



NOKIA

Find out what's
changing for 2024
so you will be ready

Visit the BenefitAnswers Plus website

This year, you may enroll in your 2024
Nokia health and welfare benefits online
and by phone:

October 9, 2023 – October 20, 2023

(Look inside to learn more...)

For participants in the management retiree plan design*

*Includes COBRA and Family Security Program (FSP) participants

2024 annual open enrollment period

Online and phone enrollment period:
October 9, 2023 – October 20, 2023

The 2024 annual open enrollment period begins on Monday, October 9, 2023, at 9:00 a.m., Eastern Time (ET), and ends on Friday, October 20, 2023, at 5:00 p.m., ET.

You may learn about your 2024 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 <https://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 4.
- > You cannot use the YBR website or call the Nokia Benefits Resource Center to enroll in or make changes to your coverage for 2024 — or call the Nokia Benefits Resource Center to ask questions about your 2024 plan options and pricing — until Monday, October 9, 2023, at 9:00 a.m., ET.

**You must take action before Friday, October 20, 2023, 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 2024 if you **do not** take any action during the annual open enrollment period. **It is your responsibility to confirm that your 2024 default coverage shown on the YBR website is the coverage you want for 2024.**

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 9, 2023.



IMPORTANT:

This guide is intended for multiple audiences. Some information in this guide 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 2024



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, 2024.

FOR ALL PARTICIPANTS

2024 contribution amounts

Please visit the YBR website at <https://digital.alight.com/nokia> during the annual open enrollment period to see your 2024 contributions.

Medicare-eligible participants

As you make your medical plan enrollment decision for 2024, keep in mind that the monthly contribution cost for the UnitedHealthcare® Group Medicare Advantage (PPO) with prescription drug coverage will continue to be **lower** than that for any of the Medicare HMOs.

Participants not eligible for Medicare

Monthly contributions for coverage in the Enhanced Point of Service (POS), Standard POS and Traditional Indemnity options will increase in 2024.

Participants who are enrolled or enrolling in a Health Maintenance Organization (HMO)/Medicare HMO

As noted above, please visit the YBR website for your 2024 contributions.

Group universal life (GUL) insurance participants

Effective January 1, 2024, premium rates for GUL insurance will increase based on the group's claims experience. Keep in mind that your premiums are also based on age and may reflect an additional increase if you are entering a new age bracket for January 1, 2024.

Now available: Updated Summary Plan Descriptions (SPDs) for the Nokia retiree life insurance plans

Updated SPDs for the Nokia Group Life Insurance Plan for Retired Employees, part of the Nokia Retiree Welfare Benefits Plan (RWBP), and the Nokia Group Term Life Insurance Plan are available on the BenefitAnswers Plus website at www.benefitanswersplus.com/retired_m/spd.html. **Note:** There are four different SPDs, depending on your date of retirement and legacy company; however, not all retirees are eligible for retiree life insurance. If you are unsure about your eligibility, date of retirement or legacy company, contact the Nokia Benefits Resource Center at 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.

You have the right to receive, upon written request, a hard copy of your SPD. Your request should be sent to: Nokia of America Corporation, Life Insurance Plans Administrator, 600-700 Mountain Avenue, Room 6D-401A, Murray Hill, NJ 07974.

Certain HMOs and Medicare HMOs will no longer be offered

Due to low enrollment and/or high premium costs, the following HMOs and Medicare HMOs will not be available, effective January 1, 2024:

- > BlueCross BlueShield of North Carolina
- > Kaiser of Southern California
- > Kaiser Permanente of Colorado
- > Keystone Health Plan Central

If you are currently enrolled in one of these HMOs or Medicare HMOs, you will need to choose another medical plan option for 2024.

If you do not make a new election, you and any covered dependents will be automatically assigned medical coverage (i.e., enrolled in default coverage) for 2024, as follows:

- > **Medicare-eligible participants:** UnitedHealthcare Group Medicare Advantage (PPO) with prescription drug coverage
- > **Participants not eligible for Medicare:** Enhanced Point of Service (POS) through UnitedHealthcare or, if you do not live in a POS service area or you are a Family Security Program (FSP) participant, Traditional Indemnity through UnitedHealthcare

For more information about default coverage, see “Check your default coverage” on page 8.

Other changes may apply to HMO and Medicare HMO coverage

Unless noted, the changes in this guide do not apply to Health Maintenance Organization (HMO) and Medicare HMO options. Check the YBR website during the annual open enrollment period or contact the carriers of those options directly for their 2024 coverage changes.

Carrier contact information is on the back of your HMO/Medicare HMO ID card (if you are currently enrolled) and in **Benefits at-a-glance and resource contact information 2024** on the BenefitAnswers Plus website.

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/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!



NEW! Use Web Chat to get instant help during annual open enrollment

Have questions? Get real-time answers through the **new Web Chat feature** when you visit the YBR website.

Web Chat will be available during annual open enrollment **only**, during regular Nokia Benefits Resource Center hours: 9:00 a.m. to 5:00 p.m., ET, Monday through Friday.

From the home page, click “Chat With Us” under “Quick Links” to connect with a representative.

FOR MEDICARE-ELIGIBLE PARTICIPANTS

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

Please note: For 2024, the plan's annual prescription drug deductible will remain \$400 per individual.

This deductible amount is specific to your UnitedHealthcare Group Medicare Advantage (PPO) with prescription drug coverage option's Medicare Part D coverage. The statutory Centers for Medicare & Medicaid Services (CMS) Medicare Part D prescription drug deductible for 2024 is \$545 per individual.



Due to adjustments made by CMS, the following changes to your prescription drug coverage will be effective January 1, 2024:

- > The prescription drug cost limit will increase.
- > Cost sharing outside of the “donut hole” will be eliminated.

The table below highlights the CMS adjustments for 2024.

	2023	2024
Donut hole	After total payments (including copayments and deductible, plus the Plan's cost for the drugs) reach \$4,660, you pay 25% of the cost of generic drugs and 25% of the cost plus a portion of the dispensing fee for brand-name drugs, up to \$7,400.	After total payments (including copayments and deductible, plus the Plan's cost for the drugs) reach \$5,030, you pay 25% of the cost of generic drugs and 25% of the cost plus a portion of the dispensing fee for brand-name drugs, up to \$8,000.
Cost sharing outside of the donut hole	You pay the greater of 5% of the cost or a copayment of \$4.15 for generics/\$10.35 for brand-name drugs, per prescription, for the remainder of the year.	You pay \$0 per prescription for the remainder of the year.

While you are in the donut hole, either the Plan pays the rest of the costs for covered drugs or they are paid for by drug manufacturers' discounts.

For more information about how the Plan works, see **Benefits at-a-glance and resource contact information 2024** on the BenefitAnswers Plus website.

New personal emergency response system benefit for UnitedHealthcare Group Medicare Advantage (PPO) with prescription drug coverage members

Effective January 1, 2024, the plan will provide covered members with a Lifeline personal emergency response system (PERS) at **no cost**.

A PERS is a lightweight, water-resistant help button that you can wear as a wristband or pendant. Just press the button to be quickly connected to the help you need in any situation, 24/7/365. A Trained Care Specialist will assess your situation and determine what help to send to you.

Note: Depending on the model you choose, it may even automatically detect falls — even if you are disoriented, immobilized or unconscious and unable to press the help button.

The PERS is compatible with both cellular and landline services and works anywhere in the US where current telephone service is provided.

To learn more and to enroll:

- > Call 1-855-595-8485 (TTY 771), or
- > Visit <https://lifeline.com/uhcgroup>.

Please be ready to provide the following member information:

- > Address (where service will be provided),
- > Telephone number (to enroll and schedule delivery),
- > Date of birth, and
- > Preferred language.

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

Medicare rules require CMS to approve your enrollment in the UnitedHealthcare Group Medicare Advantage (PPO) with prescription drug coverage. As a result, if your and/or your dependent's(s') enrollment in the UnitedHealthcare Group Medicare Advantage (PPO) with prescription drug coverage is denied, **Nokia will send you a letter in mid-February 2024 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.

Make sure your preferred phone number is on file on the YBR website

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.

Tip: Having your **mobile phone number** on file gives you access to additional security and text messaging capabilities. For example, you will be able to:

- > Quickly **reset a forgotten YBR website User ID or password or Nokia Benefits Resource Center personal identification number (PIN)** using a one-time access code that can be sent to your mobile phone via text message.^{1,2}
- > Choose to **receive just-in-time text messages** to stay on top of important benefits information and reminders.¹
- > Sign up for the **Alight Protection Program™** and add an extra layer of security to your Nokia retirement savings and pension benefits.

What are you waiting for? Log on to the YBR website, select the profile icon  at the top right of the page, then “Personal Information” and enter your mobile or home phone number where indicated.

¹Standard text message rates apply.

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

FOR PARTICIPANTS ELIGIBLE FOR CVS CAREMARK PRESCRIPTION DRUG COVERAGE

Introducing Caremark® Cost Saver™

Why pay more for prescriptions than you have to? With Caremark Cost Saver, all Enhanced Point of Service (POS), Standard POS and Traditional Indemnity option members will automatically receive the best pricing, when available, on generic medications!

Starting January 1, 2024, you will automatically have access to GoodRx's discount pricing when filling generic prescriptions at any preferred in-network pharmacy. Just present your CVS Caremark prescription drug member ID card, and you will pay lower prices on select generic medications. No further action needed.

PrudentRx can reduce your out-of-pocket costs for specialty medications to \$0

Do you or a family member take specialty medications? If so, and if you are enrolled in the Enhanced POS, Standard POS or Traditional Indemnity option, effective September 1, 2023, you are automatically eligible for the PrudentRx Copay Program. PrudentRx is offered as part of your CVS Caremark prescription drug coverage.

Through PrudentRx, you and your family can receive medications on your option's Exclusive Specialty Drug List, as well as select high-cost, specialty limited distribution drugs, at NO COST.

For more information, refer to the materials you receive in the mail from PrudentRx. Questions? Call PrudentRx at 1-800-578-4403, from 8:00 a.m. to 8:00 p.m., ET, Monday through Friday. For a list of covered medications, go to <https://www.prudentrx.com/prudentes>.



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 2024 if you do not take any action during the annual open enrollment period.



Because your default coverage for 2024 may, in some cases, be different from your 2023 coverage, **it is your responsibility** to confirm that your 2024 default coverage shown on the YBR website during the annual open enrollment period is the coverage you want for 2024.

Here is how to find your default coverage starting Monday, October 9, 2023.



Visit the YBR website at
<https://digital.alight.com/nokia>.

- From the home page, select the “Annual Enrollment” tile to be taken to the “Annual Enrollment” page.
- You will see a series of four steps. Click step 4, “Enroll in Your Benefits.” A green bar entitled “Enroll Now (View Coverage/Make Changes)” will appear immediately below.
- Click the green bar to be taken to the “Enroll In Your Benefits” page.
- Under “Current vs. New Coverage and Costs,” you will see a table that displays the coverage that will be effective as of January 1, 2024. This is the default coverage you will receive for 2024 if you do not make any changes during the annual open enrollment period.



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

- When prompted, enter the last four digits of your Social Security Number and your date of birth (mm-dd-yyyy). (You may also be prompted to enter your ZIP code.) No password required!
- Anytime during the “It’s annual enrollment time!” greeting, say, “Annual enrollment” and then, “Send enrollment confirmation.”

The copy of your default coverage record will be mailed to your address on file within seven 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 <https://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 **only** make your request through the Nokia Benefits Resource Center's automated system. Here is what you need to do:

- 1. Starting October 9, 2023**, call the Nokia Benefits Resource Center at 1-888-232-4111 (TTY 711).
2. When prompted, enter the last four digits of your Social Security Number and your date of birth (mm-dd-yyyy). (You may also be prompted to enter your ZIP code.) No password required!
3. Anytime during the "It's annual enrollment time!" greeting, say, "Annual enrollment" and then, "Request enrollment kit."

Your annual open enrollment kit will be mailed to your address on file within seven 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 9, 2023**:

- Through the YBR website at <https://digital.alight.com/nokia> or via the Alight Mobile app (see page 4), or
- By calling the Nokia Benefits Resource Center.

Remember: You must take action before Friday, October 20, 2023, 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 2024.

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.
- > **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 postal 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.
- > **Review your dependent(s) on file for each of your benefit plans** — and make any updates or corrections.
- > **Click “Complete Enrollment”** either 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 20, 2023, 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.

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.



A one-time access code will be provided to you by telephone or text message, as applicable (if you previously added your preferred telephone number — home or mobile — to the YBR website). 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 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 already done so, log on to the YBR website today and provide your preferred telephone number — home or mobile. Just select the profile icon (👤) at the top right of the page, then “Personal Information” and enter your phone number where indicated. **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 or password or Nokia Benefits Resource Center 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 benefits 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

When enrolling dependents, please be sure to review the Nokia Dependent Eligibility Rules at https://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.



Resources for now and later

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



Your Benefits Resources (YBR) website

<https://digital.alight.com/nokia>
(personalized and password protected)

- > View your current coverage
- > Review and compare your 2024 healthcare options and contribution costs — and **enroll online!** (October 9, 2023 – October 20, 2023)
- > Opt out of your 2024 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 benefits 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

Be sure to check out the BenefitAnswers Plus website at www.benefitanswersplus.com in December for important coverage reminders and tips on using your benefits in 2024.



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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