



PART III — NARRATIVE

State below in reasonable detail why Forms 10-K, 20-F, 11-K, 10-Q, 10-D, N-SAR, N-CSR, or the transition report or portion thereof, could not be filed within the prescribed time period.

The Annual Report on Form 11-K for the year ended December 31, 2015 (the “2015 Form 11-K”) of the Nokia USA Inc. Retirement Savings and Investment Plan cannot be filed within the prescribed time period without unreasonable effort or expense because of unanticipated delays in the collection, compilation and review by Nokia Corporation of information required for the completion of Form 11-K. The Registrant intends to cause the 2015 Form 11-K to be filed within the time frame mandated by Rule 12b-25.

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PART IV — OTHER INFORMATION

(1) Name and telephone number of person to contact in regard to this notification

Cristina Hamley (Name)	408 (Area Code)	431-7610 (Telephone Number)
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(2) Have all other periodic reports required under Section 13 or 15(d) of the Securities Exchange Act of 1934 or Section 30 of the Investment Company Act of 1940 during the preceding 12 months or for such shorter period that the registrant was required to file such report(s) been filed? If answer is no, identify report(s).

Yes T No £

(3) Is it anticipated that any significant change in results of operations from the corresponding period for the last fiscal year will be reflected by the earnings statements to be included in the subject report or portion thereof?

Yes £ No T

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Nokia USA Inc. Retirement Savings and Investment Plan  
(Name of Registrant as Specified in Charter)

has caused this notification to be signed on its behalf by the undersigned hereunto duly authorized.

Date June 27, 2016

By: /s/ Cristina Hamley  
Name: Cristina Hamley  
Title: Plan Administrator