

# 2016 STOCK OPTION PLAN



## Summary

Humans Net, Inc. (the “Company”) has reserved a total of 10% of its common stock under the Company’s 2016 Stock Option Plan for distribution to its employees and independent contractors as incentive stock options and nonstatutory stock options, respectively.

## Who will get these stock options?

We intend to distribute all of these reserved shares, in the form of options to purchase shares of the Company’s common stock (the “Options”), to the top service providers, in terms of dollar amounts of payment transactions processed through the humans.net platform for the provision of bona fide services in the United States, from the period beginning November 15, 2016 and ending on November 15, 2018 (each, an “Eligible Provider”). To receive Options, each Eligible Provider must:

- Become an independent contractor of the Company, at the Company’s request and pursuant to the terms of an independent contractor agreement in form and substance satisfactory to the Company, on or prior to December 31, 2018; and
- Remain a service provider through the date of grant of the Option and agree to the terms and conditions of the Company’s 2016 Stock Option Plan and Stock Option Grant Agreement, in form and substance satisfactory to the Company.

## How are the Options Valued?

Each Option will be granted with a per share exercise purchase price equal to the fair market value of the Company’s common stock at the time of grant (the “Exercise Price”). Prior to an IPO, each Eligible Provider may exercise his or her Option, to the extent vested and outstanding, by payment of cash or check payable to the Company for the Exercise Price. Upon the occurrence of an IPO, each Eligible Provider who holds outstanding vested Options may also pay the Exercise Price with vested shares subject to the Option (also known as cashless exercise).

Options will vest at the time of an IPO so long as you remain an Eligible Provider at the time of an IPO, as described further in the 2016 Stock Option Plan and applicable Stock Option Grant Agreement.

## What’s the Fine Print?

The Company reserves the right to alter, amend or terminate the terms of this program, including the criteria for eligibility, in accordance with applicable laws, including federal and state securities regulations and/or the terms of the 2016 Stock Option Plan.