

ESG Performance Highlights



22,751
Total workforce



Over SAR 72 Billion
total revenues



527,000 training hours
provided to employees
by stc academy



50+ Nationalities
across workforce



Zero employees and
contractors fatalities



88% employee
engagement rate



22% Employees
aged 18-30



Collected and
refurbished **43,000**
devices through
Trade-In program



Through Ertiq, **4,862**
electronic devices
recycled and refurbished



+2,003 elderly
beneficiaries of digital
literacy awareness
through the smart truck



3.9% employee
turnover



Validated and
approved stc's
interim science-
based 2030 targets
by SBTi



In collaboration with GCC
Telcos Alliance members,
launched the GCC
Innovation hub



Economic Category
winner of the King
Khalid Sustainability



672 employee
volunteers with over
8,000 volunteering
work hours



stc Bahrain planted
35,000 trees
across 50 sites and
governorates



89% local procurement
across group and 94%
across stc KSA



72% recycled waste
generated from both
network and operational
maintenance waste was
recycled



6.6% reduction in
(Scope 1) emissions



Deployed 19% more
5G sites across KSA
reaching > 8,332 5G
sites



Ranked #1 sustainability
leader by Forbes 100
sustainability leaders list
in the middle east



99% stc Group employees
completed data
protection and privacy
training



More than SAR 1B
investment in digital
innovation through
InspireU since 2015



100% of business
units analyzed
for risk related to
corruption



Recognized as a compliant
carrier with the Global
Leader's Forum (GLF) Code of
Conduct in the fight against
voice fraud



0 monetary losses
as a result of legal
proceedings associated
with anticompetitive
behavior regulations or
violations of anti-trust
laws



Zero incidents of
non-compliance with
environmental laws and/
or regulations



100% of employees
and contractors
signed the code of
conduct declaration



Connected 3.2 million+ households with fiber and 4 Gbps FTTH traffic increase



42.90% local content score



6% reduction in waste generated in KSA and 3% across stc Group



Technically empowered 446 NGOs through technical enablement program – offering 1,055 technical services to 8,000 users across 50 cities



92.5%, 26%, and 53% nationalization rates in senior management across KSA, Bahrain and Kuwait, respectively



31.6% women hiring rate and 14% women employees



Increased the number of employees with disabilities from 76 to 104 across stc Group



18% board seats occupied by women



665 SME suppliers engaged in procurement activities



Invested +SAR 40 million in R&D and innovation



SAR 14 million total community investment



13% reduction in energy consumption across 4G and 5G networks

Industry Leadership

stc is an active member of the broader ICT community, seeking to influence and learn from other leading professionals within the sector. We are actively involved with or hold membership in several industry associations and advocacy groups, including the following:

- Global Leaders Forum (GLF)
- Global System for Mobile Communications (GSMA)
- International Telecommunication Union (ITU)
- GCC Board Directors Institute (GCC BDI)
- GSMA Malware Information Sharing Platform
- World Economic Forum Cyber Security and Digital Trust Platform
- Member of Jubail Industrial City Leadership Council headed by The Royal Commission in Jubail
- GRI Community Member
- United Nations Global Compact (GSMA)
- Business Ethics Leadership Alliance™ ("BELA")
- World Economic Forum – Partnering Against Corruption Initiative (PACI)
- Pearl Initiative
- GSMA security focus groups
- Global Forum of Incident Response and Security Teams First.org
- Local Content Leadership Council (LCLC)
- GSMA Climate Action Taskforce