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Â Â Person subject to the notification requirementÂ Name: Wirkailijon, MarcoÂ Position: Chief Financial Officer Â Issuer: Nokia CorporationÂ LEI: 549300A0JPRWG1KI7U06Â Notification type: INITIAL NOTIFICATIONÂ Reference number: 93310/6/4 Â Â Transaction date: 2025-01-22Â Outside a trading venueÂ Instrument type: SHAREÂ ISIN: FI0009000681Â Nature of the transaction: RECEIPT OF A SHARE-BASED INCENTIVE Â Transaction detailsÂ (1): Volume: 36729 Unit price: N/A Â Aggregated transactionsÂ (1): Volume: 36729 Volume weighted average price: N/A Â About Nokia Â At Nokia, we create technology that helps the world act together. Â As a B2B technology innovation leader, we are pioneering networks that sense, think and act by leveraging our work across mobile, fixed and cloud networks. In addition, we create value with intellectual property and long-term research, led by the award-winning Nokia Bell Labs. Â With truly open architectures that seamlessly integrate into any ecosystem, our high-performance networks create new opportunities for monetization and scale. Service providers, enterprises and partners worldwide trust Nokia to deliver secure, reliable and sustainable networks today â€“ and work with us to create the digital services and applications of the future. Â www.nokia.com Â Â Stock exchange release Â 2 (2) Â 22 JanuaryÂ 2025 Â Â Inquiries: Â Nokia CommunicationsÂ Phone: +358 10 448 4900Â Email: press.services@nokia.comÂ Maria Vaismaa, Global Head of External Communications Â NokiaÂ Investor RelationsÂ Phone: +358 931 580Â 507Â Email: investor.relations@nokia.com Â www.nokia.com Â Â Stock exchange release Â 1 (2) Â 22 JanuaryÂ 2025 Â Â Nokia Corporation Managersâ€™ transactions 22 JanuaryÂ 2025 at 18:00 EET Â Nokia Corporation - Managers' transactions (Batra) Â Transaction notification under ArticleÂ 19 of EU Market Abuse Regulation. Â Â Person subject to the notification requirementÂ Name: Batra, NishantÂ Position: Other senior manager Â Issuer: Nokia CorporationÂ LEI: 549300A0JPRWG1KI7U06Â Notification type: INITIAL NOTIFICATIONÂ Reference number: 93293/7/6 Â Â Transaction date: 2025-01-22Â Outside a trading venueÂ Instrument type: SHAREÂ ISIN: FI0009000681Â Nature of the transaction: RECEIPT OF A SHARE-BASED INCENTIVE Â Transaction detailsÂ (1): Volume: 78821 Unit price: N/A Â Aggregated transactionsÂ (1): Volume: 78821 Volume weighted average price: N/A Â About Nokia Â At Nokia, we create technology that helps the world act together. Â As a B2B technology innovation leader, we are pioneering networks that sense, think and act by leveraging our work across mobile, fixed and cloud networks. In addition, we create value with intellectual property and long-term research, led by the award-winning Nokia Bell Labs. 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Â Â Person subject to the notification requirementÂ Name: Fisk, LouiseÂ Position: Other senior manager Â Issuer: Nokia CorporationÂ LEI: 549300A0JPRWG1KI7U06Â Notification type: INITIAL NOTIFICATIONÂ Reference number: 93305/4/4 Â Â Transaction date: 2025-01-22Â Outside a trading venueÂ Instrument type: SHAREÂ ISIN: FI0009000681Â Nature of the transaction: RECEIPT OF A SHARE-BASED INCENTIVE Â Transaction detailsÂ (1): Volume: 14151 Unit price: N/A Â Aggregated transactionsÂ (1): Volume: 14151 Volume weighted average price: N/A Â About Nokia Â At Nokia, we create technology that helps the world act together. Â As a B2B technology innovation leader, we are pioneering networks that sense, think and act by leveraging our work across mobile, fixed and cloud networks. In addition, we create value with intellectual property and long-term research, led by the award-winning Nokia Bell Labs. 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Â Â Person subject to the notification requirementÂ Name: Martikainen, Piia SusannaÂ Position: Closely associated person Â (1): Person Discharging Managerial Responsibilities In IssuerÂ Name: Uitto, TommiÂ Position: Other senior manager Â Issuer: Nokia CorporationÂ LEI: 549300A0JPRWG1KI7U06Â Notification type: INITIAL NOTIFICATIONÂ Reference number: 93343/4/4 Â Â Transaction date: 2025-01-22Â Outside a trading venueÂ Instrument type: SHAREÂ ISIN: FI0009000681Â Nature of the transaction: RECEIPT OF A SHARE-BASED INCENTIVE Â Transaction detailsÂ (1): Volume: 10271 Unit price: N/A Â Aggregated transactionsÂ (1):

Volume: 10271 Volume weighted average price: N/A About Nokia At Nokia, we create technology that helps the world act together. As a B2B technology innovation leader, we are pioneering networks that sense, think and act by leveraging our work across mobile, fixed and cloud networks. In addition, we create value with intellectual property and long-term research, led by the award-winning Nokia Bell Labs. With truly open architectures that seamlessly integrate into any ecosystem, our high-performance networks create new opportunities for monetization and scale. 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A Person subject to the notification requirement Name: Sahgal, Raghav Position: Other senior manager Issuer: Nokia Corporation LEI: 549300A0JPRWG1KI7U06 Notification type: INITIAL NOTIFICATION Reference number: 93332/4/4 Transaction date: 2025-01-22 Outside a trading venue Instrument type: SHARE ISIN: FI0009000681 Nature of the transaction: RECEIPT OF A SHARE-BASED INCENTIVE Transaction details (1): Volume: 89000 Unit price: N/A Aggregated transactions (1): Volume: 89000 Volume weighted average price: N/A About Nokia At Nokia, we create technology that helps the world act together. As a B2B technology innovation leader, we are pioneering networks that sense, think and act by leveraging our work across mobile, fixed and cloud networks. In addition, we create value with intellectual property and long-term research, led by the award-winning Nokia Bell Labs. 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A Person subject to the notification requirement Name: Uitto, Tommi Position: Other senior manager Issuer: Nokia Corporation LEI: 549300A0JPRWG1KI7U06 Notification type: INITIAL NOTIFICATION Reference number: 93325/4/4 Transaction date: 2025-01-22 Outside a trading venue Instrument type: SHARE ISIN: FI0009000681 Nature of the transaction: RECEIPT OF A SHARE-BASED INCENTIVE Transaction details (1): Volume: 44055 Unit price: N/A Aggregated transactions (1): Volume: 44055 Volume weighted average price: N/A About Nokia At Nokia, we create technology that helps the world act together. As a B2B technology innovation leader, we are pioneering networks that sense, think and act by leveraging our work across mobile, fixed and cloud networks. In addition, we create value with intellectual property and long-term research, led by the award-winning Nokia Bell Labs. 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A Person subject to the notification requirement Name: Niinimäki, Esa Position: Other senior manager Issuer: Nokia Corporation LEI: 549300A0JPRWG1KI7U06 Notification type: INITIAL NOTIFICATION Reference number: 93335/4/4 Transaction date: 2025-01-22 Outside a trading venue Instrument type: SHARE ISIN: FI0009000681 Nature of the transaction: RECEIPT OF A SHARE-BASED INCENTIVE Transaction details (1): Volume: 29378 Unit price: N/A Aggregated transactions (1): Volume: 29378 Volume weighted average price: N/A About Nokia At Nokia, we create technology that helps the world act together. As a B2B technology innovation leader, we are pioneering networks that sense, think and act by leveraging our work across mobile, fixed and cloud networks. In addition, we create value with intellectual property and long-term research, led by the award-winning Nokia Bell Labs. 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A Person subject to the notification requirement Name: Gibb, Lorna Position: Other senior manager Issuer: Nokia Corporation LEI: 549300A0JPRWG1KI7U06 Notification type: INITIAL NOTIFICATION Reference number: 93316/4/4 Transaction date: 2025-01-22 Outside a trading venue Instrument type: SHARE ISIN: FI0009000681 Nature of the transaction: RECEIPT OF A SHARE-BASED INCENTIVE Transaction details (1): Volume: 11792 Unit price: N/A Aggregated transactions (1): Volume: 11792 Volume weighted average price: N/A About Nokia At Nokia, we create technology that helps the world act together. As a B2B technology innovation leader, we are pioneering networks that sense, think and act by leveraging our work across mobile, fixed and cloud networks. In addition, we create value with intellectual property and long-term research, led by the award-winning Nokia Bell Labs. 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Â Â Â Person subject to the notification requirementÂ Name: GuillÂ©n, FedericoÂ Position: Other senior manager Â Issuer: Nokia CorporationÂ LEI: 549300A0JPRWG1KI7U06Â Notification type: INITIAL NOTIFICATIONÂ Reference number: 93322/4/4Â Â Â Transaction date: 2025-01-22Â Outside a trading venueÂ Instrument type: SHAREÂ ISIN: FI0009000681Â Nature of the transaction: RECEIPT OF A SHARE-BASED INCENTIVE Â Transaction detailsÂ (1): Volume: 48522 Unit price: N/A Â Aggregated transactionsÂ (1): Volume: 48522 Volume weighted average price: N/A Â About Nokia Â At Nokia, we create technology that helps the world act together. Â As a B2B technology innovation leader, we are pioneering networks that sense, think and act by leveraging our work across mobile, fixed and cloud networks. In addition, we create value with intellectual property and long-term research, led by the award-winning Nokia Bell Labs. 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Â Â Â Person subject to the notification requirementÂ Name: HammarÂ©n, PatrikÂ Position: Other senior manager Â Issuer: Nokia CorporationÂ LEI: 549300A0JPRWG1KI7U06Â Notification type: INITIAL NOTIFICATIONÂ Reference number: 93338/8/8Â Â Â Transaction date: 2025-01-22Â Outside a trading venueÂ Instrument type: SHAREÂ ISIN: FI0009000681Â Nature of the transaction: RECEIPT OF A SHARE-BASED INCENTIVE Â Transaction detailsÂ (1): Volume: 9785 Unit price: N/A Â Aggregated transactionsÂ (1): Volume: 9785 Volume weighted average price: N/A Â About Nokia Â At Nokia, we create technology that helps the world act together. Â As a B2B technology innovation leader, we are pioneering networks that sense, think and act by leveraging our work across mobile, fixed and cloud networks. In addition, we create value with intellectual property and long-term research, led by the award-winning Nokia Bell Labs. 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Â Date: JanuaryÂ 22, 2025 Nokia Corporation Â Â Â By: /s/ Johanna Mandelin Â Name: Johanna Mandelin Â Title: Global Head of Corporate Legal Â Â Â GRAPHIC 2 tm254118d3_6kimg001.jpg GRAPHIC begin 644 tm254118d3_6kimg001.jpg M_JC_X 02D9)1@ ! 0\$ 8 !@ # VP!# (@&!@<&!0@'P<)"0@*#!0-# L+ M#!D2\$P\4'1H?AT:'!P@)"XG"(L(QP<#7J#A(6&AXB)BI*3E)66EYB9FJ*CI*6FIZBIJK*SM+6VM[BYNL+#Q,7& MQ\CRM+3U-76U]C9VN'BX^3EYN?HZ>KQ\O/T]?;W^/GZ_\O 'P\$ P\$! 0\$! M 0\$! 0 \$" P0%!@<("OH+_O M1\$ @\$"! 0#! <%! 0 0)W \$" M Q\$!\$12\$Q!A)!40=A<1,B,H\$(%\$*1H;!"2,S4O 58G+1"A8D-.E\1<8&1HF M)R@I*C4V-S@Y.D-\$149'2\$E*4U155E=865IC9&5F9VAI:G-T=79W>'EZ@H.\$ MA8:B(F*DI.4E9:7F)F:HJ.DI::GJ*FJLK.TM;:WN+FZPL/\$Q<';R,G*TM/4 MU=;7V-G:XN/DY>;GZ.GJ\O/T]?;W^/GZ_JH # ,!(1 Q\$ /P#VSQ#K,?A_M0KG5)(6F2#;E%."=S?!ZT_1M:L->T]+W3YA\$W!1D/HP[&L3XE?D_U/_ME M_P" C4KQ/P_XCU'PU?BZL)< X\R)ON2#T(_KU%?08*5C,*I!VFF_1Z+3_@G MF8G&NA749?"T? 2%8GAKQ3IW>R\ZSDVS(!YL#_?C\4>];=>'4I3I3<)JS M1Z,)QG'FB[H***S*&2S1P1-+(D<:#+. [#W)KC=3^*/AS3Y&BBDGO77C- MN@*Y_P!XD_AFN"\>+KSQ1JQT?30SV*2[(TB!)N&!ZGU&>@_&ND?.":S6S MBN->>62Y89:WC?:B>Q(Y)^A'XU]'#+<-A:2JXZ3N]HK?Y_UIZGE2Q56M-PPR MT75DT?QCTDOB33;U5]5*\$_ED5U&B>-M!UJECM+U4N#T@G^1S] >#^!-4Y?AK MX4DCV#3#&>S)/)D?FU>>?AW<^? ^)CI+S3V*?_Y)>0\$=^_H]^WZU5.CE6 M+?LZ3E"3VOL*53&45SSM)>1[? 17!_#GQI+XA@DT_474W]NH97Z&5.A)JQQGZ MUWE>'BL-4PU5TJFZ/1HU8U8*<=F%,FFBMX7FFD6.) 69W. H'Q;'7UQT'ZUU9? MEM3&2TTBMWT_X?\ IF.)Q4**UU;V1Z_Q6V"Z,\$45_.V_8IBA!#GMC+_2 MNQLKDWEI'.UM/;EQGRIP X^H!.*XKP1V(-!\$6HZB!-J>,JO58/IZM[_>M M=Y4X]82,^3"W:6[;W]\QX;V[CS5ON.2O_B)HVG:X^D317AN4D6(E8U*Y.,< M[O?TKK:_5?E0N?^OR/_V6O? ZWS+!TL/3HRIWO*-W^!GA*ZLIJ71V_** M*0C((J?2O'.XQ-)\5Z;K.LZAI=LY,]FV"3TD X)7Z'C\O6MROG^07/P_\?EA MO, <,N1G_):P-_X_45[S9WE0?V<-W:RB6"90Z.X->OF>!CAN2I2=X22L/_MK_G_<.\$Q+J\T9Z23)Z***@[CE/B5_P D_P!3_P"V7_HU*]\>[!Q+J MMJ87FX+]C9XW0\HX= "7J>/>O5?B5_R3_4 ^V7_*2O\ X/?C5>?]>+? M^AI7UN6U)4IK3@[-- ^VGB8J*EC81ELU_F8=W8: P#[7DF!,4G(BG49CF7 MN/Y9!Y'M7KW@_QK9>)[-=\$=XX=24? O?;,X_B7/4?R_6MG6=%L=?TYK'4(? MB8[@0<,C=B#V->&(^_^"M86ZMFF^S(X:VO'\$3T#>A_G3A5H9O#V=7W:RV M??\ KM]W8)0J8&7-#6#Z=OZ[_>?059'BF\? 3_ NJ749Q(EL^P^C\$8!,_USG@ M?X@1>(5% CJ+10:F/NXX68>H_VO;O;H%?MJ][X1U6",%G;V)9[R1=WV2'*>S, <9_+=^=> MV5XM(+_W\175G(P4W4'R9[LISC\B3^%>TUW\0^AZ3/O#9,0/B M!=:HQQ'?:-'/=2Q3^H->V:YX@T[P]9&YU"X6,\$'9&.7D/HH[UXCH3'7/BA< MQ E9=1:Y"10Q?\ D*]G1^%M- \3V8AOHR)\$!J=,&C)J/4>QKZK.52>)H_6 M+_N"V_];GC8#G]E4]EWTN>,ZCJ^O_ \$368[2*(L@8F*WCX2(?WF/]3^7%>L M>#_!5EX6M0_&H2+B6#Q#\>-\$P4H"2J0C,5PF>G\N.HK MV'PIXNL?%_@)(6\$5V@_?6Q/S(?)>H]ZTSCVL'SJ\$#6ZL1 MOR!RT?\ \$/PZ_@?6LCX1^(?-MIJ!N)!NBS+; JU)^9?P//XGTK7;XJ^&'4JQ MNB!&"#!U'YUY=-:E:Z7XJ;4?#DDD=O'()(-XP5!*_GU'4>XKZ3!8207PD\7 M@U;6+;Z]OZZ-GE8BO3IUXUZX^H.1 M^%7:^1E%PDXRW1[:::NCE/B5_P D_P!3_P"V7_HU*^#W_(U7G_ %XM_P"A MI7K'B#1H_&AW&ES20%'/MRZ \$C;P;O]Q/"O@&T*ZE+>P7L\20F(K(H M)!SQ_NU[F%QM&GEU7#R?O2O;3T_R;K8>I+0JI:+_@G75!>V5MJ-G+7<*S M6J[71NA%3T5X2;3NMST6DU9GA'C3P)=>%YQ?:>9I=.R"?XX&SP#CMTP?!\ M)[_X:^) [WQ'I=S!J&V26S*+YW>16!^V7CKWKM98HYX7AFC62-U*NCC(8'J" M*Q/#_A6S\>

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BWPJ@O7QJ%AO2S,N^UG3GRSUVGW'OU'XUV_AOXJ:9= MVD<6MO\ 9+P<-(\$)C?WXSCZ=*<
[V[M+> M9+6[A2:"08>-QD&N\$U+X1Z+=2-) M97-S9\$_P B1!] >?UKHCF&\$QE)4\H [+^I]N^DGP8C# MY?779?1;4
_GO=-H?PXT#194G\I[NY0AEDN#D*1W"C _/-%*64X27M8MU)+ M96T_0)K&UER-*,/X8>#[C3-
^M:C"8IY4V6\;=54]6[(\$\#__6O2J**\7&8J M>*K.K4W?X+L>A0HQHP4(\E#6=&L=>TY[&_B\R%N01P4;LP/8UXAX@-\
:OX\$UJ M.]LY)3;JV;>\4=/>]E\NP/;!X(_*O?JANK6"^\M9;6ZB66"52KHPX(KJR_JF\$?
M* >@JU_E_6O4QO6\$C75UI);,Y/P7X]M/\$L2VMULM]34V4,]O:1Q7%R;F51@S,@4M]0.,_2HQ\
M<(Y\^%EH^C3T]/(K#.OR\M9:KKW/! %7_)4+G_K_\ 9:]\FFCMX))YG"11 MJ7=FZ* ,D\UQ>I?
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2DZDFMW=?B>(RM<_#Q[A=PC MN]<#'+*!>_X+S]3[UZ'_P *@\V?_.I?]_4_P#B*UO"G@6P)*3SW\$\$TMQ/* MNS?(-
JYR0,>IQ^0KJ:TQV;SYXPP]>GT5Q0S?&QDI>T M;M_78Z)8'#M-TU%M!NI,6\^6@#?PR=U_\$9_>]QUPEW\+[";7
M7U6UU"YM)3-YZ+&JD(^