

Employee Training & Development Position Statement

Background

Employee training and development refers to the processes, plans, and programs designed to continuously develop the professional and personal competencies of employees; helping them to advance their careers and simultaneously enhance their contributions towards their organization's success. By promoting a culture of continuous employee development, as well as recognizing the importance of supporting the development of a diverse workforce, the Yahsat Group ('Yahsat') strives to empower its employees by acquiring new skills, developing their professional knowledge, and ultimately, realizing their full potential. Key objectives of promoting such a culture include the attraction of high calibre candidates, increasing employee retention, and supporting the development of a diverse workforce, all of which continue to enhance Yahsat's own success.

Approach

Yahsat commits to enabling a culture of continuous employee development, on both a group and subsidiary level, and to engage with employees to receive feedback on learning and development mechanisms and outcomes.

Yahsat employees are expected to comply with Yahsat's Human Capital Policy, which is governed by the United Arab Emirates (UAE) Labour Law and by the Abu Dhabi Pension Fund. The Policy is applicable to all Yahsat employees and provides important information on working conditions, compensation, benefits, performance management, learning and development, and expected standards of conduct. Focusing on learning and development (L&D) specifically, the Policy identifies L&D-related responsibilities for Yahsat's L&D Department, Yahsat's Management, and all Line Managers, as well as outlining the range of training modes available to support the professional development of employees.

Yahsat's Commitment in Action

- Annual performance appraisals and learning needs analysis are conducted to inform the development of an annual training calendar for all employees.
- Training needs assessments are conducted to provide clear skill development requirements for employees and management, based on current and future job requirements.
- Performance Improvement Plans are created to help employees struggling with their current responsibilities.

- A Talent Management Program has been created to aid employees who have the potential of occupying higher positions.
- A number of higher education sponsorships are provided to upskill the workforce and provide an enriching development opportunity.
- In-house and external training courses and programs, respectively, are available to all employees, which includes e-learning platforms.
- All training sessions conducted undergo an assessment process whereby both participants and instructors provide feedback in order to evaluate the effectiveness, timeliness, and relevance of the training provided.
- In line with the Abu Dhabi Economic Vision 2030 and the UAE National Space Strategy 2030, programs are in place to develop UAE Nationals and build a solid internal local capability.

Outlook: Key ways Yahsat is striving to improve its performance

- Enhance the career and leadership development support offered to women and people of determination.
- Provide and offer sustainability-related training to ensure Yahsat is well positioned to achieve its sustainability-related ambitions, as well as to promote the adoption of sustainable development practices throughout its industry and beyond.
- Enhance existing career development practices through the incorporation of employee coaching programs.
- Regularly assess and address key inhibiting factors associated with attracting, supporting, and retaining employees.
- Prioritization of Yahsat employees when attempting to fill new or existing vacancies.

Scope

This position statement is applicable to all Yahsat employees, at both the corporate and subsidiary level.