



K A R M A



**Leo Lin,
Acting Chief Financial Officer**

Leo Lin, Karma's Acting Chief Financial Officer, is an expert financial executive recognized for his deep experience in helping brands realize rapid growth. At Karma, Lin supports the organization's diversification and strategic investment opportunities aimed at maximizing the company's value through a blend of independent product and technology development and collaborative partnerships.

Lin comes to Karma from NIO USA, a Chinese-owned automobile manufacturer specializing in designing and developing electric autonomous vehicles, where he was VP of Finance, helping to establish the company's North American headquarters and set the stage for a \$1.8 billion initial public offering on the New York Stock Exchange. Prior to that, he held several positions at Monster, Inc., ultimately serving as VP of Finance & Corporate Strategy and Chief Financial Officer. There, he helped reposition the company on the growth path to over \$1 billion.

Lin earned his B.A. in English & Maritime Commerce from Shanghai Maritime University, Shanghai, China; his MBA in Finance & International Business from the University of San Francisco; and completed the Harvard Business School's Executive Program on Corporate Strategies.