

Rightcrowd Limited (ACN 108 411 427) (Company)

Corporate Governance Statement 2021

This Corporate Governance Statement sets out the Company's current compliance with the ASX Corporate Governance Council's 4th edition Corporate Governance Principles and Recommendations (**Recommendations**). The Recommendations are not mandatory. However, the Company is required to provide a statement in its annual reports disclosing the extent to which the Company has followed the Recommendations.

	Recommendations	Compliance	Comment
1.	Lay solid foundations for management and oversight		
1.1	<p>A listed entity should have and disclose a board charter setting out:</p> <p>(a) the respective roles and responsibilities of its board and management; and</p> <p>(b) those matters expressly reserved to the board and those delegated to management.</p>	Complies	<p>The Board is accountable to shareholders for the performance of the Company. The Board operates under the Board Charter that details its functions, responsibilities and powers and those delegated to management. Under the Charter the Board is responsible for:</p> <ul style="list-style-type: none"> • providing leadership and setting the strategic direction of the Company; • reviewing how the Company's strategic environment is changing, key risks and opportunities that are appearing, how they are being managed and what, if any, modifications in strategic direction should be adopted; • overseeing management's implementation of the Company's strategic objectives and its performance generally; • ensuring that adequate internal control systems and procedures exist and that compliance with these systems and procedures is maintained • appointing and removing, where necessary, the chair, senior executives, and the Company Secretary; • evaluating, approving and monitoring the Company's annual budgets and business plans; • approving and monitoring the progress of major capital expenditure; • determining the Company's dividend policy (if any) and oversee the financing of dividend payments (if any); • monitoring the Company's accounting and corporate reporting systems, including the external audit; • monitoring the Company's disclosure processes; • ensuring the Company has an appropriate risk management framework; • setting the risk appetite within which the Board expects management to

			<ul style="list-style-type: none"> operate; • monitoring the effectiveness of the Company's governance policies; • monitoring and managing the performance and remuneration of senior executives and key staff; • ensuring that appropriate resources are available to the senior executives; • the establishment and maintenance of appropriate ethical standards; • evaluating and, where appropriate, adopting with or without modification the Recommendations; • approving and managing succession plans for senior executives and other key management positions that may be identified from time to time; • reviewing and monitoring any related party transactions; and • monitoring the Company's operations in relation to, and in compliance with, relevant regulatory and legal requirements. <p>The Board delegates responsibility for the day to day operations and administration of the Company to the Managing Director and other senior executives.</p>
1.2	<p>A listed entity should:</p> <p>(a) undertake appropriate checks before appointing a director or senior executive, or putting someone forward for election, as a director; and</p> <p>(b) provide security holders with all material information in its possession relevant to a decision on whether or not to elect or re-elect a director.</p>	Complies	<p>The Board Charter sets out the nomination responsibilities of the Board. The Company undertakes appropriate checks before appointing a person as a Director or Senior Executive of the Company.</p> <p>When the election of Directors is put to security holders at a meeting of members, all material information relevant to the vote is incorporated in the meeting documents, including their relevant professional history and qualifications.</p>
1.3	<p>A listed entity should have a written agreement with each director and senior executive setting out the terms of their appointment.</p>	Complies	<p>All non-executive Directors enter into a service agreement with the Company in the form of a letter of appointment. The letter summarises the Board policies and terms, including remuneration, relevant to the office of the Director.</p> <p>All senior executives execute a contract of employment with the Company, setting out the terms of their employment.</p>

	Recommendations	Compliance	Comment
1.4	The Company Secretary of a listed entity should be accountable directly to the Board, through the chair, on all matters to do with the proper functioning of the Board.	Complies	The Company Secretary is director accountable to the Board on all matters to do with the proper functioning of the Board.
1.5	<p>A listed entity should:</p> <p>(a) have and disclose a diversity policy;</p> <p>(b) through its board or a committee of the board set measurable objectives for achieving gender diversity in the composition of its board, senior executives and workforce generally; and</p> <p>(c) disclose in relation to each reporting period:</p> <p>(1) the measurable objectives set for that period to achieve gender diversity;</p> <p>(2) the entity's progress towards achieving those objectives; and</p> <p>(3) either:</p> <p>A) the respective proportions of men and women on the board, in senior executive positions and across the whole workforce (including how the entity has defined "senior executive" for these purposes); or</p> <p>B) if the entity is a "relevant employer" under the Workplace Gender Equality Act, the entity's most recent "Gender Equality Indicators", as defined in and published under that Act.</p> <p>If the entity was in the S&P / ASX 300 Index at the commencement of the reporting period, the measurable objective for achieving gender diversity in the composition of its board should be to have not less than 30% of its directors of each gender within a specified period.</p>	Does not comply	<p>The Company has a compliant Diversity Policy.</p> <p>The Board has adopted a Diversity Policy to ensure that the Company encourages a culture that recognises and values diversity, treating all employees and consultants with fairness and respect. The Company is an equal opportunity employer and welcomes people from all backgrounds.</p> <p>The Board has not established measurable targets for achieving gender diversity across the Company. The Board has chosen to defer the establishment of the measurable targets until the Company is of a sufficient size and structure to necessitate these targets.</p> <p>The Board is committed to actively supporting and managing diversity as a means of enhancing the Company's performance by recognizing and utilising the contribution of diverse skills and talent from its directors, officers, employees and consultants.</p> <p>The Board conducts all Board appointment processes in a manner that promotes gender diversity, including establishing a structured approach for identifying a pool of candidates, using external experts where necessary.</p> <p>As 30 June 2021, the Company has the following proportion of women appointed:</p> <ul style="list-style-type: none"> • to the Board – 0% (nil out of three) • to senior management – 0% (nil out of six) • to the organisation as a whole (excluding the Board and senior management) – 27% (forty-one out of one hundred and fifty-three) <p>A copy of the diversity policy is available at:</p> <p>https://www.rightcrowd.com/about-us/investor-relations/</p>

1.6	<p>A listed entity should:</p> <p>(a) have and disclose a process for periodically evaluating the performance of the Board, its committees and individual directors; and</p> <p>(b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.</p>	Complies	<p>An informal assessment process, facilitated by the Chairman in consultation with the Company's professional advisors, as necessary, has been committed to in order to properly evaluate the performance of the Board, its sub-committees, and individual Directors. This evaluation was undertaken during the financial year ended 30 June 2021.</p>
1.7	<p>A listed entity should:</p> <p>(a) have and disclose a process for evaluating the performance of its senior executives at least once every reporting period; and</p> <p>(b) disclose for each reporting period whether a performance evaluation has been undertaken in accordance with that process during or in respect of that period.</p>	Does not comply	<p>The Board continues to monitor the performance of senior management, including measuring actual performance against planned performance.</p> <p>The Board monitors the performance of senior management on a continuous basis.</p>
2.	Structure of the Board to be effective and add value		
2.1	<p>The Board of a listed entity should:</p> <p>(a) have a nomination committee which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(5) as at the end of each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have a nomination committee, disclose that fact and the processes it employs to address board succession issues and to ensure that the board has the appropriate balance of skills, knowledge, experience, independence and diversity to enable it to discharge its duties and responsibilities effectively.</p>	Does not comply	<p>There is no nomination committee separate to the full Board. The role of the nomination committee is undertaken by the full Board. The Board considers that, given the Board is comprised of three Directors and given the current size and scope of the Company's operations, no efficiencies or other benefits would be gained by establishing a separate nomination committee.</p> <p>As the Company's operations grow and evolve, the Board will reconsider the appropriateness of forming a separate nomination committee.</p> <p><i>Board Renewal and Succession Planning</i></p> <p>In accordance with the Company's Constitution, at each AGM there is a retirement of one- third of Directors by rotation. The Directors who retire by rotation are those who have been longest in office since their last election. If the Directors were appointed on the same day they may agree between themselves of by lot which one of them must retire.</p> <p>The Board (pursuant to the Board Charter) is also responsible for planning Board succession generally and implementing plans regarding the succession of the Managing Director, executive directors and other senior management of the Company, including in regard to maintaining the required mix of competencies, experience and diversity. The Board currently considers the growth of the Company and its skills matrix when considering board succession issues.</p>

2.2	A listed entity should have and disclose a board skills matrix setting out the mix of skills and that the board currently has or is looking to achieve in its membership.	Complies	<p>The Company maintains a Board skills matrix which sets out the mix of skills, experience and expertise the Board currently has and is looking to achieve in its membership.</p> <p>A copy of the Skills Matrix is available at:</p> <p>https://www.rightcrowd.com/about-us/investor-relations/</p>
2.3	<p>A listed entity should disclose:</p> <p>(a) the names of the directors considered by the board to be independent directors;</p> <p>(b) if a director has an interest, position, affiliation or relationship of the type described in Box 2.3 but the board is of the opinion that it does not compromise the independence of the director, the nature of the interest, position or relationship in question and an explanation of why the board is of that opinion; and</p> <p>(c) the length of service of each director.</p>	Complies	<p>The Company periodically disclosed this information including in its Annual Report.</p> <p>The Board currently has two independent Directors.</p> <p>The Board comprises of three directors: Robert Baker – appointed 06 August 2017; Craig Davies – appointed 20 August 2019; and Peter Hill – Founding director appointed 18 March 2004.</p> <p>Mr Hill is also a substantial shareholder of the Company. He is also the founder of the Company and holds a great deal of know-how with respect to the business. The Board does not believe that there is reason to believe that Peter Hill is not able to bring independent judgement to bear on issues before the Board and to act in the best interests of the Company and its security holders generally.</p>
2.4	A majority of the board of a listed entity should be independent directors.	Complies	The Board currently comprises of three Directors, two of whom are independent.
2.5	The chair of the Board of a listed entity should be an independent director and, in particular, should not be the same person as the CEO of the entity.	Complies	Mr Baker, the Chair of the Board, is an independent Director.
2.6	A listed entity should have a program for inducting new directors and for periodically reviewing whether there is a need for existing directors to undertake professional development to maintain the skills and knowledge needed to perform their role as directors effectively.	Complies	Under the Board Charter, the Board is required to develop and implement an induction program for all new directors and members which contains all such information and advice that may be considered necessary or desirable. The Board Charter also requires the Board to ensure that continuing professional development opportunities are available for directors and committee members to develop and maintain appropriate skills. This is assessed periodically and also in conjunction with the Board

			evaluation process.
3.	Instil a culture of acting lawfully, ethically and responsibly		
3.1	A listed entity should articulate and disclose its values.	Complies	The Company's Statement of Values is available at: https://www.rightcrowd.com/about-us/investor-relations/
3.2	A listed entity should: (a) have and disclose a code of conduct for its directors, senior executives and employees; and (b) ensure that the board or a committee of the board is informed of any material breaches of that code by a director or senior executive; and any other material breaches of that code that call into question the culture of the organisation.	Complies	The Board has adopted a Corporate Code of Conduct. The Code of Conduct sets out directives for Directors, officers and employees relating to conflicts of interests, protection and use of the Company's assets and confidentiality. Where a personal interest does or may conflict with that of the Company, it requires the Employee to immediately disclose any conflict to the Audit and Risk Management Committee. The Code of Conduct is located at: https://www.rightcrowd.com/about-us/investor-relations/
3.3	A listed entity should: (a) have and disclose a whistleblower policy; and (b) ensure that the board or a committee of the board is informed of any material incidents reported under that policy.	Complies	The Company has a Whistleblower policy which is available at https://www.rightcrowd.com/about-us/investor-relations/ The Company has procedures in place in accordance with the policy to ensure that the Board is informed of any material incidents reported under the policy.
3.4	A listed entity should: (a) have and disclose an anti-bribery and corruption policy; and (b) ensure that the board or committee of the board is informed of any material breaches of that policy.	Complies	The Company has an Anti-bribery and Corruption policy which is available at: https://www.rightcrowd.com/about-us/investor-relations/ The Company has procedures in place in accordance with the policy to ensure that the Board is informed of any material breaches of the policy.
4.	Safeguard the integrity of corporate reports		

4.1	<p>The Board of a listed entity should:</p> <p>(a) have an audit committee which:</p> <p>(1) has at least three members, all of whom are non-executive directors and a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, who is not the chair of the Board,</p> <p>and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the relevant qualifications and experience of the members of the committee; and</p> <p>(5) in relation to each reporting period, the number of times the committee met throughout the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have an audit committee, disclose that fact and the processes it employs that independently verify and safeguard the integrity of its corporate reporting, including the processes for the appointment and removal of the external auditor and the rotation of the audit engagement partner.</p>	Does not comply	<p>The Audit Committee is responsible for assisting the Board to monitor and review the integrity of the financial reporting of the Company and matters of significance affecting financial reporting and compliance. The Board has adopted an Audit and Risk Management Committee Charter that outlines the composition of the Audit Committee and its responsibilities and authorities including:</p> <p>reporting procedures; and</p> <p>oversight of the risk management system.</p> <p>The composition of the Audit and Risk Management Committee does not currently comply with the Recommendations, as there are not enough non-executive board members appointed to the Board at this stage. As such, the Audit and Risk Management Committee is made up of three directors (both executive and non-executive), two of whom are independent. The Board will reconsider the policy framework each year as the Company and the Board grows.</p> <p>The Committee Charter is located at:</p> <p>https://www.rightcrowd.com/about-us/investor-relations/</p> <p>The Committee comprises of:</p> <p>Craig Davies - Craig is the Chairman of the Audit and Risk Management Committee (effective from 20 August 2019). His primary expertise is within the security industry including as CEO of TriSecOps, a security advisory firm, and the former CEO of AustCyber, the Australian Government's cybersecurity industry growth centre. In addition, Mr. Davies is the former Security Director of Atlassian and CSO at Cochlear.</p> <p>Rob Baker – Rob has over a decade of board level experience. His main expertise and practice area has been external audit, internal audit, financial reporting, internal control assessments and accounting advice. His business acumen has resulted in clients (including ASX 100 companies) also engaging him to provide business and due diligence services. Rob is currently a director of two ASX Listed companies and several other unlisted organisations.</p>
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4.2	The Board of a listed entity should, before it approves the entity's financial statements for a financial period, receive from its CEO and CFO a declaration that, in their opinion, the financial records of the entity have been properly maintained and that the financial statements comply with the appropriate accounting standards and give a true and fair view of the financial position and performance of the entity and that the opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively.	Complies	Due to the size of the Company, the Board signs declarations in accordance with section 295A of the Corporations Act, following receipt of the declaration from the Managing Director and CFO. The declaration is made and is founded on a sound system of risk management and internal control and that the system is operating effectively in all material respects in relation to financial work.
4.3	A listed entity should disclose its process to verify the integrity of any periodic corporate report it releases to the market that is not audited or reviewed by an external auditor.	Complies	Any report or communication released to the market is reviewed and signed off by the CFO, CEO and Board of Directors. Where financial numbers are involved, these are taken from the approved financial reporting systems and validated by the Finance team.
5.	Make timely and balanced disclosure		
5.1	A listed entity should have and disclose a written policy for complying with its continuous disclosure obligations under listing rule 3.1.	Complies	<p>The Continuous Disclosure Policy sets out the key obligations of the Directors and employees in relation to continuous disclosure as well as the Company's obligations under the Listing Rules and the Corporations Act. The Policy also provides procedures for internal notification and external disclosure, as well as procedures for promoting understanding of compliance with the disclosure requirements for monitoring compliance. The Board has designated the Company Secretary as the person responsible for overseeing and coordinating disclosure of information to the ASX as well as communicating with the ASX.</p> <p>The Continuous Disclosure Policy can be found at: https://www.rightcrowd.com/about-us/investor-relations/</p>
5.2	A listed entity should ensure that its board receives copies of all material market announcements promptly after they have been made.	Complies	The Company ensures that its Board receives copies of all material market announcements promptly after they have been made.
5.3	A listed entity that gives a new and substantive investor or analyst presentation should release a copy of the presentation materials on the ASX Market Announcements Platform ahead of the presentation.	Complies	The Company ensures that any new and substantive investor or analyst presentation is released to the ASX Market Announcements Platform ahead of the presentation.
6.	Respect the rights of security holders		
6.1	A listed entity should provide information about itself and its governance to investors via its website.	Complies	The Company's website https://rightcrowd.com/contains all relevant information about the Company.

6.2	A listed entity should have an investor relations program that facilitates effective two-way communication with investors.	Complies	<p>The Shareholder Communications Strategy sets out the Company's aims and practices in respect of communicating with both current and prospective shareholders.</p> <p>The Board of the Company aims to ensure that the shareholders are informed of all major developments affecting the Company's state of affairs. Information is communicated to shareholders through:</p> <ul style="list-style-type: none"> • the Annual Report delivered by post and which is also placed on the Company's website; • the half yearly report which is placed on the Company's website; • disclosures and announcements made to the Australian Securities Exchange (ASX) copies of which are placed on the Company's website; • notices and explanatory memoranda of Annual General Meetings (AGM) and Extraordinary General Meetings (EGM) copies of which are placed on the Company's website; • the Company's external auditor being present at the AGM to answer questions from shareholders about the conduct of the audit and the preparation and content of the auditor's report. <p>Shareholders can register with the Company's Registrar to receive email notifications of when an announcement is made by the Company to the ASX, including the release of the annual and half yearly reports. Links are made available to the Company's website on which all information provided to the ASX is immediately posted.</p> <p>Whenever possible, the Company will provide shareholders with the option to receive communications from and send communications to the Company electronically.</p>
6.3	A listed entity should disclose how it facilitates and encourages participation at meetings of security holders.	Complies	Shareholders are encouraged to attend general meetings and to participate in those meetings. In the event that shareholders cannot attend general meetings, they are encouraged to submit questions to the Board and Management in advance of the meeting.
6.4	A listed entity should ensure that all substantive resolutions at a meeting of security holders are decided by a poll rather than by a show of hands.	Complies	The Company ensures that all substantive resolutions at a meeting of security holders are decided by a poll rather than by a show of hands.

6.5	A listed entity should give security holders the option to receive communications from, and send communications to, the entity and its security registry electronically.	Complies	The Company gives security holders the option to receive communications from, and to send communication to it and its security registry electronically.
7.	Recognise and manage risk		
7.1	<p>The Board of a listed entity should:</p> <p>(a) have a committee or committees to oversee risk, each of which:</p> <p>(1) has at least three members, a majority of whom are independent directors; and</p> <p>(2) is chaired by an independent director, and disclose:</p> <p>(3) the charter of the committee;</p> <p>(4) the members of the committee; and</p> <p>(5) as at the end of each reporting period, the number of times the committee met through the period and the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have a risk committee or committees that satisfy (a) above, disclose that the fact and the processes it employs for overseeing the entity's risk management framework.</p>	Does not comply	<p>The Company does not have a separate Risk Committee, but an Audit and Risk Management Committee.</p> <p>The composition of the Audit and Risk Management Committee does not currently comply with the Recommendations, as there are not enough non-executive board members appointed to the Board at this stage. As such, the Audit and Risk Management Committee is made up of three directors (both executive and non-executive), two of whom is independent. The Board will reconsider the policy framework each year as the Company and the Board grows.</p> <p>The Committee's responsibilities with respect to risk management and internal control are:</p> <p>(a) to ensure that the Company has implemented a sound risk management framework and appropriate internal control systems;</p> <p>(b) to review at least annually the effectiveness of the Company's risk management and internal control systems and make relevant recommendations to the Board;</p> <p>(c) to monitor compliance with regulatory requirements under the ASX Listing Rules, the <i>Corporations Act 2001</i> (Cth) and any other relevant guidelines;</p> <p>(d) to monitor the Company's exposure to economic, environmental and social sustainability risks, and make recommendations to the Board as to how those risks should be managed;</p> <p>(e) to make recommendations to the Board in relation to the Company's insurance program, having regard to the Company's business and the insurable risks associated with it; and</p> <p>(f) any other responsibilities as determined by the Committee or the Board from time to time.</p> <p>The Charter of the Committee is located at:</p> <p>https://www.rightcrowd.com/about-us/investor-relations</p>

7.2	<p>The Board or a committee of the Board should:</p> <p>(a) review the entity's risk management framework at least annually to satisfy itself that it continues to be sound, and that the entity is operating with due regard to the risk appetite set by the board; and</p> <p>(b) disclose, in relation to each reporting period, whether such a review has taken place.</p>	Complies	<p>The Board reviews the risk management framework annually to ensure to satisfy itself that it continues to be sound and that the entity is operating with due regard to the risk appetite set by the Board.</p>
7.3	<p>A listed entity should disclose:</p> <p>(a) if it has an internal audit function, how the function is structured and what role it performs; or</p> <p>(b) if it does not have an internal audit function, that fact and the processes it employs for evaluating and continually improving the effectiveness of its governance, risk management and internal control processes.</p>	Complies	<p>The Company does not have an internal audit function.</p> <p>The Audit and Risk Committee is responsible for reviewing at least annually the effectiveness of the Company's risk management and internal control systems and make relevant recommendations to the Board.</p> <p>In discharging its duties, the Committee has unrestricted access to all staff and to the Company's auditors, to seek information and explanations from them. The Committee proactively makes recommendations to the Board in relation to the outputs of the financial reporting and disclosure processes and with respect to risk management and internal control.</p>
7.4	<p>A listed entity should disclose whether it has any material exposure to environmental and social risks and, if it does, how it manages or intends to manage those risks.</p>	Complies	<p>The Company reviews all of its risks as part of the RightCrowd Risk Register process which is consolidated and reviewed by the Board periodically. The Company has no material exposure to environmental or social risks.</p>
8.	Remunerate fairly and responsibly		
8.1	<p>The Board of a listed entity should:</p> <p>(a) have a remuneration committee which:</p> <ol style="list-style-type: none"> (1) has at least three members, a majority of whom are independent directors; and (2) is chaired by an independent director, and disclose: (3) the charter of the committee; (4) the members of the committee; and (5) as at the end of each reporting period, the number of times the committee met through the period and 	Does not comply	<p>The Company does not have a remuneration committee because the Board considers that the Company was not of a size, nor are its affairs of such complexity, to justify the establishment of a remuneration committee.</p> <p>The full Board maintains responsibility for setting the level and composition of remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive.</p> <p>The remuneration of directors is set pursuant to the Company's constitution which ensures that remuneration is appropriate and not excessive. The board has continued with this ethos. The responsibilities of the Board are set out in the Board Charter and the Remuneration Policy.</p>

	<p>the individual attendances of the members at those meetings; or</p> <p>(b) if it does not have a remuneration committee, disclose that fact and the processes it employs for setting the level and composition of remuneration for directors and senior executives and ensuring that such remuneration is appropriate and not excessive.</p>		
8.2	<p>A listed entity should separately disclose its policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives.</p>	Complies	<p>The policies and practices regarding the remuneration of non-executive directors and the remuneration of executive directors and other senior executives are set out in the Remuneration Policy.</p> <p>The structure of non-executive Directors' remuneration is currently clearly distinguished from that of executives.</p> <p><u>Executive Remuneration</u></p> <p>Executive Remuneration packages should include an appropriate balance between fixed remuneration that is comparable with current market rates and performance-based remuneration, linked to clearly specified performance targets that align with the Group's short and long term objectives and which are appropriate to the Group's circumstances and goals.</p> <p><u>Non-Executive Directors Remuneration Policy</u></p> <p>Non-executive directors should be remunerated in accordance with current market rates for comparable companies and at a level that enables the Company to attract and retain non- executive directors of the highest calibre, whilst incurring a cost which is acceptable to shareholders. Non-executive directors should not receive performance-based remuneration.</p>
8.3	<p>A listed entity which has an equity-based remuneration scheme should:</p> <p>(a) have a policy on whether participants are permitted to enter into transactions (whether through the use of derivatives or otherwise) which limit the economic risk of participating in the scheme; and</p> <p>(b) disclose that policy or a summary of it.</p>	Complies	<p>The Securities Trading Policy prohibits such participants from dealing in derivatives, hedging or other similar arrangements in relation to Securities that:</p> <p>(a) have not vested;</p> <p>(b) have not been released to the participant; or</p> <p>(c) have vested but are subject to trading restrictions.</p> <p>The Securities Trading Policy is located at: https://www.rightcrowd.com/about-us/investor-relations/</p>

