



i n n o v a t e y o u

INNOU WHITE PAPER 1.0





1. DEMANDS

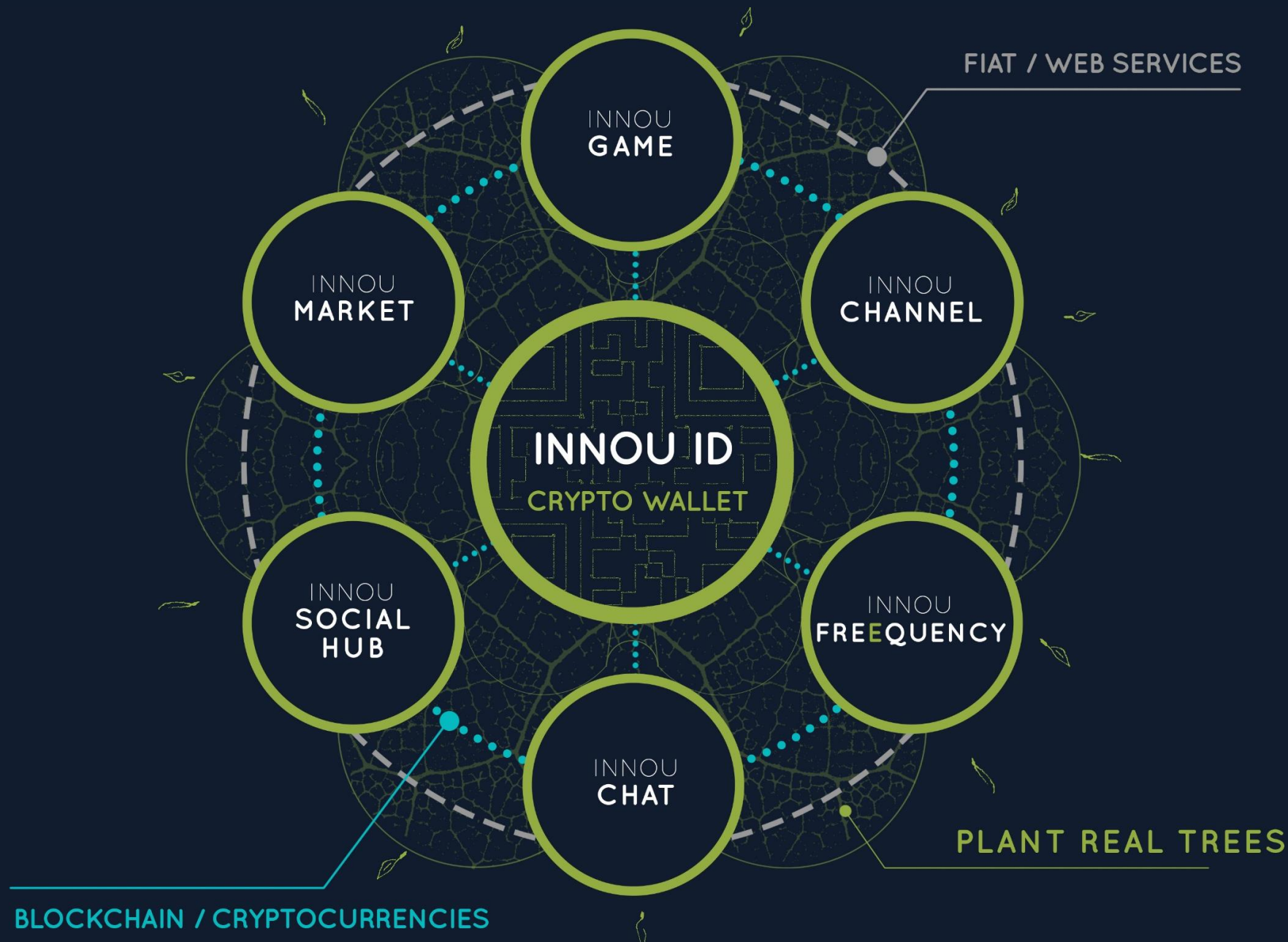
INSTANT MEDIA: INNOU offers easy access to gaming, finances, news, shopping, INNOU Channel, music, blogs and chats. All in one mobile app, including the secure wallet which is integrated in the personal account of every user. Combined with an intuitive and user-friendly interface INNOU guarantees easy access for everyone.

SHOPPING AND GAMIFICATION: With the online shopping rates steadily increasing each year, the demand for a proper platform which offers a wide selection of shops and valid information is huge. With our GPS-based game, users will have the opportunity to play, discover shopping alternatives, hunt money and products, win vouchers etc. – globally. This is a huge and worldwide opportunity for business to attract more users.

MORE FREELANCING JOBS GLOBALLY: The momentarily insufficient system also means barriers for people to find freelancing jobs internationally, because of the risk that the payment transfer fee might result higher than the amount of payment itself. Some of the existing solution on the market include payment system as Payoneer,

Skrill, etc. which enable money transfer with a small fee. Within the INNOU Ecosystem, the content creators will have a global platform to submit their work, and the opportunity to be paid for their content - fast and secure.

Cryptocurrencies enable fast peer-to-peer transactions with a very small fee and the highest level of security





INNOU VISION

To become the interactive one-stop-shop bridging cryptocurrencies and fiat money in the users' daily life on a global basis.

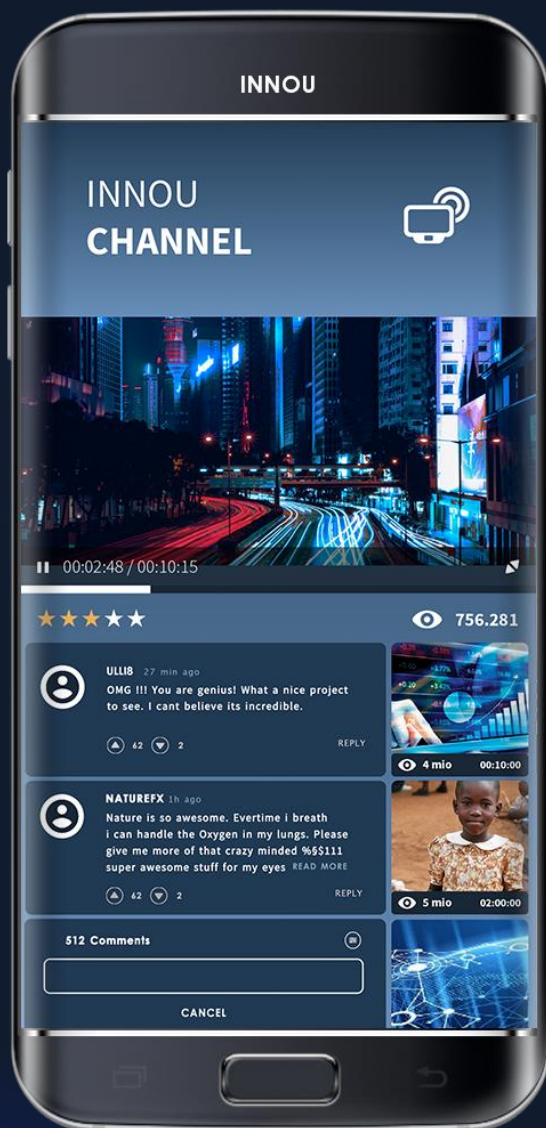
INNOU MISSION

To create a global network with a thriving community and address major environmental and socioeconomic issues through innovation.

2. INNOU SOLUTION

The INNOU mobile app is built on a module system so that everyone can personalize the functions according to personal preferences. Therefore, INNOU starts the market launch phase with the first product – the INNOU Mobile Game App. Simultaneously, INNOU continues with the development of new modules. To remain the user-friendliness users, have to register to one account only but have access to all models and functions. INNOU offers the following range of modules in strategic order.







1.1. INNOU GAME: INNOU launches a Crypto Currency use case, where users can playfully gather and earn cryptocurrencies in a GPS map-based game. For businesses using the digital layer we are placing over the real world is a completely new form of marketing, which ultimately leads to more effective and more successful advertisement and marketing campaigns. On the user's side it offers an innovative gaming experience combined with a revolutionized approach of purchasing.

1.2. INNOU WALLET: Our integrated wallet allows users to directly do in-app transactions. Within the game the collected cryptocurrencies will automatically be stored in the INNOU wallet. Additionally, users can also make purchases at real shops that accept crypto-currencies. The wallet will feature many crypto coins, also our tree coin, which we are launching.



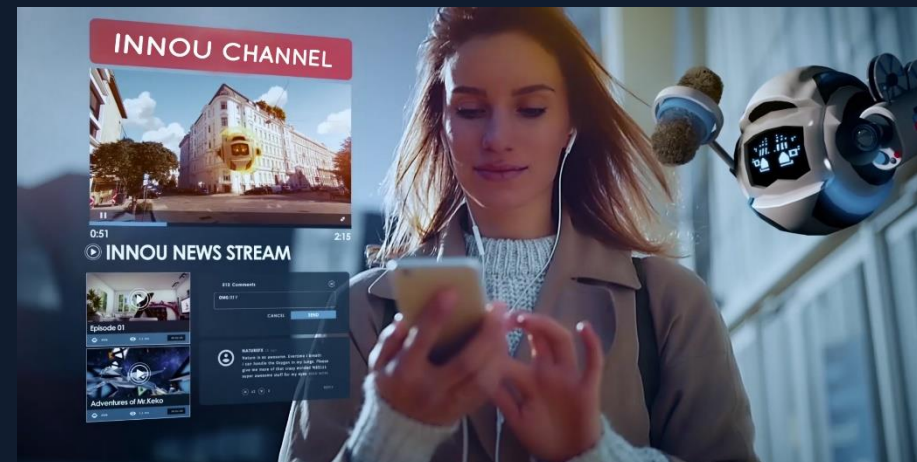


1.3. INNOU TOKEN: INNOU is the newest currency in the crypto market. Its availability will stretch throughout our Pre-ICO and ICO phase.

Our purpose is to create opportunities of token utilization in everyday lives and encourage the empowerment of a wide global market. Further details for INNOU Token, Smart Contract and Pre-ICO and ICO formula are stated under the 'INNOU Token' chapter.



1.4. INNOU CHANNEL: For providing content and information about the latest crypto technology, sustainable innovation and updates from the ecosystem we launch our own INNOU CHANNEL. Before the INNOU Channel is launched in the INNOU mobile app we will provide streams on web video and social media platforms. Once the mobile app is launched users can send their individually created content and earn money in return. The long-term vision is to become a global media library filled with high quality content.

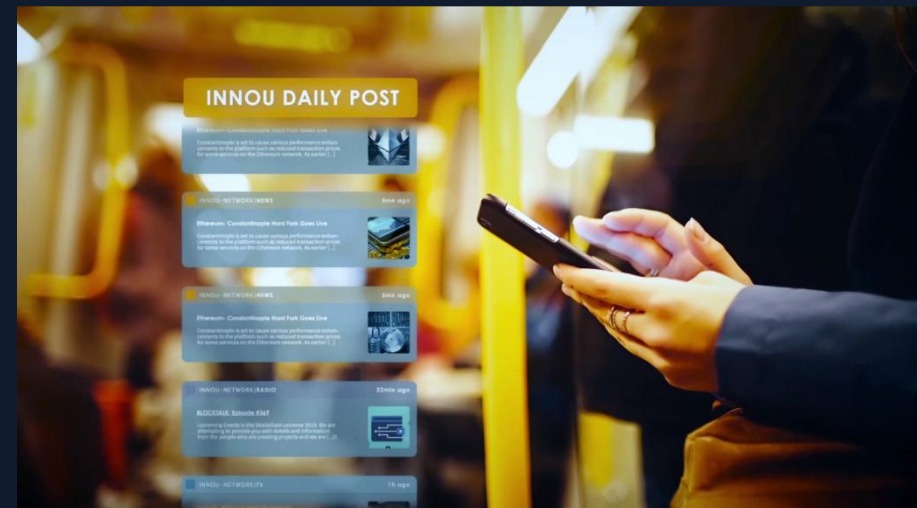




1.5. INNOU SOCIAL HUB: For our INNOU Ecosystem to be complete we are building a social platform where users can communicate, connect and share their ideas. Users can choose if they want their profile to be used for casual social media experience or freelancing and promotion or posting and publishing their content. This can be anything from art to blogs, journalistic reports, music and any other mediums of work.

To foster intrinsic motivation annual awards for the best publications will be submitted on our platform. Moreover, we will launch our first newspaper, which will be authored solely by members of the INNOU community.

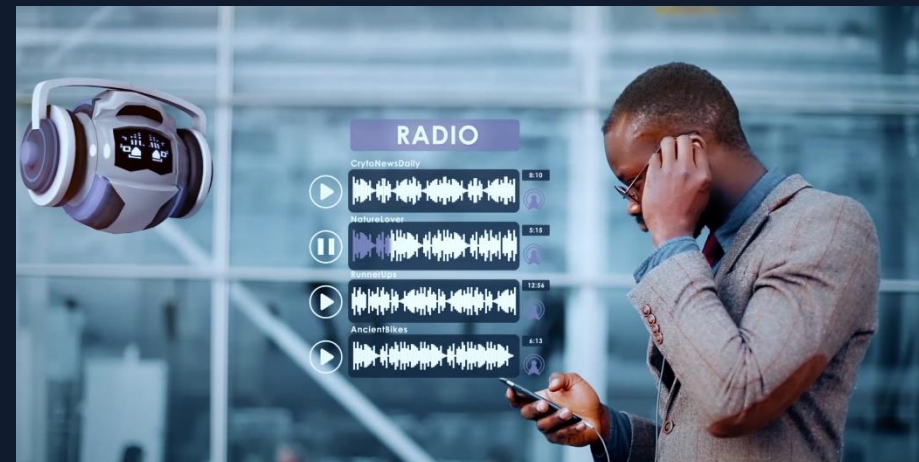
1.6. INNOU DAILY POST: With the HUB as foundation the INNOU Daily Post is our pioneer project. Serving the principle of free speech, it globally will be free of political interests.



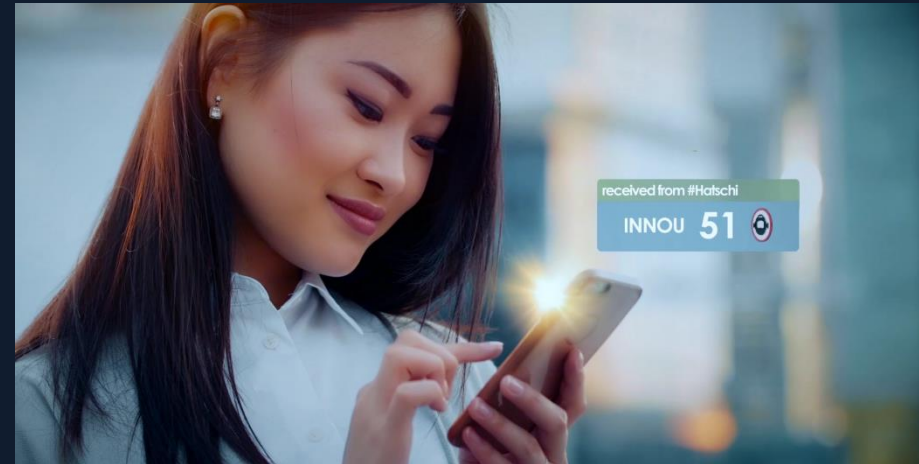
1.7. INNOU CHAT: For communication within the INNOU ecosystem we will offer an encrypted chat function. Connecting people all over the world, making friends and building up a thriving community together is our vision. The chat is integrated in all INNOU modules. It can be used to share game achievements and instant chatting for all purposes. With hashtags and links users can discuss prices, money transfers and any content within the app.



1.8. INNOU FREQUENCY: This module supports every medium that focuses on audio-based content. A variety of channels allows INNOU and its users to upload their own content. Artists can receive direct payment for their work by donations from other users. In addition to that other user's comments can be rewarded with donations as well. With an 'on demand' service INNOU is aiming to provide a wide range of music, free to listen for the community.



1.9. INNOU MARKET: The latest integration to INNOU Hub, chat and wallet is the marketplace. Users will be able to sell goods or content directly in the INNOU mobile app. This creates huge, new opportunities to support and strengthen local business all over the world.



*Building bridges while
driving innovation for nature*





3. BLOCKCHAIN SOLUTION

WHY CRYPTO?

In order to achieve our goals of becoming a global one-stop-shop the traditional monetary system is not enough. Each user has the opportunity to provide quality content in our app (Bloggers, writers, journalists, musicians, artists etc.) and have the possibility to earn an income out of it. While for the Western Countries this might seem like a non-relevant issue, it would actually be a major contribution to countries with lower economic standards.

By using blockchain technology for money transfer we can solve costs and time efficiency discrepancies towards these countries. Each year, users can vote the best content and most trustful channel and contribute with in full transparency.

With an alternative payment possibility and a highly secure architecture, millions of users can start building their local businesses or become independent freelancers.





WHY BLOCKCHAIN?

Because...

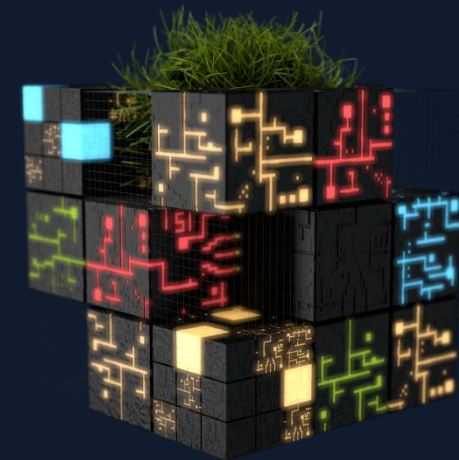
blockchains store data using sophisticated math and innovative software rules that are extremely difficult for attackers to manipulateⁱ.

For every token won in the game, all the transactions to the user's wallet will be executed using only blockchain technology and in our case, Ethereum forked wallet.

In other words, blockchain is essentially a distributed database of records, or public ledger of all transactions or digital events that have been executed and shared among different participating parties.

Each transaction in the public ledger is verified by consensus of a majority of participants in the systemⁱⁱ.

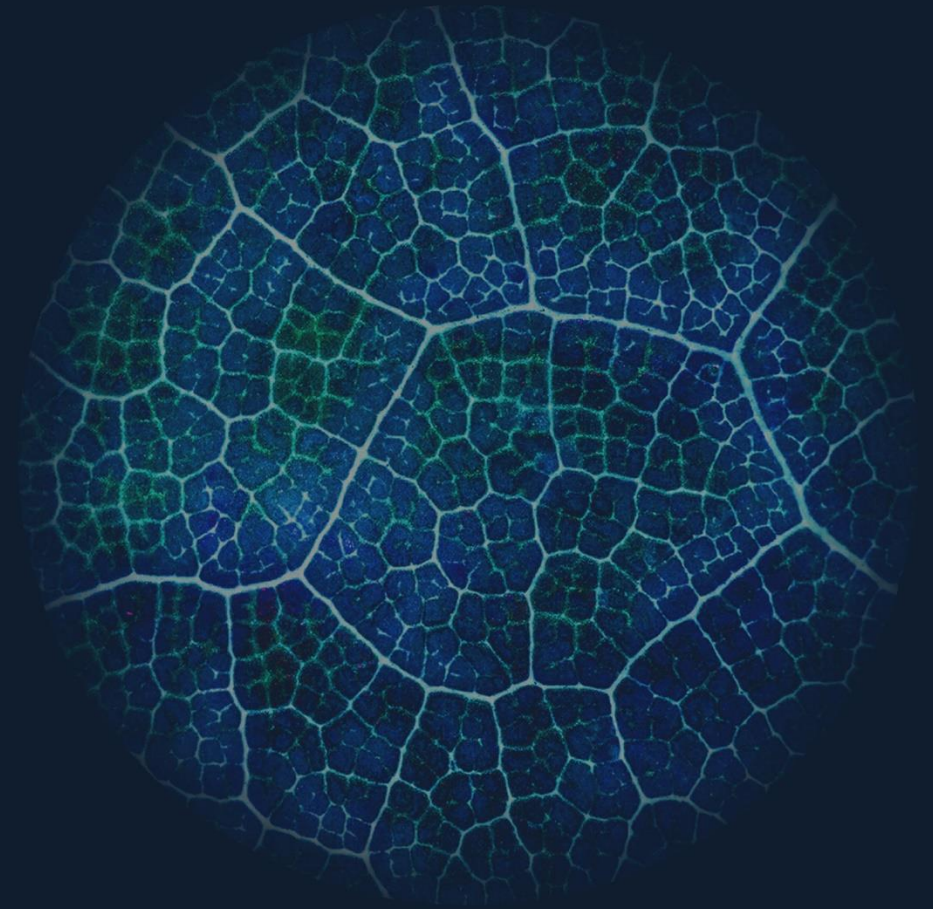
"To use a basic analogy: it is easier to steal a cookie from a cookie jar, kept in a secluded place, than stealing the cookie from a cookie jar kept in a market place, being observed by thousands of people" -- Berkley Engineering



WHY HYBRID?

Since the INNOU concept is tailored around the principles of inclusion and equal opportunities...

...we do not exclude any sort of solution that would benefit and improve the user's experience and would widen the opportunities of user's engagement beyond the entertainment factor. Therefore, our app is being built in web services and blockchain integration. Our system supports both fiat and cryptocurrencies. With a hybrid system like ours we will be able to support important topics, give the voices of our community and provide economical niches where it seems impossible. Afterall, what is the point of possessing high-end technology if it not used to improve the life and work of the global community?



INTRODUCING OUR FIRST PRODUCT:

INNOU GAME

Alpha Version





5. INNOU GAME (FIRST MODULE)

INNOU GAME aims to capture a market where gamification combined with digital currencies provides an advantage not only for users and businesses but also for the environment.

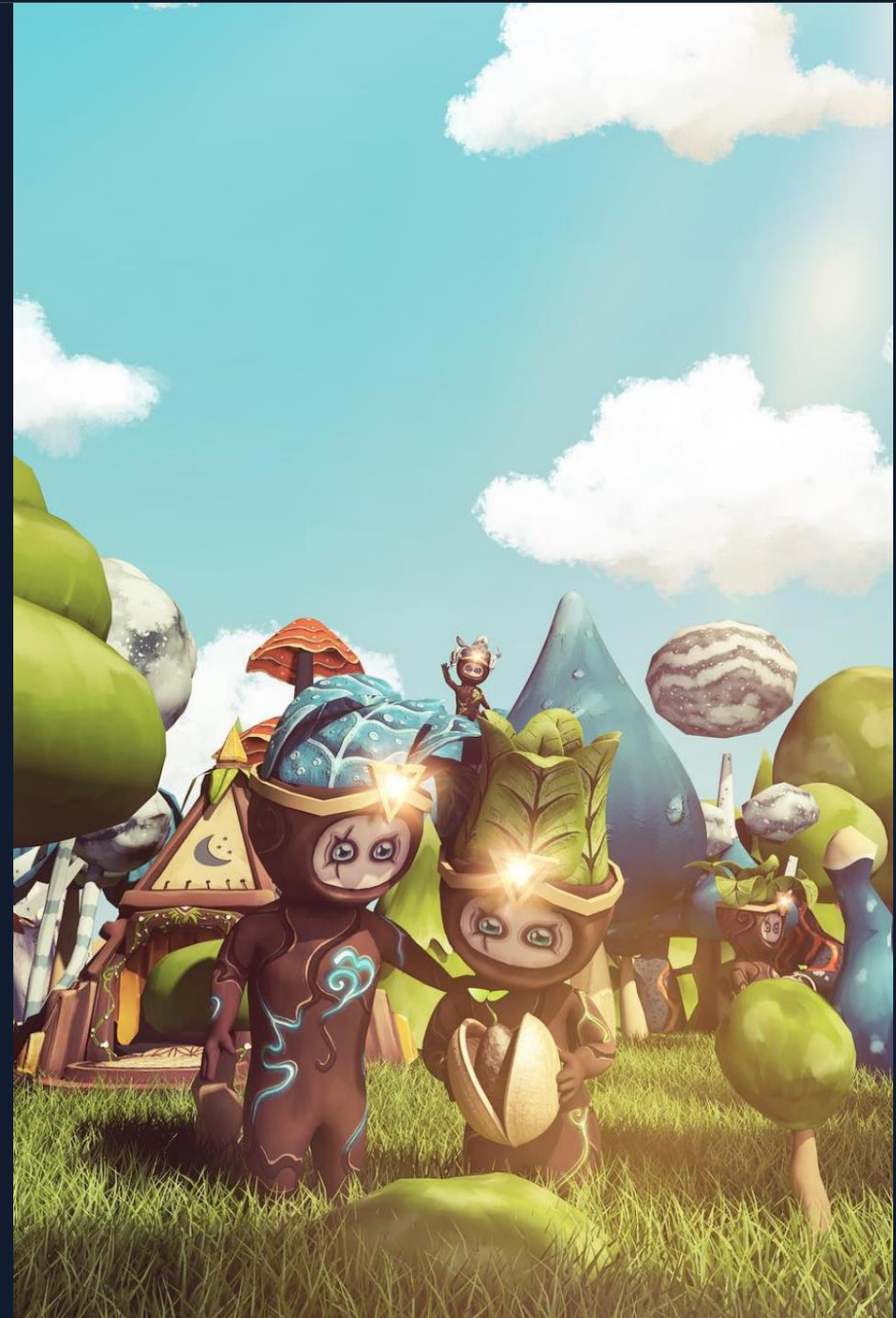
In cooperation with Plant-For-The-Planet, to whom UNEP entrusted the Billion Tree Campaign, INNOU offers a Lifestyle Game app where users can playfully hunt prices in form of crypto tokens, find sustainable and customized shopping opportunities and plant trees. All users have to actively do, is play the game.

Once users open the GPS based map, they will not only see all sustainable shops from categories like Food, Fashion Lifestyle or Health, but also treasures will appear all around the area.



INNOU GAME combines the pressing topic of worldwide nature preservation with the possibilities of modern technology to create a scenario where the player becomes the fictional and real savior of our planet.

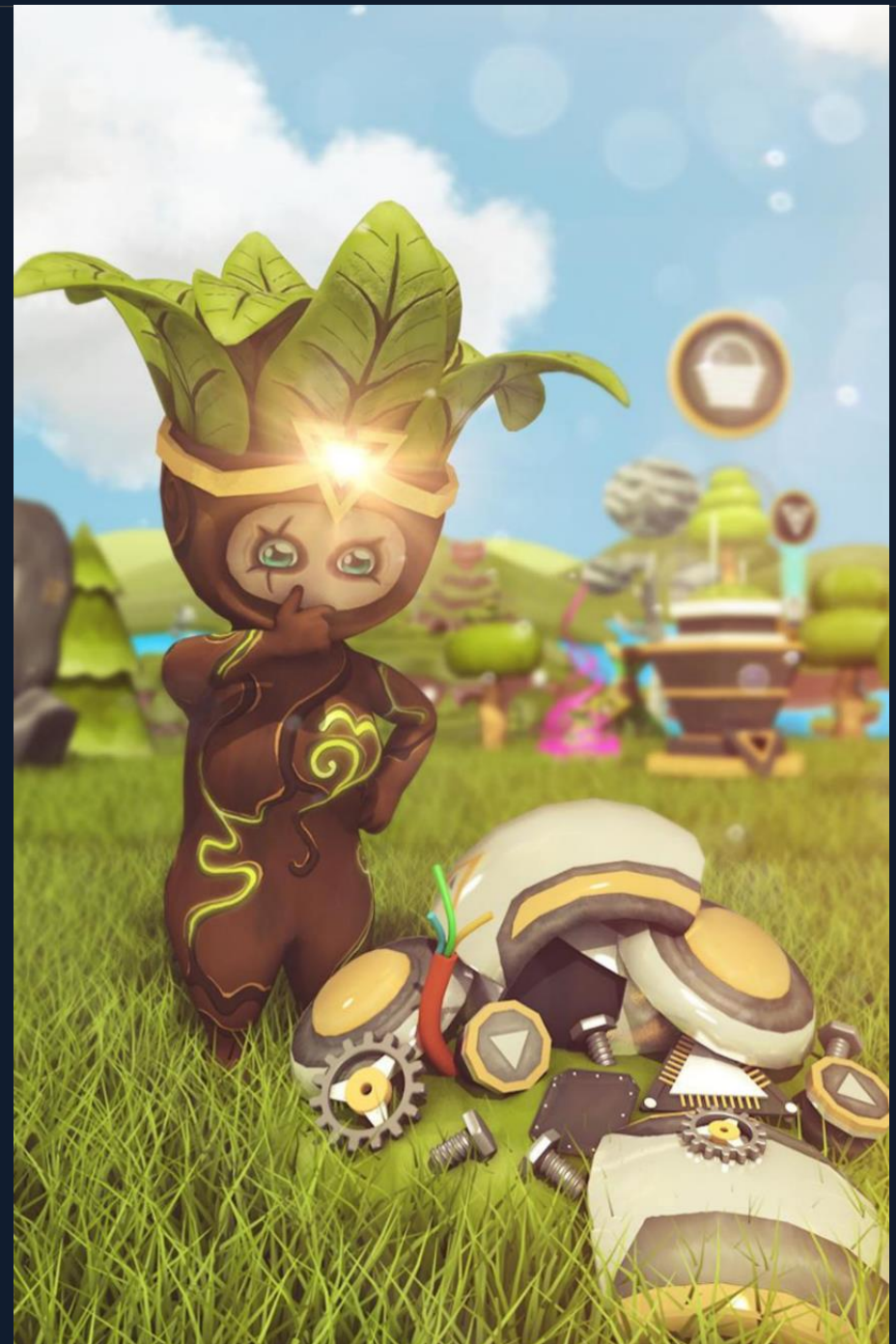
- Enter the INNOU Ecosystem via a free-to play location-based game
- Create your own Avatar and Droid to fight the block monster threat in engaging turn-based combat
- Upgrade your droid by improving your home base and conquering nearby resources
- Hunt for treasures like crypto currency, vouchers or real products, by fighting block monsters
- Explore your environment where you can find and bookmark many partnering shops, including sustainable alternatives
- Plant real trees by finding 'Tree Vouchers' in one of our many treasure chests, to tackle the climate crisis
- Gather many different achievements and show the community your adventures and skills through it



BUT WHAT ARE WE FIGHTING FOR?

Besides shopping for their favorite sustainable products, users have the opportunity to hunt treasures and fight for them.

There will be three main categories of treasures:





CRYPTO TOKEN

Cryptocurrencies can be won inside the game. INNOU integrated wallet enables direct transaction of the token into the user's wallet.



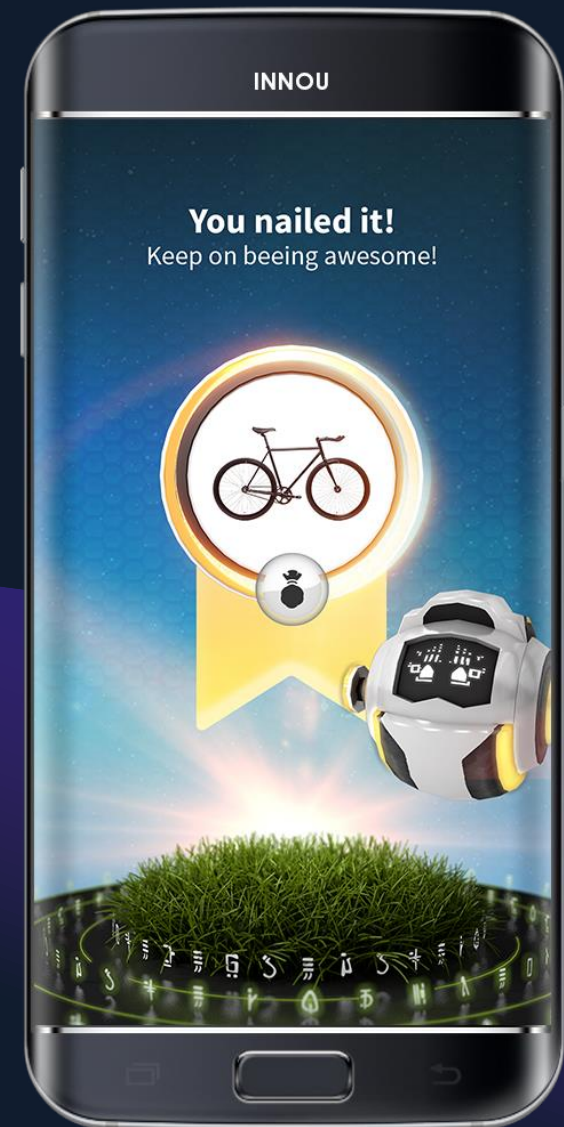
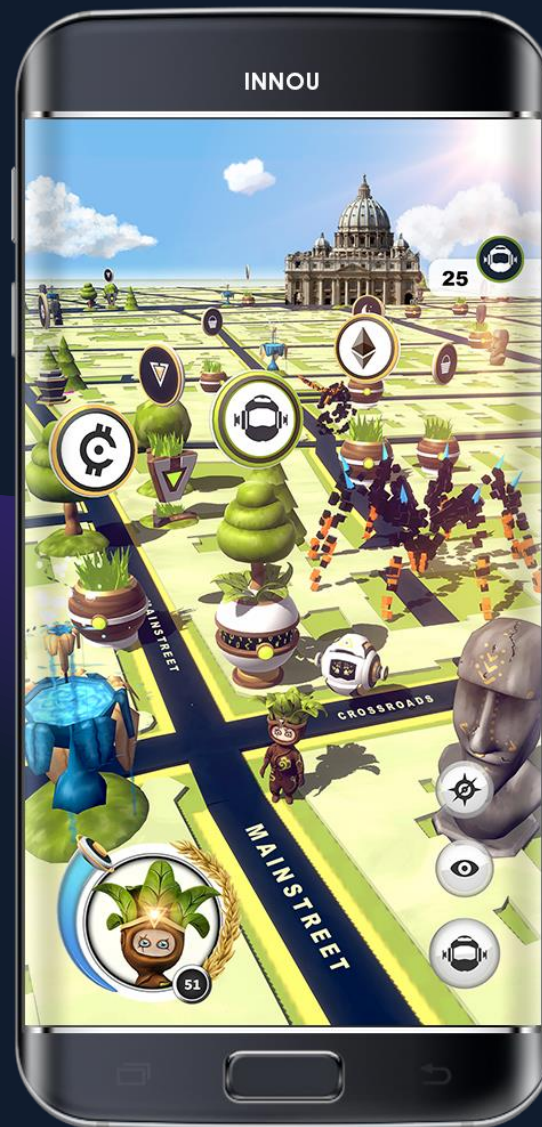
VOUCHERS

Real discount vouchers that can be stored and used directly in the shop offering the product via app.



PRODUCTS

Real sustainable products that can be hunted and then be picked up from the shop offering the products.





INTEGRATED WALLET FUNCTIONS:

To create a full service and interconnected ecosystem we provide the INNOU Wallet. Users can exchange, trade, win and use the hunted coins inside and outside the INNOU Ecosystem. With the secure and transparent technology of blockchains the transfer and exchange of money is provided. INNOU works with the most used coins to be implemented in the wallet.

*Purchase in-game items,
use it as payment at shops
that accept cryptocurrencies,
sell it in exchanges, based on
the real-time stock market's
information.*





5.2 MAIN BENEFIT FOR USER

Users can use tokens to purchase in-game items and pay at the INNOU shops that accept cryptocurrencies. Tokens can also be sold in an exchange, based on the real-time stock market.

- *Hunt real products for free*
- *Win Vouchers for sustainable products*
- *Plant real trees for the global CO2 crisis*
- *Use crypto tokens in the innou ecosystem*
- *Use the integrated innou wallet to trade and use cryptocurrencies*



5.3 ADDITIONAL BENEFIT FOR USERS

- *Actions with positive impact on nature*
- *Easy access to a sustainable lifestyle*
- *Easy access to innovation by using crypto currencies*
- *Own ecosystem for modern consumers*





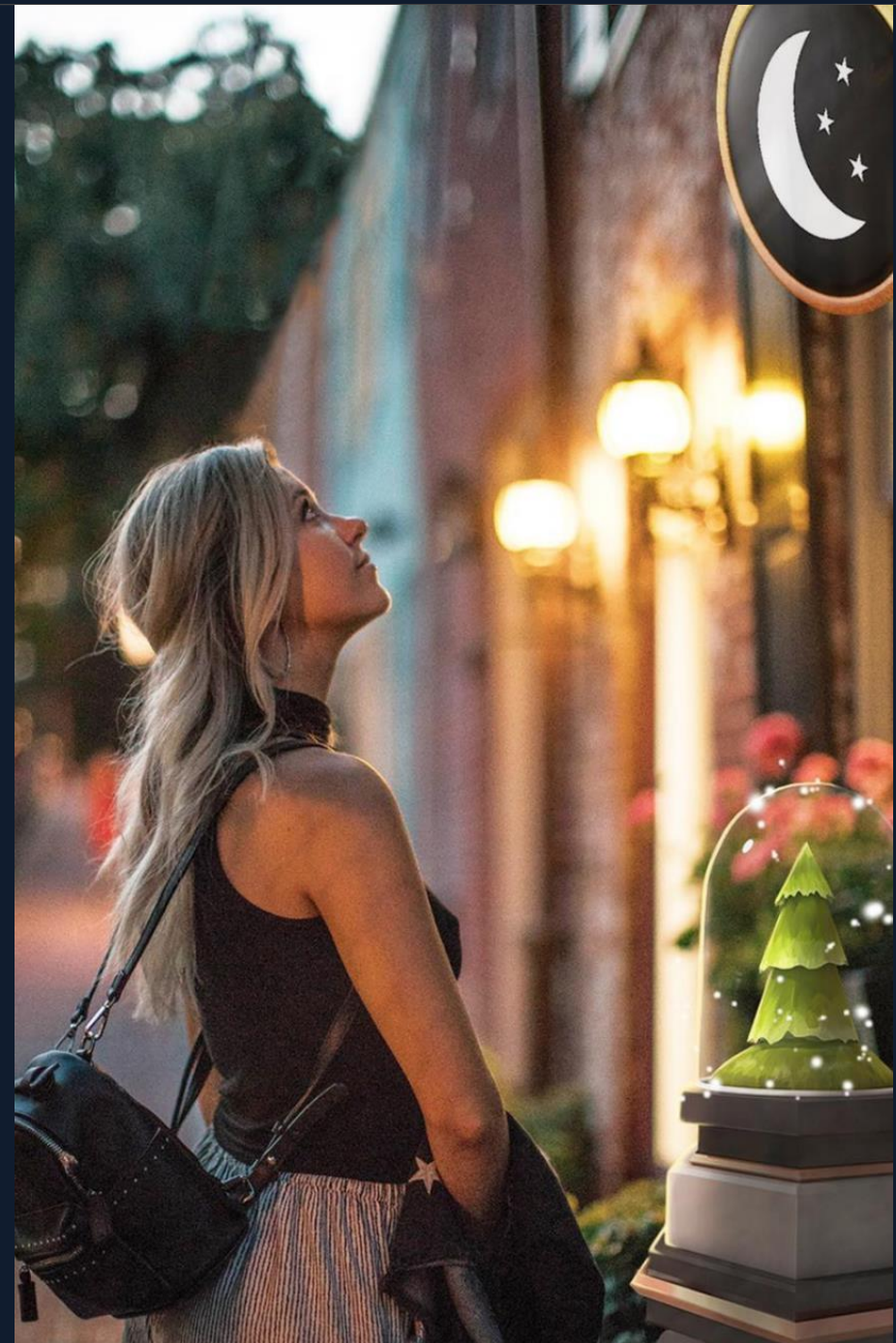
Figure 1 INNOU Game Diagram

5.4 BUSINESS MODEL

The INNOU business model offers the first interactive mobile AR marketing solution for companies. Both the company location and online shops are highlighted as checkpoints on the map.

With their own category and profile, companies can retain many new customers to whom they can digitally distribute their vouchers and leftover products. INNOU also provides businesses with an individual market analyses in the app.

- ✓ LOCATION-BASED MARKETING
- ✓ CUSTOMER ENGAGEMENT
- ✓ GAMIFICATION INTERACTION
- ✓ USER REWARD SYSTEM

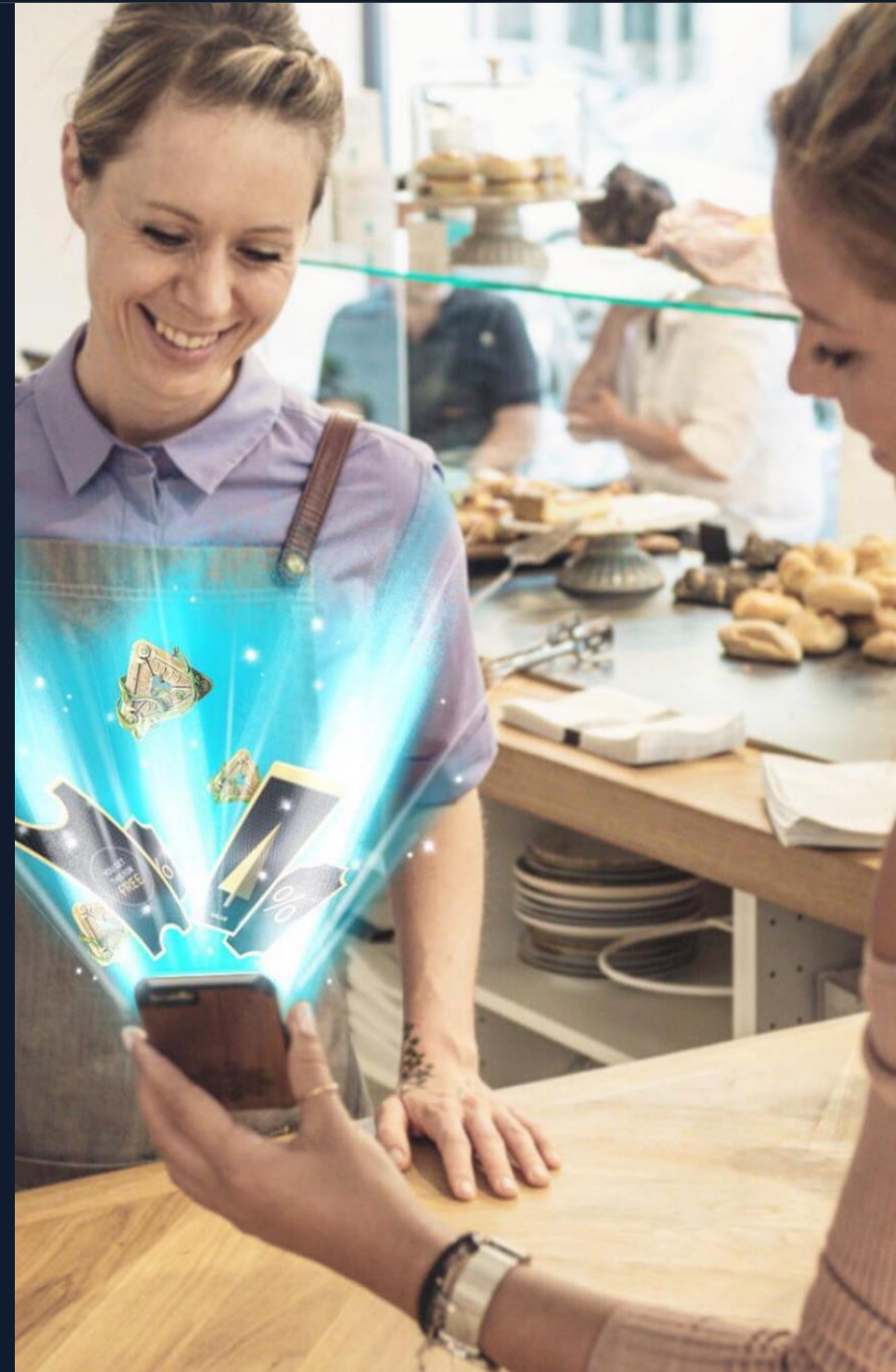


With our GPS-based game, our users will have the opportunity to interact with companies in a brand-new way.

Mobile gamification and reward marketing creates an outstanding customer-related journey.

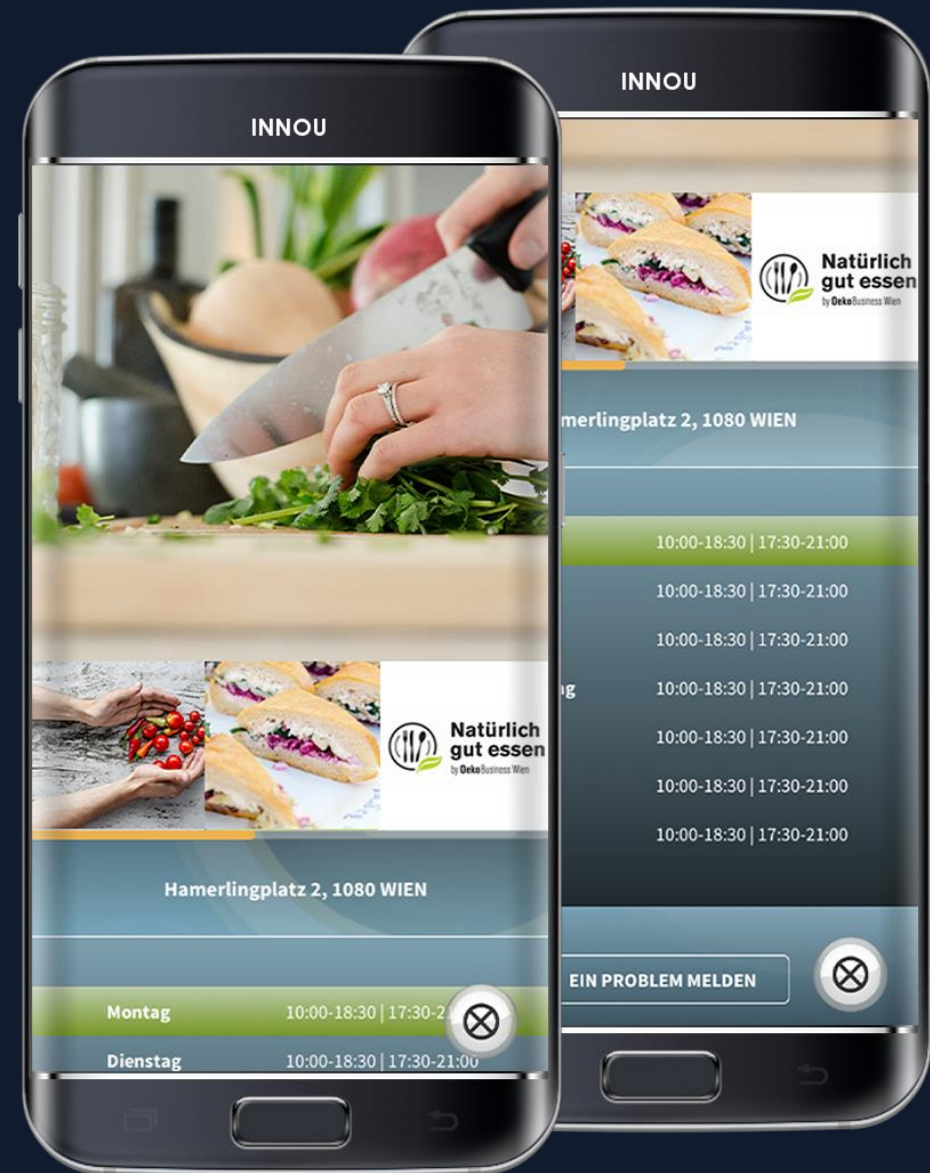
This opens up huge opportunities for businesses all over the globe.

Businesses can distribute different kinds of User Rewards such as: discounts, vouchers and real products as promotion giveaways. These User Rewards will be hunted as treasures and help attract new customers. Vouchers or products can be distributed in a treasure chest directly in front of the shop, in encounters in close proximity or in a large radius around the shop.



5.5 MAIN BENEFIT FOR BUSINESSES

- Affordable and innovative online presence
- Reaching new target-groups through gamification
- Digital Discount distribution via the app
- Minimize product waste and acquire new consumers
- Digital Crypto Wallet: where users can pay using the INNOU app
- Visible customer ratings to help attract new customers
- Individual market analyses via the app.





5.6 ADDITIONAL FEATURES

ADVERTISING ON POINT OF INTEREST:

Points Of interests (POIs) should be visited by users daily, as they provide the player with Mana – the main energy source for the avatar. Advertising on any Point Of Interest can create huge awareness if positioned strategically.

POIs are differentiated by their daily user traffic which is categorized in low, medium and high activity. These are further divided into three different colors, representing the user traffic at specific POIs.

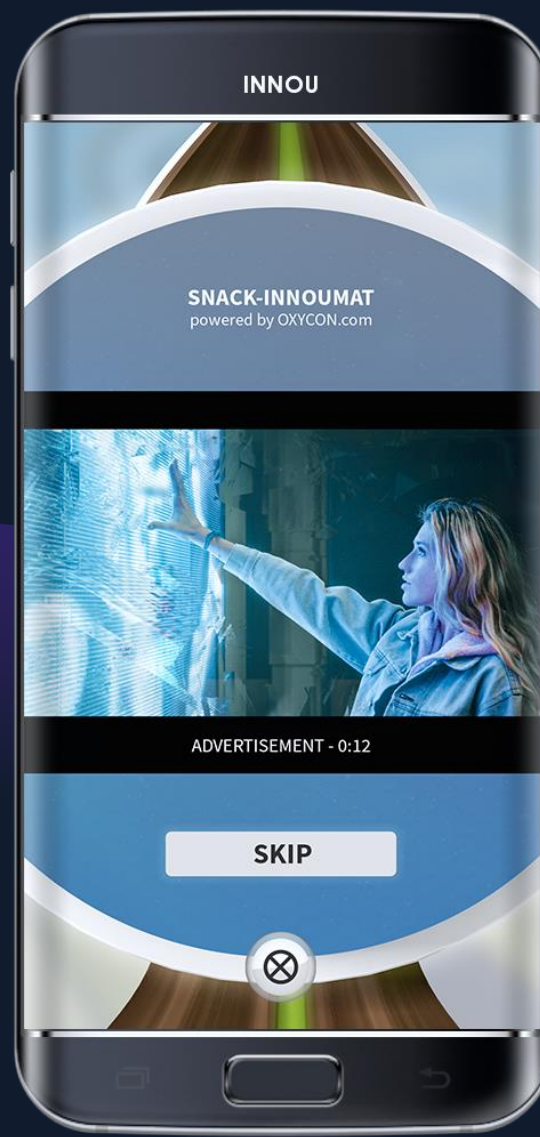
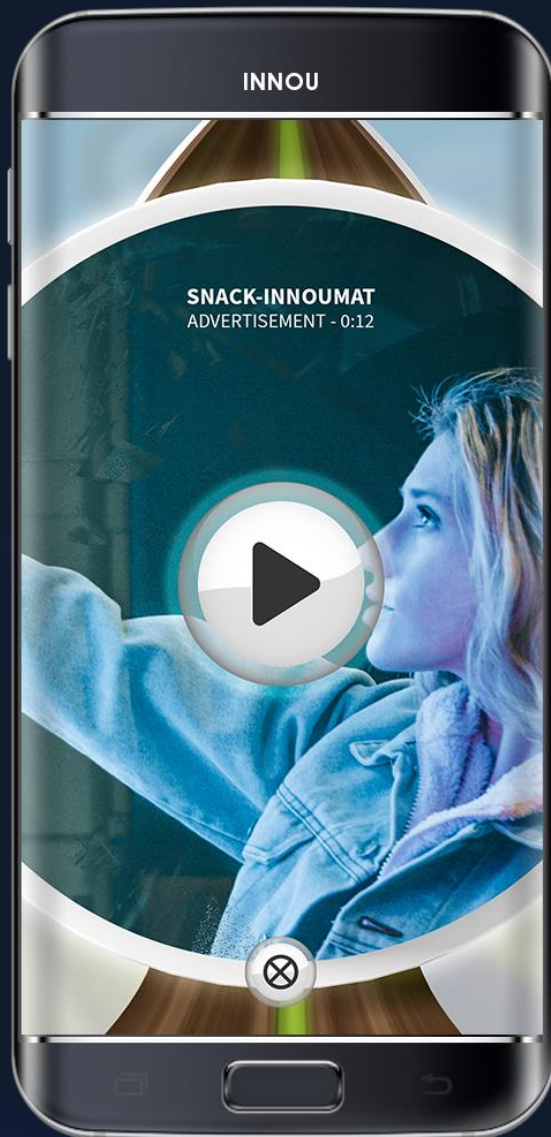
- White: no user traffic
- Yellow: low to middle user traffic
- Red: high user traffic

Each Point of interest can offer multiple advertisement slots, that will circulate from user to user.

IN GAME PURCHASES:

The built-in shop allows user to buy cosmetic items for the avatars. These won't have any influence on the skillsets.





POI

A revolutionizing way of marketing and product placement, intertwined with gamification.





HOW TO PLANT TREES WITH INNOU?

With INNOU we give everyone the opportunity to help saving our planet by planting trees by playing a mobile game - but how should this work?

It all starts with capturing the “value” of a tree in a digital code - called INNOU tree vouchers - with which we later on plant a real tree with our partner Plant-For-The-Planet.

This voucher is then distributed to the INNOU players as a reward in the game. Once a voucher is collected, players have to take care of a little, virtual tree offspring and raise it to a big “adult” tree. Still - virtually.

After successfully raising the tree, we automatically receive the information and the number of the voucher-code from our server. We collect the codes and add the value off all the vouchers together and send them to our planting partner once every three months - the NGO „Plant-For-The-Planet “.

As soon as the trees are planted, our Smart Contract will automatically generate the „Tree Token “and send it to our user’s wallet who contributed to our mission, as a reward.

With the planted trees and the thereby collected tree tokens users are offered special rewards, for example free tickets to INNOU Events, special merchandize articles and many other unique prizes.

5.8 NEXT UPDATES

In order to keep the product chain and the company revenues more realistically, we will provide a short summary of the updates after the market entry.

Expansion of the B2B sales network in all the German speaking countries starting with Austria, followed by Germany and Switzerland. For this purpose, licenses are about to be provided for future sales partners.

In order to investigate the target market more precisely, it is necessary to collect **economically relevant data**. This includes the measurements on the progress of sustainable consumer behavior. The data about sustainability will be evaluated for further internal and external processing.





6. MARKET RESEARCH

6.1 GAME MARKET

This specific market is currently one of the fastest-growing and highest-purchasing customer pools. By 2018 the “Mobile Games” segment counted around 405.7 million users worldwide aged between 16 and 35. The future forecast for this segment states that by 2021 the number of users will count about 1,419.9 million mobile app players by 2021^{iv} – just to give you an idea of how rapidly growing the “Mobile Games” segment really is.

Mobile gaming will continue to be the largest segment for the next following 10 years and will be the only segment which will account growth in the double-digit scope.

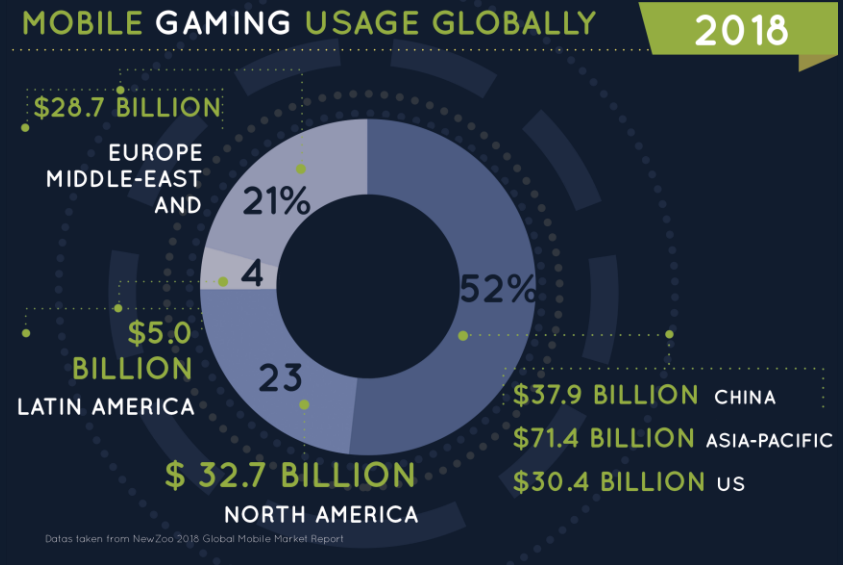


Figure 2 Mobile Gaming Usage Globally

MOBILE GAMING USAGE GLOBALLY BY 2021

MOBILE REVENUES TENDS TO REACH \$70.3 BILLION (+25.5% /YEAR)

CONSUMER SPEND ON GAMES TENDS TO GROW TO \$180.1 BILLION

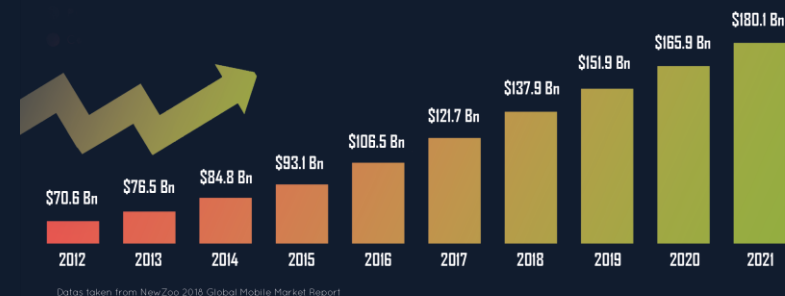


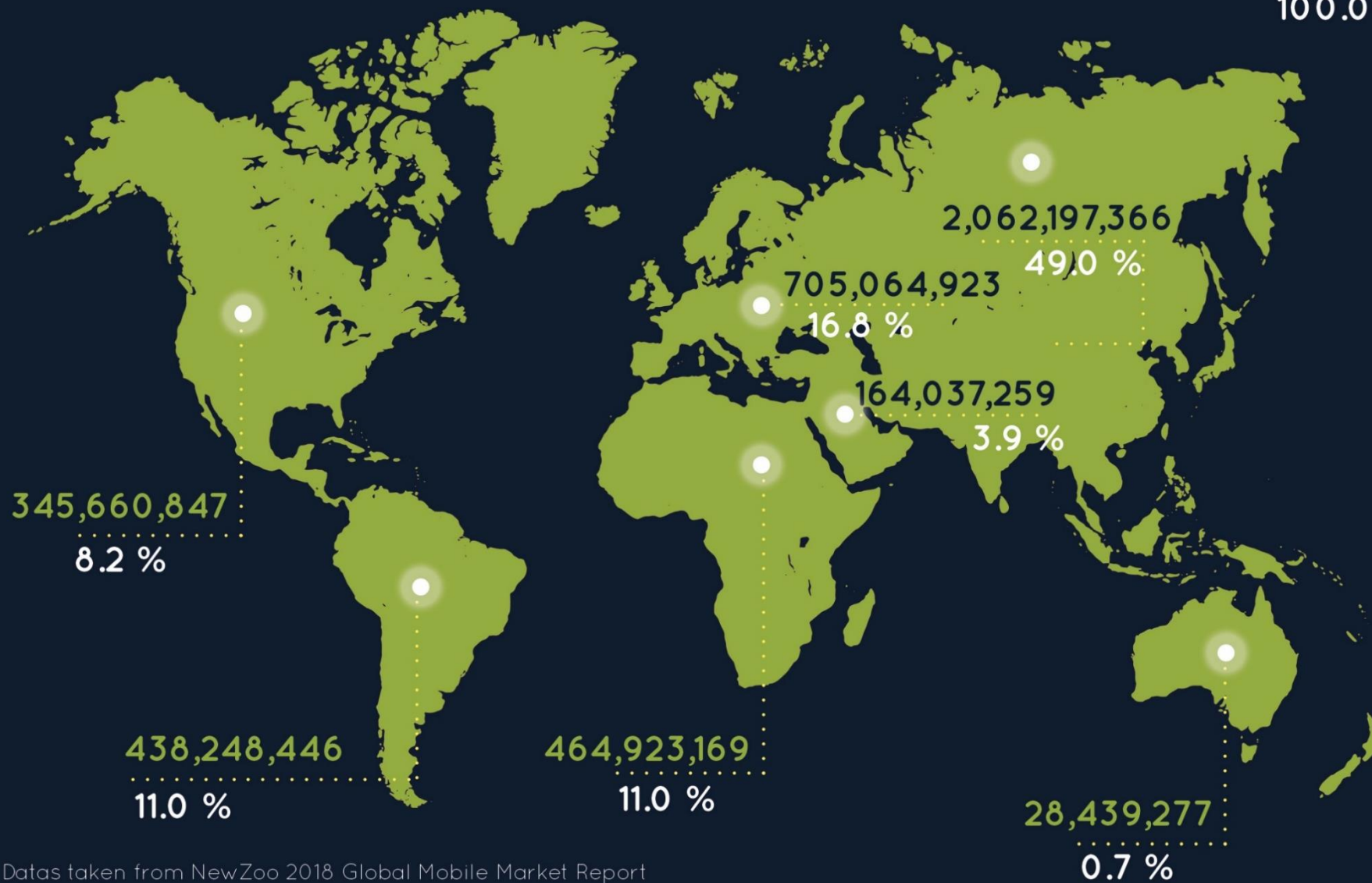
Figure 3 Mobile Revenues by 2021



WORLD INTERNET USAGE

4,208,571,287 TOTAL USERS

100.0 %



Datas taken from NewZoo 2018 Global Mobile Market Report

6.2 CRYPTO MARKET

At the end of 2017 the market capitalization counted was more **than 300 Billion**. By 2018 there were more than 32 Million digital currency wallets were registered globally^v.

Japan alone has the highest number of stores accepting digital currencies currently **260.000**^{vi}.

In Europe over 80.000 businesses are accepting digital currencies^{vii}.



MARKET	SEGMENTATION	USER
Demographically	age sex religion nation	16 to 30 years all sexes independent of religious affiliation independent of descent
Psychographic	lifestyle occasion for use frequency of use Internet usage / social network usage brand loyalty settings risk-taking propensity	young urban professionals, LOHAS, Digital natives social exchange with friends/proposed users, for updates of subscribed users, to make new acquaintances, knowledge transfer to the community, use of functions, picture/video sharing rare, few, frequent constantly, frequently high, medium, low open-minded, curious, media-conscious, communicative, diverse, inquisitive, trend-conscious, educated, status-oriented high, medium, low
Sociographic	income class social class school education occupation interest	independent of income class mainly from the middle and upper classes pupils, professional school, students, in training employees, self-employed etc. online and social exchange, communication, further education, world affairs, culture, trends...
Geographically	country region	worldwide users from the following continents: EU; Asia; North America, South America, Africa, India for the first time mainly from metropolitan areas but also countryside areas with neighborhood affinity

Table 3 Market Segmentation

PSYCHOGRAPHIC POSITIONING:

The Limbic Map differentiates target users between three main types with each being associated with certain personality traits and thus it is different for each person.

Balance Type - Dominance Type- Stimulation Type:

Since INNOU is a broadly diversified product, there is a wide overlap between all the three types.

INNOU TARGET: BALANCE TYPE

The balance type is one of the most applicable as the engine that drives the INNOU app is trust and security. With INNOU we establish a completely new and yet undiscovered balance between nature and innovation. In the main focus are emotions and virtues like: creativity, fun, humor, friendship, openness, home, care and tolerance are highly prioritized and linked in the minds of INNOU users.



Figure 4 Limbic Map



8.3 COMMUNICATION AND TONALITY

*The goal is to address the first 100,000 future INNOU users through tactical communication focusing on **INNOVATION & NATURE***

The strategic target group of women and men between the ages of 16 and 45, should feel equally addressed. The tonality should be as simple as possible and at the same time young, cool, appealing, open, communicative, trustful and honest. The individual tonality is the result of an interplay of statement choice of words, phrasing, style and ideas.

The introductory campaign and the advertising should provide a clear invitation to the target group to set action in motion.

The communication will transport the message of using cryptocurrencies and support a more innovative and sustainable lifestyle in a user-friendly and exciting way.

INNOU wants to approach people in a rewarding and informative way

In the seeding phase INNOU aims to give users a positive first impression and enable the value of the brand and generate more members.



8.4 MARKETING MIX

The INNOU Marketing Mix will be divided into two main phases. Marketing for the beta testing and an operative Marketing Mix for the product. Before the fusion of INNOU and Ancientgame GmbH social media platforms like Facebook, Instagram and YouTube were already online and the community was continuously provided with content.

BETA TEST MARKETING MIX:

Website:

The INNOU Website provides all the important product, background and company information and drives the promotional traffic. The FAQ section will help to solve general questions and problems, the video provides first insights into the product and motivates users to become part of the beta testing phase.

Telegram Channel and Facebook Groups:

In order to directly communicate and interact with the Beta Testers a closed Facebook group, Whatsapp and Telegram Channel will be established. Users will be able

to give us Feedback and Input in return. Here, Beta Testers will have access to content, updates and all the latest information published by the INNOU Marketing Team.

Newsletter:

To generate new potential customers and users, the INNOU Website will include a Newsletter Function. Therefore, B2C and B2B Newsletters will be sent out every two weeks.

Feedback Function in the app:

To generate detailed feedback and bug replies, Beta Users can use the in-app function to send problems, feedbacks etc.

BETA INFORMATION HANDOUT:

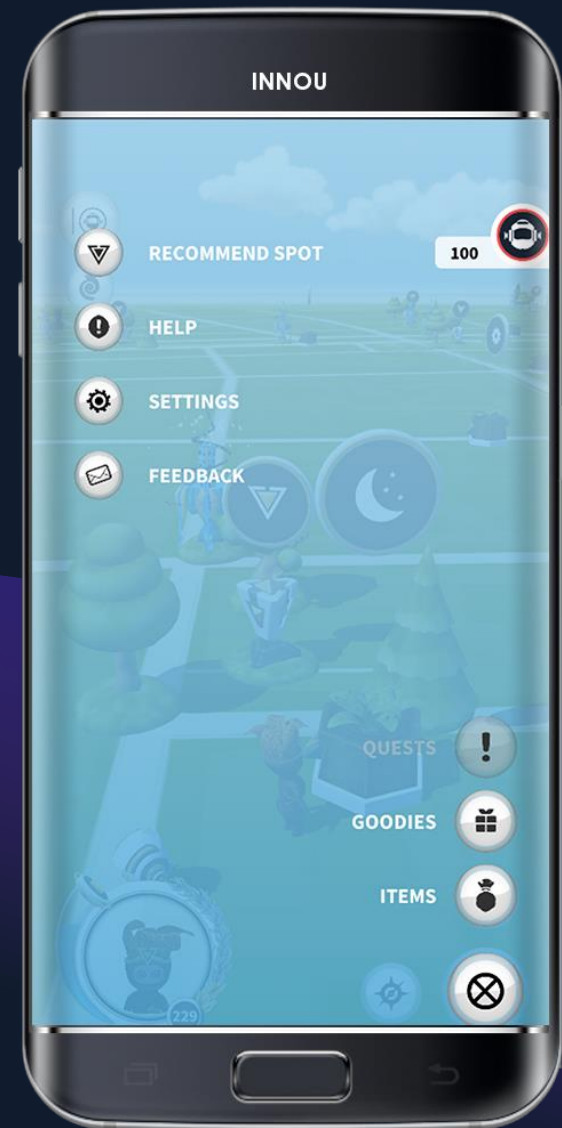
To help beta testers with the first steps and to give them an overview about the beta testing process, a printable PDF version will be provided via Mail, Facebook and Website.

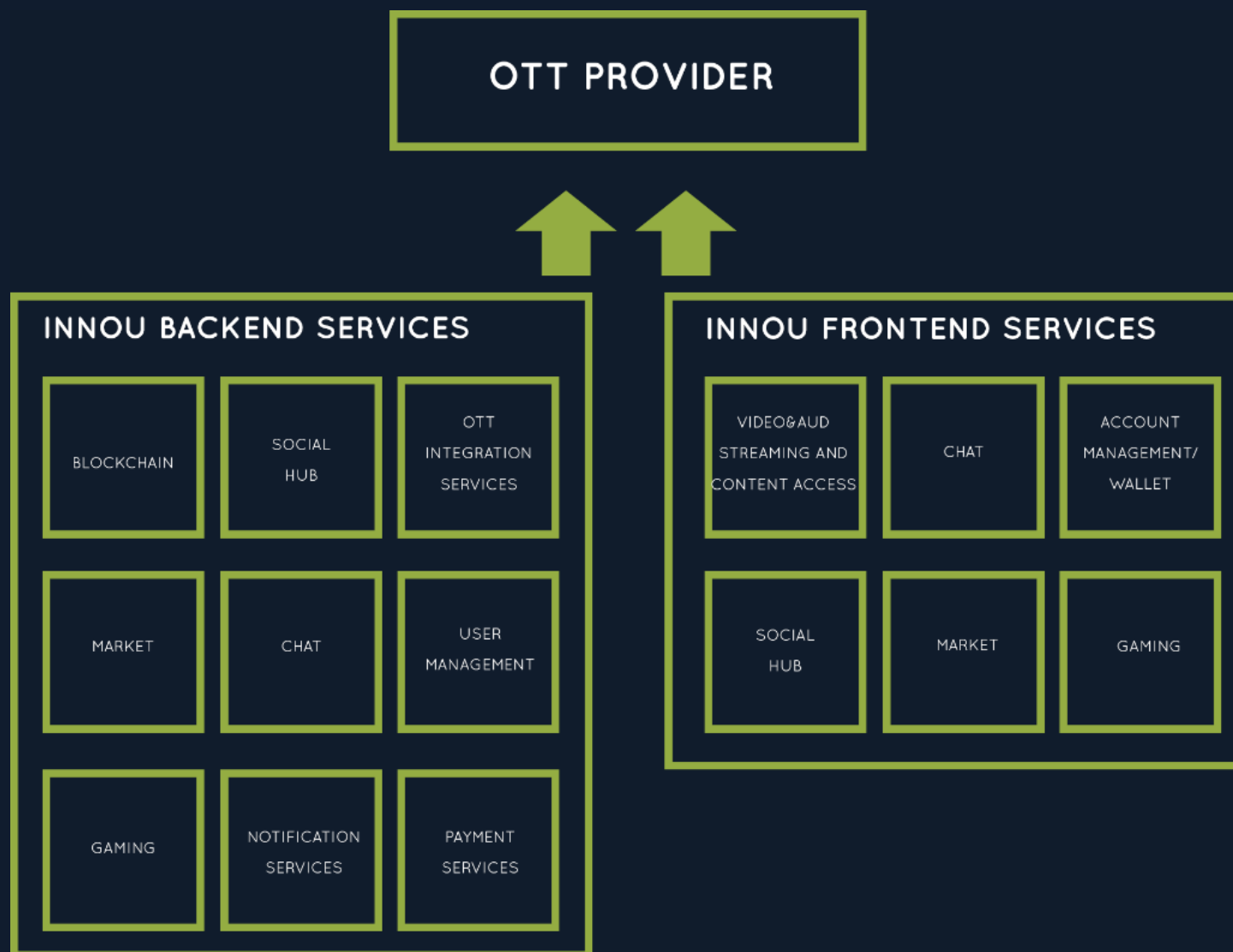


8.7 GENERAL BUSINESS STRATEGY

*INNOU envisages a differentiation strategy in order to become a **quality leader** in the crypto niche and aims to be characterized as:*

- *Being transparent*
 - *Offering secure solutions*
 - *Motivating users to actively change their consumer behaviors towards sustainable and innovative way*
-







10. INNOU TOKEN Pre-ICO

TOKEN-STANDARD: ERC-20 Token on Ethereum Blockchain
TOKEN-TYPE: Minted Token
PRICE: 1 INNOU = 0.0001 ETH, 1 ETH = 10,000 INNOU



SOFT-CAP: 2,000 ETH = 20,000,000 INNOU Tokens
These funds are intended to secure future technical development, cover internal and external personnel costs and also increase liquidity. For more details please check the Financial Plan attached in the Appendix. If less than 2,000 ETH will be invested until the end of the Pre ICO, all Ethereum will be sent back to the exact addresses, where they initially came from.

ISSUER'S SHARE: 15%. INNOU gets additional 15% of all issued Tokens¹

Both: Pre-ICO and (I)CO are issuing the same token. The letter “I” of “(I)CO” is inside exclamation marks, because the coin offer never stops. INNOU Tokens, thus, will remain available forever.

¹ For every 100 Tokens which will be issued to investors, INNOU gets additional 15 Tokens.

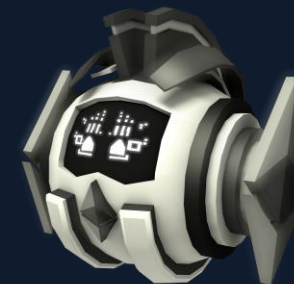


10.1 FIRST USE CASE OF TOKEN UTILIZATION

During the Pre-Ico you will have the opportunity to purchase a time exclusive droid. The droid's visuals are only available to investors during the Pre-Ico.



Every Pre-ICO investor has the exclusive chance to buy one of our uniquely designed droids for the price of 500 INNOU. All the information can be found directly in our website.



The next features, which can be purchased with INNOU Token will be released according to our roadmap. All features that are mentioned before, like the heatmap for more KYC for B2B partners or in-game items can be purchased with INNOU Tokens as well.

The following use cases will be launched in the nearest future:

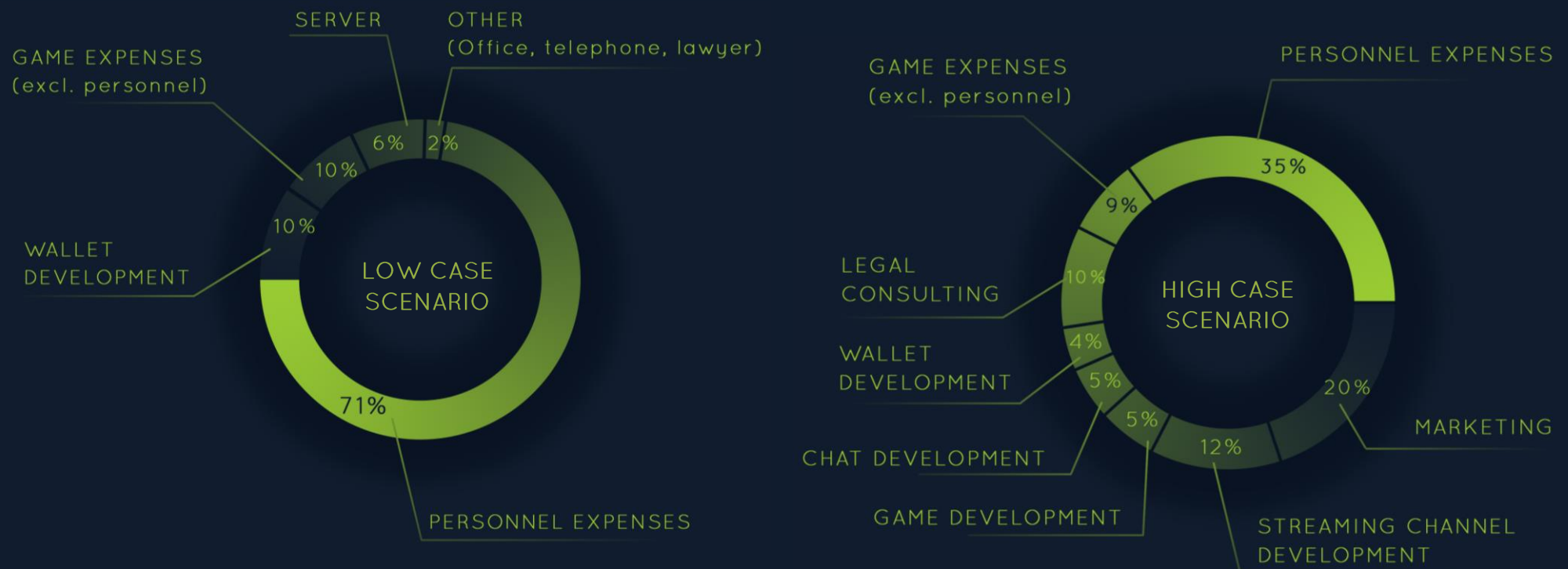
- A “distance reducer” for the INNOU Game.
This item will teleport your avatar to the spotted event, which is visible on the map, but not accessible because of your distance.
- Special vouchers, which our B2B partners can offer.
In the game, there will be the chance to access special vouchers with the INNOU Token. These cannot be found through playing the game casually.
- More space for inventory items in the game.
- Themes for the INNOU App.
- At official events from INNOU we want to provide all services like entry, gastronomy and merchandise to be accessible in INNOU Token.



11. FINANCIAL OVERVIEW

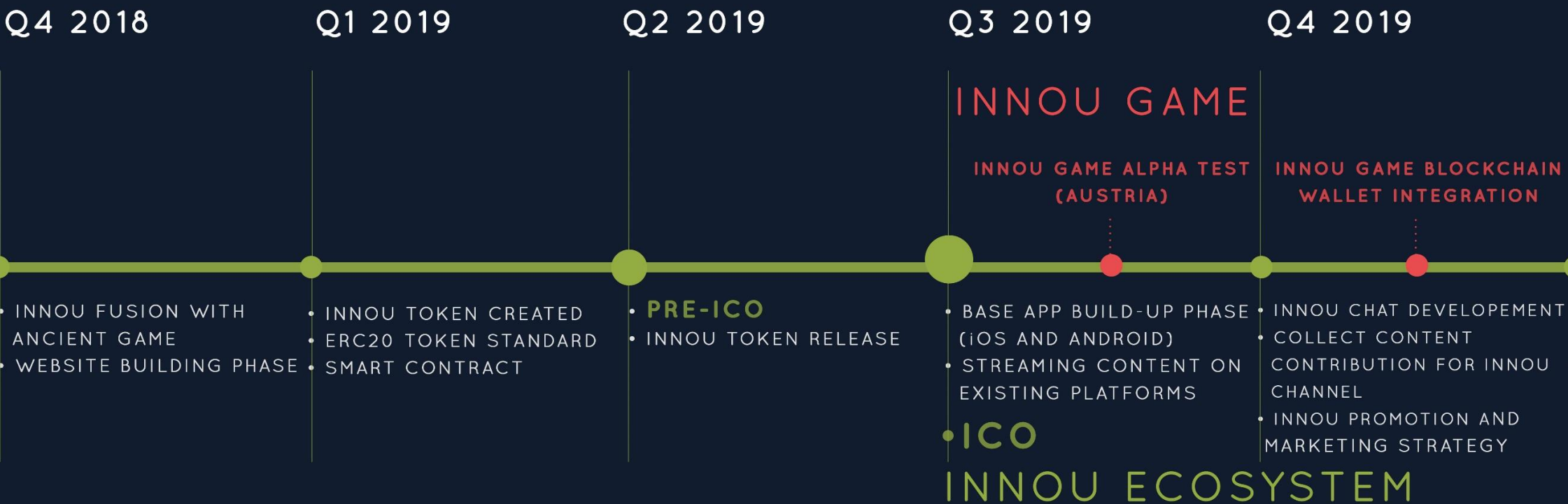
Low case scenario: In order to ensure a successful market entry, we need to reach our soft cap at the Pre-ICO from at least 2,000 ETH (approximately € 500,000). These funds are intended to secure future technical development, cover internal and external personnel costs and also increase liquidity. We also calculated a second scenario with a higher outcome to demonstrate how the funds will be distributed in both cases.

High case scenario: The respective graphic shows the distribution of the raised investment and how innou can start developing more modules at the same time and invest more money into external marketing.





12. ROADMAP





13. INNOU TEAM



Roman Wiehart
CO-FOUNDER & CEO



Wilhelm Patzner
CO-FOUNDER & CFO



Prof. Harald Watzek
CO-FOUNDER & CMO



Prof. Fatos Maxhuni
CO-FOUNDER & CTO



Martin Swoboda
CO-FOUNDER & CSO



Anyla Berisha
CO-FOUNDER & CCO



Elbert Hermans
CO-FOUNDER & CDO



Alexander Kapthammer
CSO & BRAND
MANAGER
CEO & CO-FOUNDER OF ANCIENT GAME



Stefanie Baier
FINANCIAL MANAGER
& HEAD OF SALES
CO-FOUNDER OF ANCIENT GAME



Anna Oberrauner
PR & COMMUNICATION



Nadine Cobbina
COMMUNITY
& SOCIAL MEDIA



Visar Kasa
HEAD OF MUSIC
AMBASSADOR PROGRAM



Clemens Sperl
Executive Assistant to CCO



Vin Kobalter
GRAPHIC DESIGNER
CO-FOUNDER OF ANCIENT GAME



Matthew Loetsch
MOTION GRAPHIC DESIGNER
CO-FOUNDER OF ANCIENT GAME



Karel Lang
HEAD OF OPERATIONS



Agron Ferizi
SENIOR
OPERATIONS ENGINEER



Fidan Rexhepi
SENIOR
OPERATIONS ENGINEER



Vadim Konstantinov
FULL STACK DEVELOPER



Johannes Scharl
LEAD GAME DEVELOPER



David Neumair
LEAD BACKEND DEVELOPER

OUR EXPERIENCE

We brought together massive experiences of more than 30 years in Filming, TV and Mass Media, 10 years of Game Design, 50 years of International Marketing and more than 40 years on web and application services. All in one place. All in one office.

Our team profile is a beautiful and huge variety of international and multicultural backgrounds which we aim to expand even further in the future.

INNOU GENESIS

For the first time the INNOU concept was born in 2016 from a long-term expert in the field of financial economic strategy. His vision was to combine classic economic standards with the newest blockchain technology to create a global hybrid system of the newest innovative standard.

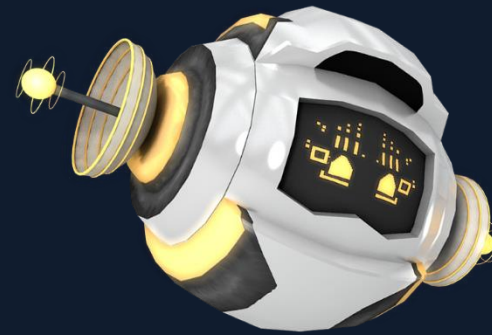
In 2017 the two founders of INNOU worked out the idea of a multimedia app based on the newest blockchain technology. New members joined and began to add their expertise. Step by step, this whole new concept started shaping into a concrete project.



TOGETHER WE ARE STRONGER

In 2019, the INNOU Team discovered a young Vienna Startup called 'AncientGame GmbH'. These young, very talented enthusiasts had a unique selling proposition on the market with their GPS-based mobile game supporting and empowering sustainability. We decided that 'Together we are stronger' so we merged our ideas and built the INNOU ECOSYSTEM which will be launched in separate Modules according to our Roadmap, starting with the INNOU GAME as our first product.

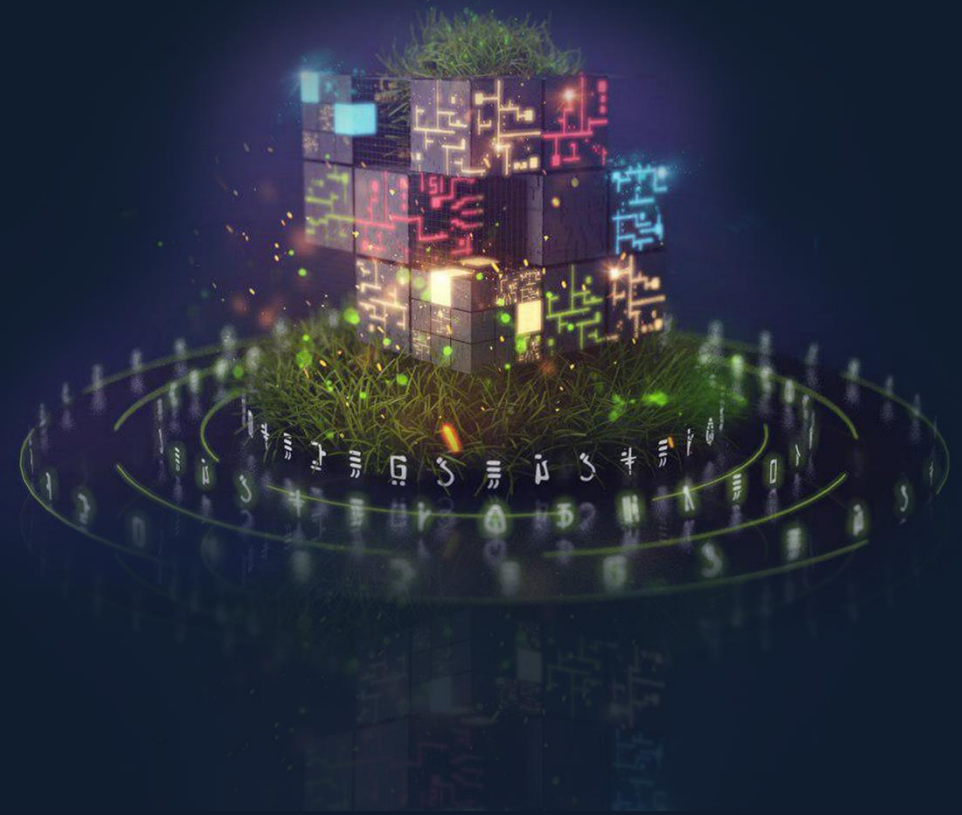
The INNOU founders and AncientGame GmbH have already together invested approximately € 485,000 initial investment to develop first MVP of the product including: Backend databases for website and app, Frontend Design, UI/UX, Smart Contract, Sales, Office, Marketing, founding of the company, training and much more.



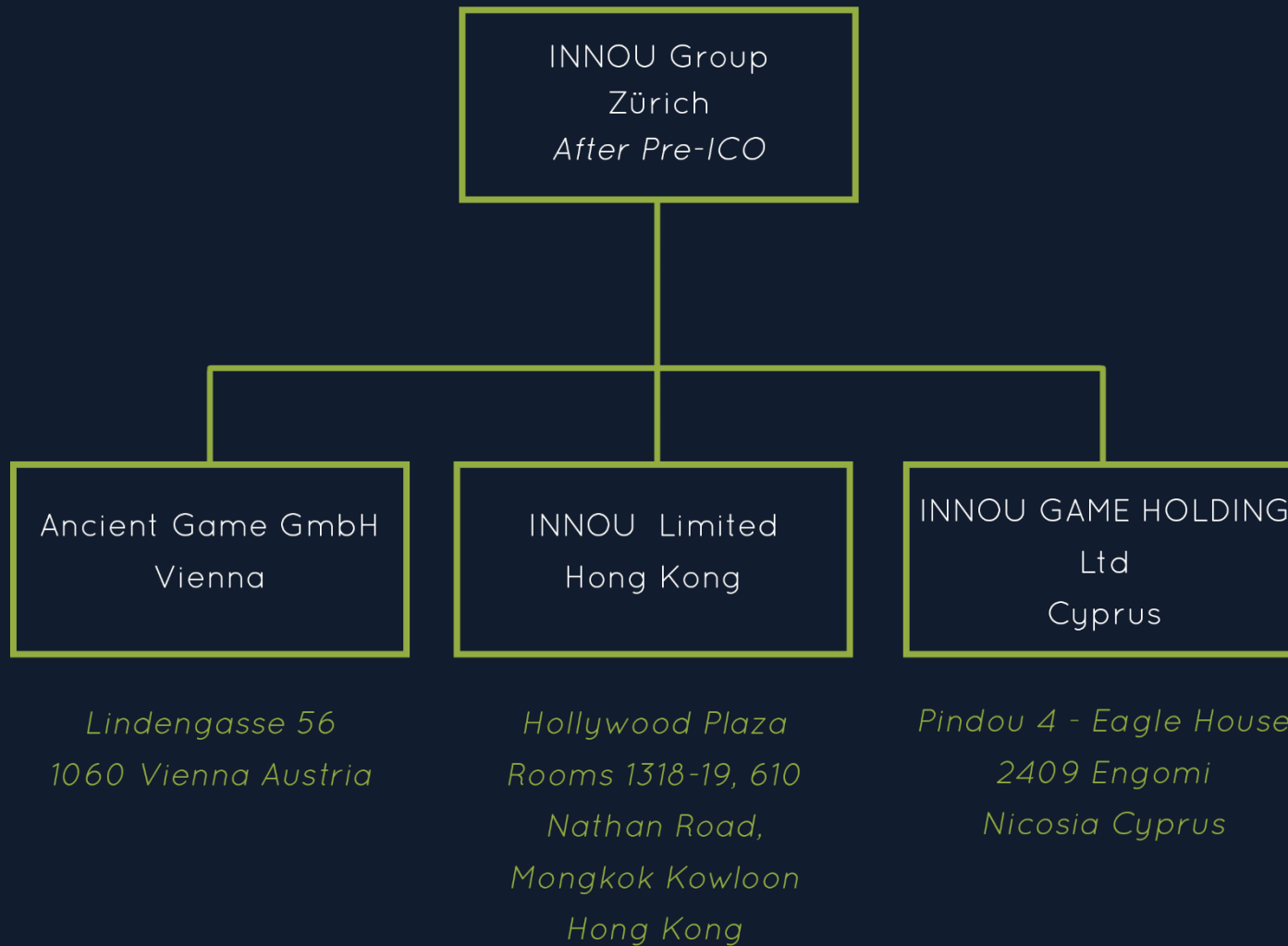
FUTURE IS FEMALE

Since we strongly support women in the technology sector, we encourage women to apply for open positions.

*In return we provide a strict and imperative policy of **equal payment** between men and women and an on-eye level, inspiring work environment for equal-minded talents.*



14. INNOU STRUCTURE



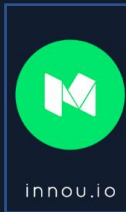
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WE ARE ALL HUMAN,
WE ALL SHARE ONE NATURE!

WITH US,
EVERYBODY HAS THE SAME CHANCE.

WE APPRECIATE HARD WORK,
GOOD CONTENT
AND PASSION.

SO, WE WANT TO GIVE SOMETHING BACK
TO THE COMMUNITY,
AND BALANCE OUR
ECOSYSTEM

WE CANNOT DO IT ALONE!
WE DON'T WANT TO DO IT ALONE!
WE NEED YOU,
AND THOSE AROUND YOU.

