

Service Letter with CTC Break Up

17 October 2025

This is to certify that **Jabez Daniel, 12041579** has worked in the organization from **19 August 2024** to **4 November 2025** and the last held designation was **Advanced Data Engineer I**.

As per our records, the employee's CTC is **2,199,262** and salary break up is shown in Annexure 1.

This letter is issued solely at the employee's request. Novo Nordisk Service Centre (India) Private Ltd. shall stand no liability, financial or otherwise, in any transaction.

Yours faithfully,

For Novo Nordisk Service Centre (India) Private Ltd.



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Annexure 1

Name: Jabez Daniel

Designation: Advanced Data Engineer I

Salary Components	Amount (Per Annum)
Basic	909,500
HRA	454,750
Special Allowance	454,750
Total Guaranteed Salary per annum (A)	1,819,000
Co's contribution to PF @ 12% of basic	109,140
Gratuity	43,747
Total per annum (B)	152,887
Total Fixed Salary per annum (A + B)	1,971,887
Variable Pay	
Short Term Incentive (STI) at 100% achievement ¹	227,375
Total Variable Pay p.a. at 100% achievement (C)	227,375
TOTAL COST TO COMPANY (A+B+C)	2,199,262

1 Short Term Incentive is based on Company guidelines and depends on management's discretion and employee's performance for the period January to December each year.

2 Employees not using company transportation will be eligible for transport allowance of INR 30,000 per annum and paid monthly along with payroll and will be taxable as per the Tax regulations.

Yours faithfully,

For Novo Nordisk Service Centre (India) Private Ltd.



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