Benefits & Rewards

Novo Nordisk Pharmaceutical Industries, LP
This e-brochure reflects the various components our rewards package, including incentives based on performance, benefits to help maintain or enhance your health, income protection plans, financial security plans, and more. What this e-brochure is unable to capture are all of the other elements of what makes Novo Nordisk a place where employees like you can build a life-changing career. From our unique culture and focus on patients to our commitment to employee wellness and professional development — we are striving to create a workplace we can all be proud of and positively contribute to each day.

**Bonus Plan**

"Pay for Performance" Bonus opportunity for all eligible NNPIILP employees. Targets are reviewed and adjusted quarterly and annually.

**Health Plans**

- Preferred Provider Organization Health Plan
- Consumer Driven Health Plan
- Dental plan
- Vision plan

*Both health plans include prescription benefits and limited vision coverage*

**Flexible Spending Accounts**

**Health Care & Dependent Care Spending Account**

These accounts allow you to use tax-free money to pay for uncovered medical and dental expenses, and expenses for caring for qualified dependents while you work. Employee may fund these accounts with pre-tax dollars through payroll deductions.

**Health Savings Account (HSA)**

This account is used in conjunction with the Consumer Driven Health Plan. This account allows you to use tax-free money to pay for out-of-pocket medical, vision and dental expenses. Novo Nordisk contributes funds to the HSA based on the employee’s medical plan election (employer annualized contribution: $800/single or $1,600/Family). Funding occurs on bi-weekly basis. Employee may contribute tax-free via payroll deduction. IRS Maximum contribution applies to combined employer/employee contributions.

---

**Retirement plan**

401(K) Savings plan
8% of annual compensation paid into plan on the employee’s behalf, or 9% contribution if the employee contributes 2% or more as pre-tax deferral or Roth contribution (not to exceed annual limits provided by law). Company contributions are subject to Plan’s vesting schedule, which is:

<table>
<thead>
<tr>
<th>Years of service</th>
<th>Vesting %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 1 year</td>
<td>0 %</td>
</tr>
<tr>
<td>1 year</td>
<td>33.33 %</td>
</tr>
<tr>
<td>2 years</td>
<td>66.67 %</td>
</tr>
<tr>
<td>More than 3 years</td>
<td>100 %</td>
</tr>
</tbody>
</table>

Total plan contributions (employer and employee) will be invested according to employee’s election.
Life and Accident Plans

Employee Life Insurance
Company-paid Basic Life Insurance equal to 2x base salary, raised to the next $1,000; Employee-paid Supplemental Life Insurance – choose up to 8x base salary (up to plan maximum).

Dependent Life Insurance
Choose $10,000, $25,000 or $50,000 coverage for your spouse. Choose $5,000 or $10,000 for children.

Accidental Death & Dismemberment (AD&D)
Company-paid coverage equals 1x your base salary, raised to next $1,000 (up to plan maximum).

Business Travel Accident (BTA) Insurance
Company-paid coverage equals 5x your base salary, raised to next $1,000 (up to plan maximum).

Disability

Short-term Disability
Employees are eligible after 90 days of full-time service. 75% or 100% base pay continuation for first 180 days (% determined by length of service). Work-related injuries are covered by Worker’s Compensation Insurance.

Long Term Disability
Employees are eligible to participate after 90 days of full-time service. Income protection is either 60% or 70% of base salary, as elected. Approved benefit starts after 180 days of disability (Any benefit paid is offset by income from Social Security, State Disability, and Worker’s Compensation). Company pays the premium cost of 60% option. If the 70% coverage option is elected, the employee pays the premium cost of the additional 10% benefit.

Holiday Schedule

Novo Nordisk provides 12 paid holidays.

Vacation Policy

The purpose of this policy is to provide time off, with pay, to employees for rest and relaxation.

<table>
<thead>
<tr>
<th>Years of service</th>
<th>Vacation Eligibility</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hire Date — 4 years</td>
<td>120 hours</td>
</tr>
<tr>
<td>5 — 9 years</td>
<td>160 hours</td>
</tr>
<tr>
<td>10 — 14 years</td>
<td>200 hours</td>
</tr>
<tr>
<td>15 + years</td>
<td>240 hours</td>
</tr>
</tbody>
</table>

For newly hired employees, vacation hours in the first calendar year of employment are pro-rated based on date of hire.

Paid Time Off

This policy applies to all regular full-time non-exempt employees.

After completion of 90-day days of employment, non-exempt employees are eligible to take up to 40 hours per calendar year for incidental absences. Accrual of PTO hours for newly hired employees is based on date of hire.
Parental Leave

Up to 40 hours of paid time off for eligible employees to care for their newborn child or in connection with adoption of a child.

Service Recognition

We believe it’s important to recognize employees for their service and dedication to Novo Nordisk. So, when employees have completed 5th year of employment, and every 5 years thereafter, they receive a service award.

Adoption Assistance

The company provides reimbursement of up to $5,000 per child (with a maximum of $10,000 per year) for certain expenses incurred during the adoption of the child.

Educational Assistance Program

To help you with your continuous learning and development, the company provides reimbursement for approved degree programs at an accredited school.

Wholesale Club Reimbursement

Novo Nordisk employees have the opportunity to purchase one annual membership with a warehouse club (Sam’s Club, BJ’s Wholesale, Costco, etc.) of their choice, up to policy maximum.

Employee Referral Program

Employee referral cash awards available to any employee who refers an applicant that is hired as a result of his/her referral.

Employee Assistance Program

Provides confidential, professional assessment and referral services to you and your family members at no cost to you.

Additional Rewards

Quality Mindset Award Program (DFP organization only)

The Quality Mindset Award recognizes achievements in quality and safety using cLEAN® methods of problem-solving. The purpose of the Quality Mindset Awards is to recognize good behaviors that lead to results and demonstrate continuous improvements.

Spot Bonus Programs

NNPILP’s Spot Bonus Award program is designed to provide special extra rewards for very significant achievements or accomplishments which demonstrate extraordinary performance.

Additional Benefits

- Novo Nordisk products are free to eligible employees and dependents enrolled in our medical plans.
- On-site physician and Occupational Health Nurse services
- On-site Fitness Center