

# Governance Overview

Overseen by a diverse team of planners, engineers and policymakers, the corporate governance framework is integral to Salik’s ability to meet its strategic objectives and create shareholder value through transparent and responsible growth.

Its success in forging a world-renowned urban mobility infrastructure is the result of not only strong governance but also the talents of a team of highly-experienced executive managers, who are all innovators and leaders in their fields. Collectively, they safeguard Salik’s business continuity transparently and responsibly to ensure that it can deliver sustainable growth and keep Dubai moving – all day, every day, 365 days a year.

**Salik is overseen by an independent panel of industry veterans who have helped shape the face of modern-day Dubai.**

The Chairman facilitates Non-Executive Directors’ contributions and the relationship between them and the Executive Director. Non-Executive Directors contribute significantly by constructively challenging and contributing to the development of strategy and the formation of committees. Management performance is monitored, as is the integrity of financial data and the effectiveness of financial controls and risk management systems. Non-Executive Directors are in charge of determining appropriate levels of remuneration for Executive Directors and play a key role in the appointment of new Directors. The terms and conditions of Non-Executive Director appointments are available for review.

Salik’s Board of Directors is committed to the highest level of corporate governance standards, safeguarding business integrity and investor trust. All of Salik’s Directors and employees are expected to act with honesty, integrity and fairness. In addition, Salik complies with all applicable laws, follows ethical business practices and adheres to robust governance procedures across its operations. The Company is governed by a seven-member Board of Directors that is committed to maintaining corporate governance standards in line with international best practices.

The Board provides Salik with strategic leadership and determines the Company’s fundamental management policies, as well as oversees the performance of Salik’s business and its CEO. The Board is the principal decision-making body for all matters of a significant nature to Salik, whether they be strategic, financial or reputational.

The current Board has more than 150 years of combined experience in planning and managing Dubai’s mobility needs – a diverse team that includes engineering leaders whose work has helped define Dubai’s urban footprint. The Board is comprised of six independent Non-Executive Directors and one Executive Director, each appointed to three-year terms. They meet at least every three months.

The Salik Board operates two permanent Committees – the Audit Committee, which provides its opinion on financial reports and external and internal audits and controls, and the Nomination, Remuneration and ESG Committee, which advises on the nomination and remuneration of Board members and senior management, oversees Salik’s ESG and sustainability strategy and policies, and monitors the independence of Board members as stipulated by the rules and regulations. The Board has approved a governance framework that maps out the internal approvals processes and those matters that may be delegated in order to promote effective governance across all of its operations.

