

Xapo, a Digital Private Banking Service, Welcomes Dr. Wayne Mullen as Chief People Officer

London, England — December 16, 2021 Renovata & Company is pleased to announce the placement of Dr. Wayne Mullen as chief people officer for Xapo, a consumer-focused, digital private banking service helping to spread the adoption of digital money in emerging markets around the world.

Over the past decade, 4B people in the emerging markets lost more than 50% of their purchasing power when measured against the US dollar. This represents a huge loss of value just because of where they were born or happen to live. Xapo's mission is to provide the quality of service and experience people have come to expect in the western world to the emerging markets—by providing access to international banking facilities, which aren't controlled by local governments, and enabling them to hold their savings in US dollars or Bitcoin. Historically these services would only have been available to very wealthy in emerging markets via more traditional banking methods. With Xapo, they will now be available to a much wider audience—targeting people with savings of \$10,000 or more.

Backed by Greylock Partners, Benchmark, Ribbit and Index Ventures, Xapo is poised for growth. There is an emphasis on elevating the people function to drive execution across a distributed, remote-first and growing team. Dr. Mullen will lead and develop the Xapo people function to be able to cover more than 300 employees in more than 50 countries globally.

"Wayne has more than a decade of experience in HR and other people-leadership roles—for large, established companies following industry best practices as well as in fast-growing, agile scale-up environments," says Thomas Jepsen, Renovata & Company partner. "He will take full ownership of Xapo's people strategy across all functions—including recruitment, onboarding, development, performance management, compensation, retention and legal."

Prior to joining Xapo, Dr. Mullen was chief people officer at Quartz Enterprises, responsible for global HR, global program management, organizational effectiveness, leadership development and internal communications. Before that he was global head of human resources at The Workshop—Inventors of play. He has also worked as senior director, global leadership and capability at King; managing director, global head of leadership and organizational development for VTB Capital; and head of leadership and development, international, for Standard Bank. Earlier in his career, Dr. Mullen was a training manager.

This appointment highlights Renovata & Company's depth and expertise as a search firm and advisor to the leading private- and growth equity-backed digital, SaaS, IoT companies, their boards, and investors across the US and Europe.

About Renovata & Company

Renovata & Company is a global executive search and private equity advisory firm. We are trusted by financial sponsors, their portfolio companies and public corporations to deliver transformational leaders and valuable investment insights. Renovata & Company's executive search activities are focused on the most complex search assignments—board-level mandates which include board directors, CEOs, CFOs and other C-suite executives, as well as investment professionals and Operating Partners—and we provide strategic counsel to clients across the technology, digital, business services, industrial, consumer and retail sectors. Renovata & Company has relationships with over 50 of the top 100 private and growth equity firms globally. Our private equity advisory services include diligence support, backable executive introductions and deal sourcing delivered by our affiliate, L Capital Advisors. We also make equity co-investments alongside our private equity clients through our investment affiliate, L Capital. We are privately held and operate from five offices across two continents: Boston, Hamburg, London, New York and San Francisco. www.renovata.com

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