



Lagos, Nigeria | Wednesday 9 February 2022

MTN NIGERIA'S RESPONSE TO NEWS ALLEGING PLANNED INDUSTRIAL ACTION

MTN Nigeria Communications PLC. (MTN Nigeria) has received multiple media enquiries about a communication purportedly circulated by the Private Telecommunications and Communications Senior Staff Association of Nigeria (PTECSSAN) which alleges plans for an industrial action intended to disrupt national communication services. The Company has not received any such communication from PTECSSAN and as such is unable to validate or comment on the issue.

MTN Nigeria remains committed to continued engagement with PTECSSAN and its representatives via established channels. If there are any concerns, we are sure that they will be brought to our attention and dealt with in a mutually beneficial manner.

Speaking on the matter, MTN Nigeria's Chief Human Resources Officer, Esther Akinnukawe, reiterated the Company's people focus said, "Over the past two decades, MTN Nigeria has built a 'people first' culture that values diversity, inclusivity, and hard work. The Company is dedicated to empowering employees and instilling in them a responsibility for our customers and communities. This is what defines and unites us," adding that "all MTNERS are at liberty to exercise their right to free association."

Our Company cares immensely about the wellbeing of its workers, and regularly reviews people solutions and policies to ensure that they meet global best practice and make MTN Nigeria a great place to work. We are committed to the development of our people and value their hard work and dedication. Our workforce is our most critical competitive advantage and a key differentiator in the marketplace, so we take staff welfare, remuneration and career development seriously. In line with this, we have stringent policies in place that promote meritocracy and protect our employees from all forms of harassment and discrimination and creates a workplace where employees feel valued and safe."

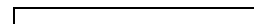
A handwritten signature in black ink, appearing to read 'Uto Ukpanah', is written over a light blue horizontal line.

Uto Ukpanah
Company Secretary

About MTN Nigeria

MTN Nigeria is one of Africa's largest providers of communications services, connecting approximately 68 million people in communities across the country with each other and the world. Guided by a belief that everybody deserves the benefits of a modern connected life, MTN Nigeria's leadership position in coverage, capacity and innovation has remained constant since its launch in 2001. MTN Nigeria is part of the MTN Group - a multinational telecommunications group, which operates in 20 countries in Africa and the Middle East.

Visit www.mtnonline.com/investors for more information.



Directors: Dr. E. Ndukwe, OFR (Chairman) Mr. K. Olutokun Toriola (CEO) Mr. M. Kadri (CFO) Mr. M.K. Ahmad, OON Mr. M. Ajukwu Mr. A. Alli Dr. O. Johnson Mrs. I. M. Omoigui Okauru, MFR Mr. A.B. Mahmoud, SAN OON *Mr. R. Gasant *Mr. C. Molapisi *Ms. T. Molefe *Mr. F. Moolman *Mr. R. Mupita
**Mr. J. Schulte-Bockum

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