Q2 2025 EARNINGS

13 August 2025

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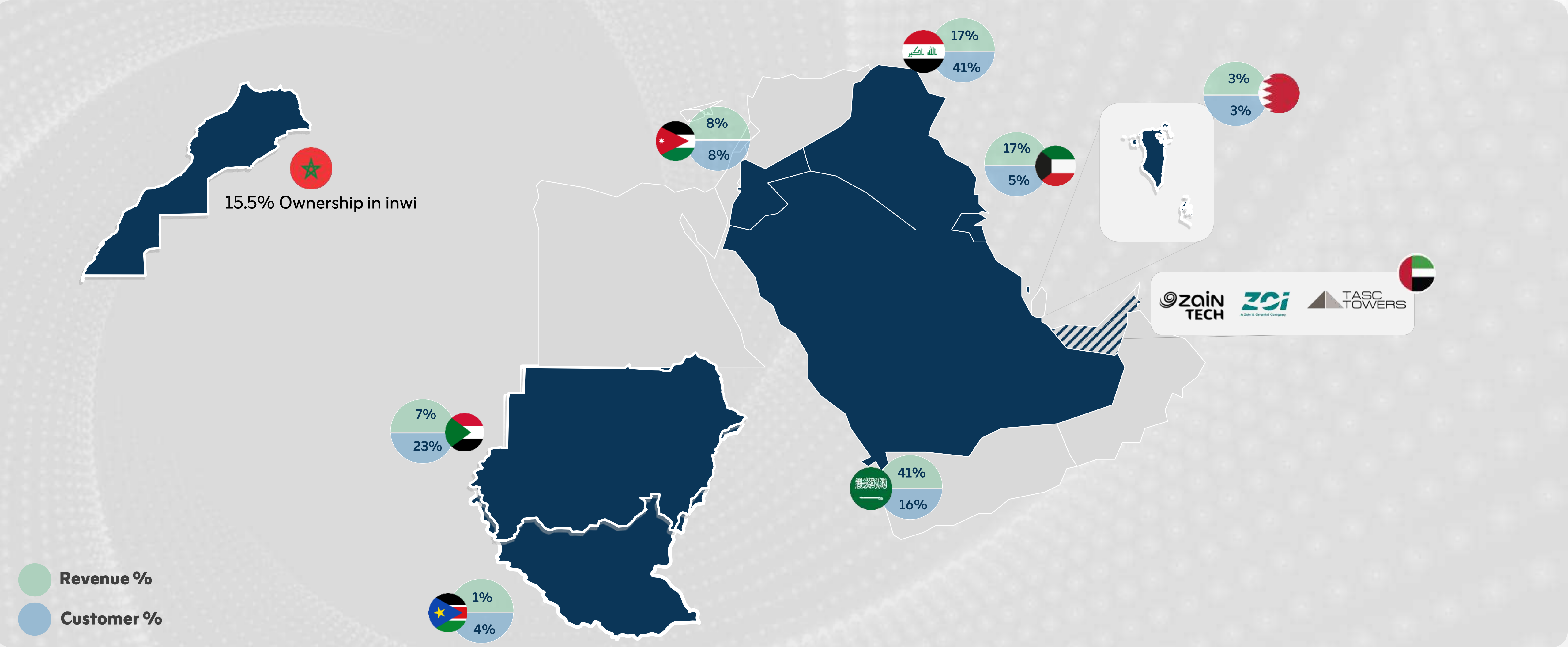
FINANCIAL PERFORMANCE : Q2 & H1 2025

	ACTIVE CUSTOMERS	GROUP REVENUE	GROUP EBITDA	GROUP NET INCOME	GROUP EPS
Q2	50.9 Million +7% YoY	1.77 USD Billion +13% YoY	606 USD Million +5% YoY	237 USD Million +40% YoY	5 USD Cents
H1		3.51 USD Billion +14% YoY	1.16 USD Billion +10% YoY	395 USD Million +49% YoY	9 USD Cents

ZAIN FOOTPRINT



CUSTOMERS 50.9m

REVENUE 3.51 USD Billion

EBITDA 1.16 USD Billion

NET INCOME 395 USD Million

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

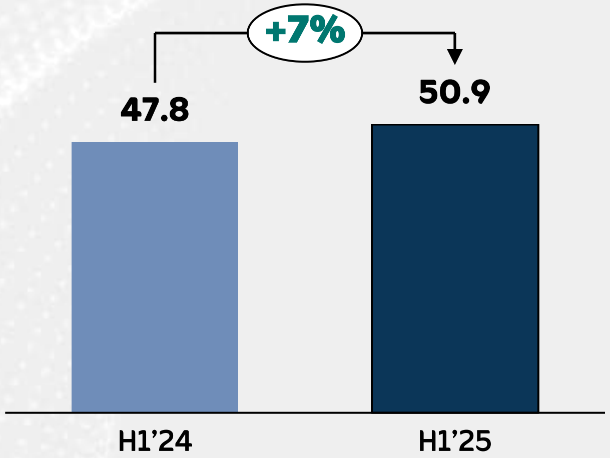
- PEOPLE
- ENHANCED COLLABORATION
- PARTNERSHIPS

PROGRESS WITH PURPOSE

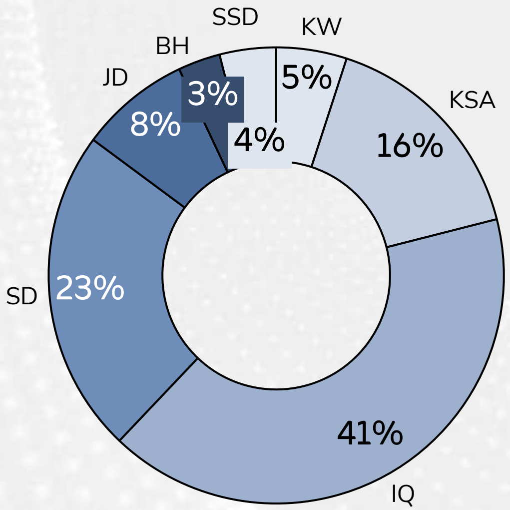
FINANCIAL PERFORMANCE

GROUP CUSTOMERS

GROUP CUSTOMERS (Million)



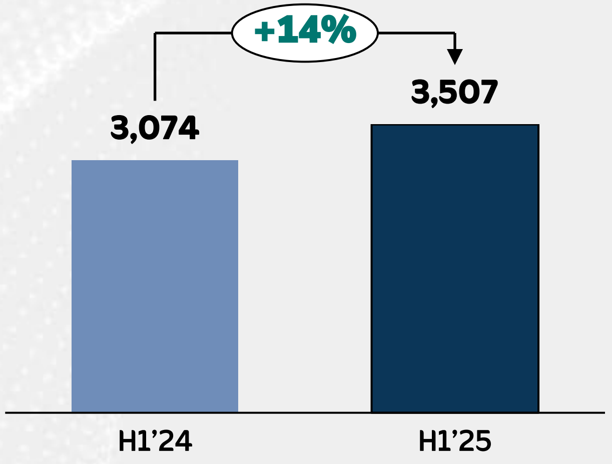
CUSTOMER BREAKDOWN %



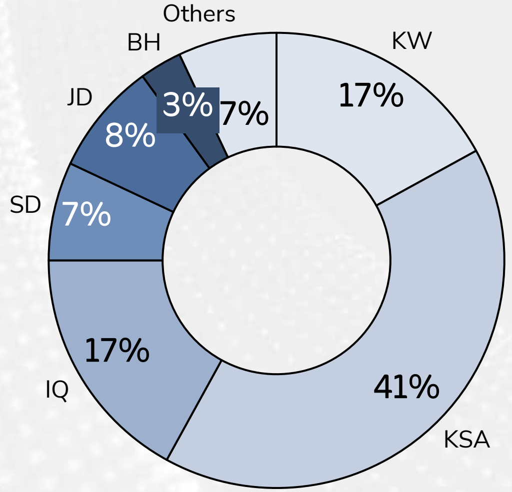
ZAIN OPCO	NETWORK TECHNOLOGY	BLENDED ARPU	PREPAID BASE %
KUWAIT	5G	$24	51%
KSA	5G	$17	73%
IRAQ	4G	$5	91%
SUDAN	4G	$4	98%
JORDAN	5G	$11	46%
BAHRAIN	5G	$16	35%
SOUTH SUDAN	4G	$2	99%

GROUP REVENUE

GROUP REVENUE (USD M)



REVENUE BREAKDOWN %

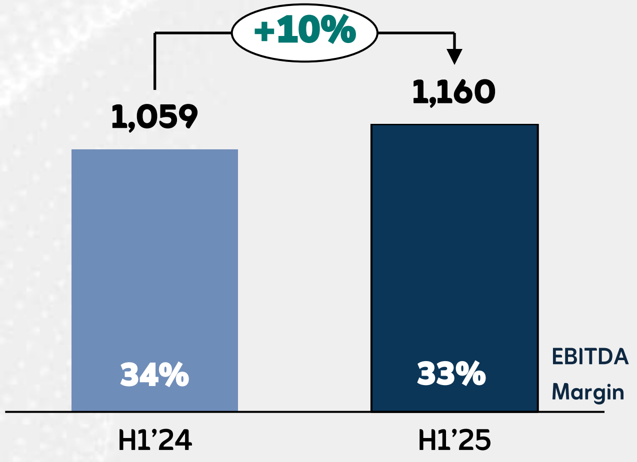


KEY TAKEAWAYS

1. GROWTH IN ZOI DRIVEN BY EARLY SIGNING OF CONTRACTS ORIGINALLY SCHEDULED AT THE END OF THE YEAR
2. STRONG 11% YOY GROWTH IN B2B REVENUE
3. ZAINTECH DELIVERS SOLID REVENUE GROWTH, UP 94% YOY
4. GROWTH IN FINTECH REVENUE – UP 28% YOY
5. STEADY GROWTH IN DATA REVENUE – UP 8% YOY

GROUP EBITDA

GROUP EBITDA (USD M)



MAJOR CONTRIBUTORS

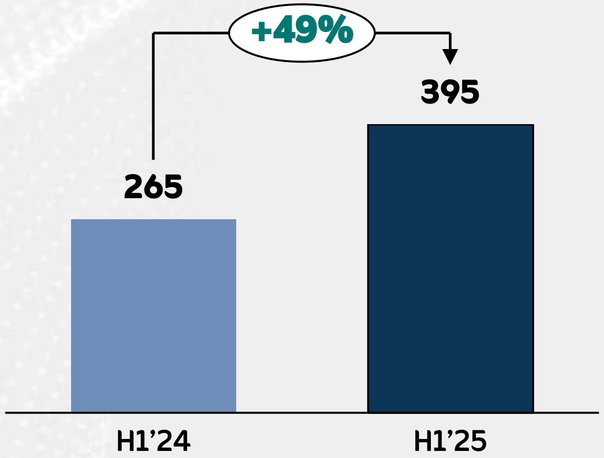
1	Zain KSA	38%
2	Zain Iraq	19%
3	Zain Kuwait	18%
4	Zain Sudan	12%

KEY TAKEAWAYS

1. EXEPTIONAL TOP LINE PERFORMANCE ACROSS OPCOS
2. CONTINOUS COST OPTIMIZATION EFFORTS ACROSS THE GROUP

GROUP NET INCOME

GROUP NET INCOME (USD M)



MAJOR CONTRIBUTORS

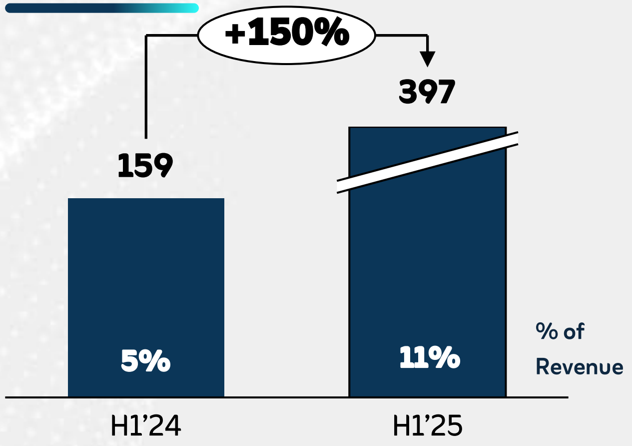
1	Zain Kuwait	33%
2	Zain Sudan	28%
3	Zain Iraq	17%

KEY TAKEAWAYS

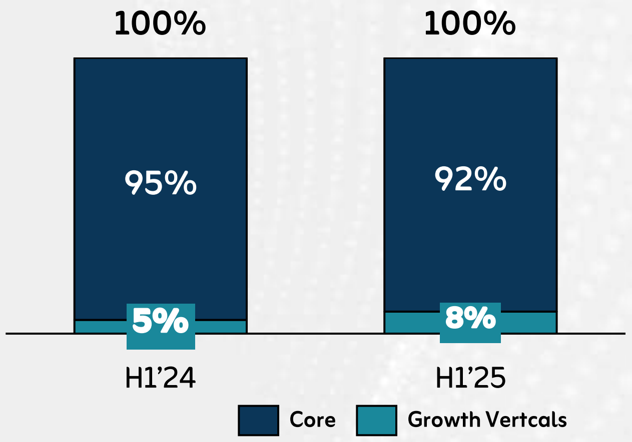
1. **REDUCTION IN INTEREST RATES**
   YoY Reduction In Interest cost driven by drop in market rates
2. **GAIN ON STRATEGIC INVESTMENTS**
3. **EXCEPTIONAL TOP LINE PERFORMANCE ACROSS OPERATIONS**
4. **COST OPTIMIZATION INITIATIVES**
5. **USD 50M GAIN FROM INWI (LEGAL CASE SETTLEMENT)**

GROUP CAPEX

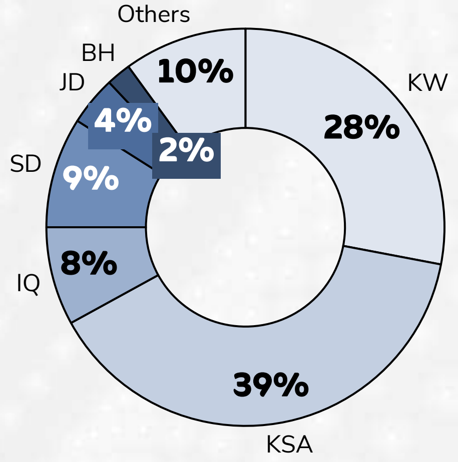
GROUP CAPEX (USD M)



CAPEX BY BUSINESS %



CAPEX BY OPCO %



KEY TAKEAWAYS

1. **EXPANDING 5G COVERAGE**
Expanding the 5G network coverage footprint, modernizing the core infrastructure,

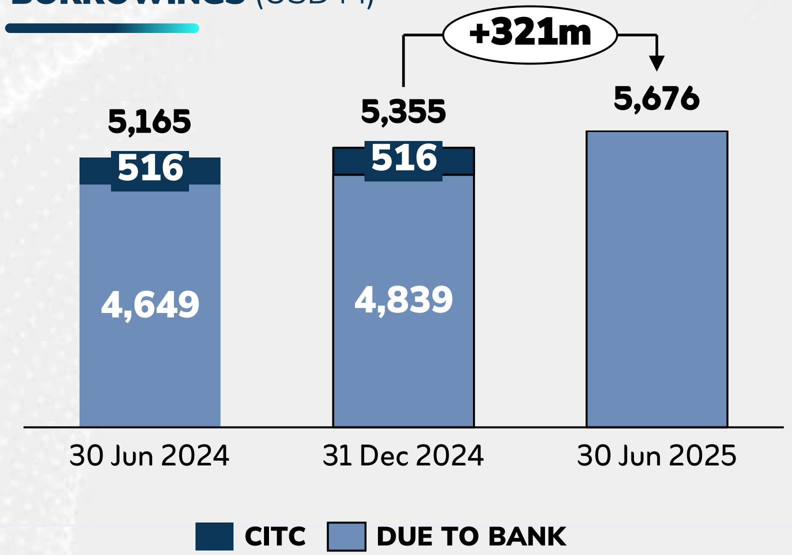
2. **SUDAN DISASTER RECOVERY**
Initiation of 3 DR locations and a temporary hold on the Khartoum swap project

3. **SUBSEA CABLES**
For fiber pairs, cable landing stations, licenses, and equipment

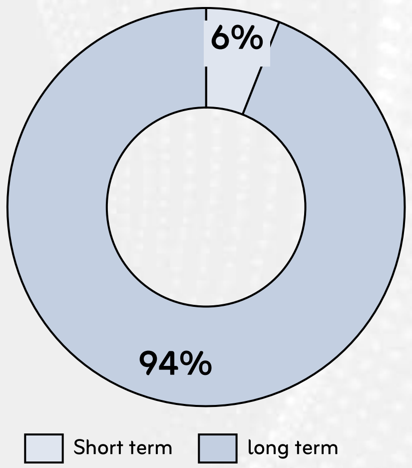
4. **LTE ENHANCEMENT & EXPANSION**
Including the enhancement of LTE coverage and expansion of the backhaul network, and BSS upgrade

DEBT PROFILE

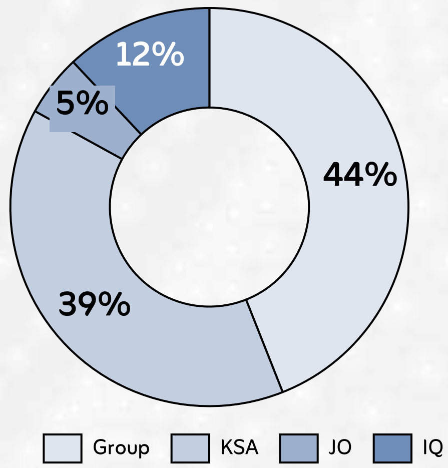
BORROWINGS (USD M)



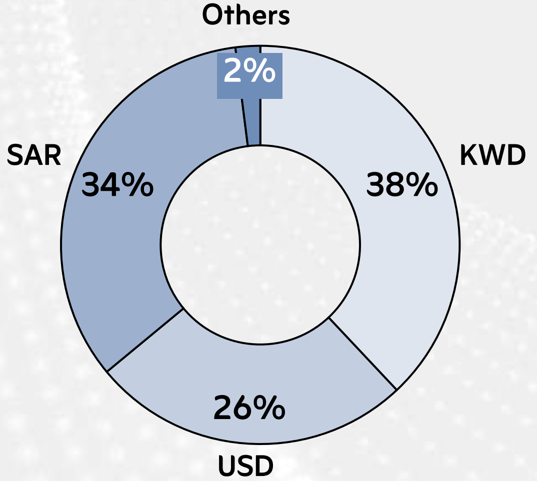
DEBT BY MATURITY (USD M)



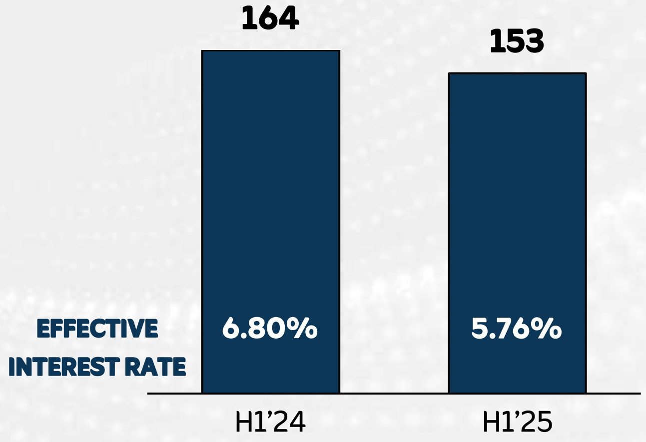
DUE TO BANK BY OPCO



DEBT BY CURRENCY



BORROWINGS – FINANCE COST (USD M)



LEVERAGE RATIOS

NET DEBT/EBITDA

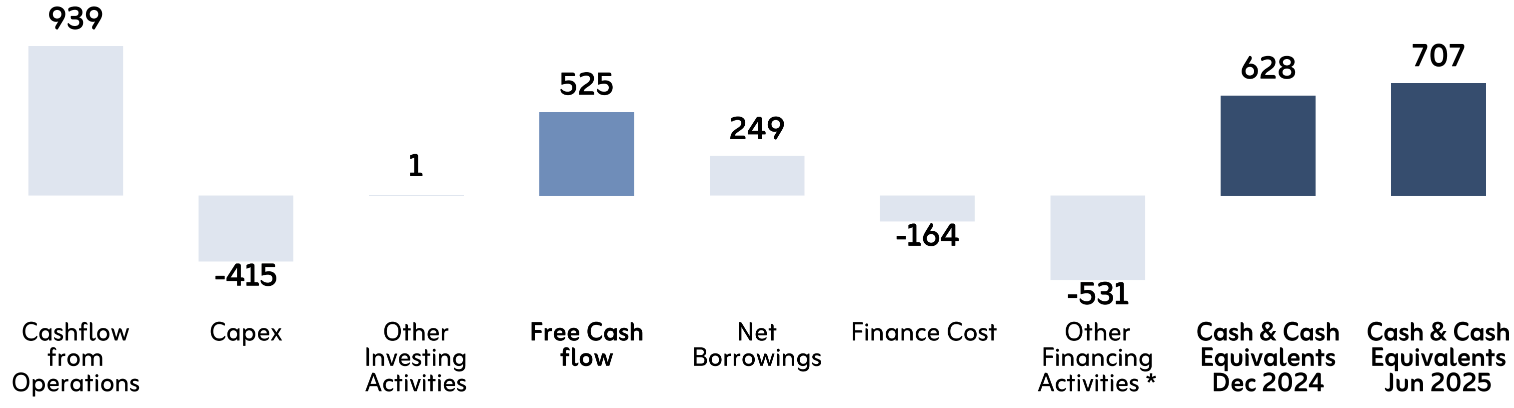
2.2x

NET DEBT/EQUITY

0.78x

LIQUIDITY PROFILE

GROUP CASHFLOW BRIDGE (USD M)



** Includes : Dividend Payments and FX*

KEY TAKEAWAYS

1. Strong operating and free cash flows support both the committed dividend payouts to shareholders and the company's future growth plan

2. Continuous commitment for a 3-year dividend till 2028 representing strong fundamentals of Zain with buffer liquidity ~$ 2.4bn

CFO Margin

(CFO / Revenue)

27%

FCFF Margin

(FCFF/ Revenue)

15%

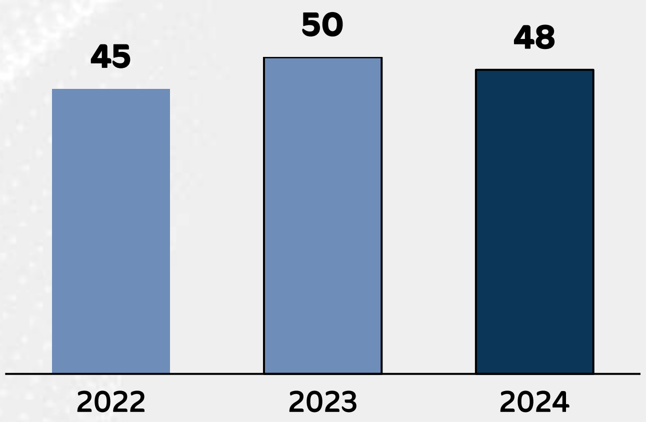
TOTAL AVAILABLE LIQUIDITY

(TOTAL CASH + UN-UTILIZED LOANS)

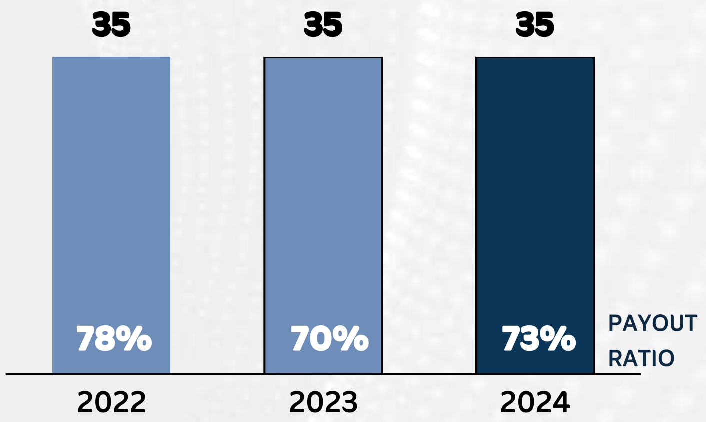
$ 2.4 bn

DIVIDEND PROFILE

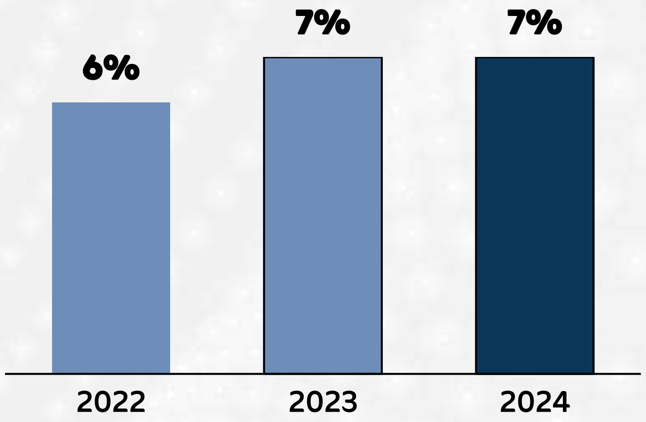
EPS (FILS)



DPS (FILS) **& PAYOUT RATIO**



DIVIDEND YIELD %



KEY TAKEAWAYS

Interim Dividend - 2025:

For the 5th consecutive year, the Board declared interim dividend of 10 fils per share for the first six months of 2025.

35 Fils Dividend for 2024:

- Total 2024 dividend of 35 fils per share distributed, 10 fils for H1’24 and 25 fils for H2’24, with final payment made in May 2025.

Dividend Policy Extension – 3 YEARS:

- Dividend policy extended to 2028, reaffirming a minimum annual payout of 35 fils per share.

ZAIN SHARE PRICE

ZAIN SHARE PRICE

TOTAL SHARES
4,327,058,909

P/E
~10 TIMES

MARKET CAP
USD 7.52 BILLION

zain

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

2025 FINANCIAL GUIDANCE

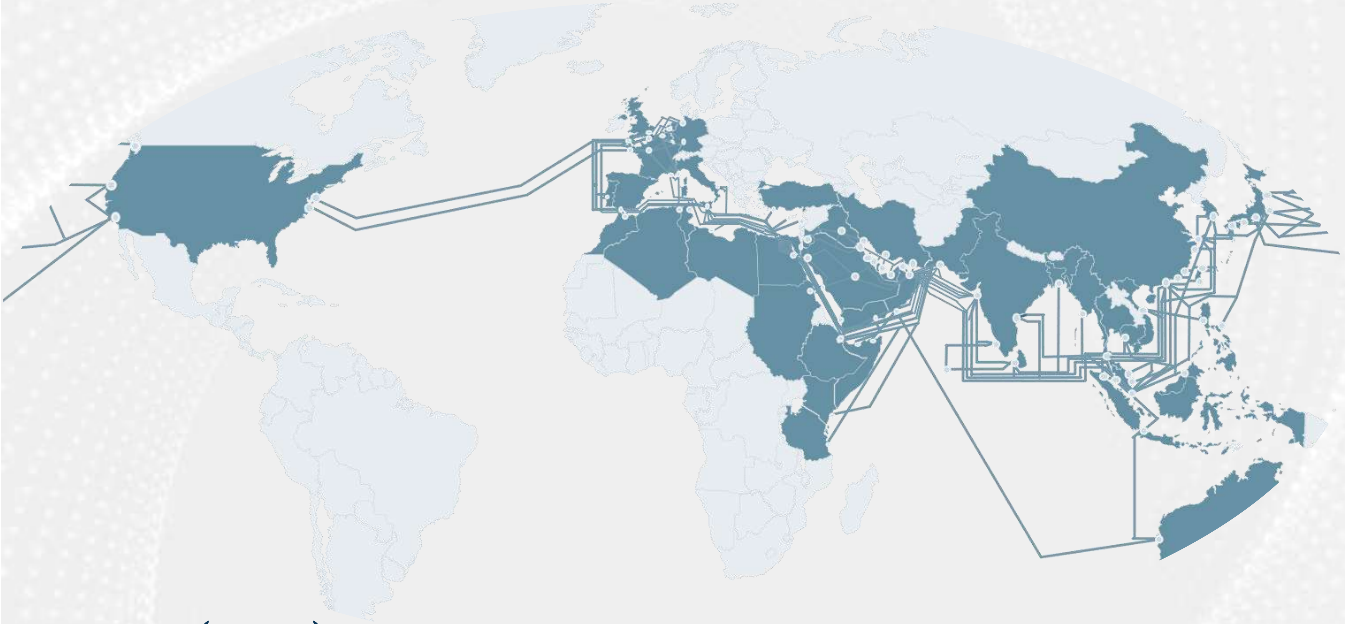
On Track To Meet Guidance

	FY 2025 REVISED GUIDANCE	H1 2025 Actual
REVENUE GROWTH	+10% to +15%	+14%
NORMALIZED NET INCOME GROWTH	+20% to +25%	+49%
CAPEX / REVENUE (%)	~15% to 17%	11%

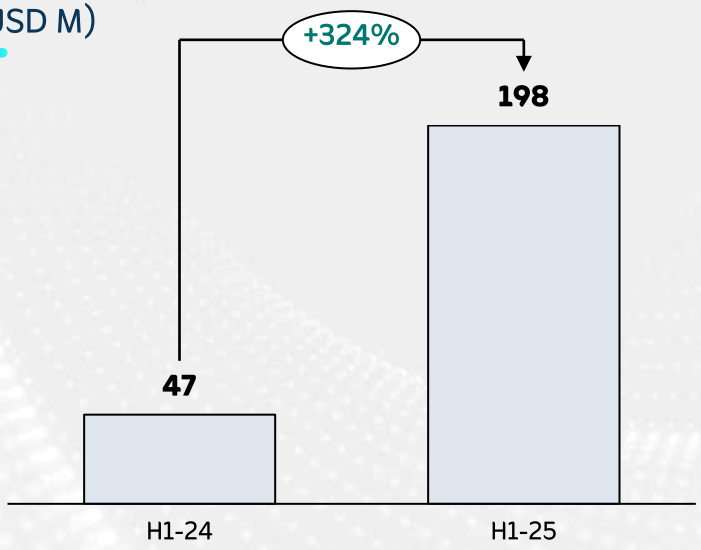
ZAIN OMANTEL INTERNATIONAL

A Zain & Omantel Company

FACTORS DRIVING GROWTH IN ZOI



REVENUE (USD M)



GROWTH FACTORS

1. Leveraging on-net access in 8 countries while consolidating the traffic of +60 Mn end-users.
2. Offer unrivaled Indian Ocean to Red Sea to Arabian Gulf connectivity on the first PAN Middle East Ring.
3. International network covering 3 Bn population and 120 cities on 5 continents through 20 resilient subsea cables.

+20
International Submarine Cables

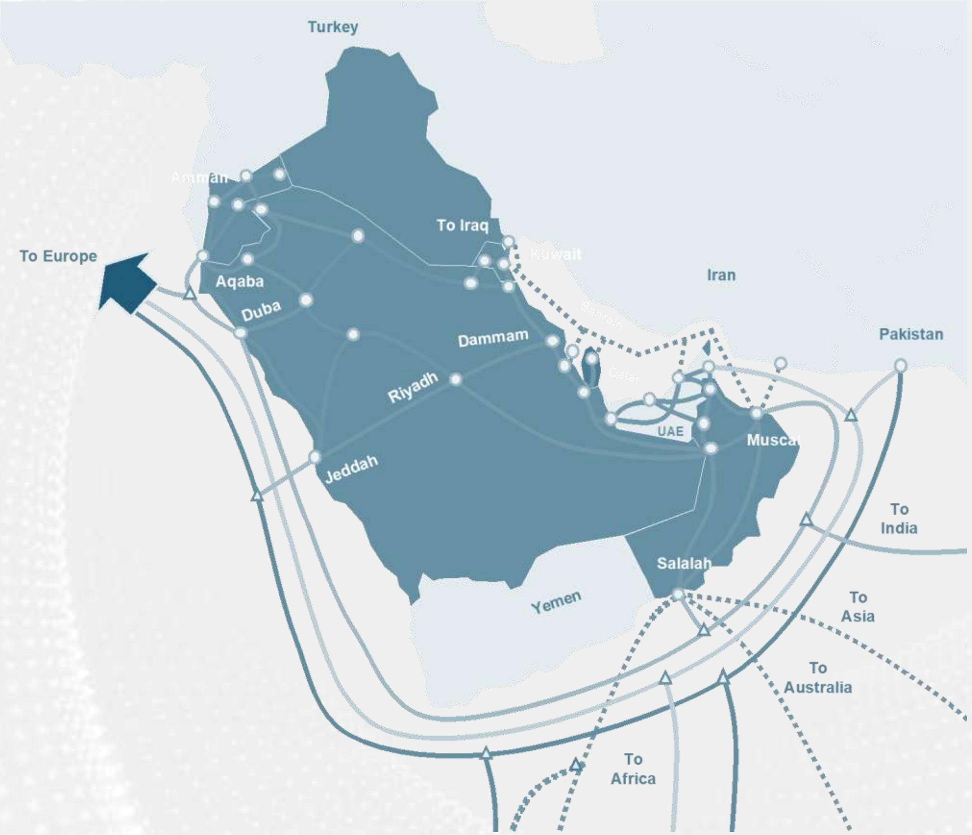
8
On-net access countries

Among Region's top wholesaler

+52m
End-customers on-net

This map is for illustrative purposes only and does not represent an authoritative statement on the legal status of any territory or the delineation of international boundaries.

MESHED NETWORK CREATING THE RING



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Africa ONE

Zain is part of the Pakistan to East African and Europe system Africa-1, and the landing party in Sudan

BLUE RAMAN

Zain owns a stake in Blue Raman, a consortium between Google, Omantel, and Sparkle. Zain is the landing party in KSA

PEACE Cable

Zain is the KSA landing party for PEACE cable. Over 500 Gbps with the lowest latency towards EU is already enabled for OpCos

KSA TERRESTRIAL NETWORK

Zain in coordination with ZOI is building a +8,000 km redundant fiber network connecting KSA with all neighboring countries in multiple rings

zain

zain TECH

OUR GROWTH HAS BEEN ANCHORED ON A CONTINUALLY EXPANDING **PORTFOLIO OF OFFERINGS AND SERVICES EXTENDED THROUGH A NETWORK OF MARKET LEADERS AND INNOVATORS**

zain TECH

DIGITAL TRANSFORMATION ADVISORY

CLOUD SERVICES

- Cloud Advisory
- Managed Services
- App Modernization
- Cost Optimization
- AI Infrastructure

PRIVATE | PUBLIC | SOVEREIGN | MULTI

CYBERSECURITY

- Security Professional Services
- Managed Security Infrastructure
- Cybersecurity as a Service
- Threat Detection Services
- Gen AI Security

DATA & AI

- Big Data Platform
- Data Strategy
- Data Governance & Data Management
- Data Monetization
- Data Visualization & Insights
- AI & Data Science

DIGITAL SOLUTIONS

- Command & Control
- Video Surveillance & Analytics
- IoT Asset Tracking
- Smart Buildings, Smart Cities/Districts
- Automation
- Sustainability

DRONES & ROBOTICS

- Asset Inspection & Monitoring
- Visual Intelligence
- Entertainment Coverage
- Environmental Compliance

MODERN INFRASTRUCTURE

- AI-driven Workload Computing
- Information & Network Security
- Engineered System Infrastructure
- Unified Communications, Collaboration & Workplace
- Hyperconverged Infrastructure
- Application-Centric Infrastructure (ACI) & Micro Segmentation

SOFTWARE LICENSING

- Licensing Services
- Software Asset Management Services

ZAINTECH IS THE REGIONAL DIGITAL & ICT SOLUTIONS POWERHOUSE

UNIFYING ZAIN GROUP'S ICT ASSETS TO OFFER A UNIQUE VALUE PROPOSITION OF COMPREHENSIVE DIGITAL SOLUTIONS AND SERVICES UNDER ONE ROOF

BIGGEST REGIONAL FOOTPRINT

Bahrain | Egypt | Iraq | Jordan | Kuwait

Oman | KSA | Sudan | S. Sudan | UAE

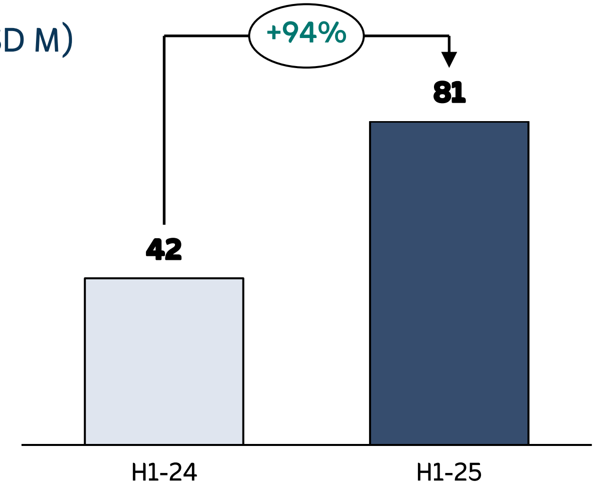
LINES OF BUSINESS

- Cloud Services
- Cybersecurity
- Data and AI
- Digital Solutions
- Drones & Robotics
- Modern Infrastructure
- Software Licensing

STRATEGIC PARTNERSHIPS

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

REVENUE (USD M)



FACTS ABOUT ZAINTECH

EMPLOYEES

600+

GROWTH RATE H1 REVENUE

94%

SUBSIDIARIES

BIOS – A ZAINTECH COMPANY

ADFOLKS. – A ZAINTECH COMPANY

sts – A ZAINTECH COMPANY

Citrus – A ZAINTECH COMPANY

zain FINTECH

ZAIN FINTECH MILESTONES – H1 2025

Bede (Kuwait)

- Bookeey officially rebranded to **Bede.**
- Ongoing discussions with the Central Bank on the remittance offering.
- Boubyan Bank Payment Gateway testing under finalization. Virtual IBAN is under process.

tamam (Saudi Arabia)

Users 173K

Revenue +27% YoY

Bede (Bahrain)

- Bede Bahrain continues to outperform expectations, delivering strong results across all KPIs

ZAIN FINTECH

Zain Cash (Jordan)

- Launched **Apple Pay** as first mobile wallet in Jordan
- Continuous developments on the **App** with additional features

Bede (Sudan)

- Platform testing was **completed and approved by Central Bank**
- Bede Sudan **launched** on 14th April in Port Sudan

m-GURUSH NOW WE CAN (South Sudan)

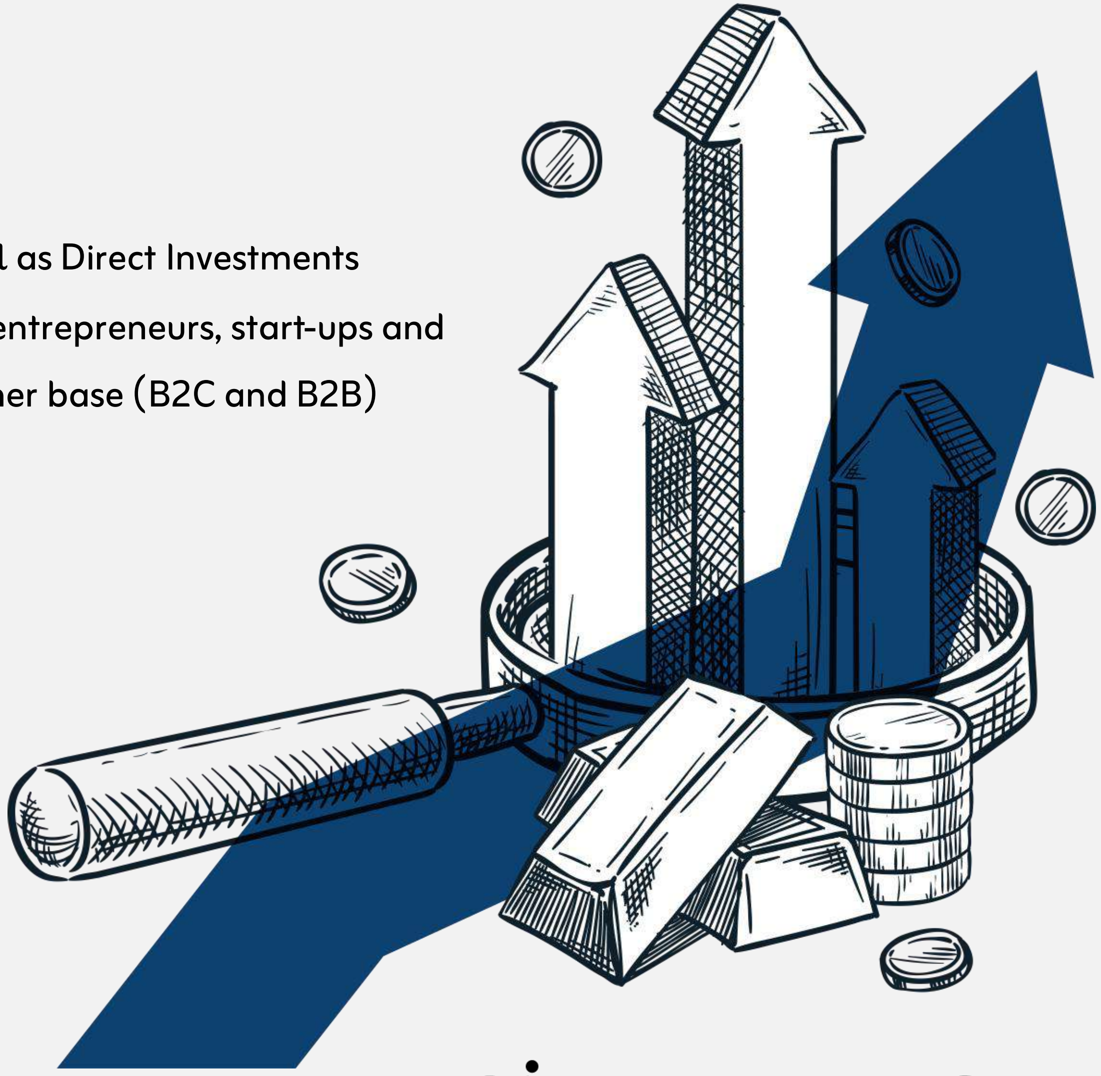
- Ongoing discussions to improve partnership agreement with M-Gurush

+62% YOY	+46% YOY	+28% YOY
CUSTOMER	TRANSACTION VALUE	REVENUE

zain VENTURES

ZAIN VENTURES

- 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 XI Revolut pipe cohere

ZOODMALL intelmatix Articul8 BeaconMedia

INVESTMENT IN FUNDS

wamda capital BECO CAPITAL COLLE CAPITAL MEVP KADMOS

Unbound

zain VENTURES

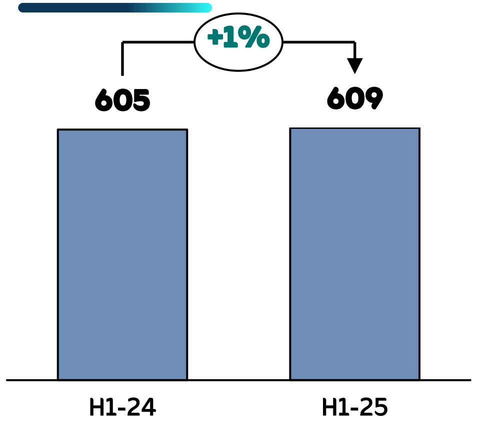
$150m	1.8x
INVESTED	EXISTING VALUATION

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

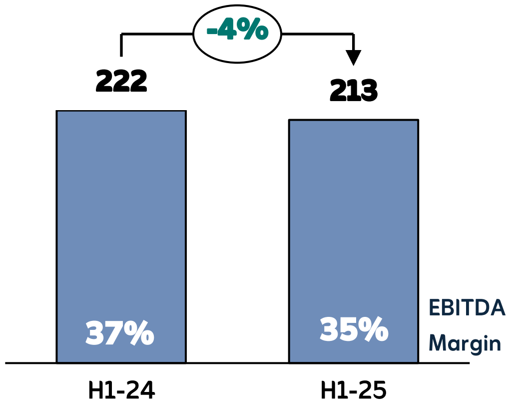
OPERATIONAL REVIEW

ZAIN KUWAIT

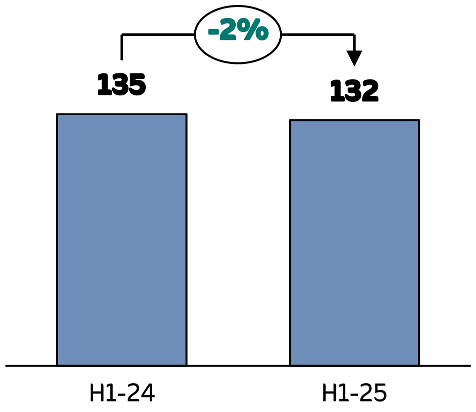
REVENUE (USD M)



EBITDA (USD M)



NET INCOME (USD M)



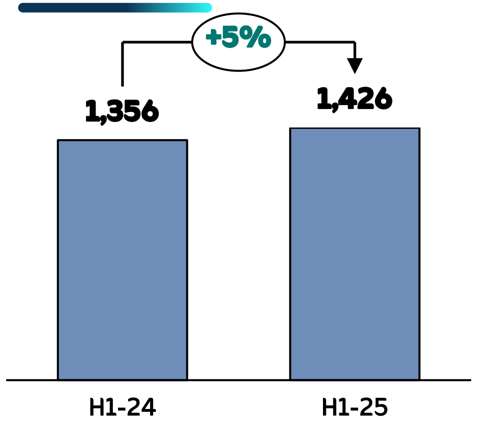
- Market leader in revenue & net income, capturing **38%** of revenue & **54%** of the net income market share
- Launched **5G-Advanced** services, reinforcing leadership in digital innovation
- Noticeable achievement in **B2B** by winning major deals
- **Zain Plus** delivered strong growth, supported by higher user engagement

- Expanding digital services with **14%** YoY growth in **digital revenue**
- **Data revenue** grew by **2% YoY,** contributing **36%** to total revenue
- **Fintech** : Bookeey officially rebranded to **Bede**
- **CAPEX** of **$113m** focused on improving **5G indoor coverage** and ongoing investments in **digital systems**.

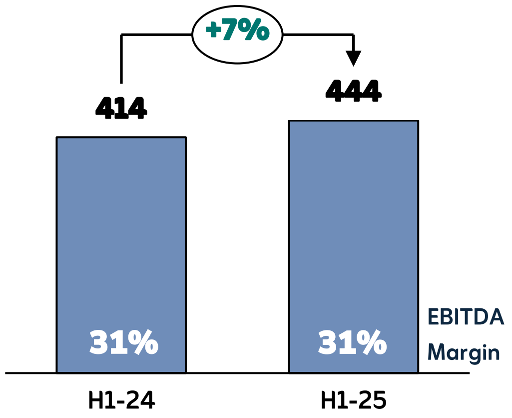
100%	1983	2.6M	33%	38%	$24	51%	5G	$113M	100%
OWNERSHIP	OPERATIONS	CUSTOMER BASE	MARKET SHARE	VALUE SHARE	BLENDED ARPU	PREPAID BASE	NETWORK TECHNOLOGY	TOTAL CAPEX	POPULATION COVERAGE

ZAIN KSA

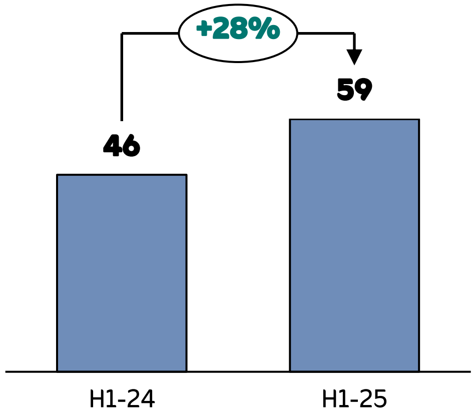
REVENUE (USD M)



EBITDA (USD M)



NET INCOME (USD M)



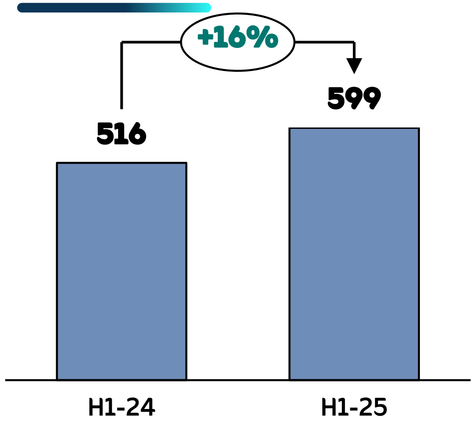
- **5G**, **B2B**, **MVNO**, **Wholesale**, **Yaqoot**, and **Tamam** continue to drive growth
- **B2B** grew **2%**, driven by major strategic wins
- **Tamam** revenue increased **27%** YoY, and Net income grew **7%**
- Digital operator **Yaqoot** revenue has grown **1% YoY**
- Maintained **#1 position** for **fastest mobile speed** across KSA operators

- **Data revenue** grew by **4%** and formed **40%** of total revenue
- **MSCI ESG Rating:** Achieved **'AA'** rating, classified as a **"Leader"**
- **Yaqoot** became the first Saudi operator to enable **E-SIM** for tourists via the **Absher platform**; launched in April 2025
- Zain KSA Among the First in the Middle East to Activate **600 MHz Band**

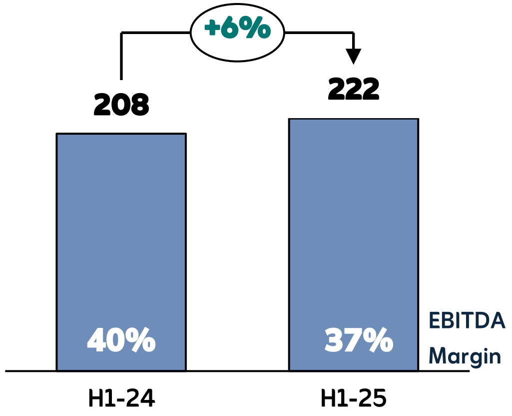
37%	2008	8.3M	$17	73%	5G	$157M	99%
OWNERSHIP	OPERATIONS	CUSTOMER BASE	BLENDED ARPU	PREPAID BASE	NETWORK TECHNOLOGY	TOTAL CAPEX	POPULATION COVERAGE

ZAIN IRAQ

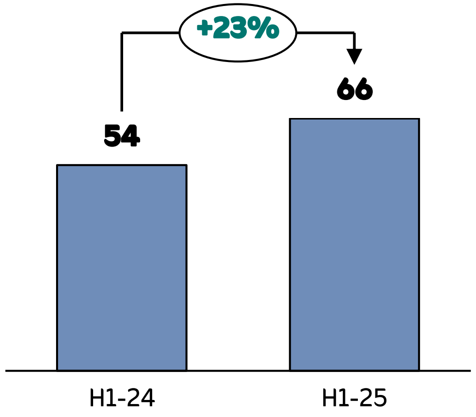
REVENUE (USD M)



EBITDA (USD M)



NET INCOME (USD M)



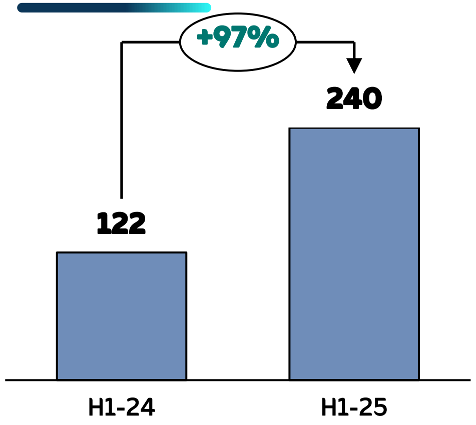
- **Strong** performance across all **key indicators,** trajectory is expected to continue
- **Effective cost optimization initiatives** have enhanced operational efficiency
- Successful **revenue diversification strategy** driven by strong performances by affiliated companies
- **Data revenue** continues strong growth
- **Sustainable** growth in **B2B revenues**

76%	2003	20.9M	52%	45%	$5	4G	$31M	99%
OWNERSHIP	OPERATIONS	CUSTOMER BASE	MARKET SHARE	VALUE SHARE	BLENDED ARPU	NETWORK TECHNOLOGY	TOTAL CAPEX	POPULATION COVERAGE

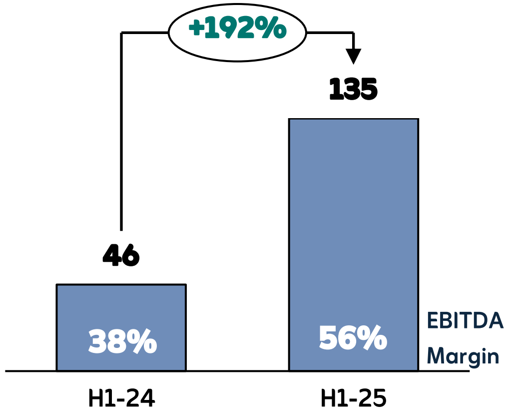
* 2 Player Market

ZAIN SUDAN

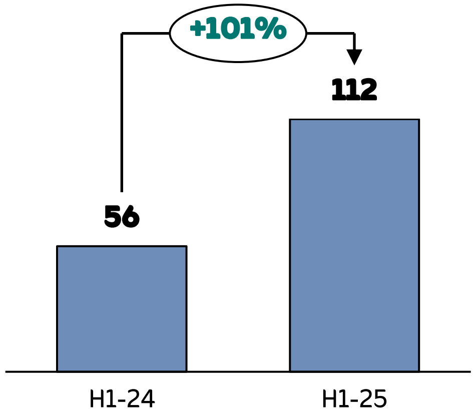
REVENUE (USD M)



EBITDA (USD M)



NET INCOME (USD M)



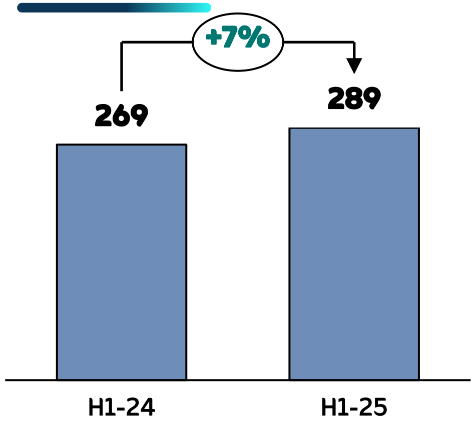
- Resilient Q2'25 performance supported by improving stability, progressive service restoration, and strengthened customer re-engagement across key regions
- Zain Sudan prioritized **network restoration**, successfully operating more than **1,800 sites** to maintain connectivity for communities.
- **FINTECH** : Bede Sudan and Visa Sign Strategic Partnership

- **B2B** delivered remarkable growth, **surging 342%** YoY
- **Digital services** saw outstanding growth, surging by **425%**
- Currency devaluation in Sudan from **1,799 SDG/USD** as on June'24 to **2,140 SDG/USD** at the end of June'25 resulted in a foreign currency translation impact, costing the Group **$162m** in revenue and **$93m** in EBITDA for H1'25

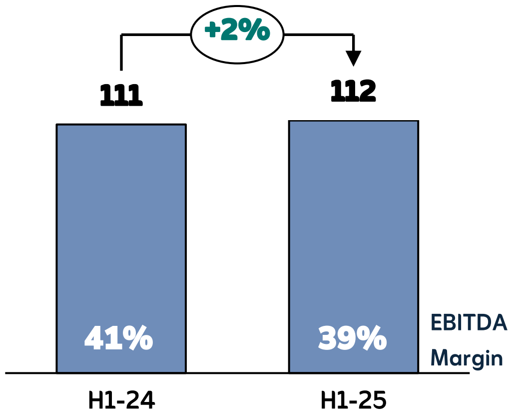
100%	**2006**	**11.8M**	**54%**	**53%**	**$4**	**98%**	**4G**	**$34M**	**90%**
OWNERSHIP	OPERATIONS	CUSTOMER BASE	MARKET SHARE	VALUE SHARE	BLENDED ARPU	PREPAID BASE	NETWORK TECHNOLOGY	TOTAL CAPEX	POPULATION COVERAGE

ZAIN JORDAN

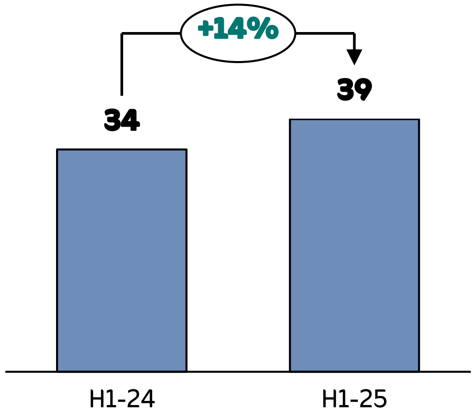
REVENUE (USD M)



EBITDA (USD M)



NET INCOME (USD M)

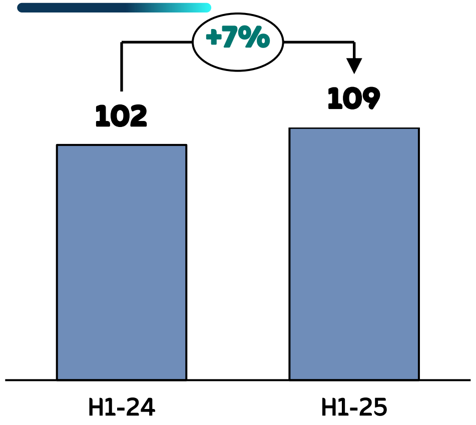


- **5G network expansion** fueled customer base growth in Q2’25
- **Data revenue** grew by **12%** YoY, and formed **54%** of total revenue
- Expansion of **FTTH** network boosts revenue and customer base
- **B2B revenues** grew **4%** YoY

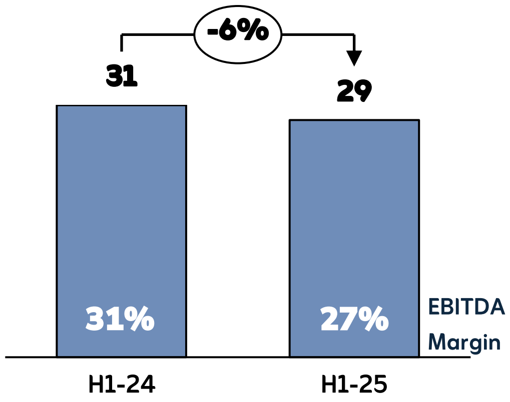
96.5%	2003	4.2M	35%	44%	$11	46%	5G	$15M	99%
OWNERSHIP	OPERATIONS	CUSTOMER BASE	MARKET SHARE	VALUE SHARE	BLENDED ARPU	PREPAID BASE	NETWORK TECHNOLOGY	TOTAL CAPEX	POPULATION COVERAGE

ZAIN BAHRAIN

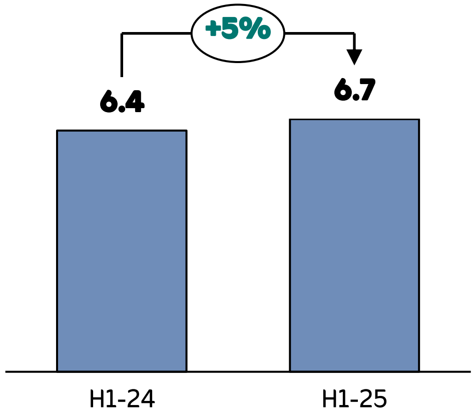
REVENUE (USD M)



EBITDA (USD M)



NET INCOME (USD M)



- **Data revenue** formed **45%** of total revenue and grew **5%** YoY
- Focused on the continued expansion of **5G** and **4G** infrastructure
- **B2B** revenue grew **13%** YoY
- **Bede Fintech** is making significant progress

65% OWNERSHIP

2003 OPERATIONS

$16 BLENDED ARPU

5G NETWORK TECHNOLOGY

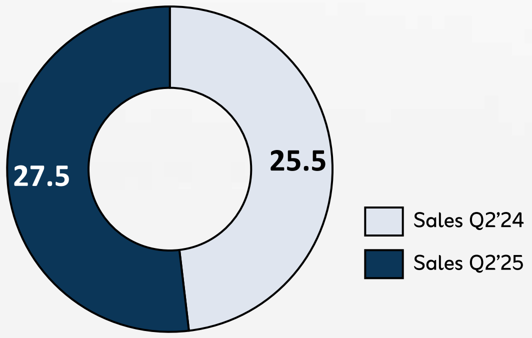
$6.2M TOTAL CAPEX

100% POPULATION COVERAGE

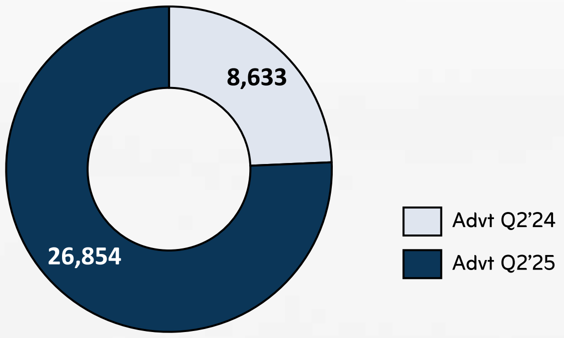
APPENDIX

A unified Platform for API monetization across the MENA Region

Direct Operator Billing (USD M)



Digital Advertising (USD)



- Connect your business to the World of Zain — a powerful network reaching over 50.7 million customers across Zain's regional operator
- Since its launch, the DoB Business has increased rapidly, driving over $429 million Sales to Zain OpCos and scaling to 251 live services in collaboration with 45+ partners!
- Dizlee empowers Zain OpCos to unlock and maximize the potential of digital revenue streams, driving growth and monetization.

- Dizlee Digital Advertising is experiencing steady growth and actively pursuing strategic partnerships to accelerate portfolio expansion and drive long-term success in the years ahead
- New services are constantly been launched in key markets including KSA IQ, BH, JO and Kuwait, with plans to expand into Sudan soon. These new offerings are already contributing to a growing revenue stream, which is expected to strengthen the future

API Marketplace

- API Marketplace has generated a revenue of $30K during the period.
- 2 Successful milestones achieved with live services:
  - Zain Kuwait CPaaS (Communication Platform as a Service) services are live
  - OMPay CPaaS services are live, and invoicing has started from Mar'25
- API Marketplace, 1st API's to be onboarded by end of Q1'25 and discussions with other partners ongoing
- Network API monetization project: discussions ongoing with GSMA and Ericsson/Aduna. Engagement with Opcos has started.
- DEI project - indoor navigation for visually challenged people - PoC is ongoing with a new partner Ipera
- Google RCS (Rich Communication Service) project to resume by of end of Q2 once technical integration is completed at Zain Kuwait

Amid evolving challenges, Dizlee continues to thrive as an independent entity, serving as a pivotal force in driving digital revenue growth across Zain OpCo

Corporate Sustainability Achievements

Leading to Value Creation

KEY ACCOMPLISHMENTS

MSCI	S&P Global Ratings	FTSE4Good
BBB	54/100	3.9/5

Disclosed to the **UN Global Compact CoP Questionnaire** Zain's 3rd disclosure reflecting progression related to Governance, Human Rights and Labor, Environment, and Anti-Corruption.

ESG Data Automation: Integrated the Group ESG Data Management Platform and conducted tailored training sessions to onboard four departments migrating them to the platform for Q2.

Supply Chain Management - Conducted Group-wide Annual Supply Chain Forum to ensure alignment to supply chain targets and address sustainability risks & opportunities related to supply chain

FTSE4Russel Submission – Successfully submitted ESG disclosures to the FTSE4Good Index, resulting in improved scores across key ESG pillars, exceeding the industry average.

Initiatives across the Zain's Operations:

- Inclusion:
  - Zain Jordan engaged **200 STEM female students** through a dedicated event in partnership with HTU University, surpassing their 2025 Women in Tech initiative target.
- Generation Youth:
  - Zain Bahrain collaborated with TechMUN, to **empower 203 students** to address digital inequality, e-waste, and responsible consumption, while raising awareness of the UN sustainable development goals.
  - **229 students** participated in various initiatives under FUN in collaboration with INJAZ, receiving training in entrepreneurship and workforce readiness in Kuwait.
  - Zain Iraq conducted **Data Privacy Awareness Session educating 50 students** on how protect personal information online and practicing digital safe habits.
- Climate Change Awareness:
  - Zain Iraq launched its water conservation campaign reached over **9.3 million users**, achieving **139%** of the 2025 target while promoting responsible water use and supporting Zain's sustainability goals.
- Community Outreach:
  - In response to the ongoing instability, Zain Sudan distributed food boxes to **1,500 displaced families** across four states (Jazeera, Red Sea, Khartoum, White Nile).
  - In partnership with National Mine Action Centre (MNAC) and Friends of Peace and Development Organization (FPDO), Zain Sudan launched a national-wide awareness campaign addressing the dangers of landmines and war remnant through bulk SMS, social media, and printed posters and brochures reaching **2.8m people**.

INCLUSION, DIVERSITY AND EQUITY (IDE)

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

IDE

Launched a groupwide pulse survey as part of our ongoing efforts to build a more inclusive and connected workplace. The survey aims to gather employee feedback on Engagement, Inclusion, and UNITY.

- 72.5% of Zain employees feel a sense of allyship in the workplace.
- 80% of Zain employees believe efforts to address bias are effective in the workplace.
- 71.9% of Zain employees exhibit the courage to engage in difficult or necessary conversations.
- 8.2/10 average workplace satisfaction.

IDEU - Inclusion, Diversity and Equity University Program

- ✓ IDEU Students Progress:
  - 16,300+ total training hours.
  - 92% average course passing rate.
  - 847 Total Certificates Obtained.
- ✓ Zain and IE University's 'IDEU Master Program in Digital Transformation' recognized with the EFMD Excellence Award 2025.
- ✓ Celebrated a remarkable 2-year milestone with our IE University partners in Zain HQ, marking the success of our IDEU program.

WE - Women Empowerment Program

- ✓ WE 2030 shows a 1% increase in women's overall headcount and representation at leadership levels compared to the previous quarter.
- ✓ Relaunched the WE SUCCEED program to future work career paths that require upskilling and unlocking role expansion opportunities for 50 women in Middle Management by developing and embedding Outward Mindset ways of working.
- ✓ Kicked off the NOVA program with a 2-day retreat focused on self-awareness and resilience. Followed by Outward Mindset and Performance sessions featuring practical cases and real-life challenges.

BE WELL - Employee Wellness Program

- ✓ Kicked off the 8th Annual MEPA Conference and Expo as Platinum Sponsor, under the patronage of His Excellency, Kuwait Minister of Health, Dr. Ahmad Al-Awadhi.
- ✓ Hosted a productive 2-day workshop with the Zain and Omantel Wellbeing Committee to co-create the future of employee wellbeing and shape the BE WELL 2030 vision.
- ✓ Continued offering confidential, unlimited therapy sessions through KCC, including a session led by expert Marie Abdel-Ahad on managing stress and uncertainty during regional conflict.
- ✓ Participating in a refresher session with The Lighthouse Arabia to enhance Mental Health First Aiders' skills and ensure they are equipped to support colleagues.
- ✓ Celebrated Mental Health Awareness Month and Global Wellness Day through social media campaigns to raise awareness and foster wellbeing.

WE ABLE - Disability Inclusion Program

- ✓ Launched the WE ABLE 2030 Vision, introducing global commitments and a pioneering Disability-Inclusive AI Framework to ensure people with disabilities are empowered. Click here to view WE ABLE 2030 Vision
- ✓ To mark Global Accessibility Awareness Day (GAAD), Zain hosted its first Disability Inclusion Roundtable with PurpleSpace, empowering employees with disabilities to express their needs and build a supportive community.
- ✓ Conducted 3 Learn and Lead sessions in Zain Jordan and Zain Iraq on self-advocacy and disability etiquette with over 90 participants.
- ✓ Zain KSA conducted an engaging awareness activity on Autism Spectrum Disorder in collaboration with Takaful Al Rajhi, to foster understanding and support for individuals on the autism spectrum.

ZY - Zain Youth Program

- ✓ The ZY Counsel, made up of high-potential young talents, continues to drive change by addressing key operational challenges. A total of 37 certificates were completed across courses in Leadership, Design Thinking, and Agile Project Management to support their impact.
- ✓ ZY Mavericks are highly skilled youth selected to earn exclusive certifications and train other employees. With 32 active members and 31 certificates obtained, the initiative recently brought all Mavericks together in Jordan for a Train the Trainer workshop to build facilitation skills and strengthen Zain's youth network.
- ✓ Generation Z 2025 graduates are driving impact through leadership programs, digital transformation projects, and brand activations, while building skills in communication, project management, and innovation across Zain Group and Zain Kuwait.

SPECTRUM ASSETS

LOW FREQUENCY → HIGH FREQUENCY

ZAIN OPCO	600 MHz	800 MHz	900 MHz	1800 MHz	2100 MHz	2600 MHz	3400-3430 MHz	3400-3500 MHz	3500-3600 MHz	3700-3800 MHz
KUWAIT		✓	✓	✓	✓	✓		✓		✓
KSA	✓	✓	✓	✓	✓	✓			✓	
IRAQ			✓	✓	✓					
SUDAN			✓	✓	✓					
JORDAN			✓	✓	✓		✓			✓
BAHRAIN		✓	✓	✓	✓	✓		✓		
S.SUDAN			✓	✓	✓					

THANK YOU

Our Social Media links