



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 2027 be reimbursed based on the purchase policy approved by the Board's Audit Committee and the invoice approved by the Company.

Information on the fees paid to the Company's auditors during the previous financial years broken down by audit and non-audit fees is available in Nokia's annual report for 2025.

29 January 2026

Board of Directors