MOBILE TELECOMMUNICATIONS COMPANY (ZAIN)

BOARD DIVERSITY POLICY

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1	**2022**	**CG**	**Board of Directors**	**Developed based on laws, regulations and best practices**

The Board of Directors of Mobile Telecommunications Company (Zain Group) is committed to the diversity and inclusion principles. These principles are embedded in the Code of Business Conduct that set out our values by which we conduct our business. The necessity of conforming to these principles stems from the fact that our geographical footprint entails a diverse group of countries, cultures, and stakeholder communities. The nature of our communities highlights the importance of diversity and encourages us to maximize the benefits of working within a diverse environment to retain and enhance our competitive advantage. Having an effective board of directors is essential as the board has a strong impact on the company's success. A diversified board enhances the quality of decisions making, ensures better business performance, and fuels creativity and innovation. A diverse Board will be characterized by a wide range of skills, knowledge, industry experience, background, race, gender, and other qualities of the individual members. The purpose of promoting diversity on the board is to expand the talent pool at the top of the company which shall cascade the openness and innovative thinking throughout the whole company on different levels emphasizing the importance of developing women and minorities as leaders.

This Policy aims to promote diversity on the Board in terms of experience, knowledge regardless of their gender, race, ethnic origin, disability, age, nationality, national origin, religion / belief, marital status, and social class. At Zain Group, we oppose all forms of unlawful and unfair discrimination. This policy is largely set up to address the importance of a diverse Board in employing the unique identities, skills and experiences of the members in a way that collectively benefits the company.

The Company is managed by a Board of Directors consisting of nine members appointed by shareholders during the annual general meeting of shareholders (AGM). The AGM elects the members by secret ballots.

The Board Nominations and Remunerations Committee (BNRC) is responsible for identifying qualified candidates to serve as members of the Board and recommending such candidates to be nominated by the Board of Directors for election by shareholders. In doing so, the BNRC shall review and assess the composition of the Board based on requirements as per the Articles of Association of the Company, applicable laws and regulations and best practices pertaining to diversity and inclusion.

We aim to be as diverse as the communities we work with. This begins with our Board of Directors. The composition and quality of the Board aligns with the size and geographical spread of Zain, its portfolio, culture and status as a listed company. A diverse Board with a range of views enhances decision-making, which is beneficial to the company's long-term success and the interests of stakeholders. When selecting board members, the process is based on factual criteria and there is no discrimination on any personal or physical attributes that would not speak to the person's ability to perform as a Board member. The Board supports Zain's Diversity and Inclusion approach and management's efforts to ensure that the diversity of Zain's board of directors and executive management is continuously enhanced.