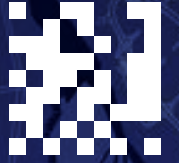


بیانات
BAYANAT



SUSTAINABILITY REPORT



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**SUSTAINABILITY
SITS AT THE CORE
OF BAYANAT'S
OFFERING
AND SOLUTIONS.**

SUSTAINABILITY

- 1. AWARDS & ACCOLADES
- 2. SUSTAINABILITY & ESG
- 3. OUR PEOPLE



Bayanat's emiratization achievements are acknowledged at a MoHRE ceremony.

AWARDS & ACCOLADES

IN JULY 2022 WE WERE honoured to be recognised by the UAE Government for our commitment to developing UAE National talent and to providing rewarding, skilled career opportunities for Emiratis. Members of Bayanat's leadership team, alongside colleagues from the wider G42 family, attended a ceremony held by the UAE Ministry of Human Resources and Emiratization (MoHRE) for companies that achieved at least three times their Emiratization targets in just a month and a half.

Following approval by the UAE Cabinet in May 2022, MoHRE set companies the goal of increasing their Emiratization rates by two percent annually to reach 10 percent

by 2026. Companies are assessed in line with their performance against this metric, as well as their adherence to laws that regulate the UAE business environment, their protection of labour rights, their commitment to the wage protection system, and their alignment with the UAE's policies on promoting cultural and demographic diversity.

At Bayanat we were delighted to reach the top category of classification, which recognises those companies that comply with all regulations and that meet at least one of three other criteria. Either they must raise their Emiratization rate to at least three times the target, they must cooperate with the 'Nafis' programme to train a minimum of

500 citizens a year, they must be a venture owned by a young citizen, or they must be an employment centre that supports the Workforce Planning Policy. Companies in this top tier are rewarded by the Government with access to benefits and tax incentives.

Capitalising on this new initiative, and drawing on partnerships with leading universities such as the University of Sharjah, we at Bayanat continue to champion both experienced Emirati workers and those who have recently graduated. We are excited and proud to see an increasing number of UAE nationals in the technology sector, which will fuel the growth of our industry and the wider economy.



OUR PARTNERS

Bayanat operates a number of strategic partnerships with various organisations. These partnerships enable us to bring world-leading companies and organisations into Bayanat's customer ecosystems, ensuring holistic solutions for our clients.



SUSTAINABILITY & ESG

Bayanat champions AI as a powerful force to protect our planet and support communities.

SUSTAINABILITY

Sustainability sits at the core of Bayanat's offering and solutions. Since inception, the Company has provided policymakers with geospatial solutions they need to map the country's natural environment and to make informed decisions that align with the UAE's strategy.

Today, we champion AI as a powerful force to protect the planet and to support communities at home and overseas. We take our environmental, social and governance (ESG) responsibilities very seriously, and are building our

business in accordance with these values. As a UAE-based company, Bayanat is a trusted partner to national environmental agencies, and provides solutions that help them achieve the targets defined in the National Climate Change Plan of the UAE for 2017-2050.

In 2022, among other initiatives, we signed an MoU with the Environmental Agency of Abu Dhabi (EAD) to collaborate in the fields of environmental data and information management, and biodiversity research. We also partnered with OceanX to develop

AI-powered analytical platforms for marine research. These platforms include a range of geospatial and marine-specific analytical tools for deep insight generation on marine environments. The knowledge gathered from these initiatives will help to raise awareness about our oceans' delicate ecological balance, and to create communities committed to protecting them.

As we look toward a greener future, we are continuously enhancing our versatile platform that allows for a range of geospatial AI use cases to provide mission-critical insights

to clients across verticals such as sustainability, disasters, smart cities, and the blue economy. Following our success in autonomous ride-hailing in Abu Dhabi, we are now targeting comprehensive transformation of city-level transportation in the UAE and internationally, which in turn support sustainability objectives globally. Using our fleet of electric-powered land vehicles we are already converting noisy, hydrocarbon-powered road journeys into peaceful, green travel experiences.

Our plans to build proprietary unmanned High Altitude Pseudo Satellites (HAPS) will provide us with a new source of sustainable, low-carbon data. HAPS will help to enhance our capabilities across our three business divisions by providing us with cost effective and versatile data acquisition platforms that can support impactful use cases, especially in the sustainability domain. HAPS also have the potential to unlock novel use cases in sustainability, such as precision surveying of land health, air quality tracking and analysis of greenhouse emissions.



◀ We recognise that strength comes from diversity.

▶ **272**
(Total number of employees at end of 2022).

OUR PEOPLE

It is our people who are central to our success. Accordingly, the Human Capital (HC) department has focused on aligning recruiting, training, and retention initiatives to the business' changing needs. In 2022 we formalized an HC framework of policies and procedures, deployed automated solutions to deliver a better employee experience, and fostered a culture of continuous learning.

The first step in building a high-performing, inclusive team is to acknowledge that there's strength and unity in diversity. We recognize that differences in gender, nationality and experience give depth to the perspectives and insights. Hence, we celebrate and encourage diversity at every level of the company. As of the end of 2022, Bayanat had 272 employees hailing from a wide range of backgrounds. A total of 76% of our people worked in technical roles, while 30% were UAE Nationals, 30% had a master's degree or PhD, and over a fifth were women.

Bayanat is also heavily committed to upskill and hire local talent to contribute to the development of local human capital. In support of this endeavor, we established a range of partnerships with local universities such as Khalifa University, in order to share our expertise and capabilities with future geospatial and AI professionals. We also understand the importance of increasing Emiratisation at Bayanat. Our multi-year efforts enabled us to

reach a 30% Emiratisation rate, surpassing the 10% target set by the government for 2026. In 2022, Bayanat was recognized by the Ministry of Human Resources and Emiratisation (MOHRE) for its continued dedication and strong results in achieving a high percentage of Emiratisation.

Our goal is to enable employees to add value to the organization and vice versa. In line with that aim, we have adopted a dual approach to staff engagement that aims to ensure that our people can be at their best while undertaking training and social activities.

Whatever their role or seniority in the organization, Bayanat employees undertake sessions to analyze their training needs to produce a personalized training plan which means that each person can tailor training to their specific needs rather than following 'one-size-fits-all' program that may not be relevant or meaningful for them. This training plan is then funded through a dedicated learning and development budget. For those in managerial positions, executive leadership workshops are conducted to ensure that we have effective team leaders who are equipped with strong decision-making capabilities.

In 2022, we launched several initiatives to bring employees together socially as a cohesive community. Such community events included a Suhoor gathering and group celebrations of UAE National

Day and UAE Flag Day. A number of lifestyle support initiatives were launched which included a remote working option on Fridays and 'Fazaa' and 'Esaad' cards that offer special discounts on purchases from healthcare to travel and shopping.

Under two policies introduced specifically to support staff with families, parents were able to work flexible hours at the start of the school year whereas working parents were given workplace flexibility at the start of 2022 when the UAE implemented a school distance learning directive.

All in all, with these programs and policies in place, our aim is to make Bayanat a great place to work where people can grow professionally whilst also enjoying an active and rewarding personal life. To measure our success at achieving this goal we undertook our first employee satisfaction survey in 2022. This recorded an overall score of 76%, which will be our benchmark for the year ahead.





BAYANAT

Al Nahyan Area, Delma Street (No.13)

P.O. Box: 111143

Abu Dhabi, United Arab Emirates

www.bayanat.ai