



Nexthink's Employee Stock Option Program (ESOP)

Information for Nexthinkers Currently in the Company Pool

The following details may be applicable to employees hired before January 1, 2021.

What is changing with the company pool?

If you joined Nexthink as a full-time employee before January 1, 2021, and were not granted stock options at the time of hire or received performance grants, you are now eligible for stock options via the performance pool in addition to continuing your eligibility in company pool. No employees hired after December 31, 2020, will be included in the company pool.

If I am eligible for the company pool, am I also eligible for the performance pool?

Yes, as of January 1, 2022, everyone is eligible for the performance pool. If you were already eligible for the company pool as of December 31, 2021, your eligibility in the company pool will continue.

Is it possible for the 'performance pool' value to be lower than the 'company pool' value? Is there a plan to avoid a 'downgrade' situation?

We will assess the value of the pools at time of exit (an IPO, for example). We intend to make adjustments to ensure performance pool participants are not at a disadvantage compared to company pool recipients.