Empowering locals in District Cooling Industry, Advantages vs Challenges.

Presented by:
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Highlight the strategic importance of developing local expertise and value addition we experienced by involving young talents in the District Cooling Industry.
Forecast of Energy Efficient Cooling in the Kingdom - 2030

Estimated Rise of District Cooling

<table>
<thead>
<tr>
<th>Year</th>
<th>TR - Million</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>2.1</td>
</tr>
<tr>
<td>2022</td>
<td>4.5</td>
</tr>
<tr>
<td>2030</td>
<td>10.5</td>
</tr>
</tbody>
</table>
A typical example of sustainable and energy efficient cooling

Energy cost saved at District Cooling Plant (100,000 Tons) operated by STOM

<table>
<thead>
<tr>
<th>Conventional cooling system (130,000 Ton)</th>
<th>220 MW</th>
<th>733 Million kW/Hr</th>
<th>1,237,600 Barrel</th>
<th>367,000 Metric Tons</th>
</tr>
</thead>
<tbody>
<tr>
<td>District Cooling with Thermal Tank (100,000 metric Tons)</td>
<td>80 MW</td>
<td>280 Million kW/Hr</td>
<td>448,000 Barrel</td>
<td>133,000 Metric Tons</td>
</tr>
</tbody>
</table>

**All 100,000 Ton refrigeration**

By District Cooling System (Thermal Tank)

- **140 MW** saving
- **453 Million KW/HR** reduction in electricity consumption
- **789,600 Barrel** saving
- **234,000 Ton** removal from CO2

**Saving 6,000,000 M3** of treated water each year

**Reduces 792 Million SR** of capital investments in the energy sector

Enough to supply power to 51,500 Cars Every year

Enough to fill fuel 46,800 Tree Planted every year

From CO2
The current contribution of Native talent in Saudi Tbreed District Cooling company

- Non Saudi, 68%
- Operators, 18%
- Technicians, 7%
- Supervisors, 4%
- Plant Managers, 3%
5 Year Milestone

- 2014: 12%
- 2018: 29%
- 2020: 80%

Bar chart showing percentage breakdowns for different roles over years:

- Operators: 0% (2014), 0% (2018), 20% (2020)
- Technician: 0% (2014), 6% (2018), 10% (2020)
- Supervisor: 0% (2014), 4% (2018), 10% (2020)
- Plant Manager: 0% (2014), 3% (2018), 10% (2020)
- Non-Saudi: 88% (2014), 68% (2018), 40% (2020)
Advantages

• Corporate Social Responsibility

• Enhancing the technical capability of locals, thereby making strong DC know-how bank.

• Long term returns

• Growth of Local Industry

• Boosting Saudi economy

• Reduced unemployed locals
What has STOM done to develop the Local Talents

1. Individual Development Plan (IDP).
   • Enhancing English language
   • Safety Training
   • 1 to 1 Training.
   • Detailed category training.
   • Overseas Training
   • OEM Training

2. Scholarship Programs.
   • HIWPT
   • Others
3. Empowering higher performing employees to take on bigger challenging roles.

4. Organizing University/College events aimed to attract the new graduates to District Cooling industry.

5. Well compensated.

6. Recognizing young talent through creating a competitive environment.
Challenges

- Lack of District Cooling industry awareness.
- Retention
- Low motivational drive.
- Salary Scales.
- Working in remote areas
Conclusion

Nurturing local talents in the District Cooling industry is a strategy for the development of more young professionals. As Saudi Tabreed we have adopted as part of our mission and vision to continuously use all the resources at our hand to empower Saudis in District Cooling Industry and make it more attractive for young generation.
Thank you.