

Tanzania Breweries Public Limited Company

Election of the minority representatives

At the 2020 Annual General Meeting, the Shareholders of Tanzania Breweries Public Limited Company agreed to conduct an election for two board members to represent the minority shareholders during the 2021 Annual General Meeting. This followed an amendment of article 78 of the Memorandum and Articles of Association of the company to allow minority shareholders, with share ownership of less than 8% each, to jointly appoint up to 2 board members to represent the minority interest on the board.

In order to attract the best candidates and to ensure the recruitment is as transparent as possible, the Company engaged a reputable recruitment firm (Empower) to manage the process. The vacancies were advertised in the Mwananchi and Citizen Newspapers of 2nd June 2021.

Many candidates applied and were subjected to a rigorous selection process which identified 6 candidates to be interviewed by a panel of the Board. The panel considered each candidate's qualifications, experience, and achievements relevant to the role that they will be expected to play once appointed. The panel selected 4 candidates out of 6, whom it considers as best suited for the role. The names of the candidates and their autobiographies is provided below.

The Board is confident that all the four candidates have the right credentials to be good representatives of the minority shareholders while contributing effectively to the success of the business. Members are required to elect two out of the 4 candidates and the Board encourages each of you to elect at least one female candidate to bring diversity into the Board.