

Human Rights Statement

IHS Towers (IHS Holding Limited and its subsidiaries) recognizes the fundamental human rights set out in the Universal Declaration of Human Rights. As a Signatory of the UN Global Compact, we are committed to recognizing the principles of human rights to support and respect the protection of internationally proclaimed human rights and trying to ensure that we are not complicit in human rights abuses. We support international efforts to promote and protect human rights, including as applicable to stakeholders in our operations, supply chain and communities where we operate.

The [IHS Group Code of Conduct and Business Principles](#) provides the foundation for this Statement, sets out clear expectations about the best standard of doing business and aims to promote and reinforce consistency in maintaining and improving those standards.

Employees

The people we employ are critical to our success. At IHS Towers, we aim to ensure a safe and healthy working environment for all employees, in which diversity of talent and background is actively encouraged.

We are committed to minimizing any potential harm to the health and safety of our employees and ensuring a safe and healthy working environment that meets all applicable regulatory requirements.

We are committed to fair treatment of employees, and prohibit discrimination and harassment based on gender, age, creed, religion, national origin, sexual orientation or any other characteristics protected by law. IHS Towers also does not tolerate the use of child labor or any form of forced labor, debt bondage, slavery or human trafficking.

Suppliers

Our suppliers are important to our value creation. The [IHS Supplier Code of Conduct](#) provides our suppliers with the principles, guidelines and expectations for establishing and maintaining a business relationship with IHS Towers, and we expect our suppliers to act in accordance with the Supplier Code of Conduct and other relevant IHS Group policies.

We expect all suppliers to share and embrace our values as well as our commitment to regulatory compliance.

Communities

At IHS Towers, we aim to make a positive impact in the communities where we operate and expect our suppliers to support us in achieving this objective. We work directly with local communities to understand their needs and expectations, which enables us to achieve long-term sustainable development.

We seek to avoid infringing on the rights of others and endeavor to address adverse human rights impacts within the communities in which we conduct our business. We respect host communities, their traditional values and their cultural heritage. We aim to remediate any adverse impact on local communities that may be caused by our operations.

Whistleblowing

All our stakeholders may report non-compliance cases, including human rights breaches, in which IHS Towers or any of its suppliers are believed to be involved. Our IHS 'Speak Up' whistleblowing platform is available to all employees, suppliers and to any other third parties.

Concerns can be raised anonymously through the IHS Group Whistleblowing portal, 'Speak Up' (www.ihstowers.ethicspoint.com).