



# Proposal for adoption of the Remuneration Policy

The Board of Directors proposes to the Annual General Meeting that the Remuneration Policy 2024 covering the principles for remuneration of the members of the Board of Directors and the President and CEO be adopted.

The revised Remuneration Policy will be available at [nokia.com/agm](https://nokia.com/agm) on week 6 of 2024 and attached in the notice to the Annual General Meeting 2024.

25 January 2024

Board of Directors