

In 2022, Yahsat was awarded AED 24 million contract by Abu Dhabi Ship Building (ADSB) to deliver advanced and secure satellite communication solutions. Yahsat will design, deliver and integrate the satellite communication systems in vessels produced by ADSB.

Yahsat was awarded contracts totalling AED 28.3 million in value to enable UAE Government platforms with satcom capabilities and provide an integrated system and ground control services.

In 2022, Yahsat and EDGE joined forces to equip NIMR Vehicles with interoperable satellite connectivity solutions. Yahsat and EDGE agreed to line-fit pre-qualified Comms-On-The-Move (COTM) solutions on NIMR's vehicular systems.

Also, Al Seer Marine and Yahsat joined forces in 2022 to offer interoperable next generation satellite communications capabilities for maritime vessels. The agreement with Al Seer Marine, a UAE marine services company, aims to test and line-fit unmanned surface vessels with advanced Comms-On-The-Move (COTM) satellite communications solutions.

In 2022, Hub71 and Yahsat signed an agreement to advance innovative technologies supporting satellite operations from Abu Dhabi. The agreement establishes HUB71 as Yahsat's Innovation Partner to support Abu Dhabi-based startups with commercial opportunities to advance mobile satellite solutions. Hub71 startup, Mental VR, secured first contract resulting from new partnership to support Yahsat with remote learning.

## Contributions to the Development of Local Communities and to Environmental Protection

In 2022, Yahsat provided free online training on satellite communications to empower communities with skills to deploy and operate satellite-enabled critical communications solutions during emergencies such as natural disasters and create awareness about emergency preparedness.

In 2022, Yahsat also supported local communities by educating youth on space. In partnership with Dubai Astronomy, virtual workshops were held for over 950 UAE-based students to celebrate World Space Week, which covered trending technologies and the latest developments in the global space and satellite sector. Space summer camps were also organised to educate youth on space sciences, the basics of space engineering, and space-enabled technologies. During 2022, Yahsat's community investments totalled approximately AED 38,168.

Yahsat contributed in kind to the UAE's 1 Billion Meals initiative, which was the biggest food distribution campaign in the region organised by Mohammed Bin Rashid Al Maktoum Global Initiatives in partnership with the World Food Programme, UNHCR and Food Banking Network.

Yahsat additionally has a commitment to its Saving Lives initiative as a signatory to the United Nations Crisis Connectivity Charter. Through Yahsat Saving Lives, the Group has helped address distress calls involving earthquakes and at sea that have contributed to saving the lives of nearly 130 people in 2022 across Europe, the Middle East and Asia. In November 2022, Yahsat's mobility

solution – Thuraya XT-LITE – was utilised to save the lives of seven fishermen who were stranded in waters between the Philippines and Indonesia. During an honorary ceremony held in Manila, Yahsat donated a Thuraya XT-LITE satellite phone to the fishermen and Thuraya MarineStar terminals, which enable data and tracking services, to the Coast Guard.

## Emiratisation

Yahsat has consistently maintained Emiratisation targets as part of its corporate KPIs, in line with its commitment to the development of UAE national talent and capability, and in accordance with the UAE Government decrees promulgated by the Executive Council of Abu Dhabi to all government and semi-government companies in the UAE. The broad aim of the national Emiratisation agenda is to reduce unemployment among UAE nationals and to increase the competency levels of the UAE national workforce. Pursuant to these decrees, government and semi-government companies are required to create Emiratisation sections that specialise in executing the UAE National employee development strategy, and Emiratisation statistics and programmes are monitored by the Human Resource Authority on a quarterly basis. Yahsat has always strongly supported this cause and the proportion of the full time workforce at both Yahsat and Thuraya (combined) stood at 52.5% as at 31 December 2022. This amount was up from 52% in 2021 and 51.5% in 2020.

Yahsat provides UAE National employees with opportunities to rotate between roles within the Group to get exposure to the various lines of the business and to build expertise and suitably diverse skillsets. The aim is to develop well-rounded individuals who can make a genuine and valuable contribution to the long-term success of the business, constantly challenging them and pushing their boundaries, hence preparing them for senior positions within Yahsat or the satellite industry. To further the aims of Emiratisation, priority is given to UAE National employees for internal vacancies provided that their performance merits such role and they fulfil the pre-defined selection criteria.

The Human Capital and Administration team, in collaboration with Yahsat management, has also conducted workshops throughout the UAE's educational institutes to provide Emirati undergraduates and graduates with access to the resources needed to develop their knowledge of the satellite and space industries and to promote a career path in this exciting and fast-evolving industry.