

Appendix 1

Resumes of the Board member candidates

Timo Ahopelto

Born 1975, Finnish citizen

Founding Partner of Lifeline Ventures. Nokia Board member since 2023. Member of the Personnel Committee and the Technology Committee.

Master's degree in Industrial Management, Helsinki University of Technology, Finland.

Head of Strategy and Business Development, Blyk 2006–2009. Founding CEO and Vice President, Worldwide Commercial Operations, CRF Health 2000–2006. Consultant, McKinsey & Company 1999–2000.

Chair of the Board of Directors, Canatu Plc (former Lifeline SPAC I Plc). Chair of the Board, Finnish Startup Community. Various board positions in private companies.

Member of the Board of Directors, Solidium Oy 2017–2025. Member of the Board of Directors, Digital Workforce Services Plc 2016–2025. Member of the Board, Finnish Business and Policy Forum EVA and Research Institute for Finnish Economy (ETLA) 2015–2024. Member of the Board of Directors, Tietoevry Corporation 2017–2023. Chair of the Board, Slush Conference 2018–2023 and member of the Board 2013–2018. Member of the Board, Business Finland 2014–2020. Member of the Board, Startup Foundation 2015–2018.

Elizabeth Crain

Born 1964, U.S. citizen

Nokia Board member since 2023. Chair of the Strategy Committee and Member of the Personnel Committee.

MBA, the Wharton School at the University of Pennsylvania, the United States. Bachelor of Science in Economics, Arizona State University, United States.

Advisory Partner, the Consello Group. Chief Operating Officer and Founding Partner, Moelis & Company 2007–2023. Managing Director, Office of the CEO, UBS Investment Bank 2005–2007. Chief Operating Officer and Chief Administrative Officer,

UBS Investment Banking Department Americas franchise 2001–2005. Investment Principal, McCown De Leeuw & Company 2000–2001. Investment Principal, Morgan Stanley Capital Partners 1997–2000. Vice President, Investment Banking, Merrill Lynch & Co. 1994–1997. Associate, Investment Banking, J.P. Morgan Securities 1992–1994. Analyst, Merrill Lynch & Co. 1988–1990.

Member of the Board of Directors and Chair of the Audit Committee, Core Scientific, Inc. Trustee Emeritus, The Royal Academy Trust, London.

Member of the Board of Directors, Exscientia plc 2021–2024. Member of the Board of Directors, Moelis & Company 2017–2021.

Thomas Dannenfeldt

Born 1966, German citizen

Nokia Board member since 2020. Chair of the Personnel Committee and the Audit Committee and member of the Strategy Committee.

Degree in Mathematics, University of Trier, Germany.

Chief Financial Officer, Deutsche Telekom AG 2014–2018. Chief Financial Officer, Deutsche Telekom AG's German operations 2010–2014. Various operational positions, Deutsche Telekom AG 1992–2010.

Member of the Board of Directors and Chair of the Compensation Committee, T-Mobile US, Inc.

Chair of the Supervisory Board, CECONOMY AG 2021–2025. Member of the Advisory Board, axxessio GmbH 2020–2025. Member of the Board of Directors, T-Mobile US, Inc. 2013–2018. Member of the Board of Directors, Buy-In 2013–2018. Chair of the Board of Directors, T-Systems International 2013–2018. Chair of the Board of Directors, EE Ltd 2014–2016.

Pernille Erenbjerg

Born 1967, Danish citizen

Nokia Board member since 2025. Member of the Audit Committee and Corporate Governance and Nomination Committee.

Master of Science in Economics, the Copenhagen Business School, Denmark.

Group CEO and President, TDC Group 2015–2018. Group CFO and Deputy CEO, TDC Group 2011–2015. Executive Vice President, TDC Group 2003–2011. Equity Partner, Deloitte 2002–2003. CPA, Arthur Andersen 1987–2002.

Member of the Board of Directors and Chair of the Audit Committee, Genmab A/S. Member of the Board of Directors and Chair of the Audit Committee, RTL Group SA. Chair of the Board of Directors, KK Wind Solutions A/S. Member of the Board of Directors, GlobalConnect A/S.

Member of the Board of Directors, Millicom S.A. 2019–2024. Chair of the Board of Directors, Viaplay Group AB (publ) 2021–2023 and Board member 2020–2021. Member of the Board of Directors, Nordea Bank Oyj 2017–2021. Member of the Board of Directors, DFDS A/S 2014–2018. Member of the Board of Directors, Royal Danish Theatre 2011–2015.

Adjunct professor at Copenhagen Business School.

Lisa Hook

Born 1958, U.S. citizen

Nokia Board member since 2022. Member of the Audit Committee and the Strategy Committee.

Juris Doctorate, Dickinson School of Law at Pennsylvania State University, United States. Bachelor's degree in Public Policy, Duke University, United States.

President and CEO, Neustar, Inc. 2010–2018. COO, Neustar, Inc. 2008–2010. President and CEO, SunRocket, Inc. 2006–2007. Executive positions, America Online, Inc. 2000–2004. Previous positions as Partner, Brera Capital Partners; managing director, Alpine Capital Group, LLC.; various executive positions, Time Warner, Inc.; legal advisor to the Chairman of the Federal Communications Commission; and General Counsel, the Cable Group at Viacom International, Inc.

Member of the Board of Directors, FIS Global Inc. Lead Independent Director of the Board of

Directors, Philip Morris International. Member of the Board of Directors, Zayo Group. Chair of Advisory Board, Trilantic Capital Partners. Member of the U.S. National Security Telecommunications Advisory Committee since 2012.

Member of the Board of Directors, Ritchie Bros. Auctioneers Inc. 2021–2023. Member of the Board of Directors, Ping Identity Holding Corporation 2019–2022. Member of the Board of Directors, Partners Group Holding AG 2020–2021. Member of the Board of Directors, Unisys Corporation 2019–2021. Member of the Board of Directors, Neustar, Inc. 2010–2019. Member of the Board of Directors, RELX Plc 2006–2016.

Honored as a 2012 Penn State Alumni Fellow for leadership in technology by the Dickinson School of Law at Pennsylvania State University.

Timo Ihamuotila

Born 1966, Finnish citizen

Vice Chair of Nokia Board since 2025. Nokia Board member since 2025. Chair of the Corporate Governance and Nomination Committee and member of the Strategy Committee.

Licentiate of Science (Finance), Helsinki School of Economics, Finland. Master of Science (Economics), Helsinki School of Economics, Finland.

Chief Financial Officer and Member of the Group Executive Committee, ABB Ltd 2017–2026 (until 31 Jan 2026). Executive Vice President and Chief Financial Officer, Nokia 2009–2016 and member of the Nokia Group Leadership Team 2007–2016 and Interim President of Nokia between September 2013 and May 2014. Executive Vice President, Sales and Markets, Nokia 2008–2009. Executive Vice President, Sales and Portfolio Management, Mobile Phones, Nokia 2007. Senior Vice President, CDMA Business Unit, Mobile Phones, Nokia 2004–2007. Vice President, Finance, Corporate Treasurer, Nokia 2000–2004. Director of Corporate Finance, Nokia 1999–2000. Vice President of Nordic Derivatives Sales, Citibank plc 1996–1999. Manager of Dealing & Risk Management, Nokia 1993–1996. Analyst, Assets and Liability Management, Kansallis-Osake-Pankki 1990–1993.

Member of the Board of Directors, Kone Oyj. Member of the Board of Directors, Oras Invest Oy.

Member of the Board of Directors, Uponor Oyj 2013–2017.

Mike McNamara

Born 1964, Irish citizen

Nokia Board member since 2024. Member of the Audit Committee and the Technology Committee.

Bachelor of Engineering, University College Dublin, Ireland.

Strategic Advisor, Target Corporation 2022–2023. Executive Vice President and Chief Information Officer, Target Corporation 2015–2022. Chief Information Officer, Tesco 2011–2015. Director of Operations Development and IT, Tesco 2006–2011. Chief Technology Officer Tesco.com, Tesco 1999–2006. Senior Manager, Accenture 1991–1998. Computer Programmer, British Telecom 1989–1991.

Member of the Board of Directors, Hawaiian Holdings, Inc. 2020–2024.

Thomas Saueressig

Born 1985, German citizen

Member of the Executive Board of SAP SE and Global Head of Customer Services & Delivery Board. Nokia Board member since 2022. Member of the Corporate Governance and Nomination Committee and the Technology Committee.

Degree in Business Information Technology, University of Cooperative Education in Mannheim, Germany. Joint Executive MBA from ESSEC, France and Mannheim Business School, Germany.

Global Head of Product Engineering, SAP SE 2019–2024. Chief Information Officer, SAP SE 2016–2019. Vice President, Global Head of IT Services, SAP SE 2014–2016. Previous positions at SAP SE in Germany since 2007, including an assignment in SAP Labs Silicon Valley in Palo Alto, California, United States.

Member of the Young Global Leaders of the World Economic Forum. Member of the Industry Advisory Board of the Munich Institute of Robotics and Machine Intelligence (MIRMI).

Meredith Whittaker*

Born 1979, United States citizen

President and Board member of Signal Technology Foundation.

Bachelor's Degree in Rhetoric and English Literature, University of California, Berkeley, the United States.

Minderoo Research Professor, New York University 2019–2022. Co-Founder and Faculty Director, AI Now Institute, New York University 2017–2021. Founder, Open Research Group, Google 2006–2019.

Member of the Board of Directors of Hubert Burda Media. Chief Advisor at AI Now Institute, a non-profit research organization. Senior Advisor on AI to the Chair, US Federal Trade Commission 2021–2022.

Kai Öistämö

Born 1964, Finnish citizen

President and CEO of Vaisala Corporation. Nokia Board member since 2022. Chair of the Technology Committee and member of the Strategy Committee.

PhD in computer science, Tampere University of Technology, Finland.

Chief Operating Officer, InterDigital Inc. 2018–2020. Executive Partner, Siris Capital Group 2016–2018. EVP, Chief Development Officer, Nokia 2010–2014. EVP, Devices, Nokia 2008–2010. EVP, Mobile Phones Business Group, Nokia 2006–2008. Several positions at Nokia 1991–2006.

Venture Partner, Kvanted Oy.

Chairman of the Board, Fastems Group 2014–2022. Member of the Board of Directors, Sanoma Group 2010–2021. Chairman of the Board, Helvar Oy Ab 2014–2020. Member of the Board of Directors, Mavenir Plc. 2017–2018. Member of the Board of Directors, Digia / Qt Group Oyj 2015–2018. Member of the Board of Directors, InterDigital Inc. 2015–2018. Member of the Board, oikian solutions 2014–2018. Chairman of the Board, Tampere University 2013–2017. Chairman of the Board, Tekes 2012–2014. Member of the Board of Directors, Nokian Tyres plc 2008–2010.

*) Proposed to be elected for the first time as a member of the Nokia Board