



2025 Sustainability Report



Creating sustainable impact



Welcome to our 2025 Sustainability Report

The report covers the activities of IHS Towers for the period January 1, 2025, to December 31, 2025. Except where the context otherwise requires or where otherwise indicated in this Sustainability Report, the terms “IHS Towers”, “IHS”, the “Company”, the “Group”, “IHS Group”, “we”, “us”, “our”, “our company” and “our business” refer to IHS Holding Limited and/or its subsidiaries, as the context may require. Any specific scope requirements and exclusions are noted in the report. This is our latest annual Sustainability Report published in May 2026; our previous report was published in May 2025.

The Board of Directors of IHS Holding Limited has reviewed and approved this IHS Holding Limited Sustainability Report for the year ended December 31, 2025.

The report is prepared with reference to the Global Reporting Initiative (GRI) Standards and maps our sustainability initiatives to the United Nations’ Sustainable Development Goals. IHS’ approach to sustainability is guided by the UN Global Compact, to which the Company has been a signatory since 2020.

IHS Towers is publicly listed, with its shares traded on the New York Stock Exchange (NYSE:IHS). For more information, please contact investorrelations@ihstowers.com.





Contents

Introduction and overview

- 3** A letter from our Chairman & CEO
- 5** Who we are
- 6** Our vision and values
- 7** What we do
- 8** Where we operate
- 9** Governance of sustainability
- 10** Risk management
- 11** Stakeholder engagement
- 14** ESG materiality
- 16** Accelerating connectivity, empowering communities
- 19** ESG ratings, recognition and awards

Our approach to sustainability

- 20** Ethics and governance
- 26** Environment and climate change
- 33** Education and economic growth
- 39** Our people and communities

Further information

- 52** Key performance indicators 2025
- 57** GRI Content Index
- 65** Cautionary statements



Supporting adoption of clean cooking →



Tackling illiteracy in Côte d'Ivoire →



Changing lives through technological skills in Brazil →



Frontline Workers Initiative →

Chief Executive's statement

A letter from our Chairman & CEO

Welcome to IHS Towers' 2025 Sustainability Report

“In 2025, we remained committed to driving impact through our four pillars: ethics and governance, environment and climate change, education and economic growth, and our people and communities.”

As of December 31, 2025, our tower count of 37,590 positions us as one of the largest independent tower operators in the world by tower count. With a footprint across seven¹ markets and a population of approximately 647 million people², we recognize our potential to promote economic growth and social development while reducing environmental impacts.

In 2025, we remained committed to driving impact through our four pillars: ethics and governance, environment and climate change, education and economic growth, and our people and communities.

Reducing GHG emissions

Our Carbon Reduction Roadmap provides a comprehensive strategy for decreasing our greenhouse gas (GHG) emissions. Our target is to reduce kilowatt-hour emissions intensity by approximately 50% by 2030. This target covers Scope 1 and Scope 2 emissions from our tower portfolio, as we strive to continue reducing the impact of our operations on the environment.

Our Scope 1 and Scope 2 kilowatt-hour emissions intensity reduced by approximately 21.4% for the year ended December 31, 2025, as compared with our 2021 baseline emissions data³. For more information see page 30.

In 2025, we completed Project Green, an initial step in our Carbon Reduction Roadmap. The project focused on reducing diesel dependency by integrating solar panels and battery storage at off-grid sites expanding grid connections, and providing supplemental solutions at select on-grid tower locations. We currently anticipate additional efforts will be needed to achieve our 2030 emissions intensity goal and plan to consider various options.

Creating opportunities in a connected world

Through mobile connectivity, we believe we have the potential to bring significant economic and social value to the communities where we operate. We also recognize the broader role connectivity plays in education and economic empowerment, and we continue to focus on

delivering long-term positive impact, strengthening educational opportunities and supporting the development of business.

In 2025, 54% of our sustainability spending was dedicated to our education and economic growth pillar, encompassing initiatives such as donating ICT equipment, connecting rural schools to the internet, promoting digital inclusion and supporting entrepreneurial ventures.

To help broaden access to connectivity, we continued to expand our rural telephony network services in Nigeria and Cameroon. This solution aims to provide remote communities with 2G and 3G voice and data access so that they can benefit from the socio-economic opportunities made available by mobile connectivity. As of December 31, 2025, we have established a total of 628 operational rural telephony sites (versus 623 sites as of December 31, 2024), all powered exclusively by solar.



Sam Darwish
Chairman & CEO

1. In October 2025, IHS Towers completed the sale of IHS Rwanda Limited ("IHS Rwanda") to Paradigm Tower Ventures.
2. Euromonitor International Limited (Economies & Consumers data) for Population, extracted April 2025, Analysys Mason estimates and IHS.
3. Scope 1 and Scope 2 emissions and emissions intensity for 2021 have been recalculated to account for IHS Towers' sale of IHS Kuwait in 2024.

Chief Executive's statement *continued*

Upholding the highest standards

At IHS, we value the trust of our stakeholders and are committed to doing business in an ethical, honest and transparent way. In 2025, we maintained our ISO 37001 Anti-Bribery Management System certification⁴ for our anti-bribery measures, while IHS Nigeria continues to align with ISO 26000 guidelines on social responsibility. IHS South Africa improved its Broad-Based Black Economic Empowerment (B-BBEE) status and achieved a Level 1 rating in its audit.

Our people and communities

One of our sustainability pillars focuses on our people and communities. We believe that a wide variety of perspectives and experiences, along with a corporate culture of inclusion, make our company stronger, more innovative and better able to deliver for our customers and the communities we serve.

As of December 31, 2025, our headcount was 2,762, a 4% decrease year on year, which is mainly driven by Rwanda, which we exited in October 2025. We represent 40 nationalities across our teams. The proportion of women in our workforce has increased to 29%, compared to 27% in 2024, while men accounted for 71%. In addition, at Board level, 38% of our directors were female and 62% of our directors were male. We strive to continue our initiatives related to inclusion.

In 2025, we delivered appropriate induction and ongoing training to our employees through the IHS Academy, our online learning platform. Our employees with access to the IHS Academy completed 13 hours of training on average as of December 31, 2025, in comparison to 12 hours in 2024. In addition, we continued to provide training opportunities to employees of our suppliers and contractors. For more information see pages 25 and 47.

In 2025, we continued to strengthen partnerships with our communities and make social investments in areas determined by local needs and priorities. In total, we spent \$8.2 million on community-focused sustainability initiatives during the year. Since 2017, we have invested more than \$45 million in our communities.

Our Frontline Workers Initiative continued to progress, with 2025 marking the fifth cohort of students. This philanthropic program provides university scholarships to children of our frontline workers to help address socio-economic and education inequalities. It is currently supporting 64 students studying a broad range of subjects at local and international universities.

Keeping our people safe

At IHS, safety is part of our core values, and we apply rigorous health and safety practices and standards across all our operations. We aim to promote a safe and healthy working

environment for our employees, and we also expect our contracted partners to help us meet our goal of an accident-free work environment.

Our approach to health and safety focuses on trying to make every day a 'Perfect HSSE (health, safety, security and environment) Day', where every employee and contractor goes home injury-free and without incidents or cases of environmental damage occurring. Our five Life Saving Rules and nine HSE Principles guide and underpin our wider approach to health and safety.

In 2025, we launched the Integrated Management System (IMS) to strengthen our health and safety culture, streamline HSSE processes and support safe, reliable operations. In 2026, we will aim to further enhance procedures and implementation across the Group.

In 2025, we had no work-related fatalities or injuries among our employees. Regrettably, six of our contracted partners had fatal workplace accidents, highlighting the importance of continuous improvement in how IHS and our business partners manage health and safety risks. In response, we have strengthened our permit to work and risk assessment processes, as well as skilled supervision for working at height. Our Lost Time Injury Frequency Rate (LTIFR) was 0.04 for both Group 1 and Group 2⁵. We continue to learn from incidents, and we aim to continue improving our efforts to keep people safe.

“The commitment of our people continues to drive our ability to create value for all stakeholders and to advance a more sustainable future.”

Looking ahead

We intend to continue pursuing this strategy and, subject to the completion of the sale of IHS Towers to MTN Group Limited, we hope to explore opportunities to support MTN's sustainability objectives.

I am confident that our company will continue to make a positive social impact while reducing environmental impacts and delivering benefits for all our stakeholders.

I would like to take this opportunity to thank all IHS employees for their dedication and our customers, suppliers and partners for their continued support. The achievements in this report are a testament to your collaborative efforts toward the further evolution of our business and a more sustainable future.

I hope you enjoy reading this report.

Sam Darwish
Chairman & CEO

4. ISO 37001 Anti-Bribery Management System certification has been achieved in UAE, the UK and operating companies.

5. Group 1 includes all recordable injuries that happen to IHS employees (permanent and fixed-term employees). Group 2 includes all recordable injuries that happen to workers who are not employees but whose workplace is controlled by the Company. A workplace under IHS control is any location where the IHS HSSE Policy and HSSE Management Systems are being used to control the work, which includes, among others, sites, yards and offices controlled by the Company. During 2025, IHS identified an error in the Group 2 occupational health and safety rates for Nigeria, where reported hours worked had included hours from a wider population of workers than intended. This has been corrected for 2025, which reports hours worked only by workers performing work for IHS. Comparative periods prior to 2025 continue to report a wider population of workers. Hours worked information is provided to IHS by third parties. We continue to make efforts to improve data collection processes and data quality.

At a glance

Who we are

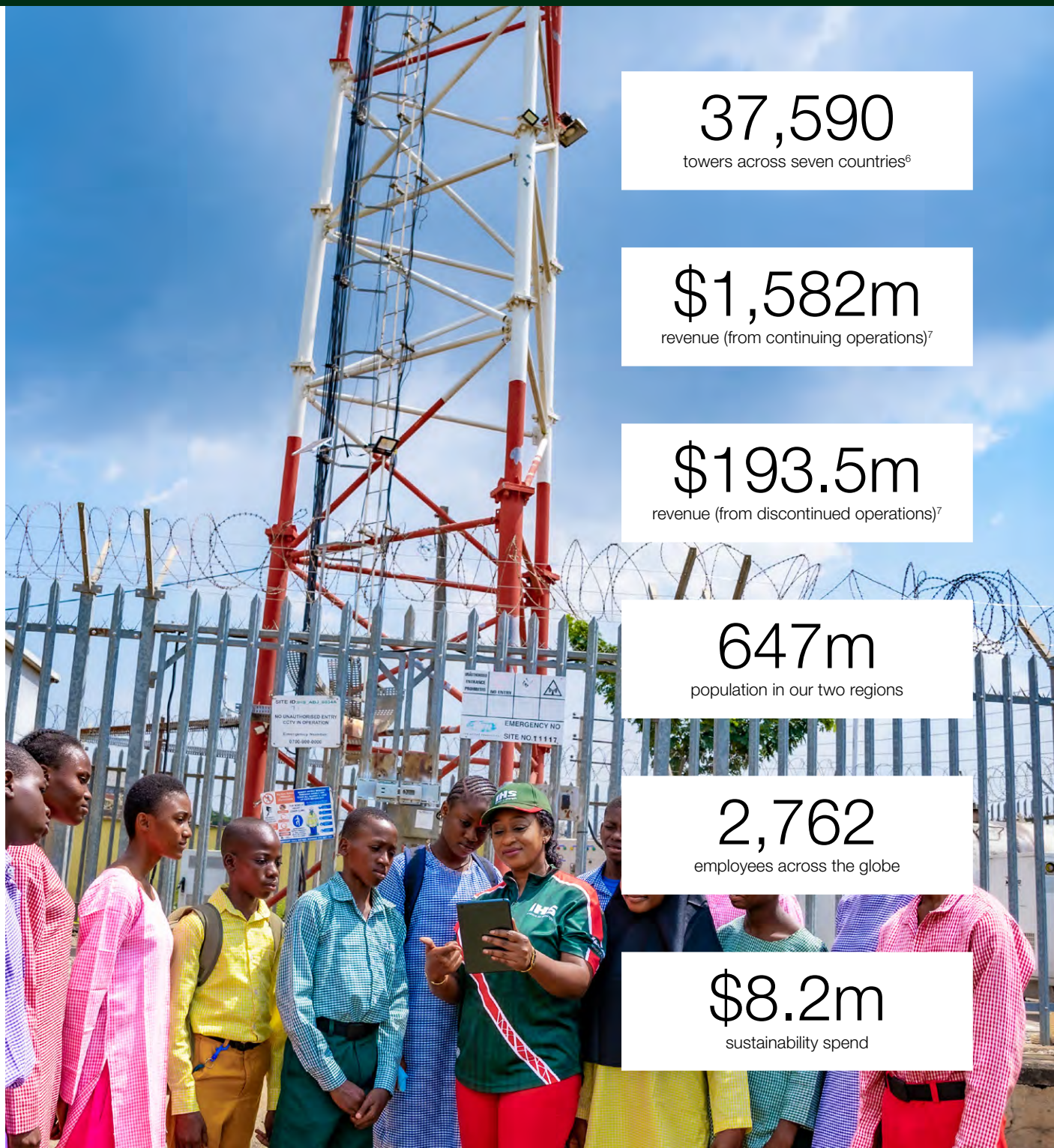
IHS Towers is one of the world's largest independent owners, operators and developers of shared communications infrastructure.

As of December 31, 2025, we provided our customers, most of whom are leading mobile network operators (MNOs), with critical infrastructure that facilitates mobile communications coverage and connectivity across seven countries in emerging markets with a combined population of approximately 647 million people.

We promote infrastructure sharing to drive connectivity and believe our core business model is inherently designed to be more efficient, sustainable and impactful than various alternatives. It is based on building new towers for customers and providing customers with opportunities for Colocation through the leasing of space on existing towers alongside current tenants. Our solutions help facilitate digital inclusion, which in turn offers significant potential for improving lives in the communities we serve. Through mobile connectivity, the populations of the markets in which we operate can stay in touch, conduct business, access health and government services and be educated.

By helping improve the quality and availability of communications infrastructure, vital for an increasingly connected world, we seek to make a positive contribution to the communities in which we operate. Our investments in communications infrastructure help increase connectivity between individuals, businesses and communities. As connectivity reaches more and more people, it facilitates increased opportunities for people to thrive and prosper by accessing education, employment and healthcare. In short, better connections lead to better opportunities.

6. In October 2025, IHS Towers completed the sale of IHS Rwanda including its approximately 1,467 and 3,041 towers and tenants, respectively, to Paradigm Tower Ventures.
7. On February 11 and 17, 2026, the Group announced agreements to sell its 51.0% stake in I-Systems to TIM S.A. and its Latin American tower operations to Macquarie Asset Management, respectively. The Latin American tower operations and I-Systems disposal groups were classified as held for sale at December 31, 2025. These disposal groups comprised the entire Latam reportable segment, and therefore this segment was presented as a discontinued operation. In May 2026, the Group completed the disposal of its 51.0% stake in I-Systems to TIM S.A.



37,590

towers across seven countries⁶

\$1,582m

revenue (from continuing operations)⁷

\$193.5m

revenue (from discontinued operations)⁷

647m

population in our two regions

2,762

employees across the globe

\$8.2m

sustainability spend

At a glance *continued*

Our vision and values

Our vision is to help create a connected world, where mobile connectivity promotes continued economic growth and social development. The five core values we aim to adhere to are:



Customer focus

- Understanding and exceeding customers' needs
- Developing trusted, reliable and collaborative relationships
- Consistently operating at the highest standard of service and delivery
- Enabling our customers to achieve their connectivity and sustainability goals



Innovation

- Constantly seeking new and improved ways to deliver our products and services
- Championing engineering excellence and growth
- Working to create a collaborative and supportive operating environment
- Contributing to the broader advancement of our industry



Integrity

- Being ethical, transparent and honest in everything we do
- Operating with the highest standards of corporate governance
- Upholding robust anti-bribery and anti-corruption practices for our business, suppliers and partners
- Treating all with respect and dignity while protecting fundamental human rights



Boldness

- Being courageous in expanding markets and developing new ones
- Demonstrating robustness and thoroughness in our analysis and decision making
- Confidently pursuing appropriate financial returns and long-term growth
- Always being forward thinking, ambitious and operating with agility



Sustainability

- Safeguarding the health, safety and wellbeing of all stakeholders
- Constantly seeking to create positive impact in the communities we serve
- Providing an inclusive environment for our people and delivering education opportunities that enable them to thrive
- Working to reduce the environmental impact of our operations



At a glance *continued*

What we do

We provide shared communications infrastructure services to MNOs and other customers, who in turn provide wireless voice, data and fiber access services to their end users and subscribers.

We offer a wide range of communications infrastructure solutions to meet customers' requirements, from building new towers to leasing space on existing structures and providing fiber connectivity. We also help deliver cost-efficiencies by buying towers from our customers and leasing them back through long-term contracts, while taking responsibility for most maintenance and upgrades.

Engineering excellence is the bedrock of our business. We have the experience and expertise required to deliver a portfolio of services comprising:

Colocation and Lease Amendments

Colocation is the addition of customers to an existing tower alongside current customers, effectively reducing the overall cost and environmental impact of telecom operations. Lease Amendments involve installing additional equipment or providing ancillary services for existing customers at existing towers.

New sites: build-to-suit (BTS)

When building new towers for customers, we manage every step of the project, from site analysis through legal due diligence and acquisition to construction. We can also provide a range of alternative solutions, including pole or roof-mounted masts for applications including voice, data and radio.

Inbuilding solutions

We provide connected Distributed Antenna System (DAS) solutions for large buildings such as hotels, office blocks, transport hubs and retail centers that require robust mobile services to deliver better coverage.

Tower dissection

1 Tenant's equipment

Houses radio, antenna and other technology used by the MNO for 2G through to 5G services.

3 Battery

Used to store and supply electricity to the towers on hybrid sites, or if main power fails, to reduce the dependence on diesel-fueled generators.

Small cell

In high-density urban centers, we can install non-intrusive small cells on commercial premises, lampposts and poles to help meet rising consumer demand by improving network coverage and quality.

Fiber connectivity

Fiber connectivity is increasingly important in the markets in which we operate to facilitate the 4G and 5G service offerings of our customers. To meet these in-market requirements, we deliver "last mile" fiber to towers in certain markets, all under long-term contractual agreements.

Rural telephony

We offer rural telephony solutions for remote locations, which use bolt-on base stations powered by solar systems with integrated lithium-ion batteries.

2 Solar panels

Leverage innovative green energy initiatives to reduce reliance on batteries and diesel generators.

4 Generators

Used to power towers once the battery source has been depleted.

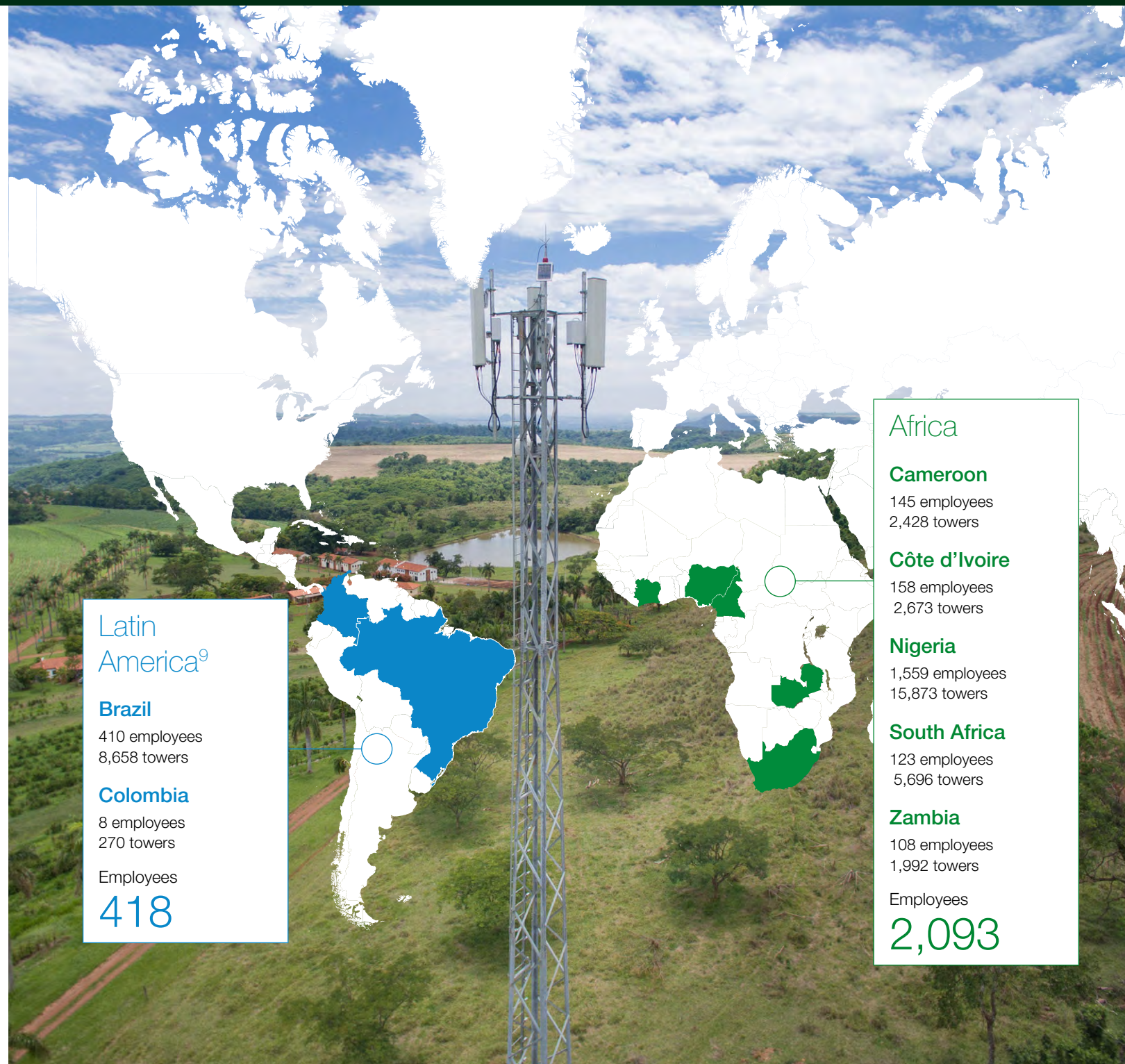


At a glance *continued*

Where we operate

We facilitate mobile communications coverage across seven countries in Africa and Latin America⁸.

8. As of December 31, 2025, we had 2,762 employees across the Group (including corporate offices in UAE, the UK and USA).
9. On February 11 and 17, 2026, the Group announced agreements to sell its 51.0% stake in I-Systems to TIM S.A. and its Latin American tower operations to Macquarie Asset Management, respectively. The Latin American tower operations and I-Systems disposal groups were classified as held for sale at December 31, 2025. These disposal groups comprised the entire Latam reportable segment, and therefore this segment was presented as a discontinued operation. In May 2026, the Group completed the disposal of its 51.0% stake in I-Systems to TIM S.A.



Latin America⁹

Brazil

410 employees
8,658 towers

Colombia

8 employees
270 towers

Employees

418

Africa

Cameroon

145 employees
2,428 towers

Côte d'Ivoire

158 employees
2,673 towers

Nigeria

1,559 employees
15,873 towers

South Africa

123 employees
5,696 towers

Zambia

108 employees
1,992 towers

Employees

2,093

Governance of sustainability

We have taken steps to establish and maintain clear and effective governance structures throughout IHS Towers.

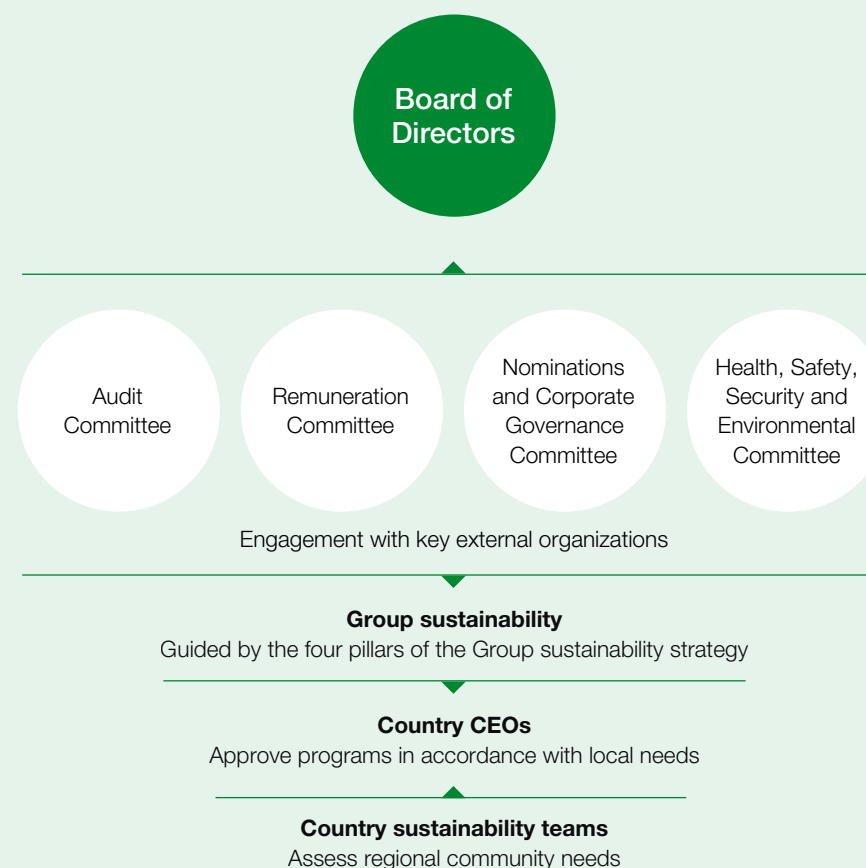
Our Board oversees the management of our operations and our impact, with two committees of the Board involved in oversight of sustainability issues. The Health, Safety, Security and Environmental (HSSE) Committee supervises and supports the implementation and effectiveness of our environmental, health and safety risk management procedures, policies, programs and initiatives. The Audit Committee oversees sustainability reporting and compliance issues.

Our Executive Committee¹⁰ oversees implementation of our sustainability strategy and receives quarterly environmental, social and governance (ESG) updates from the Group Communications and Sustainability team, which is responsible for day-to-day sustainability management at the Group level as well as sustainability reporting.

In addition, the Audit Committee receives biannual updates on the sustainability strategy, ESG reporting priorities and timeframes. The HSSE Committee also reviews management reports regarding the Company's efforts with regard to ESG matters and matters related to operational risks, including any general or external reports, reporting and/or disclosures, including the Sustainability Report of the Company. The Board is also provided updates regularly and as appropriate.

On an annual basis, each in-country Sustainability team identifies and recommends actions, designed to address regional community needs. Our country Chief Executive Officers (CEOs) are responsible for selecting and implementing those programs with the greatest positive impact on local communities and for liaising with our Group Communications and Sustainability team for guidance. The impact of initiatives in our markets is regularly reported to the Board, providing a direct flow of information from our operating entities to the Board. More information on our Board is available in our Annual Report on [Form 20-F for the year ended December 31, 2025](#).

Sustainability reporting structure



10. Information about the roles and backgrounds of our Executive Committee members is available in our Annual Report on Form 20-F for the year ended December 31, 2025.

Risk management

IHS has developed and implemented a comprehensive risk management framework designed to integrate risk-related policies and processes across the Company. The Group's risk management policies are aimed at identifying and analyzing key risks, establishing appropriate risk appetite and controls and monitoring risks exposure and compliance with our defined risk threshold. These policies and systems are reviewed regularly by the executive management with a view to aligning with evolving market conditions and the Group's strategic objectives. Through established training programs, management standards and operational procedures, the Group fosters a disciplined and proactive control environment, in which all employees understand their roles and responsibilities in managing risk. Periodically, the risk management framework undergoes an independent review to assess its effectiveness and alignment with best practices.

The Board of Directors holds overall responsibility for establishing and overseeing the Group's risk management framework, while the Executive Committee develops and monitors the risk management policies, ensuring alignment with strategic objectives. The Internal Audit and Risk Management team reports directly to the Chair of the Audit Committee, with an additional dotted reporting line to the Group Executive Vice President and Chief Financial Officer.

Our Board of Directors is supported by various management functions that check and undertake both regular (at least twice a year) and ad-hoc risk assessment reviews in

compliance with established controls and procedures. The objective of the risk management process at IHS Towers is to ensure that our Board of Directors and management are aware of the key risks that could threaten the achievement of business objectives and that appropriate mitigation plans are in place to avoid, eliminate or minimize the impact of such risks, should they arise.

Risk assessments typically consider the potential impacts should a risk occur, as well as the likelihood of the risk occurring, plus the root causes of individual risks and the need for any additional controls or mitigation actions. Risks are prioritized, and risk profiles will cover a mix of external risks over which management may have little control, as well as internal risks that management should be capable of mitigating.

The Audit Committee is responsible for overseeing the implementation of our policies with respect to risk assessment and risk management, including guidelines and policies to govern the process by which our exposure to risk is handled. It oversees how our management monitors compliance with our risk management policies and procedures and reviews the adequacy of the risk management framework in relation to the risks we face. The Audit Committee also oversees management of risks, including, but not limited to, financial and cybersecurity risks. While each committee is responsible for evaluating and overseeing the management of certain risks, the Board is kept informed through committee reports about those risks. The Group identifies, assesses and monitors emerging risks on an ongoing basis,

and implements proactive mitigation measures where relevant. Our three lines of defense support our risk management approach by clearly defining roles and responsibilities:

- First line: Owns and manages risks within the business, ensuring appropriate controls are in place.
- Second line: Oversees risk and control compliance, providing guidance and support to the first line.
- Third line: Group Internal Audit, providing independent assurance on the effectiveness of risk management.

Our internal audit process is a fundamental component of the risk management process. Its objective is to provide reasonable assurance to our Board of Directors and management that the controls put in place to mitigate our key risks are designed appropriately and operating effectively. A critical input into planning internal audit work is a good understanding of the risk profiles in all our markets, functions and projects, as well as the key risks facing the Company. The internal audit process involves close collaboration between Risk teams at Group level and within our markets, as well as with other functions such as the Health, Safety, Security and Environment teams. The results of internal audit reviews are presented to the Audit Committee. The output of all internal audit work is an important input into the development of the risk assessments we perform.

At IHS, we are committed to maintaining a strong risk-aware culture, which emphasizes the importance of risk management. We continue to

educate our employees by providing ongoing practical guidance and training to ensure we have a robust approach to risk management within the business. To be able to appropriately respond to risks when they arise, we have in place regularly updated business continuity plans covering a wide range of risks, such as natural catastrophes, economic headwinds, political violence or health risks to employees, that have been developed to provide management with guidance on actions that should be taken in the event an incident occurs that is threatening business performance.






Stakeholder engagement

We communicate regularly with our stakeholders, seeking their views and responding to areas of concern.

Our key stakeholder groups are employees, customers, suppliers, local communities, regulators, governments, shareholders and investors. Regular engagement gives us more insight into stakeholders' priorities and concerns and allows us to respond proactively.



Stakeholder engagement *continued*

Stakeholder significance	Engagement channels	Stakeholder interests
 <p>Customers</p> <p>It is by meeting the needs of our customers, mainly large MNOs, that we fulfill our vision of helping to create a connected world in which communications promote continued economic growth and social development.</p> <p>Our close relationships with customers help us deliver high performance levels to support their networks and the end user.</p>	<ul style="list-style-type: none"> • Direct correspondence • Contractual relationships • Our third-party 'Speak Up' whistleblowing platform • Corporate website • LinkedIn corporate page 	<ul style="list-style-type: none"> • Service quality • Availability 24/7 • Response to individual needs • Cost of service
 <p>Employees</p> <p>The people we employ are critical to our success. They understand the context in which we operate and the strategy we employ, which they translate into action in the form of deliverables, innovation and customer focus.</p> <p>Our employees' professional and personal development is an essential success factor for us. We therefore invest in their development and aim to promote a safe and healthy working environment, where individuals are encouraged to reach their highest potential regardless of background.</p>	<ul style="list-style-type: none"> • Face-to-face communication with management • Annual performance reviews • Town halls • Our third-party 'Speak Up' whistleblowing platform • Training programs via the IHS Academy • 'Yammer' (a digital tool for employees to communicate across all IHS entities) • Company-wide employee engagement surveys • Quarterly internal company newsletter • Corporate website • Internal intranet • Internal Careers Portal • LinkedIn corporate page 	<ul style="list-style-type: none"> • Training, development and education • Wages and benefits • An inclusive working environment • Career and professional development opportunities • Health and safety
 <p>Shareholders/investors</p> <p>We aim to deliver value to our shareholders and investors, and build strong partnerships with them.</p> <p>They provide us with the capital to develop and grow our business sustainably.</p>	<ul style="list-style-type: none"> • Earnings releases, quarterly and annual filings • Meetings and conferences • Presentations and conference calls • Our Sustainability and Annual Reports • Press releases • Our website, most notably its Investor section 	<ul style="list-style-type: none"> • Financial and operational performance • Strategy (including geographic diversification), opportunities and risks • Capital allocation • Capital structure • Corporate governance • Sustainability/ESG • Health and safety

Stakeholder engagement *continued*

Stakeholder significance

Engagement channels

Stakeholder interests

**Suppliers**

Our suppliers are important to our value creation, and we aim to build long-term relationships with them.

We work with our suppliers so that they understand our vision, our commitment to ethical business practices and our approach to sustainability.

- Contractual relationships
- Regular meetings with strategic suppliers
- Regular performance assessments
- Training and education activities
- Participation in key sustainability programs (e.g., the Frontline Workers Initiative, see page 48)
- Our third-party 'Speak Up' whistleblowing platform

- Valuable business relationships
- Sustainable supply chain operations
- Provision of talent and talent-related programs for employees

**Government and regulators**

Our relationships with local governments and regulators are crucial to our ability to operate.

We strive to be up to date with expectations and regulations in all the markets in which we operate and abide by high standards of business and ethical behavior.

- Governmental consultations and working groups
- Face-to-face interactions

- Socio-economic development and growth
- Regulatory compliance

**Community**

We seek to improve the quality of life for people living in our operating markets. 99% of our employees are local to operating markets.

We work directly with communities to understand their needs and expectations, enabling us to achieve long-term sustainable development.

- Dialogue with community representatives
- Face-to-face interaction
- Our third-party 'Speak Up' whistleblowing platform
- Charity programs targeting health, education, economic development and the environment

- Charitable support
- Socio-economic development of regional operations
- Creating new employment opportunities
- Infrastructure development
- Reliable connectivity
- Environmental impact of IHS operations

ESG materiality

We conducted our ESG materiality assessment, leveraging the definition of materiality from the GRI Standards, to identify the environmental, social and governance topics that are most important to our business and stakeholders.

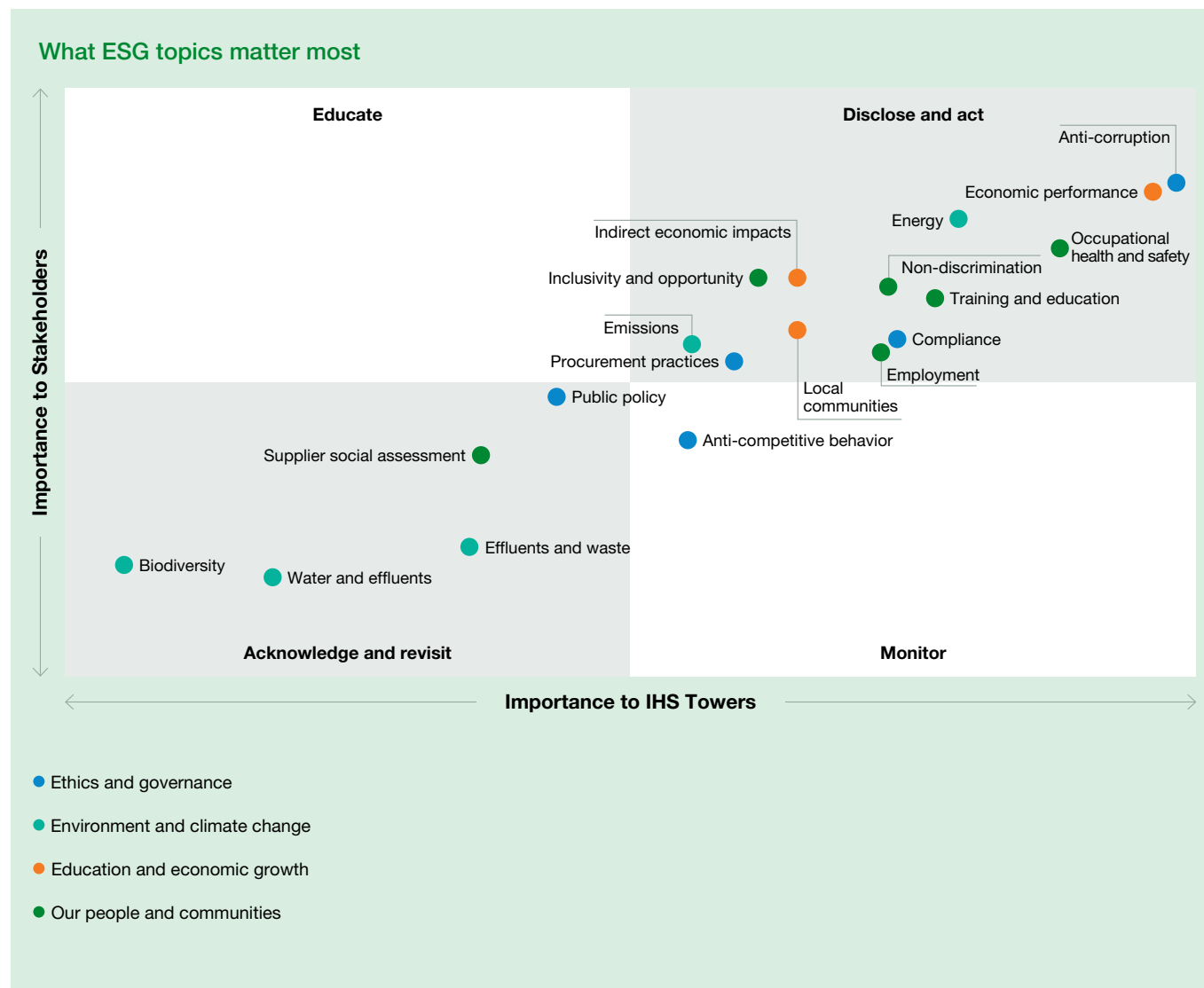
The most recent assessment was conducted in 2022, building on the first one we completed in 2020, and, in line with best practices, involved input from:

- Internal stakeholders such as the Board of Directors, the Executive Committee and selected employees;
- External stakeholder groups such as suppliers, investors and shareholders, communities, customers, governments and regulators.

Three-phased approach to our ESG materiality assessment

1. Based on our peer benchmark analysis, we identified the key trends and created a list of 20 ESG topics.
2. To validate and prioritize each ESG topic, we obtained feedback and insights by interviewing key stakeholders, conducting internal and external surveys and running an internal focus group.
3. We evaluated the results of the assessment to determine the relative importance of each ESG topic.

The assessment identified 13 key topics that reflect the most significant impact on the economy, environment and people, including human rights. These largely align with the topics prioritized from our prior assessment in 2020. Topics shown in the upper right quadrant of the assessment matrix are included in this report. To enable us to continue to focus on the most important topics and stay on top of any emerging sustainability trends, further materiality assessments will be carried out as appropriate.



What ESG topics matter most



Ethics and governance

Anti-corruption

Working against corruption in its various forms, including extortion and bribery

Compliance

Complying with applicable laws or regulations

Procurement practices

Managing procurement practice-related impacts, including our support for local suppliers

See more on page 20



Environment and climate change

Energy

Our use of energy resources to mitigate climate change and lower overall environmental footprint

Emissions

Our GHG emissions

See more on page 26



Education and economic growth

Economic performance

Creating wealth and adding value for our stakeholders

Indirect economic impacts

Contributing to the economy and society, positively impacting local, regional and global economies

Local communities

Supporting local communities in areas that may be economically, socially or environmentally impacted by our operations

See more on page 33



Our people and communities

Inclusivity and opportunity, and non-discrimination

Providing equal employment benefits and opportunities for employees

Employment

Our approach to employment and creating new employment opportunities

Occupational health and safety

Providing and protecting the safety, health and wellbeing of employees

Training and education

Providing professional development opportunities for our employees

See more on page 39

Accelerating connectivity, empowering communities

The markets in which we operate are generally characterized by low mobile penetration, which we believe provides significant opportunities for growth.

We have the scope to help more people through the advantages of mobile connectivity. We aim to expand our operations and capabilities within such markets to help bring new opportunities to more people.

However, we do not believe that our strategy ends with the advantages inherent in our business model. We invest in environment, healthcare, education and infrastructure through our strategic sustainability partnerships, and we aim to promote continuous improvement in our social and environmental performance by taking a strategic approach to sustainability.

Our sustainability strategy is based on four pillars:



Ethics and governance

Page 20



Environment and climate change

Page 26



Education and economic growth

Page 33



Our people and communities

Page 39



Accelerating connectivity, empowering communities *continued*

The four pillars of our sustainability strategy



Ethics and governance

Striving to be a leader in responsible business, promoting the highest standards everywhere we operate, with a focus on conducting business fairly and highlighting the sustainability agenda.



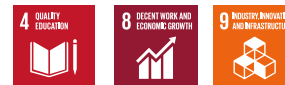
Environment and climate change

Working to reduce the environmental impact of our operations and protect the environment by investing in more renewable energy sources such as solar and hybrid power systems, with a focus on leading-edge engineering and operational excellence while raising awareness of environmental issues.



Education and economic growth

Aiming to enable greater access to mobile communications and help increase the number of people benefiting from connectivity, with a focus on strengthening education opportunities and supporting the development of business and enterprise.



Our people and communities

Building an inclusive workforce and contributing to the success of the communities in which they live, with a focus on helping our employees and communities thrive.



Accelerating connectivity, empowering communities *continued*

Our approach

Our vision is to help create a connected world, where communication promotes continued economic growth and social development.

We aim to achieve this by providing the infrastructure that allows people across our markets to access the mobile communications that enable them to stay in touch, conduct business, use health and government services, and access education more easily.

Our investment in buying, building and managing communication towers, as well as small cell, DAS solutions and fiber connectivity, is already contributing to the further expansion of connectivity including 5G deployment where applicable. These services are increasing mobile connections, and we believe they also help to generate further socio-economic opportunities.

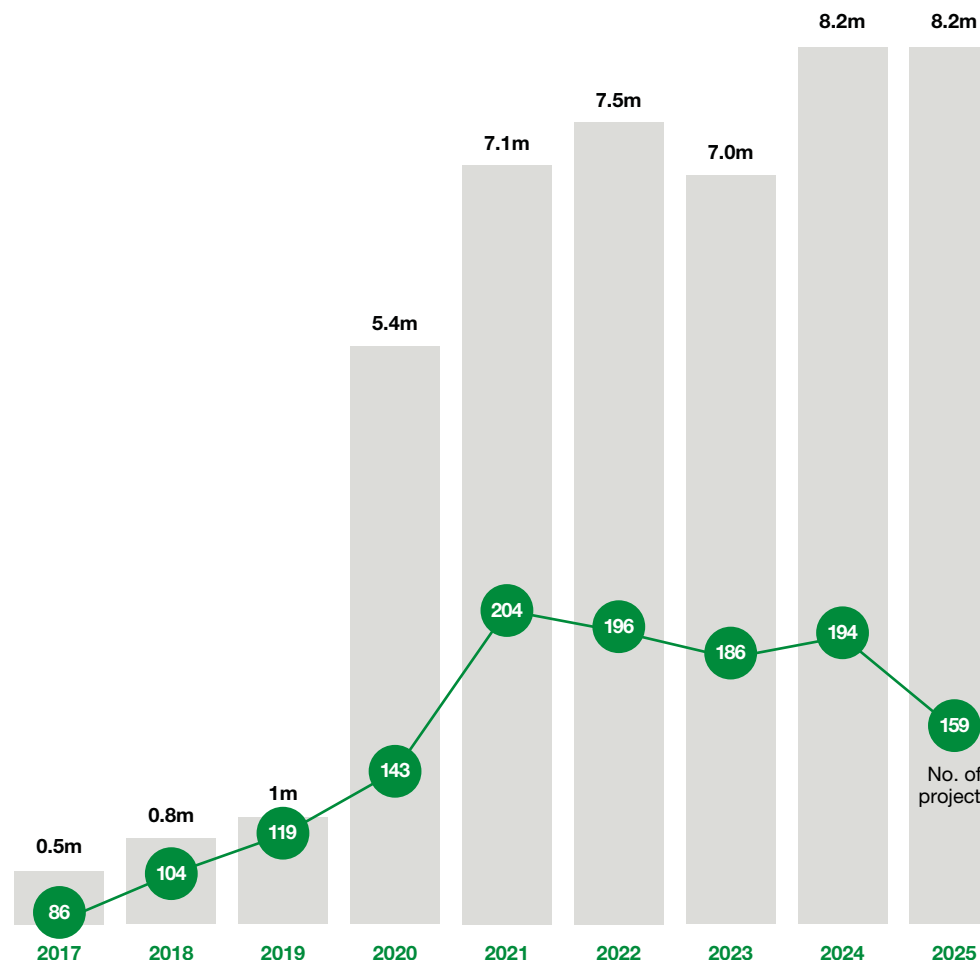
IHS Towers is a UN Global Compact signatory, and our approach to sustainability is guided by the ten principles of the UN Global Compact relating to human rights, labor standards, environment and anti-corruption. Our strategy is based on principles that we believe are aligned to the UN's Sustainable Development Goals (SDGs), which set out desired improvements in areas such as poverty, health and wellbeing. We believe that through our sustainability initiatives, we contribute to nine of the 17 SDGs.

Our sustainability strategy is based around four pillars that aim to foster socio-economic development while reducing environmental impacts. Executing our strategy involves close collaboration across teams and markets to share learnings and try to continuously improve performance.

We invest in local communities, implementing projects to help facilitate regional economic development, enhance local living standards and protect local environments and ecosystems. Our projects are based on community needs and focused on education, healthcare, economic empowerment, infrastructure development and environmental protection and awareness. In 2025, we invested \$8,170,827 in our local communities, a decrease of 1% from 2024. 91% of 2025 investment focused on two pillars of our sustainability strategy: education and economic growth, and our people and communities. Since 2017, our investments in initiatives across all four sustainability pillars have exceeded \$45 million.

More than **\$45m** invested in our local communities since 2017

Sustainability spend year on year



ESG ratings, recognition and awards



Great Place to Work (GPTW)

2025 Best Companies to Work in the Information Technology Industry 2025, IHS Latam



Santo André Technology Park

2025 Innovation Protagonist Award, IHS Brazil and I-Systems



Sustained Impact Partner

The Corporate Awards, IHS Cameroon



Partnership of the Year

CSR Network Zambia, IHS Zambia



Public-Private Digital Transformation Project of the Year

AEDA, IHS Cameroon



Best Company in Innovation

SERAS CSR Awards, IHS Nigeria



Green Energy Infrastructure Champion

American Society of Civil Engineers (ASCE), IHS Nigeria



As of December 18, 2025, IHS scored 37 (out of 100) in the 2025 S&P Global Corporate Sustainability Assessment (CSA Score)



Ethics and governance



GRI 2-23, 2-24, 2-25, 2-26, 3-3, 203-1, 204-1, 205-2



Ethics and governance *continued*

We value the trust of our stakeholders and are committed to doing business in an ethical, honest and transparent way.

We are committed to managing our business responsibly and sustainably. We strive to focus on business practices based on honesty, fairness and consistency in our work with employees, customers, investors, contractors, suppliers, non-governmental organizations (NGOs) and others.



11. The reporting scope includes IHS employees identified in employment contracts as at December 31, 2025, excluding employees with no access to the IHS Academy.

12. Local suppliers include the local entities of global firms.



Ethics and governance *continued*

Our approach

We aim to be ethical, transparent and honest in everything we do; operate with the highest standards of corporate governance; uphold anti-bribery and anti-corruption practices; and treat everyone with respect and dignity while protecting fundamental human rights.

We believe that being an ethical organization plays a vital role in making a successful company. Responsibility for promoting an ethical culture in our business lies with the Board of Directors and the Executive Committee. In addition to leading by example, they oversee a compliance program that includes relevant ethics and compliance policies, training and whistleblowing procedures.

Group Legal and Compliance, in partnership with Group HR, lead the design and implementation of the compliance program and report activities and outcomes to the Executive Committee and the Audit Committee. In addition, each operating market's Legal function is responsible for overseeing compliance with local regulations. As part of continuous improvement, the compliance program is subject to regular internal and external reviews against the latest international standards and emerging risks.

In 2025, IHS maintained ISO 37001 Anti-Bribery Management System certification for our anti-bribery measures in UAE, the UK and operating markets. IHS Nigeria continues to align with ISO 26000 guidelines on social responsibility. In addition, IHS Nigeria sponsored

the 2025 Employment and Labour Law Conference hosted by the Employment and Labour Lawyers Association of Nigeria (ELLAN), bringing together legal and industry leaders.

IHS South Africa achieved a Level 1 in its B-BBEE audit. The objective of B-BBEE is to advance economic transformation and enhance the economic participation of black people in the South African economy. Learn more about initiatives relevant to the B-BBEE socio-economic development in our people and communities section of this report.

Accountability to high standards of conduct

Integrity is one of our core values, which underpins our commitment to being ethical, transparent and honest in everything we do. We are committed to the best standards of doing business and aim to help promote and reinforce consistency in maintaining and improving those standards. We strive to treat all stakeholders with respect and dignity while protecting fundamental human rights and operating with the highest standards of corporate governance. [Our IHS Group Code of Conduct and Business Principles](#) stipulates ethical values and standards and applies to all employees, officers and directors (including non-executive directors) of IHS Group.

The Code of Conduct and Business Principles, available in English, French, Portuguese and Spanish, is the fundamental document that sets out our commitment to integrity. As such, it covers a broad range of topics including the handling of conflicts of interest, gifts,

entertainment and other regulatory matters such as equal opportunity, inclusion and non-discrimination standards and anti-bribery and corruption. A range of standalone policies and procedures address specific risks and support the Code, including:

- Whistleblowing and Non-Retaliation Policy;
- Anti-Bribery and Corruption Policy;
- Business Continuity Policy;
- Procurement Policy;
- Gifts and Entertainment Policy;
- Conflict of Interest Policy;
- Donations Policy;
- Sanctions and Export Control Policy;
- Insider Trading Compliance Policy;
- Anti-Money Laundering Policy.

At IHS, we make every effort to address and remedy non-compliance with the Code. Violations of the Code can result in serious consequences for employees and the Company, and may result in disciplinary action up to termination of employment.

[Our Human Rights Statement](#) demonstrates our respect for the fundamental human rights set out in the Universal Declaration of Human Rights. As a Signatory of the UN Global Compact, we are committed to recognizing the principles of human rights. We support and respect the protection of internationally proclaimed human rights and try to ensure we are not complicit in human rights abuses. The Code of Conduct and Business Principles provides the foundation for this Statement. To mark World Human Rights Day, IHS Nigeria

collaborated with Amnesty International to deliver a webinar that raised employee awareness of key workplace rights, including respect at work, bullying, sexual harassment, and grievance procedures.

To support compliance with our policies, we have a robust ethics and compliance training program on the IHS Academy, our online learning platform. As of December 31, 2025, employees had completed 8,127 compliance training modules. Topics addressed included:

- Code of Conduct and Business Principles;
- Whistleblowing and non-retaliation;
- Anti-bribery and corruption;
- Gifts and entertainment;
- Conflict of interest;
- Insider trading compliance;
- Protection of company information and data;
- Preventing harassment and promoting respect.

All new employees are required to participate in a mandatory induction program. During 2025, 88% of new IHS employees completed training relating to the Code of Conduct and Business Principles (versus 77% in 2024). We continue to train all new employees on ESG and sustainability issues. The sustainability and ESG training forms part of our induction training and is intended to give employees a better understanding of IHS' sustainability strategy and our definition of and commitment to sustainability matters, including our commitments as a UN Global Compact signatory. During 2025, this training was completed by 88% of our new employees. We are continuously working to improve completion rates for the mandatory induction program.



Ethics and governance *continued*

Anti-bribery and corruption

We operate in emerging markets, some of which may be perceived to pose a higher potential risk of bribery and corruption. We therefore strive to apply the highest ethical standards and conduct business in compliance with applicable anti-bribery laws and regulations in the jurisdictions in which we operate.

Our zero-tolerance policy in relation to bribery and corruption extends to all our directors, officers and employees, as well as third parties acting on our behalf. The IHS Anti-Bribery and Corruption Policy sets out the IHS Group's expectations in relation to compliance with anti-bribery and corruption laws and regulations. In addition, it sets out policies, procedures and principles to follow in order to strive to achieve compliance with those requirements, as well as to identify and mitigate bribery and corruption risk in the jurisdictions in which we operate.

Our IHS Anti-Bribery and Corruption Policy also prohibits any employee, director, third-party agent, contractor or consultant acting on behalf of any company of the IHS Group from granting funds or using assets or facilities to support a political or charitable cause with the intent to improperly influence a public official or any other person, as also outlined in our Donations Policy.

In addition, the Code of Conduct and Business Principles prohibits the use of company funds, assets or facilities to support any political candidate or party unless specifically permitted by law, authorized by the Group Executive Committee and disclosed to the Board.

Our compliance program is intended to help prevent, detect and respond to the risk of bribery and corruption. In 2025, we continued our Anti-Bribery and Corruption training program, which is assigned to every employee on an annual basis. As of December 31, 2025, 98% of employees with access to the IHS Academy had completed the program (versus 96% in 2024).

Additionally, our local Compliance teams work with their local HR teams to deliver refresher training on various compliance-related topics. In Latin America, we continued our Ethical Dilemmas Project. All employees are required to participate in Ethical Dilemmas sessions, and the project is also extended to select suppliers. These sessions are designed to help disseminate company policies, raise awareness of our IHS Group Code of Conduct and Business Principles and Supplier Code of Conduct and provide opportunities for colleagues to discuss appropriate responses to hypothetical ethical dilemmas. More than 460 people participated in Ethical Dilemmas sessions in 2025.

In 2025, for the third year running, IHS Côte d'Ivoire participated in Eurocham's Corporate Sustainability Responsibility (CSR) Commission. IHS Côte d'Ivoire also partnered with UNICEF to digitize social centers nationwide and help improve the efficiency of social services. This partnership aims to connect up to 15 centers to a digital platform to enhance reporting of activities, identify areas without 3G and 4G coverage to ensure equitable connectivity, train social workers in IT, and establish a digital

feedback loop from communities. In collaboration with the NGO Calebasse, IHS Cameroon organized an awareness roadshow reaching almost 700 school students, aimed at promoting ethical governance and integrity among youth. The program included awareness sessions, discussions with specialists, storytelling and video presentations.

98%

of employees completed annual Anti-Bribery and Corruption training¹³

Data privacy, cybersecurity and AI

We strive to protect data we hold on our customers, employees and other stakeholders in accordance with applicable requirements. [Our Privacy Notice](#) explains how personal data is collected, used, managed and transferred by IHS, and how stakeholders can update personal data with IHS and exercise their rights in respect of the personal data provided to us. We are cognizant of applicable data privacy rules, which we aim to apply as relevant to us. We recognize the importance of data security in today's digital world, and we work under the ultimate oversight of the Group Executive Committee and the Board to try and mitigate risks.

Our Board considers cybersecurity risk as part of its risk oversight function and has delegated oversight of cybersecurity risks, including oversight of our management's implementation of our cybersecurity risk management program

to the Audit Committee. Our Information Technology function (including our Cybersecurity team) is overseen by our management team, or Executive Committee, and our Chief Information Security Officer reports directly to a member of our Executive Committee.

We have developed and implemented a cybersecurity risk management program intended to protect the confidentiality, integrity and availability of our critical systems and information. This includes deploying technologies and processes designed to protect against cyberattacks, a cybersecurity incident response plan to monitor and respond to data breaches and cyberattacks, annual internal and external cybersecurity assessments and audits, and regular mandatory cybersecurity training for our employees. In 2025, we strengthened cloud security through advanced technologies supporting our zero-trust initiative and enhanced governance of AI solutions to better manage associated security risks.

Our Information Security Policy reflects our commitment to ensuring robust information security and continuously enhancing our security measures. The policy, communicated to all employees and made available to relevant stakeholders, outlines clear guidelines for managing and safeguarding information across the Company in line with applicable local legal requirements. We enhance our employees'

More than 460 people participated in Ethical Dilemmas sessions

13. The reporting scope includes IHS employees identified in employment contracts as at December 31, 2025, excluding employees with no access to the IHS Academy.



Ethics and governance *continued*

awareness of information security and cybersecurity through regular employee training programs. As of December 31, 2025, 97% of employees with access to the IHS Academy had completed the Information Security, Acceptable Use & AI Tools Usage Policy Awareness training.

IHS has implemented a robust information security incident management framework designed to consistently handle security incidents and vulnerabilities related to our information systems. Our information security management practices undergo annual reviews conducted by our Internal Audit team and an independent third party. Additionally, we maintain a strong vulnerability management program to ensure the timely identification, analysis and remediation of vulnerabilities.

Our business continuity plans also include provisions for information security risk, providing guidance for our management team on necessary actions to take should an incident arise that threatens business performance. Our disaster recovery plan is a key component of our business continuity strategy, detailing our approach to responding to and recovering from disruptive events affecting our IT systems. In 2025, we experienced no data breaches or incidents involving theft or loss of information affecting IHS customers or operations.

We are increasingly looking to leverage new technology, such as AI, to maintain operational excellence and enhance how we monitor and improve our sites, although this is in an early stage of development. Our Corporate Policy on the Usage of AI Tools and Systems outlines the

acceptable use of AI within the Company, which aims to ensure that the use of AI is safe and secure while minimizing any potential risks and misuse. In 2025, IHS Brazil launched an AI training for employees, combining workshops, online training and discussions to build AI skills. More information on cybersecurity is available in our Annual Report on Form 20-F for the fiscal year ended December 31, 2025.

Speak Up

We provide access to a whistleblowing platform called '[Speak Up](#)'. All stakeholders, internal and external, can access the platform 24/7 should they wish to confidentially raise concerns. The platform supports several languages including Arabic, English, French, Portuguese and Spanish and is accessible from the IHS Towers website. '[Speak Up](#)' is hosted by a third party and provides reporters the option of anonymity.

We follow a structured process in response to whistleblower reports, which is outlined in our IHS Group Whistleblowing and Non-Retaliation Policy. In accordance with the IHS Group Whistleblowing and Non-Retaliation Policy, we aim to ensure that no retaliation action is taken against any person who reports, seeks help or files a report in good faith related to actual or suspected misconduct. The Compliance team is required to independently review on its merit any allegation report coming through '[Speak Up](#)' and determine the appropriate way forward, with the support of the Executive Ethics and Compliance Committee if needed. Whenever an investigation establishes a breach of the Code of Conduct and Business Principles or other

Company policies, we work to implement a fair and consistent disciplinary process to deter wrongdoing. We have a zero-tolerance approach to whistleblower retaliation.

In 2025, 81 allegations were reported through '[Speak Up](#)' (versus 125 in 2024). These related to issues including workplace respect, conflicts of interest, misappropriation of assets and other unethical behavior. 37% of the reports were substantiated after investigation, and disciplinary or remedial action was taken.

Working with suppliers

Responsible and sustainable practices are a priority in our procurement activities and across our supply chain. Our [Supplier Code of Conduct](#) outlines the principles, guidelines and expectations for establishing and maintaining a business relationship with IHS. It articulates the ethical, social and environmental standards we apply to ourselves and encourages our suppliers to adhere to. We encourage relevant registered suppliers to acknowledge and agree to abide by the policies and principles set forth in our Supplier Code of Conduct and to ensure that their respective employees, agents or other representatives procure in compliance with this Code. We may suspend or terminate a relationship with any supplier if they or any of their representatives behave in a manner that we consider to be inconsistent with the Supplier Code of Conduct or any IHS Group principles or policies. The Supplier Code of Conduct is available on our website in English, French, Portuguese and Spanish.

The Supplier Code of Conduct was updated in 2025 to also include provisions relating to the health, safety and security of our employees and suppliers, as well as the environment in which we operate. Among other priorities, we expect our suppliers to increase resource efficiency, decrease GHG emissions, protect biodiversity, minimize pollution, and manage and dispose of waste in a safe and responsible manner.

Our relationships with our suppliers are vital to achieving high performance for our customers and the communities we serve. We source and purchase goods, services and materials from more than 1,700 active suppliers¹⁴. We engage suppliers to provide various services in connection with site acquisition, construction, supply of equipment and spare parts, access management, security and preventative and corrective maintenance of tower sites, as well as power management, including diesel supplies to our sites.

Each in-country Procurement team, reporting to the country Chief Financial Officer (CFO), is responsible for managing and overseeing procurement and supply chain activities specific to their country. The IHS Group Procurement Policy serves as a guideline for all individuals or entities acting on behalf of IHS throughout the procurement process. It sets out appropriate procurement activities and responsibilities to help identify, engage with and manage relevant IHS suppliers in accordance with our ethical standards.

14. Active suppliers are defined as suppliers with transactions made in the last 12 months and onboarded through our Procurement and Supply Chain team.



Ethics and governance *continued*

We continue to perform due diligence checks on our suppliers and aim to apply unified standards across the Group. We continue to screen suppliers for environmental and social criteria when evaluating and selecting potential suppliers. This screening process assesses suppliers' management of key issues, including but not limited to health and safety, labor rights and data protection, when selecting suppliers.

For strategic and critical suppliers, IHS performs supplier due diligence assessments prior to the award of a new contract or contract extension. This process establishes the minimum requirements a supplier must meet in terms of financial viability and other requirements related to compliance and business ethics, cybersecurity and, where applicable, HSSE. If a supplier fails to meet the necessary requirements, approval to engage that supplier must be obtained in writing from relevant personnel. This aligns with our supplier management strategy, which focuses on building relationships with suppliers. We believe that responsible management should be integrated throughout our entire supply chain.

Our procurement activities are designed to promote compliance with social and ethical standards, particularly in areas such as anti-bribery and corruption, as well as health and safety. We strive to include provisions related to these standards in our agreements with suppliers, wherever possible, to ensure mutual alignment on these key ethical commitments. While we acknowledge that suppliers may operate in diverse geographic and economic environments, we expect that the products and services they provide meet our standards, contribute to

15. Local suppliers include the local entities of global firms.

long-term sustainability and enhance the reputation of both IHS and our customers.

We aim to build and maintain robust supplier relationships through our Supplier Management (SM) Program. Suppliers are segmented based on their risk levels, and we regularly review the performance of strategic suppliers. Regular collaboration with strategic suppliers helps foster long-term relationships, resolve issues effectively, and drive and uphold high standards of integrity throughout our supply chain. We assess a wide range of risks associated with our strategic suppliers through annual audits and supplier self-assessments, conducted at both market and Group levels.

In 2025, we conducted 85 internal audits relating to our suppliers' adherence to ethical, social, environmental and health and safety standards. Following each audit, we collaborate with suppliers to develop corrective action plans that address any identified gaps. Should there be an incident of non-compliance, we engage directly with the suppliers to find a solution that meets our ethical standards. We closely monitor progress to ensure continuous improvement and alignment with our standards.

Local procurement

In 2025, 94% of our suppliers were local¹⁵ (versus 96% in 2024) and approximately 94% of our procurement spend was with local suppliers (versus approximately 96% in 2024). Sourcing locally can help reduce carbon emissions by avoiding excessive transportation and create socio-economic value for local communities. It can also reduce costs, particularly in relation to transport and customs.

Upholding standards and investing in our partners

We aim to work with our suppliers to drive and uphold high standards of integrity throughout our supply chain. We have a zero-tolerance policy toward bribery, corruption, extortion and other unethical practices, and have established processes designed to minimize non-compliance. These include:

- Clearly articulating the procedures and standards that reflect our organizational values within the Supplier Code of Conduct;
- Providing ongoing training and education programs to inform suppliers and other relevant parties of our compliance requirements and best practices;
- Conducting audits relating to adherence to ethical, social and environmental standards outlined in our Supplier Code of Conduct;
- Carrying out due diligence on our strategic and critical suppliers;
- Establishing mechanisms for suppliers to report compliance concerns or violations confidentially;
- Encouraging suppliers to raise compliance concerns without fear of reprisal during supplier visits;
- Educating suppliers on the whistleblower platform and how to use it.

In 2025, we continued to provide training opportunities to our suppliers. 7,861 supplier employees completed training in topics relating to our Supplier Code of Conduct, including labor rights, health and safety, discrimination

and harassment, business continuity, compliance, cyber risk, security, environment and sustainability (versus 4,581 in 2024).

In several markets, partners including suppliers and customers participated in workshops designed to enhance their understanding of, and commitment to, best practices. We continued conducting regular supplier forums in our markets to help foster collaboration, provide training on [Supplier Code of Conduct](#) topics and strengthen relationships with IHS teams. IHS Nigeria has continued to train both suppliers and members of IHS' Procurement and Supply Chain team. In 2025, 154 people were trained in sustainable supply chain management and ESG principles. IHS Brazil conducted the QHSSE (Quality, Health, Safety, Security and Environment) Forum for 69 supplier employees looking at sustainability practices across their supply chain. IHS Zambia provided compliance training to suppliers on topics such as business ethics, anti-money laundering, anti-corruption, sustainability and HSSE, with 55 employees of suppliers attending in 2025.

“In close collaboration with our suppliers, we remain focused on embedding ethical, social and environmental standards across every stage of our supply chain processes.”

Sanet Shepperson,
Director, Supply Chain and Procurement,
IHS Nigeria



Environment and climate change



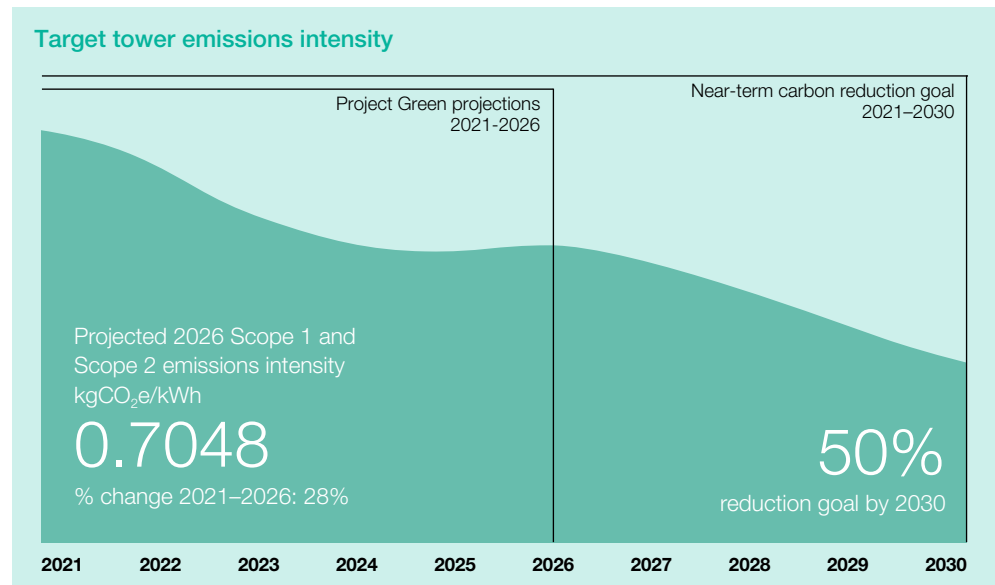
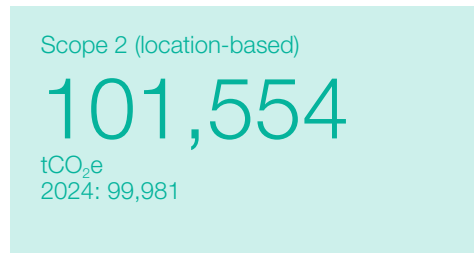
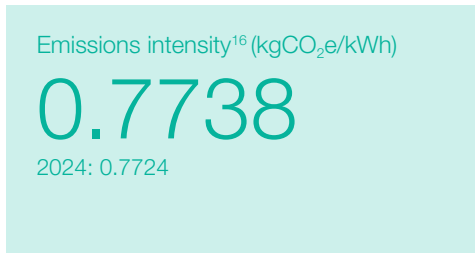
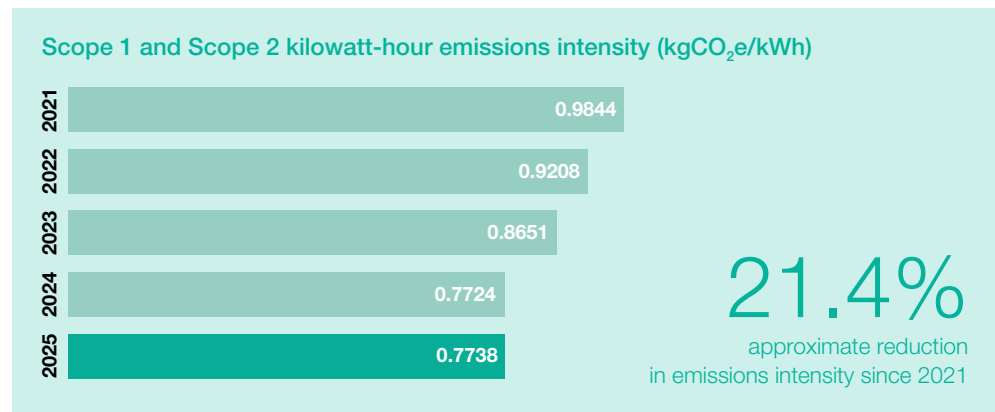
GRI 3-3, 203-1, 302-1, 305-1, 2, 4, 5



Environment and climate change *continued*



We aim to continuously reduce the impact of our operations and protect the environment by investing in more renewable energy sources.



16. The CO₂e (kgCO₂e/kWh) energy emissions intensity metric is calculated as the ratio of Scope 1 and Scope 2 tower emissions, excluding refrigerants, divided by tower energy consumed. The IHS intensity metric allows us to measure and track our carbon emissions intensity over time, even as our asset base grows organically or through acquisitions. Our methodology utilizes region-specific average loads at sites where we currently have no primary data available.



Environment and climate change *continued*

Our approach

Our greatest environmental impacts that we have identified are through our operations, specifically through the need to deliver the high levels of performance our customers require to maintain the availability of their services. Our [Group Environmental Policy](#) recognizes the importance of environmental protection and confirms our commitment to operating our business responsibly and in accordance with applicable environmental obligations related to the design, construction and operation of communications infrastructure. In 2025, the Group Environmental Policy was updated to include provisions relating to responsibly managing water, integrating environmental considerations into our procurement processes and fostering a culture of environmental responsibility among employees. Group HSSE leads the design and implementation of environmental procedures, policies, programs and initiatives, and reports activities to the Executive Committee and HSSE Committee.

We are working to reduce any negative environmental impacts our operations may have. This includes lowering our fuel consumption, energy use and GHG emissions, as well as seeking to reduce waste and any negative environmental impacts our operations may have. We do not use water in our operations, and therefore water impacts have been identified as not being material to IHS.

We believe carbon emissions from our towers' energy consumption is our main environmental impact, so we concentrate our efforts on this area. We collaborate with communities,

customers and other stakeholders to find new ways of working to reduce GHG emissions and help address environmental risks.

We aim to maintain an open dialogue with local communities so that we can quickly assess and respond to any negative impacts, should they occur, of our operations. These may include an increase in general noise levels, air and soil pollution from diesel generators, flora and fauna loss, accident risk and GHG emissions contributing to climate change.

We seek to have a positive impact on society, promote shared values and reduce any negative environmental impacts of our operations. This commitment is expressed in practice by our Colocation model, in which we provide infrastructure that can be shared by multiple customers rather than duplicating investment, infrastructure build and subsequent environmental impact. We also look to install hybrid power systems and invest in renewable energy sources where possible, which contributes toward the reduction of our GHG emissions.

Our operations are subject to various national, state and local environmental laws and regulations, including those relating to the management, use, storage, disposal, emission and remediation of and exposure to hazardous and non-hazardous substances, material and wastes, as well as the construction and positioning of our towers. We conduct our operations in a manner that aims to comply with applicable regulatory requirements and ISO 14001:2015. Our Legal Compliance Standard, launched in 2025, provides guidance to

operating markets on the establishment of compliance-control procedures relating to the effective management of applicable HSSE laws and requirements.

We continued to implement the Environmental Management System, which covers our employees and other workers whose work and workplaces are controlled by IHS, and which is subject to regular reviews by our Internal Audit team. An independent third-party energy audit was conducted in 2025 to assess energy performance and identify efficiency opportunities across our sites in Nigeria. The findings are helping us identify targeted management initiatives and support ongoing reductions in energy intensity.

We are dedicated to reducing the impact of our sites from the pre-construction phase onwards. In some markets, this is mandated under local legislation. In Nigeria, for example, environmental authorizations are required at two stages. First, the Federal Ministry of Environment requires an Environmental Impact Assessment to be carried out prior to the construction of a site. Then, every three years after a site build is completed, the National Environmental Standards and Regulations Enforcement Agency must issue or renew an Environmental Audit Certificate. In Brazil and Colombia, prior approval from the local environmental agency may be required before a new site is built. Additional environmental authorizations are occasionally required for sites built in protected areas.

Climate risk

We strive to manage the environmental impacts of our business with the knowledge that climate change and its impacts, such as extreme weather events, also have the potential to create both physical and financial risks for our company. For example, meteorological phenomena or other catastrophic events related to climate change may cause damage or loss to our towers or other assets, limit the availability of resources, result in additional costs, delay or prevent the completion of projects in certain locations, or otherwise adversely impact our business, financial condition, and/or results of operations. For example, certain regions in Nigeria experienced incidents of severe flooding and widespread damage in 2024, including as a result of a collapsed dam, and the recurrence of such extreme weather events and infrastructure challenges could also disrupt local economies, supply chains and operations, which may also adversely affect our business, financial condition and/or results of operations. Climate change may increase the frequency and/or intensity of such events. Climate change may also contribute to various chronic changes in the physical environment, such as sea-level rise or changes in ambient temperature or precipitation patterns, which may also adversely impact our or our suppliers' operations.

Some of the countries in which we operate rely on hydro-electric power for electricity, and this electricity supply can be disrupted by water shortages or prolonged droughts. Our climate risk mitigation approach focuses on the primary risks to our towers, which predominantly come from wind and flooding events.



Environment and climate change *continued*

In Nigeria, tower and foundation structural design is carried out prior to construction. We design towers to withstand historical windspeeds for the area, and we factor in historical flood points when installing power systems and infrastructure. Tower resilience is assessed during annual inspections and before additional loads are added. Where required to mitigate flood risk, sites are regularly uplifted. Structural issues raised during an inspection are followed up with a survey to ascertain causes and identify any repairs and reinforcement required to ensure the tower's structural integrity. While we take various actions to mitigate our business risks associated with climate change, this may incur substantial costs and not always be successful due to, among other things, the uncertainty associated with the longer-term projections for managing climate risk. For example, more frequent catastrophic events could adversely impact the availability or cost of insurance. Additionally, we expect to be subject to risks associated with societal efforts to mitigate or otherwise respond to climate change, including but not limited to increased regulation, evolving stakeholder expectations and changes in market demand.

Carbon Reduction Roadmap

Our Carbon Reduction Roadmap provides a comprehensive strategy for reducing our dependency on diesel and lowering our GHG emissions. Although 67% of our towers are connected to electricity grids, the reliability of these grids vary, particularly in Africa. This means that even sites connected to the grid may not have access to power on a constant or

reliable basis. Consequently, we have traditionally used diesel generators to provide the consistent power to our towers and sites that our customers need.

In 2025, we completed Project Green, an initial step in our Carbon Reduction Roadmap, through which we aimed to prioritize alternative sources of power to try and reduce our dependency on diesel. Our efforts focused on integrating solar panels and battery storage solutions at off-grid site locations, as well as investing in connecting more of our sites to electricity grids and providing supplemental solutions at some on-grid tower sites.

The total capital expenditure incurred on Project Green from commencement until December 31, 2025, was \$218.6 million, of which \$9.2 million related to the year ended December 31, 2025. In 2025, not only did we reduce our diesel consumption by 66.3 million liters, but we also saved \$43.6 million in annual power costs, \$11.7 million in annual maintenance capex and \$3.9 million in other opex savings. We achieved combined annual cost savings of \$59.1 million, in line with our original guidance when factoring in the actual Intercontinental Exchange (ICE) Low Sulphur Gasoil/Metric Ton average FY price in 2025 of \$664/MT, which is 16% below our initial guidance assumption of \$795/MT.

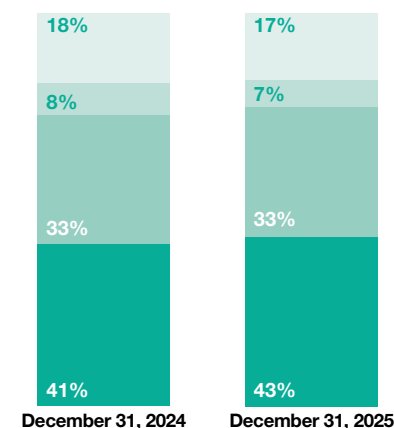
Emissions and financial savings are achieved by connecting more sites to the electricity grid and by deploying and integrating battery storage and solar panel solutions. As of December 31, 2025, in our African markets (excluding South Africa as we no longer provide power Managed

Services for those sites), 43% of our sites were powered with hybrid power systems (a combination of diesel generators with solar and/or battery systems), 17% with only generators and 33% with grid connectivity and back-up generators. The remaining 7% were powered through only grid connectivity, or by solar power and other systems. As of December 31, 2025, 8,735 of our sites in Africa, excluding South Africa, had solar power solutions, representing 38% of our African tower portfolio (excluding South Africa).

Our Scope 1 and Scope 2 kilowatt-hour emissions intensity remained stable for the year ended December 31, 2025, increasing by approximately 0.2% compared with our 2024 emissions data. By deploying these solutions, we hope to both help limit outages and further decarbonize our footprint by reducing generator run-time. We currently anticipate additional efforts will be needed to achieve our 2030 emissions intensity goal and plan to consider various options.

In 2025, we continued research and development efforts to evaluate the viability of a diverse range of lower-carbon and energy-efficient technologies, including wind power, Liquefied Natural Gas (LNG), biodiesel, methanol-to-hydrogen conversion and other enhanced efficiency solutions. In Nigeria, we successfully completed a trial of hydrogen fuel-cell power systems, demonstrating potential to reduce both operating costs and emissions. We also expanded the deployment of Liquefied Petroleum Gas (LPG) across our sites and are evaluating further opportunities to scale this solution across additional sites.

How sites in our African markets are powered



Power solutions¹⁷

- Hybrid power systems
- Grid connectivity and back-up generators
- Only grid connectivity or solar power and other systems
- Only generators

17. Excluding South Africa.



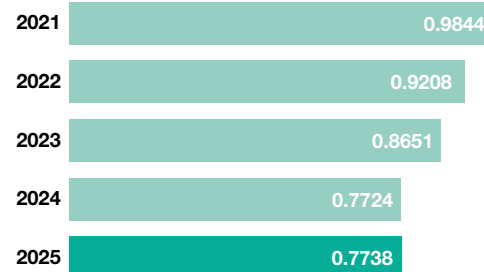
Environment and climate change *continued*

Energy consumption and emissions

In 2025, the Group's total energy consumption was 3,833,903 MWh, compared with 3,819,455 MWh in 2024. We continued to rely on diesel, which in 2025 constituted about 90% of our total energy consumption. To reduce generator running hours and diesel consumption, we deploy batteries on IHS sites to provide back-up power. Scope 1 and Scope 2 emissions from towers accounted for 99% of our footprint in 2025, with other emissions, including from offices and the Company's vehicle fleet, accounting for 1%. Our overall Scope 1 and Scope 2 emissions increased by approximately 2%, compared with 2024. Our Scope 1 emissions increased by approximately 3% compared with 2024, mainly due to a 2% increase in the diesel emission factor, while Scope 2 emissions increased by approximately 2%, driven by a 1% increase in electricity consumption and changes in emission factors. Under our Carbon Reduction Roadmap, our target is to reduce kilowatt-hour emissions intensity by approximately 50% by 2030. This target covers Scope 1 and Scope 2 energy-related emissions from our tower portfolio as we strive to continue reducing the impact of our operations on the environment. In 2025, our Scope 1 and Scope 2 emissions intensity remained stable, increasing by approximately

0.2% compared with 2024. Overall, intensity has decreased by 21.4% since our 2021 baseline, driven by increased grid connectivity and supplemental solutions at on-grid sites. Our Scope 3 emissions are not yet reported or included in our current target. However, as part of our efforts to improve carbon footprint reporting, we continue to develop and improve our Scope 3 data collection process.

Scope 1 and Scope 2 kilowatt-hour emissions intensity (kgCO₂e/kWh)



50%

approximate targeted reduction in Scope 1 and Scope 2 kilowatt-hour emissions intensity by 2030

Energy consumption (MWh)	2021	2022	2023	2024	2025
Diesel (tower)	3,680,063	3,705,906	3,505,107	3,427,040	3,426,268
Diesel (building energy)	4,758	10,540	4,333	4,074	3,325
Diesel (vehicle)	7,533	10,509	10,648	11,099	12,612
Petrol (vehicle)	22,479	23,111	24,644	22,054	24,151
Electricity (tower)	181,005	220,621	293,113	311,711	315,741
Electricity (office)	3,074	4,472	4,828	4,571	4,058
LPG	16,038	15,987	26,918	38,682	47,664
Natural gas	135	178	215	225	84
Total	3,915,085	3,991,324	3,869,806	3,819,455	3,833,903

Our carbon footprint ¹⁸	2021	2022	2023	2024	2025 ¹⁹
Scope 1 (tCO ₂ e) ²⁰	904,964	921,296	863,846	851,586	873,270
Scope 2 (location-based) (tCO ₂ e) ²¹	52,236	58,451	84,103	99,981	101,554
Total Scope 1 and Scope 2 (location-based) (tCO ₂ e)	957,201	971,747	947,950	951,567	974,824
kgCO ₂ e/kWh	0.9844	0.9208	0.8651	0.7724	0.7738

21.4%

approximate reduction in Scope 1 and Scope 2 kilowatt-hour emissions intensity since 2021

28%

projected reduction in Scope 1 and Scope 2 emissions intensity, 2021-2026

18. IHS Towers' Scope 1 and Scope 2 emissions and emissions intensity for 2021 have been recalculated to account for IHS Towers' sale of IHS Kuwait in 2024. In line with the GHG Protocol Corporate Accounting and Reporting Standard, IHS Towers adjusts the base year emissions inventory and most recent year to account for the structural changes, which result in an increase or decrease in total base year emissions from any source of greater than 5%. Reasons for base year recalculation include acquisitions, divestitures or mergers of businesses or facilities, updates to the calculation methodology, discovery of an error and changes in organizational and operational boundaries. We continue to make efforts to improve data collection processes and data quality for Scope 1 and Scope 2 emissions. Scope 1 and 2 emissions and emissions intensity for 2022 to 2024 have been adjusted to account for IHS Towers' sale of IHS Kuwait in 2024.

19. IHS Towers' carbon footprint includes emissions from Brazil, Colombia, Cameroon, Cote d'Ivoire, Nigeria, Rwanda, South Africa, UAE, the UK, USA, and Zambia. Tower emissions in Brazil, Colombia and South Africa fall under our Scope 3 accounting category and therefore are not reported here; office emissions from these countries are included here. IHS currently does not disclose Scope 3 emissions. In October 2025, we completed the sale of IHS Rwanda to Paradigm Tower Ventures. Rwanda emissions up to the sale date are included here.

20. Scope 1 emissions consist of tower diesel and diesel purchased for offices, fuel used for company vehicles, natural gas, LPG and refrigerants top-ups for HVAC equipment.

21. Scope 2 emissions consist of tower grid electricity and electricity purchased for offices. IHS calculates both location-based and market-based Scope 2 emissions, which are presented on page 52.



Environment and climate change *continued*

Waste management

IHS Towers endeavors to manage its waste streams responsibly. Our employees, including suppliers and their subcontractors, are required to comply with our HSSE waste management procedure. Our common waste streams are produced on sites, offices and other facilities. We try to dispose of waste, including hazardous substances from IHS site activities and facilities, in a sustainable and responsible manner. This includes looking at ways of preventing waste by avoiding and reducing consumption, as well as reusing and recycling wherever possible. Where further recycling is not feasible, we look at recovery methods, for example recovering energy from materials and feeding it back into the economy where this is acceptable to the community.

We aim to ensure that suitable waste receptacles for sites, offices and other facilities are available where practicable, so that waste generated by the business can be disposed of correctly.

Our Waste Management Policy covers all waste types, including general waste and e-waste. Our waste disposed and/or waste generated and recycled/reused are not yet reported. However, as part of our ongoing efforts to improve environmental reporting, we continue to develop and improve our waste collection process.

We aim to promote a circular economy approach by minimizing waste generation and maximizing material recovery, re-use and recycling initiatives.

Where possible, we deploy hybrid battery power systems, which involve alternating between power storage sources such as batteries and diesel generators.

In 2025, we deployed a total of 18,749²² batteries on IHS sites to provide back-up power (versus 15,843 in 2024), helping to decrease generator running hours and diesel consumption. Batteries that are no longer usable for IHS sites are sold for recycling or reuse to third parties: 18,879 batteries were recycled or reused in 2025 (versus 8,158 in 2024).

Working to improve the local environment

We continuously look for new ways to protect the environment surrounding our sites. Wherever possible, we work with people from the local community to share ideas and strategies on how best to safeguard the local environment.

One focus area involves running localized renewable energy projects tailored to community needs. In Nigeria, we carried forward an initiative to install solar-powered streetlights, donating 700 units of streetlights across communities nationwide. This initiative supports energy efficiency while enhancing security and night-time visibility.

In 2025, we continued working to improve community awareness of waste management best practices. For International E-Waste Day, IHS Nigeria retained its partnership with the E-waste Producer Responsibility Organization

(EPRON) for an event aimed at engaging young people. Students competed in an E-waste hunt to collect and recycle e-waste and developed innovative e-waste collection ideas in the Tertiary Waste Electrical and Electronic Equipment (WEEE) Recovery Challenge.

Employees at IHS Brazil volunteered their time for a beach clean-up at Parque Natural Municipal da Prainha in Rio de Janeiro, an environmentally protected area. The activity also featured an environmental education session led by local biologists to promote biodiversity conservation and responsible waste management. We regularly work with schools and community organizations to raise awareness of the importance of environmental protection and provide practical support.

Our World Environment Day celebrations continued across our markets. IHS Nigeria collaborated with the GreenHub Africa Foundation to organize an employee visit to the Wecyclers Recycling Plant in Lagos. The initiative also included a webinar designed to raise environmental awareness. In addition, IHS Nigeria, in partnership with the UN Global Compact Network Nigeria, hosted a panel session themed #BeatPlasticPollution to encourage the private sector to take a leading role in addressing the country's environmental challenges, from plastic pollution and flooding to oil spills, deforestation and climate change.

IHS Cameroon organized an eco-jogging activity that combined fitness with environmental action. The initiative included various sporting activities

and a plastic waste collection drive in the Douala V municipality. Employees from IHS Cameroon and municipal leaders volunteered to clean up the community, collecting 430 kilograms of plastic waste.

IHS Zambia worked with the Lusaka City Council, including other corporate partners, to participate in community clean-ups and awareness campaigns to promote responsible waste management. In collaboration with the NGO WeForest, employees at IHS Zambia volunteered their time for World Environment Day and conducted clean-ups of the market in Mpika.

Biodiversity

Our [Group Environmental Policy](#) confirms our commitment to support the protection, conservation and restoration of biodiversity and critical ecosystems in areas where we operate. We apply a no-net-loss approach where possible. Potential biodiversity impacts may occur throughout the lifecycle of our sites, from construction and operation to decommissioning. However, we consider these impacts to be minimal due to the small physical footprint of our sites.

The process for identifying, prioritizing and managing biodiversity-related impacts is governed by the IHS Environmental Management Standard. Prior to the construction of any new site, we aim to assess potential biodiversity impacts through screening criteria and impact assessments, which identify biodiversity features and consider habitat loss, disturbance to endangered species, air pollution from construction and operation of our towers.

22. The reporting scope for batteries deployed and sold for recycling or reuse includes current operating markets along with Rwanda, albeit exited in October 2025.



Environment and climate change *continued*

As part of our sustainability efforts to help protect biodiversity and ecosystem, we continued our reforestation efforts. In Rwanda, we partnered with the NGO AWDO to plant 4,000 trees, construct a drainage system across 10 hectares and install public waste bins. In Zambia, we worked with the IKOE Foundation to plant 61 trees at Kanyanja Community School. IHS Brazil continued its partnership with the Institute of Conservation and Sustainable Development of the Amazon (Idesam), an NGO dedicated to finding solutions to social and environmental challenges in the Amazon region. In 2025, we commenced planting over 25,000 additional seedlings across nine hectares, with completion achieved in early 2026. Since the partnership began in 2021, almost 70,000 seedlings have been planted.

IHS Côte d'Ivoire, in partnership with ApiFusion, launched a pilot project at two rural tower sites to promote sustainable beekeeping and community empowerment. Each site hosts five hives managed by local villagers trained and equipped by ApiFusion. The project includes safely relocating bee colonies from tower sites, protecting honey quality and supporting local commercialization. In Nigeria, we partnered with the Nigerian Conservation Foundation (NCF) and Ogun State Ministry of Environment to support reforestation efforts. Through the Green Recovery Nigeria Programme, we helped plant 15,050 trees across eight states. In 2025, IHS Nigeria completed the construction of a recreational green park at Omole Phase One Estate, Lagos. The park provides a safe, eco-friendly space that fosters community engagement and promotes sustainable urban living.

Supporting adoption of clean cooking

In 2025, IHS Nigeria partnered with the Federal Capital Territory Administration (FCTA) to promote the adoption of clean cooking gas through the 'Project Breathe Clean Air-Abuja', aimed at reducing air pollution and improving public health. The initiative encourages households to transition away from firewood, charcoal and kerosene to LPG, enhancing respiratory health and reducing maternal and child mortality associated with household air pollution.

Led by the FCTA's Health Services & Environment Secretariat, with primary support from IHS Nigeria, the initiative focuses on:

- The provision of free LPG cylinders and cookers, along with free refills for six months, to vulnerable households and small businesses, with a pilot targeting 5,000 households.
- Community engagement and educational campaigns in local markets, schools and communities to highlight the health and environmental benefits of clean cooking.

The project demonstrates effective public-private collaboration in addressing critical health and environmental challenges. It highlights IHS Nigeria's ongoing commitment to reducing environmental impacts and promoting a healthier, more sustainable environment for citizens.



Education and economic growth





Education and economic growth *continued*

Digital inclusion creates opportunities and drives economic growth. Not only does it expand access to education and financial services, it also helps businesses connect with a broader audience.



9,500+

students trained in STEM skills in Brazil, Nigeria, South Africa and Zambia

140,000+

students were trained in digital skills through the 3 Million Technical Talent (3MTT) initiative

1,100+

students received direct support in science skills in Brazil, Cameroon and Nigeria

1,200+

young people benefited from new ICT and digital facilities in Cameroon and Nigeria

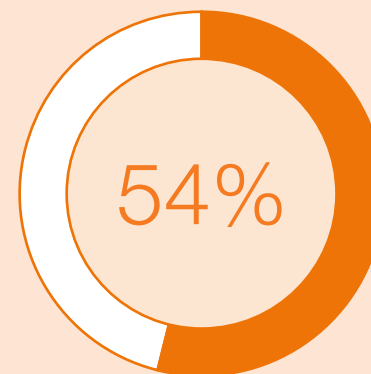


400+

computers and Wi-Fi routers donated to schools in Cameroon and Nigeria

100,000

children impacted through a literacy program in Côte d'Ivoire



of sustainability spending focused on projects relating to our education and economic growth pillar

2024: 55%





Education and economic growth continued

Our approach

Through mobile connectivity, we believe we have the potential to bring significant economic and social value to the communities and countries where we operate. We aim to enable mobile access in a way that helps increase the number of people benefiting from the opportunities connectivity brings.

In most of our markets, people rely solely on mobile telephony to meet their day-to-day needs, including education and employment. Our towers therefore indirectly play an essential role in enabling people to access these opportunities and services.

In particular, we recognize the literacy and employment inequalities between developed and emerging markets. Our focus is on delivering long-term positive impact wherever we operate, strengthening educational opportunities and supporting the development of business and enterprises. Under this sustainability pillar, our primary aim is to promote our operations' facilitation of economic and social value, and we feel it is important to monitor the indirect impacts of our operations on our communities.

Connecting people with critical education resources

While education is critical to social and economic development, educational resources are not always sufficient to meet demand. We work with schools, universities, NGOs and governments to help facilitate education opportunities for those who would otherwise find them difficult to access.

23. UNESCO 2025.

Digitalization has significant potential to increase access to educational materials. As part of the One Goal Alliance initiative, IHS Cameroon equipped a newly renovated ICT center in the North Region with 20 computers. The center aims to bridge the digital skills gap between the region and major cities. For the 2025 session, 40 learners were enrolled, including women and men.

Further, IHS Cameroon continued its partnership with UNHCR (the UN Refugee Agency) and the Jesuit Refugee Service to support the Minawao Refugee Camp in the Far North Region of Cameroon. As part of this partnership, we completed the refurbishment of the ICT center and installed digital kiosks, providing over 120,000 forcibly displaced people with access to digital resources.

IHS Nigeria renovated the ICT lab at the Family Craft Islamic School in Kaduna State, benefiting 126 students. In addition, we donated computers, furniture, classroom supplies and a solar-powered 7.5kVA generator to provide uninterrupted power supply.

In Zambia, we supported the renovation of Nyamphande Secondary School in Rufunsa District, which previously had an incomplete four-classroom structure and no hygiene ablution facilities. The project also included constructing a strong room, enabling the school to serve as an examination center for its learners and the surrounding community. IHS Nigeria began renovating Odo-Otin Grammar School in Osun State, rebuilding classrooms, upgrading facilities and providing modern learning materials to create a conducive learning



Tackling illiteracy in Côte d'Ivoire

According to UNESCO²³, more than 250 million children globally fail to acquire basic literacy skills, largely due to the lack of books in their native languages. To help address this issue and support early childhood literacy, IHS Côte d'Ivoire partnered with NABU, a nonprofit organization dedicated to closing global literacy gaps by publishing culturally relevant children's books in local languages.

Through this new partnership, NABU implemented a 12-month program in Côte d'Ivoire to raise awareness and promote reading among children through a combination of digital and print strategies. The literacy campaign is aiming to reach 100,000 children, including through the printing of 1,000 books of 20 different titles, and conducting a nationwide digital marketing campaign.

In collaboration with the Ministry of Education, IHS Côte d'Ivoire and NABU are working to expand access to digital reading resources and promote literacy among young learners across the country. Through dedicated training programs, educators will be equipped to encourage and support children, particularly

girls, to explore their interest in STEM subjects, seeking to spark curiosity and ambition from an early age. This initiative reflects NABU's mission to close the digital and literacy gap by delivering culturally relevant and inspiring content to children around the world.

The program's launch was marked by a special event featuring a reading session for employees' children. The session included interactive storytelling, games and a hands-on introduction to the NABU digital library. The children were immersed in a playful and educational environment designed to ignite creativity and a lifelong love of learning.

“Expanding our reach through this partnership with IHS Côte d'Ivoire is a transformative step. By providing children with the opportunity and resources to read in their native language, we seek to empower them with the tools to thrive, learn and build a brighter future.”

Camille Park
CEO, NABU



Education and economic growth *continued*

environment. In South Africa, we continued to support the STEAM lab at a primary school in Gqeberha in the Eastern Cape, in partnership with the NGO Ubuntu Pathways. In 2025, IHS South Africa made further donations to strengthen the school's capacity and provide Wi-Fi connection and robotic equipment.

We also seek to support increased school attendance and the improvement of basic literacy. In many of our markets, a key challenge is the lack of essential facilities and learning materials. Since 2015, we have provided support for over 700 Rwandan students in rural areas who might not otherwise be able to attend high school. In 2025, IHS Rwanda provided scholarships to more than 100 students through its affiliation with the Imbuto Foundation. In Zambia, we continued our partnership with the NGO Nutrition Tandizo to provide free, healthy breakfasts to over 650 children at Musolekeni Community School and Kanyanja Community School.

Changing lives through STEM skills and entrepreneurship

We aim to contribute directly to educational and employment opportunities that have the potential to change lives. We look for ways to reach communities with traditionally high unemployment and focus on building technical skills that are prerequisites for specific vocational career paths.

Since 2022, IHS Nigeria has partnered with UNICEF Nigeria on their School Connectivity Project to provide internet access to public primary and secondary schools across the

country. In 2025, the project expanded to five states (Osun, Kwara, Abia, Nasarawa and Jigawa) where digital literacy training was provided to over 600 teachers and administrators, and 400 routers were distributed to schools. Through this partnership, IHS Nigeria connected 1,361 schools to the internet by the end of 2025, helping to bridge the digital divide.

To help fill technology-related skills gaps, IHS Nigeria continued its three-year partnership with the Federal Ministry of Communications, Innovation and Digital Economy on its 3 Million Technical Talent (3MTT) initiative. The partnership is helping develop a talent pipeline for digital jobs by facilitating the establishment of 3MTT learning communities in 36 states. The communities provide weekly opportunities for participants to learn, collaborate and build projects. To date, over 140,000 people have received training through the initiative.

IHS South Africa partnered with Social Coding, a non-profit organization that empowers underprivileged groups in communities through technology. Through this partnership, Social Coding trained ten local youths in virtual reality, the use of various mobile applications and internet safety. In addition, we hosted an event to launch free, uncapped Wi-Fi in KwaMashu, Durban, which was attended by over 250 community members, including learners and educators. Further, IHS South Africa sponsored the installation of a roof structure and a 10,000-liter water tank at Mononong Primary School. The water tank will supply the school's hygiene facilities and help prevent learning



Changing lives through technological skills in Brazil

We aim to contribute directly to education and employment opportunities that have the potential to change lives. We look for ways to reach communities with traditionally high unemployment and focus on technical skills needed for knowledge-based work.

In Brazil, where social inequality is pronounced, we maintained our partnership with the NGO Afroreggae to establish educational AfroGames centers in favelas in Rio de Janeiro, as many favela residents do not have access to quality internet. By providing facilities for online games, the centers are more able to attract young people who then benefit from free coding and English classes in an environment that promotes further study and development.

IHS' sponsorship of AfroGames expanded in 2025 to include two additional training centers: one in Vigário Geral at the Waly Salomão Digital Culture Center and one in São Gonçalo, in partnership with a municipal school in Complexo do Salgueiro. The program now operates in four communities across the Rio de Janeiro metropolitan area, with each AfroGames center serving as a fully equipped games lab for student training and practice.

In 2025, 193 students registered at the centers and completed training on e-sports or e-games design and coding.

These AfroGames centers have become a community hub, offering safe learning spaces and events that showcase student talent and strengthen local ties. The program inspires participants to pursue education and technology careers while supporting IHS Brazil's mission to expand connectivity in underserved areas.

“AfroGames was a turning point in my life. In 2022, I joined the Game Development course and discovered more than programming; I participated in hackathons and game jams, including NASA's largest hackathon twice, and met incredible people. Through these experiences, I realized the power of technology to create impact. Today, every achievement of mine carries a piece of this ongoing story.”

Marcos Vinicius
Student



Education and economic growth *continued*

disruptions caused by water outages. The roof will provide shelter over the assembly area, protecting learners from heat and rain.

IHS South Africa also continued to support the Youth Employment Service (YES), a program seeking to address youth unemployment by helping businesses create job opportunities. Through YES, IHS will sponsor 34 students for 12 months of work experience in private sector companies. Upon completion, two participants will be offered permanent employment.

As part of MTN's 21 Days of Y'ello Care initiative, IHS Côte d'Ivoire participated in the launch event at the Yopougou Institute for the Deaf, supporting digital inclusion for people with disabilities under the theme 'Connecting to the Source: Bridging Communities Through Digital Tools.' The initiative provides accessible digital spaces, AI and cybersecurity training, creative workshops, digital libraries, digital skills training, tool donations, eyesight screenings and a smart room for visually impaired students.

As part of our efforts to promote STEM among women and girls, IHS Zambia sponsored eight female engineering students to attend the Annual International Women in STEM and AI Conference, which brought together 171 participants. The objective of the conference was to inspire young girls to pursue STEM education, provide a platform for mentorship and celebrate the achievements of women in

STEM and AI. In addition, IHS Nigeria, in partnership with the High Tech Centre for Women and Youth, sponsored the 2025 Girls in ICT Day in Abuja, empowering more than 100 students with practical training in AI, renewable energy and cybersecurity.

In 2025, IHS Brazil continued its support for STEM Brasil, a non-profit initiative that provides training for teachers, with a focus on hands-on experimental activities in science and mathematics. The program benefited six public schools in Pernambuco State, and we also provided equipment for classroom use. In total, more than 2,000 people, including teachers and students, benefited from the program. In addition, IHS Brazil maintained its provision of scholarships to 23 female medalists from the Brazilian Mathematics Olympics for Public Schools, who are studying STEM subjects at university. Seven recipients participated in a mentorship program with senior IHS leaders.



Ilorin Innovation Hub (IIH)

In 2025, IHS Nigeria, in partnership with the Kwara State Government, completed the construction and launch of the Ilorin Innovation Hub (IIH), a 1,000-capacity facility designed to nurture talent, drive technological innovation and promote entrepreneurship. The initiative aims to strengthen the tech ecosystem in Kwara State, while creating over 10,000 direct and indirect jobs focused on digital skills, AI, agritech, energy innovation and STEM programs.

IIH serves as a community-driven ecosystem bridging academia, industry, government and entrepreneurs. It provides shared workspaces, incubation and acceleration

programs, skills workshops, mentorship, funding access and community-building events to empower youth and startups to succeed in the digital economy.

IHS Nigeria has partnered with Co-creation Hub and Future Africa to implement programs that build capacity, support innovators and strengthen the regional innovation ecosystem. Since its launch, IIH has trained over 3,500 students, engaged over 5,000 entrepreneurial or technical path, hosted more than 50 events and showcased multiple startups, creating impact on local entrepreneurship and digital skills development.



Education and economic growth *continued*

In 2025, we continued our partnership with the Luso Robotics Foundation and partnered with the University of Zambia (UNZA) School of Engineering to host a STEM Day at Msekera Day School. The event featured sessions on drone technology, coding and robotics. As part of the initiative, science textbooks were also donated to support STEM education at the school. To celebrate the International Day of Women and Girls in Science, IHS Nigeria, in partnership with the Women's Technology Empowerment Centre (W.TEC), organized STEM events across three schools. The initiative reached 300 secondary school girls through technical training, mentorship sessions and inspirational career talks with female STEM role models.

In our markets, STEM competitions and festivals play an important role in inspiring students and providing insight into STEM-related career opportunities. IHS Zambia partnered with the Rotary Club of Maluba to conduct an Entrepreneurship and Life Skills event for over 120 girls, covering entrepreneurship, life skills and sexual health. The team also visited a sustainable beekeeping initiative that promotes eco-friendly livelihoods to reduce deforestation. IHS Zambia was assigned a beehive and invited to the first honey harvest.

In Nigeria, we supported the participation of over 500 students in STEM Africa Fest 2025 at the IIH in Kwara State. The event featured an AI bootcamp, career sessions, technology exhibitions and interactive labs designed to advance STEM education and digital literacy. IHS Nigeria also continued to work with the

Kaduna ICT Hub on its annual STEM and Creative Festival, which brought together over 400 participants, mostly school and university students.

IHS Rwanda, in partnership with the Ministry of ICT and Innovation and the Rwanda ICT Chamber, launched the Digital Talent Program to support the development, implementation and promotion of a national digital learning platform. The initiative aims to enhance access to quality education while strengthening digital literacy and technical competencies among young people across Rwanda.

Further economic growth comes from supporting enterprise and driving innovation. IHS Nigeria's Project Empower provides people from socio-economically disadvantaged backgrounds with training and tools to start their own businesses. In 2025, the initiative supported 50 underserved individuals with training in solar installation, event planning and catering, alongside grants to support the launch of sustainably focused businesses. IHS Nigeria also partnered with the Lagos Chamber of Commerce and Industry (LCCI) to furnish a co-working space and provide IT equipment, including computers and a 3D printer, for one of the ICT labs at the newly commissioned LCCI-BOI Innovation Hub.



Image credit: UNICEF

Supporting digital learning in Cameroon

Many of our efforts under this sustainability pillar focus on enhancing education by improving access to the internet and digital technology. In 2025, IHS Cameroon partnered with UNICEF to support the Connect My School initiative, aimed at expanding digital learning opportunities for children and young people across the country. As part of this partnership, IHS Cameroon supported the construction of a solar-powered e-container classroom in the Southwest Region. Equipped with IT materials, the classroom provides access to digital learning resources, promoting inclusive education and helping bridge the digital divide. The use of recycled materials in the construction also reinforces our commitment to environmental sustainability. The program

features two complementary digital initiatives: a teacher training program at Government Bilingual High School Sodiko in Douala, focused on digital pedagogy and sustainable teaching practices, and an Education-Technology Bootcamp that promotes digital awareness, innovation and problem-solving among children and youth through hands-on learning.

“We recognize and welcome IHS Cameroon’s commitment to helping UNICEF achieve the Sustainable Development Goals for children”

Nadine Perrault

UNICEF Representative for Cameroon



Our people and communities

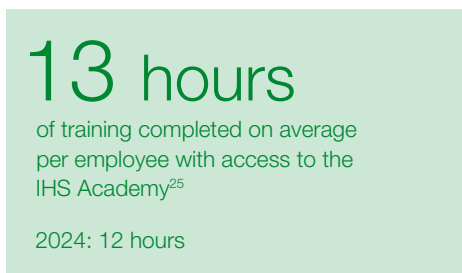
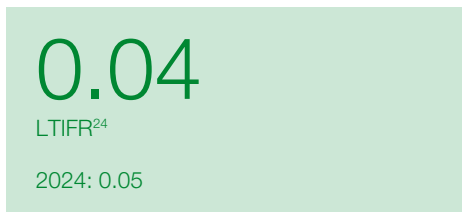
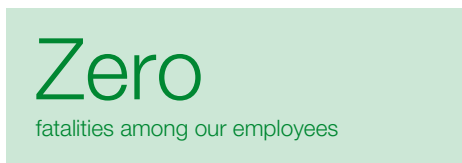
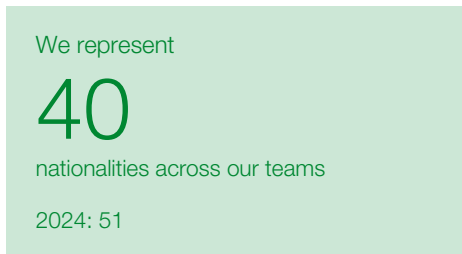
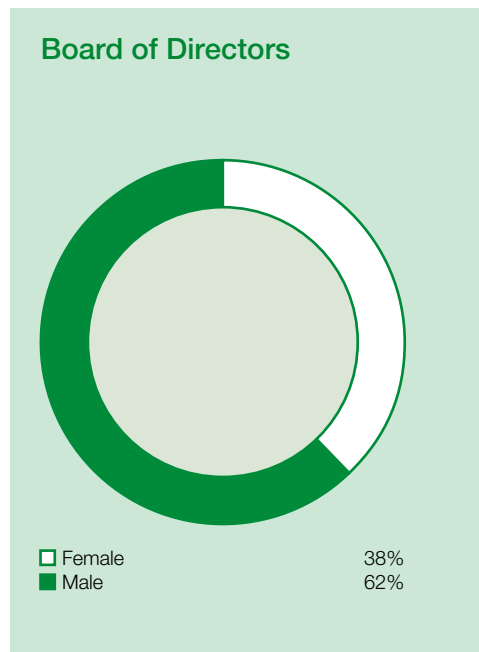


GRI 2-7, 3-3, 203-1, 401-1, 403-1-7,9, 404-1, 405-1, 406-1



Our people and communities *continued*

99% of our employees and 95% of our suppliers in our operating markets are located in the communities in which we operate, an advantage which helps to foster understanding, trust and relationships. By working closely with local communities, we also develop an understanding of their needs beyond communications, and our people help deliver programs and resources for additional impact.



24. During 2025, IHS identified an error in the Group 2 occupational health and safety rates for Nigeria, where reported hours worked had included hours from a wider population of workers than intended. This has been corrected for 2025, which reports hours worked only by workers performing work for IHS. Comparative periods prior to 2025 continue to report a wider population of workers. Hours worked information is provided to IHS by third parties. We continue to make efforts to improve data collection processes and data quality.

25. The reporting scope includes IHS employees identified in employment contracts as at December 31, 2025, excluding employees with no access to the IHS Academy.



Our people and communities *continued*

Our approach

Our people continue to be our greatest asset. To support them, we aim to provide an agile and inclusive environment focused on gender equality, growth, excellence and innovation.

At IHS Towers, we embrace and value a culture where our people learn, lead and grow together, and this spirit is key to our core values. We represent 40 nationalities across our teams. We are an equal opportunities employer, and this is central to how we attract, develop and reward our people. We continually strive to create an inclusive environment for all employees.

Providing equal opportunities is particularly important to our Chairman & CEO, Board and Executive Committee. As a result, it is ingrained in our company's culture, and matters relating to inclusion, equality and equity receive Board-level attention. Our Executive Vice President and CHRO is responsible for overseeing inclusion, equality and equity matters at the Executive Committee level.

We actively invest in our people's development, going beyond mandatory compliance and induction training by providing employees with access to high-quality development programs and content tailored to their individual needs and ambitions. We also aim to routinely review and improve practices and policies we have in place to help keep employees safe, healthy and fulfilled at work.

Our human resources processes, designed to protect and engage employees, are based on international best practices and applicable laws and regulations. This allows us to achieve overall alignment with our business strategy and priorities, and we share best practices across our markets. We strive for our work to have a positive impact on stakeholders, including local residents and communities.

Beyond expanding mobile access, our business contributes positively to local economies through taxes, by creating jobs, training people, supporting local businesses and buying goods and services from local suppliers. We also make social investments in areas determined by local community needs and priorities, such as investing in projects and infrastructure that provide clean drinking water, work to help eradicate preventable diseases and support victims of natural disasters.

Health and safety

At IHS, safety is included in our core values, and we apply rigorous health and safety practices and standards across all our operations. We strive to promote a zero-harm culture and accident-free work environment, governed by strong HSSE leadership. Our approach to employees' health and safety is overseen by the HSSE Committee, which assists the Board of Directors in its oversight and support of the implementation and effectiveness of our environment, health and safety risk management procedures, policies, programs and initiatives.

We have a dedicated function at the Group level to support local teams and provide closer oversight of key risks. We continued to implement the IHS Occupational Health and Safety Management System, which covers our employees and other workers whose work and workplace are controlled by IHS.

Our [Group Health, Safety and Security \(HSS\) Policy](#) outlines our commitment to safeguarding our employees and others who may be impacted by our infrastructure or operations. We are committed to complying with applicable regulatory requirements to provide a safe working environment and maintain safe working conditions. In 2025, the policy was updated to include our commitments to promoting a strong safety of culture, with clearly defined roles, responsibilities and leadership accountability, to implementing security risk management frameworks, and to ensuring operational resilience, through emergency preparedness and response planning to minimize business impact.

IHS' emergency management procedure is designed to comply with our health, safety, security and environmental policies, which seek to ensure no harm to people and no damage to assets, environment or reputation. At IHS, we aim to ensure that our emergency preparedness and response procedures are implemented across all sites and facilities. We continued to hold leaders accountable to safety KPIs specific to their function, which were implemented in 2022.

Our Occupational Health and Safety Management System (OHSMS) is implemented across all operating markets. It establishes criteria for health and safety training, contractor engagement, risk assessment and emergency preparedness, and links regional processes and operating procedures back to Group standards and policies to foster uniformity across the Company. The OHSMS is guided by the recommendations of ISO 45001:2018, an international standard on Occupational Health and Safety Management Systems. We seek to continually improve the performance of our OHSMS. In addition, IHS Nigeria is ISO 9001:2015 Quality Management System certified. Occupational health and safety management processes are in place across operating sites, and an internal audit on the effectiveness and efficiency of our health and safety management was conducted in 2025.

In 2025, as part of our ongoing commitment to strengthening our health and safety culture, we launched the IMS to promote safe, reliable and resilient operations across the organization. The IMS establishes a unified and systematic framework for managing HSSE risks, documentation hierarchy, setting clear expectations, streamlining processes and providing our teams with the necessary tools and documentation to continually enhance safety performance and operational excellence. Work will continue to build on this throughout 2026 with Group-level employees advising on procedural developments and implementation.



Our people and communities *continued*

Mitigating key health and safety risks

The protection of our sites is key to promoting the sustainability of our business. We adopt different approaches to security from site to site, depending on the risks assessed and what we determine to be effective controls for each operational environment. We aim to comply with HSSE standards and international best practice across our sites.

We aim for our towers to have fencing and security lights and, where relevant, to be guarded by outsourced security. In some of our African markets, we have increased the security presence at sites to prevent thefts that pose a serious risk to life. We apply rigorous access control policies across our sites and require each visitor to be pre-approved by IHS. Our remote monitoring systems also allow us to track access to restricted areas on sites. Solutions include remote monitoring technology, cameras, sensors and alarms, as well as roving and static physical guards where we believe they are necessary.

A strategic focus continues to be identifying and controlling the key critical risks that our people face while working at our sites and maintaining more than 37,000 towers across seven countries. Beyond potential security risks, road transport and driving continue to be physical risks for employees and contractors. As our towers are often based in remote locations and connected by limited infrastructure, traveling

to sites can require significant planning and logistical support. Our road traffic improvement program continued in 2025, covering measures such as defensive driving courses, awareness sessions for drivers, in-vehicle monitoring systems, vehicle inspections and equipping vehicles with first aid kits and fire extinguishers. In Zambia, to raise further awareness of road safety, we continued our work with the Road Transport and Safety Agency to commemorate World Day of Remembrance for Road Traffic Victims. In addition, we conducted an awareness session at Lusaka's main bus station to promote safe road practices among commuters.

We believe we are effectively managing the risk of road safety across our employees and contractors. Our RTAF²⁶ rate was 0.58²⁷ in 2025. We continue to encourage our employees and contractors to report incidents that we can investigate, from which we can inform our learnings and reduce health and safety risks. Continued training to raise awareness among our employees and contractors will be key to further reducing this rate. In higher-risk markets, we have introduced in-house trainers who regularly remind employees to be aware of hazards and risks.

Per million km	2023	2024	2025 ²⁷
RTAF	0.27	0.52	0.58

Other risks our site-based employees face relate to working at height. Our specific controls, such as the use of specific fit-for-purpose protective

equipment, competency training and skilled supervision, strengthen the incorporation of robust risk mitigation processes in the behavior and working practices of personnel performing tasks where critical risks have been identified as having high-consequence impact. For example, we continue to monitor wider risks including electricity-related injuries.

We employ a layered approach to identify and address hazards in the workplace. This includes conducting high-level risk assessment workshops through to individual risk assessments. We have developed and implemented hazard reporting requirements for every individual working on our sites, and these include both unsafe conditions and behaviors. This is underpinned by the 'stop work' authority, which empowers employees and contractors to stop and intervene, if safe to do so, to prevent harm. Such instances are then managed through action management registers if not immediately rectified. For work-related injuries, we investigate and analyze the root causes to inform learnings and propose improvements, as necessary.

In 2025, we launched an AI-powered Environmental, Health and Safety (EHS) platform, managed by a third-party provider, to enhance how we identify, report and manage health and safety risks. The system enables real-time reporting of incidents, unsafe acts and conditions, improving transparency, employee engagement and accountability. It also

strengthens incident investigations and action tracking, supporting our commitment to continuous improvement in workplace safety.

We believe that the impact of our exposure to electromagnetic fields (EMFs) is limited, as we do not own or operate radio equipment. However, we closely monitor EMF radiation generated by our towers as part of our broader environmental monitoring. Even at their peak, our measurements remain consistently below EMF limits.

Engaging employees and contractors on health and safety

In 2025, we continued to build and enforce a robust approach to health and safety. To reinforce a safety-positive culture, we are striving to foster an increased sense of self-responsibility and care for colleagues. We seek to empower every employee to take responsibility for making safe choices that reduce the impact on our planet and help each person go home to their family free from harm.

Our five Life Saving Rules target those undertaking tasks with a greater risk of serious incidents or fatalities. The Life Saving Rules apply to all employees and other workers whose work and workplace are controlled by IHS. To support these rules, we also created nine HSE Principles to guide and underpin our wider approach to health and safety.

26. Road Traffic Accident Frequency (RTAF) is the total number of incidents x 1,000,000/by total number of kilometers driven. The reporting scope includes both Group 1 and Group 2 across current operating markets, along with Rwanda, albeit exited in October 2025. The reporting scope excludes UAE, the UK and USA.

27. During 2025, IHS identified an error in the Group 2 occupational health and safety rates for Nigeria, where reported kilometers driven had included kilometers driven from a wider population of workers than intended. This has been corrected for 2025, which reports kilometers driven only by workers performing work for IHS. Comparative periods prior to 2025 continue to report a wider population of workers. Kilometers driven information is provided to IHS by third parties. We continue to make efforts to improve data collection processes and data quality.



Our people and communities *continued*

HSE Principles

- 1 **All work-related injuries and incidents can and must be prevented.**
- 2 **Working safely and in an environmentally responsible manner is a condition of continued employment for all employees and contractors.**
- 3 **All employees are responsible for their own safety and the safety of others around them, with line management accountable for HSE performance.**
- 4 **HSE must be integrated in all business management processes.**
- 5 **All HSE incidents must be reported, and learnings taken from them for continuous improvement.**
- 6 **Employee training and involvement is essential to achieve zero incidents.**
- 7 **All deficiencies must be addressed promptly.**
- 8 **HSE excellence contributes to business success.**
- 9 **Protecting the wellbeing of all employees and encouraging healthy lifestyles will result in a more engaged and productive workforce.**

Our Life Saving Rules

Driving and traveling

- Always use a seat belt when in a vehicle.
- Never exceed the speed limit.
- Never use mobile phones or any handheld devices while driving.
- Never operate a vehicle under the influence of alcohol or drugs.

Work at height

- Always use fall protection equipment and tie off to secure anchor points.
- Always secure all tools, equipment and work materials to prevent dropped objects.

Permit to work

- Never work without authorization.
- Always confirm that hazards are controlled as per the permit to work and the associated risk assessment has been completed before starting work.



Personal protective equipment (PPE)

- Always use the correct PPE for the job; minimum PPE is a safety helmet, safety shoes and a reflective vest.

Electrical safety

- Always isolate or lock out and tag out all energy sources and verify zero energy (try out) before work.
- When working in the proximity of power lines, use appropriate devices to detect energized areas and always maintain a safe distance.



Our people and communities *continued*

To embed the rules and principles into standard working practices, at the end of 2024 we launched a new mandatory online training module, IHS HSE 101. As of December 31, 2025, 94% of employees with access to the IHS Academy had completed the training program. In 2025, we strengthened executive and management capabilities through ongoing training programs aimed at reinforcing a strong safety culture. Leadership development sessions for senior managers and above equipped them to champion HSSE values, apply risk-based thinking and successfully implement the IMS.

All operating markets are required to monitor compliance and take disciplinary action against non-compliance, including up to the termination of contracts of those who repeatedly violate the rules.

As well as offering training for those involved in higher-hazard work across our markets, we aim to train new IHS employees on health, safety and environmental issues as part of the induction program. We continue to provide appropriate induction and ongoing training for continual health, safety and environmental awareness. In addition, we recognize that our third-party suppliers make up a considerable volume of hours worked on our sites, and so we closely monitor and work with these stakeholders to promote effective mitigation across the spectrum of risks posed.

We held events across our operations to celebrate World Safety and Health at Work Day. The global theme of 'The impacts of climate change on occupational safety and health'

aimed to highlight how climate change can negatively impact health and safety by triggering extreme weather events, reducing air quality and increasing rates of vector-borne diseases.

Employee health and wellbeing

We continue to focus on the health and wellbeing of our people. We aim to provide our employees with optional private health insurance and life insurance. In the UK, employees receive accident insurance and income protection insurance. Our Group-level suite of benefits includes telehealth options, including online general practitioner appointments and virtual physiotherapy consultations.

Wellbeing was also consistently prioritized across IHS in 2025. We continued our wellbeing initiatives for our UK-based employees. In Nigeria, we launched a Health and Financial Wellness Week for employees, featuring a series of wellbeing sessions focused on mental, physical and financial health. The initiative reinforced our commitment to creating a supportive workplace culture where every employee can thrive.

We have a company-wide Maternity Leave Policy with a minimum of 17 weeks of paid maternity leave. We also offer paid paternity leave arrangements to our employees company-wide, which are available for the purpose of caring for a child or supporting the child's other parent.

Through the Women in IHS Network (WIIN), we provide additional support to women through family-focused initiatives, reinforcing our commitment to employee wellbeing. This includes childcare support and breastfeeding facilities designed to help employees balance work and family responsibilities. For example, IHS Nigeria reimburses childcare fees for mothers returning to work after maternity leave.

In Latin America, we were certified as a Great Place to Work for the third consecutive year, with a response rate of 85% to the questionnaire and an engagement score of 85%. Additionally, IHS Brazil was recognized in the Great Place to Work list for the IT sector.

We continued to deliver the IHS Cares program, which provides employees with access to health and wellbeing-focused benefits such as massages, beauty treatments, health check-ups and fresh, healthy produce. As part of this, IHS Brazil ran a series of Connected Minds roundtable talks. Hosted by a psychologist, the sessions provided an opportunity for small groups of employees to freely discuss wellbeing concerns and identify how to access additional support at work. Nine employees participated in Connected Minds in 2025.

In addition, we continued to offer virtual therapy sessions through health insurance and provided free access to the FriendsBee application, which hosts a support network and provides tools for tracking wellbeing. By the end of 2025, there were approximately 107 active FriendsBee users associated with IHS Brazil and I-Systems.





Our people and communities *continued*

Our health and safety performance

We strive to promote the safety at work of our employees and other workers whose workplace is controlled by IHS Towers. In 2025, among our employees, there were zero fatalities and recordable work-related injuries. We regret, however, that six employees of our contracted partners had fatal accidents, and in total there were 31 recordable work-related injuries while working on our sites or equipment. In response, we investigated and conducted root cause analysis on the critical events to establish corrective actions to mitigate the risk of any future, similar events. Our stakeholders, including employees, contractors, suppliers and customers, have been informed of our learnings and proposed improvements.

We continued to strengthen our processes for managing critical risks, including enhancements to our permit to work system. In 2025, we launched the Control of Work (CoW) Standard, which defines requirements relating to safe, reliable and resilient operations. The Standard aims to minimize the potential for fatalities, injuries, incidents and environmental harm arising from high-risk activities such as working at height, lifting, contact with energized electrical conductors, unplanned fire or explosion, energy isolation, confined space work and ground disturbance.

	2025			
	Group 1 ²⁸		Group 2 ²⁹	
Work-related injuries ³⁰	#	rate	#	rate ³¹
Fatalities as a result of work-related injury	0	0.00	6	0.01
High-consequence work-related injuries (excluding fatalities)	0	0.00	0	0.00
Recordable work-related injuries (including fatalities)	0	0.00	31	0.08

Each operating market is required to have a documented CoW system to manage risks across all work activities. Activities are assessed for risk, with routine tasks, potentially not requiring a permit to work, while non-routine or hazardous tasks require formal permitting. Additionally, we began more stringent auditing of critical contractors on areas including HSSE oversight, appropriate workforce and discipline in following IHS-mandated processes. We intend to take corrective action where we feel our standards are not met. We continue to learn from safety incidents, improving incident investigations to look beyond specific incidents and uncover the behaviors behind them. We do this to better understand

28. Group 1 includes all recordable injuries that happen to IHS employees (permanent and fixed-term employees).

29. Group 2 includes all recordable injuries that happen to workers who are not employees but whose workplace is controlled by the Company. Workplace under IHS control is any location where the IHS HSSE Policy and HSSE Management Systems are being used to control the work, which may include sites, yards, offices etc. controlled by the Company.

30. The reporting scope includes health and safety performance across the UAE, UK, USA, and current operating markets, along with Rwanda, albeit exited in October 2025.

31. During 2025, IHS identified an error in the Group 2 occupational health and safety rates for Nigeria, where reported hours worked had included hours from a wider population of workers than intended. This has been corrected for 2025, which reports hours worked only by workers performing work for IHS. Comparative periods prior to 2025 continue to report a wider population of workers. Hours worked information is provided to IHS by third parties. We continue to make efforts to improve data collection processes and data quality.

the behaviors that drive individual risks so that we can take proactive action to put mitigations in place. We are helping our employees and other workers whose work and workplace are controlled by IHS to better identify risks and more effectively prevent future incidents. Our goal is zero harm and an accident-free work environment.

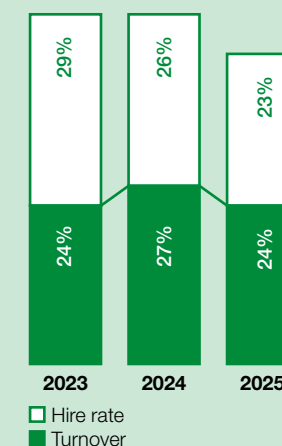
Our employees

We value our talent, which is critical to delivering support for our people, customers, investors and communities. We strive to create an inclusive and fair environment, offer equal terms of employment in line with regular internal and external benchmarking, and reward performance.

As of December 31, 2025, we employed 2,762 people, a decrease of 4% compared with 2024, which is mainly driven by Rwanda, which we exited in October 2025. 85% of our employees are employed on a permanent basis, equal to the percentage reported in 2024. Our employee turnover across the Company decreased to 24% in 2025, compared with 27% in 2024. We also continue to bring talent into IHS Towers, and in 2025 we had 645 external hires (versus 756 in 2024), representing a hire rate of 23% in comparison to 26% in 2024. We took a more considered approach to hiring, ensuring essential skills are covered across the Group while trying to remain lean and efficient.

In our operating markets, our employees often work with contracted partners. We engage third-party contractors, who perform various functions including in connection with site acquisition, construction, supply of equipment

Employee hires and turnover



and spare parts, access management, security, preventative and corrective maintenance of sites, as well as power management, including supply of diesel, for certain of our sites.

At IHS, recruiting the right people is an important focus. In line with our Group Recruitment Policy, we aim to select the best individual for the job through existing internal employees or recruiting external candidates who demonstrate our values. We recruit through multiple channels, including global and local job boards, specialist recruitment agencies, universities, technical associations and local partners and suppliers for referrals and recommendations. Beyond technical skills, we look for strong interpersonal skills and use structured, competency-based interviews so that our selection processes are fair.



Our people and communities *continued*

We continued to streamline recruitment across the Group throughout 2025. Administered by a third-party provider, the Applicant Tracking System (ATS) helps support our global talent acquisition strategy of attracting and retaining talent for both internal and external candidates. The ATS has also enabled us to create an internal 'IHS careers portal' to measure and facilitate internal career mobility.

In addition, for manager level and above, we implemented technical, psychometric and personality profiling assessments that can be used to support the candidate selection process. Using assessments can enhance the quality and quantity of information available for selection, development and training decisions and help drive continuous improvement. We aim to follow best practice in the use of assessments to maximize benefits for the organization and candidates, and to promote fairness and equality of opportunity for all. These assessments apply to candidates at manager level and above, and are designed to complement our existing selection and assessment processes.

We have launched sentiment analysis tools to help measure candidate and hiring manager experiences and identify areas for improvement. In 2025, we continued exploring how we can incorporate AI into our talent acquisition and HR management processes to help people work smarter.

Remuneration

At IHS, we strive to provide our employees with fair and competitive salaries. Our Remuneration Committee assists the Board in determining CEO remuneration, reviewing and setting or making recommendations regarding compensation for other executive officers and directors, and overseeing and administering our incentive compensation and equity incentive plans. IHS adopted the Group policy for Recovery of Erroneously Awarded Compensation (Clawback Policy), which was introduced in 2023 and applies to incentive-based compensation.

Our approach to remuneration remained consistent for 2025. All employees are eligible for our annual bonus scheme that is based on a combination of company and personal performance. We conduct regular benchmarking and work closely with external partners so that we have robust data on which to base all compensation and remuneration decisions. While we strive to eliminate bias in our hiring processes, we have also sought to increase openness and transparency around remuneration to reduce any perceptions of bias or discrimination. For example, we have educated line managers on how we determine pay, providing insight regarding ranges and guidelines for making decisions.

We are committed to ensuring equal remuneration for work of equal value across all our operations. We continue to monitor and review the employee gender pay gap across our operations.

While we do not currently publish the results of these reviews, we remain committed to meeting applicable disclosure requirements in local markets, as appropriate.

Inclusion

At IHS Towers, we embrace and value our inclusive culture, with employees representing 40 nationalities learning, leading and growing together. As a signatory of the UN Global Compact, we have committed to its labor and human rights principles, aiming to provide a fair and inclusive working environment for all. We define ourselves as an organization that strives to help its employees learn, grow and thrive. We take pride in providing an agile and inclusive environment which fosters development and innovation.

Our Code of Conduct and Business Principles prohibits discrimination and harassment based on gender, age, creed, religion, national origin, sexual orientation or any other characteristic protected by law. Cases reported are investigated, and in 2025, there was one proven case relating to intimidation and harassment. Following an investigation, we took remedial action immediately.

As of December 31, 2025, 29% of our employees were female, an increase from 27% in 2024, while men accounted for 71%. Across the Group, 28% of managers were female, up from 27% in 2024, and 72% were male. We continue to promote career development and leadership opportunities for female and male employees. At Board level, 38% of our directors were female and 62% were male. To promote ongoing progress, there is oversight

Employees representing

40 nationalities

learning, leading and growing together

of equity, equality and inclusion at the Executive Committee level by the Executive Vice President and Chief Human Resources Officer. Our approach to supporting an inclusive culture begins at the recruitment stage, where we focus on recruiting candidates who are most suitable for the role.

In 2025, we continued our Women in IHS Network (WIIN) mentoring program. As of December 2025, 48 new mentoring pairs from Latin America and Nigeria had begun working together, as part of WIIN, to support their career development at IHS.

Throughout IHS, we celebrate women across the Group and our communities. IHS Côte d'Ivoire sponsored the Sika Women's Day event themed 'The Woman Leader: Catalyst for Social and Economic Transformation,' which celebrated women's leadership and gender inclusion in the economic and financial sectors, attracting over 200 participants.

To celebrate International Women's Day 2025, IHS Nigeria partnered with the Advocates for Health and Rights of Women and Youths Initiative (ADHERI) to empower 100 women in the Jakande Community. The initiative raised awareness of Gender-Based Violence (GBV), provided health programs with primary medical checkups and distributed welfare packages containing essential staple foods.



Our people and communities *continued*

The Women's Affinity Group in Latin America delivers initiatives to empower women, including hosting workshops, a self-defense class, domestic violence awareness sessions and English language training. 11 IHS employees actively led these women-focused programs, promoting gender inclusion across the region.

In 2024, we welcomed 12 interns to our internship program for Black talent, and in 2025, five were assigned to permanent roles. Employees in the region also took part in diversity literacy sessions to ensure we always use the most inclusive language.

IHS Cameroon partnered with the non-profit organization Parler d'Elles Association to support the 'Catalyst for Change in Women's Leadership in Tech' Bootcamp. The initiative aimed to empower women and foster a strong network of female leaders in the technology sector by equipping participants with the skills, confidence and opportunities needed to advance their careers and increase female representation in tech leadership.

“IHS Towers is an equal opportunities employer, and this is central to how we attract, develop and reward our people. We are committed to creating an inclusive environment for all employees.”

IHS Towers' equality statement

Training and development

Launched in 2017, the IHS Academy is our online learning platform, providing employees with access to the content they need to develop their capabilities for both their current and future roles.

As of December 31, 2025, we had 15,920 training items available, including e-learning courses, videos, how-to guides and other training materials. They cover a variety of areas, including professional skills, personal development skills, management, leadership and teamworking skills, as well as a selection of health, safety, environment and compliance courses. As of December 31, 2025, our employees with access to the IHS Academy completed 57,802 learning and development training items, which, in combination with our compliance training modules, resulted in a total of 29,370 hours of training (versus 29,695 in 2024). Our employees with access to the IHS Academy completed 13 hours of training on average as of December 31, 2025, in comparison to 12 hours in 2024. 2025 saw an increase in the hours of training due to female employees completing on average 12 hours of training (versus 12 hours in 2024), while male employees completed on average 13 hours of training (versus 12 hours in 2024).

Our focus continues to be on providing high-quality development programs that support both individual career aspirations and the organization's needs. We encourage our people to identify where they require extra support and capture what they need in annual Personal Development Plans (PDPs), with clear dates

for completion. In 2025, we enhanced the structure of PDPs to better align learning and development with both current performance and long-term career goals. The revised PDP structure focuses on core areas: improving performance in current roles through hands-on experience; targeted development opportunities; and advancing professional capabilities through instructor-led and formal training programs. PDPs are discussed with, and signed off by, line managers. All employees must also complete mandatory annual compliance and ethics training items.

Launched in 2024, our 360-degree feedback assessments support employees in leadership positions to prioritize their development needs. In 2025, we expanded the program to include psychometric assessments for 60 executives and leaders at the Group and operating company levels.

As part of our approach toward building a sustainable pipeline of long-term, future-fit talent, we continued to deliver our leadership offerings in 2025. Our three-tier Leadership Core Curriculum (LCC) takes a modular approach, building leadership capability from first-time managers through to enterprise leaders. During 2025, in partnership with INSEAD, we delivered a 10-week development program for 49 senior employees at the Director level across multiple markets, focusing on cross-functional collaboration and practical strategy design.

In Nigeria, we continued our in-country IHS Skills Acquisition Program (ISAP), which welcomed its 11th cohort of graduates in 2025, comprising 14 female and six male trainees. We also continued the Long-Tenured Employee Development Program, designed to support employees with at least 10 years of service in further developing and enriching their skills.

Our commitment to development extends to our suppliers. We invite select suppliers to participate in the IHS Academy so that they can access free, high-quality educational resources for their employees. Our goal is to foster a mutual understanding of the practical and technical challenges we face. This helps our suppliers build stronger, more sustainable businesses that further benefit their communities and local economies.

13 hours

of training completed on average per employee with access to the IHS Academy



Our people and communities *continued*

Frontline Workers Initiative

Launched in 2021, the Frontline Workers Initiative is a philanthropic program designed to recognize and reward the outstanding contribution made by our frontline workers. By providing education opportunities to the children of our frontline workers, the program is working to address socio-economic and education inequalities. Through this program, they can apply for financial scholarships to top-level universities, in their home countries or internationally. Without this funding, these children would have struggled to access this level of higher education, and therefore we believe we are facilitating a life-changing opportunity. The program is currently being run in Cameroon, Côte d'Ivoire, Nigeria, Rwanda and Zambia.

For IHS, frontline workers include our field engineers, drivers, security personnel and other lower-income workers. We believe this initiative is unique as it extends to our suppliers in recognition of their commitment to serving our customers and the communities who depend on our services. Suppliers are eligible if they hold an equivalent frontline worker role and work full time at an IHS site.

In 2025, scholarships were granted to eight students from Nigeria, Côte d'Ivoire, Rwanda and Zambia. The Frontline Workers Initiative is currently supporting 64 students: 70% of students are studying subjects related to sciences, technology, engineering, mathematics and finance, though the program is supporting studies across a broad range of subjects from business administration to entrepreneurial leadership to law.

Our third-party educational consultancy continued to oversee the application and selection process, ensuring objectivity and transparency. For the students who receive these scholarships, going to university can be an overwhelming experience, and having dedicated student support provided by IHS to help them navigate this change can make a significant difference to their wellbeing and academic achievement.

The student support provides regular check-ins with the students. This involves reviewing their academic results and monitoring their class attendance records, while encouraging them to participate fully in university life. With the student's permission, we can talk directly to the university bursar or registrar. The goal is to identify any problems or obstacles early enough to be remedied.

A third-party database and online portal, through which students can talk to their scholarship coordinator, continued to streamline key processes. This centralized communication platform has made it much easier for us to communicate with students, provide administrative support and securely manage data, and has also made it easier for the third-party educational consultancy to manage the application and selection process.



Mawa Massingo Diomandé

Mawa Massingo Diomandé, whose father is a mechanic at IHS Côte d'Ivoire, chose to study mathematics and computer science at the International University of Grand-Bassam, the country's first American-style university, which maintains a close partnership with Georgia State University.

Drawn to mathematics and computing from a young age, Mawa has been actively progressing through her studies and learning how mathematical concepts connect to real-world applications in computer science. She is excited about continuing her education, knowing it will open doors to a wide range of career opportunities. She expressed her gratitude to IHS for the scholarship, which has broadened her academic opportunities and enabled her to study at a leading bilingual university. She is also excited about the potential for her to pursue future opportunities abroad.

“This scholarship has provided me with vital support that has allowed me to learn, grow and plan confidently for the future.”



Our people and communities *continued*

Generator Recycling Program

In 2025, we continued our Group-wide Generator Recycling Program, under which we refurbish old generators from our sites and donate them to schools, orphanages, hospitals and medical and community centers. Since the program launched in 2017, we have donated approximately 470 generators (as of December 31, 2025) across our African markets, providing a power source where electricity grids are often intermittent and unreliable. Over the course of 2025, we donated 27 generators (versus 22 in 2024).

Empowering communities

Our towers provide connectivity that supports socio-economic development in our markets, but we strive to go further to help our local communities where possible, and address their specific needs. Access to clean water is a challenge in many rural areas.

Building on its 2024 activities, IHS Cameroon continued to improve access to clean, safe drinking water by drilling boreholes in rural communities. In 2025, a solar-powered borehole was installed at the health facility in Douala, serving approximately 10,000 people, including forcibly displaced persons. Another manual borehole was installed in the South Region, supporting schools and community facilities in underserved areas. IHS Nigeria donated three solar-powered motorized boreholes to UNICEF's coordinated emergency response for flood victims in Mokwa, Nigeria. They are being constructed in densely populated areas that have little access to clean

water, supplying places like health centers and schools to reduce the risk of waterborne diseases. We believe they will benefit more than 10,000 people. Further, IHS Nigeria constructed and rehabilitated 80 roadside drainages to improve access and enhance local infrastructure, benefiting people in host communities in underserved areas.

IHS Cameroon officially launched a tower kiosk initiative in Bagofit, located in Cameroon's East Region, which is expected to enhance the quality of education and create a more sustainable learning environment. This marks the fifth operational kiosk nationwide and the first in the East Region, home to a significant community of displaced persons from the Central African Republic.

IHS Côte d'Ivoire supported the expansion of Maman N'Zi Orphanage in Grand-Lahou, which cares for orphaned children aged 0–5. This initiative enhances community wellbeing and child protection by improving care quality and capacity. Our donation funded the construction of an annex to accommodate 44 children, alongside furnishing and creating caregiver facilities.

In partnership with the Rotary Club of Kigali Mont Jali, IHS Rwanda supported education for children with autism, promoting inclusive learning opportunities and improving access to specialized educational resources for children with developmental needs. Through this partnership, we donated computers and mini tablets to enhance access to digital learning opportunities, along with books, educational toys, bicycles and other essential items to



Oluwarotimi David Taiwo-Olowa

Oluwarotimi David Taiwo-Olowa's father works as an engineer at IHS Nigeria, and David is currently studying physiotherapy at the University of Bradford in England. He chose the course because he is fascinated by how the human body works and believes physiotherapy can make invaluable changes to a person's quality of life.

He looks forward to gaining experience through hospital placements, which will prepare him for his goal of becoming a physiotherapist for a sports club. Reflecting on his journey so far, David has enjoyed experiencing different cultures, and with the support of those around him, he has adapted well to his new surroundings.

David strongly recommends the Frontline Workers Initiative, explaining that the opportunity has broadened his educational options, exposed him to a world of possibilities, and given him access to top-level teaching.

“Receiving this scholarship has opened an entirely new world for me. It has brought me to a place full of opportunities and provided me with access to world-class education.”



Our people and communities *continued*

a school supporting more than 100 children with autism. These contributions helped create a more supportive, engaging and inclusive learning environment.

Providing support for improved healthcare services

We seek to address a range of healthcare needs across our markets. In 2025, IHS Côte d'Ivoire announced a partnership with Save the Children Côte d'Ivoire to launch a malaria response initiative for women and children under five. The 12-month program focuses on strengthening women's and communities' equal access to malaria prevention and care systems in two health regions. To achieve this, the program is incorporating multiple activities, including creating village savings and loan associations that help communities save for healthcare expenses, training women and girls in entrepreneurship, digitalization and financial literacy, engaging men on gender equity and strengthening health systems through inclusive, community-driven approaches. Further, in collaboration with the National Blood Transfusion Center, IHS Côte d'Ivoire organized a blood donation campaign, with participation from both IHS employees and employees of our suppliers.

IHS Cameroon partnered with Helen Keller International, a non-profit organization that combats avoidable blindness and malnutrition, to support the launch of the 2025–2030 Strategic Plan for Eye Care in schools and communities across Cameroon. Led by the Ministry of Health through the National Programme to Combat Blindness, the plan

aims to strengthen the national response to visual impairment by outlining key priorities and strategies to improve eye health and access to care. Further, IHS Cameroon sponsored an advanced microsurgery training program led by a local NGO, ASCOVIME, in Mbankomo, a municipality in Cameroon's Centre Region. The initiative trained 30 Cameroonian doctors in urology, focusing on fracture repair, management of circumcision-related injuries and tubal infertility surgery. This program aims to address critical surgical gaps, strengthening local clinical capacity and contributing to improved patient outcomes. In Zambia, we make annual donations of care hampers to caregivers of patients at the University Teaching Hospital's Cancer Diseases Hospital. In 2025, 65 hampers with essential food, hygiene and cleaning items were donated to support caregivers of cancer patients.

IHS Nigeria continues to partner with the NGO Steer for Change to provide medical check-ups and distribute essential supplies, including birth kits, baby care products, mosquito nets and medication. Since 2023, the initiative has supported over 600 pregnant and nursing women, reducing maternal health risks and improving early childhood outcomes in vulnerable communities. As part of the Project Clinic Without Walls initiative, in 2025 IHS Nigeria provided micro-health insurance services, health screenings and healthcare education to 5,000 people. Since its launch in 2023, the project has benefited over 25,000 individuals.

To drive social impact through employee engagement, IHS Nigeria sponsored and participated in the #Move4PD 2025 Parkinson's Disease Awareness Walk, organized by the Adewunmi Desalu Parkinson's Foundation. The event engaged over 700 participants to raise awareness, reduce stigma and promote early diagnosis. In collaboration with the Okapi Children Cancer Foundation, IHS Nigeria also hosted the annual Childhood Cancer Awareness Walk in Abuja, attracting over 1,000 participants and promoting early detection, regular screening and support for affected families while advancing community health.



Our people and communities *continued*

Tackling neglected tropical diseases in Nigeria

Since 2021, IHS Nigeria has partnered with the END Fund to address the significant impact of Neglected Tropical Diseases (NTDs), a group of debilitating illnesses that disproportionately affect the most vulnerable populations.

According to the END Fund, NTDs rank among the four most devastating groups of communicable diseases and can lead to blindness, disfigurement, chronic pain and permanent disability.

In 2025, we continued this partnership to address ongoing water, sanitation and hygiene (WASH) related NTDs across three states and the Federal Capital Territory (FCT). Our support enabled the END Fund to deliver hydrocele surgeries to more than 140 patients, train 606 healthcare personnel and provide mass drug administration to more than 380,000 people, aiming to reduce the prevalence of schistosomiasis, soil-transmitted helminthiasis, lymphatic filariasis and onchocerciasis.

Since the start of our partnership in 2021, our contributions have helped treat almost one million individuals through mass drug administration campaigns, trained over 1,000 health workers and delivered hydrocele surgeries for more than 340 patients.



Our donations helped deliver over
340
hydrocele surgeries

Our donations helped treat almost
1m
individuals

Key performance indicators 2025

Pillar	Key performance indicator	Unit	2023	2024	2025
Environment and climate change	Carbon footprint¹				
	Scope 1	t of CO ₂ e	863,846	851,586	873,270
	Scope 2 (location-based)	t of CO ₂ e	84,103	99,981	101,554
	Scope 2 (market-based)	t of CO ₂ e	84,075	99,933	101,536
	Total Scope 1 and Scope 2 (location-based)	t of CO ₂ e	947,950	951,567	974,824
	Emissions intensity (Scope 1 and Scope 2) ^{1,2}	kgCO ₂ e/kWh	0.8651	0.7724	0.7738
	Energy consumption				
	Total energy consumption	MWh	3,869,806	3,819,455	3,833,903
	Diesel (tower)	MWh	3,505,107	3,427,040	3,426,268
	Diesel (building energy)	MWh	4,333	4,074	3,325
	Diesel (vehicle)	MWh	10,648	11,099	12,612
	Petrol (vehicle)	MWh	24,644	22,054	24,151
	Electricity (tower)	MWh	293,113	311,711	315,741
	Electricity (office)	MWh	4,828	4,571	4,058
	LPG	MWh	26,918	38,682	47,664
	Natural gas	MWh	215	225	84
Waste management					
Total number of batteries reused	number	20,044	8,158	18,879	
Total number of batteries deployed	number	51,057	15,843	18,749	
Our people and communities	Workforce				
	Total number of employees	number	2,988 (B) ³	2,864 (A) ³	2,762
	By gender				
	Female	percentage	27 (B) ³	27 (A) ³	29
	Male	percentage	73	73	71
	By employment contract				
	Permanent	number	2,499	2,438	2,352
	Temporary	number	489	426	410
	Full-time	number	2,977	2,847	2,752
Part-time	number	11	17	10	

Key performance indicators 2025 *continued*

Pillar	Key performance indicator	Unit	2023	2024	2025	
Our people and communities continued	Employee turnover and leavers					
	Employee turnover	percentage	24 (B) ³	27 (A) ³	24	
	Leavers	number	695	772	663	
	Leavers, by gender ⁴					
	Female	percentage	24	32	33	
	Male	percentage	76	68	67	
	Leavers, by age group ⁴					
	Under 30 yrs	percentage	33	39	45	
	31-50 yrs	percentage	59	52	47	
	Over 51 yrs	percentage	8	8	8	
	Hire rate and new hires					
	Employee hire rate	percentage	29 (B) ³	26 (A) ³	23	
	New employee hires	number	825	756	645	
	Hires, by gender ⁵					
	Female	percentage	34	35	40	
	Male	percentage	66	65	60	
	Hires, by age group ⁵					
	Under 30 yrs	percentage	56	65	64	
	31-50 yrs	percentage	41	32	33	
	Over 51 yrs	percentage	3	3	3	
	Inclusivity and opportunity					
	Board of Directors					
	Female	percentage	33	33	38	
Male	percentage	67	67	62		
Under 30 yrs	percentage	0	0	0		
31-50 yrs	percentage	0	0	0		
Over 51 yrs	percentage	100	100	100		

Key performance indicators 2025 *continued*

Pillar	Key performance indicator	Unit	2023	2024	2025
Our people and communities continued	Executives (Grade 1)				
	Female	percentage	8	7	14
	Male	percentage	92	93	86
	Under 30 yrs	percentage	0	0	0
	31-50 yrs	percentage	67	50	50
	Over 51 yrs	percentage	33	50	50
	Management (Grades 2-6)				
	Female	percentage	28 (B) ³	27 (A) ³	28
	Male	percentage	72	73	72
	Under 30 yrs	percentage	4	5	4
	31-50 yrs	percentage	82	82	81
	Over 51 yrs	percentage	14	13	15
	Other employees (Grades 7-10)				
	Female	percentage	27	28	30
	Male	percentage	73	72	70
	Under 30 yrs	percentage	30	36	36
	31-50 yrs	percentage	64	58	58
	Over 51 yrs	percentage	6	5	6
	Occupational health and safety⁶				
	Fatalities as a result of work-related injury, per 200,000 hours				
	Group 1 ⁷	number	0	0	0
	Group 1	rate	0.00	0.00	0.00
	Group 2 ⁷	number	0	3	6
	Group 2	rate	0.00	0.00	0.01⁸
	High-consequence work-related injuries (excl. fatalities), per 200,000 hours				
	Group 1	number	0	0	0
	Group 1	rate	0.00	0.00	0.00
Group 2	number	0	0	0	
Group 2	rate	0.00	0.00	0.00⁸	

Key performance indicators 2025 *continued*

Pillar	Key performance indicator	Unit	2023	2024	2025	
Our people and communities continued	Recordable work-related injuries (incl. fatalities), per 200,000 hours					
	Group 1	number	5	1	0	
	Group 1	rate	0.17	0.04	0.00	
	Group 2	number	42	43	31	
	Group 2	rate	0.06	0.06	0.08⁸	
	RTAF ⁹	per million km	0.27	0.52	0.58¹⁰	
	LTIFR ¹¹	rate	0.06	0.05	0.04⁸	
	Training and education¹²					
	Total number of hours of training	hours	14,701	29,695	29,370	
	Average hours of training per employee	hours	5 (B) ³	12 (A) ³	13	
	By gender					
	Female	hours	5 (B) ³	12 (A) ³	12	
	Male	hours	5 (B) ³	12 (A) ³	13	
	By employee category					
	Executives and management (Grades 1-6)	hours	4	10	11	
	All other employees (Grades 7-10)	hours	5	14	13	
	Overall learning and development course completions (via the IHS Academy)	number	50,167	53,153	57,802	
Total number of donations under the Generator Recycling Program	number	68	22	27		
Education and economic growth	Sustainability and communities					
	Total sustainability spend	US\$	7,035,816 (B) ³	8,212,304 (A) ³	8,170,827	
	Total number of sustainability initiatives	number	186	194	159	

Key performance indicators 2025 *continued*

Pillar	Key performance indicator	Unit	2023	2024	2025
Ethics and governance	Governance				
	Code of Conduct training completions	percentage	76	77	88
	Anti-Bribery and Corruption (ABC) training completions	percentage	93 (B) ³	96 (A) ³	98
	Sustainability and ESG training completions	percentage	80	89	88
	Information Security, Acceptable Use and AI Tools Usage Policy Awareness training completions	percentage	N/A	N/A	97¹³
	IHS HSE 101 training completions	percentage	N/A	N/A	94¹⁴
	Supply chain				
	Active suppliers ¹⁵	number	2,202	2,112	1,764
	Local suppliers	percentage	97	96	94
	Supplier training completions	number	3,042	4,581	7,861

- In 2025, IHS Towers' carbon footprint included emissions from Brazil, Colombia, Cameroon, Cote d'Ivoire, Nigeria, Rwanda, South Africa, UAE, the UK, USA and Zambia. Tower emissions in Brazil, Colombia and South Africa fall under our Scope 3 accounting category and therefore are not reported here; office emissions from these countries are included here. IHS currently does not disclose Scope 3 emissions. In October 2025, we completed the sale of IHS Rwanda to Paradigm Tower Ventures. Rwanda emissions up to the sale date are included here. Scope 1 and Scope 2 emissions and emissions intensity for 2021 have been recalculated to account for IHS Towers' sale of IHS Kuwait in 2024. In line with the GHG Protocol Corporate Accounting and Reporting Standard, IHS Towers adjusts the base year emissions inventory and most recent year to account for the structural changes which result in an increase or decrease in total base year emissions from any source of greater than 5%. Reasons for base year recalculation include acquisitions, divestitures or mergers of businesses or facilities, updates to the calculation methodology, discovery of an error and changes in organizational and operational boundaries. We continue to make efforts to improve data collection processes and data quality for Scope 1 and Scope 2 emissions. Scope 1 and 2 emissions and emissions intensity for 2022 to 2024 have been adjusted to account for IHS Towers' sale of IHS Kuwait in 2024.
- The CO₂e (kgCO₂e/kWh) energy emissions intensity metric is calculated as the ratio of Scope 1 and Scope 2 tower emissions, excluding refrigerants, divided by tower energy consumed. IHS intensity metric allows us to measure and track our carbon emissions intensity over time even as our asset base grows organically or through acquisitions.
- IHS (B) 2023 and (A) 2024 data were subject to external independent limited assurance by PwC.
- The numerator represents the total number of employees of the specific gender or age who left the Company during the reporting period, while the denominator represents the total number of leavers during the reporting period.
- The numerator represents the total number of employees of the specific gender or age hired during the reporting period, while the denominator represents the total number of hires during the reporting period.
- The reporting scope includes health and safety performance across UAE, the UK, USA and current operating markets, along with Rwanda, albeit exited in October 2025.
- Group 1 includes all recordable injuries that happen to IHS employees (permanent and fixed-term employees). Group 2 includes all recordable injuries that happen to workers who are not employees, but whose workplace is controlled by the Company. A workplace under IHS control is any location where the IHS HSSE Policy and the HSSE Management Systems are being used to control the work, which may include sites, yards, offices, etc.
- During 2025, IHS identified an error in the Group 2 occupational health and safety rates for Nigeria, where reported hours worked had included hours from a wider population of workers than intended. This has been corrected for 2025, which reports hours worked only by workers performing work for IHS. Comparative periods prior to 2025 continue to report a wider population of workers. Hours worked information is provided to IHS by third parties. We continue to make efforts to improve data collection processes and data quality.
- Road Traffic Accident Frequency (RTAF) rate is the total number of incidents x 1,000,000/by total number of kilometers driven. The reporting scope includes both Group 1 and Group 2 across current operating markets, along with Rwanda, albeit exited in October 2025. The reporting scope excludes UAE, the UK and USA.
- During 2025, IHS identified an error in the Group 2 occupational health and safety rates for Nigeria, where reported kilometers driven had included kilometers driven from a wider population of workers than intended. This has been corrected for 2025, which reports kilometers driven only by workers performing work for IHS. Comparative periods prior to 2025 continue to report a wider population of workers. Kilometers driven information is provided to IHS by third parties. We continue to make efforts to improve data collection processes and data quality.
- Lost Time Injury Frequency Rate per 200,000 hours worked.
- Change in measurement basis for all training KPIs: effective from 2024, IHS changed the reporting scope from all IHS employees identified in employment contracts as of December 31, 2024, excluding employees with no access to the IHS Academy. The changes are effective from 2024, and comparatives are reported under the prior approach.
- From 2020 to 2024, the KPI title was 'Cybersecurity training completions'. In 2025, the KPI title was changed to 'Information Security, Acceptable Use and AI Tools Usage Policy Awareness training completions'.
- From 2022 to 2024, the KPI title was 'Safety Foundations training completions'. A new mandatory online training 'IHS HSE 101' was launched and assigned to all employees at the end of 2024. The completion rate includes all employees identified in employment contracts as of December 31, 2025, including those who completed the training at the end of 2024 and remained employed as of December 31, 2025. The reporting scope excludes employees with no access to the IHS Academy.
- Active suppliers are defined as suppliers with transactions made in the last 12 months. The reporting scope covers suppliers onboarded through Procurement. The reporting scope includes current operating markets, along with Rwanda, albeit exited in October 2025. The reporting scope excludes the UK and the USA.

Global Reporting Initiative (GRI) Content Index

Statement of Use	IHS Towers has prepared the information in this report with reference to the GRI Standards for the period January 1 to December 31, 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No GRI Sector Standard applies.

GRI 2: General Disclosures

Disclosure	Description	Location/Response
The organization and its reporting practices		
2-1	Organization details	1 Cathedral Piazza 123 Victoria Street London SW1E 5BP United Kingdom – 2025 Sustainability Report, Welcome to our 2025 Sustainability Report, p.1. – 2025 Sustainability Report, Where we operate, p.8.
2-2	Entities included in the organization's sustainability reporting	– The reporting scope of this report includes all consolidated entities under IHS Holding Limited. – Annual Report on Form 20-F for the fiscal year ended December 31, 2025, Index to consolidated financial statements, F-1.
2-3	Reporting period, frequency and contact point	– The reporting period for our annual financial statements is January 1 to December 31, 2025. Published on March 16, 2026. – 2025 Sustainability Report, Welcome to our 2025 Sustainability Report, p.1.
2-4	Restatements of information	The base year (2021) emissions and intensity have been recalculated in line with IHS base year carbon emissions recalculation policy. Scope 1 and 2 emissions and emissions intensity for 2022 to 2024 have been adjusted to account for IHS Towers' sale of IHS Kuwait in 2024.
2-5	External assurance	No external assurance.
Activities and workers		
2-6	Activities, value chain and other business relationships	2025 Sustainability Report, Ethics and governance, Working with suppliers, p.24.
2-7	Employees	– 2025 Sustainability Report, Where we operate, p.8. – 2025 Sustainability Report, Our people and communities, Our employees, p.45. – 2025 Sustainability Report, Key performance indicators 2025, p.52. – The employee data is based on full-time and part-time permanent and fixed-term employees as at December 31, 2025.

Global Reporting Initiative (GRI) Content Index *continued*

Disclosure	Description	Location/Response																																																																
Activities and workers continued																																																																		
2-7	Employees continued	<table border="1"> <thead> <tr> <th>Total number of employees by region</th> <th>Nigeria</th> <th>SSA</th> <th>Latam</th> <th>Other</th> </tr> </thead> <tbody> <tr> <td>Employees</td> <td>1,559</td> <td>534</td> <td>418</td> <td>251</td> </tr> <tr> <td>Female employees</td> <td>450</td> <td>137</td> <td>135</td> <td>85</td> </tr> <tr> <td>Male employees</td> <td>1,109</td> <td>397</td> <td>283</td> <td>166</td> </tr> <tr> <td>Permanent employees</td> <td>1,236</td> <td>463</td> <td>411</td> <td>242</td> </tr> <tr> <td>Temporary employees</td> <td>323</td> <td>71</td> <td>7</td> <td>9</td> </tr> <tr> <td>Full-time employees</td> <td>1,559</td> <td>534</td> <td>411</td> <td>248</td> </tr> <tr> <td>Part-time employees</td> <td>0</td> <td>0</td> <td>7</td> <td>3</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Total number of employees by gender</th> <th>Female</th> <th>Male</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Employees</td> <td>807</td> <td>1,955</td> <td>2,762</td> </tr> <tr> <td>Permanent employees</td> <td>626</td> <td>1,726</td> <td>2,352</td> </tr> <tr> <td>Temporary employees</td> <td>181</td> <td>229</td> <td>410</td> </tr> <tr> <td>Full-time employees</td> <td>803</td> <td>1,949</td> <td>2,752</td> </tr> <tr> <td>Part-time employees</td> <td>4</td> <td>6</td> <td>10</td> </tr> </tbody> </table> <ul style="list-style-type: none"> – Sub-Saharan Africa (SSA), which comprises operations in Cameroon, Côte d'Ivoire, South Africa and Zambia. – Latam, which comprises operations in Brazil and Colombia. – Other includes corporate offices in UAE, the UK and USA. 	Total number of employees by region	Nigeria	SSA	Latam	Other	Employees	1,559	534	418	251	Female employees	450	137	135	85	Male employees	1,109	397	283	166	Permanent employees	1,236	463	411	242	Temporary employees	323	71	7	9	Full-time employees	1,559	534	411	248	Part-time employees	0	0	7	3	Total number of employees by gender	Female	Male	Total	Employees	807	1,955	2,762	Permanent employees	626	1,726	2,352	Temporary employees	181	229	410	Full-time employees	803	1,949	2,752	Part-time employees	4	6	10
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2-8	Workers who are not employees	<ul style="list-style-type: none"> – 2025 Sustainability Report, Our people and communities, Our employees, p.45. – We currently do not report the total number of third-party contractors. 																																																																
Governance																																																																		
2-9	Governance structure and composition	<ul style="list-style-type: none"> – Annual Report on Form 20-F for the fiscal year ended December 31, 2025, C. Board Practices, p.128. – 2025 Sustainability Report, Governance of sustainability, p.9. 																																																																

Global Reporting Initiative (GRI) Content Index *continued*

Disclosure	Description	Location/Response
Governance continued		
2-10	Nomination and selection of the highest governance body	<ul style="list-style-type: none"> – Our Board of Directors is appointed in accordance with our Articles of Association and corporate governance processes, including our Corporate Governance Guidelines. The Nominations and Corporate Governance (NCG) Committee assists our Board in identifying individuals qualified to become members of our Board consistent with criteria established by our Board. The objective is to assemble a group that can best perpetuate the success of the business and represent shareholder interests through the exercise of sound judgment, using its diversity of experience in these various areas. As described in our Corporate Governance Guidelines, in evaluating the suitability of individual candidates, the NCG Committee may take into account many factors, including personal and professional integrity, ethics and values; experience in corporate management, such as serving as an officer or former officer of a publicly held company; strong finance experience; relevant social policy concerns; experience relevant to the Company's industry; experience as a board member or executive officer of another publicly held company; relevant academic expertise or other proficiency in an area of the Company's operations; diversity of expertise and experience in substantive matters pertaining to the Company's business relative to other Board members; diversity of background and perspective, including, but not limited to, with respect to age, gender, race, place of residence and specialized experience; practical and mature business judgment, including, but not limited to, the ability to make independent analytical inquiries; and any other relevant qualifications, attributes or skills. The NCG Committee's Terms of Reference can be viewed here. – Annual Report on Form 20-F for the fiscal year ended December 31, 2025, Nominations and Corporate Governance Committee, p.130. – IHS Holding Limited Corporate Governance Guidelines available here.
2-11	Chair of the highest governance body	Annual Report on Form 20-F for the fiscal year ended December 31, 2025, Item 6. Directors, Senior Management and Employees, p.123.
2-12	Role of the highest governance body in overseeing the management of impacts	2025 Sustainability Report, Governance of sustainability, p.9.
2-13	Delegation of responsibility for managing impacts	2025 Sustainability Report, Governance of sustainability, p.9.
2-14	Role of the highest governance body in sustainability reporting	2025 Sustainability Report, Governance of sustainability, p.9.
2-15	Conflicts of interest	<ul style="list-style-type: none"> – IHS Group Code of Conduct and Business Principles, p.1. – IHS Towers has also adopted an internal Conflicts of Interest Policy that describes what is considered to constitute conflicts of interest, and outlines the disclosure rules and the responsibilities of employees and IHS in managing any such situations.
2-16	Communication of critical concerns	2025 Sustainability Report, Ethics and governance, 'Speak Up', p.24.
2-17	Collective knowledge of the highest governance body	The Executive Committee has ultimate accountability for sustainability and receives quarterly ESG updates from the Group Communications and Sustainability team. This facilitates regular updates to the Board as necessary. The Audit Committee of the Board receives biannual updates on the sustainability strategy, ESG reporting priorities and time frames. The HSSE Committee reviews management reports regarding the Company's efforts with regard to ESG matters and matters related to operational risks, including any general or external reports, reporting and/or disclosures, including the Sustainability Report of the Company.
2-18	Evaluation of the performance of the highest governance body	The processes for evaluation of our Board are generally as set out in our Corporate Governance Guidelines and Terms of Reference for our Nominations and Corporate Governance Committee.
2-19	Remuneration policies	Annual Report on Form 20-F for the fiscal year ended December 31, 2025, Remuneration Committee, p.130.

Global Reporting Initiative (GRI) Content Index *continued*

Disclosure	Description	Location/Response
Governance continued		
2-20	Process to determine remuneration	The Remuneration Committee's Terms of Reference can be viewed here .
2-21	Annual total compensation ratio	We do not currently disclose annual total compensation ratio.
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	<ul style="list-style-type: none"> – 2025 Sustainability Report, A letter from our Chairman & CEO, p.3. – 2025 Sustainability Report, Accelerating connectivity, empowering communities, p.16.
2-23	Policy commitments	<ul style="list-style-type: none"> – 2025 Sustainability Report, Ethics and governance, Accountability to high standards of conduct, p.22. – 2025 Sustainability Report, Ethics and governance, Working with suppliers, p.24. – IHS Group Code of Conduct and Business Principles – IHS Group Supplier Code of Conduct
2-24	Embedding policy commitments	<ul style="list-style-type: none"> – 2025 Sustainability Report, Ethics and governance, Accountability to high standards of conduct, p.22. – 2025 Sustainability Report, Ethics and governance, Working with suppliers, p.24.
2-25	Processes to remediate negative impacts	2025 Sustainability Report, Ethics and governance, 'Speak Up', p.24.
2-26	Mechanisms for seeking advice and raising concerns	2025 Sustainability Report, Ethics and governance, 'Speak Up', p.24.
2-27	Compliance with laws and regulations	To our knowledge, IHS Towers has not had any significant instances of non-compliance with laws and regulations.
2-28	Membership associations	<ul style="list-style-type: none"> – UNGC (United Nations Global Compact) – SPIN (Sustainability Professionals Institute of Nigeria. Formerly known as ASPN: Association of Sustainability Professionals in Nigeria), Nigeria – PSAG (Private Sector Advisory Group), Nigeria – TTSWG (Telecommunication and Technology Sustainability Working Group), Nigeria – OPS-WASH (Organized Private Sector on Water, Sanitation and Hygiene), Nigeria – ABC (American Business Council, Sustainability Working Group), Nigeria – ABCIP (Brazilian Association of Private Street Lighting Concessionaires), Brazil – Abrint (Brazilian Association of Internet and Telecommunications Providers), Brazil – Clube Gestão RH, Brazil – Ibradim (Brazilian Institute of Real Estate Law), Brazil – ABRH (Brazilian Human Resources Association), Brazil – IBRAC (Brazilian Institute of Competition Studies), Brazil – ABDTIC (Brazilian Association of Law for Information Technology and Communications), Brazil – Eurocham (European employer in Côte d'Ivoire association), Côte d'Ivoire – CGECI (Ivorian employer corporation), Côte d'Ivoire – GECAM (Inter-Employer Group of Cameroon), Cameroon – UKCCC (UK Chamber of Commerce Cameroon), Cameroon

Global Reporting Initiative (GRI) Content Index *continued*

GRI 3: Material Topics

Disclosure	Description	Location/Response
Stakeholder engagement		
2-29	Approach to stakeholder engagement	2025 Sustainability Report, Stakeholder engagement, p.11.
2-30	Collective bargaining agreements	We have collective bargaining agreements in Brazil, Côte d'Ivoire and Cameroon. In 2025, 100% of our employees in those countries were covered by collective bargaining agreements. In addition, we have a collective bargaining agreement in Zambia, where 39% of our employees were covered in 2025.
The organization and its reporting practices		
3-1	Process to determine material topics	2025 Sustainability Report, ESG materiality, p.14.
3-2	List of material topics	2025 Sustainability Report, ESG materiality, p.14.
3-3	Management of material topics	<p>Indirect economic impacts</p> <ul style="list-style-type: none"> – 2025 Sustainability Report, Accelerating connectivity, empowering communities, p.16. – 2025 Sustainability Report, Ethics and governance, p.20. – 2025 Sustainability Report, Environment and climate change, p.26. – 2025 Sustainability Report, Education and economic growth, p.33. – 2025 Sustainability Report, Our people and communities, p.39. <p>Anti-corruption</p> <ul style="list-style-type: none"> – 2025 Sustainability Report, Ethics and governance, p.20. <p>Compliance</p> <ul style="list-style-type: none"> – 2025 Sustainability Report, Ethics and governance, p.20. <p>Procurement practices</p> <ul style="list-style-type: none"> – 2025 Sustainability Report, Ethics and governance, p.20. <p>Energy</p> <ul style="list-style-type: none"> – 2025 Sustainability Report, Environment and climate change, p.26. <p>Emissions</p> <ul style="list-style-type: none"> – 2025 Sustainability Report, Environment and climate change, p.26. <p>Economic performance</p> <ul style="list-style-type: none"> – 2025 Sustainability Report, Education and economic growth, p.33. <p>Local communities</p> <ul style="list-style-type: none"> – 2025 Sustainability Report, Accelerating connectivity, empowering communities, p.16. – 2025 Sustainability Report, Ethics and governance, p.20. – 2025 Sustainability Report, Environment and climate change, p.26. – 2025 Sustainability Report, Education and economic growth, p.33. – 2025 Sustainability Report, Our people and communities, p.39. <p>Employment</p> <ul style="list-style-type: none"> – 2025 Sustainability Report, Our people and communities, p.39. <p>Occupational health and safety</p> <ul style="list-style-type: none"> – 2025 Sustainability Report, Our people and communities, p.39. <p>Training and education</p> <ul style="list-style-type: none"> – 2025 Sustainability Report, Our people and communities, p.39. <p>Inclusion and equal opportunities</p> <ul style="list-style-type: none"> – 2025 Sustainability Report, Our people and communities, p.39. <p>Non-discrimination</p> <ul style="list-style-type: none"> – 2025 Sustainability Report, Our people and communities, p.39.

Global Reporting Initiative (GRI) Content Index *continued*

Disclosure	Description	Location/Response
Economic performance		
GRI 201: Economic performance 2016		
201-1	Direct economic value generated and distributed	Annual Report on Form 20-F for the fiscal year ended December 31, 2025, Index to consolidated financial statements, F-1.
Indirect economic impacts		
GRI 203: Indirect economic impacts 2016		
203-1	Infrastructure investments and services supported	<ul style="list-style-type: none"> – 2025 Sustainability Report, Accelerating connectivity, empowering communities, p.16. – 2025 Sustainability Report, Ethics and governance, p.20. – 2025 Sustainability Report, Environment and climate change, p.26. – 2025 Sustainability Report, Education and economic growth, p.33. – 2025 Sustainability Report, Our people and communities, p.39. – 2025 Sustainability Report, Key performance indicators 2025, p.52.
Procurement practices		
GRI 204: Procurement practices 2016		
204-1	Proportion of spending on local suppliers	– 2025 Sustainability Report, Ethics and governance, Local procurement, p.25.
Anti-corruption		
GRI 205: Anti-corruption 2016		
205-2	Communication and training about anti-corruption policies and procedures	<ul style="list-style-type: none"> – 2025 Sustainability Report, Ethics and governance, Anti-bribery and corruption, p.23. – 2025 Sustainability Report, Ethics and governance, Upholding standards and investing in our partners, p.25. – 2025 Sustainability Report, Key performance indicators 2025, p.52. – The Board members receive all relevant policies upon joining and receive training when necessary.
Energy		
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	<ul style="list-style-type: none"> – 2025 Sustainability Report, Environment and climate change, Energy consumption and emissions, p.30. – 2025 Sustainability Report, Key performance indicators 2025, p.52.

Global Reporting Initiative (GRI) Content Index *continued*

Disclosure	Description	Location/Response																									
Emissions																											
GRI 305: Emissions 2016																											
305-1	Direct (Scope 1) GHG emissions	– 2025 Sustainability Report, Environment and climate change, Energy consumption and emissions, p.30. – 2025 Sustainability Report, Key performance indicators 2025, p.52.																									
305-2	Energy indirect (Scope 2) GHG emissions	– 2025 Sustainability Report, Environment and climate change, Energy consumption and emissions, p.30. – 2025 Sustainability Report, Key performance indicators 2025, p.52.																									
305-4	GHG emissions intensity	– 2025 Sustainability Report, Environment and climate change, Energy consumption and emissions, p.30. – 2025 Sustainability Report, Key performance indicators 2025, p.52.																									
305-5	Reduction of GHG emissions	– 2025 Sustainability Report, Environment and climate change, Energy consumption and emissions, p.30. – 2025 Sustainability Report, Environment and climate change, Carbon Reduction Roadmap, p.29. – 2025 Sustainability Report, Key performance indicators 2025, p.52.																									
Employment																											
GRI 401: Employment 2016																											
401-1	New employee hires and employee turnover	– 2025 Sustainability Report, Our people and communities, Our employees, p.45. – 2025 Sustainability Report, Key performance indicators 2025, p.52.																									
		<table border="1"> <thead> <tr> <th>Region</th> <th>Leavers (#)</th> <th>Turnover rate (%)</th> <th>Hires (#)</th> <th>Hire rate (%)</th> </tr> </thead> <tbody> <tr> <td>Nigeria</td> <td>281</td> <td>19%</td> <td>479</td> <td>33%</td> </tr> <tr> <td>SSA</td> <td>127</td> <td>21%</td> <td>63</td> <td>11%</td> </tr> <tr> <td>Latam</td> <td>147</td> <td>32%</td> <td>64</td> <td>14%</td> </tr> <tr> <td>Other</td> <td>108</td> <td>38%</td> <td>39</td> <td>14%</td> </tr> </tbody> </table>	Region	Leavers (#)	Turnover rate (%)	Hires (#)	Hire rate (%)	Nigeria	281	19%	479	33%	SSA	127	21%	63	11%	Latam	147	32%	64	14%	Other	108	38%	39	14%
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Other	108	38%	39	14%																							
Occupational health and safety																											
GRI 403: Occupational health and safety 2018																											
403-1	Occupational health and safety management system	2025 Sustainability Report, Our people and communities, Health and safety, p.41.																									
403-2	Hazard identification, risk assessment, and incident investigation	2025 Sustainability Report, Our people and communities, Mitigating key health and safety risks, p.42.																									
403-3	Occupational health services	– 2025 Sustainability Report, Our people and communities, Health and safety, p.41. – 2025 Sustainability Report, Our people and communities, Mitigating key health and safety risks, p.42.																									

Global Reporting Initiative (GRI) Content Index *continued*

Disclosure	Description	Location/Response
Occupational health and safety continued		
403-4	Worker participation, consultation, communication on occupational health and safety	2025 Sustainability Report, Our people and communities, Engaging employees and contractors on health and safety, p.42.
403-5	Worker training on occupational health and safety	– 2025 Sustainability Report, Our people and communities, Engaging employees and contractors on health and safety, p.42. – 2025 Sustainability Report, Key performance indicators 2025, p.52.
403-6	Promotion of worker health	2025 Sustainability Report, Our people and communities, Employee health and wellbeing, p.44.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	– 2025 Sustainability Report, Our people and communities, Health and safety, p.41. – 2025 Sustainability Report, Our people and communities, Engaging employees and contractors on health and safety, p.42.
403-9	Work-related injuries	– 2025 Sustainability Report, Our health and safety performance, p.45. – 2025 Sustainability Report, Key performance indicators 2025, p.52.
Training and education		
GRI 404: Training and education 2016		
404-1	Average hours of training per year per employee	– 2025 Sustainability Report, Our people and communities, Training and development, p.47. – 2025 Sustainability Report, Key performance indicators 2025, p.52.
Inclusivity and opportunity		
GRI 405: Diversity and equal opportunity 2016		
405-1	Diversity of governance bodies and employees	– 2025 Sustainability Report, Inclusion, p.46. – 2025 Sustainability Report, Key performance indicators 2025, p.52. – We do not currently report against any other indicator except gender and age.
Non-discrimination		
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	2025 Sustainability Report, Our people and communities, Inclusion, p.46.
Local communities		
GRI 413: Local communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	Our sustainability programs, that sit under our four pillars, are tailored to local stakeholder community needs.

Cautionary statements

This report contains forward-looking statements. We intend such forward-looking statements to be covered by relevant safe harbor provisions for forward-looking statements (or their equivalent) of any applicable jurisdiction, including those contained in Section 27A of the Securities Act of 1933, as amended (the "Securities Act"), and Section 21E of the Securities Exchange Act of 1934, as amended (the "Exchange Act"). All statements other than statements of historical facts contained in this report may be forward-looking statements. In some cases, you can identify forward-looking statements by terms such as "may", "will", "should", "expects", "plans", "anticipates", "could", "intends", "targets", "commits", "projects", "contemplates", "believes", "estimates", "forecast", "predicts", "potential", or "continue", or the negative of these terms or other similar expressions. Forward-looking statements contained in this report include, but are not limited to statements regarding the purpose, ambition, aims, targets, plans, expectations and objectives of IHS Towers relating to ESG and sustainability matters and achievements (including as regards to ESG KPIs, commitment to the principles of the UN Global Compact, GRI Standards and our sustainability strategy); achievement of sustainable practices (including focusing on

reducing greenhouse gas (GHG) emissions and implementing innovative power management technologies and solutions) and limiting our environmental impact; helping our employees, suppliers and communities which we serve to build sustainable practices and livelihoods (including continued focus on embedding principles of integrity and ethics, supporting training and development initiatives and improving access to educational and career opportunities, as well as encouraging digital inclusion); our commitment to maintaining ethics and good governance in our workplace; enhancing the health and wellbeing of our employees, suppliers and local communities; and greater equality, inclusion and equity efforts, and plans to further integrate sustainability into our governance structures and business processes so that it informs our strategic and operational decisions.

Forward-looking statements involve known and unknown risks, uncertainties and other important factors (including those set out in the section titled "Risk Factors" in our Annual Report on Form 20-F for the fiscal year ended December 31, 2025), which may cause our actual results, performance or achievements to be materially different from any future results, performance or achievements expressed or implied by the

forward-looking statement. Forward-looking statements in this report speak only as of the date of this report. Except as required by applicable law, we do not undertake, and expressly disclaim, any obligation to publicly update or revise any forward-looking statements contained in IHS report, whether as a result of any new information, future events or otherwise.

The term 'material' is used within this report, including in the context of our ESG materiality assessment relating to our sustainability reporting, to describe issues for voluntary sustainability reporting that we consider to be the environmental, social and governance topics that are most important to our business and the full range of stakeholders identified in this report, and which may be informed by various ESG standards and frameworks (including standards for the measurement of underlying data).

Material for the purposes of this report should not, therefore, be read as equating to any use of the word in other IHS Towers reporting or filings, including for purposes of reporting under U.S. securities laws or any other reporting requirements. Additionally, although we have identified certain ESG topics as priorities for our business and stakeholders, expectations and circumstances surrounding such matters are

developing quickly, and we cannot guarantee that we will not be subject to risks or liabilities associated with other ESG topics, including topics that may as of yet be unknown to us. IHS Towers' Annual Report on Form 20-F for the fiscal year ended December 31, 2025 (the "Annual Report") can be downloaded from the investor relations section of the Company's website at <https://ihstowers.com>. No material referenced in this report forms any part of the Annual Report. No part of this report or <https://ihstowers.com/sustainability> constitutes, or shall be taken to constitute, an invitation or inducement to invest in IHS Towers or any other entity and must not be relied upon in any way in connection with any investment decisions. References to any website or other documents contained in this report are provided for convenience only, and their content is not incorporated by reference into this report, except where expressly stated otherwise. IHS Holding Limited is the parent company of the IHS Towers group of companies. Unless otherwise stated or the context otherwise requires, the terms "IHS Towers" and "IHS", and terms such as "we", "us" and "our" are used in this report for convenience to refer to one or more of the members of the IHS Towers group instead of identifying a particular entity or entities.

Cautionary statements *continued*

Reporting uncertainties

Non-financial information contained in this report, including diesel consumption, carbon emissions calculations, cost savings and capital expenditure, is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection by management of different but acceptable measurement methods, input data or assumptions may have resulted in materially different amounts or disclosures being reported. Many of the standards and metrics used in this report continue to evolve, as do practices regarding internal controls for such information. The precision of different measurement techniques may also vary. For example, due to the nature of our operations, we may use automated monitoring systems to calculate Scope 2 emissions from various towers, and we cannot always, and in the future may not always be able to, assess such information against additional sources to confirm precision and

accuracy. Calculations and statistics included in this report are in part dependent on the use of estimates and assumptions based on historical levels and projections and are therefore subject to change and should not be considered guarantees. Certain information contained herein is also based on third party statements or information; while we are not aware of any material issues with such information, except to the extent disclosed, we have not undertaken to independently verify the accuracy of such information or the reasonableness of assumptions, estimates, or methodologies used in its creation.

These factors, as well as any inaccuracies in third party information we use, including in estimates or assumptions, may cause results to differ materially and adversely from statements, estimates, and beliefs or expectations expressed by us or third parties, or underlying methodologies. In addition, we note that standards and expectations regarding GHG accounting and the processes for measuring and counting GHG emissions and GHG

emission reductions, along with other ESG metrics, are evolving, and it is possible that our approaches both to measuring our emissions and to reducing emissions and measuring those reductions may be, either currently by some stakeholders or at some point in the future, considered inconsistent with common or best practices with respect to measuring and accounting for such matters, and reducing overall emissions. For example, regarding organizational boundaries associated with our reporting, other parties may disagree (or otherwise be unable to agree) with how we classify our sites or related methodological considerations which may impact how we categorize our GHG emissions. We may in the future change our reporting, due to operational changes, changes to regulations or related standards, or updated information. If our approaches to such matters fall out of step with common or best practice, we may be subject to additional scrutiny, criticism, regulatory and investor engagement or litigation, any of which

may adversely impact our business, financial condition, or results of operations. Moreover, while we aim to leverage certain methodologies and third-party frameworks, such as the Global Reporting Initiative, we cannot guarantee, and any language of “alignment” or similar should not be taken to mean, strict adherence to such standards; our calculations, initiatives, and disclosures based on any standards may change due to revisions in framework requirements, availability of information, changes in our business or applicable governmental policies, or other factors, some of which may be beyond our control. Similarly, various aspects of this report are based on policies and procedures that the Company believes apply appropriate levels of support to address issues in scope and, while these statements may use words such as “ensure”, “prevent”, or similar language, such terms should not be considered to mean (as there can be no guarantee) that such efforts will be successful in all situations.