

PROPOSAL FOR THE REMUNERATION TO THE MEMBERS OF THE BOARD OF DIRECTORS

In determining the proposed Board remuneration, the objective of the Board's Corporate Governance and Nomination Committee is for Nokia to be able to compete for the top-of-the-class Board competence in order to maximize the value creation for the shareholders. The Committee's aim is to ensure that the Company has an efficient Board of international professionals representing a diverse and relevant mix of skills and experience. Competitive Board remuneration contributes to the achievement of this target.

On the recommendation of the Corporate Governance and Nomination Committee, the Board proposes to the Annual General Meeting that the annual fee payable for a term ending at the close of the next Annual General Meeting remains at current level:

- EUR 440 000 for the Chair of the Board;
- EUR 185 000 for the Vice Chair of the Board;
- EUR 160 000 for each member of the Board;
- EUR 30 000 each for the Chair of the Audit Committee and the Chair of the Personnel Committee as an additional annual fee;
- EUR 20 000 for the Chair of the Technology Committee as an additional annual fee; and
- EUR 15 000 for each member of the Audit Committee as an additional annual fee.

In addition, it is proposed that the meeting fee for Board and Committee meetings payable to all the other Board members, except for the Chair of the Board, based on travel required between the Board member's home location and the location of a meeting remain at current level. The meeting fee would be paid for a maximum of seven meetings per term and be structured as follows:

- EUR 5 000 per meeting requiring intercontinental travel; and
- EUR 2 000 per meeting requiring continental travel.

Only one meeting fee would be payable in the usual case of multiple Board and Committee meetings per eligible travel.

Furthermore, it is proposed that members of the Board of Directors shall be compensated for travel and accommodation expenses as well as other costs directly related to Board and Committee work.

In order to align the interests of the directors with those of the shareholders, it is proposed that, in line with the Company's Corporate Governance Guidelines, approximately 40% of the annual fee be paid in Nokia shares either purchased from the market on behalf of the Board members or alternatively delivered as treasury shares held by the Company as soon as practicable after the Annual General Meeting. The rest of the annual fee would be payable in cash, most of which is typically used to cover taxes arising from the remuneration. Also, the meeting fee as well as compensation for travel, accommodation and other costs directly related to Board and Committee work would be paid in cash.

It is the Company's policy that the non-executive members of the Board do not participate in any of the Company's equity programs and do not receive performance shares, restricted

shares, or any other equity based or otherwise variable compensation for their duties as Board members. In addition, the directors shall retain until the end of their directorship such number of shares that corresponds to the number of shares they have received as Board remuneration during their first three years of service in the Board.

March 26, 2019

Board of Directors