



2022

TBL Plc

Environmental, Social & Governance Report



Table of Contents

3 Preamble

- 5 Message from the Managing Director
- 6 Message from the Director Greater Africa Corporate Affairs and Policy
- 10 Our Board of Directors

7 About TBL

- 8 Our Story
- 11 Our People
- 13 Our Value Chain
- 15 Our Products & Services

16 About ESG

- 17 ESG Governance & Structure
- 18 ESG Materiality Assessment
- 19 Our ESG Strategy
- 20 Our Reporting Scope

21 Our ESG Priorities

- 22 Smart Agriculture
- 23 Water stewardship
- 26 Circular packaging
- 29 Climate action
- 31 Smart Drinking & Moderation
- 33 Entrepreneurship
- 34 Ethics & Transparency
- 37 Diversity & Inclusion

38 GRI Index



Disclaimer

Tanzania Breweries Public Limited Company (TBL Plc) has been implementing a strong Environmental, social, and corporate governance (ESG) strategy for the past years. However, this report is the first ESG report by TBL Plc. Considering the company is part of the global ABInBev family this year's report orients itself closely on the global as well as the South African Breweries (SAB) reporting design. Further, this report has been prepared in reference to the Core Option of the Global Reporting Initiative (GRI) Universal Standards 2021, to provide TBL Plc with a robust readiness assessment of its ESG monitoring, evaluation, accountability, and learning approach in alignment with GRI 103-3.

Hence, TBL Plc understands this report as the beginning of a ESG monitoring and evaluation journey and is fully aware of its limitations as detailed in the GRI Index in the last section of this report. During this new reporting cycle TBL Plc will implement a comprehensive action plan, which will build a robust monitoring and evaluation system for oversight and reporting as well as a stringent implementation of the ESG governance structure which will ensure reporting in accordance with the GRI standards Universal Standards.



Preamble



Tanzania Breweries Public Limited Company (TBL Plc) demonstrates a strong sustainability agenda in the market that seeks to harness local value chains, leverage technology and innovation to enhance livelihoods across the local supply chains and beyond. By doing so, it lives by circular economy principles, promotes climate action, deploys smart agriculture, and advances water stewardship.

As a member of the the Anheuser Busch InBev Group of companies, TBL Plc hinges on its unique global ecosystem to promote the group's 2025 sustainability goals.

The report presented here is TBL Plc's first Environmental, Social and Governance (ESG) report, it covers the company' ESG approach and, more importantly, documents the status of sustainability goals in 2022.

Our 2022 ESG report offers our stakeholders greater visibility on our sustainability agenda and is considered

a baseline for subsequent reports and continuous progress tracking.

We believe in advancing sustainability around the world by using data and technology to connect with our customers and consumers and connect our farmers with resources. We are passionate about empowering our colleagues and creating a positive and lasting impact in our local communities around the globe in the moments that matter.

We understand ESG reporting and its dissemination as a key steppingstone on our path to a more sustainable, inclusive, and rewarding future.



MESSAGE FROM THE Managing Director

We strive to dream big and create a meaningful impact in our communities as we create a future with More Cheer! At the end of 2022, we did not only increase our last quarter's revenue by 9% with significant growth in the beer category, but we have also seen measurable impacts in our supply chains through the successful implementation of our Smart Agriculture Initiative across our value chains.

Beyond sustainable supply chain management, we have also made impressive strides across the other pillars of our Environmental, Social and Governance Strategy by establishing a Water Stewardship program with WWF and reinforcing our commitment to circular packaging.

In addition to that, we are pleased to have been announced employee of the year by ATE an award that manifests our commitment to a people- centered

growth approach and a future that everyone can celebrate and share.

Our ESG priorities have also led to award-winning achievements in delivering towards the SDGs, in particular SDG 13 and SDG 6, for which we were recognized with awards through the UN Global Compact Network.

We are fully committed to continuously evolving and strengthening our sustainable business models and improving operations to uphold our ESG standards.

This report documents the work we have done over the past year and highlights opportunities and areas for learning.

Jose Moran – Managing Director





MESSAGE FROM THE Director Greater Africa Corporate Affairs and Policy

TBL Plc prides itself on being a company that brews high-quality beer from natural ingredients, which are locally sourced and hence provide sustainable job opportunities both upstream-and downstream in the value and supply chains. Hence, embedding sustainability, social impact in our communities, and good governance is not only good for our business, but it's also the foundation of our company and our purpose, which seeks to create a future with more cheers.

As such, the TBL Environmental, Social & Governance Strategy is an integral part of the commercial and sustainability strategies of our business. The publication of our first ever ESG Report is another key milestone along our sustainability journey, since the effective monitoring, evaluation, and tracking of our strides towards our 2025 goals of:

- 100% of our farmers are skilled, connected, and financially empowered.
- 100% of our products utilize returnable or recyclable packaging.
- 100% of our communities in high-stress areas will have improved water availability.
- 100% of our purchased energy is from renewable resources and our CO2 emissions are reduced by 25%.

With this report, we are further institutionalizing the ESG governance mechanisms, holding ourselves accountable to the highest standards in executing our programs by reporting to GRI Standards as we maximize impact and cheer for a sustainable future.



Mesiya Mwangoka – Director Greater Africa Corporate Affairs and Policy

Our Board of Directors

TBL Plc has a dedicated board of directors that ensures sustainability and ESG are at the core of what TBL Plc represents in market and lives in its daily operations. The board is chaired by Mr Leonard Clement Mususa.



List of all board members:

Mr. L. Mususa

69

Tanzanian

Chairman. A Certified Public Accountant and Private Management Consultant.

Mr. Jose Moran

42

Ecuadorian

Managing Director, Tanzania Breweries PLC. He is representing AB InBev Africa BV.

Ambassador
A.R. Mpungwe

72

Tanzanian

Businessman. He is an appointee of AB InBev Africa BV.

Mr. Maharage Chande

48

Tanzanian

Director General of Tanzania Electricity Supply Company (TANESCO). He is representing Minority shareholders.

Mr. A. B. S. Kilewo

85

Tanzanian

Former Executive Managing Director of Tanzania Breweries PLC. He is an appointee of AB InBev Africa BV.

Mr. P. J. I. Lasway

76

Tanzanian

Business Consultant. He is an appointee of AB InBev Africa BV.

Ms Violet Mordichai

47

Tanzanian

Managing Director of Assemble Insurance [T] Ltd. She is representing Minority shareholders.

Ms Elisha Dhenanath

39

South African

Finance Director Africa SouthEast BU. She is an appointee of AB InBev Africa BV.

Mr. Emmanuel Johannes

45

Tanzanian

Managing Partner, Kepler Consultants. He is an appointee of AB InBev Africa BV. Chairman of the Board, Audit and Risk Committee.



Improving Water to Improve Life

IMPROVING QUALITY OF
WATER SYSTEMS

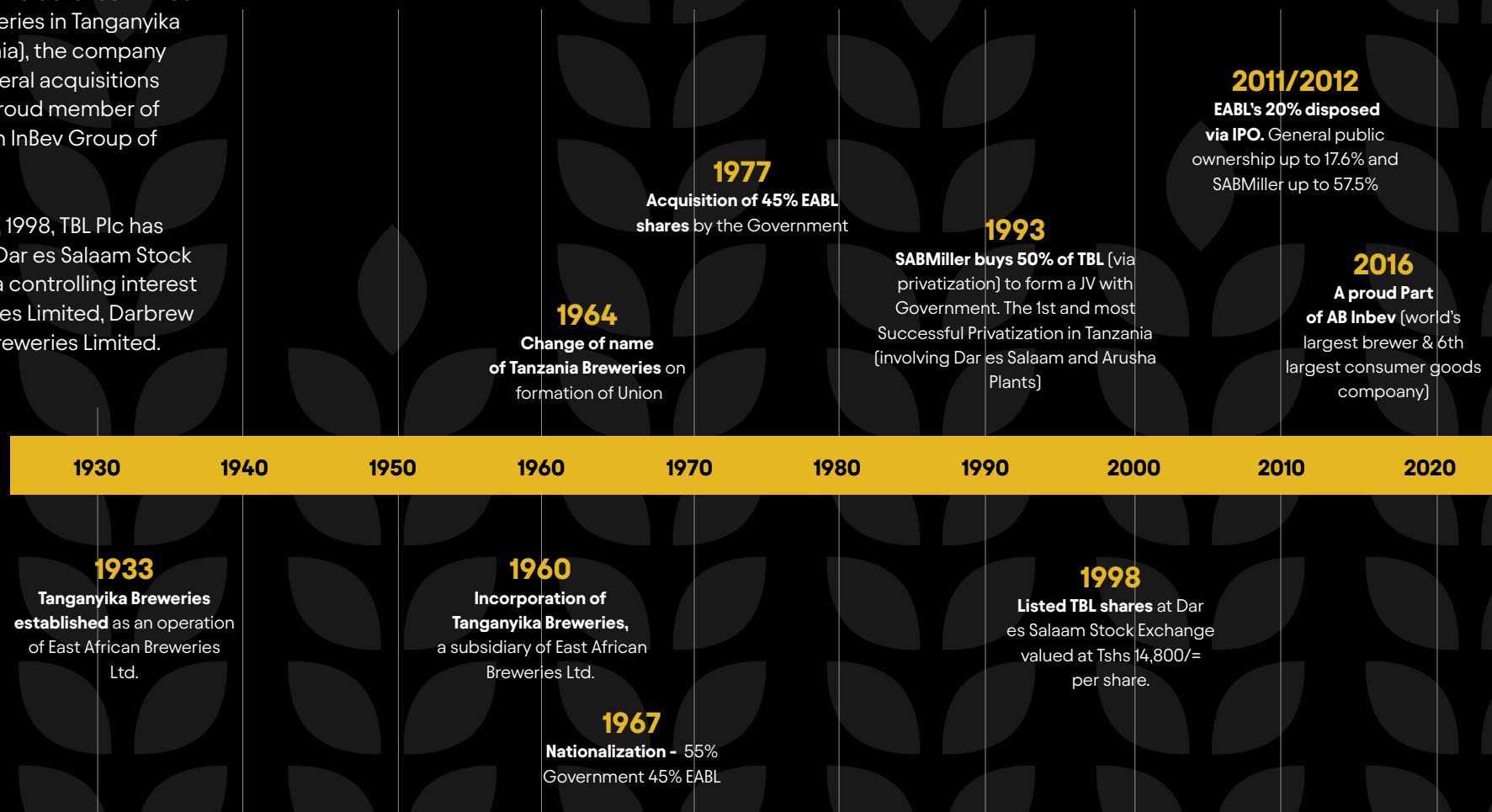
About TBL



Our Story

Tanzania Breweries Public Limited Company (TBL Plc) is Tanzania's first and oldest brewery. Established in 1933 as Tanganyika Breweries in Tanganyika (now part of Tanzania), the company has undergone several acquisitions and is currently a proud member of the Anheuser Busch InBev Group of companies.

Since September 9, 1998, TBL Plc has been listed on the Dar es Salaam Stock Exchange and has a controlling interest in Tanzania Distilleries Limited, Darbrew Limited, and Kibo Breweries Limited.



TBL Plc is represented throughout the country with four clear beer breweries, a distillery, an opaque business, and 10 distribution depots.

As part of the Anheuser-Busch InBev Group, TBL Plc's purpose is to "Dream big and create a future with More Cheers!" A future that everyone can celebrate and share. A future where we dream big to serve up new ways to meet life's moments, move our industry forward, and make a meaningful impact in our communities and the world. This will be achieved through a strong commercial strategy that focuses on:

1. Growing the beer category by making it more accessible for all consumers through the promotion of inclusive pack, and product innovation
2. Digitize and monetize our ecosystem to improve supplier, customer, and consumer relations as well as maximize value creation that will discipline resource allocation, provide robust risk management, and an efficient capital structure.

In doing all that, our key brewing principles remain at our heart.



Our People

Currently, TBL Plc employs 1218 permanent employees and 53 temporary employees. Overall, only 19% of the TBL permanent employees are female, with the highest female headcount achieved in Dar es Salaam [26%].

As TBL Plc, we believe ourselves to be powered by great people, and we build diverse teams through inclusion and collaboration. To ensure this, we ratified the collective bargaining agreement

(CBA) for the minimum wage in 2022. The TBL Plc CBA determines working conditions and terms of employment for both groups. i.e., CBA employees and non-CBA employees. Overall, 943 out of the 1218 (77%) permanent employees are covered by CBA, and they are categorized in bands IX – XIII, the majority of which are covered under bands X [53%], and XI [42%].

Table 1: Number of Permanent and Temporary Employees by Region

Permanent Employees					Temporary Employees*
Region	Total	Female	Male	Women Rate	
Arusha	223	34	189	15%	28
TDL - Changómbe	104	14	90	13%	1
Mwanza	232	35	197	15%	7
Mbeya	188	25	163	13%	0
Dar es Salaam	471	121	350	26%	17
TOTAL	1218	229	989	19%	53

* All temporary employees are reported to be male



Employment at TBL Plc is governed by a variety of policies that protect as well as respect the employee and foster an anti-corruption and non-discriminatory environment, while deliberately driving people's growth.

A strong job evaluation profile outlines remuneration guidelines that specify that all jobs in the organization will be evaluated to determine the job size and that salary ranges will then be set according to job grades. The job grading considers knowledge and experience, problem solving, and the level of accountability. Such an approach caters for an improved level of fair compensation and mitigates pay gaps caused by low bargaining powers, which are more likely to affect female employees.



The Employee Value Proposition

The TBL Plc employee value proposition brings together the company's purpose, principles and commercial objectives, and long-term sustainability goals.

As it encourages a strong employee ownership mentality in which employees create their future by dreaming big and continuously reimagining the future. Further, the company unleashes potential not only by searching for credentials, but also fostering curiosity and passion and promoting collaboration to ensure the business and its people win together.

Overall, the below wage bill had been accrued in 2021.

	2021 (USD)
Volume (Khl)	3787
Net Revenue excl Excise	-1,065,668
PayCosts	49,063
Manning Related	12,337
Total Labor	61,400
Labor vs. Revenue Ratio	-5.8%
Labor cost productivity (Labor cost/Khl)	16

In 2022 the following incentives were issued:

TZS 5,293,327,519.96 **Total bonuses and incentives issued in 2022**

In March 2022, annual bonuses totalling TZS 3,245,089,715.33 were issued. These bonuses are performance/target-based and are paid out to employees based on their job grading/banding, following the Market Reference Salary (MRS) of their respective band/grade.

Around the same time **Moja Africa Incentive** were issued, amounting to TZS 1,495,716,516.97. The Moja Africa is a supply incentive scheme aims to create sustainable operations across all plants in Africa by motivating employees to deliver high levels of performance across specific measures. The KPIs included for this incentive include volume production target achievement and Voyager Plant Optimization (VPO) achievement.

Lastly, in June the **Go Get It Incentives** were issued worth TZS 552,521,287.66. This initiative is a quarterly performance-



TBL Plc's commitment was further manifested by the award of the Overall Employer of the Year Award and Best Company in the Private Sector for 2022 issued by the Association of Tanzania Employers (ATE).¹

based incentive scheme that includes all employees in TBL Plc. The KPIs involved are both production volume and sales volume leading to overall Net Revenue achievement.

Further, a total of 333 permanent employees [27%] (in Band IV – VIII) benefited from a **salary increment** to the tune of USD 215,996.



2022 Value Chain

Farmers

We value our relationships with farmers in our supply chain, who provide simple ingredients for our products. Our mutual collaboration is a key element in creating a sustainable supply of high-quality ingredients for our products. That is why we invest in research, crop advisory services and technology through our agricultural development programs and our agronomy teams to help farmers improve their resilience and profitability.

Distributors

Our distributors ensure our products are available where consumers want them. We work with distribution partners to responsibly and safely deliver our products..

Consumers

In perhaps the most important step of all, consumers enjoy our beer. We are always looking to serve up new ways to meet life's moments. We aim to connect with our consumers by offering meaningful brand experiences in a responsible way and promoting moderation as the social norm for consumers.

Brewers & manufacturers

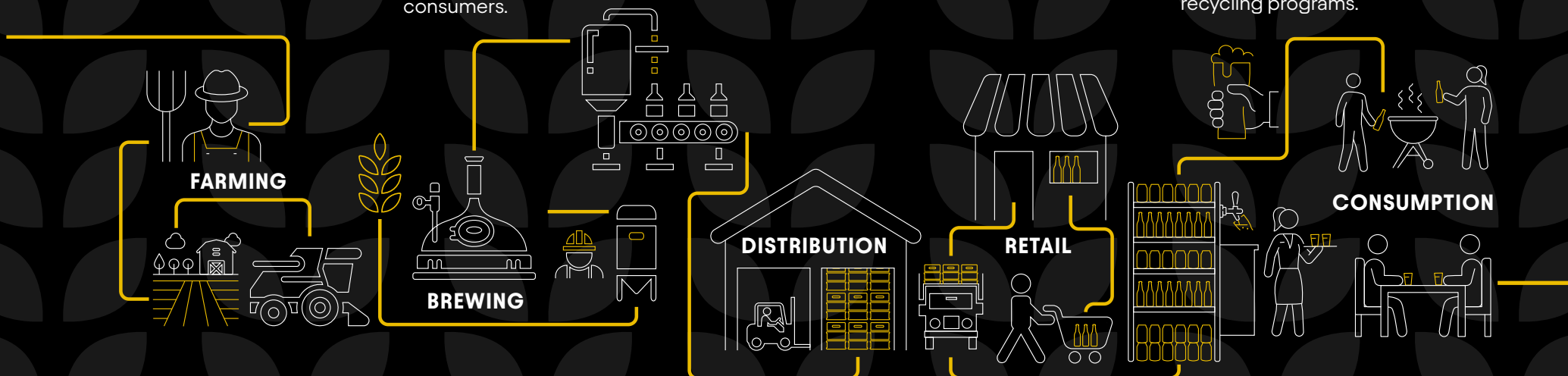
We have operations in nearly 50 countries, consisting of approximately 175 major breweries and 40 verticalized operations including hop farms and barley malting facilities. With our brewing, bottling and packaging capabilities, we use our knowledge, expertise and innovation to transform ingredients and raw materials into products that consumers love. We work to optimize our own operations and partner with suppliers to advance the sustainable use of resources..

Customers

We partner with retailers, bar owners and wholesalers to responsibly bring our beers to our consumers, while supporting our customers' business growth. We are helping close the gap in digital and financial inclusion and are pursuing extraordinary execution of our brands in both the on- and off-premise.

Communities

We are an integral part of the communities where we live and work. We strive to make a positive and lasting impact in our communities, advancing initiatives in areas such as sustainability, financial and digital inclusion, Smart Drinking, road safety and recycling programs.





Stakeholder Engagement Approach

Different stakeholders have different needs, and TBL Plc has a varying frequency of engagement, which is based on the purpose of the stakeholder engagement. The table below summarizes the various approaches:

Stakeholder	Category /Identify	Approach/Methodology	Purpose
TRA	Government institution	One on one meetings, discussions on forums	Tax Regulatory, Revenue collection and compliances
Farmers	AMCOS, BanQu	Recruitment of farmers, supply with agricultural Inputs, Agri-cultural methodology practices, Smart Barley.	Substantial for raw materials inputs Access to market
Suppliers	Private sector	Tender pitching, regular evaluation and review, supplier engagements, conferences.	Provides goods and services required by the company,
Partners	Multinational Organizations	One on one discussions, meetings, workshops	Collaborate in attaining the ESG goals to Poverty eradication, shared prosperity, water stewardship circular economy, on sustainable initiatives.
Ministry of Agriculture	Government	One on one meetings, feedbacks provided via letters for and discussions	Policy guidance and advisory on Agric business
NEMC	Government	One on one meetings and Call for Visits	Environmental policies and regulations
Business Associations	Private	conducting meetings, offer areas of targets, thoughtful experience, send periodic updates, attend forums	Essential asset for company continued, offer insights into new opportunities, advice approaches for existing problems

Our Brands

TBL Plc has a portfolio of over 15 brands in Tanzania, which include the following beers: **Safari Lager**, **Kilimanjaro Premium Lager**, **Castle Lite**, **Castle Lager**, **Balimi Lager**, **Flying Fish**, **Safari Double Malt**, **Redds Premium Cold**, **Ndovu Special Malt**, **Bia Bingwa**, **Eagle Lager**, and **Grand Malt**. Other prominent brands associated with TBL Plc are **Konyagi Gin**, **Valeur Brandy**, **Zanzi Cream Liqueur**, and **Dodoma and Imagi Wines**.

Among the core brands, Kilimanjaro, Balimi Extra, and Safari Lager secure the top positions, while Castle Lite and Castle Lager take the lead among all brands. In the realm of spirits, Konyagi stands tall as the premier local spirit brand.

To a Future With More Cheers





About ESG



ESG Governance & Structure

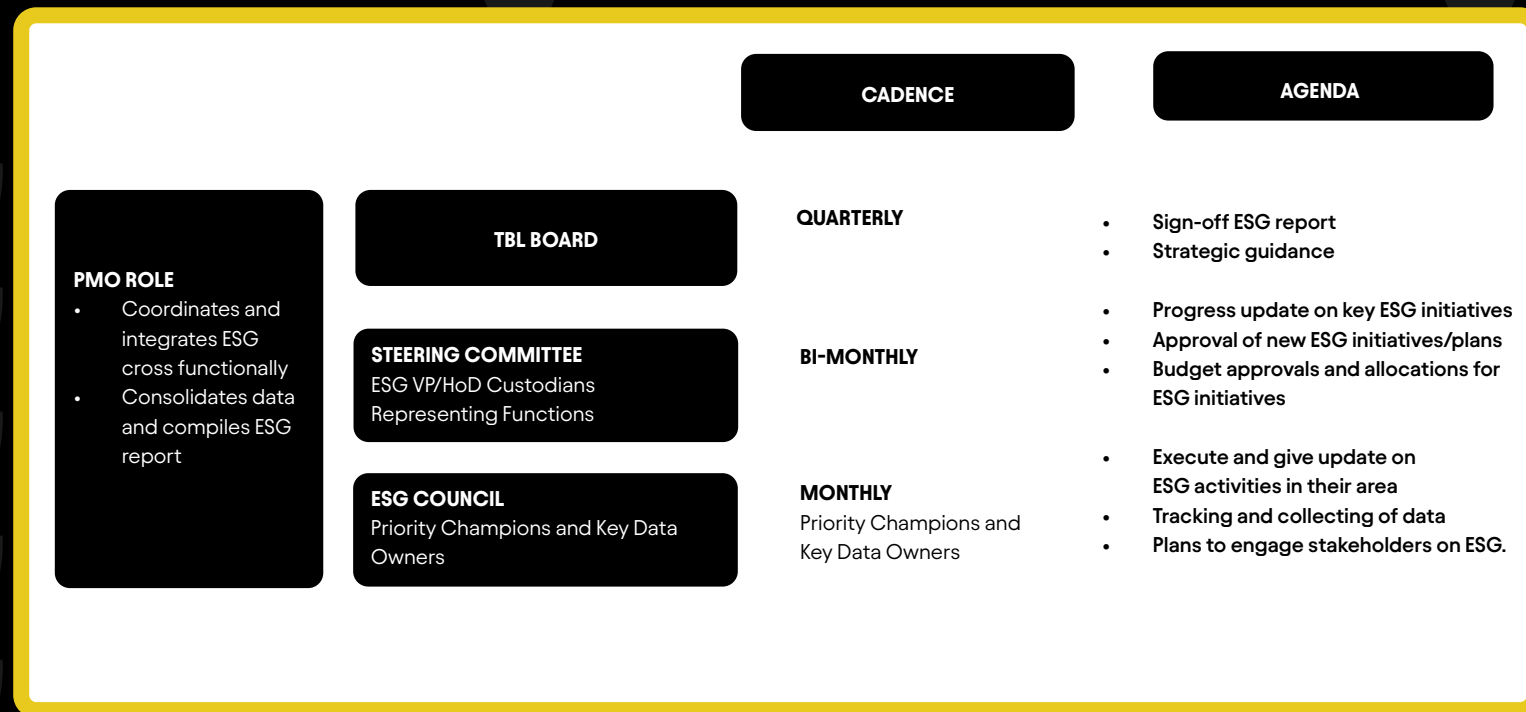
ESG Governance & Structure

ESG – not just another report
ESG monitoring and reporting at TBL Plc involve monitoring, evaluating, creating accountabilities, and learning for the future. It is not just another report but rather a tool for positive change and living sustainable.

To streamline the ESG process and establish strong governance procedures, TBL Plc has instituted its ESG governance structure.

This is yet another milestone within TBL Plc's sustainability journey towards increased accountability and transparency in the ESG Strategy.

The structure outlined does not only ensure adequate quality control and reviews of the final report but also encourages continued ESG disclosure monitoring and evaluation as well as widespread dissemination.





ESG Materiality Assessment

ESG Materiality Assessment

TBL Plc is part of the Anheuser Busch InBev Group, and, as such a part of the South Africa's Zone of this group. The priority areas and South Africa strategies are aligned across the countries under this umbrella. Hence, TBL Plc builds on and around the existing materiality assessment conducted by AB InBev in 2020 and SAB in the fiscal year 2021. A rigorous review and validation of the same confirmed, that a majority of the selected topics apply similarly across

the markets, as similar operational procedures as well as commercial strategies are deployed.

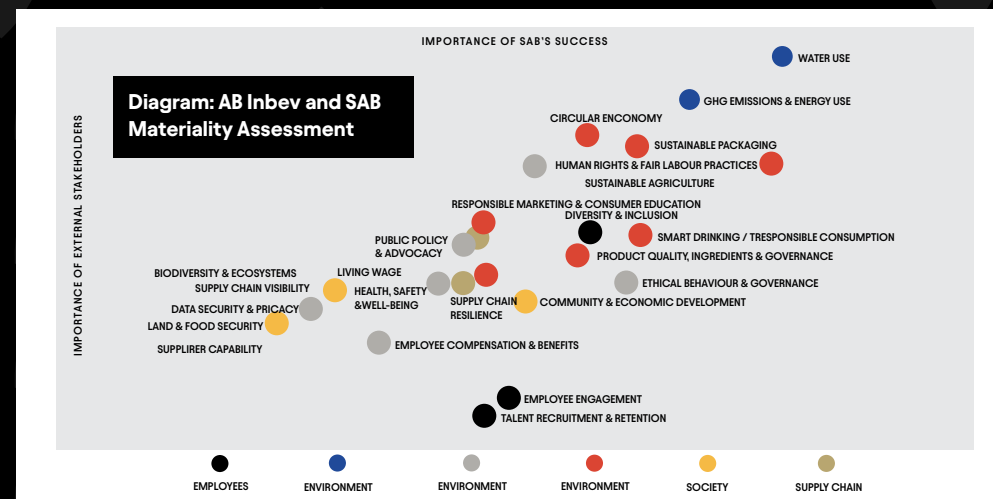
The materiality assessment process mapped key economic, social and environmental issues on a matrix based on the degree of stakeholder interest and potential business impact. External stakeholders include civil society and non-governmental organizations (NGOs), customers (retailers) and consumers, regulators, business partners, suppliers, and investors.

What is Materiality?

Materiality is the principle of defining the social and environmental topics that matter most to a business and its stakeholders.

Materiality can:

1. Be the basis for identifying the risks and opportunities in relation to ESG.
2. Support in the identification of strategies and initiatives to capitalise on ESG issues.
3. Promote effective and streamlined communication about the most relevant topics inside and outside of the organisation.
4. Effectively guide identification of new expectations that may become relevant to the company's business in the future.



As ESG reporting becomes more localized TBL Plc, through its newly instituted ESG governance structure, will conduct a new materiality assessment after a few years. In the meantime, though, we remain close to the materiality assessment provided by our parent company and continuously engage stakeholders through various channels to stay informed about existing and emerging topics most material to our business and to continue evolving our approach with the support of external expertise, industry best practice and feedback.

CLIMATE ACTION



- Working towards a shared long-term ambition pushes us forwards
- Short-term goals drive innovation and decarbonisation to day
- Focusing on additionality and proximity accelerates the energy transition

WATER STEWARDSHIP



- Tailored solution are needed to address the local complex water challenges around the world
- Innovation can help unlock higher water efficiency and improve water security
- Partnerships and multi-stakeholder collaboration are critical for scaling impact

CIRCULAR PACKAGING



- Innovation is key in developing sustainable circular packaging
- Investing in Local recycling systems is a critical enabler to scale circular packaging
- Brands can build awareness and engage consumers to think about their own packaging choices and recycling habits

SMART AGRICULTURE



- Farmers are at the center of sustainable agriculture
- Building resilience through regenerating practices is critical to the future of farming and nature
- Technology is a key enabler of sustainable agriculture

ENTREPRENEURSHIP



- Creating a thriving community of small business across our value chain from farmers to retailers to social innovators

RESPONSIBLE DRINKING



- Responsible driving consumers refrain from driving after consuming alcohol
- Responsible retailing outlevel owners actively promote responsible drinking in their communities
- Responsible Marketing Consumers refrain from drinking excessively
- Responsible Communities are protect and empowered

DIVERSITY AND INCLUSION



- We strive to be an inclusive workplace with equal opportunity
- We are using the power of our brands to inspire change

ETHICS & TRANSPARENCY



- Ethical behaviour is our foundation for building a company to last
- Digital ethical are key to building trust with stakeholders
- Respecting human rights is fundamental to creating healthy thriving communities
- Building a culture of health and safety is a core value



Our ESG strategy

Our ESG strategy, goals, and programs come down to a simple insight: by virtue of our integration in local communities, our beliefs and values, our people, and our commercial scale, we have a unique ability to create a future with more cheers—one with shared prosperity.

Our strategy focuses on eight strategic priorities Smart Drinking & Moderation, Climate, Water Stewardship, Sustainable Agriculture, Circular Packaging, Ethics & Transparency, Entrepreneurship and Diversity & Inclusion. We believe these priorities are where we can create the greatest shared value for local communities and the planet. These priorities culminate in three cross-cutting themes that we feel capture the shared prosperity AB InBev brings to the world.

Inclusive

From thousands of farmers to millions of small retailers, to colleagues and consumers, we improve livelihoods and increase access to opportunity. Our inclusivity extends to our products. Going beyond an affordable and accessible category, we stand for better

choices, which is why we promote moderation.

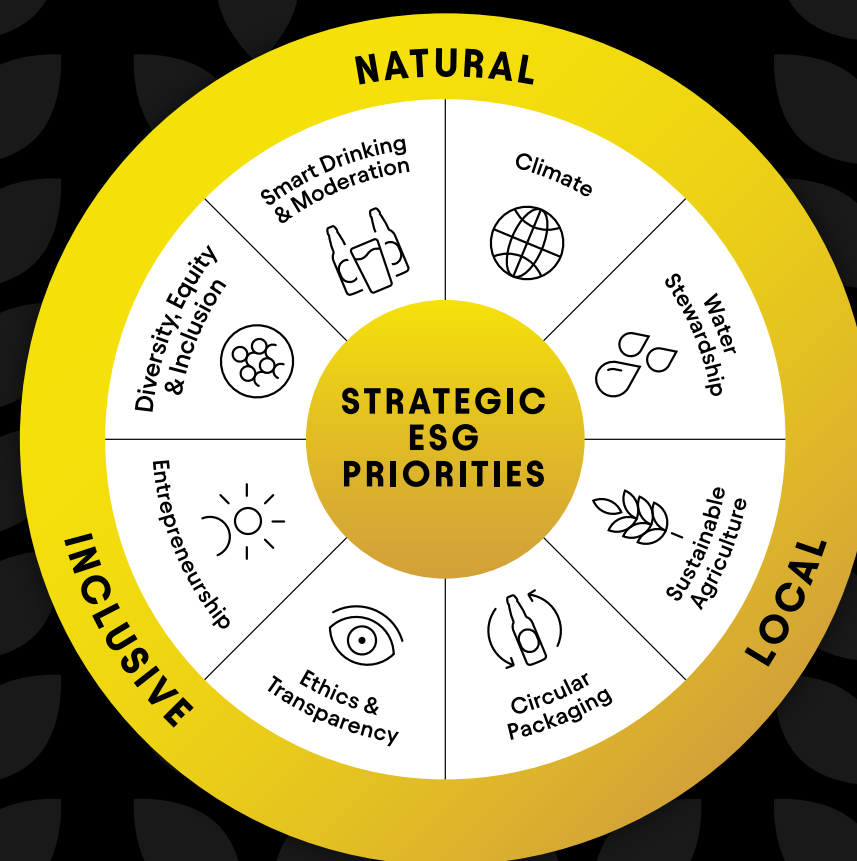
Natural

We are a company based on nature. With products made from simple ingredients, we understand the true value of the planet's precious resources. We work with nature instead of against it, leveraging nature-based solutions to develop resilience where it is needed most.

Local

With more than 500 local brands in our portfolio across nearly 50 operating countries, we are truly a global local company. We keep our supply chains short, our impact direct, and our boots on the ground. We believe in the future of local economies and invest in their well-being and resilience.

It is these three themes—inclusive, natural, and local—that encapsulate who we are and how we will create shared prosperity. Across all our priorities, the power of these themes guides us.



Our Reporting Scope

Reporting Period

The period covered in the report is from the 1 January 2022 to 31 December 2022.

Reporting Scope and Boundary

Our overall ESG agenda aligns with our corporate strategy, several UN SDGs, and TBL Plc's membership in the UN Global Compact Network. Activities throughout our operations are aligned to the metrics that are considered most material to our business and stakeholders.

We have focused our ESG agenda on the areas where we can make the most significant positive impact. Unless otherwise specified, the reporting scope of this report covers the TBL Plc operations, including all four operational breweries, as well as one distillery, and covers our initiatives in the United Republic of Tanzania.

For our operations across Tanzania, please see page 2

Precautionary Principal Statement

"We confirm that the precautionary principle is adopted in the Group's Global Policy and is implemented locally in the company".

Claim of Reporting in Accordance or in Reference to the GRI Standards

This report has been prepared in reference to the Core Option of the Global Reporting Initiative (GRI) 2021 Standards, more is detailed in the disclaimer at the beginning of this report.





Our ESG priorities

Smart agriculture



Why this Priority matters?

We depend on high-quality agricultural crops from thriving communities and healthy ecosystems to brew our beers. We also care about our farmer communities and are working to support commercial and emerging farmers gain access to agronomic information and best industry practices. This includes access to the latest research in crop varieties and agronomic best practices and harnessing technology's power to

improve crop yields and productivity. While we strive to remain competitive and improve our resource efficiency, we are only as successful as our local farming communities. Thus, we work closely with our emerging farmers with a vision of improving their productivity, enabling them to support their families and provide food security for future generations. Our industry relies on many moving parts coming together to create one smooth, reliable value chain, and we've been committed to creating real sustainability with as low an impact as possible for years. We're proud of the relationships we've created with our Tanzanian farmers, who supply the highest quality ingredients available using smart agricultural practices, ensuring the land – and the people who farm it – are looked after.

What is our 2025 Goal?

100% of our direct farmers will be skilled, connected, and financially empowered by 2025.

TBL Plc is a true partner to farmers

Farmers supply TBL with natural ingredients, and TBL Plc directly works

with 4,550 direct contract farmers. The farmers are directly contracted for main agricultural inputs:

sorghum, barley, and grapes. To improve farmers livelihoods, yields, and crop quality, TBL promotes a smart agriculture program among farmers. The Smart Agriculture program wants to increase skilled crop management through crop protocols that outline best management practices to improve productivity—both short term and long term as well as enhance access to digital communication, financial services, and trainings. The 2022 Smart Agriculture Report clearly outlined that as of May 2022 62% of farmers were understood to be skilled, 36% were directly connected, and 85% financially empowered. Beyond these primary outcome achievements further program impacts were in addition to that, in June 2022, TBL and Vodacom launched the blockchain enabled BanQu solution, which is an aggregated data storage system that provides financial transparency. TigoPesa and Mpesa have both integrated to make payments to farmers easier.



61% of farmers report the program provided opportunity for farm expansion



58% of farmers report an increase in income and income security



62% of farmers report the program helped support a better future for their children

Note: The procured barley volume was below the mandate, due to draught.

Crop	Crop Mandate Volume (tons)	Procured Volume (tons)
Barley	3,000	1,301.58
Sorghum	5,000	5,000
Grapes		463.872

THE CITIZEN

TBL, Vodacom now use blockchain to empower farmers

Wednesday, August 3, 2022



Water stewardship



Why does this Priority matters?

Water is a key ingredient in our products, and a critical resource for the health and well-being of every community around the world. Therefore, as a world-leading brewer operating in a water-scarce country, we aim to make a positive contribution to watershed health across our operations and value chain. TBL Plc is committed to the principles and guidance contained in the UN Guiding Principles on Business and Human Rights, particularly SDG 6, which encourages the availability and sustainable management of water and sanitation for all. With water as a key component of our purpose to Dream Big to Create a Future with More Cheers, we developed and adopted a comprehensive approach to water stewardship, carrying ambitious

goals within our operations and beyond our brewery gates as part of our overall environmental management.

What is our 2025 Goal?

100% of our communities in high-stress areas will have measurably improved water availability and quality by 2025.

TBL Plc a champion of Water Stewardship in Tanzania

At TBL Plc, Water stewardship is a key priority, that is closely monitored and invested in to achieve the above proclaimed goal:

In TBL Plc's operation water plays a paramount role. It is withdrawn from private boreholes and municipal water and consumed in beer and liquor making processes (mashing, bottle washing, CIPs), and discharged to open channels.



SDG Awards Gala TBL Plc winning in the SDG 6 category

These open channels then lead to open water sources, such as Msimbazi river in the case of Dar es Salaam. All discharges are in compliance with government regulation and respective WRBWB permits have been obtained.

To minimize the negative impact, a meticulous water risk assessment is done on each side, and the quality of dis-

charged water is constantly monitored, by collecting final effluent samples within 24hrs and measuring them according to the SOP's.

In addition, to ensuring that less harm is done, active measures towards, cleaning and restoration of the biosphere are taken to mitigate the risk and effects on the river, such as the World Environment Day 2022, "Only One Earth" project

conducted in March 2022 which has been implemented in partnership with WWF – and was the kickoff to a long-term partnership private sector – NGO partnership with WWF.²



Discharge Stream Cleaning Activities-Msimbazi River (Dar es Salaam)

World Environment Day 2022 "Only One Earth" Project

A project to secure water availability for the Dar es salaam brewery and for the Mwanagati community, and to protect the watershed biodiversity in the Msimbazi, Mzinga and Ruvu rivers sub-catchments was initiated by the Dar es Salaam brewery ES team in March 2022. The project was conducted in collaboration with WWF and the local government agency (Wami/Ruvu Basin), and it is estimated that its full benefits will be achieved in 2025. The focused activities are:

- Cleaning the Msimbazi River [the brewery's final treated effluent discharge channel] and upgrading the final effluent discharge point. The Msimbazi River is subject to extreme contamination from the population and private businesses through the dumping of domestic waste and industrial effluents.
- Construction of five cattle troughs in the Mzinga and Ruvu rivers.
- Installation of concrete beacons around twenty degraded hotspots water sources in the coast and lower Ruvu catchment.



THE CITIZEN

TBL, WWF sign agreement for water quality

Wednesday, October 26, 2022



TBL Director of Corporate Affairs and Sustainability Mesiya Mwangoka (second left) shares some notes with the Country Director of TBL Jose Daniel Moran Ramirez (third left). Others in the picture are the Country Director of WWF Tanzania, Dr Amani Ngusuru (second right), and other dignitaries at the summit of the Water Stewardship Workshop

 WATER WITHDRAWAL		 WATER DISCHARGE	
1	Total water withdrawal from all areas in mega liters: a. Surface water = 1888.449 b. Groundwater = 246.73	1	Total water discharge from all areas in mega liters: Seawater = 268.318
2	Total water withdrawal from all areas with water stress in mega liters: a. Surface water= 1888.449 b. Groundwater= 246.73	2	Total water discharge from all areas with water stress in mega liters: Other water (>1,000 mg/L Total Dissolved Solids) = 268.318
		Note: limits and standards defined as per regulatory limits and permits – to ensure compliance and mitigate spillages final effluent is collect within 24hrs and analyze according to the SOP's	



World Environment Day Activities 2022



Circular packaging



Why does this Priority matter?

By utilizing returnable packaging, we can divert more waste from landfills, use less virgin raw materials, reduce the amount of energy required to produce packaging, and reduce our carbon footprint. We are committed to promoting our returnable packaging scheme, working closely with our suppliers to increase recycled material content in our primary packaging, and looking for opportunities to integrate innovation and informal waste within our supply chain.

What is our 2025 Goal?

100% of TBL Plc's product will be in primary packaging that is either returnable or made from the majority recycled content by 2025.

TBL Plc a pioneer in circular packaging

In alignment with SDG 15 TBL Plc has committed itself to returning all its factory waste. As such, a strong re-use and recycling policy is being deployed throughout the operations which allows for optimized reuse.

This includes:

a) Recycling of glass bottles and crates:

In 2022 TBL Plc purchased the below tonnes of returnable bottles and crates

Type	Tonnes
330ml C.Lite green Glass	3,472
Bottle: 375RB Amber - TZ	6,988
Bottle: 375RB Flint - TZ	436
Bottle: 285 RB Amber - TZ (NPD)	3,238
376 mls Calabash Crate	1,975



Safari Lager Production



Bottle and crate cleaning at Dar es Salaam Plant



Scrap Labels Collections at Dar es Salaam Plant

Minimizing of actual waste products:

Yet bottles are being reused, labels need to be scraped in the process of cleaning to ensure maximum hygiene. This creates scrap labels – these labels are being air dried and sold to local cement factories for their burning processes.

During the mashing process, spent grains are produced, stored in silos and sold to local livestock keepers.

Similarly, yeast that has served its 8th generation, meaning yeast that has been repatched eight times is being killed dried and sold as animal feed.

Currently, daily slatch is produced from water purification activities; thus far, the slatch has been used to green the various gardens and outdoor areas within the factory environs. However, tests are underway to confirm whether it could be effectively utilized as fertilizer, turning another “waste” turn into a resource.



Spent Grain Silo at Dar es Salaam Plant

Effective separation of materials:

Ensuring timely and detailed separation of reusable materials is key to guarantee their increased likelihood of adequate recyclability. At TBL Plc, onsite sorting is done consistently throughout the production process this is ensured by the on-site sorting facility, which allows for thorough and immediate separation of waste products.

Further, using scrapable materials TBL Plc is actively supporting employment opportunities in the circular economy through the active engagement of recyclers; however, challenges remain, such as difficulties of reaching the waste deposits due to distance.

Lastly, it is important to mention, that TBL Plc has not yet fully adjusted its operating model to reusable materials, as non-returnable glass bottles are being produced as well as tins., Further, in the liquor and wine categories, no return strategy has been established, though all materials used are recyclable.



Waste Sorting Yard at Dar es Salaam Plant



Waste Sorting Yard at Dar es Salaam Plant

Climate action



Why does this Priority matter?

Renewable energy is finding an increasingly larger foothold in the global energy market because of the need to move away from fossil fuels linked to global warming, and the fact that these energy sources are becoming more cost competitive. According to the International Energy Agency (IEA), renewables accounted for almost two-thirds of net new power capacity around the world in 2016. This growth is expected to continue, with the IEA forecasting that renewable electricity capacity will expand by 43% by 2022. We are committed to helping drive positive change and playing a leading role in the battle against climate change by purchasing energy in a more sustainable way.

Further, climate change is a key SDG for the Government of the United Republic of Tanzania, which is combating climate change effects as an integral part of the United Republic of Tanzania's environmental policy, as pointed out

by the 2019 Voluntary National Review (VNR). The financing needed to address current climate risks, reduce future impacts, and build national resilience has been estimated by the National Climate Change Strategy (2012) to be USD 500 million per year, which could rise to USD 1 billion per year from 2030.⁴

What is our 2025 Goal?

TBL Plc climate action target is that 100% of our purchased energy is from renewable sources and that a 25% reduction in CO2 emissions across our value chains has been achieved by 2025.

TBL Plc's strive towards climate action

At TBL Plc, we are investing in initiatives that will achieve our climate action goals, such as:

Renewables: TBL Plc has no renewable electricity power purchase agreements with TANESCO in place, hence, only about one third of the power consumed by TBL Plc is renewable. However, in the

event of power outages alternative power sources need to be utilized. Major investments were made by TBL Plc to reduce the CO2 emissions in such an incident; an outstanding example is the Mbeya plant, which has been provided with a full-fledged solar network. Other plants are yet to follow suit, in order to reduce their overreliance on diesel-based generators.



Photo: Mbeya Plant Solar [Source: IPP Media]





Photos: right - Wastewater cleaning – which produces methane/biogas in TBL Plant Dar es Salaam; to the far right - Biogas boiler utilizing exhausted biogas from wastewater treatment in TBL Plant Dar es Salaam

Recycling of emissions in production cycle:

During various stages of the production cycle, TBL Plc recycles emissions to leverage on them. One of these processes can be vividly observed in the wastewater treatment, where COD is being reduced and methane or biogas is being emitted. The biogas is then captured and fed into a biogas boiler, which is utilized to support the natural gas-based boilers during the brewing process.



Further, carbon dioxide, being a natural byproduct of brewing, is generated during various stages such as heating mash, boiling wort, and the fermentation process. TBL Plc collects and purifies the CO₂ produced and recycles it in the bottling process.

More energy-efficiency: We continuously seek for ways to be more efficient and reduce our footprint via green logistics, energy efficiency, and working with suppliers to reduce their carbon emissions. To insure increased environmental awareness and compliance among vendors and suppliers, a TBL Plc procurement standard procedure instituted via our electronic Aercchain portal, requires all vendors and suppliers to provide an environmental assessment.

The key achievement in 2022 was to have a 100% renewable energy back-up driven plant in Mbeya.

These efforts are in direct alignment with TBL Plc and holding company AB InBev's global commitment to the 2025 Sustainability Goals in climate action by adding renewable electricity capacity to regional grids and reducing CO₂ emissions across the globe, further aligned to UN Sustainable Development Goals (SDG) ¹³.



Photo: CO₂ Storage Tank in TBL Plant Dar es Salaam

Smart drinking & moderation

3 GOOD HEALTH AND WELL-BEING



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



17 PARTNERSHIPS FOR THE GOALS



Why does this Priority matters?

Beer is part of celebrating life throughout the world and is a major engine of economic activity. However, all products containing alcohol can be consumed in ways that cause harm. Harmful drinking impacts our people and our communities, and, therefore, the misuse of alcohol remains an issue of significant concern to government, society, and us. We believe that smart drinking choices affect everyone. As a leading global brewer, we take great pride in producing and marketing our beers with quality and

care, and we are committed to helping foster a culture of responsible drinking, or smart drinking. This will not only reduce the harmful use of alcohol, but also aspire to make every beer drinking experience a positive one.

What is our 2025 Goal?

Champion responsible consumption by measurably enabling responsible communities, responsible driving, responsible marketing, and responsible trading.

TBL Plc is a pioneering change agent for smart drinking in Tanzania

TBL Plc, as one of the first local producers, has introduced strict guidelines and principles that promote smart drinking and moderation. This has been manifested in its primary packaging label guidelines, which clearly outline that the following elements are required on any primary packaging: legal drinking age guidance, the don't-drink-while-pregnant symbol,

and the don't-drink-and-drive symbol. In addition to that, the URL directing to TapIntoYourBeer.com is a compulsory part of primary packaging.

These labeling standards have been strictly implemented since 2021. However, TBL Plc continuously enhances its effort to further promote awareness and active behavioral change in alignment with AB InBev's goal to reduce the harmful use of alcohol by 10% by 2025 and in line with the WHO and UN Sustainable Development Goals.

Hence, TBL Plc has launched the campaign dubbed "mdogo mdogo" in line with their Global Smart Drinking Goal, which includes programs and initiatives focused on shifting social norms, consumer behaviors, and their own business practices.

AB InBev collaborates with public health bodies, civil society, and governments to implement evidence-based approaches

and uncover new ways to reduce harmful alcohol consumption.



Instagram Post Safari Lager



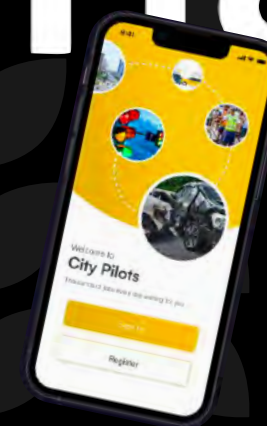
In 2022 TBL Plc further expanded its Smart Drinking & Moderation efforts by launching the Road Safety App. On Nov 30th, TBL handed over the Road Safety App to its long-standing partner in efforts to improve Road Safety, the Tanzania Traffic Police Force. The innovation project is rolled up as a pilot Dar es Salaam, with the ambition to scale up upon success to other regions in TZ. The app will provide traffic police with proven methodology to address traffic crashes and incidents in their cities. The launch was officiated by Dar's Police Commission Officer (CO) and TBL's Head of Logistics.

The RS App is designed to enable the police to facilitate quick and efficient data collection of road accidents. It will also allow the police to have visibility and access to all the reported data/ dashboard on their mobile devices through a sign in administrative basis. The RS App collects information, resources, and evidence-based recommendations, which will help guide the development of a plan and mobilize efforts to improve road safety and save lives.

The App is currently undergoing further revisions to incorporate feedback from the TBL and traffic police teams. This underlines TBL Plc's capacity as a learning organization that collaborates closely with its partners and allies.

In January 2023, trainings to the traffic police on how to use the app are scheduled.

o'koa maisha



"Road fatality reduction in Tanzania is possible when all road users and key stakeholders are involved, educated, and empowered to take part in the cause."



Entrepreneurship



Why does this Priority matters?

Small, medium, and micro-sized enterprises (SMMEs) play a critical role in the economic development of communities by generating employment, providing vital services, and contributing to innovation. This is why the spirit of entrepreneurship has always been at the heart of TBL Plc. We invest in entrepreneurs in our value chain, focusing on farmers, retailers, and social innovators, with a primary focus on empowering women entrepreneurs. Our dream is to foster economically sustainable opportunities that are inclusive and enable entrepreneurs to gain access to them. We believe in our entrepreneurs, we believe in their

dreams, in their drive to succeed, and in the difference, they make in our communities. Through our entrepreneurship programs, we want to support entrepreneurs on their journey and show our commitment to providing a tangible and sustainable future for all Africans.

What is our 2025 Goal?

Support 30,000 small and medium businesses across our value chain and drive the growth of 15,000 women-owned businesses in townships and rural areas by 2025.

Accelerator 100 – Partnerships for sustainable economic growth

The accelerator 100 Initiative is a program launched to support and develop the entrepreneurial ecosystem in Tanzania. The initiative aims to identify, support and mentor promising start-ups in the country by providing them with the necessary tools, resources.

The TBL Accelerator 100 Initiative is designed to support start-ups in various sectors, including environment, agriculture, health, education, water circular economy, energy, and climate. The program provides start-ups with access to funding, mentorship, business training, and networking opportunities. Once selected, participants will receive mentorship, training, and up to 100,000 US dollars to implement a pilot project with some of the most well-loved brands in the world.

The initiative is a partnership between TBL and the Tanzania Private Sector Foundation (TPSF), and is supported by various other organizations, including the United Nations Development Program (UNDP), and the Tanzania Agricultural Development Bank (TADB).

Through the TBL Accelerator 100 Initiative, TBL aims to contribute to the development of Tanzania's economy by supporting and promoting entrepreneurship



"Together with the local community in Tanzania, we have been collecting food waste to be turned into animal feed and organic fertilizer and the 100+ Accelerator campaign has played a huge role in supporting businesses finding solutions for some of the most pressing environmental and social challenges of our time,"

Andrew Wallace, Chanzi Limited
 Quote Source: Allafrica.com

innovation in the country. By providing start-ups with the necessary resources and support, TBL hopes to help create jobs, stimulate economic growth, and ultimately improve the lives of Tanzanians.

Ethics & Transparency



Why does this Priority matters?

Ethical and transparent behaviour is key to building trust with stakeholders, both internal and external, and to building a company that lasts. The Board of Directors and our leadership team are therefore committed to reinforcing our stance on conducting business to the highest standards of ethical behaviour and transparency.

This guides everything that we do as an organization and serves as our foundation for creating a Future with More Cheers. Our approach to ethics and transparency covers all aspects of our business operations, from how we source our ingredients to occupational health and safety and stakeholder engagement.

Safety First is a paradigm lived at TBL Plc

TBL Plc is adhering to the Tanzania Occupational Health and Safety Act, 2003. Each facility is maintaining pre-existing condition to keep its compliance certifi-

cate valid. The following systems are in place to assure a strict safety protocol:

1. Conducting statutory annual training (for First Aiders, SHE reps)
2. Conducting Annual medical examinations for the employees



Photo: BTS Performance Board
Dar es Salaam Plant

3. Conducting Annual plant inspections,

4. Submitting facility risk assessment documents
5. Conducting monthly safety committee meeting and consolidating the minutes
6. Validating an occupational health and safety policy
7. Consolidating and validating relevant required information into the OSHA portal through each respective facility account

Further, TBL Plc employs qualified OHSE personnel to look after day-to-day OHS compliance. The team also sets directions for the rest of the employees and hired contractors. The respective safety departments are equipped with the necessary manpower and sufficient tools to smoothly manage the OHS related programs. The continuous improvements are well managed through stakehold-

ers' involvement and engagement and partnering with contracted vendors to execute the existing safety targets that is set for each individual department, and vendor across our sites (LTI, TRI's = Zero). A risk assessment is normally performed on every task, piece of machinery/equipment and facility work area. The risk assessment is always completed when:

1. new processes or steps are introduced in the workflow;
2. changes are made to the existing processes, equipment, and tools; or
3. new hazards arise

In detail these assessments include:

Task Assessments: Refer to the site Process map to identify tasks. Each task must have a corresponding risk assessment.



Equipment Assessments: All equipment identified in the equipment inventory must have a corresponding risk assessment to identify hazards, levels of risk, and mitigating controls as defined below.

Facility Risk Assessment which covers: biological hazards, chemical hazards, physical hazards, ergonomic hazards.

TBL Plc created a standardized tool to be used across all the facilities and provided the necessary training on how to evaluate the risk and place the relevant control measures. The tools provide an opportunity to address the short term and long-term actions while obtaining support from Zone to expedite the CAPEX related actions. In addition, each facility has proper access control that denies access to all unrequired personnel to access the site. The minimum pre-requisite entry for the contractors is well set covering mandatory trainings (Safety Induction, Behavioral safety training, Job specific Induction).

To meet the training needs and ensure safety remains top of mind TBL Plc established an online training acknowl-

edgement platform (ACADIA) whereby all employees provided an account to access different learnings as much as they are shared. Availability of AB InBev university helps to facilitate and uplifts individual competence.

In 2022 all supply employees use ACADIA (543) while physical trainings covered 45 employees in Dar es Salaam, 144 employees in Mwanza.

Each facility establishes the training bucket for the year based on the training need. The need is pre-determined through KPI's and PI's performance review to highlight the most stressing and underperforming areas of operation and risk situations at various work territories. In 2022, TBL Plc employed a full time and competent training controllers for each site to track, monitor and manage the training bucket, motivate the training budgets, facilitate the learning aids and facilities, monitor and measure the training deliverables, etc.

Further, a training tracker to monitor compliance was developed, and delegates are provided with an opportunity to provide feedback, which is documented, and improvement opportuni-

ties are normally addressed. The training bucket includes externally specific packages provided by experts and other statutory trainings as identified by the training need.

During any visit to a TBL facility, a variety of safety and security awareness branding is immediately recognized, reminding employees and contractors on various safety-first protocols. Unfortunately, all branding and awareness materials available are in English, which may limit their effectiveness with factory workers whose knowledge of English may be limited and a consideration for translated, Swahili materials may be more effective. TBL Plc contractors' files are well managed with relevant documentation to ensure non authorized personnel are accessing the site, this includes, introduction letters, competence certificates, verification of medical fitness, training provided, etc. Each facility has a large and sufficient training room equipped with all necessary training facilities to support the program.

In addition, each facility is equipped with an on-site clinic and full-time medical practitioners available to attend all medi-

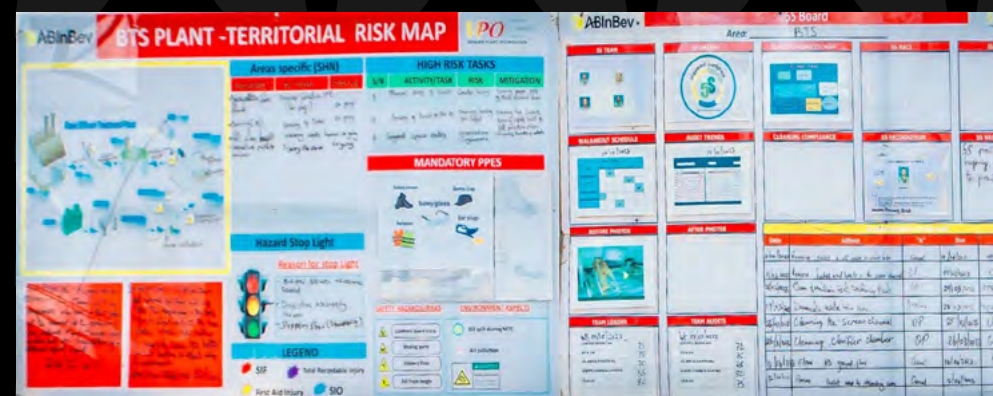
cally required issues. The employees were also provided with an insurance cover that is acceptable at all big health centres within 24 hrs. The insurance package is reasonably sufficient to attend all required medical support for the workers. The engaged insurer is highly qualified and normally provides free trainings Occupational Health related to our workers based on exposed risks. Regular fitness to work examination conducted to employees and reports managed by clinic doctors before advising the management in case need be.



Photo: Safety Marking for Pedestrians Dar es Salaam Plant



Being cognizant that 70% of our operations are run by contracted vendors [Outsourced] - [Chemical handling, casual brokers, security, health care, Cleaning, Gardening]. The number of workers varies depending on complexity of our operations. TBL Plc declared the numbers of contracted vendors to the OSHA and the Authority registered each individual vendor into the Government system and all abided by the applicable statutory requirements. TBL Plc conducts monthly compliance checks to each contracted vendors and updating the status, the Service level agreement developed and adhered to.





Diversity & Inclusion



Why does this Priority matters?

Our company is powered by exceptional individuals, and we wholeheartedly support the opportunity for each person to thrive. We embrace diverse talent because we believe that great ideas stem from people with varied backgrounds. Therefore, we are dedicated to cultivating diverse teams through inclusion and collaboration. **TBL Plc a youth centered company.**

TBL Plc has a young workforce, with about a quarter of its employees being below the age of 30 (275 staff) and over half between 30 and 40 years (580 staff).

Further, TBL actively supports youth trainees, by supporting the ATE guided internship program, which in 2022 supported a number of trainees.

The strong commitment to diversity and inclusion is manifested in its diversity and inclusion policy which clearly outlines that:

TBL Plc has a strong dream of bringing people together for a better world starts from within. That's why we are all on our commitment to diversity and inclusion. We believe that our greatest strength is our diverse team of people. Diversity and inclusion in our organization helps us to achieve our Dream because it enables the diversity of thought needed to deliver better decision-making and achieve superior results. As a meritocracy, our focus is on attracting, hiring, engaging, developing and advancing the very best talent—regardless of gender, ethnicity, sexual orientation or any other characteristics that make our colleagues unique. TBL PLC is committed to a work environment where all colleagues are respected and valued. All our people deserve to feel comfortable being their authentic selves at work every day. Only then can we all be at our best.

The policy is clearly governed by our Chief People Officer. The People team

tracks our progress against our diversity and inclusion metrics and reports back to the Chief People Officer and CEO. The TBL Plc diversity and inclusion progress will be tracked across the 5 Moments of Truth:

Attract: Diverse representation of applications

Hire: Diverse representation of offers and acceptances to identify any potential bias in our talent attraction process

Engage: Engagement survey scores for diversity and inclusion questions to measure year on year progress and consistency across all colleagues

Develop: Year on year improvements in leadership competency scores for diversity and inclusion behaviors

Advance: Diverse representation by level, performance ratings, promotion and

turnover rates, pay equity to identify any potential bias in our people processes

Thus far TBL Plc does not employ any people with disabilities.

Product Portfolio, Supply and Distribution Chains are inclusive

TBL Plc is an inclusive brand, which is manifested in its wide product portfolio, covering multiple beverage categories as well as brands, that are effectively sold across various consumer segments, from low to high end consumers. Due to its locally sourced resources and distributed products even supply and distribution chains are largely localized, which provides inclusion of a variety of MSMEs along the value chains, including farmers, female owned enterprises as well as bars and restaurants which have a large percentage of female employees in the service industry.



GRI Index





GRI Index

DETAIL	
Reporting period 2022	This report covers our progress and performance on our ESG journey from 1 January - 31 December 2022
Date of the most recent report	None – this is the first ESG report for TBL
Location of Headquarters	PO Box 9013; Uhuru Street, Plot No. 79, Block AA, Mchikichini, Ilala District; 2255116
Contact point for questions regarding the report	Siya Mbuya [Sustainability Projects Manager] Mesiya Mwangoka [Director Great Africa Corporate Affairs Policy]



GRI	DISCLOSURE NAME	DISCLOSURE INFORMATION/ SOURCE
GRI 102-1	Name of the organisation	TBL Plc
GRI 102-2	Activities, brands, products, and services	ESG Report p. 11
GRI 102-3	Location of headquarters	ESG Report p. 50
GRI 102-4	Location of operations	ESG Report p. 2
GRI 102-5	Nature of ownership and legal form	Is legally operating in the United Republic of Tanzania. It has breweries in Arusha, Dar Es Salaam, Mwanza and Mbeya. Tanzania Breweries Public Limited Company also referred commonly as TBL has 65% shares in Tanzania Distilleries Limited (TDL) which deals in wine and spirits and 60% in Darbrew Limited which is a opaque beer business. It owns 99% shares in dormant Kibo Breweries Limited. The detailed shareholder structure details are published in TBL PLCs Annual Report.
GRI 102-6	Markets served	ESG Report p. 2, 9, 11
GRI 102-7	Scale of the organisation	TBL Financial Statement as published by Dar es Salaam Stock Exchange
GRI 102-8	Information on employees and other workers	ESG Report p. 5 and 9
GRI 102-9	Supply chain	ESG Report p. 9
GRI 102-10	Significant changes to the organisation and its supply chain	ESG Report p. 41 and 47
GRI 102-11	Precautionary Principle or approach	ESG Report p. 41
GRI 102-12	External initiatives	Reported through the Material Topics under the ESG Priorities from p. 20 onwards
GRI 102-13	Membership of associations	Memberships with significant contribution, Tanzania Private Sector Foundation (TPSF), Confederation of Tanzania Industries (CTI), Association of Tanzania Employers (ATE), CEO Roundtable, European Business Group – EUBG, American Chamber of Commerce – ARMCHARM



GRI	DISCLOSURE NAME	DISCLOSURE INFORMATION/ SOURCE
GRI 102-14	Statement from senior decision-maker	TBL Plc
GRI 102-15	Key impacts, risks and opportunities	ESG Report p. 11
GRI 102-16	Values, principles, standards and norms of behaviour	ESG Report p. 50
GRI 102-17	Mechanisms for advice and concerns about ethics	ESG Report p. 2
GRI 102-18	Governance Structure	Is legally operating in the United Republic of Tanzania. It has breweries in Arusha, Dar Es Salaam, Mwanza and Mbeya. Tanzania Breweries Public Limited Company also referred commonly as TBL has 65% shares in Tanzania Distilleries Limited (TDL) which deals in wine and spirits and 60% in Darbrew Limited which is a opaque beer business. It owns 99% shares in dormant Kibo Breweries Limited. The detailed shareholder structure details are published in TBL PLCs Annual Report.
GRI 102-19	Delegating authority	The Board has appointed the Managing Director and delegated responsibilities of managing the business. (See TBL Board Charter 2022 revision). In addition, TBL PLC maintains an internal control framework which includes a global delegation of authority guide
GRI 102-20	Executive-level responsibility for economic, environmental and social topics	TESG Report p. 13
GRI 102-21	Information on employees and other workers	ESG Report p. 5 and 9
GRI 102-22	Composition of the highest governance body and its committees	ESG Report p. 4 Further, the Board has two Committees. Each Committee is Chairman by an Independent Member appointed by the Board and two additional members who are from the Board as well. The Committees and their composition are; 1. Board Audit and Risk Committee 2. Board Remuneration Committee
GRI 102-23	Chair of the highest governance body	ESG Report p. 4
GRI 102-24	Nominating and selecting the highest governance body	The Board members are appointed by shareholders. A shareholder is entitled to appoint a member for each 85 shares held. Shareholders with less than 8% are entitled to jointly appoint two Minority representatives through election at Annual General Meeting. The minority representatives are appointed for a term of 3 years. There is a key set of selection criteria periodically published in case of new recruitment for board members, which include; views of stakeholders (in alignment with Code of Corporate Governances by CMSA), diversity as well as independence.



GRI	DISCLOSURE NAME	DISCLOSURE INFORMATION/ SOURCE
		Further details, see TBL Board Charter 2022 revision C:\Users\Julia Seifert\Documents\JULIA OTHER THINGS\Other Projects\TBL\GRI\TBL 2023\REPORT\Link to Annual Report: https://www.ab-inbev.com/news-media/news-stories/anheuser-busch-inb
GRI 102-25	Conflicts of interest	Conflict of interest and related party transactions are governing by clause 11 of the Board Charter. It states that a director may hold any other office or place of profit under the Company except that of Auditor in conjunction with the office of Director. At the commencement of each meeting, all Directors declare whether they have any conflict of interests in respect of a matter on the agenda. The Company Secretary maintains a declaration of interests' register, to be completed by each Director and updated annually through completing the KMP Forms. Further details, see TBL Board Charter 2022 revision
GRI 102-26	Role of highest governance body in setting purpose, values, and strategy	ESG Report p. 13
GRI 102-29	Identifying and managing economic, environmental, and social impacts	ESG Report p. 14
GRI 102-35	Remuneration policies	IESG Report p. 5 and 47 Full details can be found in the TBL PLC People Process Guide
GRI 102-40	List of stakeholder groups	ESG Report p. 9 and 10
GRI 102-41	Collective bargaining agreements	ESG Report p. 5
GRI 102-42	Identifying and selecting stakeholders	ESG Report p. 10
GRI 102-43	Approach to stakeholder engagement	ESG Report p. 10
GRI 102-44	Key topics and concerns raised	ESG Report p. 14
GRI 102-45	Entities included in the consolidated financial statements	Confidentiality constraints – it is company policies not to publish financial statements apart from the publicly available (TBL Financial Statement as published by Dar es Salaam Stock Exchange)



GRI	DISCLOSURE NAME	DISCLOSURE INFORMATION/ SOURCE
GRI 102-46	Defining report content and topic boundaries	ESG Report p. i and 50
GRI 102-47	List of material topics	ESG Report p. 16
GRI 102-48	Restatements of information	No restatements were made, this is the first report
GRI 102-49	Changes in reporting	None, this is the first report
GRI 102-50v	Reporting period	ESG Report p. 50 Reporting period is 1 January 2022 to 31 December 2022
GRI 102-51	Date of the most recent report	None, this is the first report
GRI 102-52	Reporting cycle	Annual as outlined in ESG Report p. 13
GRI 102-53	Contact point for questions regarding the report	ESG report p. 50
GRI 102-54	Claim of reporting in accordance with the GRI Standards	Core Options
GRI 102-55	GRI content index	ESG report p. 50 and subsequent pages
GRI 102-56	External assurance	As detailed in the disclaimer to this report, no external assurance was obtained for this report.
UNIVERSAL STANDARDS		
GRI 103-1	Explanation of the material topic and its boundaries	ESG report p. 14 and 20 [till end of chapter]
GRI 103-12	The management approach and its components	ESG report p. 20 [till end of chapter]
GRI 103-3	Evaluation of the management approach	Information unavailable/incomplete This is the first year of reporting, adequate measured and monitoring, evaluation, accountability and learning approach is yet to be designed and established to evaluate topics in subsequent reports


ECONOMIC TOPICS

GRI 201-1	Direct economic value generated and distributed	ESG report p. ii, 8 and TBL PLCs Annual Report.
GRI 201-2	Financial implications and other risks and opportunities due to climate change	Information unavailable There was no financial implication risk assessment done in direct hint side of climate change
GRI 201-3	Defined benefit plan obligations and other retirement plans	ESG report p. 5 Full details can be found in the TBL PLC People Process Guide
GRI 204-1	Proportion of spending on local supplier	Information unavailable - the internal company systems do not provide a direct differentiation between local and international vendors – the data was not available to this level of disaggregation

ENVIRONMENTAL TOPICS

		ESG Report p. 50 Reporting period is 1 January 2022 to 31 December 2022
GRI 301-2	Recycled input materials used	ESG report p. 28
GRI 301-3	Reclaimed products and their packaging materials	Information unavailable - the internal company systems do not provide this information effectively
GRI 302-1	Energy consumption within the organisation	ESG report p. 31 Information incomplete – there was no comprehensive summary provided
GRI 302-2	Energy consumption within the organisation	Information unavailable - the internal company systems do not provide this information effectively
GRI 302-3	Energy intensity	Information unavailable - the internal company systems do not provide this information effectively
GRI 302-4	Reduction of energy consumption	ESG report p. 31 Information incomplete – there was no comprehensive summary provided



GRI	DISCLOSURE NAME	DISCLOSURE INFORMATION/ SOURCE
GRI 303-1	Interactions with water as a shared resource	ESG report p. 23-26
GRI 303-2	Management of water discharge-related impacts	ESG report p. 23-26
GRI 303-3	Water withdrawal	ESG report p. 26
GRI 303-4	Water discharge	ESG report p. 26
GRI 303-5	Water consumption	ESG report p. 23-26
GRI 304-2	Significant impacts of activities, products and services on biodiversity	Information unavailable - the internal company systems do not provide this information effectively
GRI 305-1	Direct (Scope 1) GHG emissions	ESG Report p. 31 – 34 Information incomplete – there was no comprehensive summary provided
GRI 305-2	Energy indirect (Scope 2) GHG emissions	ESG Report p. 31 – 34 Information incomplete – there was no comprehensive summary provided
GRI 305-3	Other indirect (Scope 3) GHG emissions	ESG Report p. 31 – 34 Information incomplete – there was no comprehensive summary provided
GRI 305-4	GHG emissions intensity	ESG Report p. 31 – 34 Information incomplete – there was no comprehensive summary provided
GRI 305-5	Reduction of GHG emissions	ESG Report p. 31 – 34 Information incomplete – there was no comprehensive summary provided
GRI 306-1	Waste generation and significant waste-related impacts	ESG Report p. 31 – 34 and 27 - 30 Information incomplete – there was no comprehensive summary provided
GRI 306-2	Management of significant waste-related impacts	ESG Report p. 31 – 34 and 27 - 30 Information incomplete – there was no comprehensive summary provided
GRI 306-4	Waste diverted from disposal	ESG Report p. 31 – 34 and 27 - 30 Information incomplete – there was no comprehensive summary provided
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	ESG report p. 27, 31, 41



GRI	DISCLOSURE NAME	DISCLOSURE INFORMATION/ SOURCE
SOCIAL TOPICS		
GRI 403-1	Occupational health and safety management system	ESG report p. 41 – 46
GRI 403-3	Occupational health services	ESG report p. 41 – 46
GRI 403-4	Worker participation, consultation and communication on occupational health and safety	ESG report p. 41 – 46
GRI 403-5	Worker training on occupational health and safety	ESG report p. 41 – 46
GRI 403-6	Promotion of worker health	ESG report p. 41 – 46
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	ESG report p. 41 – 46
GRI 403-9	Work-related injuries	ESG report p. 41 – 46
GRI 404-2	Programmes for upgrading employee skills and transition assistance programmes	ESG report p. 41 – 46
GRI 405-1	Diversity of governance bodies and employees	ESG report p. 47 – 49
GRI 405-2	Ratio of basic salary and remuneration of women to men	ESG report p. 5 – 8 Full details can be found in the TBL PLC People Process Guide
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Internal company guidelines are clearly outlined in the TBL PLC People Process Guide. For external vendors/suppliers a rigorous process through the TBL Plc procurement standard procedure instituted via the electronic Aerchain portal which requires all vendors and suppliers subscribe to global responsible sourcing standards.



GRI	DISCLOSURE NAME	DISCLOSURE INFORMATION/ SOURCE
GRI 408-1	Operations and suppliers at significant risk for incidents of child labour	
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	
GRI 412-1	Operations that have been subject to human rights reviews or impact assessments	
GRI 412-2	Employee training on human rights policies or procedures	An annual training and L&D schedule was provided that indicates clear training plans for all staff and employees, further TBL onboarding procedures ensure adequate policy orientation.
GRI 412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Not disclosed
GRI 413-1	Operations with local community engagement, impact assessments and development programmes	ESG report p. 20-22
GRI 414-1	New suppliers that were screened using social criteria	Applies to all suppliers For external vendors/suppliers a rigorous process through the TBL Plc procurement standard procedure instituted via the electronic Aerchain portal which requires all vendors and suppliers subscribe to global responsible sourcing standards.
GRI 416-1	Assessment of the customer health and safety impacts of product and service categories	ESG report p. 35-36
GRI 417-1	Requirements for product and service information and labelling	ESG report p. 35-36