

Investing in human capital

In 2024, VEON was committed to attracting and retaining top talent across our diverse global markets to enable us to drive our digital strategies and businesses forward. Our People teams in our markets diligently partnered with the business to pursue the implementation of VEON's strategic vision, recognizing the critical role that our skilled colleagues have in driving our success within the dynamic and ever-evolving digital business landscape.

The ambition to be closer to our markets has led to moving our headquarters from Amsterdam to Dubai, which is a more aligned business ecosystem, to enable VEON to achieve our ambitions and provide greater access to an exceptional and diverse pool of talent.

The unprecedented growth in our business landscape, required a robust and real-time monitoring of key people drivers, ensuring we remained agile and ready to respond quickly and effectively. To strengthen this aspect, the people section of VEON's propriety analytics platform "Pulse" was re-engineered to present the business leadership with critical people insights. These insights are now generated by amalgamating behavioral, financial, economic and operational drivers of the business, providing a more robust set of directional pointers for decision making.

Our growth ambition requires expanding our business across all fronts. This required the strengthening of the VEON People team to cohesively converge our efforts at the Group level. We now have Leadership team with strong diversity of thought when it comes to making business decisions.

VEON's People teams ensure that VEON remains well-positioned to capitalize on emerging opportunities and navigate the complexities of the modern digital world. 2024 presented our people with a unique set of challenges requiring proactive adjustments to align the business with future needs, as well as reacting to all of the unforeseen geopolitical circumstances within specific markets.

In order to further strengthen the overall strategic contribution of the People function, we conducted a third-party maturity study of the People function's contribution across the Group and HQ. The study was conducted by a globally renowned human resources consulting firm, RBL. The firm is led by one of the leading authority figures in the field of HR, Dave Ulrich and his partner Norm Smallwood.

The study primarily focused on the following two areas:

Analyzing human capability via public disclosures

Using cutting-edge AI machine learning and Natural Language Processing (NLP), RBL analyzed and compared disclosures and other publicly reported company statements from U.S. SEC-listed peers, to provide specific advice on where to prioritize the People function's efforts, specifically on where and how we can further build our human capability. Peers were compared on four human capital dimensions to establish a benchmark, the dimensions are as follows:



VEON's overall average ratings exceeded the industry overall average. However, important insights obtained from the study have been integrated into the future People plans and human capability disclosures.

Human resources effectiveness

The second perspective evaluated by RBL was the internal dynamics related to the contribution of the People's function towards the business. The RBL Human Resources Effectiveness Survey measured the effectiveness of the People function based on an assessment of eight areas. VEON scored above the global norm in all eight areas. The eight dimensions are highlighted as follows:



VEON's success hinges on its people, who embody the organization's purpose and drive its strategic vision to positively impact lives. To ensure that our people strategy aligns with the overarching business objectives, a centralized Group people team collaborates seamlessly with our operating companies' People teams, while capitalizing on the unique local contexts, practices, and regulatory requirements of each country.

Together, we strive towards an organization that fosters a high-performing and engaged workforce. This collaborative approach is guided by a robust Group people strategic framework that serves as the foundation for our people strategy.

VEON's people strategy foundation



Attracting

A fundamental pillar of our people strategy is cultivating an employer of choice environment, that attracts the best talent in our operating markets. We aim to be uncompromisingly competitive in hiring the best people in our markets. We prioritize a workplace culture that fosters employee health and safety, embraces inclusion, and champions diversity and equity.

In 2024, several VEON OpCos received prestigious local and international awards, underscoring our commitment to creating exceptional workplaces for our employees.

Investing in human capital *continued*

Initiative

Without Hesitation: Opening doors for new talent

At Kyivstar, we know how hard it can be to take that first step into a new work environment. Whether you are a fresh graduate eager to put your skills to use, or a professional looking for a career change later in life, the challenge is often the same – getting a chance to prove yourself. That's why we created Without Hesitation, a program designed to give fresh talent, with little or no professional experience the opportunity to work with us for a year, gain hands-on experience, and, hopefully, find a long-term place on our team.

When we launched the first season in 2024, we weren't sure what to expect. The job market is competitive from a candidate's perspective, and many companies prioritize candidates with experience. But we believed in giving people a chance, all chosen through a competitive selection process. A significant number of people secured permanent roles at Kyivstar.

Expanding the program

Encouraged by these results, we decided to take things a step further. In the summer of 2024, we introduced Without Hesitation: School of Engineers, a specialized track aimed at recruiting junior technical specialists. Some of Kyivstar's most critical roles require skilled professionals, and finding the right people for these jobs is not always easy, especially in frontline regions.

At first, we weren't sure if we would find enough candidates with the right technical skills. But the response exceeded our expectations. We aimed to hire 15 new engineers and ended up welcoming 23. Already, four of them have moved into permanent positions, and the program will continue through August 2025.

A program for everyone

The program's standout feature is its inclusivity. By removing age as a criterion, Without Hesitation opens doors for everyone, from recent university graduates to individuals seeking a fresh start later in life. Our youngest participant was just 15 years old, taking their first step into the professional world. Our oldest was 78 proving that a career change can happen at any stage of life.

More than a job

This program is not just about filling job openings, it's about creating opportunities for people who might otherwise struggle to get a foot in the door. It is about building confidence, developing skills, and showing that talent is not limited by experience.

We have seen participants grow in ways we never expected. Some started with uncertainty, unsure if they could handle the challenges of the workplace. By the end of the year, they weren't just contributing, they were thriving. Seeing someone gain confidence, take on new responsibilities, and secure a permanent role is what makes this program so rewarding.

Without Hesitation is a project that helps us contribute towards rebuilding Ukraine.



Initiative

Celebrating Excellence: Jazz's award-winning year

2024 has been a remarkable year for Jazz, marked by **global recognition** of our efforts to create a thriving workplace and drive innovation. We are proud to share that Jazz has received prestigious accolades that underscore our commitment to excellence in employee engagement, organizational culture, and leadership.

In 2024, Jazz was honored with **bronze recognition for the International Business Award (Stevie Award) for Employer of the Year**. This accolade reinforces our reputation as a leading employer in the industry, setting benchmarks for inclusivity, growth and engagement.

We earned the silver Brandon Hall Excellence Award for Learning and Development. This recognition highlights our investment in equipping our teams with cutting-edge skills and knowledge, ensuring we remain ahead in a rapidly evolving digital landscape.

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Investing in human capital *continued*

Initiative

Empowering Kyrgyzstanis

Beeline Kelechek, originally conceived as an internship program, continues to inspire and support aspiring young professionals on their path to a brighter future. The name itself, “Kelechek”, translates from Kyrgyz as “future”, perfectly reflecting our mission: “By making communication a part of life, we open access to information and opportunities, empowering Kyrgyzstanis to contribute to the development of their country and society.”

The Kelechek program embodies this mission by helping young talent take their first steps toward a successful career. We support them in finding their dream jobs and contribute to their professional growth. Since its launch, the program has served as a springboard for many participants who gained invaluable experience and became part of the Beeline Team.



Boot camp in Bishkek

Traditionally, the program includes a boot camp, intensive lectures delivered by Beeline experts and speed interviews that immerse participants in the corporate culture and allow them to showcase their skills. Each year, the program offers 10 internship opportunities with mentorship in various areas and potential employment.

In 2024, we introduced digital tools to make the process more accessible and modern. We developed our own platform, which enables direct participant registration and fosters a loyal community. This has significantly broadened our audience reach, providing young professionals with unique career guidance content and helping them confidently launch their career journeys.



Expanding boundaries in Osh

December was a landmark month for the program. In December, we took a significant step towards the talent of the southern region by hosting the first-ever job fair in Osh.

The event, organized with the support of Enactus Kyrgyzstan and Osh State University, marked a new chapter for Beeline Kelechek. We recognize the abundance of talented and driven young people in the country's regions, and our mission is to provide them with opportunities to contribute to the development of Kyrgyzstan.



Investing in human capital *continued*

Growing

The rapid growth of VEON's business landscape necessitates a significant shift in the required skill sets within the organization. The demand for expertise in areas such as data science, AI, cybersecurity, cloud computing, and digital marketing is escalating at a pace far exceeding the growth of traditional telecommunications roles. This evolving landscape demands a workforce that possesses a diverse range of skills and a strong aptitude for embracing new technologies and adapting to the constantly changing digital ecosystem.

Initiative

Banglalink: Investing in leadership development

We recognize that investing in leaders is essential to driving organizational success and preparing for the future. A key component of this commitment is the Banglalink's INSEAD Leadership development program, designed to empower 77 senior leaders with the critical skills and strategic insights needed to excel in today's dynamic business environment.

The Banglalink Leadership Development Program is a bespoke initiative crafted in collaboration with INSEAD, one of the world's leading graduate business schools. Specifically tailored for a select group of high-potential leaders, this program offers a comprehensive curriculum spanning 80 hours, delivered in two intensive in-person modules at INSEAD's Singapore campus. Through this holistic approach to leadership development, the INSEAD training equips our leaders with the tools to navigate complexity, drive impactful change, and lead with confidence in an ever-evolving business landscape.

Our commitment to upskilling goes beyond individual growth; it is a strategic imperative for reshaping the Company's business model. By fostering a culture of learning, we position ourselves as a leader in digital transformation, enabling us to deliver exceptional value through vertical-focused innovations. This approach not only ensures business sustainability but also equips our employees to be future-ready professionals in a rapidly evolving telecommunications landscape.



Initiative

Beeline's Kazakhstan learning ecosystem

The rapid pace of digital transformation presents a dual challenge: equipping our leaders with adaptive management skills and upskilling employees in technologies like AI, Robotic Process Automation (RPA), and low-code development.

Empowering our employees

We aim to build a workforce that thrives in a digital-first world. By giving our employees the tools, knowledge, and confidence to lead and innovate, we empower them to transform processes and drive meaningful change. Through a unified initiative, we focus on developing leadership excellence, technological proficiency, and a culture of continuous learning.

Our talent transformation initiative supports our business goals by:

- Developing adaptive leaders who advance strategic priorities and enhance efficiency.
- Driving digital strategy through widespread adoption of AI, RPA, and low-code tools.
- Reducing operational costs by fostering in-house expertise and self-reliance.
- Boosting employee engagement and retention, ensuring organizational resilience.

Key initiatives

- **Management freestyle program:** We enable mid-level managers to become agile leaders through tailored tracks, "Innovator", "Leader", and "Professional" programs, designed to align with their personal goals and our organizational needs
- **AI Literacy Program:** We empower non-technical employees to use AI effectively by teaching them foundational skills and practical applications that enhance productivity.
- **RPA Booster Program:** We enable employees to design and deploy automation solutions, reducing manual tasks and errors while accelerating processes.
- **Low-code school:** We make application development accessible by training employees to create apps without prior coding experience, fostering rapid innovation and collaboration.

A holistic approach to learning

We take a holistic approach to learning, combining self-paced modules, live mentoring sessions, and hands-on projects. Employees collaborate through platforms like Telegram and MS Teams, while expert mentors guide them in applying new skills to real-world challenges.

Participants work on projects that create tangible outcomes, such as AI-powered tools, automation bots, and functional applications. For example, managers in the Freestyle Program reported a 30% boost in leadership competencies, greater confidence in decision-making, and improved ability to navigate challenges.

To ensure equitable access, most programs, such as "AI Literacy", "RPA Booster", and "Low-Code" School, are fully online, allowing flexible engagement. Management Freestyle includes in-person workshops that foster stronger connections and immersive learning experiences.



Investing in human capital *continued*

Rewarding

We believe that rewarding people is a multi-dimensional aspect of a robust people strategy. Besides ensuring financial well-being, it is also about providing opportunities for growth and development, fostering a positive and inclusive work environment, and recognizing individual and team achievements. Our goal is to create an organization where our people feel valued, motivated, and empowered to contribute and reach their full potential.

Initiative

Jazz: Redefining total rewards

In 2024, Jazz redefined its approach to total rewards, ensuring that our strategies not only attract top talent but also engage and retain them, particularly in the competitive tech landscape.

Key milestones included:

- Increased focus on incentive schemes and retention anchors to engage and retain critical talent.
- Introduction of **tailored policies** to engage and retain tech talent.
- A **15% annual increment**, matching industry standards and reinforcing our commitment to employee well-being.
- Successful execution of a **bi-annual bonus payout** in August.
- A significant reduction in **employee turnover by approximately 9.2%** compared to 2023, demonstrating the impact of our initiatives.
- A remarkable improvement in our **eNPS**, climbing from 54% in Q1 2023 to 96% in Q1 2024, reflecting heightened employee satisfaction.
- Achievement of an **85% effectiveness score on wellness interventions**, underscoring our focus on holistic employee well-being.

2025: Setting new standards

Looking ahead, we aim to elevate our total rewards framework to meet the evolving needs of our employees and align with the requirements of various roles across our Strategic Business Units. Our ambitions for 2025 include:

- Implementation of a **business-specific total rewards strategy** to align with organizational goals.
- Introduction of **tailored policies** to engage and retain tech talent.
- **Aligning rewards** with the specific needs of diverse roles to foster greater engagement and alignment with organizational priorities.
- A comprehensive **benefits uplift** to support employees at every stage of their journey.
- A heightened emphasis on **Pay for Performance and variable pay**, fostering a culture of accountability and excellence.
- A **revamped compensation structure**, adopting a differentiated approach to enhance our business-specific rewards strategy.

Through these initiatives, we remain steadfast in our commitment to providing a rewarding and empowering workplace for our people. Together, we are shaping a future where talent thrives, and innovation leads the way.



Initiative

MobilinkBank Employee Home Loan: Innovative rewards to support and empower employees

At Mobilink Microfinance Bank, we are proud to introduce our Employee Home Loan, an innovative addition to our rewards portfolio designed to provide exceptional value to our workforce. This program reflects our commitment to fostering financial inclusion and enhancing employee well-being, aligning with our mission to be an employer of choice in the industry.

The Employee Home Loan Initiative empowers our employees to achieve their dream of homeownership through flexible and affordable financing options. With features such as home purchase, plot purchase with construction, and home renovation loans, the initiative is tailored to accommodate the diverse needs of our team. Loans are offered at a competitive interest rate of 5% per annum, alongside comprehensive loan insurance to protect against unforeseen circumstances. Eligibility criteria are transparent and inclusive, ensuring that all qualifying employees can benefit from this opportunity.

This program not only addresses a critical need for housing affordability, but also strengthens employee loyalty and satisfaction. By providing accessible and meaningful financial support, we aim to reduce turnover rates, enhance recruitment efforts, and position the bank as a forward-thinking employer. Furthermore, the initiative reinforces our role as a catalyst for financial empowerment within our workforce, fostering stability and growth both at individual and organizational levels.



Investing in human capital *continued*

Initiative

The new competencies model

Beeline Uzbekistan's People function embarked on a creative journey to enhance the critical competencies of its employees. A role play was designed to foster growth and encourage behavioral change.

The program began with an impactful kick-off involving senior leaders, which helped ensure that the initiative had the necessary support and visibility from the outset. The involvement of senior leaders helped demonstrate the importance of the program to the entire organization.

A unique and creative story that was relatable to all colleagues was crafted around the competencies. This story featured special characters with distinctive names and characteristics, making it easy for employees to remember them. The dramatization of competencies into behaviors was a key element of the program. By personifying the desired behaviors through these characters, the program created a memorable and engaging way for employees to internalize and demonstrate the ideal behaviors.

The creative approach had a profound impact on the organizational culture. Employees could easily recall the characters and the behaviors they represented. This made it simple to identify and emulate the desired behaviors while recognizing and avoiding the undesired ones. The dramatization of competencies into behaviors generated a strong energy within the organization, motivating employees to strive for excellence.



Retaining

Being recognized as a top employer establishes VEON as a highly sought-after workplace. This distinction signifies that individuals actively choose to work at VEON. Our attrition rate demonstrates that we have consistently retained talent above industry standards. We cultivate a high-performance culture that values employee growth, recognizes outstanding contributions, and fosters a strong sense of belonging.

Initiative

Banglalink: Winning the battle for talent

Banglalink firmly believes that the right people in the right places at the right time are the backbone to organizational success. This philosophy drives the efforts to identify, nurture, and empower talent, ensuring strong leadership and a sustainable pipeline of future-ready leaders.

femPOWER: Redefining sales leadership

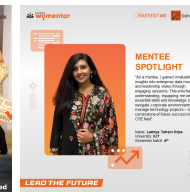
As part of its commitment to inclusivity, Banglalink launched the innovative femPOWER program, designed to empower women in sales leadership roles. This six-month traineeship identifies and nurtures talented female graduates, offering them direct placement opportunities in frontline sales. By addressing systemic challenges and providing tailored mentorship, femPOWER fosters a culture of inclusivity and leadership.

The program's inaugural cohort in 2024 included four talented women from diverse academic backgrounds, gaining real-time experience across key regions. femPOWER through its focus on training, leadership development, and mentorship by senior leaders, strives to equip the participants with the skills to excel in sales leadership. Looking ahead, Banglalink plans to expand this initiative and pave the way for more women to thrive in sales.

Banglalink's commitment to digital excellence

Recognizing the growing significance of the digital landscape, we have established a dedicated digital division to drive our vision of a future-forward organization. This strategic move reflects our commitment to staying ahead in the rapidly evolving digital arena by fostering innovation, enhancing customer experiences, and expanding our portfolio of digital products and services.

The creation of this division represents a pivotal step in Banglalink's transformation journey, enabling us to adapt to emerging trends and deliver cutting-edge solutions to meet the needs of an increasingly tech-savvy market. By centralizing digital efforts, we are well-positioned to lead in the digital domain, unlocking new opportunities for growth and innovation.



Investing in human capital *continued*

Initiative

Transforming corporate culture

To remain competitive and adaptable in this industry that demands innovation, we recognize the need to foster a stronger culture of entrepreneurship and self-organization within our teams. By creating an environment that empowers employees to take ownership, think creatively, and act proactively, we are not just building better workflows, we are shaping a future-ready workforce.

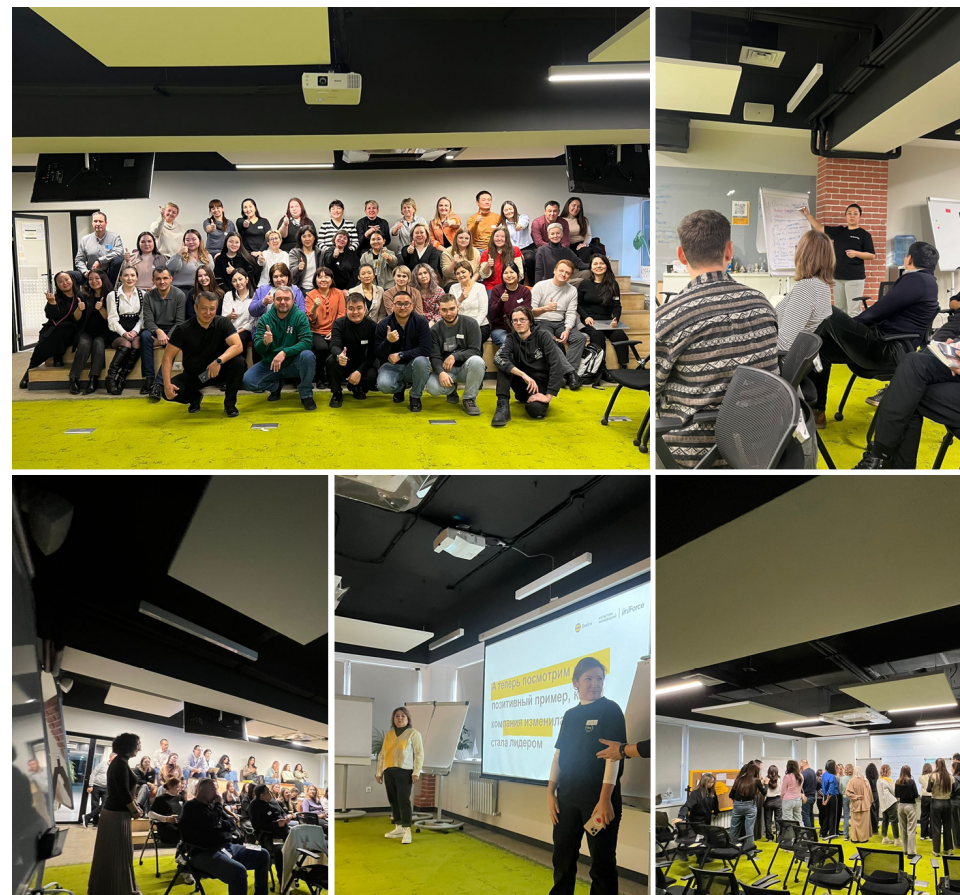
The cultural transformation program is built around the Doer's Manifesto, a set of guiding principles designed to promote internal entrepreneurship, accountability, and collaboration. These principles are now part of our daily operations, encouraging employees to innovate and contribute actively to organizational growth. Through interactive sessions, we introduced concepts like leveraging personal strengths, breaking down barriers to collaboration, and fostering a growth mindset. By focusing on practical integration, the project emphasized how each individual can contribute to achieving collective goals.

Participation spanned from top management, who served as role models, to every team member contributing their unique perspectives and ideas. Interactive tools such as gamified tasks and recognition platforms were used to motivate and engage everyone. Regular brainstorming sessions and collaborative workshops provided opportunities for teams to apply entrepreneurial concepts in real-time. This hands-on approach ensured that individuals understood their role in driving the organization forward.

A strong entrepreneurial culture directly aligns with our multi-business strategy. By promoting innovation and ownership, we accelerate the development of new products and services, ensuring sustained growth in a competitive market. This cultural shift also enhances employee satisfaction and retention, positioning us as an employer of choice. Moreover, the operational efficiencies resulting from better collaboration and proactive problem-solving allow us to deliver faster and more effectively, giving us a strategic advantage.

The project is aimed at all 6,000 employees of Beeline Kazakhstan across the country. So far, we have reached approximately 3,000 employees. The new manifesto, combined with strategic sessions and discussions, inspired employees to launch initiatives that challenged existing processes and practices. For example, the B2B Processes Office implemented a project that helped colleagues improve the speed and quality of services for corporate clients. They reduced the number of internal memos required for service operations from 650 in March 2024 to just 80 by November 2024.

We encourage every employee to make their processes more human-centered and innovative, eliminating inefficiencies that cause pain to clients and colleagues. We urge everyone to realize their full potential by embracing an entrepreneurial mindset and bringing forward inspiring initiatives.



Investing in human capital *continued*

	2024	2023	2022
Average number of training hours per employee			
– Ukraine	14	9	8
– Pakistan	44	39	59
– Bangladesh	22	35	40
– Uzbekistan	83	28	81
– Kazakhstan	45	76	46
– Kyrgyzstan	34	56	89
– HQ	7	18	7

	2024	2023	2022
Amount spent on employee training and development activities (USD million)			
	4.4	2.6	1.9

	2024	2023	2022
New employee hires			
– Ukraine	783	886	507
– Pakistan	1,043	830	1,044
– Bangladesh	122	126	209
– Uzbekistan	627	649	340
– Kazakhstan	1,689	1,764	1,995
– Kyrgyzstan	213	159	136
– HQ	14	12	23
Total	4,491	4,426	4,254

Note: number of employees and all employee-related metrics are based on headcount data.

	2024	2023	2022
Number of employees*			
– Ukraine	4,259	4,054	3,723
– Pakistan	5,408	5,252	5,114
– Bangladesh	1,156	1,251	1,216
– Uzbekistan	1,933	1,827	1,624
– Kazakhstan	4,698	4,295	4,195
– Kyrgyzstan	468	431	456
– HQ	86	96	114
Total	18,008	17,206	16,442

	2024	2023	2022
Annual employee turnover rate (%)			
– Ukraine	11%	7%	7%
– Pakistan	16%	13%	11%
– Bangladesh	13%	7%	8%
– Uzbekistan	16%	14%	13%
– Kazakhstan	27%	36%	39%
– Kyrgyzstan	35%	19%	14%
– HQ	20%	29%	29%

* The number of employees as of 31 December 2024, 2023 and 2022, respectively. Except to a few hundred Ukrainian employees, no collective bargaining agreements apply.

Investing in human capital *continued*

Key focus areas for 2025

In 2025, the Company is poised to gear up for exciting new opportunities, which bring along their own challenges. The 2024 relocation of the HQ from Amsterdam to Dubai, requires equipping the organization with the right talent, which can enable the organization to achieve its future and more challenging ambitions. During 2025 we will focus on recruiting and onboarding the requisite talent, ensuring a seamless integration of the key people within the organization and across the operating countries.

As the organization has achieved significant progress in its AI1440 agenda, scaling the success to a high-standard will require embedding AI into the DNA of the organization. A critical focus is to support the organization in building AI capabilities that not only support the internal organization dynamics, but also manifest in how we deliver our portfolio services to our customers.

In various markets VEON expanded into new paths to growth over the recent quarters; particularly carving out businesses to create standalone verticals to enable venturing further in to our frontier markets. The growth is unprecedented and so are the structural changes to align our business. A key focus area is to carefully steer the culture and governance mechanisms at the HQ and across our businesses. Our People teams across the board diligently collaborate to maintain and build the culture that supports our strategy.

The pace at which the business has transformed in the recent quarters, requires the effective use of people data analytics in order for VEON to be agile and responsive. Improving the people analytics capability for decision making is an important focus area to win the battle for talent in our markets. We aim to be the top employer in the markets that we operate, effectively attracting and retaining the best talent, which we genuinely believe will further transform the way we deliver our services to our customers.

Initiative

Health and safety training for Jazz employees

At Jazz, we recognize the critical role that health and safety play in ensuring the well-being of our employees and fostering a productive workplace. The Health and Safety Training for Jazz Employees initiative was launched to address gaps in employee awareness and preparedness concerning workplace safety and personal health.

Fostering a culture of safety and well-being

Through targeted training sessions, we aim to create a safer and more informed workplace. Our program addresses these gaps by equipping employees with critical life-saving skills, improving workplace practices, and fostering a culture of safety. Employees trained in fire safety, first aid, CPR, and emergency evacuation are better prepared to handle crises. Sessions on mental well-being, nutrition, and fitness help them maintain a healthy lifestyle, enhancing productivity and morale. For fleet drivers and employees working at heights, specialized defensive driving and safety measures ensure they perform their roles with confidence and reduced risk.

Project structure

This initiative is a comprehensive and ongoing program divided into distinct phases.

1. Needs assessment: key workplace safety concerns were identified through internal assessments and employee feedback.
2. Training design: customized modules were created, covering topics such as emergency evacuation, fire safety, basic first aid, CPR, mental well-being, defensive driving, electrical safety, and more.
3. Implementation: a series of in-person and virtual sessions were conducted across all regions, ensuring inclusivity and accessibility for all employees.
4. Evaluation: post-training surveys and knowledge assessments were used to measure effectiveness and identify areas for further improvement.

Socioeconomic need

Workplace health and safety is often overlooked in corporate settings, leading to increased risks for employees and reduced organizational efficiency. The lack of professional guidance and training in areas such as emergency response, fire safety, road safety, and physical and mental well-being leaves employees unprepared to tackle challenges that can impact their safety and overall quality of life.

Engaging with our employees

Over 520 employees actively participated in the program. Each session was interactive, featuring hands-on demonstrations, real-world scenarios, and open discussions. Fleet drivers received practical road safety tips, while café staff were trained in hygiene practices to ensure the health of all employees. Special initiatives such as sessions on World Men's Day and mental health awareness fostered a sense of community and support within the workplace. Employees were encouraged to provide feedback, making the program dynamic and responsive to their needs.

Ensuring business continuity and enhancing employee productivity

This initiative directly supports Jazz's financial success by ensuring business continuity, reducing health and safety risks, and enhancing employee productivity and well-being.

By embedding health and safety as a core value, we are not only meeting socioeconomic needs but also strengthening our position as a responsible employer. This initiative reinforces our commitment to creating a workplace that prioritizes employee well-being while contributing to the overall success of Jazz.

