

Corporate Governance Report continued

Related Party Transactions

The Company aims to operate at the highest level of integrity and transparency. The laws of the UAE and the SCA regulations lay down rules relating to Related Party Transactions. Related Party Transactions can present potential or actual conflicts of interest for Ychsat and may create the appearance that business decisions are based on considerations other than the best interests of Ychsat and its shareholders. However, there are also cases where Related Party Transactions may be in the best interest of Ychsat and its shareholders, and hence the Company has a policy in place to provide a sound framework for the review and approval of these transactions, in accordance with the requirements of the SCA Corporate Governance Guide and UAE Companies Law.

The Company did not conduct any transactions with Related Parties in the year 2022, according to the provisions governing transactions and Related Parties stipulated under the SCA Corporate Governance Guide, which is the authoritative text from a UAE-listed company perspective and pursuant to the UAE Companies Law.

Gender Diversity

The Group is committed to equality, non-discrimination and advancing gender diversity, with a view to increasing the ratio of female representation in all areas of our business. We value diversity in all respects, recognising the benefits that an inclusive and diverse organisation can offer, to our employees, customers, investors and all other stakeholders, and how this can contribute to the formulation and execution of our strategy and operations and ultimately to the success of the Group.

The Board and the Group's management believe that gender diversity should be promoted within a "level playing field" environment. The concept of equality does not imply positive discrimination; the Group aims to increase gender diversity whilst maintaining all of the characteristics and benefits of being a merit-based organisation; only in this way such policies be successfully implemented across the business, ensuring that productivity and results are maintained (and preferably enhanced) against a backdrop of fairness and equality.

To increase, and then maintain, greater gender diversity, one must continually consider the barriers that might exist in the working environment (or challenges outside the working environment) that could otherwise discourage female participation, and address these accordingly to create the aforementioned "level playing field". Actions to address such barriers may include:

- supporting women in the workplace by providing additional benefits to support their growth while maintaining their personal livelihood;
- continuing to actively apply a non-discrimination policy in terms of pay, benefits, employment, promotion;
- supporting initiatives that recognise issues that employees with young families may face, such as flexible working, an extended Working From Home policy for employees with family responsibilities, applying a progressive and modern maternity leave policy with appropriate concessions and benefits (including accommodating nursing mothers wishing to continue nursing after returning to work);

- hosting events in support of women in the workplace and tackling issues faced by female workers that may not apply to their male counterparts;
- ensuring training is accessible for all in the workplace to help individuals to develop their skills and maximise their potential, facilitating more equal representation across all levels of the Company, including management level positions; and
- provide an equal chance for University Interns in all fields of the business and will strive to achieve a 50/50 ratio between applications.

The Group has adopted policies regarding gender diversity that apply to Board-level appointments and also to the Company-wide approach to gender diversity.

At the beginning of 2022 until the end of the year, the number of female Directors amounted to 11% (1 out of 9). The Company's senior management includes one female at C-Level, the Chief Human Capital Officer, Muna AlMheiri.

Health and Safety in the Uncertain Times of COVID

The Corporate Governance of Health and Safety, (HS) at Ychsat is the process by which the board, seeks to secure adequate direction and oversight of HS. This includes the activity of the board and its supporting committees. It is common understanding that the relationship between board members and senior management of safety leadership at Ychsat led by the Chief Executive Officer and followed by the Chief Operations Officer; provides the structure through which the vision and commitment to safety is set, the means of attaining safety objectives are agreed, the framework for monitoring performance is established; and compliance with legislation is ensured.

Year 2022 was a successful year for Health and Safety in this context considering Ychsat was evolving dynamically internally which came with its own set of challenges and HS was up to the challenge by achieving 100% on their Key Performance Indicators (KPI). Some of the achievements on Corporate Governance are highlighted below:

- Key Performance Indicators (KPIs)
 - Zero fatalities
 - Zero lost time incidents
 - Zero recordable incidents
 - Zero environmental incidents
- **Ychsat was certified for ISO 45001:2018 (Occupational Health and Safety Management System standard)**
- HSE Policy was reviewed and updated to comply with the ISO Standard requirements.
- HSE Management System was reviewed and updated to comply with the ISO Standard requirements.
- Legal Register was prepared to ensure compliance with applicable laws.

On Covid Management, Ychsat has successfully returned to 100% occupancy this year with more than 98% of staff vaccinated, Ychsat Covid Committee has ensured staff returning to work feel safe and secure at the work place.