

January 22, 2009

PROPOSAL BY THE AUDIT COMMITTEE FOR AUDITOR REMUNERATION

The Board's Audit Committee proposes to the Annual General Meeting that the external auditor to be elected at the Annual General Meeting be reimbursed according to the auditor's invoice, and in compliance with the purchase policy approved by the Audit Committee.

The Audit Committee's standard practice is to review estimations of the external auditor's fees and the audit plan and approve a budget for such fees, on a quarterly basis. The Committee has also adopted a policy regarding pre-approval of audit or permissible audit-related services provided by the external auditor.

Information on the fees paid to the external auditor in 2008 broken down by audit and non-audit fees will be available in Nokia's annual accounts 2008 as well as in Nokia's Form 20-F for 2008.

Espoo, January 22, 2009

The Board of Directors, Audit Committee