



Get ready for annual open enrollment

This year, you may enroll in your 2026 Nokia health and welfare benefits online and by phone:

October 13, 2025 – October 24, 2025

Note: This is a two-week enrollment period.

Starting on October 13, 2025, visit the **BenefitAnswers Plus** website for information about your 2026 Nokia benefits.

Take advantage of additional security and text messaging capabilities: **Add your mobile phone number to your contact information.**

From the Nokia Employee Hub, select “NokiaME,” then “Contact Info” and enter your mobile phone number where indicated.

