



Towers of strength

2022 Sustainability Report

PERFORM
INTEGRATE
SUSTAIN



Welcome to our 2022 Sustainability Report

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The report covers the activities of IHS Towers for the period January 1, 2022 to December 31, 2022. Except where the context otherwise requires or where otherwise indicated in this Sustainability Report, the terms “IHS Towers,” “IHS,” the “Company,” the “Group,” “IHS Group,” “we,” “us,” “our,” “our company” and “our business” refer to IHS Holding Limited, and/or its subsidiaries, as the context may require. Any specific scope requirements and exclusions are noted in the report. This is our latest annual Sustainability Report published in May 2023; our previous report was published in May 2022.

The Board of Directors of IHS Holding Limited has reviewed and approved this IHS Holding Limited Sustainability Report for the year ended December 31, 2022.

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

Selected 2022 environmental, social and governance key performance indicators (KPIs), identified by the symbol 'A' on page 56, were subject to external independent limited assurance by PricewaterhouseCoopers LLP ('PwC'). PwC's limited assurance report is available on [our website](#).

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

Chief Executive's statement

A letter from our Chairman & CEO



“Through mobile connectivity, we have the potential to bring significant economic and social value to the communities where we operate.”

Sam Darwish
Chairman & CEO

Welcome to IHS Towers' 2022 Sustainability Report.

Our first full year as a publicly traded company has been one of notable accomplishments. We continued to achieve double-digit revenue growth, entered the South African market, recognized as the most industrialized country in Africa, and strengthened our position in existing markets, most notably Brazil. We also announced our Carbon Reduction Roadmap.

With a footprint now extending to 11 countries with a combined population of approximately 770¹ million people, we continue to pursue our vision to help create a connected world where mobile connectivity further promotes economic growth and social development.

We continue to seek to make a positive social impact while reducing environmental impacts, with a business model designed to create value through shared infrastructure. In 2022, we established sustainability as a fifth core value for our company, alongside customer focus, innovation, integrity and boldness. This new value incorporates both sustainability and health, safety, security and environment (HSSE) principles, and helps embed these values across our company, in everything we do.

Transparency and accountability

Given the importance of sustainability to our business, in 2022 we conducted our second environmental, social and governance (ESG) materiality assessment, building on the findings from our first assessment completed in 2020. This process is used to identify and prioritize the ESG topics that are critical for our business, and important to our key stakeholders. This ESG materiality assessment process was guided by the recommended approach of GRI, and this report is our first in accordance with the GRI Standards. See pages 20 and 21 for more information.

Carbon Reduction Roadmap

We recognize that greenhouse gas (GHG) emissions are a key challenge facing our industry, particularly in the markets where we operate. To provide digital connectivity, we have historically relied on diesel powered generators in certain markets where electricity grids were unreliable or unavailable.

In October 2022, we announced our Carbon Reduction Roadmap, of which Project Green is our first significant step, as we strive to continue reducing the impact of our operations on the environment. As part of our comprehensive strategy for decreasing our emissions, we have committed to reduce the Scope 1 and Scope 2 kilowatt-hour (kWh) emissions intensity of our tower portfolio by approximately 50% by 2030, using 2021 emissions data as the baseline.

1. Euromonitor International Ltd, (Economies and Consumers.) Extracted June 29, 2022.



Chief Executive's statement continued

Through Project Green, we expect to spend approximately \$214 million between 2022 and 2024 in a significant power upgrade for tower sites in Cameroon, Côte d'Ivoire, Nigeria, Rwanda, Zambia and Kuwait. A substantial portion of expenditures for Project Green updates will be concentrated in Nigeria. This includes connecting more sites to the electricity grid, deploying and integrating battery storage and solar panel solutions. We expect Project Green to enable us to reduce our fuel consumption and lower our emissions while reducing our exposure to the price volatility of diesel, with benefits for both the environment and our company. For more information see page 35.

As our customers move along the technology curve towards 5G, greater power resources will be required to support these networks. We believe that now is the time to invest further in alternative energy solutions to help mitigate the potential emissions impact from our customers' future power needs, as they seek to better serve consumers with improved technology and reduce their indirect emissions.

Creating a more connected world

Through mobile connectivity, we believe we have the potential to bring significant economic and social value to the communities where we operate. To help achieve this, we are deepening our fiber connectivity offering and developing new solutions using multiple types of communications infrastructure to reach more people, in more locations. We also continued to expand our tower infrastructure, including in

rural areas with limited connectivity in Nigeria and Cameroon in 2022. As of December 31, 2022, we have established a total of 485 operational rural telephony sites, all powered exclusively by solar.

Our focus is on delivering long-term positive impact, strengthening educational opportunities and supporting the development of business. In Nigeria, we estimate that almost 1.5 million people live in the areas covered by our 2022 rural telephony expansion. Residents of these communities are now able to access the benefits of mobile connectivity including education, employment and health services.

Keeping our people safe

Our company's workforce has continued to increase in line with our organic and inorganic growth. As at December 31, 2022, our headcount was 2,788, a 22% increase year on year. In 2022, the proportion of women in our workforce has remained stable at 24% (vs. 23% in 2021). In addition, 30% of our Board of Directors is female. We believe that diversity and inclusion make our company stronger, more innovative and better able to deliver for our customers and the communities we serve. We strive to continue our initiatives related to diversity and inclusion.

"We believe that our most important asset is our people and we have taken a comprehensive approach to further strengthen our safety culture."

Our Board of Directors and Executive Committee have ultimate responsibility for enabling the identification and management of health and safety risks and issues.

In 2022, we had no workplace fatalities among our employees. Regrettably, three of our contracted partners had fatal workplace accidents, highlighting the importance of continuous improvement in how IHS and our business partners manage health and safety risks.

Overall, the rate of work-related injuries declined during the year, demonstrating our commitment to achieving our goal of zero injuries. We have enhanced our incident investigations to uncover and address root causes. We will aim to continue to improve our efforts to keep people safe.

Community investments

We invest in projects that matter to our stakeholders and are based on identified local needs. In 2022, we spent \$7.5 million on community focused sustainability initiatives, which is 6% higher than 2021 and brings our community investments to more than \$22 million since 2017². We are able to facilitate external sustainability initiatives to address local needs, which are carried out in support of our four-pillar strategy of ethics and governance, environment and climate change, education and economic growth, and our people and communities. In 2022, more than 80% of our sustainability spending was focused on projects relating to our people and communities, and education and economic growth.

Two of our largest programs continue to be our Frontline Workers Initiative, a university scholarship program for the children of our frontline workers, and our partnership with the worldwide Giga initiative. Giga is a partnership between UNICEF's Office of Innovation and International Telecommunications Union's (ITU) Telecommunications Development Bureau which aims to connect every school in the world to the internet by 2030. We introduced these programs in our 2021 Sustainability Report and provide further details of developments during 2022 on pages 54 and 23, respectively. These are long-term commitments, however, and we expect much of the impact to be seen outside of this reporting period.

Future progress

As we look ahead, I believe we have the right policies, structures and culture to successfully deliver on our sustainability strategy. We look forward to partnering further with stakeholders across our markets to advance sustainable development, achieving a more prosperous and sustainable future for all.

I would like to take this opportunity to thank our employees for their dedication, and our customers, suppliers and partners for their continued support. Collectively, all have contributed to the further evolution of our business and demonstrated, once again, that sustainability remains in our DNA.

I hope you enjoy reading this report.

Sam Darwish
Chairman & CEO

2. Total sustainability spend includes monetary contributions made to facilitate IHS' external sustainability initiatives, which are carried out in support of IHS' four-pillar sustainability strategy to address key local needs related to ethics, healthcare, education, economic empowerment, infrastructure development and environmental awareness.



At a glance

Who we are

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

We provide our customers, most of whom are leading mobile network operators (MNOs), with critical infrastructure that facilitates mobile communications coverage and connectivity across 11 countries in emerging markets with a combined population of approximately 770 million people³.

A more sustainable business model

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

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

3. Euromonitor International Ltd, (Economies and Consumers.) Extracted June 29, 2022.

4. As of December 31, 2022.

39,652
towers across
11 countries⁴

2,788
employees
across the globe

770m
people served across
3 regions

\$1,961m
revenue

\$7.5m
sustainability spend

22
transactions completed
since 2001



At a glance continued

Our vision and values

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



Customer focus

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



Innovation

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



Integrity

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



Boldness

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



Sustainability

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

At a glance continued

Empowering communities

The markets in which we operate are generally characterized by low mobile penetration, which we believe provides significant opportunities for growth. We also have the scope to help more people through the advantages of mobile connectivity. We aim to expand our operations and capabilities within such markets to help bring new opportunities to more people.

Sustainability spend
year on year

\$7.5m

(+6% vs. 2021)

0.8m

104

2018

1m

119

2019

143

2020

204

2021

196

No. of
projects

2022

7.1m

7.5m

At a glance continued

Our people

As of December 31, 2022, we had 2,788 employees across the Group. We provide an inclusive work environment, aiming to promote the health, safety and wellbeing of our employees, enabling them to grow by offering wide-ranging training and career development opportunities.

We are also cognizant of our suppliers and their employees, and we seek whenever possible for them to benefit from working with us. We consider our suppliers to be an extension of our workforce, and we aim to apply the same standards of integrity as with our own employees. We seek to support the training and development of suppliers' employees where possible (see page 31), to try to help them continue to play an important role in our broader ecosystem.



Sustainability

We do not believe that our strategy ends with the advantages inherent in our business model. We aim to promote continuous improvement in our social and environmental performance by taking a strategic approach to sustainability. Our sustainability strategy is based on four pillars:



Ethics and governance
page 26



Education and economic growth
page 40



Environment and climate change
page 32



Our people and communities
page 46



PERFORM

“At IHS Towers, upholding the highest standards of employee health and safety forms the bedrock of our sustainability practices. We are passionate about promoting a zero-harm culture and an accident-free work environment across our operations.”

Leslie Cox, Vice President, QHSSE





INTEGRATE

“IHS Towers’ entrance into South Africa underpins our commitment to strengthening our impact in the emerging markets. We are now the largest independent tower operator in Africa’s most industrialized economy. We serve as a vital partner for our customers in the region and we continue to take meaningful steps to seek to address some of the biggest needs of the communities we operate within.”

Sandile Msimango, CEO, IHS South Africa



SUSTAIN



“At IHS Towers, we are constantly pushing the boundaries of innovation to develop the most efficient green solutions for each site.”

Hisham Farah, Director, Green Energy Management (Planning & Design), Nigeria



At a glance continued

What we do

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

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

To power our sites, where access to the national grid is unavailable or unreliable, we provide various types of hybrid power systems.

Solar panels

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

Generators

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

Tenant's equipment

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

Battery

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

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

Colocation and Lease Amendments

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

New Sites ('Build-to-suit' or BTS)

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

Inbuilding solutions

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

Small cell

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

Fiber connectivity

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

Rural telephony

Our rural telephony solutions for remote locations, using bolt-on base stations powered by solar systems with integrated lithium-ion batteries.

At a glance continued

Where we operate

We facilitate mobile communications coverage across 11 countries in Africa, Latin America and the Middle East.

Countries operated in

Colombia

9 employees
228 towers

Brazil

417 employees
6,994 towers

Peru

4 employees
54 towers

Côte d'Ivoire

154 employees
2,699 towers

Nigeria

1,340 employees
16,995 towers

Egypt

24 employees
N/A⁵

Kuwait

43 employees
1,531 towers

Rwanda

84 employees
1,319 towers

Zambia

110 employees
1,862 towers

South Africa

96 employees
5,691 towers

Cameroon

143 employees
2,279 towers

5. Signed a partnership in October 2021 with Egypt Digital Company for Investment S.A.E. (an investment vehicle of the Egyptian Ministry of Communications) to obtain a license from the National Telecom Regulatory Authority ("NTRA") to construct, operate and lease telecom towers in Egypt. Full operations in Egypt have not commenced.



At a glance continued

How we have grown

2001

Began as a builder of communication towers for MNOs in Nigeria; our founders continue to lead the business today.

2004

Launched our Managed Services for operations for MNO-owned towers with services including maintenance, security and power supplies.

2009

Began owning towers and leasing space to MNOs in Nigeria and launched Colocation operations through which we lease space to other customers.

2013

Acquired MTN Côte d'Ivoire's tower portfolio of 911 towers and MTN Cameroon's 818 towers. Additionally, completed MLL agreements for Orange Côte d'Ivoire's tower portfolio of 1,191 towers and Orange Cameroon's 819 towers.

2014

Entered Zambia and Rwanda through the acquisitions of MTN's tower portfolios of 719 towers in Zambia and 550 towers in Rwanda; also acquired a total of 10,966 towers from 9mobile in Nigeria and MTN Nigeria (4,696 from MTN Nigeria, closed in 2015).

2016

Acquired HTN Towers, which owned 1,211 towers in Nigeria, to consolidate our leading position in the country.

2020

Entered the Middle East and Latin America through the completion of a controlling investment in Zain Kuwait's 1,620 towers in Kuwait; completed the first closing of 1,022 towers in February 2020 and the second closing of 140 towers in October 2020; and the completion of the CSS Acquisition, for 2,312 towers primarily across Brazil, as well as Peru and Colombia.

2021

Acquired Skysites in Brazil, Centennial Brazil and Centennial Colombia, acquiring 1,005 towers, 602 towers, respectively. Completed the third and fourth closings of 67 towers and 126 towers in April 2021 and October 2021 in Kuwait, respectively, the acquisition of 162 towers in April 2021 from Airtel Rwanda, and the TIM Fiber Acquisition with TIM Brasil to form I-Systems, which provides a neutral network infrastructure solution for broadband service in Brazil. Completed our initial public offering on the New York Stock Exchange.

2022

Acquired 2,115 towers in Brazil pursuant to the GTS SP5 Acquisition, and completed the MTN SA Acquisition to enter the South African market by acquiring 5,691 towers in South Africa from MTN South Africa.



At a glance continued

In 2022, we continued to realize our growth ambitions. Our primary strategy is to expand our revenue-generating asset base and improve utilization of new and existing towers. We aim to drive organic revenue growth and cash flow generation through Colocation⁶, Lease Amendments⁷, contractual lease fee escalations and new site or other communications infrastructure construction.

In addition, we believe strong operating leverage and initiatives, such as selective decommissioning, will help us drive margins and increase cash flows. Moreover, we see the opportunity to expand our fiber-to-the-home (FTTH) fiber services in Brazil through I-Systems and our fiber-to-the-tower (FTTT) fiber connectivity services in Nigeria. As our customers ready themselves for 5G roll-out, we believe these fiber services, as well as existing services such as distributed antenna systems (DAS) and small cells and potentially data centers, will likely increase in prevalence, and will become a core component to our growth thesis.

We started 2022 with a tower count of 31,043 and continued to grow our portfolio through our organic and inorganic growth strategy. In March 2022, we further scaled our Brazilian operations through the acquisition of São Paulo Cinco Locação de Torres Ltda. (SP5), a Grupo Torresur (GTS) portfolio company comprising 2,115 towers at closing. The completion of this acquisition together with organic growth brought our total Brazil tower count to 6,994 by the end of 2022. The SP5 acquisition was followed by the acquisition of 5,691 towers in South Africa from Mobile Telephone Networks Proprietary Limited (MTN South Africa), marking our entrance into Africa's most industrialized economy as South Africa's largest independent tower operator.

6. "Colocation" refers to the installation of equipment on existing towers for a new tenant alongside current Tenants.

7. "Lease Amendments" refers to the installation of additional equipment on a site or the provision of certain ancillary services for an existing Tenant, for which we charge our customers a recurring lease fee.

Number of towers



Governance of sustainability

Governance of sustainability

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

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

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

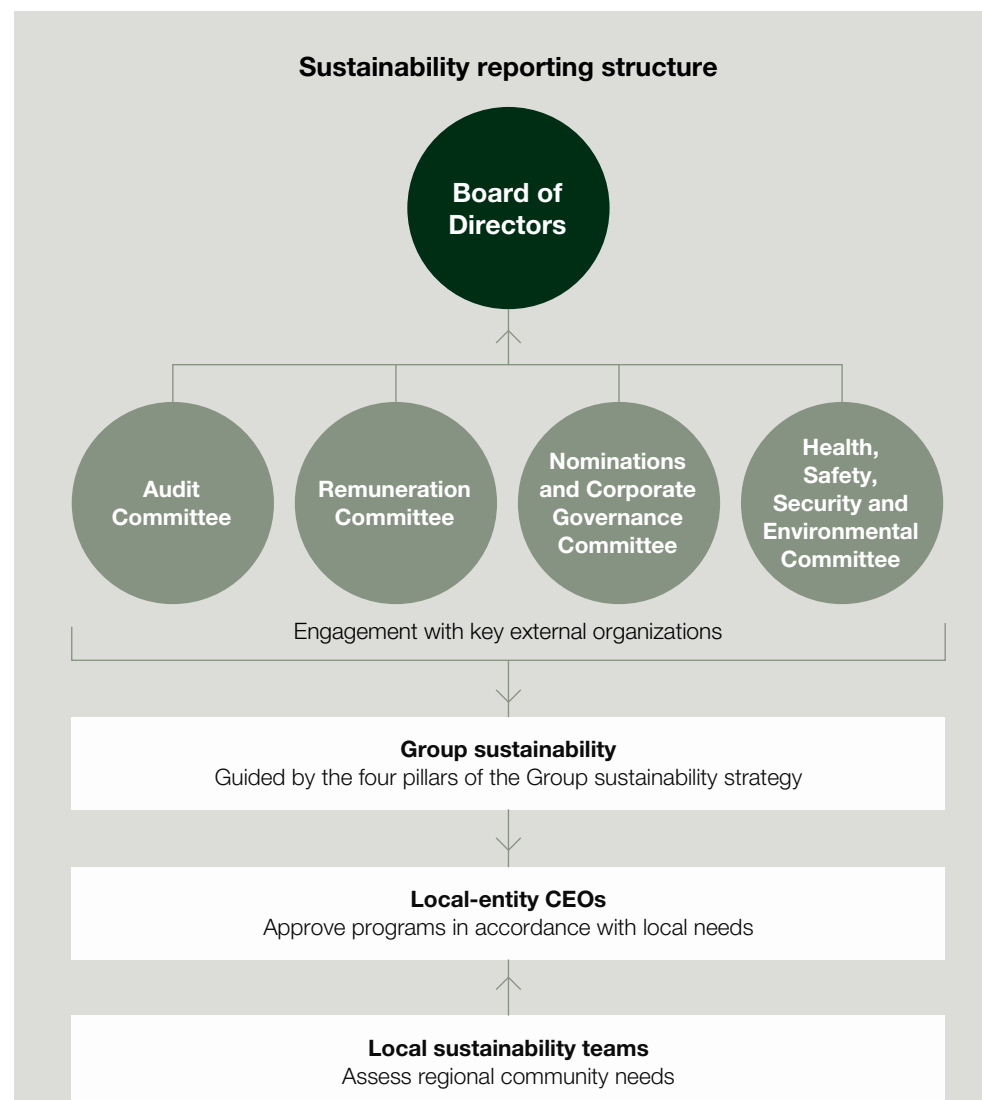
“During 2022, we adopted a fifth core corporate value focused on sustainability and incorporating safety, strengthening our commitment to positively impact the communities where we operate and safeguarding the wellbeing of stakeholders. We also focused on our partnership with Giga, the joint UNICEF-ITU initiative, to help facilitate their goal to connect every school to the internet, and we rolled out Sustainability and ESG training for our employees to further embed our holistic approach across our governance structure and workforce.”

Carolina Desmeules

Vice President, Communications and Sustainability

In addition, the Audit Committee receives biannual updates on the sustainability strategy, ESG reporting priorities and time frames. The Board is also provided updates regularly and as appropriate.

Each in-country sustainability team identifies and recommends actions on an annual basis, designed to address regional community needs. Our local CEOs are responsible for selecting and implementing those programs with the greatest positive impact on local communities, liaising with our Group Communications and Sustainability team for guidance. The impacts of initiatives in our markets are regularly reported to the Board, providing a direct flow of information from our operating entities to the Board. More information on our Board is available in our 2022 Annual Report.



Stakeholder engagement

We communicate regularly with our stakeholders, seeking their views and responding to areas of concern. Our key stakeholder groups are employees, customers, suppliers, local communities, regulators and governments, and shareholders and investors. Regular engagement gives us more insight into stakeholders' priorities and concerns and allows us to respond proactively.



Stakeholder engagement continued

Stakeholder significance

	Engagement channels	Stakeholder interests
<div data-bbox="125 395 264 533"> </div> <h2 data-bbox="286 395 483 427">Customers</h2> <p data-bbox="286 451 927 560">It is by meeting the needs of our customers, mainly large MNOs, that we fulfill our vision of helping to create a connected world in which communications promote continued economic growth and social development.</p> <p data-bbox="286 587 900 639">Our close relationships with customers help us deliver high performance levels to support their networks and the end user.</p>	<ul data-bbox="1043 392 1568 571" style="list-style-type: none"> – Direct correspondence – Contractual relationships – Our third-party ‘Speak Up’ whistleblowing platform, accessible via our corporate website – Corporate website – LinkedIn corporate page 	<ul data-bbox="1666 392 1975 507" style="list-style-type: none"> – Service quality – Availability 24/7 – Response to individual needs – Cost of service
<div data-bbox="125 660 264 798"> </div> <h2 data-bbox="286 660 483 692">Employees</h2> <p data-bbox="286 718 958 826">People we employ are critical to our success. They understand the context in which we operate and the strategy we employ, which they translate into action in the form of deliverables, innovation and customer focus.</p> <p data-bbox="286 853 981 962">Our employees’ professional and personal development is an essential success factor for us. We therefore invest in their development and aim to promote a safe and healthy working environment for all, in which diversity of talent and background is actively encouraged.</p>	<ul data-bbox="1043 657 1599 1027" style="list-style-type: none"> – Corporate website – Internal intranet – ‘Yammer’ (a digital tool for employees to communicate across all IHS entities) – Training programs via the IHS Academy – Company-wide employee engagement surveys – Face-to-face communication with management – Annual performance reviews – Town halls – Our third-party ‘Speak Up’ whistleblowing platform – Quarterly internal company newsletter – LinkedIn corporate page 	<ul data-bbox="1666 657 2114 836" style="list-style-type: none"> – Training, development and education – Wages and benefits – A diverse and inclusive working environment – Career and professional development opportunities – Health and safety
<div data-bbox="125 1046 264 1184"> </div> <h2 data-bbox="286 1046 703 1078">Shareholders/Investors</h2> <p data-bbox="286 1104 940 1157">We aim to deliver value to our shareholders and investors and build strong partnerships with them.</p> <p data-bbox="286 1184 842 1236">They provide us with the capital to develop and grow our business sustainably.</p>	<ul data-bbox="1043 1043 1509 1257" style="list-style-type: none"> – Our Sustainability and Annual Reports – Press releases – Earnings releases, quarterly and annual filings – Investor meetings and conferences – Direct communication – Presentations and conference calls – Our website, most notably its Investor section 	<ul data-bbox="1666 1043 2114 1283" style="list-style-type: none"> – Financial and operational performance – Strategy (including geographic diversification and acquisitions), opportunities and risks – Capital allocation – Capital structure – Corporate governance – Sustainability/ESG – Health and safety

**Stakeholder engagement** continued**Stakeholder significance****Engagement channels****Stakeholder interests****Suppliers**

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

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

- Contractual relationships
- Regular meetings
- Regular performance assessments
- Training and education activities
- Participation in key sustainability programs (e.g., the Frontline Workers Initiative, see page 54)

- Valuable business relationships
- Mutually supportive partnerships
- Provision of talent, and talent-related programs for staff

**Government and regulators**

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

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

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

- Socio-economic development and growth
- Regulatory compliance

**Community**

We seek to improve the quality of life for people living in our operating markets. Approximately 90% of our employees are local to operating markets.

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

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

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



Managing and mitigating risk

Our Board of Directors is responsible for the establishment and oversight of our risk management framework. The Audit Committee is responsible for discussing our policies with respect to risk assessment and risk management, including guidelines and policies to govern the process by which our exposure to risk is handled. The Audit Committee oversees how our management monitors compliance with our risk management policies and procedures and reviews the adequacy of the risk management framework in relation to the risks we face. The Audit Committee also oversees management of all risks, including financial and cybersecurity risks. While each committee is responsible for evaluating certain risks and overseeing the management of such risks, the entire Board is regularly informed through committee reports about such risks.

Our Board of Directors is supported by various management functions that check and undertake both regular and ad hoc risk assessment reviews in compliance with established controls and procedures. The objective of the risk management process at IHS Towers is to ensure that our Board of Directors and management are aware of the key risks that could threaten the achievement of business objectives and that appropriate mitigation plans are in place to avoid, eliminate, or minimize the impact of such risks, should they arise. Risk assessments typically consider the potential impacts should a risk occur as well as the likelihood of the risk occurring, plus the

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

Our internal audit process is a fundamental component of the risk management process. Its objective is to provide reasonable assurance to our Board of Directors and management that the controls put in place to mitigate our key risks are designed appropriately and operating effectively. A critical input into planning internal audit work is a good understanding of the risk profiles in all our markets, functions, and projects, as well as the key risks facing the company. The results of internal audit reviews are presented to the Audit Committee. The output of all internal audit work is an important input into the development of the risk assessments we perform.

To be able to appropriately respond to risks when they arise, we have in place regularly updated business continuity plans covering a wide range of risks, such as natural catastrophes, political violence or health risks to employees, that have been developed to provide management with guidance on actions that should be taken in the event an incident occurs threatening business performance.



Managing sustainability

ESG materiality

In 2022, we conducted our second ESG materiality assessment in accordance with the GRI Standards to identify the environmental, social and governance topics that are most important to our business and stakeholders.

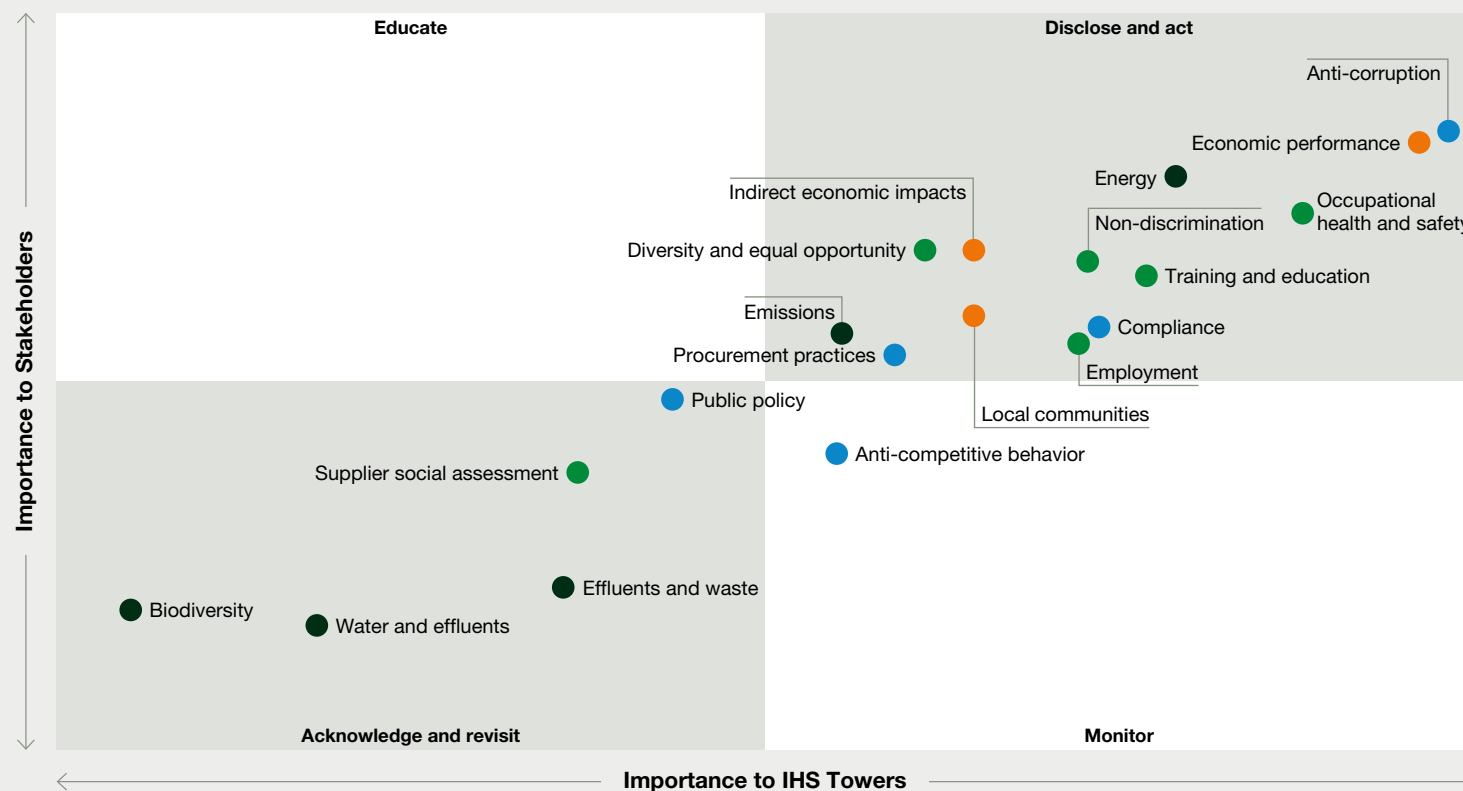
This work built on the first assessment we conducted in 2020 and involved input from internal and external stakeholder groups, in line with best practices.

Three-phased approach to our ESG materiality assessment

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

The assessment identified 13 key topics that reflect the most significant impact on the economy, environment, and people, including on human rights. These largely align with the topics prioritized as a result of our prior assessment in 2020. Topics shown in the upper right quadrant of the assessment matrix are included in this report.

What ESG topics matter most



- Ethics and governance
- Environment and climate change
- Education and economic growth
- Our people and communities

Managing sustainability continued

What ESG topics matter most



Ethics and governance

Key topics

Anti-corruption

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

Compliance

Complying with local regional and global specific laws or regulations

Procurement practices

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



Environment and climate change

Key topics

Energy

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

Emissions

Our GHG emissions that contribute to global climate change



Education and economic growth

Key topics

Economic performance

Creating wealth and adding value for all stakeholders

Indirect economic impacts

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

Local communities

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



Our people and communities

Key topics

Diversity and equal opportunities and non-discrimination

Providing equal employment benefits and opportunities for employees

Employment

Maintaining existing jobs and creating new employment opportunities

Occupational Health and Safety

Providing and protecting the safety, health and wellbeing of employees

Training and education

Providing professional development opportunities for our employees

Awards

Recognition and awards achieved

**Africa's Fastest Growing Companies 2022**

Financial Times
IHS Nigeria

**Best IPO in Africa**

EMEA Finance Award
IHS Towers

**Most Innovative Telecom Company**

Tele.Sintese Awards
IHS Brazil

**Best Company in Environmental Stewardship, Partnership, Climate Action**

SERAS
IHS Nigeria

**CSR & Sustainability: ESG**

2022 Corporate Awards
IHS Cameroon

**Gold Award for the HSE Excellence Award Category of Facility and Maintenance**

American Society of Safety Professionals
IHS Towers

**NAVEX Customer Excellence in Ethics and Compliance Award**

IHS Towers

Case study

UNICEF Giga

Accelerating school connectivity

In January 2022, we announced a three-year international partnership to support Giga's aim of mapping the internet connectivity status of all schools worldwide. Giga is a joint initiative of UNICEF's Office of Innovation and ITU's Telecommunications Development Bureau that is working to connect all schools to the internet by 2030, including the 1.3 billion children that UNICEF estimates remain unconnected to the internet.

We share Giga's view that understanding the global school connectivity landscape is a critical step towards connecting every school to the internet, and every child to information, opportunity and choice. Our three-year partnership includes a financial contribution of \$4.5 million to strengthen Giga's work to map schools and their connectivity levels on an open-source map, using machine learning and satellite imagery.

In addition, the contribution-in-kind component of our partnership enables us to support Giga further. By supplying relevant IHS tower data from some of our markets, we believe we will help accelerate Giga's work in identifying which schools are connected to the internet, and which ones are not. It is also expected to help support Giga's analysis in determining the most appropriate technology to connect offline schools and the potential costs associated with it.

For example, in Rwanda, our data has helped Giga uncover the following insights:

- The average distance from a school to the closest tower is 2.5km. The distance between schools and towers can be used to determine transmission power and link resilience.
- Over 98% of schools are visible from at least one tower, while 95% are visible from two towers and 91% from three towers.
- Overall, Rwanda is well covered with tower infrastructure. Only less than 2% of schools are not visible from towers.

According to [Giga](#), to date, they have mapped more than two million schools across 136 countries and connected over 5,500 schools in 20 countries. Together, this has provided internet connectivity for an estimated 2.1 million students.

“We are proud to be part of this initiative and we look forward to supporting Giga throughout our partnership.”

1.3bn

children are estimated to remain unconnected to the internet

Source: UNICEF

Giga is an initiative working to connect all schools to the internet by

2030

\$4.5m

IHS Towers contribution to Giga



Our approach

Our sustainability strategy

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

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

Our investment in buying, building and managing communication towers, as well as small cell, distributed antenna systems, and fiber connectivity, is already contributing to further expansion of connectivity and preparing for 5G deployment where applicable. These services are increasing mobile connections and we believe help to generate further socio-economic opportunities.

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

We invest in local communities, implementing projects to help facilitate regional economic development and enhance local living standards. Our projects are based on community needs and focused on education, healthcare, economic empowerment, infrastructure development and environmental awareness. In 2022, we invested \$7.5 million in our local communities, an increase of 6% from 2021. Since 2017, our investments have exceeded \$22 million.

Through our sustainability strategy, we seek to further improve socio-economic development while reducing environmental impacts. The four pillars of our sustainability strategy, and our approach to each, are described on page 25.

\$22m

invested in our local
communities since 2017

Our approach continued

The four pillars of our sustainability strategy



Ethics and governance

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



Environment and climate change

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



Education and economic growth

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



Our people and communities

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





Ethics and governance



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



**Ethics and governance** continued

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

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

75%

of employees
completed annual
Anti-Bribery and
Corruption training

82%

of employees
completed Sustainability
and ESG training



Ethics and governance continued



Integrity is one of our core values. We aim to treat everyone with respect and dignity while protecting fundamental human rights.

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

Group Legal and Compliance, in partnership with Group HR, lead the design and implementation of the compliance program and report activities and outcomes to the Executive Committee and the Audit Committee. In addition, each operating market's Legal function is responsible for overseeing compliance with local regulations.

As part of continuous improvement, the compliance program is subject to regular reviews against the latest international standards and emerging risks. In 2022, a number of adjustments and updates were made following an independent review carried out in 2021. This helps our efforts to better align our program with best practices as the company grows and new risks may arise.

Responsible and sustainable practices are also a priority in our procurement activities and across our supply chain. For that reason, we have a [Supplier Code of Conduct](#), which outlines the principles, guidelines, and expectations for establishing and maintaining a business relationship with IHS.

Accountability to high standards of conduct

Integrity is one of our core values. For us this means being ethical, transparent and honest in everything we do. We aim to treat our stakeholders with respect and dignity while protecting fundamental human rights and operating with the highest standards of corporate governance. The [IHS Group Code of Conduct](#) and [Business Principles](#) helps us apply these values and guides how we do business. Available in English, French, Portuguese and Spanish, the Code of Conduct and Business Principles applies to all of our employees, officers and directors of IHS Group.



We have a range of policies and procedures that set out our ethical practices and compliance requirements, including training modules available on the IHS Academy. During 2022, there were 25,034 completions of these courses, a significant increase on 2021 due to additional compliance modules assigned to all employees. Topics addressed include, among others:

- Whistleblowing & Non-Retaliation Policy;
- Anti-Bribery and Corruption Policy;
- Gifts and Entertainment Policy;
- Conflict of Interest Policy;
- Donations Policy;
- Sanctions and Export Control Policy;
- Insider Trading Compliance Policy;
- Information Security Policy;
- IT policies relating to data security.

25,034
completions of
compliance courses

Ethics and governance continued

The Code of Conduct and Business Principles is the fundamental document that sets out our commitment to integrity. As such, it covers a broad range of ethics topics including the handling of conflicts of interest, gifts, entertainment and other regulatory matters such as equal opportunity, diversity and non-discrimination standards, anti-bribery and corruption. The Code of Conduct and Business Principles is updated regularly as our policies evolve.

All new employees are required to participate in a mandatory induction program, which consists of multiple compliance training sessions that put the principles of core policies, such as the Code of Conduct and Business Principles, into practice. Through this induction, we introduce to new hires our commitment to integrity, conducting the business to the highest ethical standards and in compliance with applicable laws and regulations.

During 2022,
67%
of our new IHS employees
completed the training
relating to the
Code of Conduct and
Business Principles

**Anti-bribery and corruption**

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

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

Our compliance program is intended to help prevent, detect and respond to the risk of bribery and corruption. In 2022, we continued our Anti-Bribery and Corruption training program, which is assigned to every employee on an annual basis and was completed by 75% of all employees. We are continuously working to improve completion rates for all compliance courses.

Ethics and governance continued



Additionally, our local Compliance teams work with their local HR teams to deliver refresher training on various compliance related topics. In Latin America, we launched the Ethical Dilemmas Project. These monthly debates are designed to help disseminate company policies, raise awareness of our Code of Conduct and Business Principles, and provide opportunities for colleagues to discuss appropriate responses to hypothetical, ethical dilemmas. More than 300 employees participated from Brazil, Colombia and Peru, and situations discussed focused on conflict of interest, bullying, gifts and entertainment, and the correct use of technology devices.

‘Speak Up’

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

We actively encourage our employees to use the ‘Speak Up’ platform should they need to report any grievances, including bias or workplace hostility.

In 2022, 86 cases were reported through ‘Speak Up’. Cases raised are independently reviewed, investigated and escalated to the Audit Committee, where appropriate.

Working with suppliers

Our relationships with our suppliers are vital to achieving high performance for our customers and the communities we serve. We source and purchase goods, services and materials from more than 2,200 active suppliers⁸. We engage suppliers to manage and maintain our towers and provide various services in connection with site acquisitions, construction, access management, security and preventative and corrective maintenance of tower sites, as well as the supply of diesel to certain sites.

Our Procurement team is responsible for overseeing procurement and supply chain management, and reports to our Chief Financial Officer (CFO), who holds ownership of this function at the Executive Committee level. Our supplier base, which is diverse in size and geography, more than doubled between 2021 and 2022 as we expanded our operations and reporting scope. A focus in 2022 was onboarding, training and conducting due diligence for each new partner.

“Our suppliers are trusted partners and are vital to achieving high performance for our customers and the communities we serve. We expect our partners to act with integrity and uphold our standards for safety and ethical responsibility.”

Juliet Sotnick

Vice President, Procurement



8. Active suppliers are defined as suppliers with transactions made in the last 12 months and on-boarded through our Procurement team.

Ethics and governance continued



We believe that responsible management extends into our supply chain. We aim to select those who share our values and our ethical commitments. While we recognize that our suppliers operate in different geographic and economic environments, we expect products and services to be delivered in a way that supports our standards and contributes positively to our reputation, and that of our customers.

The Supplier Code of Conduct articulates the ethical, social and environmental standards we apply to ourselves and require all our suppliers to adhere to. We require relevant registered suppliers to acknowledge and agree to abide by the policies and principles set forth in our Supplier Code of Conduct and to ensure that their respective employees, agents or other representatives procure in compliance with this code. The Supplier Code of Conduct is available on our website in English, French, Portuguese and Spanish.

Local procurement

We aim to prioritize local suppliers where possible. In 2022, 96% of our suppliers were local⁹ and approximately 62% of our procurement spend was with local suppliers. Sourcing locally can help reduce carbon emissions by avoiding excessive transportation and create socio-economic value for local communities. It can also reduce costs, particularly in relation to transport and customs.

9. Local suppliers include the local legal entities of global firms.

Upholding standards and investing in our partners

We aim to work with our suppliers to drive and uphold high standards of integrity throughout our supply chain. We have a zero-tolerance policy towards bribery, corruption, extortion, and other unethical practices. Should there be an incident of non-compliance, we engage directly with the suppliers to find a solution that meets our ethical standards.

We conduct routine monitoring of our suppliers through supplier audits and self-assessments. In 2022, we conducted 47 audits relating to adherence to ethical, social and environmental standards outlined in our Supplier Code of Conduct.

In 2022, we continued to provide training opportunities to our suppliers and more than 5,100 suppliers' employees completed training in topics such as business continuity, compliance, cyber risk, diesel management, health, safety, security and environment and sustainability.

In 2022, we held our first Sustainability Week, and our first Health and Safety Week across all markets. In several markets, partners including suppliers and customers participated in workshops to enhance their understanding of, and commitment to, best practice. In Brazil, we partnered with the Ethos Institute, which works with private companies to strengthen social responsibility and governance, in part by facilitating discussions on different ethical issues.



Case study

Ethics training for Zambian suppliers

To share best practice and discuss regulatory developments in the context of our business practice requirements, IHS Zambia hosts an annual regulatory and compliance workshop. This event helps to emphasize the importance IHS Zambia places on ethical, sustainable business practices.

All sub-contractors and suppliers of goods and services to IHS Zambia are invited, with 101 attending in 2022. During the training, they are re-oriented with the Supplier Code of Conduct, as well as certain other laws. The event also provides an opportunity for suppliers to ask questions and seek further clarity if required.

In addition to suppliers, key regulatory authorities and government stakeholders are invited. Partners who attended the 2022 training included Zambia's Drug Enforcement Commission, the Anti-Corruption Commission and the Zambia Public Procurement Authority. These stakeholders delivered presentations on Zambian laws regarding corruption, bribery and money laundering, and ethical business and procurement practices.

The impact of our efforts is measured through attendance and the rates of supplier compliance. As a result of ongoing engagement, our suppliers in Zambia have more familiarity with our business and ethos. We believe such efforts contribute to a more sustainable business culture in Zambia, particularly in our industry.



Environment and climate change



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



Environment and climate change continued



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

Emissions intensity¹⁰**0.9185**kgCO₂e/kWh
(-5% vs. 2021)

Scope 1

939,654tCO₂e
(+2% vs. 2021)

Scope 2 (location-based)

62,590tCO₂e
(+10% vs. 2021)

Batteries reused

20,799

10. The CO₂e (kgCO₂e/kWh) emissions intensity is calculated as the ratio of Scope 1 and Scope 2 tower emissions, excluding refrigerants, divided by tower energy consumed. IHS intensity metric allows us to measure and track our carbon emissions intensity over time even as our asset base grows organically or through acquisitions.





Environment and climate change continued



Our approach

Our greatest environmental impacts are through our operations, specifically through the need to deliver the high levels of performance our customers require to maintain the availability of their services. Our [Group Environmental Policy](#) recognizes the importance of environmental protection, and confirms our commitment to operating our business responsibly and in accordance with applicable environmental obligations related to the design, construction and operation of communications infrastructure. We are committed to reducing our fuel consumption, energy use and GHG emissions, as well as seeking to reduce waste, e-waste and any negative environmental impacts our operations may have.

We believe carbon emissions from our towers' energy consumption is our main environmental impact, so we concentrate our efforts on this area. We collaborate with communities, customers and other stakeholders to find new ways of working that reduce GHG emissions and help address environmental risk.

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

We seek to have a positive impact on society, promote shared values and reduce any negative environmental impacts of our operations.

This commitment is expressed in practice by our Colocation model, in which we provide infrastructure that can be shared by multiple customers, rather than duplicating investment, infrastructure build and subsequent environmental impact. We also look to install hybrid power systems and invest in renewable energy sources where possible, which contribute towards the reduction of GHG emissions.

Climate risk

We strive to manage the environmental impacts of our business with the knowledge that climate change and its impacts, such as extreme weather events, have the potential to create both physical and financial risks for our company. For example, meteorological phenomena or other catastrophic events caused by or related to climate change may cause damage or loss to our towers or other assets, limit the availability of resources, result in additional costs, or delay, or prevent the completion of projects. Some of the countries in which we operate rely on hydro-electric power for electricity, and this electricity supply can be disrupted by water shortages or prolonged droughts. While we may take various actions to mitigate our business risks associated with climate change, this may require us to incur substantial costs and may not be successful, due to, among other things, the uncertainty associated with the longer-term projections associated with managing climate risk. For example, to the extent catastrophic events become more frequent, it may adversely impact the availability or cost of insurance.



Case study

Training future environmental stewards in Cameroon

To help equip a new generation with critical knowledge and conservation skills, IHS Cameroon partnered with a local environmental NGO, Green Cameroon, to run a competition for schools. This project sought to change behaviors around nature conservation in Cameroon and raise awareness of biodiversity and other environmental issues.

"We initially visited approximately more than 300 schools in three regions and held sensitization talks with students on topics relating to environmental degradation. The schools showed us how they were trying to protect nature both on campus and in their surrounding areas, which helped us select the best 30 schools in each region to work with," explains Masango Sone of Green Cameroon, the project's technical partner.

Teams worked with students to think critically and creatively to find solutions and develop ideas, messages and other initiatives that promote environmental protection. Teachers were also involved, receiving guidance on running environmental clubs and developing practical conservation projects. Local community members were invited to serve as competition judges and provide advice and encouragement.

The Green Schools National Environmental Clubs Competition then ran in early 2022 in three regions of Cameroon, reaching hundreds of students and teachers. After initially visiting approximately 300 schools, we worked with 30 schools per region and saw three finalists recognized for their ideas. We plan to expand the program to additional regions in 2023. To support and encourage the implementation of impactful ideas, the project will follow up with the schools that participated in the 2022 competition.



Environment and climate change continued



Additionally, we expect to be subject to risks associated with societal efforts to mitigate or otherwise respond to climate change, including but not limited to increased regulation, evolving stakeholder expectations, and changes in market demand.

Carbon Reduction Roadmap

A significant portion of our current tower portfolio is not connected to power grids. In Africa in particular, reliability of electricity grids varies, so that even sites connected to the grid may not have access to power on a constant or reliable basis. Consequently, we have traditionally used diesel generators to provide the consistent power to our towers and sites that our customers need. The largest source of our Scope 1 and Scope 2 emissions from our towers is diesel use. Scope 1 and Scope 2 emissions from towers accounted for 99% of our footprint in 2022, with other emissions, including from offices and the company's vehicle fleet, accounting for 1%. Our reduction efforts are therefore concentrated on reducing our greatest environmental impact, emissions from our tower sites.

In October 2022, we announced our Carbon Reduction Roadmap, which provides a comprehensive strategy for decreasing IHS Towers' emissions, including a goal to reduce the Scope 1 and Scope 2 kilowatt-hour emissions intensity of our tower portfolio by approximately 50% by 2030.

The baseline for our 2030 target is our emissions intensity in 2021, which was 0.9682 kilograms of CO₂e emissions per kilowatt-hour of energy consumed. The intensity baseline in 2021 was calculated from our total Scope 1 and Scope 2 carbon footprint from our towers, excluding refrigerants.

Project Green

Under Project Green, the next significant step of our Carbon Reduction Roadmap, we expect to spend \$214 million in capital expenditures towards these efforts between 2022 and 2024. We have committed to site upgrades which will involve integration of solar panels and battery storage solutions at many off-grid site locations. We will also invest in connecting more of our sites to electricity grids and provide supplemental solutions at some on-grid tower sites.

In scope for Project Green are our operations in Cameroon, Côte d'Ivoire, Kuwait, Nigeria, Rwanda, and Zambia where reliance on diesel generators has been traditionally greater. A substantial portion of expenditures for Project Green upgrades will be concentrated in Nigeria. In 2021, approximately 73% of our sites in Africa had access to grid, hybrid and/or solar solutions. By 2025, after we complete Project Green, we expect just 9% of our sites in Africa (excluding Egypt and South Africa) to rely solely on generators, while we expect the remaining 91% to have a combination of other power sources including grid, hybrid, and/or solar solutions.

In 2021, approximately

73%

of our sites in Africa had access to grid, hybrid and/or solar solutions

By 2025, we expect

91%

of our sites in Africa to have access to grid, hybrid and/or solar solutions





Environment and climate change continued



As of December 31, 2022, in our African markets (excluding South Africa), 42% of our sites were powered with hybrid power systems (a combination of diesel generators with solar and/or battery systems), 24% with only generators, 26% with grid connectivity and back-up generators, with the remaining 7% powered through only grid connectivity or solar power and other systems. As of December 31, 2022, 35% of our African tower portfolio (excluding South Africa) had solar power solutions. By deploying these solutions, we hope to further decarbonize our footprint by reducing generator run-time.

In 2022, we spent a total of

\$103.6m

under Project Green

We currently anticipate additional efforts will be needed to achieve our 2030 emissions intensity goal and plan to consider various options as we roll out efforts to complete Project Green.

Target tower emissions intensity





Environment and climate change continued



Energy consumption and emissions

Tracking our energy consumption and the associated emissions is important for delivering on our commitment to carbon reduction. In 2022, total energy consumption by the Group was 4,055,672 MWh, compared to 3,999,152 MWh in 2021. As our business has grown, expanding into new markets, our carbon footprint has increased correspondingly.

Our overall carbon footprint increased by 3% in 2022, primarily driven by an increase in our electricity consumption. Against our 2030 target of an approximate 50% reduction in Scope 1 and Scope 2 kilowatt-hour emissions intensity for our tower portfolio, our Scope 1 and Scope 2 kWh tower intensity has decreased by 5% year-on-year.

Energy consumption (MWh)	2021	2022
Diesel (tower)	3,761,438	3,763,534
Diesel (building energy)	4,803	10,540
Diesel (vehicle)	7,604	10,509
Petrol (vehicle)	22,674	23,111
Electricity (tower)	183,042	226,993
Electricity (office)	3,417	4,820
LPG	16,040	15,987
Natural gas	135	178
Total	3,999,152	4,055,672

Our carbon footprint ¹¹	2021 ¹²	2022
Scope 1 (tCO ₂ e) ¹³	920,829	939,654
Scope 2 (location-based) (tCO ₂ e) ¹⁴	56,589	62,590
Total Scope 1 and Scope 2 (tCO ₂ e)	977,418	1,002,244
kgCO ₂ e/kWh	0.9682	0.9185

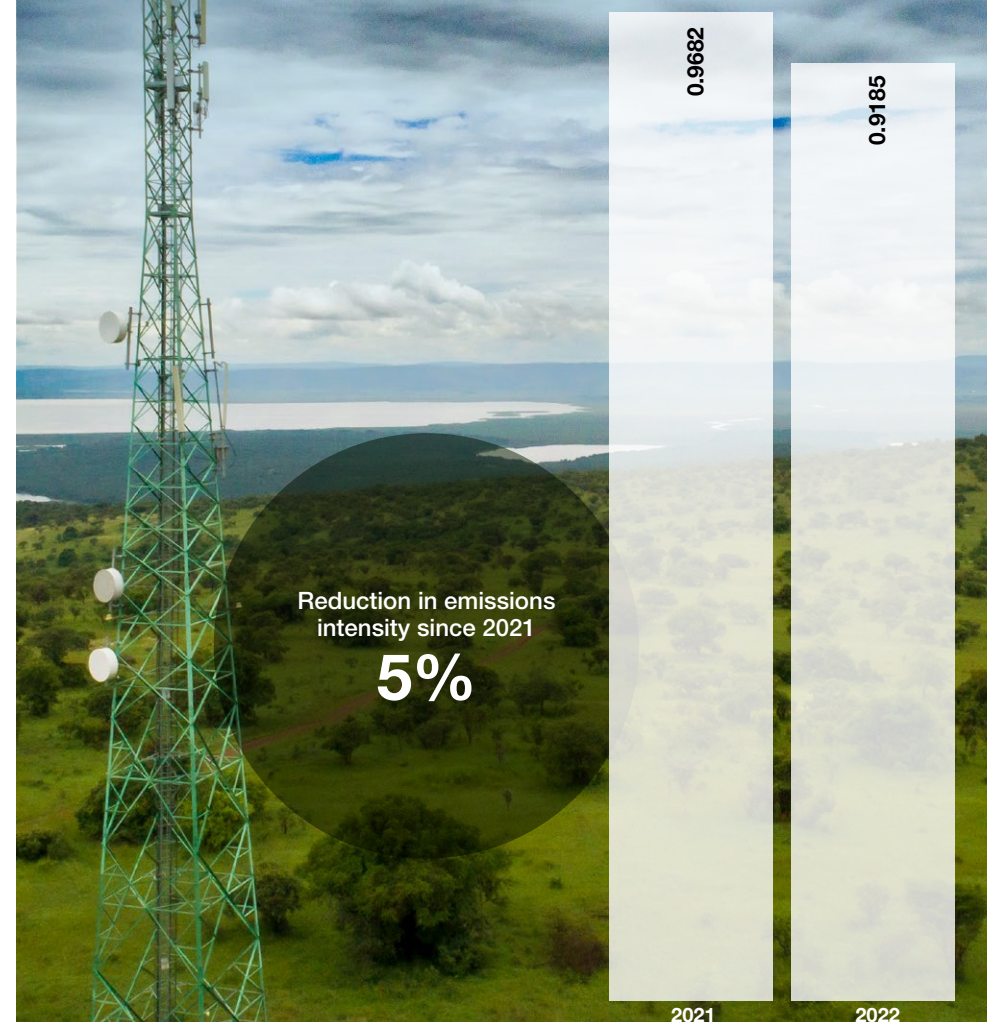
11. IHS Towers carbon footprint includes data from Brazil, Colombia, Peru, Cameroon, Côte d'Ivoire, Nigeria, Rwanda, South Africa, Kuwait, UAE, UK, USA, Egypt and Zambia. Tower emissions in Brazil, Colombia and Peru fall under our Scope 3 accounting category so are not reported here. IHS currently does not disclose Scope 3. Tower emissions in Egypt are excluded given no material presence yet in the market.

12. Scope 1 and Scope 2 emissions and emissions intensity for 2021 have been recalculated to account for IHS Towers' acquisition in South Africa in 2022. In line with the GHG Protocol Corporate Accounting and Reporting Standard, IHS Towers adjusts the base year emissions inventory and most recent year to account for the structural changes. The base year is recalculated to reflect significant changes, which is an increase or decrease in total base year emissions from any source of greater than 5% due to structural changes including acquisitions, divestitures or mergers of businesses or facilities, updates to the calculation methodology, discovery of an error, change in organizational and operational boundaries. We continue to make efforts to improve data collection processes and data quality for Scope 1 and Scope 2 emissions.

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

14. Scope 2 emissions consist of tower grid electricity and electricity purchased for offices. IHS calculates both location-based and market-based Scope 2 emissions, which are presented on page 56.

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





Environment and climate change continued



Working to improve the local environment

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

We seek to reduce our environmental impact beyond emissions. We deployed a total of 65,533 batteries on IHS sites to provide back-up power in 2022, helping to decrease generator running hours and diesel consumption. Batteries which are no longer usable for IHS sites are sold for recycling or reuse to third parties; a total of 20,799 batteries in 2022. As part of our commitment to reduce waste, we are working to improve waste management at tower construction sites in Latin America, reviewing procedures and revising supplier training. Our goal is to cut the amount of waste generated and see that suppliers understand and are held accountable for proper disposal of unavoidable waste.

In Nigeria, we supported a renewable power project addressing community needs for green energy and employment. We helped train 50 women in the first of six cohorts for employment in the renewable energy sector. IHS Nigeria was the first partner of this program, launched in 2022, by GIZ (Deutsche Gesellschaft Internationale Zusammenarbeit), the development agency of the German government, and renewable energy companies.

We also run localized renewable power projects tailored to community needs. In Nigeria, we donated 106 units of 60W and 100W solar-powered streetlights across three states. This is the first time that these communities will have street lighting, and this renewable power source is expected to benefit approximately 510,000 residents, while also helping improve street security. In addition, three solar-powered boreholes were constructed across three states in Nigeria.

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



Case study

IHS Rwanda helps expand access to power

The Government of Rwanda's aim is to achieve universal access to electricity across the country by 2024. This goal involves plans for 30% of the country to have off-grid power sources.

IHS Rwanda participated in an initiative run by the Development Bank of Rwanda in 2022, connecting solar power systems to 1,000 homes in Rulindo District. Each solar power system contained three lights: a torch, phone charger and radio. In total, through donations from a range of private sector partners, their initiative connected 10,000 homes to solar power.

Connecting to power systems can enhance quality of life. At the same time, renewable power sources contribute to wider efforts to reduce greenhouse gas emissions and mitigate climate change.

IHS Rwanda connected
solar panel systems to

1,000
homes in
Rulindo District

Environment and climate change continued



In our local communities, we regularly conduct community clean-ups to help raise awareness of the importance of protecting our local environment as well as provide practical support. As part of our annual World Environment Day celebrations, we partnered with a local NGO in Cameroon, Red Plast, and the residents in Yaoundé's Cité Verte area to collect over one tonne of plastic waste. In Côte d'Ivoire, we demonstrated similar commitment to protecting our local ecosystems and raising awareness of key environmental issues through a beach clean-up. A team of IHS employees took part in an annual beach clean-up initiative and identified 5km on Bassam's coastline for IHS-led, community clean-up. In addition, we donated more than 400 items of cleaning equipment to the City Hall of Bassam and installed four bins and three awareness boards to help communicate the importance of environmental protection.

We are also committed to help protect biodiversity and ecosystems. In 2022, in partnership with the NGO IDESAM, we began planting coffee trees in an area of the Amazon following the build of new towers in 2021. In total, the aim is to plant 18,000 trees through

this partnership and in addition to the environmental benefits of reforestation, these trees will form part of a larger forestry scheme seeking to generate income for three families as producers of organic coffee. Reforestation efforts are also pursued in our African markets. In Cameroon, we took part in a tree-planting event in the town of Bafoussam organized by the local delegation for the Ministry of Environment, Nature Protection and Sustainable Development (MINEPDED). In total, 350 trees were planted in one day. In Côte d'Ivoire, we participated in the national planting program for reforestation and the protection of biodiversity by providing financing for the restoration of a 12-hectare forest with 1,111 trees per hectare.

To protect their local ecosystem, IHS Rwanda supported the restoration of a degraded wetland which had previously been overused and was subsequently liable to flooding. We helped local authorities protect the Nyandungu Eco-Park by covering the cost of fencing a section of the park's 7.82km perimeter. Now that biodiversity is returning to the site, it is being re-purposed as an ecotourism park.

"As part of our annual World Environment Day celebrations, we partnered with a local NGO in Cameroon, Red Plast, and the residents in Yaoundé's Cité Verte area to collect over one tonne of plastic waste."



Case study

Tackling environmental health risks in Nigeria

Many communities in Nigeria face problems due to poor air quality; according to the World Health Organization (WHO), Nigeria has concentrations of fine particulate matter (PM2.5) nearly seven times the acceptable guideline level set by the WHO¹⁵.

We sought to address consequences of poor air quality at the local community level by launching our Air Quality Campaign. This campaign focused on three areas deemed highly material to our business and local communities: air pollution, waste management and renewable energy, and sought to positively influence behavior by increasing awareness in each of these areas.

Prior to this initiative, we found that 60% of the 440 Nigerians surveyed understood clean energy and 40% understood recycling, but only a small number knew that plastic was not biodegradable. After raising awareness of these environmental issues, local communities sought to clean up coastlines of plastics and began recycling plastics, used cooking oil and electronics. As a result, understanding of the circular economy increased and traditionally marginalized communities were empowered to act regarding sustainable development.

Education campaigns focused on townhall meetings and presentations. Alternative fuel sources were offered for cooking and thousands of trees planted to support ecological restoration.

While the initiative focused on Lagos and the state of Osun, pollution awareness efforts extended to other parts of Nigeria through radio, TV, newspapers and billboards.

Through focus groups and interviews, we documented an improvement in environmental awareness. Belief that the actions and choices of community members could impact their quality of life significantly increased.

- 97% of respondents confirmed tangible improvements in the flooding and blocked drainage problems they had previously experienced.
- All respondents who received alternative fuel sources for cooking cited a reduction in soot from cooking and tangible improvements in their personal health.

This initiative was delivered in partnership with community stakeholder groups and government agencies, including the Lagos State Environmental Protection Agency and Osun State Ministry of Environment and Sanitation.

15. <https://www.who.int/data/gho/data/themes/air-pollution/who-air-quality-database>



Education and economic growth



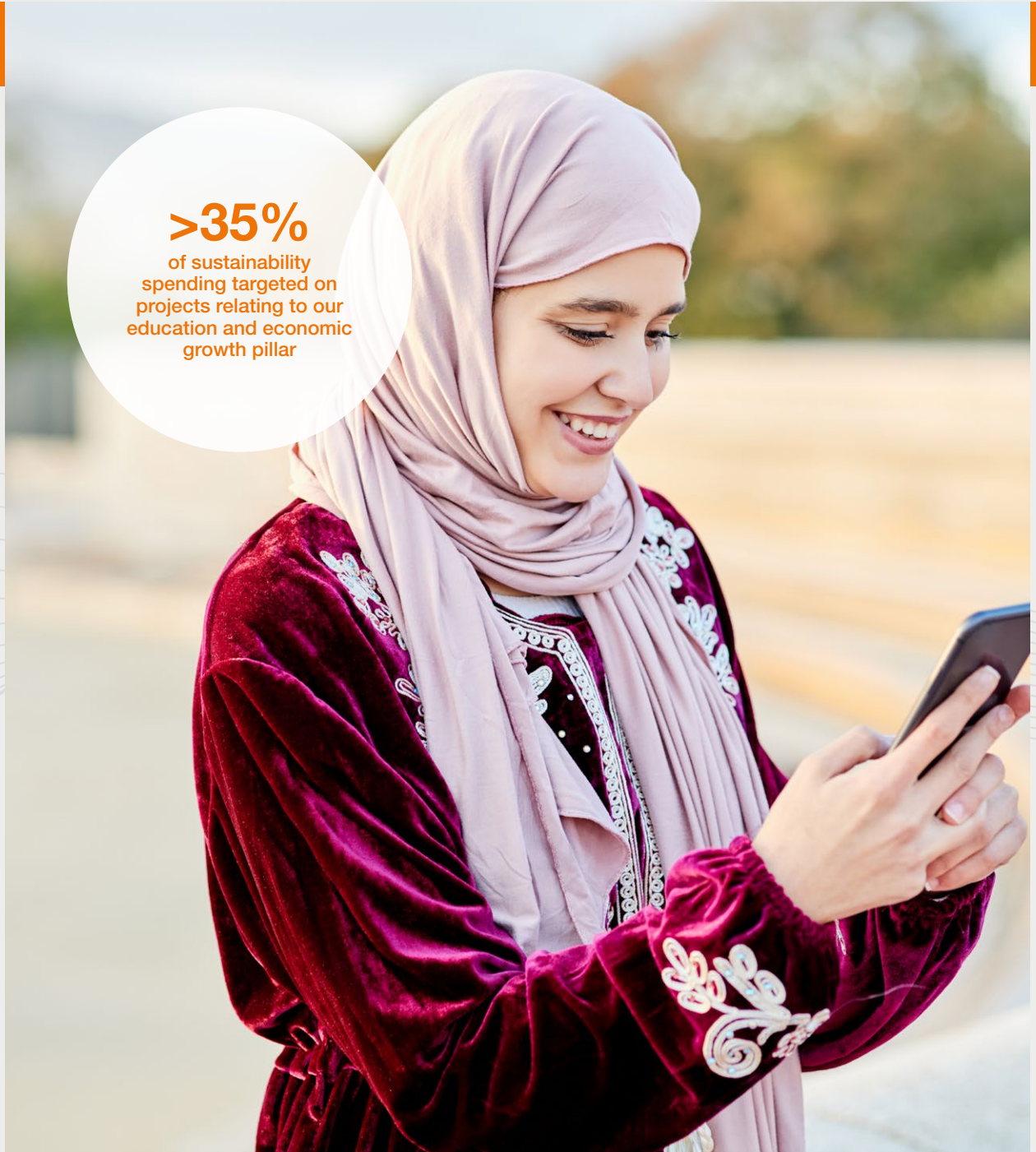
GRI 3-3, 203-1

Education and economic growth continued

Increased mobile access provides more people opportunities to pursue online learning. It also expands economic growth by expanding access to mobile banking and increasing the ability to share services or solutions with a broader audience.

>35%

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





Education and economic growth continued



Our approach

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

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

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



In 2022, our partnerships achieved the following:

+900

computers donated to schools in Rwanda and Nigeria

8,500

mathematical sets and gift cards donated to support children's education in Côte d'Ivoire, Rwanda, and Nigeria

200

young people trained to learn game programming as part of Afroreggae initiative

over

550,000

students received digital learning as part of Mission-T in Nigeria

12

schools with a population of more than 30,000 students received hygiene materials in Zambia

3,200

students supported to attend schools in rural areas in Cameroon, Côte d'Ivoire, and Rwanda

200

women received STEM training in Nigeria and Latin America

160

children aged 0-6 years old will have access to Early Childhood Development Centers in Rwanda

Education and economic growth continued



Connecting people with critical educational resources

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

In several markets, we either provide training for teachers or donate computers and internet connectivity. Founded and run by engineers, our focus is primarily, though not exclusively, on training teachers and students in STEM (science, technology, engineering and mathematics) subjects to build capacity in areas related to technology and engineering. In Côte d'Ivoire, we have collaborated with the Ministry of Education to help promote math and science education at university level. Many students are not able to pursue higher education in these subjects due to knowledge gaps which our partnership helps to address. Outside of Africa, in Brazil, we partnered with Worldfund to provide training for math and science teachers across six schools in Rio de Janeiro and the Amazon region.

Digitalization in education has significant potential to increase equal access to and use of education materials. Through a partnership with MTN in Rwanda, we donated 200 laptops to the Rwanda Technical and Vocational Education and Training Board for use in ten schools. We intend to extend this initiative and donate additional laptops in 2023. To increase internet connectivity in public primary and secondary schools in Nigeria, we donated computer workstations through a partnership with UNICEF, and through a partnership with the African Institute for Computer Sciences (AICS) we funded the training of 150 young Cameroonians in essential computer literacy.

To deliver the greatest impact, we also focus on increasing school attendance and basic literacy. Since 2016, we have provided support for Rwandan students in rural areas who might not otherwise be able to attend high school, supporting 150 Rwandan students in 2022 through our affiliation with the Imbuto Foundation. In partnership with Save the Children, we donated 7,820 books to 40 Rwandan schools to improve literacy. In Latin America, we partner with our customers to deliver community projects. We donated furniture at a community center near our São Paulo office in Brazil and participated in various community volunteering activities as part of Telefónica Foundation's annual Volunteer Day.



+1,000
students benefited from our
IHS Back-to-School program
in Cameroon

In Côte d'Ivoire, we begun construction of a large canteen in a rural region. The aim is to encourage school attendance by building the facilities needed to provide warm food. The canteen is being delivered in collaboration with an NGO called Food for Kids and, when completed, will provide food for approximately 2,100 children at 10 schools. Students in Zambia and Cameroon receive basic school supplies through our education-focused programs. We supported school attendance in Cameroon through the annual IHS Back-to-School program, providing materials such as books and pens to over 1,000 students in rural regions. In a similar effort in Zambia, IHS donated hygiene materials to 12 schools with a total population of more than 30,000 students.

While much of our focus to date has been on increasing educational opportunity and access for schoolchildren and young people, we are seeking to support even earlier intervention. For example, in Rwanda, we sponsored the construction of two Early Childhood Development centers in Northern Rwanda in partnership with UNICEF Rwanda. These centers will care for 160 children aged 0-6 years old and are equipped with play and learning materials. A further center will be opening in Eastern Rwanda in 2023 to provide similar learning opportunities.

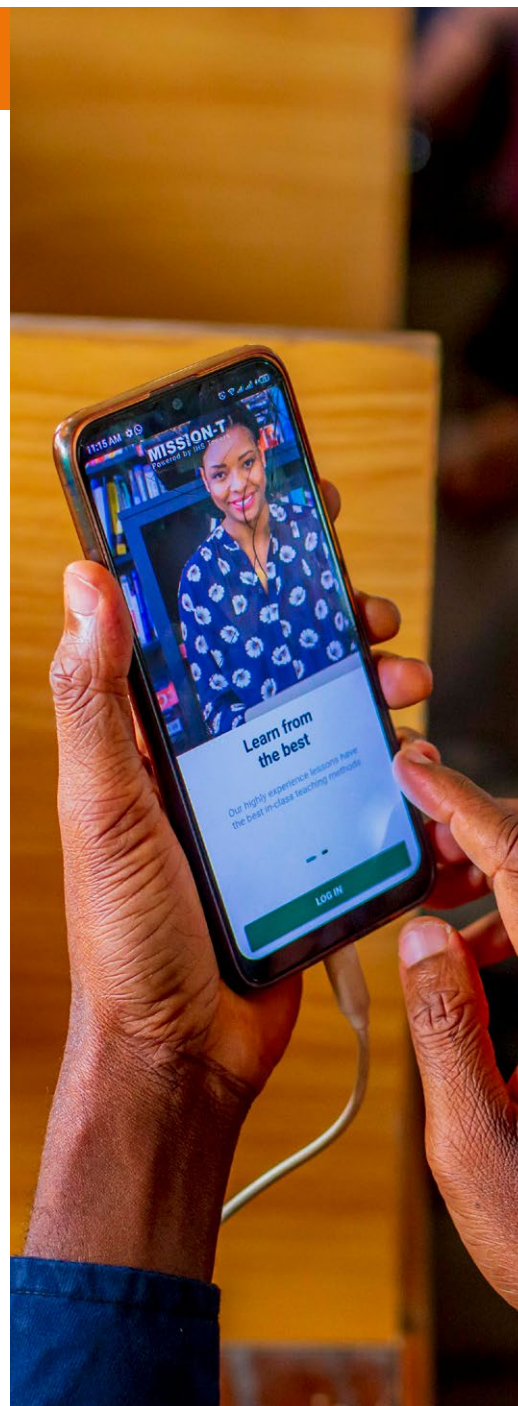
Education and economic growth continued



Changing lives through technological skills

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

In Brazil, where social inequality is pronounced, we have partnered with the cultural NGO Afroreggae to develop educational centers for Afrogames in two favelas in Rio de Janeiro. Many favela residents do not have access to computers or the internet. By providing facilities for online games, the centers are able to attract youth which then further benefit from free coding and English classes in an environment that promotes further study and development. In 2022, approximately 200 young people registered at the centers. Our near-term plan is to expand the program to include IHS employee mentors and open a third center in an additional favela. We hope some students will become interested in the technology sector, re-engage with their education and pursue STEM careers.



Case study

Platform increases digital inclusion in Nigeria

Widespread integration of information technology in Nigeria is constrained by limited internet access, devices, infrastructure, power, and teaching tools. These issues can further contribute to digital exclusion despite technological advancements in certain regions and economic sectors.

Through our Mission-T application, IHS Nigeria is investing in connectivity and digital learning resources to seek to address these issues in the education sector. Mission-T features educational content alongside high-quality lesson plans in ICT, coding, and robotics to supplement teaching and learning. IHS Nigeria's intervention also included a teacher training program and continued learning through quarterly webinars and training workshops. At the end of 2022, the app was used in nine Nigerian states, reaching 3,637 teachers, 3,079 downloads, 2,231 schools, and over 550,000 students.

Separately, IHS Nigeria collaborated with UNICEF on their Generation Unlimited 9JA program to support their aim of reaching 20 million young Nigerians with education, skills training, and employment opportunities by 2030. With participation from Nigeria's Federal Ministry of Education and other private sector stakeholders, Generation Unlimited 9JA launched the Learning Passport in 2022. This platform provided continuous education to approximately three million learners in 2022 and is expected to reach 12 million by 2025.

To help more underserved students access the technology resources they need to learn, we continued to work with various partners to deliver devices to schools and teachers, including:

- Donated 220 computers and provided 187 schools with connectivity to help more students participate in digital learning.
- Opened five tower kiosk centers in local communities, providing students and families free access to the internet, computers, educational resources, and other services.

In 2023, we plan to build on these efforts by providing work-readiness training courses to thousands of young people in Nigeria through the IHS Academy modules hosted on the Youth Agency Marketplace called YOMA. YOMA is a digital marketplace for young people to upskill and build their futures through engagement.

200

computers donated and

187

schools provided with connectivity in Nigeria

Education and economic growth continued

To promote digital and online skills among children in Côte d'Ivoire, we sponsored a Web Art Creativity competition. Organized by Côte d'Ivoire's Ministry of National Education and Literacy in collaboration with the Direction of Technologies and Information System, it focused on students' computer skills and offered a space for high school students to express their creativity and talent in computer programming.

We also seek to balance our focus with smaller scale initiatives that target individual schools to broaden the range and number of children accessing these subjects. In Zambia, we partnered with Luso-Robotics, Zambia Flying Labs, Girl Coders and the University of Zambia's School of Engineering to hold a robotics session and STEM career day at Kafue Day School for female pupils. IHS Zambia engineers met with pupils to provide information on STEM careers, while Zambia Flying Labs provided them with an opportunity to fly a drone.

**Case study****Supporting women in Latin America's technology sector**

According to the UNDP, only 60% of working age women in Latin America are part of the workforce. Gender gaps are even greater in the technology sector, perpetuating gender disparities. Technical positions are often high-paying jobs that require skills over formal university diplomas, potentially providing a transformative path.

Addressing this need, IHS Brazil sponsored education bootcamps run by Laboratoria, an organization created to help empower women looking to forge careers in technology disciplines. Run in Brazil, Colombia and Peru, the coding bootcamps train women in front-end development and UX design.

In addition to paying a portion of Laboratoria's staff costs, our employees have served as mentors for bootcamp participants in Brazil and Peru. More than 150 women participated in the cohorts IHS supported, and 10 had IHS mentors.

Since 2018 more than 80% of Laboratoria's bootcamp participants have found jobs in the technology sector. On average, it is estimated that changing industries increased their salaries by a factor of 2.7.

+150

women participated in the cohorts IHS supported in Brazil, Colombia and Peru



Our people and communities



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



Our people and communities continued



Approximately 90% of our employees and 96% of our suppliers are located in the communities in which we operate, an advantage which helps to foster understanding, trust and relationships. By working closely with local communities, we also develop an understanding of their needs beyond communications, and our people help deliver programs and resources for additional impact.

12hours of training
per employee**24%**

of employees are female

Zero

employee fatalities



Our people and communities continued



Our approach

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

At IHS Towers, we embrace and value a diverse culture where our people learn, lead and grow together. This spirit is key to our core values; we represent over 55 nationalities across our teams. We are an equal opportunities employer, and this is central to how we attract, develop and reward our people. We celebrate diversity and continually strive to create an inclusive environment for all employees.

We are committed to gender equality, which is particularly important to our Chairman and CEO, our Board and Executive Committee. As a result, it is ingrained in our company's culture, and matters relating to diversity, inclusion, equality and equity receive Board-level attention. Our Executive Vice President and Chief Human Resources Officer is responsible for overseeing diversity, equality, equity and inclusion matters at the Executive Committee level.

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

Our human resources processes, designed to protect and engage more than 2,700 employees, are based on international best practices, and applicable laws and regulations. This allows us to achieve overall alignment with our business strategy and priorities, and we share best practices across our markets.

Beyond expanding mobile access, our business contributes positively to local economies through taxes, by creating jobs, training people, supporting local businesses and buying goods and services from local suppliers. We also make social investments in areas determined by local community needs and priorities, such as investing in projects and infrastructure that provide clean drinking water, new or improved healthcare facilities and other projects.



We represent over

55

nationalities across
our teams



Our people and communities continued



Health and safety

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

Across all markets, we have implemented the IHS Occupational Health and Safety Management System which covers all employees, and other workers whose work and workplace are controlled by IHS. Our [Group Health, Safety and Security Policy](#) outlines our commitment to safeguarding our employees and others who may be impacted by our infrastructure or operations. We comply with all applicable regulatory requirements to provide a safe working environment and maintain safe working conditions.

In 2022 we implemented new safety performance indicators for all company leaders to enhance accountability. Every leader that participates in the company's short-term and long-term incentive plans is responsible for delivering on a safety KPI specific to their function. This builds on our overall goal of continuous improvement.

Our Occupational Health and Safety Management System links regional processes and operating procedures back to Group standards and policies to foster uniformity across the company. These are guided by the recommendations of the ISO 45001:2018 international standard on Occupational Health and Safety.

Mitigating key health and safety risks

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

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

A strategic focus continues to be identifying and controlling the key critical risks that our people face while working at our sites and maintaining nearly 40,000 towers across 11 countries. Beyond potential security risks, road transport and driving continue to be physical risks for employees and contractors.

As our towers are often based in remote locations, and connected by limited infrastructure, travelling to sites can require significant planning and logistical support. We expanded our road-traffic improvement program, which we first implemented in 2021, to put more drivers through a defensive driving course. In addition, we have implemented vehicle monitoring systems across our fleet to promote compliance with safety, including speed limit, traffic infringement and seatbelt monitoring. All vehicles are covered by a preventative maintenance program and equipped with seatbelts, first-aid kits and fire extinguishers. This has helped us reduce our road traffic accident frequency rate (RTAF)¹⁶ by 59% in 2022.

per million km	2020	2021	2022
RTAF	1.36	0.71	0.29

Other risks our site-based employees face relate to working at height. Our specific controls, such as the use of specific fit-for-purpose protective equipment, competency training, and skilled supervision, strengthen the incorporation of robust risk mitigation processes in the behavior and working practice of personnel performing tasks where critical risks have been identified as having high-consequence impact. For example, we continue to monitor wider risks including electricity-related burns.

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

We reduced our
RTAF by
59%
in 2022

16. RTAF is the total number of incidents x 1,000,000/by total number of kilometers driven.

Our people and communities continued



Engaging employees and contractors on health and safety

In 2022, we implemented a Group-wide survey related to safety, augmented by a pulse survey for field-based employees who face different challenges and HSSE risks. Important feedback and findings from these surveys helped us achieve a marked improvement in employee HSSE engagement, breaking down barriers so that safety and security are a shared responsibility across our organization. This set the stage for improved practices and performance.

In 2022, we further laid the foundations to build a strong safety culture. To reinforce a safety-positive culture, we are striving to foster a sense of self-responsibility and care for colleagues. We seek to empower every employee to take responsibility for making safe choices that reduce the impact on our planet and help each person go home to their family free from harm. This year we released our Safety Foundations, or minimum compliance levels and 'golden rules' that apply to everyone across our company. These are a set of non-negotiable principles to be followed by all employees and contractors to help us meet our goal of an incident free 'Perfect Day'. All employees are expected to read, understand and commit to the Safety Foundations. Both employees and contractors are expected to exercise their 'stop work' authority if they see unsafe conditions or practices that contravene our Safety Foundations. As at December 31, 2022, 76% of employees completed our Safety Foundations training. In each market, we may provide additional training for those involved in higher hazards work. In addition, we recognize that our third-party contractors make up a considerable

volume of hours worked on our sites and so we closely monitor and work with these stakeholders to promote effective mitigation across the spectrum of risks posed.

To reiterate the importance of our Safety Foundations as the fabric of IHS, we hosted our first Group-wide Global Safety Week in April. Anchored by our commemoration of the World Day for Safety and Health at Work, we ran a series of training and awareness sessions for employees, our partners in the community and our supply chain. Collectively, this culminated in individual commitments to live the value of safety and contribute to the IHS 'Perfect Day', where every employee goes home safe.

Health and wellbeing of employees

We continue to focus closely on the health and wellbeing of our people. We aim to provide our employees with an option for private health insurance.

In our London office we ran two 'Wellbeing Weeks' in 2022. The first event focused on physical wellbeing, which included information on how to make small lifestyle changes to improve physical health. The second event focused on financial wellbeing; particularly relevant considering the broader external context and 'cost of living crisis'. The financial wellbeing event included awareness sessions on employee benefits, pensions and general financial wellbeing. In partnership with our UK Charity Committee, we also took action to promote World Mental Health Day in October. This included a 5km charity walk, followed by a Mindfulness session.





Our people and communities continued



Our health and safety performance

In 2022, we made progress in reducing safety incidents, with the number and rate of work-related injuries falling. Among our employees, there were zero fatalities and one recordable work-related injury. We regret, however, that three employees of our contracted partners had fatal accidents and there were four injuries while working on our sites or equipment. In response, we have reviewed our safety guidelines and procedures regarding critical risks management. We have investigated and conducted root cause analysis of the critical events to establish corrective actions to mitigate the risk of any further similar events. Our stakeholders, including employees, contractors, suppliers and customers, have been informed of our learnings and proposed improvements. We continue to learn from all safety incidents, improving incident investigation to look beyond specific incidents and uncover the behaviors behind them. We do this to better understand the behaviors that drive risk, so that we can take proactive action to put mitigations into place. We are helping our employees and other

workers whose work and workplace are controlled by IHS to better identify risks and effectively prevent future incidents. Our goal is zero harm and an accident-free work environment.

All these actions are supported by our HSSE Center of Excellence, established in 2022, which aims to further strengthen systems to support our ongoing growth using internal experts on systems, security and environment. The Center of Excellence serves as a resource for teams in all our markets, providing guidance on developing systems and aligning processes with Group HSSE standards. The value of this approach was most notably demonstrated in South Africa, following the closure of our acquisition of MTN's towers, where we conducted safety leadership workshops to foster in-country leadership had the tools and knowledge to positively impact the safety performance in the region as a new entity. In the second quarter, our first Group-wide HSSE Forum was held in Nigeria, supporting greater alignment with best practices by bringing together leadership teams across our markets as well as key suppliers.

	2022			
	Group 1 ¹⁸		Group 2 ¹⁹	
	#	rate	#	rate
Work-related injuries ¹⁷				
Fatalities as a result of work-related injury	0	0.00	3	0.01
High-consequence work-related injuries (excluding fatalities)	0	0.00	1	0.00
Recordable work-related injuries (including fatalities)	1	0.04	7	0.02

Our growing team

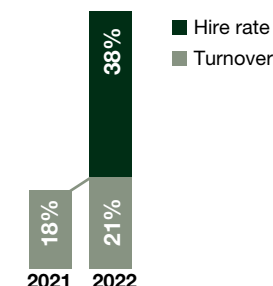
As our business grows, attracting, retaining, and integrating talent is critical to deliver support for our people, customers, investors and communities. We strive to create an inclusive and fair environment, offer equal terms of employment and reward performance.

As of December 31, 2022, we employed 2,788 people, an increase of 22% compared to 2021. 88% of our employees are employed on a permanent basis. Our employee headcount grew as our geographic footprint expanded. In South Africa, where we began operations in June 2022, following the completion of our purchase and lease back agreement with MTN South Africa, we built an in-country team from the ground up. Our employee turnover across the company was 21% during 2022²⁰. Our turnover is primarily driven by Nigeria, our largest market, where there is a growing trend of people leaving the country for education or work purposes. We also continue to bring talent into IHS Towers, and in 2022 we had 956 external hires representing a hire rate of 38%.

Our employees often work together with contracted partners. As of December 31, 2022, we had engaged third-party contractors from over 1,700 suppliers, who performed various functions including in connection with site acquisition, construction, supply of equipment and spare parts, access management, security and preventative and corrective maintenance of sites, as well as power management, including supply of diesel, for certain of our sites.

As a company focused on delivering growth, recruiting the right people is an important focus. We recruit through multiple channels, including specialist recruitment agencies, universities, and local partners and suppliers for referrals and recommendations. Beyond technical skills, we look for interpersonal skills, and use structured, competency-based interviews so that our selection processes are fair and transparent. In 2023, we are launching the use of psychometric testing at manager level and above to complement our existing selection and assessment processes. We have also been partnering with a specialist consultancy to develop a behavioral competency framework that aligns with our five corporate values of customer focus, innovation, integrity, boldness and sustainability.

Employee hires and turnover



17. The reporting scope includes health and safety performance across operating markets, Nigeria, Cameroon, Cote d'Ivoire, Zambia, Rwanda, Brazil, Colombia, Peru, Kuwait, and South Africa.

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

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

20. In 2021 employee turnover included permanent and fixed term employees who left the company (voluntary/involuntary leavers/transfers from or to another market/country). In 2022, the reporting scope was changed to exclude transfers from or to another market/country. The changes are effective from 2022 and comparatives are reported under the old approach. The 2022 employee turnover is reported under the new definition.



Our people and communities continued



Remuneration

At IHS, we strive to provide our employees with fair and competitive salaries. All employees are eligible for our annual bonus scheme that is determined based on a combination of company and personal performance.

We conduct regular benchmarking and work closely with external partners so that we have robust data on which to base all compensation and remuneration decisions. While we strive to eliminate bias in our hiring processes, we have also sought to increase openness and transparency around remuneration to reduce perceptions of bias or discrimination. For example, we have educated line managers on how we determine pay, providing insight regarding ranges and guidelines for making decisions.

Diversity and inclusion

At IHS Towers, we embrace and value our diverse culture, with employees representing over 55 nationalities learning, leading and growing together. As a signatory of the UN Global Compact, we have committed to its labor and human rights principles, aiming to provide a fair and inclusive working environment for all. We define ourselves as an organization that strives to help its employees learn, grow and thrive. We take pride in providing an agile and inclusive environment which fosters development and innovation.

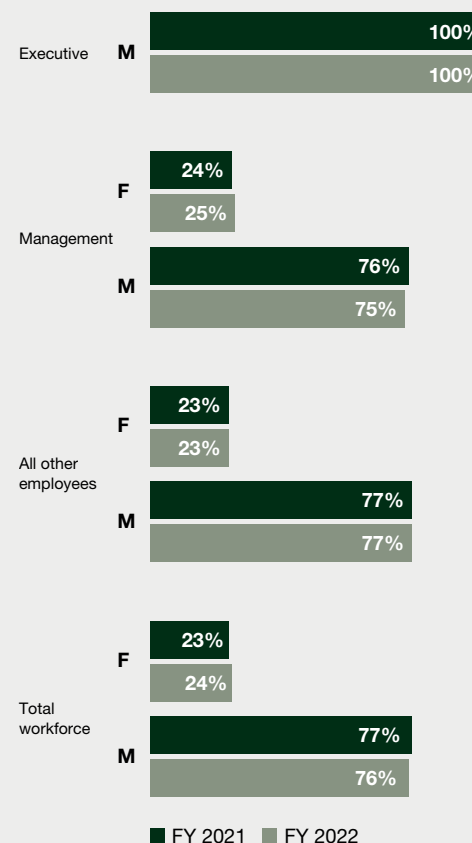
Our Code of Conduct and Business Principles prohibits discrimination and harassment based on gender, age, creed, religion, national origin, sexual orientation, or any other characteristic protected by law. Cases reported of discrimination are investigated, and in 2022, there were two cases reported, based on gender and race. Following an investigation, we took remedial action immediately.

At the end of 2022, 24% of our employees and 25% of managers across the Group were female, up from 23% and 24%, respectively, at the end of 2021. At Board level, 30% of our directors were female. To promote ongoing progress, there is oversight of diversity, quality and inclusion at the Executive Committee level by the Executive Vice President and Chief Human Resources Officer.

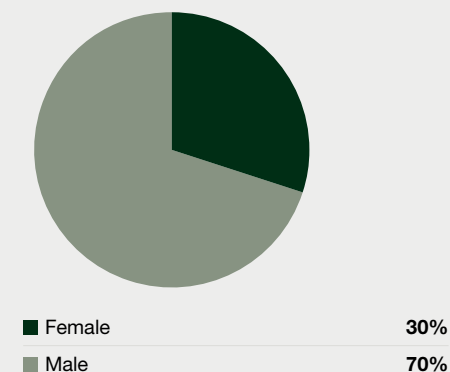
“IHS Towers is an equal opportunities employer and this is central to how we attract, develop and reward our people. We celebrate diversity and are committed to creating an inclusive environment for all employees.”

IHS Towers' equality statement

Gender (%)



Board of Directors



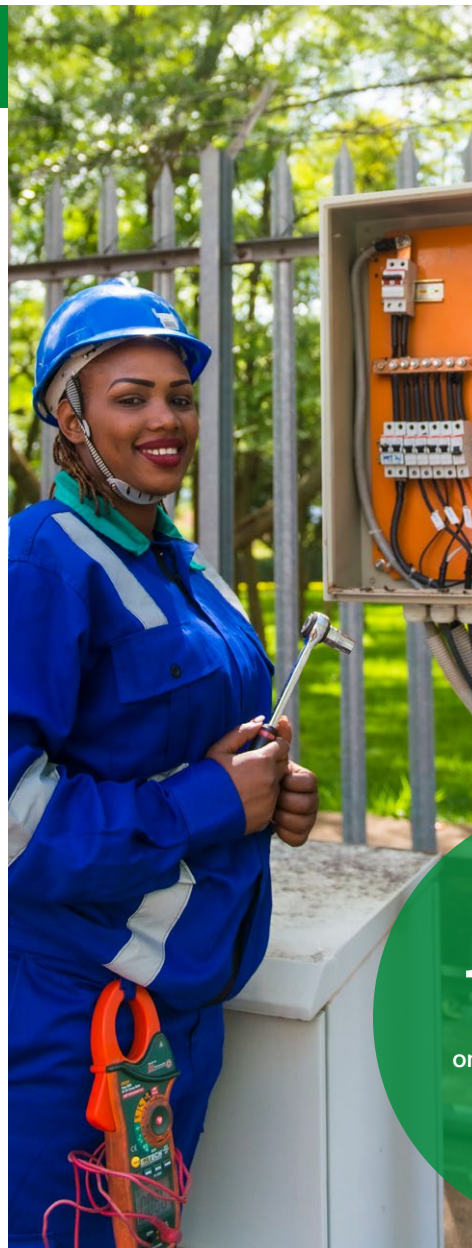


Our people and communities continued



Our approach to gender diversity begins at the recruitment stage, promoting diversity in interview pipelines to support continued progress. While progress is incremental, we are proactive about achieving an even more inclusive and diverse workforce. We are developing overarching diversity plans and expect to introduce these in 2023, along with relevant performance indicators to measure and monitor our progress.

We further developed our Women in IHS Network (WIIN) mentoring program, continuing to match mentors and mentees from across all IHS entities to help women accelerate their careers at IHS. As of December 2022, 77 mentoring applications had been received for the year from across IHS' operating markets. We also introduced a reverse mentoring pilot in 2022, pairing junior colleagues with senior managers, helping them understand the challenges, needs and concerns of the broader workforce. We also broadened our successful WIIN mentoring program by launching a new program called Engage and Elevate. This program provides mentoring opportunities for all employees, male and female, across all IHS entities to learn from and network with their peers.



Training and development

On joining IHS, all employees receive access to our online learning platform, the IHS Academy. In 2017, we launched the IHS Academy, and as of December 31, 2022, we had more than 14,000 training items available including e-learning courses, videos, how-to guides and other training materials across a variety of areas including professional skills, personal development skills, management, leadership and teamworking skills, as well as a selection of health, safety, environment and compliance courses. As of December 31, 2022, our employees had completed 45,673 learning and development training items and 25,034 compliance training modules, a total of 33,513 hours of training. This resulted in 12 hours of training on average per employee in 2022. Female employees completed on average 13 hours of training, while male employees completed on average 12 hours of training.

12 hours
of training completed
on average per employee

We concentrate on ensuring our people have access to high-quality development programs and content that fits the organization's needs and their individual needs, and support their career ambitions. This work has included encouraging employees to drive their own role and career development during the appraisal and review process to identify the support they feel they will most need during the year ahead. We capture their specific requirements in tailored Personal Development Plans (PDPs), giving them clear visibility of their training and development activities over the next 12 months. PDPs are bespoke, selected and designed by each employee before being discussed and signed off by their line manager. Our people are expected to own their development and complete the year's personal development activities by the dates set out in their development plan. All employees must complete mandatory compliance and ethics training each quarter.

In December, we launched ISAP Accelerate, an extension to our in-country IHS Skills Acquisition Program (ISAP), as part of our broader talent acquisition and development strategy. Launching globally, this early careers pilot program will run for a 12-month period starting January 2023. ISAP Accelerate trainees will rotate through multiple departments including Finance, Operations, Commercial, HSSE, Communications, Legal, and HR, directly contributing to the success of their teams and our company. They will also complete a structured development program focused on honing their interpersonal skills and efficiency in the workplace.



Our people and communities continued



This program is owned and sponsored by our Executive Committee. Each assignee will be mentored by their respective country CEOs and an Executive Committee member. In addition, each will be matched with a 'buddy' in their market and will attend three in-person workshops to help them develop and demonstrate the required interpersonal and business skills. Like all employees, they will have to complete all mandatory training and have a PDP on the Academy. Successful assignees will move into permanent roles on completion of the program. We have successfully confirmed the hiring of 16 individuals; over 80% of confirmed applicants are female, and we are delighted to welcome them.

Our commitment to development extends to our suppliers. In 2022, we invited select suppliers to participate in the IHS Academy, with licenses provided at no cost so that they can access free, high-quality educational resources for their employees.

We believe this will help our suppliers work in closer alignment with us and further strengthen our working relationships, based on a mutual understanding of the practical and technical challenges we face. It also provides an additional platform to help our suppliers improve the skills and knowledge of their people, so that they too can strive to build stronger and more sustainable businesses, benefiting their communities and local economies.

As we continued to expand our team globally, we introduced training for all employees on ESG and sustainability issues. As of December 31, 2022, this new training was completed by 82% of our employees. Designed to enable that all employees fully understand the company's definition of and commitment to sustainability matters, including our commitments as a UN Global Compact signatory, it includes a focus on the four pillars of our sustainability strategy. We intend this training to be included in our company-wide induction program for new employees.

Frontline Workers Initiative

In 2021, we launched a new philanthropic program designed to recognize and reward the outstanding contribution made by our frontline workers by seeking to address socio-economic and education inequalities. The initiative's first phase has provided education opportunities to the children of our frontline workers, who through this program are able to apply for financial scholarships to top level universities, in their home countries or internationally. Without this funding, these children would have struggled to access this level of higher education globally, and therefore we believe we are facilitating a life-changing opportunity. The program is currently being piloted in Cameroon, Côte d'Ivoire, Nigeria, Rwanda and Zambia.

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



Case study

Dami Taiwo-Olowa's dual degree quest

Intellectual challenges and widened career prospects are two of the many benefits Oluwadamilola Taiwo-Olowa, known as Dami, has experienced by moving from Nigeria to pursue a five-year, dual degree program in Economics and Law at the University of New South Wales in Sydney, Australia. Dami's father works for IHS Nigeria as a Technical Audit Specialist, and she received a scholarship for her university studies through the Frontline Workers Initiative.

"Because of the degree I have the opportunity to pursue, and the university I now have the opportunity to attend, my future options have definitely expanded," Dami notes.

Beyond the educational opportunity, new experiences because of the scholarship have broadened her outlook and skills. "Moving to a new country forced me to meet new people, helping me gain

confidence," Dami reflects. "Participating in law school activities has also made me a better public speaker."

Moving abroad to pursue her studies has been daunting, but Dami has a strong support network. As well as support from her family, Dami knows she can turn to the advisor assigned through the Frontline Workers Initiative for guidance.

"I receive support from my family most of all, hearing from them and feeling their love and support even from miles away," she says.

This family support is getting stronger as Dami's younger sister, Oyindamola Taiwo-Olowa, will be joining Dami in Australia. Oyindamola received a scholarship as part of the second cohort of the Frontline Workers Initiative and will begin studying Mechatronics Engineering in February 2023, at the same university as her sister.



Our people and communities continued



The Board approves the annual budget for the program which, in its first year, sent 14 young people to universities in Africa and Australia. In 2022, the program granted scholarships to 18 students from Cameroon, Côte d'Ivoire and Nigeria. Of these, nine are female and three are siblings of students who received scholarships as part of the initial 2021 cohort.

In developing the program, we worked closely with a third-party educational consultant to improve transparency and reduce the risk of bias in selection. The educational consultancy first helped develop the program and now administers it, overseeing the application and selection process and mentoring students once they begin their degree course. For the students who receive these scholarships, going to university can be an overwhelming experience, and having a dedicated student support advisor to help them navigate this change can make a significant difference to their wellbeing and academic achievement.

The student support advisors have backgrounds in the education sector and provide regular check-ins with the students, ensuring they have the information, support and guidance that they need to succeed. This involves reviewing their academic results and monitoring their class attendance records, while encouraging them to participate fully in university life. With the student's permission, their advisor can talk directly to the university bursar or registrar. The goal is to identify any problems or obstacles early enough to be remedied, supporting student success.

Generator Recycling Program

We have also continued our Group-wide Generator Recycling Program, under which we refurbish old generators from our sites and donate them to schools, orphanages, hospitals, medical and community centers. Since the program launched in 2017, we have donated approximately 350 generators as of December 31, 2022, across our African markets, providing a power source where electricity grids are often intermittent and unreliable. In Kuwait, we entered the second year of an air-conditioning recycling program. Building on the 15 recycled units donated to the public-benefit society Balad Al-Khair in 2021, we donated funds to procure new, highly efficient air conditioning units, benefiting dozens more families in 2022.

Providing support for improved healthcare services

Access to clean water is a challenge in many rural areas in Zambia, and we have an ongoing borehole drilling project to provide rural communities and schools with access to clean, safe drinking water.

In 2022, we completed

16 boreholes

in Zambian communities and began similar projects in Cameroon, Côte d'Ivoire and Nigeria.

We seek to address a range of healthcare needs across our markets. In Rwanda, we make annual donations to expand health insurance coverage, and in 2022 funded cover for 5,000 Rwandans. We are also supporting ongoing rehabilitation of a health center to enable the expansion of services for an approximate population of 20,000 people. In Côte d'Ivoire, we responded to a community request to renovate a village medical center which was in poor condition. Once renovated, the facility is expected to provide improved care to the villages' approximate 16,700 residents.

To increase oxygen production in Nigeria, we are partnering with UNICEF to install plants with a capacity of producing 300 to 600 liters of oxygen per minute in nine hospitals. We also target improvements in water sanitation with a project to train Nigerian healthcare workers, raise community awareness and support mass administration of medication to address water-borne illnesses.

Healthcare needs in our Latin American and Middle Eastern markets differ from those in Africa and we target programs accordingly. To help cancer patients undergoing chemotherapy, we collected donations of hair in Latin America to make wigs. Our donations of playroom supplies have helped the Kuwait Association for Children Care, Middle East's only pediatric and palliative hospice, provide a more enjoyable and interactive environment for the children and families receiving care.



Case study

Combating heat stress in Kuwait

Since 2021, we have worked with the Balad Al-Khair Society, a Kuwaiti non-profit with a database of low-income, marginalized families, to identify and address pressing community needs. With summer temperatures exceeding 48°C in Kuwait, space cooling is a necessity to help protect human health, but replacing worn out or inefficient air conditioning units is prohibitive for many low-income families.

We have donated funds to procure 19 new, highly efficient air conditioning units, benefiting vulnerable families. IHS Kuwait is planning to expand this initiative, doubling the number of families helped in 2022.



Key performance indicators 2022

Pillar	Key performance indicator	Unit	2020	2021	2022
Environment and climate change	Carbon footprint				
	Scope 1 ¹	t of CO ₂ e	N/A	920,829	939,654
	Scope 2 (location-based) ¹	t of CO ₂ e	N/A	56,589	62,590
	Scope 2 (market-based) ¹	t of CO ₂ e	N/A	56,575	62,561
	Total Scope 1 and Scope 2 (location-based) ¹	t of CO ₂ e	N/A	977,418	1,002,244
	Emissions intensity (Scope 1 and Scope 2) ¹	kgCO ₂ e/kWh	N/A	0.9682	0.9185
	Energy consumption				
	Total energy consumption	MWh	N/A	3,999,152	4,055,672
	Diesel (tower)	MWh	N/A	3,761,438	3,763,534
	Diesel (building energy)	MWh	N/A	4,803	10,540
	Diesel (vehicle)	MWh	N/A	7,604	10,509
	Petrol (vehicle)	MWh	N/A	22,674	23,111
	Electricity (tower)	MWh	N/A	183,042	226,993
	Electricity (office)	MWh	N/A	3,417	4,820
	LPG	MWh	N/A	16,040	15,987
	Natural gas	MWh	N/A	135	178
	Waste management				
	Total number of batteries reused ²	number	21,641 (C) ³	38,441 (B) ³	20,799
	Total number of batteries deployed	number	123,951 (C) ³	87,923 (B) ³	65,533
Our people and communities	Workforce				
	Total number of employees	number	2,036 (C) ³	2,293 (B) ³	2,788 (A) ³
	By gender				
	Female	percentage	21 (C) ³	23 (B) ³	24 (A) ³
	Male	percentage	79	77	76
	By employment contract				
	Permanent	number	N/A	N/A	2,450
	Temporary	number	N/A	N/A	338



Key performance indicators 2022 continued

Pillar	Key performance indicator	Unit	2020	2021	2022
Our people and communities continued	Full-time	number	N/A	N/A	2,781
	Part-time	number	N/A	N/A	7
	Turnover rate and leavers				
	Turnover rate ⁴	percentage	7 (C) ³	18 (B) ³	21 (A) ³
	Leavers	number	N/A	N/A	544
	Leavers, by gender ⁵				
	Female	percentage	N/A	N/A	24
	Male	percentage	N/A	N/A	76
	Leavers, by age group ⁵				
	Under 30 yrs	percentage	N/A	N/A	35
	31-50 yrs	percentage	N/A	N/A	59
	Over 51 yrs	percentage	N/A	N/A	6
	Hire rate and new hires				
	Hire rate	percentage	N/A	N/A	38 (A) ³
	New employee hires	number	N/A	N/A	956
	Hires, by gender ⁶				
	Female	percentage	N/A	N/A	27
	Male	percentage	N/A	N/A	73
	Hires, by age group ⁶				
	Under 30 yrs	percentage	N/A	N/A	38
	31-50 yrs	percentage	N/A	N/A	57
	Over 51 yrs	percentage	N/A	N/A	5
	Diversity and equal opportunity				
	Board of Directors				
	Female	percentage	31 (C) ³	30 (B) ³	30
	Male	percentage	69	70	70
	Under 30 yrs	percentage	N/A	N/A	0
	31-50 yrs	percentage	N/A	N/A	20
	Over 51 yrs	percentage	N/A	N/A	80



Key performance indicators 2022 continued

Pillar	Key performance indicator	Unit	2020	2021	2022
Our people and communities continued	Executives (Grade 1)				
	Female	percentage	N/A	N/A	0
	Male	percentage	N/A	N/A	100
	Under 30 yrs	percentage	N/A	N/A	0
	31-50 yrs	percentage	N/A	N/A	56
	Over 51 yrs	percentage	N/A	N/A	44
	Management (Grades 2-6)				
	Female	percentage	23 (C) ³	24 (B) ³	25 (A) ³
	Male	percentage	77	76	75
	Under 30 yrs	percentage	N/A	N/A	3
	31-50 yrs	percentage	N/A	N/A	82
	Over 51 yrs	percentage	N/A	N/A	15
	Other employees (Grades 7-10)				
	Female	percentage	N/A	N/A	23
	Male	percentage	N/A	N/A	77
	Under 30 yrs	percentage	N/A	N/A	22
	31-50 yrs	percentage	N/A	N/A	72
	Over 51 yrs	percentage	N/A	N/A	6
	Occupational health and safety⁷				
	Fatalities as a result of work-related injury, per 200,000 hours				
	Group 1 ⁸	number	N/A	N/A	0
	Group 1	rate	N/A	N/A	0.00
	Group 2 ⁸	number	N/A	N/A	3
	Group 2	rate	N/A	N/A	0.01
	High-consequence work-related injuries (excl. fatalities), per 200,000 hours				
	Group 1	number	N/A	N/A	0
	Group 1	rate	N/A	N/A	0.00
	Group 2	number	N/A	N/A	1
	Group 2	rate	N/A	N/A	0.00



Key performance indicators 2022 continued

Pillar	Key performance indicator	Unit	2020	2021	2022
Our people and communities continued	Recordable work-related injuries (incl. fatalities), per 200,000 hours				
	Group 1	number	N/A	N/A	1
	Group 1	rate	N/A	N/A	0.04
	Group 2	number	N/A	N/A	7
	Group 2	rate	N/A	N/A	0.02
	RTAF ⁹	per million km	1.36	0.71	0.29
	LTIFR ¹⁰	rate	0.11	0.06	0.03
	Training and education				
	Total number of hours of training	hours	N/A	27,682	33,513
	Average hours of training per employee	hours	N/A	12 (B) ³	12 (A) ³
	By gender				
	Female	hours	N/A	N/A	13 (A) ³
	Male	hours	N/A	N/A	12 (A) ³
	By employee category				
	Executives and management (Grades 1-6)	hours	N/A	N/A	10
	All other employees (Grades 7-10)	hours	N/A	N/A	13
	Overall learning and development courses completions (via the IHS Academy)	number	119,161 (C) ³	51,371 (B) ³	45,673
	Total number of donations under the Generator Recycling Program	number	23 (C) ³	36 (B) ³	77
Education and economic growth	Sustainability and communities				
	Total sustainability spend	US\$	5,372,816 (C) ³	7,075,879 (B) ³	7,533,673 (A) ³
	Total number of sustainability initiatives	number	143 (C) ³	204 (B) ³	196



Key performance indicators 2022 continued

Pillar	Key performance indicator	Unit	2020	2021	2022
Ethics and governance	Governance				
	Code of Conduct training completions	percentage	75 (C) ³	75 (B) ³	67
	Anti-Bribery and Corruption (ABC) training completions	percentage	1,866 (#) (C) ³	90 (B) ³	75 (A) ³
	Sustainability and ESG training completions	percentage	N/A	N/A	82
	Cybersecurity training completions	percentage	2,056 (#) (C) ³	92 (B) ³	77
	Safety Foundations training completions ¹¹	percentage	1,801 (#) (C) ³	N/A	76
	Supply chain				
	Active suppliers ¹²	number	N/A	More than 1,000	2,275
	Local suppliers	percentage	N/A	95	96
	Supplier training completions	number	N/A	Approximately 3,417	Approximately 5,116

- Scope 1 and Scope 2 emissions and emissions intensity for 2021 have been recalculated to account for IHS Towers' acquisition in South Africa in 2022. In line with the GHG Protocol Corporate Accounting and Reporting Standard, IHS Towers adjusts the base year emissions inventory and most recent year to account for the structural changes. The base year is recalculated to reflect significant changes, which is an increase or decrease in total base year emissions from any source of greater than 5% due to structural changes including acquisitions, divestitures or mergers of businesses or facilities, updates to the calculation methodology, discovery of an error, change in organizational and operational boundaries. We continue to make efforts to improve data collection processes and data quality for Scope 1 and Scope 2 emissions.
- From 2018 to 2021, the KPI title was 'Total number of batteries recycled'. In 2022, the KPI title was changed to 'Total number of batteries reused' with no further changes made to the definition or calculation.
- IHS (D) 2019, (C) 2020, and (B) 2021 data were subject to external independent assurance. Their limited assurance opinions are available [here](#). IHS (A) 2022 KPIs were subject to external independent limited assurance by PwC. For the results of the 2022 assurance, see [PwC's assurance report](#) and [Reporting Criteria](#).
- In 2021, employee turnover reporting scope included permanent and fixed term employees that have left the company (voluntary/involuntary leavers/transfers to another market/country) from 1 January 2021 to 31 December 2021. In 2022, the reporting scope was amended to exclude transfers to another market or country.
- The numerator represents the total number of employees in the specific gender or age who left the company during the reporting period, while the denominator represents the total number of leavers during the reporting period.
- The numerator represents the total number of employees in the specific gender or age hired during the reporting period, while the denominator represents the total number of hires during the reporting period.
- The reporting scope includes health and safety performance across operating markets, Nigeria, Cameroon, Côte d'Ivoire, Zambia, Rwanda, Brazil, Colombia, Peru, Kuwait, and South Africa.
- Group 1 includes all recordable injuries that happen to IHS employees (permanent and fixed term employees). Group 2 includes all recordable injuries that happen to workers who are not employees, but whose workplace is controlled by the company. This includes all workers, regardless of affiliation with the company. A workplace under IHS control is any location where the IHS HSSE Policy and the HSSE Management Systems are being used to control the work, which may include sites, yards, offices, etc.
- Road Traffic Accident Frequency Rate (RTAF) is the total number of incidents x 1,000,000/by total number of kilometers driven. In 2022, the reporting scope was expanded to include South Africa.
- Lost Time Injury Frequency Rate per 200,000 hours worked. In 2022, the reporting scope was expanded to include South Africa.
- From 2018 to 2020, the KPI title was 'Total number of Health, Safety and Environment (HSE) training completions'. In 2022, the KPI title was changed to 'Safety Foundations training completions'. Further, IHS has amended the reporting scope by excluding contractors to align with the reported headcount for 2022. The changes are effective from 2022 and comparatives are reported under the old approach.
- Active suppliers are defined as suppliers with transactions made in the last 12 months. The reporting scope covers suppliers on-boarded through Procurement. The reporting scope excludes the UK, US, Egypt and South Africa.



Global Reporting Initiative (GRI) Content Index

Statement of Use IHS Towers has reported in accordance with the GRI Standards for the period January 1 to December 31, 2022.

GRI 1 used GRI 1: Foundation 2021

Applicable GRI Sector Standard(s) No GRI Sector Standard applies.

GRI 2: General Disclosures

Disclosure	Description	Location/Response
The organization and its reporting practices		
2-1	Organization details	<p>1 Cathedral Piazza 123 Victoria Street London SW1E 5BP United Kingdom</p> <p>2022 Sustainability Report, Welcome to our 2022 Sustainability Report, p.1. 2022 Sustainability Report, Where we operate, p.12.</p>
2-2	Entities included in the organization's sustainability reporting	<p>The reporting scope of this report includes all consolidated entities under IHS Holding Limited. 2022 Annual Report on Form 20-F for the year ended December 31, 2022, Index to the consolidated financial statements, F-1.</p>
2-3	Reporting period, frequency and contact point	<p>The reporting period for our annual financial statements is January 1 to December 31, 2022. Published on March 28, 2022. 2022 Sustainability Report, Welcome to our 2022 Sustainability Report, p.1.</p>
2-4	Restatements of information	<p>The base year (2021) emissions and intensity have been recalculated in line with IHS base year carbon emissions recalculation policy. 2022 Sustainability Report, Environment and climate change, Energy consumption and emissions, p.37.</p>
2-5	External assurance	<p>2022 Sustainability Report, Welcome to our 2022 Sustainability Report, p.1. 2022, Sustainability Report, Key performance indicators 2022, p.56.</p>



GRI Index continued

Disclosure	Description	Location/Response																																																																								
Activities and workers																																																																										
2-6	Activities, value chain and other business relationships	2022 Sustainability Report, Ethics and governance, Working with suppliers, p.30.																																																																								
2-7	Employees	<div>2022 Sustainability Report, Our people, p.7.</div> <div>2022 Sustainability Report, Where we operate, p.12.</div> <div>2022 Sustainability Report, Our people and communities, Our growing team, p.51.</div> <div>2022 Sustainability Report, Key performance indicators 2022, p.56.</div> <div>The employee data is based on full-time and part-time permanent and fixed term employees as at December 31, 2022.</div> <table><tr><td>Total number of employees by region</td><td>Nigeria</td><td>SSA</td><td>Latam</td><td>MENA</td><td>Other</td></tr><tr><td>Employees</td><td>1,340</td><td>587</td><td>430</td><td>69</td><td>362</td></tr><tr><td>Female employees</td><td>262</td><td>123</td><td>135</td><td>11</td><td>125</td></tr><tr><td>Male employees</td><td>1,078</td><td>464</td><td>295</td><td>58</td><td>237</td></tr><tr><td>Permanent employees</td><td>1,212</td><td>540</td><td>428</td><td>44</td><td>226</td></tr><tr><td>Temporary employees</td><td>128</td><td>47</td><td>2</td><td>25</td><td>136</td></tr><tr><td>Full-time employees</td><td>1,340</td><td>587</td><td>428</td><td>69</td><td>359</td></tr><tr><td>Part-time employees</td><td>0</td><td>0</td><td>2</td><td>0</td><td>3</td></tr></table> <table><tr><td>Total number of employees by gender</td><td>Female</td><td>Male</td><td>Total</td></tr><tr><td>Employees</td><td>656</td><td>2,132</td><td>2,788</td></tr><tr><td>Permanent employees</td><td>571</td><td>1,879</td><td>2,450</td></tr><tr><td>Temporary employees</td><td>85</td><td>253</td><td>338</td></tr><tr><td>Full-time employees</td><td>650</td><td>2,131</td><td>2,781</td></tr><tr><td>Part-time employees</td><td>6</td><td>1</td><td>7</td></tr></table> <div><div>– Sub Saharan Africa ‘SSA’, which comprises operations in Cameroon, Cote d’Ivoire, South Africa, Rwanda and Zambia.</div><div>– Latam, which comprises operations in Brazil, Colombia and Peru.</div><div>– MENA, which comprises operations in Kuwait and Egypt.</div><div>– Other includes corporate offices in the UK, UAE, USA, Netherlands.</div></div>	Total number of employees by region	Nigeria	SSA	Latam	MENA	Other	Employees	1,340	587	430	69	362	Female employees	262	123	135	11	125	Male employees	1,078	464	295	58	237	Permanent employees	1,212	540	428	44	226	Temporary employees	128	47	2	25	136	Full-time employees	1,340	587	428	69	359	Part-time employees	0	0	2	0	3	Total number of employees by gender	Female	Male	Total	Employees	656	2,132	2,788	Permanent employees	571	1,879	2,450	Temporary employees	85	253	338	Full-time employees	650	2,131	2,781	Part-time employees	6	1	7
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2-8	Workers who are not employees	<div>2022 Sustainability Report, Our growing team, p.51.</div> <div>We currently do not report the total number of third-party contractors.</div>																																																																								



GRI Index continued

Disclosure	Description	Location/Response
Governance		
2-9	Governance structure and composition	2022 Annual Report, Governance, p.22. 2022 Annual Report on Form 20-F for the year ended December 31, 2022, C. Board composition, p.122. 2022 Sustainability Report, Governance of sustainability, p.15.
2-10	Nomination and selection of the highest governance body	Our Board of Directors is appointed in accordance with our Articles of Association and corporate governance processes, including our Corporate Governance Guidelines. The Nominations and Corporate Governance (NCG) Committee assists our Board in identifying individuals qualified to become members of our Board consistent with criteria established by our Board. The objective is to assemble a group that can best perpetuate the success of the business and represent shareholder interests through the exercise of sound judgment, using its diversity of experience in these various areas. As described in our Corporate Governance Guidelines, in evaluating the suitability of individual candidates the NCG Committee may take into account many factors, including personal and professional integrity, ethics and values; experience in corporate management, such as serving as an officer or former officer of a publicly held company; strong finance experience; relevant social policy concerns; experience relevant to the Company's industry; experience as a board member or executive officer of another publicly held company; relevant academic expertise or other proficiency in an area of the Company's operations; diversity of expertise and experience in substantive matters pertaining to the Company's business relative to other board members; diversity of background and perspective, including, but not limited to, with respect to age, gender, race, place of residence and specialized experience; practical and mature business judgment, including, but not limited to, the ability to make independent analytical inquiries; and any other relevant qualifications, attributes or skills. The NCG Committee's Terms of Reference can be viewed here . 2022 Annual Report on Form 20-F for the year ended December 31, 2022, Nominations and Corporate Governance Committee, p.124. IHS Holding Limited Corporate Governance Guidelines available here .
2-11	Chair of the highest governance body	2022 Annual Report on Form 20-F for the year ended December 31, 2022, Item 6. Directors, Senior Management and Employees, p.116.
2-12	Role of the highest governance body in overseeing the management of impacts	2022 Sustainability Report, Governance of sustainability, p.15.
2-13	Delegation of responsibility for managing impacts	2022 Sustainability Report, Governance of sustainability, p.15.
2-14	Role of the highest governance body in sustainability reporting	2022 Sustainability Report, Governance of sustainability, p.15.
2-15	Conflicts of interest	IHS Group Code of Conduct and Business Principles , p.17. IHS Towers has also adopted an internal Conflicts of Interest Policy that describes what is considered to constitute conflicts of interest, and outlines the disclosure rules and the responsibilities of employees and IHS in managing any such situations.



GRI Index continued

Disclosure	Description	Location/Response
2-16	Communication of critical concerns	2022 Sustainability Report, 'Speak Up', p.30.
2-17	Collective knowledge of the highest governance body	The Executive Committee has ultimate accountability for sustainability and receives quarterly ESG updates from the Group Communications and Sustainability team. This facilitates regular updates to the Board as necessary. The Audit Committee of the Board receives biannual updates on the sustainability strategy, ESG reporting priorities and time frames. For example, in August 2022, an external advisor provided an ESG-related training to the Audit Committee, covering the latest reporting sustainability and ESG trends.
2-18	Evaluation of the performance of the highest governance body	The processes for evaluation of our Board are generally as set out in our Corporate Governance Guidelines and Terms of Reference for our Nominations and Corporate Governance Committee.
2-19	Remuneration policies	2022 Annual Report on Form 20-F for the year ended December 31, 2022, Remuneration Committee, p.123.
2-20	Process to determine remuneration	The Remuneration Committee's Terms of Reference can be viewed here .
2-21	Annual total compensation ratio	We do not currently disclose annual total compensation ratio.
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	2022 Annual Report, Sustainability, p.20. 2022 Sustainability Report, A letter from our Chairman & CEO, p.2. 2022 Sustainability Report, Our sustainability strategy, p.24.
2-23	Policy commitments	2022 Sustainability Report, Ethics and governance, Accountability to high standards of conduct, p.28. 2022 Sustainability Report, Ethics and governance, Working with suppliers, p.30. IHS Group Code of Conduct and Business Principles IHS Group Supplier Code of Conduct
2-24	Embedding policy commitments	2022 Sustainability Report, Ethics and governance, Accountability to high standards of conduct, p.28. 2022 Sustainability Report, Ethics and governance, Working with suppliers, p.30.
2-25	Processes to remediate negative impacts	2022 Sustainability Report, Ethics and governance, 'Speak Up', p.30.
2-26	Mechanisms for seeking advice and raising concerns	2022 Sustainability Report, Ethics and governance, 'Speak Up', p.30.
2-27	Compliance with laws and regulations	To our knowledge, IHS Towers has not had any significant instances of non-compliance with laws and regulations.



GRI Index continued

Disclosure	Description	Location/Response
2-28	Membership associations	<ul style="list-style-type: none"> – UNGC (United Nations Global Compact) – TowerXchange – SPIN (Sustainability Professionals Institute of Nigeria. Formerly known as ASPN: Association of Sustainability Professionals in Nigeria), Nigeria – PSAG (Private Sector Advisory Group), Nigeria – TTSWG (Telecommunication and Technology Sustainability Working Group), Nigeria – OPS-WASH (Organized Private Sector on Water, Sanitation, and Hygiene), Nigeria – ABRINTEL (Brazilian Association of Infrastructure for Telecommunications), Brazil – ABCIP (Brazilian Association of Private Street Lighting Concessionaires), Brazil – Ethos Institute, Brazil – CGECI (Ivorian Employer Corporation), Côte d'Ivoire – Eurocham (European employer in Côte d'Ivoire association), Côte d'Ivoire
Stakeholder engagement		
2-29	Approach to stakeholder engagement	2022 Sustainability Report, Stakeholder engagement, p.16.
2-30	Collective bargaining agreements	We have collective bargaining agreements in Côte d'Ivoire and Cameroon. In 2022, 100% of our employees in those countries were covered by collective bargaining agreements.

GRI 3: Material Topics

Disclosure	Description	Location/Response
3-1	Process to determine material topics	2022 Sustainability Report, ESG materiality, p.20.
3-2	List of material topics	2022 Sustainability Report, ESG materiality, pp.20-21.



GRI Index continued

Disclosure	Description	Location/Response
3-3	Management of material topics	<p>Indirect economic impacts</p> <ul style="list-style-type: none">– 2022 Sustainability Report, Empowering communities, p.6.– 2022 Sustainability Report, Ethics and governance, pp. 26-31.– 2022 Sustainability Report, Environment and climate change, pp.32-39.– 2022 Sustainability Report, Education and economic growth, pp.40-45.– 2022 Sustainability Report. Our people and communities, pp.46-55. <p>Anti-corruption</p> <ul style="list-style-type: none">– 2022 Sustainability Report, Ethics and governance, pp.26-31. <p>Compliance</p> <ul style="list-style-type: none">– 2022 Sustainability Report, Ethics and governance, pp. 26-31. <p>Procurement practices</p> <ul style="list-style-type: none">– 2022 Sustainability Report, Ethics and governance, pp. 26-31. <p>Energy</p> <ul style="list-style-type: none">– 2022 Sustainability Report, Environment and climate change, pp.32-39. <p>Emissions</p> <ul style="list-style-type: none">– 2022 Sustainability Report, Environment and climate change, pp.32-39. <p>Economic performance</p> <ul style="list-style-type: none">– 2022 Sustainability Report, Education and economic growth, pp.40-45.– 2022 Annual Report pp.11,14.



GRI Index continued

Disclosure	Description	Location/Response
	Management of material topics continued	<p>Local communities</p> <ul style="list-style-type: none"> – 2022 Sustainability Report, Our sustainability strategy, p.24. – 2022 Sustainability Report, Ethics and governance, pp.26-31. – 2022 Sustainability Report, Environment and climate change, pp.32-39. – 2022 Sustainability Report, Education and economic growth, pp.40-45. – 2022 Sustainability Report, Our people and communities, pp.46-55. <p>Employment</p> <ul style="list-style-type: none"> – 2022 Sustainability Report, Our people and communities, pp.46-55. <p>Occupational health and safety</p> <ul style="list-style-type: none"> – 2022 Sustainability Report, Our people and communities, pp.46-55. <p>Training and education</p> <ul style="list-style-type: none"> – 2022 Sustainability Report, Our people and communities, pp.46-55. <p>Diversity and equal opportunities</p> <ul style="list-style-type: none"> – 2022 Sustainability Report, Our people and communities, pp.46-55. <p>Non-discrimination</p> <ul style="list-style-type: none"> – 2022 Sustainability Report, Our people and communities, pp.46-55.

Economic Performance

GRI 201: Economic Performance 2016

201-1	Direct economic value generated and distributed	2022 Annual Report on Form 20-F for the year ended December 31, 2022, Index to consolidated financial statements, F-1.
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Indirect Economic Impacts

GRI 203: Indirect Economic Impacts 2016

203-1	Infrastructure investments and services supported	<ul style="list-style-type: none"> – 2022 Sustainability Report, Empowering communities, p.6. – 2022 Sustainability Report, Our sustainability strategy, p.24. – 2022 Sustainability Report, Ethics and governance, pp.26-31. – 2022 Sustainability Report, Environment and climate change, pp.32-39. – 2022 Sustainability Report, Education and economic growth, pp.40-45. – 2022 Sustainability Report, Our people and communities, pp.46-55. – 2022 Sustainability Report, Key performance indicators 2022, p.56.
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Procurement Practices

GRI 204: Procurement Practices 2016

204-1	Proportion of spending on local suppliers	2022 Sustainability Report, Ethics and governance, Local procurement, p.31.
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GRI Index continued

Disclosure	Description	Location/Response
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Anti-corruption		
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GRI 205: Anti-corruption 2016		
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205-2	Communication and training about anti-corruption policies and procedures	2022 Sustainability Report, Ethics and governance, Anti-bribery and corruption, p.29. 2022 Sustainability Report, Ethics and governance, Upholding standards and investing in our partners, p.31. 2022 Sustainability Report, Key performance indicators 2022, p.56. The Board members receive all relevant policies upon joining and receive training when necessary.
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Energy		
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GRI 302: Energy 2016		
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302-1	Energy consumption within the organization	2022 Sustainability Report, Environment and climate change, Energy consumption and emissions, p.37. 2022 Sustainability Report, Key performance indicators 2022, p.56.
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Emissions		
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GRI 305: Emissions 2016		
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305-1	Direct (Scope 1) GHG emissions	2022 Sustainability Report, Environment and climate change, Energy consumption and emissions, p.37. 2022 Sustainability Report, Key performance indicators 2022, p.56.
305-2	Energy indirect (Scope 2) GHG emissions	2022 Sustainability Report, Environment and climate change, Energy consumption and emissions, p.37. 2022 Sustainability Report, Key performance indicators 2022, p.56.
305-4	GHG emissions intensity	2022 Sustainability Report, Environment and climate change, Energy consumption and emissions, p.37. 2022 Sustainability Report, Key performance indicators 2022, p.56.
305-5	Reduction of GHG emissions	2022 Sustainability Report, Environment and climate change, Energy consumption and emissions, p.37. 2022 Sustainability Report, Environment and climate change, Carbon Reduction Roadmap, p.35. 2022 Sustainability Report, Environment and climate change, Project Green, p.35. 2022 Sustainability Report, Key performance indicators 2022, p.56.

Employment		
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GRI 401: Employment 2016		
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401-1	New employee hires and employee turnover	2022 Sustainability Report, Our people and communities, Our growing team, p.51. 2022 Sustainability Report, Key performance indicators 2022, p.56.				
		Region	Leavers (#)	Turnover rate (%)	Hires (#)	Hire rate (%)
		Nigeria	381	31%	406	31%
		SSA	45	9%	178	34%
		Latam	78	21%	193	53%
		MENA	4	7%	32	58%
		Other	36	12%	147	46%



GRI Index continued

Disclosure	Description	Location/Response
Occupational Health and Safety		
GRI 403: Occupational health and safety 2018		
403-1	Occupational health and safety management system	2022 Sustainability Report, Our people and communities, Health and safety, p.49.
403-2	Hazard identification, risk assessment, and incident investigation	2022 Sustainability Report, Our people and communities, Mitigating key health and safety risks, p.49.
403-3	Occupational health services	2022 Sustainability Report, Our people and communities, Health and safety, p.49. 2022 Sustainability Report, Our people and communities, Mitigating key health and safety risks, p.49.
403-4	Worker participation, consultation, communication on occupational health and safety	2022 Sustainability Report, Our people and communities, Engaging employees and contractors on health and safety, p.50.
403-5	Worker training on occupational health and safety	2022 Sustainability Report, Our people and communities, Engaging employees and contractors on health and safety, p.50. 2022 Sustainability Report, Key performance indicators 2022, p.56.
403-6	Promotion of worker health	2022 Sustainability Report, Our people and communities, Health and wellbeing of employees, p.50.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2022 Sustainability Report, Our people and communities, Health and safety, p.49. 2022 Sustainability Report, Our people and communities, Engaging employees and contractors on health and safety, p.50.
403-9	Work-related injuries	2022 Sustainability Report, Our health and safety performance, p.51. 2022 Sustainability Report, Key performance indicators 2022, p.56.
Training and Education		
GRI 404: Training and education 2016		
404-1	Average hours of training per year per employee	2022 Sustainability Report, Our people and communities, Training and development, p.53. 2022 Sustainability Report, Key performance indicators 2022, p.56.
Diversity and Equal Opportunities		
GRI 405: Diversity and equal opportunity 2016		
405-1	Diversity of governance bodies and employees	2022 Sustainability Report, Diversity and inclusion, p.52. 2022 Sustainability Report, Key performance indicators 2022, p.56. We do not currently report against any other indicator except gender and age.
Non-discrimination		
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	2022 Sustainability Report, Our people and communities, Diversity and inclusion, p.52.
Local Communities		
GRI 413: Local communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	All our sustainability programs, that sit under our four pillars, are tailored to local stakeholder community needs.



Cautionary statements

This report contains forward-looking statements about our activities and expectations. We intend such forward-looking statements to be covered by relevant safe harbor provisions for forward-looking statements (or their equivalent) of any applicable jurisdiction, including those contained in Section 27A of the Securities Act of 1933, as amended (the “Securities Act”), and Section 21E of the Securities Exchange Act of 1934, as amended (the “Exchange Act”). All statements other than statements of historical facts contained in this report may be forward-looking statements. In some cases, you can identify forward-looking statements by terms such as “may”, “will”, “should”, “expects”, “plans”, “anticipates”, “could”, “intends”, “targets”, “projects”, “contemplates”, “believes”, “estimates”, “forecast”, “predicts”, “potential”, or “continue”, or the negative of these terms or other similar expressions. Forward-looking statements contained in this report include, but are not limited to, statements regarding our future results of operations and financial position; industry and business trends; business strategy; plans; market growth; our objectives for future operations; the purpose, ambition, aims, targets, plans, expectations and objectives of IHS Towers relating to ESG and sustainability matters and achievements

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

Forward-looking statements involve known and unknown risks, uncertainties and other important factors (including those set out in the section titled “Risk Factors” in our Annual Report on Form 20-F for the fiscal year ended December 31, 2022), which may cause our

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

The term ‘material’ is used within this report, including in the context of our ESG materiality assessment relating to our sustainability reporting, to describe issues for voluntary sustainability reporting that we consider to be the environmental, social and governance topics that are most important to our business and the full range of stakeholders identified in this report, and which may be informed by various ESG standards and frameworks (including standards for the measurement of underlying data). Material for the purposes of this report should not, therefore, be read as equating to any use of the word in other IHS Towers reporting or filings, including for purposes of reporting under securities laws. Additionally, although we have

identified certain ESG topics as priorities for our business and stakeholders, expectations and circumstances surrounding such matters are developing quickly, and we cannot guarantee that we will not be subject to risks or liabilities associated with other ESG topics, including topics that may as of yet be unknown to us. IHS Towers’ Annual Report on Form 20-F for the fiscal year ended December 31, 2022 can be downloaded from the investor relations section of the Company’s website at <https://ihstowers.com>. No material referenced in this report forms any part of this document. No part of this report or <https://ihstowers.com/sustainability> constitutes, or shall be taken to constitute, an invitation or inducement to invest in IHS Towers or any other entity and must not be relied upon in any way in connection with any investment decisions. IHS Holding Limited is the parent company of the IHS Towers group of companies. Unless otherwise stated or the context otherwise requires, the terms “IHS Towers” and “IHS,” and terms such as “we”, “us” and “our” are used in this report for convenience to refer to one or more of the members of the IHS Towers group instead of identifying a particular entity or entities.



Cautionary statements continued

Reporting Uncertainties

Non-financial information contained in this report, including diesel consumption and carbon emissions calculations, is subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection by management of different but acceptable measurement methods, input data or assumptions may have resulted in materially different amounts or disclosures being reported. Many of the standards and metrics used in this report continue to evolve, as do practices regarding internal controls for such information. The precision of different measurement techniques may also vary. For example, due to the nature of our operations, we use automated monitoring systems to calculate Scope 2 emissions from various towers, and we cannot always, and in the future may not always be able to, assess such information against additional sources to confirm precision and accuracy. Calculations and statistics included in this report are in part dependent on the use of estimates and assumptions based on historical levels and projections and are therefore subject to change and should not be considered guarantees. Certain information contained herein is also based on third-party statements or information; while we are not aware of any material issues with such information, except to the extent disclosed, we have not undertaken to independently verify the accuracy of such information or the reasonableness of assumptions, estimates, or methodologies used in its creation.

These factors, as well as any inaccuracies in third-party information we use, including in estimates or assumptions, may cause results to differ materially and adversely from statements, estimates, and beliefs made by us or third-parties. In addition, we note that standards and expectations regarding greenhouse gas (GHG) accounting and the processes for measuring and counting GHG emissions and GHG emission reductions are evolving, and it is possible that our approaches both to measuring our emissions and to reducing emissions and measuring those reductions may be, either currently by some stakeholders or at some point future, considered inconsistent with common or best practices with respect to measuring and accounting for such matters, and reducing overall emissions. For example, regarding organizational boundaries, other parties may disagree (or otherwise be unable to agree) with our classification of sites for purposes of how to categorize related GHG emissions. And we may in future change our reporting, either due to operational changes, changes to regulations or related standards, or updated information. If our approaches to such matters fall out of step with common or best practice, we may be subject to additional scrutiny, criticism, regulatory and investor engagement or litigation, any of which may adversely impact our business, financial condition, or results of operations. Moreover, our disclosures based on any standards may change due to revisions in framework requirements, availability of information, changes in our business or applicable governmental policies, or other factors, some of which may be beyond our control.