

NOKIA CORP  
Form NT 11-K  
June 27, 2016

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UNITED STATES

SECURITIES AND EXCHANGE COMMISSION  
Washington, D.C. 20549

FORM 12b-25

NOTIFICATION OF LATE FILING

SEC FILE NUMBER: 001-13202  
CUSIP NUMBER: 654902204

(Check one):       Form 10-K    Form 20-F    Form 11-K    Form 10-Q    Form 10-D  
                               Form N-SAR    Form N-CSR  
For Period Ended: December 31, 2015

Nothing in this form shall be construed to imply that the Commission has verified any information contained herein.

If the notification relates to a portion of the filing checked above, identify the Item(s) to which the notification relates:

PART I — REGISTRANT INFORMATION

Nokia USA Inc. Retirement Savings and Investment Plan  
Full Name of Registrant

200 South Mathilda Avenue, Nokia USA Inc.  
Address of Principal Executive Office (Street and Number)

Sunnyvale, California 94086  
City, State and Zip Code

PART II — RULES 12b-25(b) AND (c)

If the subject report could not be filed without unreasonable effort or expense and the registrant seeks relief pursuant to Rule 12b-25(b), the following should be completed. (Check box if appropriate)

- (a) The reason described in reasonable detail in Part III of this form could not be eliminated without unreasonable effort or expense
- (b) The subject annual report, semi-annual report, transition report on Form 10-K, Form 20-F, Form 11-K, Form N-SAR or Form N-CSR, or portion thereof, will be filed on or before the fifteenth calendar day following the prescribed due date; or the subject quarterly report or transition report on Form 10-Q or subject distribution report on Form 10-D, or portion thereof, will be filed on or before the fifth calendar day following the prescribed due date; and
- (c) The accountant's statement or other exhibit required by Rule 12b-25(c) has been attached if applicable.

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