INVESTOR PRESENTATION

Zain Group
FY 2024 Results

4 March 2025

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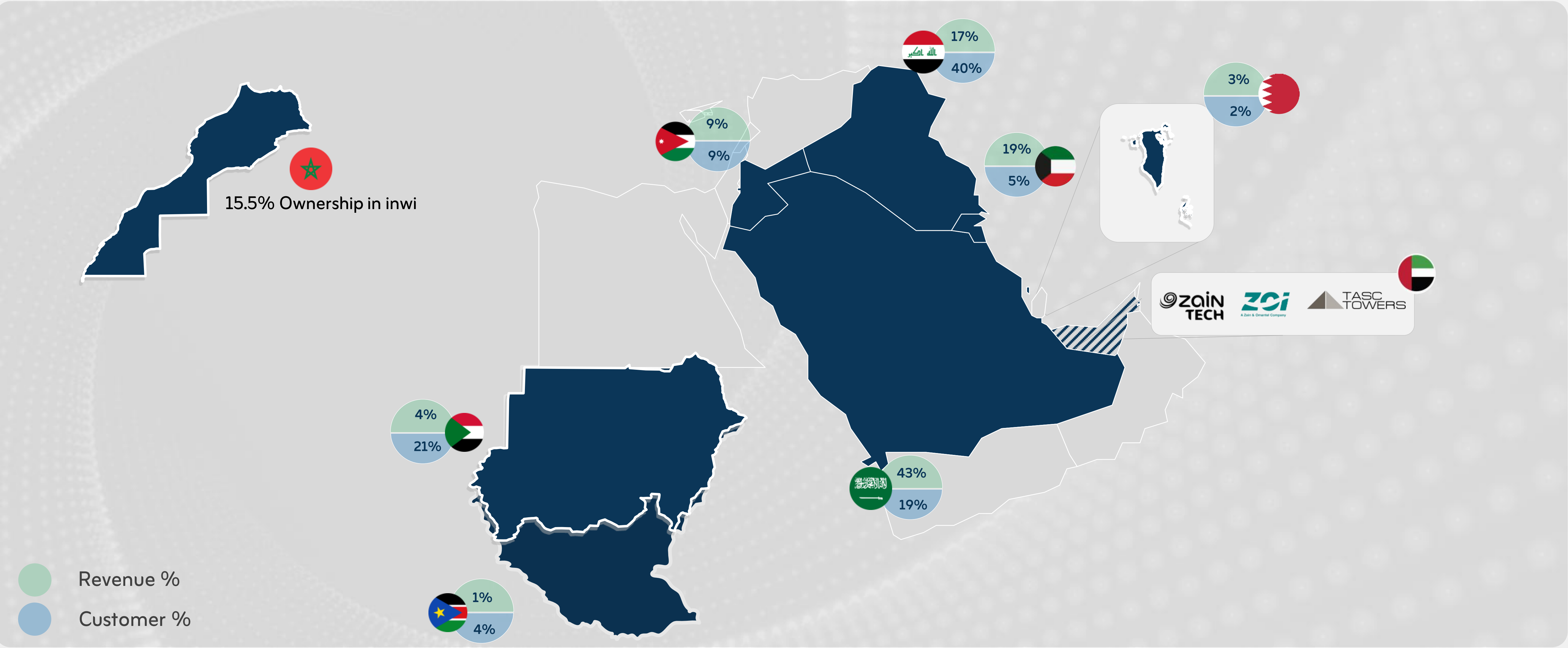
FINANCIAL PERFORMANCE - Q4-24 & FY-24

zain GROUP

	CUSTOMERS	REVENUE	EBITDA	NET INCOME	EPS
Q4	49.0 Million -3% YoY	1.7 USD Billion +7% QoQ	599 USD Million +5% QoQ	235 USD Million +120% QoQ	5 USD Cents
FY		6.4 USD Billion +3% YoY	2.25 USD Billion NORMALIZED GROWTH +2% YoY	677 USD Million NORMALIZED GROWTH +15% YoY	16 USD Cents

ZAIN FOOTPRINT



CUSTOMERS 49m	REVENUE 6.4 USD Billion	EBITDA 2.25 USD Billion	NET INCOME 677 USD Million

ZAIN UNVEILS NEW ‘4WARD’ CORPORATE STRATEGY TO ACCELERATE COMPANY’S EVOLUTION INTO A PURPOSE-DRIVEN TECHCO CONGLOMERATE

4SIGHT

Continuity, acceleration, collaboration, and digital innovation

2025 & Beyond

WARD

Progress with Purpose

- **New Corporate Strategy:** ‘4WARD-Progress with Purpose’ launched in December 2024
- **Objective:** Unlock Zain’s full potential of becoming a leading regional Tech-Conglomerate
- **4WARD** is Zain’s way to approach the dynamic and rapid changes with evolutionary mindset and pragmatic & renewal ambitions
- **Foundation:** Builds on the momentum and successes of the previous ‘4SIGHT’ strategy
- **Structure:** Four primary forces, each with three accelerators (12 key accelerators)
- The 4WARD strategy **emersed from within Zain**, its true to Zain’s essence and unique to its ambitions

4WARD IN ACTION: FOUR FORCES, TWELVE ACCELERATORS, ONE PURPOSE

4WARD

CUSTOMER DELIGHT

Putting customers at the heart of everything we do

- ONE DELIGHTFUL EXPERIENCE
- BUSINESS PARTNER OF CHOICE
- SUPERIOR FIXED & MOBILE CONNECTIVITY

DIGITAL ZAIN

Elevating our digital capabilities to lead in technology and innovation

- DIGITAL FINANCE
- AI & DIGITAL INNOVATION
- DIGITAL INFRASTRUC-TURE

PURPOSE & ACTION

Ensuring that our actions align with meaningful impact and responsibility

- PURPOSE
- INCLUSION DIVERSITY & EQUITY
- SUSTAINABILITY

COLLABORATIVE GROWTH

Fostering a culture of collaboration and strengthening partnerships

- PEOPLE
- ENHANCED COLLABORATION
- PARTNERSHIPS

PROGRESS WITH PURPOSE

The Largest and Fastest-Growing Digital Bridge Between Europe, Asia, the Middle East, and Africa

Direct Access to 120+ Cities Worldwide

12,000+ Kms

New Ducted Fiber Network in Oman and KSA

A Zain & Omantel Company

Founding member of the RCN Regional Land Cable - planned to serve Syria4 submarine cables
Agreements with more than 20 submarine cables (largest submarine cable network in the region)

- **The highest rated in the region... and among the best cable networks in the world**
- **Direct access to more than 80 data centers around global markets**
- **The first network of its kind in the Middle East and the only player capable of connecting all GCC countries (in addition to Yemen, Iraq and Jordan) on its own network, providing unique services between the Indian Ocean, the Arabian Gulf and the Red Sea**

Africa ONE

BLUE RAMAN

PEACE Cable

KSA TERRESTRIAL NETWORK

ZAINTECH

THE REGIONAL INTEGRATED DIGITAL SOLUTION PROVIDER, UNIFYING ZAIN GROUP'S ICT ASSETS TO OFFER A UNIQUE VALUE PROPOSITION OF COMPREHENSIVE DIGITAL SOLUTIONS AND SERVICES UNDER ONE ROOF.

REGIONAL BIGGEST FOOTPRINT

Bahrain . Iraq . Jordan . Kuwait . Oman

.Saudi Arabia . Sudan . South Sudan . UAE

STRATEGIC PARTNERSHIPS

Atos, LigaData, du, Microsoft, ORACLE, vmware, aws, Mastercard, Tunstall, BT, CLOUDERA

LINES OF BUSINESS
CLOUD, CYBERSECURITY, BIG DATA, IOT, AI, SMART CITIES, DRONES AND ROBOTICS, AND EMERGING TECHNOLOGIES.

ACQUISITIONS

BIOS – Be secured. Be assured

ADFOLKS. ACCELERATE DIGITAL

sts

Citrus – a Radiator Company

ZAIN FINTECH MILESTONES

BOOKEEY

- Electronic Money Service provider licenses secured from CBK in July 2024
- New platform soft launch and testing by Zain staff is expected in Q1'25

tamam

- **Record Year**
- Record loan sales in Q4 with continued focus on improving quality of the portfolio
- Deployed new core system and middleware to upscale capabilities
- Samsung device financing rollout started early Q1'25

FOO

- FOO Update: continue to provide the required support for Zain Fintech operations in multiple countries, currently being engaged to develop and enhance the technical platforms backend and frontend for Tamam KSA, Bede in Bahrain and Kuwait, and OM Pay in Oman

zain FINTECH

Bede

- Performance boosted by advertisement campaign
- Reached 1,000 finances in January

zain CASH

- **Record Year**
- Pushing credit card business through strategically focused marketing campaigns
- Expanding activations in schools / clubs to enhance engagement with youth
- Launched revamped app

Bede

- New fintech platform being developed by Huawei with new architecture.
- New GTM plan being prepared and launch with the Zain's Fintech brand "**Bede powered by Zain**"

m GURUSH NOW WE CAN

- Ongoing discussions to improve the partnership agreement with M-Gurush

+35% YOY	+13% YOY	+19% YOY
CUSTOMER	TRANSACTION VALUE	REVENUE

ZAIN VENTURES

INVESTED	EXISTING VALUATION
$140.6m	1.4x

- Corporate Venture Capital Arm of Zain
- Diversified Investment portfolio: International & Regional Venture Capital as well as Direct Investments
- Investment Philosophy: Open the Zain ecosystem and geographical footprint to entrepreneurs, start-ups and early growth stage companies to diversify and expand leveraging on Zain customer base (B2C and B2B)
- Primary Focus Areas:, AI, Fintech, Deep Tech, SaaS, Gaming

DIRECT INVESTMENTS

SPACEX, XAI, Revolut, pipe, cohere

ZOODMALL, intelmatix, Articul8

INVESTMENT IN FUNDS

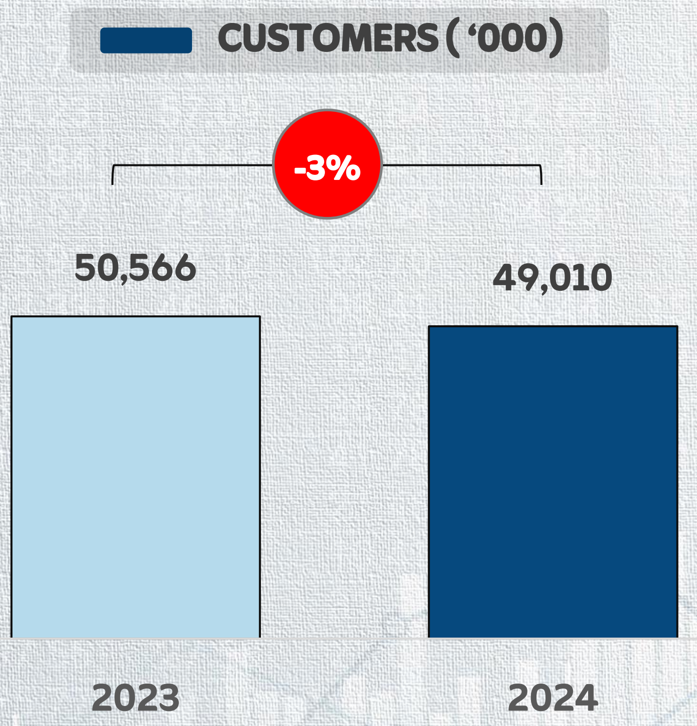
wamda capital, BECO CAPITAL, COLLE CAPITAL, MEVP, KADMOS

zain VENTURES

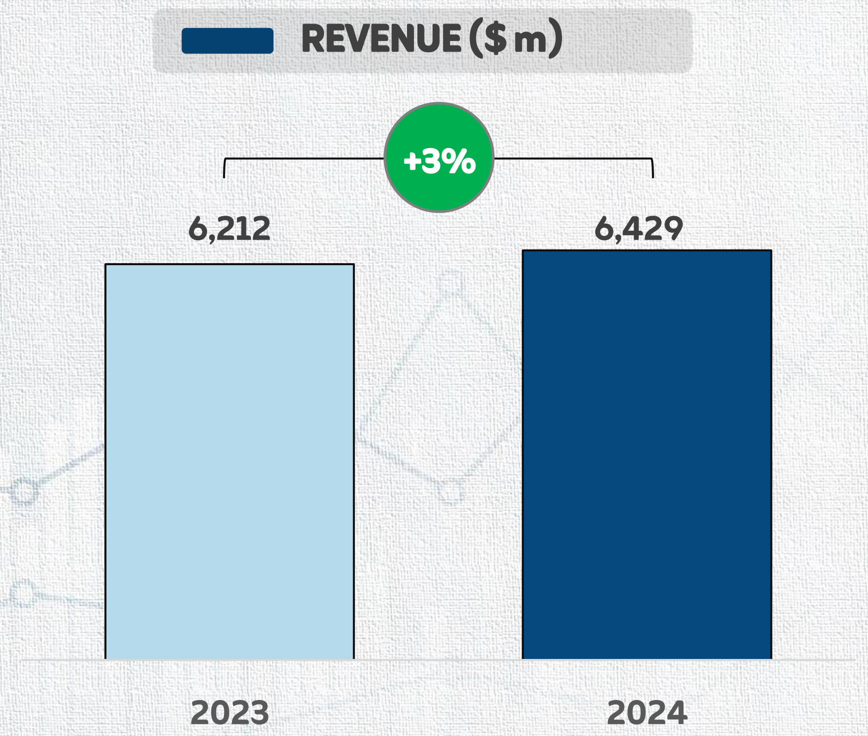
ZAIN HAS EVOLVED AS AN ACTIVE PLAYER WITH A FOCUS ON STRATEGIC INVESTMENTS

GROUP FINANCIAL REVIEW

GROUP KPIs



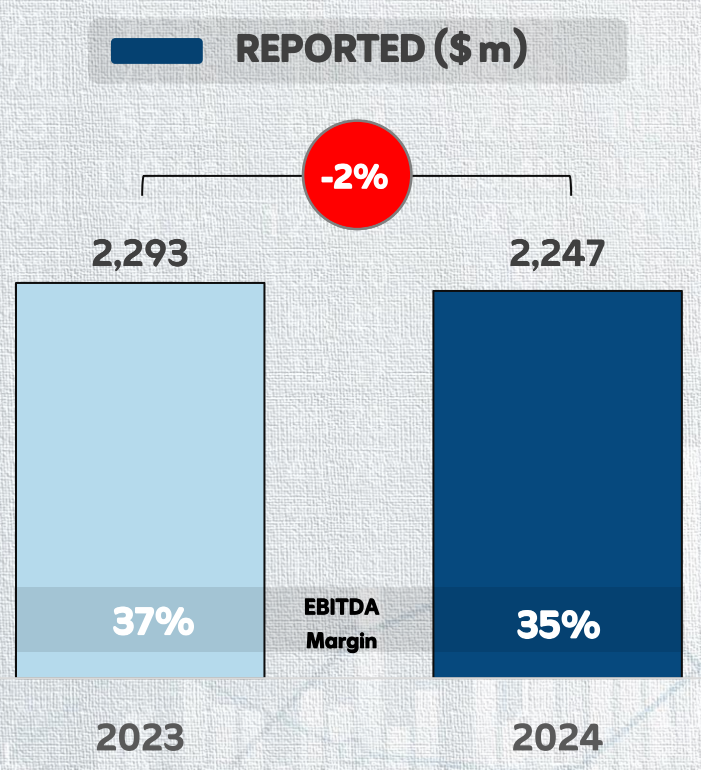
The customer base has been notably affected by the ongoing challenges in Sudan.

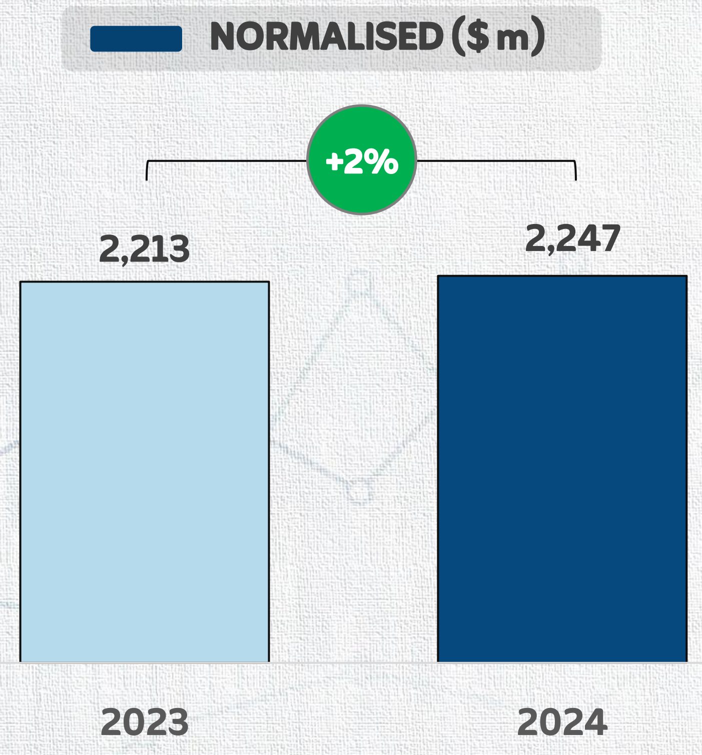


Strong top-line performance across all operations, excluding Sudan due to ongoing crisis and network challenges

OPCO CONTRIBUTION	KW	KSA	IQ	SD	JO	OTHERS
CUSTOMERS	5%	19%	40%	21%	9%	6%
REVENUE	19%	43%	17%	4%	9%	8%

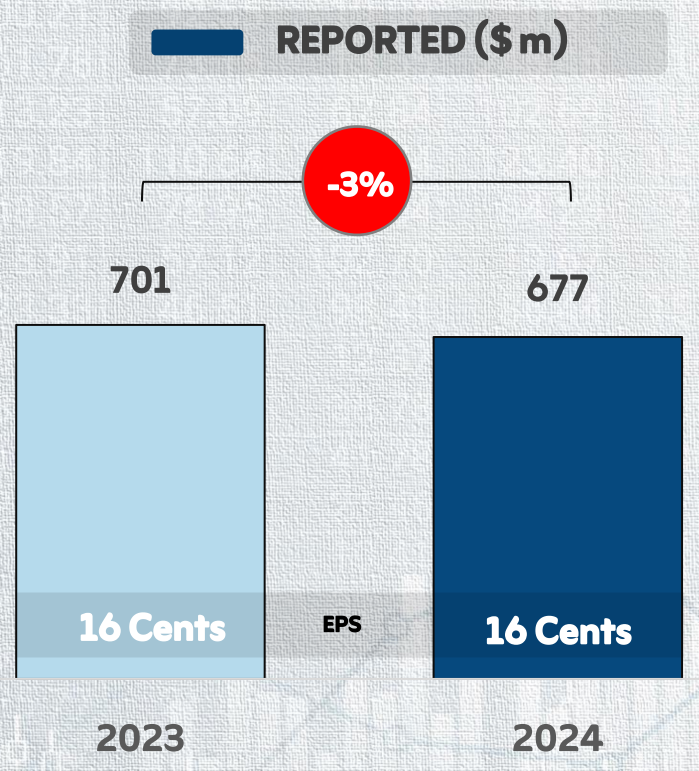
GROUP EBITDA

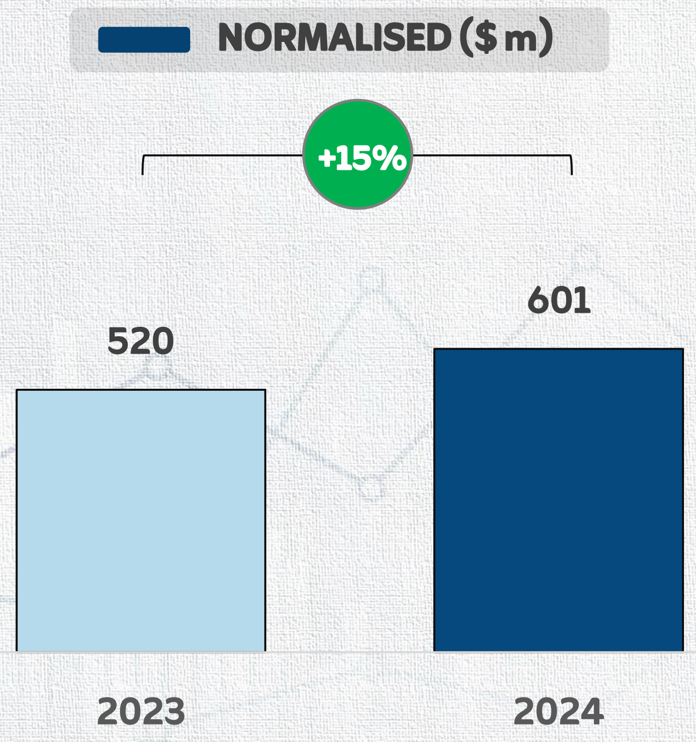




- Normalized EBITDA growth is adjusted to the **number range claim** in 2023.
- Impact of Ongoing war and currency devaluation in Sudan from **SDG 830/USD** in Dec'23 to **SDG 1,987/USD** by end of Dec'24.

GROUP NET INCOME



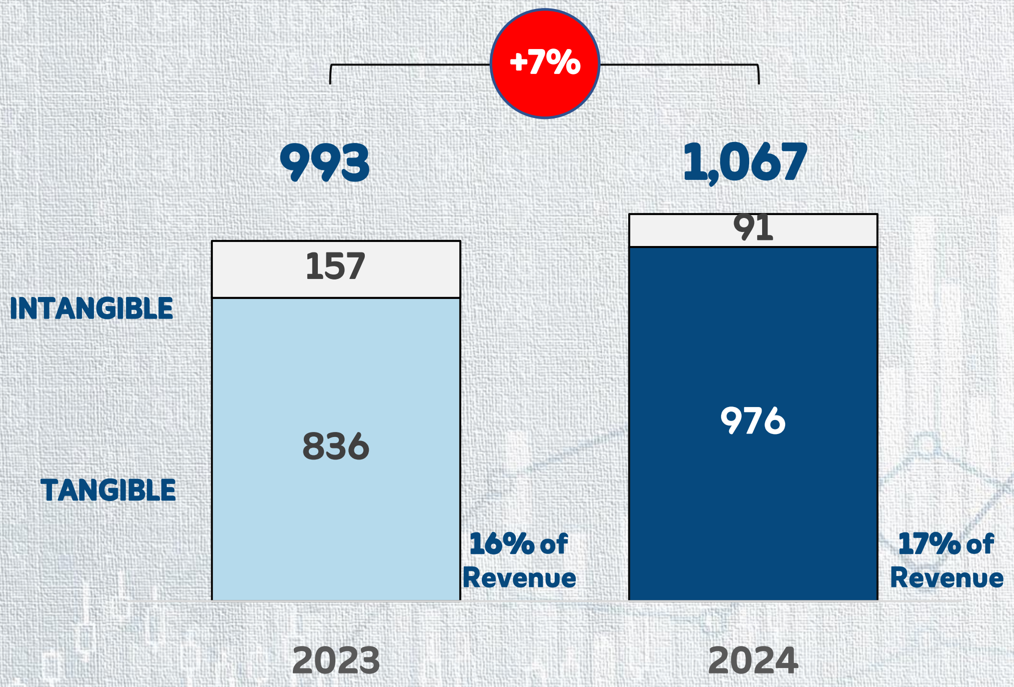


- Normalized net income growth is adjusted for number range claim and Tower transaction gain in 2023 and gain on business combination from acquisition of IHS (Kuwait TowerCo) in 2024 .

- Total Impairment of tangible and intangible assets in Sudan USD 34 million in FY 2024

GROUP TOTAL CAPEX

(USD m)



- Expanding 5G coverage, modernizing core infrastructure, enhancing transport networks, and improving 5G indoor coverage.
- Enhancing LTE and extending FTTH services.
- Upgrading billing systems, BSS project, and investing in digital infrastructure.
- Investing in disaster recovery (DR) locations and strengthening backhaul networks, even in challenging environments.
- Cable landing stations, licenses, security systems, and equipment.

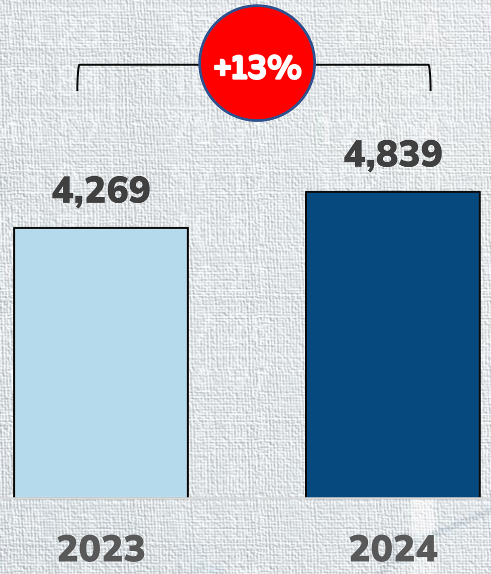
OPCO CONTRIBUTION

KW	KSA	IQ	JO	SD	BH	OTHERS
12%	37%	23%	8%	13%	3%	4%

DEBT PROFILE

(USD m)

DUE TO BANKS($ m)



~2.2x

Total Net Debt / EBITDA

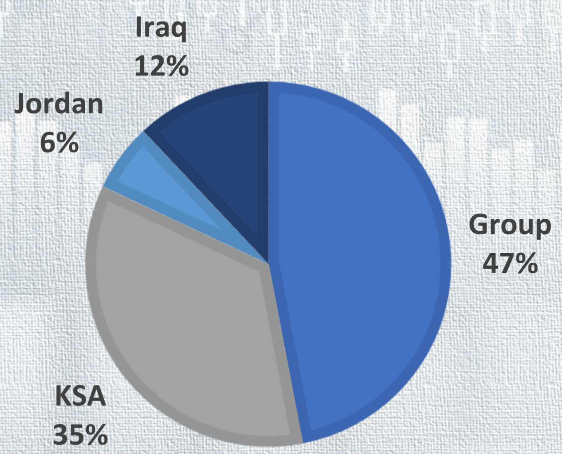
Among the lowest in the region

Effective Interest Rate

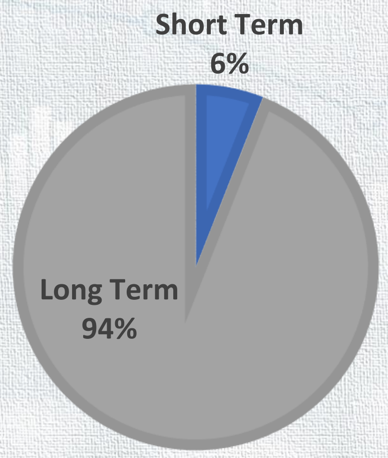
6.56%

As at 31 Dec 2024

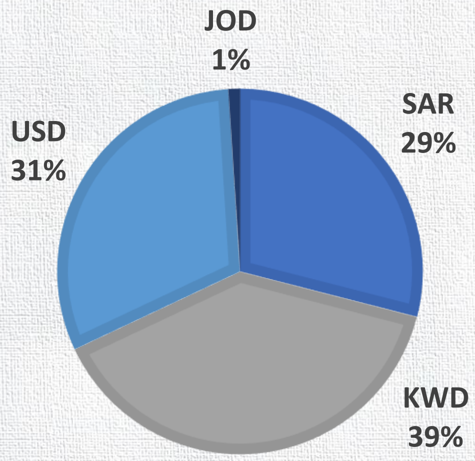
DEBT BY OPCO



DEBT BY MATURITY



DEBT BY CURRENCY



GROUP FINANCIAL KPIs

(KWD m)

Income Statement (KWD m)	2024	2023
Revenue	**1,972**	1,909
EBITDA	**689**	705
Net Income	**208**	215
EPS (Fils)	**48**	50

Balance Sheet (KWD m)	Dec 2024	Dec 2023
Cash and Cash Equivalents	**196**	314
Total Assets	**5,264**	4,996
Total Debt	**1,490**	1,312
Total Equity	**1,962**	1,960

Cash Flow (KWD m)	Dec 2024	Dec 2023
Operating	**420**	548
Investing	**(263)**	(39)
FCF	**157**	509
Financing	**(243)**	(394)
Effect of FX impact	**(33)**	(28)
Ending Cash & Cash Equivalents	**194**	312

Q4-24 revenue grew 7% compared to Q4-23 due to strong top-line performance across major operations mainly Jordan (+10%), Bahrain (+7%), Iraq (+6%) and KSA (+5%).

Q4-24 net income increased 120% compared to Q4-23, mainly due to top line performance and gain on business combination (IHS).

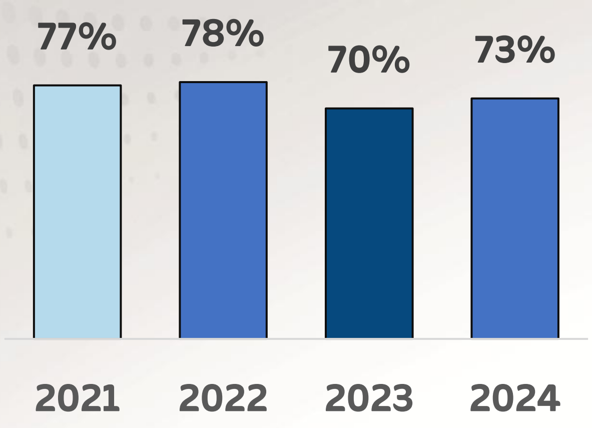
For FY-24 revenue grew 3% YoY due to strong top-line performance across all major operations mainly Iraq (+11%), Bahrain (+7%), Jordan (+6%), KSA (+5%) and Kuwait (+4%).

Zain Group was able to achieve revenue growth despite the ongoing conflict in Sudan, which resulted in significant network operational challenges and currency devaluation. However, network services and coverage areas in Sudan are gradually improving.

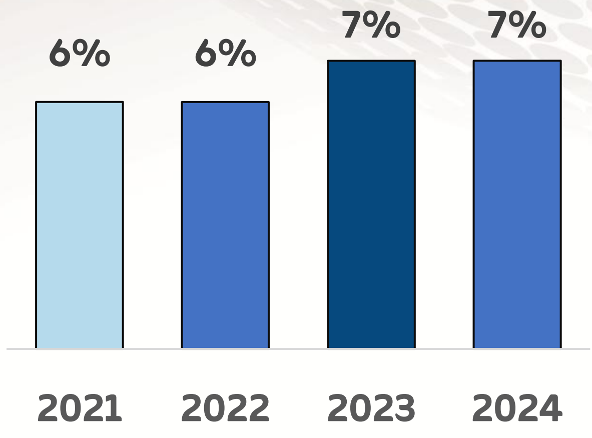
The decrease in FY-24 net income compared to FY-23 net income is mainly due to one-time 'gain on sale and leaseback of KSA tower transaction' amounting to KD 93m (Group share: KD 34m) during FY-23, and one-time gain from Kuwait Number range claim in FY-23. Excluding the impact of Tower transaction gain and number range claim in FY-23, and gain on business combination (IHS) of KD 23.5m in FY-24, normalized net income for FY-24 increased 15% YoY.

DIVIDENDS

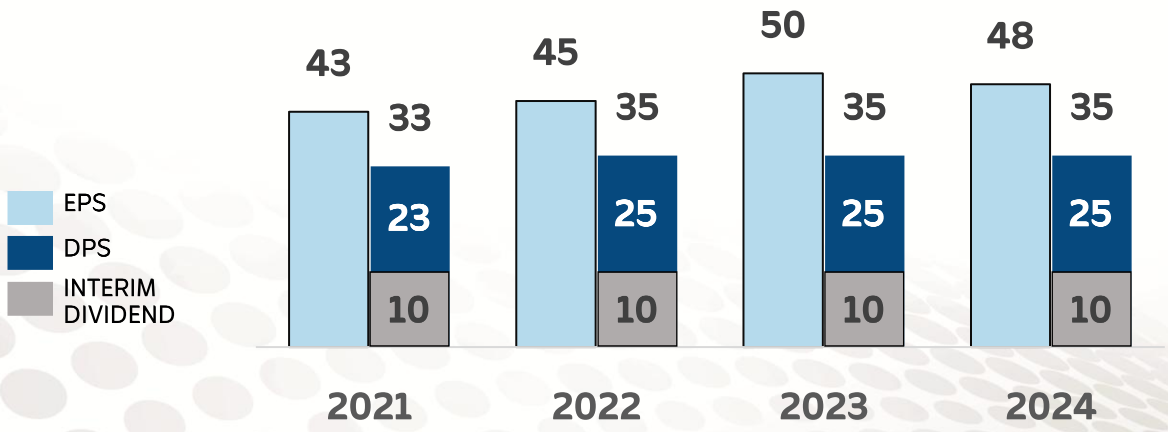
DIVIDEND PAY-OUT RATIO



DIVIDEND YIELD



EPS & DPS (Fils)



35 Fils Dividend for 2024:

- The Board recommended a cash dividend of 25 fils per share for the second half of 2024, following the 10 fils per share distributed in Q4-24, bringing the total annual dividend to 35 fils per share (subject to AGM approval).

Dividend Policy Extension :

- The Board has recommended renewing the minimum annual cash dividend policy of 35 fils per share for an additional three years (2026-2028).

ZAIN SHARE PRICE

TOTAL SHARES
4,327,058,909

P/E
~10 TIMES

MARKET CAP
USD 7 BILLION

ZAIN SHARE PRICE

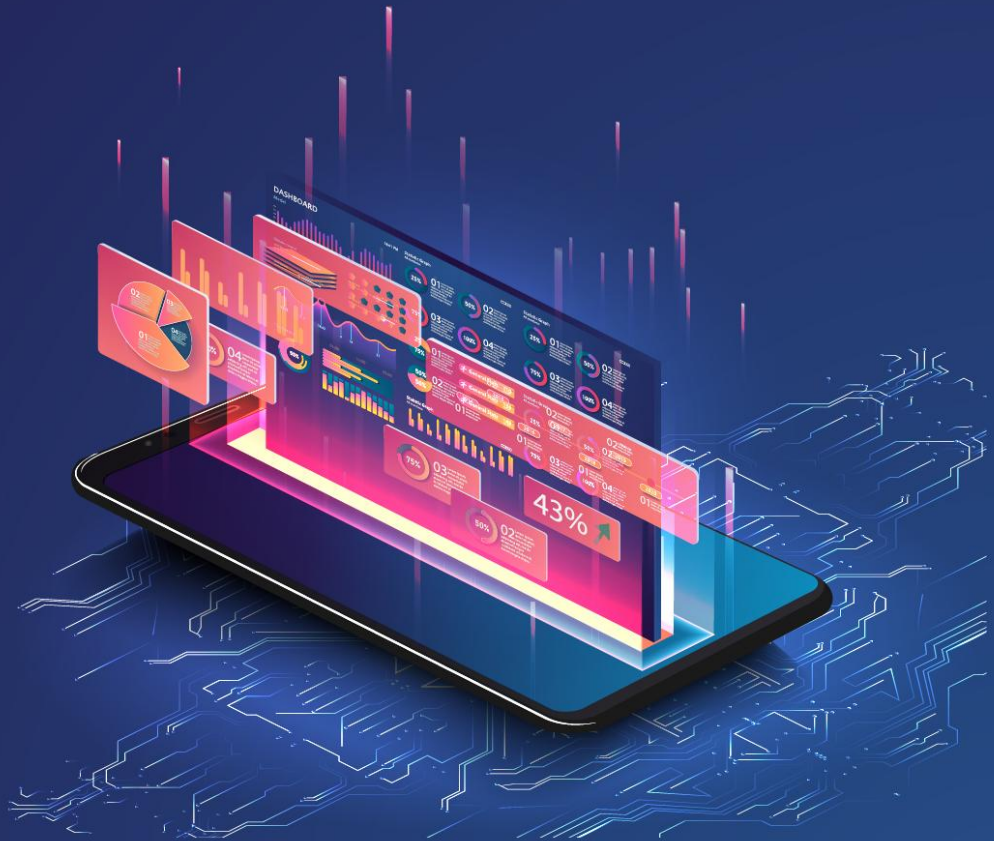
SHARES	4,327,058,909	NET INCOME	KWD 208m (UDS 677m)

THE SUSTAINED TRUST AND CONFIDENCE OF OUR SHAREHOLDERS ENABLED US TO REMAIN FOCUSED ON ACHIEVING OUR STRATEGIC OBJECTIVES AND MAXIMIZING RETURNS IN THESE CHALLENGING TIMES

2024 PERFORMACE REVIEW & 2025 GUIDANCE

	REVENUE	NET INCOME	CAPEX / REVENUE
FY 2024 ACTUAL	$6.4b	$677m	17%
2024 GUIDANCE	$6.3b	$595m	~13% - 15%
ACHIEVED	Exceeded	Exceeded	Met
FY 2025 GUIDANCE	+7% to 10%	+3% to +5%	~15% - 17%

OPERATIONAL REVIEW



ZAIN KUWAIT

NAWAF ALGHARABALLY

CEO

MNO	zain	ooredoo	stc

100% OWNERSHIP

1983 OPERATIONS

- Market leader in revenue & net income, capturing **38%** of revenue & **69%** of the net income market share
- Noticeable achievement in **B2B** by winning major deals
- **Zain Plus Program** reached a significant milestone, setting a new sales record
- Expanding digital services with a **35%** YoY growth in **digital revenue**
- **Data revenue** formed **35%** of total revenue
- **Expanding Fintech Growth**, Secured an Electronic Money Services license from the Central Bank of Kuwait (July 2024); **Bede soft launch** planned for **Q1 2025**
- **CAPEX** of **$126m** focused on improving **5G indoor coverage** and ongoing investments in **digital systems**.
- Sunset of **3G network** in Kuwait

Q4-24	(USD m)	2024
304 -3% YoY	REVENUE	1,217 +4% YoY
113 +9% YoY	EBITDA	454 +6% YoY *
147 +132% YoY	NET INCOME	358 +37% YoY *

* Normalized Growth

2.6M	33%	40%	$23	53%	5G	$126M	100%	179%
CUSTOMER BASE	MARKET SHARE	VALUE SHARE	BLENDED ARPU	PREPAID BASE	NETWORK TECHNOLOGY	TOTAL CAPEX	POPULATION COVERAGE %	MARKET PENETRATION

ZAIN KSA

SAAD AL SADHAN

CEO

MNO

37% OWNERSHIP

2008 OPERATIONS

- **All-time high revenue** of **USD 2.8 billion**, up **5%** YoY, and **Normalized** Net income growth soared **354%** YoY (Excluding the tower transaction gain in 2023)
- **5G**, **B2B**, **MVNO**, **Wholesale**, **Yaqoot**, and **Tamam** continue to drive Zain KSA growth
- Noticeable achievement in **B2B** by winning major deals
- **Tamam** revenue increased **30%** YoY, and Net income grew **103%**
- Digital operator **Yaqoot** revenue has grown **13% YoY**
- **Data revenue** grew by **5%** and formed **40%** of total revenue
- **MSCI ESG Rating:** Achieved **'AA'** rating, classified as a **"Leader"**
- **MVNO** segment including **Redbull** and **SALAM** achieved exceptional growth
- Zain acquired additional **30 MHz** license in the **600 MHz** spectrum band for **SAR 624 million, valid for 15 years**

Q4-24	(USD m)	2024
719 +6% YoY	REVENUE	2,763 +5% YoY
243 +41% YoY	EBITDA	886 +12% YoY
73 +608% YoY *	NET INCOME	159 +354% YoY *

* Normalized Growth

9.3M	$16	62%	5G	$396M	99%	129%
CUSTOMER BASE	BLENDED ARPU	PREPAID BASE	LARGEST NETWORK IN THE REGION	TOTAL CAPEX	POPULATION COVERAGE %	MARKET PENETRATION

ZAIN IRAQ

EMRE GURKAN

CEO

MNO	zain	KOREK Telecom	Asiacell

76% OWNERSHIP

2003 OPERATIONS

- **Best financial results in a decade**
  Zain Iraq achieved exceptional growth in 2024, marking a milestone year of record performance
- **Effective cost optimization initiatives** have enhanced operational efficiency
- **Data revenues** continues strong growth, achieving new high levels
- **Sustainable** growth in **B2B revenues**
- The newly launched **commercial offers** have driven strong market share growth, further solidifying Zain Iraq's **leadership position**
- CMC and MOC to move forward with the **4th license operator** in Iraq

(USD m)	Q4-24	2024
REVENUE	279 +7% YoY	1,080 +11% YoY
EBITDA	112 +5% YoY	441 +18% YoY
NET INCOME	37 +52% YoY	130 +47% YoY

19.7M	51%	43%	$5	4G	$243M	99%	103%
CUSTOMER BASE	MARKET SHARE	VALUE SHARE	BLENDED ARPU	NETWORK TECHNOLOGY	TOTAL CAPEX	POPULATION COVERAGE %	MARKET PENETRATION

ZAIN JORDAN

FAHAD ALJASEM
CEO

MNO: zain | umniah | orange

96.5%	OWNERSHIP
2003	OPERATIONS

- **Expanding the 5G network**, attracting new customers, and migrating customers from **4G** to **5G**
- **Data revenue** grew by **8%** YoY, and formed **51%** of total revenue
- Expansion of **FTTH** network boosts revenue and customer base
- **B2B revenues** grew **7%** YoY
- **E-KYC was officially launched** in September, with Jan 1st 2025 set as the deadline for it to become the only verification method for new sales

(USD m)	Q4-24	2024
REVENUE	145 (+11% YoY)	556 (+6% YoY)
EBITDA	57 (+5% YoY)	224 (+4% YoY)
NET INCOME	23 (+27% YoY)	79 (+3% YoY)

4.2M	35%	43%	$11	48%	5G	$90M	99%	84%
CUSTOMER BASE	MARKET SHARE	VALUE SHARE	BLENDED ARPU	PREPAID BASE	NETWORK TECHNOLOGY	TOTAL CAPEX	POPULATION COVERAGE %	MARKET PENETRATION

ZAIN SUDAN

HISHAM ALLAM

CEO

MNO: zain | MTN | سوداني sudani

100%	OWNERSHIP
2006	OPERATIONS

- Despite ongoing challenges, Zain Sudan prioritized **network restoration**, successfully operating nearly **1,300 sites** to maintain connectivity for communities.
- **Starlink-powered BTS backhauling** restored **100+** sites, reconnecting **500K+ customers** in Sudan
- **Expanded retail and digital presence**, now leading the telecom market with **over 150** retail shops and digital service facilities.
- Impairment of Zain Sudan Assets of **USD 28 million**
- Currency devaluation in Sudan from **830 SDG/USD** in Dec 2023 to **1,987 SDG/USD** at the end of Dec 2024 resulted in a foreign currency translation impact, costing the Group **USD 343 million** in revenue and **USD 156 million** in EBITDA for FY 2024
- **Bede Fintech:** Post the launch of the new network in Sudan, the Fintech offering is being revised
- **Plan Z** initiative to support Zain Sudan Employees affected by the war

(USD m)	Q4-24	2024
REVENUE	80 -34% YoY	260 -53% YoY
EBITDA	43 -21% YoY	112 -58% YoY
NET INCOME	26 -5% YoY	116 -47% YoY

10.1M	47%	42%	$2	93%	4G	$137M	90%	31%
CUSTOMER BASE	MARKET SHARE	VALUE SHARE	BLENDED ARPU	PREPAID BASE	NETWORK TECHNOLOGY	TOTAL CAPEX	POPULATION COVERAGE %	MARKET PENETRATION

ZAIN BAHRAIN

DUNCAN HOWARD
CEO

MNO	zain	Batelco	stc

65% OWNERSHIP

2003 OPERATIONS

- **Data revenue** formed **46%** of total revenue and grew **6%** YoY
- Focused on the continued expansion of **5G** and **4G** infrastructure
- **B2B** revenue grew **19%** YoY
- **Bede Fintech** is making significant progress
- **Annual license fee** increased from **1%** to **2%** effective **January 1, 2024**

(USD m)	Q4-24	2024
REVENUE	53 +7% YoY	205 +7% YoY
EBITDA	14 -6% YoY	63 +5% YoY
NET INCOME	5 +30% YoY	16 +2% YoY

$16	5G	$33M	100%	167%
BLENDED ARPU	NETWORK TECHNOLOGY	TOTAL CAPEX	POPULATION COVERAGE %	MARKET PENETRATION

ONE STOP SHOP ENABLER FOR API MONETIZATION IN THE MENA REGION : Dizlee's portfolio is expanding by leveraging on technologies to deliver digital services

Direct Operator Billing

- *Connect your business to the World of Zain, we are connected to over **54 Mn** customers across Zain Operators and Omantel*
- *DoB Business is growing with **220 live** services, of which 120 services launched in 2024*
- *During 2024, Dizlee contributed **$103Mn** Gross Sales & **$19Mn** Net to **Zain OpCos** (compared to 2023, 28% growth in Gross Sales & 15% in Net)*
- ***Dizlee** won the **MEA Business award** for Data Platforms Exceptional Products/Services*

Digital Advertising

- ***Dizlee's Digital Advertising vertical** is being developed and expected to grow more rapidly*
- *Process to **onboard** new and existing partner underway. This new revenue stream has started bringing **revenues** and expect to improve over the coming periods*

API Marketplace

- ***API Marketplace** API marketplace was soft launched in Q3 2024 and the integration with payment gateway is completed*

- ***5 PoC's** in progress – discussions with **15** potential partners & **21** customers, onboarding discussions are underway*
- ***Joined the GSMA Open Gateway** initiative in 2024 and working to onboard new API's*

Dizlee's contribution to OpCos digital revenue is significant despite all challenges and as a stand-alone entity, Dizlee is growing

zain ESPORTS

- **Group:**
  - Zain esports partnered with Riot Games to conduct a MENA League of legends Server Launch event, conducted at 15 Venues across 8 countries in the ME region over 2 days.

  Reach of 2 million gaming and esports enthusiasts and over 20 influencers participated in the event.
  - Duwaween Go-to-market for sponsors activated with revamped sponsor benefits.
  - First Duwaween tournament conducted in partnership with Mawqif.
- **Bahrain:**
  - Zain esports Bahrain conducted and ran National eQualifiers for the first time in the Kingdom in partnership with the National esports Federation of Bahrain.
  - Partnerships with several universities related to the Zain university League Tournaments.
  - Numerous activations occurred at the Zain esports Lab in Bahrain
- **Jordan:**
  - Partnership with the First Jordan Gaming and Esports summit.
  - Toyota Gazoo MENA cup (Strategic Partnership).
  - Zain esports Jordan is the main sponsor for the Jordanian Esports Federation.
  - Zain esports Jordan signed an agreement with GamerG, a gaming platform.
- **Iraq:**
  - Esports Education and Training Seminar
  - Zain Iraq participation - Esports World Cup 2024 Tekken 8– Riyadh KSA
  - ITEX esports Championships Fintech Exhibition Iraq

Corporate Sustainability Achievements Leading to Value Creation

KEY ACCOMPLISHMENTS

Conducted an external audit (EY) providing **Reasonable Assurance on** Scope 1 and 2 emissions and **Limited Assurance** for the remaining indicators for Zain's 2024 Sustainability Report making the company **the only telecom in the region** to have reasonable assurance.

Zain Net Zero targets were officially verified and approved by Science Based Targets initiative (SBTi)

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Initiated compliance process for the Responsible Marketing and Communications Standard with the Group and Opcos business units (Commercial, Procurement, Human Resources) to ensure alignment and adherence to integrate responsible, transparent, and ethical communication practices.

Officially submitted to CDP Zain's disclosure on climate change which includes aspects on Water, Plastic, and Biodiversity

CDP
DISCLOSURE INSIGHT ACTION

Officially submitted Zain's 2nd consecutive disclosure to the **UN Global Compact** indicating the company's alignment to the UNGC's principles on human rights, labor, environment and anti-corruption

United Nations Global Compact

Contracted Sustainability cloud solutions to standardize and automate data collection and efficiently manage all sustainability KPIs/indicators in preparation for the **IFRS S1** and **IFRS S2** Standard and address external auditor (EY) observations.

Achieved **Leadership position** with a score 8.4/10 "The State of Children's Rights and Business 2024" benchmark, showcasing our commitment to leading in children's rights and business practices. Zain score is double the region's average

S&P Global Ratings	MSCI	FTSE4Good
54/100 Above Industry Average	**BBB** Within Industry Average	**3.5 / 5** Above Industry Average

INCLUSION, DIVERSITY AND EQUITY

Our vision is to foster a fully inclusive and accessible workplace where every Zainer contributes to the collective success of our organization.

INCLUSION

- ✓ Through continuous measurement, collaboration with key stakeholders, and empowering Zain allies, we create a data-driven, equitable environment that fosters individual and organizational growth. Our vision serves as a guiding North Star, embedding inclusion into Zain's DNA and driving impactful change.
- ✓ By enabling employees to shape their experiences, breaking down silos, and adopting a human-centric approach, we transform Zain's culture.

WE ALIGN

Omantel has shown strong engagement across various IDE initiatives:

- ✓ 131 active participants in the IDEU program.
- ✓ 3 employees took part in the groupwide WE Hackathon conducted in Jordan.
- ✓ 2 employees joined the Wellbeing Committee and Index.
- ✓ 80 applications were received for NOVA, with a Discussion Leader appointed.
- ✓ 3 representatives enrolled in the WE ABLE 'The Masters' program.
- ✓ 30 participants engaged in the ZY Spark youth workshop, focusing on growth mindset, resilience, and public speaking.

WE - Women Empowerment Initiative

- ✓ The establishment of WE 2030 targets, aimed at empowering women and advancing their representation in leadership and technology.
- ✓ Women represent 14% of the overall leadership pool at Zain.
- ✓ 23% of employees received training tackling Inclusive Leadership, Inclusion Competencies, Microaggressions and Biases.

BE WELL - Employee Wellness Initiative

- ✓ Implementing a Mental Health at Work Wellbeing Index (by One Mind) providing a comprehensive score and insights, helping us measure progress, set benchmarks, and enhance wellness at Zain.
- ✓ 304 employees benefited from free counseling sessions provided by the Kuwait Counseling Center (KCC), with a total of 740 sessions conducted.
- ✓ Developing a joint Zain and Omantel Wellbeing Committee to leverage data on existing initiatives, identify key priority areas, and generate actionable insights to drive the BE WELL strategy with data-driven decisions.

WE ABLE - Disability Inclusion Initiative

- ✓ A regional first: Zain Group partners with 'Be My Eyes' to provide accessibility assistance to people who are blind or have low vision.
- ✓ Establishment of a comprehensive Sign Language Library.
- ✓ Launching THE MASTERS, enabling our People with Disabilities to create, lead, and shape their experiences at Zain.

ZY - Zain Youth Initiative

- ✓ Applications for the 'Gen Z' 2025 groundbreaking program have opened, marking the 10^{th}-anniversary milestone since its launch in 2016.
- ✓ Launched ZY Counsels in each OPCO, identifying high potential youth, providing them with exclusive training, and reporting directly to CEOs on strategic challenges.
- ✓ Launched ZY Mavericks, a talent development program designed to cultivate critical skills for the future of work. Over 25 Mavericks were identified, and more than 45 certificates were earned.

IDEU - Inclusion, Diversity and Equity University Program

- ✓ Introduced an additional 1000 employees into the IE University Digital Transformation program.
- ✓ To date, over 7,650 certificates have been earned, with more than 118,600 training hours completed.

WINNING AWARDS

- ✓ IDEU recognized as 'Best People Development' program at MERIT Summit Awards
- ✓ Recognized for leading innovation in the 'Workplace' through the IDE initiatives at Fast Company Middle East Innovation Awards 2024
- ✓ Recognized with the Championship Award in Women Empowerment 2024 at the 9th Annual Global Good Governance Awards.

WHY ZAIN?

4WARD... PROGRESS WITH PURPOSE
Unveiling of new '4WARD' corporate strategy to accelerate company's evolution to a TechCo

5G LEADERSHIP
Largest 5G network footprint across region combined with strategic investments in technology and innovation driving new revenue streams

PROFITABILITY ACROSS OPERATIONS
Highly profitable operations across our footprint with a strong focus on unlocking potential for further growth and increase our shareholders value

UNLIMITED POTENTIAL OF KEY GCC MARKETS
Youth bulge driving data consumption, Enterprise & Government ICT needs, High GDP in several markets, huge govt projects driving economies, oil price improvements

TOWERCO BUSINESS MODEL
Unlocking capital from passive infrastructure to drive efficiencies and focus on core business

DIGITAL SERVICES
Continual rollout of dynamic new digital services driving customer acquisition and revenue streams

THANK YOU

ZAIN GROUP INVESTOR RELATIONS

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