



## **Training and Career Development Position Statement**

Issued on 21.02.2023

### **Our commitment**

At stc we are convinced that skillful and competent employees are an integral part of our success in the industry. stc commits to investing in the personal and professional development of employees while maintaining equal opportunities. It is important for stc to have continuous learning and training programs as we adopt new technologies and operate in a changing business environment and hence it is critical for our employees to keep on advancing their skills and competencies.

### **Purpose and scope**

This statement aims to set guidelines on how to increase productivity and enhance the motivation of stc employees by providing them with the necessary training, development objectives, goals, and programs. stc employees are also provided with regular training to reinforce their understanding and implementation of this statement. The data and detailed disclosures are available in our annual sustainability report.

stc's Training and Career Development statement applies to all stc's operations and covers all employees.

### **Stc Academy Vision**

To be a learning & innovation leader, enabling stc Group strategy to drive digital and cultural transformation in KSA and beyond.

### **Stc Academy Mission**

Develop future leaders with strategic capabilities, through innovative learning solutions and experiences

### **Fulfilling our commitment**

- Developing in-house training programs for learning opportunities using stc's resources and expertise;
- Providing induction training to new employees by outlining the basic overview of the business and its services to help them become familiar with their new job environment;
- Supporting new employees by allowing hands-on on the job experience under the supervision of training managers and supervisors;
- Creating equal opportunities for all our potential employees;
- Offering employees at all levels of the organization with the appropriate external training through workshops, conferences and specialized seminars. Employees are allowed to request for self-development to attain approved professional certificates under the approved budget in each sector;
- Recognizing and appreciating employee competencies by offering clear promotion and career advancement opportunities on an annual basis;
- Undertaking employee satisfaction surveys on regular basis;





- Implementing performance appraisal and feedback systems that set goals and performance expectations and specify the criteria that will be used to measure performance. Employers shall meet with the employee to discuss the evaluation and suggest means of improving performance;
- Developing succession plans to identify and develop future leaders at stc.
- Committing to filling vacancies with the priority of stc's employees first, so that we ensure talent retention on a long-term basis;
- Offering the appropriate learning and development programs that lead to certification. Each department shall have its own programs tailored to the job requirements;
- Collaborating with external national and international training institutes and academic institutions to provide learning or training programs for the employees;
- Enabling for all employees, the opportunity to request additional learning that supports them at their current role or future career development;
- Acknowledging, rewarding and recognizing our people for distinguished performance.

**Approvals and review**

This statement has been reviewed and approved by senior management and will be periodically reviewed, taking into account any organizational, legal, or business changes that may take place.

Detailed information can be found on <https://academy.stc.com.sa>

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