

# Nokia Flexible Spending Account Plans

## Temporary COVID-19 Relief

This document is both an amendment to the Nokia Flexible Spending Account Plans (collectively, the "Plan") and a summary of material modifications with respect to such amendment. In this regard, it modifies information presented in the summary plan description ("SPD") for the Plan, dated January 1, 2021, a copy of which can be accessed [here](#).

The Plan is made up of two separate plans--the Nokia Health Care Reimbursement Account Plan (the "HCRA Plan"), which provides for a *Health Care Flexible Spending Account (HFSA)*, and the Nokia Child/Elder Care Reimbursement Account Plan (the "CECRA Plan"), which provides for a *Dependent Care Flexible Spending Account (DFSA)*. The changes being made hereby and described herein affect both plans, as set forth below. The changes are temporary in nature and reflect temporary changes to the tax laws applicable to flexible spending account plans made by the Consolidated Appropriations Act, 2021 and related regulatory guidance. The changes apply only with respect to the Plan Years (as defined in the Plan--generally, the calendar year) and for the periods described below.

Please do two things:

1. Read this notice, and
2. Retain a copy of this notice for your records.

The changes are as follows:

### **1. HCRA Plan--Extension of Grace Period for 2020 and 2021 HFSA Balances**

As described in the SPD, if you are participating in the HCRA Plan and have a balance remaining in your HFSA on December 31 of a Plan Year, any unused amounts as of December 31 can be applied to eligible expenses incurred through March 15 of the following Plan Year. This period, January 1 through March 15, is referred to as the "Grace Period". Prior to the adoption of this temporary relief amendment, this meant that any unused amounts remaining in your HFSA as of December 31, 2020 could be applied only to expenses incurred through March 15, 2021. Any balance remaining in your account on March 15, 2021 would then be forfeited. Similarly, prior to the adoption of this amendment, any unused amounts remaining in your HFSA as of December 31, 2021 could be applied only to expenses incurred through March 15, 2022, with any balance remaining in your account on that date forfeited.

Effective as of January 1, 2021, the Grace Period for the 2020 Plan Year for the HCRA Plan is extended to **December 31, 2021** and the Grace Period for the 2021 Plan Year is extended to **December 31, 2022**. This means that any unused amounts remaining in your HFSA as of December 31, 2020 (for the 2020 Plan Year) can be applied to expenses incurred through December 31, 2021, and any unused amounts remaining in your HFSA as of December 31, 2021 (for the 2021 Plan Year) can be applied to expenses incurred through December 31, 2022. This will allow participants more time to use any remaining 2020 and 2021 HFSA balances.

## **2. CECRA Plan--Establishment of Grace Period for 2020 and 2021 DFSA Balances**

As described in the SPD, unlike the HCRA Plan, the CECRA Plan does not provide for a Grace Period. Therefore, if you were participating in the CECRA Plan in 2020 and had a balance remaining in your DFSA on December 31, 2020, you would have forfeited the unused amounts in your DFSA as of December 31, 2020.

Effective as of January 1, 2021, the CECRA Plan now includes a Grace Period for the 2020 Plan Year--to **December 31, 2021**--and also for the 2021 Plan Year--to **December 31, 2022**. This means that any unused amounts remaining in your DFSA as of December 31, 2020 (for the 2020 Plan Year) can be applied to expenses incurred through December 31, 2021, and any unused amounts remaining in your DFSA as of December 31, 2021 (for the 2021 Plan Year) can be applied to expenses incurred through December 31, 2022. This will allow participants more time to use any remaining 2020 and 2021 DFSA balances.

## **3. CECRA Plan--Increase in Dependent Child Maximum Age to Age 14 for 2020 Plan Year**

As described in the SPD, only expenses relating to a "Qualifying Individual" may be covered by the CECRA Plan. Qualifying Individuals include (but are not limited to) your Children (as defined in the Plan) under age 13 (provided they live with you for more than half of the Plan Year and are not able to provide over one-half of their own support for the Plan Year). (The Plan also covers certain Children beyond age 13 who are mentally or physically incapable of self-care and meet other criteria.)

Effective as of January 1, 2020, and with respect to the 2020 Plan Year only, "Qualifying Individual" includes a Child (as defined in the Plan) **under age 14**. This means that, if you had an eligible child who turned age 13 in 2020, you may submit and be reimbursed for eligible expenses for such child that are incurred during 2020. Additionally, to the extent you had unused amounts remaining in your DFSA as of December 31, 2020 (i.e., for the 2020 Plan Year) and for which you have yet to receive reimbursement, you may submit and be reimbursed for (i) with respect to an eligible child who turned age 13 in 2020, eligible expenses incurred with respect to such child in 2021, prior to such child's 14th birthday, and (ii) with respect to an eligible child who turned (or turns) age 13 in 2021, eligible expenses incurred with respect to such child before January 1, 2022 (i.e., during 2021).

## **4. HCRA Plan and CECRA Plan--Extended Period for Filing Claims**

As set forth in the SPD, all claims for reimbursement must be submitted no later than May 15 of the year following the year for which you made your salary reduction election under the Plan(s). This means, for example, that claims for the 2019 Plan Year are required to be submitted no later than May 15, 2020, and claims for the 2020 Plan Year must be submitted no later than May 15, 2021. Notwithstanding the foregoing, as a result of the declaration of a national emergency due to the Coronavirus (COVID-19) pandemic, these claims-filing deadlines were previously extended. Specifically, a period, known as the "Outbreak Period", was disregarded when determining the deadline for filing a claim. The Outbreak Period was the period between March 1, 2020 and the 60th day following the end of the national emergency. The maximum period for which a deadline may be extended is one year.

For your convenience, set forth below is a table showing the HCRA Plan and CECRA Plan grace periods (period to incur claims, as modified by the changes made to the Plan described above) and also the filing deadlines for the 2019 through 2022 Plan Years.

HCRA Plan (HFSA)

<b><i>Plan Year</i></b>	<b><i>Grace Period Ended/Ends</i></b>	<b><i>Claims Filing Deadline</i></b>
2019	3/15/2020	5/15/2021
2020	12/31/2021	5/15/2022
2021	12/31/2022	5/15/2023
2022	3/15/2023	5/15/2023

CECRA Plan (DFSA)

<b><i>Plan Year</i></b>	<b><i>Grace Period Ended/Ends</i></b>	<b><i>Claims Filing Deadline</i></b>
2019	n/a	5/15/2021
2020	12/31/2021	5/15/2022
2021	12/31/2022	5/15/2023
2022	n/a	5/15/2023

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