

Senior Management

The day-to-day management of Yahsat's operations is conducted by the senior management team, as follows:

Name	Year of birth	Nationality	Position	Year of appointment to current role
Ali Al Hashemi	1981	United Arab Emirates	Chief Executive Officer	2021
Andrew Cole	1973	United Kingdom	Chief Financial Officer	2020
Adnan Al Muhairi	1986	United Arab Emirates	Chief Technical Officer	2021
Farhad Khan	1968	South Africa	Chief Commercial Officer	2016, 2018
Amit Somani	1972	United Kingdom	Chief Strategy Officer	2015
Muna Al Mheiri	1971	United Arab Emirates	Chief Human Capital and Administration Officer	2016
Khalid Al Kaf	1981	United Arab Emirates	Chief Operations Officer	2021
Eisa Al Shamsi	1983	United Arab Emirates	General Manager, YGS	2021
Sulaiman Al Ali	1979	United Arab Emirates	Thuraya Chief Executive Officer	2021
Paul Andrews	1975	United Kingdom	General Counsel	2019

The Company was proud to be able to promote several individuals from within the Group to C-suite roles during 2021, showing the culmination of a highly successful development and succession programme. Each of these individuals has demonstrated an impeccable pedigree, with several years of service within Yahsat and in relevant industries, bringing a wealth of experience and perspectives to their roles and the Group as a whole. These appointments demonstrate Yahsat's commitment to diversifying the UAE's knowledge-based economy by unlocking Emirati potential and attracting and developing a national cadre of experts. The commitment to foster and develop UAE talent, with a long-term vision of creating a diverse and globally competitive workforce, supports Yahsat's long-term strategy by unlocking human potential and strengthening its innovative satellite business globally.

The management expertise and experience of each of the senior management team is set out below.

Ali Al Hashemi – Chief Executive Officer

Mr. Al Hashemi was appointed as Chief Executive Officer with effect from 18 April 2021 (and as Chief Executive Officer Designate from 4 February 2021 up to 18 April 2021), having previously served in concurrent roles as the General Manager of YGS and Chief Executive Officer of Thuraya. He joined Yahsat in 2013. Mr. Al Hashemi has over 20 years of experience and a proven executive management track record of driving sales growth in the satellite industry, having developed Yahsat's managed services capability in the UAE and other key regional markets and spearheaded the establishment of systems and infrastructure to successfully transform YGS from a small business unit to a fully functional regional government business. He has been instrumental in securing and/or maintaining key backlog contracts for the Group, including the Al Yah 1 and Al Yah 2 CSA and the associated O&M contract and the Thuraya-4 NGS managed capacity services agreement with the Government. As CEO of Thuraya, he oversaw the integration of Thuraya's technical, financial, human resources and strategy functions with the Group following the acquisition of Thuraya in August 2018, and has directed the turn-around of the Thuraya business. Mr. Al Hashemi holds an MBA from the London Business School.

Andrew Francis Cole – Chief Financial Officer

Andrew Cole joined Yahsat in March 2020 and was appointed as Chief Financial Officer in July 2020. He is responsible for the overall financial management of Yahsat. He has over 25 years of cross-sector experience in senior finance, operational and advisory roles. From 2015 to 2019, he was the Group Financial Controller at SES based in Luxembourg, a company with a constellation of Geostationary and Medium Earth Satellites. In this role, his primary functions covered all aspects of Finance including Financial Planning, Governance, Risk (including satellite insurance) and Compliance, Accounting and Global Controlling operations. Prior to joining SES, he worked for EY and KPMG London as an external auditor and business adviser to many global enterprises across a variety of different sectors. Mr. Cole is a Fellow of the Institute of Chartered Accountants in England and Wales. He has an Executive MBA degree from École Nationale des Ponts et Chaussées, a postgraduate certificate in International Business from the University of Edinburgh and a degree in Modern Languages from the University of Aston.

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Adnan Al Muhairi – Chief Technical Officer

Mr. Al Muhairi was appointed as Chief Technical Officer in June 2021, having fulfilled the role of Deputy Chief Technical Officer since January 2020. He joined Yahsat in 2009. He is responsible for Yahsat's satellite fleet, as well as designing and developing end-to-end space systems solutions to better serve Yahsat and Thuraya customers. He was part of the development programme in South Korea as a research and development engineer on the UAE's first successful remote sensing spacecraft, Dubaisat-1 and Dubaisat-2. He has also worked on the UAE's first communication spacecraft, Al Yah 1 and Al Yah 2, and was the Programme Director of the Al Yah 3 space communications system, a highly advanced space network that expanded the Group's services into Brazil, and he has worked on several Government space projects. Mr. Al Muhairi has over 15 years of experience. Mr. Al Muhairi obtained a BSc. in Avionics/Engineering Management from the Higher College of Technology. He then completed an intensive course in satellite systems engineering in South Korea, before he earned an MBA from the McDonough School of Business from Georgetown University in Washington, D.C.

Farhad Khan – Chief Commercial Officer and Chief Executive Officer, YahClick

Mr. Khan is the Chief Executive Officer of the BCS equity partnership with Hughes (doing business under the YahClick (powered by Hughes) brand) and the Chief Commercial Officer of the Group. He joined Yahsat in 2016. With over 25 years' experience in the telecommunications industry in Africa and Asia, including at Airtel and MTN Group, Mr. Khan has a proven record of accomplishment and successfully leading commercial functions across several countries and executing new business strategies. Through continued efforts towards creating global and regional partnerships, developing in-house talent and achieving the UAE's Economic Vision, Mr. Khan's leadership has impacted the way the Group's services enable economies through pioneering satellite services. Mr. Khan is a Chartered Marketer, holds an MBA from the University of Cape Town and a diploma in Electrical Engineering from M.L. Sultan Technical College.

Amit Somani – Chief Strategy Officer

Mr. Somani was appointed as Chief Strategy Officer in January 2015 and leads Yahsat's Strategy, Regulatory, Corporate Communications and Programmes, Performance and Change Management departments. He joined Yahsat in 2010. Mr. Somani worked as a consultant at Booz and Company, as well as other leading consulting firms, advising clients in the information and communication technology sector across the globe.

Mr. Somani was a director at Yah Telecomunicações Limitada and Yahsat Latam Holding SA, Yahsat's Brazilian subsidiaries before their contribution to the HdB equity partnership with Hughes, and currently serves on the board of the BCS equity partnership with Hughes. He holds a Master's degree in Electronic Engineering with French from the University of Nottingham and an MBA from the London Business School.

Muna Al Mheiri – Chief Human Capital and Administration Officer

Ms. Al Mheiri joined the Group in 2007, prior to which she was Manager of Employee Services at Thuraya. In her current role, Ms. Al Mheiri is responsible for leading the Group's overall human capital strategy, talent acquisition, learning and development and leadership development, Emiratisation, organisational design and culture development, compensation and benefits, human resource operations, employee relations and administration. Under her leadership, the Group was awarded the prestigious Emiratisation Award from Tawteen for 2018 in three out of four categories: Best Emiratisation Supporting Entity; Emiratisation Pioneer and Best Emirati Employee. Ms. Al Mheiri holds a BA in Business Administration from the United Arab Emirates University.

Khalid Al Kaf – Chief Operations Officer

Mr. Al Kaf was appointed as Chief Operations Officer in June 2021, having fulfilled the role of Deputy Chief Operations Officer since January 2020, and is focussed on addressing strategic operational issues that influence business performance and efficiencies of cost. Prior to his new appointment, he held the posts of Executive Vice President and Deputy Chief Operations Officer within the Group. Mr. Al Kaf joined Yahsat in 2017 to merge and lead the Yahsat Operations team. Before joining Yahsat, he was Infrastructure and Operations Director at Etisalat, managing IT infrastructure and operations for applications, hardware, network, business-to-business, software, and IT capacity management. He has more than 17 years of experience, working in the regional and international telecommunications sector across the MENA region. He holds a BSc in computer engineering from Khalifa University (formerly Etisalat College of Engineering) and also has an Executive MBA from INSEAD Business School, France.

Eisa Al Shamsi – General Manager, Yahsat Government Solutions

Mr. Al Shamsi is responsible for Yahsat's Government Business involving the engineering and delivery of state of the art turnkey solutions to meet the strategic and tactical needs of various UAE and regional government entities. With his extensive technical and commercial expertise, Mr. Al Shamsi drives the YGS business, delivering both growth through expanding Yahsat's footprint in the region, and value through widening the presence across the value chain. He joined Yahsat in 2010. Prior to his roles as General Manager and Deputy Manager of YGS, he was the Executive Vice President of Engineering and Programme Management at YGS, responsible to deliver YGS projects and the design of the Yahsat Military network. Mr. Al Shamsi has over 16 years of experience. Mr. Al Shamsi previously was part of UAE Armed Forces Signal Corps.

Mr. Al Shamsi holds an Executive MBA from INSEAD and a Bachelor of Science in Electrical and Electronics Engineering.

Sulaiman Al Ali – Chief Executive Officer, Thuraya

Sulaiman Al Ali has more than 19 years of experience, working in the regional and international telecommunications sector across the UAE, Nigeria, Pakistan and Ivory Coast, including at Etisalat and Pakistan Telecommunication Company Ltd. (PTCL). He became Executive Vice President of the Commercial Division within YGS in January 2018, and was appointed as Deputy Chief Executive Officer of Thuraya at the beginning of 2020. He was then promoted to Chief Executive Officer of Thuraya in June 2021, having fulfilled the role of Deputy Chief Executive Officer of Thuraya since January 2020. He joined Yahsat in 2014. He holds a Global Executive MBA from INSEAD Business School, France and a Master's in Management of Entrepreneurial Leadership from Hamdan Bin Mohamed Smart University. He also has a BS in Communication Engineering from Khalifa University.

Paul Andrews – General Counsel

Paul Andrews is responsible for management of the Group's legal department and corporate governance function. He joined the Company in 2019. He has over 20 years' experience as legal counsel, specialising in mergers and acquisitions, corporate law and telecommunications. Prior to joining the Company on secondment from Mubadala, Mr. Andrews occupied senior corporate legal roles with Vodafone Group PLC and Etisalat. Mr. Andrews holds a LLB degree in Law with German from the University of Liverpool.

Remuneration

The following table sets out the details of the senior management's remuneration for 2021 (AED). Where the remuneration represents only part of the year (due to the role being commenced part-way through the year), this is stated and the remuneration of the predecessor is not included in the stated figure:

Position	Total salary and allowances in 2021	Any other cash or in-kind benefits for 2021	Long-term incentive plan	Total bonus paid in 2021*	Notes
Chief Executive Officer	1,478,667	162,992	N/A	656,950	Appointed to role from 18 April 2021
Chief Financial Officer	1,440,000	0.00	N/A	255,698	Bonus pro-rated to reflect appointment during 2020
Chief Human Capital and Administration Officer	1,582,849	0.00	N/A	349,083	
Chief Strategy Officer	1,462,883	171,672	N/A	355,070	
Chief Commercial Officer and Chief Executive Officer, YahClick	1,869,013	141,883	N/A	123,673	
Chief Technical Officer	823,103	150,000	N/A	249,106	Appointed to role from 15 June 2021
Chief Operations Officer	818,621	24,956	N/A	468,808	Appointed to role from 15 June 2021
General Manager, Yahsat Government Solutions	837,708	37,400	N/A	479,760	Appointed to role from 15 June 2021
Chief Executive Officer, Thuraya	827,719	239,252	N/A	272,250	Appointed to role from 15 June 2021
General Counsel	1,194,840	9,000	N/A	417,063	

* Bonus paid related to 2020 performance