

JANUARY
EDITION

XS NEWS #3

XCHANGES ²⁰²⁴

TOPIC OF THE MONTH

"Redefining Goals for Success
in 2024."

EXECUTIVE INTERVIEW

With Razan Baradie,
Head of Design at XS.com

OPEN CONVERSATION

Get to know Anthi Prodromou,
& Maroun Zreiby



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CEO Message of the Month

New Year, New Milestones

Dear XS team,

As we step into the new year, I can't help but reflect on the incredible journey we embarked on together. The challenges we faced were indeed formidable, but they were met with unwavering dedication and a commitment to excellence that has defined us. I am grateful for the solid expansion of our XS team, over the past year.

2023 was a year of growth and transformation, a year that tested our resilience and determination. Despite the hurdles, we achieved remarkable success, setting new standards for ourselves and the industry. But as we turn the page and embrace the opportunities that 2024 brings, we must remember that our journey is far from over. This year will be a testament to our resolve to expand even further. The challenges and opportunities ahead will be met with the same dedication and commitment that have brought us success this far. We are poised for an exciting chapter of growth and accomplishment.

This year, our strategic vision is meticulously planned and geared towards laying a robust foundation that positions us to become the industry's leading broker in the future. This journey begins with a comprehensive focus on structuring and strengthening our core operations. Our remarkable expansion in 2023, unprecedented in scale and scope, has set the stage for this next phase. We now need to channel our energies into solidifying this growth, ensuring that every aspect of our business is scalable, efficient, and ready for the challenges ahead.

Central to our approach this year will be an emphasis on structure planning. This involves refining our internal processes, optimizing our resource allocation, and enhancing our technological infrastructure. We recognize that to lead the industry, we must not only expand but also fortify our foundations. Therefore, a significant portion of our efforts will be devoted to integrating our expanded capabilities, aligning them with our long-term vision, and ensuring that our organizational structure is both resilient and adaptable.

To achieve this, cooperation will be key. We must work together seamlessly, harnessing the collective power of our team to achieve greatness. Cross-collaboration will be at the heart of our strategy, ensuring that we are leveraging the full potential of our talented individuals.

By fostering an environment where ideas flow freely, and diverse perspectives are celebrated, we will be better equipped to innovate and always stay ahead of the game. Our collective efforts will not only propel us towards our goals but also pave the way for new levels of success and achievement.

I want to take a moment to shine a light on your exceptional contributions. Each of you plays a vital role in our journey toward industry leadership, and your hard work and dedication are the driving force behind our success.

In 2024, let's set our sights not just on success but on achieving excellence. Let's grab each opportunity and transform any challenge into a stepping stone towards our victory. We must continue to expand, connect, and reach unprecedented heights.

As I conclude, I want each of you to truly understand that you are seen by me. I witness the effort you put into your work – sometimes, it fills me with immense pride, and at other times, I eagerly anticipate seeing how you adapt and grow even more in 2024. No matter where you are on the map, every member of the XS team is an integral part of this family. Your dedication, focus on the end goal, and commitment will be the backbone of our success this year.

Best,
Mohamad Ibrahim

EXECUTIVE BEHIND THE SCENES

In Our January XchangeS Corporate Newsletter: A Conversation with Razan Baradie, Head of Design at XS.com

In the latest edition of XchangeS, we are thrilled to feature a conversation with Razan Baradie, our newly appointed Head of Design at XS.com. Razan, who has ascended from a Senior Designer to lead the design department, is a beacon of creativity and innovation. Her journey with XS.com is a testament to her exceptional skills and dedication. In this interview, Razan shares her experiences and plans for the design team, emphasizing the importance of teamwork and interdepartmental collaboration.



Q: Razan, congratulations on your new role! How does it feel to be the Head of Design at XS.com?

R: Thank you! It's incredibly exciting. Leading a team of such talented individuals is a privilege, and I'm committed to upholding our high design standards while pushing the boundaries of innovation and creativity.

Q: Can you share a bit about your journey in XS.com that led you to this position?

R: My journey at XS.com has been one of constant growth and learning. Starting out as a senior designer, I was eager to absorb everything I could. Every project taught me something new, especially about the power of teamwork and the importance of collaboration across different departments, which was instrumental in my development.

Q: What are the key changes you aim to implement in the design team under your leadership?

R: I'm focusing on creating an environment where creativity and innovation are nurtured. I believe in the power of collaborative teamwork and am looking to strengthen our team dynamics, ensuring that everyone's voice is heard and valued. Cross-departmental collaboration will also be a priority, as it is essential for creating cohesive and innovative designs.

Q: How do you see the role of design evolving at XS.com in the next few years?

R: The role of design at XS.com is set to become more integral than ever. We're not just focusing on aesthetics; we're looking to innovate in terms of functionality, user experience, and technology integration, ensuring our designs are at the forefront of the industry.





Q: What project that you've worked on at XS.com are you most proud of?

R: Redesigning our entire website from scratch was a monumental task and one of my proudest achievements. It was a project that required the hard work and dedication of the entire team. I want to take this opportunity to thank my team for their relentless effort and commitment. We are excited to welcome new members to our team as we look forward to taking our branding and design to new heights.

Q: How do you stay updated with the latest design trends and technologies?

R: Staying updated in the fast-paced world of design requires a proactive approach. I regularly participate in workshops, follow industry blogs, and engage with design communities. It's about being open to new ideas and constantly learning, which is crucial for staying ahead in our field.

Q: What advice would you give to aspiring designers looking to advance in their careers?

R: My advice is to be passionate about your work and continually seek to learn and grow. Developing strong communication and teamwork skills is essential, as design is inherently collaborative. Remember, your growth in this field is not just about improving your design skills but also about how effectively you work with others, including teams from different departments.

Q: What's the biggest challenge you've faced in your career, and how did you overcome it?

R: One of my biggest challenges was building the confidence to present and defend my design ideas. I overcame this by embracing feedback, engaging in collaborative discussions, and realizing the value of diverse perspectives in refining and enhancing design concepts.

Q: How do you balance creativity with the practical aspects of design?

R: Balancing creativity with practicality is a delicate process. It involves understanding and respecting the project's constraints while also pushing creative boundaries. My approach is to encourage my team to explore innovative solutions within the framework of user-centric and practical design principles.

Q: Finally, what can XS.com's customers look forward to in terms of design in the upcoming year?

R: Our customers can anticipate designs that are not just visually striking but also highly functional and user-friendly. We are committed to enhancing the overall user experience through innovative design solutions. The team is excited to bring fresh ideas and perspectives, taking our brand's visual identity to the next level.

Thank you, Razan, for sharing your valuable insights and vision with us. Your dedication to fostering a collaborative and innovative design culture at XS.com is inspiring.



LOOKING BACK

As we step into January 2024, a new chapter unfolds, teeming with fresh goals and opportunities for our global teams. With a spirit of collaboration and innovation, we eagerly anticipate a year of shared success, meaningful achievements, and the realization of ambitious aspirations. Last month, our vibrant community engaged in a series of dynamic activities, including seminars, award ceremonies, and regional team catchups.

Here's to embracing new beginnings and the exciting journey that lies ahead in 2024!



XS Team, Dubai, UAE, December

At the XS.com festive dinner in Dubai, the joyous spirit was in full swing as colleagues enjoyed a delightful meal. Laughter and warmth filled the air, creating a vibrant and memorable atmosphere.



XS Team, Port Harcourt, Nigeria, December



XS Team, Port Harcourt, Nigeria, December

At the recent XS.com seminar in Nigeria, attendees immersed themselves in a dynamic learning environment, fostering collaboration and knowledge exchange. The event showcased the company's commitment to growth and innovation, leaving participants inspired and energized for the challenges ahead.



At the Traders Fair Festival in Ho Chi Minh, Vietnam, XS.com proudly achieved multiple accolades, underscoring our commitment to excellence in trading. The team picture encapsulates the collective energy and success that define our presence at such impactful awards.



XS

Connect with a Prime
Institutional Broker



Multi-Asset Liquidity



Advanced Technology



Global Solutions

XS.com

Connect With a Global Multi-Asset Broker



Fast & Reliable
Trading Methods



24/7 Multi-Lingual
Customer Support



**In this month's XS.com newsletter, we're
looking ahead by:**

"Redefining Goals for Success in 2024."

As we embrace the new year, it's not just about setting goals; it's about revolutionizing them. Our exclusive article delves into the transformative power of goal-setting, turning it from a routine task into a dynamic force for innovation, achievement, and growth.

Embark on an enlightening journey with us as we explore practical strategies, inspiring insights, and the art of setting and achieving groundbreaking milestones. Get ready to be motivated as we navigate together on the path of personal and professional growth, leading XS.com toward a remarkable and successful 2024.

Plus, we're excited to introduce a community-driven twist to our newsletter – "Your Topics, Your Magazine." Starting this February, we invite you, our valued XS.com family, to contribute to our "Topic of the Month." If your idea is chosen, you'll receive a special highlight in our newsletter. Let's collaboratively shape the future of XS.com's content!

You can send your suggestions for the next TOPIC OF THE MONTH to this email:

prteamxs@gmail.com



Inspiring Goals with Passion and Perseverance: Echoing the sentiments of renowned business leaders, "The key to success is to start before you're fully prepared." This year at XS.com, let's embody that proactive spirit. Whether it's embarking on a challenging project, innovating a new process, or stepping up into a new role, let's approach each task with a blend of passion and perseverance. It's about more than just hard work; it's about strategic, intelligent effort. We focus on identifying achievable goals and channel our energies toward making a significant impact, ensuring that each step we take is a stride toward success.



Fostering a Culture of Collaborative Innovation: At XS.com, our unique strength lies in our diverse pool of thoughts, experiences, and expertise. We aim to fully harness this collective power for groundbreaking innovations and solutions. We're committed to encouraging cross-departmental collaborations, facilitating dynamic brainstorming sessions, and recognizing and celebrating every achievement, no matter the scale. This collaborative spirit not only drives progress but also nurtures a sense of community and shared purpose among all team members.



Navigating Challenges with Optimism and Flexibility: Facing challenges is an integral part of our growth journey. In 2024, let's approach every obstacle with a positive, solution-focused mindset. We encourage our teams to embrace innovative thinking, look beyond conventional solutions, and remain agile and adaptable in our strategies. This proactive stance towards challenges ensures that we not only overcome them but also learn and evolve from each experience, paving our way toward continuous improvement and success.



Utilize HR Assessment for your personal development: As we progress into 2024, use your HR assessment as a roadmap for personal development. This is an ideal opportunity to sit down with your manager and team, acknowledge your strengths, and establish goals to further enhance your skills. It's also a time to identify and strategically plan how to tackle any areas of improvement. By the end of 2024, aim to have mastered your list of improvement areas, becoming an expert in your field. Strive to be a better version of yourself each day, growing steadily and confidently.



Elevating Clear Communication: Envision a workplace where every conversation is meaningful and contributes significantly to our collective growth. This year, our focus is on elevating our communication to new heights. It's about articulating our thoughts clearly and listening actively, creating an environment where every voice is heard and valued. Imagine our next team meeting as a vibrant hub of ideas, where everyone, from the newest intern to the seasoned executives, feels empowered and motivated to contribute. That's the dynamic, inclusive communication culture we strive to build at XS.com.

As we embark on the journey of 2024, let's collectively redefine the benchmarks of success at XS.com. It's about setting inspirational goals, fostering empowering communication, and tackling tasks with a perfect blend of enthusiasm and precision. Our vision for this year is not just to achieve productivity but to experience a journey that's both immensely rewarding, enriching, and, above all, PRODUCTIVE. Here's to a year filled with growth, innovation, exceptional achievements, and a thriving community spirit at XS.com!

DECEMBER NEWCOMMERS

Elias Sahyouni

Senior Business Development Officer
MENA

**Marlon
Llumiyinga Nacimba**

Business Development Officer
LATAM

Muhammad Hassan

Digital Marketing Manager

Said Haddad

Customer Support Officer

Tony Fares

Dealer

Hassan El Hage

Junior Dealer

Alejandro Avila Chavez

Business Development Officer
LATAM

Raoul Attara

Business Development Associate
MENA

Loretta Vav

Business Development Team Leader
Abuja Team

Sarah Abbas

SEO Content Writer

Happy Work Anniversary!

In January, we introduced an exciting addition to XchangeS! We interviewed individuals celebrating their work anniversaries this month, posing insightful questions to capture valuable insights from their extensive expertise!

Questions:

- To our new hires who have recently joined XS, is there a specific message you would like to share?
- What valuable insights have you gained since joining XS?
- Is there a standout memory you have so far, perhaps a funny moment, that you could share with us?



Ahmed Negm Mohamed Mohamed
Head of Market Research – MENA

- I'm immensely grateful for this opportunity and to be part of such an incredible group, I want to express my gratitude to the team for their hard work and dedication.
- One of the key aspects is collaborating with the team to shine together, not individually.
- The amusing thing for me is that the team was obsessed with Egypt's mango. I remember when they were in Egypt; they kept drinking mango juice the whole time and started evaluating the best places that provided it.



Nihal Al Sayah

Marketing Director – MENA

- Welcome new team members! We are thrilled to have you on board. Embrace the opportunity to learn, collaborate, and let your unique talents shine. Together, we'll contribute to making XS a resounding success!
- Always maintain a thirst for knowledge. Share your wisdom selflessly, without expecting anything in return. Be ready to work collaboratively while demonstrating the capability for efficient independent work.
- Working from home can present its challenges, especially with children around. During one of our monthly company meetings, my son unexpectedly burst into the room and captured everyone's attention. To diffuse any awkwardness, our CEO humorously dubbed me as the "Mom of The Day," eliciting laughter from everyone.



Elena Nearchou

Receptionist

- Welcome to the XS family! We trust that you're here with joy and enthusiasm. Thank you for becoming an integral part of our team!
- Since joining XS, I've garnered valuable experiences that have enriched both my professional and personal life. The learning journey has been continuous and truly remarkable.
- One of my most cherished moments was when we gathered for a meal, forging unique memories filled with laughter. Kindness and a strong sense of friendship, mutual trust, and goodwill characterize our everyday interactions!



Mikaella Georgiou

Customer Support Officer

- Welcome, and congratulations on joining our XS family! We look forward to sharing many successes with you on our team.
- XS has allowed me to grow in self-confidence, initiative, maturity, and self-management. I have gained a greater sense of self-awareness, and now I can identify my strengths and weaknesses. I couldn't be happier to be part of this amazing team.
- At XS, apart from being co-workers, we are also good friends, which means unforgettable memories will come and go. However, I will always remember the surprise birthday party. Cake, laughter, and a break from work will always be one of the best memories I have from XS.



Stephanie Michael

Head of HR

- Welcome to the team, new hires! Work hard, give your best, and your efforts won't go unnoticed. This is the start of a new journey!
- I've acquired some valuable skills and met the most dedicated and kind-hearted professionals, and I am excited about what the future will bring for XS and its employees! This is just the beginning of an exciting journey!
- The memories are numerous. The heartfelt "thank you" cards, comments, and wishes I receive when helping others, along with the business trips and friendships made, are truly cherished memories.

Meet Anthi!



Meet Anthi, our HR Administrator— who has a passion for dance, Japanese cuisine, and the enchanting landscapes of Cyprus. Anthi's vibrant life unfolds with determination, emotional depth, and a commitment to self-improvement. Join us as we delve into the diverse chapters of Anthi's journey!

Q: Could you share a bit about your background, Anthi?

A: Absolutely! I was born and raised in beautiful Cyprus until I left to study in the United Kingdom, where I embraced criminology. My Cancer zodiac vibes shine, as my family would say! This includes my brother Michalis and our four-legged pal Bax, who is the heart of every family story. Oh, and did I mention I've been happily living with my boyfriend, Stelios, for the last three years?

Q: Could you share some of your interests and preferences?

A: Certainly! I spent many years in the enchanting world of ballet, finding joy and expression in every graceful movement. I was truly dedicated to dance growing up! Lately, I've been enjoying Pilates quite a lot as well.

Q: In your self-care routine, what's a special gift to yourself?

A: Psychotherapy is my secret weapon for mental wellness, unwrapped as a gift to myself. It's like a journey of self-discovery and growth.

Q: Could you paint a picture of your ideal day?

A: Imagine me kicking off the day with an amazing breakfast, followed by a Pilates session, and winding down with a romantic dinner date with Stelios (her boyfriend). But wait, throw in a spontaneous road trip and a hike in the Troodos mountains for that unexpected twist!

Q: Can you tell us about some of your preferences, such as your favorite foods?

A: Sushi and Japanese cuisine in general. Of course, I couldn't say no to a perfectly cooked homemade steak

Q: Can you share with us the artist you hold in high regard?

A: The Weeknd and Ed Sheeran are on my top list. I am truly excited about Ed Sheeran's upcoming concert in Cyprus. It's like waiting for the climax of a much-anticipated movie. I hope he is good, because I have high expectations! If anyone else from our Cyprus office is going, they should let me know :)

Q: How would a person from your environment describe you?

A: Around me, they'd say I'm the go-to for favors, a shopping addict, and a bit of a softie who's easily moved to tears.

Q: What are some personal aspirations?

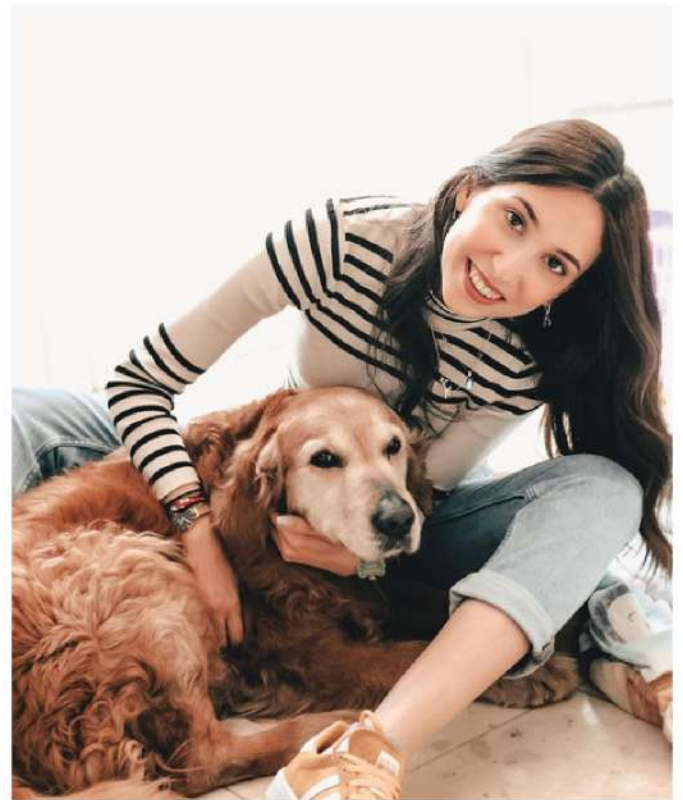
A: On the horizon, I'm dreaming of jet-setting to exotic destinations like Bali, Maldives, Thailand, and Vietnam. Plus, I'm on a mission not to let others' opinions affect me!.

Q: Would you mind sharing a personal story with us?

A: Buckle up for this one! As you can tell, I love traveling. My brother always offers to pay for a trip for the two of us, and of course, I wouldn't miss it for the world! Picture us on a chaotic day in Amsterdam, where I lost my baggage on public transportation. After a relentless search for hours, a few tears, and a stroke of luck later, we triumphantly retrieved it. Now, that's a story to tell! I'm not sure, but my brother might prefer to forget that one!

Q: Can you tell us your personal motto?

A: Let's keep it simple: At the end of the day, everything happens for a reason. Life's is short, let's make the most out of it!



FUN FACTS ABOUT ANTHI:

Comfort Food:
Sushi and Japanese



Known as:
Shopping addict

Favorite Activity:
Traveling



We would like to thank Anthi for her time chatting with us and wish her all the best in her future adventures!

Meet Maroun!

Unraveling the Layers of our Payment Maestro!

Embark on a captivating journey through the life of Maroun Zreiby, a banking and finance graduate hailing from the heart of Lebanon. In this exclusive Q&A session, Maroun opens up about his professional journey, personal growth, and the motivating forces shaping his narrative.

Q: Can you provide us with some insights into your background, Maroun?

M: Certainly! Armed with a degree in banking and finance, my voyage with XS is driven by a genuine passion to contribute and evolve. Despite the loss of my father, Michel, during my XS journey, his memory serves as a powerful motivation. Born and raised in Lebanon, my family, consisting of two sisters, Mariella and Melissa, a brother named Antonios, and my mother, Antoinette, forms my unyielding support system.

Q: How would you describe an ideal day for you?

M: Picture this: the morning sun, a serene walk in Qoubaiyat, my village, embracing tranquility. Soft music playing, a delightful meal – simplicity and inspiration in every moment.

Q: Speaking of meals, what is your favorite kind of food?

M: For the past decade, I've embraced a vegetarian lifestyle. The delicate dance of cheese and roasted vegetables is my culinary bliss, aligning with my commitment to overall well-being.



Q: Who is your favorite artist?

M: Leonardo Da Vinci is my artistic muse. While the Mona Lisa is iconic, it's Da Vinci's nature paintings that deeply resonate, reflecting the beauty and harmony I strive to embody.

Q: What's your favorite color?

M: Blue, from what you can tell, haha!! (Maroun was wearing a blue T-shirt during our interview), symbolizing depth and clarity in both personal and professional pursuits.

Q: How do your friends and family describe you?

M: Closest to me would say I'm a lovely, caring, and sensitive soul. My easily touched nature fosters deeper connections in both personal and professional relationships.

Q: What are some personal goals you would like to achieve in the future?

M: An ambitious spirit fuels my belief in continuous improvement. Yearly goals, learning from mistakes – integral to personal and professional growth. Outside work, a supportive family, and unwavering self-belief are my sources of pride.

Q: Can you share a personal story from your past?

M: Certainly. Battling and overcoming obesity was a turning point for me. Prioritizing health not only resulted in positive changes in my personal life but also heightened my focus on my professional endeavors.

Q: Do you have a life motto?

M: Absolutely. Success means finding happiness in what you do and not dwelling on worries.

Q: Where do you see yourself in 5 years?

M: In the broader scope, I would like to explore Europe – Amsterdam, Prague, Italy, and more. Professionally, integral to XS's growth, contributing meaningfully to collective success. I do have my professional aspirations, and I see myself climbing the corporate ladder, after offering 110 % in XS.

Q: What would you like people to know about Maroun?

M: If you want to go fast, go alone, but if you'd like to go far, go together." This is my core belief, deeply rooted in the invaluable lesson I've learned at XS. Strongly emphasizing teamwork, this philosophy is not just a personal mantra but an aspiration embodied by our CEO as well. I want people to recognize this belief as a driving force that makes a difference in my approach to work and life.



FUN FACTS ABOUT MAROUN:



Favorite Artist:
Leonardo Da Vinci

Cuisine:
Vegetarian



Favorite Color:
Blue

Thank you Maroun for sharing your journey with us.

QUIZ TIME

Your chance to win 100\$!



This January, we're flipping the script and sending you on a mission! Dive into our social media channels with a detective's curiosity and uncover the answer to the following question.

Your investigative prowess could lead to a rewarding prize of 100\$!

What is the third award we won on Traders Fair in Vietnam ?



Please send your answers to: prteamxs@gmail.com

Our Winners of DECEMBER Edition

Congratulations to all who took part in the XchangeS quiz in the last issue!

We are genuinely inspired by your active involvement, driving our enthusiasm to persist! Below are the three accomplished winners from December's issue. As we progress, the competition gains momentum, urging continued participation, sustained engagement, and, above all, attention to detail.



Abhinav Gour



Tracy Elkhazen



Anthi Prodromou

BIRTHDAYS

of the Month



Nader Haidar
1st Jan



Revathy Letchumanan
4th Jan



Zia Le Thuy Diem
7th Jan



Mohamad Krayem
9th Jan



Nikolaos Maragkoudakis
11th Jan



Adil Altaf Nagdade
13th Jan



Shadi Salloum
21st Jan



Talal Taher
23th Jan



Konstantinos Michail
25th Jan



Helen Tieu Vu Minh
26th Jan

SEE YOU IN FEBRUARY

