



Nokia Savings/401(k) Plan Self-Directed Brokerage Account

The Nokia Savings/401(k) Plan (the “Plan”) offers a self-directed brokerage account through Alight Financial Solutions, LLC, member FINRA/SIPC. (For specific information regarding Alight Financial Solutions, LLC, please visit www.alightfinancialsolutions.com.) A self-directed brokerage account allows you to make investments in your Plan account beyond the investment funds offered under the Plan.

Risk

A self-directed brokerage account may entail greater risk and is not appropriate for everyone. A self-directed brokerage account may be appropriate for you if you are willing to assume the additional responsibility and risk associated with managing and monitoring this portion of your Plan account. Investments available through the self-directed brokerage account are neither reviewed nor monitored by the Plan or Nokia. Additionally, you cannot receive the Online Advice or Professional Management services offered by the Plan through Alight Financial Advisers, LLC with respect to the investments held in a self-directed brokerage account.

You are solely responsible for choosing and monitoring investments and cash balances in a self-directed brokerage account. For retail investments, there is information available to all investors (e.g., a mutual fund prospectus). You can request that a copy of a fund prospectus be sent to you from www.alightfinancialsolutions.com by contacting an Alight Financial Solutions, LLC representative at 1-888-232-4111 between the hours of 9:00 a.m. and 7:00 p.m., Eastern time, Monday through Friday, or by going to the fund’s website directly.

Keep in mind that the Plan is intended and designed to help you save for retirement. Therefore, you will want to continue to make investment choices that will help you meet your retirement savings goals.

Self-Directed Brokerage Account Costs & Fees

1. **Commissions and Fees.** Review the Brokerage Account Commission and Fee Schedule for commissions and fees payable to Alight Financial Solutions, LLC that apply to activity within your self-directed brokerage account. Depending upon the investments purchased and sold in a self-directed brokerage account, other commissions and fees may apply and will be charged within your self-directed brokerage account. Before you purchase or sell securities through a self-directed brokerage account, you should find out about any fees associated with the purchase or sale of the particular investment you are trading.
2. **Plan Administrative Costs.** The Plan does not charge any ongoing maintenance fees for access to a self-directed brokerage account; however, the Plan assesses plan administrative costs based on your entire Plan balance, including the total balance in a self-directed brokerage account. These costs are deducted from the portion of your account invested in the Plan’s investment funds. Please refer to the Plan’s Annual Fee Disclosure Statement for a description of the process by which Plan administrative costs are assessed to your self-directed brokerage account.

Plan Administrative Costs are the fund’s share of recordkeeping fees, trustee/custodial fees, fiduciary and Plan Administrator costs, online 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.

The information is presented both as a percentage of assets invested and as a dollar amount per \$1,000 invested. The figures shown are the actual Plan administrative costs assessed for the quarter being reported, multiplied by 4 to simulate an annual figure. Because certain costs cannot be known in advance, the actual fees and expenses charged to the Plan's investment funds for the calendar year could be different from what is shown.

Annualized Plan Administrative Costs (as a % of assets invested) = 0.03%

Annualized Plan Administrative Costs (per \$1,000 invested) = \$0.30

3. **Fund Fees.** Other fees and expenses regularly charged by the mutual funds in which you may be invested will apply, including for the SDBA's cash vehicle for uninvested cash balances. Before investing in any mutual fund, please read its prospectus carefully. For a copy of any prospectus, which includes information about risk considerations, fees, and other expenses, visit the fund's website or call 1-888-232-4111.

The cumulative effect of fees and expenses can substantially reduce an investment's return. Nonetheless, fees and expenses are only one of several factors that you should consider when investing your Plan account. Visit the Department of Labor's website for an example regarding retirement plan fees including the long-term effect of fees and expenses on your savings at <https://www.dol.gov/agencies/ebsa/about-ebsa/our-activities/resource-center/publications/understanding-your-retirement-plan-fees>.

Cash Balances

Uninvested cash balances in your SDBA are automatically invested (i.e., "swept") into [Dreyfus Treasury Obligations Cash Management – Administrative Shares](#) (ticker: DTAXX; fund code: 0568) at the close of each business day. Information about the fund's investment objectives, risks, charges, and expenses can be found by downloading the [fund's prospectus and fact sheet](#) (to access the fund's prospectus, select download literature and select prospectus). You could lose money by investing in a money market fund. Although the fund seeks to preserve the value of your investment at \$1.00 per share, it cannot guarantee it will do so. An investment in the fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. You are solely responsible for choosing and monitoring your investments and cash balances in a self-directed brokerage account.

Minimum Balance and Transfer Requirements

Your initial transfer into the brokerage account must be at least \$2,500. Subsequent transfers must be at least \$500, and you are required to leave a minimum of \$500 invested in the Plan's investment funds. If you do not maintain this minimum balance in the Plan's investment funds, AFS may, in its discretion, liquidate one or more investments in your Self-Directed Brokerage Account in accordance with the terms of your Self-Directed Brokerage Account Plan Participant Agreement. Depending on the investments liquidated, other commissions and fees may apply. A liquidation may also apply to comply with a Qualified Domestic Relations Order.

Investment Restrictions

You are restricted from certain types of trades and investing in certain types of securities in your Self-Directed Brokerage Account. Specifically, margin trading and short sales are not permitted. Also, you may not invest in any of the following: annuities, commodities, currencies, foreign securities (securities traded on non-United States securities exchanges), futures contracts, municipal bonds, options, precious metals, private placements (including privately held limited partnerships), tax-exempt securities, Master Limited

Partnerships, or investments in commodity pool exchange traded products which may generate taxable income (referred to as Unrelated Business Taxable Income or “UBTI”).

Transfers and Contributions

While you can't deposit contributions directly into your self-directed brokerage account (if you are currently contributing to the Plan), you can transfer money from the Plan's investment funds into your self-directed brokerage account at any time. Transfers both into and out of your self-directed brokerage account from/to the Plan's investment funds will be processed on a pro-rata basis by account source (i.e., pre-tax, Roth, etc).

If you enroll in the Professional Management program, you may not make additional balance transfers into the self-directed brokerage account once enrolled in the program.

Balances held within your self-directed brokerage account cannot be invested separately by account source (i.e., pre-tax vs. Roth).

You may transfer all or part of your existing Plan account balance between one or more of the Plan's investment funds, or you may transfer a part of your Plan account balance held in the Plan's investment fund(s) to an existing self-directed brokerage account, on any business day. Transfers may be in 1% increments or for a specific dollar amount. If you transfer money out of one of the Plan's investment funds (other than the Plan's Money Market Fund), you will not be able to make a transfer back into that same investment fund for a period of 30 calendar days in accordance with the Plan's Frequent Trading Policy.

If you request a money transfer between the Plan's investment funds and your self-directed brokerage account by 4:00 p.m. Eastern time or the close of the market, your funds are available for trading in the brokerage account the next business day. Transfers requested after 4:00 p.m. Eastern time are processed the following business day.

Taking a Loan or Withdrawal from Your Self-Directed Brokerage Account

Although the amounts that you transfer into your self-directed brokerage account are eligible for a loan or withdrawal under normal plan rules, you can't borrow or withdraw directly from the self-directed brokerage account. You need to transfer brokerage funds back into the Plan's investment funds before you can request a loan or withdrawal. Please note your statements and the Your Benefits Resources site include your brokerage account balance when showing the total amounts you are eligible to borrow or withdraw.

How to Close Your Self-Directed Brokerage Account

Before closing your self-directed brokerage account, you must liquidate all the assets held in that account. You can liquidate your brokerage account online on the Alight Financial Solutions website, through the automated phone system, or with the assistance of an Investment Specialist. Once you've liquidated your brokerage account, the trades have settled, and the funds are in the SDBA's default cash fund:

1. Log on to Your Benefits Resources™.
2. Choose "Savings/401(k) and Pension".
3. Choose "Change Investments" under "Savings/401(k) Plan".
4. Choose "Do It Yourself" and "Work with Your Brokerage Account".
5. Choose "Close Brokerage Account" on the Choose an Option page.

6. Select which core funds to transfer your brokerage account monies into.
7. Review and Complete request.

Note: Before your Alight Financial Solutions Self-Directed Brokerage Account is officially closed, additional automatic transfers will be made on the third and sixth business days following your request to close the account. These automatic transfers will move any residual interest and/or dividends in your brokerage account into the Plan's investment funds.

Additional Information

Information on the Your Benefits Resources™ web site for the self-directed brokerage account represents the total value of the investments held in your self-directed brokerage account. For details on your individual self-directed brokerage account investments, please access your account through the 'Brokerage Account' menu option or by logging in at www.alightfinancialsolutions.com.

Once you have enrolled in a self-directed brokerage account, you can go to <https://digital.alight.com/nokia> and transfer amounts from the portion of your Plan account invested in the Plan's investment funds into your self-directed brokerage account.

Actual investment trades in a self-directed brokerage account are conducted through the 'Brokerage Account' menu option, www.alightfinancialsolutions.com website or by contacting an Alight Financial Solutions representative at 1-888-232-4111 between the hours of 9:00 a.m. and 7:00 p.m., Eastern time.