Driver Independent Contractor Agreement

The contract between Ridelynk and the drivers who use its platform in Washington.

Effective November 2026.

This Independent Contractor Agreement (the "Agreement") is between Ridelynk (the "Company") and you, the driver whose name, address and driver's licence are on your Ridelynk driver account (the "Driver"). Together, the Company and the Driver are the "Parties".

You accept this Agreement in the Ridelynk driver app before you can go online. It is part of, and should be read with, the Driver Agreement and the Trade Dress Policy.

1. Purpose of the Agreement

This Agreement sets the terms on which the Driver may provide passenger transportation services through the Company's rideshare platform, dispatch system and other authorized booking arrangements.

The Driver agrees to provide transportation services professionally, safely and lawfully, in line with this Agreement and all applicable federal, state and local laws.

2. Independent contractor relationship

- 2.1. The Parties intend an independent business relationship, subject to applicable law.
- 2.2. Nothing in this Agreement creates an employer-employee relationship, partnership, joint venture or agency relationship.
- 2.3. Subject to applicable law, platform requirements and rides already accepted, the Driver decides when and where to offer services and whether to accept each ride request.
- 2.4. The Driver is not guaranteed a minimum number of rides, hours or earnings.
- 2.5. The Driver may provide services to other rideshare companies, transportation providers or businesses, provided this does not break the law or a valid contract.
- 2.6. The Driver is responsible for the tax obligations arising from the Driver's business.
- 2.7. The Parties acknowledge that the actual working relationship, not the title of this Agreement alone, decides the Driver's legal classification under applicable law.

3. Driver eligibility and qualifications

The Driver agrees to:

- a. Hold a valid driver's licence for the vehicle being driven.
- b. Be at least 20 years old and meet the driving-experience requirements for the services provided.
- c. Keep a driving record and background-check status that meet legal and Company requirements, including the King County and City of Seattle requirements in the Driver Agreement.
- d. Give accurate and complete information during sign-up and onboarding.
- e. Keep every permit, certification and licence the law requires, including a King County for-hire driver licence where it applies.
- f. Tell the Company immediately, in the app, if the Driver's licence, driving privileges or legal eligibility to drive for hire is suspended, revoked or restricted.
- g. Cooperate with lawful background checks, driving-record checks and eligibility reviews.

The Company may suspend access to the platform when reasonably necessary to investigate a genuine safety, eligibility or compliance concern, subject to applicable law and the Driver Deactivation Policy.

4. Vehicle requirements

- 4.1. The Driver must own, lease, rent or otherwise be lawfully allowed to drive the vehicle used for services.
- 4.2. The vehicle must meet applicable safety, registration, inspection and rideshare eligibility requirements, including King County's vehicle endorsement and annual safety inspection.
- 4.3. The Driver must keep the vehicle safe to drive and fix safety recalls as the manufacturer instructs.
- 4.4. The Driver must keep the vehicle's registration documents and show them for verification on reasonable request.
- 4.5. The Driver must not carry more passengers than the vehicle's seating capacity or the law allows.
- 4.6. The Driver must promptly tell the Company about any accident, significant damage, mechanical defect or other condition that could affect passenger safety.
- 4.7. The Company may require proof that a vehicle meets its published eligibility and safety standards before the vehicle is used.

5. Insurance requirements

- 5.1. The Driver must keep automobile insurance that meets Washington law, the platform's requirements and any other coverage that applies to the Driver's business.
- 5.2. The Driver is responsible for knowing whether their personal auto policy covers rideshare driving and whether a rideshare endorsement or commercial policy is needed. The insurance disclosures in the Driver Agreement apply.
- 5.3. The Driver must show proof of insurance on request and tell the Company promptly of any cancellation, lapse or material change in coverage.
- 5.4. The Driver must not claim that the Company or anyone else provides coverage beyond what actually applies to the trip and the circumstances.
- 5.5. Any insurance the platform provides is subject to that policy's terms, limits, exclusions and conditions.
- 5.6. The Parties will follow applicable insurance and accident-reporting requirements.

6. Driver responsibilities and professional conduct

The Driver agrees to:

- a. Treat passengers, Company representatives and the public with courtesy and respect.
- b. Follow traffic laws and drive safely.
- c. Never drive while impaired by alcohol, illegal drugs or any substance that makes driving unsafe (see the Zero-Tolerance Drug & Alcohol Policy).
- d. Never use a handheld mobile device while driving where the law prohibits it.
- e. Avoid harassment, discrimination, threats, violence and inappropriate conduct.
- f. Respect passenger privacy and confidentiality.
- g. Follow reasonable pickup and drop-off instructions when safe and lawful.
- h. Never falsify trip records, receipts, identity documents or other business information.
- i. Report serious safety incidents, accidents, suspected crimes and other significant events through the proper channels.
- j. Follow passenger accessibility and service-animal rules (see the Non-Discrimination Policy and Accessibility page).
- k. Never let anyone else use the Driver's account or pretend to be the approved Driver.

7. Passenger safety and service standards

- 7.1. The Driver must provide services safely and responsibly.
- 7.2. Before starting a ride, the Driver must confirm the passenger and trip details using reasonable checks.
- 7.3. The Driver must not engage in unwanted physical contact, sexual harassment, intimidation or other abuse.

- 7.4. The Driver must not disclose a passenger's personal information, trip details or destination except as needed to provide the service or comply with the law.
- 7.5. The Driver must follow the law on child passengers, child safety seats and unaccompanied minors.
- 7.6. The Driver may decline or end a ride when needed for safety, legal compliance or protection from abuse, subject to applicable law and platform procedures.
- 7.7. The Driver must promptly report an accident, passenger injury, credible threat or other serious safety incident through the proper emergency, insurance and Company channels.

8. Trade dress, uniforms and Company identification

- 8.1. The Driver must follow any vehicle identification, signage, trade dress, uniform or branding requirements that lawfully apply, including the Trade Dress Policy.
- 8.2. The Driver may display Company logos, decals, signs, badges or other identification only when the Company authorizes it and in line with its branding guidelines.
- 8.3. The Driver must not use another transportation company's name, logo, trademark or branded materials in a way that falsely suggests affiliation, sponsorship or authorization.
- 8.4. Company-issued property and branding materials must be returned or removed when authorization ends, subject to applicable law.
- 8.5. Required identification and signage must be kept clean, legible and properly displayed.
- 8.6. Nothing in this section requires a uniform, logo or vehicle marking where that would break the law or the terms of the relevant platform.

9. Working hours and accepting rides

- 9.1. Subject to applicable law and any lawful service commitments agreed separately, the Driver decides when to be available.
- 9.2. The Driver may accept or decline ride requests in line with platform rules and the terms of any accepted booking.
- 9.3. Nothing in this Agreement guarantees a number of ride requests, passenger volume or earnings.
- 9.4. The Driver must not accept a ride they cannot reasonably complete safely and lawfully.
- 9.5. Once a ride is accepted, the Driver must make reasonable efforts to complete it unless cancelling is justified by safety, the law, an emergency or platform policy.

10. Fares, payments and earnings

- 10.1. The Driver is paid a share of each fare under the fare schedule and payment terms shown in the driver app. The Driver's pay for each trip is never less than the minimum required by Washington law (RCW 49.46.210) and, where it applies, the City of Seattle. If the fare-based pay is lower, the Company adds the difference.
- 10.2. The Company collects passenger payments and pays the Driver's earnings under those payment terms and applicable law.
- 10.3. Earnings can vary with completed trips, fares, disclosed fees, promotions, tips, cancellations and other disclosed payment terms. Tips given in the app go 100% to the Driver.
- 10.4. All fares are paid only through the Ridelynk app. The Driver must not charge unauthorized fees or ask for or accept cash or other off-app payment.
- 10.5. The Company provides the payment statements, earnings records and disclosures the law requires.
- 10.6. Payment disputes must be raised through Help & support in the driver app. The Parties will make reasonable efforts to resolve them promptly.
- 10.7. Any deduction, adjustment, chargeback or withholding from the Driver's pay must be allowed by this Agreement and the law.

11. Expenses and taxes

- 11.1. Unless agreed otherwise in writing, the Driver pays ordinary operating costs, including fuel or charging, maintenance, cleaning, tolls not reimbursed under the payment terms, and mobile phone service.
- 11.2. The Driver is responsible for taxes on their earnings, subject to any reporting or withholding the law requires of the Company.
- 11.3. The Driver is encouraged to keep accurate records of income, mileage and business expenses. The driver app's mileage log can help.
- 11.4. Nothing in this Agreement waives any statutory pay, reimbursement or tax right that cannot be waived.

12. Account security and personal information

- 12.1. The Driver must keep account login details and verification codes confidential.
- 12.2. The Driver must not sell, transfer, share or improperly access a driver account.
- 12.3. The Driver must use passenger information only for transportation, safety, legal or other authorized business purposes.
- 12.4. The Driver must not photograph, record, publish or share passenger information without lawful authorization.
- 12.5. Both Parties must handle personal information under applicable privacy and data-protection law and the Ridelynk Privacy Policy.

13. Prohibited activities

While providing services under this Agreement, the following are prohibited:

- a. Driving under the influence of alcohol or drugs.
- b. Fraud, theft, falsifying records or deliberate misuse of payment systems.
- c. Harassment, discrimination, violence or threats.
- d. Unauthorized use of Company or third-party trademarks and branding.
- e. Letting anyone else provide rides through the Driver's account.
- f. Driving a vehicle that is unsafe or does not meet legal requirements.
- g. Sharing confidential passenger or Company information without lawful authorization.
- h. Collecting unauthorized fares or misrepresenting the cost of a ride.
- i. Any other conduct the law or a valid platform agreement prohibits.

14. Accidents, complaints and investigations

- 14.1. The Driver must promptly report accidents, injuries, vehicle damage, credible safety complaints and other significant incidents arising from services. The Company is required to notify King County of some of these events.
- 14.2. The Driver must reasonably cooperate with lawful investigations of reported incidents.
- 14.3. The Driver must keep relevant trip records, photos, messages and other evidence when reasonably necessary and legally appropriate.
- 14.4. The Company may review complaints and available records to decide whether further action is needed.
- 14.5. Any suspension or restriction of access is handled under applicable law and the Driver Deactivation Policy.

15. Confidentiality

- 15.1. The Driver must not disclose confidential Company information, including non-public business information, internal procedures or protected commercial information.
- 15.2. This does not stop disclosures required by law, protected whistleblowing, lawful reports to government agencies, or the exercise of rights that cannot be waived.
- 15.3. These obligations continue after termination to the extent the law allows.

16. Responsibility and liability

- 16.1. Each Party is responsible for its own acts and omissions to the extent the law provides.
- 16.2. The Driver remains responsible for driving lawfully and safely and for keeping the required licences, vehicle documents and insurance.
- 16.3. Neither Party is released from liability for conduct it is legally responsible for.
- 16.4. Nothing in this Agreement excludes or limits liability where the law does not allow it.
- 16.5. Any indemnification obligation is read consistently with applicable law and the actual circumstances of the claim.

17. Term and termination

- 17.1. This Agreement starts when the Driver accepts it in the driver app and continues until it is ended under this section.
- 17.2. Either Party may end this Agreement by written notice to the other, subject to legal requirements. The Driver can do this by deleting their account in the app.
- 17.3. The Company may suspend or end the Driver's access for legitimate reasons, including material breach, fraud, serious safety concerns, loss of eligibility or non-compliance with the law.
- 17.4. Deactivation follows the Driver Deactivation Policy: at least 14 days' written notice with the reason, except for egregious misconduct, and the right to appeal in the driver app.
- 17.5. On termination, the Driver must stop representing themselves as authorized by the Company, remove the Ridelynk trade dress and return Company property.
- 17.6. The Company will pay any amounts still owed to the Driver under the law and the payment terms.
- 17.7. Provisions on outstanding payments, confidentiality, records and other obligations that by their nature continue will survive termination to the extent the law allows.

18. Dispute resolution

- 18.1. The Parties will first try in good faith to resolve disputes directly, starting with Help & support in the driver app.
- 18.2. If a dispute is not resolved informally, either Party may pursue the remedies available under applicable law.
- 18.3. Any mediation or arbitration requirement will be set out in a separate written provision that complies with the law.
- 18.4. Nothing in this Agreement stops either Party from exercising rights that cannot lawfully be waived or restricted. The Driver may also contact King County or the City of Seattle at any time.

19. Governing law

This Agreement is governed by the laws of the State of Washington, subject to applicable federal law and any mandatory local law where the services are provided, including King County Code chapter 6.64 and Seattle Municipal Code chapter 6.310.

20. Entire agreement and changes

- 20.1. This Agreement, the Driver Agreement, the Trade Dress Policy and the policies they refer to make up the agreement between the Parties on this subject. If they conflict, the Driver Agreement controls.
- 20.2. The Company will tell the Driver in the app before a change takes effect, and the Driver accepts the updated terms in the app. Changes are otherwise made only in writing agreed by both Parties.
- 20.3. If any provision is found unenforceable, the rest remain in effect to the extent the law allows.
- 20.4. A waiver of any provision is effective only if made in line with applicable law.
- 20.5. The Driver confirms they have had the chance to read this Agreement, ask questions and get independent legal advice before accepting it.

21. Acceptance

The Driver accepts this Agreement electronically by ticking the acceptance box and tapping "I have read and I agree" in the Ridelynk driver app. The Company records the Driver's account and the date and time of acceptance, which serve as both Parties' signatures. The Driver can read this Agreement at any time in the app under Settings → Support & legal.

Signatures

Company representative (Ridelynk)

Printed name

Title

Signature

Date

Driver

Driver full legal name

Driver's licence state and number

Driver signature

Date