ESG ADDENDUM | ENVIRONMENT

		FY 2023	FY 2024
Scope 1 GHG emissions	**CO2e**	**60,954,266**	**54,706,884**
Diesel	CO2e	58,827,460	52,942,195
Access Network - Fixed Line	CO2e	-	-
Core Network - Fixed Line	CO2e	-	-
Global Data Centers	CO2e	-	-
Local Data Centers	CO2e	35,624	57,152
Access Network - Mobile	CO2e	58,523,305	52,484,573
Core Network - Mobile	CO2e	241,108	332,139
Offices	CO2e	27,423	68,330
Retail	CO2e	-	-
Petrol	**CO2e**	**-**	**-**
Access Network - Fixed Line	CO2e	-	-
Core Network - Fixed Line	CO2e	-	-
Global Data Centers	CO2e	-	-
Local Data Centers	CO2e	-	-
Access Network - Mobile	CO2e	-	-
Core Network - Mobile	CO2e	-	-
Offices	CO2e	-	-
Retail	CO2e	-	-
Transport (fleet)	**CO2e**	**888,490**	**967,643**
Vehicle Transport	CO2e	-	106,308
Vehicle Transport	CO2e	888,490	861,335
Refrigerant gases	CO2e		797,046
Stationery	CO2e	1,238,316	797,046
Natural gas and other fuels	CO2e	1,238,316	-
Stationery	CO2e	-	-

		FY 2023	FY 2024
Scope 2 GHG emissions (market-based method)	**CO2e**	**194,699,055**	**61,870,502**
Electricity (market-based)	**CO2e**	**193,759,240**	**60,914,777**
Access Network - Fixed Line	CO2e	-	-
Core Network - Fixed Line	CO2e	-	-
Global Data Centers	CO2e	-	-
Local Data Centers	CO2e	3,594,345	2,895,313
Access Network - Mobile	CO2e	167,804,406	36,888,894
Core Network - Mobile	CO2e	18,225,873	17,335,529
Offices	CO2e	3,279,291	3,189,410
Retail	CO2e	855,325	605,631
District heating	**CO2e**	**-**	**-**
Access Network - Fixed Line	CO2e	-	-
Core Network - Fixed Line	CO2e	-	-
Global Data Centers	CO2e	-	-
Local Data Centers	CO2e	-	-
Access Network - Mobile	CO2e	-	-
Core Network - Mobile	CO2e	-	-
Offices	CO2e	-	-
Retail	CO2e	-	-
District cooling	**CO2e**	**939,816**	**955,725**
Access Network - Fixed Line	CO2e	-	-
Core Network - Fixed Line	CO2e	-	-
Global Data Centers	CO2e	-	-
Local Data Centers	CO2e	-	-
Access Network - Mobile	CO2e	-	-
Core Network - Mobile	CO2e	-	-
Offices	CO2e	939,816	955,725
Retail	CO2e	-	-
Renewable energy by hybrid vehicle transport	**CO2e**	**-**	**-**
Vehicle Transport	CO2e	-	-

OVERVIEW

EMPOWERING PEOPLE

PROTECTING THE PLANET

MAINTAINING TRUST

APPENDIX

		FY 2023	FY 2024
Scope 2 GHG emissions (market-based method)	**CO2e**	**194,699,055**	**61,870,502**
Non-renewable energy by hybrid vehicle transport	**CO2e**	**-**	**-**
Hybrid Electricity Vehicle charging	CO2e	-	-
Renewable energy by electric vehicle transport	**CO2e**	**-**	**-**
Vehicle Transport	CO2e	-	-
Non-renewable energy by electric vehicle transport	**CO2e**	**-**	**-**
Hybrid Electricity Vehicle charging	CO2e	-	-

		FY 2023	FY 2024
Scope 2 GHG emissions (location-based method)	**CO2e**	**170,489,658**	**162,226,551**
Electricity (location-based)	**CO2e**	**169,549,842**	**161,270,826**
Access Network - Fixed Line	CO2e	-	-
Core Network - Fixed Line	CO2e	-	-
Global Data Centers	CO2e	-	-
Local Data Centers	CO2e	3,145,246	2,841,775
Access Network - Mobile	CO2e	146,837,955	137,689,217
Core Network - Mobile	CO2e	15,948,627	17,014,970
Offices	CO2e	2,869,558	3,130,433
Retail	CO2e	748,455	594,432
Grid-renewable energy (location-based)	**CO2e**	**-**	**-**
Access Network - Fixed Line	CO2e	-	-
Core Network - Fixed Line	CO2e	-	-
Global Data Centers	CO2e	-	-
Local Data Centers	CO2e	-	-
Access Network - Mobile	CO2e	-	-
Core Network - Mobile	CO2e	-	-
Offices	CO2e	-	-
Retail	CO2e	-	-

		FY 2023	FY 2024
Scope 2 GHG emissions (location-based method)	**CO2e**	**170,489,658**	**162,226,551**
District heating	**CO2e**	**-**	**-**
Access Network - Fixed Line	CO2e	-	-
Core Network - Fixed Line	CO2e	-	-
Global Data Centers	CO2e	-	-
Local Data Centers	CO2e	-	-
Access Network - Mobile	CO2e	-	-
Core Network - Mobile	CO2e	-	-
Offices	CO2e	-	-
Retail	CO2e	-	-
District cooling	**CO2e**	**939,816**	**955,725**
Access Network - Fixed Line	CO2e	-	-
Core Network - Fixed Line	CO2e	-	-
Global Data Centers	CO2e	-	-
Local Data Centers	CO2e	-	-
Access Network - Mobile	CO2e	-	-
Core Network - Mobile	CO2e	-	-
Offices	CO2e	939,816	955,725
Retail	CO2e	-	-
Renewable energy by hybrid vehicle transport	**CO2e**		
Electricity Vehicle charging - Vodafone onsite	CO2e	-	-
Non-renewable energy by hybrid vehicle transport	**CO2e**		
Hybrid Electricity Vehicle charging - Vodafone onsite	CO2e	-	-
Renewable energy by electric vehicle transport	**CO2e**		
Electricity Vehicle charging - Vodafone onsite	CO2e	-	-
Non-renewable energy by electric vehicle transport	**CO2e**		
Hybrid Electricity Vehicle charging - Vodafone onsite	CO2e	-	-

		FY 2023	FY 2024
Scope 3 GHG emissions	**CO2e**	**206,260,590**	**188,711,666**
Total Purchased goods & services	CO2e	20,790,589	20,031,656
Capital goods	CO2e	35,281,840	30,941,511
Fuel and energy related activities	CO2e	89,069,298	84,124,584
Total Upstream transport and distribution	CO2e	2,755,017	2,651,599
Waste generated in operations	CO2e	35,833	129,422
Business travel	CO2e	709,444	1,359,572
Employee commuting	CO2e	13,281,222	13,128,896
Total Upstream leased assets	CO2e	8,273,248	9,997,265
Processing of sold products	CO2e	-	-
Use of sold products	CO2e	17,351,006	10,547,082
End-of-life treatment of sold products	CO2e	2,088	1,367
Downstream leased assets	CO2e	-	-
Franchises	CO2e	18,711,004	15,798,713
Investments	CO2e	-	-

		FY 2023	FY 2024
Energy sources	**kWh**	**661,069,335**	**618,991,154**
Renewable	**kWh**	**4,529,753**	**256,645,677**
Grid electricity	**kWh**	**-**	**251,567,806**
Access Network - Fixed Line	kWh	-	-
Core Network - Fixed Line	kWh	-	-
Global Data Centers	kWh	-	-
Local Data Centers	kWh	-	-
Access Network - Mobile	kWh	-	251,567,806
Core Network - Mobile	kWh	-	-
Offices	kWh	-	-
Retail	kWh	-	-

OVERVIEW

EMPOWERING PEOPLE

PROTECTING THE PLANET

MAINTAINING TRUST

APPENDIX

		FY 2023	FY 2024
Energy sources	**kWh**	**661,069,335**	**618,991,154**
On-site electricity	kWh	4,529,753	5,077,871
Access Network - Fixed Line	kWh	-	-
Core Network - Fixed Line	kWh	-	-
Global Data Centers	kWh	-	-
Local Data Centers	kWh	-	-
Access Network - Mobile	kWh	3,768,700	4,317,950
Core Network - Mobile	kWh	91,098	106,430
Offices	kWh	669,955	653,491
Retail	kWh	-	-
Transport	kWh		
Vehicle Transport	kWh	-	-
Non-renewable		**656,539,582**	**362,345,477**
Grid electricity		**420,302,038**	**148,211,137**
Access Network - Fixed Line	kWh	-	-
Core Network - Fixed Line	kWh	-	-
Global Data Centers	kWh	-	-
Local Data Centers	kWh	7,796,843	7,044,558
Access Network - Mobile	kWh	364,000,881	89,754,000
Core Network - Mobile	kWh	39,535,516	42,178,903
Offices	kWh	7,113,430	7,760,122
Retail	kWh	1,855,368	1,473,554
Diesel and petrol		**232,326,764**	**210,148,924**
Diesel (stationary non-renewable)		**232,326,764**	**210,148,924**
Access Network - Fixed Line	Litres	-	-
Core Network - Fixed Line	Litres	-	-
Global Data Centers	Litres	-	-
Local Data Centers	Litres	140,690	226,861

		FY 2023	FY 2024
Energy sources	**kWh**	**661,069,335**	**618,991,154**
Access Network - Mobile	Litres	231,125,569	208,332,442
Core Network - Mobile	Litres	952,206	1,318,392
Offices	Litres	108,299	271,230
Retail	Litres	-	-
Petrol (stationary non-renewable)		**-**	**-**
Access Network - Fixed Line	Litres	-	-
Core Network - Fixed Line	Litres	-	-
Global Data Centers	Litres	-	-
Local Data Centers	Litres	-	-
Access Network - Mobile	Litres	-	-
Core Network - Mobile	Litres	-	-
Offices	Litres	-	-
Retail	Litres	-	-
Other			
Stationery	kWh	-	-
Stationery	kWh	-	-
Stationery	kWh	-	-
Stationery	kWh	-	-
Stationery	kWh	-	-
Transport		**3,910,780**	**3,985,416**
Vehicle Transport	Litres	-	421,979
Vehicle Transport	Litres	3,910,780	3,563,436
Vehicle Transport	kWh	-	-
Hybrid Electricity Vehicle charging	kWh	-	-
Electricity Vehicle charging	kWh	-	-

		FY 2023	FY 2024
Waste and water			
Total network waste	Metric tonnes (thousands)	1,661	1,711
Network waste	Metric tonnes (thousands)	651	822
Reused network waste	Metric tonnes (thousands)	-	-
Recycled network waste	Metric tonnes (thousands)	651	822
Disposed network waste	Metric tonnes (thousands)	-	-
Hazardous network waste	Metric tonnes (thousands)	1,010	889
Total water usage		**54,384**	**68,594**
Water Usage	Cubic Metres	54,384	68,594

Environmental accreditations			
ISO 50001		Accredited	Accredited
ISO 14001		N/A	N/A

FY 2023 Restatement Reasonings

1. FY 2023 restatement for Scope 2 GHG emissions (location-based method). In FY 2024, we made a methodology change to emissions wherein location-based emissions have been slightly adjusted reflecting the emission factors from the 2023 IEA emissions report.

2. FY 2023 restatement for network waste recycled. The figure has been restated to ensure better alignment with our reporting methodology. These include the correct classification of network waste recycled.

3. FY 2023 restatement for Scope 3 GHG emissions. In FY 2024, Vodafone completed a review of our Scope 3 emissions for FY 2023. This was undertaken to improve our data quality and estimation approach alongside the need to reflect portfolio changes and latest developments in industry standards and emission factors.

SOCIAL | CONNECTIVITY

Metrics		FY 2024
Total Number of Customers	Million	48

Coverage		FY 2024
4G Population Coverage	Outdoor 1 Mbps	98.1%
3G Population Coverage	Outdoor 1 Mbps	97.9%
2G Population Coverage	Outdoor Voice	80%

SOCIAL | HEADCOUNT

Headcount	FY 2024
Headcount	7,112
of which: Permanent Employees (open contract)	339
of which: Contractors	1,238
of which: Contracts (fixed-term contract)	5,535

Contract Types as a Percentage of Total Headcount	FY 2024
Number of Employees	100%
of which: Permanent Employees (open contract)	6%
of which: Contracts (fixed-term contract)	94%
of which: Full-Time	98%
of which: Part-Time	2%

SOCIAL | HEADCOUNT

New Hires	FY 2024 (Permanent Employees)	FY 2024 (Contractors)	FY 2024 Total
Number of New Hires	783	355	1,138
of which: <30 years old	499	300	799
of which: 30-50 years old	282	53	335
of which: >50 years old	2	2	4
of which: Male	552	183	735
of which: Female	231	172	403

Employee Turnover	FY 2024 (Permanent Employees)	FY 2024 (Contractors)	FY 2024 Total
Total Employee Turnover	616	500	1,116
of which: Male	440	303	743
of which: Female	176	197	373
of which: <30 years old	293	315	608
of which: 30-50 years old	313	182	495
of which: >50 years old	10	3	13
of which: Voluntary turnover	525	440	965
of which: Male	378	269	647
of which: Female	147	171	318
of which: Involuntary turnover	91	60	151
of which: Male	62	34	96
of which: Female	29	26	55

SOCIAL | LEARNING & DEVELOPMENT

Senior Leadership Team (SLT)/ExCo	CEO and Executive Committee
Leadership Team	E
Middle Management	F
Junior Management	G1
Junior Employees	G2
Graduates/Entry Level	H (including Discover graduates programme)

L&D	FY 2024
Investment in Skills Development (EGP)	25,500,000
Number of Programmes Completed (Reskilling and Upskilling Programmes)	7,000+
Number of Employees Trained	4,900
of which: Female	2,000
of which: Male	2,900
Total Hours of Training	333,732
Average Training Hours per Unique Employee	50
Anti-Corruption Training %	96%
of which: Senior Executives	1%
of which: Middle Management	4%
of which: Junior Employees	44%
of which: Graduates	51%
Leadership Academy %	
of which: Female	31%
of which: Male	69%
Regaular Performance and Career Development Review	
of which: Female	32%
of which: Male	68%
of which: Senior Executives	0.1%
of which: Leadership Team	1%
of which: Middle Management	4%
of which: Junior Employees	39%
of which: Graduates	56%

SOCIAL | DIVERSITY & INCLUSION

Gender Diversity	FY 2024	FY 2024 (%)
Women on the Board	1	
Women on the Executive Committee	3	37.5%
Women in Senior Leadership	13	31.0%
Women in Management and Senior Leadership Roles	91	32.2%
of which: in revenue generating functions	29	34.5%
Women in Junior Management Positions	350	27.7%
Women in STEM-Related Positions	478	31.4%
Women in Technical Positions	478	31.4%
Women in Overall Workforce	1,823	32.6%
Women as a Percentage of External Hires	204	29.3%
Women as a Percentage of Internal Promotions	0	
Women as a Percentage of Graduate Hires	187	29.4%
Number of Permanent Employees	5,585	100.0%

Gender Diversity by Contract Type	FY 2024
Full-Time Employees (Female: Male)	5,585 (1,823:3,762)

Permanent Employee: Age Demographics	FY 2024
<30 Years Old	1,737
of which: Male	1,002
of which: Female	735
of which: Senior Executives (E & SLT)	0
of which: Middle Management	2
of which: Junior Employees	497
30-50 Years Old	3,794
of which: Male	2,713
of which: Female	1,081

SOCIAL | DIVERSITY & INCLUSION

Permanent Employee: Age Demographics		FY 2024
of which: Senior Executives (E & SLT)		45
of which: Middle Management		223
of which: Junior Employees		1,809
>50 Years Old		54
of which: Male		47
of which: Female		7
of which: Senior Executives (E & SLT)		5
of which: Middle Management		16
of which: Junior Employees		28
Number of Permanent Employees		5,585
Employee Average Age		34

Disability Diversity		FY 2024	
Percentage of Employees Living with a Disability		4.5%	
Number of Employees Living with a Disability		251	
of which: Male		190	
of which: Female		61	
of which: Senior Executives		0	
of which: Middle Management		0	
of which: Junior Employees		7	
of which: Graduates		244	
of which: Interns (Hackathon Participants)		24	

SOCIAL | HEALTH & SAFETY

	Direct Operations Workers	Suppliers' Employees/Contractors	Members of the Public
	FY 2024	FY 2024	FY 2024
Work-Related Injuries or Ill Health (excl. fatalities)	0	0	0

	Direct Operations Workers	Direct Operations Workers	Members of the Public
	FY 2024	FY 2024	FY 2024
Total Recordable Fatalities	0	0	0

Health & Safety	FY 2024
Wellbeing Ambassadors	8
Number of Health & Safety Specialists	13

GOVERNANCE | BOARD OF DIRECTORS

Board Members	Representing	Gender
Hani Mahmoud	Vodacom	Male
Maged Osman	Telecom Egypt	Male
Mariam Cassim	Vodacom	Female
Mohamed Kamal Abdallah	Vodacom	Male
Mohamed Nasr	Telecom Egypt	Male
Mohamed Shameel Aziz-Joosub	Vodacom	Male
Rasibe Kgomaraga Morathi	Vodacom	Female
Shereen Ahmed Awad	Telecom Egypt	Female
Wael Hanafy Mahmoud	Telecom Egypt	Male

Executive Team	Role	Nationality	Gender
Mohamed Kamal Abdallah	Chief Executive Officer	Egyptian	Male
Ayman Essam	External Affairs & Legal Director	Egyptian	Male
Rasha El Azhary	Finance Director	Egyptian	Female
Ahmed Mandour	Wholesale, Transformation & Data Management Director	Egyptian	Male
Catalin Buliga	Technology Director	Romanian	Male
Nagla Kinawi	Human Resources Director	Egyptian	Female
Mahmoud ElKhateeb	Business Director	Egyptian	Male
Kareem Eid	Commercial Director	Egyptian	Male
Shahinaz Ghazy	Customer Operations Director	Egyptian	Female
Islam Mamoun	Financial Services Director	Egyptian	Male
Mohamed Moaz	Strategy & Business Development Director	Egyptian	Male