



# Proposal for adoption of the Remuneration Report

The Board of Directors proposes that the Annual General Meeting adopts the Remuneration Report for 2025. The Annual General Meeting's resolution on the adoption of the Remuneration Report is advisory.

The Remuneration Report will be available at [www.nokia.ly/agm2026](http://www.nokia.ly/agm2026) in week 10 of 2026.

29 January 2026

Board of Directors