

Alteryx Netherlands B.V.

Benefits Information

2024

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This document is written to inform you about the general outlines of the benefits for the employees of Alteryx Netherlands B.V. These benefits apply to all employees at Alteryx Netherlands B.V. If you have any questions regarding these benefits, please contact our advisor: Consyl B.V. (contact details in chapter 3 of this document).

1. Group Pension Plan

All employees of Alteryx Netherlands B.V. in the Netherlands apply to the Group Pension Plan at pension provider ASR. This scheme includes following parts:

- Retirement pension;
- Survivor's pension;
- Waiver of premium in case of disability;
- ANW-gap insurance (on voluntary basis).

You will be registered into this group pension scheme for the parts retirement pension, survivor's pension and waiver of premium in case of disability. Within three months after hiring date you will receive a welcome letter and login details to your personal pension account from ASR.

Retirement pension

The group pension scheme is a Defined Contribution Plan, DC-plan. In a DC-plan an aged related premiums are paid and invested monthly.

On retirement age the premiums and the return on the investment are used to provide lifelong annuity retirement benefits, if preferred combined with lifelong partner's pension. The amount of the retirement benefits depends upon the return on the investment, the interest rates at retirement age and the life expectations at retirement age.

The DC-premium is calculated with the use of the age related scheme, below:

Age participant	Total DC-premium % of the pension base	Employer contribution	Employee contribution
21-25	7,70%	5,13%	2,57%
25-30	9,00%	6,00%	3,00%
30-35	10,40%	6,93%	3,47%
35-40	12,10%	8,07%	4,03%
40-45	14,00%	9,33%	4,67%
45-50	16,30%	10,87%	5,43%
50-55	19,10%	12,73%	6,37%
55-60	22,40%	14,93%	7,47%
60-65	26,50%	17,67%	8,83%
65-68	30,70%	20,47%	10,23%

The employee contribution is 1/3 of the DC-premium percentage and is deducted from the gross salary.

The annual premium is determined by multiplying the age-dependent percentage by the pension base. The pension base is the (maximized) pensionable salary deducted with an mandatory offset. The pensionable salary is capped on € 137.800,= (2024). The mandatory offset is € 17.545,= (2024). Both amounts are indexed annually per January 1st.

The retirement age has been set at the age of 68 years, but is flexible. It can be earlier or later than 68.

Every participant is free to decide how to invest his contributions: in one of the default investments profiles or in own chosen investments. From the start of participation in the plan, contributions automatically will be invested in the neutral investment profile. More information about the investment options and how to switch can be found in your personal pension account at ASR.

Survivor's pension

The survivor's pension in the pension plan consists of two parts:

- Risk based Partner's pension
- Risk based Orphan's pension

The partner's and orphan's pension are both risk based insurances, which means these are only valid during the term of your employment with Alteryx Netherlands B.V. When terminating before the retirement age, both will be canceled without any value.

The contributions for these insurances are fully paid by the employer, there is no employee's contribution applicable.

Partner's pension

In the pension plan the employee's partner is the person to whom he or she is married, or has entered into a registered civil partnership, or shares a household on a long-term basis.

The partner's pension is based on the last salary and can be calculated as:

Pension base * years of service at Alteryx Netherlands B.V. * 1,16%

Example:

An employee (age 32) starts working for the company in 2024. The reachable years of service are 36 years (68 -/- 32). The employee's annual salary is € 57.545,=.

*The insured partner pension: (€ 57.545,= -/- € 17.545,=) * 36 * 1,16% = € 15.033,60.*

This is the lifelong annual partner's benefit to the surviving partner.

Orphan's pension

The orphan's pension pays out a temporary benefit to the child/children of the employee in case of death before the retirement age. The annual benefit equals 20% of the insured partner's benefit. The orphan's pension stops when a child reaches the age of 21 years.

The partner pension and orphan's pension will increase with 2% per year after the start of the payment.

ANW shortfall pension (voluntarily additional survivor's pension)

As an employee of Alteryx Netherlands B.V. with partner you can apply for an additional survivor's pension. This insurance is voluntarily. The premium for this insurance is fully paid by the employee from the pay-slip. The premium is age dependent. You can find them on your pension portal by ASR.

The ANW shortfall pension offers, just like the partner's pension in the plan, an additional benefit for the surviving partner should the employee pass away before retirement age during employment at Alteryx Netherlands B.V. The pension provider pays an annual benefit of € 19.080,= (amount per 2024) after death, until the moment the (surviving) partner reaches retirement age of passes away before that date.

More information can be found in your personal pension portal. Should you wish to participate, you can inform our advisor (see chapter 3 of this document) or go to your personal pension portal **within three months after hiring date**.

Example:

An employee (age 32) starts working for the company in 2024. The reachable years of service are 36 years (68 -/- 32).). The employee's annual salary is € 57.545,=.

*The insured partner pension: (€ 57.545,= -/- € 17.545,=) * 36 * 1,16% = € 15.033,60.*

This is the lifelong annual partner's benefit to the surviving partner.

The voluntary ANW shortfall pension provides an additional € 19.080,=. In that situation the partner will receive an annual amount of € 34.113,60

Waiver of premium in case of disability

It is common to insure the waiver of pension contribution in case of disability for employees becoming ill or disabled and being entitled to a social benefit for Work and Income according to Labour Capacity Act (WIA).

This means that whenever an employee receives a benefit according to the WIA, waiver of premium payment might be applicable. The insurance company will take over the employer's pension contribution payment. This way, continuation of retirement pension accrual and insurance of survivor's pension are guaranteed for the disabled employee.

In case of partial disability only a part of the contribution payment will be taken over, which part is depending on the official disability percentage:

<i>If your disability percentage is:</i>	<i>The waiver of premium payment will be:</i>
80% or more	100%
65% till 80%	72,5%
55% till 65%	60,0%
45% till 55%	50,0%
35% till 45%	40,0%
Less than 35%	0,0%

Example:

An employee becomes disabled and after two years not being able to work, this employee is declared for 60% disabled. The annual DC-contribution was € 5.000,=.
Based on the disability rate of 60% the insurance company takes over payment for pension accrual for 60%, which equals € 3.000,=.

Value transfer previous pension

As a new employee you are legally entitled to request for value transfer of a previous pension accrual into the new DC-plan of Alteryx. In your personal pension account, you can request for this option.

If you decide to make this request, you will receive a quote from ASR in which all consequences are described.

Value transfer of pension capital may or may not be favorable. This depends on your situation. If it is useful for you, Consyl B.V. can explain the consequences to you.

Should you have a small previous pension, automatic transfer of your pension might be applicable. A small pension is an estimated annual retirement benefit of no more than € 592,51 (amount 2024). You can contact your previous pension provider to find out whether or not automatic transfer is applicable for you.

Pension regulations

For the exact terms of the pension plan, please see to the pension regulations. These regulations can be found on your pension portal.

2. Disability insurance after 2 years of sick leave.

If you are still can't work after 2 years of sick leave, you will have to request for a social disability benefit.

UWV will investigate your work incapacity and what percentage of your old salary you should be able to earn (the remaining earning capacity percentage). Is this 65% or more, you will not receive any incapacity benefit. If this is less than 65%, you might receive incapacity benefit. Your incapacity percentage (=100% minus your remaining earning percentage) will determine the height of your benefit. As the social incapacity benefits are limited, you will definitely drop in your income. Therefore Alteryx Netherlands B.V. has taken out two insurances at Quantum Leben that gives the employee a monthly additional benefit in the case of long term disability: *the WGA-gap insurance and the WIA excess insurance.*

WGA-gap insurance

This insurance gives an additional benefit up to 70% of the insured salary when still disabled after two years and receiving one of the social WGA benefits. For 2024 the salary is capped to € 71.628,84. The exact benefit is depending on the kind of social WGA benefit and the utility of residual earning capacity.

WIA excess insurance

This insurance pays out a benefit to who has a salary above the Social Security Ceiling (2024: € 71.628,84) and is still disabled between 35% and 100% after two years.

For employees having a salary above this Social Security Ceiling this insurance will top up any WIA benefit with up to 70% of the difference between the old salary and the Social Security Ceiling. The exact amount is depending on the disability percentage

Example:

Your annual salary was € 80.000 per year. After 2 years of illness you become 100% disabled.

Financial consequences. From social WIA you will receive:

75% of maximized salary € 71.628,84 = € 53.721,63

Without additional WIA excess insurance this would be your new income.

The additional WIA excess insurance will pay: $70\% \times ((\text{Salary} - \text{Social Security Ceiling}) \times \text{Disability percentage})$

$70\% \times ((€ 80.000,- - € 71.628,84) \times 100\%) = € 5.859,81$

This will make a total income of € 53.721,63 + € 5.859,81 = € 59.581,44.

The maximum insured salary in this insurance is € 200.000,= per employee.

The scheme on page 5 shall also be used to determine the amount that shall be paid.

3. Additional information

If you need additional information you can contact the advisor of Alteryx Netherlands B.V. by email or by phone:

Consyl B.V.

Email: ebdesk@consyl.nl

Phone: +31 (0)73 – 640 85 60

For general information about pension in the Netherlands you can visit:

<https://www.svb.nl/en/aow-pension>

For general information about disability and social security you can visit:

<https://www.rijksoverheid.nl/onderwerpen/wia>