

APPOINTMENT POLICY

1. Introduction and scope

This document sets out the process followed by Assidium Registry Ltd for appointments to the Board, and Executive.

2. Board appointments

Appointments to the Board require a majority of Directors on the Board to be appointed in line with the choice of the majority of shareholders.

The Ordinary Shareholders shall have the right to appoint and maintain in office such number of Directors (one of whom shall be the then-serving CEO) as is required to constitute a majority of the Board (each a "Founder Director"); to remove such Director so appointed and, upon their removal, whether by the Ordinary Shareholders (acting by the holders of a majority of the Ordinary Shares) or otherwise, to appoint another Director in their place.

3. Executive appointments

Appointments to the Executive of Assidium Registry Ltd are made by the Chief Executive Officer, in consultation with the Board. The process is as follows:

- If the need for an Executive-level appointment is identified, this will result in a job description being drafted, which the Chief Executive Officer and Chief Operating Officer will review and approve
- The need for such a role, and the accompanying job description, will be discussed at the Board. Where appropriate, amendments may be made to the planned recruitment.
- If the Board has approved the plan to recruit the position, recruitment will start with the publication of the job description on LinkedIn and other relevant platforms. At the outset of this process, the Chief Executive Officer will agree with the relevant staff a recruitment plan, including strategies for sourcing candidates, as well as an interview process, with established criteria for candidates proceeding through each stage
- After the process has concluded with one or more viable candidates identified, the Chief Executive Officer will put forward his proposed preferred candidate to the Board. The Board will provide advice or comments on the appointment, and if relevant the terms of the employment (e.g. stock option compensation).

The Chief Executive Officer will have the final decision-making responsibility for the appointment and will notify the Board of the final decision and expected start date.

4. Committee appointments

The Board will decide to create Committees of the Board as it deems appropriate.