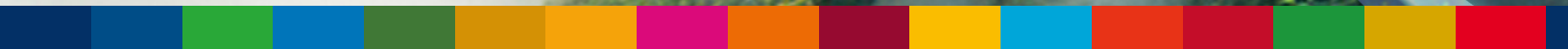


Forewords from our Key Stakeholders across EABL	Messages from our Leadership	Our Sustainability Strategy at a Glance	Our Report Theme
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# Governance of 'Spirit of Progress'





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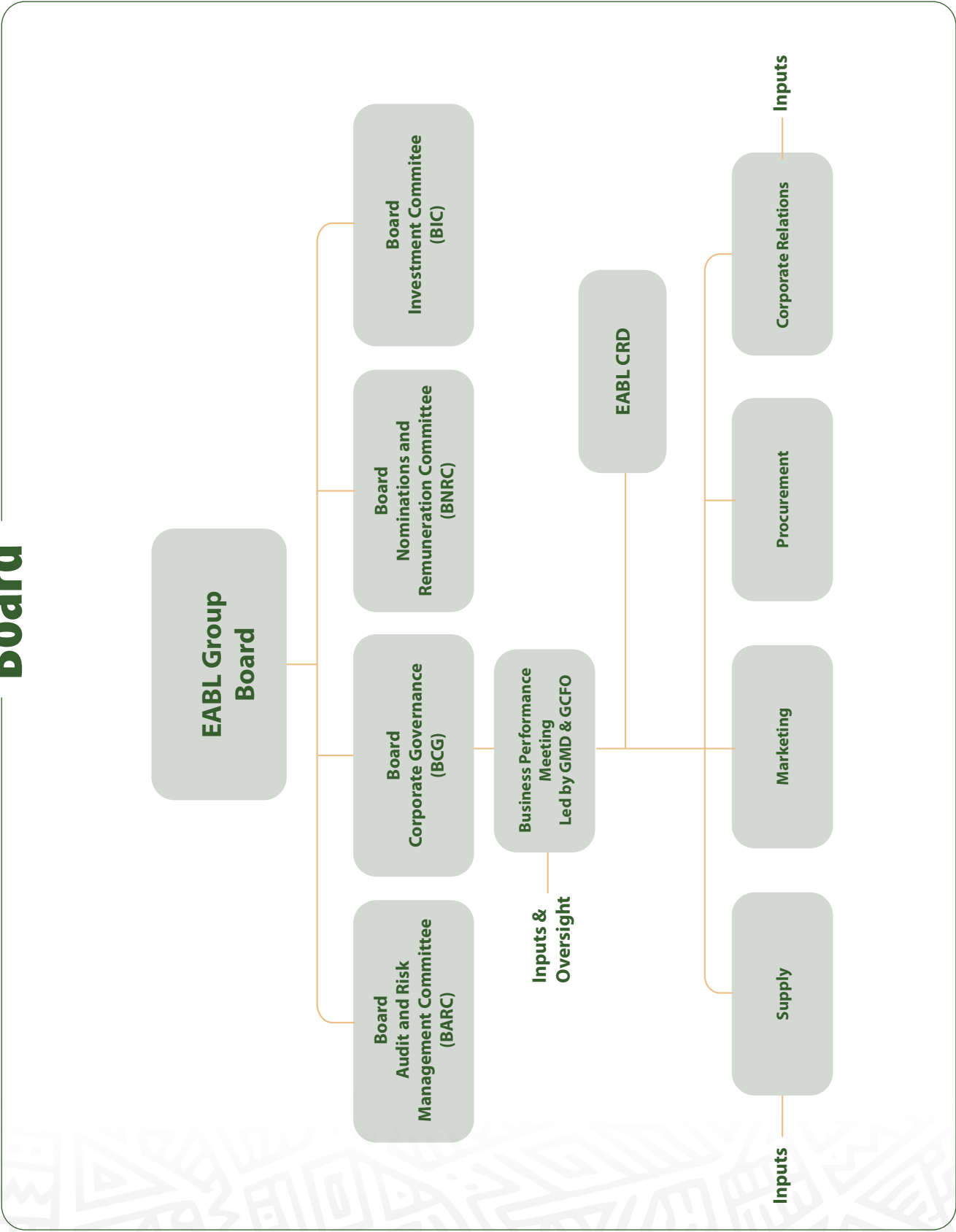




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# The Board and its Role on Sustainability

## Board



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# Execution Driven by Strong Corporate Governance



## Board's Role

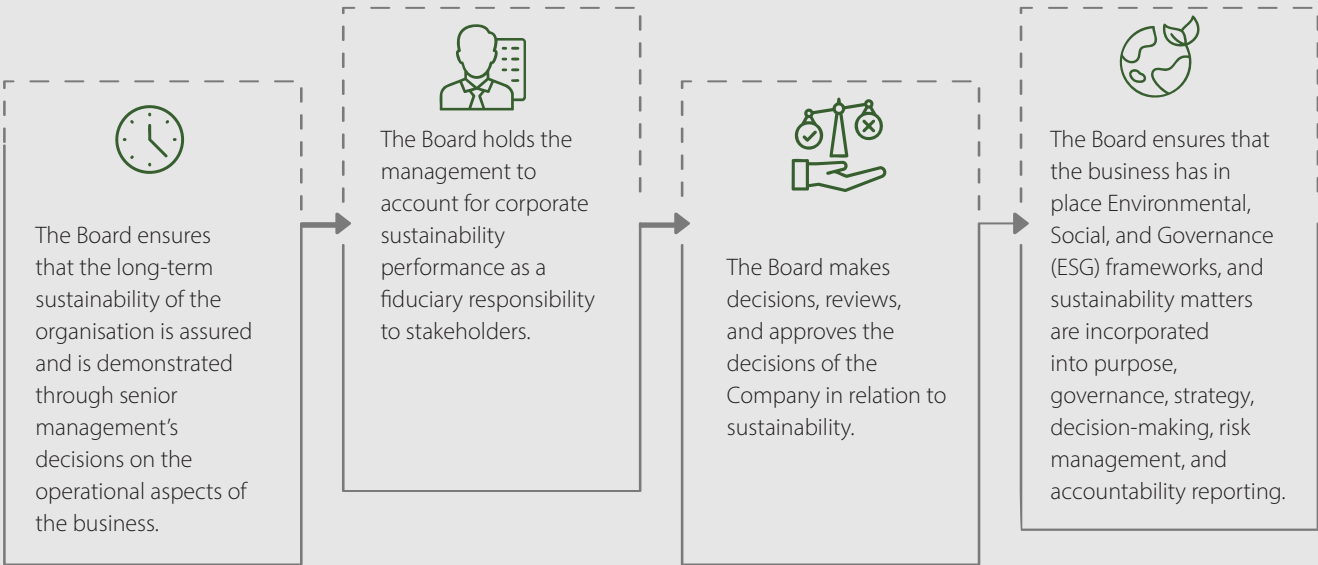
Oversight of EABL's Sustainability Strategy's, 'Spirit of Progress' deliverables and climate related risks and opportunities is embedded at the highest level. The Board has oversight of sustainability and climate-related matters and monitors progress toward related goals. Overall, the Board is responsible for ensuring effective execution for the Spirit of Progress agenda and provides oversight of all disclosure statements.



## Management's Role

While the Group Corporate Relations Director is ultimately responsible for coordinating sustainability, execution of Spirit of Progress interventions is spread across the whole organisation, covering all business and support functions: Supply, Procurement, Finance, Legal and Business Integrity, Sales and Commercial, Technology, Human Resources, Corporate Relations, Audit, and Marketing.

# Ensuring a High Level of Awareness: The Role of the Board in Sustainability



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Climate-related matters are reviewed quarterly by the Board and are integrated into broader discussions on Enterprise Risk Management (ERM), capital allocation, and strategic planning.

## The Role of the Board in Climate Risk

The Board of Directors has ultimate oversight of climate-related risks and opportunities, recognising their potential to materially impact the company's strategy, financial performance, and long-term value creation. Climate-related matters are reviewed quarterly by the Board and are integrated into broader discussions on Enterprise Risk Management (ERM), capital allocation, and strategic planning. The Board is supported by the Board Audit & Risk Management Committee and the Board Corporate Governance Committee, which provide focused reviews of climate risk disclosures,

regulatory readiness, and progress against Spirit of Progress related goals.

As part of its oversight, the Board considers both physical and transition risks, evaluates the alignment of business activities with national and global climate policies, and reviews the organisation's resilience under different climate scenarios. Material business risks, including climate risk, are a standing agenda item during annual strategy reviews and are factored into decisions related to capital investments, supply chain resilience, and new product development.

### A. Documentation of the Board's Role in Sustainability

- a. The Board Charter provides for the Board's responsibility in making decisions and reviewing and approving decisions of the Company in relation to corporate social responsibility and sustainability, ethics, and environmental stewardship.
- b. The Kenya Companies Act under Section 655 (4) requires company directors to review environmental matters, and social and community issues that may affect the future development, performance, and position of the company.
- c. The Code of Corporate Governance Practices for Issuers of Securities to the Public, 2015 requires the Board to put in place ESG frameworks and proposes public disclosure of ESG performance in annual reports.

### B. Specific Responsibilities of Board Committees on Sustainability

The Board has four principal Board Committees to which it has delegated certain responsibilities. Each Committee has its own terms of reference. These are regularly reviewed and updated where necessary. Following each Committee meeting, the Chair

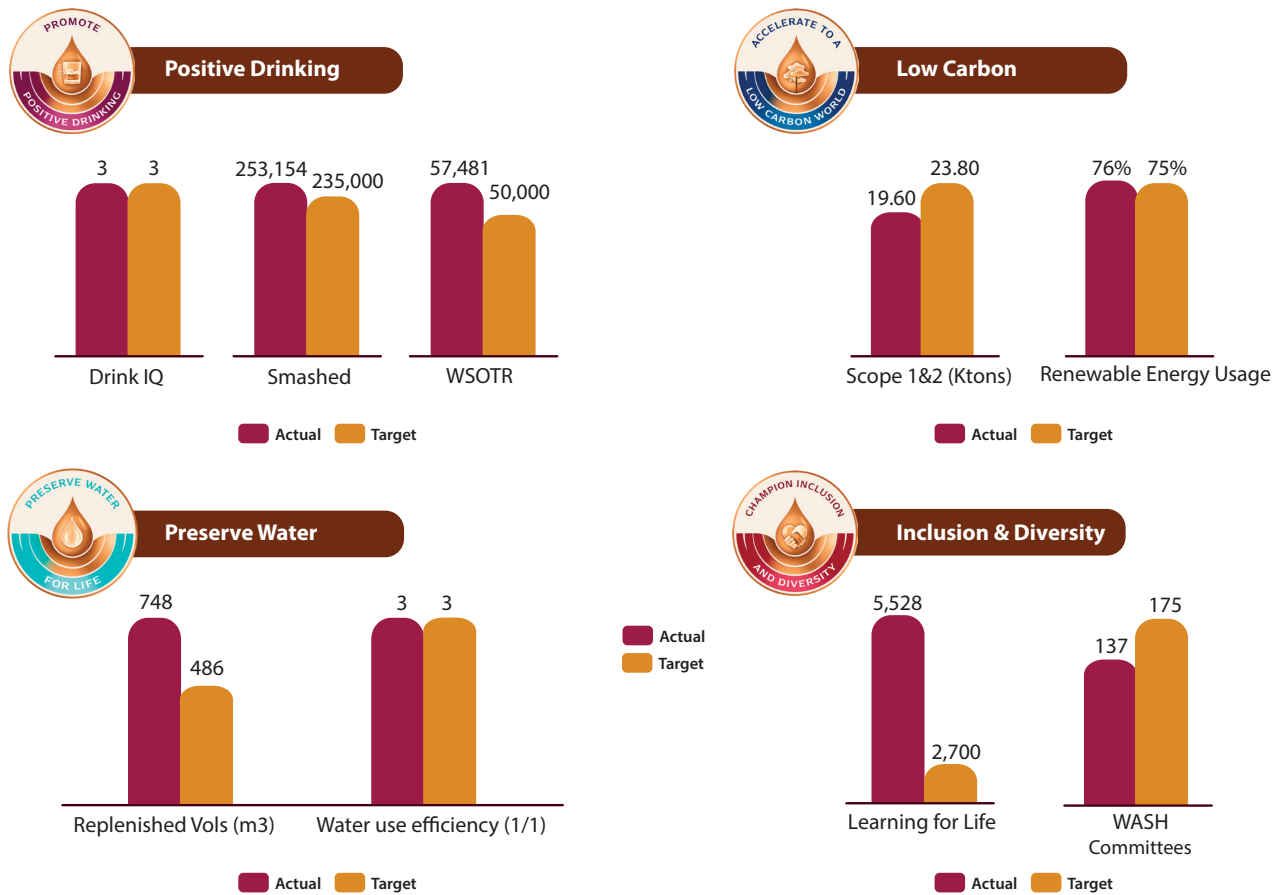
of each Committee provides a full briefing to the Board, including on decisions made and key matters discussed. As ESG is broad, oversight responsibilities may be split across committees, for example:



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Board Reporting and Coverage of Sustainability

ESG Dashboard: Great Delivery Against F25 Targets



Timeline: as at P12YTD

The Management and Its Role in Sustainability

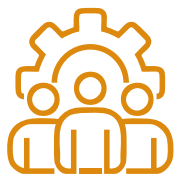


Mandated to facilitate the integration of sustainability into our business strategy and support the integration of ESG factors into our risk management. It is tasked with recommending to the Group MD & CEO a long-term plan for fully integrating sustainability into our business strategy and ensuring appropriate implementation to achieve the EABL Group level targets.



Measurement and evaluation of deliverable targets and spend at monthly Business Planning Meetings.

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**600**  
Through a unique programme dubbed the annual Sustainability Week, currently running at KBL, the team reached over 600 staff members through training sessions, sustainability showcases, and a staff get-together, attended by over 550 staff members, hinged on the sustainability theme.

## The Role of Management in Climate Risk

Senior management is responsible for implementing EABL’s climate strategy as highlighted in the third pillar of the Sustainability Strategy ‘Spirit of Progress’ – Pioneering Grain to Glass Sustainability pillar. In this regard, the management has oversight for the day-to-day identification, assessment, and management of climate-related risks and opportunities. The markets’ Managing Directors, Group Corporate Relations Director and Group Chief Financial Officer jointly lead the climate risk management agenda, supported by cross-functional teams spanning Finance, Supply Chain, Sustainability, Procurement and Business Integrity.

The Finance and Business Integrity teams, in partnership with the Procurement and

Sustainability teams, coordinate climate-related data, scenario analysis, reporting and target-setting, and provide regular updates to the Executive Leadership Team and the Board. Climate risks are integrated into the organisation’s Enterprise Risk Management (ERM) framework and are monitored alongside other strategic and operational risks. Management performance against Spirit of Progress related targets are reviewed quarterly as part of the Board Corporate Governance Committee and relevant climate key performance indicators are embedded into leadership scorecards to ensure accountability and alignment with the company’s long-term sustainability goals.

## Execution by the Sustainability Team

- To ensure that sustainability is integrated into all business areas and Group functions, EABL has a Sustainability Team across its three markets.
- The team is part of the organisation’s key meetings and forums to ensure that sustainability matters are considered at our operations. The members have also been instrumental in driving key sustainability projects, in partnership with other staff members. Examples include Project Rudisha, geared towards reusing our spirits bottles, as well as the Raising Inclusivity and Sustainability for Equality (RISE) programme, which is focussed on enhancing procurement of our products and services from diverse suppliers.
- Also important is the role that the Sustainability Team has played in creating awareness and education on the organisation’s Sustainability Strategy to staff across EABL. Through a unique programme dubbed the annual Sustainability Week, currently running at KBL, the team reached over 600 staff members through training sessions, sustainability showcases, and a staff get-together, attended by over 550 staff members, hinged on the sustainability theme.
- Additionally, the team, across the region, has been instrumental in ensuring that partnerships for sustainability initiatives are well-nurtured and are effective to enable the realisation of the annual targets, whilst complying with the requirements and guidelines of ‘Doing Business the Right Way’.

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# Sustainability Team Structure

