

Organizational Document for the 2026 Annual General Meeting of Nokia Corporation

This document contains information and proposals concerning the organizational and procedural matters relating to agenda items 1 to 5 of the Annual General Meeting of Nokia Corporation (“Nokia” or the “Company”) to be held on 9 April 2026.

The document constitutes part of the notice of the Annual General Meeting (“Meeting”) and has been published on the Company’s website at www.nokia.ly/agm2026 on 5 February 2026. The information in this document will be supplemented at the latest at the Meeting, with such information that is not available at the time of publication of this notice. Shareholders present at the Meeting have the right to speak on the items on the agenda.

1. Opening of the Meeting

The Chair of the Board, Sari Baldauf, will open the Meeting. If, for a compelling reason, Ms. Baldauf is not able to open the Meeting, another member of the Company’s Board of Directors will open the Meeting.

2. Matters of order for the Meeting

Chair and Secretary

Attorney-at-law Mårten Knuts shall act as Chair of the Meeting. If, for a compelling reason, Mr. Knuts is not able to act as Chair, the person opening the Meeting shall appoint as Chair of the Meeting a person deemed most appropriate.

Esa Niinimäki, the Company’s Chief Legal Officer and Secretary to the Board of Directors, shall act as the Secretary of the Meeting. If, for a compelling reason, Mr. Niinimäki is not able to act as Secretary, the Chair of the Meeting shall appoint as Secretary a person deemed most appropriate.

Procedural matters

Language of the Meeting and interpretation

The Meeting will be conducted primarily in Finnish, but some presentations, such as the review by the President and CEO, will be held in English. Simultaneous translation will be available into Finnish and English. Questions may be presented in Finnish or English.

Right to speak

Shareholders and their authorized representatives have a right to ask questions in accordance with Chapter 5, Section 25 of the Finnish Limited Liability Companies Act. Shareholders who wish to address the Meeting are kindly asked to notify the meeting official in charge of the nearest microphone, who in turn verifies that the shareholder has a voting ticket. At the beginning of the

speech, shareholders are asked to state their name and voting ticket number and, if applicable, the shareholder they represent. Shareholders are kindly asked to keep their questions short and relevant to the agenda item being discussed.

Following the Meeting and asking questions via webcast

Shareholders may follow the Meeting via webcast and ask questions in writing or verbally on the agenda items during the Meeting by following the instructions available on the webcast platform. Written questions submitted through the webcast platform may be moderated, combined or shortened. Questions may be considered in the Meeting in connection with each agenda item to the extent deemed appropriate by the Chair of the Meeting. Such questions are answered in connection with the relevant agenda item and previously resolved agenda items will not be revisited.

Following the Meeting via webcast shall not be deemed participation or exercise of shareholders' rights in the Meeting as provided in Chapter 5, Section 25 of the Finnish Limited Liability Companies Act. Shareholders who follow the webcast may exercise their voting rights by voting in advance on the matters on the agenda in accordance with the instructions set out in the notice of the meeting.

Photography and filming at the Meeting

In principle, photography and video recording during the Meeting is prohibited. However, the media may film the speeches by the Company's representatives.

The Company will record the Meeting and may take photographs at the Meeting venue for its own purposes. The Company will stream the Meeting through a webcast to be followed by those shareholders who are not attending in person. Individual shareholders are not filmed, save for the Nokia Board and management members.

Leaving the Meeting

The Meeting venue is the Finlandia Auditorium of Finlandia Hall. Shareholders or their authorized representatives leaving the Meeting venue are requested to return their voting tickets to the Meeting officials in order to keep the register of votes up to date for each agenda item.

Agenda and access to documentation

The agenda of the items to be addressed at the Meeting is included in the notice of the Meeting, which is available on the Company's website and is available to the participants of the Meeting for inspection at the Meeting venue. Unless otherwise announced by the Chair of the Meeting, the matters will be addressed in the order set out in the agenda.

It is noted that the proposals to the Meeting, financial statements, Remuneration Report and all other documents and information required under the Finnish Limited Liability Companies Act and the Finnish Securities Markets Act have been published by stock exchange releases and have been available to shareholders on the Company's website for the period required under the Finnish Limited Liability Companies Act prior to the Meeting. These documents are also available for inspection at the Meeting. The Company's shareholders' register is available for inspection at the Meeting.

3. Election of a person to scrutinize the minutes and a person to supervise the counting of votes

One person to scrutinize the minutes and one person to supervise the counting of votes will be elected at the Meeting.

It is proposed to the Meeting that Marko Vuori be elected to scrutinize the minutes, and Anna Sahrakorpi to supervise the counting of votes. If any of the aforementioned persons are unavailable, the Chair of the Meeting will propose another person to replace them.

The minutes of the Meeting will be available on the Company's website on 23 April 2026 at the latest.

4. Recording the legal convening of the Meeting

According to § 10 of the Articles of Association, the notice of a General Meeting must be published on the website of the Company no earlier than three months prior to the record date of the Meeting and no later than three weeks prior to the Meeting, provided that the date of the publication must be at least nine days prior to the aforesaid record date.

The notice of the Meeting has been published on the Company's website at www.nokia.ly/agm2026 and as a stock exchange release on 5 February 2026.

It is noted that the Meeting has been convened in accordance with the Articles of Association and in compliance with the provisions of the Finnish Limited Liability Companies Act, and that it has therefore been duly convened and constitutes a quorum.

5. Recording the attendance at the Meeting and adoption of the list of votes

Information on the list of votes

A list shall be compiled of all shareholders, their possible assistants and proxy representatives present at the Meeting, indicating their respective numbers of shares and votes (list of votes). At the beginning of the Meeting, the Chair of the Meeting shall state the number of shareholders present either in person or by proxy, as well as the respective number of shares and votes represented at the Meeting. In addition, the Chair of the Meeting shall announce the presence of the members of the Board of Directors, the Board member candidate, the President and CEO, the auditor of the Company, and the sustainability reporting assurer of the Company at the Meeting.

The list of votes is available with the Chair of the Meeting and will be appended to the minutes of the Meeting. The list of votes will be updated to correspond to the attendance at the beginning of a possible vote.

Information on advance voting and voting instructions

Shareholders have the opportunity to vote in advance on agenda items 7–19 of the Meeting from 10:00 EET on 23 February 2026 to 16:00 EEST on 30 March 2026. An agenda item subject to advance voting is considered to have been presented unchanged to the Meeting in accordance with the Finnish Limited Liability Companies Act. With respect to nominee-registered shares, the voting is carried out via the account manager of their custodian. The account manager may cast votes in advance on behalf of the holder of nominee-registered shares that they represent in accordance with the voting instructions provided. The voting instructions may be recorded as advance votes on behalf of the holders of nominee-registered shares. The list of the votes, including advance votes and possible voting instructions, will be appended to the minutes of the Meeting.

Advance votes shall be displayed at the Meeting in connection with each agenda item. If a vote were to be carried out at the Meeting, the advance votes (including voting instructions) would be taken into account in the result of the vote. In such agenda items where it is not possible submit opposing votes without presenting a counterproposal, such opposing votes shall not be formally taken into account as votes opposing the proposal. If a full counting of votes is not carried out in an agenda item, the number of votes in favor, opposing and abstaining votes cast in advance voting will be recorded in the minutes in connection with each agenda item.

Nokia Corporation
BOARD OF DIRECTORS