

# Our sustainability governance model

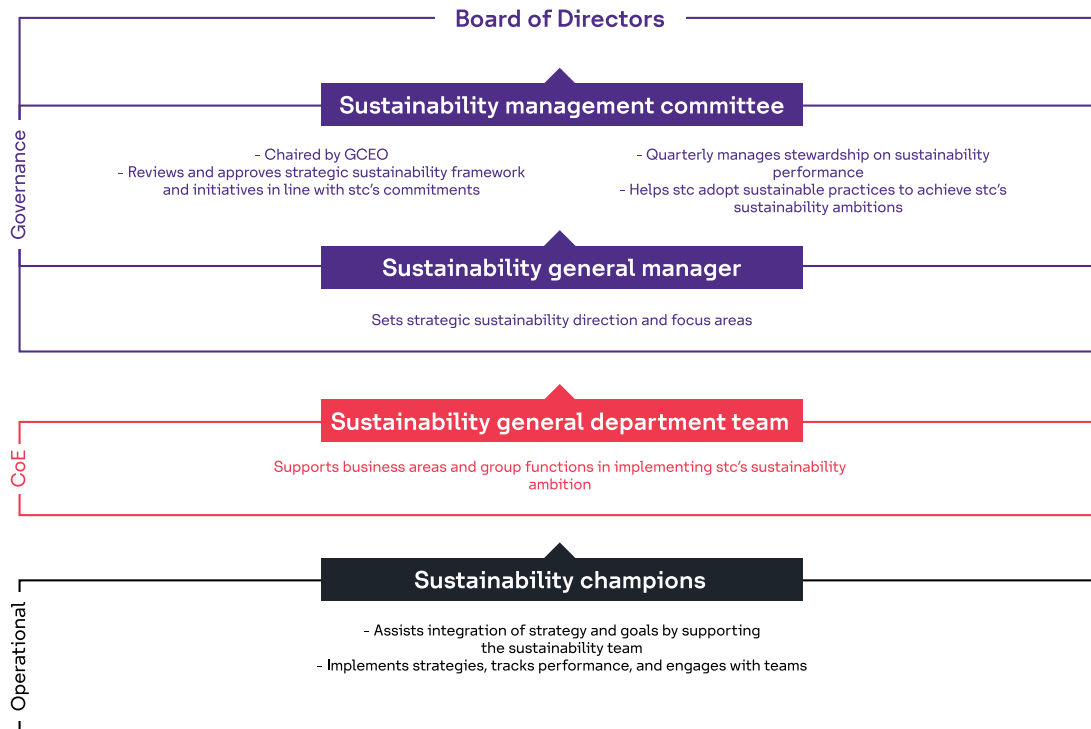
stc's dedication to sustainability is deeply ingrained in the company's fundamental business practices and operational approach, as well as – perhaps most importantly – the comprehensive long-term business strategy, dare 2.0. All areas across the entire Group are supported by robust governance structures and well-defined accountability channels to ensure that we achieve the goals outlined in our three-year sustainability roadmap.

Our sustainability governance model is designed first and foremost to provide a strong foundation for the development and integration of impactful sustainability strategies and objectives. This approach ensures that sustainability is woven into every facet of the organization and all the necessary tools and sustainability-related risk considerations are implemented, especially those related to ESG and climate.

The stc Group Board of Directors is charged with the vital oversight role for sustainability within the company through the dedicated Sustainability Committee. This specialized committee receives regular and comprehensive updates from all relevant management positions regarding the company's sustainability framework and performance across a wide spectrum of KPIs and goals. In 2023, quantitative ESG and sustainability metrics have been introduced in the Short-Term Incentive Plan, with Sustainability metrics representing 5% of the total performance score.

The Sustainability Committee is chaired by the GCEO and includes eight members: The Group Chief Strategy Officer (GCSO), Chief Financial Officer (GCFO), Chief Technology Officer (GCTO), Chief Human Resources Officer, Group Shared Services Officer, Chief Legal and Risk Officer, General Council, and the Sustainability General Manager. These members are responsible for delivering strategic guidance on commitments, ESG performance scorecards, and key focal areas while reporting all findings to the Board. In tandem with selected managers, the Sustainability Committee consolidates all stc sustainability-related initiatives under the guidance and supervision of a unified body.

# stc group sustainability governance model:



## Sustainability Champions

We recognize that employee engagement is crucial for successfully implementing our sustainability objectives, goals, and overall strategy. The Sustainability Champions working group at stc is comprised of employees elected by the Group's executive management team. The Champions advance sustainable practices as part of their daily responsibilities and help drive improvements in our sustainability performance by further embedding sustainability into our business operations. In 2023, the Sustainability Champions working group consisted of 34 members from 14 subsidiaries across KSA, Bahrain, and Kuwait.

The key areas of focus for the Sustainability Champions working group are outlined below:

