



Ethics

MTN Group's position on Whistleblowing

MTN is committed to a culture of zero-tolerance toward fraud, bribery, corruption, misappropriation and illegal activity throughout the organisation. MTN recognizes the importance of having procedures and a facility in place whereby employees and other stakeholders can safely report instances of fraud, misconduct, illegal activities or other irregularities.

Whistleblowing has the potential to be seen as an adverse activity as individuals who speak up against possible fraud, misconduct or any illegal activity may be branded as troublemakers. MTN sees whistleblowing differently, regarding it as a positive practice that assists the organisation to detect incidents of fraud, misconduct, and illegal activity early. It enables MTN to limit or prevent financial and reputational damage to the company, provides MTN the opportunity to prevent future occurrences and take corrective measures against individuals who performed illegal acts.

Through speedy identification, investigation, resolution and mitigation of fraud incidents, MTN can ensure that our profitability and revenue streams are safeguarded to ensure that the company and employees alike prosper.

Additionally, the MTN Group enjoys legislative protection to support whistleblowing. The Protected Disclosure Act, Act 26 of 2000 ("the Act"), offers protection, against occupational detriment, to a whistleblower who makes a disclosure to an employer in good faith and without malicious intent.

Through relevant policy we encourage employees to report any incidents of fraud, misconduct, bribery, corruption, misappropriation or illegality against MTN by any internal or external party. This is done through the utilisation of available reporting procedures and facilities. Further, employees or individuals who have reported such incidents to MTN in good faith and without malicious intent may do so without fear of reprisal.

In accordance with the Protected Disclosure Act, Act 26 of 2000, MTN undertakes to protect employees against any operational detriment or reprisals resulting from whistleblowing in the workplace.

MTN also offers reasonable personal protection to the whistleblower and persons living in the same household as the whistleblower, should the need arise.