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Crypto.com Whitepaper 1.03

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This whitepaper is a working document that is subject to review and changes

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All references to 'dollars', USD or '\$' are references to the United States Dollars unless otherwise stated.

Graphics

All graphics included in this whitepaper are for illustrative purposes only. In particular, graphics with price references do not translate into actual pricing information.

Risk statements

Purchasing CRO tokens involves substantial risk and may lead to a loss of a substantial or entire amount of the money involved. Prior to purchasing CRO tokens, you should carefully assess and take into account the risks, including those listed in any other documentation.

A purchaser should not purchase CRO tokens for speculative or investment purposes. Purchasers should only purchase CRO tokens if they fully

understand the nature of the CRO tokens and accept the risks inherent to the CRO tokens.

Cryptographic tokens may be subject to expropriation and/or theft; hackers or other malicious groups or organizations may attempt to interfere with our system/network in various ways, including malware attacks, denial of service attacks, consensus-based attacks, Sybil attacks, smurfing, and spoofing which may result in the loss of your cryptographic tokens or the loss of your ability to access or control your cryptographic tokens. In such event, there may be no remedy, and holders of cryptographic tokens are not guaranteed any remedy, refund, or compensation.

The regulatory status of cryptographic tokens and digital assets is currently unsettled, varies among jurisdictions and subject to significant uncertainty. It is possible that in the future, certain laws, regulations, policies or rules relating to cryptographic tokens, digital assets, blockchain technology, or blockchain applications may be implemented which may directly or indirectly affect or restrict cryptographic token holders' right to acquire, own, hold, sell, convert, trade, or use cryptographic tokens.

The uncertainty in tax legislation relating to cryptographic tokens and digital assets may expose cryptographic token holders to tax consequences associated with the use or trading of cryptographic token.

Digital assets and related products and services carry significant risks. Potential purchasers should take into account all of the above and assess the nature of, and their own appetite for, relevant risks independently and consult their advisers before making any decisions.

Professional advice

You should consult a lawyer, accountant, tax professional and/or any other professional advisors as necessary prior to determining whether to purchase CRO tokens.

Caution Regarding Forward-Looking Statements

This whitepaper contains certain forward-looking statements regarding the business we operate that are based on the belief of Crypto.com as well as certain assumptions made by and information available to Crypto.com. Forward-looking statements, by their nature, are subject to significant risks and uncertainties.

Forward-looking statements may involve estimates and assumptions and are subject to risks, uncertainties and other factors beyond our control and prediction. Accordingly, these factors could cause actual results or outcomes that differ materially from those expressed in the forward-looking statements.

Any forward-looking statement speaks only as of the date of which such statement is made, we undertake no obligation to update any forward-looking statements to reflect events or circumstances after the date on which such statement is made or to reflect the occurrence of unanticipated events.

Executive Summary

Mission & Vision

Crypto.com was founded on the belief that it is your basic human right to control your money, data and identity. We believe that decentralization holds the key to empowering people around the world to better safeguard their rights, and that we are helping the world move in this direction by accelerating the transition to adopting cryptocurrency.

Mission:

Accelerate the World's Transition to Cryptocurrency

We believe that by accelerating the transition to adopting cryptocurrency, we can help people globally to:

- Control their money - ability to access their funds anytime and anywhere;
- Safeguard their data - cryptography-secured blockchain makes data-tempering highly unlikely;
- Protect their identity - no central entity can compromise your identity.

Vision:

Cryptocurrency in Every Wallet™.

In our journey to achieve this vision, we are:

- Redefining how money is being moved, spent and invested, and
- Democratizing blockchain technology by designing beautiful, simple and useful financial services that have a lasting, positive impact on people's lives.

Problem Statement and Our Strategy

Key Challenges in Driving Crypto Adoption

We see the following key challenges in driving crypto adoption:

	User Experience	Poorly designed user experience does not delight or satisfy mainstream users
	Value Proposition	Weak value propositions do not incentivize people to use crypto for purposes other than speculative trading
	Complexity	Difficult to understand and invest for new-to-crypto users
	Security	Damaged user confidence from crypto-related fraud and theft

Our Strategy

To tackle the challenges above, we are offering products along 3 verticals:

1. **Payment**
2. **Trading**
3. **Financial Services**

Our strategy is to leverage **payment solutions as the primary tool for driving adoption and user acquisition**, while building **trading and financial services solutions as the major sources of revenue**. This strategy creates and self-sustains a virtuous cycle: payment channels bring users onto the platform, whereas trading and financial services generate revenue that can be reinvested into payment.

Our product solutions across three verticals are building up a sustainable ecosystem that serves our mission: *Accelerate the World's Transition to Cryptocurrency*.



Commitment to Security & Compliance

Building trust is the cornerstone of our commitment to our customers - we believe that security and compliance are the foundations of achieving mainstream cryptocurrency adoption.

Crypto.com is the first cryptocurrency company in the world to have ISO/IEC 27001:2013, ISO/IEC 27701:2019, PCI:DSS 3.2.1, Level 1 compliance and CCSS.



ISO/IEC 27701:2019 Certification is the “Gold Standard” for privacy risk management (the audit was conducted by SGS, a leading inspection verification and certification company recognized globally).



ISO/IEC 27001:2013 Certification is the “Gold Standard” for information security management (the audit was led by Bureau Veritas, a global leader in Testing, Inspection and Certification).



PCI:DSS (Payment Card Industry: Data Security Standard) outlines a set of strict requirements set by the payment card industry and is designed to ensure that organizations which process, store or transmit credit card data maintain a highly secure environment, and uphold the highest data security and privacy standards. Level 1 is the highest level of certification.



CCSS (Cryptocurrency Security Standard) covers a series of strict security requirements of an information system that stores, transacts with, or accepts cryptocurrencies and applies to all information systems that make use of cryptocurrencies, including exchanges, web applications, and cryptocurrency storage solutions.

We have completed a detailed security assessment, which included external penetration testing, threat modeling through to risk control reviews. In addition to our own extensive analysis, we have also engaged the Kudelski Blockchain Security Center to conduct a thorough external security test and full threat modeling exercise to ensure the completeness of their security controls.

For more information on our security & compliance standards, please visit our [website](#).



Support of Fiat Institutions

In our journey to achieve the vision of Cryptocurrency in Every Wallet™, we are also actively enlisting the support of fiat institutions and helping them to include or involve cryptocurrency in their offerings in a compliant, secure & cost-effective manner.

For example, one of the first products we have launched is the Visa Card as an approved VISA program manager. Cardholders can conveniently spend & withdraw the fiat equivalent of their cryptocurrency online or offline at 50+ millions of VISA-approved merchants worldwide.

As another case in point, our native blockchain solution - *Crypto.com Chain* - not only caters to retail users who want to spend any crypto anywhere for free, but also speaks to fiat institutions who face cryptocurrency-related challenges. For instance, *Crypto.com Chain* will help fiat institutions in areas such as:

- safe custody of cryptocurrencies;
- control of price volatilities of cryptocurrencies;
- timely and cost-efficient on-chain / off-chain settlement;
- management & support of multiple cryptocurrencies.

Crypto.com Solutions Overview

Below is an overview of the products we offer along three verticals:

- 1. Payment** - Crypto.com Pay, Visa Card
- 2. Trading** - Crypto.com App, Crypto.com Exchange
- 3. Financial Services** - Decentralized Finance Products, Crypto Earn, Crypto Credit

Crypto.com Chain, our native blockchain solution, is the key tech that powers the payment pillar and will later support our trading and financial services products. In particular, the *Crypto.com Chain* blockchain protocol is the backbone behind Crypto.com Pay, our mobile payment solution.

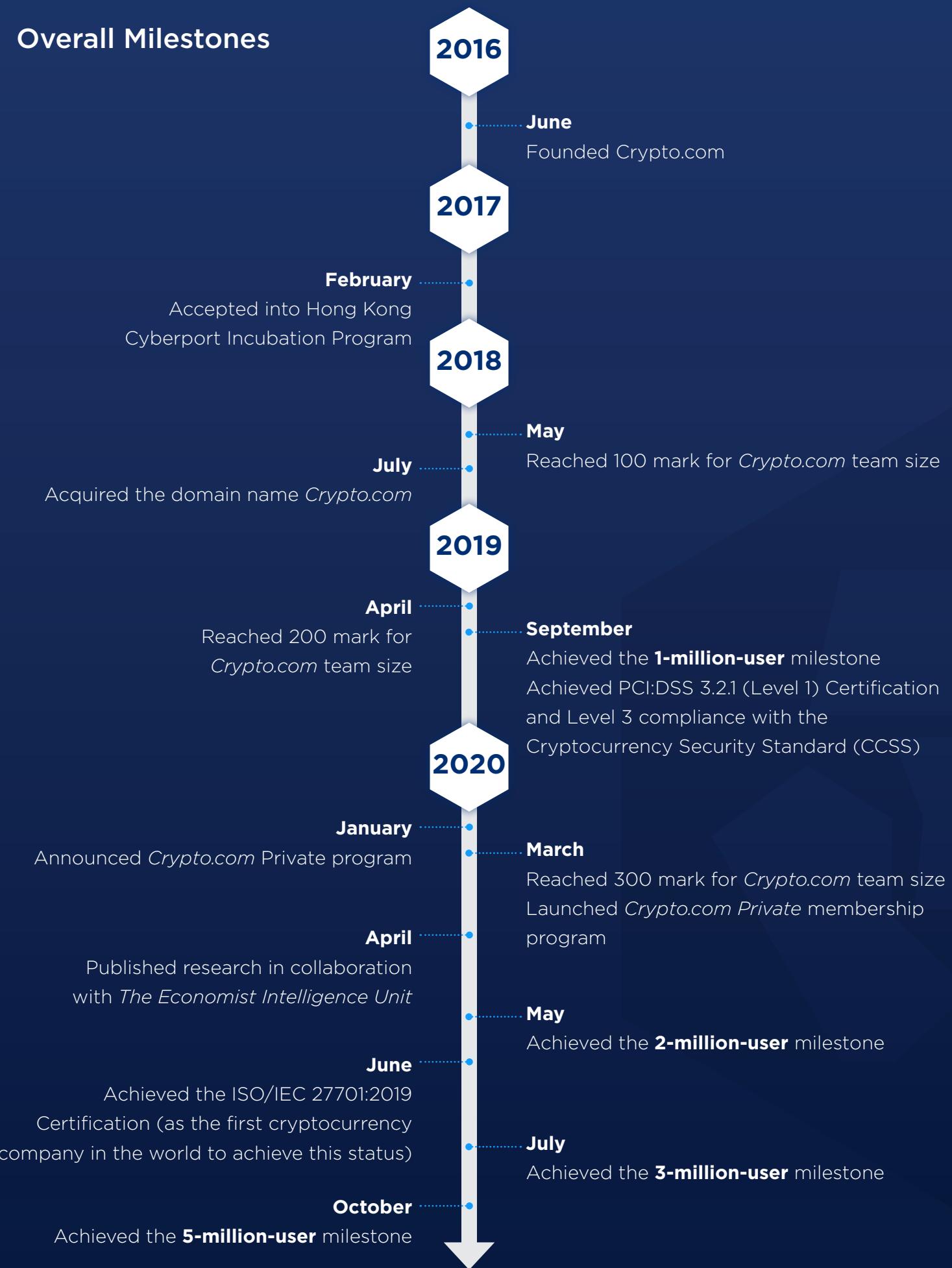
Crypto.com Coin (CRO) - the native token of *Chain* - will power all of our products and offer rich token utility across different use cases (see section on Token Utility below).

1 Payment  Crypto.com Pay <small>Powered by Crypto.com Chain</small>	2 Trading  Crypto.com App  Crypto.com Exchange <small>Powered by Crypto.com Chain</small>	3 Financial Services  De-Fi Offerings  Crypto Earn  Crypto Credit <small>Powered by Crypto.com Chain</small>
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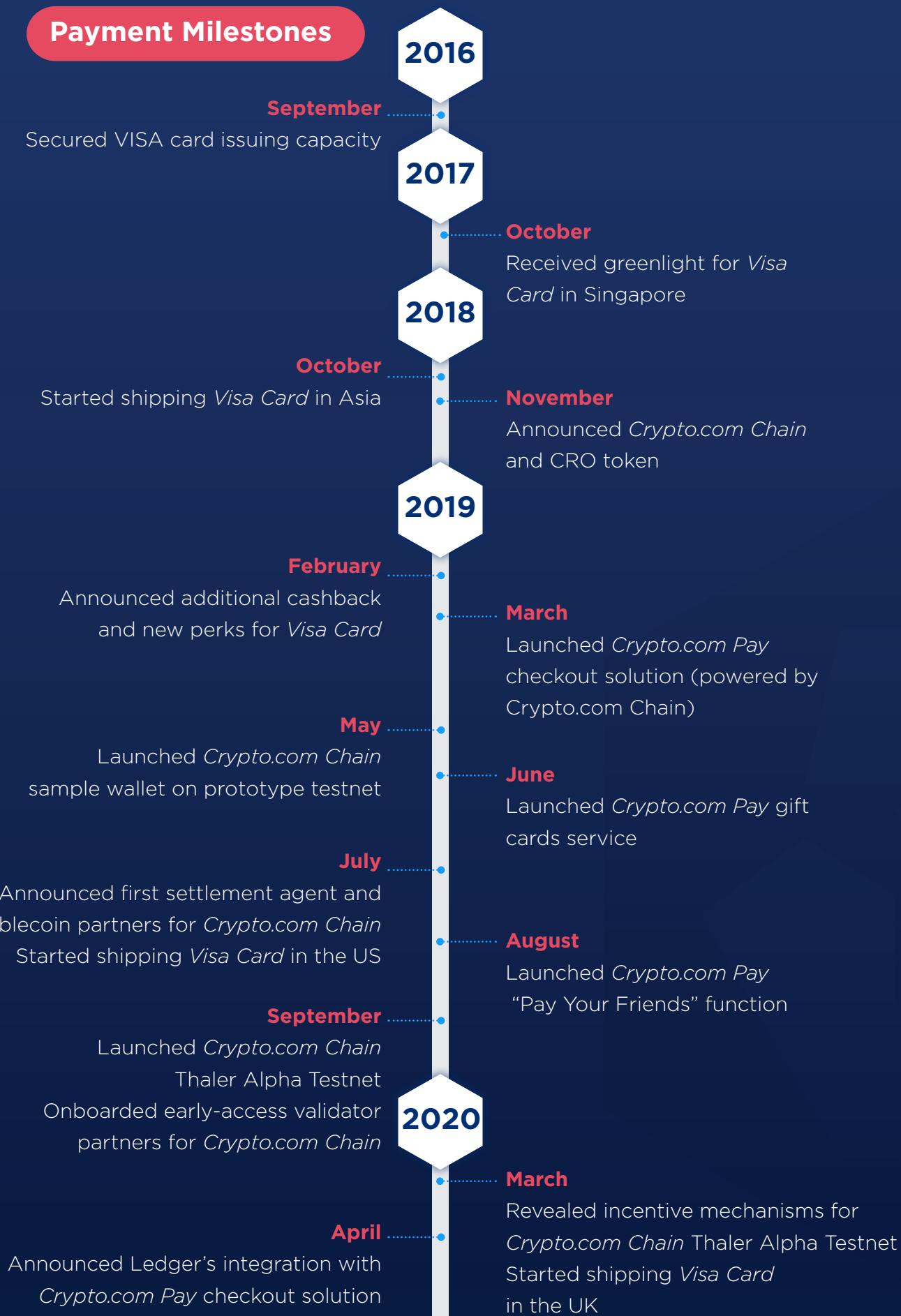
Powered by **Crypto.com Coin (CRO)** token

Since our founding, we have achieved the following milestones thanks to the support of our community:

Overall Milestones



Payment Milestones



2020
May

 Launched *Crypto.com Pay*

Airtime Top-Up

 Received commercial license for use of Intel® SGX in *Crypto.com Chain*

 Started shipping *Visa Card* in the EU

 Received greenlight for *Visa Card* in Canada

 Launched *Visa Card White-Label Program*
June

 Launched *Crypto.com Chain Block Explorer v2.0*

Trading Milestones

2016
October

 Built the first prototype of *Crypto.com App*
2017
August

 Announced the go-live of *Crypto.com App*
2018
May

 Launched the open beta program for *Crypto.com App*
2019
November

 Launched *Crypto.com Exchange* beta version

December

 Launched *The Syndicate* on *Crypto.com Exchange*
2020
June

 Completed key *Crypto.com Exchange* infrastructure upgrades

Financial Services Milestones

May

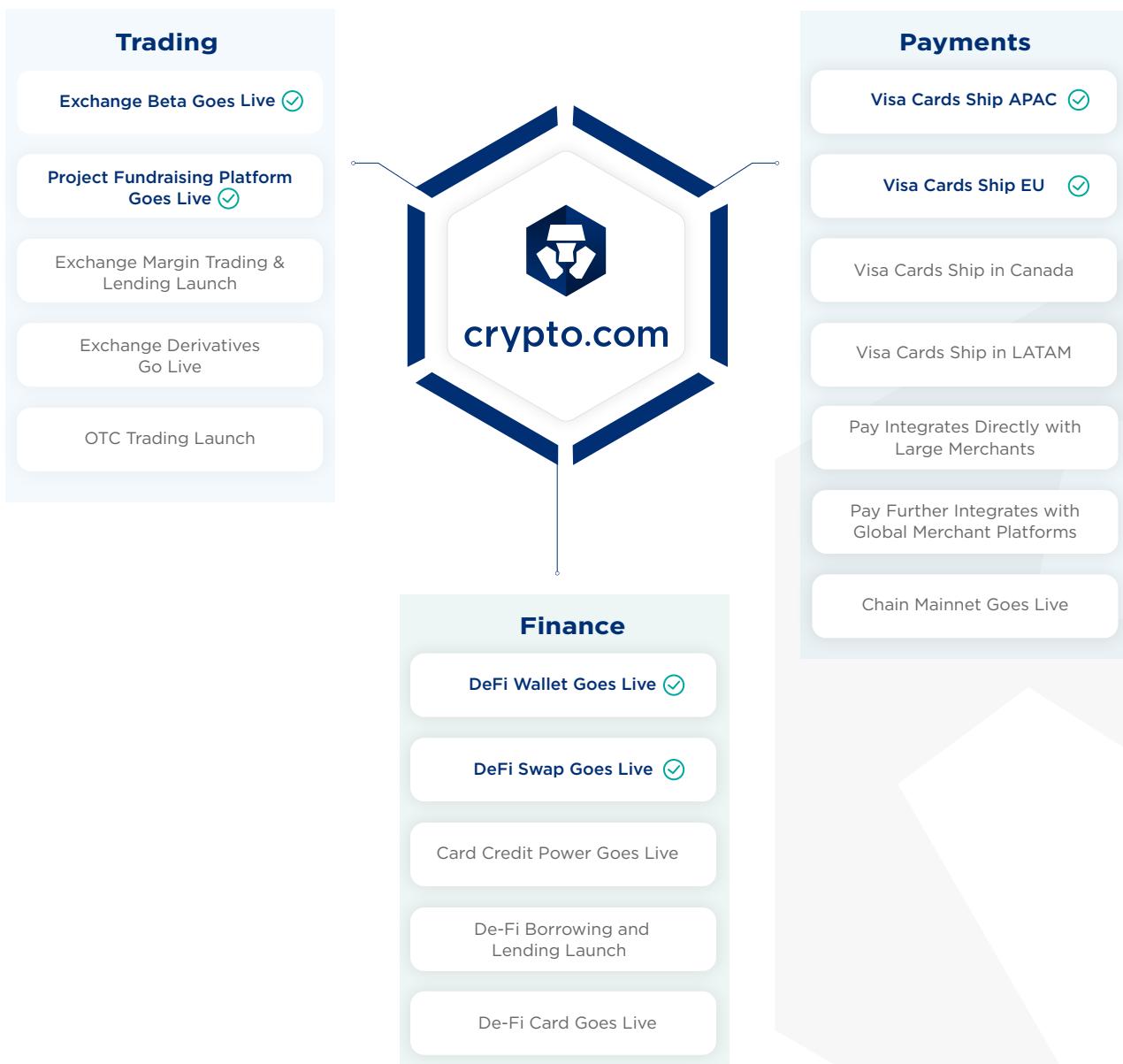
 Launched *Crypto Earn* and *Crypto Credit*
May

 Launched the *Crypto.com (Non-Custodial) Wallet*
September

 Launched *DeFi Swap*

We are excited and ready to continue building & improving solutions for our users. Below is our product roadmap:

Crypto.com Ecosystem Roadmap



Crypto.com Solutions - Payment



Value Proposition

Crypto.com Pay is a mobile payment service that lets you pay in and/or receive cryptocurrency anywhere, anytime for free. This product is powered by *Crypto.com Chain*, our native blockchain solution (see section below for details).

Crypto.com Pay delivers the following value propositions:

- A. Low or no fees.** Users pay zero processing fees for settlements in crypto, or save up to 80% on fees versus typical payment processors;
- B. Low volatility & low risk** offered by letting users accept cryptocurrency and/or get paid in their preferred fiat currency;
- C. Easy to set up**, view and manage payments in a matter of minutes;
- D. For developers. By developers.** We've made it easy to start accepting cryptocurrencies with just a few lines of code.

Crypto.com Pay comes with a suite of offerings, which are introduced in details in the following pages:

1. Pay Checkout
2. Pay Gift Cards
3. Pay Airtime Top-Up
4. Pay Your Friends

User Experience

Pay Checkout

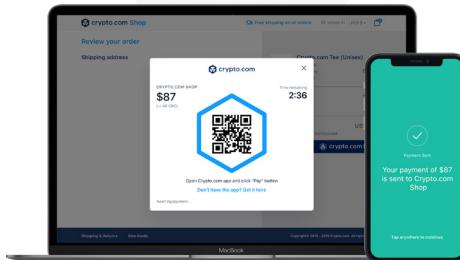
Pay Checkout lets customers check out and pay in crypto and/or merchants to receive crypto as an additional payment option. It delivers the following benefits for merchants and customers:

	MERCHANTS	CUSTOMERS
Cost	Reduced Transaction Costs (0% Fees) Vs 1-3% fees with other payment methods	Ability to spend any cryptos online for free
Traffic	Additional revenues New set of high-value customers Customer incentives to drive transactions	Strong Incentives for purchase 20% cashback, up to \$50 per customer
Experience	Easy integration with documentation guide Merchant dashboard to track/reconcile transactions	Smooth 2-tap mobile payment with Crypto.com App
Settlement /Compliance	Instant transaction settlement (in crypto) and T+2 in fiat Highly compliant way to receive crypto	Instant payment confirmation and debit Secure and compliant platform to pay with crypto

Pay Checkout is easy and intuitive to use for merchants and customers:

1. The customer pays in crypto by choosing “Crypto.com Pay” on the checkout page at the merchant’s.
 2. The customer is presented with a QR code and scans to pay - either with Crypto.com App or with a supported decentralized wallet.
 3. The customer’s account is debited.
- The merchant receives payment instantly in fiat currency or cryptocurrency of their choice in their business account with Crypto.com.

On one hand, the customer experience is designed to be effortless, and each payment can be completed with a few taps on their mobile phone. On the other hand, merchants can implement Crypto.com Pay with a few lines of code from our SDK and have flexibility in accepting both fiat and cryptocurrencies.



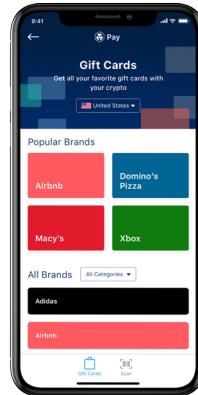
Our team is working to expand the list of merchants that integrate with Crypto.com Pay, with our selected partners below:



Pay Gift Cards

With *Pay Gift Cards*, *Crypto.com App* users can shop at worldwide prominent brands with crypto and get cashback in CRO with each purchase.

We offer gift cards from brands in different categories including airlines, hotels, games, fashion, food and beverage, general retail, telecommunication, gas and diesel, entertainment, taxi services, and grocery. Users can find renowned brands such as iTunes, Google Play, Amazon, Starbucks, Nike etc.¹ with more brands around the world being added to the catalogue continuously.



Pay Airtime Top-Up

Pay Airtime is a feature that enables *Crypto.com App* users to pay for mobile airtime top-up via *Crypto.com Pay* in cryptocurrencies such as BTC, ETH, XRP, LTC and CRO.



With a few clicks in the *Crypto.com App*, users can top up airtime for mobile numbers offered by over 340 prepaid mobile network operators, including T-Mobile, Vodafone, Airtel, Orange, Verizon & others, in over 100 countries. Users also have options to top up their mobile phone or for the others, anytime and anywhere.

Pay Your Friends

Pay Your Friends allows users to pay back their friends in crypto and earn rewards by doing so. Users can pay their friends in any cryptocurrency for free. Alternatively, if a user pays friends back in CRO tokens, the sender will be rewarded with up to 10% cashback on this transaction.²



What we want to achieve with *Pay Your Friends* is to give our users a reason to bring all their friends into cryptocurrency. The user experience is instantaneous & free - the more users get a chance to experience it, the closer we get to global adoption.

¹The availability of gift card brands varies by jurisdiction. Crypto.com does not have any direct partnership with the brands/merchants offered.

²Cashback limits apply

Crypto.com Chain

Value Proposition

Crypto.com Chain is the next-generation public blockchain that enables transactions worldwide between people and businesses. It is also the technology that powers *Crypto.com Pay*, our mobile payment solution (see section above), and will be used to power our trading & financial services offerings in the near future.



crypto.com

— CHAIN —

Crypto.com Chain has the following key value propositions:

- 1. Secure:** Fault-tolerant design making the Chain resilient and safe;
- 2. Instant & Low-Cost:** Chain delivers instant transaction confirmation coupled with minimal fees;
- 3. Permissionless:** Chain is an open-sourced project that welcomes any party to join the network and/or contribute to the code development.

Roles & Incentives

Different parties will be able to join & use Crypto.com Chain with different incentives:

Participant	Roles in the network	Incentives
Customers	To make payments in cryptocurrency	<ul style="list-style-type: none"> ● discounts: pay with crypto and receive generous cashback funded by the network ● access (time): instant access to cryptocurrency ● access (distribution): ability to spend cryptocurrency directly from their customer crypto-exchange account / wallet at millions of merchants, both online or offline, without moving to fiat
Merchants	To receive payments in cryptocurrency	<ul style="list-style-type: none"> ● reduced costs: zero processing fees; ● business growth: acquire high quality customers with substantial spending power; ● marketing: offer customers network-funded discounts and demonstrate ability to move with a new trend
Settlement Agents	To settle between different currencies	<ul style="list-style-type: none"> ● revenue: earn fees for activities performed
Validators (Council Nodes)	To validate and commit blocks (containing transaction info) to the chain	<ul style="list-style-type: none"> ● revenue: earn fees for activities performed

Technology

Crypto.com Chain Technology Overview

Please refer to the [Crypto.com Chain Technical Whitepaper](#) for an overview on topics including:

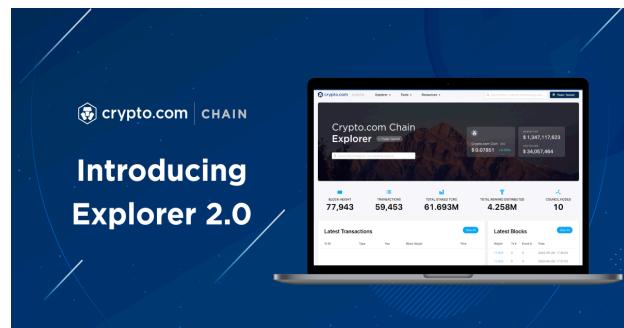
- architecture;
- consensus;
- governance;
- security;
- privacy; and
- other key technical design topics.

More tools & information for developers could be found on the

[Crypto.com Chain website](#).

Crypto.com Chain Thaler Testnet & Block Explorer

The *Crypto.com Chain* Thaler Testnet is live and we welcome all interested parties to explore and experiment. The name “Thaler” dates back nearly 500 years, referring to a silver coin that brought trading activities across Europe to unprecedented heights. Thaler came to symbolize the power of money as a common language to denominate value. *Crypto.com Chain* adopts the “Thaler” name to pay homage to the legacy of money, with the vision to take payment to the next level.



To better share network information, [*Crypto.com Chain Explorer 2.0*](#) was unveiled together with a revamped [*Crypto.com Chain website*](#). By allowing anyone to review the Thaler Testnet on-chain activity, including node staking and governance, the new *Crypto.com Chain Explorer* marks an important milestone on our road to mainnet and supports our decentralized and permission-less vision for the network.

Tendermint as the Consensus Engine

We have decided to choose Tendermint - a byzantine fault tolerant (BFT) consensus protocol³ - as the consensus engine for *Crypto.com Chain*. We are also an active contributor to the Tendermint Rust-abci library.

The decision to use Tendermint was based on the following reasons among others:

1. Solid performance in testing
 - a. During our internal testing, we have obtained throughputs of transactions-per-second (TPS) reaching hundreds;
 - b. An earlier version of Tendermint was rigorously tested by Jepsen.io, which sets it apart from newly-proposed algorithms that are yet to be thoroughly tested;

2. Track record of adoption: Tendermint has been in continuous development since 2014, and has been adopted by several high-profile projects⁴;
3. Broad use cases: Unlike some blockchain systems that are confined to consortium networks, Tendermint caters to both permissioned and public network;
4. Flexibility: Tendermint has a fairly modular architecture, and offers flexibility on which and how applications are developed on top of it.

Network Decentralization

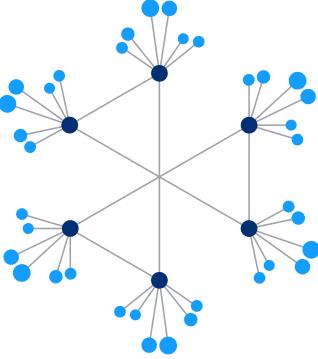
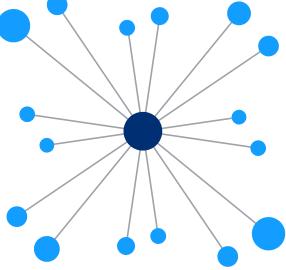
Crypto.com Chain is being built with complete decentralization in mind - *Chain* is a permissionless network, meaning that anyone can participate in the network if they wish to do so. *Crypto.com Chain* is open-source on Github with documentation [here](#).

In the long-term, *Crypto.com Chain* will be able to run without CRO Protocol Labs entities as we develop the key pieces of architecture and technology to enable it:

- Trust-less mechanisms to increase access to transaction validation nodes,
- Built-in and proven security protocols to keep bad actors at bay,
- Balanced incentives for valued added contributors and disincentives for free-riders,
- Upgradability and flexibility of the chain through community code contributions.

³ See the [Cosmos Whitepaper](#) for details

⁴ See [List of projects in Cosmos & Tendermint Ecosystem](#)

	Crypto.com	Fiat
Cost	Free	2 - 3%
Settlement	Instant	T + 2 -> 7
Network	 Decentralized Network No single authority server controls the nodes, they all have individual entity	 Centralized Network All the nodes are connected under a single authority

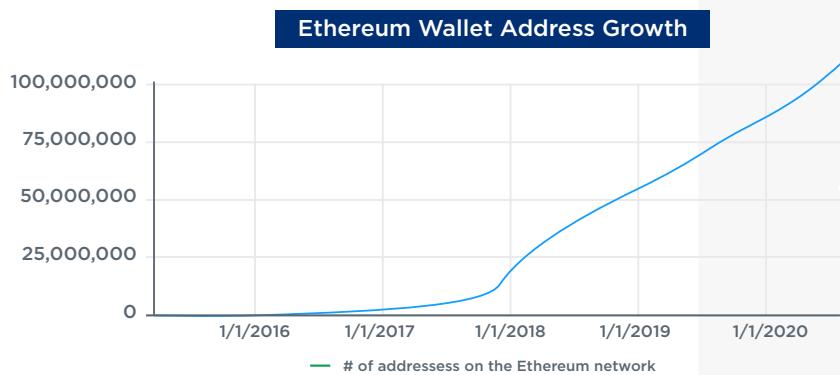
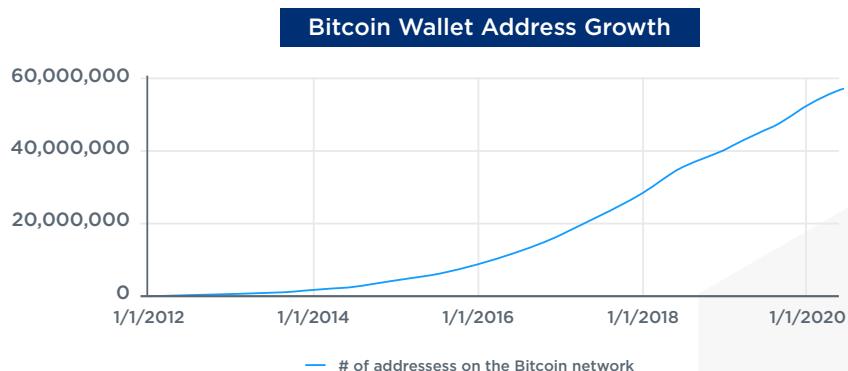
Network Potential

Blockchain technology and cryptocurrencies are relatively new concepts. Since Bitcoin's initial release in 2009, the awareness and acceptance of blockchain & cryptocurrencies have been steadily on the rise. We are pleased to see that crypto has received the interest and support of established institutions, with recent news such as Facebook's launch of its Libra project and Paypal's confirmation that it is developing cryptocurrency capabilities. We believe that such favorable developments in the industry will continue to increase the recognition of cryptocurrencies and fuel the growth of the industry.

On a related note, the accelerated experimentation of Central Bank Digital Currencies (CBDCs) by governments around the world indicate a strong interest in digital currencies as a whole. Our research & insights team have supported The Economist Intelligence Unit (EIU) in a white paper titled [Digimentality –Fear and Favouring of Digital Currency](#), which outlines the findings from our research on consumer attitudes towards digital currencies. We have observed that 85% of survey respondents have owned, used or heard of decentralized digital currency (such as a cryptocurrency), indicating increased public awareness.

Another indicator on the potential of cryptocurrencies is the exponential growth in the number of wallets. Bitcoin and Ethereum wallet creation have experienced explosive growth (>10x) respectively from 2013 to 2015 and 2016 to 2018. We expect wallet creation growth to continue in the future but with a significantly more moderate CAGR down to 30-40% in the later years. Our research & insights team have used on-chain data to reach the estimate that the Bitcoin & Ethereum wallet addresses map to around 66 million crypto owners worldwide in 2020 (see [this report](#) for details on methodology), which is a sizable user-base considering both networks are around or less than a decade old at the time of the estimate.

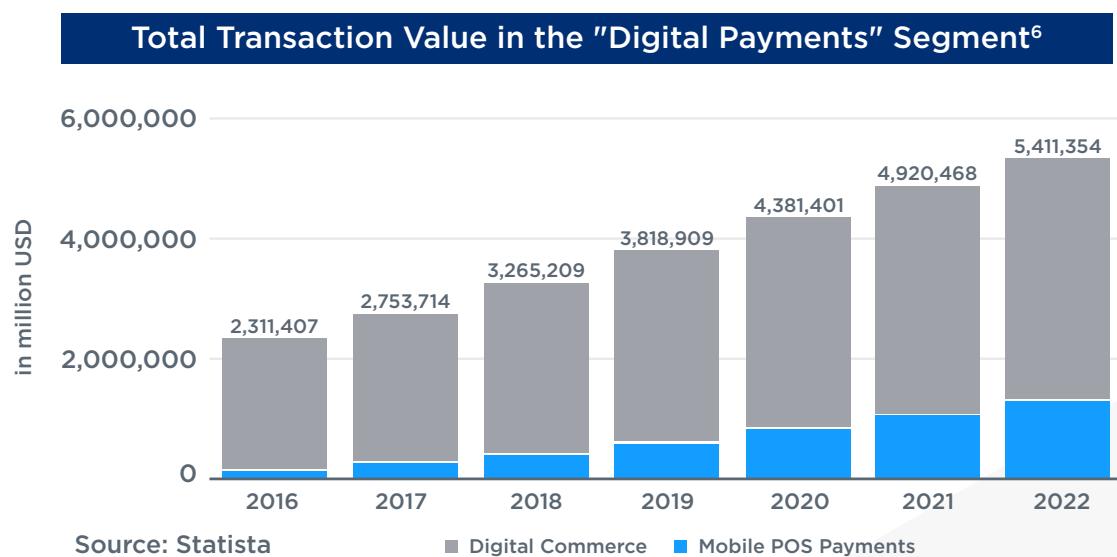
Historical growth of Bitcoin and Ethereum Wallet



Leveraging the Bitcoin/Ethereum wallet creation growth forecast, and discounting users with multiple wallets as well as overlap between each blockchain wallets, we expect crypto users to grow to 250 to 400 millions by 2022⁵.

⁵Based on historical growth of Bitcoin and Ethereum wallets (2:1 ratio in contribution) and decreasing expected future growth down to 35% in the last year

Total Digital Payments segment expected to be \$5+ trillion USD by 2022, amongst which crypto payments could represent 2-3%⁷ of total payment volume (\$100-150 billion USD).



⁵ Based on historical growth of Bitcoin and Ethereum wallets (2:1 ratio in contribution) and decreasing expected future growth down to 35% in the last year

⁶ The Digital Payments market segment is led by consumer transactions and includes payments for products and services which are made over the Internet as well as mobile payments at point-of-sale (POS) via smartphone applications.

⁷ Similar to the payment market penetration of the first mobile payment player entrant in a large market after 4-5 years

Visa Card

Value Proposition

Customers typically face the following pain points when trying to buy & spend with cryptocurrencies:

1. Lack of places to transact with crypto;
2. Having to endure long lead times (3-4 days) for processing;
3. Being charged significant FX fees (up to 5% of purchase amount) by financial institutions when spending abroad with regular fiat debit or credit cards.

The Visa Card addresses these pain points by allowing cardholders to:

- A. Transact without annual fees** at 50+ millions VISA merchant locations worldwide;
- B. Enjoy instant top-up and payment completion** without waiting time;
- C. Spend overseas at interbank exchange rates** without markups;
- D. Benefit from amazing perks** associated with the card.



User Experience

The *Visa Card* offers benefits that challenge the world's best credit cards. Users can apply for different tiers of VISA cards that offer different perks:

	CRO Requirement*	CRO Cashback**	Card Benefits (while staking***)	Card Limits
Obsidian 	1,000,000 CRO Buy and stake this many CRO tokens for 6 months.	8% Cashback Reduces to 2% unless staking is renewed.	<ul style="list-style-type: none"> ✓ Crypto.com Private ✓ 100% reimbursement of Netflix, Spotify, and Amazon Prime memberships# ✓ 10% reimbursement of Airbnb and Expedia expenses# ✓ Airport lounge access + 1 guest Private Jet Partnership 	<ul style="list-style-type: none"> • \$1,000 USD / month free ATM withdrawals • Unlimited foreign currency transactions
Icy White Frosted Rose Gold 	100,000 CRO Buy and stake this many CRO tokens for 6 months.	5% Cashback Reduces to 1.75% unless staking is renewed.	<ul style="list-style-type: none"> ✓ Crypto.com Private ✓ 100% reimbursement of Netflix, Spotify, and Amazon Prime memberships# ✓ 10% reimbursement of Expedia expenses# ✓ Airport lounge access + 1 guest 	<ul style="list-style-type: none"> • \$1,000 USD / month free ATM withdrawals • \$20,000 USD / month foreign transactions
Jade Green Royal Indigo 	10,000 CRO Buy and stake this many CRO tokens for 6 months.	3% Cashback Reduces to 1.5% unless staking is renewed.	<ul style="list-style-type: none"> ✓ 100% reimbursement of Netflix and Spotify memberships# 	<ul style="list-style-type: none"> • \$800 USD / month free ATM withdrawals • \$10,000 USD / month foreign transactions
Ruby Steel 	1,000 CRO Buy and stake this many CRO tokens for 6 months.	2% Cashback Reduces to 1% unless staking is renewed.	<ul style="list-style-type: none"> ✓ 100% reimbursement of Spotify membership# 	<ul style="list-style-type: none"> • \$400 USD / month free ATM withdrawals • \$4,000 USD / month foreign transactions
Midnight Blue 	FREE No CRO token purchase or staking required.	1% Cashback	-	<ul style="list-style-type: none"> • \$200 USD / month free ATM withdrawals • \$2,000 USD / month foreign transactions

Notes:

* "Stake" or "Staking" means the holding of CRO in your Crypto.com App for 6 months;

** Once the initial 6-month CRO staking period ends, the benefits of each tier will be reduced. To keep enjoying all these rewards and benefits, the CRO staking has to be renewed.

*** CRO Cashback is paid in CRO token to your wallet in the Crypto.com App. Transactions on digital wallets, digital banking services, crypto exchanges, stored value products, money remittance services are excluded from the CRO rewards program;

This offer is launched by Crypto.com independently and there is no partnership between Crypto.com and the merchants in this offer. Crypto.com has the sole discretion to modify this offer at any time. Maximum reimbursements per month:

- Spotify: USD 12.99 equiv. - Netflix: USD 12.99 equiv. - Expedia: USD 50 equiv. - Amazon Prime: USD 12.99 equiv. - Airbnb: USD 100 equiv.

The Visa Card could be managed via the *Crypto.com App* (see section below for details). In the app, users could complete card application, view card details, track card spending records, receive eligible card rewards etc.

Crypto.com Solutions - Trading

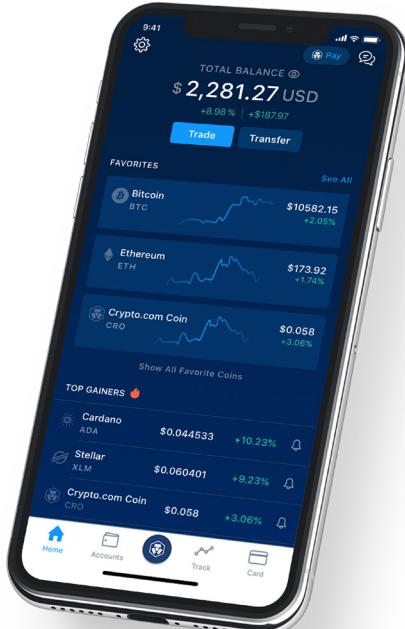
Crypto.com App

Value Proposition

Crypto.com App delivers the following value propositions:

- A. **One-stop shop to buy, sell, store, send & track cryptocurrency** in a secure and convenient way with a few taps on their mobile phones;
- B. **The only place to buy crypto at true cost** - Crypto.com's proprietary Vortex Trading Engine pools liquidity from major exchanges globally and routes orders to them to ensure the Best Execution Price. Coupled with our increasing coverage of fiat top-up channels and convenient app interface, this makes Crypto.com App the best place to buy crypto.

Special promotion: The 3.5% credit/ debit card fee will be waived for cryptocurrency purchases for all users until the end of September.



User Experience

Buy & Sell Crypto

Users can buy crypto with their fiat wallets and/ or with a credit or debit card. The *Crypto.com App* supports 7 fiat and 55 cryptocurrencies.

Send Crypto

Users can send crypto to *Crypto.com App* users instantly without fees, or withdraw crypto to external wallet addresses with minimal fixed fees.

Track Crypto

Users can monitor 200+ coins at their fingertips in the coin tracking tab. Metrics available include prices, volume, market cap, % change and more that are refreshed frequently and up-to-date. The app also presents charts in dual currencies (USD, BTC) and different time frames (8H, 1D, 1W, 3M, 6M).

Manage the Visa Card

The Crypto.com App enables users to apply for and manage their **Visa Card** and enable spending of their cryptocurrency in the online and offline world at more than 40 million VISA merchants worldwide. Supported app functions include:

- Convert cryptocurrency into fiat ready for spending (including USD, EUR, GBP, SGD, HKD, JPY, AUD)
- Enable card withdrawal, freeze/ unfreeze card
- Upgrade card tier etc.

Crypto.com Exchange

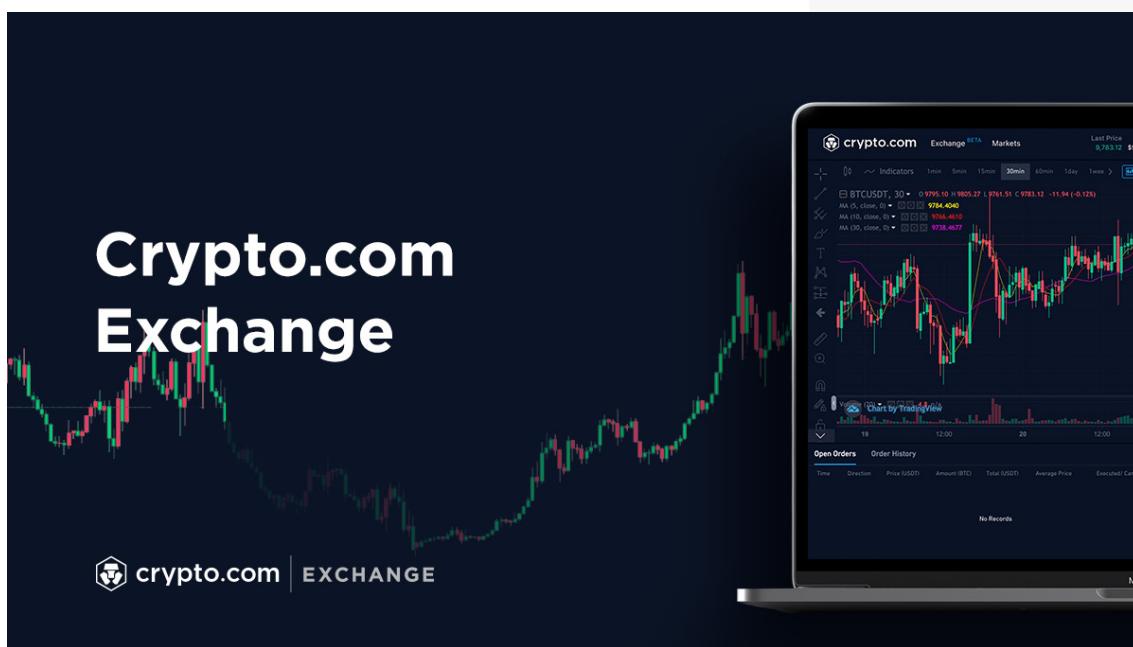
Value Proposition

Crypto.com Exchange lets users trade crypto at ease with the following value propositions:

- A. **Deep liquidity** with access to the best execution prices;
- B. **Competitive fees** offered with high volume accounts trading for free (after CRO staking discount);
- C. **Engaging events** provided such as discounted token distributions (Syndicate) and trading activity-driven competitions (Trading Arena);
- D. **Institutional-grade infrastructure** that powers high-availability, fully-resilient and horizontally-scalable components.

Crypto.com Exchange debuted with the spot trading functionality, with more features & promotions being added to the platform to deliver a suite of trading-related services for retail & corporate users alike.

Furthermore, *Crypto.com Exchange* helps to facilitate CRO liquidity with CRO trading pairs and CRO-related activities (see section below for details).



User Experience

Spot Trading

Crypto.com's proprietary Vortex Liquidity Engine ensures that customers have access to deep liquidity pools and best execution prices on the *Crypto.com Exchange*. Retail & corporate users can trade on the exchange via the desktop interface or via the exchange API.

Crypto.com Exchange supports trading pairs for cryptocurrencies with leading market capitalization and volume such as BTC, ETH, XRP, LTC, USDC and more, as well as CRO token - the native currency of *Crypto.com Chain* (see section below for more details on the CRO token).

The fees on the exchange are based on trading volume and CRO staking. The higher the volume and/ or the higher the amount of CRO staked, the lower the trading fees. In addition, users enjoy trading fee discounts if they pay the fees in CRO. Please refer to [this webpage](#) for our detailed fees & limits schedule.

Syndicate

The Syndicate is a discounted token offering platform on *Crypto.com Exchange*, powered by the CRO token.

The Syndicate helps projects raise awareness and drive user education. The listing project can provide an allocation of their own token for distribution on the *Crypto.com Exchange* users with up to a 50% discount. All proceeds from the sale are passed back to the projects. CRO holders receive priority token allocation for these events.

Staking Benefits

Crypto.com Exchange can enjoy benefits provided by two types of staking services:

1. CRO stake-and-earn:

Users can stake CRO for 180 days on the Exchange and earn up to 20% in interest annually.

2. Soft-staking for idle balance:

Crypto.com Soft Staking offers users a new way to earn rewards up to 5% in interest annually on cryptocurrencies held in the Exchange. Rewards are offered on a flexible term - no “lock-up” is required. The soft-staking maximum limit varies depending on the currency, and users with more CRO staked on the Exchange are eligible for higher limits.

Other Features & Promotions

Crypto.com Exchange debuted with spot trading, and more features are being planned including margin trading, derivatives etc.

In addition, *Crypto.com Exchange* offers a stream of new-user promotional campaigns. Promotions we have launched include 2% additional deposit bonus (for first 30 days), 0% trading fees (for first 90 days) etc.

Crypto.com Solutions - Financial Services

Decentralized Financial Services

Crypto.com DeFi Wallet

Value Proposition

To take one more step towards letting users better safeguard their money, data and identity, we have launched the *Crypto.com DeFi Wallet*, which is a non-custodial wallet app that allows users to gain full ownership of their private keys.

Crypto.com DeFi Wallet offers the following value propositions:

- A. **Decentralized** product giving users full control of private keys (and crypto) are placed in the hands of users;
- B. **Secure** wallet protected by the encryption of private keys on the user's device, combined with passcode, biometrics and 2-factor authentication;
- C. **Flexible** transactions with customizable confirmation speed and network fees;
- D. **Convenient** connection to the Crypto.com App to easily access the diverse crypto financial services offered by Crypto.com.



The image shows a smartphone displaying the Crypto.com DeFi Wallet application. The screen has a dark blue background. At the top, it shows the balance '\$ 33.14 USD'. Below this are two large blue circular buttons labeled 'Send' and 'Receive'. Underneath these buttons, there is a list of three cryptocurrencies with their current values:

- Stellar: 161.3876867 XLM, \$11.08
- Crypto.com Coin: 100.663457 CRO, \$6.38
- Ripple: 31.38757 XRP, \$6.31

crypto.com | WALLET

**Your Keys.
Your Crypto.**

Now Available

crypto.com

Note: *Crypto.com DeFi Wallet* (non-custodial) and *Crypto.com App* (custodial - see section above) are two mobile applications that target different use cases.

	Crypto.com Wallet (Non-custodial Wallet)	Crypto.com App (Custodial Wallet)
Advantages	<p>You have 100% control over your crypto and your private keys</p> <p>We do not require you to prove your identity so risk of data breach is lower</p>	<p>If crypto transfers are made within Crypto.com ecosystem, you will not be charged any fees</p> <p>No major effect if you lose your private keys or recovery phrase, easy to regain access again via our support team</p>
Disadvantages	<p>You need to pay transaction fee as the transactions are on-chain and you have to wait for the transaction to be confirmed</p> <p>If you lose your recovery phrase, you will not be able to access your wallet and crypto</p>	<p>You need to prove your identity and perform KYC (know your customer, ID verification)</p> <p>Your wallet is not fully decentralized as Crypto.com is the wallet custodian</p>

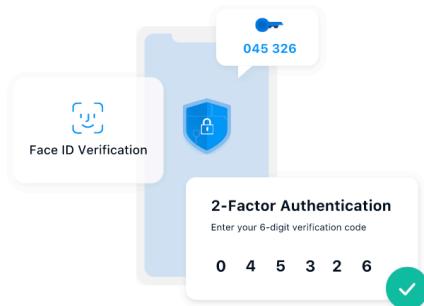
User Experience

Crypto.com De-Fi Wallet is designed for all level of crypto users - beginners will feel at ease as they are gently guided towards making their first transaction, while experienced users will notice significant improvements to common features found on other crypto wallets (in particular, backup recovery phrase and sending/receiving crypto). The wallet supports BTC, ETH, CRO, LTC, XRP, XLM, other ERC-20 tokens with more tokens to be progressively added.

To get started, users could download the *Crypto.com De-Fi Wallet* mobile app and follow these simple steps:

1. Select a wallet creation method:
 - a. Create a new wallet

- b. Import an existing wallet (for users who already have an existing wallet created on other applications, they can easily import such wallets with a 12/18/24-word recovery phrase)
 - c. Connect to Crypto.com App (for existing *Crypto.com App* users)
2. Accept our Legal Terms & Conditions and Privacy Notice
 3. Set up a passcode and enable biometrics authentication and 2FA
 4. Back up the recovery phase



Crypto.com DeFi Swap

DeFi Swap is designed to be the best place to swap and farm DeFi coins at the best available rate, leveraging proven and audited protocols, while offering an outstanding incentive program powered by CRO.

Liquidity Providers (LPs) are generously incentivized for contributing to liquidity pools with Triple Yield through:

- Swap-fee Sharing for LPs;
- CRO DeFi Yield for LPs who also stake CRO;
- Bonus LP Yield for LPs of selected pools.

DeFi Swap follows a constant product formula, where the product of the quantities of two tokens remain the same before and after a swap is performed. The price slippage depends on the ratio and quantity of tokens in the pool.

The DeFi Swap is a decentralized protocol deployed on the Ethereum blockchain. Each transaction record such as on-chain deposits and withdrawals are transparent on the network. The role of Crypto.com is as a provider of technology by contributing to the development of the product. Crypto.com is open-sourcing the core codebase and welcomes the input and decentralized contributions from the community.

For more information about the DeFi Swap, please consult the [DeFi Swap whitepaper](#), and the [DeFi Swap FAQ](#). Users can provide liquidity and / or swap tokens via interacting directly with the [DeFi Swap Web App](#).

Other Decentralized Offerings

Other than the products mentioned above, we have a suite of decentralized products planned in our product roadmap (see section above), including but are not limited to: decentralized borrowing / lending services, decentralized card offerings etc. Some of our offerings will be powered by *Crypto.com Chain*, a decentralized public blockchain.

On a related note, our in-house Research & Insights team are publishing articles & reports on decentralized finance (e.g., De-Fi landscape overview, project deep-dives), which can be viewed online at [this webpage](#). We are continuously publishing more reports to the webpage which can be read by anyone for free. Other than the free reports, *Crypto.com Private* members get exclusive access to our proprietary monthly feature articles (see section on *Crypto.com Private* for more details).

Crypto Earn (part of the Crypto.com App)

Value Proposition

Crypto Earn is a product that lets users who want to capitalize on their holdings while retaining ownership. *Crypto Earn* gives users the freedom to grow their crypto assets and earn up to double-digit interest rates annually on different cryptocurrencies.

User Experience

Crypto Earn is offered within the *Crypto.com App*.

Users can deposit cryptocurrencies and earn interest. Supported deposit tokens are shown in the picture below and more assets will be added regularly.⁸

Tokens in Crypto Earn



Stablecoins



There are three holding term options for users to choose at the time of deposit:

- Flexible holding term
- 1-month fixed term
- 3-month fixed term

Once the deposit is confirmed, interest will start to accrue immediately. Please check the *Crypto.com App* for the latest rates. Users with CRO staked will receive preferential interest rates.

⁸ Token availability varies by jurisdiction

Crypto Credit (part of the Crypto.com App)

Value Proposition

Crypto Credit gives users spending power by enabling them to monetize their crypto assets without the need to sell it:

- A. **Get the credit limit you want**, not what you're given.
- B. **Instant credit** deposited in your crypto wallet and is ready to spend.
- C. **Pay whenever you want** with no statement deadlines.
- D. **No credit check** required.

User Experience

Crypto Credit is offered within the *Crypto.com App*.

Users can deposit cryptocurrencies as collateral to borrow a crypto loan. Supported collateral currencies include BTC, ETH, CRO, XRP, LTC, XLM, EOS with more currencies to be added progressively.

— Supported Collateral Currencies —



bitcoin



ethereum



litecoin



stellar



— Loans —



tether



TrueUSD



USD Coin



PAXOS STANDARD

After depositing the required collateral, the user will receive the loan instantly in their crypto wallet in the *Crypto.com App*. Supported loan currencies include USDT, TUSD, USDC, PAX

Users with CRO staked will receive preferential loan interest rates. Please check the *Crypto.com App* for the latest rate information.

Crypto.com Solutions - Other Services & Benefits

Crypto.com Private



Crypto.com Private is a package of premium rewards and benefits tailored for our Obsidian, Rose Gold and Icy White VISA cardholders. This builds on our existing benefits for these cardholders which include up to 8% cashback on all spending, unlimited LoungeKey™ Airport Lounge Access with a guest, Airbnb and Expedia rebates among other benefits (see section above on Visa Card for detailed description on the card product).

Benefits for All Private Members

All Crypto.com Private Members will have access to a set of crypto-related services:

- **OTC** block trades of CRO
- **Priority access to research reports** published by Crypto.com
- **Inheritance service** i.e., assistance with estate handling related to Crypto.com assets
- **Top industry events access** (with priority access for Obsidian cardholders)
- **Priority customer service**

VISA Card-Related Benefits

Icy White, Rose Gold and Obsidian cardholders will now enjoy:

- **Crypto Earn additional interest** of 2% annually on fixed-term deposits (paid in CRO; not applicable to CRO deposits);
- **Crypto Earn increased account limits** of USD \$2m for Obsidian and USD\$1m for Icy White/Frosted Rose Gold; US\$0.5m for the remaining card tiers;
- **Amazon Prime rebate** of up to US\$12.99/month in membership fees;
- **Welcome Pack** with exclusive Crypto.com branded merchandise.

In addition, Obsidian cardholders will exclusively enjoy the **private jet service** (special perks when travelling with our preferred private jet partner).

Referral Program

Crypto.com App Referral Program

Our *Both Get \$50* referral program provides some of the richest rewards ever seen in the industry. Both referrers and their referred friends receive a \$50 USD bonus (in CRO) with each successful sign-up and CRO-staking for any metal VISA card on the *Crypto.com App*.

Refer & Get \$50 USD



All eligible *Crypto.com App* users can participate in the referral program, with no limits on the number of referrals. Bonuses of the referral program are credited instantly - your referred friends can use their sign-up bonus immediately after they make a valid transaction.

Crypto.com Exchange Referral Program

The *Crypto.com Exchange* referral program offers rewards to both eligible new referred users and the referrers. New users that pass verification and stake a certain amount of CRO are eligible to receive up to USD\$50 equivalent in CRO. Eligible referrers can receive even greater rewards in CRO.

Research & Insights

We have an in-house *Research & Insights* team dedicated to publishing articles, reports and research with the aims to educate more people about the crypto space and establish thought leadership with insightful analysis. The offerings of our research team include:

- **Crypto.com University** ([link here](#)) - educational materials about blockchain and cryptocurrencies, suitable for people who are new to the industry and/ or are looking to level up their knowledge;
- **Crypto.com Research Hub** ([link here](#)) - free, online repertoire where we share our independent views on diverse topic suitable for audiences of different levels of knowledge and/ or interest. We offer a wide range of materials that cater to industry veterans, trading enthusiasts or new joiners alike;
- **Crypto.com Private Feature Articles** - *Crypto.com Private* members get privileged access to our monthly feature articles, along with other exclusive benefits (see the section on *Crypto.com Private* for more details).

Our research team conducts in-house research, as well as collaborates with research partners on certain topics. For example, we supported *The Economist Intelligence Unit* (EIU) on a piece of research to dig deeper into the general public's behaviors and opinions around digital payments - such as drivers, barriers and trust factors - and the evolution of a cashless future. A new interactive digital currency hub is now being hosted on *The Economist* (<https://digitalcurrency.economist.com/>) alongside a white paper titled [Digimentality —Fear and Favouring of Digital Currency](#), which outlines the findings from our research on consumer attitudes towards digital currencies.



CRO Token

Token Creation and Basic Information

Token name	Crypto.com Coin
Token ticker	CRO
Issuing entity	CRO Protocol Labs
Token total supply	100,000,000,000 CRO
Distribution mechanisms	Secondary distribution only. No pre-sale, no public sale, and no ICO (See section below for details on distribution & planned use)
Audit & assessment	Token ERC20 contract and daily distribution smart contract were successfully audited by Quantstamp and Certik

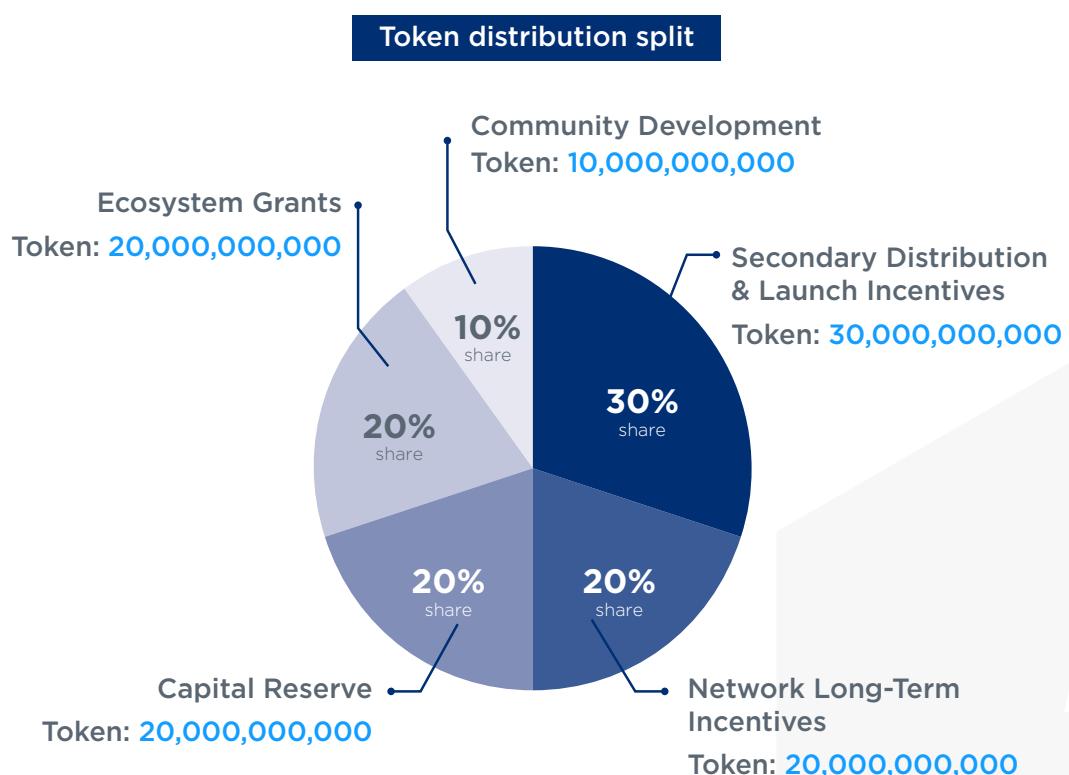

Quantstamp


CERTIK

Token Distribution and Planned Use

Overall Distribution Allocation

We have created 5 multi-signature wallets to securely store CRO tokens allocated for different purposes:



We will create 5 multi-signature wallets to securely store the above token allocations. Wallet addresses below:

Allocation	Addresses
Secondary distribution	0x20a0bee429d6907e556205ef9d48ab6fe6a55531
Network long-term incentives	0x71507ee19cbc0c87ff2b5e05d161efe2aac4ee07
Capital reserve	0x22e4f709fd5e7fe246fbf7e714ae89bdab7e2a5d
Ecosystem grants	0xdada508f9f3c1b4ca39c8794df3a080298ebe9c55
Community Development	0x67703f7d089f3ac7c8c13a18b2381cbd7ee3eded

Freeze of 60% of CRO Supply

The 3 CRO wallets that respectively hold the tokens as *Capital Reserve*, *Network Long-Term Incentives* and *Ecosystem Grants* have collectively 60% of CRO token supply (20% in each wallet). We have decided to take the following actions:

1. Both the wallets for *Capital Reserve* and *Network Long-Term Incentives* will be frozen for 3 years (until November 7th 2022);
2. The wallet for *Ecosystem Grant* will be frozen until the launch of *Crypto.com Chain Mainnet*.



CRO Supply for Secondary Distribution & Launch Incentives

The wallet for secondary distribution and launch incentives (address: 0x20a0bee429d6907e556205ef9d48ab6fe6a55531) is allocated 30% of total CRO supply. This wallet will receive a daily token supply through a smart contract following the below schedule:

Secondary distribution			
Duration	5 years - 1825 days		
Date	Daily from November 14, 2018 onwards, each day from 00:00:00 UTC to 22:59:59 UTC		
Supply	Yearly supply:		
Supply	Period	% of Total Supply	CRO, Billions
	Overall	30%	30
	Year 1	10%	10
	Year 2	8%	8
	Year 3	6%	6
	Year 4	4%	4
	Year 5	2%	2
Supply	Daily supply:		
	Period	% of Total Supply	CRO, Millions
	Year 1	0.027%	27
	Year 2	0.022%	22
	Year 3	0.016%	16
	Year 4	0.011%	11
	Year 5	0.005%	5

Token Utility

The Crypto.com Coin (CRO) token is the native token of *Crypto.com Chain* - our next-generation public blockchain solution. CRO also powers the overall Crypto.com ecosystem, with utility across payment, trading and financial services use cases:

Crypto.com Coin (CRO) Utility



Ecosystem

Exchanges

23 exchanges including:



Wallets

Wallets supporting include:



Staking & Validators

6 partners including:



Technology

2 partners including:



Settlement & Stablecoin

3 partners including:



Crypto.com Team & Organization

Management Profile

Crypto.com was founded and is being led by a team of seasoned management with a proven track record and rich experience:

Co-Founders



Kris Marszalek | Co-Founder & CEO

Seasoned company builder passionate about working with great teams on consumer products. Before starting Crypto.com in 2016, Kris was three-times founder in tech space (e-commerce, mobile LBS app, consumer electronics): CEO at Ensogo, Founder at BEECRAZY (sold for \$21 million USD to iBuy Group in 2013).



Rafael Melo, CPA | Co-Founder & CFO

15+ years' experience in finance, deep understanding of risk, compliance and Mobile Payments ecosystem in Asia. Led fundraising efforts as CFO at ASX-listed Ensogo, securing strategic investment from VIPSHOP (NYSE:VIPS) and raising over AUD 50m from blue chip institutions like Fidelity, Goldman Sachs and BlackRock. CFO at Mobile Payment Solution, a MasterCard incubated technology company and Finance Director at Embraer S.A., aerospace conglomerate that produces commercial, military, executive and agricultural aircraft.



Gary Or | Co-Founder & CTO

Hacker, Product Designer, Entrepreneur, 9 years of full stack engineering experience (RoR, Elixir, Golang), Keen interest in Machine Learning and AI. Gary was platform Architect at Ensogo and CTO at EventXTRA, a technology company incorporated in Hong Kong that provides corporate event management software.



Bobby Bao | Co-Founder & Head of Corporate Development

Leader of corporate development efforts in Asia. He was China Renaissance's first employee on the M&A team, working on some of the most high profile transactions, including the merger between Didi & Kuaidi. Bobby is deeply connected within the blockchain industry in the region. Named to the 2018 Forbes' 30 Under 30 List.

Other Senior Management



Eric Anziani | Chief Operating Officer

Seasoned experience in strategy, partnerships and innovation in Financial Services, Retail and Technology. Previously at Goldman Sachs, McKinsey, and PayPal in London, Paris, Singapore, and Tokyo. Most recently, Eric led the Strategy team at Global Fashion Group and drove significant cross-regional strategic programs across its 24 markets with over 9000 employees.



Jason Lau | Chief Information Security Officer

Multiple award-winning cybersecurity professional, including the, “Hong Kong Cybersecurity Professional Award” and “Financial Technologist of the Year (Data Privacy)”. Jason was formerly regional Cyber Security Advisor at Microsoft, with over 16 years of experience holding executive roles, advising international clients such as Credit Suisse, Falcon Private Bank, ETH Zurich, Swiss Air Force, Royal Bank of Scotland, Social Security Administration and many more. Holds certifications such as, CISSP, CIPP/E, CIPM, CGEIT, CRISC, CISA, CISM, CEH, CDNA, CSM, ITIL as well as being on ISACA’s General Data Protection Regulation (GDPR) Global Working Group, an IAPP Fellow of Information Privacy (FIP), and Regional Leader and Co-Chair of the International Association of Privacy Professionals (IAPP) Hong Kong Chapter.



Matthew Chan | Chief Information Officer

15+ years of experience as an executive in IT strategy and cybersecurity. A former CTO of a multinational enterprise software company focused on monitoring, cybersecurity and compliance, he led the organization to win multiple back-to-back industry awards. He is also a former CIO of a multi-strategy asset management company regulated by the HK SFC, and has experience advising international clients such as Baker McKenzie, RBS, Credit Suisse and Honda.



Antonio Alvarez | Chief Compliance Officer

Led a successful Anti-Money Laundering (AML) program that was deployed across European and Asian markets at Coinbase. He also served as senior business leader at Visa and has held senior roles at a number of other payments companies including Western Union. During a 13-year tenure at American Express, Antonio served in several different roles where he was responsible for leading the business transformation and compliance governance programs across multiple business lines and geographies.

**Mariana Gospodinova** | General Manager, Europe

Previously COO of Binance Europe, she headed the operations in Malta and looked after the successful launch of the crypto to fiat exchange and other local initiatives. Mariana has solid experience in the payment industry in Europe, with leadership roles in operations at companies including Paysafe and SysPay.

**Brent Diehl** | Executive Vice President, Global Head of Business Solutions

Former Head, Prepaid Partner Solutions at Visa. Senior Director Western Union International Payments. Responsible for card portfolios outside of the United States at Home Depots.

**Chloe Yung** | Senior Vice President, Head of Legal

Prior to transitioning into the world of crypto, blockchain and payment, Chloe was formerly a regional legal counsel at BNP Paribas Asset Management and a practising solicitor at a US law firm. Chloe has extensive experience in handling legal matters relating to initial public offerings, mergers and acquisitions, regulatory and licensing, fund formation and distribution and corporate and commercial transactions.

**Jonah Lau** | Senior Vice President, Product

Jonah's passion is to solve customer problems with cutting-edge technology. He brings with him a wealth of multidisciplinary experience as an entrepreneur, software engineer and former commercial lawyer at a leading global law firm. At Crypto.com, Jonah is responsible for building and leading the product team to scale and optimize the company's product portfolio, with the objective of driving business and strategic goals.

**Cerulean Hu** | Senior Vice President, Blockchain Engineering

Lead Engineer at Equichain, Team Lead - Finance and Trading Systems at ANX, implemented blockchain solutions at FINCOVA, and was responsible for developing trading algorithms at HSBC.

**Maggie Ng** | Senior Vice President, Head of Marketing

Passionate for driving new channels, product and partnership innovation. Maggie possesses valuable skills from her previous positions as Head of Direct Marketing and Direct to Consumer for FWD Insurance in Thailand and Director of Digital Media for Prudential Corporation Asia at its regional headquarters.

**Ivan Stefanov** | Senior Vice President, Risk & Operations

Previously at Skrill and NETELLER, he managed teams across multiple markets enhancing fraud prevention and payments setup. Ivan also cofounded NOTOLYTIX, an innovative data processing startup that caters to all aspects of risk management.

**Weiyi Zhang, Ph.D.** | Trading Platform Architect

Formerly Vice President, Quantitative Trading at AP Capital Management in Hong Kong, Weiyi led the development of an algorithmic trading platform and managed the Asian market arbitrage portfolio. Prior to that, Weiyi was Vice President of Electronic Market Making at JP Morgan, where he led volatility trading strategy and arbitrage strategy development in the automated market making business; and Quantitative Trading Strategist of Equity Derivative Trading at Deutsche Bank.

Board of Advisors

To support us on the path forward, we have invited industry-recognized leaders to serve as our Board of Advisers, who bring a track record of success and expertise in areas ranging from AI, trading technology, product to operations and talent.



Antoine Blondeau | Chairman of the Advisory Board

Antoine Blondeau is Founder and Managing Partner of Alpha Intelligence Capital, a global venture capital fund focused on deep Artificial Intelligence/Machine Learning technology companies. Antoine has 25 years of experience in the technology industry, having held senior leadership positions at Good Technology, Salesforce.com and Sybase. Antoine's career highlights include founding Sentient Technologies, as well as leading Dejima as CEO, the company that powered DARPA's foundational CALO project that later evolved into Apple's Siri. Antoine was also COO of Zi Corporation, whose smart text input software was embedded in hundreds of millions of devices.



Rob Bier | Organisation Design & Scaling

Rob Bier is Founder and Managing Partner of Trellis Asia, helping entrepreneurs develop high-performing teams and build hyperscaling organizations. Rob also serves as the non-executive chairman of MoneySmart. Rob began his business career at Monitor Group, where he rose to Senior Partner and head of their London office. He co-founded antfactory, one of Europe's first digital venture capital firms, and founded and led SPARCK. After the acquisition by Citigroup, Rob became an Operating Partner at TowerBrook Capital Partners, a US\$10b private equity Firm.



Chien-Liang Chou | Engineering

Chien-Liang Chou is VP, Engineering at Flexport- a high growth startup. Prior to Flexport, he led LendingClub's investor and platform groups, handling \$20B's worth of asset transactions between borrowers and investors. Before LendingClub, he built and led all aspects of engineering at LOYAL3, an investment banking and IPO platform. Prior to that, he ran the application architecture committee at Salesforce for the CRM and call center product lines, where he was granted multiple patents and played an integral role in the company's M&A activities.



Chris Corrado | Trading Technology

Chris Corrado is Group Chief Operating Officer and Group Chief Information Officer of London Stock Exchange Group (LSEG). Prior to this, he was a Managing Director at MSCI, responsible for technology, data services and program management, CIO/CTO, since 2013. Chris has held a variety of senior CTO roles in leading banks, including Morgan Stanley, Deutsche Bank, Merrill Lynch and UBS. He has also worked for high growth technology companies such as eBay as CTO and AT&T Wireless as CIO.



Dimitri Tsamados | Talent

Dimitri Tsamados is Partner at Eric Salmon & Partners, a leadership advisory and executive search firm. Drawing from over 20 years of experience in Asia and a long history of working with high growth companies Dimitri advises technology players across Asia. Before joining Eric Salmon & Partners, Dimitri was a founding partner of DTCA and a partner at CTPartners. He also founded Amhurst Gordon International, a search firm which he grew across East Asia and sold in 2005.

Further Information

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