

Our People

In 2024, our People Department has been instrumental in refining talent development, enhancing operational efficiency, and leveraging technology for strategic growth. Optimized processes now seamlessly support business objectives, while AI-powered tools boost productivity and solidify our position as a leader in People innovation. These efforts highlight our dedication to continuous improvement, cultivating the right culture, skills, and capabilities to propel the organization toward sustained success and value creation.

Strategic focus and alignment

This year, our People Department achieved strong strategic alignment with the corporate LEAP strategy, driving impactful organizational change where we refined our people strategy to support key business goals, creating a unified vision and clear objectives that elevate our impact on the company's success.

Our People strategy focuses on 4 core pillars which support our corporate strategy through high-impact initiatives that accelerate talent development and organizational growth.

People Strategy



This year, we've witnessed the incredible impact of collaboration, resilience, and innovation across our teams, and we remain deeply committed to fostering a culture where everyone thrives. Together, we've not only met challenges head-on but also built a stronger foundation for the future.

Saleh Tariq AlGroony
Chief People and Corporate Services Officer

Our People continued

Embracing our values

Our corporate values remain steadfast and are the foundation of our culture, continuously guiding our actions. However, this year we focused on deepening employee engagement with our values through several initiatives. Notably, we launched internal competitions designed to:

- ▶ **Increase awareness and adoption of our values:** We encouraged employees to actively demonstrate our values in their daily work
- ▶ **Clarify the meaning and importance of each value:** We provided detailed descriptions and sub-values to enhance understanding
- ▶ **Recognize and celebrate employees who exemplify our values:** We invited employees to nominate colleagues who consistently embody our values, with top nominees presenting their inspiring stories and recognizing their outstanding contributions

These initiatives have had a tangible impact on our culture and performance. By fostering a values-driven environment, we have:

- ▶ **Increased employee motivation and engagement:** Competitions create healthy competition and encourage employees to strive for excellence
- ▶ **Enhanced teamwork and cooperation:** Employees are collaborating more effectively and building stronger relationships to achieve shared goals
- ▶ **Improved productivity:** A motivated and engaged workforce is a productive workforce

We believe that by investing in our values, we are investing in our people and our future. This commitment to our values will continue to drive our success in the years to come.

Our People in numbers

	2024	2023	YoY % change
*Number of employees	1,464	1,777	-18%
Number of nations represented	24	25	-4%
*Number of Saudi employees	938	1,191	-21%
Average hours of training per employee	23 hours	16.7 hours	38%
% female employees	19%	19%	0%
*Number of people of determination	6	12	-50%

*Decrease due to Mobility of employees between solutions by stc and sister companies.

Building critical knowledge and skills

In 2024, a range of initiatives and workshops were implemented aimed at enhancing our team’s capacity and aligning our development efforts with the organization’s goals and needs. These programs have empowered our workforce and strengthened our overall effectiveness.

We conducted micro-audits of our current processes, allowing us to identify gaps and opportunities for automation and integration. This analysis has led to the development of customized, streamlined processes tailored specifically for Our People operations.

Our team is dedicated to leveraging the latest technology and AI solutions, striving to establish Our People Department as a leader in HR tech practices. These advancements not only enhance efficiency but also improve our ability to support the business effectively.

Elevating our talented workforce

In 2024, we launched key initiatives to enhance employee development, engagement, and wellness, reflecting our commitment to a collaborative, supportive work environment and to equipping employees with essential skills. These initiatives included team-building activities, cross-functional workshops, the “Leap by People” workshop for strategic alignment, and comprehensive training on project management tools and principles.

We also launched our first Leadership Coaching Program for Executive Management in collaboration with a leading global business school, marking a milestone in leadership development within our organization.

Through our partnership with the Ministry of Municipal and Rural Affairs and Housing (Sakani), we introduced exclusive real estate, and banking offers to support employees in achieving home ownership. Additionally, as part of our commitment to employee health, we collaborated with the Specialized Medical Center Hospital to host a wellness exhibition, offering a range of consultations and examinations.

To continue employee financial wellness, we worked with multiple banks to secure competitive card options for employees. Finally, in partnership with Tawuniya, we held a virtual session to provide insights into health insurance benefits and answer employee inquiries.

People Awards 2024



GCC GOV AWARD
Best Organization of the Year
for Digital Transformation
Pioneer for Rewards of the Year
in Private Sector 2024



Maven Insights
Digital Transformations
Excellence Award 2024

We won four awards from Inspiring Workplaces:



Our People in 2025

People in 2025 designed to strengthen and align our workforce with the company’s strategic objectives, a primary focus of the program are identified in different potential areas:

- ▶ Developing (L&D) programs in line with the company’s strategy and objectives for the upcoming years.
- ▶ Optimizing our workforce structure for efficiency and financial performance.
- ▶ Revolutionizing our performance evaluation framework.
- ▶ Revamping incentive and reward systems to better align with business goals. In addition to the retention of key talent is a priority, and we plan to offer specialized rewards to retain top performers.