Bondex™

Join the Talent Revolution!

A Web 3.0 Professional Network for the Future of Work

White Paper V 1.*8*

Disclosure: The information described in this paper is preliminary and subject to change at any time at the Companies sole discretion. Furthermore, this paper may contain forward-looking statements.

Forward-looking statements generally relate to future events or our future performance. This includes, but is not limited to, Bondex's projected performance; the expected development of its business and projects; execution of its vision and growth strategy; and completion of projects that are currently underway, in development, or otherwise under consideration. Forward-looking statements represent our management´s beliefs and assumptions only as of the date of this presentation. These statements are not guarantees of future performance, and undue reliance should not be placed on them. Such forward-looking statements necessarily involve known and unknown risks, which may cause actual performance and result in future periods to differ materially from any projections expressed or implied herein. Bondex undertakes no obligation to update forward-looking statements. Although forward-looking statements are our best prediction at the time they are made, there can be no assurance that they will prove to be accurate, as actual results and future events could differ materially.The reader is cautioned not to place undue reliance on forward-looking statements.

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1. Summary

The changes in the way we work and how we work have been dramatically accelerated by the pandemic. The existing Web 2.0 centralized technology platforms have not kept up with the societal and cultural changes that have taken place. Emerging technologies have the power to disrupt the disrupters who have now become large data and profit monopolies that exploit their users.

Bondex is a Web 3.0 professional network for the future of work, focused on giving power to the users through an innovative distributed model. The network is built on a global talent pool, powered by its native cryptocurrency BNDX and implementing blockchain incentives to disrupt both the demand and supply in the marketplace for talent. Bondex is the first distributed professional network, leveraging blockchain within a unified end-to-end experience across key elements of sourcing and managing talent, seeking opportunities, enabling upskilling and payments implemented within a unique tokenized revenue sharing model.

The current historic labour shortage and technology skills gap is amplified in the blockchain industry due to its early stage, fragmented talent pools and lack of industry focused talent platforms. The Bondex talent ecosystem will facilitate companies finding and hiring the right talent with blockchain skills and know-how while streamlining the hiring process. The industry will finally have a network of their own, one built on the same ethos of individual sovereignty and market disintermediation as the original Cryptocurrency.

a.   Our Mission

Bondex's mission is to democratize access to global talent by creating a decentralized global community where blockchain professionals and crypto natives connect to find jobs, stay informed, learn new skills, build productive relationships, and support each other to succeed.

Bondex´s distributed Web3 network engenders a new revenue-sharing business model by distributing more of the profits amongst the global talent pool and hiring companies; better aligning incentives for long-term growth and value creation; and redefining the economic model of a professional network - a network partly owned by its community of users.

An innovative and adaptable win-win model for all participants of The Global Talent Markets that will disrupt the entire global labor market.

2. The Team

Our team consists of leading experts in the fields of talent solutions, marketing, finance and computer science including blockchain-based protocols. Their track records and breadth of hands-on experience give the Bondex team a unique competitive edge to execute the vision of the Web 3.0 Talent Ecosystem.

Staff: 23

(Tech, Strategy & Operations, Marketing, Business Dev)

Advisors: 6

Tamim Khan
CEO

Tamim is the CEO and founder of Bondex and formerly ran a market advisory and recruitment firm for renewable energy industry vertical spanning Europe and North America, giving him first-hand knowledge of pain points/issues in the talent acquisition process. Tamim worked extensively with the LED chip business units of Samsung, LG, and Sharp; and helped build the executive teams in the US and Europe. He has been active within the crypto space since 2010. He holds a Bache-lor's and Master's in economics and is a father of two.

Ignacio Palomera
COO

Ignacio is the COO of Bondex, focusing on the company's strategy, operations, and execution. Previously he was the co-founder and chief strategy officer at Xpert Network, an AI recruitment company, and part of the Teknavo Group. He was also the COO of Texit industries, a media & entertainment private equity focusing on film financing. Ignacio is a seasoned strategic leader with expertise in Artificial Intelligence, Talent as a Service, Investment Banking, and Finance. Ignacio began his career in M&A advisory at HSBC in London. He is passionate about creating new business models and challenging the status quo, loves exercising, and is obsessed with cinema.

Martin Eyries
Chief Strategy Officer

Martin previously led operations and sales at Via.work, an HR Tech Silicon Valley startup where he piloted the company's expansion into new markets. Over the last five years, Martin has focused on high-growth tech companies while holding positions at Silver Lake, Goldman Sachs, and BCG. Martin is a passionate engineer with excellent business acumen. He holds an MBA from MIT and MSc in Engineering from ICAI / IIT.

Yu Chen
CTO

Yu heads our technology team and brings years of experience in information technology specializing in software development and product management in the financial and oil/gas industry. His technical experiences include full-stack development, microservice architecture and cloud solutions, and Artificial Intelligence and machine learning. He is proficient with Agile, Scrum, DevOps methodology, and SOLID design principles. Yu has a Master's Degree in Information systems and a Bachelor's Degree in Management.

Arthur Sabintsev
VP of Engineering

Arthur Sabintsev is the VP of Engineering at Bondex. He spent the last decade growing and scaling mobile engineering teams for consumer products with hundreds of millions of users around the globe. He has experience overseeing mobile payments, growth, and platform engineering at Capital One, building out the SaaS platform for The Washington Post, building out digital identity for ID.me, and growing many other projects. He has also advised and consulted on many projects in the blockchain space, such as POAP, Pocket Network, and Fenix. Arthur is a trained physicist with two degrees in Biophysics and Experimental Nuclear Physics. These days he spends much of his free time reading and traveling with his wife and daughters.

Eduardo Fonnegra
VP of Marketing

Eduardo is the VP of Marketing and Communications at Bondex. Previously he was the co-founder and CEO of Weentar, a decentralized social media platform. Eduardo has worked in technology startups in Artificial Intelligence, Real Estate, Crowdfunding, and Blockchain, and his work experiences include designing and implementing the marketing strategy for companies' blockchain technology. He has been a consultant/advisor at Crowdcreate.us and UZE - Digital Assets Exchange. He is passionate about marketing, sales, recruiting, and any subtle human elements of the business.

3. Why Bondex is Needed?

3.1 The Disruption of Work

The way we work and find talent is obsolete, based on a factory industrial model dating back to the 1920s. Even though organizations' biggest asset is their talent, most of them rely on an antiquated extractive model in which they do not return the same value their employees provide them. The silver lining to the pandemic is that we now have an opportunity to disrupt the model by giving control back to the talent.

Covid-19 has accelerated several long-term trends in the transformation of how work is performed, hastening the transition to on-demand workforce models and forcing business leaders to rapidly build the managerial skills to lead teams remotely. While it offers the liberating opportunity to many people to work remotely and on projects that best utilize their skills, it is also exacerbating significant skill gaps, thereby creating the need for disruptive solutions. **The widening skills gap** is compelling companies to look for more ingenious ways to utilize their workforce and source the needed talent and skills.

Workers increasingly seek flexibility and work-life balance, resulting in more and more quitting their current roles or even the labor markets entirely. **Economists are calling it the "Great Resignation**." The catalytic impact has been dramatic, with up to 25 percent more workers than previously estimated potentially needing to switch jobs. A study by Indeed claims that 2.7% of US workers quit their jobs in April 2021, and 41% of workers globally are considering changing jobs (Indeed). There are a record number of job openings, 9.3 million, in the US right now (Jason Furman, Harvard) and an unemployment rate of 5.9% as of June 2021.

These figures indicate that despite the recovery in the global economy and labor demand, a disconnect in supply and demand are causing sizable and ongoing unfulfilled job placements and call for a restructuring of how labor markets function.

Companies are increasingly trying to bridge these skill gaps by pivoting to a nimble on-demand workforce model, and online platforms are becoming an essential tool for getting people back to work efficiently and at scale. However, many incumbent talent platforms are centralized, extract onerous value, and offer little upside to their platform participants beyond matching for specific projects.

Bondex will help lead this important restructuring by a distributed network ecosystem that engenders a new revenue-sharing business model-sharing more of the profits amongst network participants. Better aligning incentives for long-term growth and value creation; and redefining the economic model of

a professional network; a network owned by its users' community that participates in the network's growth and success through tokenization.

3.2 Why Blockchain

1. Aligns incentives for all users via revenue sharing

- Incentivizes the users to grow the size and value of the network

- The alignment of incentives results in a highly engaged user base and streamlined talent acquisition process for employers

2. Ownership & Governance

- The user has control of its data and professional history vs their data being the product

- The community makes decisions about the evolution of the network

- For employers higher transparency and lower fees

3. Fastest growing industry on the planet

- Demand for blockchain jobs continues to rise exponentially as the world increases its adoption

- Despite its tremendous growth its talent acquisition markets have yet to mature leaving an attractive gap to fill

Blockchain networks operate through decentralized protocols. Network validation and record-keeping activities are decentralized and automated by outsourcing to the network users, eliminating the need for a central controlling entity.

Blockchain technology enables the creation of new shared ownership models. Users can become stakeholders in the growth and success of the business through tokenized revenue sharing mechanisms. Tokens can be paid out for network participation, referrals, content creation, work, vesting, etc. The token valuation will change along with business performance and offers a compelling incentive to adopt and invest in the network. Token ownership by members, freelancers, and employers also empowers them to participate in the governance of the network.

3.3 Current Solutions and their Digital Evolution

The current options in the search for talent:

- **Direct sourcing and referrals** - Internal recruiters source talent from within the firm, by referral, or through their own databases. However, the increasing need within companies for digital transformation and its accompanying talent strategies is causing a widening gap between the recruiters' perception and the real needs of the hiring managers. Also, while effective for smaller businesses, scaling has clear limitations due to a lack of access to a broader talent pool outside the team´s own network and geography.

- **Recruitment Agencies** - The typical channel for senior level or highly specialized searches, this approach outsources candidate search and initial screening to providers such as Adecco, Randstaad, and Korn Ferry. This hands-on approach commands high fees, up to 20-30% of a placed candidate's first-year salary, plus tax.

- **Job boards** - Online platforms such as Monster, Indeed, SimplyHired, and LinkedIn offer career portals where employers can post jobs and applicants can find and apply for them. Typically, however, postings result in higher volume lower-quality applications which consume considerable time for HR managers.

- **1st Generation Digital Talent Marketplaces** –The hastening transition to on-demand workforce models is prompting companies to use digital talent marketplaces and freelancers to find needed skills quickly. Digital marketplaces provide access to high-quality global candidates, transparency, efficiency, process management, and significantly lower fees than offered by traditional solutions. Horizontal Marketplace incumbents include LinkedIn, Monster, Indeed, etc.; Vertical Marketplace incumbents include Fiverr, Upwork, Braintrust, Hired, Pared, Rigup, etc.

- However, most incumbent digital marketplace networks are centralized platforms giving them an asymmetrical advantage. They act as fee brokers provisioning services but often lack the requisite resources to support talent throughout their professional life cycle, do not include users in a meaningful way in the growth of the platform and its community, and are often burdensome with their policies on user data access and fees.

- The offerings above each target one specific element of sourcing and managing talent and the professional life cycle for individuals. Work is holistic, however, and the world needs a seamless end-to-end solutions based on shared ownership and long term value creation rather than the current value chain that is only as strong as its weakest link and focuses.

3.4   The Problem

These existing talent networks and processes rely on the antiquated extractive work model, cutting the talent out of the economic equation when they are the biggest source of value for their companies. Legacy professional networks and hiring practices fall short in the following ways:

1.   Expensive

Talent acquisition is an expensive and time intensive pain point for every organization, in any industry and of any size

· Average staffing firm fees range 10-30%

· Existing platforms take 2-3 weeks to provide candidates

· Studies show avg.23 hours spent screening candidates per hire

2.   Inefficient

· Talent / Users have no reasons to engage platforms except when looking for a new job leading to unengaged user bases and stale data

· 75 - 88% of resumes received are unsuitable or stale

· The average engagement rate per post on LinkedIn in 2021 is 0.35

· Crypto professionals use non talent platforms like Twitter to interact
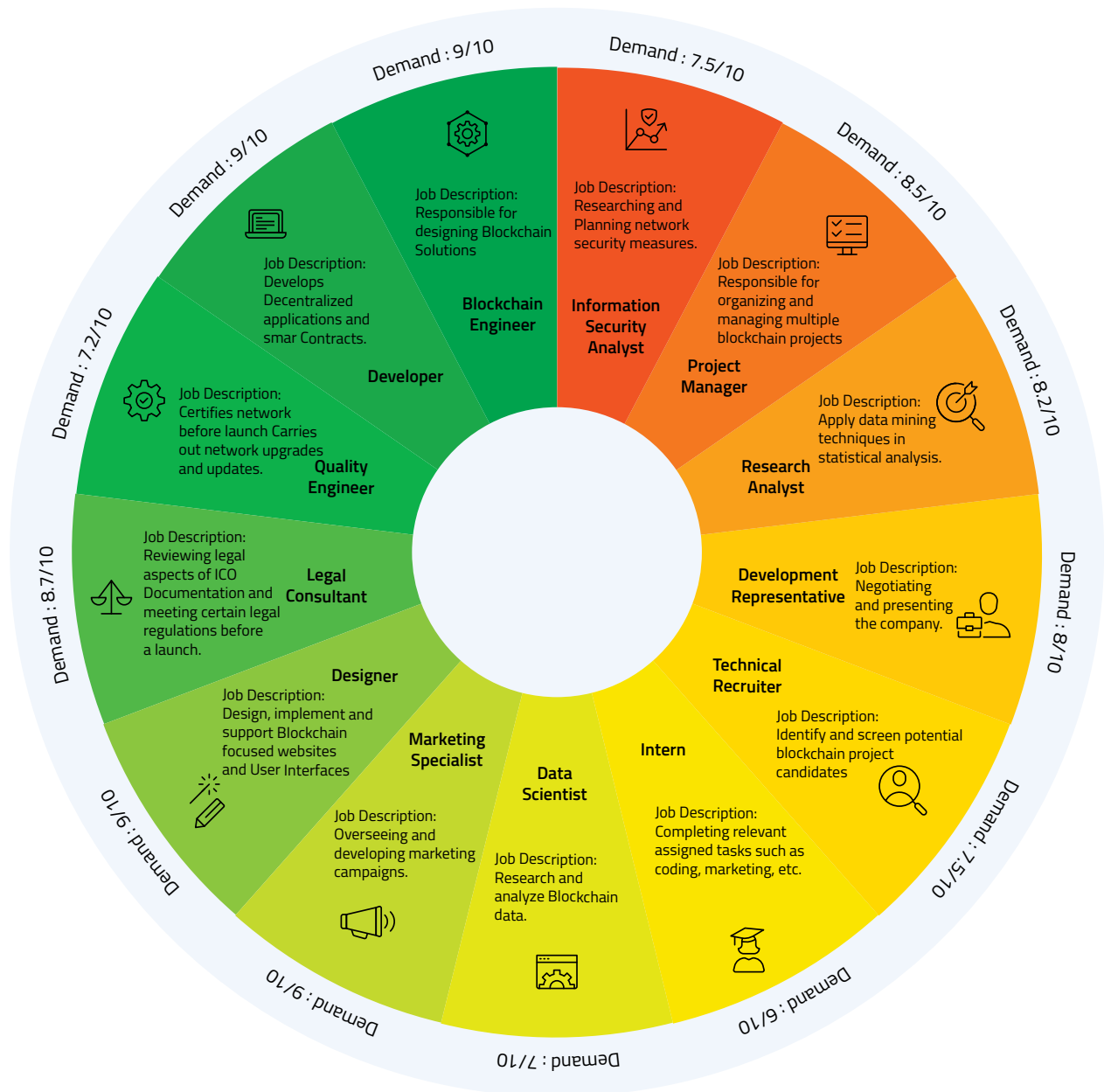
3.   Unfair Profit Monopolies

· Middlemen and aggregators retain all economic benefits and monopolize user data

· Talent is submitted to opaque processes and biases

· Even with free platforms, the user data is the product without partaking in its monetization

3.5   The Opportunity

Bondex will launch with a focus on the blockchain industry due to its high growth and lack of existing purpose built solutions. Blockchain companies are waging a war for talent in a hot job market without the right tools, leveraging Web 2 platforms like Twitter.

Blockchain Wheel of Oppurtunity

Blockchain Engineer — Demand : 7.5/10
Job Description: Responsible for designing Blockchain Solutions

Information Security Analyst — Demand : 7.5/10
Job Description: Researching and Planning network security measures.

Developer — Demand : 9/10
Job Description: Develops Decentralized applications and smar Contracts.

Quality Engineer — Demand : 9/10
Job Description: Certifies network before launch Carries out network upgrades and updates.

Legal Consultant — Demand : 7.2/10
Job Description: Reviewing legal aspects of ICO Documentation and meeting certain legal regulations before a launch.

Designer — Demand : 8.7/10
Job Description: Design, implement and support Blockchain focused websites and User Interfaces

Marketing Specialist — Demand : 9/10
Job Description: Overseeing and developing marketing campaigns.

Data Scientist — Demand : 9/10
Job Description: Research and analyze Blockchain data.

Intern — Demand : 7/10
Job Description: Completing relevant assigned tasks such as coding, marketing, etc.

Technical Recruiter — Demand : 6/10
Job Description: Identify and screen potential blockchain project candidates

Development Representative — Demand : 7.5/10
Job Description: Negotiating and presenting the company.

Research Analyst — Demand : 8/10
Job Description: Apply data mining techniques in statistical analysis.

Project Manager — Demand : 8.2/10
Job Description: Responsible for organizing and managing multiple blockchain projects

Information Security Analyst — Demand : 8.5/10

*101blockchain.com

Additional figures that support market opportunity:

- While just 0.5% of the global population is currently using blockchain technology, the demand is rising and it is expected that 80% of the population will be involved with blockchain technology in some capacity within 10 years

- Upwork, a site for freelancers, stated that demand for freelancers with a "blockchain" asset grew by 3,500 percent this year as compared to last year.

- Between 2017 and 2020, the demand for Blockchain rose by nearly 2000 percent

- According to LinkedIn blockchain developer roles on the platform rose by 33x in 2018 vs 2017

After consolidating the job market for the blockchain industry we will expand our innovative model into the general technology talent market and eventually all industries, further disrupting the demand and supply of talent, helping to make the global labor market more efficient. In addition to this our Phase 2 includes the expansion into additional verticals related to talent financing and management. The full vision of Bondex is to build a next generation ecosystem that facilitate the exchange of skills for re-muneration in the digitized economy. Operating at the nexus of several large and fragmented markets presents a very large total addressable market.

Traditional Labour Market ($ Bn)	TAM	Total SOM
Staffing (full time & freelance)	4,970	7.7
Digital Payments	71	0.1
HR Management & Collaboration	600	0.8
Total ($ Billions)	5,641	8.6 Bn

Additional figures that give context to the scale of the market include:

- It has been estimated that freelancing contributed $1.2 trillion to the US Economy in the year 2020.

- It has been estimated that 375 million people will need to reskill or change jobs by 2030 due to technological change.

- 87% of executives report either currently experiencing a talent gap or expecting to do so within a few years.

Together, these statistics make it clear that the opportunity we are confronting is massive. The problems we are solving are important and have the economic fortunes of hundreds of millions of people and many of the world's largest companies at stake. We believe these figures will only grow in the years ahead, and we will be uniquely positioned to bring the organization and innovation required by this vastly changing landscape.

4.   The Bondex Ecosystem

Bondex is the first Web 3.0 Professional network, utilizing blockchain technology to create a new user ownership model, increase engagement and improve user experience on both the demand and supply side of the talent marketplace. Users will be the real stakeholders in the growth and success of the talent ecosystem through tokenized revenue sharing mechanisms.

The Bondex token, BNDX, will be paid out as incentives to users for network participation, referrals, content creation, work, vesting, etc. The value of the BNDX token will be correlated with the operational performance of the Bondex ecosystem and will motivate stakeholders to invest in the business platform.

4.1   Features Overview

Bondex will seed the ecosystem with key features as part of our Roadmap 1.0. We have carefully designed the plan to promote growth and participation by providing the best platform for our users in both the supply and demand sides of the talent market. Our vision is to create an information rich ecosystem where users can exchange talent and ideas more efficient and transparently than existing networks.

1.   The Bondex Origin App to jumpstart user growth

2.   The Professional Network App

3.   The BondIn Job board and Web portal

4.   The Vault - Cross-chain Digital Wallet

5.   Token-economic ecosystem designed to reward participation and promote engagement and network growth

Our genesis is the Origin App, which will be upgraded and eventually evolved into the Bondex App with its large existing user base, which will have its web equivalent and offer 100% parity with all services offered under the Bondex brand.
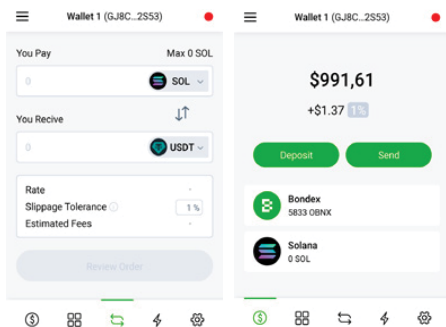
4.2   The Bondex Roadmap 1.0

PRODUCT ROADMAP

August 2021

Bondex Website
White & Lite Paper ▪
Buy Tokens Functionality ▪

Launch Genesis of Bondex with Origin App
▪ Mobile Mining
▪ Resume Upload
▪ Inviting Contacts / Network

Nov - Dec 2021

Origin update to Bondex App
Professional Profiles ▪
Tokenised Incentives ▪
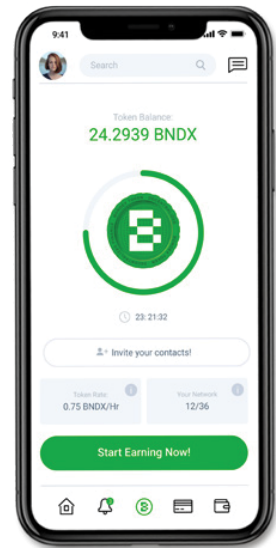Ads capability integration ▪
Buy Tokens Functionality ▪
>300k users ▪

Phase 1 - 2021 - Complete

Phase 2 - 2022

Job Portal
▪ Job listing for recruiters
 / companies / staffing firms
▪ Mass profile search with resumes
▪ Professional Profile building
▪ Launch Beta Client Program
▪ Bondex App - User Discovery &
 Messaging

Phase 3

Cross Chain Crypto wallet ▪
Access a global suite of 25+ 3rd party payment ▪
options, 220 countries and 135+ currencies
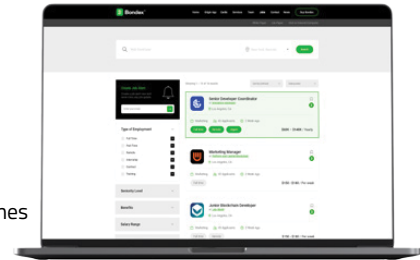
Phase 4

▪ Freelancer talent exchange
▪ Direct-to-path
▪ P2P Professional rating Skill tests & Validation

Full Vision of Roadmap 1.0
Robust Version of Bondex

▪ Demand gamification
▪ Proof of participation NFTs
▪ Demand-side-revenue
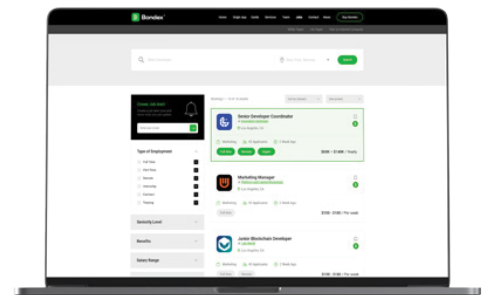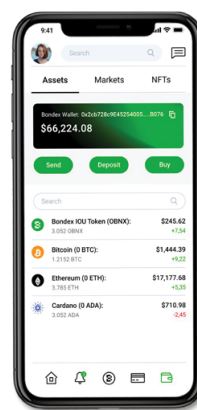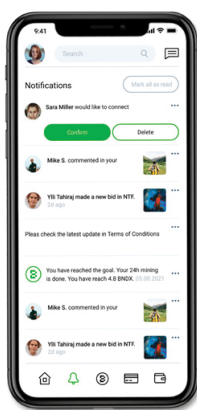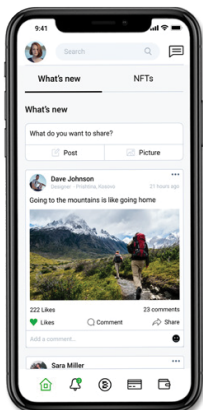
4.3 Participants & Their Value Proposition

The Bondex professional network will be comprised of a number of stakeholders:

Participants	Role	Value Proposition
Individuals / Talent (Bondies)	Build profile Grow network Find work opportunities Transact	Global blockchain opportunities Token incentives Transparency Secure and efficient
Introducers (Bonders)	Build bonds Refer talent Refer employers	Token Incentives Transparent
Employers	Hire talent Consume ancillary services Transact	High engaged user base Crypto native talent pool Streamlined hiring process Lower fees and time to hire
Advertisers	Post ads on the network	Access to a more qualified target audience
Developers & Third Party Sellers	Offer products and services Curated high quality partners	Access to Market Global Audience
Investors	Provide Capital	Exceptional returns

Bondex Ecosystem aligns incentives for various stakeholders, and redistributes value to talent and organizations, redefining the economic model of a professional network by creating value for all participants.

4.4 The Bondex Origin App – The Genesis of the Network

The Bondex Origin Mobile App has jumpstarted the network's user acquisition by utilizing BNDX token rewards and gamification to attain exponential consumer/user growth through network effects, since its launch in August 2021 >275k users have joined Bondex (07/12/2021). Seeding the network with a large talent pool is the first block of the Bondex Ecosystem.

The Bondex Origin App is rewarding early adopters with tokenized incentives for joining the ecosystem and helping build a global talent pool. The App will allow registered users to freely mine up to 25 million BNDX tokens on their mobile phones by logging in once a day. Through BNDX tokens, the App incentiv-izes users to register , upload their resume, build up their professional profile and refer additional users to grow their network.

How does it work?

Download app from Apple or Google Store

Invite more users = Boost rewards

HOW IT WORKS

Build your professional profile

Upload resume = Boost rewards

Log in every 24 hours
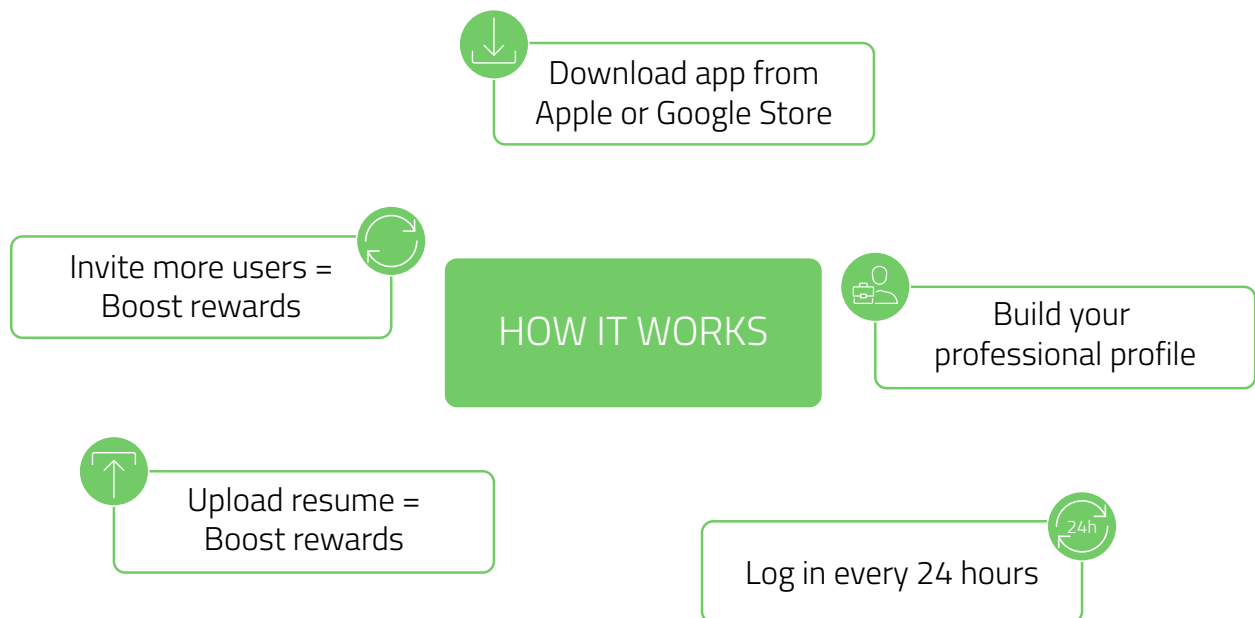
Users can earn BNDX tokens through daily use of the Bondex Origin App. The mechanisms for earning rewards are discussed in the tokenomics section below.

4.5   Bondex Network - The Origin App will Evolve into the Bondex Professional Network

Bondex Network – The Beta Version was launched in Q4 2021, since then our tech team has constantly upgraded the app and we should have a robust version in the market by the end of the year. Our plan is to constantly evolve its features and value to the users, we will never be satisfied with the product:

Beta Features:

Signup with email or phone number	Build professional profile	Mobile mining	Tokenized profile building & referrals
Ads capability integrated	Buy tokens functionality	User discovery	In-App messaging between users

MVP Features:

- Curated News Feed Section (e.g.Twitter)
    - High calibre influencers
    - Thought leaders
    - Partnerships with News providers
- Group chats (e.g. Discord)
- Connect with professional networks
- Web version of **BondIn** linked to the app
    - Build professional profiles on pc
- Apply for open jobs

Premium Services:

- In Mail Services - contact people outside your network

- Career Builder - data driven insights on how to upskill based on demand

- Qualifications - earn credentials

- Opportunity Filtering - save time and effort

- Dedicated Success Managers - hands on support

4.6   BondIn - Job Portal for the Blockchain Industry

The Bondex job portal and talent marketplace will leverage Web3 technologies, AI and Machine Learning (ML) to automate and perform the labor-intensive tasks of sifting through job applicants, reviewing their (claimed) skills and suitability against the requirements of the role, shortlisting candidates for testing and interview, and vetting and verification much faster and at significantly lower costs.

MVP Features:

- Job listings for recruiters / companies / staffing firms

- Professional profiles for recruiters - subscription based

- Mass profile search & filtering of resumes

- Candidate application enabled
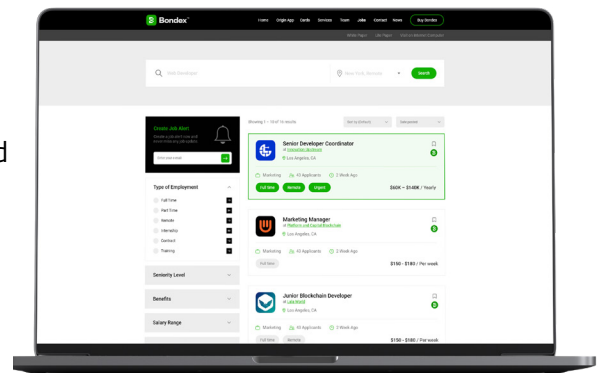
Roadmap 1.0 Features:

- Vetting – Technical assessments to validate skills

- Credentials - Pre-verify credentials, including work experience, background checks (in time) academic qualifications.

- POAP NFTS issued for validated credentials and skills

- Freelancer talent exchange

- Escrow and arbitration service for contingent workforce

- Payment rail for cross border payments

- P2P professional rating

- Partnership with AI recruitment provider for matching algorithm

- Partnerships with educational resources – e.g. Online and physical coding schools

Phase 2– Proprietary AI Features:

Matching: Users are asked to upload their CVs, which along with their profiles and credentials are filtered through proprietary AI algorithms using the latest ML techniques enabling cost-effective and efficient candidates matching with job openings.

AI can streamline existing laborious and error-prone recruitment processes through real-time automation of expert filtering, assessing, rating, and matching of job openings with candidates from diverse global talent pools. Machine learning and AI matching can limit biases (race, gender, age) and increase transparency during the recruitment process. The decentralized blockchain environment can cost-effectively provide a vetted pool of global talent for permanent, contract, and on-demand work by improving the matching quality.

4.7   The Vault - Cross-Chain Wallet

Roadmap 1.0 Features:

- Bondex will release a Phantom wallet with customized Bondex UI and Solana library capable of holding and transacting in all SPL based tokens and NFT's including Bondex token, Bitcoin, Ethereum, and USDC. Token holders will be able to stake Bondex tokens and generate yield.
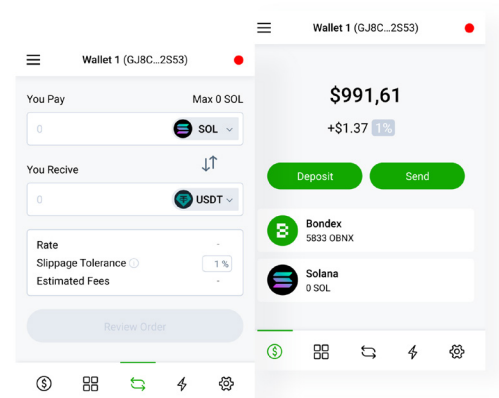
Phase 2 Features:

- Bondex will build a native cross chain wallet using Moralis language capable of holding all EVM compatible tokens, in addition to most major tokens/NFT's and offer full DeFi functionalities.

- In addition to its native payment tools, the Bondex Wallet will integrate several third party DeFi protocols, enabling users to stake, farm, borrow and lend seamlessly from the security and convenience of their Bondex Wallets.

5. Milestones since Launch - August 2021

Without Any External Funding, We have:

· Founded BONDEX in May 2021

· Built a globally distributed team

· Launched the website with white + lite paper https://www.bondex.app/

· Launched Bondex Origin App for iOS and Android

　· Ecosystem Genesis = Early user acquisition

　· Blockchain network effects

　· Large talent pool as initial building block

· Full featured Origin app to launch by the end of 2021

· Built key partnerships to rapidly scale talent eco-system

· Fast-tracked development of the blockchain-based platform to enable a tokenized ecosystem
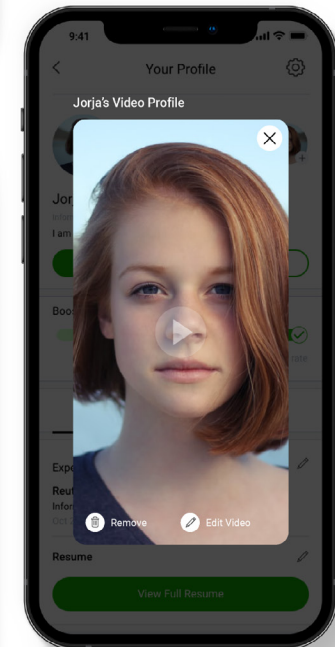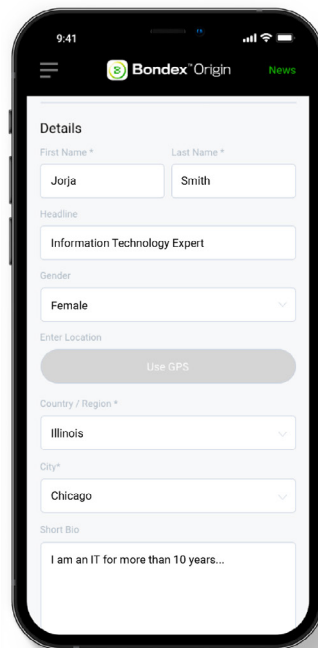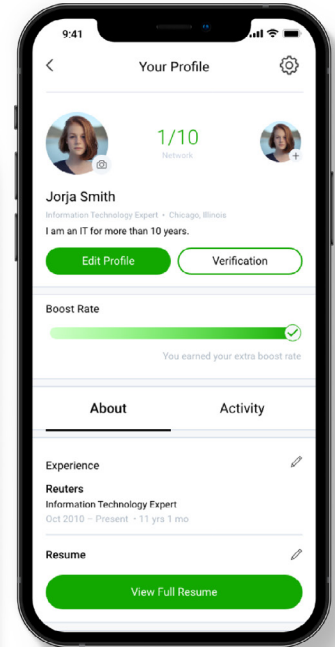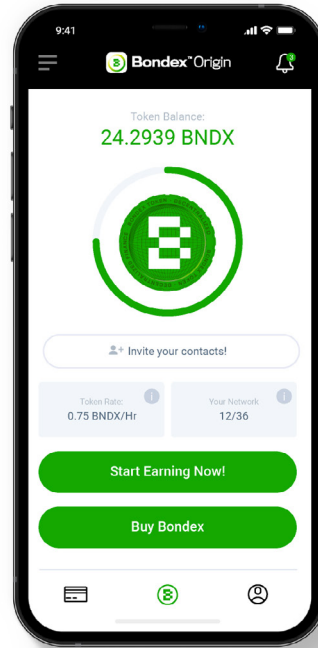
6. Business Model

The Bondex ecosystem is designed to be efficient and economical for users on both sides of the marketplace. Our vision is that the Bondex Ecosystem will reduce the cost of talent acquisition and management to the demand side due to increased transparency, aligned incentives and lower fees. On the supply side our innovative business model will enable the users partake in the revenue of the ecosystem through our tokenized incentives, making them true stakeholders of the network. The platform will generate revenues from value-added premium services such as:

	Post jobs & see people (Demand/Employers)
	Recruitment professional accounts (Demand/Employers)
	User premium accounts (Supply/Talent)
	Ads (Targeted or General)
	Exchange fees

A portion of the ecosystem's net income will be allocated to network bonuses and rewards. The network value will accrue to token holders.

7. Token-Economic Model

7.1 Objectives

The Bondex token economic model is designed to maximize:

· Alignment of incentives for all stakeholders

· Economic rewards for the users beyond the business models of today

· Creation of network effects

· Mechanism for devolved governance & progressive decentralization

7.2 What will the BONDEX token, BNDX, be used for?

BNDX is our native currency and will be a medium of exchange in Bondex and enable network jobs, rewards, incentives, and staking. BNDX is a utility token enabling network participants to access premium services and features within the ecosystem. It will also be used to drive participation through incentives and as a means for holders to participate in key governance decisions affecting features of the platform, fees charged, revenue distribution, and tokenomics. Uses of the token include:

· Data monetization and value distribution

· Network rewards and incentives

· Governance

· DeFi

Profit sharing will be done on a quarterly basis, taking a set % of the network's profits and buying BNDX tokens on the open market which will then be distributed to the 1) Rev sharing pool for all BNDX holders and 2) Performance rewarding pool for users that maintain high ratings. The Bondex distributed business model better aligns participant incentives for long-term growth and value creation.

The Bondex token, BNDX, does not represent a claim of any sort on the issuer; it is not a security or a debt instrument and does not represent any legal right or claim.

7.3 How are the Bondex token rewards earned?

User / Talent

ONBOARDING

FILL IN PROFILE —— UPLOAD RESUME —— UPLOAD VIDEO —— INVITE YOUR NETWORK

BOOST YOUR EARNING RATE

PROFILE UPDATE · RESUME UPDATE · SKILL TEST

PROFILE RATING · INVITE FRIENDS · VALIDATE SKILLS · FORM GROUPS · GROW CONNECTIONS

PROCESS PAYMENTS · APPLY & INTERVIEW · INVITE COMPANIES · GET JOBS · REFER CANDIDATES

PROFILE   NETWORK   RECRUTMENT

BONDEX VAULT

TOKEN COUNT AT END OF QUARTER

QUARTERLY PROFIT SHARE

COMMUNITY

Employers

```
ONBOARDING
```

```
COMPANY PROFILES ——— EMPLOYEE ONBOARD / VALIDATION
```

```
BOOST YOUR EARNING RATE
```

HACKATHON · POST JOBS · PROCESS PAYMENT · INTERVIEW CANDIDATES

VALIDATE COMPANIES · GROW FOLLOWERS · POP NFTS · VALIDATE USERS · ONBOARD USERS

```
JOBS          NETWORK
```

```
BONDEX VAULT
```

TOKEN COUNT AT
END OF QUARTER

EXCHANGE TOKENS
TO LOWER FEES

```
COMMUNITY
```

7.4 Token Economic Flow

TALENT

CREATE ACCOUNT → BOOST RATING* → EARN BNDX

PERMANENT PROFESSIONAL

BID ON POSITION BY STAKING BNDX

ADVANCE CARREER

FREELANCER / CONTRACTOR

BID ON GIG BY STAKING BNDX

PERFORM PROJECT

MANTAIN A HIGH RATING

INTRODUCERS / BONDERS

CREATE ACCOUNT → BOOST RATING*

REFER A TALENT

REFER EMPLOYERS

MANTAIN A HIGH RATING

EMPLOYERS

CREATE ACCOUNT → BOOST RATING* → EARN BNDX

POST A JOB / MAKE PRO ACCOUNT

PAY THE FEE

FIND TALENT

MANTAIN A HIGH RATING

POST A JOB

6% FEE IN ESCROW

COMPLETE PROJECT

PAY INVOICE

*Please refer to the previous section 7.3 How are the Bondex token rewards earned

$

$

TALENT
(BONDIES)

5/5

#TALENT #EMPLOYERS

INTRODUCER
(BONDER)

OF TOKENS AND PERFORMANCE / RATING

#TOKENS

COMMUNITY

INVESTOR
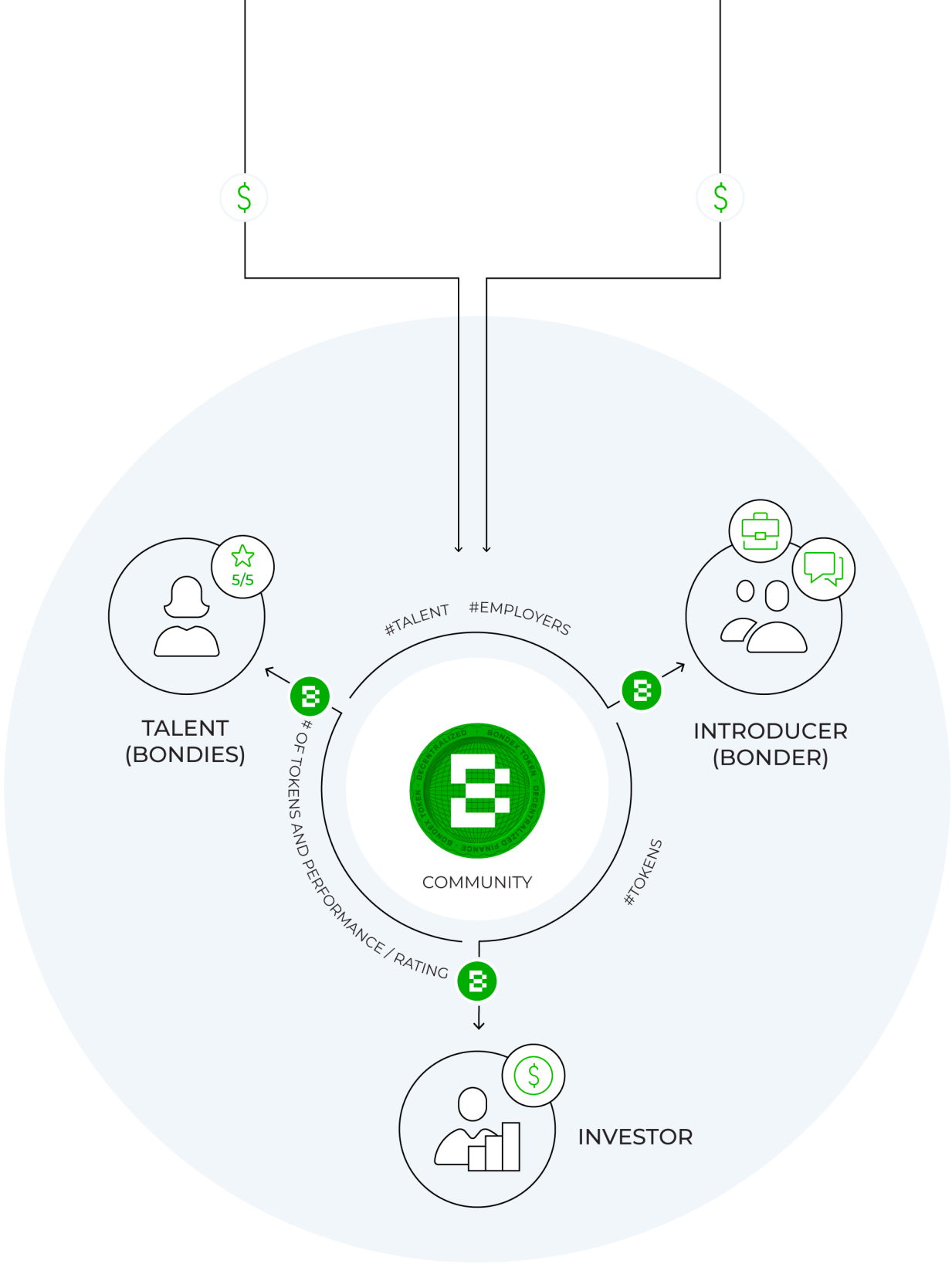
7.5   Additional use cases for BNDX

1.   Data monetization and value distribution

Data self-sovereignty is at the core of the Bondex ecosystem. Unlike other legacy platforms such as LinkedIn, Bondex users can elect not to receive advertising or share their data with third party advertisers.

On Bondex, however, Users who do choose to receive targeted ads will be financially rewarded in BNDX tokens. Also, similar to the Basic Attention Token ("BAT"), advertisers on Bondex can pay users for ads in BNDX.

2.   Staking

A way of earning rewards for holding a BNDX token; it will happen via a "staking pool" similar to an interest-bearing savings account. Staking incentivizes holders to keep the tokens longer, creating price stability for the coins. Bondex will also deploy the staked crypto in various yield generating environments across the Defi ecosystem.

The initial staking rewards will start at 12% APY and decrease logarithmically as more users utilize the platform.

Initially staking feature will be available on the Bondex wallet and eventually rolled out on all major wallets.

8. Marketing & Go to Market

8.1 Community & Education

Bondex is an emerging blockchain network with a new and disruptive solution, enabling users to become stakeholders in the growth and success of the business that they provide value to. Bondex has built an internal marketing team supported by external consultants to oversee social media channels to build up our community pre-launch. We will start educating users about our technology and products; the benefits of applying blockchain technology and smart contracts to the talent markets; an alternative to the current monopolistic technology players through our tokenized revenue sharing with network participants.

We have achieved significant velocity in user acquisition on all channels. We will also use our social media marketing efforts to include thought leadership through a carefully managed influencer program to promote Bondex as the champion for distributed business models leveraging decentralized technology to build a next generation talent ecosystems. We are partnering up with influencers in a variety of channels by giving them some of the advisory token pool including long vesting periods and lock ups, stepping away from the pay per post model into a long term partnership model.

In addition, we will build a year-round editorial calendar of relevant content to continue engaging with and educating our stakeholders in the spirit of long-term growth together. This effort will include analyst blogs/Reports.

8.2 Business Development & Direct Sales

We will use a multi-prong approach to encourage companies to use Bondex, using a combination of tokenized rewards, top external marketing firms, and an experienced internal sales team with a track record in enterprise software & talent networks/marketplace.

The direct sales team will focus on seeding the network with corporate clients and will be led by a seasoned sales VP with experience selling HR and recruitment services at a leading company such as LinkedIn, Monster, Adecco, Indeed, or Manpower.

Given our starting focus is the blockchain industry our team has launched a Beta program to seed the network with 50 clients on the demand side, all renown blockchain projects and companies hungry for talent. When we launch the BondIn job marketplace it will first be focused exclusively on the blockchain industry, be seeded with 50 employers and our existing large crypto native talent pool.

8.3   Marketing Partners

Post funding we plan on partnering with a top mobile app and crypto focused marketing agencies to implement a traditional advertising campaign for the Bondex Network. They will help us execute a multi-channel marketing strategy for increasing targeted user acquisition focused on professionals with blockchain skills and know-how or an interest in entering the industry.

Bondex is the first distributed, crypto-centric talent pool portal that uniquely positions us for cross-marketing with our marketing platform partners. Similarly, we will do cross-marketing with Ibcgroup.io and Serotonin.co; both have established marketing organizations with a large pool of established blockchain companies as clients. With our initial user base being heavy crypto, Bondex could be an ideal cross-marketing partner. Ibcgroup and Coinzilla can partner with Bondex in fundraising efforts by leveraging their large pool of established blockchain funds and investors.

8.4   Blockchain Incentives - Network Effects

Post funding we plan on partnering with a top mobile app and crypto focused marketing agencies to implement a traditional advertising campaign for the Bondex Network. They will help us execute a multi-channel marketing strategy for increasing targeted user acquisition focused on professionals with blockchain skills and know-how or an interest in entering the industry.

a.   Tokenized Incentives

We have designed an innovative tokenomic model to foster growth and rapid expansion of our user base via network effects that will supercharge our more traditional marketing strategies. Our incentives are focused on amplifying the growth of both the demand and supply side of our talent marketplace.

b.   Origin App - Supply Side

The Bondex genesis started with the launch of the Origin Mining App, using token rewards to help build an extensive network of talent; low-cost, high conversion acquisition tool. The app has attracted a global pool of professionals reaching >280k in one quarter and counting, a large part of it tech-savvy and blockchain-savvy professionals, the most sought-after talent of the current labor markets.

This app incentivizes users with tokens mined for free on their cell phones, which will convert to the exchange listed BNDX tokens on a 1:1 ratio. We will dedicate 50m of our total token supply to this free mining app.

This extraordinary growth and high engaged user base proves our blockchain incentive distribution model and its ability to disrupt the supply side of the equation. "Supply-side disruption arises when a new innovation or technology offers a better way of providing consumer value than the old technology does…".

c.   Introducers (Bonders) - Demand Side

Successful referrals of both talent and employers to the Bondex network will also earn BNDX tokens. A tiered structure will be implemented to encourage and reward mentoring and team building within the talent network, giving the Bondex network the versatility of providing single hires or ready made teams providing managed services.

Bringing corporate clients will be done by «Introducers or Bonders» who will also be entitled to tokenized rewards through successful onboarding of new employers. Post funding we will build a traditional enterprise salesforce that will complement our blockchain incentives and amplify customer growth. Initially we will be focusing on the Blockchain ecosystem which despite its tremendous growth still has immature talent markets and with demand severely outstriping demand is the perfect starting point for the Bondex network.
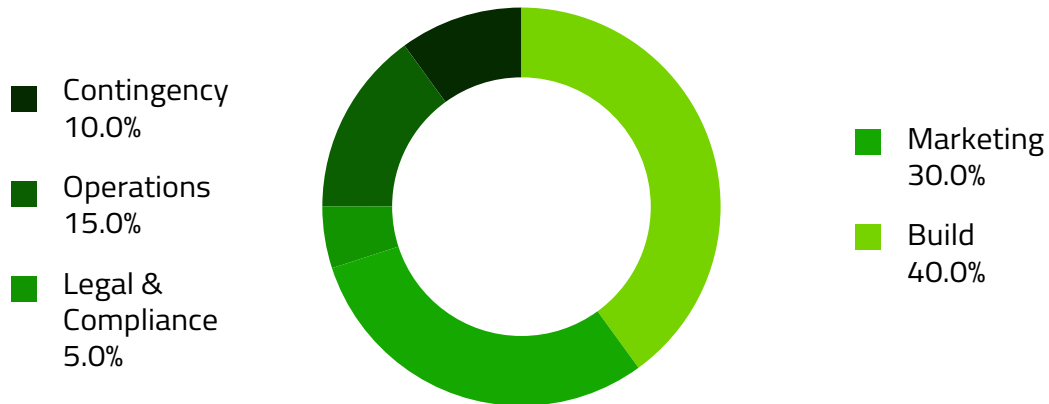
9. Bondex Tokenomics

9.1 Token Sale Plan

Token sales*	Tokens
Seed Pre-sale	35m
Private Pre-sale	90-120m
Initial Exchange Offering	TBD
Max Supply	500m

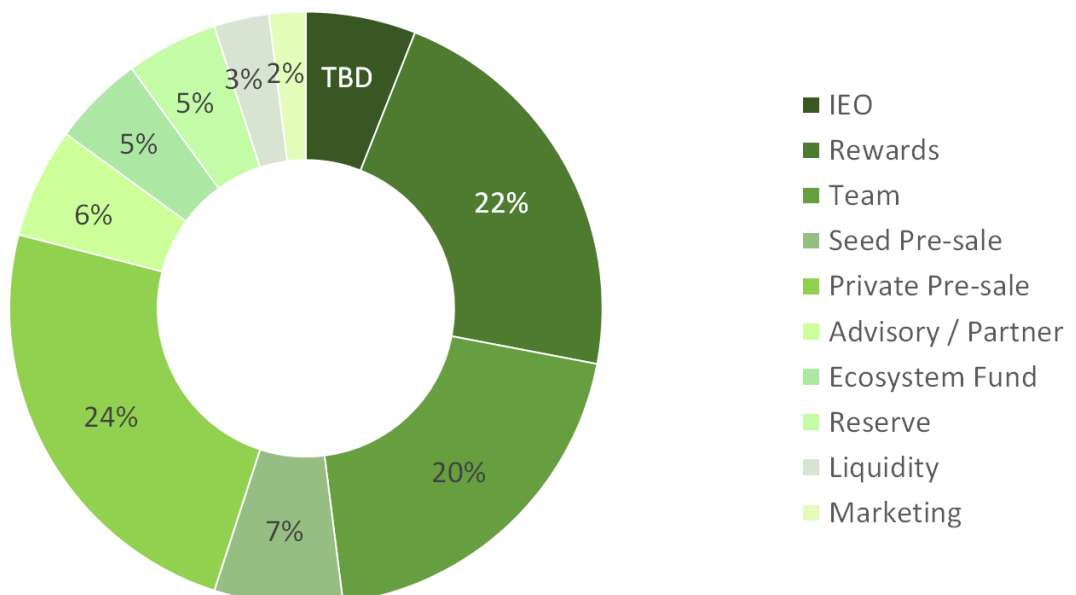*Timing for token financing events are subject to market conditions

*Token pre-sale prices will be available on our website

Use of Proceeds from the raise

Contingency
10.0%

Operations
15.0%

Legal &
Compliance
5.0%

Marketing
30.0%

Build
40.0%

Target Bondex Token Distribution

- IEO
- Rewards
- Team
- Seed Pre-sale
- Private Pre-sale
- Advisory / Partner
- Ecosystem Fund
- Reserve
- Liquidity
- Marketing

9.2   Token Distribution and Lockups

Distribution	Cliff (months)	Vest (months)*
Pre-sale 1	20% at IEO	12
Pre-sale 2	15% at IEO	12
Pre-sale 3	10% at IEO	12
Initial Exchange Offering	3	12
Team	9	36*
Advisory/partner	9	36*
Ecosystem Fund	3	36
Rewards	Linear	Linear
Reserve	24	0
Liquidity	0	0

*BONUS RELEASE PERFORMANCE INCENTIVE SCHEME

If Bondex hits the following performance targets, an amount of locked tokens in the Team and Advisor/Partner token allocations will be released earlier, as set out in the table below:

	Performance Target	% Release
Team	1m daily active users 5m daily active users	20 40
Advisory/Partner	1m daily active users 5m daily active users	20 40

GSC

9.3   Token Value

Bondex will implement several strategies to preserve token value:

- Lockups: All token allocations (other than a portion of the community sale) will be subject to lock-up provisions.

- Our revenue sharing mechanism to the token holders will provide stability to the price.

- Our business model and use case integrates into the mainstream economy, generating fees from talent transactions and ad revenue vs purely blockchain transactions shielding us to a certain degree from market volatility.

10. Key technologies and architecture used

10.1 Moralis

Bondex network is built on the Moralis Web 3.0 architecture, a technology-agnostic architecture. This allows the network to adopt new technologies and gives flexibility to the ecosystem quickly. It also facilitates the development of cross-chain dapps to broaden our adoption reach.

10.2 The Internet Computer

Eventually, Bondex will deploy both front and back ends on ICP, allowing for a fully decentralized system architecture to bring significant benefits and opportunities to its participants.

ICP is devised to scale smart contracts and data computations, run them at web speed, and process and store data safely and efficiently. Since ICP is hosted on a decentralized network of independent data centers, it is outside the purview and control of a single central authority, providing freedom to applications and service providers from the authoritative control of human gatekeepers as it exists at current monopolistic internet businesses. ICP utility token provides open governance/voting/staking, allowing people to participate in proposals to upgrade and improve the network.

10.3 BNDX Token

BNDX will initially be an SPL token. After migration to ICP, the SWPL contract will continue to be used to settle final transactions on the SPL mainnet ledger for staking and governance. All other smart contract executions will transition to Motoko contracts on ICP.

10.4 Solana

The Bondex smart contract infrastructure and back-end will be built on top of the Solana blockchain and all aspects of the Bondex DeFi ecosystem will be built using the Serum infrastructure. Building on Solana will allow Bondex to achieve scalability at the smart contract level and provide fast (65k + TPS without sharding) and nearly free transactions to occur on the platform - while still maintaining a high level of security and decentralization provided by other chains such as Ethereum. The wormhole bridge will also enable cross- chain activities between Solana and Ethereum.

Solana has set up a very large budget for grants in which Bondex hopes to take advantage of. This will not only give Bondex a potential boost of capital, but also align itself with the Solana community and gain strategic partnerships with developers and leaders of Solana.

11. Path to progressive decentralization

Bondex is committed to decentralizing elements of the ecosystem where doing so adds value and in-creases trust while not compromising the security and efficiency of the network and core services it provides. This strategy will include forming a foundation, taking ownership, and controlling community assets that cannot be transferred to community ownership via smart contracts and governed by hold-ers of the BNDX token.

12.Partnerships

Bondex will be marketed to all of the clients of Ascott Group by directly contacting them and providing them with a free trial. Ascott Group has a large database of clients, and several of its past/present clients are household names in their respective fields, including Philips, Samsung, and General Electric.

Talent Solutions

Marketing

Fundraising

Financial   Interim CFO

Legal   BTP Law Firm (Singapore)

Fintech

Tech   for KYC/AML Integration

13. Conclusion

Join the revolution to disrupt the technology monopolies that have turned users into a product, do not include them in the platform's growth, provide any financial rewards, and are often burdensome with their policies on user data access and fees. Current talent acquisition and management processes are slow, obsolete, fragmented, and often expensive to talent and employers. At Bondex, we believe the users are the network and therefore should be part owners of the ecosystem. We have designed a network with a new ownership model that will unlock greater value for all participants of the global talent market.

The Bondex ecosystem represents a new generation Web 3.0 infrastructure that will disrupt the global talent market and more efficiently reward and align the incentives of all its participants.

Join the talent revolution!

Connect with us: