

Talent Management Report – January 2023 to July 2023

Talent Management team

Performance Management

Starting in 2023, we have undertaken a comprehensive revamp of our performance assessment approach with a substantial shift towards alignment of individual vs organisational objectives.

Some of the changes that we have incorporated:

- Streamlined the rating scales
- Revamped and simplified the competencies
- Implemented open scoring methodology that eliminates post-evaluation score adjustments and the practice of averaging ratings
- Enabled skill development evaluation with a section for 'learning and growth'

We coach and help low performers consistently to improve their performance. This diligent monitoring and reporting allow us to support them when needed and make informed decisions.

Career progression – Q1 & Q2

Promotions	115		
	Senior - 68	Team Lead / Tech Lead - 39	Manager / Senior Manager - 8
Internal movements	32		

Culture @ Deriv

Great Places to Work (GPTW)

- In our ongoing commitment to enhancing our people management practices, we are thrilled to share that we have successfully renewed Great Place to Work certifications for Dubai, Malta, Belarus, Cyprus, Rwanda and Paraguay.
- In addition to these renewals, we are excited to announce that after a thorough assessment process, our Jordan, UK, and France offices have earned the “Great Place to Work” certification! This achievement stands as a significant landmark in our mission to craft unparalleled workplace experiences. In total, we now have 10 GPTW-certified office locations, including Malaysia. We are working with each location to build practices to improve the employee experience in each location.

Investors in People (IIP)

- We are embarking on an exciting fast-track journey to elevate our already-acquired ‘Investors in People’ Gold accreditation, which we received in January 2023, to the prestigious Platinum level by December 2023. This advancement to the Platinum accreditation signifies our unwavering commitment to continuous improvement and excellence.
- Our path to Platinum involves building upon the foundation we have established during the initial process. We are channelling our efforts into targeted practice areas, aligning them with the insights gained from our ongoing commitment to enhancing the workplace through the “make work better” initiatives.
- Our collaboration with the IIP team has provided valuable insights into the dynamics of achieving the Investor in People Platinum status. We are excited to share our Deriv stories – the compelling narratives that exemplify our dedication to these aspects. We will update the progress as we work together to achieve this goal.

Employee engagement surveys

Action items from the surveys

Completed

- Training for TLs and managers on providing more objective feedback and setting better learning and career path goals for their teams.
- KPIs (CS team) were revised and reduced by HOD to accommodate feedback from the team. Issues of micromanagement resolved by HOD's intervention with TLs and Managers
- Streamlined processes to make it easier for employees to access the necessary resources (education assistance, internal movement applications).

In progress

- Setting and sharing department and individual OKRs, implementing job responsibilities/KPI-based appraisal system, and monitoring performance against the KPIs.

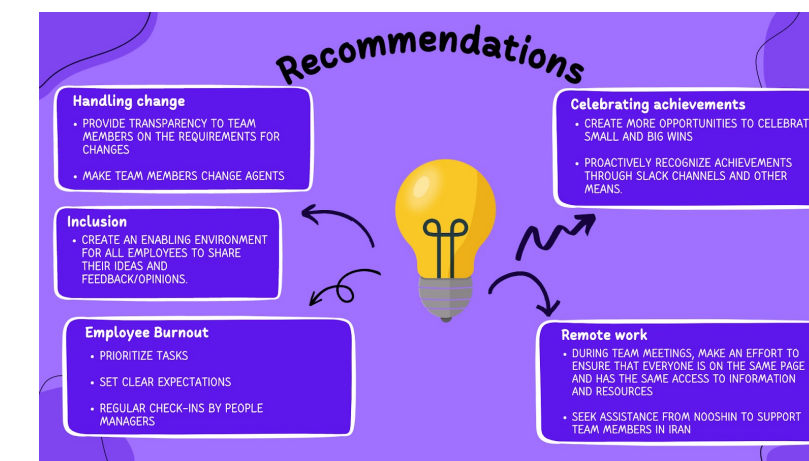
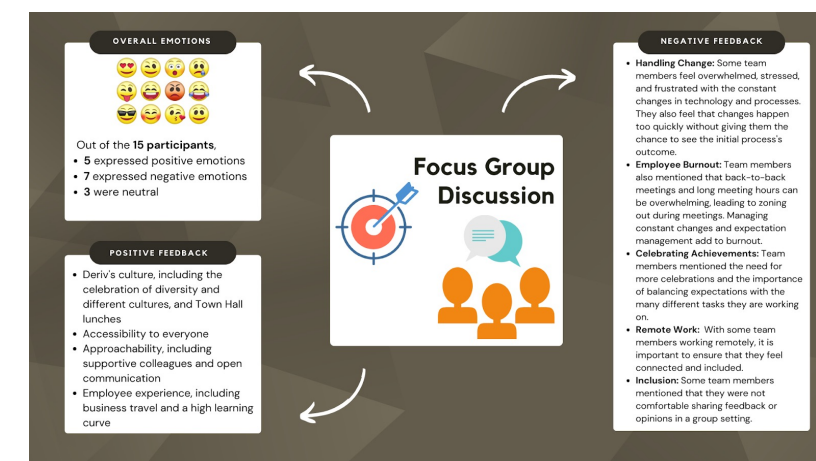
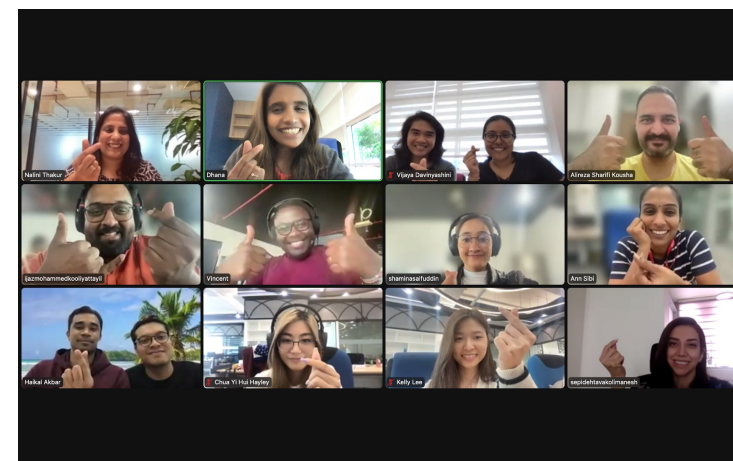
To be completed

- Conducting frequent team-building activities to foster bonding between different departments in the same location.
- Addressing infrastructural concerns (meeting rooms, feedback on food quality, etc.)

Department projects

Focus group discussion

- We started this initiative to enhance Internal Audit team engagement. Valuable insights were shared to understand dynamics and challenges, particularly with 47% of new members. Training, feedback forums, and workload reduction resulted in a notable increase in team eNPS to +29.



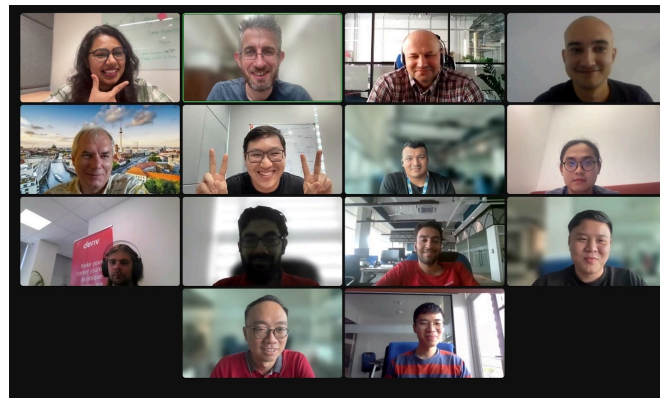
All hands session

- We introduced quarterly all-hands sessions for the Trading team to enhance alignment, direction and updates. This successful initiative positively influenced the results of the GPTW and surveys.

Department projects

Team building initiatives

- Global team members of Data Engineering and BI, Backend, and Trading Engineering participated in team-building activities to improve their communication skills. We are planning activities for the PMO team as well.



New hire integration programme

- This programme designed for the Global Partnership team gives it a structured training and integration plan, ensuring new hires understand essential processes and information in their initial 3 weeks.

Corporate Governance pulse check-in

- The survey feedback revealed the need for improvement in work distribution. The TLs reorganised tasks based on the findings. A one-month follow-up showed no reported concerns, indicating a successful resolution.

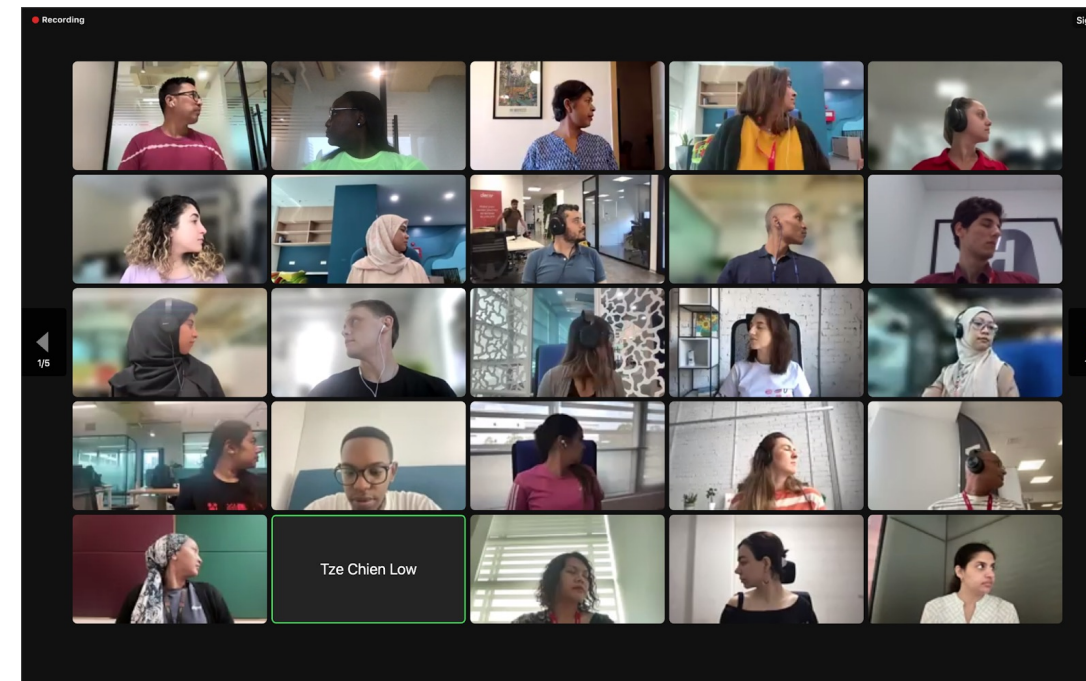
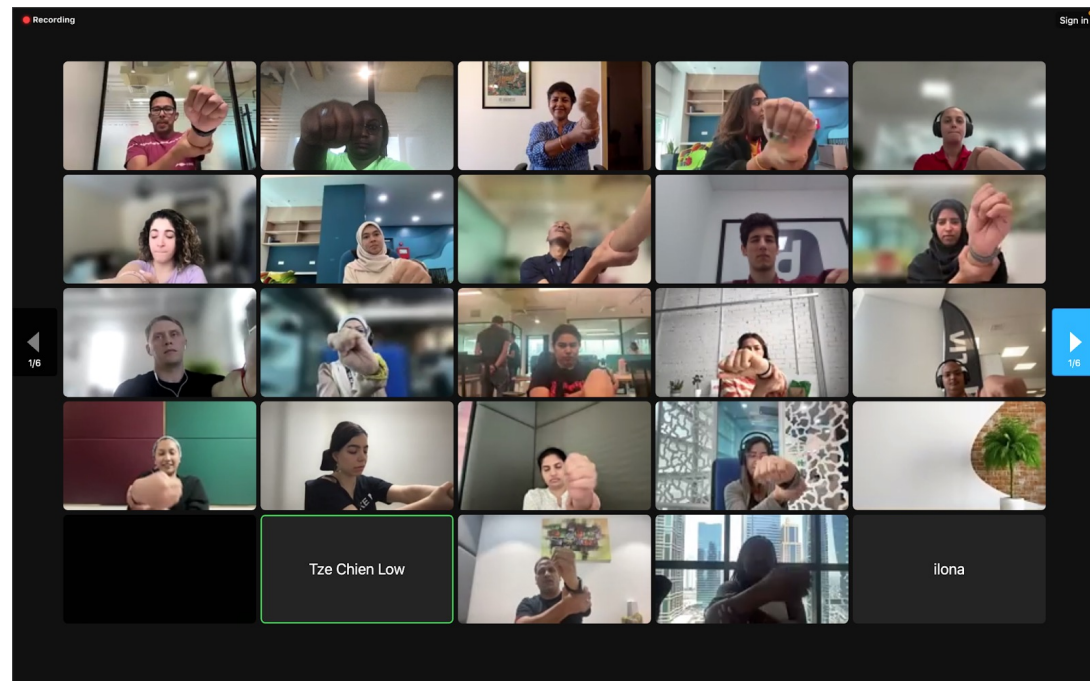
Automation

- We've automated the Educational Assistance Programme and Internal Movements in ClickUp for smoother approvals and linked them with SAGE for easier access.
- We've integrated people management policies and exit interviews into SAGE.
- We're now testing the performance appraisal feature in SAGE.

Engagement initiatives

International Yoga Day

On June 21st, we held a unique town-hall featuring yoga specialist Bhaswati Seal. Simple exercises demonstrated yoga's benefits for physical and mental health. The sessions fit seamlessly into our work schedule.



International Women's Day

On March 8th, Deriv honoured its successful women with two engaging town-hall sessions featuring Deriv's Leading Ladies - Seema, Mun Sei, Divya, Joanna, Louise, and Lipika. They shared personal and professional stories, discussing pivotal moments that shaped their paths. The sessions fostered candid conversations and celebrated the occasion with the audience.

Thank you!