

Plus500

World's Trading Machine

PLUS500CY LIMITED

Pillar III Disclosures and Market Discipline for the year ended 31 December 2018

Under Directive DI144-2014-14 and DI144-2014-15 of the Cyprus Securities & Exchange Commission for the prudential supervision of investment firms and Part Eight of Regulation (EU) No 575/2013 of the European Parliament and of the Council on prudential requirements for credit institutions and investment firms

April 2019

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1. Introduction

1.1 Corporate Information

These disclosures relate to Plus500CY Limited (“the Company” or “Plus500CY”), which is authorised and regulated by the Cyprus Securities and Exchange Commission (“CySEC”) as a Cyprus Investment Firm (“CIF”) to offer Investment and Ancillary Services under license number 250/14, dated October 10, 2014.

The Company offers a number of investment and ancillary services enabling clients to trade in CFDs on forex, shares, indices, commodities, precious metals and cryptocurrencies. In particular, the Company has the license to provide the following investment and ancillary services, in the financial instruments outlined below:

Investment Services	Ancillary Services	Financial Instruments
Reception and transmission of orders in relation to one or more financial instruments	Safekeeping and administration of financial instruments, including custodianship and related services	<ul style="list-style-type: none"> (1) Transferable securities (2) Money-market instruments (3) Units in Collective Investment Undertakings (4) Options, futures, swaps, forward rate agreements and any other derivative contracts relating to securities, currencies, interest rates or yields, or other derivatives instruments, financial indices or financial measures which may be settled physically or in cash (5) Options, futures, swaps, forward rate agreements and any other derivative contracts relating to commodities that must be settled in cash or may be settled in cash at the option of one of the parties (otherwise than by reason of a default or other termination event) (6) Options, futures, swaps, and other derivative contracts relating to commodities that can be physically settled, provided that they are traded on a regulated market and/or an MTF (7) Options, futures, swaps, forwards and any other derivative contracts relating to commodities, that can be physically settled not otherwise mentioned in point III(6) above and not being for commercial purposes, which have the characteristics of other derivative financial instruments, having regard to whether, inter alia, they are cleared and settled through recognized
Execution of orders on behalf of clients	Foreign exchange services where these are connected to the provision of investment services	
Dealing on own account		

Investment Services	Ancillary Services	Financial Instruments
		<p>clearing houses or are subject to regular margin calls</p> <p>(8) Derivative instruments for the transfer of credit risk</p> <p>(9) Financial contracts for differences (for differences in relation to MiFID instruments, currencies, interest rates or other financial indices)</p> <p>(10) Options, futures, swaps, forward rate agreements and any other derivative contracts relating to climatic variables, freight rates, emission allowances or inflation rates or other official economic statistics that must be settled in cash or may be settled in cash at the option of one of the parties (otherwise that by reason of a default or other termination event), as well as any other derivative contracts relating to assets, rights, obligations, indices and measures not otherwise mentioned in this Section, which have the characteristics of other derivative financial instruments, having regard to whether, inter alia, they are cleared and settled through recognized clearing houses or are subject to regular margin calls.</p>

1.2 Pillar III Regulatory Framework

The current EU Capital Requirements Directive 2013/36/EU (“CRDIV”) and EU Regulation No. 575/2013 (the “Regulation” or the “CRR”) set out the regulatory framework (commonly known as Basel III) that governs the amount of capital EU investment firms and banks are required to maintain. This is achieved through the application of common capital adequacy methodologies and by enforcing standardised disclosure requirements that ensure transparency and enable the comparability of solvency results across the region.

The Basel III framework consists of three Pillars:

- Pillar I sets out the minimum capital requirements firms are required to meet.
- Pillar II requires firms to assess their capital requirements in light of any specific risks not captured in the Pillar I calculations.
- Pillar III seeks to improve market discipline by requiring firms to publicly disclose certain details of their risks, capital and risk management.

Following the publication of the CRD IV package, consisting of the CRDIV and the CRR which are applicable since 1 January 2014 and repeal Directives 2006/48/EC and 2006/49/EC, along with CySEC's Directive DI144-2014-14 for the prudential supervision of Investment Firms and Directive DI144-2014-15 on the discretions of the CySEC arising from the CRR, the Company successfully implemented the new prudential provisions in order to fully comply with the current legislature.

Furthermore, the Company has prepared these disclosures (hereinafter the "Pillar III disclosures") in accordance with the requirements of the CySEC's Directives DI144-2014-14 and DI144 2014 15.

The Regulation provides that an investment firm may omit one or more of the disclosures if it believes that the information is immaterial. Materiality is based on the criterion that the omission or misstatement of information would be likely to change or influence the decision of a reader relying on that information for the purpose of making economic decisions. Where the Company has considered a disclosure to be immaterial, it has stated this in the document.

The Regulation also permits investment firms to omit one or more of the required disclosures if they believe that the information is regarded as confidential or proprietary. The European Banking Authority ("EBA") defines proprietary as "...if sharing that information with the public would undermine its competitive position. It may include information on products or systems which, if shared with competitors, would render an investment firm's investments therein less valuable." Furthermore, information is regarded as confidential "if there are obligations to customers or other counterparty relationships binding an investment firm to confidentiality." Where the Company has omitted information for either of these two reasons, it has stated this in the relevant section.

The information provided in this report is based on procedures followed by the Management to identify and manage risks for the year ended 31 December 2018 and on reports submitted to CySEC for the said year.

The Company is making the disclosures on an individual (solo) basis.

2. Risk Management Arrangements

2.1 Risk Management Objectives and Policies

2.1.1. The Company's Approach to Risk Management

Managing risk effectively in a multidimensional organisation, operating in a continuously changing risk environment, requires strong risk management principles. As a result, the Company has established an effective risk oversight structure and the necessary internal organisational controls to ensure that it identifies and manages its risks adequately, establishes the necessary policies and procedures, sets and monitors relevant limits, complies with the applicable legislation, takes more informed decisions and improves the probability of achieving its strategic and operational objectives.

2.1.2. Risk Management Function

The Risk Management Function is independent from other operational functions, possesses the necessary authority for the fulfilment of relevant duties and responsibilities and has direct access to the Company's Board of Directors. The Risk Manager shall act as an independent senior professional with distinct responsibility for the Risk Management Function. The Risk Manager shall not be removed without prior approval of the Board. The Risk Manager reports to the Senior Management and the Board of Directors of the Company.

The Risk Management Function is responsible for:

- Complying with and implementing the provisions of the applicable legislation that relate to risk management issues.
- Analysing the market and its trends (from a risk management perspective), as applicable.
- Evaluating how the introduction of any potential new services or activities by the Company could affect the risk management of the Company, and provide such comments to the Senior Management or the Board, as requested.
- Reviewing and updating the policy description concerning information systems (including backup systems that can restore smooth operation in case of failure).
- Suggesting to the Senior Management to stop trading, if it is necessary due to the current market conditions and credit risk, as applicable.
- Educating and training or arranging for the training of personnel of the Company on risk-related issues.
- Drafting written reports to the Senior Management, making recommendations and indicating in particular whether the appropriate remedial measures have been taken in the event of any deficiencies, at least annually. These reports shall be presented to the Board and discussed during its meetings, at least annually.

As an additional and effective control, the Risk Committee is responsible for monitoring and controlling the Risk Manager in the performance of his/her duties.

2.1.3. Internal Audit

The Company, taking into account the nature, scale and complexity of its business activities, as well as the nature and the range of its investment services and activities, has established and maintains an Internal Audit Function through the appointment of a qualified and experienced Internal Auditor, who reports to the Board of the Company.

The Internal Auditor is separated and independent of the other functions and activities of the Company, and bears the responsibility to:

- Establish, implement and maintain an audit plan to examine and evaluate the adequacy and effectiveness of the Company's systems, internal control mechanisms and arrangements.
- Issue recommendations based on the inspections carried out.
- Verify compliance with the recommendations.
- Provide timely, accurate and relevant reporting in relation to internal audit matters to the Board of Directors and the Senior Management of the Company, at least annually.

The Internal Auditor is responsible for applying the Internal Control System (hereinafter, the “ICS”), which shall confirm the accuracy of the reported data and information. Furthermore, the role of the Internal Auditor includes the performance, on an at least annual basis (as applicable), of checks on the degree of application of the required ICS.

The Internal Auditor has unrestricted access to the Company’s personnel and books. In addition, the Company’s employees have access to the Internal Auditor for the reporting of any significant deviations from the guidelines provided.

The Board is responsible for ensuring that internal audit issues are considered when presented to it by the Internal Auditor and appropriate actions are taken. The Board shall ensure that all issues are dealt with and prioritized according to its assessment.

2.1.4. Compliance Officer

The Compliance Officer leads the Compliance Function and is responsible to establish, implement and maintain adequate and effective policies and procedures as well as appropriate systems and controls designed to detect any risk of failure by the Company to comply with its obligations. Further to this, the Compliance Officer is responsible to put in place such adequate measures and procedures designed to minimize such risk and to enable the competent authorities to exercise their powers effectively. The Compliance Officer reports to the Board and the Senior Management of the Company. Following recommendations by the Compliance Officer, assistants to the Compliance Officer have been appointed. The Compliance Officer is independent and has the necessary authority, resources, expertise and access to all relevant information.

2.1.5. Anti-Money Laundering Compliance Officer

The Board has appointed a person to the position of the Company’s Anti-Money Laundering Compliance Officer (hereinafter the “AMLCO”), to whom the Company’s employees should report their knowledge or suspicion of transactions involving money laundering and terrorist financing. The AMLCO leads the Company’s Anti-Money Laundering Compliance procedures and processes. He/she is independent and has the necessary authority, resources, expertise and access to all relevant information. The AMLCO reports to the Board and Senior Management.

Moreover, the AMLCO has been assigned the duty to prepare the Annual Money Laundering Compliance Officer Report, which is submitted to the Board for approval within two months from the end of each calendar year (i.e. the latest, by the end of February). The Board, after studying the content of the Annual Report, shall take any necessary measures to correct any weaknesses or omissions identified. Following the Board’s approval, a copy of the Annual Report is submitted to the CySEC together with the Board’s meeting minutes, within twenty (20) days from the end of the meeting, and no later than three months from the end of each calendar year (i.e. the latest, by the end of March).

2.1.6. Risk Appetite Statement

The Company's strategy is pursued within a defined Risk Appetite. Risk appetite is the amount and types of risks that the Company and its Group are able and willing to accept in pursuing their business objectives. Risk appetite is expressed in both quantitative and qualitative terms and covers all risks, both on-balance sheet and off-balance sheet. Such risks include, but are not limited to, Credit, Market, Operational, Reputational, Compliance and Anti-Money Laundering Compliance risk.

The Board expresses its Risk Appetite through a number of key Risk Appetite measures which define the level of risk acceptable across the following categories:

- Financial: Credit, Market, Liquidity and Capital risks.
- Reputational: Conduct, Customer, Regulatory and External Reputational risk.
- Operational and People: The risk associated with the failure of key processes and/or systems, (information technology risk) and the risk of not having the right quality and quantity of people to operate those processes and systems.
- Other: Strategic risk, Business risk, Regulatory risk, Legal and Compliance risk.

The risk appetite measures are integrated into decision making, monitoring and reporting processes, with early warning trigger levels set to drive any required corrective action before overall tolerance levels are reached.

2.1.7. Declaration of the Management Body

The Board is responsible for reviewing the effectiveness of the Company's risk management arrangements and systems of financial and internal control. These are designed to manage rather than eliminate the risks of not achieving business objectives, and - as such - offer reasonable but not absolute assurance against fraud, material misstatement and loss. The Board considers that it has in place adequate systems and controls with regards to the Company's profile and strategy and an appropriate array of assurance mechanisms, properly resourced and skilled, to avoid or minimise loss.

2.1.8. Internal Capital Adequacy Assessment Process

The Company has established an Internal Capital Adequacy Assessment Process (hereinafter, the "ICAAP"), which it has documented in an ICAAP Report and a relevant policy manual, as per the Guidelines GD-IF-02 & GD-IF-03. The Company has a process to update its ICAAP process and Report at least annually and submit it to CySEC upon the latter's request. The ICAAP report describes how the Company has implemented and embedded the management of the various risks to which it is subject, within its business. The ICAAP also describes the Company's Risk Management framework, which includes - among others - its risk profile and the extent of risk appetite, the risk management limits where relevant, as well as the measures that need to be taken and, if necessary, the Pillar II capital to be held for the most material risks (including risks other than the Pillar I risks) faced by the Company.

In performing its ICAAP, the Company has adopted the "Pillar I Plus" approach. In particular, the Company uses simple methods to quantify the capital requirements, over and above the Pillar I minimum

requirement, as more advanced approaches are considered unsuitable for the size and complexity of the Company and require extensive use of resources and time to produce. The allocation of capital for Pillar II takes into consideration the risks that have been assessed internally by the Company as “material”, through the risk assessment as well as the capital planning and stress test exercises performed. All risks falling outside the Company’s risk appetite are considered to be threats to the Company and are covered with additional capital and/or additional controls.

2.2 Risk Governance – Board and Committees

2.2.1. Board of Directors

The Board of Directors, as at the reference date, consists of two executive and three non-executive members, of which the two are also independent. The Chairman of the Board is one of the Independent Non-Executive Directors of the Company.

The Board of Directors’ responsibilities

The Board is responsible for ensuring that the Company complies with its obligations under the applicable legislation. The Board assesses and periodically reviews the effectiveness of the policies, arrangements and procedures put in place to comply with the regulatory obligations, and takes appropriate measures to address any deficiencies. The Board shall ensure that it receives on a frequent basis, and at least annually, written reports regarding Internal Audit, Compliance, Anti-Money Laundering & Terrorist Financing, Risk Management and Internal Capital Adequacy Assessment Process (ICAAP) issues, indicating, in particular, whether the appropriate remedial measures have been taken in the event of any deficiencies. The Board is responsible for the monitoring of the internal control mechanisms of the Company to enable prevention of activities outside the scope and strategy of the Company and of any unlawful transactions, as well as to ensure the identification of risks, and the timely and adequate flow of information. Furthermore, the Board shall pass a resolution for selecting a service provider or individual for outsourcing. The executive directors take part in the operation of the Company and, as appropriate, in the provision of investment or ancillary services. The Non-Executive (Independent) Directors monitor the operations of the Company through their participation in the various meetings of the Board, and may also request and be granted access to information and reports from the management of the Company, as they may deem necessary.

Voting Procedures

The Board shall make decisions at a meeting by written resolution. All decisions of the Board regardless of the forum (physical or via conference call) shall be made by a majority vote on all matters within the competence of the Board. In the event of a voting tie, the group in which the Chairman of the Board has voted for is considered to have the majority.

2.2.2. Board Committees

In order to support effective governance and management of the wide range of responsibilities, the Board has established a Risk Committee, a Remuneration Committee and a Nomination Committee. Furthermore, the Company maintains a Senior Management – “4-Eyes” structure, which is responsible to ensure that the Company complies with its obligations under the applicable legislation, to assess and

periodically review the effectiveness of the policies, arrangements and procedures put in place and to take appropriate measures to address any deficiencies.

Risk Committee

The Risk Committee is formed with a view to ensure the efficient monitoring of the risks inherent in the provision of the investment services to Clients, as well as the risks underlying the operation of the Company in general. Towards this direction, the Company has formed a robust ICAAP and has adopted and maintains risk management policies, which identify the risks relating to its activities, processes and systems and set its risk tolerance levels. The Risk Committee bears the responsibility to monitor the adequacy and effectiveness of the ICAAP, the risk management policies and procedures in place, and the measures taken to address any deficiencies in these, as well as to monitor the level of compliance by the Company and its relevant persons with the policies and procedures adopted, and the adequacy and effectiveness of measures taken to address any deficiencies with respect to those policies and procedures, including compliance failures by the Company's relevant persons.

In 2018 the Risk Committee consisted of three Non-Executive directors (two of them independent) and the Risk Manager / Compliance Officer (ex-officio and without any voting rights), as required by paragraph 6(3) of Directive 144-2014-14 of CySEC, and in accordance with CySEC's Circular C228 based on which the Company falls within the definition of a "Significant CIF".

The responsibilities of the Risk Committee are as follows:

- Advise the Board of Directors on the Company's overall current and future risk appetite and strategy and assist the Board in overseeing the implementation of that strategy by Senior Management.
- Scrutinize and decide on various risks associated with the operation of the Company with a view to formulate internal policies, increase the awareness and measure the performance of the said policies.
- Review the risk management procedures in place.
- Review, discuss, elaborate and amend, if necessary, the ICAAP process and document of the Company, on a yearly basis, prior to the approval of the Board.
- Monitor and control the Risk Manager in the performance of his/her duties and the effectiveness of the Risk Management Function.
- Ensure that the Company has a clear policy in respect to the assumption, follow up and management of risks, duly communicated to all interested parties and organizational units within the Company.
- Consider, to the extent possible, risk factors affecting costs, the price at which competitors offer the same services, and the cost-benefit ratio for each service, and verify that such information is utilized by the Risk Management Function in the carrying out of its duties.
- Specifically with respect to Liquidity risk and Market risk, review the policies of the Company's Risk Management Function on:
 - a. Acceptable maximum risk assumption limits per class of risk.
 - b. Further breakdown of such risk limits where necessary, for example, per class of investment service or Financial Instrument, or Client or market.
 - c. Implementing stop loss-control limits.
 - d. Following up open positions within the approved limits.
- Determine the Company's pricing policy.
- Monitor the effectiveness of the Company's risk strategy and provide recommendations to the Board of Directors.
- Approve client and counterparty limits, as applicable.

- Prior to expanding its operations to any new financial instruments or investment services, the Committee shall be satisfied that the Company incorporated such expansion projects into its strategic development plan, located and accurately assessed the inherent risks by implementing the necessary risk management procedures and resolving any legal issues associated with the execution of the relevant transactions as well as the issues relating to their monitoring.
- Ensure the immediate tracking down and scrutiny of important abrupt changes in the Company's financial figures, procedures or personnel, as well as the regular control of the volume and causes of underlying deviations between projections and corporate end results, as submitted to the Board, so as to enable the assessment of the performance of each of the Company's separate organizational units by reference to the set targets.

Furthermore, following the abolition of the Investment Committee, the Risk Committee has undertaken certain responsibilities of the Investment Committee.

The Risk Committee meets at least on a quarterly basis, whenever there is a change in the composition of the Board of Directors, as well as on an ad hoc basis at the request of one of its members. Extraordinary meetings can be called by any member of the Risk Committee, as well as by the Risk Manager. During 2018, the Risk Committee met on a quarterly basis (i.e. four times).

Nomination Committee

As per the requirements of Section 10(2)(a) of the Investment Services and Activities and Regulated Markets Law of 2017 (L. 87(I)/2017) and of CySEC Circular C228 on the 'Definition of "Significant CIF"', CIFs which are significant in terms of their size, internal organisation and the nature, scope and complexity of their activities, must establish an independent Nomination Committee.

Therefore, the Company has established and maintains an independent Nomination Committee, of which the duties and responsibilities include:

- Identifying and recommending, for the approval of the Board, candidates to fill vacancies in the Board.
- Evaluating the balance of knowledge, qualifications, skills, diversity and experience of the Board.
- Preparing a description of the roles and capabilities for a particular appointment and assessing the time commitment expected.
- Deciding on a target for balanced gender representation in the Board.
- Incorporating the target for gender representation in the Company's Board Diversity Policy and performing an annual review of any relevant progress in this area.
- Ensuring that there is a broad set of qualities and competences when recruiting members for the Board, in accordance with the Company's Board Diversity Policy.
- Assessing periodically, and at least annually, the structure, size, composition and performance of the Board and making recommendations to the Board with regards to any changes.
- Assessing periodically, and at least annually the knowledge, skills and experience of members of the Board individually, and of the Board collectively, and reporting to the Board accordingly.
- Periodically reviewing the policy of the Board for the selection and appointment of senior management and providing recommendations to the Board.
- Considering, to the extent possible and on an ongoing basis, the need to ensure that the Board's decision making is not dominated by any one individual or a small group of individuals in a manner that is detrimental to the interests of the Company as a whole.

The Nomination Committee shall be constituted in such a way as to enable the exercise of competent and independent judgment on relevant policies and practices. The members of the Nomination Committee shall have appropriate knowledge, skills and expertise to fully understand and monitor the application of the relevant policies. Appointment of Committee members shall change only upon the approval of the Board which -as such- must replace immediately the retiring member of the Committee or appoint a temporary member until a permanent member is selected. The Nomination Committee shall convene at least annually or whenever there is a change in the members of the Board of Directors, as well as on an ad hoc basis at the request of one of its members. Extraordinary meetings can be called by any member of the Committee, as well as by the Risk Manager / Compliance Officer .

As of December 2018 the Nomination Committee consisted of the three Non-Executive Directors (two of them Non-Independent) and the Risk Manager/Compliance officer (ex officio and without voting rights).

Remuneration Committee

As per the requirements of paragraph 22 of the Directive 144-2014-14 and the thresholds set out in CySEC's Circular C228, CIFs which are significant in terms of their size, internal organisation and the nature, scope and complexity of their activities, must establish an independent Remuneration Committee.

The Remuneration Committee is established to ensure that remuneration arrangements support the strategic aims of the business and enable the recruitment, motivation and retention of senior executives while also complying with the requirements of regulation. Furthermore, the Remuneration Committee is responsible for the preparation of decisions regarding remuneration, including those which have implications for the risk management of the Company and which are to be taken by the Board of Directors. When preparing such decisions, the Remuneration Committee shall take into account the long-term interests of shareholders, investors and other stakeholders in the Company and the public interest.

The Remuneration Committee should also recommend and monitor the level and structure of remuneration for senior staff. The definition of senior staff for this purpose includes the first layer of management below board level. The list of the subjects which the Remuneration Committee should review and make proposals or give opinions on, is found in the Company's Internal Operations Manual ("IOM").

The Remuneration Committee is constituted in such a way as to enable it to exercise competent and independent judgement on remuneration policies and practices and the incentives created for managing risk, capital and liquidity. The members of the Remuneration Committee have appropriate knowledge, skills and expertise to fully understand and monitor the application of the Remuneration Policy and the risk implications for the Company. The Remuneration Committee has adequate access to relevant information from the Company, to the Risk Manager and to external expert advice. During the meetings of the Remuneration Committee, the Committee members shall be updated on relevant developments and information by the Company's Risk Manager / Compliance Officer, who will also be attending committee meetings. The members of the Committee shall change only upon the approval of the Board. The latter must replace immediately the retiring member of the Committee or appoint a temporary member until a permanent member is selected.

The Remuneration Committee shall convene at least bi-annually as well as on an ad-hoc basis at the request of one of its members. Extraordinary meetings can be called by any member of the Remuneration Committee, as well as by the Risk Manager / Compliance Officer. The Committee shall report directly to the Board.

As of 31 December 2018 the members of the Remuneration Committee consisted of three Non-Executive Directors (of which two were Independent) and the Risk Manager / Compliance Officer (ex officio and without any voting rights). During 2018 the Remuneration Committee convened two times.

2.2.3. Recruitment Policy

The Company follows a predetermined procedure for the appointment of the members of the Board of Directors and Senior Management, appointing qualified and experienced individuals with sufficiently good repute (i.e. integrity, honesty, morals and credibility). The Nomination Committee is responsible to identify and recommend, for the approval of the Board, candidates to fill vacancies in the Board, where necessary. Specifically, when considering the appointment of the members of the Board and Senior Management, special attention shall be given to the following:

- Necessary qualifications, education, skills and experience so as to ensure the sound and prudent management of the Company, and diversity in order to conduct effectively and efficiently all their duties and responsibilities.
- Very strong interpersonal/people skills as well as managerial skills including time management and leading skills.
- Profound and solid corporate governance and business administration skills.
- High sense of responsibility and work ethics portraying the professional traits of initiative and pro-activeness.
- Financial markets and financial advisory sector market knowledge, risk management knowledge, experience and knowledge in the financial services industry as well as experience with local and international financial matters.
- Sufficient knowledge of the legal framework governing the operations of a Cyprus investment firm, including the investment services and activities which are regulated by the Investment Services and Activities and Regulated Markets Law of 2017 (L. 87(I)/2017).
- Good knowledge of the Greek or/and English languages.

Particularly, when considering the appointment of a member of the Board, special attention shall be given to the potential member's Skills review which aims to assess the specific experience and skills needed to ensure the optimum blend of the individual and the aggregate capability having regard to the Company's long term strategic plan. Appointment of members of the Board and Senior Management is subject to the approval of the Chief Executive Officer and the Board. Regulatory approval is co-ordinated through the Compliance Officer. The majority of the members of the Board shall be residents of Cyprus.

2.2.4. Number of directorships held by members of the Board

The table below provides the number of directorships that each member of the management body of the Company holds at the same time in other entities, including the one in the Company. For the purposes of the below, executive or non-executive directorships held within the same group of companies are considered as a single directorship. In addition, directorships in organizations which do not pursue predominantly commercial objectives, such as non-profit-making or charitable organizations, are not taken into account.

Table 1: Directorships of Board Members¹

Name of Director	Position within Plus500CY	Number of Directorships	
		Executive	Non-Executive
Ofir Chudin	Executive Director	1	-
Eleni Vickers	Executive Director	1	-
Elad Even-Chen	Non-Executive Director	1	-
Andreas Aloneftis ²	Non-Executive, Independent Director	-	5
Ioannis Pishias ³	Non-Executive, Independent Director	-	1

¹ Note: The information in this table is based only on representations made by the directors of the Company.

² Note: The CySEC has approved the appointment of Mr. Aloneftis as a non-executive director of the Company, in consideration of the number of his directorships.

³ Note: Mr. Ioannis Pishias resigned on 17 January 2019 and was immediately replaced by Mr. Petros Petrocostas.

2.2.5. Diversity Policy

Plus500CY recognises and embraces the benefits of having a diverse Board, and sees increasing diversity at Board level as an essential element in maintaining a competitive advantage. Plus500CY believes that board diversity enhances decision-making capability and that a diverse board is more effective in dealing with organisational changes. A truly diverse Board will include and make good use of differences in the skills, regional and industry experience, background, race, gender and other distinctions between members of the Board. These differences will be considered in determining the optimum composition of the Board and when possible should be balanced appropriately. The Company believes that the Board should be characterized by a broad range of views arising from different experiences. Additionally, the Board should have a sustainable development as its core value, which will promote the interests of all Company stakeholders, particularly the long term interests of its shareholders, fairly and effectively.

The Diversity Policy is stored on the Company's local intranet folders and all staff members have access to it. Furthermore, this policy is included in the Company's IOM. For the purpose of this policy, the Company considers that the concept of diversity incorporates a number of different aspects, therefore all Board appointments are made on merit, in the context of the skills, experience, knowledge, business perspectives, industry or related experience, independence, gender, age, cultural, educational background and more general experience which the Board as a whole requires in order to be effective. The applicability of this policy is reviewed at least annually by the Board of Directors, in the context of an internal review for compliance with the relevant legislation.

Skills and Experience

Members of the Board possess sufficient knowledge, skills and experience to perform their duties. The overall composition of the Board reflects an adequately broad range of experiences in order to be able to understand the Cyprus Investment Firms' activities and main risks to ensure the sound and prudent management of the Company, as well as sufficient knowledge of the legal framework governing the operations of a Cyprus Investment Firm. The Board should possess a balance of skills appropriate for the requirements of the business of the Company, in order for the Company to benefit from its directors' experience in a range of activities including varied industries, education, government, investment and the

professions. Reference is made to the Company’s Board Skills review matrix included in the Company’s Recruitment Policy, which aims to assess the specific experience and skills needed to ensure the optimum blend of the potential individual and the aggregate capability having regard to the Company’s long term strategic plan.

Independence

The Board includes a composition of Executive, Non Executive and Independent Non-executive Directors so that there is a strong element of independence in the Board. The Independent Non-executive Directors shall be of sufficient calibre and stature for their views to carry weight. Each member of the Board must act with independence of mind to properly assess and challenge the decisions of the Senior Management where necessary and to effectively oversee and monitor management decision-making.

Gender

Plus500CY is committed to maintaining an environment of respect for people regardless of their gender in all business dealings and achieving a workplace environment free of harassment and discrimination on the basis of gender, physical or mental state, race, nationality, religion, age or family status. The same principle is applied to the selection of potential candidates for appointment to the Board. At the date of adoption of this Policy, the Board’s aim was to ensure that at least 20% of the Board was made up of women, which for the year under reference was successfully met.

2.2.6. Information flow on risk to the management body

- The flow of risk-related information to the management body of the Company, is presented in the table below:

Table 2: Information flow on risk to management body

N/N	Report Description	Responsible Officer	Recipient	Frequency
1	Risk Management Report	Risk Manager	Senior Management / Board	Annually
2	Pillar I CoRep templates	Risk Manager	Senior Management / Board	Quarterly
3	ICAAP (Pillar II) Report	Risk Manager	Senior Management / Board	Annually
4	Pillar III Disclosures	Risk Manager	Senior Management / Board	Annually
5	Risk Register	Risk Manager	Senior Management / Board	Annually
6	Escalation of key risks (when applicable)	Risk Manager	Risk Committee / Senior Management / Board	Ad hoc
7	Internal Audit Report	Internal Auditor	Senior Management / Board	Annually
8	Compliance Officer Report	Compliance Officer	Senior Management / Board	Annually
9	AMLCO Report	AMLCO	Senior Management / Board	Annually
10	Suspicious transactions involving money laundering and terrorist financing	AMLCO	Senior Management / Board	Ad hoc

3. Own Funds

The Own Funds/Capital Base of the Company as at 31 December 2018 comprised solely of Common Equity Tier 1 (CET1), as shown in the table below:

Table 3: Composition of Capital Base

Capital Base	31 Dec 2018 (€'000)
Common Equity Tier 1 capital	
Share capital	350
Share premium	14.641
Retained earnings and profit of the period (net of foreseeable dividends)	41.692
ICF contribution	(138)
Total Common Equity Tier 1 capital	56.545
Additional Tier 1 capital	-
Tier 2 capital	-
Total Own Funds	56.545

Capital Adequacy Ratio

The Company's objectives when managing capital are:

- To comply with the capital requirements set by the CySEC.
- To safeguard its ability to continue as a going concern.
- To maintain a strong capital base to support the development of its business.

The Company's policy on capital management is focused on maintaining the capital base sufficient to keep the confidence of customers, creditors and other market participants at satisfactory levels and to secure the future development of the Company. Capital adequacy and the use of the regulatory capital are monitored by the Company's management. The required information is submitted to CySEC on a quarterly basis.

The CySEC requires each investment firm to maintain a minimum ratio of capital to risk weighted assets of 8% for Pillar I risks, plus additional capital buffers as applicable, while it may also impose additional capital requirements for risks not covered by Pillar I. As at 31 December 2018, the Company was subject to a minimum Pillar I capital adequacy ratio of 8%, plus (a) a capital conservation buffer of 1,875% as per the transitional application provisions for buffers and (b) a systemic risk buffer of 1% for its exposures to Estonia, in response to the decision of the Cyprus Macroprudential Authority for the capital buffers (i.e. the Central Bank of Cyprus – "CBC") to adopt, via reciprocity, a macroprudential measure adopted by the relevant Estonian authority. The Company was exempted from applying the institution-specific countercyclical capital buffer following a decision of the CBC to exempt small and medium-sized CIFs from this requirement. As a result, as at 31 December 2018 the Company was subject to an overall minimum requirement of 9,875% (for Pillar I plus buffers). The Company's actual capital adequacy ratio as reported to CySEC for the year ended 31 December 2018 was well above the minimum requirement, as indicated by the table below:

Table 4: Capital Adequacy Ratio

Own Funds and Capital Adequacy Ratio	31 Dec 2018 (€'000)
<i>Eligible Own Funds</i>	
Share capital	350
Share premium	14.641
Retained Earnings	31.296
Audited profit/(loss) for the period	10.396
ICF contribution	(138)
<i>Total Own Funds</i>	<i>56.545</i>
<i>Capital Requirements</i>	
Credit risk	3.946
CVA Risk	3
Market Risk	4.449
Operational Risk	2.814
Additional capital requirements for the excess over large exposure limits in the Trading Book	-
<i>Total Capital Requirements</i>	<i>11.212</i>
<i>Capital Adequacy Ratio</i>	<i>40,35%</i>

4. Pillar I Risks and Minimum Capital Requirements

The Company follows the Standardized Approach for the measurement of its Pillar I capital requirements for Credit and Market Risk and the Basic Indicator Approach for Operational Risk. The Risk Weighted Assets (“RWAs”) and Capital Requirement calculated for each category of risk as at 31 December 2018 are presented in the table below:

Table 5: RWAs and Capital Requirement by risk category

Risk Type	RWAs €'000	Pillar I Capital Requirement €'000
Credit Risk	49.319	3.946
Market Risk	55.612	4.449
<i>of which Equity Market Risk</i>	-	-
<i>of which Commodity Market Risk</i>	-	-
<i>of which Interest rate Market Risk</i>	-	-
<i>of which FX Market Risk</i>	55.612	4.449
Large exposures in the Trading Book	-	-
Operational Risk	35.175	2.814
CVA Risk	38	3
Total	140.144	11.212

4.1. Credit Risk

4.1.1 Credit Risk Management

Credit risk arises when a failure by counterparties to discharge their obligations could reduce the amount of future cash inflows from financial assets on hand at the reporting date. The Company's Credit risk stems mainly from its open positions with clients, and its cash balances with banks and other financial institutions.

The Company operates a real-time mark-to-market trading platform with clients' profits and losses being credited and debited automatically to their accounts. Under the Company's policy the clients cannot owe the Company funds when losing more than what they have in their accounts, since in any such event, the Company adjusts any negative balance in the client's trading account to make it equal to zero. Client Credit risk principally arises when a client's total funds deposited (margin and free equity) are insufficient to cover any trading losses incurred. In particular, client Credit risk can arise where there are significant, sudden movements in the market, i.e. due to high general market volatility or specific volatility relating to an individual financial instrument the client has an open position in.

The Company's products are margin-traded. If the market moves adversely by more than the client's maintenance margin, the Company is exposed to client (counterparty) Credit risk. The Company sets principles in order to monitor and manage the Credit risk on a real time basis. Under the Company's policy, if client funds are below the required margin level, client positions will be liquidated. The Company is

exposed to client Credit risk also for its open positions with its parent company. The relevant exposure is limited via a relevant netting agreement signed between the two parties.

Cash balances are mainly held with high credit quality financial institutions and the Company has policies to limit the amount of credit exposure to any financial institution. An account with a bank or a financial institution will only be opened after suitable checks have been made to assess the risk level of that entity.

For calculating its Credit risk capital requirement, the Company uses the Standardized Approach. The following table represents the Company's RWAs and minimum capital requirement for Credit risk as at 31 December 2018, broken down by asset class:

Table 6: Credit Risk summary table

Asset Classes	Risk-weighted amounts €'000	Minimum capital requirement €'000
Institutions	26.712	2.137
Corporates	6.351	508
Retail	15.550	1.244
Other Items	706	57
Total	49.319	3.946

The table provided below presents the total amount of Credit risk exposures after accounting offsets and without taking into account the effects of Credit risk mitigation as at 31 December 2018, as well as information on the average amount of Credit risk exposures over 2018, broken down by asset class:

Table 7: Total amount of exposures after accounting offsets and Average amount of exposures

Asset Classes	Original exposure amount, net of specific provisions €'000	Average exposure €'000
Central Governments and Central Banks	-	-
Regional governments or local authorities	-	-
Public sector entities	-	-
Multilateral Development Banks	-	-
International Organisations	-	-
Institutions	133.549	137.457
Corporates	26.864	43.849
Retail	30.712	44.956
Secured by mortgages on immovable property	-	-
Exposures in default	-	-
Items associated with particularly high risk	-	-
Covered bonds	-	-
Short-term Claims on Institutions and Corporates	-	-
Collective Investments undertakings (CIUs)	-	-
Equity	-	-
Other Items	705	462
Total	191.830	226.724

The table that follows provides information on the residual maturity of the Company's Credit Risk exposures as at 31 December 2018:

Table 8: Residual Maturity of Credit risk exposures, broken down by asset class

Allocation of exposures by residual maturity as at 31 December 2018	Up to 3 months €'000	More than 3 months €'000	Total €'000
Central Governments and Central Banks	-	-	-
Regional governments or local authorities	-	-	-
Public sector entities	-	-	-
Multilateral Development Banks	-	-	-
International Organisations	-	-	-
Institutions	133.549	-	133.549
Corporates	26.817	47	26.864
Retail	30.712	-	30.712
Secured by mortgages on immovable property	-	-	-
Exposures in default	-	-	-
Items associated with particularly high risk	-	-	-
Covered bonds	-	-	-
Short-term Claims on Institutions and Corporates	-	-	-
Collective Investments undertakings (CIUs)	-	-	-
Equity	-	-	-
Other Items	-	705	705
Total	191.078	752	191.830

The table below illustrates the geographic distribution of the Company's exposures as at 31 December 2018:

Table 9: Geographic Distribution of exposures

Exposures per Asset Class per Country of incorporation of Counterparty	Luxembourg	Australia	Switz.	UK	Israel	Netherl.	Other	Total
	€'000	€'000	€'000	€'000	€'000	€'000	€'000	€'000
Institutions	46.357	32.002	27.670	22.915	-	499	4.106	133.549
Corporates	-	-	880	-	20.109	902	4.973	26.864
Retail	125	-	997	824	-	4.177	24.589	30.712
Other Items	-	-	-	-	-	-	705	705
Total	46.482	32.002	29.547	23.739	20.109	5.578	34.373	191.830

The table presented below illustrates the distribution of the Company's exposures by industry type as at 31 December 2018:

Table 10: Distribution of exposures by industry

Exposures by Asset Class by Industry Segment	Banking/Financial services €'000	Other €'000	Total €'000
Institutions	133.549	-	133.549
Corporates	26.817	47	26.864
Retail	-	30.712	30.712
Other Items	-	705	705
Total	160.366	31.464	191.830

Use of External Credit Assessments Institutions' (ECAI) Credit Assessments for the determination of Risk Weights

The Company uses external credit ratings from Fitch, Moody's and Standard & Poor's. These ratings are used for all relevant asset classes. In the cases where the three credit ratings differ, the Company takes the two credit assessments generating the two lowest risk weights and then it uses the credit assessment that corresponds to the higher risk weight.

Exposures to rated institutions are risk weighted based on the credit assessment of the institution itself and the residual maturity of the exposure as per Article 120 of CRR. Exposures to unrated institutions are assigned a risk weight according to the Credit Quality Step to which exposures to the central government of the jurisdiction in which the institution is incorporated are assigned, as specified in Article 121 of CRR. Notwithstanding the general treatment mentioned above, short term exposures to institutions can receive the more favorable risk weight of 20% if specific conditions apply.

As at 31 December 2018, exposures to corporate clients were risk weighted with 100% since they were all unrated and incorporated in countries with credit assessment up to Credit Quality Step 4. Furthermore, exposures to retail clients were assigned a risk weight of 75% in accordance with the provision of Article 123 of the CRR.

Finally, the Other Items category as at year end included petty cash which received a 0% risk weight and corporation tax which received 100% risk weight, as per the requirements of the CRR.

The Company has used the Credit Quality Step mapping table below to map the credit assessments to Credit Quality Steps.

Table 11: Credit Quality Step Mapping Table

Credit Quality Step	Fitch	Moody's	S&Ps
1	AAA to AA-	Aaa to Aa3	AAA to AA-
2	A+ to A-	A1 to A3	A+ to A-
3	BBB+ to BBB-	Baa1 to Baa3	BBB+ to BBB-
4	BB+ to BB-	Ba1 to Ba3	BB+ to BB-
5	B+ to B-	B1 to B3	B+ to B-
6	CCC+ and below	Caa1 and below	CCC+ and below

Table 12: Exposures before and after Credit Risk Mitigation by Credit Quality Step

Credit Quality Step	Exposure values before Credit Risk Mitigation €'000	Exposure values after Credit Risk Mitigation €'000
CQS 1	32.002	32.002
CQS 2	94.274	94.274
CQS 3	-	-
CQS 4	-	-
CQS 5	2.277	2.277
CQS 6	-	-
Unrated	62.572	32.081
N/A	705	705
Total	191.830	161.339

Counterparty Credit Risk

The Company's total exposure in derivatives amounts to €57.529 thousand and is calculated using the "Mark-To-Market Method" by taking the sum of the positive current replacement cost and potential future credit exposure. The Company mitigates its Counterparty Credit risk exposure by recognising the deposits/margin of its counterparties as funded credit protection.

The Company applies the Comprehensive Method for Credit Risk Mitigation (CRM) purposes.

Any collateral recognised by the Company for the purposes of CRM is in the form of cash (funded credit protection). No collaterals in the form of guarantees or credit derivatives were being used for Credit risk mitigation purposes as at the reference date. Furthermore, the Company did not make use of on- or off-balance sheet netting.

The minimum capital requirement calculated for the open derivative positions of the Company as at 31 December 2018 is presented in the following table:

Table 13: Counterparty Credit Risk

Type of exposure	Positive Fair Value	Negative Fair Value	Nominal Value	Exposure Amount before CRM	Exposure Amount After CRM	Risk Weighted Assets	Capital Requirements
	€'000	€'000	€'000	€'000	€'000	€'000	€'000
Commodity CFDs	7.415	(7.415)	124.079	19.823	10.036	8.172	654
Equity CFDs	10.474	(10.474)	265.018	26.375	12.078	9.648	772
FX CFDs	2.426	(2.426)	262.554	5.052	2.253	1.784	143
Gold CFDs	674	(674)	42.618	1.100	522	438	35
CFDs on	1.322	(1.322)	35.906	3.836	2.035	1.727	138

Precious Metals							
CFDs on Cryptos	538	(538)	8.056	1.343	114	86	6
Total	22.849	(22.849)	738.231	57.529	27.038	21.855	1.748

Table 14: Funded credit protection

Asset Class	Value of exposure secured by financial collaterals €'000	Value of exposure secured by guarantees or credit derivatives €'000
Institutions	-	-
Corporates	20.513	-
Retail	9.978	-
Other Items	-	-
Total	30.491	-

Wrong-way risk

Wrong way risk occurs when an exposure to a counterparty is adversely correlated with the credit quality of that counterparty, i.e. changes in market rates having an adverse impact on the probability of default (PD) of a counterparty.

This risk is not currently measured as it is not anticipated to be significant given the existence of cash collateral/margin for almost all derivative transactions, which significantly reduces Counterparty Credit risk.

Credit risk adjustments

The Company recognises loss allowances for expected credit losses (“ECLs”) on:

- Financial assets measured at amortised cost; and
- Debt investments measured at FVOCI.

The Company measures loss allowances at an amount equal to lifetime ECLs, except for the following, which are measured at 12-month ECLs:

- Debt securities that are determined to have low Credit risk at the reporting date; and
- Other debt securities and bank balances for which Credit risk (i.e. the risk of default occurring over the expected life of the financial instrument) has not increased significantly since initial recognition.

Loss allowances for trade receivables and contract assets are always measured at an amount equal to lifetime ECLs.

When determining whether the Credit risk of a financial asset has increased significantly since initial recognition and when estimating ECLs, the Company considers reasonable and supportable information that is relevant and available without undue cost or effort. This includes both quantitative and qualitative information and analysis, based on the Company’s historical experience and informed credit assessment and including forward-looking information.

The Company assumes that the Credit risk on a financial asset has increased significantly if it is more than 30 days past due.

In default

The Company considers a financial asset to be in default when:

- The borrower is unlikely to pay its credit obligations to the Company in full, without recourse by the Company to actions such as realising security (if any is held); or
- The financial asset is more than 90 days past due.

Lifetime ECLs are the ECLs that result from all possible default events over the expected life of a financial instrument.

12-month ECLs are the portion of ECLs that result from default events that are possible within the 12 months after the reporting date (or a shorter period if the expected life of the instrument is less than 12 months).

The maximum period considered when estimating ECLs is the maximum contractual period over which the Company is exposed to Credit risk.

Measurement of ECLs

ECLs are a probability-weighted estimate of credit losses. Credit losses are measured as the present value of all cash shortfalls (i.e. the difference between the cash flows due to the entity in accordance with the contract and the cash flows that the Company expects to receive). ECLs are discounted at the effective interest rate of the financial asset.

Credit impaired financial assets

At each reporting date, the Company assesses whether financial assets carried at amortised cost and debt securities at FVOCI are credit-impaired. A financial asset is 'credit-impaired' when one or more events that have a detrimental impact on the estimated future cash flows of the financial asset have occurred.

Evidence that a financial asset is credit-impaired includes the following observable data:

- Significant financial difficulty of the borrower or issuer.
- A breach of contract such as a default or being more than 90 days past due.
- It is probable that the borrower will enter bankruptcy or other financial reorganisation.

As at 31 December 2018, the Company did not have any material financial assets that were past due or impaired.

4.2. Other Risks

4.2.1. Market Risk

Market risk is defined as the risk that the value of an investment will fluctuate due to changes in market factors (such as currency fluctuations, changes in interest rates and movements in equity and commodity prices). The Company's exposure to Market risk at any point in time depends primarily on short-term market conditions and client activities during the trading day.

The Company has an agreement with its parent company to economically hedge all CFD transactions entered with its customers. Therefore, the Company is not exposed to Market risk because each transaction with the client is fully hedged with corresponding transactions executed with the parent company.

The Foreign Exchange risk, Interest Rate risk and Price risk collectively form the Pillar I Market Risk.

Foreign Currency Risk

Foreign currency risk arises when future commercial transactions and recognized assets and liabilities are denominated in a currency that is not the Company's functional currency. The Company is exposed to Foreign currency risk arising from various currency exposures (mainly USD, NOK, CHF, CZK, GBP and AED). Furthermore, funds deposited by clients may not always be maintained in the originally deposited currency but may instead be converted to other currencies on the basis of the management's decisions. This may expose the Company to Foreign currency risk. The Company's management monitors the exchange rate fluctuations on a continuous basis and acts accordingly.

As at 31 December 2018, the foreign currency positions arising from the clients' trading positions were fully hedged, therefore the Company's net open position in foreign currencies is due to balance sheet positions denominated and funded in currencies other than its reporting currency.

Interest Rate Risk

Interest rate risk is the risk that the value of financial instruments will fluctuate due to changes in market interest rates. The Company's income and operating cash flows are substantially independent of changes in market interest rates as the Company has no significant interest-bearing assets and liabilities (to be noted that bank balances are held in current accounts, bearing insignificant interest). Nonetheless, the Risk Manager monitors the interest rate fluctuations with the assistance of the Accounting Function and based on the fluctuations of the relevant rates, the necessary hedging activities are undertaken, as and where applicable.

Price Risk

This is the risk that the fair value of a financial instrument fluctuates as a result of changes in market prices other than due to the effect of transactional foreign currency exposures or interest rate risks. The Company has market price risk as a result of its trading activities in CFDs on stocks, indices, commodities, ETFs, etc. This risk is mitigated due to the fact that the trading positions are fully hedged with the parent.

4.2.2. Operational Risk

Operational risk is defined by the Basel Committee for Banking Supervision as “the risk of loss resulting from inadequate or failed internal processes, people and systems or from external events”. Major sources of Operational risk include inadequate operational processes, IT security, dependence on key service providers and implementation of strategic change, fraud, human error, recruitment training and retention of staff. The Company’s systems and controls are evaluated, maintained and upgraded continuously. Furthermore, the Company has a “four-eye” structure and board oversight ensuring the separation of power and authority regarding vital functions of the Company.

The Company has implemented an Operational risk management framework designed to ensure that Operational risks are identified, assessed, mitigated and reported in a consistent manner consisting of, inter alia, the following components:

- Lower human interaction - the majority of actions occurring in the Company’s systems are automated and therefore it is less likely that a human error will occur.
- Reviewing risks and controls as part of the Internal Audit Function; regular review and updating of policies.
- Monitoring the effectiveness of policies, procedures and controls by Internal Audit.
- Maintaining Risk Registers by following the risk monitoring program in order to ensure that past failures are not repeated.
- Maintaining a four-eye structure and implementing board oversight over the strategic decisions made by the heads of departments.
- Minimizing fraud activities and further enhancing AML/KYC procedures by using a third-party software system, which provides access to a database. The content of this database is derived from a significant number of official sources, including numerous criminal and financial sanctions databases, Politically Exposed Persons data, crime-related data and adverse or negative publications.
- Financial accounts are audited by one of the big-four audit firms.
- A Disaster Recovery Plan has been designed in order to be used in the event of a force majeure affecting the Company’s internal systems and databases. This plan is structured around teams, with each team having a set of specific responsibilities.
- A Business Continuity Plan has been implemented which helps protect all of the Company’s information databases including data, records and facilities.

For the calculation of Operational risk in relation to the capital adequacy reports, the Company applies the Basic Indicator Approach.

4.2.3. Compliance Risk

Compliance risk is the risk of financial loss, including fines and other penalties, which arises from non-compliance with laws and regulations of the state. This risk is limited to a significant extent due to the supervision applied by the Compliance Officer, as well as by the monitoring controls applied by the Company.

4.2.4. Litigation Risk

Litigation risk is the risk of financial loss, interruption of the Company's operations or any other undesirable situation that arises from the possibility of non-execution or violation of legal contracts and consequentially of lawsuits. This risk is restricted through the agreements and terms of business used by the Company to execute its operations.

4.2.5. Reputation Risk

Reputation risk is the risk of loss of, or damage to, the Company's reputation arising from negative publicity concerning the Company (whether true or false) that may result to a reduction of clientele, revenue and/or legal cases against the Company. The Company applies procedures to minimize this risk.

5. Leverage ratio

The Leverage ratio is a monitoring tool which allows financial institutions and their competent authorities to assess the risk of excessive leverage in the institutions' operations. It is a simple, non-risk-based ratio that has as its purpose to constrain the build-up of excessive leverage.

The Leverage ratio is defined as the capital measure (i.e. the Company's Tier 1 capital) divided by the exposure measure as this is defined in the European Commission's Regulation (EU) 2015/62 of 10 October 2014 amending the CRR with regards to the Leverage ratio.

The Company's Leverage ratio as at the reference date was 29,48%, with the minimum allowable being 3%.

The table below provides a reconciliation of accounting assets and Leverage ratio exposures:

Table 15: Summary reconciliation of accounting assets and Leverage ratio exposures

		Applicable Amounts €'000
1	Total assets as per published financial statements	94.082
4	Adjustments for derivative financial instruments	34.680
7	Other adjustments	63.068
8	Total leverage ratio exposure	191.830

The following table provides a breakdown of the exposure measure by exposure type:

Table 16: Leverage ratio common disclosure

		CRR Leverage ratio exposures €'000
On-balance sheet exposures (excluding derivatives and SFTs)		
1	On-balance sheet items (excluding derivatives, SFTs and fiduciary assets, but including collateral)	134.440
2	(Asset amounts deducted in determining Tier 1 capital)	(138)
3	Total on-balance sheet exposures (excluding derivatives, SFTs and fiduciary assets) (sum of lines 1 and 2)	134.302
Derivative exposures		
4	Replacement cost associated with <i>all</i> derivatives transactions (i.e. net of eligible cash variation margin)	22.849
5	Add-on amounts for PFE associated with <i>all</i> derivatives transactions (mark-to-market method)	34.680
11	Total derivative exposures (sum of lines 4 to 10)	57.529
Securities financing transaction exposures		
16	Total securities financing transaction exposures (sum of lines 12 to 15a)	-
Other off-balance sheet exposures		

19	Other off-balance sheet exposures (sum of lines 17 to 18)	-
Exempted exposures in accordance with CRR Article 429 (7) and (14) (on and off balance sheet)		
EU-19a	(Exemption of intragroup exposures (solo basis) in accordance with Article 429(7) of Regulation (EU) No 575/2013 (on and off balance sheet))	-
EU-19b	(Exposures exempted in accordance with Article 429 (14) of Regulation (EU) No 575/2013 (on and off balance sheet))	-
Capital and total exposures		
20	Tier 1 capital	56.545
21	Total leverage ratio exposures (sum of lines 3, 11, 16, 19, EU-19a and EU-19b)	191.830
Leverage ratio		
22	Leverage ratio	29,48%

The table below provides a breakdown of total on balance sheet exposures (excluding derivatives, SFTs and exempted exposures) by asset class:

Table 17: Split-up of on balance sheet exposures (excluding derivatives, SFTs and exempted exposures)

		CRR Leverage ratio exposures €'000
EU-1	Total on-balance sheet exposures (excluding derivatives, SFTs, and exempted exposures), of which:	134.302
EU-2	Trading book exposures	-
EU-3	Banking book exposures, of which:	134.302
EU-4	Covered bonds	-
EU-5	Exposures treated as sovereigns	-
EU-6	Exposures to regional governments, MDB, international organisations and PSE NOT treated as sovereigns	-
EU-7	Institutions	133.549
EU-8	Secures by mortgages of immovable properties	-
EU-9	Retail exposures	-
EU-10	Corporate	48
EU-11	Exposures in default	-
EU-12	Other exposures (e.g. equity, securitisations, and other non-credit obligation assets)	705

Description of the processes used to manage the risk of excessive leverage

In order to manage the risk of excessive leverage, the Company monitors its Leverage ratio on a monthly basis and ensures that it is always above the current 3% limit.

Factors that had an impact on the Leverage Ratio during the period

The Leverage ratio of the Company over the financial year 2018 ranged between 21,89% recorded in March 2018 and 30,02% observed in September 2018, with an average rate of 26,76%. The reason for this fluctuation is the decline in the Company's exposure measure from March to September 2018, which was primarily driven by the decrease in the notionals of the Company's open derivative transactions with clients and the parent, and an increase of the Company's Tier 1 capital due to the recognition of June 2018 profits following an interim profit.

6. Remuneration Policy and Practices

The Remuneration Policy has been reviewed by the Company's Remuneration Committee and approved by the Board of Directors, after also obtaining the advice of the Compliance Function, and subsequently implemented by the Senior Management to promote corporate governance. The Board is responsible for the implementation of the Remuneration Policy and relevant practices and for preventing and dealing with any relevant risks that these can create. Furthermore, the Remuneration Policy benefits from the full support of Senior Management or, where appropriate, the supervisory function, so that necessary steps can be taken to ensure that relevant persons effectively comply with the conflicts of interest and conduct of business policies and procedures. The Compliance Function of the Company is also involved in the review process of the Company's Remuneration Policy and practices, as well as in their periodic assessment.

This Policy is an adjunct to the Company's overarching general obligation to act honestly, fairly and professionally and in the best interests of its clients and to comply, in particular, with the principles set out in the relevant regulatory framework when providing investment services and other ancillary services. Finally, the Remuneration Policy adopts and maintains measures so as to effectively identify where the relevant person fails to act in the best interests of a client and to take remedial action.

6.1. Performance Related Pay

The Company shall ensure that where remuneration is linked with performance, the total amount of remuneration is based on a combination of the assessment of the performance of:

- The individual (quantitative as well as qualitative criteria are taken into account, including annual performance evaluation and performance ratings).
- The business unit concerned.
- The overall results of the Company.

Examples of qualitative criteria include compliance with regulatory requirements (especially conduct of business rules) and internal procedures, fair treatment of clients and client satisfaction.

The Company implements a performance appraisal program, mainly to foster talent and promote healthy competition amongst personnel, which is based on a set of Key Performance Indicators and Targets, developed for each department.

In general, performance appraisal is performed in a multi-year framework in order to ensure that the appraisal process is based on longer-term performance and that in the future (i.e. when applicable), the actual payment of performance-based components of remuneration will be spread over a period which will take into account the Company's underlying business cycle and risks.

Additionally, performance appraisal on medium and short-term is performed as follows:

- a) Objectives are set in the beginning of each year (depending on the department appraisal process) defining what the Company functions, departments and individuals are expected to achieve during the year and semi-annually.

- b) Performance checks and feedbacks: Managers provide support and feedback to the concerned staff annually and semi-annually, during formal or informal performance reviews; the aim is to assist the staff to develop their skills and competencies.
- c) The performance review takes place annually and, among others, determines the level of the annual bonus to be awarded to the Company's staff members (if the decision of Senior Management is to proceed with annual bonus awards).

6.2. Design and Structure of Remuneration

The employees' total remuneration consists of a fixed component (i.e. salary), as well as a variable component represented by a variable amount of an annual performance bonus that will be determined and awarded solely at the discretion of the Company and the Senior Management, depending also on the Company's strategy and financial position, and should under no circumstances impact in any way the Company's capital adequacy.

Fixed Remuneration

Fixed remuneration varies for different positions/roles depending on each position's actual functional requirements, and is set at levels which reflect the educational level, experience, accountability and responsibility needed for an employee to perform the relevant position/role. The fixed remuneration is also set in comparison with standard market practices employed by other market participants/competitors. It is, however, at the sole discretion of the Company to pay the employee salary above the minimum amount of remuneration defined by the Employment Law. The Company's fixed remuneration is approved by the Company at such intervals, as it shall decide at its sole discretion, without affecting the other terms of employment.

Variable Remuneration

The variable component is represented by an annual bonus remuneration, which may be awarded at the discretion of the Company and the Senior Management. The annual bonus is awarded following an annual employee appraisal/ evaluation by the staff member's supervisor and the Company's CEO and/or CFO.

The factors considered during the employee appraisal/ evaluation include:

- The staff member's performance of the duties and responsibilities specified in the relevant job description.
- Performance indicators, objectives and targets, developed for each department.
- The staff member's contribution to the work of his/her department.
- The staff member's punctuality and efficiency.
- The overall behaviour, morals and credibility of the staff member.

In addition to these general criteria applied for all Company departments, additional criteria are applied for the Company's control functions – Anti-Money Laundering Compliance Function, Compliance Function and Risk Management Function.

For the above-mentioned control functions, the following additional criteria are applied:

- The Company has not failed to keep its CIF Licence during the evaluation period.
- The Company has not received any penalties or fines from CySEC during the evaluation period.

Furthermore, whether a bonus will be granted and the amount of the bonus to be awarded to each staff member, shall depend on the general financial condition of the Company and should under no circumstances impact in any way the Company's capital adequacy.

The table below provides aggregate quantitative information on remuneration, broken down by senior management and members of staff whose actions have a material impact on the risk profile of the Company:

Table 18: Quantitative information on remuneration by Plus500CY

Description	No. of beneficiaries	Fixed Remuneration €'000	Variable Remuneration €'000	Total Remuneration €'000
Senior Management - Directors	2	261	110	371
Heads of Departments	5	251	42	293
Non-Executive Directors	2	52	-	52
Total	9	564	152	716

Notes:

1. The variable remuneration paid by the Company during 2018 was entirely in the form of cash. The variable component did not exceed 100% of any employee's fixed component of total remuneration.
2. During 2018, the Company did not pay or award any sign-on or severance payments.
3. In addition, the Plus500 Group operates a cash-settled share-based compensation plan, under which it receives services from employees as consideration for rights. The Group grants "Share Appreciation Rights" to selected employees upon approval of the Group Board of Directors and management. The rights are settled by the Parent Company in cash two years after the date of being granted.

7. Appendices

Appendix I – Own Funds Calculation

Table 19: Transitional and Fully Phased-in Own Funds Calculation

At 31 December 2018	Transitional Definition €'000	Fully – Phased in Definition €'000
Common Equity Tier 1 capital: instruments and reserves		
Capital instruments and the related share premium accounts	14.991	14.991
Retained earnings	41.692	41.692
Accumulated other comprehensive income (and other reserves, to include unrealised gains and losses under the applicable accounting standards)	-	-
Funds for general banking risk	-	-
Common Equity Tier 1 (CET1) capital before regulatory adjustments	56.683	56.683
Common Equity Tier 1 (CET1) capital: regulatory adjustments		
Intangible assets (net of related tax liability)	-	-
Deferred tax assets that rely on future profitability excluding those arising from temporary differences (net of related tax liability)	-	-
(-) Additional deductions of CET1 Capital due to Article 3 CRR	(138)	(138)
Total regulatory adjustments to Common Equity Tier 1 (CET1)	(138)	(138)
Common Equity Tier 1 (CET1) capital	56.545	56.545
Additional Tier 1 (AT1) capital		
Additional Tier 1 (AT1) capital	-	-
Tier 1 capital (T1 = CET1 + AT1)	56.545	56.545
Tier 2 (T2) capital		
Tier 2 (T2) capital	-	-
Total capital (TC = T1 + T2)	56.545	56.545
Total Risk Weighted Assets	140.144	140.144
Capital ratios and buffers		
Common Equity Tier 1	40,35%	40,35%
Tier 1	40,35%	40,35%
Total Capital	40,35%	40,35%

Definitions:

The Common Equity Tier 1 (CET1) ratio is the CET1 capital of the Company expressed as a percentage of the total Risk Weighted Assets for covering Pillar I risks.

The Tier 1 (T1) ratio is the T1 capital of the Company expressed as a percentage of the total Risk Weighted Assets for covering Pillar I risks.

The Total Capital ratio (TC) is the Own Funds of the Company expressed as a percentage of the total Risk Weighted Assets for covering Pill I risks.

Appendix II - Balance Sheet Reconciliation

Table 20: Balance Sheet Reconciliation

Balance sheet reconciliation	Year end 2018 €'000
<i>Capital and reserves</i>	
Share capital	350
Share premium	14.641
Retained earnings	41.692
Total Equity as per Audited Financial Statements	56.683
(Less: ICF Contribution)	(138)
Total Own funds as per CoRep	56.545
Difference	-