

REMUNERATION POLICY EMPOWERX EXPERT COMMITTEE

Context

Within the tokenomics of the EmpowerX project, a general allocation of 10% of the total token supply (540,000 EMX) is reserved for the "Team & Advisors" category.

To ensure the quality, independence, and sustainability of the project evaluation process, a dedicated sub-allocation is established for the remuneration of the Expert Committee.

1. Objective of remuneration

To guarantee a fair, transparent, and merit-based compensation to Expert Committee members in charge of:

- evaluate candidate projects according to technical, strategic, legal and impact criteria,
- provide motivated and verifiable reports to the EmpowerX Holding board and DAO,
- acting independently from the DAO and in compliance with disclosure and ethical obligations

2. Proposed allocation

- 2% of the supply,
- 108,000 EMX.

This share represents a technical reserve to be used over multiple years and may be complemented by part of the "Ecosystem & DAO" (10%) allocation, in order to incentivize external experts, peer reviewers, and reputation-based models.

3. Remuneration mechanism

3.1 Method

- compensation in EMX for each evaluated project,
- Option to receive payment in stablecoins (e.g. USDT) for external professionals,
- Hybrid model: fixed component + token component with 12–18 month vesting.

3.2 Assignment method

- each evaluator receives a predefined compensation (e.g. 100-150 EMX per project),
- the compensation is paid only following:
 - delivery of the report according to standards,
 - approval by the DAO,
 - absence of conflict of interest.

3.3 Vesting e slashing

- the EMX tokens received can be blocked (vesting) for 12 months,
- in the event of clearly inadequate assessments or favoritism, the DAO may propose a reputational or technical slashing mechanism.

4. Assessor requirements

- proven expertise in fields such as blockchain, legal, startups, impact analysis, etc.,
- no direct involvement in the evaluated projects,
- acceptance of the Code of Ethics and signing of the NDA.

5. Future developments

- introduction of peer review between experts,
- reputation-based rewards every 6 months,
- selective access via EMX staking or professional NFT.

Conclusion

The creation of a sub-allocation dedicated to the remuneration of the Expert Committee allows you to:

- encourage the entry of highly qualified talents,
- avoid conflicts of interest and speculative pressure,
- maintain a meritocratic and sustainable ecosystem.