

Seema Hallon
**Deriv Values
at Work**



Namrata Ekka
**New year,
New goals**



Azita Rassi
CFDs Squad



Newsletter

SPARK

December 2023

Year-End checklist

Dear Santa, we have been
good this year...

1. Expanded product offerings
2. Financial management
3. Acquired new licenses
4. Engineering processes
5. Teamwork
6. Employee engagement

Sincerely..
the HODS

YEAR-END REVIEW

by Namrata Ekka



EDITORIAL

2023, eh? What a year it's been, packed with more drama than a soap opera marathon. First up, there's the AI explosion, with ChatGPT and its kin sparking a tech revolution and a bit of a headache on ethics. Meanwhile, the heart-wrenching civil war in Sudan derailed its journey towards democracy. On a different front, the Israel-Gaza war escalated into a [full-force tragedy](#). In the money world, the [Fed hinted at cutting rates](#), sending the markets into a tizzy. The plot thickened with Trump's legal defeat in Colorado, which ironically might just [boost his chances of a political comeback](#). It's like finding out Santa's real, but he's only bringing coal this year.



Amidst this whirlwind, our company snagged the Investors in People Platinum — talk about a shiny spot in a murky winter!

So here is the year-end edition of Spark with a medley of goodies to accompany you in the holiday season. Our leaders look back on 2023 and express their hopes and plans for the year ahead, the CFDs squad reveals its new structure and roadmap for early 2024, as well as its achievements and challenges in the past year, and Seema Hallon reviews Deriv values from the perspective of our colleagues and customers. Derivians share their New Year's resolutions, their Deriv stories, and the best parts of their job. The December edition of Spark comes to you with these and much more.

As always, my unending gratitude goes to Spark's core team — Namrata, Wasi, Awang, Abby, Andy, Michael, Waqas — and all the contributors who made this edition possible.

Wishing you all a Merry Christmas and a Happy 2024.

Azita Rassi
Editor in chief



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JY'S YEAR-END MESSAGE

2023 has been a fruitful year for Deriv. We accomplished many of the targets we set for ourselves at the end of 2022. There were several highlights from the year: we overhauled our website, completed the re-branding exercise, started operations in new locations, significantly increased staff strength across all our offices, and enhanced security and data recovery processes to increase the efficiency and robustness of our processes.

None of this would have been possible without the efforts you all put in. You helped Deriv advance its operations, enhance security, increase product adoption, and improve offerings to a broader audience across all corners of the globe.

We hired senior leaders throughout the year in VP designations, and the gray hairs, coming from across a wide range of industries, helped Deriv explore new paths with their vision and experience.

We intend to keep exploring new opportunities and areas of growth, and you will continue to play an important role in everything we do.

Going into 2024, I am hopeful that we will see not just a prosperous Deriv but also significant improvements in our personal and professional lives as long as we continue with the spirit of — to borrow from Obama — “Whatever it is that’s needed, I can handle it, and I can do it.” Onwards and upwards!





Year-end review

Rakshit Choudhary, Chief Operating Officer

The biggest achievement in your department for 2023

Overall, getting the right seniors in key roles across different departments has been one of the biggest gains we've had in 2023. We continued to grow this year — not a lot, but considering that many companies in this industry did not do well this year, we have been stable. Moreover, we made several additions to our product offerings as we launched:

- Vanilla on demo and real accounts, as well as accumulators and turbos on demo accounts
- DEX and DSI indices
- cTrader, which makes copy trading possible on CFDs
- Deriv Prime

The most significant learning experience of 2023

One of the most significant insights we've learned is the need to identify our top performers and ensure enhanced visibility on performance. It's crucial not only to recognise who these top performers are but also to be aware of those facing challenges and how we can support their development. This approach is vital not just for nurturing individual talent but also as a cornerstone for business growth, as placing competent individuals in the right roles can dramatically enhance organisational efficiency. After all, we aspire to become a merit-driven organisation where everyone has the psychological safety to take risks, make mistakes, and learn from them.

"We aspire to become a merit-driven organisation where everyone has the psychological safety to take risks, make mistakes, and learn from them."

The one aspect you would like to change from 2023

I don't think I would change anything because everything that has happened, including our failures, contributed to where we are today. We've been trying to do different things, and we've been expanding globally as an organisation, with all that come challenges. This rapid expansion, while exciting, has inevitably led to some growing pains. We just have to make sure that our processes keep up with the growth. We have grown much faster than what it takes for the processes to evolve. However, these are all parts of the evolution of the organisation, from a small to a mid-sized to a larger organisation, while trying to stay agile, and in that process, we are bound to make mistakes. I won't go back and change anything.





The key initiatives you would like to see Deriv undertake in 2024

In 2024, we will focus on 3 core areas:

- Expanding in Africa, with a new office in Senegal, hiring more in Africa, including country managers in each African country, and more local payment methods
- Developing a fast, responsive experience on mobile that works well on low bandwidth and low-end Android devices in Africa
- Adding more derived indices to our offerings and more contract types



Joanna Frendo, Chief Risk & Compliance Officer

The biggest achievement in your department for 2023

In 2023, we realised the need to ramp up our licensing efforts. We successfully acquired new licences in Dubai, Cook Islands, Mauritius, Saint Vincent and the Grenadines, Hong Kong, and Labuan. The Regulatory team has not grown as significantly as other teams; hence, this remains our biggest achievement.

The most significant learning experience of 2023

In 2023, we expanded our Compliance teams into new offices in the Caribbean, including the Cayman Islands, the British Virgin Islands, and St Vincent and the Grenadines. Adapting to new task management approaches and overcoming training challenges due to different time zones and staff distribution have been pivotal. The Group currently has 24 offices worldwide, so learning to communicate effectively remains my top priority.

“We worked on new licences in Dubai, Cook Islands, Mauritius, Saint Vincent and the Grenadines, Hong Kong, and Labuan.”

The one aspect you would like to change from 2023

I am extremely happy with our success this year, all thanks to my team. Our team expanded from 70 to 100 members, and if possible, I would love to have a few extra hours each day to catch up more with my teams worldwide!

The key initiatives you would like to see Deriv undertake in 2024

Our team's mission to reduce risk remains constant. In 2024, we aim to:

- Establish a strong worldwide distributed Compliance team.
- Expand our business to operate under ten licences.
- Introduce new products to mitigate our concentration risk.





Louise Wolf, Chief Financial Officer

The biggest achievement in your department for 2023

We started the migration of our accounting software to Sage Intacct in 2022. By the end of the year, we had only done 1 month's accounting on it and then had to face an audit with a new system we did not know that well yet. For 2023, our focus was fine-tuning how things were processed and finding ways to automate entries and reports. We helped other departments to also start using Sage Intacct so that now, we no longer use it just for accounting processing, but also for the management of fixed assets, invoice approvals, etc. With the addition of Sage People for HR management at Deriv, we are well on our way to having a proper ERP system.

"We helped other departments to also start using Sage Intacct so that now, we no longer use it just for accounting processing, but also for the management of fixed assets, invoice approvals, etc."

Biggest learnings for your department in 2023

- Changing an accounting system is not easy. There was — and still is — a lot we had to learn.
- Reviewing and analysing processes that we had for years and finding ways of improving them in order to cut out as much future manual work as possible.
- Learning to work with larger teams and a different team structure — we added a Treasury team as well as a small Data team that is in the process of automating our payment reconciliations.

The one aspect you would like to change from 2023

I wish we had realised earlier that we were capable of doing the reconciliation automation ourselves. We would have saved a lot of time with third-party providers.

3 things that you would want to see Deriv do in 2024

- Get more licences
- Grow our revenue
- Build strong teams



Shyamala Siva, Chief Administrative Officer

The biggest achievement in your department for 2023

This year, we've taken significant strides in enhancing our operational systems. The integration of tools such as Sage People, ClickUp, and Sage Intacct marked a pivotal step in our journey. This achievement was not just about implementing new systems but about the synergy and collaboration across various teams. It's a testament to our collective spirit and commitment to structure and process.

The most significant learning experience of 2023

2023 has been a year of learning the true value of teamwork within Deriv. With our teams, departments, and squads evolving, we've realised that no single entity thrives in isolation. The shift to a structure with distinct sections has shown the strengths of our diverse team. Communication and teamwork have been the cornerstones of our learning, enabling us to build on a solid foundation.

"2023 has been a year of learning the true value of teamwork within Deriv."

The one aspect you would like to change from 2023

The setup of our Cyberjaya HQ and expansion into new locations worldwide brought its share of challenges and learnings. I would like to avoid our oversights and mistakes.

Each step in our global growth has been a learning curve, teaching us to adapt and evolve. While we've managed our growth thoughtfully, there's always room for improvement. Our experiences are growing alongside our expansion, and we're committed to aligning these more closely in the future.

The key initiatives you would like to see Deriv undertake in 2024

In 2024, I would like to see Deriv focusing on:

- Enhancing website UX: To provide a more engaging and user-friendly experience for our customers.
- Boosting customer engagement: From opening accounts to fostering active trading, we aim to streamline and enhance this conversion process.
- Strengthening communication: Ensuring more effective communication throughout the company.



Tom Molesworth, Chief Information Officer

2023 priorities

For an operation like Deriv's, the main focus is security because one lapse can undo all the efforts we put in. To that end, we focused heavily on enhancing security and disaster recovery processes — we hope that the occasional disruption as we improved our systems and processes throughout the year didn't cause too many headaches for you. Be assured that the time spent on security is worth it!

Looking ahead to 2024

Enhancing security and disaster recovery mechanisms is a never-ending process. Making improvements in that area will be an ongoing theme through 2024 and beyond. And there's more: over the next year, we expect to spend some time with the Customer Support team, improving tools for their processes in a bid to increase the efficiency and quality of their work. See you all in 2024!

"Our main focus is security because one lapse can undo all the efforts we put in."





Seema Hallon, CHRO

The biggest achievement in your department for 2023

It has to be getting IIP Gold accreditation! (On 19 December, we got the fantastic news that Deriv has received the highest accreditation from Investors in People: we are now Platinum!) This wholesome framework assessed us on a wide range of parameters, including work practices, communication, organisation culture, employee engagement, performance, learning, etc. Getting accredited reinforced that we are on the right path for how we lead, support, and develop Derivians. While we may think we are trying our best, measuring against a robust framework and validation from an external body was reassuring.

"Deriv has received the highest accreditation from Investors in People: we are now Platinum!"

The most significant learning experience of 2023

There is no substitute for writing down my thoughts on a subject. Writing brings clarity to my own thoughts and also helps implement my ideas. If my thoughts are cluttered, my documents will also likely be muddled. Confused instructions produce confused results. Whether it is documenting recruitment priorities, a roadmap for CSR, or performance expectations, documentation is an important first step for the success of an initiative.

The one aspect you would like to change from 2023

The emergence of the GPTW tribe and the ensuing clear definition of KPIs, dashboards, and tracking mechanisms have been an important change this year. While we started this process in 2022, the maturity that has emerged this year has been a major step forward. This will surely help in better alignment and enhanced performance in the years to come. The regular reviews will get better performance visibility and help course correct proactively.

The key initiatives you would like to see Deriv undertake in 2024

- Have country managers in every country of Africa who can drive Deriv business steadily month after month
- Be seen as an employer of choice for every tech person (in addition to every talented non-tech person) in the world by aggressive content creation and employer branding that makes it impossible for any good candidate to ignore Deriv
- Stay on course to drive the company strategy through constant engagement, regular reviews, clarifying expectations, and robust performance appraisals

Chris Horn, Senior VP of Engineering

The biggest achievement in your department for 2023

This year, we hit the reset button on our engineering processes, taking a fresh look at our SCRUM sprints. We transitioned from large teams to smaller, specialised squads of 8-10 people, maximising efficiency. This restructuring sharpened our focus on devolved decision-making.

The most significant learning experience of 2023

The power of AI, especially ChatGPT, has been a game-changer. Our teams are leveraging Github's Copilot for coding suggestions. Moreover, ChatGPT has proven invaluable in writing test cases, identifying bugs, and language conversion. We're just beginning to scratch the surface.

"The power of AI, especially ChatGPT, has been a game-changer. We're just beginning to scratch the surface."

The one aspect you would like to change from 2023

While our squads have shown notable improvements, we're still far from our peak. There's significant room for growth, especially in productivity. I'm eager to see squads take greater ownership of their productivity metrics. Stay tuned for more developments.

The one key initiative you would like to see Deriv undertake in 2024

In 2024, I foresee Deriv capitalising on our API's potential, a veritable gold mine. We're poised to fully unleash its capabilities, unlocking unprecedented opportunities and innovations.



THE CFDS SQUAD:

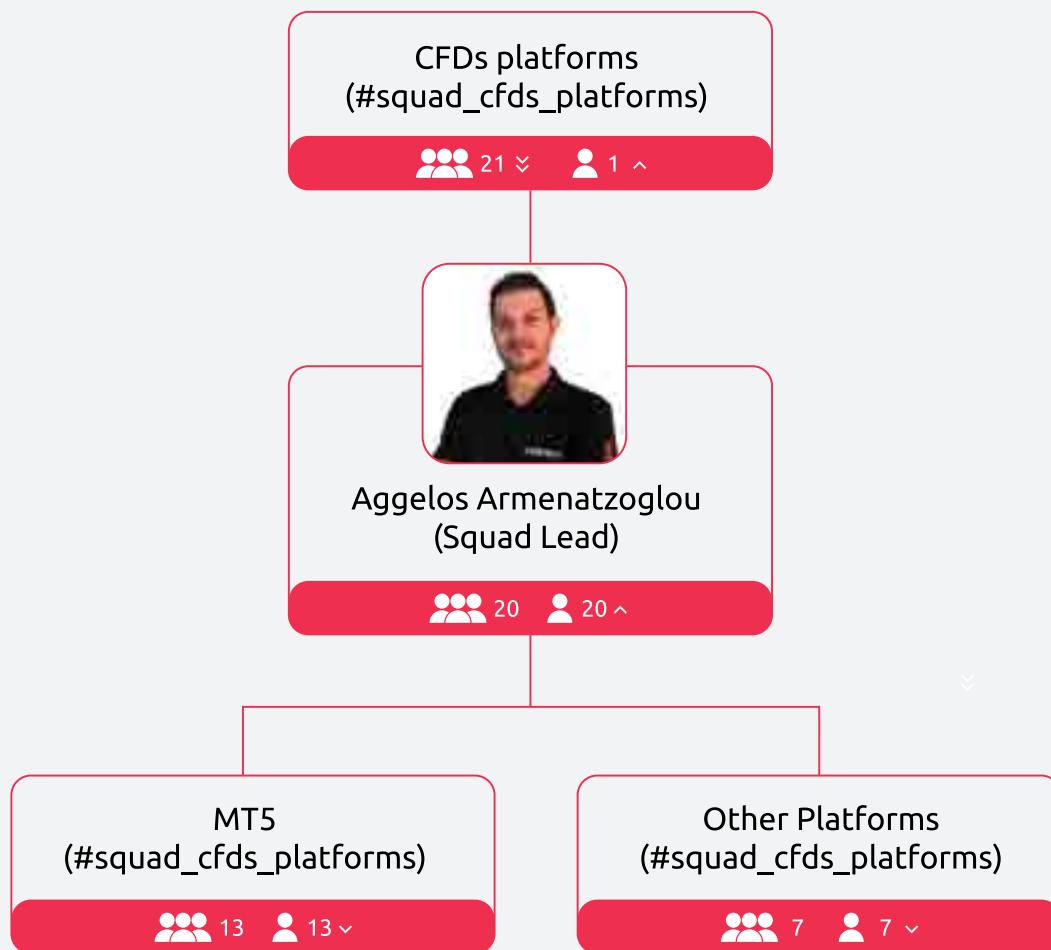
Journeying towards 2024



Azita Rassi

Dreaming of world peace, Trump's disqualification, and higher BTC prices.

The largest squad in the Growth tribe, our CFDs squad has 20 members led by Aggelos. For 10 sprints, there was no division in the squad, and the same developer who worked on a project related to the MT5 platform might have also handled a Deriv X project. Now, however, things have changed according to the [Squad Org Chart](#):



CFD trades remain a big revenue source for the company, so the work of this squad is of the utmost importance. On 22 November, when we had our interview, I asked Aggelos Armenatzoglou, Dillys Anusha, Ben Lim, and Geo Nicolaidis, who at that time was still the squad's BA, what challenges they had faced in 2023, what achievements they had reached, and what plans they had for 2024.

Organisational changes

Multiple scrum masters and business analysts have moved in and out of the squad (and Deriv) during these 10 sprints. The last change happened just after my interview with Aggelos, Geo, Dillys, and Ben: we were to have no more business analysts at Deriv, and the role was to be merged with scrum masters, so Geo, the most recent of the CFDs squad's BAs is no longer working with them.

I asked what challenges the squad had faced in 2023, what achievements they had retached, and what plans they had for 2024.

Challenges and achievements in 2023

Until recently, the squad had quite a number of cards in the backlog, more than 350+. Improving the turnaround time was certainly an urgent goal for the squad. But how could it be achieved?

Strategies for efficiency: The seating arrangement experiment

As the majority of the squad members are in the Cyberjaya office, one idea was to see if a change in their seating arrangement would have any effect on the turn around time.

Improving the turnaround time was an urgent goal for the squad.

The solution sounds simple: the squad members in Cyberjaya were asked to all sit together. You see, in the HQ, *each team* sits together. And usually, teams within the same department are in the same wing. Not until my visit to the Dubai office did I realise that this is not necessarily a Deriv tradition kept up in all our offices. But in our Cyberjaya office, at least, *squad members* didn't sit together.

But this changed in October. Everyone in the CFDs squad moved to the Persia wing (third floor, west): developers, QA executives, and designers sat next to each other.

The result? "It has been quite helpful to be sitting near developers. Any doubts or issues we have or clarifications we need, they are just a few steps away," says Darmendrakumarr, Trading Engineer QA Team Lead.

How about a visible effect on the turnaround time? Well, in just 4 sprints, the backlog decreased to 70+ cards: an 80% decrease! Impressive. "Issues that previously took 3–4 days to resolve are now taken care of within minutes," observes Dillys, MT5 Scrum Master.

In just 4 sprints, the squad backlog decreased to 70+ cards: an 80% decrease!

She noticed that when squad members were sitting together instead of on different floors, they were more likely to talk to each other immediately when an issue came up instead of leaving it to the SM to chase or waiting for someone to reply to their Slack message.

Navigating personnel changes and new directions

But in many other ways, 2023 has been a tough year for the CFDs squad. For example, the departure of key members created a challenge to the smooth running of the squad processes. Sometimes, they were replaced by new hires, unfamiliar with Deriv products and our way of working.

The most prominent of these new members is perhaps Ben Lim, the Scrum Master assisting with projects related to non-MT5 platforms. Ben joined Deriv only recently and discovered a new world. "I was new to the finance industry, and it has been a learning experience for me while adapting to the rhythm of the squad," says Ben. What truly helped him was the support he received from the squad members in both knowledge sharing and encouragement.

Apart from the high turnover rate, another challenge that the squad faced in 2023 was unexpected product directions. After months of hard work on Deriv EZ, it had to be terminated. Obviously, this didn't come as happy news to the squad, who had spent several sprints on the project, but they soldiered on. As the song goes, "It's a new dawn/It's a new day." And you could perhaps continue with, "It's a new life for CFDs, yeah." After all, we have cTrader to look forward to now.

Apart from the high turnover rate, another challenge that the squad faced in 2023 was unexpected product directions.

In late November, when this interview took place, the CFDs squad was 10 sprints old. Aggelos and Geo could see a remarkable change, a significant maturity, in the squad. “It’s like a miracle when I think of the long way we’ve come since Sprint 1,” said an admiring Geo in his last days as the squad’s BA.

With the split of the squad into MT5 and non-MT5 platforms, the former has continued the numbering (Sprint 11 and so on), while the sub-squad handling Deriv X and cTrader has started fresh from Sprint 1.

Plans for 2024

So, where is the CFDs squad heading in 2024? Aggelos didn’t even need to consult his notes or a spreadsheet to fire away his answer to this question. Here are just a few of their plans:

- cTrader copy trading feature enhancement
- Sponsored VPS for Financial MT5 accounts
- MT5 third platform (Platform 03) release
- New types of accounts (raw and cent accounts)
- Dynamic leverage (enabling clients to choose their leverage)

He then “looked around” at his colleagues on the Zoom screen and asked, “Did I miss anything?” “No, man, you said it all,” they laughed.

“It’s like a miracle when I think of the long way we’ve come since Sprint 1.”
— Geo Nicolaidis

I then asked Geo how he managed to handle the challenge of being the single business analyst for such a large squad. He said it was exactly the type of challenge he loved, especially since he knew how important CFDs were to our business. None of us could guess that it would be one of his last days with the CFDs squad.

It was a heartwarming interview, listening to the four of them looking back at the squad’s achievements and challenges while looking forward to its next year’s plans. Join me in wishing our CFDs squad a very successful 2024!

Michael's musings





Seema Hallon

Love my profession and paint in my spare time. Hope to travel the whole world.

Deriv values drive our culture and guide the way we deal with our employees as well as our clients throughout the world. The great thing about Deriv values is that they don't seep top-down but have grown bottom-up organically thanks to the culture we have fostered despite vast distances between our physical locations.

And these values are highlighted every time we deal with each other, as well as the way we interact with our clients and business partners. That's the thing about values: they become part of us without us even realising.

There's no better way to gauge who we are than to hear what the people who interact with us say about us, especially when their feedback comes unprompted, naturally.

Customer focus

Recently, one of our customers left this review on Trustpilot: "I had a transfer issue, and one of the live chat agents tried her best to resolve it. She had to escalate it. According to the email I received, it would have taken 3 days, but to my surprise, a few hours later, the issue was resolved. Great service. Highly appreciate all the effort and the constant communication of my query."

The Deruvian in charge of that customer interaction had no obligation to finish the job in a few hours as the client was informed the resolution would take up to 3 days. But she went out of her way. That's customer focus at work.

How about this comment on Trustpilot: "There's no doubt that nowadays we can't find a firm or organization as transparent and reliable as Deriv. I've had a great experience working with them till now."

That's our value doing the talking for us. Unprompted. Genuine.

Teamwork

With Derivians spread across 20 offices – to say nothing of the telecommuters in multiple countries – teamwork becomes not just an essential value, it becomes a virtue.

"[At Deriv] you'll be part of a global team, collaborating with talented individuals who foster a

supportive and inspiring work environment," wrote a colleague on Glassdoor.

Here's another Deruvian on Glassdoor: "The people and management at the office are the best part of this company, which is not something you often find. The offices worldwide are working great together, and you feel like you are part of something meaningful."

These testimonials attest to our value of teamwork way more than any Ted Talk or a workshop on teamwork will ever do. What's genuinely practised shines through.

Competency

We all know the importance of competency. We run an efficient ship at Deriv, where Deruvians take pride in what they do. We are all here because we are not just skilled but extremely competent at what we do.

Competency helps improve everything. A competent developer will write skilful code, a competent CS agent will solve customer problems efficiently, and a competent trading executive will see a probable loophole in a product before it is launched. These micro competencies ultimately translate into macro gains. And no wonder it reflects in the way people talk about our products and services.

"Easily accessible wherever I go," wrote a user in an App Store review. Here's another user, this time on

the Play Store: “Fantastic trading experience and a beautiful interface.”

Now, just think of the teams involved in creating these apps. Trading, Back-end, Front-end, Mobile, Content, Design, Quality Assurance, Customer Experience, and more. Pretty much every team is involved. All of our micro competencies made the app into an enjoyable product for the end user. That’s the power of fostering the value of competency across the company.

Integrity

Fairness and transparency are not just buzzwords at Deriv. We take pride in the integrity with which we deal with our customers as well as our employees. It helps us build reliable products, provide quality service, and foster a strong work culture.

“Deriv is one good broker which is reliable and trustworthy,” wrote a customer on Trustpilot. Our integrity helps us become reliable and trustworthy.

Here’s a colleague on Glassdoor: “If you have ideas or suggestions, you may share with the manager and your teammates, and you will be heard.” And here’s another: “Managers and team leads are extremely professional and knowledgeable.”

The managers and teammates taking suggestions from their colleagues show the culture of integrity we have built. There’s no hierarchy. There’s no opacity. Anyone with good ideas and work ethic will be appreciated.

That’s the culture we have built, and that’s the value system we abide by. We will continue to do so in 2024 and beyond.



values at work

IN DERIV

YOUR HIGHLIGHTS, OUR STORY

**Namrata Ekka**

Ending the year with gratitude. Hoping for greater goodness in 2024.

Welcome to our special feature celebrating your diverse Deriv experiences in 2023. We spoke to you from across our global offices, inviting you to share your special story from this year. Each narrative you've shared is a unique thread.

This year, Deriv has been a kaleidoscope of cultures, ideas, and innovations. From the historic streets of Malta to the dynamic cityscapes of Dubai, you have embraced challenges, built strong connections, and grown not just as professionals.

So, read on to know what made Deriv a great workplace and a vibrant community to be a part of.

Global diversity and dynamic culture

Andreas Potamitis

Department:
Engineering
Location: Limassol

"Over the past year at Deriv, I've had a challenging, fruitful, and productive time. My favourites in 2023 would be the countless times I have embraced opportunities to learn new cloud technologies and overcome obstacles, which helped me expand my skillset and grow professionally."

I appreciate our workplace culture, which allows geographically dispersed team members from Malaysia, Paraguay, Dubai, and Malta to work together more effectively, creating a seamless collaboration despite physical distance."



Kate Pace

Department: Trading
Location: Malta

"I appreciate Deriv's evolving multicultural environment, particularly the growing diversity within the Malta office.

I also value the absence of monotonous days; facing new daily challenges creates a dynamic and motivating work experience."



Hari Vilasini

Department: Strategy & Project Management Office
Location: Dubai

"As long as you can prove you're capable, you can move in the direction you want. This is the most extraordinary thing about Deriv. I moved from being a QA Analyst to a Project Manager to a Product Manager in a year and a half. That's not normal in any other company. Deriv allows you to learn and grow."

I loved working with people of different nationalities and cultures."



Melissa Steele

Department: Marketing
Location: Melaka

"I value Deriv's dynamic culture. The sincere commitment to employee well-being, with medical plans and team-building events, is invaluable. Plus, the learning opportunities contribute to both individual and collective goals.

My highlights of 2023:

- Medical plans/benefits
- Team-buildings
- Learning sessions (Know Your Product)
- Cultural diversity"



Chris Godfrey

Department: Engineering
Location: UK

"I love being a part of the Reading team, working with a bunch of top technology brains developing really great products. I love working in a company where everyone is thirsty for knowledge and supportive of positive change. It's truly refreshing!"



Ain Shararin

Department: Customer Experience
Location: Cyberjaya

"In 2023, my Deriv highlights included a mesmerising trip to Danang, Vietnam, with enchanting beach fog. Visiting teammates in Dubai and Rwanda offered cultural insights, fostering stronger collaboration. Beyond business, these experiences created lasting connections, enriching our teamwork. Deriv's global encounters in 2023 truly shaped a dynamic and cohesive work environment."



Christian Muhire

Department: Engineering
Location: Rwanda

"One thing about Deriv is that you will always find something to learn and opportunities to grow. This year, I got the chance to move from Customer Support to the NOC team, which introduced me to a new tech skill set. I also liked the teamwork aspect, where everyone was open to answering beginner-level answers despite being busy with their responsibilities."



Wa'ed Al Awwad

Department: Customer Experience

Location: Jordan

"Deriv really cares about helping its employees grow. They have a welcoming and friendly atmosphere where everyone fits in. No matter where you are in the world, Deriv offers lots of training and advice to help you improve both in your job and as a person. At Deriv, everyone gets to speak up and share their ideas, and working with people from all sorts of places is encouraged. This makes working at Deriv fun and something to be proud of. It's truly a great place to work."



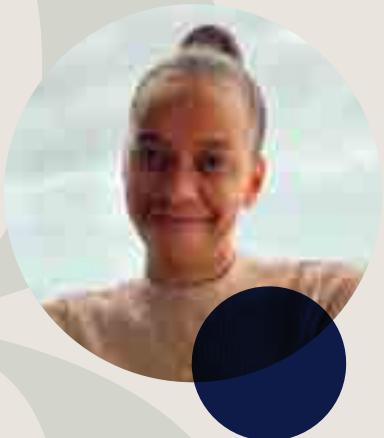
Chai Ming Way

Department: Customer Experience

Location: Ipoh

"Deriv really focuses on performance, so if you do well, your career will grow. I love the learning opportunities that are available here. It helps if the leaders value our hard work and treat everyone fairly. If you're good at what you do, you can definitely move up and grow in the company."

I also enjoyed the amazing company trips and team-building activities that helped us relax and enjoy time together. These activities are a great way to get to know each other better and build strong relationships."



Princia John

Department: Customer Experience

Location: Vanuatu

"I really value the way communication works at Deriv. It's great how the company takes each worker's feedback seriously. We have this two-way dialogue between employees and management, which makes me feel like my thoughts and opinions are truly heard and respected."

I also love the focus on learning and growth here. I'm always encouraged to set goals and try new things, which is exciting. When I face challenges, I see them as lessons, and I'm ready to get back up and try again. It's a great environment for personal and professional development."

NEW YEAR, NEW GOALS

Derivians share



Namrata Ekka

Ending the year with gratitude. Hoping for greater goodness in 2024.

As the calendar turns to 2024, our Deriv community, spanning across continents, comes together to set new aspirations and goals. In this piece, we get a peek into the resolutions of our colleagues from around the globe. Each resolution is a window into their professional passions, aspirations, and commitment to growth and excellence in the workplace. Join us in celebrating these ambitions and get inspired to set your own!



Mark O'Donnell — IT

"My New Year resolution would be to help cultivate a collaborative and fun culture where everyone contributes to the automation efforts — from testing to deployment to monitoring — throughout the development lifecycle, including post-launch."



Bella Elogie Kirezi — CS

"This year, my focus is on prioritising continuous learning and getting better at what I do. I'm really looking forward to working with teams from different parts of the world on global projects with a positive mindset. It's important to me to work better and smarter. But, I also want to make sure I have enough time for myself and my life outside work. I'm all set to make this balance work as I step into 2024."



**Alessandra Celauro —
Marketing**

"My resolution is to excel in my role as a digital marketer, contribute creatively to the team, and support with video editing."

**Daniel Ian Abot — CS**

"My New Year's resolutions are to engage more with my peers, not be too hard on myself, gain one or two professional certificates, and send at least one thank-you note per week."

**Christopher Hernandez — IT**

"My 2024 goal is to expand our NSOC team. I'm aiming to bring in at least two full-time members in every time zone. This isn't just about growing the team; it's about enhancing our ability to monitor critical systems more effectively. For me, it's about making sure we're always on top of things, providing the best service possible, no matter the time or place."



ROADWAY



Daria Kazachonak — Product & Content

"After a year of discovery at Deriv, I've transitioned from CS to the Design department. It's a radical change. I've received this amazing opportunity and my new year resolution is to nurture my creativity, motivating me to stay active."



Batool Alfraihat — CS

"My New Year's resolution for 2024 is to contribute to making Deriv an even more awesome place to work. I plan to welcome new ideas, collaborate closely with my teammates, and ensure we have fun along the way. I love the culture of continuous learning and teamwork, and I want to be a part of every victory we share. Wishing you a super Happy New Year filled with growth, achievements, and all the things we love about working at Deriv!"



Matheus Almeida — CX

"For my New Year's resolution, I want to keep feeling good about my job at Deriv. It's a place where I grow and learn. This year, I plan to really get into our goals and find the best ways to meet them. I want to help more and do my part in our team's success."



Zulhanis Azmi — QA

"One idea I'm considering is diversifying my skill set as a Quality Analyst. The goal is to identify and master a new technical skill relevant to my role over the year."

**May Kuan – Internal Audit**

"In 2024, let's audit like Sherlock, spotting issues and tackling challenges like superheroes. Embrace audits with a smile; errors unveil hidden treasures. Cheers to an adventurous auditing year!"

**Aizat Zayyani – CS**

"This year, I aim to deepen my understanding of wowing our clients and transform Deriv's customer support into a service that clients absolutely rave about!"

**Spencer Jason – Global Partnership**

"My New Year's resolution is to adopt a healthier lifestyle that positively impacts my work life. I plan to increase my activity level, possibly with gym sessions, Zumba, or yoga classes. These changes will improve my health and enhance my productivity and energy at work."

**Victor Dagard – Trading**

"My resolution for 2024 is to broaden my perspective at work. I've noticed it's easy to get caught up in the details and lose sight of the overall picture. This year, I want to consciously step back when needed to ensure that I'm keeping everything aligned and moving cohesively towards our bigger goals."

As we gear up for 2024, it's amazing to see all the different goals we've set at Deriv. Each of us has our own plans, but together, they show how much we want to grow and do better. Let's cheer each other on as we work on our resolutions. Here's to a year where we reach our goals, learn new things, and make our workplace even better. Happy New Year to us all at Deriv – let's make 2024 a year to remember!

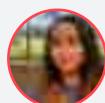


NEW

GO

Cooking with colours:

Nasi kerabu (Malaysian rice dish)



Faaqira Raja Reza

Loves good podcasts on psychology and culture. Boba enthusiast. Keeps her Duolingo and Wordle streaks going.

When I think of a dish that symbolises the diverse tapestry of Malaysia, nasi kerabu springs to mind. Meaning "herb rice," nasi kerabu is a harmony of vibrant colours, fragrant herbs, and sharp flavours that represents this country's melting pot. From the striking blue rice made with butterfly pea flowers to the aromatic herbs and spices, each bite of this Malay gem transports me back to my mother's kitchen. Don't be put off by how many ingredients are in this dish, as each part works together to give the right balance of sweet, sour, salty, and spicy. Selamat makan! (Enjoy your meal!)

Ingredients

Blue rice

- 2 cups jasmine rice
- 1 cup dried butterfly pea flowers (blue food colouring also works)
- 3 kaffir lime leaves - optional
- 1 stalk lemongrass - optional
- 1 teaspoon salt

Sambal (chilli paste)

- 5 deseeded and chopped red chillies
- 2 chopped shallots
- 2 chopped garlic cloves
- 1 teaspoon belacan (toasted shrimp paste)
- 1 tablespoon tamarind paste
- 1 tablespoon fish sauce
- 1 tablespoon sugar
- Salt to taste

Herb salad

- 1 cup long beans
- 1 cup cabbage
- 1 cup bean sprouts
- 1 cup kaffir lime leaves
- 1 cup mint leaves
- 1 cup coriander leaves

Protein

- Turmeric grilled fish or fried chicken

Condiments and garnish

- Kerisik (toasted coconut flakes)
- Fish or prawn crackers
- Sliced salted egg



Directions

Prepare blue rice

- In a bowl, soak the butterfly pea flowers in hot water for 15 minutes to release their colour.
- Set it aside.
- In a pot, rinse the rice under cold water until the water runs clear.
- Put in kaffir lime leaves, lemongrass, salt, and the butterfly pea flower water in the rice pot and cook the rice as usual.

Prepare sambal

- In a blender, combine red chillies, shallots, garlic, belacan, tamarind paste, fish sauce, and sugar. Blend until you get a smooth paste.
- Heat some oil in a pan, sauté the paste until fragrant, then season with salt to taste.
- Set it aside.

Prepare herb salad

- Slice long beans, cabbage, and kaffir lime leaves finely.
- Wash and strain the bean sprouts, mint leaves, and coriander leaves.

Cook the protein

- Season fish or chicken with salt and turmeric.
- Grill until cooked, or fry until golden brown.

Assemble your nasi kerabu

- Place a generous serving of the blue rice on a plate.
- Arrange the sliced vegetables, herbs, and fish/chicken around the rice.
- Sprinkle kerisik (toasted coconut) over the dish for a nutty flavour.
- Add slices of salted egg and fish/prawn crackers for a rich and savoury touch.
- Complete your nasi kerabu experience by adding a dollop of sambal for a spicy kick. Adjust the quantity based on your spice preference.





WHITE CHOCOLATE OREO TRUFFLES

Piece of cake

(serves 16-20 depending on size of truffles)



Olga Saliba
Loves baking

Baking bliss unveiled: The fabulous five secrets!

- 1. Joyful baking magic:** Channel your inner pastry wizard when your mood is soaring! Happiness isn't just a state of mind; it's a secret ingredient that transforms your treats into pure bliss.
- 2. Generosity in every bite:** Bake up a storm and let the aroma of kindness fill your kitchen. Whip up a larger batch, and share the love with your nearest and dearest — because joy multiplied is joy intensified!
- 3. Flavour fusion fun:** Be a taste trendsetter! Mix and match ingredients to create a symphony for your taste buds. Your recipe, your rules!
- 4. Feast for the eyes:** Ever heard the saying, "We eat with our eyes first"? Dive into the art of presentation! Turn your culinary creations into visual masterpieces, and watch the anticipation build before the first delicious bite.
- 5. Time-taming tactics:** Ovens, like snowflakes, are unique. Keep an eagle eye on that cooking clock! Perfectly golden or delightfully gooey, know your oven's quirks to unleash baking brilliance.

Get ready to embark on a baking adventure where each step is sprinkled with joy, bursting with flavour, and timed to perfection!

INGREDIENTS

- 36 Oreo cookies with filling (2 packs)
- 230g of cream cheese (melted at room temperature)
- 400–450g white chocolate (melted in a bain-marie or double boiler)

DIRECTIONS

1. Crumble up all the cookies a few at a time in a food processor and add to a bowl.
2. Add the cream cheese and mix using a spoon (or hands) until uniformly combined.
3. Refrigerate the mixture for about 1 hour.
4. Form the mixture into truffle-sized balls using the palms of your hands.
5. Place on a parchment-lined baking sheet, then coat the Oreo truffles in the melted white chocolate OR use a toothpick to dip the truffles entirely in the chocolate.
6. Garnish the truffles with cookie crumbs, sprinkles, or any other sweet topping (have this ready because the chocolate will solidify rather quickly).
7. Place the truffles back into the fridge to set. Serve chilled and... voilà!

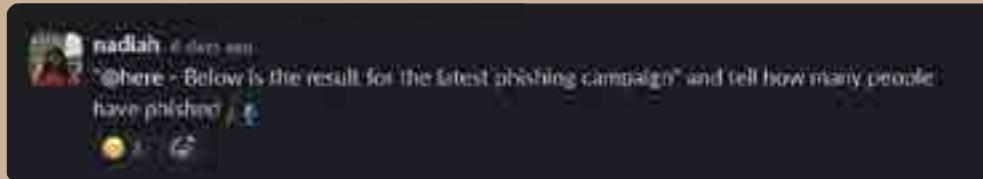
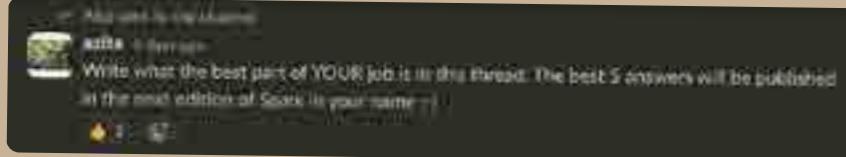
WHAT'S THE BEST PART OF YOUR JOB?



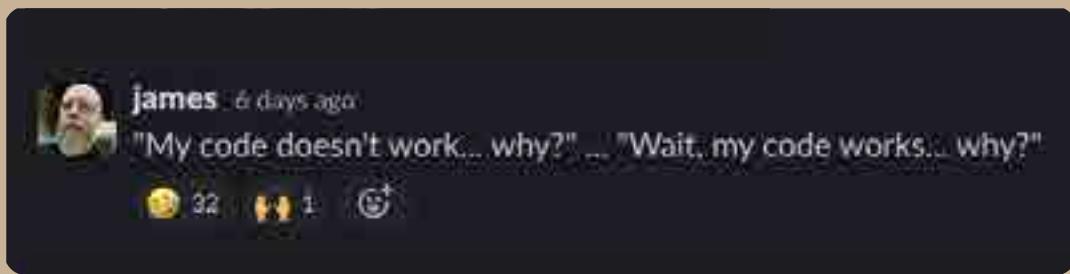
Azita Rassi

Dreaming of world peace, Trump's disqualification, and higher BTC prices.

In response to [Edwin's message](#) on #announce_entire-company on 15 December, I asked colleagues what the best part of their job was and promised to publish 5 of the best answers in Spark.



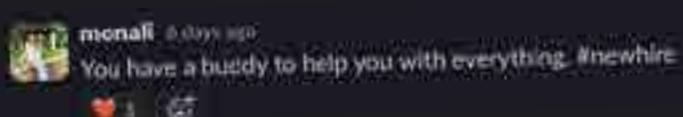
Nadia Zairee, from the Security Awareness team, loves announcing the results of the latest phishing exercise.



For **James St Ledger**, our Senior Disaster Recovery Analyst, the most delightful part of his job is that whether the code works or not, it seems to be equally puzzling.

For **Olga Sidorova**, the Risk & Fraud Manager, thwarting clients' and partners' clever schemes is the most enjoyable part of her job.

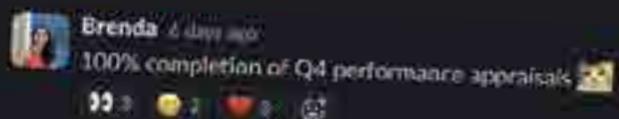




And one of new colleagues, **Monali Koshor Patil**, a Senior Retention Executive who joined on 13 December, finds joy in the support of her work buddy.



And a bonus place goes to **Alexander Yanouski**, CS Executive, who gave a tongue-in-cheek reply.



Brenda Ruiz, HRBP, looks forward to seeing all appraisals completed.

* THANK YOU ALL WHO RESPONDED!

monali 8 days ago
This bug is now fixed and released to production! 🎉

monali 8 days ago
What's the most interesting part about your job? 🤔

All checks have passed

monali 8 days ago
Content and design are approved by Compliance. You can proceed! 🎉

ARCHIVED + RELEASE

olga.kolesova 8 days ago
offer accepted 🎉

Brenda 4 days ago
What's the best part about Q4 releases? 🤔
Developers are Master-builders now! 🎉

What's the best part of your job?

deriv



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