

UEXO GLOBAL MARKETS LLC

Business Activity:

**Securities & Financial Products Promotion
Introduction to Financial Services**

Rewards Policy

Rewards Policy

Log of preparation, version of Policy & approval date.

Sr. No	Document Version	Document Release Date	Prepared By	Approved By
1	General Update v.1	Dec.2025	Compliance Manager Shan Muhammed Hussian Category Manager Louis DeTata	Louis Detata Owner & CEO Signature

Company Stamp



LOUIS GUY DETATA

Table of Contents

INTRODUCTION 4

Scope..... 4

Rewards Structure and Overview 4

Governance 6

Disclosures 7

1. INTRODUCTION

We at **UEXO GLOBAL MARKETS L.L.C** with commercial license Number **1569040** issued by Dubai Economy & Tourism are confirming that we are seeking approval from the SCA to approve our Category 5 SCA application with reference number LIC-0011290 as arranging and advising with activities Promotion & Introduction that we are involved in with the SCA.

This Rewards policy sets out the legal and regulatory requirements, as well as the related actions which UEXO, (hereafter referred to as “UEXO” or “the Firm” or “the Company”) complies with to meet its obligations, in area of Rewards policy, as a company licensed by the Securities & Commodities Authority (“SCA”), UAE.

The Rewards policy promotes sound and effective risk management and does not encourage risk- taking, which is inconsistent with the Firm’s risk profile, rules and regulations.

The Rewards policy is in line with the interests of the Firm and the funds it manages in order to avoid conflicts of interest & this policy and its appendices might be modified in the future to take into account evolutions in the regulatory framework.

2. Scope

The Rewards policy outlines the philosophy and governing principles for Rewards at “UEXO” that acts independently in its business module and strategic plans.

In the event of any conflict between this Policy and the local laws and regulations, the latter shall prevail to the extent where such conflict exists.

The policy covers the Rewards which consist of all forms of payments of benefits paid by UEXO.

Identified Staff

Please refer to the organizational chart for the Firm, where that can be managed & shared by HT department. All the staff and members of the management are subject to this procedure based on certain ways and KPIs.

3. Rewards Structure and Overview

The Rewards policy of the Firm is aimed at aligning Rewards with prudent risk-taking.

The design of the Rewards system is consistent with the objectives set out in the Firm’s strategy and lies in:

- A fixed Rewards.
- The measurement of performance.

Changes that could appear in the strategy of the Firm will be reflected in this policy. In that context, the Firm offers Rewards packages based on fixed salary.

The Firm ensures that:

- The fixed Rewards does not impair its interests, the interests of their investors.
- The Rewards system prevents any excessive risk-taking.
- Employees' salaries are not associated with the performance of the funds it manages.

Fixed Salary

At "UEXO" the salary represents a sufficiently high proportion of the total Rewards to allow the operation of a fully flexible policy, on variable Rewards components, including the possibility to pay no variable Rewards component.

Indeed, the salary is certainly considered sufficient, and it forms an adequate salary which guarantees reasonable standards of living in UAE for the personnel without obliging them to rely on the payment of any variable Rewards and shall be assessed against the benchmark of the functions performed. Salary referred as per the contractual agreement between employe and UEXO with certain tasks, time frame and KPIs, once that is fulfil, the salary will be paid fully to employee.

All members of the staff of "UEXO" receive a fixed salary which is line with their functions, responsibilities, and professional qualifications. Employees' salaries.

The annual fixed Rewards refers to fiscal year as 12 months from start date till 12 months were passed, the UEXO will start the reward policy.

Short Term Incentives

As Discretionary bonus – annual cash bonus

The purpose of the discretionary bonus is to annually reward and incentivize performance and to align the success of the Firm with that of the employee. Discretionary bonuses are intended to reflect contribution to the overall success of the Firm and are designed to take a long-term view of the Firm's development.

**All employees are eligible to receive a discretionary bonus, but KPIs rule will be applied as per HR department when comparing archived tasks Vs assigned task with efficiency way.

Specific Provisions Applicable

Rewards for Members of the Board

Board members may receive Rewards for their work as a Board Member.

Rewards of the Executive Management

The Members of Executive Management may receive a variable Rewards linked to the performance and applying the principles set out in this policy.

Performance measures used to calculate the Rewards of the Executive Management in charge of main business module which is introducing clients worldwide to financial services -take into consideration sanction, high-risk, FATF, FATCA, & US treasury...etc.- based on the KPIs like number of current client, number of new client, & active client...etc. are different from the ones used for the officers in charge of Compliance, Operations, Finance and Risk Management with certain clear & daily tasks.

Rewards of the Registered Roles/Senior Management

Performance measures of employees performing registered roles will be based on the achievements and

objectives of the functions, and their Rewards will be determined independently from the performance of the specific business areas they support, therefore helping to prevent any potential conflicts of interest.

Employees who fall under this arrangement include employees in Compliance & AML, Risk Management, Finance, Operations, and Internal Audit.

Performance Incentive

The Firm may pay a performance incentive based on its products, i.e. performance-related payments made directly by UEXO for the benefit of any identified staff.

Guaranteed Variable Rewards

There is no fixed bonus. Guaranteed payments (e.g. sign-on bonus) will only be used in exceptional circumstances (i.e. only when hiring new staff) and will be limited to the first year of employment. The payments related to the early termination of a contract, which are awarded on a contractual basis, are designed in a way that corresponds to the employee effective performances during the employment period and that does not reward failure (e.g. golden parachute) for those who were managed by head hunting from other financial firms with executive positions.

4. Governance

Board of Directors of the Firm

The Board of Directors of the Firm are required to review and approve the Rewards policy annually.

Executive Management of the Firm

The Executive Management of the Firm oversee making sure that the Rewards policy is implemented. In the Firm's case, the Chief Executive Officer and the Board of Directors are responsible for the Rewards policy implementation.

They inform the relevant employees about the principles set out in the current policy, including the criteria used to determine their Rewards and the terms governing their appraisal.

Registered Roles

The registered roles have been involved in the elaboration of this policy. The registered roles should be closely involved in reviewing the Rewards system of the Firm.

In case of major deviation, they will report on the findings from their review to the Board of Directors.

The compliance function assesses the compliance of the Rewards structure with the legislation, regulations, and internal policies.

The audit functions will be informed about reward policies and will perform regular checks to verify that the policy works as intended and it is applied consistently.

Rewards Committee

Not applicable considering the principles of that Board committee is on charge and due to business type as SME for now.

Updating Policy

The Rewards policy is reviewed on an annual basis, and it will be updated whenever needed by UEXO's Board management to be implemented by supervision of Executive Management with the support of the Firm's registered roles to consider evolutions in the applicable laws and regulations.

Any update made to the policy will be subject to the approval of UEXO's Board of Directors.

5. Disclosures

External Disclosures

The Board will provide the SCA with the following information, if applicable, about its Rewards structure and strategies in its annual report or accounting statements to demonstrate that the Firm meets the relevant requirements on an on-going basis, as per SCA requirements based on Annual reporting or annual reporting as managerial reporting to SCA.

- The decision-making process used by the Board to determine the Firm- wide Rewards Policy, if applicable.
- The important elements of its Rewards Policy, including any link between pay and performance and any other assessment criteria; and
- Aggregate quantitative information on the Rewards of the Board, Executive Management, Registered Roles and/or any Major Risk-taking Employees, if applicable.

Internal Disclosures

The Rewards Policy is part of the Firm's policies and procedures and as

- These main principles are available to all staff.
- The employees are regularly informed about their Rewards.

Record Retention

All records in relation to Rewards will be maintained for a period of 5-7 years from the time of issue.