



MTN Group Limited

ESG Data Booklet
for the year ended 31 December 2025

Accelerating Impact
Empowering Africa



Welcome to our 2025 ESG Data Booklet

***Our purpose** is leading digital solutions for Africa's progress*

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Our reporting suite

Our Integrated Report presents a holistic view of MTN's strategic progress and performance, covering our operational achievements, financial results and the shared value we create. It enables investors and other stakeholders to assess the overall health, resilience and prospects of our business. This report is complemented by a suite of supplementary publications that provide deeper insight into MTN's strategic priorities and the actions we are taking to realise them.

Integrated Report



The Integrated Report enables investors and other stakeholders to make well-informed evaluations of our performance and prospects, strategic direction and the value we create, preserve or erode through our activities. It provides a forward looking view of MTN's financial and non-financial performance, including strategy, risks and opportunities, targets and governance.

Materiality lens: Financial and impact

Information for shareholders




Notice of AGM
The Notice of AGM and form of proxy give information to shareholders who want to participate in the Group's Annual General Meeting (AGM).



King IV and King V Assessment Report
This document provides a summary of MTN's application of the King IV™ and King V™ principles.

Materiality lens: Financial

Sustainability reporting




Sustainability Report



Climate Report



Transparency Report




ESG Data Booklet

These reports provide a comprehensive view of MTN's strategy and performance in relation to sustainability matters that are potentially material both to MTN's business and to MTN's impacts on society and the environment. They present performance across a wide range of metrics and targets.

Materiality lens: Impact


Financial reporting




Annual Financial Results



Annual Financial Statements



Five-year Review




Tax Transparency Report


Our comprehensive financial reports provide detailed insight into MTN's performance, including an analysis of the Group's financial results, a five-year review and our tax approach. These reports not only highlight our financial health and operational efficiency, but also offer a clear view of our strategic direction and prospects.

Materiality lens: Financial

People reporting



People Report
This tells the story of the individuals and teams who bring our purpose to life, enable us to keep pace with a rapidly evolving environment and to serve our customers.








Remuneration Report
Our Remuneration Report outlines the Group's approach to fair, responsible and transparent remuneration. It explains the policies, governance structures and decision-making processes that guide how we reward our executives, senior leaders and employees.

Materiality lens: Financial and impact


Regulatory and reporting frameworks used¹:

Mandatory reporting considerations










Voluntary reporting frameworks and standards



¹ For more details see page 97 of the **IR**.

 Our **IR** and the supplementary reports are available online for review. This report is also available in a web version for an additional interactive experience.

Our ESG disclosure references

Our purpose is leading digital solutions for Africa's progress. We remain committed to ensuring that MTN operates responsibly, ethically and with integrity across our markets.

This ESG Data Booklet forms part of MTN's broader sustainability reporting suite and provides key disclosures to support stakeholder understanding of our environmental, social and governance (ESG) performance. It complements our Sustainability Report, Climate Report, Integrated Report and other disclosures, each tailored to specific audiences and information needs.

We report with reference to the following standards and frameworks

The Integrated Reporting Framework	IR AFS
Companies Act, No 71 of 2008 (as amended)	IR AFS SR KIV
JSE Listings Requirements	IR AFS SR KIV
FTSE/JSE Responsible Investment Index	IR SR KIV TR CDP
King IV™ Principles*	IR AFS SR KIV TR
International Financial Reporting Standards (IFRS)	GRI IR AFS
Global Reporting Initiative (GRI)	GRI IR SR
JSE Sustainability Disclosure Guidance	IR SR
GSMA ESG Metrics for Mobile	SR TR
Sustainability Accounting Standards Board (SASB) – Telecommunication Services Industry Standard	IR SR
United Nations Sustainable Development Goals (UN SDG)	IR SR
United Nations Global Compact (UNGC)	SR TR
United Nations Guiding Principles on Business and Human Rights	SR TR
CDP	SR CDP
IFRS S1® General Requirements for Disclosure of Sustainability-related Financial Information	CR IR SR
IFRS S2® Climate-related Disclosures	CR SR

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Our primary Sustainable Development Goals (SDG) contribution areas for shared value creation

MTN supports the achievement of the United Nations Sustainable Development Goals (UN SDG) and contributes most directly to the following priority areas, where we believe we can create the greatest shared value across our markets:

- 4 QUALITY EDUCATION
- 5 GENDER EQUALITY
- 8 DECENT WORK AND ECONOMIC GROWTH
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
- 10 REDUCED INEQUALITIES
- 13 CLIMATE ACTION
- 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
- 17 PARTNERSHIPS FOR THE GOALS

These priority areas are aligned with MTN's material sustainability-related information and strategic focus areas, as detailed in the Sustainability Report.

Our ESG performance

Creating shared value

Performance

Reduction in Scope 1 and 2 emissions against our 2021 baseline measurement

48%
(2024: 46.2%)

Total energy use

3 383 111GJ

(2024: 3 851 504.51GJ)

Capex avoided or saved through refurbishing, reusing and reselling network equipment

US\$2 243 063

(2024: US\$2 451 172)

Doing for planet

Performance

Women representation

45%
(2024: 44%)

Broadband coverage

94.2%
(2024: 92.9%)

Average cost of GB of data:

R6.2
(2024: R6.2)

Doing for people

Performance

Ensure 80% of suppliers by spend commit to Science Based Targets initiative (SBTi) by 2026

52%
(2024: 40%)

Joint Audit Co-operation (JAC) supply chain surveys and audits

127
(2024: 115)

Doing it right

Performance

Added economic value:

150bn
(2024: R155bn)

Total tax paid in 2025

R61.1bn
(2024: R52.7bn)

Maintaining Level 1 B-BBEE

Level 1
(2024: Level 1)

Doing for growth

ESG ratings

B
(2024: B)



CDP
DRIVING SUSTAINABLE ECONOMIES

CDP Carbon Disclosure Rating


AA
(2024: AA)



MSCI

MSCI ESG rating

48
(2024: 49)



S&P Global

S&P Global Ratings

3.7
(2024: 3.8)



FTSE Russell

FTSE Russell

Based on latest rating released on 23 March 2026

Reporting criteria methodology

Sustainability reporting standards and frameworks

We recognise the importance of clearly defining and measuring our data to ensure it is consistent, reliable and useful for stakeholders and users of the information. Our objective is to align definitions and reporting methodologies, as far as possible, with leading practices.

As sustainability reporting standards and expectations continue to evolve, we remain abreast of developments in best practice and industry guidance. This may result in changes or restatements from time to time. Where this occurs, such changes are clearly disclosed to enhance transparency and comparability.

In progressing towards ISSB alignment, our intention is to apply the reporting methodologies and definitions set out in those standards. Where the ISSB standards are silent and where permitted, we refer to recognised industry frameworks and guidance, including the GSMA ESG Metrics for Mobile, the GRI Standards, and other relevant frameworks referenced in this report.

Boundary for reporting

The data reported adopts the financial reporting entity model of control and significant influence for the period 1 January to 31 December 2025.

This report provides commentary, performance insights and prospects for our major subsidiaries – **MTN South Africa, MTN Nigeria and MTN Ghana** – and for our two operating regions:

- **SEA** – Southern and East Africa.
- **Francophone Africa.**

This scope includes information on our operating markets. Report data excludes Sudan, owing to the ongoing conflict and instability within the country, which makes it challenging for us to obtain complete and accurate data, as well as Irancell and Mascom, as we do not have a controlling interest.

Judgements and estimates

In preparing the ESG-related information contained in this document, MTN has applied significant judgements, estimates and assumptions.

ESG data, models and methodologies are relatively new, rapidly evolving and are not subject to the same level of standardisation, historical benchmarks, or globally accepted accounting principles as financial information. As a result, historical data may not be a reliable indicator of future outcomes, particularly in relation to climate change.

Data quality limitations, evolving industry guidance and regulatory developments may impact comparability and consistency over time. ESG-related forward-looking statements therefore carry a higher degree of inherent uncertainty.

Navigating uncertainty

Owing to uncertainty regarding future policy, regulatory developments and market responses to climate change and other ESG-related issues, MTN may need to review and update models, methodologies and disclosures.

Such changes may result in revisions to previously reported ESG data, targets, commitments and performance, potentially affecting year-on-year comparability.

Combined assurance

Our combined assurance model integrates risk, audit and compliance functions with assurance activities. This enables an effective internal control environment across the Group, supporting the integrity of the information used in internal decision-making and reporting to external stakeholders.

As part of our drive and commitment to improving transparency and increasing the credibility of our data reported, we engaged Ernst & Young (EY) to perform a limited assurance review* of our calls to whistle-blower hotline, carbon emissions – Scope 1 (CO₂e), Scope 2 (CO₂e) and Scope 3 (CO₂e) disclosures, in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised).

Assurance engagements cover the duties and responsibilities of the Assurance Engagements Board.



* Refer to the Integrated Annual Report for the limited assurance report issued by EY.



As a business operating across rapidly urbanising African markets, we recognise that long-term growth and resilience depend on healthy ecosystems and stable natural systems. Environmental degradation, changing weather patterns and growing resource pressures are increasing risks to communities, economies and infrastructure. Safeguarding the environment is therefore central to helping the communities we serve thrive, while supporting sustainable business performance and shared value creation.

We operate across diverse geographies with differing environmental priorities, regulatory requirements and ecosystem sensitivities. This requires a structured, context-specific approach that recognises both local realities and broader continental trends. While our sector's direct environmental footprint is comparatively limited, we acknowledge our responsibility for the activities, products and services we control and influence, and for the role we play within wider economic systems.

Guided by our Group environmental strategy, we apply a systematic, programme-led approach that integrates environmental considerations into how we operate, plan and invest, while continually strengthening our processes and governance across markets.

Our focus areas

Why this is important

How we are responding

Read more

Transitioning to Net Zero emissions

Climate change is increasing physical and transition risks across our markets, affecting communities, livelihoods and economic stability, as well as the resilience and cost profile of our infrastructure. Extreme weather, national energy system pressures and evolving regulation make this a priority area for long-term business continuity, stakeholder trust and investor confidence.

Through Project Zero, we are embedding a structured pathway towards Net Zero emissions across our operations and value chain. We take an integrated approach guided by our Net Zero Philosophy. For Scope 1 and 2 emissions, we prioritise reduction via energy efficiency and the greening of our energy supply. Our Scope 3 approach is grounded in a phased, Africa-first approach that prioritises data integrity, supplier engagement and progressive transition to absolute emissions reductions, enabling credible value-chain decarbonisation aligned with long-term resilience and growth.

Further information on MTN's positions, governance, management approach, policies and strategy for our material environmental sustainability topics is available in our online position statements. (<https://group.mtn.com/sustainability/our-positions/>)



Embedding circularity in our value chain

Rapid technology cycles and growing equipment volumes increase resource use and waste risks across the telecommunications sector. Circular practices help reduce environmental pressure, strengthen supply resilience and respond to stakeholder expectations for responsible technology management.

Through Project Infinity, we are strengthening lifecycle management of network equipment through reuse, refurbishment, responsible recovery and improved oversight across our supply chain. Circularity supports resource efficiency and emissions avoidance across our value chain.

Detailed performance data across key environmental themes is provided in MTN's 2025 ESG data booklet



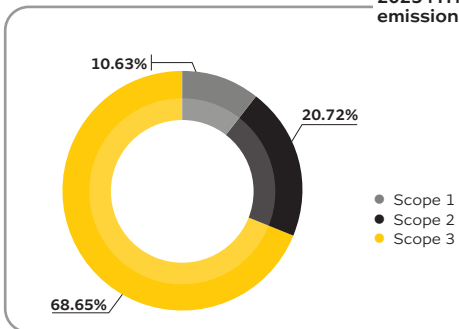
Using natural resources responsibly

Our operations interact with local environments and communities across diverse ecosystems. Responsible management of waste, water and land supports compliance, protects biodiversity and local environments, and reinforces our social licence to operate in markets where environmental pressures are rising.

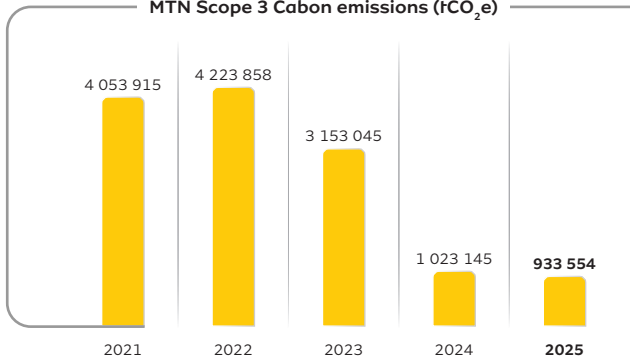
We maintain structured environmental management practices across markets, focusing on responsible resource use, risk-based oversight and continual process improvement. Our approach aligns local execution with Group environmental standards and evolving regulatory expectations.

Doing for planet continued

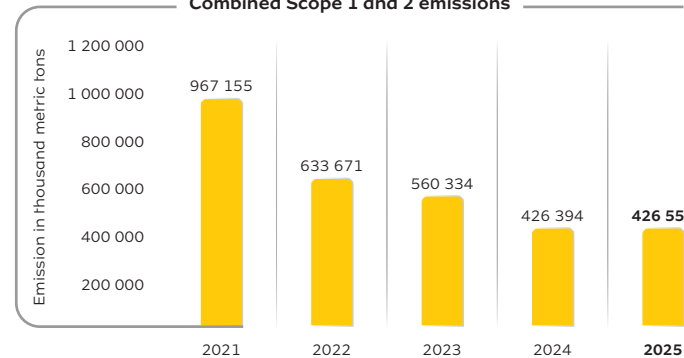
2025 MTN Carbon emissions footprint



MTN Scope 3 Carbon emissions (tCO₂e)



Combined Scope 1 and 2 emissions



Position statements



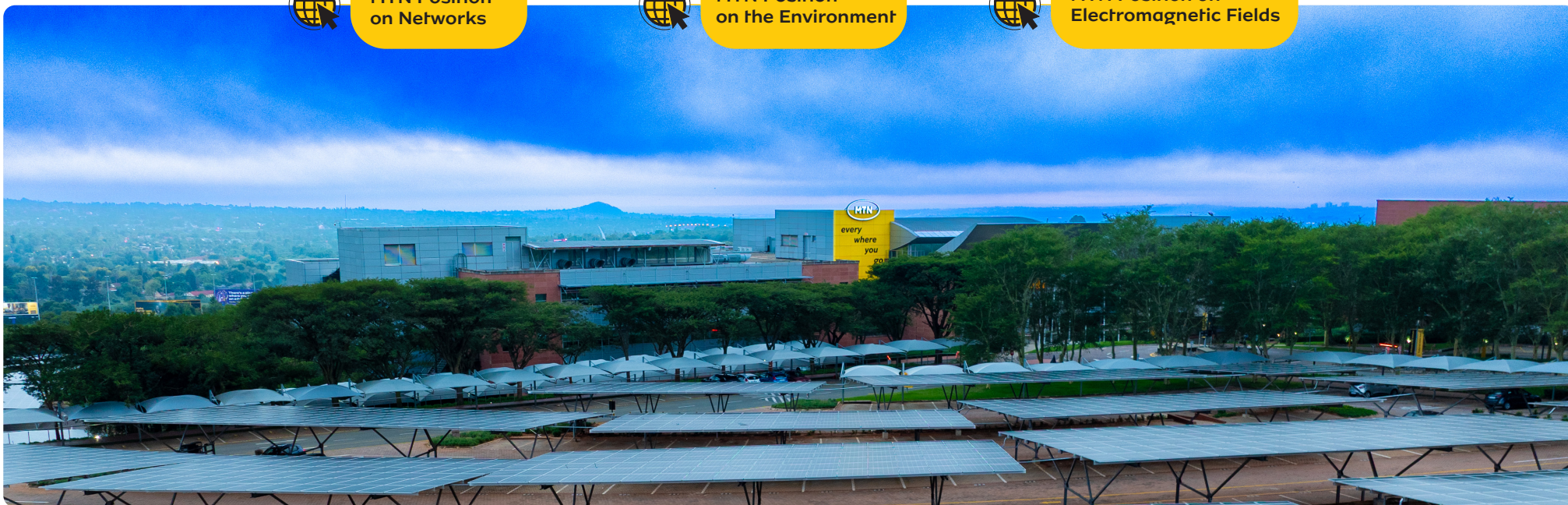
MTN Position on Networks



MTN Position on the Environment



MTN Position on Electromagnetic Fields



Reporting methodology assumptions

Environmental performance metrics

MTN measures its environmental performance using a set of key metrics that enable consistent tracking, informed decision-making and transparent disclosure across its operations and value chain. These metrics support the management of climate-related risks and opportunities and are aligned with evolving global best practice.

Key environmental metrics include:

- Energy consumption
- Emissions (Scope 1, 2 and 3)
- Renewable energy
- Water and waste
- Material use
- Vehicle fleet
- CDP score

Broader environmental reporting

To provide deeper insight into its operations, MTN also reports on key assets across major markets, including base transceiver stations (BTS) sites, Data Centres, buildings and retail stores. MTN's climate disclosures are structured in line with the ISSB's IFRS S2 framework, recognising that full compliance is a journey and requires agility as standards and reporting requirements evolve. During the 2025 financial year, we progressed our alignment with IFRS S2 by strengthening governance, strategy, risk management and metrics and targets disclosures and we continue to advance decision-useful reporting.

Greenhouse Gas (GHG) Protocol

MTN's GHG emissions reporting is guided by the GHG Protocol. MTN applies the operational control approach to compile its carbon footprint. Under this approach, the company accounts for 100% of emissions from operations over which it or its subsidiaries have full authority to implement operational policies.

MTN's organisational boundary includes:

- All operating companies.
- All joint ventures and investments.

MTN's operational boundary covers both:

- Direct emissions (Scope 1) from sources owned or controlled by MTN.
- Indirect emissions (Scope 2 and 3) resulting from MTN's activities but occurring at other entities' sources.

Scope 3 emissions categories reported:

- 1, 2, 3, 4, 5, 6, 7, 9, 11, 12 and 14.

GHG emissions reporting

Scope 1: Direct emissions

Scope 1 emissions result from MTN's direct operational activities, primarily:

- Electricity generation – Combustion of fossil fuels, e.g. in backup generators.
- Motor vehicle use – Combustion of petrol and diesel in company-owned or controlled vehicles.
- Fugitive emissions – Hydrofluorocarbon (HFC) emissions from refrigeration and air conditioning equipment.

MTN collects energy consumption data monthly from its Opcos through financial invoices and smart metering, where applicable. Data undergoes monthly quality control to identify anomalies, supplemented by an annual internal audit.

Scope 2: Indirect emissions (purchased energy)

Scope 2 emissions stem from the generation of purchased electricity consumed by MTN.

For Scope 2 calculations, MTN relies on:

- Grid emission factors.
- Supplier-specific emission factors (for independent power producers).
- Market-based method – incorporating:
 - › Indirect emissions from grid electricity purchases.
 - › Emissions from electricity purchased through power purchase agreements.
 - › Renewable energy credits (REC).

To reduce Scope 2 emissions, MTN actively explores:

- Energy efficiency improvements.
- Investments in renewable energy.
- Power purchase agreements.

Like Scope 1, Scope 2 data is collected monthly and undergoes quality control and annual internal audits.

In 2025, MTN engaged KPMG to recalibrate its 2024 Scope 1 and 2 emissions footprint as part of standard practice aligned with the GHG Protocol.

Scope 3: Value-chain emissions

Scope 3 emissions are the most complex to quantify as they occur outside MTN's direct control.

These include emissions from:

- Purchased goods and services (e.g. upstream manufacturing and transport).
- Business travel and employee commuting.
- Waste disposal.

Looking ahead

MTN will continue to enhance environmental performance tracking through improved data quality, governance and reporting methodologies. As part of standard practice when material business changes occur, MTN re-baselined its emissions in line with SBTi requirements. This ensures that future performance is measured against a baseline that better reflects the business as it operates today. From 2026, progress will therefore be assessed against a new 2024 baseline. Following the recalibration of its Scope 3 emissions baseline, MTN will transition towards absolute Scope 3 emission-reduction targets from 2026, while the continued evolution of Project Infinity supports emissions avoidance through circularity. MTN remains committed to transparent, decision-useful disclosure aligned with global best practice.

- Use of sold products.
- Transportation and distribution (upstream and downstream).
- Leased assets and franchises.

In 2025, MTN engaged KPMG to recalibrate its 2024 Scope 3 emissions footprint as part of a broader effort to strengthen data integrity, improve comparability and enhance the decision-usefulness of its climate disclosures. This recalibration followed a structured process in which Scope 3 categories were screened to identify those requiring recalculation, with revised emissions values calculated at Opco level and validated through direct engagement with operating companies.

Key enhancements to the Scope 3 methodology included:

- Improved methodological rigour and future readiness.
- Standardisation of Scope 3 accounting approaches from 2025 onwards.
- Alignment with the deployment of Microsoft Sustainability Manager.
- Refinement of Scope 3 key performance indicators to support performance tracking and Management.

Updated emission factors using the latest global datasets, including US Environmentally Extended Input-Output (EeIO) models, UK DEFRA datasets and lifecycle assessment data for devices, supported by additional data cleaning to improve completeness and quality.

This work has resulted in a more robust, transparent and consistent Scope 3 emissions baseline, providing a stronger foundation for tracking performance, engaging suppliers and operationalising MTN's Net Zero pathway.

Emissions avoidance and Project Infinity

MTN's circular economy programme, Project Infinity, supports emissions avoidance through the responsible reuse and recycling of network infrastructure and end-user devices. The initiative facilitates emissions avoidance, contributing to global decarbonisation efforts.

Key features of Project Infinity:

- An online marketplace platform accessible to MTN's Opcos across Africa and the Middle East.
- Real-time inventory tracking with high-resolution images and condition assessments.
- Order placement, refurbishment, warranty and test reports for reused equipment.
- Carbon emissions avoidance tracking per reuse or recycling activity.

Importantly, emissions avoidance does not contribute to MTN's decarbonisation claims. The methodology applied will continue to evolve in line with emerging industry guidance and best practice, which may result in updates to MTN's disclosures, targets and broader ESG strategy over time.

Data

Doing for planet

Metrics and targets	Unit	2025	2024	2023	2022	2021
Commitment targets						
Reduce absolute: Actual reduction	%	48.0	46.2	42.1	-	-
Recycled waste	tonnes	8 130	254	38 542	-	-
Potable water consumption	kl	380 774	860 356	471 454	-	-
Partnering for an ethical supply chain						
Ensure 80% of suppliers (by spend) commit to SBTi by 2026	%	52	40	20	-	-
GHG emissions						
Energy use (in Joules)						
Electricity consumption	GJ	1 651 068.61	1 585 099.70	1 692 752.41	1 939 328.79	3 135 503.50
Diesel	GJ	1 705 880.69	2 148 906.56	3 526 869.12	4 434 615.93	4 659 279.23
Petrol	GJ	25 469.00	27 831.05	36 043.22	35 916.62	28 358.24
Natural gas	GJ	2 700.00	89 660.10	151 220.78	155 264.84	217 901.78
Liquefied petroleum gas	GJ	2	7	-	-	-
Total energy use	GJ	3 383 531.94	3 851 504.51	5 406 885.54	5 565 126.18	7 041 042.75
Energy use (in monitored units)						
Electricity	kWh	458 630 169.27	440 305 473	470 209 003	538 702 442	870 973 195
Petrol	L	771 784.00	837 653.78	1 084 822.31	1 081 011.97	853 521.03
Diesel	L	47 341 441	59 141 504	97 065 340	94 526 377	100 709 488
Natural gas	GJ	2 700.00	89 660.10	151 220.78	155 264.84	217 901.78
GHG emissions (Scope 1, 2 and 3)						
Scope 1 (direct emissions)	tCO ₂ e	144 617.00	160 773*	292 505.72	290 379.32	308 810.47
Scope 2 – indirect (location based)	tCO ₂ e	281 933.00	265 621*	267 827.92	343 291.89	658 344.86
Scope 3 – indirect MTN Group (Incl. Bayobab, Ayoba and Digital)	tCO ₂ e	933 553.95	1 023 145*	3 153 045.96	4 223 858.00	4 053 915.20
Total – Scope 1 and 2	tCO ₂ e	426 550.00	426 394*	560 333.63	633 671.20	967 155.33
Total – Scope 1, 2 and 3	tCO ₂ e	1 360 103.95	1 449 539*	3 713 380	4 857 529	5 021 071

* Restated to reflect prior-year adjustments and changes to business structure, in line with GHG Protocol. Excludes divested operations; includes platform businesses. See page 20 of the Climate Report for details.

Data continued

Doing for planet

GHG emissions	Unit	2025	2024	2023	2022	2021
GHG emissions (Scope 3 breakdown)						
Category. 1 Purchased goods and services	tCO ₂ e	484 563.19	796 740.91	2 531 057.06	3 591 894.31	2 599 562.07
Category. 2 Capital goods	tCO ₂ e	162 000.64	40 160.50	157 579.62	163 475.94	703 518.10
Category. 3 Fuel and energy-related activities	tCO ₂ e	105 204.49	72 438.47	133 389.63	142 420.73	215 205.56
Category. 4 Upstream transportation and distribution	tCO ₂ e	19 628.84	68 783.62	15 918.08	10 855.27	10 480.09
Category. 5 Waste generated in operations	tCO ₂ e	601.09	364.72	0.00	2.90	25 759.71
Category. 6 Business travel	tCO ₂ e	10 633.68	21 232.08	5 211.43	2 915.12	2 562.59
Category. 7 Employee commuting	tCO ₂ e	3 533.90	24 136.60	25 993.00	24 903.30	25 245.00
Category. 9 Downstream transportation and distribution	tCO ₂ e	1 238.05	454.24	–	–	–
Category. 11 Use of sold products	tCO ₂ e	131 368.30	183 968.51	223 066.11	278 955.41	452 605.94
Category. 12 End-of-life treatment of sold products	tCO ₂ e	1 877.05	2 149.06	2 512.70	3 213.21	5 098.29
Category. 14 Franchises	tCO ₂ e	12 904.72	25 834.12	30 642.61	–	–
Category. 15 Investments*	tCO ₂ e	–	40 949.22	27 675.72	5 221.81	13 877.84
Water and waste						
General waste generated	Tonnes	1 223.00	201.90	176 546.58	–	–
E-waste generated	Tonnes	10 035.00	59.47	654.23	99.20	16.04
Recycled: Paper and cardboard	Tonnes	6 510.00	76.84	38 527.40	928 000.00	30 084.00
Recycled: Plastics	Tonnes	1 553.00	50.29	9.12	7.00	–
Recycled: Glass	Tonnes	16.00	9.89	1.27	0.20	–
Recycled: Metals	Tonnes	51.00	14.43	3.37	0.99	–
Water consumption	KL	380 774.00	860 355.59	471 453.80	–	–
Circular economy[^]						
Capex avoided or saved through refurbishing, reusing and reselling network equipment	Rand	40 128 397	44 905 471	64 447 858	15 604 250	–
Network waste diverted from landfills	kg	2 187 865	130 442 447	1 109 620	817 200	–
Network waste reused	Tonnes	17.00	235.79	47.71	23.40	–
Serialised e-waste recycled	Tonnes	1 092.00	1 272.31	606.20	293.60	–
Bulk e-waste recycled	Tonnes	1 079.00	128 934.35	455.70	499.90	–
Network equipment repaired or reused	Number	2 269	9 676	4 449	2 268	–
Emissions avoidance	tCO ₂ e	3 552.00	7 310.45	7 911.00	2 363.00	–

* Not reported for 2025 due to ongoing enhancements in Group-wide data-collection processes, as per GHG Protocol.

[^] MTN Group's functional and presentation currency is the South African rand. Prior-year data have been restated in rand to reflect improved accuracy in the underlying data management processes.

Data continued

Doing for planet

GHG emissions	Unit	2025	2024	2023	2022	2021
Emissions intensity						
Subscribers	Million	307	291	295	289	272
Revenue	Rm	226 707	188 001	216 341	207 003	181 646
Data	PB	24 722	19 459	15 524	12 288	9 269
Scope 1 and 2 emissions per subscriber	tCO ₂ e/subscriber	0.0014	0.0016	0.0019	0.0022	0.0036
Scope 1 and 2 emissions per revenue	tCO ₂ e/Rm	1.87	2.40	2.59	3.06	5.32
Scope 3 emissions per 1 GB of data	tCO ₂ e/GB (x1 000)	0.032	0.07	0.20	0.34	0.44
Renewable energy projects: Buildings and Data Centres						
Benin	Number	0	0	-	-	-
Cameroon	Number	2	3	-	-	-
Congo-Brazzaville	Number	0	0	-	-	-
Côte d'Ivoire	Number	2	0	-	-	-
Eswatini	Number	5	0	-	-	-
Ghana	Number	7	3	3	-	-
Liberia	Number	0	0	-	-	-
Nigeria	Number	45	0	-	-	-
Rwanda	Number	5	5	-	-	-
South Africa	Number	2	2	3	-	-
South Sudan	Number	1	0	-	-	-
Uganda	Number	0	0	-	-	-
Zambia	Number	0	4	-	-	-
Renewable energy projects: MTN-owned BTS sites (rural and non-rural)						
Benin	Number	147	133	178	-	-
Cameroon	Number	422	315	439	-	-
Congo-Brazzaville	Number	66	41	169	-	-
Côte d'Ivoire	Number	45	40	218	-	-
Eswatini	Number	2	0	-	-	-
Ghana	Number	42	39	400	-	-
Liberia	Number	8	0	361	-	-
Nigeria	Number	0	571	2 863	-	-
Rwanda	Number	0	0	37	-	-
South Africa	Number	0	0	151	-	-
South Sudan	Number	0	271	43	-	-
Uganda	Number	6	3	237	-	-
Zambia	Number	0	0	-	-	-

Data continued

Doing for planet

GHG emissions	Unit	2025	2024	2023	2022	2021
Renewable energy credits						
MTN Bayobab Dubai	MWh	345	380	252	–	–
Vehicle fleet						
Electric vehicles (pure electric)	Number	36	10	8	–	–
Hybrid electric vehicles	Number	22	17	16	–	–
Conventional vehicles (diesel/petrol)	Number	2 527	2 004	2 049	–	–
Total vehicles	Number	2 585	2 031	2 073	–	–
Group Opco sites						
BTS sites	Number	56 911	57 100	45 862	–	–
Data Centres	Number	120	120	120	120	120
Buildings	Number	201	201	201	201	201
Vehicles	Number	2 585	2 031	2 073	–	–
Stores	Number	681	682	683	684	685
Opco site breakdown						
South Africa						
BTS sites						
MTN owned and operated	Number	885	885	885	–	–
Third-party owned (MTN operated)	Number	2 328	–	–	–	–
Fully outsourced	Number	9 914	12 242	12 242	–	–
Total	Number	13 127	13 127	13 127	–	–
Data Centres and switch sites	Number	28	29	28	–	–
Building and stores	Number	129	117	272	–	–
Total	Unit	13 284	13 273	13 427	–	–
Nigeria						
BTS sites						
MTN owned and operated	Number	492	1 032	440	–	–
Third-party owned (MTN operated)	Number	–	21 673	–	–	–
Fully outsourced	Number	21 376	–	18 825	–	–
Total	Number	21 868	22 705	19 265	–	–
Data Centres and switch sites	Number	35	17	30	–	–
Building and stores	Number	41	31	30	–	–
Total	Unit	21 944	22 753	19 325	–	–

Data continued

Doing for planet

Opco site breakdown	Unit	2025	2024	2023	2022	2021
Uganda						
BTS sites						
MTN owned and operated	Number	89	75	83	-	-
Third-party owned (MTN operated)	Number	-	-	-	-	-
Fully outsourced	Number	3 725	3 521	3 331	-	-
Total	Number	3 814	3 596	3 414	-	-
Data Centres and switch sites	Number	6	6	6	-	-
Building and stores	Number	41	45	42	-	-
Total	Unit	3 861	3 647	3 462	-	-
Ghana						
BTS sites						
MTN owned and operated	Number	34	64	34	-	-
Third-party owned (MTN operated)	Number	40	30	30	-	-
Fully outsourced	Number	4 526	4 502	4 502	-	-
Total	Number	4 600	4 596	4 566	-	-
Data Centres and switch sites	Number	8	5	8	-	-
Building and stores	Number	63	63	63	-	-
Total	Unit	4 671	4 664	4 637	-	-
Cameroon						
BTS sites						
MTN owned and operated	Number	702	580	342	-	-
Third-party owned (MTN operated)	Number	184	2 303	110	-	-
Fully outsourced	Number	2 362	261	2 175	-	-
Total	Number	3 248	3 144	2 627	-	-
Data Centres and switch sites	Number	6	6	6	-	-
Building and stores	Number	37	24	24	-	-
Total	Unit	3 291	3 174	2 657	-	-
Côte d'Ivoire						
BTS sites						
MTN owned and operated	Number	723	590	502	-	-
Third-party owned (MTN operated)	Number	-	2 137	2 143	-	-
Fully outsourced	Number	2 516	300	218	-	-
Total	Number	3 239	3 027	2 863	-	-
Data Centres and switch sites	Number	12	4	10	-	-
Building and stores	Number	23	21	21	-	-
Total	Unit	3 274	3 052	2 894	-	-

Data continued

Doing for planet

Opco site breakdown	Unit	2025	2024	2023	2022	2021
Benin						
BTS sites						
MTN owned and operated	Number	1 010	1 106	–	–	–
Third-party owned (MTN operated)	Number	155	–	–	–	–
Fully outsourced	Number	–	–	–	–	–
Total	Number	1 165	1 106	–	–	–
Data Centres and switch sites	Number	3	3	–	–	–
Building and stores	Number	20	15	–	–	–
Total	Unit	1 188	1 124	–	–	–
Congo-Brazzaville						
BTS sites						
MTN owned and operated	Number	409	423	–	–	–
Third-party owned (MTN operated)	Number	19	42	–	–	–
Fully outsourced	Number	298	288	–	–	–
Total	Number	726	753	–	–	–
Data Centres and switch sites	Number	2	2	–	–	–
Building and stores	Number	44	19	–	–	–
Total	Unit	772	774	–	–	–
Eswatini						
BTS sites						
MTN owned and operated	Number	453	409	–	–	–
Third-party owned (MTN operated)	Number	–	37	–	–	–
Fully outsourced	Number	–	–	–	–	–
Total	Number	453	446	–	–	–
Data Centres and switch sites	Number	4	3	–	–	–
Building and stores	Number	19	5	–	–	–
Total	Unit	476	454	–	–	–
Liberia						
BTS sites						
MTN owned and operated	Number	295	295	–	–	–
Third-party owned (MTN operated)	Number	13	8	–	–	–
Fully outsourced	Number	365	365	–	–	–
Total	Number	673	668	–	–	–
Data Centres and switch sites	Number	4	3	–	–	–
Building and stores	Number	37	18	–	–	–
Total	Unit	714	689	–	–	–

Data continued





Doing for planet

Opco site breakdown	Unit	2025	2024	2023	2022	2021
Rwanda						
BTS sites						
MTN owned and operated	Number	26	32	-	-	-
Third-party owned (MTN operated)	Number	2	-	-	-	-
Fully outsourced	Number	1 540	1 496	-	-	-
Total	Number	1 568	1 528	-	-	-
Data Centres and switch sites	Number	6	6	-	-	-
Building and stores	Number	29	28	-	-	-
Total	Unit	1 603	1 562	-	-	-
South Sudan						
BTS sites						
MTN owned and operated	Number	462	492	-	-	-
Third-party owned (MTN operated)	Number	73	69	-	-	-
Fully outsourced	Number	31	50	-	-	-
Total	Number	566	611	-	-	-
Data Centres and switch sites	Number	2	2	-	-	-
Building and stores	Number	11	2	-	-	-
Total	Unit	579	615	-	-	-
Zambia						
BTS sites						
MTN owned and operated	Number	-	-	-	-	-
Third-party owned (MTN operated)	Number	8	7	-	-	-
Fully outsourced	Number	1 731	1 786	-	-	-
Total	Number	1 739	1 793	-	-	-
Data Centres and switch sites	Number	4	3	-	-	-
Building and stores	Number	72	1	-	-	-
Total	Unit	1 815	1 797	-	-	-
Bayobab						
Transmission sites						
MTN owned and operated	Number	32	-	-	-	-
Third-party owned (MTN operated)	Number	-	-	-	-	-
Fully outsourced	Number	93	-	-	-	-
Total	Number	125	-	-	-	-
Data Centres and switch sites	Number	-	-	-	-	-
Building and stores	Number	9	-	-	-	-
Total	Unit	134	-	-	-	-

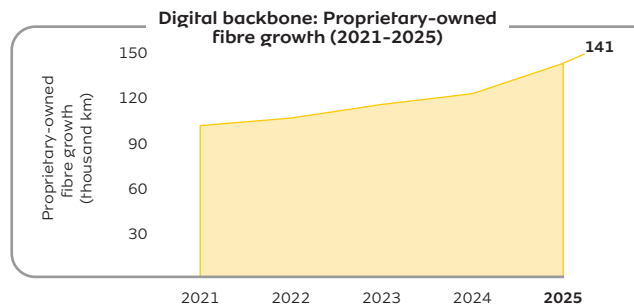
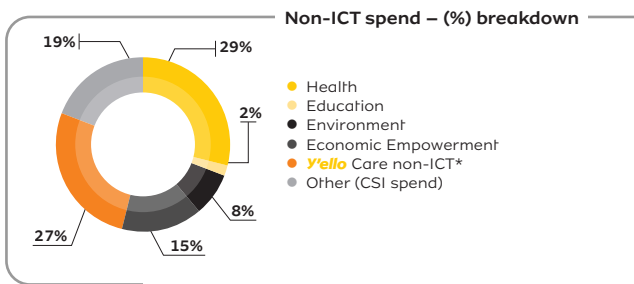
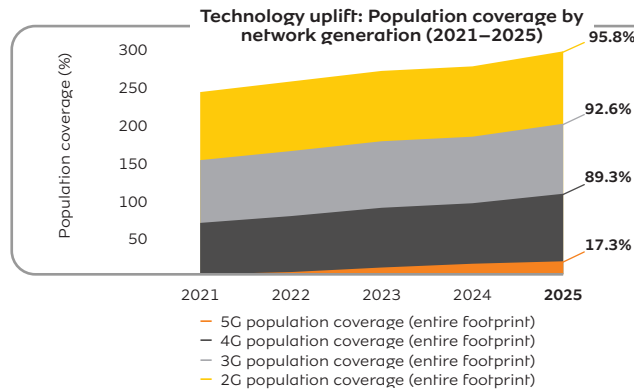
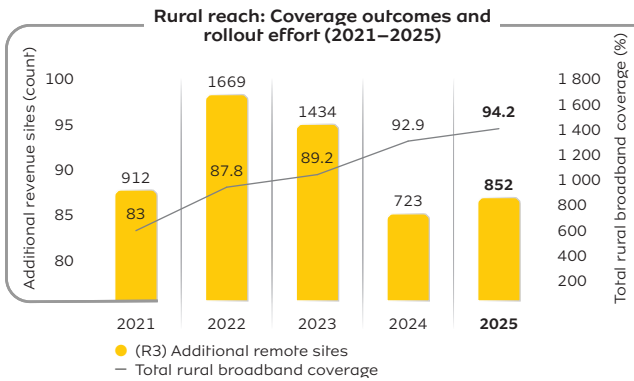
Doing for people

Leading digital solutions for Africa's progress depends not only on network reach, but on whether people can access, afford and meaningfully use digital and financial services in ways that improve their lives. Across MTN's markets, persistent inequality, unemployment and skills gaps continue to limit participation in the digital economy, particularly for vulnerable and marginalised groups. Addressing these challenges is therefore central to MTN's long-term relevance, resilience and growth.

Our approach to social sustainability focuses our efforts on areas where MTN can have the greatest impact through its core business and partnerships. These include accelerating digital inclusion, driving financial inclusion, building a skilled, diverse and inclusive workforce, and uplifting communities. Together, these focus areas respond to structural barriers such as affordability, access, digital capability and employment readiness, supporting broader socioeconomic development.

	Our focus areas	Why this is important	How we are responding	Read more
<p>MTN's approach prioritises practical outcomes over policy intent. By expanding affordable connectivity and financial services, investing in skills and talent, embedding diversity and inclusion across the Group and supporting communities through targeted initiatives, MTN contributes to shared value creation and enables more people to participate confidently and safely in the digital economy.</p>	<p>Driving digital inclusion</p>	<p>Access to digital connectivity is foundational to participation in modern society. Across MTN's markets, connectivity gaps, affordability constraints and limited access to suitable devices continue to exclude vulnerable groups from essential services such as education, healthcare, employment and information. Closing the digital divide is critical to reducing inequality and supporting inclusive socioeconomic development.</p>	<p>We expand network coverage, improve network quality and promote affordable access to data and devices across our footprint. Our approach focuses on underserved and marginalised communities, supported by partnerships, innovative pricing models and initiatives that strengthen digital literacy and safe online participation.</p>	<p>Further information on MTN's positions, governance, management approach, policies and strategy for our material social sustainability topics is available in our online position statements. (https://group.mtn.com/sustainability/our-positions/)</p> <p> Read more</p>
	<p>Accelerating financial inclusion</p>	<p>Limited access to formal financial services restricts economic participation, resilience and entrepreneurship, particularly in low-income and informal economies. Digital financial services play a critical role in enabling secure transactions, savings, credit access and participation in the digital economy.</p>	<p>Through our mobile money platforms and ecosystem partnerships, we extend access to affordable, accessible and locally relevant financial services. We focus on expanding use cases, strengthening trust and supporting inclusive economic participation for individuals, small businesses and informal traders.</p>	<p> Read more</p>
	<p>Fostering a skilled, diverse and inclusive society</p>	<p>High unemployment, skills shortages and persistent inequality remain structural challenges across MTN's markets. Building future-fit skills and fostering diversity and inclusion are essential to business resilience, innovation and long-term value creation.</p>	<p>We invest in skills development through our workforce and digital learning platforms, promote diversity and inclusion across the Group and embed fair labour practices. Our approach supports talent attraction, retention and leadership development while contributing to broader skills development in society.</p>	<p>Detailed performance data across key social themes is provided in MTN's 2025 ESG data booklet</p> <p> Read more</p>
	<p>Uplifting our communities</p>	<p>Strong, resilient communities are essential to sustainable growth and social stability. Many communities face barriers related to education, employability and access to opportunity, which can limit long-term development prospects.</p>	<p>We prioritise community investment that leverages our core ICT capabilities, focusing on digital skills for digital jobs while responding to national development priorities. By leveraging our technology, partnerships and local presence, we contribute to education, skills development and community resilience in the markets where we operate.</p>	<p> Read more</p>

Doing for people



Position statements



Data

Doing for people

Metrics and targets	Unit	2025	2024	2023	2022	2021
Driving financial inclusion						
Reach 100 million monthly active users (MAU)	ml	69.5	63.2	62.6	–	–
Support five million businesses		2.1	1.8	2.1	–	–
50% women representation in the overall workforce	%	45	43.9	40	–	–
Corporate social investment (CSI) initiatives with 75% directed to ICT-related activities	%	85	76	63	–	–
25% to national priority areas (NPA)	%	15	24	37	–	–

Creating value for all

Value						
Improved female representation	%	45	43	42	–	–
Women in leadership	%	33	32	30	–	–
Achieved reputation score	%	80.1	78.5	–	–	–
Provided broadband coverage	%	94	93	89	–	–
Facilitated financial inclusion	Million	69.5	63.1	62.6	–	–
Empowered	Number	14 970	14 461	–	–	–
Connected	Million	307.2	290.9	284.7	–	–
Enabled internet access	Million	172.6	157.8	146.5	–	–
Added economic value	Billion	150	155	159	–	–

CHASE

Driving digital and financial inclusion (customers) delivering shared value

Digital inclusion						
Active monthly users	Million	14.0	40.3	35.8	21.7	11.6
Live markets	Number	18.0	17.0	17.0	18.0	17.0
Languages supported	Number	23.0	23.0	23.0	23.0	23.0
Average active channel users per month	Million	0.7	1.2	1.4	1.0	0.5
Average active monthly micro-app users per month	Million	0.5	0.4	0.3	0.2	0.0
Average monthly active gaming users per month	Million	0.2	0.4	0.5	0.6	0.1
Number of channels	Number	457	197	197	287	219
Number of micro-apps	Number	710	632	556	297	32

Data continued

Doing for people

CHASE	Unit	2025	2024	2023	2022	2021
Mobile Money (MoMo) services						
Registered MoMo accounts	Million	204	170.1	158.5	116.1	101.0
MoMo monthly active users	Million	69	63.1	62.6	69.1	56.9
Total volume of transactions	Million	23	20.3	17.5	13.4	9.9
Total value of transactions	US\$bn	500	321.3	271.3	221.3	191.2
Total active agents	Million	1	1.2	1.3	1.3	1.0
Average value of transactions facilitated per month	US\$bn	42	27	23	18	16
Total markets offering fintech services	Million	14	14	16	16	16
MoMoPay						
Total MoMoPay merchants	Million	2.1	1.8	2.1	1.5	0.8
Total MoMoPay unique users	Million	13.6	11.3	9.5	10.4	6.4
MoMoBusiness	Unit	2 025	2 024	2 023	2 022	2 021
Total countries offering MoMoBusiness	Number	13.0	12.0	12.0	11.0	6.0
MoMoKash						
Value of disbursements per month	US\$m	295	145	100	117	100
Value of disbursements per year	US\$bn	4	1.7	1.2	1.1	1.2
Markets served	Number	11	11	9	7	7
Average loan amount	US\$	9	19	27	30	20
Total daily loans*	Number	990 293	183 288	89 837	75 117	72 900
Remittances						
Total value of remittances facilitated	US\$bn	6.07	4.4	3.3	2.2	2.0
Total number of countries offering MoMo remittance transfers	Number	14	14	13	11	11
MoMo remittance corridors enabled	Number	935	832	616	544	109
Insurance						
Total active aYo customers	Million	2.04	1.4	4.1	4.3	6.3
Total number of MTN InsurTech customers	Million	0	24	23.9	20.9	16.4
Total countries offering MTN InsurTech	Number	4	5	7	5	4
MoMo Application Programming Interface (API)						
Total API calls facilitated	Billion	7.3	4.5	2.7	1.6	0.7
Total API partners	Number	3 281	2 638	2 346	1 697	1 065
Total countries with live MoMo Open API	Number	14	14	14	12	11

* Note: Significant change in 2025 driven by ramp up in MoMo Advance, Banktech's overdraft product, which is a revolving credit facility resulting in greater daily loan volume and smaller average loan values. Exploring a view to split this out but sharing current view as is.

Data continued

Doing for people

CHASE	Unit	2025	2024	2023	2022	2021
Network and coverage						
Capex invested on fixed and mobile network	Rbn	38.5	29.9	41.1	38.2	32.7
Total rural broadband coverage	%	94.24	92.87	89.18	87.79	83.00
Total number of people with rural coverage	Million	44.83	39.80	35.80	30.80	23.00
Total fibre to the home customers	Number	296 927	38 566	23 030	–	–
2G sites rolled out	Number	1 883	1 727	4 455	2 974	3 195
3G sites rolled out	Number	2 021	1 528	3 317	3 498	3 566
4G sites rolled out	Number	3 052	2 034	5 326	7 993	9 158
5G sites rolled out	Number	984	910	2 251	1 570	849
Data traffic carried monthly	PB	1606.91	1 197.30	1 583.80	583.80	–
Data traffic carried by 4G	%	86	8 400	88	85	–
5G population coverage in South Africa	%	61.72	44.00	36.00	21.00	–
5G population coverage in Nigeria	%	12.76	13.00	11.00	3.00	–
5G population coverage (entire footprint)	%	17.25	14.00	9.00	3.00	–
4G population coverage (entire footprint)	%	89.31	80.00	79.00	74.00	68.00
3G population coverage (entire footprint)	%	92.55	88.00	88.00	86.00	83.00
2G population coverage (entire footprint)	%	95.77	93.00	93.00	92.00	90.00
New 4G customers (entire footprint)	Million	12.93	9.60	32.00	45.00	–
(R3) Additional remote sites	Number	852	723	1 434	1 669	912
OpenRAN commercial	Number of base stations	1 130	1 130	1 130	1 130	712
Additional rural rollout partners this year	Number	1	0	0	7	–
Total rural rollout partners	Number	10	9	9	12	–
Total proprietary-owned fibre	km	141 197	121 137	114 000	105 000	100 000
Adaptive mobile blocking activities						
Number of submarine cables	Number	25	25	16	15	15
New cross-border links across Africa	Number	1	25	25	16	15
Terrestrial fibre laid down	km	21 069	7 137	7 000	5 000	15 000
Number of customer success centres	Number	2	2	2	2	2
Number of URLs inspected [^]	Number	61.61m	129	656	145	174
Number of URLs blocked [^]	Million	48.62	0.87	1.00	0.70	0.30
Number of URLs blocked	ml/k	48.62m	870k	1m	–	–
Blocking rate [^]	%	1.28	67.00	17.00	46.00	15.00
Number of URLs blocked per day [^]	Number	154 296	9 600	3 000	1 800	700

[^] Data reported in FY2024 was for Q1 only. Excluding Uganda, South Sudan and Eswatini.

Data continued

Doing for people

CHASE	Unit	2025	2024	2023	2022	2021
Affordability and data connectivity						
Average cost of 1GB data	Rand	6.21	6.20 [^]	9.40	11.40	13.58
1GB of mobile broadband data should cost 2% or less of a country's gross national Commitment income per capita	%	2	2	2	0	0
Reduction in the average cost of data	%	(0.7)	11.0	17.5	16.8	15.3
Total markets within the affordability range advised by the United Nations	Number	14	14	16	16	16
Opcos with data retention models implemented	Number	9	10	10	6	2
Integrated bundles penetration across our base at a Group level	%	23.5	21.0	20.2	17.9	16.5
Voice subscriber base growth	%	(3.7)	2.2	1.3	6.2	1.1
Number of active data subscribers	Million	173	158	149	137	122
Total active members: Youth Pulse	Million	64	64	80	2	
Number of smartphones distributed	Million	1.51	2.65	2.90	2.57	3.10
Total smartphones registered on the MTN network (Incl. Iran)	Million	202.89	141.21	183.24	165.05	145.54
Total number of people trained on digital literacy	Million	33.1	29.7	15.7	20.0	24.0
Corporate social investments						
Driving inclusion among communities	Number	25	25	16	15	15
CSI						
Total contribution to society	Rbn	150	188	159	149	115
Total MTN Foundation and CSI investment	Million	269	208	220	228	163
Total CSI beneficiaries	Million	2.3	2.6	3.5	5.4	9.9
Total youth CSI beneficiaries	Million	1.9	1.9	2.9	4.8	7.5
MTNers participated in 21-day (<i>Yello</i> Care)	Number	7 841	–	–	–	–
CSI diversity by race*						
Black	%	81	–	–	–	–
Middle Eastern	%	13	–	–	–	–
White	%	6	–	–	–	–
Non-ICT spend – % breakdown						
Health	%	28.65	41.00	26.00	–	–
Education	%	1.93	23.00	22.00	–	–
Environment	%	8.09	3.00	18.00	–	–
Economic empowerment	%	15.29	3.00	10.00	–	–
<i>Yello</i> Care non-ICT*	%	27	–	–	–	–
Other (CSI spend)	%	19.39	19.00	24.00	–	–

* New KPIs.

[^] Restated due to adjustments for hyperinflation and forex fluctuations.

Data continued

Doing for people

Corporate social investments	Unit	2025	2024	2023	2022	2021
CSI beneficiary data						
Total youth scholarships across all markets	Number	1 128	1 511	2 605	1 846	1 629
Total women and young girl CSI beneficiaries	Million	861 797.0	1.0	0.1	2.5	3.2
Differently abled persons supported	Number	5 459	38 214	6 255	10 621	11 665
Projects implemented	Number	172	170	164	164	157
Beneficiaries upskilled and trained	Number	414 465	200 972	39 865	144 850	130 674
Beneficiaries placed in employment opportunities	Number	832	553	677	10 497	2 446
Total digital learning/computer laboratories established	Number	55	126	70	86	21
Total MTN Skills Academy participants	Number	274 567	51 098	19 076	0	0
Yello Care overall beneficiaries (direct only)	Number	1 040 131	53 720	13 313	14 536	0
Total participants in data analytics training with SAS	Number	32	146	201	100	0
Total operating companies participating in data analytics training	Number	4	12	12	0	0
Total employee volunteers	Number	16 499	6 599	5 089	4 057	587
MTN Skills Academy*						
Skills Academy platform signups	Number	274 567	–	–	–	–
Skills Academy course enrolments	Number	234 211	–	–	–	–
Skills Academy course completions	Number	78 567	–	–	–	–
Career Academy course enrolments	Number	41 704	–	–	–	–
Career Academy course completions	Number	21 974	–	–	–	–
Specialisations completed	Number	503	–	–	–	–
Individuals completing specialisations	Number	247	–	–	–	–
Individuals completing specialisations	Number	247	–	–	–	–
Driving inclusion and equity in the organisation						
Employment						
Total employees	Number	14 970	14 461	17 569	17 462	16 390
Contractors and temporary employees	% of total employees	10	11	12	15	15
Employees retrenched	Number	206	401	165	99	139
Female representation						
Female representation at Board	%	36	36	36	–	–
Females at Group Executive Committee level	%	25	25	25	25	27
Female management level 3 and up	%	38	37	34	33	31
Females in succession pool	%	35	33	33	29	28
Female senior management level 3H and up	%	36	36	33	32	29
Females in middle management	%	38	37	35	34	31

* New data points.

Data continued

Doing for people

Driving inclusion and equity in the organisation	Unit	2025	2024	2023	2022	2021
Gender pay gap overall						
Mean salary pay gap	%	22	21	21	23	25
Median salary pay gap	%	20	21	20	24	24
Mean bonus gap	%	32	41	34	41	28
Median bonus gap	%	26	21	24	17	13
Gender pay gap breakdown						
Executive Committee level – Total mean pay gap	%	(4)	24	38	61	20
Executive Committee level – Total median pay gap	%	(13)	23	32	54	3
Leadership segment – Total mean pay gap	%	18	20	9	7	12
Leadership segment – Total median pay gap	%	16	16	7	8	12
Management segment – Total mean pay gap	%	5	5	8	9	7
Management segment – Total median pay gap	%	2	1	7	9	7
Staff segment – Total mean pay gap	%	12	11	12	12	10
Staff segment – Total median pay gap	%	8	8	11	10	8
Diversity and inclusion						
Differently abled staff	%	1.1	1.0	0.8	0.7	0.5
Collective bargaining: Unionised employees						
Employees unionised (South Africa)	%	18	17	18	21	6
Employees unionised (Group)	%	21	18	14	15	10
Employees not unionised (Group)	%	52	74	58	75	40
Employees with unknown status of union membership (Group)	%	2	9	28	10	44
Incidents of discrimination	Number	23	20	20	24	9
Learning and development						
Spend	Rm	327	272	307	280	190
Time spent on employee development	Total hours	2 018 716	2 004 478	1 832 189	1 363 200	1 202 825
Hours per employee	Hours	98	79	69	78	73
Employee culture survey results (Global Culture Audit)	%	85	86	83	83	80
Permanent employees receiving performance review	%	87	89	91	91	89
All employees per region						
Total employees	Number	14 970	14 461	17 569	17 462	16 390
Southern and East Africa (SEA)	Number	6 997	7 078	7 212	6 547	5 889
West and Central Africa (WECA)	Number	5 439	5 120	5 621	6 231	6 255
Middle East and North Africa (MENA)	Number	352	367	3 092	3 137	3 076
Head office	Number	2 182	1 896	1 621	1 458	1 103
Business solutions	Number	0	0	23	89	67
Nationalities represented across workforce	Number	74	73	72	0	0

Data continued

Doing for people

Driving inclusion and equity in the organisation	Unit	2025	2024	2023	2022	2021
Employee breakdown per age						
Centennials (1996 to present)	%	14	9	6	4	2
Millennials (1976 to 1995)	%	69	75	78	78	80
Generation X (1966 to 1975)	%	11	15	15	16	16
Baby boomers (before 1966)	%	6	1	1	1	2
New external hires breakdown by gender						
Total new hires	Number	1 730	1 539	2 242	1 313	1 023
Male	%	44	46	53	55	55
Female	%	56	54	47	45	45
Employee turnover breakdown						
Total	%	8.2	9.9	8.5	8.2	9.9
Voluntary	%	3.9	5.5	5.7	6.4	6.5
Involuntary	%	4.2	4.5	2.8	1.7	3.3
Male	%	56.6	60.0	62.0	57.0	54.7
Female	%	43.4	40.0	38.0	43.0	45.3
Health and safety						
Workplace-related deaths	Number	1	0	0	0	0
Workplace-related serious injuries	Number	15	13	3	1	1
Lost time incident rate*	Rate	–	0.09	0.00	1.20	0.0019
Total recordable work-related injuries	Number	34	13	5	–	–
Total recordable injury rate*	Rate	–	0.32	28.50	0.23	0.20
First aid training	Number	209	81	46	–	–
Firefighting training	Number	180	70	46	0	0

* Not reported for 2025 owing to ongoing enhancements in Group-wide data-collection processes.



Ethical and responsible business practices underpin MTN's ability to operate at scale across diverse and often high-risk markets. As a leading pan-African mobile and digital operator, trust is fundamental to our licence to operate, our relationships with customers and regulators and our long-term value creation. Strong governance, ethical conduct and effective oversight guide how we make decisions, manage risk and respond to emerging challenges.

The rapid expansion of digital access across Africa brings significant responsibility. Heightened cybersecurity threats, evolving data protection expectations, the increasing use of AI and the scale of our value chain all require robust safeguards to protect people, rights and systems. At the same time, we recognise the need to uphold digital human rights, promote ethical business practices and ensure accountability across our operations and partnerships.

Our 'Doing it right' sustainability pillar reflects these priorities. We focus on strengthening trust, managing our material risks and enabling digital and financial inclusion in a responsible, ethical and secure manner as the business evolves.

	Our focus areas	Why this is important	How we are responding	Read more
	Safeguarding our people and customers	As a leading digital platform provider, MTN has a responsibility to protect people, data and systems in an increasingly complex operating environment. Rising cyber threats, evolving data protection requirements and heightened scrutiny around digital rights increase the importance of strong safeguards, alongside the need to ensure responsible network deployment and safe offices and outlets.	We prioritise digital integrity through robust cybersecurity, data privacy and child online protection measures. Our approach is supported by training, awareness and continuous strengthening of controls. We also promote prioritise the safety and wellbeing of our people and ensure compliance with electromagnetic frequencies (EMF), 5G and national safety standards to protect public health.	<p><i>Further information on MTN's governance, management approach, policies and strategic positions across key economic, environmental and social sustainability topics is available in our online position statements.</i></p> <p>(https://group.mtn.com/sustainability/ourpositions/)</p> Read more
	Embedding ethical and responsible business practices	MTN operates across multiple jurisdictions with varying regulatory, political and governance contexts. Consistent ethical conduct and compliance are critical to managing risk, maintaining stakeholder confidence and protecting our licence to operate.	We promote ethical behaviour and compliance through Group-wide governance frameworks, policies and oversight mechanisms. Our approach focuses on integrity, anti-bribery and corruption measures, effective whistle-blowing and accountability across the business.	
	Partnering for an ethical supply chain	MTN's suppliers and partners are integral to service delivery across our footprint. Supply-chain risks, including human rights, environmental and ethical concerns, can undermine resilience and stakeholder confidence if not effectively managed.	We promote responsible and inclusive procurement by embedding sustainability expectations into supplier engagement and oversight. Our approach focuses on responsible sourcing, managing value-chain risks and working with partners to strengthen standards and responsible business practices.	

Doing it right

Position statements



MTN Public Privacy Notice

Supplier Code of Conduct

MTN Position on Responsible Marketing

MTN Position on Whistle-blowing



MTN Position on Responsible Supply Chain

MTN Position on Information Security

MTN Position on Gifts and Hospitality

MTN Position on Fraud



MTN Position on DHR

MTN Position on Data Privacy and Protection

MTN Position on Conflicts of Interests

MTN Position on Code of Ethics and Conduct



MTN Position on Human Rights

MTN Position on Political Contributions

MTN Position on Treating Customers Fairly

MTN Position on Anti-Bribery and Corruption



MTN Position on Communications and Editorial guidelines

MTN Position on Responsible Mobile Advertising and Sales

MTN Position on Responsible Artificial Intelligence



Data

Doing it right

Ethics	Unit	2025	2024	2023	2022	2021
Incidents reported internally	Number	130	136	–	–	–
Incidents reported by external parties	Number	21	163	–	–	–
Reported incidents of ethical culture issues: Racism	Number	0	6	–	–	–
Reported incidents of ethical culture issues: Sexual harassment	Number	1	5	–	–	–
Reported incidents of ethical culture issues: Bullying, intimidation and discrimination	Number	11	9	–	–	–
Conflict of interest declarations	% of employees	82	91	53	58	83
Additional certified ethics officers	Number	0	10	1	6	5
Suppliers trained on ethics and fraud management	Number	661	1 582	1 010	670	–
Ethics-related queries and concerns	Number	125	400	254	53	116
Ethics e-learning course completed by staff	Number	196	3 617	6 246	5 669	7 105
Ethics: Disciplinary sanctions outcomes total	Number of individuals	245	322	124	347	369
Ethics – Not guilty	Number of individuals	21	10	12	28	28
Ethics – Counselling	Number of individuals	4	6	15	4	3
Ethics – Verbal warning	Number of individuals	27	47	25	32	38
Ethics – Written warning	Number of individuals	70	85	67	116	93
Ethics – Final written warning	Number of individuals	40	43	27	68	33
Ethics – Suspension	Number of individuals	17	13	18	21	14
Ethics – Dismissal	Number of individuals	66	75	70	72	70
Ethics – Pending	Number of individuals	0	18	16	4	89

Data continued

Doing it right

Forensic	Unit	2025	2024	2023	2022	2021
Forensic calls to tip-offs anonymous whistle-blowing hotline	Number	143	162	119	123	137
Forensic investigations – Disciplinary sanctions outcomes total	Number of charges	157	161	211	221	284
Forensic investigations – Not guilty	Number of charges	18	35	17	31	48
Forensic investigations – Counselling	Number of charges	2	1	3	9	11
Forensic investigations – Suspension	Number of charges	0	0	1	0	0
Forensic investigations – Dismissal	Number of charges	61	51	130	95	133
Forensic investigations – Pending	Number of charges	24	11	20	12	41
Forensic verbal warnings	Number of charges	–	7	12	9	11
Forensic written warnings	Number of charges	20	28	8	29	16
Forensic final written warnings	Number of charges	17	22	10	36	27
Employees resigned	Number	15	2	9	–	2
Data privacy						
Number of privacy risk assessments conducted	Number	557	493	24	–	–
Notification of data subjects in case of data sharing under legal requirements	Number	0	0	0	0	0
Responsible supply chain						
Total vendors in supply chain	Number	25 398	22 658	19 156	19 000	–
Total local spend in South Africa^	Rand	28 445	42 596	16 924	17 783	18 337.25
Total local spend in Nigeria^	Rand	44 903.9	29 429	31 737	27 372	19 840
Number of new suppliers acknowledging MTN's Code of Conduct	Number	1 007	1 132	1 178	1 102	1 185
Total virtual supplier training session participants	Number	493	689	1 010	465	670

^ Local spend for South Africa and Nigeria has been converted from US\$ to Rand.

Data continued

Doing it right

Corrective action plans raised from JAC audits in 2024	Unit	2025	2024	2023	2022	2021
a) Health and safety	%	50	44	45	–	–
b) Working hours	%	15	19	18	–	–
c) Environment	%	12	11	11	–	–
d) Wages and compensation	%	10	11	10	–	–
Suppliers prequalified following due diligence (total suppliers assessed)	Number	1 106	1 338	1 178	1 132	1 185
Total number of audits and surveys carried out, including:	Number	151	150	150	–	1 237
a) JAC audits	Number	127	115	123	–	–
b) Validated Assessment Programme audits (VAP)	Number	24	24	14	–	–
c) Mobile workers surveys (MWS)	Number	15	11	13	–	–
Total number of workers in facilities where MWS were carried out	Number	12 552	20 427	10 342	–	–
Number of different markets in which audits were carried out	Number	31	31	22	–	–
Suppliers not approved for sourcing activities	Number	34	55	30	50	62
Requests received*						
Criminal investigation	Number	141 668	125 901	108 539	96 300	117 968
Service restriction order and internet shutdowns	Number	1 730	–	188	125	14
Requests from non-governmental entities: personal and private use	Number	4 795	2 034	672	2 395	1 171
Governmental and regulatory oversight	Number	720	466	289	23 151	27 008
MSISDNs and subscriber identification	Number	55 591	61 355	105 103	62 032	24 578
Requests pursuant to civil litigation	Number	781	79	341	430	2 024
Location disclosure	Number	123 603	65 023	83 098	33 095	28 875
Lawful interception	Number	–	–	25 247	–	–
Per Opco*						
Benin						
Criminal investigations	Number	1 544	16 252	10 682	13 579	21 967
Service restriction orders and internet shutdowns	Number	0	0	188	0	1
Government and regulatory oversight	Number	0	0	0	0	1
MSISDNs and SIM cards	Number	0	0	0	0	0
Requests pursuant to civil litigation	Number	0	0	0	0	0
Location disclosure	Number	0	0	0	0	0
Lawful interception	Number	0	0	0	0	0
Personal and private use	Number	0	0	0	0	1

* The prior years' data have been restated due to enhanced accuracy in underlying data management.

Data continued

Doing it right

Per Opco*	Unit	2025	2024	2023	2022	2021
Cameroon						
Criminal investigations	Number	6 150	329	1 675	274	588
Service restriction orders and/or internet shutdown	Number	1 098	0	0	0	0
Government and regulatory oversight	Number	10	2	2	2	2
MSISDNs and SIM cards	Number	0	0	9 353	5 100	4 472
Requests pursuant to civil litigation	Number	26	21	86	151	91
Location disclosure	Number	6 128	2 644	9 353	12 374	10 139
Lawful interception	Number	0	0	0	0	0
Personal and private use	Number	0	0	0	0	0
Congo-Brazzaville						
Criminal investigations	Number	19 637	20 177	14 180	11 614	9 564
Service restriction orders and internet shutdowns	Number	0	0	0	0	1
Government and regulatory oversight	Number	259	0	0	0	0
MSISDNs and SIM cards	Number	49 336	37 989	37 700	24 082	0
Requests pursuant to civil litigation	Number	359	0	0	0	0
Location disclosure	Number	29 517	16 300	29 774	18 720	0
Lawful interception	Number	0	0	0	0	0
Personal and private use	Number	1 379	1 454	86	151	91
Côte d'Ivoire						
Criminal investigations	Number	2 601	2 296	2 929	22 949	25 751
Service restriction orders and/or internet shutdown	Number	0	0	0	0	0
Government and regulatory oversight	Number	0	0	3	22 949	25 751
MSISDNs and SIM cards	Number	0	0	2 929	0	0
Requests pursuant to civil litigation	Number	0	0	0	0	0
Location disclosure	Number	2 601	2 296	2 929	847	893
Lawful interception	Number	0	0	0	0	0
Personal and private use	Number	38	0	2	0	0
Civil litigations	Number	0	25	0	12	0

* The prior years' data have been restated due to enhanced accuracy in underlying data management.

Data continued

Doing it right

Per Opco*	Unit	2025	2024	2023	2022	2021
Eswatini						
Criminal investigations	Number	2 376	2 774	3 201	3 117	1 211
Service restriction orders and internet shutdowns	Number	0	0	0	0	3
Government and regulatory oversight	Number	0	34	0	0	1 211
MSISDNs and subscriber IDs	Number	2 208	2 642	3 201	0	0
Requests pursuant to civil litigation	Number	0	3	0	2	0
Location disclosure	Number	0	0	0	0	0
Lawful interception	Number	0	0	0	0	0
Personal and private use	Number	0	0	0	0	0
Ghana						
Criminal investigations	Number	36 774	15 113	5 734	3 678	0
Service restriction order and internet shutdowns	Number		0	0	0	0
Governmental and regulatory oversight	Number	0	0	0	0	0
MSISDN and subscriber ID	Number	0	15 113	5 734	1 277	1 112
Requests pursuant to civil litigation	Number	0	46	75	0	1 922
Location disclosure	Number	36 774	0	0	0	0
Lawful interception	Number	0	0	0	0	0
Personal and private use	Number	2 562	0	0	0	0
Liberia						
Criminal investigations	Number	55	0	53	55	75
Service restriction order and internet shutdowns	Number	0	0	0	0	0
Governmental and regulatory oversight	Number	0	0	0	0	0
MSISDN and subscriber ID	Number	0	0	0	0	0
Requests pursuant to civil litigation	Number	3	0	0	0	0
Location disclosure	Number	0	0	0	0	0
Lawful interception	Number	0	0	0	0	0
Personal and private use	Number	0	0	0	0	0

* The prior years' data have been restated due to enhanced accuracy in underlying data management.

Data continued

Doing it right

Per Opco*	Unit	2025	2024	2023	2022	2021
Nigeria						
Criminal investigations	Number	42 495	41 375	37 943	9 647	26 088
Service restriction order and internet shutdowns	Number	0	0	0	0	8
Requests pursuant to civil litigation	Number	385	0	0	0	0
Governmental and regulatory oversight	Number	352	410	137	71	30
MSISDN and subscriber ID	Number	0	0	39 480	30 350	18 776
Location disclosure	Number	43 232	42 584	37 943	57	16 949
Lawful interception	Number	0	0	0	0	0
Personal and private use	Number	66	0	0	0	0
Rwanda						
Criminal investigations	Number	341	270	1 080	486	0
Service restriction order and internet shutdowns	Number	0	0	0	125	0
Requests pursuant to civil litigation	Number	0	0	0	0	3
Governmental and regulatory oversight	Number	0	0	0	4	1
MSISDN and subscriber ID	Number	4 001	0	280	16	1
Location disclosure	Number	315	30	800	250	1
Lawful interception	Number	0	0	0	0	0
Personal and private use	Number	0	0	0	0	0
South Africa						
Criminal investigations	Number	20 246	21 730	23 970	22 970	25 751
Service restriction order and internet shutdowns	Number	0	0	0	0	0
Requests pursuant to civil litigation	Number	8	8	19	0	0
Governmental and regulatory oversight	Number	0	0	0	0	0
MSISDN and subscriber ID	Number	0	215	199	267	217
Location disclosure	Number	1 732	1 166	1 029	847	893
Lawful interception	Number	0	0	23 970	0	0
Personal and private use	Number	401	580	584	557	173

* The prior years' data have been restated due to enhanced accuracy in underlying data management.

Data continued

Doing it right

Per Opco*	Unit	2025	2024	2023	2022	2021
South Sudan						
Criminal investigations	Number	1 020	1	1 052	2 675	2 090
Service restriction order and internet shutdowns	Number	1	0	0	0	0
Requests pursuant to civil litigation	Number	0	0	0	0	0
Governmental and regulatory oversight	Number	0	0	0	0	0
MSISDN and subscriber ID	Number	0	0	0	0	0
Location disclosure	Number	3 264	0	0	0	0
Lawful interception	Number	0	0	0	0	0
Personal and private use	Number	0	0	0	1 687	906
Uganda						
Criminal investigations	Number	6 293	4 643	4 957	1 342	1 243
Service restriction order and internet shutdowns	Number	1	0	0	0	1
Requests pursuant to civil litigation	Number	0	0	14	0	7
Governmental and regulatory oversight	Number	99	0	0	0	12
MSISDN and subscriber ID	Number	0	4 643	4 957	24	0
Location disclosure	Number	0	0	0	0	0
Lawful interception	Number	0	0	0	0	0
Personal and private use	Number	186	0	0	0	0
Zambia						
Criminal investigations	Number	2 136	941	1 083	3 914	3 640
Service restriction orders and internet shutdowns	Number	630	0	0	0	0
Requests pursuant to civil litigation	Number	0	1	147	277	1
Governmental and regulatory oversight	Number	0	20	147	125	0
MSISDNs and SIM cards	Number	46	753	1 270	916	0
Location disclosure	Number	40	3	1 270	0	0
Lawful interception	Number	0	0	1 277	0	0
Personal and private use	Number	163	0	0	0	0

* The prior years' data have been restated due to enhanced accuracy in underlying data management.

Doing for growth

MTN operates in markets where economic growth and digital development are closely intertwined. As a pan-African technology group, our performance is shaped by the strength, stability and trajectory of the economies in which we operate. Our investment decisions therefore carry both commercial and broader economic implications.

Doing for growth reflects our recognition that long-term shareholder value is inseparable from the economic resilience of our markets. By growing responsibly, strengthening investment confidence and supporting sustainable economic expansion, we reinforce the foundations that enable both national development and MTN's long-term competitiveness.

Our focus areas

Why this is important

How we are responding

Read more

Investing in national infrastructure

Digital infrastructure is foundational to economic productivity, competitiveness and public service delivery. Sustained capital investment strengthens national digital capacity, enabling MTN to meet rising demand, improve efficiency and secure long-term revenue growth.

We invest in our infrastructure to expand coverage, upgrade technology and improve resilience. Through infrastructure sharing, spectrum optimisation and energy-efficient upgrades, we deliver scalable connectivity platforms that support economic growth while supporting cost discipline and asset performance.

Further information on MTN's positions, governance, management approach, policies and strategy for our material economic sustainability topics is available in our online position statements. (<https://group.mtn.com/sustainability/our-positions/>)



Read more

Responsible tax behaviour

Tax revenues support public infrastructure, social services and fiscal stability in our markets. For MTN, disciplined tax governance and predictable fiscal regimes underpin investment confidence, regulatory trust and our long-term licence to operate.

We operate as a responsible and compliant taxpayer, contributing materially to national fiscus across jurisdictions. We maintain high governance standards and engage constructively to support predictable, growth-oriented tax environments.

Supporting local economic participation

Localised economic participation strengthens domestic value chains, builds skills and supports employment. For MTN, strong local ecosystems enhance supply resilience, deepen market relevance and support long-term growth.

We embed local participation across employment, ownership and procurement. This includes investing in skills development and supporting MSME growth, ensuring economic value is retained and multiplied within host economies.

Detailed performance data across key sustainability themes is provided in MTN's 2025 ESG data booklet



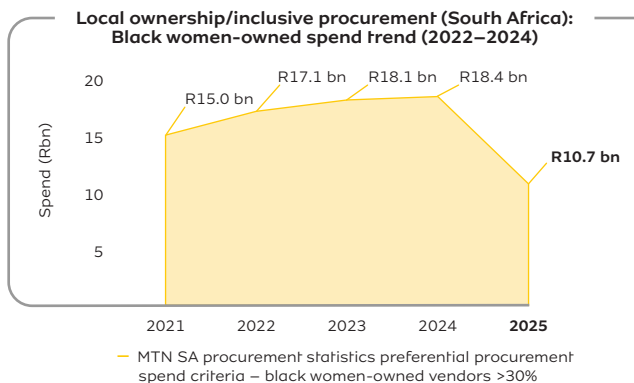
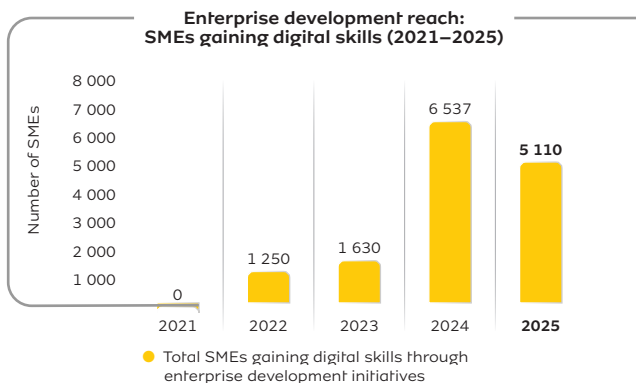
Read more

Enabling national service delivery

Strong, resilient communities are essential to sustainable growth and social stability. Many communities face barriers related to education, employability and access to opportunity, which can limit long-term development prospects.

Through connectivity, ICT solutions and mobile financial platforms, we facilitate digital payments, government collections, secure data hosting and smart municipal services, supporting more efficient, accessible and resilient public service delivery.

Doing for growth



Position statements



Data

Doing for growth

	Unit	2025	2024	2023	2022	2021
Vendor						
Total participants in vendor awareness sessions	Number	493	689	1 010	465	0
Enterprise development						
Total SMEs gaining digital skills through enterprise development initiatives	Number	5 110	6 537	1 630	1 250	0
Total SMEs onboarded to the Fusion partner programme	Number	0	75	7	70	10
Total operating countries participating in the Fusion partner programme	Number	0	2	6	5	5
Total capacity-building online masterclasses for SMEs	Number	538	30	4	0	0
Total work-from-home propositions for SMEs developed	Number	19	28	12	14	14
Total operating countries offering work-from-home propositions for SMEs	Number	7	3	12	0	
Increase in enterprise services revenue	%	10.6	28.0	23.0	0.0	13.0
Number of farmers who received agri-technology skills training	Number	80	2 980	200	150	0
B-BBEE results for MTN Group						
B-BBEE results for MTN Group – Ownership	Rating	24.33	24.21	24.96	25.00	25.00
B-BBEE results for MTN Group – Management control	Rating	20.32	21.32	19.82	19.10	18.80
B-BBEE results for MTN Group – Skills development	Rating	22.11	21.26	19.76	17.60	18.40
B-BBEE results for MTN Group – Enterprise and supplier development	Rating	45.42	46.47	46.07	46.50	46.10
B-BBEE results for MTN Group – Socioeconomic development	Rating	12	12	12	12	12
B-BBEE results for MTN Group – Total	Rating	124.18	125.26*	122.61	120.20	120.30
Priority elements achieved	Rating	Yes	No	No	Yes	Yes
Empowering supplier status	Rating	Yes	No	No	Yes	Yes
Final B-BBEE status level	Rating	Level 1	Level 1	Level 2	Level 3	Level 4
MTN Group procurement statistics preferential procurement spend criteria						
MTN Group Level 1 B-BBEE contributor status	Level	Level 1	Level 1	Level 1	Level 1	0
MTN Group procurement statistics preferential procurement spend criteria unit-black-owned vendors >51% Rbn	Rbn	8.8	9.3	9.3	9.7	0
MTN Group procurement statistics preferential procurement spend criteria unit-black-women-owned vendors >30% Rbn	Rbn	11.6	18.9	18.5	17.5	0
Exempted micro-enterprises Rbn	Rbn	0.99	1.4	1.1	2.6	0
Qualifying small enterprises Rbn	Rbn	2.4	2.6	2.7	3.2	0
MTN Group procurement statistics preferential procurement spend criteria unit-designated groups	Rbn	0.85	1.1	1.4	1	0

* Restated to reflect prior-year adjustments.

Data continued

Doing for growth



	Unit	2025	2024	2023	2022	2021
B-BBEE results for MTN SA						
B-BBEE results for MTN Group – Ownership	Rating	24.33	24.21	24.96	25.00	25.01
B-BBEE results for MTN SA – Management control	Rating	19.48	19.28	19.45	18.57	17.55
B-BBEE results for MTN SA – Skills development	Rating	23.3	22.17	21.58	21.05	20.22
B-BBEE results for MTN SA – Enterprise and supplier development	Rating	45.86	46.42	45.82	46.54	46.78
B-BBEE results for MTN SA – Socioeconomic development	Rating	12.00	12.00	12.00	12.01	12.02
Total	Rating	124.97	124.08	123.81	123.16	121.84
Yes4youth 1 level uplift	Rating	No	No	No	No	No
Overall ranking	Rating	Level 1	Level 1	Level 1	Level 1	Level 1
MTN SA procurement statistics preferential procurement spend criteria						
MTN SA procurement statistics preferential procurement spend criteria – black-owned-vendors >51%	Rbn	8.0	8.5	8.6	9.4	8.2
MTN SA procurement statistics preferential procurement spend criteria – black-women-owned vendors >30%	Rbn	10.7	18.4	18.1	17.1	15.0
Exempted micro-enterprises <R10m	Rbn	0.89	1.3	1.0	2.5	2.0
Qualifying small enterprises <R50m	Rbn	2.1	2.4	2.4	2.6	2.1
MTN SA procurement statistics preferential procurement spend criteria – designated groups	Rbn	0.85	1.1	1.4	1.0	0.4

GRI disclosure index








GRI disclosure index 2025

MTN Group has prepared this GRI Disclosure Index with reference to the Global Reporting Initiative (GRI) Standards (2021). The index is intended as a navigation aid to assist readers in locating information related to specific GRI disclosures across MTN's reporting suite.







The inclusion of a disclosure in this index does not imply that the disclosure has been reported in full, nor that MTN reports in accordance with the GRI Standards. Information referenced may be partial or distributed across multiple sections and reports, and reflects MTN's reporting focus for the period.

SDG Linkage	Indicator	Disclosure	Reference and information	Page(s)
GRI 2: General Disclosures 2021 (The organisation and its reporting practices)				
	2-1	Organisational details	2025 IR Where we operate and how we performed 2025 IR Administration	08 97
	2-2	Entities included in the organisation's sustainability reporting	2025 SR About this report 2025 SR Doing for growth	03 59
	2-3	Reporting period, frequency and contact point	2025 IR About this report 2025 IR Approval by the Board 2025 IR Administration	05 06 97
	2-4	Restatements of information	2025 SR Message from our Group President and CEO 2025 SR Doing for planet 2025 SR Doing for people 2025 AFS Notes to the Group financial statements	06 23 41 126
 	2-5	External assurance	2025 ESG Reporting criteria methodology 2025 IR About this report 2025 IR Controls and combined assurance 2025 IR Audit Committee Chair's review 2025 IR How we manage risk 2025 IR Administration	04 05 06 48 50 to 51 97







GRI disclosure index continued

SDG Linkage	Indicator	Disclosure	Reference and information	Page(s)
GRI 2: General Disclosures 2021 (Activities and workers)				
	2-6	Activities, value chain and other business relationships	2025 IR An overview of MTN Group 07 2025 IR Where we operate and how we performed 08 2025 IR Creating and preserving value through our business model 30 2025 IR Stakeholders with whom we partner to create value 41 2025 IR How we manage risk 51 2025 IR Top risks to value creation 54 2025 IR Our strategic performance 69 to 71 2025 IR Our Executive Committee 86 2025 SR About this report 03 2025 SR Doing it right 48 and 53 2025 SR Doing for growth 59	
 	2-7	Employees	2025 ESG Doing for people 21 to 23 2025 IR An overview of MTN Group 07	
GRI 2: General Disclosures 2021 (Governance)				
	2-9	Governance structure and composition	2025 IR Social, Ethics and Sustainability Committee Chair's review 40 2025 IR Audit Committee Chair's review 48 2025 IR Risk Management and Compliance Committee Chair's review 49 2025 IR Directors Affairs and Governance Committee Chair's review 75 2025 IR Governance in support of value creation 77 and 81	
 	2-10	Nomination and selection of the highest governance body	2025 IR Directors Affairs and Governance Committee Chair's review 75 2025 IR Governance in support of value creation 77 and 81 2025 KV King V Assessment Report 04 to 08 2025 KV Administration 10	
	2-11	Chair of the highest governance body	2025 IR Governance in support of value creation 78 and 81	





GRI disclosure index continued

SDG Linkage	Indicator	Disclosure	Reference and information	Page(s)
GRI 2: General Disclosures 2021 (Governance) continued				
	2-12	Role of the highest governance body in overseeing the management of impacts	2025 IR Our approach to materiality 2025 IR About this report 2025 IR Social, Ethics and Sustainability Committee Chair's review 2025 IR Audit Committee Chair's review 2025 IR Risk Management and Compliance Committee Chair's review 2025 IR Directors Affairs and Governance Committee Chair's review 2025 IR Governance in support of value creation 2025 IR Our Executive Committee 2025 SR Message from Chairman of SESCO 2025 SR Our sustainability governance 2025 SR Board oversight on sustainability	04 06 40 48 49 75 77, 78 and 82 85 to 86 16 17 18
	2-13	Delegation of responsibility for managing impacts	2025 IR About this report 2025 IR Social, Ethics and Sustainability Committee Chair's review 2025 IR Audit Committee Chair's review 2025 IR Risk Management and Compliance Committee Chair's review 2025 IR Directors Affairs and Governance Committee Chair's review 2025 IR Board strategic oversight 2025 IR Our Executive Committee 2025 SR Our sustainability governance 2025 SR Board oversight on sustainability	05 40 48 49 75 78 85 to 86 17 18
	2-14	Role of the highest governance body in sustainability reporting	2025 SR About this report 2025 SR Message from Chairman of SESCO 2025 SR Board oversight on sustainability	03 16 18
	2-15a	Conflicts of interest	2025 IR Directors Affairs and Governance Committee Chair's review 2025 IR Governance in support of value creation 2025 AFS Notes to the Group financial statements	75 77 and 84 120
	2-16	Communication of critical concerns	2025 ESG Doing it right 2025 SR About this report 2025 SR Doing it right	26 04 52
	2-18	Evaluation of the performance of the highest governance body	2025 IR Directors Affairs and Governance Committee Chair's review 2025 IR Governance in support of value creation 2025 IR Our Executive Committee	75 78 and 81 86







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SDG Linkage	Indicator	Disclosure	Reference and information	Page(s)
GRI 2: General Disclosures 2021 (Governance) continued				
	2-19	Remuneration policies	2025 IR Human Capital and Remuneration Chair's review 2025 IR Remuneration Report summary 2025 REM Remuneration policy	87 88 to 91 09 to 21
	2-20	Process to determine remuneration	2025 IR Governance in support of value creation 2025 IR Human Capital and Remuneration Chair's review 2025 IR Remuneration Report summary 2025 REM Remuneration policy	84 87 88 09 to 21
GRI 2: General Disclosures 2021 (Strategy, policies and practices)				
	2-22	Statement on sustainable development strategy	2025 IR Views from our Chairman 2025 IR Q&A with the Group President and CEO 2025 SR Message from our Group President and CEO	09 to 10 12 to 13 06
	2-23	Policy commitments	MTN Website: MTN Position Statements	https://www.mtn.com/our-positions-certifications/?tablink=sustainable
	2-24	Embedding policy commitments	2025 IR Social, Ethics and Sustainability Committee Chair's review 2025 IR How we manage risk 2025 IR Our strategic performance 2025 IR Governance in support of value creation 2025 IR Human Capital and Remuneration Chair's review 2025 IR Administration 2025 SR Message from SESCO Chair 2025 SR Doing it right 2025 SR Respecting digital human rights 2025 SR Embedding ethical and responsible business practices 2025 SR Partnering for an ethical supply chain MTN Website: MTN Position Statements	40 51 72 to 73 78 and 84 87 97 16 48 50 52 53 https://www.mtn.com/our-positions-certifications/?tablink=sustainable
	2-25	Processes to remediate negative impacts	2025 SR Doing it right	52 to 53
















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GRI 2: General Disclosures 2021 (Stakeholder engagement)				
	2-29	Approach to stakeholder engagement	2025 IR Our approach to materiality 2025 IR Stakeholders with whom we partner to create value 2025 IR Governance in support of value creation 2025 SR Introduction	04 41 to 42 84 11 to 13
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GRI 3: Material Topics 2021				
	3-1	Process to determine material topics	2025 IR Our approach to materiality 2025 IR About this report 2025 IR Material matters impacting value creation 2025 IR Stakeholders with whom we partner to create value 2025 SR Our material sustainability-related information	04 05 34 41 09 to 10
	3-2	List of material topics	2025 IR Material matters impacting value creation 2025 SR Our material sustainability-related information	34 09 to 10






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	3-3	Management of material topics	2025 IR Material matters impacting value creation 34 2025 IR Social, Ethics and Sustainability Committee Chair's review 40 2025 IR Stakeholders with whom we partner to create value 41 2025 IR How we manage risk 51 2025 IR Our strategic performance dashboard 69 2025 IR Our strategic performance 72 2025 IR Governance in support of value creation 84	
	201-1	Direct economic value generated and distributed	2025 IR Where we operate and how we performed 08 2025 IR Key financial tables 18 2025 IR Creating and preserving value through our business model 30 2025 IR Our strategic performance 70 to 72 2025 IR Definitions for assured non-financial data 92	
	201-2	Financial implications and other risks and opportunities due to climate change	2025 CR Our climate performance dashboard 05 2025 CR Climate-related risks and opportunities 18 to 19	
	201-3	Defined benefit plan obligations and other retirement plans	2025 IR Remuneration Report summary 89 2025 REM Remuneration policy 09 to 21	
GRI 203: Indirect Economic Impacts 2016				
	203-1	Infrastructure investments and services supported	2025 IR An overview of MTN Group 07 2025 IR Where we operate and how we performed 08 2025 IR Creating and preserving value through our business model 30 2025 IR Our strategic performance 70 to 72 2025 SR Doing for growth 55 to 56	
	203-2	Significant indirect economic impacts	2025 ESG Doing for people 15, 20 to 21 2025 ESG Doing for growth 33 2025 SR Our ESG performance 04 2025 SR Doing for people 30, 36 to 38, 44 2025 SR Doing for growth 57 to 58	




















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GRI 204: Procurement Practices 2016				
 	204-1	Proportion of spending on local suppliers	2025 ESG Doing it right 2025 ESG Doing for growth	27 35 to 36
GRI 207: Tax 2019				
  	207-1	Approach to tax	2025 TAX Group Chief Financial Officer's foreword 2025 TAX Economic contribution 2025 TAX in uncertain times 2025 TAX MTN's approach to tax	05 06 to 07 08 09
  	207-2	Tax governance, control and risk management	2025 SR Doing for growth 2025 TAX Group Chief Financial Officer's foreword 2025 TAX Economic contribution continued 2025 TAX MTN's approach to tax 2025 TAX MTN's approach to tax continued 2025 TAX Continuous improvement on tax governance and transparency 2025 TAX Total tax contributed in our markets	57 05 07 09 10 11 13
  	207-3	Stakeholder engagement and management of concerns related to tax	2025 TAX Economic contribution 2025 TAX Economic contribution continued 2025 TAX MTN's approach to tax continued 2025 TAX Continuous improvement on tax governance and transparency	06 07 10 12
GRI 302: Energy 2016				
   	302-1	Energy consumption within the organisation	2025 ESG Reporting methodology assumptions 2025 ESG Doing for planet	07 08




















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GRI 303: Water and Effluents 2018					
	303-1	Interactions with water as a shared resource	2025 ESG Doing for planet 2025 SR Doing for planet 2025 CR Strategic Focus: Sustainable Products	05 and 08 28 31	
	GRI 305: Emissions 2016				
	   	305-1	Direct (Scope 1) GHG emissions	2025 ESG Reporting criteria methodology 2025 ESG Reporting methodology assumptions 2025 ESG Doing for planet 2025 CR Our climate performance dashboard 2025 CR Strategic focus: Net Zero 2025 CR Project Zero performance 2025 CR Notes on carbon footprint	04 07 08 05 20 to 21 42 47 to 48
305-2		Energy indirect (Scope 2) GHG emissions	2025 ESG Reporting criteria methodology 2025 ESG Reporting methodology assumptions 2025 ESG Doing for planet 2025 CR Our climate performance dashboard 2025 CR Strategic focus: Net Zero 2025 CR Project Zero performance 2025 CR Notes on carbon footprint	04 07 08 05 20 41 to 42 47 to 48	
305-3		Other indirect (Scope 3) GHG emissions	2025 ESG Reporting criteria methodology 2025 ESG Reporting methodology assumptions 2025 ESG Doing for planet 2025 CR Our climate performance dashboard 2025 CR Project Zero performance	04 07 08 to 09 05 42	
305-4		GHG emissions intensity	2025 ESG Doing for planet	10	
305-5		Reduction of GHG emissions	2025 SR Doing for planet	23	





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GRI 306: Waste 2020				
 	306-1	Waste generation and significant waste-related impacts	2025 SR Doing for planet	28
 	306-2	Management of significant waste-related impacts	2025 SR Doing for planet 2025 CR Our climate governance 2025 CR Strategic focus: Net Zero 2025 CR Project Infinity: Circularity as a climate lever 2025 CR Strategic focus: Sustainable products 2025 CR Project Zero performance 2025 CR Project Infinity performance 2025 CR Notes on carbon footprint	26 and 28 12 20 26 30 to 31 41 44 48
 	306-3	Waste generated	2025 ESG Reporting methodology assumptions 2025 ESG Doing for planet	07 09
 	306-4	Waste diverted from disposal	2025 SR Doing for planet 2025 SR Progress against metrics and targets	26 to 28 72
GRI 401: Employment 2016				
  	401-1	New employee hires and employee turnover	2025 ESG Doing for people	23
GRI 403: Occupational Health and Safety 2018				
 	403-1	Occupational health and safety management system	MTN Website: MTN Position Statements	https://www.mtn.com/our-positions-certifications/?tablink=sustainable
 	403-2	Hazard identification, risk assessment, and incident investigation	MTN Website: MTN Position Statements	https://www.mtn.com/our-positions-certifications/?tablink=sustainable
 	403-3	Occupational health services	MTN Website: MTN Position Statements	https://www.mtn.com/our-positions-certifications/?tablink=sustainable
 	403-5	Worker training on occupational health and safety	2025 ESG Doing for people MTN Website: MTN Position Statements	23 https://www.mtn.com/our-positions-certifications/?tablink=sustainable





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SDG Linkage	Indicator	Disclosure	Reference and information	Page(s)
GRI 403: Occupational Health and Safety 2018 <small>continued</small>				
 	403-6	Promotion of worker health	2025 PR Three platforms, One MTN 2025 PR Impact stories from our markets 2025 SR Doing for people	09 16 to 17 and 27 42 to 43
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	MTN Website: MTN Position Statements	https://www.mtn.com/our-positions-certifications/?tablink=sustainable
 	403-9	Work-related injuries	2025 ESG Doing for people	23
GRI 404: Training and Education 2016				
   	404-1	Average hours of training per year per employee	2025 ESG Doing for people	22
 	404-2	Programmes for upgrading employee skills and transition assistance programmes	2025 SR Doing for people 2025 PR Meet our Y'ello family	40 to 41 29
   	404-3	Percentage of employees receiving regular performance and career development reviews	2025 ESG Doing for people	22
GRI 405: Diversity and Equal Opportunity 2016				
 	405-1	Diversity of governance bodies and employees	2025 ESG Doing for people 2025 IR Creating and preserving value through our business model 2025 IR Our strategic performance 2025 IR Governance in support of value creation 2025 IR Our Executive Committee	21 to 23 30 72 81 86
 	405-2	Ratio of basic salary and remuneration of women to men	2025 SR Doing for people	41

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GRI 406: Non-discrimination 2016				
	406-1	Incidents of discrimination and corrective actions taken	2025 ESG Doing for people 2025 ESG Doing it right	22 26
GRI 413: Local Communities 2016				
	413-1	Operations with local community engagement, impact assessments, and development programmes	2025 SR Doing for people	44 to 47
GRI 414: Supplier Social Assessment 2016				
	414-1	New suppliers that were screened using social criteria	2025 ESG Doing it right	27 to 28
	414-2	Negative social impacts in the supply chain and actions taken	2025 ESG Doing it right	28

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SDG Linkage	Indicator	Disclosure	Reference and information	Page(s)
GRI 416: Customer Health and Safety 2016				
 	416-1	Assessment of the health and safety impacts of product and service categories	2025 SR Doing it right	49 and 51
GRI 418: Customer Privacy 2016				
 	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2025 SR Doing it right	50

Standards and associations

As part of our commitment and approach to broad and inclusive external engagement, MTN supports a variety of charters and pledges, which promote sustainability and allow us to support holistic solutions to systemic challenges that we cannot overcome alone.

Among the multi-stakeholder principles and initiatives we have endorsed, some include the following:

United Nations 'Protect, Respect and Remedy' Framework and Guiding Principles	The United Nations 'Protect, Respect and Remedy' Framework, implemented through the Guiding Principles on Business and Human Rights, establishes a global standard for preventing and addressing adverse human rights impacts linked to business activities, emphasising the state's duty to protect, businesses' responsibility to respect and access to remedies for victims.
United Nations Sustainable Development Goals (UN SDG)	The SDGs are a blueprint to achieve a better and more sustainable future for all. They address global challenges we face, including those related to poverty, inequality, climate change, environmental degradation, peace and justice. The 17 goals are interconnected and in order to leave no one behind, it is important we achieve them all by 2030.
UN Women's Empowerment Principles (WEP)	WEPs are principles for businesses to advance gender equality and women's empowerment in the workplace, marketplace and community.
African Union Convention on Cybersecurity and Personal Data Protection	A treaty that criminalises a broad range of cyber activities, including hacking, cyber fraud and identity theft. It also recognises the right to privacy and provides a framework for protecting personal data.
ECOWAS Supplementary Act on Personal Data Protection (2010)	The Economic Community of West African States (ECOWAS) requests member states to establish national legal frameworks for the protection of privacy of data relating to the collection, processing, transmission, storage and use of personal data.
SADC Model Law on Data Protection	Regulatory harmonisation on data protection, e-transactions and cybercrime in the Southern African Development Community (SADC).
Science-Based Targets initiative (SBTi)	SBTi is a collaboration of WWF, World Resources Institute, CDP, Worldwide Fund for Nature (WWF), the United Nations, which defines and promotes best practices in setting science-based emission reduction targets for companies. SBTi provides target-setting methods, guidance, validation and net-zero standard to help companies drive emission reductions.
United Nations Global Compact (UNGC)	The UNGC is a non-binding United Nations pact that encourages businesses and organisations worldwide to adopt sustainable and socially responsible policies and to report on their implementation. It is the world's largest corporate sustainability and corporate social responsibility initiative, with 13,000 corporate participants and other stakeholders across 170 countries.
United Nations Guiding Principles on Business and Human Rights (UNGP)	The UNGP consists of 31 principles implementing the United Nations 'Protect, Respect and Remedy' Framework on the issue of human rights for transnational corporations and other business enterprises.

Universal Declaration of Human Rights	The Universal Declaration of Human Rights is an international document adopted by the United Nations General Assembly that enshrines the rights and freedoms of all human beings.
Global System for Mobile Communications Association (GSMA)	MTN is a long-standing member of the GSMA, a global trade organisation representing the interests of mobile network operators worldwide. The GSMA provides a platform for collaboration among mobile operators, device manufacturers, software companies and other industry stakeholders. It focuses on addressing common challenges, setting standards and advocating for policies that promote the growth and development of the mobile industry. The GSMA represents its members via industry programmes, working groups and industry advocacy initiatives.
Internet Watch Foundation (IWF)	In its continued effort to fight against the exploitation of children on the internet, MTN Group signed a partnership with the IWF in 2019. The foundation aims to help victims of child sexual abuse worldwide by identifying and removing the online record of their abuse. MTN uses the first Africa-wide telecommunications company to partner with the IWF.
Global Network Initiative (GNI)	MTN joined the GNI in 2022, signalling our commitment to strengthen and innovate our digital human rights efforts. The GNI is a multistakeholder organisation; its mission is to protect and advance freedom of expression, privacy and other key digital human rights by setting a global standard for responsible decision-making for companies across the information and telecommunications sector.
Joint Audit Co-operation (JAC)	The JAC is a globally recognised industry body committed to promoting technologies and practices that foster environmental, social and governance sustainability. MTN joined the JAC in 2021 to share resources and best practices with many of the world's largest telecom operators to develop long-term corporate social responsibility implementation in the different tiers of the ICT supply chain globally. Collaboration between the largest operators promotes sustainable sourcing globally.

MTN Certifications

- ISO 9001 Quality Management Systems
- ISO 20000 Information Technology
- ISO 22301 Security Resilience
- ISO 27001 Information Security Management System Nigeria
- ISO 27001 Information Technology Security Techniques South Africa
- ISO 2700122301 Management System Ghana
- MTN SA ISO 14001
- Certificate ISO 27001 MTN Uganda
- B-BBEE Certificate – MTN Group Limited
- B-BBEE Certificate – MTN South Africa
- OHS 180402 – MTN – ROODEPOORT
- Eswatini OHS Certificate

Glossary

Term	Definition
3G	A cellular technology based on wide band code division multiple access, enabling voice and data services.
4G	A cellular technology enabling high-speed mobile broadband and enhanced data transmission.
5G	Next-generation mobile broadband technology that provides faster speeds and lower latency.
Access	The ability of individuals to connect to the internet and use services, such as mobile banking and health applications.
ACM	Annual capital maintenance expenditure.
B-BBEE	Broad-Based Black Economic Empowerment.
BTS	Base Transceiver Station.
Carbon footprint	The total amount of GHG emissions generated by an individual, organisation or activity.
Carbon neutrality	A process of balancing carbon emissions by investing in projects that reduce emissions elsewhere.
Connectivity	The process of providing individuals with access to digital technologies and services.
CDP	Carbon Disclosure Project.
Digital inclusion	The ability of individuals and communities to access and use digital technologies and services.
Downstream emissions	GHG emissions that occur after MTN's products or services have been sold, including emissions from product usage, disposal and end-of-life treatment.
Emissions	GHG emissions into the atmosphere.
Emissions reduction	A reduction in the amount of GHG emissions produced.
Energy efficiency	The ability to reduce the amount of energy required to provide digital services.
ESG	Environmental, social and governance.

Financial inclusion	The process of ensuring all individuals, regardless of socioeconomic status or other factors, have access to digital technologies and services.
GHG	Greenhouse gases.
GHG Protocol	An international accounting tool for understanding, quantifying and managing GHG emissions.
Impact	The positive or negative effect of MTN's activities, products and services on people and the environment.
Inclusivity	The process of ensuring all individuals, regardless of gender, age, ability or other factors, have access to digital services and technologies.
ISSB	International Sustainability Standards Board.
IFRS S1	International Sustainability Disclosure Standard: General Requirements for Disclosure of Sustainability-related Financial Information.
IFRS S2	International Sustainability Disclosure Standard: Climate-related Disclosures.
JAC	Joint Audit Co-operation
Mobile Money (MoMo)	A mobile financial services platform that enables users to make payments, transfer money and access financial services.
Opcos	Operating companies in countries where MTN operates.
Project Infinity	MTN's circular economy programme focused on reuse and recycling of network infrastructure and devices.
Renewable energy	Energy generated from sources that can be replenished, such as solar and wind power.
Scope 1	Scope 1 covers direct emissions from owned or operated sources.
Scope 2	Scope 2 covers indirect emissions from the purchase and use of electricity.
Scope 3	Scope 3 includes all other indirect emissions that occur in the value chain.
SMEs	Small and medium enterprises.
Upstream emissions	GHG emissions that occur before MTN's products or services are delivered, including manufacturing and transportation.
Zero waste	The goal of minimising waste sent to landfill by promoting reuse, recycling and recovery.



Administration

MTN Group Limited

Incorporated in the Republic of South Africa

Company registration number:

1994/009584/06

ISIN: ZAE000042164

Share code: MTN

Board of Directors

- MH Jonas
- KDK Mokhele
- HL Bosman
- NP Gosa
- SAX Gwala
- SN Mabaso-Koyana
- SP Miller¹
- CWN Molope
- N Newton-King
- T Pennington²
- VM Rague³
- GJ Rasehamba
- SLA Sanusi⁴
- IS Sehoole
- NL Sowazi
- S Richard⁵
- S Yeboah-Amankwah⁶
- RT Mupita⁷
- TBL Molefe⁷

¹ Belgian
² British
³ Kenyan
⁴ Nigerian
⁵ French
⁶ Ghanaian
⁷ Executive director

Acting Group Company Secretary

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American depository receipt (ADR) programme

A sponsored ADR facility is in place
 Cusip No. 62474M108
 ADR to ordinary share 1:1

Depository:

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 if phoning from outside South Africa

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Date of release: 29 April 2026

Forward looking information

Any forward looking financial information disclosed in this report is the responsibility of the directors and has not been reviewed or audited or otherwise reported on by our external auditor. Opinions and forward looking statements expressed in this report represent those of the company at the time. Undue reliance should not be placed on such statements and opinions because by nature, they are subjective to known and unknown risk and uncertainties and can be affected by other factors that could cause actual results and company plans and objectives to differ materially from those expressed or implied in the forward looking statements.

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Our reporting suite reports with reference to the following standards and frameworks

The Integrated Reporting Framework	IR	AFS
Companies Act, No 71 of 2008 (as amended)	IR	AFS SR KIV
JSE Listings Requirements	IR	AFS SR KIV
FTSE/JSE Responsible Investment Index	IR SR	KIV TR CDP
King IV™^ Principles	IR	AFS SR KIV TR
International Financial Reporting Standards (IFRS)	IR	AFS
UN GRI	IR	SR
JSE Sustainability Disclosure Guidance	IR	SR
Global System for Mobile Communications Association (GSMA) ESG Metrics	SR	TR
Sustainability Accounting Standards Board (SASB) Telecommunication Services industry	IR	SR
SDGs	IR	SR
UN Global Compact (UNGC)	SR	TR
UN Guiding Principles on Business and Human Rights	SR	TR
CDP	SR	CDP
IFRS Sustainability Disclosure Standards (IFRS S1 and S2)	IR	SR
IFRS S2 Climate-related Disclosures	SR	CDP CR

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