

Sustainability Cultural Transformation program

Our goal is for Group-wide sustainability awareness, whereby sustainability thinking is embedded across the organization and within all subsidiaries and regions. We also build awareness about sustainability and ESG among suppliers and customers so as to affect a “cultural transformation” on the subject.

Our strategy for doing so involves 3 key focus area

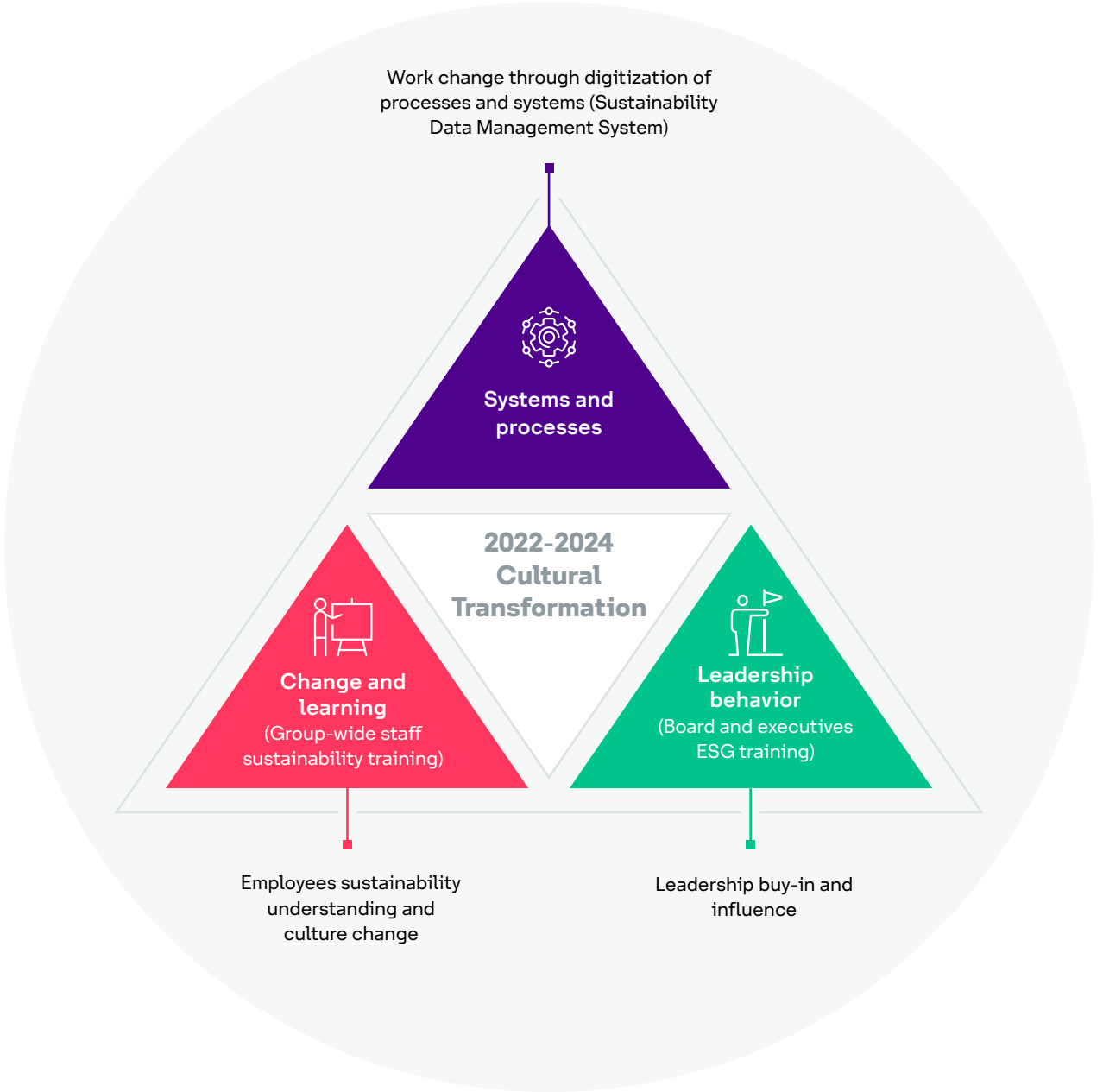
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Leadership buy-in and influence with regard to sustainability.
- 2

Group-wide employee training on sustainability.
- 3

Digitization of processes and systems that support a sustainability data management system.

Recognizing the importance of building a culture that supports sustainability, ESG awareness sessions have been conducted for the Board, executive management, and all employees. We continue to explore opportunities to further enhance ESG-related awareness for all functions and units across the group. To support the advancement of sustainability practices across the group, subject-matter experts are made available to select subsidiaries as needed. This collaborative approach helps build local capabilities and align efforts with broader group priorities.



Sustainability Awareness	Number of hours of environmental or sustainability-related awareness sessions conducted	stc Group 900
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In 2024, stc Group made significant strides in raising awareness and embedding sustainability into our corporate culture. Through engagement across all clusters of the organization, we reinforced our commitment to sustainability, aligning our efforts with Saudi Vision 2030 and the Saudi Green Initiative. A key aspect of this transformation is our collaboration with the UNGC Academy, which provides employees with specialized training in sustainability, ethical business practices and global governance. This partnership strengthens employees’ understanding of the UNGC’s 10 principles on labor standards and environmental responsibility, equipping them with the knowledge and skills to advance our ESG initiatives. In 2024 alone, 207 employees completed UNGC Academy training, totaling 900 hours of sustainability-focused learning. Through these efforts, stc continues to position itself as a national leader in sustainable business practices.