

INDIVIDUAL SHAREHOLDER'S PROPOSAL FOR THE AMENDMENT OF THE ARTICLES OF ASSOCIATION

Articles of Association

Nokia Corporation

4 § Board of Directors shall comprise a minimum of five (5) and a maximum of seven ordinary members with a maximum of two (2) deputy members.

The term of a Board member shall begin at the closing of the General Meeting at which he or she was elected, or later as resolved by the General Meeting, and expire at the closing of the following Annual General Meeting.

The Board of Directors shall elect its Chairman and Vice Chairman and necessary number of different committees for its term and not for any longer period.

The Board of Directors shall draw up its rules of procedure.

The company shall not elect a person to the Board of Directors who has already reached the age of seventy (70) years.

In addition, a member of the Board of Directors who turns seventy years is required to resign from the Board of Directors immediately.

As a rule, the principle of gender balance shall be followed when filling seats in the Board of Directors and any deviation from this principle should be explained.