



Lagos, Nigeria | Monday 7 March 2022

Media Report Clarification

MTN Nigeria Communications Plc (MTN Nigeria) confirms receipt of anonymous allegations made against a senior officer through the Company's whistleblowing structures in May 2021. These allegations were taken through MTN Nigeria's governance structures.

An extensive forensic investigation was conducted by an independent forensic team examining issues included in the whistleblower's submission. Specific details and substantiating evidence were not provided to support some of the allegations made.

Prior to the release of media reports on this issue, the MTN Nigeria Board had taken a decision on the separation of the concerned individual and he has disengaged from the employ of the Company.

Publicised allegations made against other employees were received through the whistleblowing process on 3 March 2022. Per Company policy, these allegations will also be treated with the same level of fairness and objectivity. Parties will be given the opportunity for their versions to be heard and considered along with supporting evidence to ensure all associated issues are adequately addressed.

MTN Nigeria is committed to providing a safe environment for all its employees free from discrimination on any grounds and harassment at work, including sexual harassment, and conducting business in accordance with extant laws. The Company operates a zero-tolerance policy for any form of unethical practice in the workplace. All complaints of sexual harassment and other violations are taken seriously and treated with respect, sensitivity and in confidence.

A handwritten signature in black ink, appearing to read "Uto Ukpanah", is positioned above the printed name.

Uto Ukpanah
Company Secretary

MTN Nigeria Communications PLC

Corporate Head Office : MTN Plaza, Falomo, Ikoyi, Lagos.
P.M.B. 80147 Adeola Odeku Post Office, Victoria Island, Lagos, Nigeria
Website: www.mtnonline.com
RC 395,010

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

*South African **German



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.

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