



## **SKILLING LIMITED**

*Regulated by the Cyprus Securities and Exchange Commission License no. 357/18*

## **DISCLOSURE AND MARKET DISCIPLINE REPORT FOR 2020**

*June 2021*

## DISCLOSURE

*The Disclosure and Market Discipline Report for the year 2020 has been prepared by Skilling Limited (hereinafter the “Company”, “We”, “Us”, “Our”, “CIF”, or “Skilling”), as per the requirements of Regulation (EU) No. 575/2013 issued by the European Commission and the Directive DI144-2014-14 issued by the Cyprus Securities and Exchange Commission.*

*Skilling states that any information that was not included in this report was either not applicable on the Company’s business and activities -OR- such information is considered as proprietary to the Company and sharing this information with the public and/or competitors would undermine our competitive position.*

*The information contained in this Pillar III Market Discipline and Disclosure Report is audited by the Company’s External Auditors and published on its website on an annual basis.*

*The current disclosures are based on the position of the Company as of 31st December 2020.*

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## ACKNOWLEDGEMENT AND APPROVAL BY THE BOARD OF DIRECTORS

*The Board of Directors is ultimately responsible for the risk management framework of the Company. The Risk Management framework is the sum of systems, policies, processes, and people within the Company that identify, assess, mitigate, and monitor all sources of risk that could have a material impact on the Company's operations.*

*The Board of Directors approves in full the adequacy of Risk Management arrangements of the institution providing assurance that the risk management systems in place are adequate with regards to the institution's profile and strategy.*

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## 1. INTRODUCTION

### 1.1. INVESTMENT FIRM

1.1.1. The Company operates as a Cyprus Investment Firm (hereinafter the “Company”, “We”, “Us”, “Our”, “CIF”, or “Skilling”), authorized and regulated by the Cyprus Securities and Exchange Commission (hereinafter the “CySEC” or the “Commission”), with its head office situated at Athalassas Avenue 62, 2nd Floor, Office 22, Strovolos, 2012 Nicosia, Cyprus. During the year 2020, the CIF remained licensed to provide the investment and ancillary services as follows:

**Table 1: Company information**

<b>Company name</b>	Skilling Limited
<b>CIF Authorization date</b>	07/05/2018
<b>CIF License number</b>	357/18
<b>Company Registration Date</b>	08/09/2017
<b>Company Registration Number</b>	HE373524
<b>Investment Services</b>	
i) Reception and transmission of orders in relation to one or more financial instruments	
ii) Execution of Orders on Behalf of Clients	
iii) Dealing on Own Account	
iv) Portfolio Management {NEW}	
<b>Ancillary Services</b>	
i) Safekeeping and administration of financial instruments, including custodianship and related services	
ii) Granting credits or loans to one or more financial instruments, where the firm granting the credit or loan is involved in the transaction	
iii) Foreign exchange services where these are connected to the provision of investment services	
iv) Investment research and financial analysis or other forms {NEW}	

### 1.2. PURPOSE

1.2.1. The present report is prepared by *Skilling Limited* (the “Company”), a Cyprus Investment Firm (“CIF”) authorized and regulated by the Cyprus Securities and Exchange Commission (the “CySEC”, the “Commission”) which operates in harmonisation with the Markets in Financial Instruments Directive (“MiFID II”).

1.2.2. Pursuant to Regulation (EU) No. 575/2013 (the Capital Requirements Regulation, “CRR”), which was introduced in late 2014, the Company is required to disclose information relating to its risk exposure and management, capital structure, capital adequacy as well as the most important characteristics of the

Company's corporate governance including its remuneration system. The scope of this report is to promote market discipline and to improve transparency of market participants.

1.2.3. This document is updated and published annually; it will, however, be published more frequently if there are significant changes to the business (such as changes to the scale of operations, range of activities, etc.). CySEC is responsible for implementing and enforcing the European Capital Requirements Directive ('CRD'), a capital adequacy framework consisting of three 'pillars':

#### **Pillar I**

This pillar sets a minimum capital requirement comprising base capital resources requirements, credit, market, and operational risk capital requirements.

#### **Pillar II**

This pillar requires firms to undertake an overall internal assessment of their capital adequacy, taking into account all the which the firm is exposed to and whether additional capital should be held to cover risks not adequately covered by Pillar I requirements. This is achieved through the Internal Capital Adequacy Assessment Process ("ICAAP").

#### **Pillar III**

This pillar complements Pillars I and II and improves market discipline by requiring firms to disclose information on their capital resources and Pillar I capital requirements, risk exposures and their risk management framework.

1.2.4. The Pillar III Market Discipline and Disclosures Report of 2019 sets out both quantitative and qualitative information required under Part 8 of the CRR and articles 431 to 455, which set the requirements of the disclosures.

1.2.5. Moreover, the Board of Directors and the Senior Management have the overall responsibility for the internal control systems in the process of capital adequacy assessment and they have established effective processes to ensure that the full spectrum of risks faced by the Company is properly identified, measured, monitored and controlled to minimise adverse outcomes.

1.2.6. The Company's business effectiveness is based on the guidelines of the risk management policies and procedures put in place. The Board of Directors, Internal Audit, Risk Manager, Compliance and Anti-Money Laundering Officer control and supervise the overall risk system so that all departmental units charged with risk management perform their duties and responsibilities effectively on a continuous basis.

1.2.7. Nevertheless, like all investment firms, the Company is exposed to a variety of risks and in particular to credit risk and operational risk, as described in the sections below.

The Company is making the disclosures on a solo basis.

### **1.3. THE COMPANY**

1.3.1. Skilling Limited, as a Cyprus Investment Firm ("CIF"), operates in Cyprus, offering investment services and ancillary activities in relation to Contracts for Difference ("CFD") products and has recruited 11 employees at Skilling Head Offices.

1.3.2. The Company has an efficient and stable business model, and this is reflected in:

- A well-balanced capital allocation between the Company's operations.
- A projected geographically balanced model with a high percentage of revenues.

1.3.4. The Company's growth strategy focuses on its existing areas of expertise and the quality of its customer base. The Company strives for sustainable profitability consistent with its cost of capital and a balanced business model. To this end, the Company:

- Seeks to contain the volatility of its results.
- Calibrates its capital ratio to ensure a significant safety margin relative to the minimum regulatory requirements.
- Monitors the stability and diversification of its funding sources.
- Ensures sufficient resilience in scenarios of liquidity shortages.
- Tightly controls its foreign exchange risks.

1.3.5. The Company aims to maintain a diversified customer base.

1.3.6. The Company ensures that compliance rules are rigorously respected, especially in anti-money laundering and counterterrorism financing. The Company monitors the loyalty of the behaviour of its employees to customers and all its stakeholders, as well as the integrity of its investment and financial practices.

1.3.7. The Company considers its reputation to be an asset of great value which must be protected to ensure its sustainable development. The prevention and detection of the risk of harm to its reputation are integrated within all the Company's operating practices. The Company's reputation is protected by making its employees aware of the values of responsibility, ethical behaviour, and commitment.

## 1.4. REGULATORY SUPERVISION

1.4.1. The minimum capital requirements as of 31 December 2020 for the CRD IV were calculated in accordance with the 'Pillar I' rules as set out by the Laws and Regulations, published by the CySEC authority. It should be noted that Investment Firms that are regulated and authorised by CySEC authority must fulfil the requirements with respect to capital adequacy and market discipline, which is comprised of the:

- Law 87(I)/2017: Provision of investment services, the exercise of investment activities, the operation of regulated markets and other related matters (hereafter "the Law").
- Regulation (EU) No. 575/2013 – Capital Requirements Regulation.
- Regulation (EU) No. 648/2012 – European Markets Infrastructure Regulation.
- Directive 2013/36/EU on access to the activity of credit institutions and the prudential supervision of credit institutions and investment firms, amending Directive 2002/87/EC and repealing Directives 2006/48/EC and 2006/49/EC – Capital Requirements Directive IV.
- Directive DI144-2014-14: For the prudential supervision of Investment Firms.
- Directive DI144-2014-15: On the discretions of CySEC arising from Regulation (EU) No. 575/2013.

## 2. GOVERNANCE AND RISK MANAGEMENT

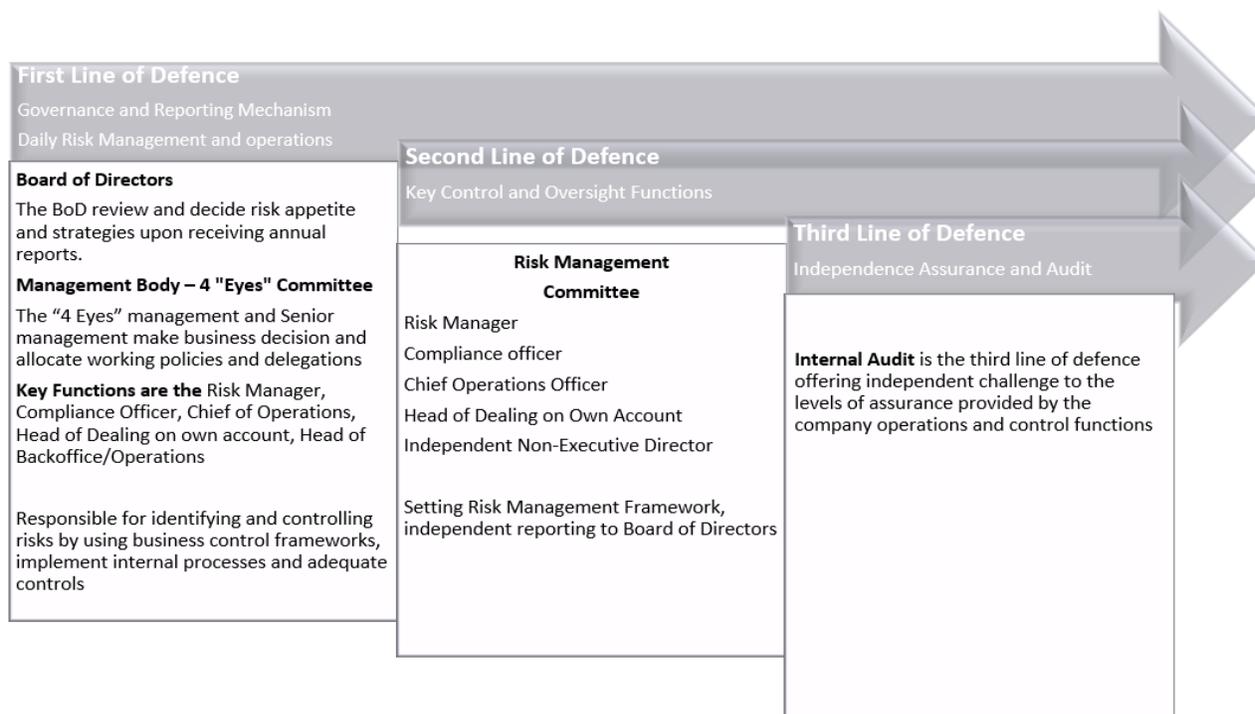
It should be noted that implementing a high-performance and efficient risk management structure is a critical undertaking for the Company, in all businesses, markets and regions in which it operates, as are maintaining a strong risk culture and promoting good corporate governance. The Company’s risk management supervised at the highest level is compliant with the Regulations enforced by CySEC and the European regulatory framework.

### 2.1. SCOPE OF RISK MANAGEMENT

The Company has established and maintains a clear and transparent reporting lines and a Three line of defence model, control mechanism in relation to management of the types of risks described in the sections below, and are comprised of the following:

- I. First defence line - Functions that own and manage risks.
- II. Second defence line - Functions that oversee risks, which includes the Compliance function and
- III. Third defence line - Functions that provide independent assurance, which include the Internal Audit.

#### The Three Line of Defence Model



The Board of directors and Senior management (the "4 Eyes principle") are the primary stakeholders served by the above mentioned three-line-defence model, control mechanisms, and the board members are responsible to ensure that the Three line of defence model' are effectively incorporated in the risk management and control mechanism of the Company.

## 2.2. TYPES OF RISKS

The diversity and evolution of the Company's activities has influenced the risk management which is comprised of the main categories below:

**2.2.1. Credit and Counterparty risk** (including Country risk): risk of losses arising from the inability of the Company's customers, issuers, or other counterparties to meet their financial commitments. Credit risk includes Counterparty risk linked to market transactions (Replacement risk) and securitisation activities. In addition, Credit risk may be further amplified by Concentration risk, which arises from a large exposure to a given risk, to one or more counterparties, or to one or more homogeneous groups of counterparties; Country risk arises when an exposure (loan, security, guarantee or derivative) becomes liable to negative impact from changing political, economic, social and financial conditions in the country of exposure.

**2.2.2. Market risk:** risk of a loss of value on financial instruments arising from changes in market parameters, the volatility of these parameters and correlations between them. These parameters include but are not limited to exchange rates, interest rates, and the price of securities (equity, bonds), commodities, derivatives, and other assets, including real estate assets.

**2.2.3. Operational risks** (including Accounting and Environmental risks): risk of losses arising from inadequacies or failures in internal procedures, systems, or staff, or from external events, including low-probability events that entail a high risk of loss.

**2.2.4. Liquidity risk:** risk of the Company not being able to meet its cash or collateral requirements as they arise and at a reasonable cost.

**2.2.5. Compliance risk** (including Legal and Tax risks): risk of legal, administrative, or disciplinary sanction, or of material financial losses, arising from failure to comply with the provisions governing the Company's activities.

**2.2.6. Reputational risk:** risk arising from a negative perception on the part of customers, counterparties, shareholders, investors or regulators that could negatively impact the Company's ability to maintain or engage in business relationships and to sustain access to sources of financing.

**2.2.7. Strategic risk:** risks inherent in the choice of a given business strategy or resulting from the Company's inability to execute its strategy.

**2.2.8. Business risk:** risk of lower than anticipated profits or experiencing losses rather than a profit.

## 2.3. RISK APPETITE

2.3.1. The Company defines Risk Appetite as the level of risk, by type and by business that the Company is prepared to incur given its strategic targets. The Risk Appetite is defined using both quantitative and qualitative criteria as described in this Pillar III Disclosure Report.

2.3.2. The Risk appetite framework takes into account earnings sensitivities to business cycles and credit, market, and operational events. The Risk Appetite is one of the strategic oversight tools available to the Management bodies. It underpins the budgeting process and produces the Internal Capital Adequacy Assessment Process ("ICAAP"), which is also used to ensure capital adequacy under stressed economic scenarios.

2.3.3. Moreover, the Company's risk profile that is based on type of risks has been analysed and approved by the Board. The Company's risk appetite strategy will be implemented by the Senior Management in collaboration with the Board and applied by all divisions through an appropriate operational and control mechanisms for management of risks, covering:

- Governance (decision-making, management, and supervisory bodies).
- Management (identification of risk areas, authorisation and risk-taking processes, risk management policies through the use of limits and guidelines, resource management).
- Supervision (budgetary monitoring, reporting, leading risk indicators, permanent controls, and internal audits).

2.3.4. Essential indicators for determining the Risk Appetite and their adaptations will be regularly supervised over the year to detect any events that may result in unfavourable developments on the Company's risk profile. Such events may give rise to remedial action, up to the deployment of the recovery plan in the most severe cases.

## 2.4. INTERNAL CAPITAL ADEQUACY ASSESSMENT PROCESS

2.4.1. The Internal Capital Adequacy Assessment Process ("ICAAP") requires the Company to identify and assess risks not adequately covered in Pillar I, maintain sufficient capital requirements and buffers to face these risks and apply appropriate risk-management techniques to maintain adequate capitalization on an ongoing and forward-looking basis, i.e., internal capital supply to exceed internal capital demand.

2.4.2. The Company maintains compliance with the ICAAP as required under Pillar II of Basel III and its local implementation in Cyprus, through risk management and governance framework, methodologies, processes, and infrastructure.

## 2.5. STRESS TESTS

2.5.1. The Stress testing is a key risk management tool used by the Company to rehearse the business response to a range of scenarios, based on variations of market, economic and other operating environment conditions. Stress tests are performed for both internal and regulatory purposes and serve an important role in:

- Understanding the risk profile of the Company.
- The evaluation of the Company's capital adequacy in absorbing potential losses under stressed conditions: This takes place in the context of the Company's ICAAP on an annual basis.
- The evaluation of the Company's strategy: Senior management considers the stress test results against the approved business plans and determines whether any corrective actions need to be taken. Overall, stress testing allows senior management to determine whether the Company's exposures correspond to its risk appetite.

- The establishment or revision of limits: Stress test results, where applicable, are part of the risk management processes for the establishment or revision of limits across products, different market risk variables and portfolios.

2.5.2. The ultimate responsibility and ownership of the Company's stress testing policy rests with the Board of Directors. If the stress testing scenarios reveal vulnerability to a given set of risks, the management should make recommendations to the Board of Directors for mitigation measures or actions. These may vary depending on the circumstances and include one or more of the following:

- Review the overall business strategy, risk appetite, capital, and liquidity planning.
- Review limits.
- Reduce underlying risk positions through risk mitigation strategies.
- Consider an increase in capital.
- Enhance contingency planning.

2.5.3. The Company has performed financial modelling and stress analysis in the year 2020.

## 2.6. RISK MANAGEMENT COMMITTEE

2.6.1. The Risk Management Committee ("RMC") advises the Board of Directors on the overall strategy and the appetite for all kinds of risks, both current and future, and helps the Board when it verifies that this strategy is implemented. In particular, it is responsible for:

- Reviewing the risk control procedures and is consulted about setting overall risk limits.
- Reviewing on a regular basis the strategies, policies, procedures, and systems used to detect, manage, and monitor the liquidity risk and submitting its conclusions to the Board of Directors.
- Reviewing the policies in place and the reports prepared to comply with the Regulations on internal control.
- Reviewing the policy concerning risk management and the monitoring of off-balance sheet commitments, especially in light of the memoranda drafted to this end by the without prejudice to the Compensation Committee's missions, reviewing whether the incentives provided by the compensation policy and practices are compatible with the Company's situation with regard to the risks it is exposed to, its share capital, its liquidity and the probability and timing of expected benefits;

2.6.2. The Company has established and adopted certain processes and mechanisms in place to manage the risks, with special consideration to risks arising from operations of the Brokerage Department and Dealing on Own Account Department in the process of receipt and transmission of client orders and trading on the Company's behalf.

2.6.3. The Risk Management Committee reports directly to the Board of Directors.

## 2.7. DIVERSITY POLICY

2.7.1. Diversity is increasingly seen as an asset to organizations and linked to better economic performance. It is an integral part of how the Company does business and imperative to commercial success.

2.7.2. The Company recognizes the value of a diverse and skilled workforce and management body, which includes and makes use of differences in the age, skills, experience, background, race, and gender between them. A balance of these differences will be considered when determining the optimum composition.

2.7.3. The Company is committed to creating and maintaining an inclusive and collaborative workplace culture that will provide sustainability for the organization into the future. This is also documented as best practises in the Corporate Governance Code of many EU countries.

2.7.4. In line with the changes in the regulatory reporting framework, the Company is in the process of establishing a dedicated diversity policy in relation to the Management body.

## 2.8. BOARD RECRUITMENT

2.8.1. One of the Board of Directors' main responsibilities is to identify, evaluate and select candidates for the Board and ensure appropriate succession planning. The Senior Management is assigned the responsibility to review the qualifications of potential director candidates and make recommendations to the Board.

2.8.2. The persons proposed for the appointment should have specialised skills and/or knowledge to enhance the collective knowledge of the Board of Directors and must be able to commit the necessary time and effort to fulfil their responsibilities.

2.8.3. Factors considered in the review of potential candidates include:

- Specialised skills and/or knowledge in accounting, finance, banking, law, business administration or related subjects.
- Knowledge of and experience with financial institutions (“fit-and-proper”).
- Integrity, honesty, and the ability to generate public confidence.
- Knowledge of financial matters including understanding financial statements and financial ratios.
- Demonstrated sound business judgment.
- Risk management experience.

2.8.4. The Company has established a dedicated recruitment policy in relation to the Board of directors.

## 2.9. REMUNERATION

2.9.1. Remuneration refers to payments or compensations received for services or employment. The remuneration system includes the base salary and any bonuses or other economic benefits that an

employee or executive receives during employment and shall be appropriate to the CIF's size, internal organization and the nature, the scope and the complexity of its activities to the provisions of the Directive DI144-2014-14.

2.9.2. The Company's remuneration system is concerned with practices of the Company for those categories of staff whose professional activities have a material impact on its risk profile. These persons include the Senior Management, members of the Board of Directors and the Heads of the Departments; the said practices are established to ensure that the rewards for the 'Executive Management' provide the right incentives to achieve the key business aims.

2.9.3. The total remuneration of staff consists of fixed and variable components. Fixed and variable components are appropriately balanced, and the fixed component represents a sufficiently high proportion of the total remuneration to allow the operation of a fully flexible policy on variable remuneration components, including the possibility to pay no variable remuneration component.

**Table 2: Aggregate Quantitative Information on Remuneration broken down by business area**

€	Average no. of staff	Fixed Gross	Variable	Non-cash	Total
Back Office & Customer Support	6	111,935.62	-	-	111,935.62
Brokerage & Own Account	3	103,029.69	-	-	103,029.69
Brand & Marketing	1	36,311.81	-	-	36,311.81
Management	2	90,132.73	-	-	90,132.73
Other	1	5,256.13	-	-	5,256.13
<b>Grand Total</b>	<b>13</b>	<b>346,665.98</b>	-	-	<b>346,665.98</b>

€	No. of staff	Fixed Gross	Variable	Non-cash	Total
Senior Management <sup>1</sup>	1	78,609.01	-	-	78,609.01
Members of staff whose actions have a material impact on the risk profile of the institution and other staff <sup>2</sup>	1	73,268.32	-	-	73,268.32
<b>Grand Total</b>	<b>2</b>	<b>151,877.33</b>	-	-	<b>151,877.33</b>

## 2.10. DIRECTORSHIPS HELD BY MEMBERS OF THE MANAGEMENT BODY

<sup>1</sup> Only executive directors were included in the Senior Management.

<sup>2</sup> The aggregate of both the above tables constitutes the gross remuneration the company incurred in 2020

2.10.1. The members of the Management body of the Company, given their industry experience, have been taking seats in other Company boards. In line with this, the following table indicates the number of positions that each member holds:

**Table 3: Directorships held by Members of the Management Body<sup>3</sup>**

Name	Position in the CIF	Directorships (Executive)	Directorships (Non-Executive)
Lars Anders Stefan Berglund <sup>4</sup>	Executive Director - CEO, AML Responsible Board Member	1	0
Michalis Karakatsianis	Executive Director – General Manager, AML Responsible Senior Management Member	1	0
Mikael Sven Riese Tarald Harstad	Non- Executive Director	1	1
Ioannis Chasikos	Independent Non- Executive Director	0	2
Constantinos Avgoustou	Independent Non- Executive Director	0	2

## 2.11. REPORTING AND CONTROL

2.11.1. In line with the requirements set out in the Cyprus Investment Firms Law and subsequent Directives, the Company has been able to maintain a good information flow to the Management body, as it can be seen below:

**Table 4: Periodic Reporting Summary**

Report Name	Report Description	Owner	Recipient	Frequency	Due Date*
<b>Annual Compliance Report</b>	To inform the Senior Management & the BoD of the Company regarding the Performance of Compliance function during the year	Compliance Officer	Board of Directors, CySEC	Annual	July 31, 2020

<sup>3</sup> Directorships held by Members of the Management Body were completed only for the appointment in investment firms.

<sup>4</sup> In March 12th 2021, CySEC approved the changes of the BOD, resignation of Mr. Berglund and appointment of Mr. Yerasimou

<b>Annual Internal Audit Report</b>	To inform the Senior Management & the BoD of the Company regarding the Internal Auditor during the year	Internal Auditor	Board of Directors, CySEC	Annual	July 31, 2020
<b>Annual Risk Management Report</b>	Represents the work & activities undertaken by the Risk Manager during the year	Risk Manager	Board of Directors, CySEC	Annual	July 31, 2020
<b>Pillar III Disclosures (Market Discipline and Disclosure)</b>	The Company is required to disclose information regarding its risk management, capital structure, capital adequacy and risk exposures	Risk Manager	Board of Directors, CySEC, Public	Annual	July 31, 2020
<b>Financial Reporting</b>	It is a formal record of the financial activities of the CIF	External Auditor	Board of Directors, CySEC	Annual	July 31, 2020
<b>Capital Adequacy Reporting (including audited)</b>	Form 144-14-06.1 Calculation of own funds and capital adequacy ratio	Risk Manager	Senior Management, CySEC	Quarterly unaudited: 31 March (Q1); 30 June (Q2); 30 September (Q3); 31 December (Q4);	Quarterly unaudited: 12 May (Q1) 11 August (Q2) 11 November (Q3) 11 February (Q4) Annual audited: July 31, 2020
	Form 144-14-07 Leverage				
	Form 144-14-08.1 Large exposures to institutions and non-institutions				
	Form 144-14-08.2 Exposures to Directors				
	Form 144-14-08.3 Exposures to Shareholders				
	Form 144-14-09 Geographical breakdown of exposures				
<b>Adhoc Internal Audit Report on Prevention and Detection of Market Abuse</b>	Annex A on Adhoc Internal Audit Report on Prevention and Detection of Market Abuse	Internal Auditor	Senior Management, CySEC	Every 2 years	July 31, 2020

*\*Important note: Due to Coronavirus pandemic outbreak (COVID-19), the deadlines for the submission of above mentioned Annual reports have been changed by the CySEC Authority through issuing the relevant circulars c371, c372, c373 and c381.*

### 3. CAPITAL MANAGEMENT AND ADEQUACY

#### 3.1. THE REGULATORY FRAMEWORK

3.1.1. In response to the financial crisis of recent years, the Basel Committee, mandated by the G20, has defined the new rules governing capital and liquidity aimed at making the financial sector more resilient. The new Basel III rules were published in December 2010. They were translated into European law by a Directive (CRDIV) and a Regulation (CRR) which entered into force on January 1, 2014.

3.1.2. The general framework defined by Basel III is structured around three pillars, as in Basel II:

Pillar I	Pillar II	Pillar III
<p>This Pillar sets the minimum solvency requirements and defines the rules that institutions, that are required to comply with the Regulation, must use to measure risks and calculate associated capital requirements, according to standard or more advanced methods.</p>	<p>This Pillar relates to the discretionary supervision implemented by the competent authority, which allows them based on a constant dialogue with supervised credit institutions – to assess the adequacy of capital requirements as calculated under Pillar I, and to calibrate additional capital requirements with regard to risks.</p>	<p>This Pillar encourages market discipline by developing a set of qualitative or quantitative disclosure requirements which will allow market participants to make a better assessment of a given institution's capital, risk exposure, risk assessment processes and, accordingly, capital adequacy.</p>

In terms of capital, the main new measures introduced to strengthen institutions' solvency were as follows:

3.1.3. The complete revision and harmonisation of the definition of capital, particularly with the amendment of the deduction rules, the definition of a standardised Common Equity Tier 1 (or CET1) ratio, and new Tier 1 capital eligibility criteria for hybrid securities.

3.1.4. New capital requirements for the counterparty risk of market transactions, to factor in the risk of a change in Credit Value Adjustment (CVA) and hedge exposures on the Central Counterparties (CCP).

3.1.5. The set-up of capital buffers that can be mobilised to absorb losses in case of difficulties. The new rules require regulated liquidity providers to create and maintain a capital conservation buffer and allows supervisory authorities to enforce an additional countercyclical buffer, aimed to preserve the institution's solvency in the event of adverse conditions.

3.1.6. Capital conservation buffers came into force in January 2016 and have been annually phasing up towards their full application in January 2019.

3.1.7. The set-up of restrictions on distributions, relating to dividends, Additional Tier 1 instruments, and variable remuneration, via the maximum distributable amount (MDA) mechanism. At the end of year 2015, the European Banking Authority (EBA) issued a clarifying statement, which indicated that the MDA should be applied when an institution no longer complies with its CET1 ratio requirements, including those of Pillar II and capital buffers.

3.1.8. In addition to these measures, there will be measures to contain the size and consequently the use of excessive leverage. To this end, the Basel Committee defined a leverage ratio, for which the definitive Regulations were published in January 2014. The Basel leverage ratio compares the institution's Tier 1 capital to the balance sheet and off-balance sheet items, with restatements for derivatives and pensions. Full scope institutions have been obliged to publish this ratio since the year 2015.

## 3.2. REGULATORY CAPITAL

3.2.1. Pursuant to the International Financial Reporting Standards (IFRS), the Company's regulatory capital consists of Common Equity Tier 1 and Tier 2 Capital.

### Common Equity Tier 1 Capital (CET1 Capital)

3.2.2. In the provisions of the CRR/CRD IV Regulations, Common Equity Tier 1 capital is made up primarily of the following:

- Ordinary shares (net of repurchased shares and treasury shares) and related share premium accounts.
- Retained earnings.
- Other reserves.
- Minority interest limited by CRR/CRD IV.

3.2.3. Deductions from Common Equity Tier 1 capital essentially involve the following:

- Estimated dividend payment.
- Goodwill and intangible assets, net of associated deferred tax liabilities.
- Unrealised capital gains and losses on cash flow hedging.
- Deferred tax assets on tax loss carry forwards.
- Deferred tax assets resulting from temporary differences beyond a threshold.
- Any positive difference between expected losses on customer loans and receivables, risk-weighted using the standardised approach, and the sum of related value adjustments and collective impairment losses.
- Expected loss on equity portfolio exposures.
- Value adjustments resulting from the requirements of prudent valuation.

### Tier 2 Capital

3.2.4. Tier 2 capital requirements include:

- Dated subordinated notes.

- Any positive difference between (i) the sum of value adjustments and collective impairment losses on customer loans and receivables exposures, risk-weighted using the standardised approach and (ii) expected losses, up to 0.6% of the total credit risk-weighted assets using the Internal Ratings Based approach;
- Value adjustments for general credit risk related to collective impairment losses on customer loans and receivables exposures, risk-weighted using the standardised approach, up to 1.25% of the total credit risk-weighted assets.

3.2.5. Deductions of Tier 2 capital essentially apply to the following:

- Tier 2 hybrid treasury shares.
- Holding of Tier 2 hybrid shares issued by financial sector entities.
- Share of non-controlling interest in excess of the minimum capital requirement in the entities concerned.

### 3.3. SOLVENCY RATIO (CAPITAL RATIO OR CAPITAL ADEQUACY RATIO)

3.3.1. The solvency ratio is calculated by comparing the institutions' equity with the sum of risk-weighted assets for credit risk and the capital requirement multiplied by 12.5 for market risk and operational risk.

3.3.2. As of January 1, 2014, the regulatory framework introduced a minimum requirement to be met for the CET1 ratio and the Tier 1 ratio. For 2015, the minimum requirement for CET1 was 4% and that of Tier 1 5.5%, excluding the Pillar II requirement. The total equity requirement, including CET1, AT1 and Tier 2 equity, was set at 8%. In 2016, the minimum requirement for CET1 was 4.5%, and that of Tier 1 6% with an overall ratio of 8% (including Tier 2).

3.3.3. The minimum requirements are CET1 and total Capital Requirements, full-Scope investment firms are also expected to comply with a Capital Conservation Buffer. The buffer was introduced in the year 2016 and required full-scope companies to maintain additional capital of 0.625% of Total Risk Weighted Assets above the minimum requirements. The capital conservation buffer increased to 1.25% in the year 2017, to 1.875% in the year 2018, and then to 2.5% in the year 2019. As a full-scope investment firm, all calculations on capital surpluses/deficits were calculated in accordance with the Capital Conservation Requirements.

### 3.4. CAPITAL MANAGEMENT

3.4.1. The Capital management is implemented by the Senior Management. As part of managing its capital, the Company ensures that its solvency level is always compatible with the following objectives:

- Maintaining its financial solidity and respecting the Risk Appetite targets
- Preserving its financial flexibility to finance organic growth
- Adequate allocation of capital among the various business lines according to the Company's strategic objectives
- Maintaining the Company's resilience in the event of stress scenarios

- Meeting the expectations of its various stakeholders: supervisors, debt and equity investors, rating agencies, and shareholders

3.4.2. The Company determines its internal solvency targets in accordance with these.

3.4.3. In line with the above, the Company is obligated to calculate and report on a quarterly basis (see section on *Reporting and Control*), under CRD, its credit risk, market risk and operational risk, the result of which, i.e. solvency/capital ratio, needs to be above 8% (Calculated based on the section above) at all times.

3.4.4. On 31st December 2020, the Total Capital ratio of the Company was 28.84% with total risk-weighted assets of EUR 6,464,489.

**Table 5: Capital Requirements**

	December 31, 2020
CAR Ratio	28.84%
CAR Ratio surplus	18.35%
Capital Adequacy (CET1) ratio	28.84%
CET1 Capital	1,864,543
Tier 1 Capital	1,864,543
Tier 2 Capital	-
Total Own Funds	1,864,543
Total Own Funds surplus	1,134,543
<b>Total Credit Risk Exposure</b>	1,088,857
<b>Total Market Risk Exposure</b>	2,563,132
<b>Total Operational Risk Exposure</b>	2,812,500
<b>Total Risk Weighted Assets</b>	6,464,489
<b>Leverage Ratio</b>	77.21%
<b>Capital Conservation Buffer</b>	2.5%

Date of Allotment or Entry of Transfer	Amount paid or considered to be paid to the Company			Shares
				Distinctive Numbers
08/09/2017	N: € 100		T: € 100	001 - 100
08/01/2018	N: € 100	P: € 729.800	T: €729.900	101-200
24/07/2018	N: € 100	P: € 875.867	T: €857.967	201-300
22/8/2018	N: € 100	P: € 299.900	T: €300.000	301-400
19/3/2019	N: € 100	P: € 569,900	T: €570.000	401-500
<b>9/8/2019</b>	<b>N: € 100</b>	<b>P: € 1599,900</b>	<b>T: €1600.000</b>	<b>501-600</b>

**Table 6: Regulatory Capital**

	December 31, 2020
<b>Common Equity Tier 1 (CET 1) capital: instruments and reserves</b>	
Capital instruments and the related share premium accounts	4,057,967
Retained earnings	-2,138,882
Accumulated other comprehensive income (loss), net of tax	-
Other	-
<b>Common Equity Tier 1 (CET 1) capital before regulatory adjustments</b>	<b>1,919,085</b>
<b>Common Equity Tier 1 (CET 1) capital: regulatory adjustments</b>	
Goodwill and other intangible assets (net of related tax liabilities) (negative amount)	-
Deferred tax assets that rely on future profitability excluding those arising from temporary differences (net of related tax liabilities where the conditions in Art. 38 (3) CRR are met) (negative amount)	-
Direct, indirect, and synthetic holdings by the institution of the CET 1 instruments of financial sector entities where the institution has a significant investment in those entities (amount above the 15 % threshold and net of eligible short positions) (negative amount)	-
Other regulatory adjustments	-54,542
<b>Total regulatory adjustments to Common Equity Tier 1 (CET 1) capital</b>	<b>-54,542</b>

<b>Common Equity Tier 1 (CET 1) capital</b>	<b>1,864,543</b>
<b>Additional Tier 1 Capital</b>	
<b>Tier 1 Capital</b>	<b>1,864,543</b>
<b>Tier 2 Capital</b>	-
<b>Total Capital</b>	<b>1,864,543</b>
<b>Total risk-weighted assets</b>	<b>6,464,489</b>
<b>Capital Ratios</b>	
<b>Common Equity Tier 1 (CET 1) capital ratio</b>	<b>28.84%</b>
<b>Tier 1 Capital ratio</b>	<b>28.84%</b>
<b>Total Capital ratio</b>	<b>28.84%</b>

### 3.5. LEVERAGE RATIO

3.5.1. The Company steers its leverage effect according to the CRR leverage ratio rules, as amended by the delegated act of 10th October 2014. Steering the leverage ratio means both calibrating the amount of Tier 1 capital (the ratio's numerator) and controlling the Company's leverage exposure (the ratio's denominator) to achieve the target ratio levels that the Company sets for itself.

3.5.2. The Company aims to maintain a leverage ratio that is significantly higher than the 3% minimum in the Basel Committee's recommendations. The leverage ratio is in an observation phase in order to set the minimum requirements. Once they have been set, the Company's target will be adjusted as needed.

3.5.3. At the end of December 31, 2020, the Company's leverage ratio was 77.21%.

**Table 7: Leverage ratio common disclosure**

	<b>CRR leverage ratio exposures</b>
On-balance sheet exposures (excluding derivatives and SFTs)	2,004,466
Derivative exposures	411,135
Securities financing transaction exposures	-
Other off-balance sheet exposures	-
Exempted exposures in accordance with CRR Article 429 (7) and (14) (on and off-balance sheet)	-
<b>Tier 1 capital</b>	<b>1,864,543</b>
<b>Total leverage ratio exposures</b>	<b>1,864,543</b>

Leverage ratio	77.21%
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**Table 8: Split-up of on balance sheet exposures**

	CRR leverage ratio exposures
Trading book exposures	-
<b>Banking book exposures, of which:</b>	
Covered bonds	-
Exposures treated as sovereigns	-
Exposures to regional governments, MDB, international organisations and PSE NOT treated as sovereigns	-
Institutions	830,761
Secured by mortgages of immovable properties	-
Retail exposures	217,117
Corporate	21,702
Exposures in default	-
Other exposures (e.g. equity, securitisations, and other non-credit obligation assets)	19,278
<b>Total on-balance sheet exposures (excluding derivatives, SFTs, and exempted exposures)</b>	<b>1,088,858</b>

## TYPES OF RISKS

### 4. CREDIT RISK

4.1. Credit risk corresponds to the risk of losses arising from the inability of the Company's customers, issuers or other counterparties to meet their financial commitments.

4.2. The Company's credit risk mainly arises:

- By the Company's deposits in credit and financial institutions.
- By assets mainly held from debtors or prepayments made.

4.3. The Company must comply with the Standardized Approach under Pillar I for calculating its Credit Risk Capital Requirements, as specified in CRR. It categorizes the assets in respect to their exposure class and uses the Credit Step methodology to determine its respective Risk Weights (RW).

4.4. The Company must comply with both regulatory and compliance-oriented credit risk mitigation ("CRM") strategies in order to minimize the possibility of occurrence of this risk, such as:

4.4.1. All Client funds are held in segregated accounts, separated from Company’s funds.

4.4.2. The Company maintains regular credit review of counterparties, identifying the key risks faced and reports them to the Board of Directors, which then determines the firm’s risk appetite and ensures that an appropriate amount of capital is maintained.

4.4.3. In order to maintain its Credit risk to the minimum, the Company uses credit institutions within the EU/ EEA countries for safekeeping of funds and always ensures that the banks it cooperates with have high ratings based on reputable credit rating agencies (Moody’s, S&P or Fitch). The Company also frequently monitors their compliance with the EU regulatory framework and diversifies the funds over several credit institutions, thus mitigating the risk exposure efficiently.

4.5. Nevertheless, the Company has policies to diversify credit risk and to limit the amount of credit exposure to any particular counterparty in compliance with the requirements of the Regulation (EU) No. 575/2013.

### Concentration Risk

4.6. Concentrations are measured using a standardised model and individual concentration limits are defined for large exposures. Any concentration limit breach is managed over time by reducing exposures.

## 4.7. EXTERNAL RATINGS

4.7.1. For the purpose of calculating the capital requirements of the Company, mainly under the credit risk requirement, the external credit ratings from **Moody’s Analytics** have been applied for the exposure classes listed below:

- Exposures to central governments or central banks.
- Exposures to institutions.
- Exposures to corporations.

4.7.2. The general association with each credit quality step complies with the standard association published by CySEC as follows:

Credit Quality Step	Moody’s Rating	Institution Risk Weight (Below 3 months)	Institution Risk Weight (Above 3 months)	Sovereigns Risk Weight	Corporate Risk Weight
1	Aaa to Aa3	20%	20%	0%	20%
2	A1 to A3	20%	50%	20%	50%
3	Baa1 to Baa3	20%	50%	50%	100%
4	Ba1 to Ba3	50%	100%	100%	100%
5	B1 to B3	50%	100%	100%	150%

6	Caa1 and below	150%	150%	150%	150%
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For exposures to regional governments or local authorities, public sector entities and institutions, the external ratings are applied in the following priority (i) Issue/Exposure (ii) Issuer/Counterparty (iii) Sovereign.

For exposures to central governments or central banks and corporates the external ratings are applied in the following priority (i) Issue/Exposure (ii) Issuer/Counterparty.

It should be noted that the external ratings are not taken into account where exemptions or discretions as per the CRR apply.

## 4.8. QUANTITATIVE INFORMATION

4.8.1. The credit exposures in this section are measured using the standardized approach. Exposures are broken down by sectors and obligor ratings.

4.8.2. On 31st December 2020, the Company's capital requirements for credit risk amounted to EUR 87,108 (EUR 1,088,858 total risk-weighted credit risk exposure). The tables below indicate the Company's credit risk exposure.

**Table 9: Asset Class Breakdown of Net Credit Risk Exposure and Minimum Capital Requirement as of 31 December 2020, €**

Asset Class	Net value of exposures at the end of the period	Minimum capital requirement
Central governments or central banks	-	-
Public sector entities	-	-
Institutions	830,761	66,460
Corporates	21,702	1,736
<i>Of which: SMEs</i>	-	-
Retail	217,117	17,369
<i>Of which: SMEs</i>	-	-
Equity exposures	-	-
Other exposures	19,278	1,542
<b>Total risk weighted assets</b>	<b>1,088,858</b>	-
<b>Total Credit Risk Capital Requirements</b>	-	<b>87,108</b>

**Table 10: Exposures Post Value Adjustments (before applying Credit Risk Mitigation and after applying credit conversion factors) by Exposure Class, €**

Asset class	Exposure before CRM	Exposure after CRM
Central governments or central banks	-	-
Public sector entities	-	-
Institutions	830,761	830,761
Corporates	21,702	21,702
<i>Of which: SMEs</i>	-	-
Retail	217,117	217,117
<i>Of which: SMEs</i>	-	-
Equity exposures	-	-
Other exposures	19,278	19,278
<b>Total risk weighted assets</b>	<b>1,088,858</b>	<b>1,088,858</b>
<b>Total Credit Risk Capital Requirements</b>	<b>87,108</b>	<b>87,108</b>

**Table 11: Exposures Post Value Adjustments (before applying Credit Risk Mitigation and after applying credit conversion factors) by Significant Geographic Area and Material Exposure Class, €**

Asset class	Cyprus	United Kingdom	United States	Sweden	Malta	Other	Total
Central governments or central banks	-	-	-	-	-	-	-
Public sector entities	-	-	-	-	-	-	-
Institutions	534,507	110,094	-	185,869	291	-	<b>830,761</b>
Corporates	3,550	-	6,193	-	1,347	10,612	<b>21,702</b>
<i>Of which: SMEs</i>	-	-	-	-	-	-	-
Retail	10,652	4,118	-	79,424	65	122,857.5	<b>217,117</b>

<i>Of which: SMEs</i>	-	-	-	-	-	-	-
Equity exposures	-	-	-	-	-	-	-
Other exposures	19,278	-	-	-	-	-	19,278
Total risk weighted assets	567,987	114,212	6,193	265,293	1,703	133,470	1,088,858
<b>Total Credit Risk Capital Requirements</b>	<b>45,439</b>	<b>9,137</b>	<b>495</b>	<b>21,223</b>	<b>136</b>	<b>10,678</b>	<b>87,108</b>

**Table 12: Exposures Post Value Adjustments (before applying Credit Risk Mitigation and after applying credit conversion factors) by Industry and Exposure Class, €**

Asset class	Financial Services	Other	Total
Central governments or central banks	-	-	-
Public sector entities	-	-	-
Institutions	830,761	-	830,761
Corporates	-	21,702	21,702
<i>Of which: SMEs</i>	-	-	-
Retail	-	217,117	217,117
<i>Of which: SMEs</i>	-	-	-
Equity exposures	-	-	-
Other exposures	-	19,278	19,278
Total risk weighted assets	830,759	258,097	1,088,858
<b>Total Credit Risk Capital Requirements</b>	<b>66,460</b>	<b>20,648</b>	<b>87,108</b>

**Table 13: Exposures Post Value Adjustments (before applying Credit Risk Mitigation and after applying credit conversion factors) by Residual Maturity and by Material Exposure Class, €**

Asset class	Up to 3 months	More than 3 months	Total
Central governments or central banks	-	-	-
Public sector entities	-	-	-
Institutions	830,761	-	830,761
Corporates	21,702	-	21,702
<i>Of which: SMEs</i>	-	-	-
Retail	217,117	-	217,117
<i>Of which: SMEs</i>	-	-	-
Equity exposures	-	-	-
Other exposures	19,278	-	19,278
<b>Total risk weighted assets</b>	<b>1,088,858</b>	-	<b>1,088,858</b>
<b>Total Credit Risk Capital Requirements</b>	<b>87,108</b>	-	<b>87,108</b>

**Table 14: Credit Quality Concentration, €**

Credit Quality Step	Exposure before CRM
1	295,930
2	292
3	-
4	775,690
5	16,914
6	-
<b>Total</b>	<b>1,088,858</b>

## 5. MARKET RISK

5.1. Market risk corresponds to the risk of a loss of value on financial instruments arising from changes in market parameters, the volatility of these parameters and correlations between them. These parameters include but are not limited to exchange rates, interest rates, and the price of securities (equity, bonds), commodities, derivatives and other assets, including real estate assets. The minimum capital requirement

calculated under the Standardized Approach in accordance with Title IV: Own funds requirements for Market Risk of the CRR are exclusively related to, foreign exchange risk, commodity risk and equity risk.

**Table 15: Capital Requirements and Risk Weighted Exposure for each type of market risk**

Types of Market Risk	31st December 2020 (EUR 000)	
	Risk Weighted Exposure	Capital requirement
Foreign Exchange Risk	1,123	90
Commodity Risk	426	34
Equity Risk	1014	81
<b>Total</b>	<b>2,563</b>	<b>205</b>

**Table 16: Crypto Exposures and Capital Requirements for each Crypto Asset**

Crypto Asset	Description	Exposure	Capital Requirement
Bitcoin	Digital Currency Bitcoin CFD	13.25	1.06
Bitcoincash	Digital Currency Bitcoincash CFD	2.96	0.24
Ethereum	Digital Currency Ethereum CFD	24.43	1.95
Litecoin	Digital Currency Litecoin CFD	3.48	0.28
Ripple	Digital Currency Ripple CFD	4.09	0.33
DASH	Digital Currency Dash CFD	0.19	0.02
MONERO	Digital Currency Monero CFD	0.90	0.07
IOTA	Digital Currency Iota CFD	1.53	0.12
NEO	Digital Currency Neo CFD	1.66	0.13

EOS	Digital Currency EOS CFD	2.69	0.22
Total		55.19	4.41

5.2. Without derogating from the above, in the context of Pillar I, the market risk mainly arises as:

**5.2.1. Position Risk:** It refers to the probability of loss associated with a particular trading/security (long or short) position due to price changes.

**5.2.2. Interest rate risk:** The risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market interest rates.

**5.2.3. Commodities Risk:** It refers to the uncertainties of future market values and of the size of the future income, caused by the fluctuation in the prices of commodities. These commodities may be oil, metals, gas, electricity etc.

**5.2.4. Foreign Exchange Risk:** It is a financial risk that exists when a financial transaction is denominated in a currency other than the base currency of the company. The foreign exchange risk in the Company is effectively managed by the establishment and control of foreign exchange limits, such as through the establishment of maximum value of exposure to a particular currency pair as well as through the utilization of sensitivity analysis.

**5.2.5 Equity risk:** It is the risk that the price of one's equity investments will depreciate due to factors relating to the equity's issuer or to a broad equity market movement.

5.3. The market risk in 2020 has been in general at stable levels, compared to the 2019 end of year, the 2020 market risk has been lower, mainly due to risk mitigation mechanisms. Despite the massive upheaval in markets caused by the COVID-19, the overall market risk has been kept at relatively stable levels by actively hedging and taking all the necessary risk mitigation measures. Worthnoting, in 2020 we have seen the equity risk gradually increasing as the company has been adding new equity financial instruments and clients increasing their trading volume on equity investments. That is clear as the equity risk is having the largest share of the market risk with Equity Risk Weighted Exposure standing at EUR 1,124,000. Lastly, the trading department together with the Risk Manager took the necessary steps to further mitigate the risk of possible negative balances in clients' accounts.

## 6. OPERATIONAL RISK

6.1. Operational risks (including accounting and environmental risks) correspond to the risk of losses arising from inadequacies or failures in internal procedures, systems, or staff, or from external events, including low-probability events that entail a high risk of loss. This section describes the monitoring of the Company's operational risk, in addition to providing an analysis of the Company's operational risk profile and regulatory capital requirements.

6.2. The Company has developed processes, management tools and a control infrastructure to enhance the Company-wide control and management of the operational risks that are inherent in its various activities. These include, inter alia, general and specific procedures, permanent supervision, business

continuity plans and functions dedicated to the oversight and management of specific types of operational risks, such as fraud, risks related to external service providers, legal risks, information system security risks and compliance risks.

6.3. In order to control the exposure to operational risks, the management has established two key objectives:

- To minimise the impact of losses suffered, both in the normal course of business (small losses) and from extreme events (large losses).
- To improve the effective management of the Company and strengthen its brand and external reputation.

6.4. The Company recognises that the control of operational risk is highly dependent on the effective and efficient management practices and high standards of corporate governance.

6.5. To that effect, the management of operational risk is geared towards:

- Maintaining a strong internal control governance framework.
- Managing operational risk exposures through a consistent set of processes that drive risk identification, assessment, control and monitoring.

6.6. The Company implements the below Operational Risk Mitigation Strategies in order to minimize its Operational Risk Exposure:

6.6.1. The development of operational risk awareness and culture.

6.6.2. The provision of adequate information to the Company's management, in all levels, in order to facilitate decision making for risk control activities.

6.6.3. The implementation of a strong system of internal controls to ensure that operational losses do not cause material damage to the Company and have a minimal impact on profitability and objectives.

6.6.4. The improvement of productivity, efficiency, and cost effectiveness, with an objective to improve customer service and protect shareholder value.

6.6.5. Established a "four-eye" structure and board oversight. This structure ensures the separation of power regarding vital functions of the Company namely through the existence of a Senior Management. The Board further reviews any decisions made by the Management while monitoring their activities.

6.6.6. Detection methods are in place in order to detect fraudulent activities.

6.6.7. Comprehensive business contingency and disaster recovery plan.

6.7. The Senior Management employs specialized tools and methodologies to identify, assess, mitigate and monitor operational risk. These specialized tools and methodologies assist operational risk management to address any control gaps. To this effect, the following are implemented:

- Incident collection

- Key Risk Indicators
- Business Continuity Management
- Training and awareness

6.8.1 The actual operational risk faced by the company has been at medium levels, the company has been operating under its license for its second year now. The overall approach as per Operational Risk is based on the three years business plan of the company. Therefore, the Company, the capital requirement for operational risk has been calculated using forward-looking business estimates as per the Regulation (EU) No 575/2013, Article 315.

6.8.2. The optimistic financial projections in the business plan gave an overestimated operational risk, regarding the year 2020. Based on the relevant calculations the Company's capital requirement in respect to operational risk, as of 31 December 2020, was EUR 225,000, while the risk-weighted exposure was EUR 2,813,000.

6.9 The Company, as a consequence to the COVID-19 measures taken by the Cyprus Government has developed a "Working from Home" procedure as well as measures to avoid spreading the disease in case of people required to work at the office. The internal measures were communicated by the HR Manager to all employees of Skilling Group of Companies.

## 7. LIQUIDITY RISK

7.1. Liquidity risk corresponds to the risk of the Company not being able to meet its cash or collateral requirements as they arise and at a reasonable cost.

7.2. The Company's primary objective is to ensure the funding of its activities in the most cost-effective way by managing liquidity risk and adhering to regulatory constraints. The liquidity system aims at providing a balance sheet framework with assets and liabilities target structure that is consistent with the risk appetite defined by the Board of Directors:

7.2.1. The assets structure should allow the businesses to develop their activities in a way that is liquidity-efficient and compatible with the target liabilities structure.

7.2.2. The liabilities structure is based on the ability of the businesses to collect financial resources from customers and the ability of the Company to sustainably raise financial resources on the markets, in accordance with its risk appetite.

7.3. The principles and standards applicable to the management of liquidity risks are defined by the Company's governing bodies, whose duties in liquidity are listed below:

- The Company's Board of Directors (i) establishes the level of liquidity risk tolerance as part of the Risk Appetite exercise, (ii) meets regularly to examine the Company's liquidity risk situation, on a quarterly basis.
- The Senior Management (i) sets budget targets in terms of liquidity (ii) allocates liquidity to the pillars.

7.4. To minimize its exposure to liquidity risk, the CIF implements the below Liquidity Risk Mitigation Strategies:

- Regular analysis & reporting to the Board of Directors on the funding needs of the Company.
- Monitoring of the Company's exposures and diversification to avoid rise of concentration risk as per the internal policies.
- Cash Management.

7.5. The Company has undertaken a specific review of its liquidity risks and believes that it is able to meet its upcoming maturities. As of December 31, 2020, the Company held EUR 1,739,923 in its company bank accounts and liquidity provider accounts.

7.6. Moreover, the client cash assets held in fiduciary capacity (in segregated accounts) were EUR 1,532,013. The Company is taking due care in safeguarding these assets and performs the following mitigation strategies:

- These assets are held by the Company in a fiduciary capacity and are not included in the Company's funds nor its financial statements.
- The funds are held in client segregated bank accounts.

7.7. The frequent reconciliations are performed internally on a daily, weekly, and monthly basis, as well as reconciliation conducted by the External Auditors which also are tasked to verify and submit to the CySEC Annual Reports.

## 8. COMPLIANCE, REPUTATIONAL AND LEGAL RISKS

8.1. Compliance risk (including legal and tax risks) corresponds to the risk of legal, administrative or disciplinary sanction, or of material financial losses, arising from failure to comply with the provisions governing the Company's activities.

8.2. In other words, compliance refers to acting pursuant to the applicable regulatory rules, as well as professional, ethical and internal principles and standards. Fair treatment of customers, with integrity, contributes decisively to the reputation of the Company.

8.3. By ensuring that these rules are observed, the Company works to protect its customers and, in general, all of its counterparties, employees, and the various regulatory authorities to which it reports.

### Compliance System and Department

8.4. Independent compliance structures have been set up within the Company's different business lines around the world to identify and prevent any risks of non-compliance.

8.5. The Compliance Officer verifies that all compliance laws, Regulations, and principles applicable to the Company's services are observed, and that all staff respect codes of good conduct and individual compliance. The Compliance Officer also monitors the prevention of reputational risk and provides expertise for the Company, performs controls at the highest level and assists with the day-to-day operations. The Compliance Officer is responsible for:

8.5.1. The Company's financial security (prevention of money laundering and terrorism financing; know-your-customer obligations; embargoes and financial sanctions).

8.5.2. Developing and updating consistent standards for the function, promoting a compliance culture, coordinating employee training, and managing Company regulatory projects.

8.5.3. Coordinating a compliance control mechanism within the Company (second-level controls or second defence line), overseeing a normalised Compliance process, oversight of personnel operations, deploying effective information security checks, and managing large IT projects for the function.

8.5.4. Preventing, mitigating, and managing conflicts of interest.

8.5.5. Proposing ethical rules and code of conduct to be followed by all Company employees as documented in its written Employee Handbook.

8.5.6. Training and advising employees and raising their awareness of compliance issues.

8.5.7. Developing and implementing organisational tools for the key functions: Compliance and Reputational Risk dashboards, regulatory register showing updates in the laws and Regulations, forums to share best practices, engage in compliance webinar training, meetings of functional compliance officers.

8.5.8. Generally monitoring subjects likely to be harmful to the Company's reputation.

## **8.6. COMPLIANCE TRANSFORMATION**

8.6.1. Pursuant to MiFID II requirements, the Company continuously strives to improve the Compliance function, by raising the monitoring standards and better satisfy the increasing legal requirements and regulatory obligations.

8.6.2. Nevertheless, this practice has enhanced and strengthened corporate governance, as well as increased the resources made available to the function, both by allocating additional resources and by investing in Electronic Software or IT systems that are required by the Compliance function, and upgrading the existing systems to include alert controls and management report features.

8.6.3. Throughout the year 2020, the Company focused on the enhancement of priority functions, control mechanisms, the central tools for monitoring regulatory application (including training, harmonisation, and regulatory oversight), financial security, constant oversight, customer protection, market integrity (including preventing conflicts of interest), and reporting quality.

## **8.7. PREVENTION OF MONEY LAUNDERING AND TERRORISM FINANCING**

8.7.1. Money laundering and terrorist financing risk mainly refers to the risk where the Company may be used as a vehicle to launder money and/or assist/involved in financing terrorism.

The Company has established, maintains and updates from time to time some of its policies, procedures, and control measures to mitigate and prevent the potential money laundering and terrorist financing risks. These practices besides the policies, procedures and control measures include the below:

8.7.2. Ensuring that the Company's personnel receive the appropriate training and assistance.

8.7.3. The adoption of adequate Client due diligence and identification procedures in line with the Clients' assessed Money Laundering and Terrorist Financing risk.

8.7.4. Setting certain minimum standards of quality and extent of the required identification data for each type of Client (e.g. documents from independent and reliable sources, third party information).

8.7.5. Obtaining additional data and information from Clients, where this is appropriate and relevant, for the proper and complete understanding of their activities and source of wealth and for the effective management of any increased risk emanating from a particular Business Relationship or an Occasional Transaction.

8.7.6. Monitoring and reviewing the business relationship or an occasional transaction with clients and potential clients of high-risk countries.

8.7.7. The Risk-based Approach adapted by the Company involves specific measures and procedures in assessing the most cost effective and appropriate way to identify and manage the Money Laundering and Terrorist Financing risks faced by the Company.

8.7.8. Ensuring that the Risk-based Approach and risk parameters established by the Company have been effectively implemented and properly documented, and overseen by the assigned AML Compliance Officer, the appointed AML Responsible member of the Board of Director and member of the Senior Management (respectively).

8.7.9. The Company reviews on an annual basis all policies, procedures and controls measures with respect to money laundering and terrorist financing to ensure effectiveness compliance with the applicable legislation or Regulations, and incorporate any new requirements to the extent it is considered applicable to its business model, in this respect.

## 9. OTHER RISKS

9.1. Regarding European Systemic Risk Board (ESRB) Recommendation 2020/07 on restriction of distributions during the COVID-19 pandemic (the 'Recommendation ESRB/2020/7') which has been adopted by CySEC. In particular, CySEC, by adopting this recommendation, urges CIFs that have been recognized as Other Systemically Important Institutions (OSIIs) to refrain from any distributions during COVID-19 pandemic and at least until 1st January 2021. In 2020, the Company refrained from (a) making a dividend distribution or give irrevocable commitment to make a dividend payment, (b) buy-back ordinary shares and (c) create an obligation to pay variable remuneration (bonuses) to a material risk taker, despite the that the Company is not an OSII. By refraining from distributions, it improves the capital level and can enhance the resilience of the Company and reduce the risk of failures due to COVID-19 related risks, during the COVID-19 pandemic.

9.2. Disclosures in light of COVID-19 Impact and/or Measures:

9.2.1. Working from home: Working from home is already implemented by the Company as part of both its Employment Handbook and Business Continuity Plan. Employees ensured that all necessary hardware and software work as should while at home and should the need arise, all personnel shall stay at home as per the Company's instructions.

9.2.2. General Information: The Company constantly monitored all publications regarding the incidents and confirmed cases in the Countries where Skilling Offices are located, and applied extra measures where deemed to be needed. At the same time, the Company adhered to any Government guidelines issued for quarantine, closure of offices, etc and in that case, it is possible to initiate a 'Work from Home' period until further notice.

## 10. APPENDIX - SPECIFIC REFERENCES TO CRR

CRR Ref	High Level Summary	Compliance Reference
<b>Scope of disclosure requirements</b>		
431(1)	Requirement to publish Pillar III disclosures.	1.2
431(2)	Disclosure of operational risk information.	6
431(3)	Institutions must have a policy covering the frequency of disclosures. Their verification, comprehensiveness, and overall appropriateness.	1.1
431(4)	Explanation of ratings decisions to SMEs upon request.	4.1
<b>Frequency of disclosure</b>		
433	Disclosures must be published once a year at a minimum, in conjunction with the date of publication of the financial statements.	1.2
<b>Means of disclosures</b>		
434(1)	To include disclosures in one appropriate medium or provide clear cross-references to other media.	1.2
434(2)	Equivalent disclosures made under other requirements (i.e., accounting) can be used to satisfy Pillar III if appropriate.	1.2
<b>Risk management objectives and policies</b>		
435(1) (a)	Disclosure of information as regards strategies and processes, organizational structure of the relevant risk management function, reporting and measurement systems and risk mitigation/hedging policies	2,4,5 and 6
435(1) (b)		
435(1) (c)		
435(1) (d)		
435(1) (e)	Declaration approved by the BoD on adequacy of risk management arrangements	Preface
435(1) (f)	Concise risk statement approved by the BoD	Preface
435(2)	Information, once a year at a minimum, on governance arrangements.	2
435(2) (a)	Number of directorships held by members of the BoD.	2.9
435(2) (b)	Recruitment policy of BoD members, their experience and expertise.	2.7
435(2) (c)	Policy on diversity of BoD members, its objectives, and results against targets.	2.6

435(2) (d)	Disclosure of whether a dedicated risk committee is in place, and number of meetings in the year.	2.5
435(2) (e)	Description of information flow on risk to BoD.	2.10
<b>Scope of application</b>		
436(a)	Name of institution.	1.1
436 (b)	Difference based on consolidation for accounting and prudential purposes, naming entities that are:	N/A
436 (b) (i)	Fully consolidated;	N/A
436 (b) (ii)	Proportionally consolidated;	N/A
436 (b) (iii)	Deducted from own funds;	N/A
436 (b) (iv)	Neither consolidated nor deducted.	N/A
436 (c)	Impediments to transfer of funds between parents and subsidiaries.	N/A
436 (d)	Capital shortfalls in any subsidiaries outside of scope of consolidation and their names (if any).	N/A
436 (e)	Use of articles on derogations from (a) prudential requirements or (b) liquidity requirements for individual subsidiaries / entities.	N/A
437 (1)	Requirements regarding capital resources table	3.4
437 (1)		3.4
437 (1) (a)		3.4
437 (1) (b)		3.4
437 (1) (c)		3.4
437 (1) (d) (i)		3.4
437 (1) (d) (ii)		3.4
437 (1) (d) (iii)		3.4
437 (1) (e)		3.4
437 (1) (f)		3.4
437(2)		EBA shall develop implementation standards for points (a), (b), (d) and (e) above
<b>Capital Requirements</b>		

438(a)	Summary of institution's approach to assessing adequacy of capital levels.	2.10
438(b)	Result of ICAAP on demand from competent authority.	2.3
438(c)	Capital requirement amounts for credit risk for each Standardised approach exposure class (8% of risk-weighted exposure).	4
438(d)	Capital requirements amounts for credit risk for each Internal Ratings Based approach exposure class.	4.2
438(d) (i)		
438(d) (ii)		
438(d) (iii)		
438(d) (iv)		
438(e)	Capital requirements amount for market risk or settlement risk, or large exposures where they exceed limits.	5.1
438(f)	Capital requirement amounts for operational risk, separately for the basic indicator approach, the Standardised approach, and the advanced measurement approaches as applicable.	6.1
<b>Exposure to counterparty credit risk (CCR)</b>		
439(a)	Description of methodology to assign internal capital and credit limits for counterparty credit exposures.	N/A
439(b)	Discussion of policies for securing collateral and establishing reserves.	N/A
439(c)	Discussion of policies as regards wrong-way exposures.	N/A
439(d)	Disclosure of collateral to be provided (outflows) in the event of a ratings downgrade.	N/A
439(e)	Derivation of net derivative credit exposure.	N/A
439(f)	Exposure values for mark-to-market, original exposure, standardised and internal model methods.	N/A
439(g)	Notional value of credit derivative hedges and current credit exposure by type of exposure.	N/A
439(h)	Notional amounts of credit derivative transactions for own credit, intermediation, bought and sold, by product type.	N/A
439(i)	Estimation of alpha, if applicable.	N/A
<b>Credit Risk Adjustments</b>		
442(a)	Definitions for accounting purposes of 'past due' and 'impaired'.	N/A

442(b)	Approaches for calculating credit risk adjustments.	N/A
442(c)	Exposures post-value adjustments (before applying Credit Risk Mitigation and after applying credit conversion factors) by different types of exposures.	4.2
442(d)	Exposures post value adjustments (before applying Credit Risk Mitigation and after applying credit conversion factors) by significant geographic areas and material exposure classes.	4.2
442(e)		4.2
442(f)	Exposures post value adjustments by residual maturity and by material exposure class.	4.2
442(g)	Breakdown of impaired, past due, specific, and general credit adjustments, and impairment charges for the period, by exposure class or counterparty type.	N/A
442(g) (i)		N/A
442(g) (ii)		N/A
442(g) (iii)		N/A
442(h)	Impaired, past due exposures, by geographical area, and amounts of specific and general impairment for each geography.	N/A
442(i)	Reconciliation of changes in specific and general credit risk adjustments.	N/A
442(i) (i)		N/A
442(i) (ii)		N/A
442(i) (iii)		N/A
442(i) (iv)		N/A
442(i) (v)		N/A
442 endnotes	Specific credit risk adjustments recorded to income statements are disclosed separately.	N/A
<b>Unencumbered assets</b>		
443	Disclosures on unencumbered assets.	N/A
<b>Use of ECAI's</b>		
444(a)	Names of the nominated ECAIs used in the calculation of Standardised approach RWAs, and reasons for any changes.	4.1
444(b)	Exposure classes associated with each ECAI.	N/A
444(c)	Description of the process used to transfer the issuer and issue credit assessments onto items not included in the trading book;	N/A

444(d)	Mapping of external ratings to credit quality steps.	4.1
444(e)	Exposure values pre- and post-credit risk mitigation, by credit quality step.	4.1
<b>Exposure to market risk</b>		
445	Disclosure of position risk, large exposures exceeding limits, FX, settlement, and commodities risk.	5
<b>Operational Risk</b>		
446	Disclosure of the scope of approaches used to calculate operational risk, discussion of advanced methodology and external factors considered.	6
<b>Exposures in equities not included in the trading book</b>		
447(a)	Differentiation between exposures based on their objectives and overview of the accounting techniques and valuation methodologies used.	N/A
447(b)	Recorded at fair value and actual prices of exchange traded equity where it is materially different from fair value.	N/A
447(c)	Types, nature and amounts of the relevant classes of equity exposures.	N/A
447(d)	Cumulative realised gains and losses on sales in the period.	N/A
447(e)	Total unrealised gains or losses, latent revaluation gains or losses and amounts included in Tier 1 capital.	N/A
<b>Exposure to interest rate risk on positions not included in the trading book</b>		
448(a)	Nature of interest rate risk and key assumptions in measurement models.	N/A
448(b)	Variation in earnings, economic value, or other measures used from upward and downward shocks to interest rates, by currency.	N/A
<b>Remuneration Disclosures</b>		
450	Remuneration Policy	2.8
<b>Leverage</b>		
451(1) (a)	Leverage ratio and analysis of total exposure measure, including reconciliation to financial statements, and derecognised fiduciary items.	3.5
451(1) (b)		3.5
451(1) (c)		3.5
451(1) (d)	Description of the risk management process to mitigate excessive leverage and factors that had an impact on the leverage ratio during the year.	N/A
451(1) (e)		N/A
451(2)	EBA shall develop implementation standards for points above.	N/A

<i>Use of Credit Risk mitigation techniques</i>		
453(a)	Policies and processes, and an indication of the extent to which the CIF makes use of on- and off-balance sheet netting.	N/A
453(b)	Policies and processes for collateral valuation and management.	N/A
453(c)	Description of types of collateral used by the CIF.	N/A
453(d)	Types of guarantor and credit derivative counterparty, and their creditworthiness.	N/A
453(e)	Information about market or credit risk concentrations within the credit mitigation taken.	N/A
453(f)	For exposures under either the Standardised or Foundation IRB approach, disclosure of the exposure value covered by eligible collateral.	N/A
453(g)	For exposures under either the Standardised or Foundation IRB approach, disclosure of the exposure covered by guarantees or credit derivatives.	N/A
<i>Use of the Advanced Measurement Approaches to operational risk</i>		
454	Description of the use of insurance or other risk transfer mechanisms for the purpose of mitigating operational risk.	N/A

## 11. APPENDIX - SPECIFIC REFERENCES TO CIRCULARS 2020

CR Ref	High Level Summary	Compliance Reference
Circular c419	Regulation (EU) No 2017/2402 on creating a single framework for simple, transparent and standardised securitisation	N/A
Circular c417	Prudential treatment of crypto assets and enhancement of risk management procedures associated with crypto assets	N/A
Circular c414	C414 - Recommendation 2020/6 of the European Systemic Risk Board (ESRB) on liquidity risks arising from margin calls (the 'Recommendation ESRB/2020/06')	N/A
Circular c415	Recommendation 2020/12 of the European Systemic Risk Board (ESRB) on identifying legal entities (LEI) (the 'Recommendation ESRB/2020/12')	N/A
Circular c413	Reporting under Article 9 of Regulation EU 648/2012 as amended ('EMIR') – Wind down of CME Trade Repository Ltd ('CME')	N/A
Circular 397	Recommendation 2020/07 of the European Systemic Risk Board (ESRB) on restriction of distributions during the COVID-19 pandemic (the 'Recommendation ESRB/2020/7')	N/A
Circular c394	Interest Rate Benchmarks – Reform of short-term interest rates such as London Interbank Offered Rate LIBOR and EURIBOR and transition to Risk	N/A

	Free Rates (RFRs)	
Circular c391	EBA's Call for input on 'de-risking' and its impact on access to financial services	N/A
Circular c387	ESMA Guidelines (ESMA70-151-2906) on standardised procedures and messaging protocols under Article 6(2) of Regulation (EU) No 909/2014 on improving securities settlement in the European Union and on central securities depositories, with respect to professional clients	N/A
Circular c386	COVID-19: ESMA's Public Statement regarding the conduct of business obligations under MiFID II	N/A
Circular c381	Pillar III disclosures in light of COVID-19	N/A
Circular c375	COVID-19: ESMA's Public Statements regarding the application of MiFID II/MiFIR	N/A
Circular c362	COVID-19 - Business Continuity and Disaster Recovery Plans	N/A
Circular c355	New prudential framework for investment firms. Requirement for CIFs to make their own assessment on the impact that the IFR and IFD will have on their own funds, concentration risk, liquidity risk, disclosure, reporting, remuneration requirements.	N/A
Circular c358	COVID-19 - Business Continuity and Contingency Plans	N/A