



Participation Policy

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Summary

Employees are encouraged, but not required, to acquire a stake in the Company. When Employees buy or sell shares, they are required to do so through the official channels provided by the Company on its website. When an Employee leaves the Company, the Company gains the right to repurchase some of the Employee's shares.

Parties

These rules form a binding agreement between:

1. An issuer of shares or other securities («Company»)
2. An employees or board member of the Company («You» or «Employee»)

Employees typically enter into this agreement as part of their employment, making it valid without additional signature as long as it is referred to in the employment agreement and made available to the employee.

Purpose

The purpose of this agreement is to encourage Employees to become shareholders, to align their incentives with those of the other shareholders, and to provide a disincentive to leave the company.

Salary Payments in Crypto Francs

Employees agree that up to 10% of their monthly compensation and up to 25% of their yearly bonus (if any) is paid out in Crypto Francs or another suitable crypto currency that can directly be used to buy shares from the Company through the channels the Company made available on its website. Employees are free to use these Crypto Francs for other purposes, including to exchange them into traditional Francs with a broker of choice. Should the Employee decide to use the received Crypto Francs to buy shares in the Company within a month after having received them, the motivation text "buying shares according to the participation policy" shall be deemed sufficient to satisfy the Insider Trading Rules.

Trading Venue

When buying or selling shares, Employees must do so through the automated market maker provided by the Company. For trading on other venues, the explicit consent of the Company is required. The Company is under no obligation to provide a trading venue. But if it provides one, it must be equally accessible to all employees and shareholders.



Buyback Option

Should an employee leave the Company, the Company has the right to buy back the net number of shares the Company sold to the employee within the past 12 months at their net acquisition price. For example, if the Employee bought 100 shares at 18 CHF, sold 80 shares at 30 CHF, and then bought another 120 shares at 40 CHF within the relevant period, the Company has the right to repurchase 140 (= 100 + 120 - 80) shares at 30 CHF per share, as $(100 \times 18 + 120 \times 40 - 80 \times 30) / 140 = 30$.

The relevant 12 months period is the period that ends on the day the Employee handed in his resignation or the Company cancelled the work contract without replacement contract. Further, the Employee is not allowed to publicly disclose his resignation until that day. In combination with the Insider Trading Rules, this means that the Employee is not allowed to buy or sell shares motivated by his departure before the end of the 12 months period relevant for calculating the conditions of the buyback option.

Bonus Shares

The Company might assign bonus shares to Employees to reward outstanding achievements. Such shares might be subject to separate agreements with different restrictions.

Shareholder Agreement

The reception of shares in the Company might be subject to a shareholder agreement that imposes additional restrictions that are independent of the Employment status of the shareholder.

Individual Adjustments

For some employees, individual adjustments to these terms might apply. Such adjustments are governed by the individual work contracts. In case of a contradiction between this policy and the individual work contracts, the individual contracts take precedence.