

Companies Act 2006 Section 430 Statement

Airtel Africa CFO – Jaideep Paul retirement

As previously announced, Jaideep Paul retired from Airtel Africa and stepped down as the CFO and a member of the Board at the AGM on 9 July 2025.

The following information is provided in accordance with section 430 (2B) of the Companies Act 2006.

Treatment of all elements of his remuneration has been determined in accordance with the Directors' Remuneration Policy set out in the 2023 Annual Report and Accounts. The Company confirms that:

1. Mr Paul continued to be paid his contractual salary and benefits up to 9 July 2025 following which no further payments will be made. In accordance with Mr Paul's contractual entitlements, which are in-line with local market practice, he will be paid an amount of \$208k in respect of untaken holiday accrued over his period of service in the Group. As required under Dubai employment law, he will also receive an end of service benefit that amounts to \$143k, which is based on the number of years of service in the country.
2. As a good leaver he will be eligible for a bonus in respect of 2025/26 performance pro-rated for the period from 1 April 2025 to 9 July 2025, subject to the normal performance assessment and paid entirely in cash at the normal time after the completion of the financial year.
3. As a good leaver, his outstanding deferred bonus and LTIP awards will all vest on the normal vesting dates. His LTIP awards will continue to be subject to the original performance conditions which will be assessed at the end of the performance period and then further reduced pro-rata for the time served during the vesting period up to his date of departure of 9 July 2025.
4. In October 2023, Mr Paul received a one-off award linked to a successful IPO of Airtel Money within 3 years of grant, with a face value at date of grant of \$482k. This award will vest at the normal time subject to the original performance condition.
5. All outstanding awards will continue to be subject to the post-vesting holding periods set at grant. In addition, he will continue to be subject to the post-employment holding requirement in line with the policy.
6. In accordance with the Company's policy, the Company will meet certain relocation costs associated with the end of his service in Dubai, including the cost of air travel for his family and the cost of shipping of his household goods.

Other than the amounts disclosed above, there are no other remuneration payments or payments for loss of office.