

Your Japan Employee Benefits Summary

Personal Pension Scheme

Alteryx Japan's retirement age is 65 years old.

All full time Japan employees with more than 1 year of service are eligible to participate in the Pension Scheme and are automatically enrolled from your start with Alteryx Japan.

The Pension Scheme is fully funded by Alteryx. No contribution from employee is required.

The pension benefit is calculated for you to received one month of gross base salary, excluding commissions and bonus, per year of employment with Alteryx Japan at retirement age.

The retirement allowance is paid when one of the following occurs:

- You reach the retirement age of 65
- Upon your death
- Alteryx's dismissal
- You leave Alteryx after 1 or more years of service
- You resign due to a work-related injury or other reason recognized by Alteryx

If your employment with Alteryx finishes before the retirement age you will receive the refund amount defined by the Pension Scheme based on your number of years of employment with Alteryx Japan. The refund schedule of your pension will be given to you upon enrolment. This refund will be paid to you as a retirement allowance (退職金) on the payroll of the month following your last effective day. When you receive this retirement allowance (退職金), it will be your own responsibility to declare it to the Japanese Tax Authority as such.

In the case of death of the employee, the retirement allowance shall be paid to the entitled recipient(s) as stipulated in Articles 42 through 45 of the Enforcement Regulations of the Labor Standards Law.

Alteryx reserves the right to not pay part or all of this benefit in the event an employee is dismissed from Alteryx for disciplinary reasons.

Further information and documents will be provided during your induction meeting and upon the setup of your Pension Scheme

Life Assurance

The benefit provides a lump sum payment to your heirs in the event of your death.

This lump sum will be paid by Alteryx Japan to your heirs as your Retirement Allowance (退職金) and will be considered as such in your inheritance.

This Life Insurance arrangement by Alteryx Japan for you is totally independent from any life insurance cover you have arranged and does not mean you have to stop any previous arrangement made by yourself.

Depending on the benefit level Alteryx Japan will set up for you, you may need to pass a medical examination arranged by NN Life Japan (工又工又生命保険株式会社) or will be required to provide medical information to the insurance company. We will advise you if this is the case.

Please note that all plans are subject to change and / or review.

If you have any queries or require any further information, please contact your direct manager or jeanlouis.spotti@sbc.gr.jp

Although every effort has been made to ensure the accuracy of this leaflet the Schemes' legal documents prevail in the case of any dispute