

## SHARE SUBSCRIPTION PERIODS FOR THE STOCK OPTIONS UNDER THE NOKIA STOCK OPTION PLAN 2003

### 2003 2Q

Sub-category	% of Stock Options	Vesting Date
2003 2Q	25%	July 1, 2004
2003 2Q	6.25%	October 1, 2004
2003 2Q	6.25%	January 3, 2005
2003 2Q	6.25%	April 1, 2005
2003 2Q	6.25%	July 1, 2005
2003 2Q	6.25%	October 3 2005
2003 2Q	6.25%	January 2, 2006
2003 2Q	6.25%	April 3, 2006
2003 2Q	6.25%	July 3, 2006
2003 2Q	6.25%	October 2, 2006
2003 2Q	6.25%	January 2, 2007
2003 2Q	6.25%	April 2, 2007
2003 2Q	6.25%	July 2, 2007

### 2003 3Q

Sub-category	% of Stock Options	Vesting Date
2003 3Q	25%	October 1, 2004
2003 3Q	6.25%	January 3, 2005
2003 3Q	6.25%	April 1, 2005
2003 3Q	6.25%	July 1, 2005
2003 3Q	6.25%	October 3, 2005
2003 3Q	6.25%	January 2, 2006
2003 3Q	6.25%	April 3, 2006
2003 3Q	6.25%	July 3, 2006
2003 3Q	6.25%	October 2, 2006
2003 3Q	6.25%	January 2, 2007
2003 3Q	6.25%	April 2, 2007
2003 3Q	6.25%	July 2, 2007
2003 3Q	6.25%	October 1, 2007

### 2003 4Q

Sub-category	% of Stock Options	Vesting Date
2003 4Q	25%	January 3, 2005
2003 4Q	6.25%	April 1, 2005
2003 4Q	6.25%	July 1, 2005
2003 4Q	6.25%	October 3, 2005
2003 4Q	6.25%	January 2, 2006
2003 4Q	6.25%	April 3, 2006
2003 4Q	6.25%	July 3, 2006
2003 4Q	6.25%	October 2, 2006
2003 4Q	6.25%	January 2, 2007
2003 4Q	6.25%	April 2, 2007
2003 4Q	6.25%	July 2, 2007
2003 4Q	6.25%	October 1, 2007
2003 4Q	6.25%	January 2, 2008

The share subscription period for the 2003 2Q, 2003 3Q and 2003 4Q stock options will end on December 31, 2008. The share subscription period for those sub-categories that will potentially be priced during the year 2003 based on a monthly pricing, will also end on December 31, 2008. The Board of Directors will resolve later the dates of commencement of the share subscription periods for these stock options.

The share subscription period for the 2004 1Q, 2004 2Q, 2004 3Q and 2004 4Q stock options and other sub-categories that will potentially be priced during year 2004 based on a monthly pricing, will end on December 31, 2009. The Board of Directors will at resolve later the dates of commencement of the share subscription periods for these options.