JUSTWASHES

Independent Contractor Agreement

JUST SERVICES, LLC dba JUSTWASHES

Effective Date: November 27, 2026 | Last Updated: November 27, 2026 | Version 4.5

1. PARTIES, ACCEPTANCE, AND DEFINITIONS

This Independent Contractor Agreement ("Agreement") is entered into by and between Just Services, LLC dba JustWashes ("JustWashes," "we," "us," or "our"), a Georgia limited liability company with its principal place of business at 4062 Peachtree Rd NE, Ste A-510, Atlanta, GA 30319, and the individual who accepts this Agreement ("Technician," "you").

By clicking "I Accept," creating a Technician account, completing onboarding, or performing any wash service through the JustWashes Platform, you acknowledge that you have read, understood, and agree to be legally bound by this Agreement.

PLEASE READ THIS AGREEMENT CAREFULLY. IT CONTAINS PROVISIONS THAT AFFECT YOUR LEGAL RIGHTS, INCLUDING (A) AN ACKNOWLEDGMENT THAT YOU ARE AN INDEPENDENT CONTRACTOR AND NOT AN EMPLOYEE, (B) AN EXPRESS ASSUMPTION OF RISK AND RELEASE OF CLAIMS RELATING TO INJURIES OR LOSSES YOU MAY SUFFER WHILE PERFORMING SERVICES, (C) A REQUIREMENT THAT DISPUTES BE RESOLVED BY BINDING ARBITRATION, AND (D) A WAIVER OF YOUR RIGHT TO PARTICIPATE IN A CLASS ACTION.

1.1 Definitions

- "Platform" means the JustWashes mobile application, web application, technology, software, and related services operated by Just Services, LLC dba JustWashes.
- "Services" means the standard exterior mobile vehicle wash using the rinseless method in Section 5 and any separately booked, permitted Add-On Service under Section 6.10. Available add-ons and their scope are described on the JustWashes website and in the Platform before purchase.
- "Customer" means an individual who has subscribed to JustWashes and booked a wash through the Platform.
- "Booking" means a wash service request made by a Customer through the Platform.
- "Compensation Schedule" means the per-wash rate schedule, setting a fixed rate for each Vehicle Class, presented to you at onboarding and in the Technician app, as described in Exhibit A and modifiable under Section 6.8.
- "Vehicle Class" means the vehicle category assigned to a Booking for compensation purposes, as identified in the Booking and in the Technician app. The Vehicle Classes in effect from time to time are those published in the Technician app.

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2. INDEPENDENT CONTRACTOR RELATIONSHIP

YOU AGREE AND ACKNOWLEDGE THAT YOU ARE AN INDEPENDENT CONTRACTOR AND NOT AN EMPLOYEE, AGENT, JOINT VENTURER, FRANCHISEE, OR PARTNER OF JUSTWASHES FOR ANY PURPOSE. NOTHING IN THIS AGREEMENT CREATES AN EMPLOYMENT RELATIONSHIP BETWEEN YOU AND JUSTWASHES.

2.1 Hallmarks of Your Independence

As an independent contractor, you have full control over the manner and means by which you perform wash Services. Specifically, you acknowledge and agree that:

- You set your own work schedule and choose when, whether, and how often to make yourself available to accept Bookings;
- You decide which days and hours you wish to be available, and you may modify your availability at any time without notice or approval from JustWashes;
- There is no minimum number of working hours, no minimum number of Bookings, and no maximum number of Bookings;
- You may cancel any Booking at any time, subject to the platform-conduct standards in Section 5;
- You provide your own transportation, equipment, and supplies for each wash;
- You control the manner in which you perform each wash, subject only to the limited mandatory service requirements and safety rules in Section 5;
- You are free to perform services for other businesses, including JustWashes' competitors, and to offer and perform your own services for your own customers, during and after this Agreement;
- You are responsible for all of your own business expenses, taxes, insurance, and operations as set forth in this Agreement.

2.2 No Employee Benefits

You are not entitled to any benefits provided to JustWashes employees, including but not limited to: health insurance, dental, vision, retirement plans, paid time off, sick leave, family or medical leave, holiday pay, severance, stock options, or any other benefit. You are not eligible for unemployment insurance through JustWashes.

2.3 Tax Matters

You are responsible for all federal, state, and local taxes arising from your performance of Services, including self-employment tax. JustWashes will not withhold any taxes from your compensation. Your taxpayer information is collected and verified by JustWashes' third-party payment processor as part of payout onboarding; JustWashes does not separately collect an IRS Form W-9 from you. You agree to provide accurate and complete taxpayer information through that onboarding process, and completion of that process is a precondition to receiving any compensation. JustWashes, or its payment processor on its behalf, will issue you the applicable IRS information return (for example, a Form 1099-NEC) for tax reporting purposes if your compensation meets the applicable IRS reporting threshold. Where JustWashes provides you equipment, supplies, or other non-cash items under Section 3.3, the value of those items may be reportable income to you, and any applicable amount will be included in the information return issued for the relevant year. You are responsible for keeping your taxpayer information current with the payment processor.

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2.4 No Workers' Compensation

YOU EXPRESSLY ACKNOWLEDGE AND AGREE THAT JUSTWASHES DOES NOT CARRY WORKERS' COMPENSATION INSURANCE COVERING YOU. AS AN INDEPENDENT CONTRACTOR, YOU ARE NOT ENTITLED TO WORKERS' COMPENSATION BENEFITS THROUGH JUSTWASHES FOR ANY INJURY, ILLNESS, OR LOSS YOU MAY SUFFER IN CONNECTION WITH YOUR PERFORMANCE OF SERVICES OR YOUR USE OF THE PLATFORM.

3. TECHNICIAN PROFILE AND EQUIPMENT

3.1 Single Technician Profile

There is one Technician profile. All approved Technicians are subject to the same terms under this Agreement. There are no tiers, categories, levels, or classes of Technician, and no status-based differences in compensation, availability expectations, or platform access. Discretionary programs under Sections 3.3 and 6.9 — including the provision of starter equipment or supplies at onboarding — may be offered in some markets and periods and not others. Such programs do not create Technician tiers, categories, levels, or classes, and do not alter the terms on which any Technician performs Services.

3.2 You Supply Your Own Equipment

You provide, at your own expense, all equipment, supplies, and consumables needed to perform Services. The items required to perform Services are published by JustWashes and presented to you during onboarding, and may be updated from time to time; JustWashes does not specify particular items, brands, or product types in this Agreement, and you may source equivalent items from any supplier you choose. Each Customer has a Wash Kit — the wash supplies kept at the Customer's location and used for that Customer's washes. A Wash Kit may be provided by JustWashes or procured by the Customer. You are not required to supply the items included in a Customer's Wash Kit; the Platform indicates what the Customer's Wash Kit includes for a given Booking. Those items belong to the Customer and are handled as described in Section 5. You supply the equipment, compatible products and clean materials needed for any Add-On Services you offer. Keep materials suitable for their intended surfaces; do not use dirty exterior-wash towels inside a vehicle.

JustWashes does not require you to purchase, rent, or finance equipment from JustWashes, and you are free to source your equipment from any supplier you choose. JustWashes may, at its sole discretion, provide certain equipment or supplies to you at onboarding under a program described in Section 3.3; any such items become your property and do not change your responsibility under this Section to supply everything else needed to perform Services.

3.3 Optional Starter Equipment, Supplies, and Launch Support Programs

From time to time, and at its sole discretion, JustWashes may offer optional, market-specific promotional programs that help offset equipment or startup costs or reward early activity in a newly launched market — for example, a starter set of equipment, supplies, or consumables provided at onboarding, a per-wash launch premium for completed washes in a new market, or a rebate that offsets equipment costs after you complete a specified number of washes.

JustWashes expects that the availability, scope, and content of any such program will change over time, and may discontinue any program entirely. Any such program is a discretionary promotional program governed by Section 6.9. It is not part of base compensation, creates no entitlement, and

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may be offered, modified, or discontinued by JustWashes at any time and may vary by market. You are not required to participate, and participation does not alter your status as an independent contractor who supplies your own equipment.

Equipment or supplies provided in kind. A program under this Section may take the form of equipment, supplies, or consumables provided to you in kind, rather than a payment or reimbursement. Where JustWashes provides you equipment or supplies at onboarding under such a program, those items become your property upon delivery. They are yours to keep, use, modify, or dispose of as you see fit; JustWashes retains no ownership or security interest in them, and you have no obligation to return them at any time, including upon termination of this Agreement. Whether any such program is offered, to whom, and what it includes are determined by JustWashes in its sole discretion, may vary by market and over time, and may be modified or discontinued at any time. Nothing in this Section entitles you to receive equipment, to receive a payment in lieu of equipment, or to any particular item.

Provided as-is; no warranty. ANY EQUIPMENT, SUPPLIES, OR CONSUMABLES PROVIDED TO YOU BY JUSTWASHES ARE PROVIDED “AS IS” AND “AS AVAILABLE,” WITHOUT WARRANTY OF ANY KIND, EXPRESS OR IMPLIED, INCLUDING WITHOUT LIMITATION ANY IMPLIED WARRANTY OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, OR NON-INFRINGEMENT. JustWashes does not manufacture these items and is not the seller of them. You are responsible for inspecting them before use, for using them safely and in accordance with any manufacturer instructions, and for maintaining and replacing them at your own expense. To the extent permitted by applicable law, JustWashes is not liable for any loss, damage, or injury arising from or related to any equipment, supplies, or consumables it provides, and any claim relating to a defect in such an item is directed to its manufacturer or seller. This paragraph does not limit any liability arising from JustWashes’ gross negligence, willful misconduct, or intentional acts.

You remain responsible for supplying all other equipment, supplies, and consumables needed to perform Services, as set forth in Section 3.2, whether or not you receive anything under a program described in this Section. Where JustWashes provides you supplies or consumables under this Section, they are provided once, in the quantity stated for that program. Replenishing, restocking, maintaining, and replacing them once they are used or worn is your responsibility and your expense, and JustWashes has no obligation to resupply you at any time. You have no obligation to return anything provided under this Section, and JustWashes does not charge you for, invoice you for, or recover the value of any such item, including on termination of this Agreement.

4. ELIGIBILITY, IDENTITY VERIFICATION, AND BACKGROUND CHECKS

4.1 Eligibility Requirements

To register as a Technician, you must:

- Be at least 18 years of age;
- Possess a valid government-issued photo ID;
- Possess a valid United States driver’s license;
- Be legally authorized to work in the United States;
- Maintain automobile liability insurance appropriate to your use of the vehicle, meeting the minimum requirements set forth in Section 7;

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- Operate a vehicle that is registered, insured, and in safe operating condition;
- Complete identity verification as described in Section 4.2;
- Pass a criminal background check performed by JustWashes or its third-party screening vendor.

4.2 Identity Verification and Background Checks

As a condition of engagement, you agree to complete identity verification and a criminal background check.

Identity verification confirms that you are who you represent yourself to be. JustWashes may conduct identity verification through its payment processor's identity service (for example, as part of payout onboarding), through a standalone verification step within the Platform, or through another identity verification provider, and may change the method or provider at any time upon notice to you. You agree to provide the government-issued identification and other information reasonably required to complete verification.

The criminal background check is administered by a third-party screening vendor. The vendor will contact you directly to collect the personal information necessary to perform the screening and will request your separate authorization in compliance with the federal Fair Credit Reporting Act and applicable state laws. JustWashes does not itself collect, store, or process the underlying screening records; JustWashes receives from the vendor only the eligibility determination and any items flagged as relevant to the criteria in Section 4.3. Screenings are conducted at onboarding and may be repeated periodically at JustWashes' discretion. JustWashes covers the cost of screening; no screening cost is charged to you or deducted from your compensation. JustWashes reserves the right to change its screening vendor at any time upon notice to you.

JustWashes may, but is not obligated to, obtain and review your motor vehicle record at onboarding and from time to time during your engagement, through a third-party consumer reporting agency and subject to any separate authorization required under the federal Fair Credit Reporting Act and applicable state law. Your driving history, license status, insurance, and the condition of your vehicle remain governed in all cases by your representations and ongoing disclosure obligations in Sections 4.4 and 4.6, whether or not JustWashes obtains a record.

Where JustWashes declines or ends your engagement based in whole or in part on information in a consumer report or motor vehicle record, it will follow the pre-adverse action and adverse action notice procedures required by the Fair Credit Reporting Act and applicable state law.

4.3 Criminal History Standard

JustWashes applies an objective, written, role-specific criminal history standard. The standard is applied identically to every Technician and is administered in accordance with the federal Fair Credit Reporting Act and applicable fair-chance law, including City of Atlanta Ordinance 22-O- 1748. JustWashes does not apply a blanket exclusion based on the existence of a felony conviction.

Records JustWashes does not use. No decision rests, in whole or in part, on any of the following, and each is excluded from review before any assessment is made:

- An arrest not resulting in conviction, and any charge dismissed, nolle prossed, no-billed, or resulting in acquittal;
- Any sealed, expunged, pardoned, vacated, or restricted record, and any juvenile adjudication;

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- Any discharge under the Georgia First Offender Act, O.C.G.A. § 42-8-60 et seq., which is not a conviction under O.C.G.A. § 42-8-63;
- Non-felony drug possession, drug paraphernalia, and non-felony marijuana possession records, and less-than-misdemeanor severity records;
- Non-moving traffic infractions, and any national database result not confirmed at the source court;
- Any conviction falling outside the applicable lookback period. Lookback is measured from the later of the date of conviction or the date of release from incarceration, and JustWashes applies a uniform seven (7) year lookback except where a category below is stated to have no time limit.

Presumptively disqualifying, no time limit. A conviction for homicide, murder, or voluntary or involuntary manslaughter (non-vehicular); any sexual offense, including sexual assault, rape, sexual battery, or indecent exposure; any offense against a minor, including abuse, neglect, endangerment, exploitation, or enticement; kidnapping, false imprisonment, or human trafficking; arson; a terrorism-related offense; or felony stalking or felony violation of a protective order.

Current registration on any state or national sex offender registry is disqualifying and is not subject to assessment.

Presumptively disqualifying, seven (7) year lookback. A conviction for felony assault, aggravated assault, or aggravated battery; felony burglary, home invasion, or robbery; felony theft, grand larceny, receiving stolen property, or motor vehicle theft; felony criminal damage to property or felony vandalism; a felony weapons offense involving use, brandishing, or threat; vehicular homicide, vehicular assault, or felony driving under the influence; or felony drug distribution, trafficking, or manufacture.

Individualized assessment. Any conviction not listed above is not categorically disqualifying. This includes a felony conviction for fraud, forgery, embezzlement, or identity theft: a Technician handles no cash and has no access to Customer payment credentials, banking details, or Social Security numbers, so these offenses bear no relationship to the duties of the role and the presumption is toward engagement. Any such record is assessed individually against the nature and gravity of the offense, the time elapsed since the offense or the completion of the sentence, and the specific responsibilities of the Technician role. Where a record falls within a presumptively disqualifying category above, you may submit evidence in mitigation — including your age at the time of the offense, the circumstances, evidence of rehabilitation, and your work history since — and JustWashes will consider it before making a final determination.

Adverse action process. Where JustWashes intends to decline or end your engagement based in whole or in part on a consumer report, you will receive a pre-adverse action notice together with a copy of the report and the Consumer Financial Protection Bureau summary of your rights, followed by a waiting period during which you may dispute the accuracy of the report with the consumer reporting agency or submit evidence to JustWashes. Your engagement will not be declined or ended before that period expires. If the determination remains adverse, you will receive a final adverse action notice.

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4.4 Driving, License, and Vehicle Representations

The following are eligibility requirements for performing Services. You represent and warrant, on an ongoing basis for as long as you perform Services, that none of the following applies to you, and you acknowledge that you may not register as, or continue as, a Technician if any of them does. JustWashes may verify these representations against a motor vehicle record obtained under Section 4.2:

- A driver's license that is not current and valid, or that is suspended, revoked, expired, or otherwise invalid for any reason;
- A conviction for driving under the influence (DUI) or driving while intoxicated (DWI) within the past five (5) years;
- A conviction for hit-and-run or leaving the scene of an accident within the past five (5) years;
- A conviction for reckless driving within the past three (3) years;
- A conviction for driving while your license was suspended or revoked within the past three (3) years;
- Three (3) or more moving violations within the past three (3) years;
- Two (2) or more at-fault motor vehicle accidents within the past three (3) years.

These representations are material to this Agreement and to your continued access to the Platform. A representation in this Section that is untrue when made, or that becomes untrue and is not promptly disclosed under Section 4.6, is a material breach of this Agreement and grounds for immediate termination.

4.5 Discretionary Review

A record that is usable under Section 4.3 but does not fall within a presumptively disqualifying category is reviewed individually, as described in that Section, considering the nature and gravity of the offense, the time elapsed, and the responsibilities of the Technician role. The review is documented in writing. Records that Section 4.3 excludes from use are not reviewed, are not weighed as part of any totality, and do not inform the assessment of any record that is properly considered.

4.6 Ongoing Disclosure

You agree to promptly notify JustWashes if, at any time during your engagement: you are convicted of a felony or of any motor vehicle offense described in Section 4.4; your driver's license is suspended, revoked, or otherwise rendered invalid; or your automobile insurance lapses or is cancelled. JustWashes does not require you to report an arrest or a pending charge and does not take adverse action on that basis. Failure to disclose may result in immediate termination.

5. PERFORMANCE OF WASH SERVICES

5.1 Service Scope, Method, and Mandatory Requirements

The standard wash consists of exterior-only vehicle washing. You may offer separately booked Add-On Services under Section 6.10. Vehicle entry requires a purchased service that needs passenger-compartment access and compliance with Section 5.2. Exterior rinseless-method, runoff and wash-water rules apply to exterior washing. All services must use suitable products and safe methods.

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“Exterior” means the outer body panels, glass, wheels, and other surfaces reachable without opening any part of the vehicle. It does not include the interior of a pickup bed or any open cargo area, a tonneau or bed cover’s underside, a trailer or towed equipment, the engine bay, the undercarriage, wheel wells, or door, hood, trunk, or tailgate jambs.

JustWashes provides recommended techniques and best practices through optional training and reference materials, which are guidance only and which you are not required to follow.

Notwithstanding your control over the manner and means of your work, the following are mandatory requirements of every wash:

- Method. You must use a rinseless wash method. You must not pre-rinse the vehicle with a hose, pressure washer, or other free-flowing water source, and you must not perform, assist with, handle equipment for, or otherwise participate in any such rinse performed by another person.
- Runoff. The rinseless method must be performed so that it does not generate runoff. No wash water may run off the vehicle or the wash area onto the public street, roadway, gutter, or any storm drain.
- No chemical discharge. You must not discharge or dispose of any wash water, soaps, chemicals, or other cleaning agents into a storm drain, street, gutter, ditch, or any drain or waterway. You must not pour, spill, or leave any concentrated wash product, solvent, or other chemical on the Customer’s property.
- Wash water and Customer items. Each wash is performed using the Customer’s Wash Kit. At the end of each wash, you dispose of the used wash solution on the Customer’s property — in the yard or in the location the Customer directs. You must not dispose of it in a storm drain, street, gutter, or off the Customer’s property. You leave the Customer’s Wash Kit items at the Customer’s door at the end of the wash; you take your own equipment and supplies with you.

In addition, the following safety and scope restrictions apply. The narrow booked-interior-access and authorized-door-lock exceptions in Sections 5.2 and 6.10 are the only exceptions to entry or passenger-door restrictions; they never authorize operating the vehicle:

- Enter a Customer vehicle unless a purchased interior add-on and the authorization/access requirements in Section 5.2 permit it;
- Start, drive, move, relocate or otherwise operate a Customer vehicle, shift gears, release the parking brake, adjust seats, or operate ignition, engine or other controls. Customer requests do not override this prohibition. Only door locks may be used with express authorization under Section 5.2, without taking keys;
- Perform interior cleaning beyond the purchased limited interior add-on, or perform engine cleaning, underbody work or any other service not expressly permitted under Sections 5 and 6.10;
- Wash the inside of a pickup bed or any open cargo area, a trailer or towed equipment, or any jamb, wheel well, engine bay, or undercarriage — the outside of a bed, tailgate, or bed cover is part of the exterior and is washed normally;
- Open passenger doors except as needed for a purchased interior add-on under Section 5.2, or open a hood, trunk, tailgate or bed cover for any reason;
- Wash any vehicle, item, or surface other than the specific vehicle identified in the Booking;

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- Enter any Customer’s home, garage, outbuilding, or structure;
- Perform any errand, task or service unrelated to the booked wash or separately purchased permitted add-on; search closed compartments, containers or bags; or take, conceal, retain or discard Customer belongings.

Heavily soiled vehicles. Where a vehicle appears so heavily soiled that it cannot be safely or effectively washed using the rinseless method — for example, caked or dried mud after off-road driving, heavy sand, salt, or gravel, construction or industrial residue, or heavy organic matter — you should first ask the Customer whether they are able to rinse the vehicle themselves before the wash begins. Any such rinse is performed by the Customer alone, on the Customer’s own property, at the Customer’s election, using the Customer’s own water and equipment. It is not part of the Services, it is not performed on JustWashes’ behalf, and JustWashes does not direct, supervise, or require it. You must not perform the rinse, assist with it, handle a hose or pressure washer, or position or prepare equipment for it, and you must not begin the wash until any standing water has drained or been managed by the Customer. If the Customer does not or cannot rinse the vehicle, or if the vehicle remains too heavily soiled after the Customer has done so, you may decline the wash in your good-faith judgment. Washing heavy grit with a rinseless method can scratch or mar the finish, and you are not expected to attempt it. Report the decline through the Platform with photo documentation; the Booking is handled as a no-fee declined wash under Section 6.5 of the Terms of Service, and a declined wash on this basis is not treated as a failure to appear and does not affect your standing. Note (1) to Exhibit A governs compensation for cancelled or declined appointments.

If a Customer requests an out-of-scope service, you must politely decline and complete only the booked wash and any separately purchased permitted add-ons. Customer attempts to pressure you into performing out-of-scope services should be reported to JustWashes.

5.2 Vehicle Access, Security and Personal Property

For exterior-only bookings, the vehicle must be locked before you begin. If it is unlocked, ask the Customer to lock it or obtain written in-Platform permission to use only its door-lock controls, without taking keys or operating other controls.

For interior service the Customer must park the vehicle safely, switch the engine/ignition off and engage the parking brake before service; the Technician must not perform these actions. For a separately purchased interior add-on, verify the Booking and the Customer's recorded express acceptance of limited entry, valuables removal and the limited personal-property release before entering. The Customer unlocks the vehicle at arrival, retains all keys/key fobs and positions seats before service. No occupant or pet may remain inside. Open and enter only the passenger compartment needed for the booked service. Do not open a hood, trunk, tailgate, bed cover, closed glove box, console, container or bag. Do not remove or reinstall a child seat, adjust a seat or touch vehicle operating controls. You may lift accessible removable floor mats for vacuuming and replace them securely without interfering with pedals or other controls; skip an area that cannot be serviced safely within these limits.

Do not begin interior work until authorized access and a secure handback/locking plan have been established. Do not ask for or take keys, leave the vehicle unlocked unattended, or lock keys inside. At completion, close the passenger doors used for service and return control to the Customer. You may use door-lock controls only with express Customer authorization recorded through the Platform;

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otherwise the Customer must lock the vehicle at handback. Confirm completion and the agreed securing step in the Booking record. If access, acknowledgment or the securing plan is unavailable, omit or reschedule the interior add-on without charging it; an otherwise ready exterior wash may proceed independently.

The Customer must remove valuables and loose belongings before interior work. You do not inventory or accept custody of those items. If property remains in an affected area, ask the Customer to remove it or skip that area; do not search, take, retain, discard or conceal it. Report suspected loss, damage or theft promptly and cooperate in investigation. The Customer's limited release under Terms of Service Section 6.6 does not excuse theft, conversion, intentional misconduct, gross negligence or non-waivable liability and does not release physical vehicle damage. Your responsibility for damage/property-loss claims and the prohibition on wallet offsets are governed by Section 6.4. Neither entry permission nor any Customer request permits starting, driving, moving, relocating or otherwise operating the vehicle.

5.3 Availability, Booking Assignment, and Cancellation

You set your own availability, and you are not required to be available at any time. By making yourself available for a given window, you proactively accept Bookings that the Platform assigns to you during that window. Bookings are assigned automatically based on the availability you set; this availability-based model exists so that Customers can see, in real time, when service is available rather than waiting for a Technician to respond. You may change your availability at any time.

When a Booking is assigned to you, you may cancel it promptly after assignment — before you have departed for or begun travel to the service location — without penalty. A prompt cancellation is the practical equivalent of declining the Booking and carries no adverse consequence, and JustWashes does not fine you for it. Prompt cancellation after assignment is never counted against you.

Cancelling a Booking after that point (including near the scheduled appointment time), repeatedly cancelling late, or failing to appear for an accepted Booking affects Customers. Repeated late cancellations or failures to appear may reduce the Bookings the Platform offers you and may, in JustWashes’ discretion, result in a review of your continued access to the Platform and termination under Section 11.3. Any such review considers your completed-Booking record; it is not automatic, and you will have an opportunity to explain the circumstances. The distinction is between declining work you have not committed to perform, which is your right, and abandoning work you have accepted, which affects Customers and your standing. Weather is treated separately. The JustWashes Weather Policy is incorporated into and made part of this Agreement, and Section 5 of that policy states how weather affects your standing and your pay.

You may cancel or reschedule any Booking, at any time and at no charge, whenever in your good-faith judgment weather may prevent the wash from being performed safely or to standard. The criteria in Section 2 of the Weather Policy do not have to be met and no threshold applies; those criteria guide JustWashes' cancellation and rescheduling decisions; they do not restrict your good-faith judgment about the conditions you work in.

This applies both before you depart and after you arrive — arriving at the Service Location does not commit you to washing. Such a cancellation is not treated as a late cancellation or a failure to appear, does not count against your record, and does not affect the Bookings the Platform offers you. You are never expected to perform a wash in conditions that are unsafe or that prevent the wash from being

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completed to standard. JustWashes may review weather cancellations against weather data for the Service Location at the scheduled time and may treat a cancellation as an ordinary cancellation under this Section only where the conditions were clearly suitable for washing — clear and dry, with no condition that could reasonably have supported your judgment.

5.4 Documentation and Photos

You shall capture before-and-after photographic documentation of each completed wash and purchased interior add-on through the Platform. For interior work, photograph only the serviced surfaces needed to document condition/results. Ask the Customer to remove sensitive items; do not photograph document contents, screens, IDs, financial information, occupants or unrelated belongings. Skip or reframe the image and report through support if an incidental sensitive image is captured. Use only approved Platform storage and never retain or share interior images for a personal purpose. These photos are used for service quality assurance, satisfaction claim resolution, and Technician performance review. Photo records are associated with the Booking and your Technician account; they are not associated with the Customer's profile.

5.5 Customer Communications

JustWashes will share the Customer's name, service address, any access or parking notes, and vehicle information with you when a Booking is assigned, for the purpose of completing that Booking. JustWashes does not provide you with the Customer's email address or phone number.

All communication with the Customer — arrival notices, access questions, and completion messages — takes place through the in-Platform messenger. Messages sent through the messenger are stored by JustWashes and may be reviewed in connection with a service issue, a safety matter, a dispute, or a suspected policy violation. You agree:

- Not to use the messenger, or any Customer information you receive through the Platform, to solicit business outside the JustWashes Platform;
- Not to message the Customer about anything other than a Booking you have been assigned, a Booking you have completed, or a dispute or safety matter escalated through JustWashes;
- Not to retain, copy, share, or transfer Customer information for any purpose unrelated to a specific assigned Booking;
- Not to use Customer information for any personal, marketing, or commercial purpose.

Violation of these provisions is a material breach of this Agreement and may result in immediate termination.

5.6 No Subcontracting

You shall personally perform each Booking assigned to you. You may not subcontract, delegate, transfer, or otherwise reassign any Booking to another individual. The Customer has agreed to receive Services from a JustWashes Technician who has completed JustWashes' onboarding, identity verification, and background screening — and only you have done so.

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6. COMPENSATION AND PAYMENT TERMS

6.1 Per-Wash Compensation

JustWashes will pay you for each completed wash at the rates set forth in the Compensation Schedule (Exhibit A), as the same may be modified from time to time pursuant to Section 6.8. The Compensation Schedule sets a fixed per-wash rate for each Vehicle Class, as presented to you at onboarding and in the Technician app. The Vehicle Classes in effect, and the rate for each, are those published in the Technician app from time to time; JustWashes does not name or fix the Vehicle Classes in this Agreement, and may add, rename, consolidate, or modify them in accordance with Section 6.8. Per-wash compensation does not vary with the number of washes you complete: there are no volume tiers and no monthly wash-count thresholds, and your rate for a given Vehicle Class is the same whether a wash is your first of the month or your hundredth. The Vehicle Class applicable to a Booking is identified in the Booking.

6.2 Wash Counted as Completed

A wash is considered completed when: (a) you have arrived at the Customer's service address; (b) you have performed the wash consistent with the mandatory requirements in Section 5; (c) you have submitted before-and-after photo documentation through the Platform; and (d) the Platform has marked the Booking as completed.

6.3 Earnings Timing, Availability, and Disbursement

Earnings are tracked per individual wash, not per weekly or other earnings period. Upon completion of a wash, the compensation for that wash posts to your Technician ledger as "pending." Pending earnings for a wash become earned and convert to "available" forty-eight (48) hours after that wash's completion. "Earned" and "available" describe the same ledger state; the Technician app and other Technician-facing materials may use either term. The availability period runs from the completion of each individual wash and is coterminous with the forty-eight (48) hour window during which a Customer may report a service issue under Section 6.11. Where a service issue is reported within that window, earnings for that wash remain pending until the issue is resolved under Section 6.11.

Availability is determined by your Technician ledger and is not contingent on the timing of any internal fund transfer or third-party disbursement processing. Earnings maturing on a weekend or holiday become available on that day.

Disbursement runs. JustWashes submits available earnings for disbursement on a regular payout run through its third-party payout provider. Payout runs are currently made twice weekly, after 5:00 p.m. Eastern Time on Mondays and Thursdays. Each run includes all earnings that have become available as of the cutoff for that run; earnings that become available after a cutoff are included in the next run. The run schedule and cutoff are published in the Technician app, and JustWashes may change the frequency or cutoff of payout runs at any time on notice through the Platform, provided that payout runs will occur no less frequently than monthly.

Transit time. Funds becoming "available" in your ledger means they are eligible for inclusion in the next payout run, not that they have been sent or received. Once submitted, the time required for funds to reach you depends on the ACH network, your receiving bank, or, where you have elected payment by check, the postal service. Those timeframes are set by third parties and are not

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controlled by JustWashes. JUSTWASHES MAKES NO REPRESENTATION, GUARANTEE, OR COMMITMENT AS TO WHEN FUNDS SUBMITTED FOR DISBURSEMENT WILL ARRIVE, AND NO DELIVERY DATE OR DELIVERY WINDOW IS PROMISED.

Payout provider fee. The third-party payout provider charges a flat monthly fee, in the amount disclosed to you during payout onboarding and published in the Technician app, for any calendar month in which you receive one or more payouts. You authorize JustWashes to pass that fee through and to deduct it from amounts otherwise payable to you for that month. No fee is charged for a month in which you receive no payout. The fee is the same whether you elect ACH or check.

Apart from this fee and any deduction expressly authorized elsewhere in this Agreement, JustWashes does not charge you, and does not deduct from your earnings, any platform fee, account fee, equipment fee, onboarding fee, background check fee, or transaction fee.

JustWashes may change the amount of the payout provider fee; any increase takes effect in accordance with the notice principles of Section 6.8.

6.4 Disputed Washes, Damage Claims, and Subrogation

If a Customer reports a satisfaction concern, an incomplete or non-performed wash, vehicle damage, property damage, personal injury, or other dispute relating to a wash within forty-eight (48) hours of wash completion (or, for damage or injury claims, within the applicable claim period stated in the Customer Terms of Service), JustWashes will investigate. Compensation for the specific wash that is the subject of the dispute may remain subject to the hold described in Section 6.3 pending resolution, and if that wash was not performed consistent with the mandatory requirements of Section 5, compensation for that wash may be withheld. If the dispute is resolved in your favor, any held compensation for that wash is released to your wallet.

For routine service-quality concerns, JustWashes may resolve the matter directly with the Customer through the Customer Satisfaction Guarantee set forth in the Terms of Service (for example, a corrective spot clean, a partial or full redo, or return of a Wash Credit).

For claims involving vehicle damage, property damage, or personal injury that JustWashes determines, in its reasonable discretion, were caused by your acts or omissions, the following applies:

- You remain fully and personally liable for the entire amount of any damage, injury, or loss you cause. Nothing in this Agreement caps, limits, or releases that liability.
- JustWashes may, in its sole discretion, advance, fund, or provide a remedy to the affected Customer — including as a voluntary customer-service accommodation described in the Terms of Service — in order to make the Customer whole promptly.

JustWashes is under no obligation to do so.

- Where JustWashes advances, funds, or pays any amount to or on behalf of a Customer in connection with a claim attributable to your conduct, JustWashes is subrogated to the Customer’s claim against you and is entitled to recover the full amount from you.

Pursuing such recovery is JustWashes’ standard practice; JustWashes reserves discretion as to whether and how it pursues recovery in any particular case, and any decision not to pursue a given claim does not waive your liability for that or any other claim.

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- JustWashes will pursue recovery from you as an independent business — for example, by invoicing you, requesting payment through any insurance you maintain, or exercising its rights under Section 9 and applicable law. JustWashes will not satisfy a damage, property-loss, or injury claim by withholding, deducting, or offsetting amounts from your in-Platform wallet, your compensation, or your future earnings.

You shall cooperate in good faith with JustWashes, the Customer, and any applicable insurer in the investigation and resolution of any claim, including by providing photographs, records, and other reasonably requested information.

6.5 Payment Processing

Payments are administered through one or more third-party payment processors and payout providers engaged by JustWashes. As a condition of receiving compensation, you must complete the payout onboarding process required by the applicable provider, including providing accurate identifying information, taxpayer information, and a linked bank account. You agree to be bound by the applicable provider's account and services agreements, which are presented to you during onboarding. JustWashes may change its payment processor or payout provider at any time upon notice to you, and is not liable for delays, errors, or holds initiated by any such provider.

Payment method election. During payout onboarding you elect how you are paid: by ACH transfer to a linked bank account, or by check mailed to the address you provide. You may change your election through the Platform; a change takes effect for payout runs occurring after the change is processed by the payout provider. Checks are issued by JustWashes directly rather than by the payout provider, and are delivered by mail or in person. If you elect check, you are responsible for providing and maintaining a current, accurate mailing address, and JustWashes is not responsible for a check that is delayed, misdelivered, lost, or stolen in the mail, or that is sent to an address you did not update. Because a check is prepared and sent manually, it will reach you later than an ACH transfer for the same payout run. An uncashed check may be voided and reissued at your request after a reasonable waiting period, at no charge to you. If a payout fails or is returned for any reason — a closed or incorrect bank account, a returned check, or a failure to complete payout onboarding — the amount remains payable to you and is included in a later payout run once the cause is corrected.

6.6 Expenses

Except as expressly provided in this Agreement, you are responsible for all expenses incurred in performing Services, including but not limited to: vehicle fuel and maintenance; equipment and its maintenance and replacement; supplies and consumables; mobile phone and data plans; insurance premiums; and self-employment taxes.

6.7 Service Fees and Deductions

JustWashes may charge or deduct service fees, payment processor fees, or other amounts from your compensation as set forth in this Agreement, the Compensation Schedule, or as otherwise disclosed to you in advance. You authorize JustWashes to make any such deductions. For the avoidance of doubt, this Section does not authorize any deduction, withholding, or offset on account of a Customer damage, property-loss, or injury claim, which is governed exclusively by Section 6.4.

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6.8 JustWashes' Right to Modify Compensation

JustWashes may, in its sole and absolute discretion, modify, restructure, or replace the Compensation Schedule from time to time, including by reducing per-wash rates, modifying or adding Vehicle Classes or the rate applicable to any Vehicle Class, introducing market-specific rates, introducing surge or demand-based multipliers, introducing performance bonuses, or otherwise altering the structure of Technician compensation. Such modifications take effect as follows:

- Increases to per-wash rates, the introduction of new bonus programs, and other modifications that are favorable to Technicians take effect immediately upon posting of the updated Compensation Schedule, with no advance notice required;
- Decreases to per-wash rates and other modifications that are materially adverse to Technicians take effect on a date specified by JustWashes that is no less than seven (7) calendar days following the date JustWashes communicates the modification by email and in-app notification;
- Non-economic modifications to the Compensation Schedule (such as clarifications, definitional updates, or formatting changes) require no advance notice.

You acknowledge and agree that you have no expectation, representation, or warranty that current per-wash rates or compensation structure will remain in effect for any particular period.

Your performance of any wash on or after the effective date of a modified Compensation Schedule constitutes your acceptance of the modified rates. If you do not accept a modified Compensation Schedule, your sole and exclusive remedy is to cease performing Services on or after the effective date.

6.9 Promotional and Launch Support Programs

JustWashes may, in its sole and absolute discretion, offer time-limited or market-specific promotional programs (each, a "Program") under which eligible Technicians may receive supplemental payments in addition to per-wash compensation, or reimbursement or offset of equipment or startup costs. Programs include, without limitation, per-wash launch premiums in newly launched markets, equipment-cost rebates tied to completed washes, the provision of equipment or supplies in kind as described in Section 3.3, and referral or market-seeding incentives. Each Program will be communicated through in-app notification, email, or other reasonable means and will specify its scope, market(s), period, eligibility criteria, qualifying conditions, and payment or reimbursement method.

Programs are independent recruiting, engagement, and market-launch incentives, not modifications to the underlying compensation structure of this Agreement. The following terms apply to all Programs:

- Programs may condition supplemental payments or reimbursements on completed washes and other objective, output-based criteria that JustWashes determines;
- Programs may be offered in some markets and not others, and may differ in amount, structure, and duration by market and over time;
- JustWashes may modify, pause, or terminate any Program at any time, in its sole discretion, with respect to future eligibility periods;

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- Programs do not create any ongoing entitlement to supplemental payments or reimbursements beyond the specified Program terms, and completion of or participation in a Program does not entitle you to any future or similar Program;
- Programs do not modify the per-wash compensation set forth in Exhibit A or any other provision of this Agreement, and do not alter your status as an independent contractor who supplies your own equipment;
- JustWashes shall have sole discretion to determine whether you have met the qualifying conditions for any Program.

You acknowledge that any supplemental payment or reimbursement received under a Program is a time-limited recruiting, engagement, or launch incentive and is not part of base compensation.

You have no expectation that any Program will be offered, renewed, or extended, and you have no claim against JustWashes for the modification, pausing, or termination of any Program in accordance with this Section.

6.10 Optional Add-On Services

JustWashes may make available an optional program under which you may elect to offer Customers optional additional services beyond the standard exterior wash (each, an “Add-On Service”). Participation is entirely voluntary. Whether to offer any Add-On Service, and which ones, is your decision.

The specific Add-On Services available are presented in the Platform at the time of booking and may be added to, changed, or removed by JustWashes from time to time. The durable terms that govern all Add-On Services — the platform service fee, the eligibility and method requirements, and the payment mechanics — are set forth in this Section 6.10. Add-On Services and their scope are described on the JustWashes website and in the Platform before purchase. All services must comply with Section 5. Exterior work is subject to the low-water method, runoff and no-discharge requirements. Passenger-compartment access and door opening require the authorization and security procedures in Section 5.2. No add-on permits starting, driving, moving, relocating or otherwise operating a vehicle, operating controls other than expressly authorized door locks, adjusting seats, or entering a Customer home, garage or structure.

You set the price you charge for each Add-On Service you elect to offer. JustWashes may display a suggested or reference price for an Add-On Service. Any such price is guidance only. It is not a requirement, a cap, a floor, or a range, and you are free to charge more, less, or nothing at all.

JustWashes does not condition your participation, your Bookings, your standing, your placement or presentation in the Platform, or any other aspect of your engagement on whether you follow a suggested price, and charging a price different from a suggested price carries no consequence of any kind. You may raise or lower your prices at any time through the Platform, and you may set different prices for different Add-On Services. Your ability to choose which Add-On Services to offer and to set your own prices for them is part of your opportunity to increase your earnings through your own initiative and your own business judgment.

For each completed Add-On Service, the card processing fees actually attributable to that Add-On Service are subtracted from the amount collected for it. You receive seventy-five percent (75%) of that net amount, and JustWashes retains twenty-five percent (25%) of that net amount. Processing

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costs are not passed to the Customer as a surcharge. The Platform displays the payout calculation. Where no card processing fee applies, no such amount is subtracted. This is the Add-On Service compensation arrangement; it does not change the fixed per-wash rates in Exhibit A.

Only a completed add-on is charged and payable under this add-on arrangement. A completed Add-On Service is paid separately at the 75% net share whether the exterior Wash Credit is used under the weather-attempt rule or returned. An uncompleted add-on is not charged or paid as completed. Exterior wash compensation is governed by Exhibit A and Section 6.13.

Add-On Service payments are processed through the same payment processor and are subject to the same earnings timing, availability, and disbursement process described in Section 6.3.

Add-On Services and any related fees are not part of the per-wash Compensation Schedule in Exhibit A. JustWashes may add, modify, or remove available Add-On Services in the Platform at any time, and may change the Add-On Service compensation arrangement only in accordance with the notice principles of Section 6.8 for materially adverse changes.

6.11 Service Quality, Redo, and Compensation Contingency

JustWashes offers Customers a Satisfaction Guarantee and Service Issue Resolution process, as described in the Customer Terms of Service. Where a Customer reports a service-quality concern within the forty-eight (48) hour service issue window, and JustWashes' review of the before-and-after photo documentation and other available evidence indicates that a wash was not performed in accordance with the mandatory service requirements of Section 5, your primary obligation is to re-perform (redo) the affected wash, or the affected portion of it, at no additional compensation.

As provided in Section 6.4, compensation for a wash may be withheld or forfeited only where JustWashes determines, based on the photo documentation and its review, that you failed to perform the wash, materially failed to meet the mandatory service requirements of Section 5, or declined a reasonable opportunity to redo the wash. A Customer's expression of dissatisfaction, by itself and without such a determination, does not forfeit your compensation for a completed wash. A service issue reported within the forty-eight (48) hour window is resolved through the redo and resolution process described in this Section before your earnings for that wash become available, rather than by way of a deduction from other earnings.

Redo and Customer credit. Where you re-perform (redo) a wash, the redo is performed at no additional compensation; you are paid once for the original wash, and the redo does not generate a separate payment. Where JustWashes returns a Wash Credit to a Customer, the effect on your compensation depends on the reason: if you performed the wash in accordance with Section 5 and the Customer was satisfied with it, you remain entitled to compensation for that wash notwithstanding the returned credit; if the credit is returned because the Customer was dissatisfied and the service issue was not cured — because you did not perform the wash to the standard in Section 5 and did not complete a redo — compensation for that wash is not payable.

You acknowledge and agree that JustWashes offers Customers a Satisfaction Guarantee, and that your compensation for each wash is contingent upon your having performed that wash in accordance with the mandatory service requirements of Section 5. For the avoidance of doubt, this Section does not authorize any deduction, withholding, or offset on account of a Customer damage, property-loss, or injury claim, which is governed exclusively by Section 6.4.

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6.12 Recovery of Amounts Paid for Washes Not Performed

This Section applies only where JustWashes has paid, or made available, compensation for a wash that you did not actually perform. It does not apply to Customer damage, property-loss, or injury claims, which are governed exclusively by Section 6.4 and are never recovered by deduction from your earnings.

Where JustWashes determines that compensation was paid or made available for a wash you did not perform — including a Booking marked complete without the wash being performed, a no-show recorded as complete, falsified or misattributed completion evidence, or other fraudulent activity — JustWashes may recover the amount paid for that wash.

Notice and opportunity to contest. Before recovering any amount under this Section, JustWashes will give you written notice identifying the specific wash or washes at issue, the amount, and the basis for the determination. You have fourteen (14) calendar days from the date of that notice to contest it by submitting service-delivery evidence — for example, the Platform completion timestamp, your before-and-after photographs, Customer confirmation, or other records showing the wash was performed. If you contest within that period, JustWashes will not recover the amount until it has reviewed your evidence and communicated its determination. If your evidence establishes that the wash was performed, no recovery is made and any amount held is released.

How recovery is applied. Recovery is applied first against the pending or available balance in your Technician ledger at the time the determination becomes final. Where that balance is insufficient, or where the amount was already disbursed to you, the remaining amount is treated as an ordinary debt owed by you to JustWashes as an independent business, and JustWashes will pursue it by invoice or other lawful means. JustWashes does not apply a rolling or open-ended offset against your future earnings to satisfy a shortfall under this Section, and does not apply any standing percentage retention against the earnings of any Technician.

What JustWashes absorbs. JustWashes absorbs, and will not deduct from your earnings, each of the following:

- Customer payment reversals, chargebacks, and payment disputes arising after the forty-eight (48) hour service issue window;
- Refunds or Wash Credits issued to a Customer under the JustWashes Weather Policy;
- Discretionary goodwill credits issued by JustWashes;
- Cancellations, prorations, and account adjustments initiated by JustWashes.

Add-On Services. This Section applies to Add-On Services offered under Section 6.10 on the same terms, except that recovery in respect of an Add-On Service is limited to your share of that Add-On Service and does not extend to the platform service fee retained by JustWashes.

6.13 Weather-Affected Washes

If the Customer declines JustWashes' weather reschedule offer, expressly requests an attempt, and you travel to the Service Location and make an on-site attempt but weather prevents completion, you are compensated for that wash as though completed. An on-site attempt includes attending and assessing the conditions when weather prevents starting safely or to standard. You may stop unsafe work without losing this qualifying attempt payment. Record the offer, Customer instruction, attendance and weather stop through the Platform. You are not required to return without a new

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Booking. Nothing in Section 6.12 permits recovery of compensation due under this Section. Customer credit outcomes are governed by Section 6.5 of the Subscription Agreement and Section 4 of the Weather Policy; credit use for an attempt does not mean the wash was completed.

In every other case, a wash that weather prevents you from completing after you have begun is not compensated, whether or not the conditions were forecast. Section 5.3 and Section 5.1 of the Weather Policy allow you to decline or cancel at no charge at any point up to the moment you begin, including on arrival; where you choose to begin, the risk that weather interrupts the wash is yours and is part of the ordinary risk of the work. Before you leave, dry the vehicle and finish any panel you have already treated, where it is safe to do so, and report the stop through the Platform with photographs.

7. INSURANCE

7.1 Required Auto Liability Insurance

You are required, at all times during your engagement as a Technician, to maintain automobile liability insurance covering the vehicle(s) you use to travel to and from service locations and to perform Services. Such insurance shall at minimum meet the financial responsibility requirements of the state in which you primarily operate. Maintaining that insurance is a continuing condition of your engagement, and you shall provide proof of insurance to JustWashes upon request.

JustWashes does not specify the form of policy — personal, endorsed, or commercial — you must carry. Selecting a policy that is appropriate to your use of the vehicle is your responsibility, and JustWashes does not evaluate, verify, or approve the adequacy or scope of the coverage you carry. Where JustWashes requests or receives proof of insurance, it does so only to confirm that a policy is in force; receipt of a certificate, declarations page, or other proof is not a determination by JustWashes that your coverage is adequate, that it responds to your performance of Services, or that it satisfies any obligation you may have to any other person.

You acknowledge and understand each of the following:

- Personal automobile insurance policies sold in the United States generally contain a business-use exclusion. Personal coverage typically does not respond to business activities — including driving between jobs, driving to or from a Customer’s property, or being present at a Customer’s property in connection with the Services — and a claim arising during those activities may be denied;
- Many insurers offer an endorsement that extends a personal automobile policy to business use. Availability, terms, and eligibility vary by insurer, by state, and by the nature of the work, and not every insurer offers one that fits mobile service work. A rideshare or delivery endorsement is designed for transporting passengers or goods for hire and may not respond to service work of the kind performed through the Platform;
- You should disclose to your insurer that you use the vehicle in connection with independent service work. Failing to disclose business use can result not only in a denied claim but in cancellation or non-renewal of your policy;
- You are solely responsible for understanding your policy’s coverage with respect to your performance of Services and for obtaining any endorsement or additional coverage you determine you need. JustWashes does not advise on insurance, does not review your policy, and does not

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determine what coverage is adequate for you. A gap in your coverage is your responsibility, as set forth in Section 8.4.

7.2 Recommended Additional Coverage

JustWashes strongly recommends, but does not require, that you also obtain:

- Commercial automobile liability insurance, which provides explicit coverage for vehicles used for business purposes;
- Occupational accident insurance, which provides coverage for medical expenses, disability, and accidental death or dismemberment in connection with work-related injuries (this coverage is generally available through gig-economy and independent contractor insurance providers and serves a function comparable to workers' compensation);
- General liability insurance, which provides coverage for property damage you may cause to a Customer's vehicle or premises in the course of performing Services.

7.3 JustWashes Platform-Level Coverage

JustWashes may, but is not obligated to, maintain platform-level insurance coverage — including hired and non-owned automobile liability, general liability, or other coverage — that may apply on a secondary basis behind your primary personal automobile insurance and any other coverage you maintain. You acknowledge that any such platform-level coverage, if maintained, is for the benefit of JustWashes and is not a substitute for coverage you are required or recommended to maintain. JustWashes makes no representation or warranty that any platform-level coverage will respond to any particular claim.

7.4 Notification of Coverage Changes

You shall promptly notify JustWashes if your automobile insurance lapses, is cancelled, is non-renewed, or is materially modified during your engagement. Failure to maintain the insurance required by Section 7.1, or to provide proof of it upon request, is a material breach of this Agreement and grounds for immediate termination.

7.5 Other Insurance — Primary and Non-Contributing

To the extent you maintain general liability, commercial automobile, occupational accident, or any other insurance that may respond to a claim arising from or related to your performance of Services, your insurance shall be primary and non-contributing with respect to any insurance maintained by JustWashes. Any insurance maintained by JustWashes shall apply only as excess over and after the exhaustion of your insurance and any other applicable insurance available to you. You shall, where commercially reasonable, name JustWashes as an additional insured on any general liability or commercial automobile policy you maintain in connection with the Services, and shall provide a certificate of insurance evidencing such coverage upon request.

For the avoidance of doubt, this Agreement does not require you to maintain general liability, commercial automobile, or occupational accident insurance. The provisions of this Section apply only to the extent you elect to maintain any such coverage.

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8. ASSUMPTION OF RISK AND RELEASE OF CLAIMS

PLEASE READ THIS SECTION CAREFULLY. IT LIMITS YOUR RIGHT TO RECOVER FROM JUSTWASHES FOR INJURIES OR LOSSES YOU MAY SUFFER WHILE PERFORMING SERVICES OR USING THE PLATFORM.

8.1 Acknowledgment of Inherent Risks

You expressly acknowledge and agree that performing wash Services involves inherent risks, including but not limited to:

- Risks associated with operating a motor vehicle and traveling to and from service locations, including the risk of motor vehicle accidents, traffic conditions, and weather-related hazards;
- Risks associated with manual labor, including slips, trips, falls, lifting injuries, repetitive motion injuries, cuts, abrasions, bruises, and back injuries;
- Risks associated with exposure to water, soaps, cleaning chemicals, and other materials used in performing wash Services, including allergic reactions and skin or respiratory irritation;
- Risks associated with weather conditions, including heat, cold, sun exposure, wind, and precipitation;
- Risks associated with animals on or near a Customer’s property, including dog bites, scratches, and other animal-related injuries;
- Risks associated with site conditions at a Customer’s property, including uneven surfaces, obstacles, hazards, insects, wildlife, and unsafe equipment or structures;
- Risks associated with the conduct of Customers, third parties, or other persons present at a service location;
- Risks associated with theft, vandalism, or damage to your personal property, vehicle, or equipment while present at a service location;
- All other risks, foreseeable or unforeseeable, inherent in mobile, on-location service work.

8.2 Express Assumption of Risk

YOU EXPRESSLY ASSUME ALL RISKS, KNOWN AND UNKNOWN, ARISING FROM OR RELATED TO YOUR PERFORMANCE OF SERVICES, YOUR TRAVEL TO AND FROM SERVICE LOCATIONS, AND YOUR USE OF THE PLATFORM. YOU UNDERSTAND THAT THESE RISKS MAY RESULT IN PERSONAL INJURY, ILLNESS, DISEASE, EMOTIONAL DISTRESS, ECONOMIC LOSS, PROPERTY DAMAGE, DISABILITY, OR DEATH.

8.3 Release of Claims

TO THE FULLEST EXTENT PERMITTED BY APPLICABLE LAW, YOU HEREBY RELEASE, WAIVE, AND FOREVER DISCHARGE JUSTWASHES, ITS PARENTS, SUBSIDIARIES, AFFILIATES, OFFICERS, DIRECTORS, MEMBERS, MANAGERS, EMPLOYEES, AGENTS, INSURERS, SUCCESSORS, AND ASSIGNS (COLLECTIVELY, THE "RELEASED PARTIES") FROM ANY AND ALL CLAIMS, DEMANDS, SUITS, CAUSES OF ACTION, LIABILITIES, DAMAGES, COSTS, AND EXPENSES (INCLUDING ATTORNEYS’ FEES) OF EVERY KIND AND NATURE — WHETHER KNOWN OR UNKNOWN, ANTICIPATED OR UNANTICIPATED, IN LAW OR IN EQUITY — ARISING FROM OR RELATED TO PERSONAL INJURY, ILLNESS, DISEASE, EMOTIONAL DISTRESS,

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PROPERTY DAMAGE, OR DEATH THAT YOU MAY SUFFER OR INCUR IN CONNECTION WITH YOUR PERFORMANCE OF SERVICES, YOUR TRAVEL TO AND FROM SERVICE LOCATIONS, OR YOUR USE OF THE PLATFORM.

8.4 Your Own Insurance — Gaps Are Your Responsibility

You are responsible for determining what insurance you need and for obtaining and maintaining it.

JustWashes does not provide you with automobile insurance, workers' compensation coverage, occupational accident coverage, general liability insurance, health insurance, or disability coverage, and does not advise you on what coverage is adequate.

TO THE FULLEST EXTENT PERMITTED BY APPLICABLE LAW, YOU RELEASE, WAIVE, AND FOREVER DISCHARGE THE RELEASED PARTIES FROM ANY AND ALL CLAIMS, DEMANDS, SUITS, CAUSES OF ACTION, LIABILITIES, DAMAGES, COSTS, AND EXPENSES ARISING FROM OR RELATED TO ANY LOSS, INJURY, DAMAGE, OR EXPENSE THAT IS NOT COVERED, IS ONLY PARTIALLY COVERED, OR IS DENIED COVERAGE UNDER ANY INSURANCE POLICY YOU MAINTAIN OR FAIL TO MAINTAIN — INCLUDING AUTOMOBILE, COMMERCIAL AUTOMOBILE, WORKERS' COMPENSATION, OCCUPATIONAL ACCIDENT, GENERAL LIABILITY, HEALTH, AND DISABILITY COVERAGE — AND INCLUDING ANY DENIAL, EXCLUSION, LIMITATION, DEDUCTIBLE, SELF-INSURED RETENTION, POLICY CANCELLATION, OR NON-RENEWAL, WHETHER ARISING FROM A BUSINESS-USE EXCLUSION, A FAILURE TO DISCLOSE YOUR USE OF A VEHICLE IN CONNECTION WITH THE SERVICES, A FAILURE TO OBTAIN AN APPLICABLE ENDORSEMENT, OR ANY OTHER CAUSE.

This Section does not waive, and nothing in this Agreement waives, any liability arising from JustWashes' gross negligence, willful misconduct, or intentional acts, or any right that cannot be waived under applicable law.

8.5 Scope and Limitations

The releases in Sections 8.3 and 8.4 apply to the full extent permitted by applicable law. The parties acknowledge that under Georgia law and the law of certain other jurisdictions, releases of liability are not enforceable with respect to gross negligence, willful misconduct, or intentional acts. To the extent any provision of this Section is held unenforceable as applied to a particular claim, the remainder of this Section shall remain in full force and effect.

8.6 Survival

The acknowledgments, assumptions, and releases set forth in this Section 8 survive the termination or expiration of this Agreement.

9. INDEMNIFICATION

9.1 Indemnification by Technician

You agree to indemnify, defend, and hold harmless JustWashes and its parents, subsidiaries, affiliates, officers, directors, members, managers, employees, agents, insurers, successors, and assigns (collectively, the "Indemnified Parties") from and against any and all claims, demands, suits, causes of action, liabilities, damages, losses, costs, and expenses (including reasonable attorneys' fees and litigation costs) arising out of or related to:

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- Your performance of Services or any act or omission in connection therewith;
- Your operation of any motor vehicle in connection with the Services;
- Your breach of any provision of this Agreement, the mandatory service requirements in Section 5, or any other JustWashes policy;
- Your violation of any law, ordinance, or regulation;
- Property damage you cause to any Customer's vehicle, premises, or other property;
- Personal injury (including injury to yourself) or death caused by your acts or omissions;
- Any claim by a third party — including, without limitation, your spouse, family member, dependent, heir, estate, or assignee — arising from injury, illness, or death you suffer in connection with the Services;
- Any tax, withholding, benefit, or unemployment claim arising from a determination that you should have been classified as an employee rather than an independent contractor (provided that this clause does not apply where reclassification results from JustWashes' breach of this Agreement).

9.2 Defense and Cooperation

JustWashes shall promptly notify you of any claim subject to indemnification. JustWashes shall have the right to select counsel of its choosing and control the defense and settlement of any indemnified claim, at your expense. You shall fully cooperate with JustWashes in the defense of any claim, including by providing access to records, witnesses, and other reasonably requested materials.

9.3 Direct Damage Liability — Technician First

As between you and JustWashes, you are the party first responsible for any damage, injury, or loss caused by your performance of Services. This includes damage to a Customer's vehicle, property, or premises; personal injury to a Customer or any third party; and any other loss arising from or related to your acts or omissions. JustWashes is not liable for damage, injury, or loss you cause, except as may be required by applicable law.

JustWashes' Customer Satisfaction Guarantee, as set forth in the Customer Terms of Service, may provide corrective remedies (such as a redo, spot clean, or credit return), and JustWashes may, in its sole discretion and as a voluntary customer-service accommodation, assist in making an affected Customer whole for damage attributable to your conduct. JustWashes' provision of any such remedy or coverage does not waive, release, or reduce your liability for damage, injury, or loss you cause. As set forth in Section 6.4, where JustWashes advances, funds, or pays any amount to or on behalf of a Customer in connection with a claim attributable to your conduct, JustWashes is subrogated to that claim and retains the right to recover the full amount from you as an independent business, without deducting, withholding, or offsetting against your wallet, compensation, or future earnings.

10. CONFIDENTIAL INFORMATION AND CUSTOMER DATA

10.1 Confidential Information

In the course of your engagement, you may have access to confidential and proprietary information of JustWashes, including but not limited to: Customer lists and Customer data; pricing and compensation structures; business strategies; technology, software, and Platform architecture;

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operational materials; and any non-public information about JustWashes' business ("Confidential Information"). You agree to:

- Use Confidential Information solely for the purpose of performing Services under this Agreement;
- Not disclose, reproduce, or distribute Confidential Information to any third party;
- Protect Confidential Information using at least the degree of care you use to protect your own confidential information, but in no case less than reasonable care;
- Promptly return or destroy all Confidential Information upon termination of this Agreement.

10.2 Customer Data Restrictions

Customer information shared with you in connection with a Booking — including name, address, phone number, and vehicle details — is the property of JustWashes and is provided to you for the sole purpose of completing assigned Bookings. You may not retain, copy, transfer, or use Customer information for any purpose other than as expressly authorized by this Agreement.

Upon termination, you shall delete all Customer information in your possession.

10.3 Survival

This Section 10 survives the termination or expiration of this Agreement for a period of three (3) years, except for trade secrets, which remain confidential indefinitely.

10.4 Your Own Personal Information

JustWashes' collection, use, and sharing of your own personal information as a Technician — including information collected during onboarding, identity verification, and background screening, payout and taxpayer information, and the wash photographs you submit — is described in the JustWashes Privacy Policy, which applies to Technicians as well as Customers and is incorporated into and made part of this Agreement. By accepting this Agreement you acknowledge the data practices described in the Privacy Policy.

11. TERM AND TERMINATION

11.1 Term

This Agreement commences on the date you accept it and continues until terminated by either party in accordance with this Section.

11.2 Termination by Either Party

Either party may terminate this Agreement at any time, with or without cause and with or without notice, effective immediately upon termination. This mutual right to terminate reflects the arm's-length, commercial nature of the relationship. Termination by you may be initiated through your Platform account settings or by written notice to JustWashes.

11.3 Examples of Cause for Immediate Termination

Without limiting the mutual termination right in Section 11.2, JustWashes may treat any of the following as cause for immediate termination. The following list is illustrative and not exhaustive:

- Disposal or discharge of wash water or chemicals in violation of the mandatory requirements in Section 5, including into a storm drain, street, or gutter or in a manner reaching a public roadway;

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- Damage to a Customer's vehicle, property, or premises;
- Repeated no-shows, failure to appear for accepted Bookings, or repeated last-minute cancellations;
- Unprofessional, abusive, threatening, or unsafe conduct toward Customers, JustWashes personnel, or others;
- Violation of the safety and scope rules in Section 5 (including unauthorized interior entry, starting or moving a Customer vehicle, or entering a Customer home or garage);
- Failure to maintain required insurance, a valid driver's license, or eligibility under Section 4;
- Discovery of a categorical disqualifying conviction identified in Section 4.3, or that a representation in Section 4.4 is or has become untrue;
- Fraud, theft, dishonesty, or any conduct constituting a material breach of trust;
- Any other conduct JustWashes determines, in its sole discretion, to be inconsistent with the safety, integrity, or reputation of the Platform.

11.4 Effect of Termination

Upon termination of this Agreement:

- Your access to the Platform will be revoked;
- You shall immediately cease performing Services and cease holding yourself out as a JustWashes Technician;
- You shall return or delete all Confidential Information and Customer data in your possession;
- Compensation owed to you for completed washes will be released to you in accordance with Section 6.3. Where, on or before the date of termination, JustWashes has given you notice under Section 6.12 identifying a specific wash or washes under review, JustWashes may hold the final payout, or the portion of it corresponding to the amounts under review, for up to thirty (30) days pending resolution of that matter. Any amount not applied under Section 6.12 is released to you automatically at the end of that period, and no hold is applied where no such notice has been given;
- Sections 2, 6.4, 6.12, 7, 8, 9, 10, 12, 13, 14, 15, and any other Section that by its nature should survive termination shall continue in full force and effect.

12. INTELLECTUAL PROPERTY

All right, title, and interest in and to the Platform, the JustWashes brand, training and reference materials, and all other JustWashes-developed content remain the exclusive property of Just Services, LLC dba JustWashes. This Agreement does not grant you any ownership interest, license, or other right in or to JustWashes' intellectual property except the limited right to use the Platform for the purpose of performing Services.

Any photographs, videos, comments, or other content you submit through the Platform — including before-and-after wash photos — are licensed to JustWashes on a worldwide, non-exclusive, royalty-free, perpetual, sublicensable basis for any business purpose, including service quality monitoring, marketing, training, and platform operations.

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13. NON-SOLICITATION AND CONFIDENTIALITY

13.1 No Restraint on Other Work

You are free to perform services for other businesses, including JustWashes' competitors, and to offer and perform your own vehicle wash or detailing services for your own customers, both during and after this Agreement. JustWashes does not restrict your right to earn a living, does not impose any non-compete obligation, and does not prohibit you from providing services to any person, including a person who is also a JustWashes Customer.

13.2 Confidential Information Restrictions

You may not, during the term of this Agreement and for three (3) years thereafter (or indefinitely with respect to trade secrets), use JustWashes' Confidential Information for any purpose other than performing Services under this Agreement, or disclose it to any third party. This restriction protects JustWashes' Confidential Information only and does not restrict your right to perform services for anyone.

14. DISPUTE RESOLUTION AND ARBITRATION

PLEASE READ THIS SECTION CAREFULLY. IT AFFECTS YOUR LEGAL RIGHTS, INCLUDING YOUR RIGHT TO FILE A LAWSUIT IN COURT AND TO PARTICIPATE IN A CLASS ACTION.

14.1 Mandatory Binding Arbitration

Any controversy, claim, or dispute arising out of or relating to this Agreement, your Services, or your relationship with JustWashes — including any question as to whether a particular dispute is subject to arbitration — shall be resolved exclusively by binding arbitration administered by the American Arbitration Association ("AAA") in accordance with its Commercial Arbitration Rules, as amended from time to time. The arbitration shall be conducted in DeKalb County, Georgia, or via video or telephone conference as agreed by the parties. There shall be one (1) arbitrator mutually selected by the parties, or appointed by AAA if the parties cannot agree within thirty (30) days.

Judgment on the arbitration award may be entered in any court of competent jurisdiction.

14.2 Class Action Waiver

YOU AND JUSTWASHES EACH WAIVE THE RIGHT TO A TRIAL BY JURY AND THE RIGHT TO PARTICIPATE AS A PLAINTIFF OR CLASS MEMBER IN ANY CLASS ACTION, COLLECTIVE ACTION, CONSOLIDATED, OR REPRESENTATIVE PROCEEDING. UNLESS BOTH PARTIES AGREE IN WRITING, THE ARBITRATOR MAY NOT CONSOLIDATE MORE THAN ONE PERSON'S CLAIMS AND MAY NOT PRESIDE OVER ANY FORM OF CLASS OR REPRESENTATIVE PROCEEDING. IF THIS CLASS ACTION WAIVER IS HELD UNENFORCEABLE, THE ENTIRETY OF THIS ARBITRATION SECTION SHALL BE DEEMED VOID.

14.3 Governing Law

This Agreement shall be governed by and construed in accordance with the laws of the State of Georgia, without regard to its conflict of law provisions. For any dispute not subject to arbitration, you irrevocably consent to the exclusive jurisdiction and venue of the state and federal courts located in DeKalb County, Georgia.

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14.4 Informal Resolution

Before initiating arbitration, you agree to first attempt to resolve any dispute informally by contacting JustWashes at legal@justwashes.com. JustWashes will attempt to resolve the dispute within thirty (30) days. If the dispute is not resolved within that period, either party may proceed with arbitration.

15. GENERAL PROVISIONS

15.1 Modifications

JustWashes reserves the right to modify this Agreement and any policy referenced herein at any time. Material non-compensation modifications will be communicated to you via email or in-app notification at least fourteen (14) days before taking effect. Modifications to the Compensation Schedule are governed exclusively by Section 6.8. Your continued performance of Services after the effective date of any modification constitutes acceptance.

15.2 No Waiver

Failure or delay by either party to enforce any provision of this Agreement does not constitute a waiver of that provision. Any waiver must be in writing signed by the waiving party.

15.3 Severability

If any provision of this Agreement is held unenforceable, the remaining provisions shall continue in full force and effect, and the unenforceable provision shall be modified to the minimum extent necessary to render it enforceable.

15.4 Assignment

You may not assign or transfer any rights or obligations under this Agreement without JustWashes' prior written consent. JustWashes may assign this Agreement at any time without notice or consent, including in connection with a merger, acquisition, or sale of assets.

15.5 Notices

Legal notices to JustWashes shall be sent in writing to: Just Services, LLC dba JustWashes, 4062 Peachtree Rd NE, Ste A-510, Atlanta, GA 30319, Attn: Legal Department, with email copy to legal@justwashes.com. Notices to you shall be delivered to the email address or mobile phone number associated with your Technician account.

15.6 Entire Agreement

This Agreement, together with the Compensation Schedule (Exhibit A), the JustWashes Privacy Policy, the JustWashes Weather Policy, and any other documents incorporated herein by reference, constitutes the entire agreement between you and JustWashes with respect to the subject matter herein and supersedes all prior or contemporaneous agreements, understandings, and representations.

15.7 Counterparts and Electronic Signature

This Agreement may be accepted electronically and shall have the same force and effect as a handwritten signature.

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16. ACKNOWLEDGMENT

BY ACCEPTING THIS AGREEMENT ELECTRONICALLY, YOU ACKNOWLEDGE THAT YOU HAVE READ THE ENTIRE AGREEMENT, INCLUDING THE PROVISIONS REGARDING INDEPENDENT CONTRACTOR STATUS (SECTION 2), THE ABSENCE OF WORKERS' COMPENSATION (SECTION 2.4), THAT YOU SUPPLY YOUR OWN EQUIPMENT (SECTION 3), THE ASSUMPTION OF RISK AND RELEASES OF CLAIMS (SECTION 8, INCLUDING THE RELEASE REGARDING YOUR OWN INSURANCE IN SECTION 8.4), INDEMNIFICATION (SECTION 9), THAT YOUR COMPENSATION FOR EACH WASH IS CONTINGENT ON PERFORMING THAT WASH TO THE SERVICE STANDARD (SECTION 6.11), AND BINDING ARBITRATION WITH CLASS ACTION WAIVER (SECTION 14). YOU UNDERSTAND THE TERMS AND VOLUNTARILY AGREE TO BE BOUND BY THEM.

JUST SERVICES, LLC dba JUSTWASHES

EXHIBIT A

Compensation Schedule — Fixed Per-Wash Rates by Vehicle Class Effective Date: November 27, 2026 | Supersedes All Prior Schedules This Exhibit A governs per-wash compensation. JustWashes does not publish fixed per-wash dollar rates in this Agreement; the operative rates are the per-Vehicle-Class rates presented to you at onboarding and in the Technician app, which you review and accept as part of onboarding.

The Compensation Schedule sets one fixed rate for each Vehicle Class. The Vehicle Classes in effect are those published in the Technician app from time to time and are not named or fixed in this Agreement. Compensation does not vary with wash volume; there are no volume tiers and no monthly wash-count thresholds. Increases and modifications favorable to Technicians take effect immediately upon posting; decreases and modifications materially adverse to Technicians take effect no less than seven (7) days following email and in-app notification, in accordance with Section 6.8.

Notes: (1) Wash compensation is earned for completed washes and qualifying weather attempts under Section 6.13. Other cancelled or declined appointments do not earn wash pay or a trip allowance. You may contact support about a materially impacted trip; any company-funded accommodation is discretionary. Customer credit outcomes do not reduce compensation due for a qualifying weather attempt under Section 6.13. (2) Compensation varies by Vehicle Class and is fixed within each Class; it does not increase or decrease with the number of washes you complete. (3) Tips and gratuities are not collected, processed, or facilitated by JustWashes. (4) This schedule supersedes all prior versions of Exhibit A on its effective date.

By accepting this Agreement electronically, you acknowledge that you have reviewed the fixed per-Vehicle-Class rates presented to you at onboarding and agree to that Compensation Schedule, subject to Section 6.8 of the Agreement.

Just Services, LLC dba JustWashes 4062 Peachtree Rd NE, Ste A-510 | Atlanta, GA 30319 support@justwashes.com | legal@justwashes.com | justwashes.com Registered Agent: Registered Agents Inc., 8735 Dunwoody Place, Ste R., Atlanta, GA 30350

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