

# Nokia Corp

## 2025 General Meeting: *Issuer Announcement*

### Pre Ballot Notification - This Notification Is For Information Only

<b>Meeting Date</b>	29-Apr-2025	<b>Meeting Type</b>	General Meeting
<b>Meeting Time</b>	01:00 PM	<b>Record Date</b>	15-Apr-2025
<b>Meeting Location</b>	Finlandia Hall, Mannerheimintie 13e, Helsinki FI FI		
<b>Information URL</b>			

### Participation Dates

Participation Type	Issuer Voting Deadline	Notification Deadline
Electronic Voting	22-Apr-2025 04:00 PM	
Correspondence	22-Apr-2025 04:00 PM	
In Person Voting	22-Apr-2025 04:00 PM	
Proxy Voting	22-Apr-2025 04:00 PM	
Virtual Voting	22-Apr-2025 04:00 PM	

### Agenda

Proposal #	Voting Type	Voting Options	Proposal
1		For Against Abstain No Action Chairman Discretionary	OPENING OF THE MEETING

## Agenda (cont.)

<b>Proposal #</b>	<b>Voting Type</b>	<b>Voting Options</b>	<b>Proposal</b>
2		For Against Abstain No Action Chairman Discretionary	MATTERS OF ORDER FOR THE MEETING
3		For Against Abstain No Action Chairman Discretionary	ELECTION OF A PERSON TO SCRUTINIZE THE MINUTES AND A PERSON TO SUPERVISE THE COUNTING OF VOTES
4		For Against Abstain No Action Chairman Discretionary	RECORDING THE LEGAL CONVENING OF THE MEETING
5		For Against Abstain No Action Chairman Discretionary	RECORDING THE ATTENDANCE AT THE MEETING AND ADOPTION OF THE LIST OF VOTES

## Agenda (cont.)

<b>Proposal #</b>	<b>Voting Type</b>	<b>Voting Options</b>	<b>Proposal</b>
6		For Against Abstain No Action Chairman Discretionary	PRESENTATION OF THE ANNUAL ACCOUNTS, THE REVIEW BY THE BOARD OF DIRECTORS AND THE AUDITOR'S REPORT FOR THE FINANCIAL YEAR 2024
7		For Against Abstain No Action Chairman Discretionary	ADOPTION OF THE ANNUAL ACCOUNTS
8		For Against Abstain No Action Chairman Discretionary	RESOLUTION ON THE USE OF PROFIT SHOWN ON THE BALANCE SHEET AND AUTHORIZATION OF THE BOARD OF DIRECTORS TO DECIDE ON THE DISTRIBUTION OF DIVIDEND AND ASSETS FROM THE RESERVE FOR INVESTED UNRESTRICTED EQUITY
9		For Against Abstain No Action Chairman Discretionary	RESOLUTION ON THE DISCHARGE OF THE MEMBERS OF THE BOARD OF DIRECTORS AND THE PRESIDENT AND CEO FROM LIABILITY FOR THE FINANCIAL YEAR 2024

*Agenda (cont.)*

<b>Proposal #</b>	<b>Voting Type</b>	<b>Voting Options</b>	<b>Proposal</b>
10		For Against Abstain No Action Chairman Discretionary	PRESENTATION AND ADOPTION OF THE REMUNERATION REPORT
11		For Against Abstain No Action Chairman Discretionary	PRESENTATION AND ADOPTION OF THE REMUNERATION POLICY
12		For Against Abstain No Action Chairman Discretionary	RESOLUTION ON THE REMUNERATION OF THE MEMBERS OF THE BOARD OF DIRECTORS
13		For Against Abstain No Action Chairman Discretionary	RESOLUTION ON THE NUMBER OF MEMBERS OF THE BOARD OF DIRECTORS

## Agenda (cont.)

<b>Proposal #</b>	<b>Voting Type</b>	<b>Voting Options</b>	<b>Proposal</b>
14.1		For Against Abstain No Action Chairman Discretionary	ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS - TIMO AHOPELTO (CURRENT MEMBER)
14.2		For Against Abstain No Action Chairman Discretionary	ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS - SARI BALDAUF (CURRENT MEMBER, CHAIR)
14.3		For Against Abstain No Action Chairman Discretionary	ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS - ELIZABETH CRAIN (CURRENT MEMBER)
14.4		For Against Abstain No Action Chairman Discretionary	ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS - THOMAS DANNENFELDT (CURRENT MEMBER)

*Agenda (cont.)*

<b>Proposal #</b>	<b>Voting Type</b>	<b>Voting Options</b>	<b>Proposal</b>
14.5		For Against Abstain No Action Chairman Discretionary	ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS - PERNILLE ERENBJERG (NEW MEMBER CANDIDATE)
14.6		For Against Abstain No Action Chairman Discretionary	ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS - LISA HOOK (CURRENT MEMBER)
14.7		For Against Abstain No Action Chairman Discretionary	ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS - TIMO IHAMUOTILA (NEW MEMBER CANDIDATE)
14.8		For Against Abstain No Action Chairman Discretionary	ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS - MIKE MCNAMARA (CURRENT MEMBER)

## Agenda (cont.)

<b>Proposal #</b>	<b>Voting Type</b>	<b>Voting Options</b>	<b>Proposal</b>
14.9		For Against Abstain No Action Chairman Discretionary	ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS - THOMAS SAUERESSIG (CURRENT MEMBER)
14.10		For Against Abstain No Action Chairman Discretionary	ELECTION OF MEMBERS OF THE BOARD OF DIRECTORS - KAI OISTAMO (CURRENT MEMBER)
15		For Against Abstain No Action Chairman Discretionary	RESOLUTION ON THE REMUNERATION OF THE AUDITOR
16		For Against Abstain No Action Chairman Discretionary	ELECTION OF AUDITOR FOR THE FINANCIAL YEAR 2026

*Agenda (cont.)*

<b>Proposal #</b>	<b>Voting Type</b>	<b>Voting Options</b>	<b>Proposal</b>
17		For Against Abstain No Action Chairman Discretionary	RESOLUTION ON THE REMUNERATION OF THE SUSTAINABILITY REPORTING ASSURER
18		For Against Abstain No Action Chairman Discretionary	ELECTION OF THE SUSTAINABILITY REPORTING ASSURER FOR THE FINANCIAL YEAR 2026
19		For Against Abstain No Action Chairman Discretionary	AUTHORIZATION TO THE BOARD OF DIRECTORS TO RESOLVE TO REPURCHASE THE COMPANY'S OWN SHARES
20		For Against Abstain No Action Chairman Discretionary	AUTHORIZATION TO THE BOARD OF DIRECTORS TO RESOLVE TO ISSUE SHARES AND SPECIAL RIGHTS ENTITLING TO SHARES

*Agenda (cont.)*

<b>Proposal #</b>	<b>Voting Type</b>	<b>Voting Options</b>	<b>Proposal</b>
21		For Against Abstain No Action Chairman Discretionary	CLOSING OF THE MEETING