of Directors of Nokia of America Corporation (the “Company”) (or its delegate[s]) reserves the right to modify, suspend, change or terminate any of the benefit plans at any time. Participants should make no assumptions about any possible future changes unless a formal announcement is made by the Company. The Company cannot be bound by statements about the plans made by unauthorized personnel. This information is not a contract of employment, either expressed or implied, and does not create contractual rights of any kind between the Company and its employees or former employees.

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