

Dear Shareholders:

The following update covers all the changes that occurred with respect to bowmo™ (“the Company”) during the first, second, and third quarters of 2022:

Forward-Looking Statements

Certain information set forth in this presentation contains “forward-looking information,” including “future-oriented financial information” and “financial outlooks,” under applicable securities laws (collectively referred to herein as “forward-looking statements”). Except for statements of historical fact, the information contained herein constitutes forward-looking statements and includes, but is not limited to, the (i) projected financial performance of the Company; (ii) completion of, and the use of proceeds from, the sale of the shares being offered hereunder; (iii) the expected development of the Company’s business, projects, and joint ventures; (iv) execution of the Company’s vision and growth strategy, including with respect to future M&A activity and global growth; (v) sources and availability of third-party financing for the Company’s projects; (vi) completion of the Company’s projects that are currently underway, in development or otherwise under consideration; (vi) renewal of the Company’s current customer, supplier, and other material agreements; and (vii) future liquidity, working capital, and capital requirements. Forward-looking statements are provided to allow potential investors the opportunity to understand management’s beliefs and opinions with respect to the future so that they may use such beliefs and opinions as one factor in evaluating an investment.

These statements are not a guarantee of future performance, and undue reliance should not be placed on them. Such forward-looking statements necessarily involve known and unknown risks and uncertainties, which may cause actual performance and financial results in future periods to differ materially from any projections of future performance or results expressed or implied by such forward-looking statements.

Although forward-looking statements contained in this presentation are based upon what management of the Company believes are reasonable assumptions, there can be no assurance that forward-looking statements will prove to be accurate, as actual results and future events could differ materially from those anticipated in such statements. The Company undertakes no obligation to update forward-looking statements if circumstances or management’s estimates or opinions should change, except as required by applicable securities laws. The reader is cautioned not to place undue reliance on forward-looking statements.

Summary of the Period

From “CZNI” to “BOMO”

After almost three months, FINRA finally (<https://www.finra.org/#/>) approved the ticker symbol change from “CZNI” to “BOMO,” which went into effect on Monday, September 26, 2022.

However, even before Company management decided to post the ticker-change announcement on social media platforms for the shareholders, the former CZNI Twitter group exploded with the ticker-change posts. For that reason, bowmo’s management decided that it was not necessary to duplicate the announcement.

From bowmo 1.0 to bowmo 2.0

The global pandemic has inevitably reshaped the hiring process. In the post-COVID-19 world as we move forward, current options for recruiting will change dramatically, with more people looking for work and fewer options for cost-effective recruitment solutions that currently only serve the largest companies. Under this new scenario, the upper-mid and mid-marketplace will be largely underserved. Companies that will be looking to hire are not going to contemplate an outsourced recruiting engagement with high fees or have the deep pockets for a traditional Recruitment Process Outsourcing (RPO) option. They will have to post to job boards and sort through hundreds of applicants—all with a reduced workforce themselves. The bowmo V-RPO platform allows for completely contactless hiring, which enables companies of all sizes to hire amid tightened social distancing rules. Companies are increasingly shifting toward virtual hiring as a necessity to mitigate risks, so bowmo’s ultimate objective is to stay ahead of the competition.

Following a successful product market launch in February 2017, today bowmo is focusing on developing strategic partnerships and has entered a revenue-generating phase with a targeted customer pipeline, access to large channels for rapid growth and scale, and a market demand that will require higher service at a reduced price for current market options.

In addition, bowmo’s management team has decided to add an integrated Candidate Portal to the bowmo 2.0 application as part of the overall functionality improvement, where job seekers will be able to upload their résumés and will be matched with targeted jobs instantly.

With the bowmo technology platform at the core performing the matching and sourcing, bowmo can reinvent how businesses find talent and provide a quality on-demand experience, like no other competitors within this space. The bowmo V-RPO can enhance recruiting agencies and mid-market RPOs, generating massive growth and scale. As such, bowmo’s motto is “Innovation Never Stops.”

Today, we are in the process of developing new and additional features and capabilities that will allow bowmo to take competitive advantage moving forward. In the reporting period, bowmo made substantial progress with the development of the bowmo 2.0 platform. Our software development team in Switzerland, led by one of the best AI architects, Damian Hischier, has reported 30% to 40% completion of new additional features set to bring the bowmo 2.0 platform to the next level:

- *AI/ML-powered search for more precise candidate/job matching*
- *Automated candidate matching based on job skill set*
- *Interview Mastery Automation process*
- *Interview preparation and coaching*
- *RaaS offering—preparing candidates for hiring teams to accelerate hiring*
- *Automating repetitive recruiting tasks so users can focus on high-value activities*
- *On-demand video-based e-learning for best-practice hiring processes*
- *Social media outreach*

The bowmo social media audience is growing fast

bowmo has more than doubled the Company’s Twitter audience, as well as substantially grown followers on LinkedIn and Instagram, which now allows bowmo to post updates for shareholders on the social media platforms more effectively and in real time (if need be).

bowmo is getting ready for the new hiring season

Following the broadened market reach of bowmo’s largest corporate client, Endeavor Group Holdings, Inc. (NYSE: EDR), (“Endeavor,” “Holding”), bowmo has been engaged to fulfill multiple strategic senior IT positions for the Endeavor Group of Companies in Bulgaria, Lithuania, Estonia, Croatia, Czech Republic, Austria, Finland, Poland, and Germany.

In order to speed up the preselection of qualified candidates for the Endeavor Group of Companies in the EU, bowmo’s management decided to outsource professional recruiters based in Ukraine who are more familiar with HR markets in the EU.

“Our mission is to find perfect candidates for Endeavor in the EU while helping Ukrainian HR professionals withstand the hardships created by the Russian invasion,” said Edward Aizman, Founder & CEO of bowmo, Inc.

bowmo is in the process of executing the consulting agreement with the Ukrainian recruiting agency SmartHires, specializing in providing offshore recruiting assistance worldwide. SmartHires will support bowmo’s international operations from two of their offices: in Kiev (Ukraine) and London (UK).

Rollup strategy

Despite the increasing importance and the transformational effects of SaaS in the HR-Tech market, we believe that the human aspect of recruiting remains of paramount importance. We also believe that successful participants in the HR-Tech market will offer a curated mix of SaaS, RaaS (powered by SaaS), and “brick-and-mortar” recruiting and direct placement services to clients.

Accordingly, we consider our rollup strategy to be one of the fastest ways to grow our business and increase our market share before the HR-Tech industry reaches a competitive plateau. To implement our rollup strategy, we will seek to acquire target companies (“**targets**”) that will be additive to our SaaS, RaaS, and recruiting/direct placement offerings based upon the following key criteria:

- *Scalable business model that will, in turn, help us to grow our SaaS, RaaS, and recruiting/direct placement offerings.*
- *Similar business vision and culture to that of our company.*
- *Value, history, and estimated longevity of the targets’ respective clients as well as the targets’ respective business pipelines.*
- *Gross annual sales revenue ranging from \$15 million to \$30 million, with at least 10% net operating income.*
- *The management teams of the targets must agree to receive capital stock and notes payable as a deal consideration.*

Essential Contacts:

Eddie Aizman

Chief Executive Officer

212-398-0002 ext. 501

eddie.aizman@bowmo.com

Michael E. Lakshin, MBA

Chairman of the Board | President

212-398-0002 ext. 519

michael.lakshin@bowmo.com