

## Patent Incentive Program

### Purpose

The Patent Incentive Program (the “Program”) is intended to foster and encourage a culture of innovation.

### Incentive

MicroStrategy employees will be eligible for following awards:

- US \$1,000 to inventors at the filing of the patent; and
- US \$2,000 to inventors when the patent issues.

### Terms/Conditions

1. You must be an employee in good standing at the time of the triggering event (filing or issuance) and at the time of the related scheduled day of payment in order to be eligible for the award.
2. You are only eligible to receive an award for the first **originally filed** patent application (e.g. the initial non-provisional patent application) and any Continuations-in-Part.
  - a. You will not be eligible for an award based on the filing of a Provisional Application (a placeholder application that can then be converted into a regular patent application). You will only be eligible for an award when an application is converted to a non-provisional application.
  - b. You will only be eligible for an award for the first filed patent application and any Continuations-in-Part. It would not apply to additionally filed related applications, such as Continuations and related foreign filings.
3. There is a cap, or maximum total payout, of US \$5,000 (for each patent filing) and US \$10,000 (for each patent issuance). If the number of eligible named inventors exceeds five employees, then the cap amount will be divided equally among the eligible inventors. For example, if there are 10 eligible named inventors for a filed patent, each employee would receive US \$500. If there are 3 eligible named inventors for a filed patent, each employee would receive US \$1,000.
4. All employees (other than CXO's) will be eligible for awards under the Program.
5. Payment will be made within 45 days after the end of the quarter in which the award is earned.
6. MicroStrategy retains the right to modify, suspend, or terminate, in whole or in part, any criteria, terms, and conditions of the Program, as well as the Program itself, at any time in its sole and absolute discretion. The payment of any financial awards is ultimately at the discretion of MicroStrategy.