



CRYPTO OTC ROOM • TEAM & HIRING PLAN

Two co-founders. Markets and protocol.

Hashlock Markets • October 2026. Who runs the company, what each one owns, and why the team barely grows inside this round — two co-founders throughout, and one protocol engineer from January 2028.

2 → 3

Headcount, year one → year two

\$235K

Total salaried cost, 18 mo

20%

Rebate = all sales comp

1

Hire funded by this round

01 • CEO

Bariş Sözen • Co-Founder & Chief Executive

Institutional treasury, then independent quant. Twenty-four years across markets. Treasury Trading Head at Akbank from 1997 to 2011, running \$500M+ in daily volume, then Director at UBS AG Istanbul on fixed income and derivatives in 2007—2008. Independent algorithmic trading since 2016, and since 2022 architecting low-latency MEV and statistical-arbitrage systems.

Why this matters for Hashlock. The customer is an institutional trading desk. Barış has sat on that side of the table for 24 years, **which is what makes founder-led BD into MENA desks credible rather than aspirational.** The quantitative work — stochastic calculus, GARCH volatility modelling, market microstructure, MEV auction mechanism design — is also the basis of the fee tiering.

Education. Executive MBA, Sabancı University, second in class. Economics, Hacettepe University.

Owns: the round, the commercial motion, desk relationships, pricing, and the financial model.

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02 • CTO

Aleksei Diakonov • Co-Founder & Chief Technology

Blockchain and protocol engineer. Technical co-founder in DeFi and EVM smart-contract systems, with deep expertise in atomic cross-chain settlement, AMM mathematics, precision-safe arithmetic and cross-chain messaging.

Author of the settlement stack. The dual-HTLC contracts on Ethereum, Base, Robinhood Chain, Tron and Solana, **the P2WSH script layer that makes Bitcoin settle natively without a wrapper**, the preimage relay and reorg detection in the chain watcher, and the finality-aware timelock design that guarantees the initiator can always claim before their own lock expires.

Owens: the protocol, the six-chain implementation, the security model, and the audit lane — two internal audit rounds, the five-layer hardening stack, the runtime invariant monitor, and the QuillAudits engagement, complete October 2026.

The whole product is one hard cryptographic primitive working correctly across six heterogeneous chains, including a Bitcoin leg with no smart-contract layer to lean on. That is one person's work, and it is the asset the round is underwriting.

Co-Founder and CTO, 17.5% pre-round. Restricted Stock Purchase Agreement and ownership structure on record with Qapita — both in the confidential annex.

03 • STRUCTURE

Why the team does not grow inside this round

The \$1M is sized to ship an audited, mainnet-live, non-custodial rail — not to grow headcount.

Total salaried cost across 18 months is \$234.6K: \$207K for the two co-founders, and \$27.6K for one protocol engineer from January 2028. Nobody else is funded.

Sales representatives engage on a variable-comp basis once revenue starts. Their compensation is the model's 20% referral rebate on fees, already netted out of revenue, so they never appear on the payroll line and never consume round capital before they produce settled volume.

Engineering velocity comes from a three-tier agent-authorization model against a production codebase: Tier 1 work — tests, monitoring, documentation — is agent-autonomous; Tier 2 — features and schema — requires human approval; Tier 3, fund-custody and HTLC logic, is human-only. The tiering is a security control first and a productivity mechanism second.

04 • DEFERRED

The cut list

Every commercial, compliance and senior-engineering hire is deliberately deferred to the next priced round. This is the list, stated openly, because an investor should be able to see what has been cut rather than discover it later.

Role or line	When	Why it waits
Business development, Dubai	Next round	Founder-led BD until pilots prove repeatable settlement; a growth hire only after that
Additional protocol engineers	Next round	The six-chain stack is built and live on mainnet. One protocol engineer is funded from January 2028; anything beyond that waits
Compliance officer	Next round	KYC/KYT tooling is funded from January 2028; a person to run it is not
Solver and DevRel roles	Post-plan	The solver network ships in stages on the HTLC rail that is live today; dedicated roles wait until it carries volume
Chief Business Officer	Next round	No commercial leadership hire before there is repeat revenue to lead

Key-person concentration is the honest risk here, and the mitigation is structural rather than verbal: IP assignment is executed, architecture and runbooks are documented, and the V1 mainnet settlement contracts are immutable — the protocol keeps clearing even through team disruption.