

07

Human Resource Development



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Human Resource Development

SIDF continues to better the work environment across various platforms by fostering competitiveness to attract top national talents and expertise. SIDF remains committed to implementing the highest international standards of quality and efficiency, culminating into notable milestones in 2023, including:



First: Organizational Culture

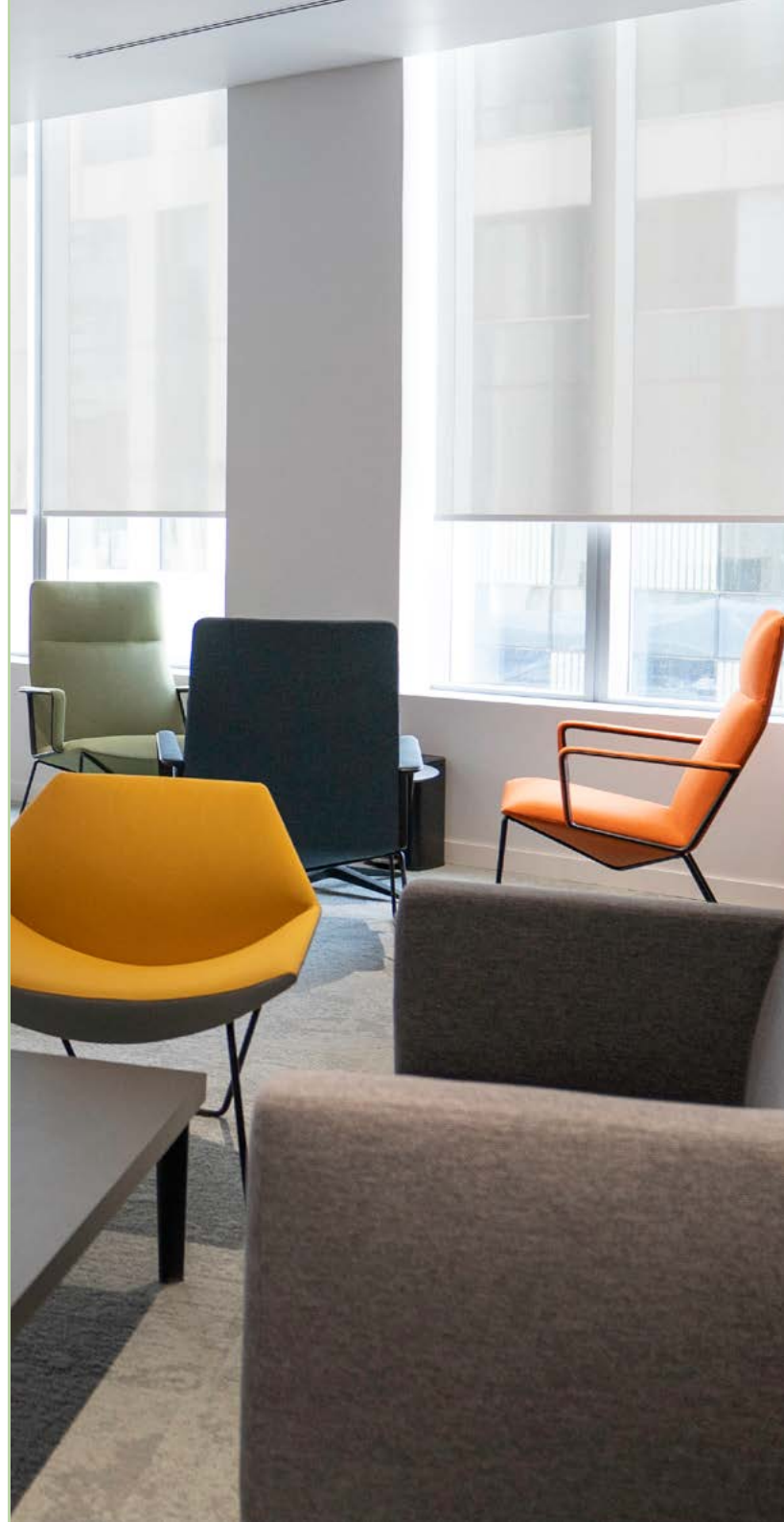
In its continuous pursuit of improvement and prioritizing employee satisfaction, SIDF attained an impressive customer satisfaction rate of 76%. For the third year in a row, SIDF was proudly recognized by the prestigious Great Place to Work certification. This certification involves conducting surveys to gather feedback and suggestions from employees, aiming to enhance the work environment and overall employee experience at SIDF.

Second: Recruitment

By the end of 2023, the combined count of male and female employees at SIDF was 961, including 932 Saudi nationals. The roles of employees covered several areas such as management, supervision, specialized professions, technical, and administrative. Consequently, Saudi employees accounted for approximately 97% of the total workforce. In 2023, SIDF successfully hired 96 new employees, with a particular focus on departments directly involved in core activities. This strategic approach aimed to contribute significantly to SIDF's primary objectives of supporting and advancing the industrial sector in the Kingdom.

961 employees
by the end of 2023

97%
are Saudi employees











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Third: Training and Qualification Programs

SIDF's Human Resources Department exerts consistent efforts in qualifying and training Saudi professionals through training programs that meet career progression plans in various SIDF job categories. The programs address all areas related to the nature of business functions. The programs held in 2023 included specialized basic courses, panel discussions, short courses, exhibitions, training courses, workshops, professional conferences, and practical on-the-job trainings. These programs are detailed as follows:



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|  <p>34 trainees</p> <p>Including seven in the top 10 universities in the world, and five in Saudi universities.</p> |  <p>5 employees</p> <p>received accredited career certificate (CMA.2) (CFA.3)</p> |  <p>753 employees</p> <p>attended short training programs, including 31 conferences and exhibitions</p> |
|  <p>7 employees</p> <p>Trained at Roland Berger Global consulting</p> |  <p>2 employees</p> <p>Trained at the French Credit Agricole Bank</p> |  <p>9 employees</p> <p>Completed English Language Program</p> |
|  <p>2 employees</p> <p>received vocational training at Phoenix Club and Talento</p> | <p>London Business School</p> <p>20 employees</p> <p>completed the rehabilitation of promising leaders courses with London Business School, within the (Leaders Development) program</p> |  <p>8 Workshops</p> <p>to introduce scholarships (Master's degree) programs in collaboration with (Cranfield, Manchester, ESADE, IE, and Brandies Universities)</p> |

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Cooperative Training:

- » Ninety trainees received cooperative training during 2023 to gain experience for the labor market.
- » The cooperative training application mechanism was improved, as SIDF launched an electronic portal to receive all the cooperative and summer training applications, which align with the digital transformation and automation of services provided to all beneficiaries.

Training Agreements:

- » Several training agreements were concluded on the pricing of SIDF training fees. The current number of partner training institutes and universities is 27, notably Wharton University, MIT, Columbia Business School, CCL, and Fitch Learning.
- » The agreement with the e-learning portal Future X was enforced by SIDF in August 2023. The portal offers more than 8000 training programs by providers such as Coursera and EDX. Over 300 SIDF employees registered for 13 different training tracks across 150 targeted training programs for basic, technical and special-focus skills such as (industry, power, mining, digital transformation and leadership).
- » A preliminary agreement with the National Security Services Company (SAFE) was concluded to provide several training programs to improve the skills of SIDF security personnel.



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Fourth: SIDF Academy

SIDF Academy Vision

To be a primary knowledge hub building human capabilities in priority sectors essential to achieving industrial evolution in the Kingdom.



SIDF Academy Mission

To build human capabilities of SIDF employees, clients, and agencies within the industrial ecosystem through offering top-notch programs in collaboration with renowned training and educational institutions, and through incorporating innovative teaching methods that align with SIDF's core functions and national objectives.





SIDF Academy Strategic Objectives

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|  <p>Develop specialized programs that focus on SIDF core functions.</p> |  <p>Strategic alignment with government and private organizations in the industrial ecosystem.</p> |  <p>Develop human capabilities to serve SIDF industrial development needs, SIDF clients, and the industrial ecosystem</p> |
|  <p>Establish a competency matrix aligned with the national objectives.</p> |  <p>Conclude strategic partnerships with leading local and global educational institutions to enhance the learning journey.</p> | |

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Key Initiatives and Programs in 2023:

Training Portfolios

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|  <p>Finance</p> |  <p>Management & Leadership</p> |
|  <p>Digitization & Innovation</p> |  <p>Specialized Programs</p> |

1. Empowerment of Human Capabilities

SIDF Academy has played a crucial role in training and developing skilled individuals in alignment with Saudi Vision 2030. The Academy offers high-quality education and training programs that cater to the needs of employees within the industrial ecosystem across various fields. Its objective is to enhance the capabilities of human resources and provide specialized education of exceptional quality. SIDF Academy successfully trained 2,064 individuals from both the industrial ecosystem and SIDF including its customers, who benefited from the financial, business, digitization, innovation, and professional development programs. Additionally, the Academy's Nokhab Programs served 174 trainees while 30,122 participants attended seminars on topics such as finance, manufacturing, and economics

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| <p>10</p> <p>Partnerships with educational and training providers</p> | <p>8</p> <p>Nokhab Programs</p> | <p>+ 350</p> <p>Beneficiaries from the government and private sectors</p> |
| <p>12</p> <p>Seminars in various fields</p> | <p>2,064</p> <p>Trainees</p> | <p>68</p> <p>Training programs</p> |

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2. SIDF Academy Received Institutional License from NEC to Provide E-training

SIDF Academy successfully obtained the institutional license the National E-learning Center to provide online training courses. SIDF Academy met all the necessary standards set out by NEC. This license is yet another proof that the Academy is ready to provide world-class online training programs that align with the national industrial development objectives. The license also allows SIDF Academy to establish national and international strategic partnerships with leading educational institutions to provide human capabilities with the necessary skills and abilities.

3. SIDF Launched Several E-learning programs

Several e-learning programs were announced in partnership with the National eLearning Platform (FutureX). The programs are provided by leading education platforms such as Coursera and EDX. FutureX aims to promote eLearning by delivering services and initiatives through national and global partnerships.

4. SIDF Delivered Third Batch of Nokhab Training Program (45 trainees)

A third batch of Nokhab Program – comprising 45 trainees - successfully completed the course across its three tracks:

- » Nokhab Credit Program
- » Nokhab Engineering Program
- » Nokhab Market Studies Program

The graduation ceremony was attended by H.E. the Minister of Industry and Mineral Resources and SIDF Chairman Mr. Bandar bin Ibrahim Alkhorayef, H.E. CEO of Saudi EXIM Bank Eng. Saad bin Abdulaziz Alkhalb, and H.H. CEO of SIDF, Prince Sultan bin Khalid Al Saud.

5. Strategic Agreements and Partnerships

SIDF Academy entered into partnerships with renowned international and local education and training providers, to promote the skills of industry employees in both the public and private sectors. The universities and institutes possess excellent capabilities in diverse training fields. The primary objective was to foster the growth of the human capital sector within the Kingdom by signing agreements in 2023 with the following major organizations:

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|  | Credit Analysis Program Training Agreement with Fitch Learning Ltd. |
|  | Market Studies Training Agreement and Strategy and Leadership Training Program Agreement with London Business School. |
|  | Credit Analyst Training, Hackathon, Leadership and Business, Leading Creative Transformation in Critical Times agreements with Stanford University. |
|  | Nokhab Engineers Program with the University of Berkeley. |
|  | Training Agreement for a series of virtual programs to transfer the actual work experience across Work Programs with MISK. |
|  | Memorandum of understanding to provide joint training programs with King Abdullah University of Science and Technology (KAUST). |
|  | Validity Agreement to provide CMA Certification Program. |
|  | Cooperation to provide "How to Start Your Industrial Project?" Program |
|  | Training (Secondment) |
|  | SAB Bank Employees Training Agreement |

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