



Proposal for the remuneration of the auditor

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

Information on the fees paid to the Company's auditors during the previous financial years broken down by audit and non-audit fees will be available in Nokia's annual accounts for 2023.

25 January 2024

Board of Directors