

29.5.2013

LETTER ON BUSINESS TRANSFER

TO: Robert Basford (date of birth 06.08.1959)

As a part of aligning the Location & Commerce ("L&C") organization to the L&C strategy the L&C Leadership Team has on the 11th of January 2013 decided and subsequently the L&C PAS management has on the 13th of Feb 2013 reinforced to pursue a streamlined organization by unifying relevant indoor content with platform functionality under one leadership into Places, Analytics & Social (PAS) subunit within L&C Venue Maps. The formerly dispersed venue maps activities have been gathered organisationally together under the L & C Venue Maps management by bringing Destination Maps Creation Team, Venue Maps and Venue Maps Technology Team into L&C Venue Maps. As a part of this alignment it has also become evident that certain Venue Maps functionalities within Europe should also be co-located to Berlin, Germany in order to achieve optimal operational effectiveness.

We are hereby informing you about the plan **to transfer the Venue Maps activities**, currently performed at NAVTEQ Europe BV branch office Finland located in address Keilalahdentie 2 – 4, 01250 Espoo, **through means of a business transfer to Nokia gate5 GmbH in Berlin**, at address Invalidenstrasse 117, 10115 Berlin, Germany. Intended date of transfer is July 1st, 2013.

In accordance to the Finnish Employment Contracts Act (55/2001) Chapter 1 Section 10 the transfer of the abovementioned operative activities that remain the same or similar after transfer to Nokia gate5 GmbH and the rights and obligations and employment benefits ie. binding terms and conditons related to employment relationships of the transferring employees as valid at the time of transfer (including salary and fringe benefits etc) will transfer automatically to Nokia gate5 GmbH on the intended transfer date. Your employee representative(s) have been informed about the business transfer in accordance with the Act on Co-operation within Undertakings (334/2007) Chapter 7 Section 41.

In practice this will mean that on July 1st 2013 all transferring employees of Venue Maps activities will become the employees of Nokia gate5 GmbH and are also expected to start working at the Berlin office, at address Invalidenstrasse 117, 10115 Berlin 10.00 am where Dajana Rohde will be to welcome you to your new working premises in Berlin.

Please note that in accordance to the Finnish Employment Contracts Act (55/2001) Chapter 7 Section 5 any employee that does not want to transfer with their work to Nokia gate 5 GmbH is entitled to terminate their employment contract to end on the transfer date July 1st 2013. In order to prepare for any such terminations L&C Branch Office requests any employee wanting to terminate their employment contract instead of transferring with the business to Nokia gate 5 GmbH to hand in their notice at least 14 days before the transfer date 1st of July 2013 to avoid unnecessary administrative and operational preparations on both L&C branch office and Nokia gate 5 GmbH side. Please do also note, that if an employee has not terminated his/ her employment contract in accordance to this chapter, s/he will be required to show up to work in Berlin on July 1st 2013 and any continued absence from work may lead to termination of employment without any severance payable.


29.5.2013

Please be also informed that the representatives of L&C Branch office and Nokia gate 5 GmbH are happy to answer any questions the employees or their employee representative(s) may have and undertake to provide further information in a timely manner as it becomes available.

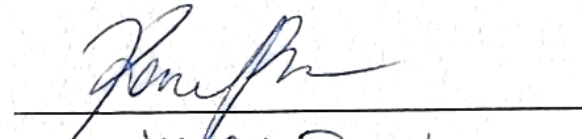
On behalf of:

NAVTEQ Europe BV Branch Office

Nokia gate 5 GmbH



KAISA PARKER



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