



Employee Name: Palatip Jopanya

Nokia ID: 62155701

Name	Shivam Chadha
Department	Human Resources Management
Mobile	(66) 0 922 465 447
Tel	(66 2) 820 8500
Fax	(66 2) 820 8510
E-mail	shivam.chadha@nokia.com
Date	19-011-2021

CONFIRMATION OF EMPLOYEMENT

Please accept this letter as confirmation that Mr. Palatip Jopanya has been employed with Nokia (Thailand) Co. Ltd. With the following details:

Nokia (Thailand) Co. Ltd.

Business office: 725
Metropolis Building 16th
Floor, Sukhumvit Road,
Klongton Nua, Wattana,
Bangkok 10110 Thailand

www.nokia.com

Phone: +662 820-8500

Fax: +662 820-8510

a) Position Title	: RAN Engineer
b) Employment Start Date	: 15-05-2018
c) Employment End Date	: 19-11-2021
d) Annual Base Salary	: 943,686.00 THB
e) Performance Driven Incentive	: 94,368.60 THB
f) Total Target Cash Compensation	: 1,038,054.60 THB

If you have any questions regarding his employment situation, please feel free to contact us at Nokia (Thailand) Co. Ltd.

Yours Faithfully,

Shivam Chadha

APJ PE CARE

Date: 19-11-2021