

# Fostering People and Community

elm is committed to fostering a workplace culture where people can thrive, grow and reach their full potential. Prioritizing inclusivity, diversity and employee wellbeing, the Company creates an environment that attracts top talent by offering meaningful career opportunities. As a leader in digital transformation, elm recognizes its responsibility to extend its impact beyond the workplace by supporting the wider community and expanding digital access, ensuring that everyone can benefit from technological progress.

## Talent Acquisition and Retention

A strong, skilled and diverse workforce is essential to elm’s continued success. The Company invests significantly in talent acquisition, professional development and organizational growth, ensuring employees receive the training and support needed to excel. Through effective internal communication and engagement initiatives, elm fosters a motivated workforce that remains highly committed to its vision, driving long-term innovation and excellence.

### Workforce

	2024	2023	2022
Full time employees	2,064	1,705	1,498
Workforce by Employment Level			
Senior management	109	159	149
Middle management	253	445	422
Staff	1,702	1,101	927
Workforce by Age			
Workforce by age 18-30	827	614	474
Workforce by age 31-50	1,203	1,047	979
Workforce by age 51+	34	44	45
Training and Development (hours)			
Total employee training	148,016	83,532	52,593
Average training per employee	63.8	31.9	35.1

77%

increase in the total hours of employee training

## Building Diversity and Inclusion

elm is dedicated to attracting and empowering local talent, with a strong focus on increasing Saudi representation in its workforce, supporting the goals of Saudi Vision 2030. By fostering diversity, the Company cultivates a broad range of perspectives, ideas and experiences that enhance its ability to serve diverse markets effectively. elm is committed to creating an inclusive workplace where every individual – regardless of gender, age or background – feels valued, respected and empowered to contribute.

### Workforce Diversity

	2024	2023	2022
Number of full-time national employees	1,777	1,381	1,174
Number of employees of other nationalities	287	324	324
Female workforce	454	315	224
Percentage female (%)	22%	18%	15%
Number of employees with special needs	2	2	-

elm’s Women’s Empowerment Program plays a pivotal role in building a more inclusive and diverse workforce. Through targeted initiatives, the program supports female leaders, equipping them with opportunities for growth and advancement. Additionally, elm remains committed to accessibility and equality for individuals with disabilities, fostering a workplace that embraces inclusivity, respect and equal opportunity for all.

## Employee Health and Wellbeing

elm is committed to maintaining a safe and secure work environment, fully complying with all relevant safety regulations. The Company ensures that appropriate protective equipment and safeguards are in place across its facilities, engaging specialized external providers when necessary to uphold the highest safety standards. Regular safety workshops and ongoing communication equip employees with essential knowledge on accident prevention, emergency response and workplace health and safety best practices, fostering a culture of vigilance and wellbeing.

### Health and Safety

	2024	2023	2022
Health and safety training provided to employees (hours)	528	66	54

## Digital Accessibility for Community Development

elm is committed to making its services accessible to all, particularly individuals with disabilities and those in underserved communities. As an active corporate citizen, the Company engages in diverse CSR initiatives that leverage data and AI to enhance development projects and drive meaningful change. By partnering with various sectors, elm strengthens Saudi Arabia’s commitment to charitable work, contributing to the growth of the non-profit sector’s impact on the national economy.

elm’s charitable contributions span multiple sectors, including education, healthcare, social welfare, environmental conservation, economic development and technology, ensuring a well-rounded approach to community support.

### Community Development

	2024	2023	2022
Amount in charitable contributions (ﷲ million)	1.5	1.15	1.00

Additionally, the Company actively promotes local capability development and job creation, reinforcing its role in economic sustainability and the advancement of Saudi talent.

### Community Development

	2023	2022	2021
Local content* (%)	67.06%	63.83%	62.68%

\*The score for 2024 will be released in 2025.

By actively investing in nurturing emerging national talents, elm is focused on developing their skills and knowledge. It selectively recruits individuals with exceptional qualities to join its workforce.

### Trainee participants

	2023	2022	2021
Trainee participants	134	176	158

67.06%  
is the latest score of local content