

Red Hat (Switzerland) Sàrl,
 Zweigniederlassung Zürich
 Europaallee 41
 8004 Zürich

Personnel No. 16014079

Pfeiffer Josephine
 General-Wille-Strasse 8
 8002 Zürich

Payroll Accounting April 2024 / 4

26.04.2024

| Payroll Item | Rate | Unit | Base | Unit | Amount |
|---|-------|------|-----------|------|------------------|
| Gross Pay | | | | | |
| Monthly Salary | | | | | 11'250.00 |
| ESPP in | | | | | 99.20 |
| Total Gross Pay | | | | | 11'349.20 |
| Social Security Deductions | | | | | |
| Contribution Social Securities | 5.300 | % | 11 349.20 | Fr. | -601.50 |
| Unemployment contribution | 1.100 | % | 12 350.00 | Fr. | -135.85 |
| NonW Acc.Ins.-contribution | 0.636 | % | 12 350.00 | Fr. | -78.55 |
| Loss of Salary-Ins.-Contr. % | 0.352 | % | 11 349.20 | Fr. | -39.90 |
| Contribut. pension plan fixed | | | | | -390.50 |
| Total Social Security Deductions | | | | | -1'246.30 |
| Deductions | | | | | |
| ESPP Deduction | | | | | -562.50 |
| ESPP out | | | | | -99.20 |
| Total Deductions | | | | | -661.70 |
| Total Amount paid | | | | | 9'441.20 |

The Payment was remitted as follows:

| Payment Details | IBAN / Account | Reference Text | Amount |
|-------------------------------|-----------------------|----------------|--------------|
| UBS Switzerland AG, 3601 Thun | CH830022722729179840M | | CHF 9'441.20 |