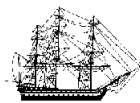


ANUP P. KALBURGI  
77 Hudson St. Apt. 1501  
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**Vanguard**

For information contact:  
**Vanguard Participant Services**  
In the USA  
(800) 523-1188  
Or via the internet at:  
[www.vanguard.com](http://www.vanguard.com)

## CONFIRMATION OF PAYROLL DEDUCTION CHANGES

**Plan Number: 099351**  
**SPOTIFY USA INC. 401(K) PROFIT SHARING PLAN AND TRUST**

September 4, 2020

Dear Participant,

This statement reflects a change to your payroll deductions.

This deduction will become effective September, 2020.

This statement reflects a change to your annual increase election.

### **Payroll Deductions**

<b>Source</b>	<b>Current Deduction</b>	<b>Requested Deduction</b>
EMPLOYEE PRE TAX	17.00%	17.00%
AFTER-TAX	0.00%	4.00%
<b>Total</b>	<b>17.00%</b>	<b>21.00%</b>

Your new annual increase election will be effective 2021.

### **Annual Increase**

Annual Increase	0.00%
Annual Increase Date	April, 2021

If you have any questions about the information in this letter, contact a Vanguard Participant Services associate at 800-523-1188. Associates are available Monday through Friday from 8:30 a.m. to 9 p.m., Eastern time.

You can also access your account and make changes by logging on to [vanguard.com/retirementplans](http://vanguard.com/retirementplans). Not yet registered for online access? Click Register for account access on the logon page to sign up. You will need your plan number.

Sincerely,

Vanguard