

LIST OF ABBREVIATIONS

AB	Amalgamated Brands (Pvt) Ltd
ABC	Anti-bribery and Corruption
BII	British International Investment plc
BoPInc	Stichting BoP Innovation Centre
Cailogistics	Cailogistics (Pvt) Ltd
Cairns	Cairns Holdings Ltd
Capital Factor	Capital Factor (Pvt) Ltd
CEO	Chief Executive Officer
CGBI	Corporate Governance and Business Integrity
CMS	Cailo Marketing Services (Pvt) Ltd
DD	Due Diligence Review
DEG	DEG - Deutsche Investitions - und Entwicklungsgesellschaft mbH Environmental and Social
E&S	
ESG	Environmental, Social and Governance
El Niño	El Niño–Southern Oscillation
EnMS	Energy Management System
ESGI	Environmental, Social, Governance and Impact
ESGIMS	Environmental, Social, Governance and Impact Management System
ESMS	Environmental and Social Management System
FAO	Food and Agriculture Organization of the United Nations
FMO	Nederlandse Financierings-Maatschappij voor Ontwikkelingslanden N.V.
FMCG	Fast-moving Consumer Goods
GAPs	Gender Action Plans
GBVH	Gender-based Violence and Harassment
GLI	Gender Lens Investing
HR	Human Resources
IC	Investment Committee
ICT	Information and Communications Technology
IFC PS	International Finance Corporation Performance Standard
IFRS	International Financial Reporting Standards
IFRS S1	IFRS Sustainability Disclosure Standard S1: General Requirements for Disclosure of Sustainability-related Financial Information
IFRS S2	IFRS Sustainability Disclosure Standard S2: Climate-related Disclosures
IPC	Integrated Food Security Phase Classification

LIST OF ABBREVIATIONS CONT.

ISO	International Organization for Standardization
KPIs	Key Performance Indicators
LNG	Liquefied Natural Gas
Miltec	Miltec Engineered Solutions
Oak Ed	Oak Ed (Pvt) Ltd
OHS	Occupational Health and Safety
SADC	Southern African Development Community
Sattva	Sattva Consulting
SDGs	Sustainable Development Goals
SHEQ	Safety, Health, Environment and Quality
Sinopse	Sinopse Holdings Limited
Total	TotalEnergies SE
UN	The United Nations
Vantage	Vantage Properties (Pvt) Ltd
Zim-Moza ATDP	Zimbabwe Mozambique Agricultural Value Chain and Trade Development Project

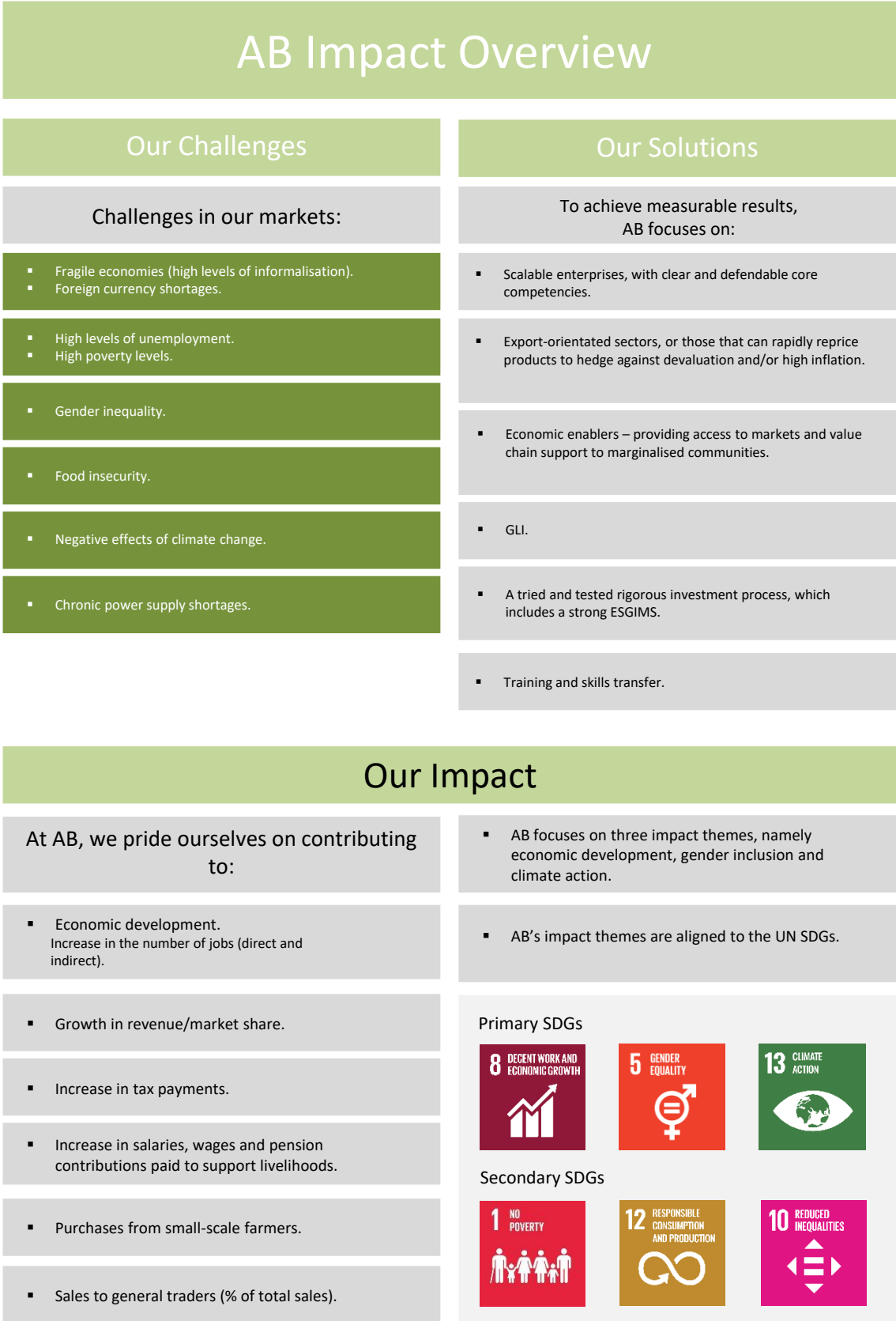


08

Impact Development

8. THEORY OF CHANGE

AB seeks attractive returns, while achieving positive ESG impact in the markets within which it operates.



AB'S GENDER COMMITMENT STATEMENT

AB recognises gender equality as a fundamental tool for sustainable growth.

We are committed to aligning with the global standard of the 2X Criteria and will continue to expand our vision and objectives beyond it. We aim to stay at the forefront of gender and impact practices, ensuring alignment with industry best practice in investing.

We are committed to advancing gender equality in leadership, employment and supply chains – both within our organisation and that of our subsidiaries.

AB will continue its progress towards the achievement of 2X Criteria and leverage it as a baseline to measure progress and push boundaries beyond the Criteria's minimum standards.

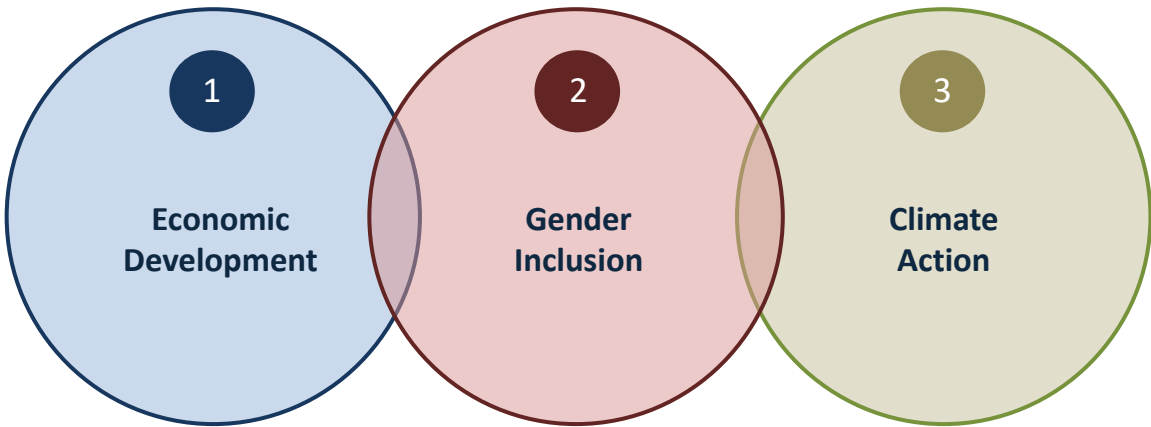
As a catalyst of gender-smart practices among our subsidiaries, we specifically focus on promoting gender inclusion in their workforce and leadership. This closely aligns with our business model and objectives to generate meaningful impact and change.



2X Challenge

Invest in women. Invest in the world.

8.1 AB'S IMPACT PILLARS



Primary SDGs

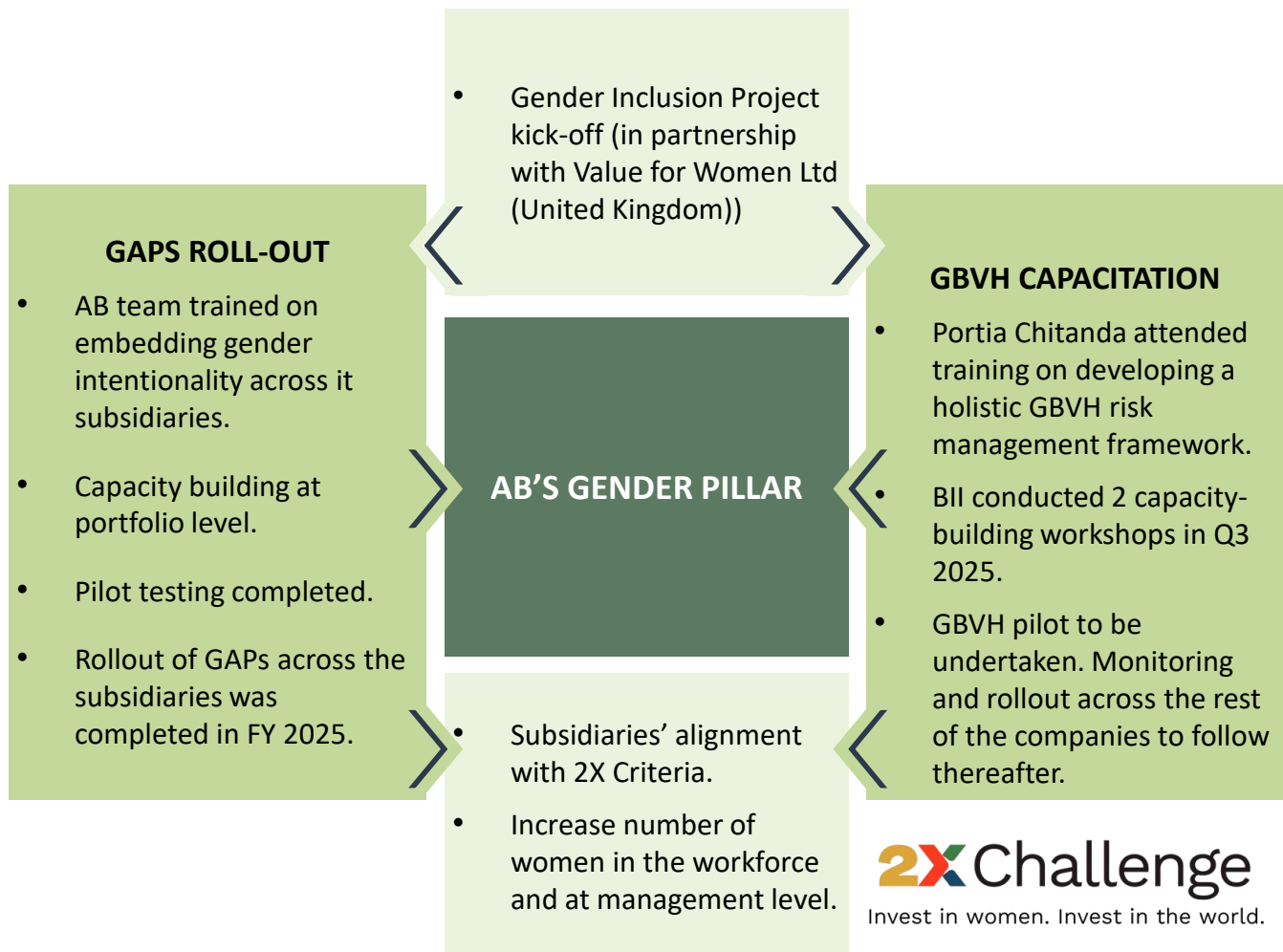


Secondary SDGs



8.1.1 GENDER PILLAR

SUMMARY OF KEY ACTIVITIES



UPDATE ON GLI PROJECT

- In 2024, AB partnered with Value for Women Ltd on a 10-month project to foster gender intentionality, as well as embed inclusive tools and practices in AB and its subsidiaries. In 2025, following the successful completion of the project, which included pilot testing, AB commenced the rollout of GAPS and reporting frameworks.
- AB subsidiaries, that is Cairns, Cailogistics and CMS, have since developed their respective Gender Commitment Statements, as well as GAPS.

GBVH TRAINING

- During Q3 2025, BII’s Social Performance Advisory Team conducted 2 capacity-building workshops, which were aimed at developing institutional accountability, as well as leadership on GBVH in the workplace.
- The infographic below shows the scope of BII’s support and the status of each activity:

ACTIVITY	DESCRIPTION	STATUS
Shareholder-level Training	• Training for Shareholder on GBVH risks and impact on businesses.	 Completed on 5 September 2025
AB Senior Management Training	• Training for key decision makers at AB and its subsidiaries (Board Members, senior management and divisional heads).	 Completed on 22 October 2025
HR Personnel Training	• Training for HR personnel across the subsidiaries, with a focus on the practical application of GBVH best practice. This includes responding to reports effectively and conducting sufficient investigations.	 Activity scheduled for Q2 2026
Company-wide Rollout	• Implementation of detailed policy reviews and operational risk assessment across the subsidiaries. • Development of an action plan, as well as policies and procedures to strengthen GBVH management..	 Activity to start in Q2 2026

PARTNERS



8.1.2 CLIMATE PILLAR

IFRS S1 AND S2 TRAINING

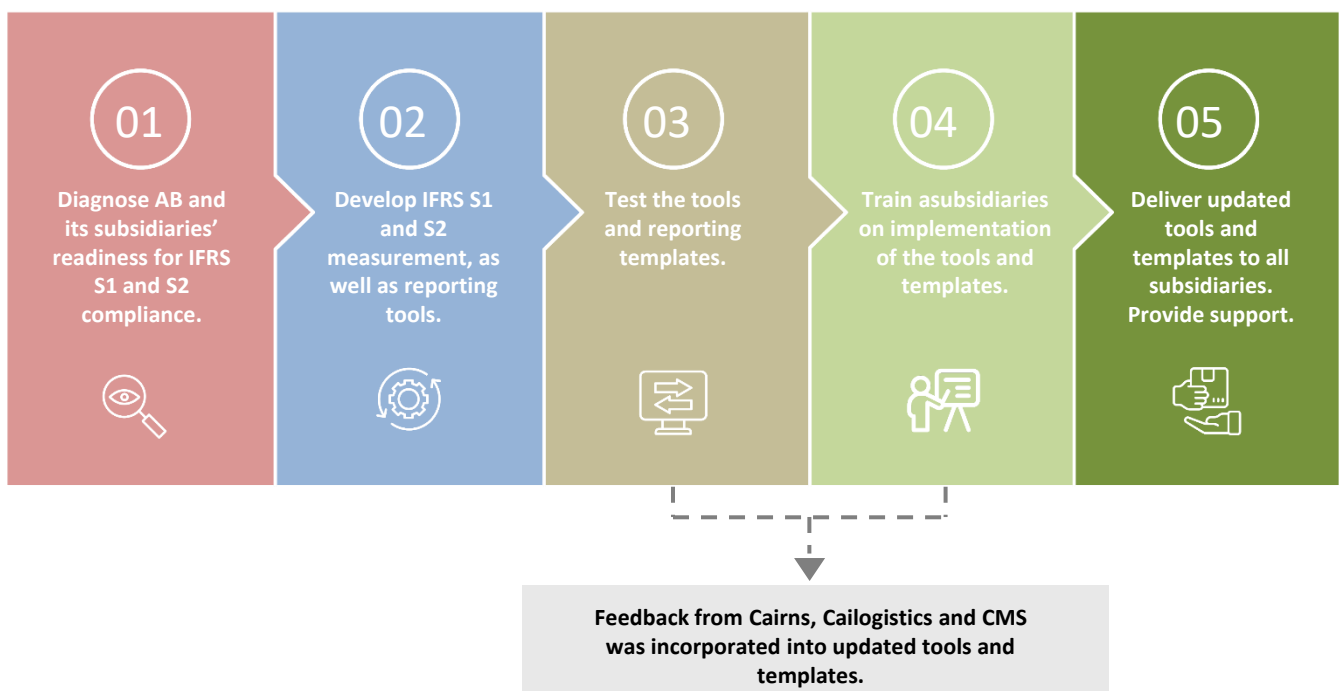
- AB engaged the services of Sattva to develop climate and sustainability capacity.

The project, which was facilitated through technical assistance support from DEG, commenced in

- December 2024 and concluded in April 2025.

The infographic below outlines the project's core components:

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- Sattva provided support to AB until the end of Q3 2025, while they worked on the implementation phase of the project. Notably, all subsidiaries are on track to submit their first sustainability reports by 31 March 2026.

- Sattva delivered a 2-day in-person training course, which was held on 3 and 4 April 2025, in Harare. The photos below were captured during the workshop:





09

CONTRIBUTION
TO SDGS

9. CONTRIBUTION TO SDGs



AB's investment strategy is grounded in a strong ESGIMS, which is aimed at making responsible investments that promote the local economy, while supporting sustainable development. In line with this, AB works with its subsidiaries to promote best practices across their operations.

Below is a summary of the portfolio's contribution to the various SDGs:

1 NO POVERTY



SDG 1's target is to eradicate extreme poverty everywhere, measured as people living on less than US\$1.25 per day. Zimbabwe has high rates of poverty and unemployment, particularly in rural areas. AB contributes towards the attainment of SDG 1 by offering both direct and indirect employment through subsidiaries and their value chains. In some cases, this includes providing access to a readily-available market for rural farmers. AB employed a total of approximately 3,700 people in FY 2025.

SDG 2's aim is to end hunger, achieve food security and promote sustainable agriculture. Climate-related and macroeconomic headwinds continue to have a negative impact on the overall food security situation in Zimbabwe. AB contributes towards the attainment of SDG 2 through investments in the food and agro-processing sector, namely through Cairns. AB also supports small-scale farmers by training and empowering them to produce in a sustainable manner.

2 ZERO HUNGER



3 GOOD HEALTH AND WELL-BEING



SDG 3 is focused on ensuring healthy lives and promoting wellbeing at all ages. AB prioritises employees' wellness. AB subsidiaries either have a clinic on-site, or an arrangement with a health facility to provide medical attention to employees. Subsidiaries such as Cairns and Cailogistics have excellent wellness programmes, which assist employees to manage both communicable and non-communicable diseases.

SDG 5 seeks to achieve gender equality and empower all women and girls by eliminating discrimination, expanding economic participation and ensuring equal access to opportunities and leadership. By adopting the 2X Criteria, AB aligns its investment and operational practices with internationally-recognised GLI standards that promote women's participation, leadership, employment and access to markets across the value chain.

5 GENDER EQUALITY





8 DECENT WORK AND ECONOMIC GROWTH



AB and its subsidiaries continue to contribute towards this goal by ensuring that wages are above national minimum levels and that employees have safe and enabling working environments. Other benefits are also provided to improve the quality of employees' lives. These include medical aid, transport, housing and meal allowances. In addition, AB and its subsidiaries assist towards stimulating local economic growth through their contributions to direct taxes.

AB subsidiaries continue to implement waste management practices, as prescribed in their respective company policies. Most subsidiaries are proactive with regards to reducing waste generation by optimising processes that increase efficiency. Re-use opportunities, such as recycling scrap metal or plastic, are preferred, given that they promote closed systems. In addition, Cairns carried out a resource and energy efficiency assessment in 2025 to analyse and improve energy consumption practices.

11 SUSTAINABLE CITIES AND COMMUNITIES



13 CLIMATE ACTION



As outlined in the Theory of Change, AB is committed to assessing and monitoring climate-related risks and opportunities, improving resource and energy efficiency and ensuring compliance with IFRS Sustainability Disclosure Standards (IFRS S1 and S2). These objectives are being advanced through climate-related initiatives across the AB subsidiaries, including resource efficiency projects and climate risk assessments. In addition, for FY 2025 onwards, all subsidiaries will be producing annual financial and sustainability reports.





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Summary
Of Current
AB Subsidiaries

10.1. AB

AB is a diversified FMCG holding company with interests in businesses that offer basic and discretionary food products, as well as service companies that support them. AB was incorporated in 2018 and comprises the following subsidiaries:

- Cairns - A prominent food and snack manufacturing company;
- Cailogistics - A logistics company; and
- CMS - Provides sales and field marketing services through merchandising and labour broking.

Company:	Cairns	Cailogistics	CMS
Investment Date:	29 September 2015	1 August 2016	23 September 2016
Sector:	FMCG – Food	Commercial Services (Logistics)	Commercial Services
Board Representation:	Stanley Musesengwa, Portia Chitanda and Gaylord Tafadzwa Nyamayi	Stanley Musesengwa and Portia Chitanda	Charlene Gatsi and Sharron Maparura
Sub-committees:	Audit and Risk, Remuneration Committee	Audit and Risk	Audit and Risk
CGBI Rating as at Investment Date:	Medium/High (B+)	High (A)	Medium/High (B+)
CGBI Rating as at 31 December 2025:	Medium (B)	Low (C)	Low (C)
E&S Rating as at Investment Date:	Medium/High (B+)	Medium/High (B+)	Medium (B)
Perceived E&S Rating as at 31 December 2025:	Medium (B)	Medium (B)	Low (C)

ESG IMPROVEMENTS



- Revival of Cairns' small-scale agronomy programme, which focuses on providing rural farmers (mostly women) with agronomy support, access to inputs, as well as a guaranteed market at fair prices.
- Implementation of various CGBI initiatives, such as the appointment of a new Board and sub-committees, a Code of Ethics with ABC Policies, as well as the introduction of grievance mechanisms, including a whistle-blower platform.
- Introduction of a comprehensive OHS system and wellness programmes.
- In 2019, Cairns assisted with the implementation of a Cyclone Idai Emergency Relief Project, which was funded by DEG and FMO. This resulted in 40 homes being rebuilt. Agronomy support was also provided, with 4,700kg of seed being donated. Furthermore, 60 tonnes of cement was delivered to repair irrigation canals. A total of 102 individuals directly benefited from the project.
- Mateppe Farm received GlobalG.A.P. certification in September 2017.
- CGBI rating improvement from Medium/High (B+) at initial investment to the current Medium (B).
- E&S risk rating improvement from Medium/High (B+) at initial investment to Medium (B).

- Engagement of a full-time SHE Manager, who regularly reports to the Board on the safety performance of the business.
- Introduction of a telematics vehicle monitoring system for the fleet.
- Provision of regular driver safety training (including defensive driving techniques) in collaboration with the Traffic Safety Council of Zimbabwe and other road safety training service providers.
- Incorporation of ISO 45001 in the company's standard operating procedures.
- Implementation of various CGBI initiatives, such as the appointment of a new Board and sub-committee, as well as the adoption of a Code of Ethics, including ABC Policies.
- Introduction of grievance mechanisms, incorporating a whistleblower platform.
- CGBI rating improvement from High (A) at initial investment to the current Low (C).
- E&S risk rating improvement from Medium/High (B+) at initial investment to Medium (B).

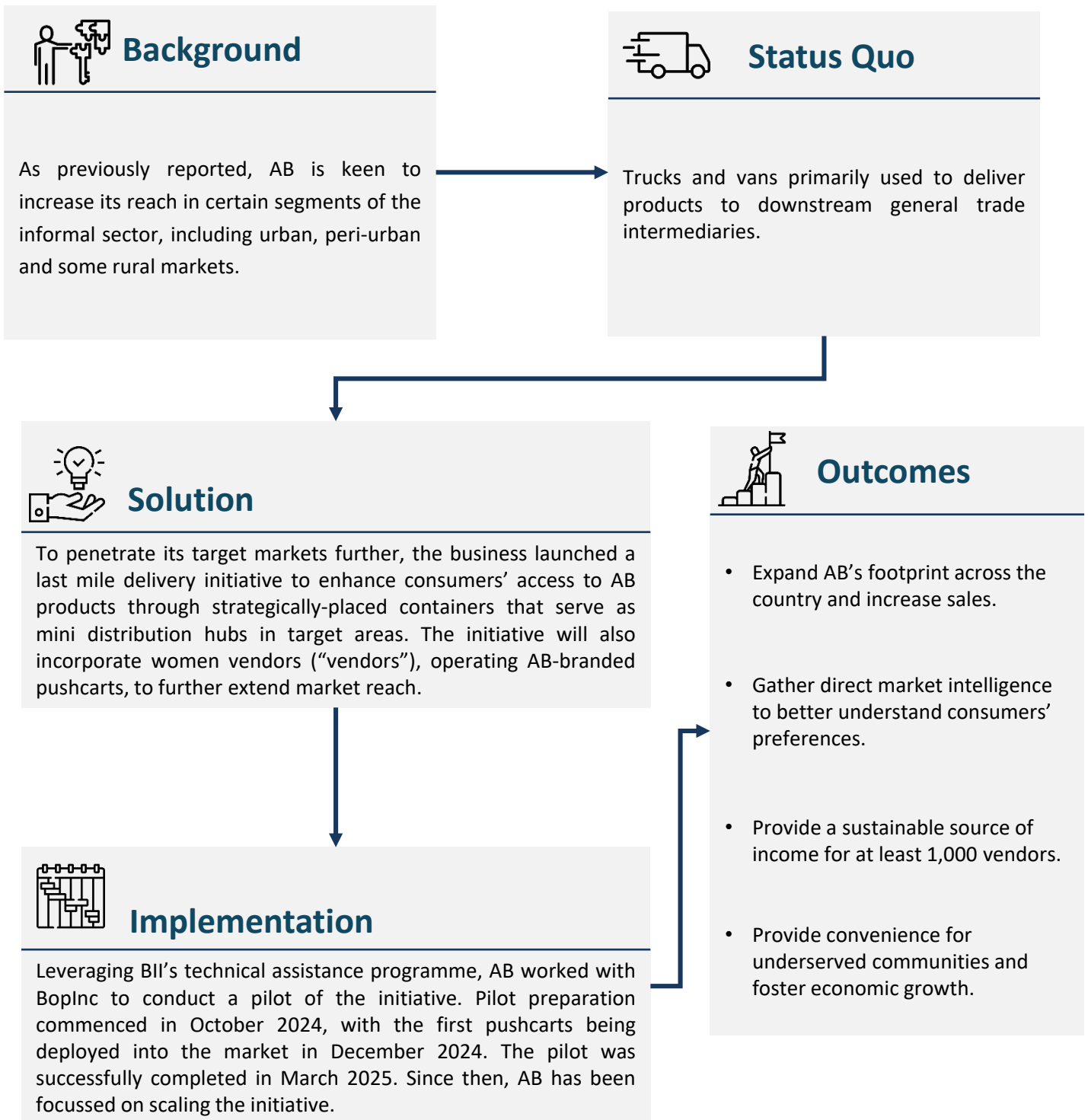
CAILOGISTICS
PRIVATE LIMITED



CaiLo
MARKETING SERVICES

- CMS has been a member of the National Employment Council since 2021 and complies with all national labour law requirements.
- Given the labour-based nature of CMS's operations, on-going training is critical to its success. Staff inductions are held monthly. Pre-shift meetings are conducted daily to discuss urgent issues, ranging from workplace safety to personal hygiene, personal protective equipment, firefighting and first aid procedures.
- Over the years, CMS has improved its CGBI risk rating by introducing, or implementing:
 - Whistle-blowing procedures;
 - Grievance mechanisms;
 - A Conflict of Interest Policy;
 - A Confidentiality Policy; and
 - An ABC Policy.
- The company's CGBI rating has improved from Medium/High (B+) at initial investment to the current Low (C).
- Its E&S risk rating has also improved from Medium (B) at initial investment to Low (C).

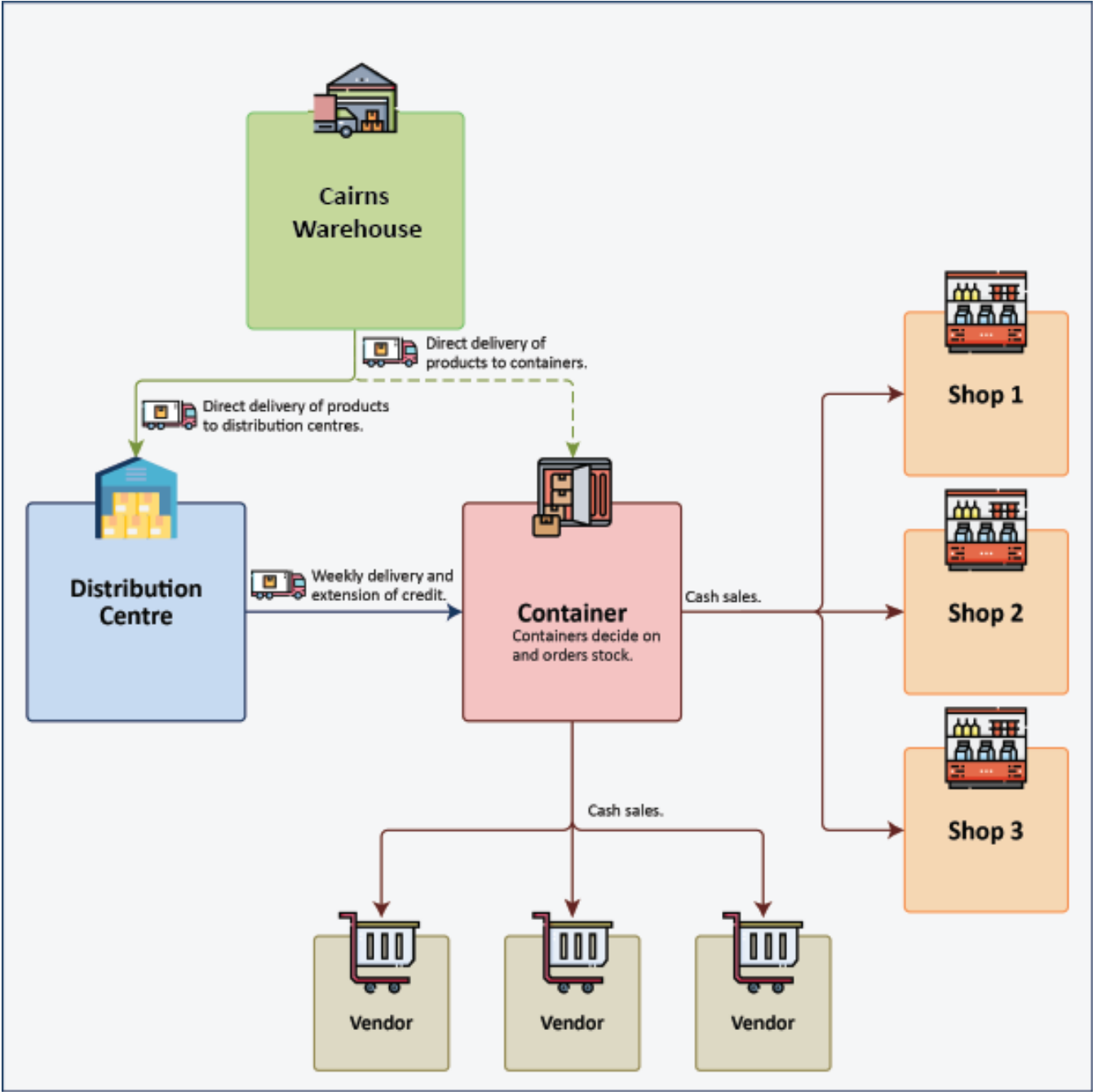
ESGI ISSUES AND OPPORTUNITIES: LAST MILE DELIVERY



British
International
Investment



OUTLOOK



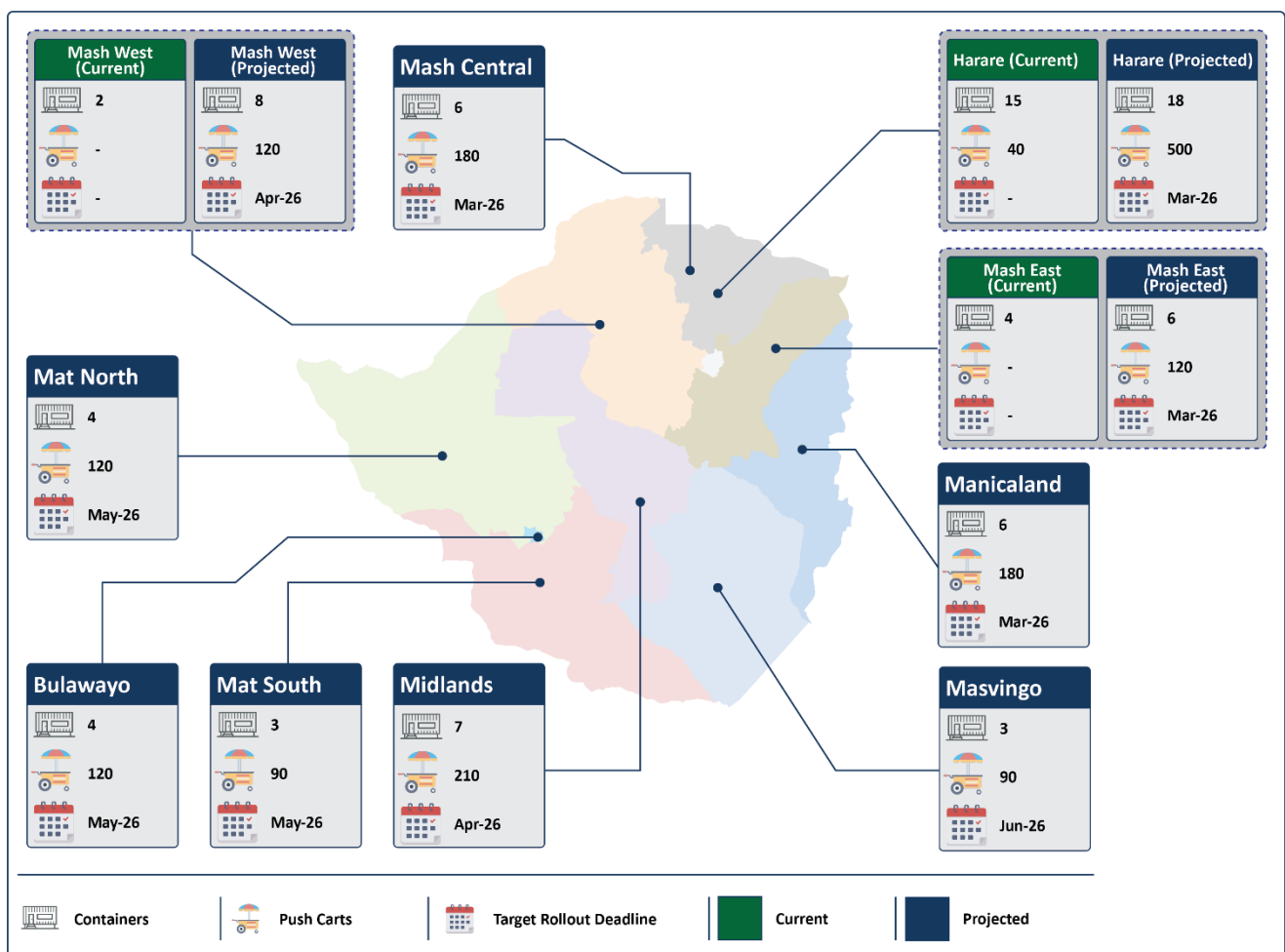
British
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Investment



ESGI ISSUES AND OPPORTUNITIES: LAST MILE DELIVERY CONT.

OUTLOOK CONT.

- The proof of concept for the last mile delivery initiative has been successfully validated, demonstrating strong potential to expand AB's market reach, while creating inclusive economic opportunities.
- As at 31 March 2026, 21 containers have been deployed as mini distribution hubs, supporting 350 women entrepreneurs operating AB-branded pushcarts. Current operations cover Harare (250 vendors), Mashonaland West (50) and Mashonaland East (50), marking the initiative's expansion beyond Harare.
- 4 containers have been deployed outside of Harare, with 2 each in Mashonaland West and Mashonaland East, supporting the regional rollout.
- The initiative will continue scaling towards its target of creating sustainable income opportunities for at least 1,000 vendors by 31 December 2026, while strengthening AB's last mile delivery network.
- Refer to the map below for the planned geographic rollout of the initiative:



British
International
Investment



RESOURCE AND ENERGY EFFICIENCY AUDIT

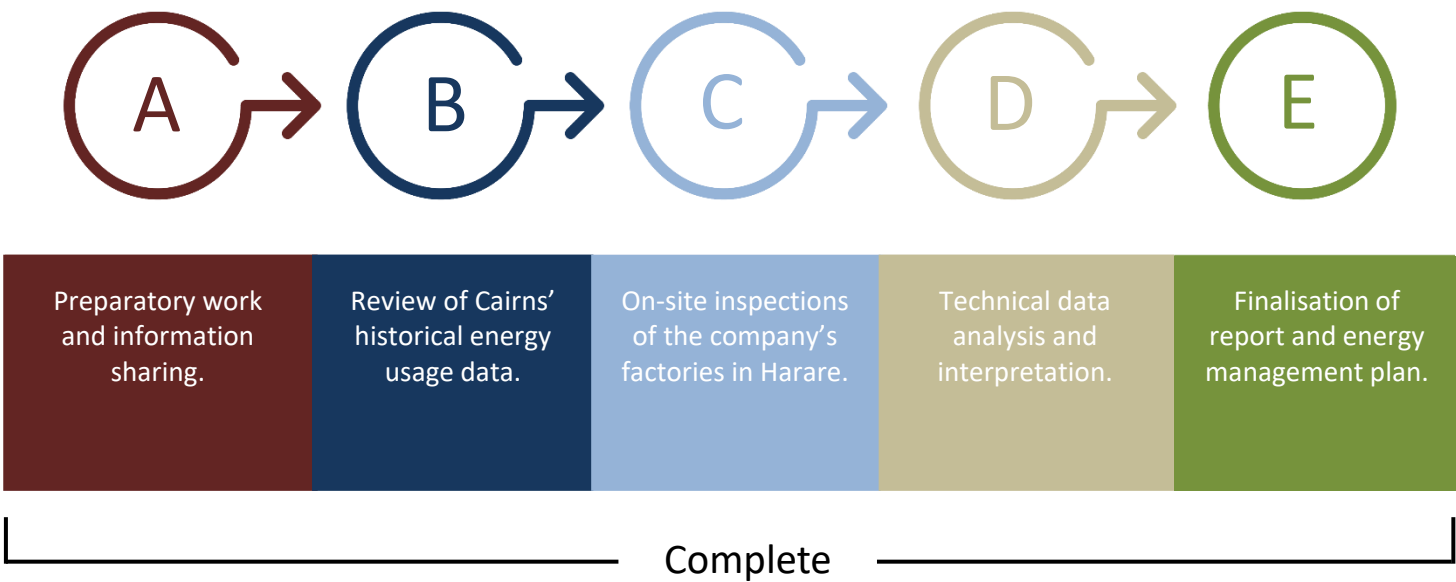
- Through technical assistance from DEG, AB engaged Miltec, a Kenyan consultancy firm, to conduct a resource and energy efficiency audit of Cairns' factories in Harare. The photos below were captured during the audit:



ESGI ISSUES AND OPPORTUNITIES:
RESOURCE AND ENERGY EFFICIENCY CONT.

- Miltec completed the audit in Q2 2025 and submitted a comprehensive report detailing key findings on the company’s current energy consumption patterns, as well as potential areas for improvement. Below is a summary of the activities that the audit entailed:

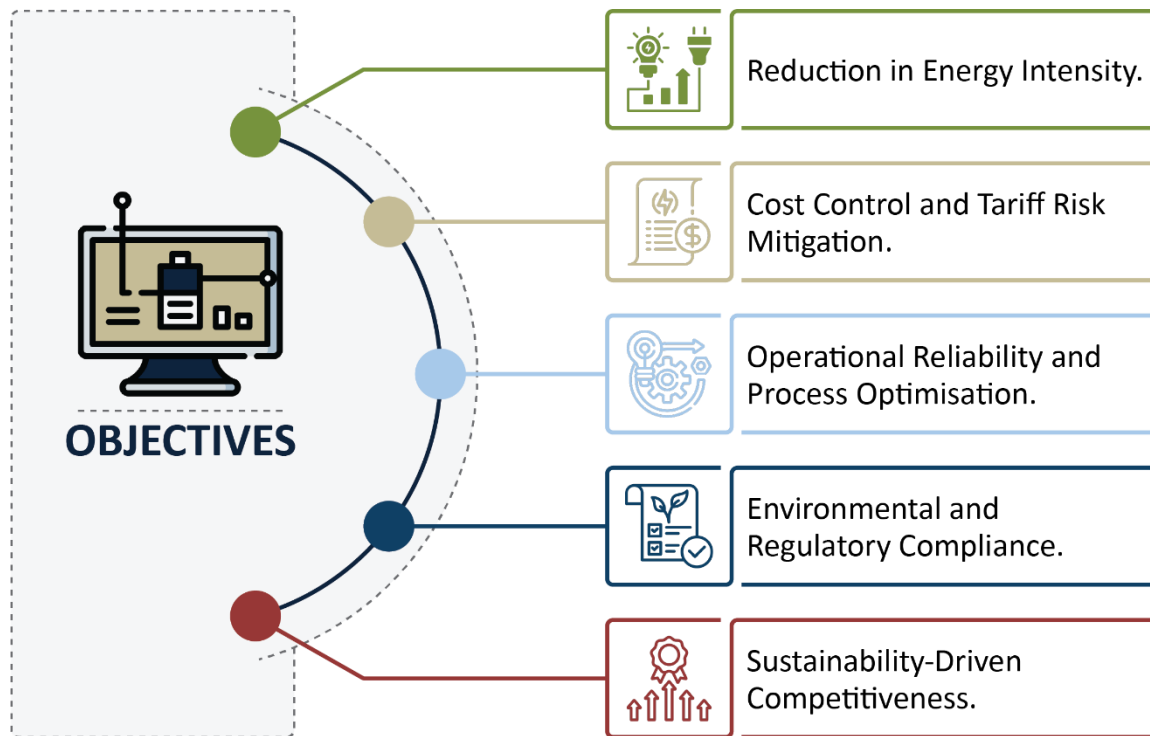
SCOPE OF WORK



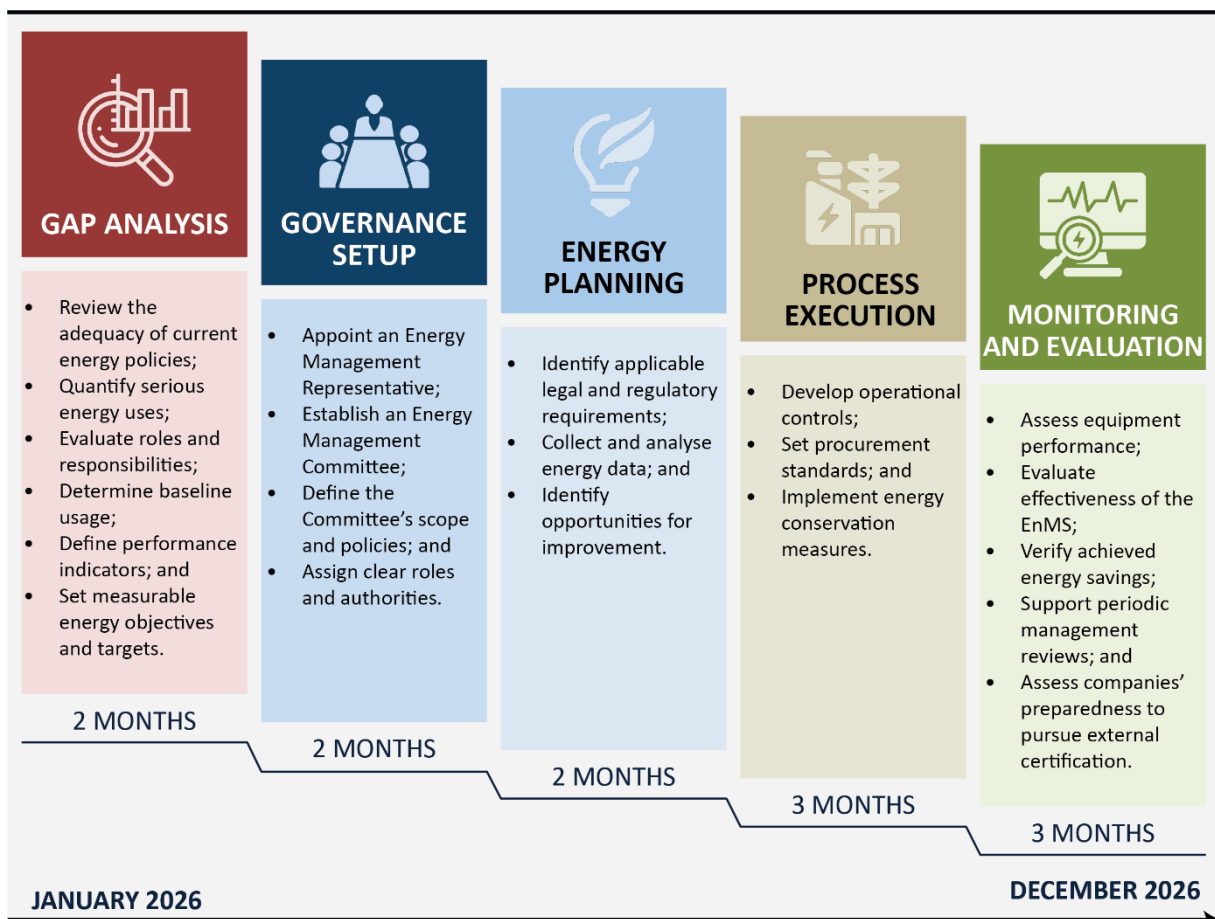
- In addition to implementing various energy efficiency solutions, Cairns is partnering with DEG in a cost-sharing arrangement to implement EnMSs, in line with ISO 50001. The EnMSs, which are being implemented by Miltec, will embed energy efficiency across the business
- through structured performance monitoring, streamlined operations and continuous improvement. The objectives and rollout plan are outlined on the next page.

ESGI ISSUES AND OPPORTUNITIES: RESOURCE AND ENERGY EFFICIENCY CONT.

EnMS OBJECTIVES



EnMS ROLLOUT PLAN



ASSESSMENT OF ESG SUSTAINABILITY AT AB

- Over the years, AB has demonstrated strong progress in embedding ESG practices, with tangible improvements across safety, efficiency and governance. The appointment of qualified SHEQ personnel and implementation of ESMSs have led to safe working environments and improved incident rates.

Environmental initiatives have delivered cost savings and resource efficiency gains, while employee

- wellness programmes support workforce wellbeing and productivity.

Governance has strengthened significantly through CGBI-aligned measures, including enhanced Board

- structures, ethics policies and whistleblowing mechanisms.

The abovementioned improvements are reflected in positive rating movements, with CGBI improving from

- Medium (B) to Low (C) and E&S risk from Medium/High (B+) to Medium (B).

AB's view is that the ESGI initiatives that have been implemented are largely sustainable, operationally-embedded and will continue to contribute towards reduced risk and long-term value creation.

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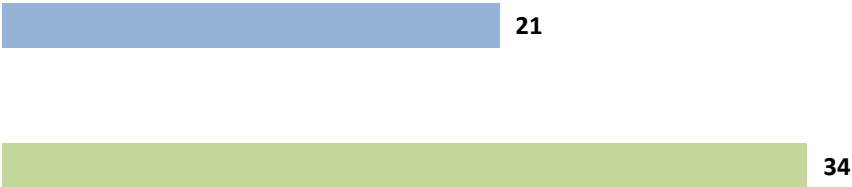
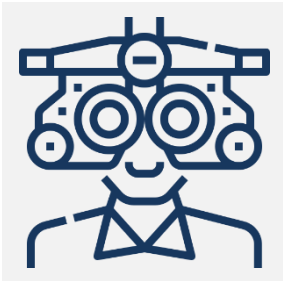
11

Health and Wellness Programmes

11.1. AB

OPTICAL AND DENTAL HEALTH SCREENING DAY

OPTICAL CONSULTATIONS CONDUCTED



DENTAL CONSULTATIONS CONDUCTED



Men Women



The photos above were captured during the optical and dental health screening day.

AB CONT.

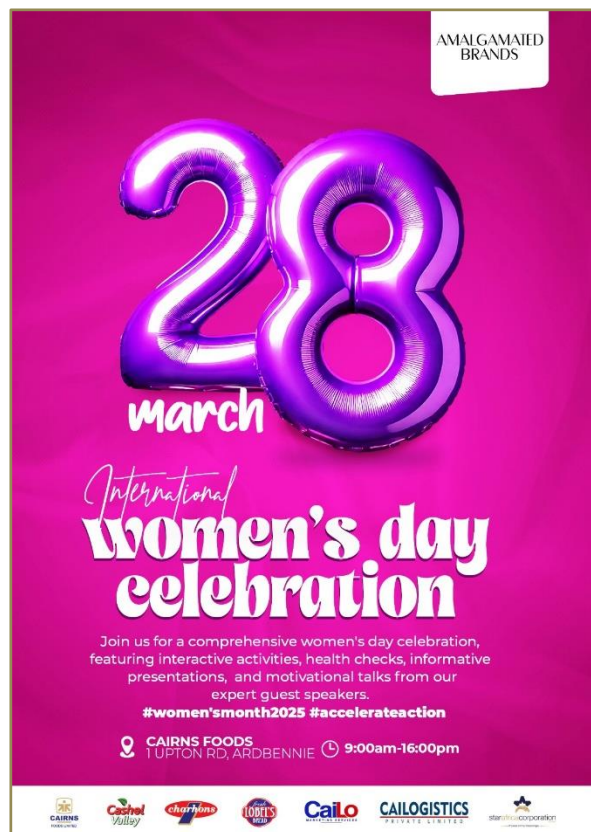
AB remains committed to supporting a lifestyle of wellbeing for its employees. In 2025, AB rolled out various wellness initiatives across its subsidiaries, some of which are outlined below.

COMPREHENSIVE CARE INITIATIVE

- On 28 March 2026, the business commemorated International Women's Day in partnership with Mbuya Dorcas Hospital by providing on-site health services for employees.
- The initiative included baseline health checks, which were conducted by medical practitioners from the clinic, as well as eye screening and HIV/AIDS testing.

- The HIV/AIDS testing component was particularly significant, given the withdrawal of funding by the United States Agency for International Development and the United States President's Emergency Plan for AIDS Relief in January 2025. These were 2 of the most critical supporters of HIV/AIDS testing and care programmes in Zimbabwe.

- At least 200 individuals across AB's portfolio participated in the initiative. The following photos were captured during the event:





AMALGAMATED BRANDS