



Proposal for the remuneration of the sustainability reporting assurer

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 the financial year 2026 be reimbursed based on the purchase policy approved by the Board's Audit Committee and the invoice approved by the Company.

Information on the fee of the sustainability reporting assurer during the previous financial year is available in Nokia's annual report for 2024.

30 January 2025

Board of Directors