



Proposal for the remuneration of the sustainability reporting assurer

In accordance with the Chapter 7 of the Accounting Act, Nokia will publish a Sustainability Report for the first time as part of the Board Review in its Financial Statements 2024.

Pursuant to the Finnish Limited Liability Companies Act, Chapter 7, Section 6 a §, the Annual General Meeting shall elect the assurer of the sustainability reporting. Such assurance may be carried out by an Authorized Sustainability Auditor or an Authorized Sustainability Audit Firm as laid down by the Auditing Act.

On the recommendation of the Board's Audit Committee, the Board of Directors proposes to the Annual General Meeting that the assurer of the sustainability reporting elected for each financial year 2024 and 2025 be reimbursed based on the invoice and in compliance with the purchase policy approved by the Board's Audit Committee.

Information on the fees paid to the Company's assurer will be available in Nokia's annual accounts for 2024 and 2025.

25 January 2024

Board of Directors