



**2023 & 2024**

# **IMPACT REPORT**

**Beyond Impact:  
Advancing Nigeria's  
Sustainable Development**



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# 01

## INTRODUCTION

## 01

# Introduction

**We are pleased to present the IHS Nigeria Impact Report 2023/2024, which highlights our commitment to sustainable development, community engagement, and helping foster innovation across Nigeria\*.**

This report aims to provide a comprehensive and transparent overview of our efforts and our participation through partnership in the development of an equitable, prosperous, and sustainable future for Nigeria.

Through our sustainability initiatives we actively contribute to the advancement of nine of the seventeen of the United Nation's Sustainable Development Goals (SDGs). Our sustainability initiatives in Nigeria are aligned to the four pillars of IHS Towers' corporate sustainability strategy: Our People and Communities; Education and Economic Growth; Environment and Climate Change; and Ethics and Governance. Our sustainability strategy aims to foster socio-economic development while reducing environmental impacts.

As a member of the UN Global Compact Local Network Nigeria, we remain committed to upholding the ten principles of the UN Global Compact, relating to human rights, labour standards, the environment, and anti-corruption.

\*The report covers the activities of IHS Nigeria for the period January 1, 2023, to December 31, 2024. Except where the context otherwise requires or where otherwise indicated in this Impact Report, the terms "IHS Nigeria", the "Company", "we", "us", "our", "our company" and "our business" refer to IHS Nigeria. Any specific scope requirements and exclusions are noted in the report.



01

# About IHS Nigeria

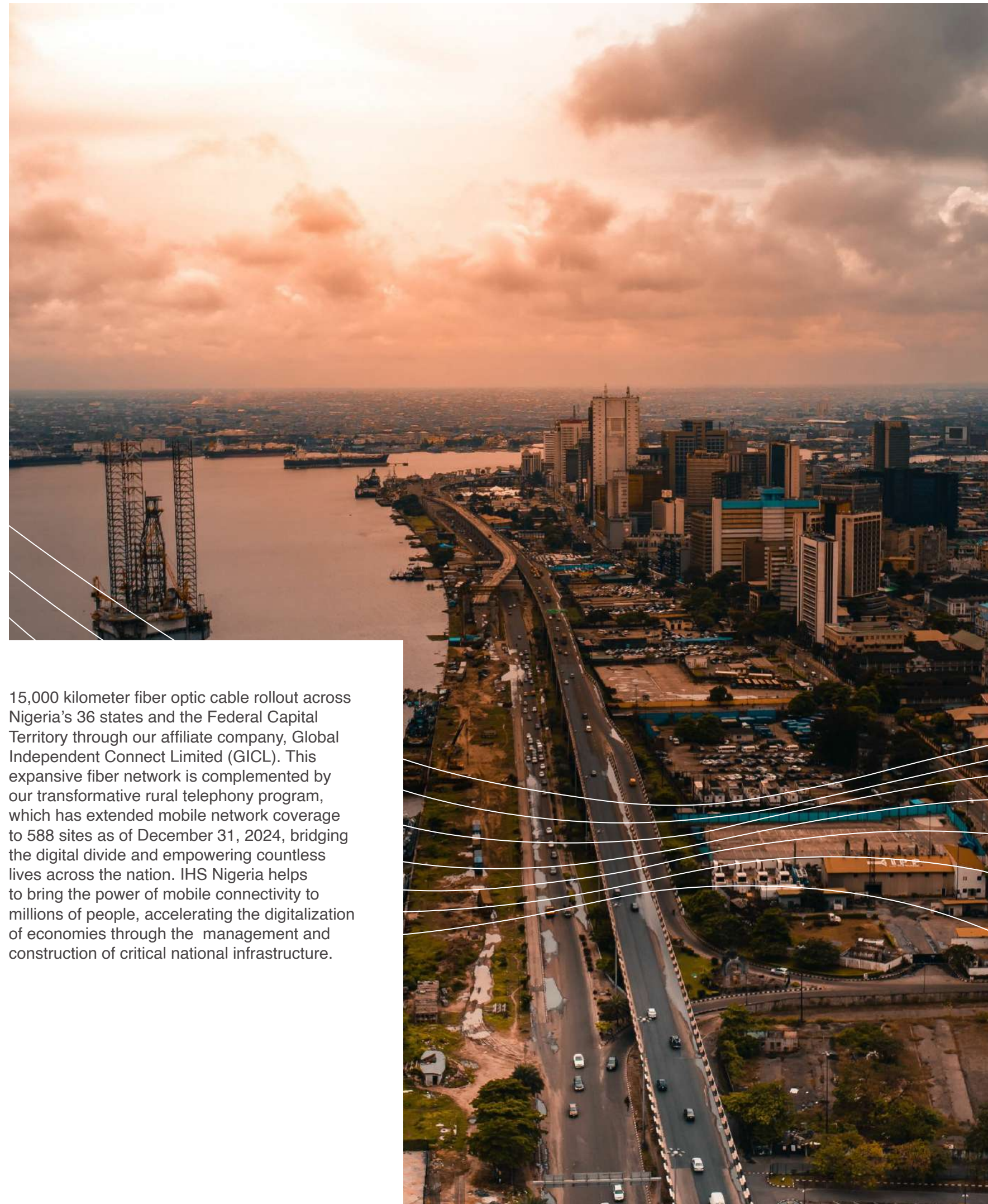
**IHS Nigeria, part of the IHS Holding Limited (NYSE: IHS) (“IHS Towers”) group was founded in Nigeria in 2001, and over twenty years later stands as one of the largest independent owners and developers of shared communications infrastructure in the world by tower count.**

Operating over 16,000 sites and employing 1,361 people across the country as of December 31, 2024, IHS Nigeria is the largest market of IHS Towers.

We are committed to driving technological innovation by offering cutting-edge services and solutions that meet our customers’ evolving needs and enhance connectivity across Nigeria. We provide shared communications infrastructure that supports mobile subscribers nationwide, and seek to ensure high network uptime that our customers can rely on.

Engineering excellence is the bedrock of our business. We have the experience and expertise required to deliver a portfolio of services comprising colocation, build-to-suit, small cell, inbuilding solutions, and network technologies like fibre optics and rural telephony. For example, we completed a

15,000 kilometer fiber optic cable rollout across Nigeria’s 36 states and the Federal Capital Territory through our affiliate company, Global Independent Connect Limited (GICL). This expansive fiber network is complemented by our transformative rural telephony program, which has extended mobile network coverage to 588 sites as of December 31, 2024, bridging the digital divide and empowering countless lives across the nation. IHS Nigeria helps to bring the power of mobile connectivity to millions of people, accelerating the digitalization of economies through the management and construction of critical national infrastructure.



Operating over

**16,495**

sites\*

\*As of December 31 2024

Employed

**1,361**

people across the country per year\*

\*As of December 31 2024

**15,000**

route kilometers of fiber optic cable rollout across Nigeria’s 36 states\*

\*As of December 31 2024

Mobile network coverage extended to

**588**

sites\*

\*As of December 31 2024

## 01

# Message from our Chief Executive Officer

**Building an inclusive and resilient society is essential for Nigeria's success.**



**Mohamad Darwish**  
**Executive Vice President, IHS Nigeria CEO and Co-Founder**

Over the past two years Nigeria has faced economic uncertainty, reforms and inflation, and rapid urbanisation, all of which continue to challenge infrastructure and social services. Amidst these challenges, we have remained steadfast, driven by a commitment to progress and a vision to positively impact lives across the nation.

At IHS Nigeria through our partnerships, we have been helping to foster digital inclusion and literacy, empower businesses, accelerate health interventions, and support education and economic growth within the communities in which we operate. We have partnered with various organisations who share our purpose of driving positive societal transformation by implementing programs that align with the UN SDGs and contribute to Nigeria's developmental goals. These partnerships have been vital in helping us to achieve our goals.

While we are proud of our achievements over the past two years, we recognise that there is still much work ahead. We have embraced this challenge with optimism and are ready to achieve new milestones in 2025, continuing to transform lives along the way.

## Message from our Chief Corporate Services Officer



**Dapo Otunla**  
**Chief Corporate Services Officer**

I am proud to present our 2023 and 2024 Impact Report, a reflection of the progress we have achieved over the past two years. This report highlights our dedication to contributing to the creation of a more sustainable Nigeria, fostering opportunities for success across our valued communities.

We reflect on the accomplishments demonstrated throughout the following pages with pride, while also detailing the ongoing efforts that drive social development and promote community-wide prosperity. We reminisce on the lives touched through our medical interventions, women and children empowered, SMEs supported and efforts towards becoming better stewards of the environment. The progress we have achieved in 2023 and 2024 is a testament to the power of our company-led initiatives and the invaluable support of our trusted partners.

Our collective success would certainly not have been possible without the shared dedication and collaboration of everyone involved. Together, we have demonstrated that meaningful change is well within reach when we unite around a shared vision and work collaboratively to achieve our collective goals.

## Message from our Director of Sustainability



**Titilope Oguntuga**  
**Director of Sustainability**

At IHS Nigeria, we are an organization committed to powering possibilities across Nigeria by providing infrastructure and support to communities.

Through our interventions across our four pillars and various other initiatives, we are on the journey to help make Nigeria a more sustainable society. Through our impact report you can find our efforts towards accelerating action, as we continue to align our initiatives with the Sustainable Development Goals.

We are committed to partnerships and strengthening stakeholder engagement across our communities and we work towards leadership in sustainable development in Nigeria. We know that we cannot do this alone. So, I implore you to join us on this journey, to ensure that Nigeria becomes more sustainable through diverse initiatives and of course ensuring that we work together to deliver impact across our communities.

## 01

# Supporting the United Nations Sustainable Development Goals

At IHS Nigeria, we recognise the important role the SDGs play in shaping the country's developmental agenda. We are committed to contributing to Nigeria's progress toward achieving these goals.

Mobile services are a critical enabler of economic and social development in Nigeria. These services drive economic growth and social progress in Nigeria by enabling financial inclusion, improving access to education, healthcare, and essential services, fostering entrepreneurship, bridging the digital divide, and empowering underserved communities. We are helping to unlock opportunities and transform lives across the nation.



## 01

# Our Contribution to the Development Indices

## Indices

### Unemployment Index

#### Initiatives

- 3 Million Technical Talent (3MTT) Program
- Innovation Makers Challenge
- Water Sanitation and Hygiene (WASH) Innovation Fair
- Project Empower
- Frontline Workers Initiative



(WASH) Innovation Fair

 **109,381**  
people supported

### Gender Inequality Index

#### Initiatives

- Women in Management, Business, and Public Service (WIMBIZ) Conference
- Women in Successful Careers (WISCAR) Activities
- Project Empower
- Other Gender Related Programs



(WISCAR) Activities

 **5,096**  
people supported

### Environmental Performance Index

#### Initiatives

- World Environment Day with GreenHub
- Climate Action Superheroes (CASH) Program
- EPRON-WEEE Transform Project



EPRON-WEEE

 **1,489**  
people supported

### Multidimensional Poverty Index

#### Initiatives

- STEM Education For Teachers
- IHS Book Club-Ake Arts Book Festival
- School to School Connectivity Program
- School Spelling Bee



UNICEF

 **1,369**  
people supported

Data provided for reporting years 2023 and 2024

## 01

# Our Contribution to the Development Indices continued

## Indices

### Human Development Index

#### Initiatives

- 3 Million Technical Talent (3MTT)
- WASH Innovation Fair
- Project Empower
- Women in Tech and Green Jobs
- Supply Chain ESG Training Program
- Sustainable Solutions Africa Program
- Sustainability Acculturation for champions program
- KAD ICT STEM and ICT Program-STEM and Creativity Festival
- Ogun State Environmental Protection Agency (OGEPA) workshop
- Nasarawa Investment Summit (NIS)
- Technovation Girls Field Trip and Pitch Competition
- Climate Action Africa Forum
- Project Climate Action Superheroes (CASH) initiative
- Global Educators Program
- Frontline Workers Initiative and other Human Development programs

 **113,157**  
people benefitted

### Social Progress Index

#### Initiatives

- School to School Connectivity Program
- Project Clinic Without Walls
- EPRON-WEEE Transform Project



(WISCAR) Activities

 **22,580**  
people supported

### Better Life Index

#### Initiatives

- END Funds Water Sanitation and Hygiene (WASH) ending Neglected Tropical Diseases program
- Vaccination for Children
- World Humanitarian Day
- Project Clinic Without Walls and Vaccination for Children
- The Nigeria Future Leaders Program
- OKAPI Cancer Awareness Program For Children
- Oxygen Security Plant Ogun State and other Better Life programs



School Connectivity Program

 **4,097,221**  
people supported

### Global Competitiveness Index

#### Initiatives

- Sustainable Solutions Africa Project
- Solar Powered Borehole Program
- 3 Million Technical Talent (3MTT)
- TTSWG-Innovation Makers Challenge



Sustainable Solutions Africa Project

 **810,777**  
people supported



02



## School Connectivity

956

Schools supported  
across States and

421

Schools successfully  
connected to the internet  
enabling them access the  
Nigerian Learning Passport  
- a digital learning platform  
with over 15,000 curriculum-  
aligned educational resources

Kaduna ICT Hub STEM  
and Creativity Festival

500

Participants including students  
from public and private schools  
and universities and 614 other  
STEM enthusiast attendees

1,114

People impacted

3 Million Technical  
Talent (3MTT)

108,508

People trained through  
this initiative across the  
36 States and the  
Federal Capital Territory  
(FCT)



## Innovation Hubs

3

Hubs constructed so far by IHS Nigeria since  
inception across Nigeria:

- Ilorin Innovation Hub, Kwara State
- Ladoke Akintola University of Technology (Commissioned), Oyo State
- Energy Hub, Alimosho, Lagos (Commissioned)

Partnership with the Kwara State Government for the  
construction of the Ilorin Innovation Hub which features  
co-working spaces, incubation and acceleration programs,  
and hosts workshops and training on technology and  
entrepreneurship



## Limitless Space Institute

IHS Towers in partnership with  
the Limitless Space Institute,  
supported 10 STEM educators  
on a 12-month program with  
practical teaching  
methodologies and STEM  
education through the lens of  
space exploration. Through this  
partnership, IHS Towers and LSI  
aimed to help inspire new  
generations about the wonders  
and intricacies of space in  
Nigeria and Brazil.

## Highlights from 2023 and 2024



## Solar Streetlights

144

Units of solar street  
lights installed  
across eight states in  
2024

Trees Planted /  
nurtured

4,000

Trees



## Project Green

Reduced our diesel consumption by

49.8m

litres in 2024

Waste Electrical Electronic  
Equipment Project (WEEE)  
in partnership with E-Waste  
Producers Responsibility  
of Nigeria (EPRON)

Trained

169

Collectors and

Provided

69

Receptables distributed  
across 7 States

Project Climate Action  
Superheroes

104

Teachers supported with  
climate literacy education

729

Students supported with  
Climate and Eco-Friendly  
education and tools



02



**Project Clinic Without Walls (PCWOW)-**  
A micro-health insurance scheme for underserved communities

**21,196**

People supported in 2023 and 2024



**Drainages and Culverts**

**86**

Constructed across our host communities



**Diesel-Generator Sets**

**63**

Donated across Nigeria to social institutions

**Oxygen Security Plants Project. (Bauchi, Ogun, Cross-River, Kano, Yobe, Oyo, Kaduna, Ebonyi, and Rivers States)**

- Constructed **9** and commissioned **8** Oxygen Security Plants
- Trained **89** biomedical engineers and technicians on planned preventive maintenance for the oxygen plants and equipment
- Trained **1,445** frontline health workers in hypoxemia management, pneumonia treatment algorithms, and integrated management of childhood illnesses
- Conducted dissemination workshops for the National Strategy for Medical Oxygen Scale-Up, hosted in hubs across the **6** geopolitical zones
- Commissioned fully installed PSA plants in Olabisi Onabanjo University Teaching Hospital, Sagamu, Ogun State



**Children Vaccinated in partnership with Nigeria Solidarity Support Fund in Cross River State**

**10,399**

Children vaccinated

## Highlights from 2023 and 2024



**Announced a partnership with National Commission for Museums and Monuments (NCMM) and the Federal Ministry of Art, Culture and the Creative Economy for the creation of a digital museum**

Promoting and encouraging indigenous art and culture



**ISO 26000**  
SOCIAL RESPONSIBILITY

**IHS Nigeria continues to be aligned with the guidelines of ISO 26000 on social responsibility**

**Suppliers and IHS Supply Chain trained on ESG and Sustainability**

**238**

People trained



**Innovation Makers Challenge**

**3**

Innovators supported



**Telecommunications and Technology Sustainability Working Group (TTSWG)**

**11**

Research publications since inception of working group to provide guidance to the industry

Launched the Telecoms and Technology Citizenship Awareness Roadmap (TATCAR)





# 03

## EDUCATION AND ECONOMIC GROWTH

## 03

# Education and Economic Growth



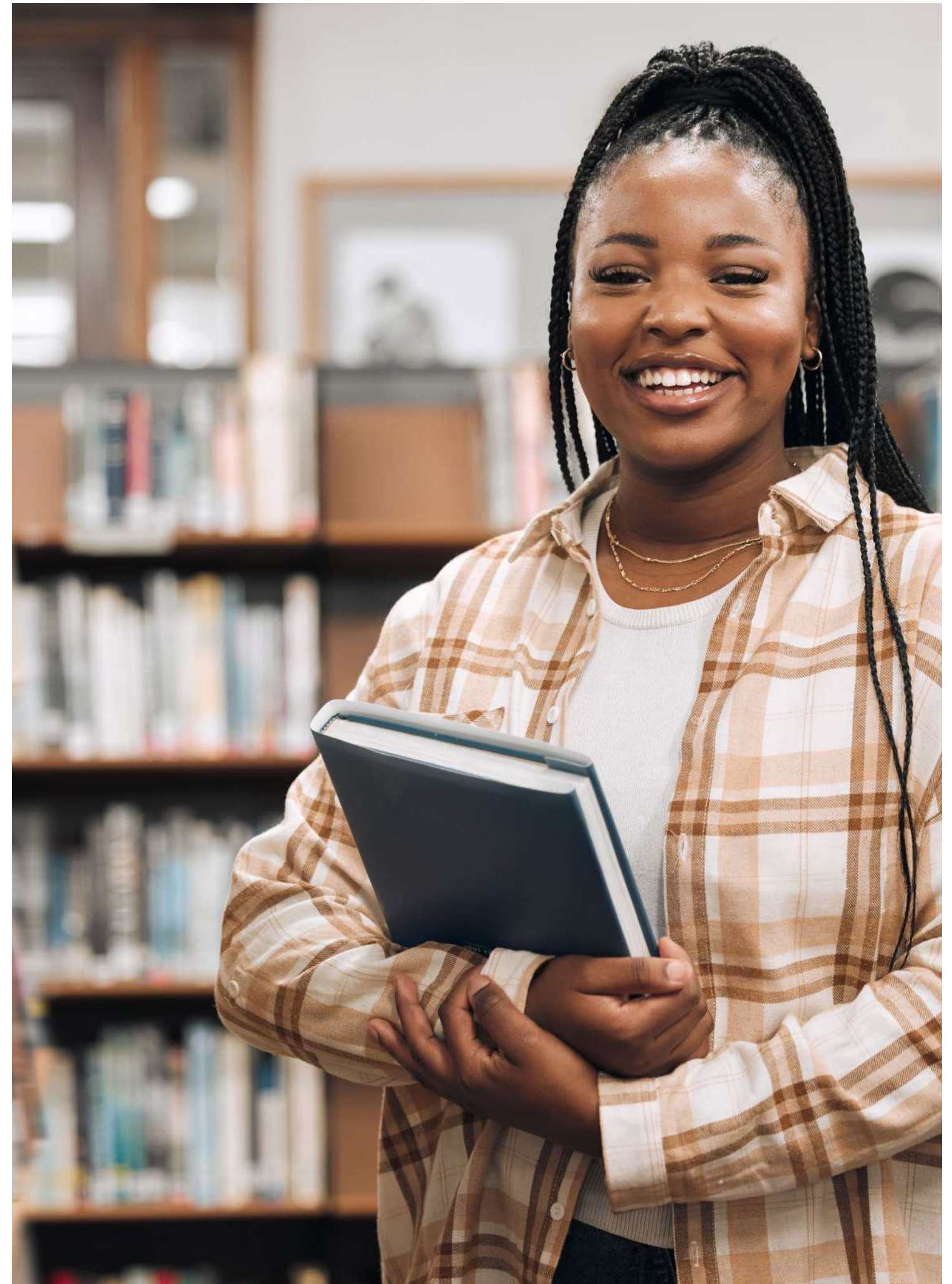
## Overview

At IHS Nigeria, we are committed to investing in long-term, impactful projects and initiatives we believe are instrumental in contributing to Nigeria's progress. We focus on enhancing educational opportunities and providing resources to support business growth. Understanding that the future of Nigeria's economy depends on the leaders and innovators of tomorrow, we empower young people for a better tomorrow.

We are also aware of the challenges to educational and economic equality, including

gender and regional disparities. As a result, we are dedicated to creating inclusive programs that bridge access gaps.

A significant part of our efforts center on advancing digital inclusion and empowerment programs. Through mobile connectivity, we believe we have the potential to bring significant economic and social value to the communities 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.



03

## Increasing access to education across Nigeria: SDG 4

Providing access to education for all children in Nigeria remains a significant challenge. At present, only 61% of 6–11-year-olds attend primary schools full time, and only 36.5% of children aged 2-5 receive an early education.

These figures worsen in the North of the country which maintains a net attendance rate of 53%. Gender remains a significant issue in education equality, with less than half of girls in education in various North-East and North-West regions of the country.\*

At IHS Nigeria, we recognize that education is the cornerstone of economic prosperity and progress. Over 2023 and 2024, we have actively invested in sustainability projects that aim to expand access to education. We remain committed to contributing to the development of the Nigerian education sector in alignment with SDG 4 – Quality Education.

(Sources: UNICEF and [Statista](#))

In 2023, we continued our **partnership with UNICEF**, participating in the year-end GEN-U Steering Committee Meeting focused on school connectivity across Nigeria and the broader **Gen-U initiative**. This meeting reviewed our collective 2023 impact and set targets for 2024. Attendees included key stakeholders such as Airtel Africa, Microsoft, ATC Nigeria, and government representatives. Demonstrating our ongoing commitment and alignment with UNICEF, we returned to 2024's meeting.

Furthering our mission to enhance literacy, we partnered with **BookBuzz** for the **Ake Book Festival**. The festival featured a book chat session hosted by our book club, who spoke with the Nigeria author Dipo Faloyin, who discussed his work, *Africa Is Not a Country* which challenges stereotypes and sheds light on the diverse stories and identities across the continent. Additionally, we supported grassroots educational initiatives, such as the inter-house sports competition at Raufu Williams Primary School in Lagos, by providing educational materials like school bags and notebooks. We also backed a community-driven School Spelling Bee Competition (SSBC) led by Temitope Oluwagbemi, Manager of Regional Quality Audit, at IHS Nigeria. The competition **awarded scholarships to 10 student winners**, showcasing our commitment to fostering literacy among young people.

## SDG 4

IHS Nigeria seeks to contribute to the advancement of Nigeria's education sector

10

Scholarships awarded to students in the spelling-bee competition

3

Years of impactful achievements focused on school connectivity

## 03

## Empowering Women and Girls

The empowerment of women and girls plays a vital role in driving Nigeria's economic development, fostering a cycle of inclusive growth and sustainable prosperity for the nation. We showed our commitment to pushing forward this agenda through several initiatives.

### DigitALL: Innovation and Technology for Gender Equality

We marked the International Day of Women and Girls in Science (IDWGS) 2023: "DigitALL: Innovation and technology for gender equality" by **equipping 79 young girls from three public secondary schools with ICT knowledge and skills**, preparing them for careers in technology. Following IHS Nigeria's engagement, these schools have proceeded to set up their own STEM clubs. One of the schools, Eva Adelaja Girls Junior Secondary School, has won multiple prestigious competitions such as the IBILE Robotics Competition 2023, the Tech Fam Robotics Competition 2023, and the Limitless Space Institute Microgravity Experiment 2024. As a testament to its leadership in STEM education, the school also claimed the First Runner-Up position in the World Robotics Olympiad (National) 2024 and was honoured as the Best School in Nigeria 2024. These accolades reflect the students' dedication and unwavering commitment to STEM that IHS Nigeria is proud to have enabled.

### Women and Girls in Science Leadership: A New Era for Sustainability

In 2024 IHS Nigeria organized an event to mark the International Day of Women and Girls in Science at Akoka Junior High School, Yaba, Lagos, and Government Girls Secondary School Kofar Kudu, Kano State, impacting 80 female students. The event aimed to inspire young girls in STEM with the theme "Women and Girls in

Science Leadership: A New Era for Sustainability and subtheme "Think Science, Think Peace".

### Women in IHS Network Mentorship Program

To increase engagement with STEM nation-wide, our sustainability team, in collaboration with Women in IHS Network (WIIN), a network of women focused on driving female empowerment across the business, hosted a mentoring program to provide new opportunities for our female employees and have hosted various mentoring sessions across public secondary schools in Lagos State on STEM education. The mentoring sessions were held across multiple schools and helped the mentees develop the tools and resources they need to succeed in STEM fields.

### Women in Tech and Green Jobs Initiative (WITGJ)

In 2023, we launched **the Women in Tech and Green Jobs Initiative (WITGJ) in partnership with Afro-Tech Girls and Poder Green Consulting**. Our WITGJ initiative aims to create a pipeline of women in the technology and engineering sectors by providing capacity development, certifications, and internship opportunities for employment eligibility in the technology and engineering fields. Women in Tech featured training in technology, engineering, data analytics, job readiness skills and project management, and included support with achieving internationally recognized certifications. The first cohort of 24 women completed the training with a graduation ceremony attended by representatives from General Electric, Google and the Women in IHS Network among others. Graduates were then eligible for internships through the IHS Nigeria Technical Skills Acquisition Program (TSAP) and IHS Skills Acquisition Program (ISAP). Women in Green Jobs, delivered in partnership with Poder Consulting, provided training in renewable energy, green entrepreneurship, data analytics and leadership. **We were thrilled to have 50 women participate in the first cohort and they are now pursuing careers in relevant sectors.**

In 2024, we advanced our **WITGJ** initiative to foster greater gender representation in technology and engineering sectors. We launched the **second and third cohorts of the WITGJ program. 65 women had successfully completed training and received certificates, qualifying them for employment and internships in these fields.** One of the beneficiaries of the Women in Green Jobs project joined the IHS Technical Internship Program (TIP) as a Surveillance Analyst in the Network Operating Center (NOC). In this role, she plays a pivotal part in ensuring power availability for customer equipment by proactively monitoring site performance and driving the timely resolution of downtime issues, thereby contributing to enhanced operational efficiency and improved service reliability for the business.

### Supporting Technovation for Girls

IHS Nigeria also partnered with the NGO Technovation Girls to provide practical experience of STEM. 205 female students participated in a pitch competition for innovation. The students toured our NOC and received support from IHS employees to develop their pitches, and competed for a chance to attend the prestigious International Pitch Summit in San Francisco. This initiative aligns with our mission to advance STEM education, expand opportunities for young innovators, and inspire the next generation to dream big and achieve more.



79

Girls upskilled in ICT to equip them for careers in technology

80

Female students inspired through STEM International Women's Day event to pursue leadership in science

115

Women trained through Women in Tech and Green Jobs initiative

## 03

**Promoting Physical Education and Leadership**

Recognising the value of sports in fostering leadership and teamwork, we supported the **8th edition of the Nigeria Future Leaders Festival in partnership with the Lagos State Football Association**. The event featured the Future Leaders Festival Cup, a football competition among four private schools in Lagos. Held at the Legacy Pitch, National Stadium, Greensprings School emerged victorious. We championed the values of collaboration, determination, and community, reaffirming our commitment to nurturing the potential of young people across Nigeria.

**Championing STEM Education**

As a leading communications infrastructure company, we recognize Nigeria's potential to excel in the global technology space. Since 2023, we have continued prioritizing the development of STEM skills through various impactful projects.

**Case Study****School Connectivity**

One in every five of the world's out-of-school children is in Nigeria, and about 10.5 million children are not in school even though primary education is officially free and compulsory. Gender, like geography and poverty, is an important factor in the pattern of educational marginalization. States in the northeast and northwest have female primary net attendance rates of 47.7% and 47.3%, meaning that more than half of the girls are not in school\*. To bridge the digital divide and promote STEM literacy in Nigeria, IHS Nigeria partnered with UNICEF on the School-to-School Connectivity project, a pillar under the UNICEF Generation Unlimited Nigeria (GenU) 9JA.

Through this partnership, IHS Nigeria has helped to provide internet connectivity and essential devices, such as tablets, to 956 public secondary schools in underserved communities across States including Benue, Cross River, Ekiti, Kaduna, Enugu, Anambra, Lagos, Ogun, Abia, Ebonyi, Imo, Edo, Osun, Kwara, Plateau, Abuja and Oyo States, enabling them to access the Nigerian Learning Passport, a vital online and offline curriculum application currently reaching approximately 1.7 million users, designed by UNICEF in collaboration with the Federal Ministry of Education. These efforts are transforming education by enriching learning experiences, empowering communities, and advancing the program's goals.

First launched to support remote learning during the Covid-19 pandemic, the **Nigerian Learning Passport** is a digital learning platform with over 15,000 curriculum-aligned educational resources, including interactive lessons, digital textbooks and learning modules. It has become an essential tool for providing quality, and uninterrupted, education to children across Nigeria.

\*[Unicef](#)



*Reaching 1.7 million users of which 1.5 million are Students, 130,000 Teachers, 18,000 School administrators, 35,000 parents, 100,000 others on the Nigeria Learning Passport is a testament to our collective commitment to ensuring that every child in Nigeria has access to quality education, regardless of their location or circumstances. This platform is bridging the educational gap and providing opportunities for children to learn and thrive, especially in remote and underserved communities."*

Cristian Munduate,  
UNICEF Nigeria Representative

Digital inclusion is at the core of our strategy to address educational disparities.

We partnered with KAD-ICT Hub in 2023 and 2024 for the STEM and Creativity Festival, which brought together 1,114 students and young people from public and private schools and universities, and highlighted Kaduna State's advancements in STEM and inspired youth to pursue careers in these fields. In addition, in 2023, we hosted a workshop in partnership with STEM4DEV in Lagos for 110 teachers, training them in programming, robotics, and upcycling skills to enhance their capacity to deliver cutting-edge education. This event served as an excellent platform to inspire innovation, promote educational development, and nurture the next generation of leaders in STEM. This has improved resourcing for schools and teachers in delivering STEM interventions, global exposure to opportunities in space education that culminated in increasing awareness for STEM education in public secondary schools.

Throughout 2024, we have continued our efforts to equip educational facilities with essential resources, reinforcing our commitment to community development and quality education. IHS Nigeria donated 10 desktop computers to Abia State College of Health Science and Management Technology, supporting the institution's mission to empower future healthcare professionals.

## 03

## Building good employment opportunities, now and for the future: SDG 8

In Nigeria, the youth unemployment rate for 2024 was 5.05%, a 0.08% decline from 2023. This trend highlights ongoing efforts to address youth unemployment and create more opportunities for young Nigerians to thrive in the workforce.

(Source. Macro trends)

IHS Nigeria, through partnerships continues to focus on delivering long-term positive impact, strengthening educational opportunities and supporting the development of business and enterprises.

### National Skills Development Framework

In 2023, IHS Nigeria participated in a regional validation workshop of the draft **National Skills Development Framework** and operationalization plan, organized by the Federal Ministry of Education and the National Skills Development Technical Task Team in collaboration with UNICEF in Lagos. The workshop aimed to present the draft National Skills Development Framework and operations plan to government officials, practitioners and experts, the private sector, civil society, and young people to review the content of the draft framework and discuss how the Framework can best support children and young people and its implementation across Nigeria.

### Project Empower

Our dedication to driving economic growth and empowering individuals from underserved communities is evident through our vocational skills training and grant initiatives. One key effort is **Project Empower**, launched to further economic growth, drive innovation and provide technical and vocational skills. Through the Sustainable Solution Africa Pitch and Awards Program, IHS Nigeria, in partnership with We for Good, provided seed funding to six winning start-ups looking to develop innovative business ideas supporting climate action, sustainable growth and poverty alleviation. It also provided grants to five sustainability-focused start-ups recognized at the 2023 Water Sanitation and Hygiene (WASH) Innovation Fair, which was sponsored and hosted in partnership with the Financial Centre for Sustainability Lagos (FCS Lagos), the Nigeria Climate Innovation Center (NCIC) and Financial Markets Dealers Quotations (FMDQ). In addition, through IHS Nigeria's Project Empower, we provided people from socio-economically disadvantaged backgrounds with training in growing sectors.

In 2023, 50 people completed courses in renewable energy, catering and hospitality management through Project Empower.

In 2024, our **Project Empower initiative** continued to make significant strides. Over the course of the year, IHS Nigeria helped 35 micro, small and medium-sized enterprises in Imo and Lagos states formally register their business and access financial services, business support and marketing opportunities. This financial support has been instrumental in enhancing their businesses and enabling investments in essential tools and materials.

Recently, IHS Nigeria has committed to sponsoring Imo State's One Kindred One Business Initiative (OKOBI), an initiative designed to empower **small and medium-sized enterprises (SMEs)** and drive economic growth, particularly in rural areas. The project serves to support education initiatives delivered by the Imo State Government and highlights the organization's ongoing and dedicated commitment to supporting local communities and driving economic empowerment.



6

Start-ups provided with seed funding to develop their innovative business ideas



35

SMEs supported with registration, accessing financial services and marketing their businesses

## 03

## Strengthening Industry, Innovation, and Infrastructure: SDG 9

In 2023 and 2024, IHS Nigeria deepened its commitment to strengthening industry, fostering innovation, and building resilient infrastructure.

In addition to education and employment, we promote sustainability, and drive innovation to enhance Nigeria's economic growth. Nigeria has immense potential to improve its competitiveness, and we are dedicated to supporting that journey.



### Case Study

#### Driving the Culture of Innovation and Promoting Nigeria's Digital Economy

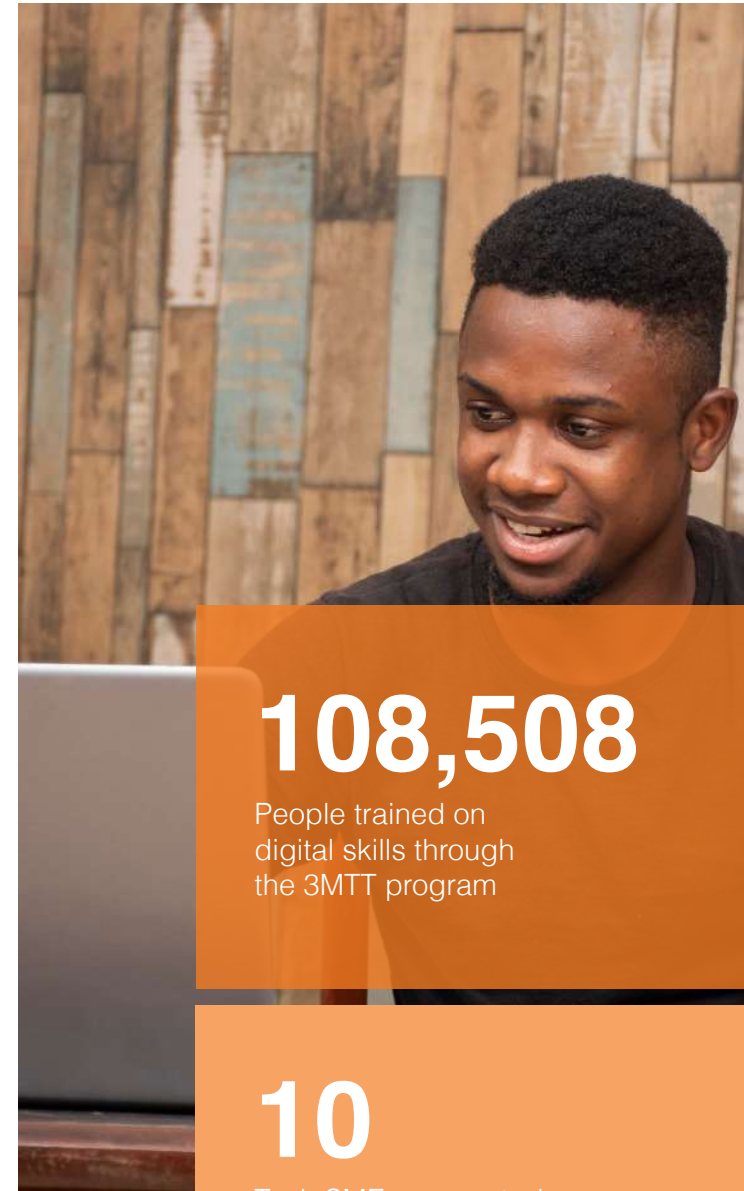
In an age increasingly dominated by digital natives, whose lives revolve around technology, IHS Nigeria seeks to support this key cohort with essential skills and support, while also contributing to economic development.

In 2024, construction began on the Ilorin Innovation Hub, which will feature co-working spaces, incubation and acceleration programs, workshops and training on technology and entrepreneurship. Our strategies involved establishing a five-year partnership between the Kwara State Government and IHS Nigeria to cobuild and manage the Ilorin Innovation Hub (IIH). Situated within the burgeoning Nigerian innovation landscape, the Ilorin Innovation Hub plays a pivotal role in nurturing early-stage startups. While its focus may extend beyond purely techdriven ventures, the hub recognizes the crucial role technology plays in empowering solutions across sectors like agriculture, education, and healthcare. This project reflects our continued commitment to creating employment opportunities, spurring innovation, and fostering entrepreneurship and investment. Targeting individuals aged 18 to 35, the hub is specifically designed to combat youth unemployment. Once completed, the hub is expected to be the largest innovation centre in Nigeria. We partnered with the Federal Ministry of Communications, Innovation, and Digital Economy for the 3 Million Technical Talent (3MTT) program, a critical part of President Bola Ahmed Tinubu's Renewed Hope agenda. This initiative is aimed

at building Nigeria's technical talent backbone to power our digital economy. The first phase of the program, executed in collaboration with the National Information Technology Development Agency, involved multiple stakeholders, including fellows, training providers, partners, and placement organizations. The 3MTT Program has trained over 108,508 learners with digital skills and created a pipeline of hackathons and internship programs for the learners to hone their skills.

We recognise that **Small and Medium Enterprises (SMEs)** play a pivotal role in Nigeria's economic development, contributing to job creation, entrepreneurship, and integration with large-scale industries.

Nigerians with critical digital skills through the first and second cohort of the 3MTT program.



# 108,508

People trained on digital skills through the 3MTT program

# 10

Tech SMEs supported with digital technology

In 2024, IHS Nigeria continued to celebrate significant milestones that support **industry, innovation, and infrastructure**. We joined the global community in commemorating World Youth Skills Day, amplifying our communications in support of young people under the theme "Youth Skills for Peace and Development." This day underscores the vital role of empowering youth through skill development. Our dedication to nurturing young talent has fostered innovation, creativity, and skills acquisition, contributing meaningfully to more peaceful and prosperous society.

## 03

## Advancing Space Education in Collaboration with LSI

As part of IHS Towers ongoing commitment to opening new opportunities in STEM education we delivered a one-year partnership with the non-profit organization Limitless Space Institute (LSI). Through this partnership, IHS Towers and LSI aimed to help inspire new generations about the wonders and intricacies of space.

LSI's 12-month Limitless Global Educator Program provided educators with practical teaching methodologies and STEM education through the lens of space exploration. Through a carefully curated curriculum, 10 educators from Nigeria participated in the program and explored a range of topics, including from spaceship to earth, the solar system, interstellar propulsion, and exploration. The program included monthly virtual workshops where guest speakers provided insights on a wide range of topics. The cohort then met in person at LSI's Summer Institute in Houston, Texas, where they had the opportunity to engage with astronauts and engineers. They visited NASA and organizations in the space industry to help integrate new knowledge into their teaching methodologies. Their schools also received practical STEM kits which enabled the educators to integrate hands-on STEM learning experiences with their students.

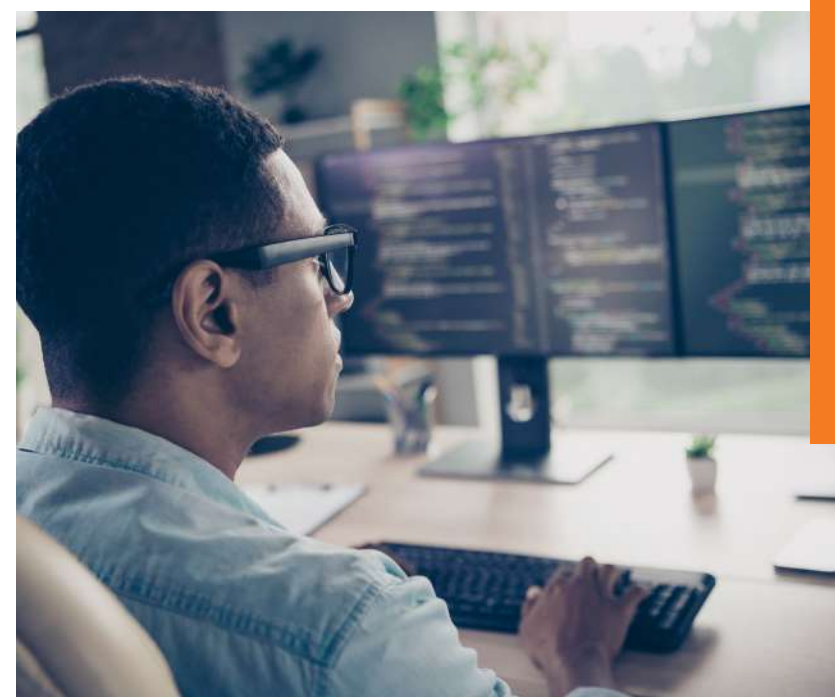
In 2024, the Nigerian educators participated in a roundtable discussion alongside IHS executives and key stakeholders in Lagos to discuss their learnings on integrating STEM education into classrooms through the lens of space exploration. The program has been endorsed by key Nigerian institutions including the Federal Ministries of Education, Innovation Science and Technology, as well as the National Space Research and Development Agency.

Through this program, the Limitless educators were also given a unique opportunity to further apply their course learnings by working with their students to design a simple experiment to fly on the International Space Station. A student, Rashidat Ademosu's focus on Properties of Pendulums in Microgravity, was selected and slated to fly in space in 2025. Read more about Limitless: [Global Educators - Limitless Space Institute](#)



*The in-person Lagos institute has impacted me both personally and professionally. Personally, it allowed me to connect with STEM teachers from the US, with whom I had insightful discussions about my students' projectile motion projects and how we can collaborate on more design challenges for educators. I also had the pleasure of exchanging ideas with fellow Nigerian educators, enriching our shared experiences and classroom practice”.*

Olayinka Adeosun, Nigeria



## Digitizing Nigeria's cultural heritage

In 2024, we announced our partnership with the National Commission for Museums and Monuments (NCMM) and the Federal Ministry of Art, Culture, and the Creative Economy. Together we established the **Digital Museum Project**, an initiative intended to digitize and preserve Nigerian cultural artifacts. The project will include redesigning the NCMM website, scanning artifacts, developing virtual environments, and quality control. Through this effort, IHS aims to enhance global access to Nigeria's cultural heritage.



*The digital museum will serve as an invaluable resource for researchers, students and the general public, both in Nigeria and around the world, and will play a crucial role in the preservation of our national heritage.”*

Olugbile Holloway  
Director General, National  
Commission for Museums  
and Monuments



# 04

## ENVIRONMENT AND CLIMATE CHANGE

## 04

# Environment and Climate Change



## Overview

Nigeria is expected to grapple with some of the consequences of climate change. In this sense, our dedication to addressing climate change issues and protecting the environment is close to our hearts and has remained a top priority for us. As an organization, we aim to continuously reduce the impact of our operations and protect the environment by investing in more renewable energy sources.

Over 2023 and 2024, we made further progress and are pleased to share a summary of what we have accomplished in alignment with the SDG's – SDG 7: Affordable and clean energy, SDG 8: Decent work and economic growth and SDG 13: Climate Action.



## 04

## Renewable energy, for communities across Nigeria: SDG 7, SDG 8

**Many Nigerians continue to face unmet energy needs. Being environmentally conscious whilst adhering to this demand is essential for Nigeria's economic future. IHS Nigeria has continued to explore and invest in alternative cleaner energy sources, for its operations.**

Project Green is the current step in IHS Group's Carbon Reduction Roadmap. Through Project Green, we continue to prioritize alternative sources of power to reduce our dependency on diesel. This involves integrating solar panels and battery storage solutions at off-grid site locations, as well as investing in connecting more of our sites to electricity grids and providing supplemental solutions at some ongrid tower sites.

As a Group we have reduced our diesel consumption by 49.8 million litres. Also, we

continued research and development into the viability of other solutions, including hydropower, fuel cells, gas, energy management systems and other enhanced energy-efficient technologies. In Nigeria, we conducted a hydropower pilot project and began work on a fuel cell pilot. We also explored opportunities for gas, conducting intensive studies into the viability of liquefied petroleum gas (LPG) and compressed natural gas (CNG). As a telecommunications company, we will continuously review all forms of non-diesel power sources and to ascertain the suitability for our tower sites.

In Nigeria, we continued our ongoing initiative to install solar-powered streetlights, donating 144 units to underserved communities in eight states. This project saw IHS Nigeria proactively stepping in to improve the human and environmental condition of lives through the enhancement of community security.

Furthermore, we instigated the installation of 30KVA solar solutions at Royal FM stations in Kwara and Kaduna States. The wave of installations were essential to provide uninterrupted power to these locations, and of course signpost our endorsement of renewable energy use. The objectives of the solar power stations are to decrease reliance on conventional energy, lower carbon footprints, and create more sustainable broadcasting environments.

Our solar endeavours didn't stop there; we successfully completed Solar-Powered Borehole projects aimed at providing a sustainable, clean, and reliable water source when we constructed and deployed four solar-powered boreholes in Ogbulu Community, Kogi State and the Nigeria Police College in Ikeja, Lagos. Here we significantly enhanced the quality of life, access to clean water, and promoting health and well-being among residents and its surrounding community. Our work here is set to directly impact over 276 beneficiaries.

The above examples demonstrate our work in making clean energy more affordable and accessible. We understand the knock-on effect that resource availability has on communities. Our ongoing solar installations both support the development of green jobs and enable businesses and communities to function with less energy disruption.

Reduced diesel consumption by

**49.8**

Million Litres  
in 2024

**3,850**

Sites connected to National Grid in 2024

**1,000**

Residents benefitted from the installation of solar powered street lights in Iyana Ipaja

**276**

Residents benefitted from the installation of solar powered boreholes in Lagos and Kogi State

**6,747**

Sites fitted with hybrid solutions in 2024

## 04

## Addressing Climate Change: SDG 13

At IHS Nigeria, we are working to reduce any negative environmental impacts our operations may have.

This includes lowering our fuel consumption, energy use and GHG emissions, as well as seeking to reduce waste and any negative environmental impacts our operations may have.

We take pride in leading the charge in environmental stewardship initiatives. In 2023, we collaborated with **Green Hub Africa (GHAF)** to launch the Climate Action Super-Heroes (**CASH**) program. This initiative focuses on education, awareness, and thought leadership, addressing environmental challenges through innovative solutions and collaborative efforts. In 2024, IHS Nigeria continued its partnership with the GHAF and its CASH initiative, continuing to empower students to become climate ambassadors with a healthy competition. The program focused on school outreaches which culminated in a virtual interschool competition, with Junior Secondary School, Garki, Abuja emerging as the overall

winner among **18 participating schools** from the six geopolitical zones.



### World Environment Day (WED)

As part of CASH, IHS Nigeria participated in the **50th-anniversary commemoration of WED** in **2023**, held at the **UN House in Abuja** under the theme “Solutions to Plastic Pollution.” The event raised awareness and fostered collaboration among stakeholders to tackle pressing environmental challenges. In continuation of our collaboration with the **GHAF**, we also **organized the 2024 World Environment Day celebration** at the UN House in Abuja. The event, themed “Land Restoration, Desertification, and Drought Resilience,” focused on highlighting the impact of **CASH** and attracted approximately **228 people**.

## Climate Education and Awareness in Schools

In collaboration with Green Hub Africa Foundation, we conducted a stakeholder engagement exercise across schools in Abuja, Kaduna, Cross River, Enugu, Borno, and Lagos States. This effort promoted **climate education and awareness** among students, educators, and school administrators.

- A **masterclass training program** was organized for **102 participants**, including teachers, school principals, and state education board members.
- Training sessions focused on empowering champions to implement environmental initiatives, guided by the **Project CASH curriculum**.
- Investments were also made in the tools necessary for the initiative’s rollout across schools, ensuring effective and sustainable implementation.

## Case Study

### Ecological Restoration

IHS is committed to helping protect biodiversity and ecosystems, including through reforestation efforts.

In 2022, IHS commenced a partnership with the Osun State Ministry of Environment on ecological restoration to support reforestation, which led to the establishment of a Tectona Grandis plantation at the Ago-Awu Forest Reserve area located at Ayedaade South Local Government Area (LGA) of Osun State with 4,000 Gmelina Arborea trees planted across five acres of land for the benefit of the environment. In 2023 and 2024, we strengthened our partnership through replanting, weeding, and nurturing of the 4,000 trees.

# 4,000

Gmelina Arborea trees  
planted / nurtured in  
Osun State



## 04

## Collaborating on Climate Change Solutions

- In 2023, we partnered with the **Lagos State Government** for the **2nd Lagos State Climate Change Business Meeting**. The event brought together key government representatives and industry stakeholders, including Nigerian Association of Chambers of Commerce, Industry, Mines, and Agriculture (NACCIMA) and the Lagos State Ministry of Environment. The meeting emphasized collaboration, innovation, and business engagement in addressing climate change, further demonstrating our commitment to advancing environmental solutions in Nigeria.
- In 2024, IHS Nigeria sponsored and participated in two major climate events: the Lagos International Climate Change Summit, themed “Accelerating Climate Finance and Championing Local Adaptation Initiatives” These events brought together over **2,000 attendees**, including government officials, regulators, investors, and business leaders, to address critical climate challenges. IHS Nigeria contributed to key discussions, sponsoring panel sessions on topics like private sector investment in climate resilience and enhancing Nigeria’s economic resilience to climate risks, with strong representation from our Sustainability Champions and team members.
- In 2024, we spearheaded discussion at an International Press Conference announcing the inaugural convening of the **Climate Action Africa Forum (CAAF24)** at the Transcorp Hilton Abuja. The conference brought together global leaders, experts, and stakeholders to explore solutions to Africa’s environmental challenges under the theme, “**Green Economies, Brighter Futures – Innovating and Investing in Africa’s Climate-Smart Development.**”

### Tackling Nigeria’s Waste Management Crisis

Nigeria is particularly burdened by waste electrical and electronic equipment (WEEE), with over 1.1 million tonnes of e-waste every year stemming from both local and imported EEE\*.

- To address this challenge, IHS Nigeria partnered with the **E-waste Producer Responsibility Organisation Nigeria (EPRON)** to launch the **Waste Electrical and Electronic Equipment (WEEE) Transform Project**.
- The project was officially launched with a virtual inception meeting that outlined its objectives, emphasizing sustainability and proper e-waste management.
- We released the “**Consumer Behaviour and Perception of Circularity in the Nigerian WEEE Sector**” **Report** and a standard **e-waste training manual**, both made publicly available online.

\*Source

- A three-day **e-waste management training program** was held for collectors in two States. The training focused on best practices and was attended by government stakeholders, including representatives from the **Ministry of Environment**, the **National Environmental Standards and Regulations Enforcement Agency (NESREA)**, and the **Abia State Environmental Protection Agency (ASEPA)**.
- In commemoration of the **2024 International E-Waste Day**, IHS Nigeria participated in the “Join the E-Waste Hunt – Retrieve, Recycle, and Revive!” event at the University of Lagos, organised by **E-Waste Producer Responsibility of Nigeria (EPRON)**.
- The event featured two key activities: the **E-Waste Hunt**, where secondary school students competed to collect and recycle e-waste, and the **Tertiary WEEE Recovery Challenge**, where students developed innovative e-waste collection models. Through these initiatives, IHS Nigeria continues to actively tackle waste management issues and

promoting a cleaner, more sustainable environment. We believe that by taking responsibility for our actions and engaging our communities, we can create a better future for all.

- As part of our ongoing commitment to digital inclusion, IHS Nigeria enrolled **secondary school students** in our School Connectivity Project, providing them with one year of free internet access to enhance their learning while promoting sustainable e-waste management practices. IHS was represented by the Government Relations, HSE, and Sustainability departments.
- In addition, we strengthened our partnership with EPRON and completed training for 214 participants, 169 collectors, and 45 Regulators. We further supported in the provision of 69 receptacles across 6 States in Nigeria including Rivers, Kano, Abia, Ogun, Adamawa, Lagos and the Federal Capital Territory.





# 05

## OUR PEOPLE AND COMMUNITIES

## 05

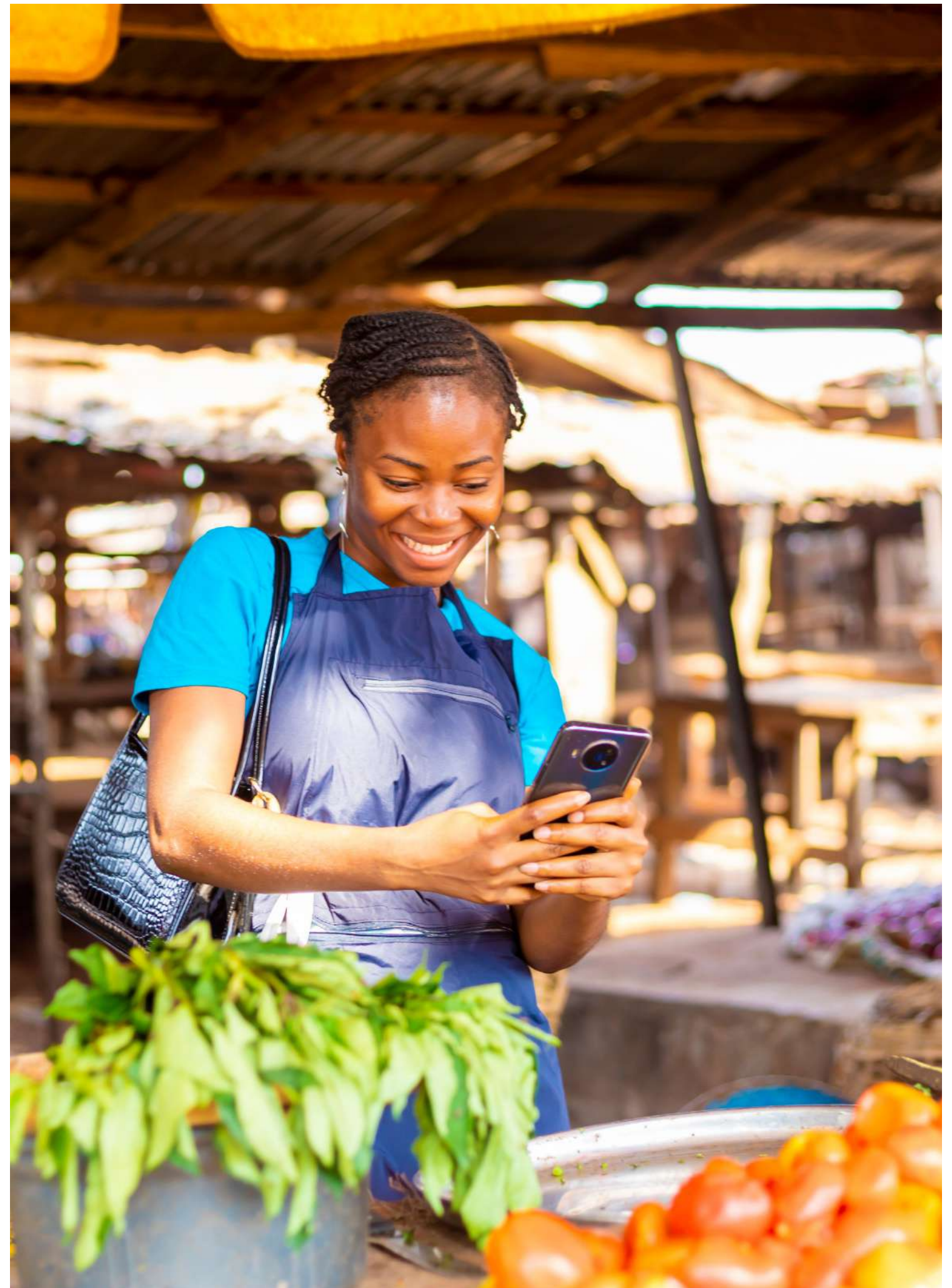
# Our People and Communities



## Overview

At IHS Nigeria, we are deeply dedicated to our people and communities. We understand the importance of building a diverse and inclusive workforce who are well supported within the business. Equally, we strive to make a positive impact across Nigerian communities. Our passion for our people and communities has remained at the heart of our efforts towards SDG 3 - Good health and well-being, SDG 5 - Gender equality, and SDG 10 - Reduced inequalities over 2023 and 2024.

Across 2023 and 2024, we implemented and supported a variety of community initiatives and projects which impacted local communities and continued to nourish strong relationships with our host communities.



05

# Improving the Health of Nigeria's Citizens: SDG 3 - Good Health and Well-being

At IHS Nigeria we recognise the improvements to be made within the health sector and are working towards broadening the accessibility of essential services across the country. Over the past years, we have led efforts and initiatives aimed at ending Neglected Tropical Diseases (NTDs) across Nigeria.

## Case Study

### Tackling Neglected Tropical Diseases

According to the World Health Organization, over 168 million Nigerians need treatment for one or more neglected tropical diseases (NTDs). IHS Nigeria is a long-term partner of the END Fund, a philanthropic fund solely dedicated to ending NTDs and providing life-changing treatments to those affected by onchocerciasis, lymphatic filariasis, schistosomiasis, and soil-transmitted helminthiasis.

In 2023, IHS Nigeria supported the END Fund, bolstered by a matching grant from the Gates Foundation, and delivered treatment to 1,020,153 people and trained 492 health workers in Akwa Ibom, Bauchi, and Osun States. We also joined the global community to mark World NTDs Day, participating in the national program, which included a week-long series of activities. Highlights included the launch of the 2023-2027 NTD Masterplan and the END Fund-commissioned Nigerian NTD Economic Impact Study Report.

# 650,738

Individuals treated

# 1,020,153

Treatments delivered

# 492

Health workers trained

In 2024, 201 hydrocele surgeries were conducted, 171 personnel trained on NTD data digitization in Akwa Ibom, 5,396 community-directed distributors trained, and mass drug administration for onchocerciasis and lymphatic filariasis was conducted in 13 local government areas across Borno State.

### FCT Renewed Hope Medical Outreach

In 2024, IHS Nigeria partnered with the **Federal Capital Territory (FCT) Administration Health Service and Environment Secretariat** to deliver the “**FCT Renewed Hope Medical Outreach**” to **9,113 people, 224 surgeries, and 750 environmentally friendly gas burners and cylinders distributed, and 206 health insurance provided**. This program integrated health and environmental stewardship to empower disadvantaged communities across the FCT. The environmentally friendly gas burners help the beneficiaries reduce exposure to respiratory diseases, shift to cleaner fuels which reduces deforestation and are a significant step towards meeting Nigeria's National Clean Cooking Policy approved by the Federal Executive Council, which has a target to increase the use of Liquefied Petroleum Gas (LPG) to 54% and electric stoves to 20% of the total clean cooking energy mix by 2030.\*

### Promoting Vaccination Efforts For Children

Creating access to the treatment of diseases and health issues are critical for reducing mortality across Nigeria. At IHS Nigeria, we have taken proactive measures in ensuring that immunizations are increased across the country, especially amongst children. In 2024, we partnered with the Nigeria Solidarity Support Fund (NSSF) to provide intensified routine immunization for **10,399 under 0-12months, and 3,464 aged 1-2 years through 682 sessions across 196 wards in 18 local government areas in**

(\*LPG)

# 13,863

Children provided with intensified routine immunization in partnership with Nigeria Solidarity Support Fund (NSSF)

# 224

Surgeries provided through FCT Renewed Hope Medical Outreach

The program commenced in 2023 with a flagship event at the Roll Back Malaria office in Calabar. In 2024, IHS and the NSSF held a meeting with the Deputy Governor of Cross River State, Mr. Peter Odey to showcase the project's impact to Government stakeholders and explored further opportunities to scale up. Overall, this initiative has contributed to improved national immunization coverage, reduced exposure of children 0-5 years old to measles, meningitis and diphtheria, improved access to routine immunization through optimized outreach sessions, and reduced zero dose children thereby reducing under 5 child mortality rates in Nigeria.



## 05

### Driving Innovation Through Water, Sanitation, and Hygiene (WASH)

We partnered with the **Nigeria Climate Innovation Centre (NCIC), FMDQ, and FC4S Lagos** for the Water Sanitation and Hygiene (WASH) 2.0 Innovation Fair. The process involved a call for entry, and a hackathon that culminated in the selection of five SMEs who were awarded grants of NGN3.5Mn each. This was followed by a 5-month incubation program which provided the SMEs with technical, commercial, and business advice to enable them to take their innovative ideas from initiation to market entry. The grantees included Schrödinger Technologies, Sparklean Station Nigeria Limited, Junkyard, Green Cycle, and Retreasure.



### UNICEF WASH Consultation and Media Dialogue

In 2024, we participated in the UNICEF WASH consultation and media dialogue, carrying over from our dedicated work in 2023. The event was held in Lagos and focused on an overview of the sanitation sector, the clean Nigeria campaign, opportunities for private sector engagement to end open defecation and the potentials of the sanitation economy.

### Innovating Accessible Healthcare: Project Clinic Without Walls (PCWOW)

Working towards accessible healthcare for Nigerians, in 2023 we initiated the Project Clinic Without Walls (PCWOW). This initiative has worked towards increasing the coverage of health



insurance with specific interventions through the entry point of a mobile community medical clinic. The model involved the rollout of mobile free health clinic program, social mobilisation for the provision of health information, and the creation of a health insurance scheme.

We kicked off the outreach of PCWOW in 2023 in Ijebu Mushin, Ogun State, and the outreach featured a basic medical health check with drug prescriptions. Since then, we partnered with AXA Mansard and amplified our impact by reaching approximately **20,000** people across Ogun, Gombe, Anambra and Jigawa States.

We continued to amplify our medical outreach program and renewed health insurance partnerships for three communities (Akute, Ijebu-Imusin, and Atani) across Ogun and Anambra States. These medical outreaches featured medical health check-ups, drug recommendations, and hospital referrals.

**PCWOW** initiative remained a flagship Project in 2024 with strengthened partnership with AXA Mansard Insurance. We funded **micro-health insurance** for **1,196 people across Nigeria** and **engaged in community outreaches**, providing free health checkups and information on the benefits of health insurance.

### Enhancing Cancer Awareness

Every year, there are over **115,000** new cancer patients in Nigeria, at least half of who need radiotherapy. In light of this, IHS Nigeria partnered with the Okapi Children Cancer Foundation on its 7th Annual Childhood Cancer Awareness 6km Walk in 2023. The walk aimed to increase awareness of the disease amongst young patients and provide support for them.

The event attracted over 700 participants, and over **10,000** people who joined online through live streams and media coverage.

In **2024**, we once again partnered with the **OKAPI Cancer Foundation** to host its **Annual Charity Walk** in Abuja. This initiative aimed to:



Raise awareness about childhood cancer.



Promote physical activity among Nigerians.



Generate funds to support children battling cancer.

The event drew a wide audience, reflecting our commitment to improving cancer awareness and support. Additionally, IHS Nigeria facilitated the treatment of 8 children impacted by cancer at the National Hospital Abuja.

(Source).

### Strengthening Oxygen Supply

We partnered with UNICEF to establish nine oxygen plants across Bauchi, Ogun, Cross-River, Kano, Yobe, Oyo, Kaduna, Ebonyi, and Rivers states to help strengthen oxygen supply in hospitals for the treatment of pneumonia, COVID-19, and other hypoxemia disorders, particularly in newborn babies and pregnant women. In 2023, IHS Nigeria handed over a Pressure Swing Absorption (PSA) Oxygen Plant to the Olabisi Onabanjo University Teaching Hospital, Sagamu, Ogun State, and in 2024, we commissioned 7 new **oxygen plant facilities** in Bauchi, Cross-River, Yobe, Oyo, Kaduna, Ebonyi, and Rivers States. These facilities aim to provide affordable oxygen for patients suffering from conditions such as COVID-19, pneumonia, and bronchitis. This initiative represents another milestone in addressing critical healthcare infrastructure needs across Nigeria. Through this donation we ensured ample and affordable oxygen for



## 05

patients. Furthermore, **1,445 frontline health workers** were trained in hypoxemia management, pneumonia treatment algorithms, and integrated management of childhood illnesses. Overall, **8 oxygen plants produced 128,090.5 volumes of oxygen and 7,203,365 litres of gaseous oxygen per minute in 2024.**

### Supporting Employee Wellness

At IHS Nigeria, we also care about the health and wellbeing of our own employees. The 2023 Employee Wellness Week, themed “**Empowering Wellness and Elevating Sustainability,**” highlighted the connection between employee wellness and sustainable living. Initiatives included promotion of sustainable lifestyle tips, potted plant distribution, a “**Going Paperless**” campaign, and recycling efforts to support eco-conscious behavior and community impact such as conversion of our waste papers into pencils for onward distribution to students in schools.

### Revitalizing Access to Clean Water

IHS Nigeria revamped a borehole at Rumuola Community in Rivers State and constructed three solar-powered boreholes in Ogbulu community, Kogi State and four solar-powered boreholes in the pipeline in partnership with UNICEF Nigeria as a response to the Borno Flood crisis in 2024. These projects aim to provide clean and reliable water access to underserved communities. These initiatives are intended to ensure a dependable and clean water supply while significantly enhancing public health and the overall quality of life in these communities. Overall, these boreholes have impacted approximately over 20,000 beneficiaries across Nigeria by providing access to clean water.

20,000

Beneficiaries of solar powered boreholes in Borno State

1,445

Frontline health workers were trained in hypoxemia management, pneumonia treatment algorithms, and integrated management of childhood illnesses

1,196

People granted access to micro-health insurance through the Project Clinic Without Walls

5

SMEs awarded grants through Water Sanitation and Hygiene (WASH) initiative



## 05

## Addressing Inequalities in Society: SDG's 5 and 10

**Gender inequality in Nigeria is influenced by cultural norms, beliefs, and values. Nigerian women continue to face marginalisation both economically and in terms of educational opportunities.**

At IHS Nigeria we firmly believe that promoting gender equality can create a transformative impact on Nigeria's cultural and economic landscape. That's why we prioritise initiatives that empower women to actively participate in the country's cultural and economic life.

One of our notable partnerships strive to improve women's health through medical outreach, which we launched in 2023.

### Improving Women's Health Through Medical Outreach

40 million women in Nigeria of childbearing age (between 15 and 49 years of age) suffer a disproportionately high level of health issues surrounding birth. While the country represents 2.4% of the world's population, it currently

contributes 10% of global deaths for pregnant mothers. We partnered with **Steer For Change Mother and New Born Foundation**, a NGO with a vision to ensure that no pregnant woman dies or loses her child because of poverty or illiteracy, to embark on a medical outreach to impact pregnant and nursing mothers. The program featured health education, the distribution of birth kits, baby care products, mosquito nets, medical checkups, prescriptions, and medication. Overall, the six medical outreaches across the six communities in Lagos State impacted **381 women** in 2023.

(Reference)

### World Humanitarian Day Campaign: Delivering Basic Needs

In observance of **World Humanitarian Day (WHD) 2023**, we reaffirmed our commitment to supporting vulnerable communities through our outreach project. Partnering with **Livewell Initiative**, we provided:

Welfare and baby kits to over

# 1,000

families, including elderly men and women

This initiative underscored our dedication to improving the lives of those most in need, aligning with the global WHD theme of providing support “#NoMatterWhat”. Following the success of our outreach project in 2023, we celebrated the 2024 **World Humanitarian Day** by partnering with **Steer for Change** and conducted two medical outreaches. Occurring in Iwaya and Ejigbo communities in Lagos State, the program provided essential health support, pre- and post-natal counselling, and health checks for 45 pregnant women and 64 nursing mothers. The participants also received maternity and infant essentials packs.



### Empowering Women Through Storytelling

To advance women's empowerment, IHS Nigeria organised a virtual screening of the **Earth Women documentary** in 2023. The film highlighted the challenges faced by women in extractive communities and showcased their resilience and potential. The screening was held across regional offices in **Abuja, Asaba, Enugu, Port Harcourt, Ibadan, Kano, and the Head Office, in Lagos**. This initiative sparked important conversations about gender equity and encouraged employees to reflect on the barriers women face in achieving their full potential.

In 2024, we hosted a virtual panel session themed 'inspire inclusion' to commemorate the International Women's Day. IHS Nigeria's EVP/CEO, Mohamad Darwish, opened the panel with an inspiring keynote address, setting the context for an enriching discussion on why 'inclusivity is integral to IHS Nigeria's growth. With **female employees in attendance**, the session emphasized the need to combat gender stereotypes and workplace bias.

# 225

Sustainability champions appointed across IHS Nigeria

### Fostering a Culture of Sustainability in the Workplace

IHS Nigeria launched the **Sustainability Champions Network** (a network of likeminded employees with the goal of promoting sustainable ethos) to encourage our colleagues' who are passionate about integrating, leading sustainability practices and culture, and building a workplace of sustainability enthusiasts. The sustainability team embarked on virtual training sessions for Sustainability Champions, titled “Driving Sustainability Acculturation: Building a Workplace Culture of Sustainability Champions”, “Environmental and Social Risk in the Telecom Industry” and “Introduction to Sustainability Communication and Reporting Training” facilitated by EY. These trainings attracted over **170 sustainability champions** cumulatively across the organization.

In 2024, we made a further call for **Sustainability Champions**, and **225 employees registered**. Subsequently, trainings and webinars were conducted for the champions. Some of the sessions included a session focused on “Introduction to Environmental, Social and Governance Principles,” covering the basics and importance of ESG in sustainable business practices, along with practical integration strategies.

Furthermore, the Sustainability Department hosted a business wide year-end webinar titled “Understanding and Reducing Carbon Footprint: Practical Steps for the Organization and Employees,” which was facilitated by PwC. A major highlight of the session focused on the practical strategies for reducing carbon footprints and actionable insights were shared on energy-saving and eco-friendly practices.



## 05

### Supporting Children Through UNICEF World Children's Day

In 2023, IHS Nigeria participated in UNICEF's **World Children's Day** celebrations, focusing on advocating for children's rights and their participation in shaping a better future. The program emphasized collaboration between government, development partners, civil society, and the private sector to promote advocacy, partnerships, and climate education for children. We took part in the event again in 2024, this time themed "Listen to the Future!", emphasizing the importance of intergenerational dialogue, where children's voices are heard and their visions for the future are prioritized.



### Recognising Men's Mental Health on International Men's Day

We marked the International Men's Day (IMD) in recognition of the issue of men's mental health. The theme of 2023 was "Zero Male Suicide". Over a dedicated week, a series of programs such as men's health and overall well-being, self-care, and men's finances were held which aimed at celebrating men and creating opportunities to reflect on the positive impact that men have in the workplace, families, and communities. In 2024, we commemorated the 2024 IMD with the launch of our first **HeConnect Webinar**, themed "**Positive Male Role Models**" for all employees across the organization and this was followed up with school outreaches across three schools, one in each state, in Lagos, Abuja, and Kano State to empower and mentor young boys and students on positive masculinity, leadership and academic education.



## Supporting our host communities – charitable donations

In 2023, IHS Nigeria donated communication equipment including 25 Motorola high performance base stations, 155 walkie talkies and other high performance communication equipment to the Nigerian Immigration Service (NIS) to improve service delivery and act as a deterrent to potential criminals, helping to reduce the risk of illegal activity across our borders. The equipment allows for the NIS to enhance border monitoring and control and strengthen security measures across our borders. Through this initiative we are seeking to help facilitate safe migration.

Furthermore in 2024, in the quest to enhance the operational efficiency and service delivery of the NIS, IHS Nigeria donated 20 passport readers, 20 computers, 20 HD cameras, and 20 thumbprint readers to the NIS Office, Abuja to facilitate the use of individual identity, biometrics and unique physical characteristics.

# 27,110

Beneficiaries nationwide from improved drainage infrastructure

Another initiative we embarked on to **broaden nationwide equalities** was addressing the inconsistency in drainage infrastructure across the country. We **launched an initiative focused on the construction of culverts and drainage systems across several communities**. As such, we successfully completed the construction of **26 drainages and culverts** across nine States in

Nigeria (Lagos, Ogun, Anambra, Enugu, FCT, Imo, Kaduna, Ebonyi and Delta States) thereby impacting **27,110** lives.

IHS Nigeria continued its culverts and drainage system projects in 2024; addressing access and road issues in the communities where our base stations are situated. We completed a series of drainages and culverts in **60 locations** across Nigeria thereby promoting accessibility to sites and communities in 2024.

Aiming to supply reliable power sources to social institutions in communities of less privilege, in 2024, we donated **100KVA Mikano generators** to Bakhita Villa in Lagos, improving the facility's operations and ensuring uninterrupted services whilst simultaneously fostering sustainable practices. A total of **11 generators** were donated throughout 2024.



## 05

We also donated a number of solar energy assets in 2024. For example, we enhanced public safety and community infrastructure through our donation of 50 units of 200w solar-powered streetlights in underserved and remote areas of Southern and Eastern regions of Nigeria. These streetlights were installed across communities in Nasarawa, Kwara and Cross River and states in Northern Nigeria, thereby providing essential lighting, and fostering a safer environment for residents. In total, 144 solar-powered streetlights have been deployed by IHS Nigeria in 2024 benefiting approximately 23,990 residents by helping improve street security and reduced dependency on the grid. Additionally, we installed a 15KVa solar hybrid inverter at Ekowe Polytechnic in Bayelsa State, providing a reliable power source for the school's library. This initiative positively impacted students, reducing dependence on non-renewable energy, supporting uninterrupted learning, and underscoring our dedication to sustainable community development.

At IHS Nigeria, we believe we share a collective responsibility to respond during difficult times. As a result, we partnered with UNICEF to provide support in response to the flooding which occurred in the Northeastern part of Nigeria-Borno State, disproportionately affecting those at a socio-economic disadvantage. Over 400,000 individuals were affected by the floods, with significant displacement occurring and many local water sources having been contaminated. We partnered with UNICEF and constructed four solar powered boreholes at the displaced person's settlements and other temporary displacement sites in Borno State.

### Creating Positive Social Impact Through Employee Volunteering

At IHS Nigeria, volunteering is central to our corporate culture. We believe in giving back to the communities we serve - not just through donations, but by dedicating our time and commitment to meaningful causes. Encouraging a culture of volunteerism boosts employee morale and fosters a positive workplace atmosphere.

### Celebrating Volunteer Week (April 2023)

To recognize the exceptional contributions of our employees, we designated a week in April as Volunteer Week. This initiative celebrated the dedication of staff who have positively impacted lives and transformed communities across Nigeria. The week provided an opportunity for employees to engage with sustainability-related projects, discover new ways to contribute, and feel empowered to make a difference.

### Supporting Disability Inclusion: "Out on a Limb Campaign" by the Human Resource Department

In Nigeria, over **27 million people live with disabilities**, many of which are preventable. This alarming statistic, highlighted by the Director-General of the National Centre for Women's Development, underscores the critical need for action. In **2023**, IHS Nigeria employees participated in the 9th annual "**Out on a Limb**" campaign, an advocacy initiative focused on supporting children without limbs. The campaign aimed to:



Educate society on the importance of disability inclusion.



Provide health insurance and prosthetics for children without limbs.



Challenge stereotypes and myths surrounding people living with disabilities

In 2024, our corporate volunteering initiatives continued to make a meaningful impact through various projects. IHS Nigeria Sustainability Champions again participated in The IREDE Foundation's 2024 Out on a Limb (OOL) Charity Walk in Lagos. The objective was to raise funds for prosthetic limbs for children. So far, our Human Resource Department has funded **11 prosthetic limbs for 10 children**, provided educational **scholarships for 15 students** pursuing degrees, and provided access to health insurance. Additionally, our support has facilitated skills development through mentorship and internship opportunities, helping these young individuals build independent and fulfilling lives.

### Empowering Students: Catch Them Young

In 2023, our IT department partnered with Techquest Academy on a volunteering initiative aimed at empowering students to be exam-prepared and nurturing a culture of excellence amongst them. The program impacted 60 senior secondary school students with an exam readiness series accompanied by teachers providing step-by-step explanations for comprehension. Furthermore, in 2024, our IT department also awarded a full-year scholarship to 2 students who were engaged in WAEC and JAMB preparatory classes in 2023. These students have demonstrated exceptional dedication and have successfully gained admission to higher education institutions.



### Blood Donation Drive: A Lifesaving Initiative

In 2023, IHS Nigeria's Finance Department, in conjunction with the Lagos State Blood Transfusion Service (LSBTS) and the Rotary Club of Lagos Island (RCLI), orchestrated a two-day blood donation drive at the Lagos regional office. The initiative received enthusiastic support, resulting in the collection of a total of **239 pints of blood** from donors across the business. This collaborative effort exemplifies our steadfast dedication to making a positive impact on the blood supply in the Nigerian blood bank.

### Empowering the Vulnerable across Communities

In 2024, scholarship awards were presented to 140 orphans and less privileged children at Al-Ibrab Memorial School and Dambatta Academy in Kano State by our Kano regional employees. To accelerate our commitment toward impacting the less privileged children, our Internal Audit Department provided scholarships to 31 orphans at the Future Hope Orphanage, Ogijo in Ogun State.

05

## What our beneficiaries said:

“

*The medical outreach program taught me to always take good care of myself and my baby, as well as eat fruits and vegetables. Thank you, IHS, For the package. We appreciate you and God bless you.”*

**Salami Ibikun**

“

*The IHS connectivity project has been nothing short of transformative for our school. Through this project, our students' educational experience has been enhanced, our teachers have been more empowered, and our school operations have become more efficient. We are tremendously grateful for the opportunity to be a part of this initiative, and we firmly believe that it will continue to yield long-lasting benefits for our school community. We wholeheartedly express our gratitude to the IHS school connectivity project team for their unwavering support and remarkable commitment to advancing education through technology.”*

**Mrs. B.O. Oladipo, Principal,  
Alice Ogbara Memorial Junior  
Secondary School, Sabo Oniba,  
Ajangbadi**



“

*I didn't just gain knowledge, but I learned practical skills to help myself and I also networked with other like-minded individuals. I deeply appreciate the sponsors and organizers of this program: Poder Green Consulting in partnership with IHS Towers amongst others for putting this together and helping women out there to chase their dreams and goals.”*

**Ms. Oluwatoyosi Muhammed  
(Beneficiary, Solar Engineering  
SPVI, IHS Women in Tech and  
Green Jobs project)**

“

*Your contribution has made a significant impact on our student population of 2,134 and staff strength of 855 in the institution. We appreciate your commitment to providing a supportive and inclusive learning environment on campus. Thank you for your unwavering support and partnership in shaping the future of our students.”*

**Kabowei Eneyi Atkins,  
Ag Registrar, Federal Polytechnic,  
Ekowe**



# 06

## ETHICS AND GOVERNANCE

## 06

# Ethics and Governance



## Overview

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, nongovernmental organizations (NGOs) and others. We are 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.

Recognizing the importance of our Ethics and Governance pillar in paving the way for a more sustainable future, we are proud to be aligning with the following essential SDG's: SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), and SDG 16 (Peace, Justice and Strong Institutions).

Much of our impact is made possible through the fostering of collaboration. IHS Nigeria would not be able to deliver the incredible work it does without key partnerships, which we actively seek out with foundations, NGO's, academic institutions, suppliers, civil society and more.



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## Ethics and Governance- SDG 5, SDG 8, SDG 16

At IHS Nigeria, we recognise that gender disparity remains a significant obstacle to achieving a more equitable society. Throughout 2023 and 2024, we actively engaged in initiatives and partnerships to help address this pressing issue.

### Championing Gender Equality

In 2023, we proudly participated in the **UN Women, European Union, and Women in Successful Careers (WISCAR)** convening of private-sector stakeholders to establish Nigeria's first Private Sector-Led **Gender-Based Violence (GBV) Fund**.

The fund aims to:



Provide care services for GBV survivors.



Promote and enforce laws prohibiting GBV.



Empower and develop professional women.

We also supported **WISCAR's Annual Conference** themed “**In Her Voice: Forging Ahead**”. The event, featuring a keynote by the award-winning media mogul, Mo Abudu and other thought leaders, focused on amplifying women's voices in leadership. With over **600 participants**, the conference served as a platform for driving change and fostering collaboration.

IHS Nigeria also joined the **United Nations Industrial Development Organisation (UNIDO)** to celebrate the 2023 **International Women's Day (IWD)**. Held at the Alliance Francaise/Mike Adenuga Centre in Lagos, the event featured high-level panel discussions and exhibitions to support female artists and explore strategies for advancing gender equality in Nigeria's creative sector.

Continuing our work to reduce gender inequality, IHS was among the partner organizations of the 2024 edition of the Annual General **Nigerian Bar Association Women Forum (NBAWF)** held in Lagos.

The event, themed ‘Beyond the Balance Sheet: Redefining Success for Women in Law,’ also marked the commemoration of the 2024 International Women's Day. IHS was represented by **female employees**. We also participated in a one day workshop in Lagos hosted by WISCAR in 2024. The workshop was specifically designed for procurement officers, supply chain managers, and other key stakeholders involved in procurement.

### Fostering Technological Innovation

In 2023 we participated in the **Global Tech Africa Conference**; a dynamic gathering that united a diverse array of stakeholders from the tech industry, government, academia, and beyond. The esteemed event, held at the Lekki Coliseum in Lagos, served as a catalyst for discussions, collaborations, and exploration within the realm of cutting-edge technologies.

### Advancing Peace, Justice, and Inclusion

In 2024, we joined a **UNGC roundtable on Business and Human Rights**, where our representative contributed to the implementation roadmap for Nigeria's National Action Plan on Business and Human Rights. The event **attracted business leaders, government representatives, and key stakeholders**, advancing efforts to embed human rights into business operations.

600

Participants impacted through WISCAR's Annual Conference focused on amplifying women's voices in leadership



### Promoting Justice and Strong Institutions

In 2024, the United Nations Global Compact Network (UNGC) launched its **Transformational Governance (TG) Corporate Toolkit in Lagos**. The TG was developed with input from companies and partner organizations to offer a principle-based approach to business governance, emphasizing accountability, ethics, inclusivity, and transparency. In 2024, the UNGC invited IHS Nigeria to participate, engage and provide insights at the 3rd African Business and Rights Forum held at the United Nations Office in Kenya. The forum convened stakeholders from across Africa to engage in meaningful dialogue and share insights on the theme, “**Promoting Responsible Business Conduct in a Rapidly Changing Context**”.

### Bridging the Digital Divide

Education remains a key focus of our sustainability efforts. In **2023**, IHS Nigeria served as a panellist at the **Digital Learning Seminar**, a collaborative event hosted by **UNICEF** and the Nigerian Government. Representatives of IHS Nigeria shared insights into our **school-to-school connectivity initiative**, which provides underserved schools with internet access and learning devices.

In 2023, IHS Nigeria has been instrumental in providing internet connectivity and essential learning devices to deprived schools, enabling access to educational resources, and bridging the digital divide. Furthering our commitment to education, IHS Nigeria participated in the **National Conference on the Learning Crisis**, hosted in Abuja by UNICEF Nigeria, the Federal Ministry of Education, and other partners. During a panel session on foundational literacy and numeracy, we emphasized the importance of public-private partnerships in improving education outcomes. The conference attracted key government officials, education practitioners, and development partners.

### Promoting ESG and Sustainable Business Practices

In **2023**, IHS Nigeria took part in the **Hudson Sandler and UNGC Sustainable Futures Event**, themed “**ESG Advantage: Shaping Profitable and Purposeful Paths for Sustainable Development in Nigerian Businesses**”. Representatives of IHS Nigeria joined other industry leaders to discuss the role of ESG principles in fostering economic growth, building inclusive institutions, and driving sustainable development. The conference attracted private sector leaders, civil society organizations, regulators, and c-level executives who are at the forefront of embedding ESG practices and principles within their business operations. This event underscored the critical role of ESG principles in driving sustainable business practices, fostering economic growth, and building inclusive institutions.



### Supporting Children's Rights with UNICEF

We remain dedicated to upholding children's rights through our ongoing work with UNICEF, reinforcing our shared commitment to creating a better future for every child. In 2024, we hosted the UNICEF Deputy Executive Director of Partnerships, Kitty Heijden, on a courtesy visit where we discussed ongoing partnerships and explored potential areas for further collaboration in the coming years.

### Expanding Economic and Industrial Opportunities

In 2024, we participated in the **Nasarawa Investment Summit (NIS)**, themed “The Industrial Renaissance” held in Lafia, Nasarawa State. The summit provided a platform to explore and expand opportunities within the industrial, agricultural, and mining sectors, aiming for inclusive and sustainable wealth creation. This engagement showcased our commitment to driving innovation and supporting sustainable growth in Nigeria. **1,324 people were in attendance.**

IHS Nigeria participated in the University of Ilorin, Faculty of Engineering and Technology International conference (FETiCON 2024) in 2024, themed “Artificial Intelligence for a Sustainable Future: Leveraging AI to Achieve the UN Sustainable Development Goals”. The conference brought global intellectuals together to discuss new trends in engineering.

In 2024, we attended a high-level dialogue organised by the **Universal Basic Education Commission (UBEC)** and the **Private Sector Advisory Group (PSAG)** in Lagos. The event focused on enhancing private sector partnerships in the Universal Basic Education (UBE), aligning education priorities, exploring government incentives, and addressing delivery challenges.

### Strengthening Monitoring and Evaluation for Sustainability Initiatives

In 2024, we engaged with **Ascend Studios Foundations (ASF)** to provide strategic monitoring and evaluation services that will enhance the delivery and impact of selected sustainability initiatives. This engagement involves developing and implementing a robust monitoring and evaluation framework, designed to systematically measure project progress and facilitate impact assessments. Our objective through this initiative is to strengthen our sustainability efforts and ensure meaningful outcomes from our initiatives.

# 1,324

Participants in Nasarawa Investment Summit (NIS), focused on exploring and expanding opportunities within the industrial, agricultural, and mining sectors, aiming for inclusive and sustainable wealth creation in collaboration with IHS Nigeria



## 06

## Collaboration and Partnership – SDG 17 Partnerships for the goals

### Partnership with The Telecommunications and Technology Sustainability Working Group (TTSWG)

Our ongoing partnership with the **Telecommunications and Technology Sustainability Working Group (TTSWG)** remains one of our most esteemed partnerships. This pairing brings together key stakeholders in telecommunications and technology to collaborate on sustainability efforts through strategic partnerships, policy formulation, advocacy, events, and programs. We participated in the first TTSWG Board meeting for 2023 as a key observer, demonstrating our commitment to the partnership. The meeting highlighted TTSWG activities and strategic plans for the year.

In 2023, we held a webinar themed “**The Role of ICT in Deepening Democracy and Sustainable Governance.**” The session included advocacy on the extension of digital literacy to children from an early age and a drive for reorientation on democracy and governance for Nigerians, and 146 individuals took part.

Also in 2023, we partnered and participated in the **Tech Unite Africa Conference** with TTSWG. The conference brought together the brightest minds in the African tech industry, with industry veterans and trailblazers providing mentorship to upcoming tech startups and innovators. Following the conference, TTSWG organized an exhibition

to educate participants on the importance and benefits of sustainability in the tech industry and inspire them to adopt sustainable practises in their sector. Overall, the conference attracted and directly impacted over **350 participants**.

In 2023, in partnership with TTSWG ahead of its flagship **Innovation Makers Challenge (IMC)**. IHS Nigeria took part in the IMC press conference, which was held at Mulliner Towers, Ikoyi, Lagos State. The IMC is designed to feature, celebrate, and empower young creatives in the technology space who can make a positive difference and showcase their technology-driven ideas and products. The goal of the program was to provide publicity for the IMC program, spur participation, and encourage technological innovations amongst young people.



In 2023, we were actively involved with **20 innovators** selected for a virtual Innovators Boot Camp. The top five presented their ideas at the **IMC Conference in Lagos**. It featured keynote addresses, exhibitions, and pitch sessions by five young innovators, of whom three young innovators (OJ Technologies, OneGrid Energies, and Kugatel) were awarded. The conference also showcased the first African humanoid robots Kikishagi and Ommeife from the Federal Government Girls College in Sagamu. Overall, the program attracted over 305 attendees and 17 exhibitors.

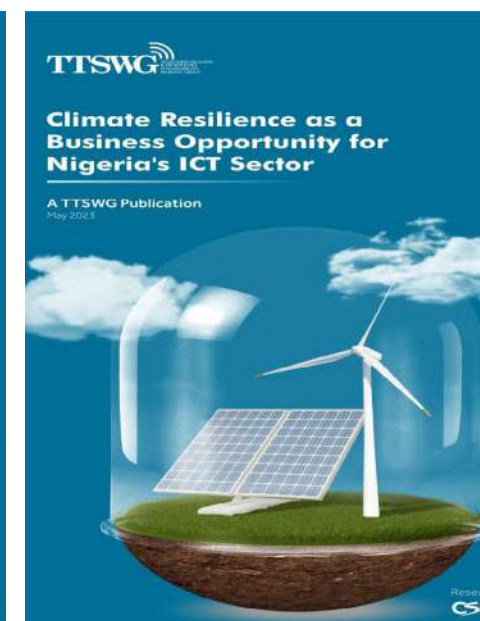
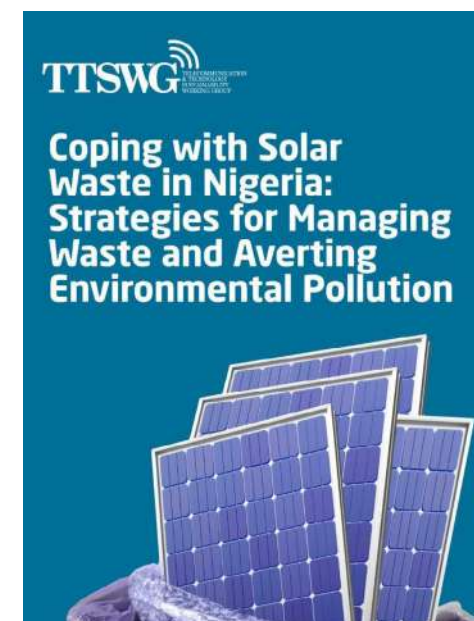
In 2024, we continued to strengthen our partnership with TTSWG. TTSWG produced two research publications titled, **Co-Working Spaces and Remote Work Culture in Nigeria** and **Coping with Solar Waste in Nigeria: Strategies for Managing Waste and Averting Environmental Pollution**.

The publications highlight Nigeria’s shift to remote work and co-working spaces, fostering innovation as well as the importance of managing solar waste to mitigate environmental risks, crucial for Nigeria’s energy transition.

We continued to participate in TTSWG’s flagship **Innovation Makers Challenge (IMC)** as a key partner, celebrating and empowering young creatives in the technology space. Our commitment is exemplified by our support of groundbreaking projects like OneGrid Energies’ initiative. In 2024, a project completion meeting was held with Mr. Valentine Nnamani, Founder of OneGrid Energies (a 2023 IMC grantee) by the TTSWG. The project focused on producing

**150 low-cost rechargeable lanterns** from locally sourced materials like waste plastic bottles and e-waste lithium-ion batteries from discarded laptops. OneGrid Energies also deployed a community-wide solar charging station in Omasi-Uno, Ayamelum, aiming to scale up to benefit **10,000 people** with an additional **10 smart solar charging stations**.

We also took part in the 2024 **TTSWG’s Strategic Board Meeting** which took place in Abuja. The meeting focused on outlining a roadmap for 2025 and beyond. IHS’ participation was crucial for engaging with board members and influencing discussions aimed at shaping the future of sustainability within Nigeria’s telecommunications and technology sectors. For more information, please visit <https://www.ttswg.org/>



20

Innovators empowered through virtual bootcamp

150

Low-cost rechargeable lanterns produced from locally sourced materials like waste plastic bottles and e-waste

## 06

## Partnership with SPIN

IHS Nigeria is proudly an institutional member of the **Sustainability Professionals Institute of Nigeria (SPIN)**. SPIN is a non-profit organization that promotes the practice and profession of sustainability in line with global best practices in Nigeria. We were the headline sponsor of the 2023 SPIN induction ceremony, and members of our sustainability unit were inducted as fellows, full members, and associate members of SPIN.

## The Sustainable Solution Africa (SSA) Program

The **Sustainable Solution Africa (SSA) program** served as part of the 2023 World Youth Skills Day. In partnership with We for Good, IHS Nigeria promoted the skills development of young people across Nigeria and Africa for sustainable growth, unemployment reduction, and poverty alleviation on the continent. The SSA program featured a fellowship program, which involved IHS Nigeria and We for Good engaging and coaching of **10 startups**. Six of these startups distinguished themselves to a panel of jurors and were provided with seed grants. The panel of jurors was comprised of c-suite executives and subject matter experts in the field of sustainability.

## Partnerships and Thought Leadership Programs

- Telecommunications infrastructure service providers include satellite companies, phone companies, and internet service providers (ISPs). IHS Nigeria partnered with Technology Mirror for the **2023 West Africa Telecoms Infrastructure Summit and Exhibition (WATISE)**. The summit, themed “The Future of Infrastructure Connectivity and Services: A New Interdependent Ecosystem of Partners,” was held at the Oriental Hotel in Lagos. The conference brought together leading industry telecommunications and ICT players to learn, share, shape industry, and network while discussing market relevant digital transformation trends and developments.
- In 2023, we partnered with **Avante Garde** to convene the 7th Sustainability Table Series (STS), themed “Mobilizing Finance for the Sustainable Development Goals”. The event was held at the Oriental Hotel, Lagos and featured keynote addresses and panel sessions. Dapo Otunla, Chief Corporate Services Officer, IHS Nigeria, delivered a goodwill message on “Navigating Finance for Sustainable Development” at the conference. Overall, the conference attracted over **561 attendees**. We convened the 8th STS, themed Navigating Challenges, Leveraging Opportunities in a Reforming Economy to Achieve Sustainable Development Goals (SDGs). We were thrilled to be honored with the Clean Energy Excellence Award in recognition of our commitment to sustainable practices through IHS Towers Project Green.
- In 2023, we also held an online conference with **Women in Management, Business, and Public Service (WIMBIZ) for its 22nd annual conference with over 100 people in attendance**. The conference was held in person and online in Lagos and attracted female business owners and private and public sector professionals. The conference was themed “**Mission I’mpossible: Thrive!**” and featured several sessions, including plenaries, deep dives, WIMBIZ Conversations, and a debate.
- In 2023, we partnered with the **Lagos Business School Sustainability Centre (LBSSC) for The International Sustainability Conference (ISC)**. The program was held online and involved panel sessions and goodwill messages. The session focused on the integration of sustainability into business education, particularly African-focused climate leadership, and the need for businesses to incorporate climate-conscious strategies for long-term success. It was incredible to attract over **500 attendees worldwide**.
- We partnered with **The Chartered Institute of Arbitrators (CIARB) for its 2023 annual conference**. (CIARB) is recognized as the professional body for training and examination of those seeking to become qualified arbitrators, mediators, and other Alternative Dispute Resolution (ADR) practitioners. IHS Nigeria participated in the panel session themed “The Role of In-House Counsel in the Development of Arbitration Practice in Africa.”
- In 2024, IHS Nigeria partnered and participated in the **Ogun State Environmental Protection Agency (OGEPA) second annual chemical handlers and users’ workshop** in Abeokuta, Ogun State. The program aimed to enhance environmental protection through technical support and capacity development. The programs had in attendance **359 people**.
- IHS Nigeria partnered with Omniverse Africa, UK High Commission, EU, US Consulate, British Council, and other partners for the 2024 Omniverse Summit**. We were a key collaborator of the Omniverse Networking event hosted by the British Deputy High Commissioner, Mr. Jonny Baxter, at the UK residence in Lagos. The objective of the summit was to promote action, inspire innovation, foster collaboration, and facilitate monetisation in the digital ecosystem.

- In 2024, we partnered with **SterlingOne Foundation for the Africa Social Impact Summit 2024**. The summit was themed “**Reimagining Progress: A New Blueprint for Sustainable Growth in Africa**.” The event brought together industry leaders to discuss innovative strategies for sustainable development across the continent. Our participation highlighted our role in fostering socioeconomic growth in Nigeria. Nine of our Sustainability Champions were in attendance. Furthermore, IHS Nigeria participated in panel sessions at the Oando Foundation Clean Our World (COW) close out project event and the PWC Nigeria Sustainability Breakfast Meeting themed “Navigating the tides of sustainability landscape: Capacity strengthening and insights for forward thinking organizations”, where representatives of the business provided key insights that shaped the success of the programs.
- IHS Nigeria also participated in the United Nations High Commission for Refugees (UNHCR), UNGC and the Federal Government 2024 Africa Roundtable on Private Sector Solutions to Internal Displacement themed “Bridging Futures: Converging for Solutions”. The roundtable was held at the Lagos Continental Hotel and focused on the private sector contributions towards addressing pressing local and global challenges of internal displacements. It also created an opportunity to explore shared value partnerships leading to sustainable solutions that unlock the economic potential of IDPs and host communities.

## 6

Start-ups awarded with seed grants through Sustainable Solution Africa Program (SSA)

## 06

## Sustainable Supply Chain SDG 12 - Responsible Production and Consumption

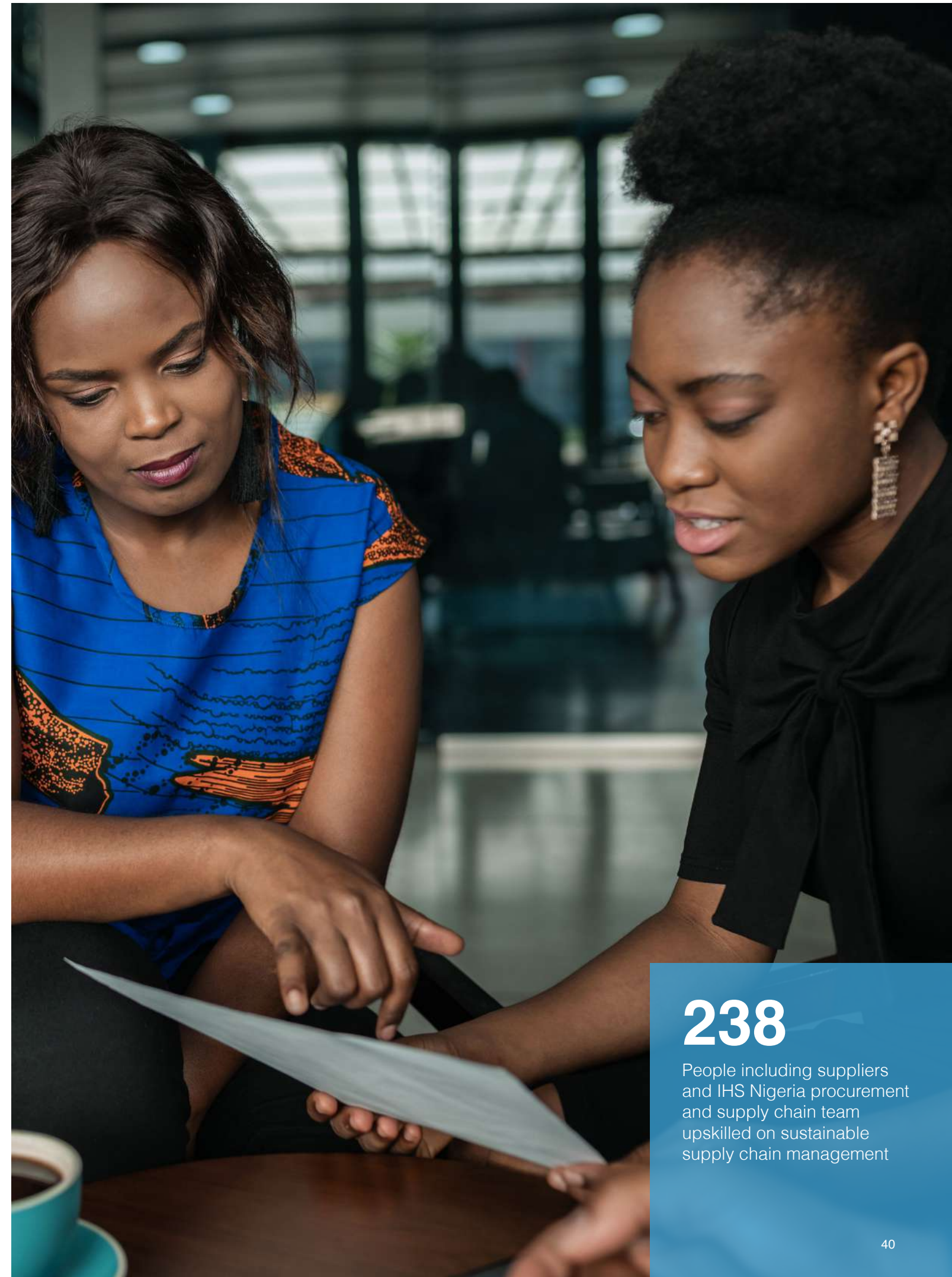
**Responsible and sustainable practices are a priority in our procurement activities and across our supply chain.**

With increasing awareness of ESG risks, companies need to address issues across their supply chain by actively engaging with their suppliers.

Our sustainability team collaborated with the Supply Chain function on a training titled **“Integrating Sustainability in Supply Chain Management”** in 2023. The training aimed to enhance our supplier’s knowledge on ESG integration in their business operations.

In 2023, IHS Nigeria participated in the **WeConnect Africa Regional Conference** themed “Impact Through Connection: Together Building Sustainable Prosperity” virtually, and physically at the Prestigious Shehu Musa Yar’Adua Centre, Abuja, Nigeria. The event convened regional supplier diversity and included conversations with female business owners, member buyers, corporations, development players, and governments to help open new markets for women-owned businesses in Africa. Additionally, IHS Nigeria was represented at the program and the conference attracted over **350 participants**.

To further integrate sustainability into our supply chain management in 2024, IHS Nigeria hosted a Sustainability/ESG Suppliers training themed “Sustainable Supply Chain Management,” with **238 suppliers and members of the IHS Procurement and Supply Chain team in attendance**. The training aimed to enhance suppliers’ understanding of ESG practices and sustainability principles. Our goal was to foster a culture of sustainability, ensuring suppliers contribute positively to the environment and society, leading to a more responsible supply chain management. Additionally, the IHS Nigeria Supply Chain team also participated in the Private Sector Forum convening on the Adoption and Implementation of Gender-Responsive Procurement Processes organized by Women In Successful Careers.



# 238

People including suppliers and IHS Nigeria procurement and supply chain team upskilled on sustainable supply chain management



# 07

## AWARDS 2023 AND 2024

# Awards 2023 and 2024



| 2023                                                       |                                                                                                                                                                                                     |
|------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Tech Innovation Awards (TIA)                               | Telecom Infrastructure Company of the Year<br>Best Sustainable Tower Company of the Year<br>Tower Team of the Year (IHS Management Team)                                                            |
| World Sustainability Awards                                | Highly commended for the External Partnership Award Category                                                                                                                                        |
| Community Engagement and Human Rights (CAHR) Awards Africa | Winner of the Josephine Nkemdilim Masade Equal Rights Award                                                                                                                                         |
| SERAS Africa CSR/ Sustainability Awards                    | Most Responsible Organization in Africa<br>Best Company in Environmental Stewardship<br>Best company in Circular Economy<br>Best Company in Workplace Practice<br>CEO of the Year – Mohamad Darwish |
| CSR Reporters Awards                                       | Sustainability Company of the Year<br>Quality Service Company of the Year<br>Sustainable Supply Chain Unit of the Year                                                                              |
| SOS Children’s Villages International (SOSCVI)             | SOSCVI Donor Award 2023                                                                                                                                                                             |
| Africa Public Sector Conference and Awards                 | Top 50 Brands on Sustainability in Africa                                                                                                                                                           |

| 2024                                               |                                                                                                                                                                                  |
|----------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Ogun State Environmental Protection Agency (OGEPA) | Sponsorship Award presented to IHS Nigeria Limited in recognition and appreciation for supporting and sponsoring the 2nd edition of OGEPA’s Chemical Handlers and Users Workshop |
| Lagos State Blood Transfusion Committee            | Community Blood Drive Initiative Award                                                                                                                                           |
| World Sustainability Awards                        | External Collaboration Category                                                                                                                                                  |
| CSR Reporters Awards                               | Best Workplace and HR Practices<br>CSR Award for Education Empowerment                                                                                                           |
| Tech Innovation Awards (TIA)                       | Tower Leadership Award<br>Telecom Infrastructure Provider of the Year                                                                                                            |
| SERAS Africa CSR/ Sustainability Awards            | Best Company in Water and Sanitation                                                                                                                                             |
| MTN Nigeria                                        | Best Supportive Supplier (Network)                                                                                                                                               |



## 08

# Looking to the future

## Progressive Strategies for Shared Prosperity

At IHS Nigeria, sustainability sits as one of our core values and underpins the initiatives we embark upon as a business. By embracing sustainability, our approach to constant improvement and innovation defines how we create a long-lasting impact that positively impacts the lives of people, communities, and the society in which we operate. We aim to adopt cutting-edge technologies that seek to enable a prosperous future for all our stakeholders. And so, while we are excited about the sustainability milestones achieved in 2023 and 2024, we intend to continue to innovate to ensure real, tangible impact on key areas from education, economic growth, ethics, and governance to the environment and climate change, and, of course, crucially, our people and communities.

Our dedication to innovation and connectivity spans all aspects of our business operations, from investing in and creating digital solutions to deploying sustainable projects that pave the way for progressive development, improved society, and better-quality life for all. As society evolves, we strive to keep our fingers on the pulse of innovation and sustainability, thereby embracing new trends, linking possibilities that drive progress, and aligning with our sustainability strategy and best practices. We welcome change as it serves as a catalyst for the transformational development of society.

Going forwards, our guiding principle remains the United Nations Sustainable Development Goals and our national development agenda. Collectively, these underscore our strategy, initiatives, actions, and impact we make across the communities in which we operate in pursuit of a connected world.



# Disclaimer

## Cautionary statements

This report contains forward-looking statements. 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,” “commits,” “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 the purpose, ambition, aims, targets, plans, expectations and objectives of IHS Towers relating to ESG and sustainability matters and achievements; achievement of sustainable practices and limiting our environmental impact; helping our employees, suppliers and communities which we serve to build sustainable practices and livelihoods; our commitment to maintaining ethics and good governance in our workplace; enhancing the health and wellbeing of our employees, suppliers and local communities; and greater equality, inclusion and equity efforts.

Forward-looking statements involve known and unknown risks, uncertainties and other important factors which may cause our actual results, performance or achievements to be materially different from any future results, performance or achievements exprewssed 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 this report, whether as a result of any new information, future events or otherwise.

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. No part of this report or the website on which it is hosted 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. References to any website or other documents contained in this report are provided for convenience only, and their content is not incorporated by reference into this report, except where expressly stated otherwise. IHS Holding Limited is the parent company of the IHS Towers group of companies, which includes IHS Nigeria. Unless otherwise stated or the context otherwise requires, the terms “IHS Towers” and “IHS” are used in this report for convenience to refer to one or more members of the IHS Towers group instead of identifying a particular entity or entities.

## Reporting Uncertainties

Non-financial information contained in this report, including diesel consumption, 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. 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 or expectations expressed by us or third parties, or underlying methodologies. Various aspects of this report are based on policies and procedures that we believe apply appropriate levels of support to address issues in scope and, while these statements may use words such as “ensure”, “prevent”, or similar language, such terms should not be considered to mean (as there can be no guarantee) that such efforts will be successful in all situations.

