

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

Personnel No. 16014079

Pfeiffer Josephine
 General-Wille-Strasse 8
 8002 Zürich

Payroll Accounting August 2025 / 8

25.08.2025

Payroll Item	Rate	Unit	Base	Unit	Amount
Gross Pay					
Monthly Salary					12'375.00
Quarterly Bonus					4'759.60
ESPP in					108.40
Awards					106.80
Calculation from Net to Gross					6.25
Total Gross Pay					17'356.05
Social Security Deductions					
Contribution Social Securities	5.300	%	17 356.05	Fr.	-919.85
Unemployment contribution	1.100	%	12 350.00	Fr.	-135.85
NonW Acc.Ins.-contribution	0.687	%	12 350.00	Fr.	-84.85
Loss of Salary-Ins.-Contr. %	0.267	%	17 356.05	Fr.	-46.35
Contribut. pension plan fixed					-445.30
Total Social Security Deductions					-1'632.20
Deductions					
ESPP Deduction					-856.75
ESPP out					-108.40
Award deduction					-106.80
Total Deductions					-1'071.95
Total Amount paid					14'651.90

The Payment was remitted as follows:

Payment Details	IBAN / Account	Reference Text	Amount
UBS Switzerland AG, 3601 Thun	CH830022722729179840M		CHF 14'651.90