ZIMPLOW

ENGINEERING PERFORMANCE

ESG REPORT

Sustainability Highlights

Financial Highlights

TOTAL ASSETS (US$)

2025	42,845,517
2024	41,155,933

OPERATING PROFIT (US$)

2025	(118,513)
2024	(3,164,552)

REVENUE (US$)

2025	33,544,323
2024	29,778,706

CASH GENERATED FROM OPERATIONS (US$)

2025	(179,178)
2024	(58,976)

Social Highlights

TOTAL EMPLOYEES (Headcount)

2025	460
2024	356

AVERAGE TRAINING HOURS

2025	1.37
2024	1.41

LOST TIME INJURY

2025	8
2024	7

Environmental Highlights

ELECTRICITY (kWh)

2025	2,050,500
2024	1,438,650

OIL (Litres)

2025	18,325
2024	15,060

GROUND WATER (Litres)

2025	481,975
2024	382,879

WASTE DIRECTED TO DISPOSAL (LANDFILL) (Tons)

2025	68
2024	9

*Ground water and waste directed to disposal-by-disposal operation (Landfill) figures are based on estimates.

Corporate Governance

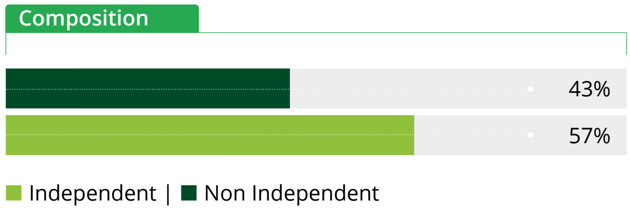
The Board

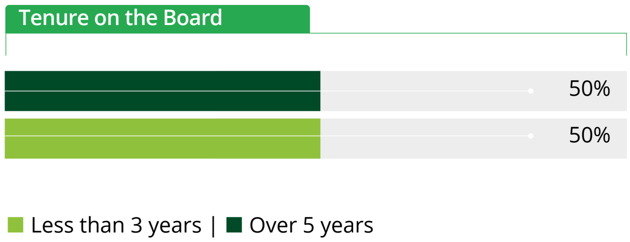
The Board operates in the best interests of the Group and upholds its fiduciary responsibility to act honestly, with appropriate care and attention. It carries out its duties while considering the interests of various stakeholders, including but not limited to current and future investors, potential clients, business partners, employees, and the communities in which it operates. Strong reporting and accountability practices play a vital role in enabling the Board to monitor the Group's Management team effectively. The Board is governed by a charter that outlines its accountability, responsibilities, and obligations to the Group. The Group adheres to the National Code of Corporate Governance Zimbabwe, which outlines the corporate governance standards that businesses in Zimbabwe are expected to follow.

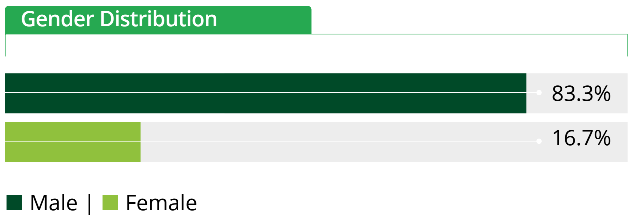
Board Composition

Our Board of Directors includes a non-executive Chairperson, five non-executive Directors and one executive Director. The Board is made up of one female and six male members.

The following data presents the composition of the board, highlighting key metrics such as tenure, age, and gender distribution. This breakdown provides insight into the diversity and experience within the board, showcasing the balance between long-standing expertise and fresh perspectives.







Evaluation of the Board, its Committees and Individual Directors

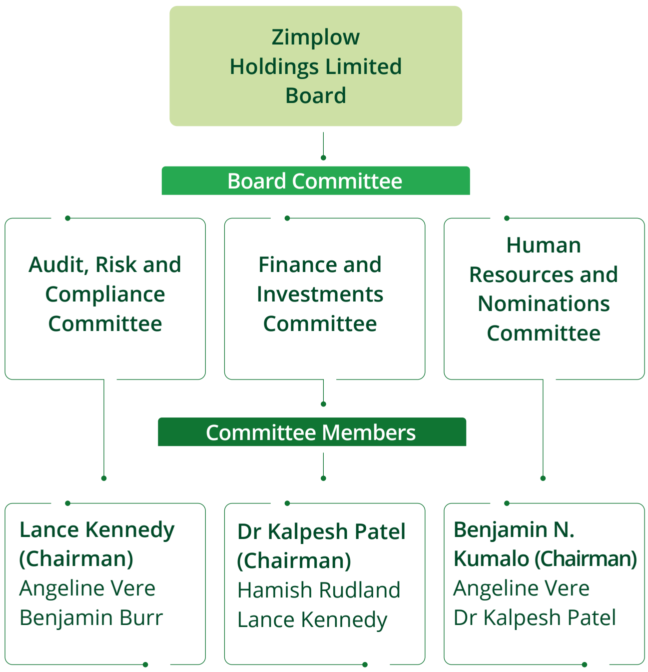
The Board has a framework to assess its performance and that of its committees and their effectiveness. The evaluation process includes a peer review of the Directors' performance. The Board evaluation occurs annually, with any issues identified being referred to the Human Resources and Nominations Committee for review and the development of resolutions to enhance the Board's oversight function.

Conflict of Interest

Board members are required to complete a Conflict-of-Interest Declaration Form every quarter. These forms are distributed as part of the Board pack for each meeting. Any new developments that may affect a Director's independence are highlighted in these forms and submitted either at the meeting or, if the Board is not convening, to the Group Company Secretary. The Board takes the necessary and appropriate actions upon disclosure of any conflict of interest.

Board Meetings

The Board holds at least four scheduled meetings each calendar year. To ensure the effective performance of its duties and responsibilities, the Board established three committees which are depicted below:



Corporate Governance (continued)

Board Committees

The following is an outline of the Board's Committees:

Audit, Risk and Compliance Committee

The Audit, Risk and Compliance Committee offers independent guidance to Executive Management regarding the suitability of the Group's financial and performance reporting, risk oversight and management systems, and internal control mechanisms, while ensuring adherence to statutory and regulatory obligations.

The Committee convenes at least four times a year. The Group's internal and external auditors assess compliance with financial reporting requirements, evaluate the appropriateness of accounting policies, and review the effectiveness of internal control systems. It examines the findings of both the internal and external auditors. Our auditors are granted unrestricted and/or direct access to the Audit, Risk and Compliance Committee, safeguarding their independence and the impartiality of their reports. This Committee is responsible for overseeing the Group's Economic, Environmental, Social, and Governance (EESG) initiatives. Further, our management team ensures that sustainability standards are enforced and regularly reviewed within the Group.

Human Resources and Nominations Committee

The Human Resources and Nominations Committee comprises three non-executive Directors and is required to meet at least four times a year. This Committee is responsible for determining the remuneration of the Group's executive Directors and approving guidelines for the Group's pay reviews, as well as other matters relating to employees, including employee benefits.

The Committee oversees the implementation of performance-related incentives linked to achieving specified targets in accordance with the Group's performance management system. Additionally, the Committee handles the nomination and assessment of potential Board members, ensuring the Board possesses the right mix of skills and experience relevant to the Group's diverse functions and operations. Key considerations include educational background, leadership qualities, sound judgment, business experience, and familiarity with the Group's activities. The Committee oversees the promotion of diversity within the Board, including factors such as professional background, experience, expertise, perspective, age, gender, and ethnicity.

Finance and Investments Committee

The Finance and Investments Committee is composed of three non-executive Directors and is required to meet four times a year. The Committee supports the Board in evaluating the Group's policies, strategies, transactions, and performance related to investments, divestments, and disposals.

The Committee's mandate covers reviewing proposals concerning loans, borrowings, and capital expenditure. Further, it is responsible for setting, approving, and overseeing the overall borrowing limits for the Group and the individual companies within it. The Committee reviews the Group's annual budgets and business plans, alongside conducting half-year reviews of these plans. It is tasked with the formulation, implementation, and review of the Group's capital and liquidity planning. Additionally, the Finance and Investments Committee provides guidelines for the Group's financing and internal capital management.

Corporate Governance (continued)

Board Meeting Attendances

For the year 2025, the Board and its Committees' attendance at meetings is below:

	Main Board				Audit, Risk and Compliance				HR and Nominations				Finance and Investments			
Director	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Benjamin N. Kumalo	✓	✓	✓	✓	N/A	N/A	N/A	N/A	✓	✓	✓	✓	N/A	N/A	N/A	N/A
** Grant Pio	✓	N/A	N/A	N/A	✓	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Angeline Vere	✓	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	N/A	N/A	N/A	N/A
Dr Kalpesh Patel	✓	✓	✓	✓	N/A	N/A	N/A	N/A	✓	✓	✓	✓	✓	✓	✓	✓
Benjamin Burr	✓	✓	✓	✓	✓	✓	✓	✓	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Hamish Rudland	✓	✓	✓	✓	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	✓	✓	✓	✓
Lance Kennedy	✓	✓	✓	✓	✓	✓	✓	✓	N/A	N/A	N/A	N/A	✓	✓	✓	✓

KEY
✓- Attended
X- apologies
N/A – Not Applicable

Q1 - Quarter 1
Q2 - Quarter 2
Q3 - Quarter 3
Q4- Quarter 4

** Mr Grant Pio tendered his resignation from the Board of Directors on 27 March 2025.

Board Oversight on Sustainability

The Board is responsible for developing, implementing and overseeing sustainability strategies within the group through the Audit, Risk and Compliance Committee. A governance structure was established to define roles and responsibilities in sustainability reporting, with oversight from designated individuals to ensure accountability and transparency. Standardised procedures for data collection, validation, and storage were implemented to maintain consistency. Ongoing training programs equip employees with knowledge of best practices and regulatory requirements, while stakeholder engagement mechanisms allow for feedback on sustainability initiatives, fostering transparency. A formal management review process ensures that reports are comprehensive and accurate before publication.

A feedback loop facilitates continuous improvement in reporting practices, ensuring alignment with evolving best practices. Through these measures, the Group aims to enhance the credibility and integrity of its sustainability reporting, building trust with stakeholders and demonstrating a commitment to responsible corporate governance.

The Group aims to report on sustainability issues on a quarterly basis to the main Board. Once the annual report is prepared, the Audit, Risk and Compliance Committee should review and send it to the main Board for approval if the Committee is satisfied.

Communication of critical concerns

Our stakeholders are valuable to our operations and existence; therefore we established platforms for them to engage directly with the Board. This allows stakeholders to communicate their needs and expectations and ensure decision making is done with a deliberate aim to meet them. The engagement platforms in place include Annual General Meetings (AGM) and press releases.

Compliance Statement

The Group is governed by legal and regulatory frameworks, with the following being the most important:

- Companies and Other Business Entities Act [Chapter 24:31];
- Income Tax Act [Chapter 23:02];
- Labour Act [Chapter 28:01], as amended by the Labour Amendment Act No.11 of 2023; and
- Securities and Exchange (Victoria Falls Stock Exchange Listings Requirements) Rules, 2020.
- Finance Acts (with annual updates).
- Cyber and Data Protection Act [Chapter 12:07];
- Environmental Management Act (Chapter 20:27);
- Competition Act [Chapter 14:28];
- Factories and Works Act [Chapter 14:08]

During the 2025 reporting period, the Group did not face any fines or penalties for failing to comply with relevant laws and regulations. Due to its strong Legal and Regulatory Risk Management Framework, the Group maintains a zero-tolerance policy towards non-compliance with applicable legal and regulatory requirements. The Directors are not aware of any significant instances of non-compliance within the Group's operations other than those disclosed under note 34.

BUSINESS CONDUCT AND ETHICAL STANDARDS

Business Conduct and Ethical Standards

Business Ethics and Compliance

Zimplow Holdings Limited is committed to maintaining corporate governance, ethical conduct, and regulatory compliance. As a company listed on the Victoria Falls Stock Exchange (VFEX), the Group adheres to the VFEX Listing Requirements and Corporate Governance Guidelines, as well as applicable statutory frameworks in Zimbabwe.

The Group's governance framework is supported by internal policies including the Ethics & Compliance Policy, Procurement Policy, Risk Management Policy, and Human Resources Policy. These policies guide ethical decision-making, transparency, and accountability across the organisation.

The Group Risk, Audit & Compliance function provides independent assurance over financial, operational, and compliance risks. Operating independently from management, the department reports directly to the Board's Audit, Risk and Compliance Committee, strengthening oversight and governance processes.

In line with international reporting practices, the Group's governance and compliance approach aligns with recognised sustainability frameworks, including GRI 2: General Disclosures (2021) relating to governance structures, ethics, and integrity.

Upholding Human Rights

Zimplow is committed to respecting and protecting human rights in accordance with the Constitution of Zimbabwe, national labour legislation, and internationally recognised principles such as the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the International Labour Organisation (ILO) Core Conventions.

The Group promotes fair labour practices, including equitable remuneration, safe working conditions, and respect for employees' freedom of association. Employee well-being is supported through medical aid schemes, training and development programmes, and professional development initiatives.

Policies including the Remuneration Policy, Industrial Relations Policy, Medical Aid Scheme Policy, and Training and Development frameworks reinforce the Group's commitment to workplace fairness and employee development.

These initiatives align with sustainability disclosure standards including GRI 401: Employment, GRI 403: Occupational Health and Safety, and GRI 404: Training and Education, which guide the Group's approach to employee welfare and development.

Addressing Corruption

Zimplow maintains a zero-tolerance approach to bribery, corruption, and unethical conduct. The Group recognises the significant legal, financial, and reputational risks associated with corruption and has implemented robust internal controls to mitigate such risks.

The Anti-Bribery and Corruption Policy govern conduct across all Group operations and applies to employees, suppliers, customers, and other stakeholders. The policy aligns with statutory regulations and VFEX governance expectations and supports ethical business conduct across both public and private sector engagements.

Employee awareness and training programmes reinforce the importance of ethical behaviour and compliance with Group policies. Risk-based audits, procurement controls, segregation of duties, and monitoring of related-party transactions further strengthen the Group's governance framework.

Zimplow's anti-corruption efforts align with internationally recognised sustainability standards including GRI 205: Anti-Corruption, which focuses on corruption risk assessments, employee training, and prevention measures.

The Group remains committed to continuous improvement in governance and transparency and maintained zero reported incidents of corruption during the reporting period.

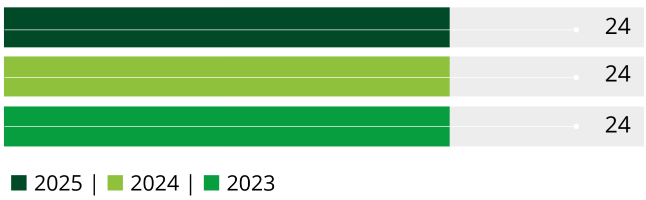
ZIMPLOW

ENGINEERING PERFORMANCE

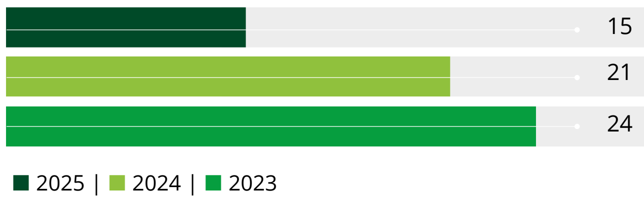
Business Conduct and Ethical Standards (continued)

Statistics on anti-corruption were as follows:

Operations Assessed for Corruption Risk
Count



Management and Executives Trained on Anti-corruption
Count



Diversity and Inclusion

Zimplow remains committed to building a diverse and inclusive workplace that values different perspectives, backgrounds, and experiences. The Group recognises that a diverse workforce strengthens innovation, improves problem-solving, and contributes to stronger organisational performance. Creating an inclusive environment also enhances employee engagement, satisfaction, and retention, as individuals feel respected and empowered to contribute meaningfully.

To support this commitment, Zimplow has implemented policies and frameworks designed to promote equality, fairness, and mutual respect across the organisation. These include the Gender-Based Violence Policy, which protects all employees and ensures a safe working environment; the Recruitment and Selection Policy, which promotes fair and unbiased hiring practices; and the Employment Code of Conduct, which guides respectful and professional workplace relationships.

The Succession and Development Policy further supports diversity by providing equal opportunities for career growth and leadership development, helping the Group cultivate a broad and inclusive talent pipeline.

In addition to policy frameworks, the Group has adopted practical initiatives to strengthen diversity and inclusion across its operations. These include:

- Facilitating Workers' Committees and Women's Forums to provide platforms for dialogue, representation, and support.
- Promoting equal access to training, mentorship, and professional development opportunities across all levels of the organisation.
- Encouraging inclusive recruitment and promotion practices that prioritise merit, capability, and diversity.
- Conducting workplace awareness programmes that promote respect, cultural understanding, and collaboration among employees.

While diversity provides significant benefits, the Group recognises that differences in perspectives and cultural backgrounds can sometimes present challenges if not managed effectively. Zimplow therefore promotes open communication, structured engagement platforms, and clear workplace policies to address potential misunderstandings and foster constructive collaboration.

Through continuous policy review, employee engagement, and practical inclusion initiatives, Zimplow remains committed to creating a workplace that values diversity and harnesses it as a driver of innovation, productivity, and long-term organisational success.

Cybersecurity and Privacy Protection

Cybersecurity and data privacy remain strategic priorities for the Company, underpinning operational resilience, customer trust, and regulatory compliance. During the reporting period, the Company strengthened its security posture through a layered defence approach, including the deployment of enterprise-grade firewalls, endpoint detection and response (EDR), and continuous infrastructure monitoring to mitigate cyber threats in real time. Access to critical systems is governed by role-based controls and multi-factor authentication, ensuring that information is accessed strictly on a need-to-know basis. The Company has implemented robust data protection measures, including encryption of sensitive information, regular system patching, and secure backup and disaster recovery processes. In addition, periodic vulnerability assessments, security audits, and user awareness training were conducted to reduce human-related risks and reinforce a strong cybersecurity culture across the organisation. These initiatives collectively demonstrate the Company's ongoing commitment to safeguarding information assets, protecting personal data, and maintaining compliance with applicable data protection and privacy regulations.

Business Conduct and Ethical Standards (continued)

Security Practices

Zimplow remains committed to safeguarding its employees, customers, assets, and information through a comprehensive security framework that integrates governance, technology, physical safeguards, and employee awareness. Security is recognised as a critical component of our operational resilience and long-term sustainability, and oversight is provided at the highest levels of the organisation. The Board of Directors and Audit Committee receive regular updates on security risks, while the Audit Risk and Compliance Executive lead the implementation of security policies and controls across the Group.

Our cybersecurity program is designed to protect the confidentiality, integrity, and availability of data. This includes the use of multi-factor authentication, role-based access controls, encryption of sensitive information, and continuous monitoring of networks and systems. A resolute Information Technology team operates around the clock to detect and respond to potential threats, supported by regular penetration testing and vulnerability assessments.

Physical security remains equally important in protecting our facilities and employees. Access to Zimplow premises is restricted through secure identification systems and visitor management protocols, while CCTV surveillance and alarm systems provide additional layers of protection deterring unauthorised intrusion. Critical infrastructure and sensitive materials are stored in controlled environments, and emergency preparedness plans are regularly evaluated through fire drills, disaster recovery exercises, and evacuation procedures. Random spot checks and night patrols are conducted to safeguard the group's resources. These measures are designed to ensure the safety of personnel and the continuity of operations under a range of scenarios.

Recognising that people are the first line of defence, the Group invests heavily in employee safety and security awareness and training. Clear reporting channels are in place to encourage the prompt escalation of suspected incidents, reinforcing a culture of accountability and vigilance.

Compliance with international standards and regulatory requirements highlights our security practices. Zimplow aligns its framework with recognised benchmarks such as ISO 27001 and ISO 27002 which provides guidance on risk assessment, compliance credibility and implementing security controls. Periodic assessments are conducted to validate the effectiveness of controls. Findings from these assessments are reported to management and the Board, with remediation tracked to completion. This ensures transparency and continuous improvement in our security posture.

Zimplow acknowledges that security is a dynamic challenge requiring ongoing investment and adaptation. Emerging technologies such as artificial intelligence-driven threat detection are being evaluated and deployed to strengthen defences, while collaboration with industry partners, contracted security companies and government security agencies enhances our ability to anticipate and respond to evolving risks. Through this integrated approach, we strive to maintain a secure environment that protects stakeholder interests and supports sustainable growth.

ADAPTIVE STRATEGY

Adaptive Strategy

Strategic Positioning

Zimplow Holdings Limited continues to strengthen its position as a leading provider of equipment and support solutions across the agriculture, mining and infrastructure, logistics, and automotive sectors. The Group's strategy is anchored on leveraging globally recognised brands, a well-established distribution network and strong after-sales capabilities to deliver sustainable growth and long-term value to shareholders and stakeholders.

Business Operating Environment

The Group operates within a dynamic environment shaped by macroeconomic conditions, regulatory developments, technological advancements, and evolving customer requirements across the sectors it serves. Economic factors such as inflationary pressures, constrained liquidity, and fluctuations in foreign investment continue to influence market demand and business performance.

In response to these conditions, Zimplow maintains a disciplined and adaptive strategic approach that prioritises operational efficiency, financial prudence, and alignment with customer needs. Continuous monitoring of the operating landscape, supported by stakeholder engagement and market intelligence, enables the Group to remain responsive to changes in the external environment and identify opportunities for growth.

Business Model Resilience

To support long-term sustainability, Zimplow has embedded resilience into its operating model through structured risk management processes and proactive strategic planning. A comprehensive risk matrix, supported by periodic internal audits and management oversight, assists the Group in identifying potential disruptions, assessing their impact, and implementing appropriate mitigation strategies.

The Group's resilience is further strengthened by its diversified business portfolio, strong global brand partnerships, and integrated after-sales service capabilities. These elements provide operational stability, enhance customer confidence, and support the continuity of the Group's value proposition.

Zimplow continues to focus on the following strategic priorities to strengthen its operating model and drive sustainable growth:

- Strengthening market leadership across key sectors through strategic partnerships and strong brand representation.
- Enhancing operational efficiency and cost discipline to sustain profitability in a challenging economic environment.
- Expanding after-sales services to deepen customer relationships and generate recurring revenue streams.
- Maintaining strong governance, risk management, and compliance frameworks to support responsible business practices.
- Driving sustainable growth while delivering long-term value to shareholders and stakeholders.

Through disciplined strategy execution and continuous monitoring of the operating environment, Zimplow remains well positioned to navigate the current macro economic environment.

Adaptive Strategy (continued)

Competition and Benchmarking

Zimplow actively engages in industry benchmarking through its participation in associations such as the Agricultural Dealers and Manufacturers Association (ADMA), which provides valuable retail statistics on market share, unit sales, and product performance across the agricultural equipment sector. These insights enable us to assess its market positioning and make data-driven strategic decisions.

Additionally, Zimplow collaborates with Government entities such as the Ministry of Lands, Agriculture, Fisheries, Water and Rural Development through initiatives like the Agricultural Mechanisation Development Alliance (AMDA), which publishes detailed reports on national mechanisation trends, uptake levels, and regional demand statistics. We conduct customer and stakeholder surveys at every trade show, exhibition, and field day it participates in. These surveys gather feedback on customer satisfaction, brand perception, pricing competitiveness, and product performance. The data is compiled and analysed quarterly, forming part of a broader benchmarking and continuous improvement process.

Furthermore, the Group monitors competitor activity through regular participation in agricultural expos, tracking competitor product launches, pricing strategies, and service offerings. Informal benchmarking also takes place through direct feedback from dealer networks, customer visits, and on-site demonstrations, giving Zimplow valuable real-time insights into market shifts and operational best practices.

Tracking our Targets

Strategic Target	Target	Performance Achieved
Brand recognition	▪ 20% increase in market awareness	66% awareness recorded among surveyed respondents.
Social media following	▪ 15% annual growth in followers	Growth achieved across key platforms, with Farmec recording 30% and Mealie Brand 20% growth.
Customer Advocacy	Improve Net Promoter Score (NPS)	NPS of +15 reflecting a stable base of promoters.

The insights gained through benchmarking and stakeholder engagement continue to inform the Group's competitive strategy. Key focus areas going forward include strengthening customer experience, expanding digital engagement platforms, leveraging customer testimonials and brand ambassadors, and increasing participation in industry exhibitions and field demonstrations.

Through disciplined benchmarking and continuous monitoring of market developments, Zimplow remains committed to enhancing its competitiveness while delivering value-driven solutions to customers across its core sectors.

RISK MANAGEMENT

Risk Management

Enterprise Risk Management

Zimplow adopts a proactive approach to risk management through regular risk assessments, operational audits, and continuous monitoring of internal controls across its business units. Findings are reviewed with management and escalated where necessary to ensure timely corrective action and strong oversight by the Group Audit, Risk & Compliance Committee. The Group also promotes risk awareness through training initiatives and ongoing collaboration with internal and external assurance providers to strengthen its control environment and operational resilience. The Board holds ultimate accountability for risk management and evaluating the effectiveness of the business units' risk management and internal control systems through Audit Risk Committee group.

Approach to Managing Financial Risks

The Group recognises the inherent risks associated with the use of financial instruments, specifically liquidity risk, market risk, and credit risk. The following is a summary of our approach to financial risks:

Risk	Mitigation process
Financial and Operational	Carry out risk analysis and audits at all operations as agreed with the Group Risk, Audit & Compliance Executive, identifying risks and evaluating controls.
Financial and Operational	Discuss the risk control programme and problems with the Business Unit Head/ General Manager and official responsible for risk if different, during each visit and agree recommendations and implementation dates.
Financial and Operational	Submit survey and audit issues reports to the Group Management, who will review the recommendations for their implementation and forward action plan to the CFO, CEO and Group Risk Audit & Compliance Committee.
Financial	Assist in investigation of major loss incidents.
Strategic	Discuss with the CFO/CEO where necessary on high-risk areas whose control environment needs high level oversight.
Strategic and Operational	Give guidance on the implementation of risk control standards and specific recommendations.
Strategic and Operational	Assist management with seminars and lectures to promote risk control awareness and staff training
Governance	Review of all Group Policies for compliance with law & regulation.

Risk Management (continued)

Sustainability – related Risks and Opportunities (SRO)

Approach to Managing Sustainability Risks

Sustainability-related risks arise from Economic, Environmental, Social, and Governance (EESG) factors that may influence the Group's operations, reputation, and long-term financial performance. These risks include regulatory changes, climate-related impacts, resource constraints, and evolving stakeholder expectations. At the same time, sustainability presents opportunities for the Group to improve operational efficiency, strengthen brand reputation, and develop innovative products and services that respond to emerging market and environmental needs.

Zimplow actively identifies and evaluates sustainability-related risks across its operations, supply chain, and regulatory environment. Identified risks are assessed based on their likelihood and potential impact, enabling the Group to prioritise mitigation actions. The Group implements targeted strategies that promote responsible environmental practices, enhance social responsibility initiatives, and ensure compliance with relevant sustainability standards. Continuous monitoring, supported by stakeholder engagement and regular performance reviews, enables Zimplow to adapt to emerging ESG trends while supporting sustainable long-term growth.

Our significant sustainability-related risks and opportunities in the reporting period were as follows:

Employee Health and Safety

Our commitment to OHS focuses on creating a safe and healthy work environment for all employees and stakeholders by implementing policies and systems that prevent injuries, illnesses, and accidents, while ensuring compliance with legal and regulatory standards.

Opportunity

- Regular safety talks, upgraded workshop standards, and consistent safety training are in place to reduce downtime.

Financial Implications

- Medical expenses for treatment of injured employees increase operating costs.
- Employees' compensation claims increase operating costs.
- Expenses associated with safety training and awareness programs, thereby increasing operating costs.

Risk

- Potential hazards that can adversely affect the well-being of employees, these risks include physical hazards, such as accidents from machinery, slips, trips, and falls, which can lead to serious injuries or fatalities, reducing productivity.

Risk Management (continued)

Waste Management

Our waste management commitment focuses on minimising environmental impact by responsibly handling, recycling, and disposing of waste, while ensuring compliance with relevant regulations and promoting sustainability.

Opportunity

- Waste segregation and recycling programs.
- Waste management training for employees.
- Investing in cost-effective waste reduction technologies.
- Engaging in community outreach to improve public perception and establish partnerships for resource recovery.

Financial Implications

- Expenses associated with cleaning up contaminated sites and restoring ecosystems, which can be substantial.
- Non-compliance with environmental regulations can result in significant fines, legal fees, and sanctions.
- Extra income from recycling and waste recovery initiatives.

Risk

- Improper waste management poses significant risks, including environmental degradation, health hazards, and regulatory compliance issues, which might have negative impacts on the reputation of the business

Gender Balance and Accommodation

This relates to fostering an inclusive work environment by promoting equal opportunities, supporting diversity, and providing accommodations to ensure all employees are treated fairly and equitably.

Opportunity

- Developing and enforcing policies that promote gender equality, such as anti-discrimination policies and equal pay initiatives. This ensures that teams are equipped with diverse talent and skills, which contribute to high productivity.

Financial Implications

- Investing in targeted recruitment strategies to attract diverse talent may incur additional expenses, which will have an impact on our income.
- Increase in productivity leads to improved financial performance.

Risk

- Homogeneous teams may lack diverse perspectives, limiting creativity and problem-solving capabilities.

Risk Management (continued)

Anti-corruption

This relates to maintaining the highest ethical standards by preventing bribery, fraud, and unethical practices, ensuring transparency and integrity in all our business operations.

Opportunity

- Providing anti-corruption training to foster a culture of integrity and ethical behaviour.
- Leveraging technology, such as blockchain and data analytics, can enhance monitoring and reporting mechanisms to detect corruption.

Financial Implications

- Legal fees, fines, and penalties associated with corruption cases increase the operating costs.
- Establishing anti-corruption programs may require upfront investments in training, technology, and compliance systems, which increase operating costs. Investment in technologies can improve the financial position.

Risk

- The risk of corruption includes bribery, fraud, and unethical practices that can compromise the integrity of business operations.

SUSTAINABILITY

Sustainability

Sustainability Approach

Zimplow remains committed to creating sustainable long-term value by aligning its operations with the needs and expectations of its stakeholders. As a key participant in Zimbabwe's key economic sectors, the Group balances strong economic performance with responsible social and environmental stewardship. Its sustainability approach focuses on supporting long-term business growth while promoting responsible business practices, improving operational efficiency, supporting local economic development, and minimising environmental impact. Through continuous investment in innovation and partnerships, Zimplow aims to contribute positively to the industries and communities it serves while strengthening resilience and sustainable value creation.

Stakeholder Relationships

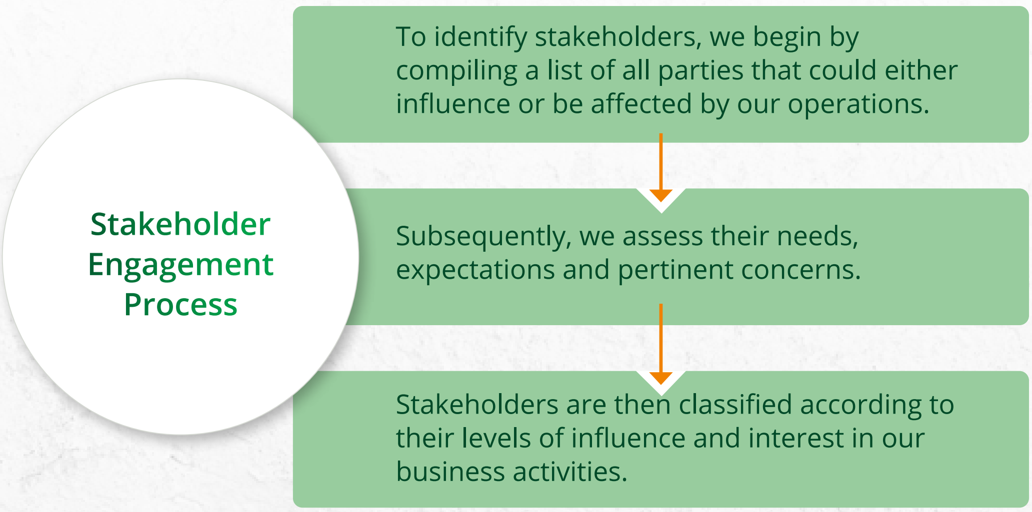
Zimplow recognises that strong stakeholder relationships are essential to sustainable growth and long-term value creation. The Group maintains ongoing engagement with key stakeholders to understand their expectations and incorporate their perspectives into decision-making, supporting responsible business practices, resilience, and enhanced shareholder value.

Purpose for Conducting Stakeholder Engagement

Stakeholder Engagement Approach

Zimplow engages with its stakeholders to build transparent, constructive, and mutually beneficial relationships with individuals and organisations that influence or are affected by its operations. Through ongoing dialogue, the Group seeks to understand stakeholder expectations, identify emerging risks and opportunities, and ensure that its strategies remain aligned with the needs of key stakeholders.

Effective stakeholder engagement supports informed decision-making, strengthens trust, and enhances accountability across the business. By maintaining open communication and collaboration, Zimplow aims to improve operational performance, promote responsible business practices, and contribute positively to the economic and social environments in which it operates.



Sustainability (continued)

Engaging Our Stakeholders

While the Group remains focused on delivering sustainable value for shareholders, Zimplow recognises the importance of maintaining strong relationships with all stakeholders that contribute to the success of the business. The Board and Management consider stakeholder interests in their decision-making processes, ensuring that the Group operates responsibly and balances the needs of its various stakeholder groups.

Our Stakeholders are categorised as follows:

Internal Stakeholders

- Employees
- Shareholders
- Management

External Stakeholders

- Suppliers
- Customers
- Local Communities
- Government and Regulators
- Financial Institutions

Through our stakeholder engagement, we identified the need to enhance customer sharing across Zimplow's various divisions. These needs could relate to emerging business opportunities or be integrated into existing customer solutions.

Sustainability (continued)

Our stakeholder engagement for FY2025 is presented below:

Stakeholder Group	Key Interests / Expectations	Engagement Methods	Frequency of Engagement
Shareholders	Financial performance, return on investment, transparency, sound governance	Annual General Meetings (AGMs), annual and financial reports, shareholder communications	Annually / Periodically
Board of Directors	Strategic oversight, governance, risk management, long-term sustainability	Board meetings, committee meetings, strategic reviews	Quarterly / As required
Management	Operational performance, strategy execution, resource allocation	Management meetings, performance reviews, strategic planning sessions	Ongoing
Employees	Fair remuneration, job security, career development, safe working environment	Internal communications, training programmes, employee engagement initiatives	Ongoing
Customers	Product quality, reliability, value for money, strong after-sales support	Customer visits, service support, demonstrations, marketing platforms	Ongoing
Suppliers	Fair procurement processes, long-term partnerships, timely payments	Supplier meetings, procurement processes, contracts	Periodic
Government and Regulators	Regulatory compliance, industry development, responsible business conduct	Regulatory submissions, meetings with authorities, compliance reporting	As required
Financial Institutions	Financial stability, credit performance, responsible financial management	Financial reporting, meetings with lenders and banks	Periodic
Local Communities	Economic contribution, employment opportunities, responsible environmental practices	Community engagement initiatives, outreach programmes, corporate social responsibility activities	Periodic

Sustainability Materiality Assessment

Our strategy focuses on addressing material impacts and understanding where they occur within the business value chain. Material issues are those that reflect our economic, environmental, and social impacts, and which influence stakeholders' decisions regarding the business.

Identifying what matters

Our sustainability reporting framework is based on a materiality process that identifies key topics related to Economic, Environmental, Social, and Governance (EESG) issues within our operations. To ensure thorough reporting, we follow the Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board (SASB) guidelines, tailored to our industry. The assessment process involves several stages, identification, prioritisation, validation, and generation of a matrix. We conduct surveys to accurately identify and rank material issues. This method offers valuable insights into various sustainability topics and their significance to both our business and stakeholders. Management played a vital role in prioritising the list of material issues, informed by their assessment of stakeholder interests and alignment with the Group's strategic goals.

The Group's materiality process is managed through a structured approach, where business units identify key issues within their operations. These topics are then presented to the Management for discussion and assessment. The Management evaluates these matters and recommends appropriate actions. If a matter requires strategic direction, it is escalated to the Board of Directors for a decision.

Zimplow conducted an evaluation of sustainability factors to identify and prioritise the key EESG issues significant to its operations. To facilitate comprehensive reporting, we adhere to the GRI Standards, which are underpinned by the principle of double materiality. We mapped relevant indicators using the SASB standards and undertook benchmarking against peers within our industry. To determine material issues, we considered the perspectives and expectations of external stakeholders, informed by insights from internal departments. This assessment enabled us to identify critical EESG issues that may influence our business performance, financial standing, reputation and long-term value creation, while considering their potential impacts on the society and the environment in both the short and long term. These issues encompass a broad range of EESG elements that are vital to the sustainability of our operations.

The materiality process for FY2025 was conducted as follows:

Materiality Process

Identification

The Group carried out an internal sustainability materiality assessment by identifying significant topics and benchmarking against other companies within our industry.

Prioritisation

Identified topics are prioritised as material issues according to their significance to the business and the interests of stakeholders, as assessed by senior management across all departments.

Validation

The Group Executives validate and approve the final topics by evaluating their alignment with business activities.

Matrix Generation

These topics are presented in a matrix that illustrates their significance to both the business and stakeholders

Sustainability (continued)

The identified topics were categorised into EESG as presented below:

Economic	Environmental	Social	Governance
Topics that cover the flow of capital among different stakeholders, and the main economic impacts of the business.	Topics that cover the effects of our operations on both living and non-living elements of the ecosystem	Topics that cover the impacts on the communities, societies, and individuals affected by our activities.	Topics that cover the effects on the system of practices, and processes that guide and govern our operations.
▪ Tax ▪ Economic Performance ▪ Responsible Sourcing and Supply Chain Management ▪ Materials Sourcing and Efficiency	▪ Water and Effluents ▪ Waste ▪ Energy ▪ Greenhouse Gas Emissions ▪ Climate Change ▪ Circular Economy ▪ Air Quality	▪ Diversity and Inclusion ▪ Human Rights ▪ Employment ▪ Employee Relations ▪ Occupational Health and Safety ▪ Talent Attraction, Development and Retention ▪ Community Engagement	▪ Business Ethics and Compliance ▪ Anti-corruption ▪ Data Privacy and Security ▪ Security Practices ▪ Product Quality and Innovation

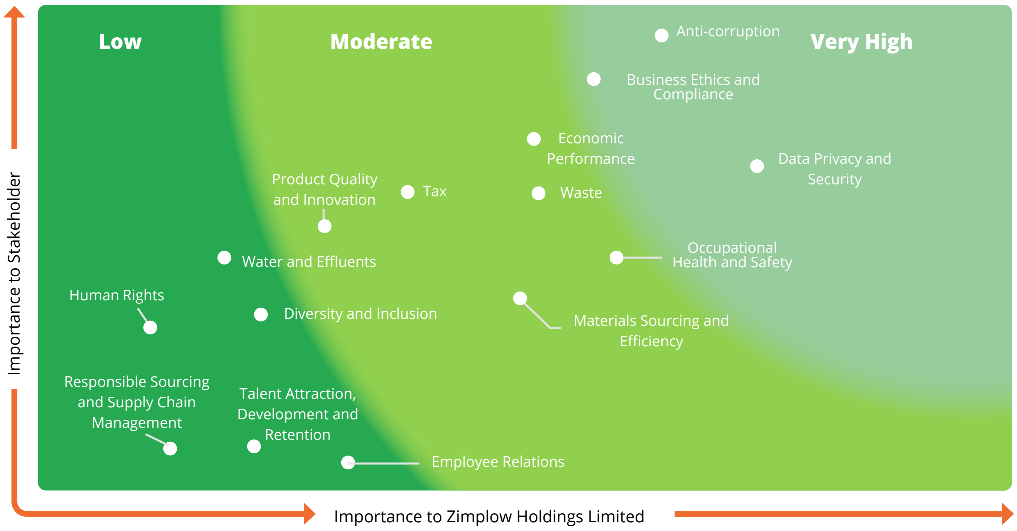
Materiality Matrix

To gain a deeper understanding of the Group's needs and those of our stakeholders, we conducted an internal and external materiality assessment to determine the most significant sustainability material topics. This process enabled us to align our overall objectives with stakeholder priorities by identifying issues that are highly valued by our stakeholders.

Importance to Stakeholders - These are matters that can influence stakeholders' decisions regarding our operations due to their effects on society and the environment.

Importance to Zimplow - These are matters that have the potential impact on our operations, financial performance, access to capital and business opportunities.

Below is the 2025 materiality matrix presenting outcomes of the assessment:



Very High
Topics with potential significant risks and opportunities for Zimplow and stakeholders.

Moderate
Topics where action is taken to manage potential risks and opportunities.

Low
Topics whose impact is under management control with negative impacts considered minimal.

VALUE-DRIVEN PRACTICES

Sustainability (continued)

Customer Welfare

Zimplow prioritises customer welfare as a key driver of sustainable growth and long-term value creation. Across its agricultural, mining, construction, logistics, and alternative power businesses, the Group is committed to delivering reliable products, responsive service, and strong after-sales support. Maintaining long-term customer relationships remains central to the Group's strategy, supporting customer retention, brand loyalty, and operational resilience.

To enhance customer satisfaction, Zimplow maintains active engagement with its customers through direct sales interactions, service support, field demonstrations, and customer feedback mechanisms. Business units regularly conduct product demonstrations and technical engagements with farmers, mining operators, and transport customers to ensure equipment performance and operational efficiency. Customer feedback is also captured through surveys and service interactions to improve product offerings and service delivery.

During the reporting period, the Group strengthened after-sales support and customer engagement across its business units. For example, Farmec continued to support farmers through parts availability, service level excellence and equipment demonstrations, Powermec expanded engagement with customers seeking solar and power solutions, and Scanlink maintained close engagement with transport operators through service and parts support. These initiatives support Zimplow's objective of maintaining a strong and sustainable customer base.

Marketing Practices

Zimplow's marketing practices are guided by transparency, integrity, and a customer-centric approach. The Group's marketing strategy focuses on understanding market dynamics, strengthening customer engagement, and leveraging digital platforms to enhance brand visibility across its sectors.

Operating across multiple industries allows Zimplow to create cross-sector synergies by promoting complementary solutions. For example, Powermec's alternative power solutions supports mining and agricultural operations, while a brand like Farmec offers equipment solutions supported by parts and service offerings. This integrated approach positions Zimplow as a comprehensive solutions provider while increasing customer lifetime value.

To ensure responsible marketing practices, Zimplow maintains clear governance processes including internal review and approval of marketing materials, guidelines on gifts and hospitality, management of conflicts of interest, and whistleblowing mechanisms. Marketing communications are designed to accurately present product capabilities, pricing, and benefits, ensuring transparency and compliance with ethical standards.

Customer Satisfaction and Service Performance

Zimplow recognises that consistent service delivery and responsive customer support are essential to maintaining strong customer relationships and sustaining long-term business performance. The Group places significant emphasis on after-sales service, technical support, and parts availability to ensure that customers can maximise the productivity and lifespan of their equipment.

Sustainability (continued)

Across its business units, the Group maintains dedicated service teams that provide technical support, maintenance, and genuine parts to customers in the agricultural, mining, construction, and transport sectors.

For example, Farmec supports farmers through the availability of genuine implements, parts and service, Powermec provides service support for generators and solar solutions, while Scanlink and Trentyre maintain service and parts support for transport and logistics operators.

Customer satisfaction is monitored through several performance indicators, including customer feedback, service response times, repeat business, and customer retention levels. Engagement with customers through demonstrations, service visits, and industry events also provides valuable insights into customer needs and operational challenges.

During the reporting period, the Group continued to strengthen service support and improve response times to customer queries and technical issues. Zimplow remains committed to continuously improving service standards and strengthening customer relationships as part of its broader objective of delivering sustainable value to its customers and stakeholders.

Sustainability (continued)

Product Quality and Innovation

Tracking our Progress and Targets

Metrics	Targets
Reduction in defect rates	• 3%
Increasing the innovation pipeline	• Development of 10 new products in 12 months
Improving customer satisfaction to 90%	• 90%

Innovation plays a significant role in enhancing our brand reputation, credibility, and trust, offering a competitive advantage by differentiating products from competitors and driving market leadership. Through capturing new opportunities, like the small scale 2-row planter that can be ox drawn or 2- wheel tractor drawn, innovation contributes to increased customer retention, revenue growth via premium pricing, and attraction of top talent.

Zimplow is committed to ISO 9001:2015 Quality Management Systems (QMS) certification, aligning its QMS with business objectives through leadership commitments. Management ensures that the QMS supports our overall strategy, and the Integrated Management System (IMS) policy outlines key commitments. The focus is on customer satisfaction, process performance, continuous improvement, and effective communication internally and externally. Data-driven decisions and risk management practices guide our operations, while regular reviews and performance monitoring ensure ongoing improvement. Research and development, and innovation are central to the Group's strategy, with creativity encouraged through brainstorming sessions, prototype development, and pilot testing. Cross-functional collaboration ensures alignment across departments, leveraging expertise in production, marketing, and quality. Additionally, our digital transformation strategy enhances quality and innovation, utilising data analytics and technology to streamline processes. Leadership maintains a strong commitment to quality and innovation, supported by a governance structure and resource allocation to foster continuous improvement and learning. Key performance indicators (KPIs) track quality metrics such as defect rates, customer satisfaction, and cycle times, while regular audits ensure compliance with ISO 9001:2015 Quality Management Systems (QMS) standards. Customer feedback is collected and analysed to drive continuous improvements, and employee suggestions are encouraged to enhance quality and processes. Innovation is managed through defined metrics, including idea generation, prototype development, and post-launch evaluations. Innovation focuses on enhancing customer experience, increasing revenue from innovative products, and fostering collaboration through strategic partnerships.

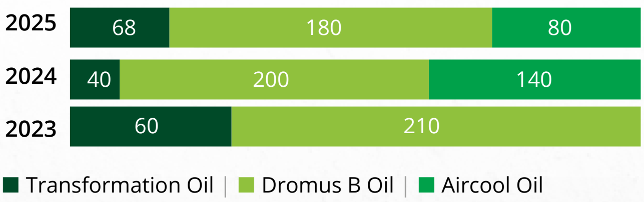
GREEN OPERATIONS

Green Operations

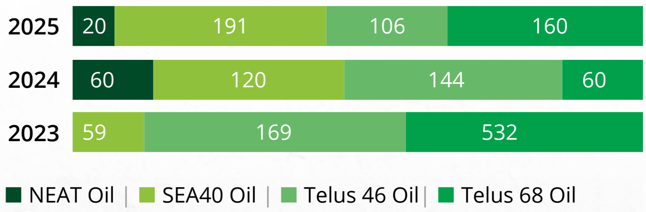
Materials

Zimplow continues to strengthen its material management practices to improve environmental performance and operational efficiency. The Group focuses on reducing waste, improving resource utilisation, and supporting circular economy principles through responsible material handling. Key initiatives include recycling and repurposing non-renewable materials such as scrap metal, which is returned to suppliers on a tonne-for-tonne basis where possible. Structured material management processes are in place to track material usage, monitor waste levels, and ensure appropriate disposal and collection practices. While these initiatives contribute to cost efficiency and environmental stewardship, the Group recognises that implementing circular economy systems requires continued investment and technological advancement to maximise their long-term impact.

Industrial Oils (Associated process materials) (Tons)

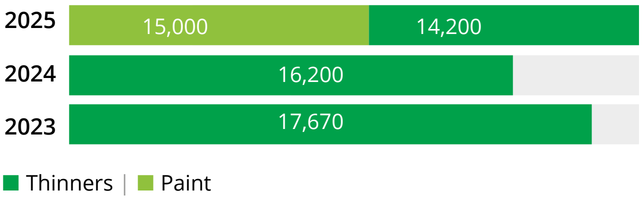


Lubricating Oils (Associated process materials) (Tons)

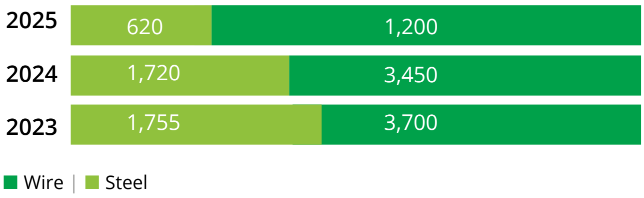


Green Operations (continued)

Coating Materials
(Associated process materials (Tons))



Metal Materials (semi-manufactured parts) (Tons)



Our Commitment to Air Quality

Zimplow's environmental impact, particularly in terms of air quality and greenhouse gas emissions, plays a crucial role in its overall sustainability efforts and public perception. Improving air quality and reducing greenhouse gas emissions can significantly benefit the environment and health. Reduction in air pollutants helps to minimise respiratory and cardiovascular diseases, benefiting employees and surrounding communities. Moreover, adhering to air quality standards prevents legal risks and can reduce fines, further enhancing the Group's credibility as an environmentally responsible leader. Investments in air quality improvements can spur innovation, create green job opportunities, and support broader sustainability goals. However, increased emissions, particularly from the Group's coal-fired furnaces, contribute to global warming and climate change, which could damage ecosystems and impact health.

Our commitment to managing environmental impacts is reinforced by our Integrated Management System (IMS) Policy (IMS D01), which specifically addresses pollution. The Group is dedicated to reducing pollution and managing its environmental footprint by adopting the best practices that maximise economic and environmental benefits, while safeguarding health, safety, and welfare of all stakeholders. To ensure compliance and continuous improvement, the Group conducts quarterly air emissions inspections to measure pollutant levels, assess trends, and maintain adherence to air quality regulations. Regular audits are performed to monitor compliance and identify opportunities for further improvement. In addition, health screenings are conducted periodically for employees to address respiratory or health issues related to air quality. We remain proactive in working with regulators to stay ahead of potential future air quality regulations and to influence policies that promote cleaner air.

With a focus on zero environmental fines and lawsuits, the Group avoided regulatory fines, lawsuits, or work-related illnesses, including pneumoconiosis cases. Root cause analysis and continual improvement practices are implemented to enhance operational efficiency and prevent future challenges. To ensure consistency, we are committed to standardising procedures and maintaining accessible documentation of Standard Operating Procedures (SOPs). Further, existing policies and commitment statements were shared with stakeholders, and ongoing training and awareness sessions are held as needed to foster a culture of compliance and environmental responsibility across all levels.

Water and Effluent

As Zimplow, we recognise the critical importance of effective water management in our operations, as water is essential for human life, production, agriculture and power generation. We are committed to sustainable water practices that contribute to environmental conservation, enhance our business performance and ensure long-term resilience. Our efforts focus on reducing costs, protecting ecosystems, and complying with regulations while developing sustainable borehole water practices and improving access to clean drinking water for employees and surrounding communities. We are devoted to managing waste lubricants and ensuring awareness of waterborne diseases to maintain healthy employees and safeguard the environment. However, we acknowledge the challenges of borehole water, including contamination risks, depletion of groundwater and associated costs, and the environmental and health risks posed by waterborne diseases, pollution, and scarcity.

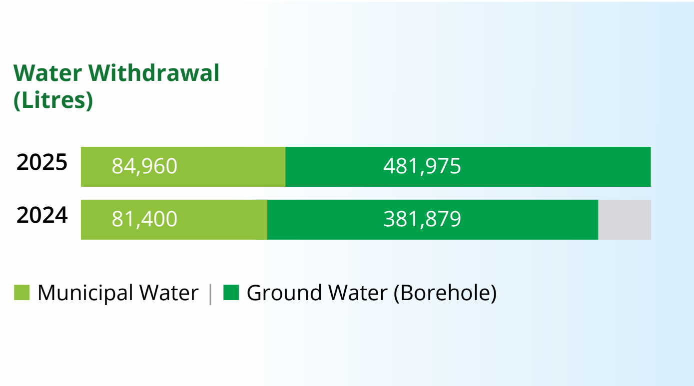
We are committed to the sustainable and responsible use of borehole water, ensuring minimal environmental impact and full compliance with relevant regulations across all facilities. We prioritise the provision of clean water, proper effluent disposal and the prevention of water pollution through the treatment and removal of pollutants. Regular monitoring ensures effluent meets regulatory standards, and we encourage practices such as closing taps after use and raising awareness within the Group and communities. We support advanced technologies to improve water efficiency, encourage recycling, and reduce environmental impact, while integrating broader sustainability efforts such as tree planting.

We conduct regular internal water audits to assess consumption and water quality, whilst identifying areas for improvement and ensuring effective water management. We train our employees on water and effluent management while tracking water usage.

Green Operations (continued)

Water withdrawal by the Group for the period under review was as follows:

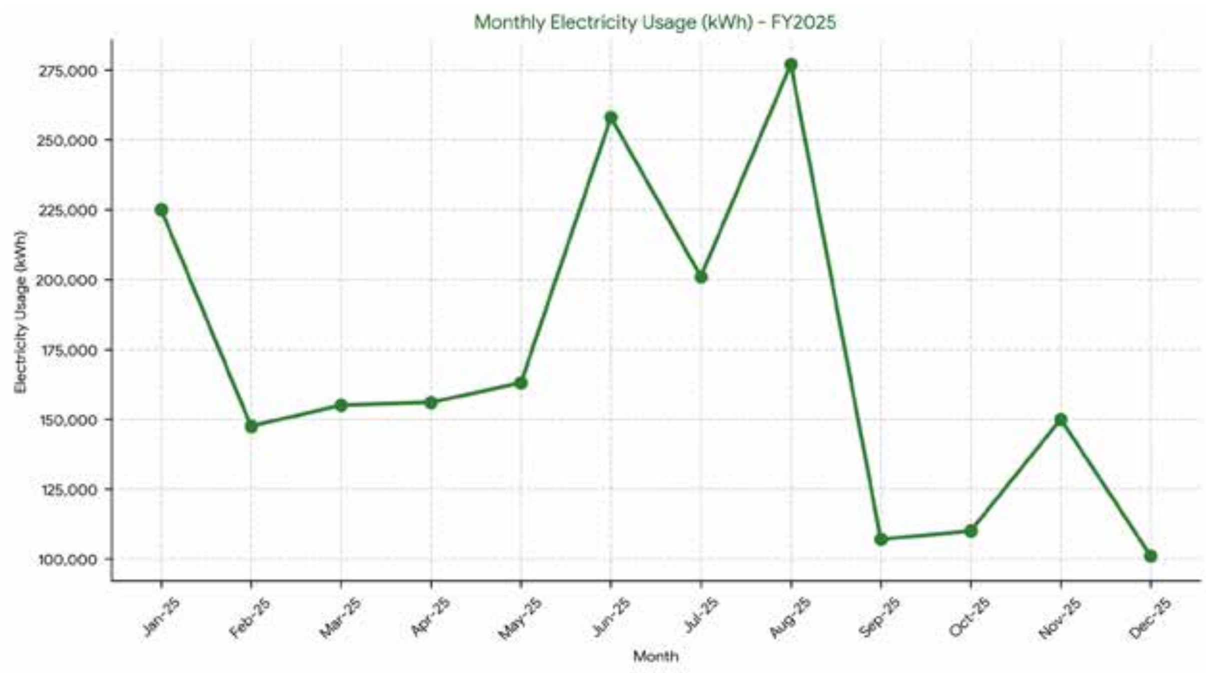
Water Withdrawal



Energy

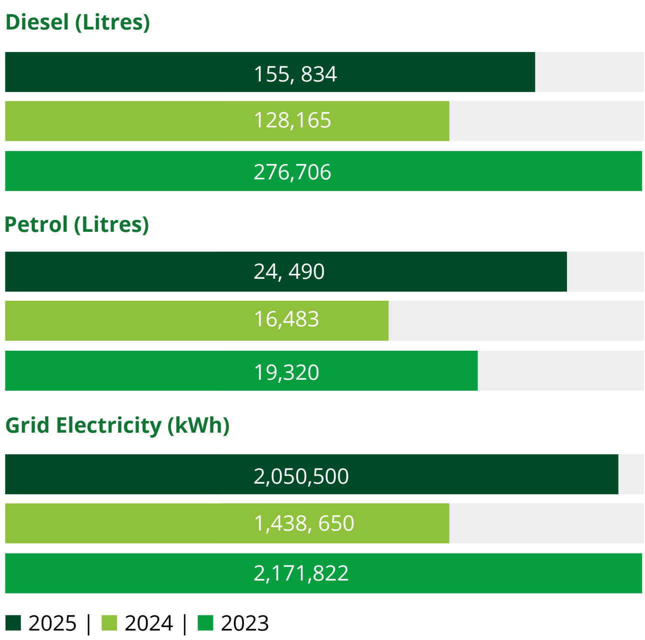
Tracking our energy impacts

Metric	Target	Achievement
Renewable Sources	Source 50% of energy from renewable sources by 2026	In progress
Energy Efficiency	Improve energy efficiency by 15% over five years	The Group is becoming efficient



Green Operations (continued)

Zimplow continues to strengthen its energy management practices in line with GRI 302: Energy, focusing on improving efficiency and increasing the adoption of renewable energy. During the reporting period, the Group recorded total electricity consumption of 2,050,500 kWh, with higher usage in June and August reflecting increased operational activity. In 2025, diesel consumption reached 155,834 litres and petrol consumption 24,490 litres, largely due to expanded logistics, distribution, and field operations. While energy usage increased in line with business activity, Zimplow remains committed to improving energy efficiency through initiatives such as solar installations, LED lighting upgrades, energy monitoring, and improved equipment utilisation, while maintaining compliance with Environmental Management Agency (EMA) regulations.



Green Operations (continued)

Waste

The Group continues to prioritise responsible waste management practices aimed at supporting environmental compliance, operational sustainability, and corporate accountability. During the year under review, total waste generated increased, this increase was largely influenced by heightened operational activity across mostly from our division Mealie Brand and reinforced the importance of accelerating waste reduction and recovery initiatives throughout the Group.

Despite the increase in waste volumes, the Group maintained its focus on improving waste management processes through ongoing monitoring, recycling initiatives, and operational efficiency measures. Some of the divisions such as Trentyre arranged for licensed recyclers to periodically collect materials such as rubber dust, plastics, and paper for recycling, thereby reducing the waste sent to landfills. Regular waste audits are conducted to identify sources of waste and opportunities for reduction, recycling, and reuse

Investment in innovative technologies and practices enhances the efficiency and sustainability of waste management, including advanced recycling technologies and smart waste management solutions. We established a waste management plan dedicated to identifying sources of waste, associated impacts, control measures, and evaluating the effectiveness of these measures. We continuously explore recycling opportunities to minimise landfill waste and are researching the chemical composition of coal rubble to determine its potential for reuse in other operational setups. Proper waste management techniques are integrated into the induction process to ensure all employees understand their roles in waste management.

Metric	Target	Achievement
Overall waste generation	Reduce overall waste by 5% by 2026	Lean manufacturing and process optimisation.
Waste recycled	Ensure 20% of waste is recycled by 2026	Increased recycling rates.

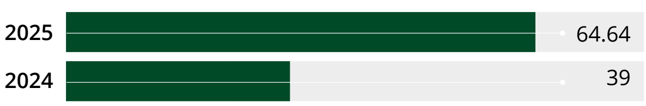
We conduct quarterly internal waste audits to assess the types and quantities of waste generated, identifying areas for improvement and implementing corrective measures. Key performance indicators (KPIs) related to waste management, such as waste generated per unit of production materials, are established and monitored. We implemented a systematic waste management system to manage waste generation, segregation, recycling, and disposal, ensuring compliance with regulations. Employee feedback on waste management initiatives is encouraged through regular surveys and feedback sessions, helping us identify improvement areas.

We are working towards achieving ISO 14001: 2018 Environmental Management Systems (EMS) certification to validate our waste management efforts and gain recognition for our achievements. Our recycling programs successfully increased recycling rates and diverted waste from landfills. Regular monitoring of waste generation and disposal allows us to identify inefficiencies and areas for improvement, reinforcing our commitment to sustainable waste management practices. Engaging and educating employees about waste management enhances the effectiveness of our initiatives, while consultations with stakeholders helped prioritise key areas of concern. As we continue to improve operations to meet waste management standards, frequent regulatory inspections ensure we maintain environmentally friendly practices.

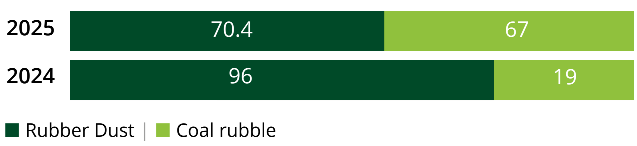
Waste statistics for the period under review were as follows:

Recyclable Waste (Tons)

Scrap Steel (Tons)



Industrial Waste (Tons)



Waste Directed to Disposal (Tons)

CLIMATE CHANGE

Climate Change

Climate Change

Climate change continues to present both risks and opportunities for Zimplow and the industries in which the Group operates. Prolonged droughts, water shortages, and unpredictable weather patterns continue to affect agricultural productivity and supply chains across agriculture, energy, and manufacturing sectors. In response, the Group continues to explore solutions that support climate resilience, including irrigation technologies, improved agricultural implements, and the adoption of renewable energy.

Zimplow also contributes to sustainable agriculture through the equipment and solutions it distributes and manufactures. Massey Ferguson tractors and equipment support efficient land preparation and precision farming practices, while Scania trucks offer improved fuel efficiency and lower emissions in logistics and transport operations. Locally manufactured implements from Mealie Brand further support smallholder and commercial farmers by promoting conservation agriculture and improving productivity with appropriate mechanisation.

During the year, Zimplow proudly participated in the Friends of the Environment (FOTE) 16th Edition Walkathon, held under the theme "Rooted in Action: From Footsteps to Forests." Zimplow employees joined other stakeholders in a 110km walk from Harare to Murombedzi, supporting environmental sustainability initiatives focused on tree planting, reforestation, and raising awareness on climate action and ecosystem conservation.

Through these initiatives, the Group continues to strengthen its environmental stewardship and contribute to climate resilience within the communities and industries it serves.

Climate – Related Risks and Opportunities (CRRO)

Our significant climate-related risks and opportunities for the reporting period were as follows:

Drought

Physical Risk

Description

- The drought season resulted in reduced farming activities, profitability and ultimately reduced demand for farming equipment.

Actions to Take

- Educating farmers on the importance of growing drought -resistant crops during the drought seasons.
- Introducing zero till equipment such as strip till, chisel ploughs and rippers.

Financial Impact

- Direct loss of sales revenue from decreased demand for farming equipment.
- Increased stockholding costs including storage and maintenance expenses.

Climate Change (continued)

Extreme Temperatures

Transitional Risk

Description

- Farmers have lost their livestock due to extreme temperatures, leading to reduced draught power and subsequently leading to a reduction in demand for traditional ox-drawn ploughs.

Actions to Take

- Investing in the development or acquisition of other modern farming tools that can cater to the needs of farmers facing livestock shortages.

Financial Impact

- Decline in sales of ox-drawn ploughs and related equipment, leading to decreased revenue.
- Costs associated with developing or acquiring modern farming tools to replace traditional methods, which may require significant capital investment.

Water Scarcity

Physical Risk

Description

- Stems from the El Niño-induced drought that led to significantly low water levels at Kariba Dam, resulting in reduced power

Actions to Take

- Investing in renewable energy options (solar power) to ensure a consistent energy supply during outages.
- Adjusting production schedules to align with periods of stable power supply, maximising efficiency when grid power is available.

Financial Impact

- Higher costs associated with implementing backup power solutions.
- Initial capital expenditure on renewable energy systems may strain budgets, although it can provide long-term savings and increased efficiencies.

Climate Change (continued)

Government's infrastructure development initiative

Description

- There was a significant increase in the demand for Off-The-Road (OTR) tyres among contractors due to the Government initiative to construct dams for water harvesting. Consequently, contractors are utilising heavy machinery that requires OTR tyres for their operations.

Physical Risk

Actions to Take

- Significantly increasing inventory of OTR tyres. This strategic investment aims to ensure adequate supply to meet the growing demand from contractors.

Financial Impact

- As contractors utilise heavy machinery for dam construction, the need for OTR tyres will rise, potentially leading to higher profit margins for suppliers.
- Increased inventory levels necessitate increased supply chain management practices, which may involve additional costs related to logistics, warehousing, and distribution to ensure timely delivery to contractors.

Climate Change (continued)

Greenhouse Gas Emissions

Tracking our Targets

	Target
CO^2 Emissions	Reduce CO^2 emissions by 10% by the first quarter of 2028

Greenhouse gas (GHG) emissions are a key environmental concern that contributes significantly to global climate change. As part of our commitment to reducing the causes and effects of climate change, we continuously monitor and assess our GHG emissions across all operations. This includes emissions from direct activities, such as energy use in our facilities, and indirect emissions from our supply chain. We are dedicated to reducing our carbon footprint through energy efficiency measures, transitioning to renewable energy sources, and adopting sustainable practices across all levels of the Group. Our goal is to actively contribute towards global effort to mitigate climate change by reducing GHG emissions and promoting a low-carbon economy.

Scope 1 Emissions (Direct Emissions):

These emissions are produced directly by sources that are owned or controlled by the Zimplow Holdings.

Scope 2 Emissions (Indirect Emissions):

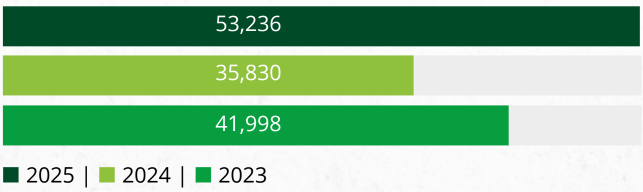
These emissions are generated from the production of the purchased energy, rather than from the Zimplow Holdings's operations.

Emission Factors and Methodology

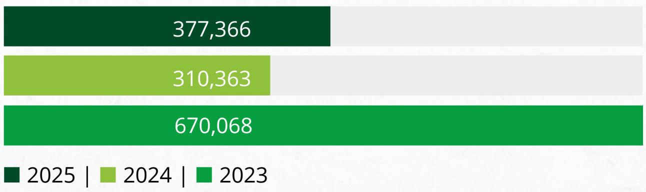
Scope 1 and 2 emissions were activity based and calculated by applying Greenhouse Gas (GHG) Protocol emissions factor to obtain carbon emission equivalence. Petrol emission factors were adjusted downwards by a 5% margin to suit the blending ratio that we use in Zimbabwe. Emission factors for grid electricity were adjusted upwards by a margin of 10% to account for our energy mix, which for Zimbabwe comprises thermal and hydro power. To apply GHG Emissions factors, diesel in litre was converted to density and then tonnes.

Our scope 1 and 2 emissions from fuel consumption within the Group are presented below:

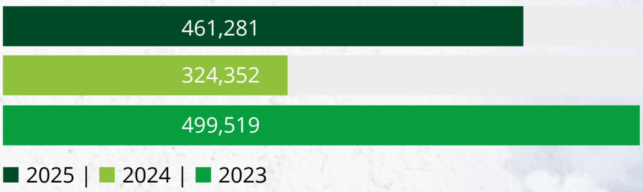
Scope 1: Petrol Emission
(Kg CO^2e/Litre)



Scope 1: Diesel Emissions
(Kg CO^2e/Tonnes)



Scope 2 Grid electricity
(Kg CO^2e/kWh)



SOCIAL

OUR EMPLOYEES

Our Employees

Management Practices

Zimplow's employment approach supports operational excellence by ensuring the Group recruits, develops, and retains employees with the skills and technical expertise required to meet customer needs across its divisions.

During 2025, the Group continued to strengthen its recruitment and workforce planning processes to ensure employment decisions align with operational requirements and business growth.

Key employment practices include:

- Structured recruitment processes guided by the Group's employment policy.
- Role-based recruitment where positions are filled based on operational necessity rather than vacancy replacement.
- Skills-based hiring, particularly in technical and engineering roles across agricultural, mining, and power divisions.

For example, technical recruitment within the Powermec, Farmec and Scanlink divisions focused on technicians and service specialists capable of supporting generator maintenance, solar installations, and heavy equipment servicing.

Despite these improvements, the Group continues to operate in a challenging economic environment. Competitive remuneration pressures and fixed-term contracts remain factors that may affect the attraction and retention of highly skilled personnel in specialised technical roles.

To support employee well-being and retention, the Group provides a range of benefits based on role and responsibility, including:

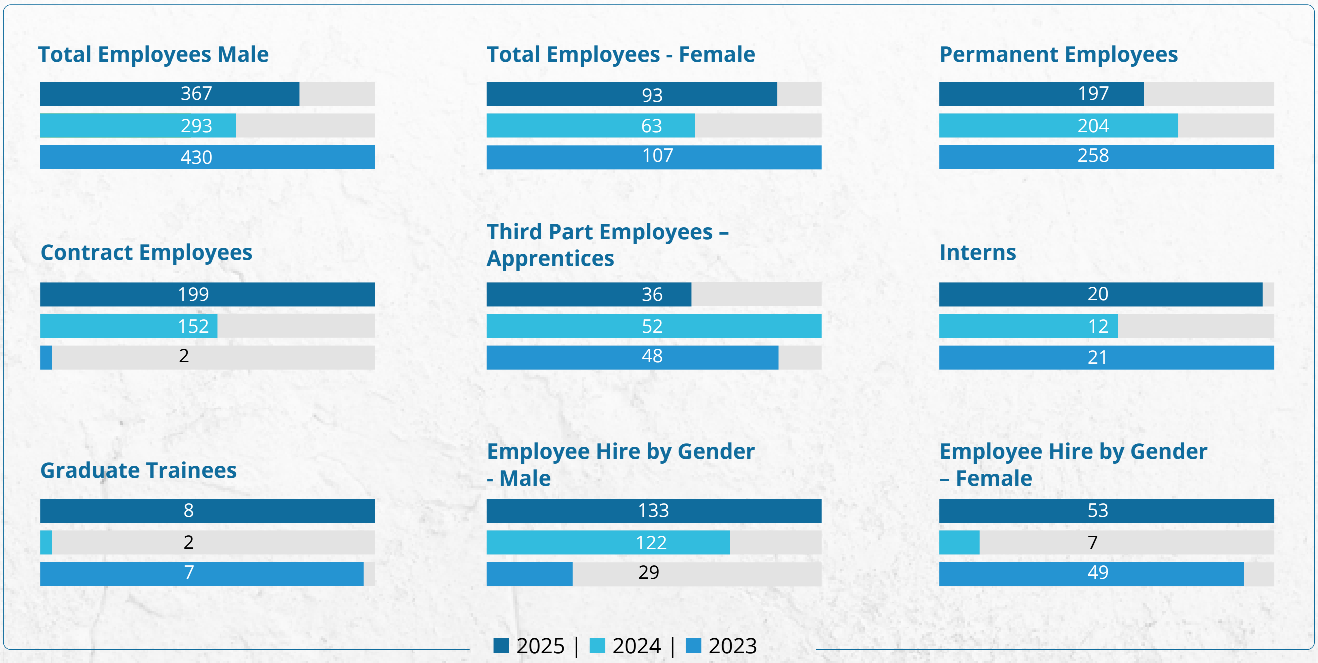
- Medical aid coverage
- Housing allowance
- Transport allowances
- Training and technical development opportunities

All employees receive formal offer letters following successful interviews, and personnel files are maintained to document employment contracts, job descriptions, and related records.

These files are reviewed during internal and external audits to ensure compliance with governance and employment standards.

Tracking our Targets

	Target	Achievement
Recruitment	Attract and retain high-calibre professionals	Maintained a low employee turnover



Our Employees (continued)

Employee Relations

Zimplow remains committed to maintaining positive employee relations and an inclusive workplace culture.

The Group continues to support open communication through Workers Committees, which serve as platforms for dialogue between management and employees. These committees help address workplace concerns, improve transparency, and strengthen employee engagement.

Additional employee engagement mechanisms include:

- Employee engagement surveys
- Performance appraisals
- Internal and external governance audits

These mechanisms allow the Group to assess employee satisfaction and identify areas for improvement.

For example, employee engagement feedback in 2025 highlighted the importance of clearer internal communication and professional development opportunities. In response, several divisions increased internal briefings and technical training initiatives.

Despite these challenges, Zimplow remains focused on:

- Maintaining transparent communication with employees
- Addressing industrial relations matters promptly
- Ensuring fair treatment and workplace stability

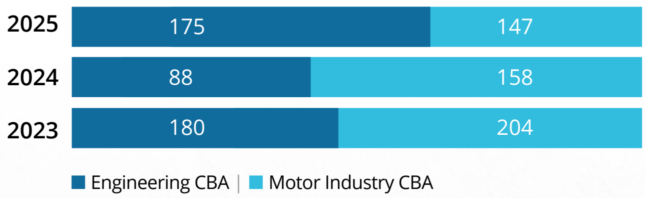
Workplace Culture and Targets

Zimplow's employee relations objectives include:

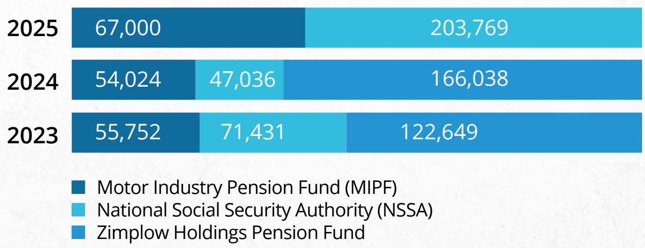
- Maintaining a peaceful and respectful working environment
- Strengthening employee engagement and communication
- Raising awareness of workplace policies on a quarterly basis
- Ensuring industrial relations cases are handled efficiently and fairly.

Freedom of Association and Collective Bargaining

Collective Bargaining Agreement
(Number of Employees)



Pension Contributions
(US$)



In FY2025, pension contributions were nil as the Group was granted a pension holiday by the Insurance and Pensions Commission (IPEC).

The Group is committed to maintaining fair, inclusive, and non-discriminatory practices in all aspects of employment, in alignment with our Code of Ethics, People Risk Policy, and applicable Collective Bargaining Agreements. We strongly believe in the fundamental rights of employees to freely associate, organise, and participate in collective bargaining processes. This commitment ensures all employees are provided with the opportunity to voice their concerns, negotiate for better working conditions, and collaborate with management in a constructive and mutually beneficial manner. We recognise that creating a culture of open dialogue and respect enhances trust, promotes a positive work environment, and supports the long-term success of our employees and the Group. Zimplow continues to create an environment where employees are empowered to actively contribute to the improvement of their working conditions and overall Group performance.

Parental Leave

All female employees are entitled to parental leave, however, for the period under review, we did not have any employees that took parental leave.

Our Employees (continued)

Occupational Health and Safety (OHS)

Zimplow remains committed to maintaining safe and healthy workplaces, particularly in operations involving manufacturing processes and manual handling where risks are higher. The Group emphasises hazard identification, regular SHEQ inspections, and ongoing safety training initiatives to strengthen safety awareness and compliance with occupational health and safety standards. Employees receive training on safe work practices and the correct use of protective clothing.

Key issues monitored include:

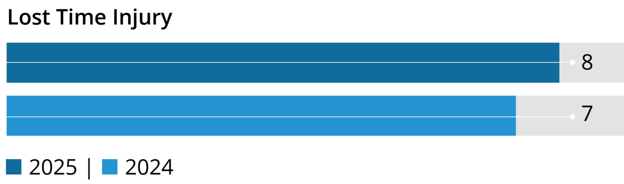
Workplace incidents, equipment-related risks, and employee overtime. Occupational Health and Safety Committees support risk management across sites. In FY2025, lost time injuries for FY2025 was 8, reinforcing the need for continued focus on preventative safety measures.

Current OHS Initiatives

- Employee safety training programmes focused on hazard identification, safe work practices, and correct use of personal protective equipment (PPE).
- Monthly workplace safety inspections to identify risks and implement corrective actions across operational sites.
- Regular toolbox talks and safety briefings to reinforce safety awareness and preventative workplace practices.

Occupational Health and Safety statistics for work related injuries for FY2025 were as follows:

Work Related Injuries
Count



Work related hazards that pose a risk of high consequence injury are as follows:

Hazard	Hazard Identification	Mitigation
Burns and scabs	Baseline HIRA process; Daily and periodic inspections; Audit processes.	Rejection of substandard material, use of gloves and Supplier engagements to ensure material quality assurance.
Poor co-ordination amongst employees	Baseline HIRA process; Daily and periodic inspections; Audit processes.	On-the-job training to improve coordination amongst employees and rotating operators can reduce extended exposure to the hazard.
Extended time doing routine movements	Baseline HIRA process; Daily and periodic inspections; Audit processes.	Provision of eye protection through gear-clear safety goggles and installing a barrier to create a safe work distance between the employees' hand and the rotating drill bit.
Noise	Baseline HIRA process; Daily and periodic inspections; Audit processes.	Provision of hearing protection through earmuffs or ear plugs, installation of silencers and monitoring of noise levels.
Exposure to live current or electricity	Baseline HIRA process; Daily and periodic inspections; Audit processes.	Weekly visual inspections and insulating wires.

Our Employees (continued)

Occupational Health Services

We believe in fostering a safe and inclusive environment where employees can freely voice their concerns. Workers' meetings are held regularly and are separate from management, allowing employees to express their opinions without any influence. Any issues raised during these meetings are then sent to management anonymously for review and action. To further promote OHS, we conduct weekly safety talks, employee induction services, and wellness days, all of which serve as platforms for OHS awareness and hazard identification. Additionally, medical surveillance is carried out based on the exposure group and the nature of the activity's employees are involved in. Both internal and external training sessions are regularly organised to ensure all employees are equipped with the knowledge and skills needed to maintain a safe and healthy work environment.

Employee Training on Occupational Health and Safety

We prioritise continuous training and awareness to ensure a safe working environment. A health and safety committee were appointed to oversee and improve safety standards across the Group. Induction training is provided pre-employment to familiarise new hires with our safety protocols. In addition, we conduct specialised training sessions, including first aid and fire-fighting courses, to ensure employees are well-prepared for emergency situations. On-the-job OHS training is regularly conducted to reinforce safety practices in the workplace. These efforts contribute to creating a culture of safety and preparedness across all levels of the Group.

Promotion of Employee Health

The Group is committed to ensuring the health and safety of all our employees through our OHS programs. Our permanent employees receive medical aid coverage, and we partner with First Mutual for annual health screenings, offering a range of services to support employee health. We regularly inspect our premises, equipment, and workspaces, ensuring they meet safety standards, while servicing fire extinguishers every six months. With a clear evacuation plan and emergency preparedness, we engage stakeholders to identify and mitigate potential risks. Wellness days provide employees with access to various health services, such as diabetes, blood pressure, HIV and AIDS, and cancer screenings.

Employee Skills Development

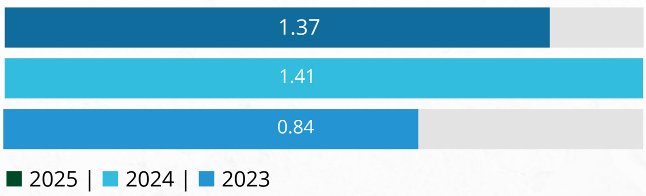
Zimplow is committed to enhancing human capital development as a significant component of its overall business strategy. Training of employees ensures that we operate in the most sustainable way thereby contributing to operational excellence.

We established several policies that promote education and professional development. The Induction Training Policy, Graduate Trainee Policy, and Professional Subscriptions Policy emphasise the right to education and aim to equip employees with the necessary skills and knowledge to thrive in their roles. Additionally, the Succession Planning and Career Development Policy ensures that employees are prepared for future leadership positions within the Group.

Zimplow is committed to reviewing training costs to maximise the effectiveness of its human capital development initiatives. The Group prefers to focus on internal training wherever possible, which reduces costs and fosters a culture of growth among employees. We implement balanced scorecards and performance appraisals to assess employee performance and align individual goals with the overall business objectives. The goals of Zimplow's human capital development strategy include achieving customer satisfaction, fostering high performance, and increasing productivity and revenue. By focusing on these areas, Zimplow aims to create an employee base that is skilled, engaged, and capable of driving the Group's success in a competitive market. Through these initiatives, we demonstrate our commitment to investing in employees, recognising that a well-developed human capital base is essential for overcoming challenges and seizing growth opportunities.

Training and education statistics were as follows:

Employee Average
Training Hours



Talent Attraction and Retention

The Group made significant efforts to improve customer services within the business units and retain skilled labour, contributing to sales growth and increased profitability. Investments in employee development programs, such as professional internships, graduate traineeships, and apprenticeships, are key strategies in attracting, developing, and retaining talent.

Zimplow is committed to attracting, developing, and retaining top talent by implementing a Training and Development Policy, which includes facilitating at least one training session per quarter and prioritising internal recruitment. Training needs are identified through departmental assessments and individual performance evaluations, with any skills gaps addressed accordingly. The effectiveness of training programs is continuously assessed, and refresher courses are provided to maintain skills development. Zimplow has a Succession Plan to fill future vacancies and prevent talent shortages. We offer a comprehensive benefits package, including medical aid, a pension scheme, and allowances (housing, transport, fuel) based on employee grades, ensuring skilled employees are retained.

OUR INVESTMENT IN COMMUNITY DEVELOPMENT

Our Investment In Community Development

11,640
CSR Man Hours

Initiative	SDG Aligned	Description	Impact
B. S Leon Golf Day Sponsorship	**SDG 1** – No Poverty	Partnership with B. S Leon Trust to sponsor a charity golf day aimed at raising funds for disadvantaged communities.	Mobilizes resources to directly support vulnerable groups.
The Friendlies Golf Tournament	**SDG 1** – No Poverty	Participation aimed at alleviating poverty for children between 4 to 18.	Direct contribution to poverty alleviation for disadvantaged youth.
Vulnerable girls' sanitary pads donation	**SDG 5** – Gender Equality & **SDG 1** – No Poverty	Collaboration with Child Protection Services to provide sanitary products to underprivileged girls.	Improves dignity, equality, and school attendance for girls.
Provision of Desks, Chairs, Plates, Cups and Groceries for Rural Community School	**SDG 4** – Quality Education & **SDG 2** – Zero Hunger	Support to a rural school to enhance learning environment and student welfare.	Improves classroom conditions, promotes attendance, addresses nutrition.
Zimplow Learning and Development Programme	**SDG 8** – Decent Work and Economic Growth	Structured training through internships, graduate trainee programme, and apprenticeships.	Builds long-term employee capacity, career growth, and sustainable productivity.
Farmer Training on Machinery Operation & Selection	**SDG 4** – Quality Education & **SDG 8** – Decent Work and Economic Growth	Training programmes for farmers on safe machinery operation, maintenance, and guidance on selecting the right equipment.	Builds farmer capacity, improves productivity, enhances safety and efficiency in agriculture.
Driver Training by Scanlink	**SDG 4** – Quality Education & **SDG 8** – Decent Work and Economic Growth	Professional driver training programmes provided by Scanlink to enhance road safety and vehicle efficiency.	Improves driver competency, reduces accidents, promotes safety culture and economic efficiency.
Farmec Free Equipment Health Check	**SDG 8** – Decent Work and Economic Growth & **SDG 12** – Responsible Consumption and Production	Free inspections and health checks for tractors and agricultural equipment offered by Farmec.	Ensures safe, efficient use of machinery, reduces breakdowns, and supports sustainable farming operations.
Powermec Free Generator & Solar Inspection	**SDG 7** – Affordable & Clean Energy & **SDG 12** – Responsible Consumption and Production	Powermec provides complimentary inspections of generators and solar systems to enhance reliability and energy efficiency.	Improves energy resilience for communities and businesses, promoting efficient and sustainable power use.

1 NO POVERTY
2 ZERO HUNGER
4 QUALITY EDUCATION
5 GENDER EQUALITY
7 AFFORDABLE AND CLEAN ENERGY
8 DECENT WORK AND ECONOMIC GROWTH
12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Our Investment In Community Development (continued)

Community Engagement

The Group recognises that sustainable business growth is closely linked to the well-being of the communities in which it operates. Our community engagement approach is guided by collaboration, transparency, and inclusivity, ensuring that our initiatives contribute meaningfully to economic and social development.

Through targeted programmes, the Group supports education, agricultural productivity, environmental stewardship, and road safety. These initiatives aim to strengthen local ecosystems, promote skills development, and improve the quality of life for vulnerable communities. Partnerships with government institutions, non-governmental organisations, and community groups enable us to design programmes that respond to genuine community needs.

The Group acknowledges that poorly designed initiatives may unintentionally create dependency or fail to deliver meaningful benefits. To mitigate this risk, we focus on initiatives that strengthen community resilience and promote long-term self-sufficiency. Regular community impact assessments are conducted to evaluate the effectiveness of our initiatives, supported by independent external reviews to ensure transparency and accountability. Feedback from community members, local authorities, and partner organisations is actively collected and used to refine our programmes.

Accessible grievance channels allow community members to raise concerns regarding our operations or those of our partners. Complaints are monitored and analysed to inform continuous improvement. In addition, our media and communications policy ensures transparent engagement with stakeholders on community-related matters.

Operational improvements, including efforts to reduce emissions and minimise environmental impact, further support responsible community engagement. Employee training on sustainability, ethical practices, and stakeholder engagement strengthens our ability to maintain positive relationships with the communities we serve.

Through continuous dialogue and collaboration, the Group aims to minimise its environmental footprint, promote inclusivity, and support sustainable community development.

Investment in Communities

The Group continues to invest in initiatives that promote education, environmental sustainability, road safety, and community well-being.

Through the Educational Excellence Support Initiative, the Group has supported high-performing students at institutions such as the University of Zimbabwe and Gwebi Agricultural College, providing financial assistance and recognising academic achievement. Our contributions to the School Nutrition Support Programme and partnerships with organisations such as the Child Protection Society of Zimbabwe have supported school feeding programmes and provided essential kitchen supplies, improving student health and learning conditions.

Environmental stewardship remains a key focus of our community investment. In partnership with Friends of the Environment, the Group supported ecosystem restoration efforts through tree planting and conservation initiatives that promote environmental awareness and climate resilience.

The Group also partnered with the Traffic Safety Council of Zimbabwe to promote road safety awareness and encourage responsible driving practices. In addition, Trentyre's Early Childhood Recreational Support Programme transformed used tyres into playground equipment, promoting recycling while improving early childhood learning environments.

While these initiatives have delivered positive outcomes, the Group recognises potential challenges such as the risk of dependency on corporate assistance or the unintended exclusion of vulnerable groups. As a result, our CSR strategy prioritises inclusive programmes that strengthen local capacity and encourage community self-sufficiency.

The Group works closely with government authorities, non-governmental organisations, and community leaders to complement existing development initiatives. This collaborative approach ensures that our programmes align with community priorities and contribute to sustainable development.

Transparency and accountability remain central to our CSR activities. Progress is monitored through internal reviews, board updates, and stakeholder engagements, while annual sustainability reporting provides a comprehensive overview of the Group's social impact.

Employee participation also strengthens the effectiveness of our community initiatives. Through volunteering and engagement programmes, employees contribute skills, ideas, and time to support community development.

Through these initiatives, the Group remains committed to creating sustainable value and delivering meaningful, long-term impact for the communities it serves.

Our Investment In Community Development (continued)

Community Impact Highlights 2025

8 CSR Initiatives implemented

Partnerships with NGOs, Government and Educational Institutions

Alignment with SDGs

11,640 Employee Community Engagement Hours


GALAXY

ECONOMIC

OUR ECONOMIC IMPACTS AND VALUE CREATION

Our Economic Impacts and Value Creation

Responsible Sourcing and Supply Chain

	Target
Products	▪ Reduce costs of major products by at least 5% annually
Procurement	▪ Ensure local purchases comprise at least 60% of total procurement

Zimplow strengthened its supply chain in 2025 by enhancing supplier diversity, sustainability, and cost efficiency. The supplier base grew to 660 (2024: 563), while supplier assessments increased significantly to 441 (2024: 184), reflecting improved oversight and compliance.

Local procurement remains a key focus, with SME spend more than doubling to US$4.7 million, and youth-led supplier spend increasing to US$796,500. While spend on women-led suppliers declined to US$148,500, this remains an area for improvement. The Group's expenditure on foreign suppliers remains high due to the OEM-centric nature of the business, which relies heavily on imported products. However, we remain committed to supporting local suppliers and aim to increase local procurement by 20%, strengthening domestic partnerships and contributing to local economic growth.

Sustainability integration progressed, with 36 new suppliers screened against environmental criteria (2024: 14), supporting the Group's ESG commitments.

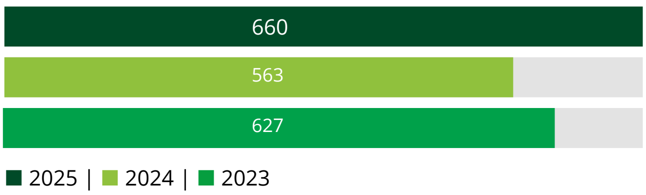
Operational efficiencies delivered over 5% cost reductions on key products, with a target of 10% further savings, driven by strategic sourcing, supplier negotiations, and recycling initiatives.

Zimplow maintains 99.8% supplier retention, supported by strong relationships, annual evaluations, and compliance with ISO 9001:2015 standards. Procurement practices prioritise responsible sourcing, quality assurance, and risk mitigation, while continued sourcing from local and international markets ensures supply continuity.

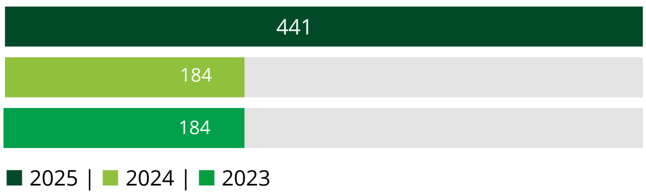
Through these initiatives, the Group continues to build a resilient, cost-effective, and sustainable supply chain that supports both business performance and broader socio-economic impact.

Procurement statistics for the period under review were as follows:

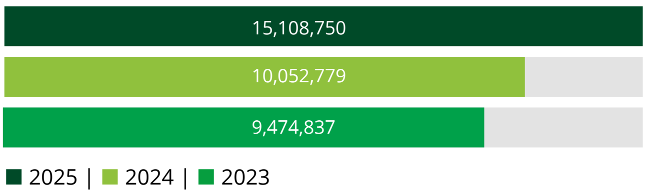
Number of suppliers



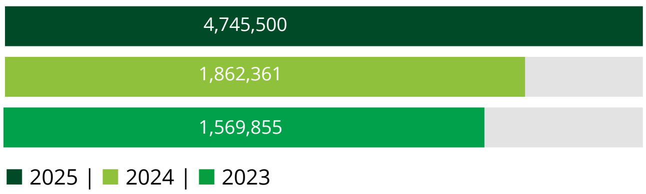
Number of Suppliers assessed



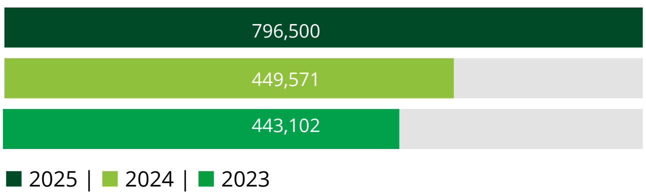
Spending on foreign suppliers - US$



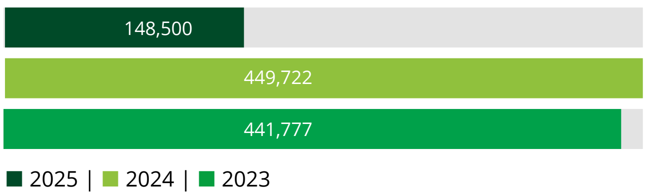
Spending on local suppliers – Small to medium Enterprise (SME) - US$



Spending on local suppliers- Youth lead suppliers - US$

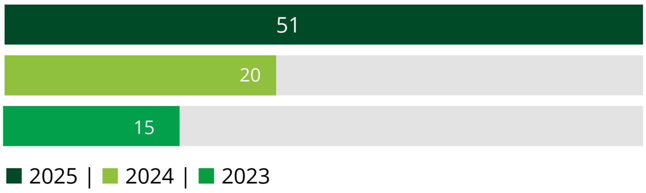


Spending on local suppliers- Women lead suppliers- US$

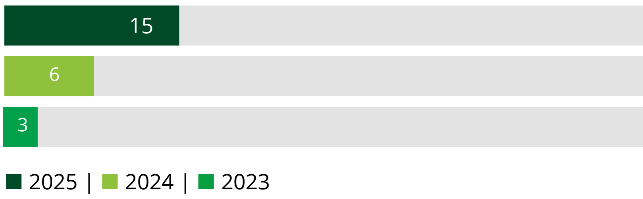


Our Economic Impacts and Value Creation (continued)

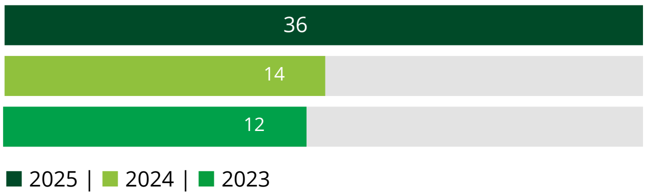
Suppliers that were screened using environmental criteria – Total new suppliers



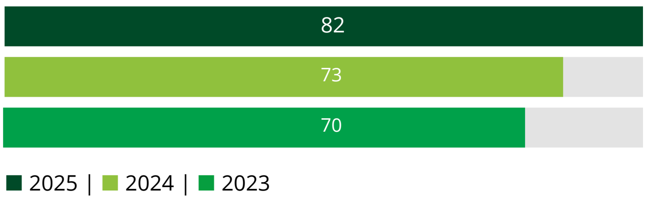
Suppliers that were screened using environmental criteria – New suppliers not screened



Suppliers that were screened using environmental criteria – New suppliers screened



Proportion of suppliers screened %



Economic Performance

Economic performance plays a crucial role in enhancing overall business success by driving sales and profitability. A strong economic performance contributes to business growth and generates positive returns for shareholders, reinforcing the importance of maintaining a focus on these areas. However, high operational costs and low performance levels could lead to a lack of profitability. To counteract these challenges, the business is committed to achieving sustainable profitability through the delivery of value-driven, durable, and world-class products.

Our policies emphasise efficiency in managing profitability, controlling costs, and achieving operational excellence. We implemented measures such as cutting costs and increasing operational efficiencies to ensure that we meet the set goals. Additionally, we are actively focused on reducing downtime and boosting marketing activities to drive revenue growth. The effectiveness of our actions is monitored through variance analysis compared to our budget. Our primary goals include achieving shareholder value, with specific targets focused on profitability. This includes aligning our operations with established targets and budgets to ensure consistency and focus. We are committed to a continuous process aimed at achieving our set targets. Clear outlining of responsibilities and targets will further enhance our performance, allowing the business to thrive. Stakeholders began to appreciate our economic performance, providing valuable insights into areas of improvement. This engagement strengthens our strategies and highlights the importance of collaboration in driving ongoing success.

The group participates in the export retention space, aimed at boosting our economic performance during the reporting period. The Reserve Bank of Zimbabwe (RBZ) implemented a policy requiring exporters to surrender 30% of their foreign currency earnings (reducing their retention to 70%) primarily to build foreign currency reserves, stabilize the local currency (ZiG), and support the interbank foreign exchange market. This policy, reinforced in the 2025 Monetary Policy Statement, forces the conversion of the surrendered 30% into the local currency (ZiG) at the prevailing official exchange rate. In the period FY25, the Group exported products worthy US$1,726,575 giving a surrender of US$517,972 translated to ZiG.

Our Economic Impacts and Value Creation (continued)

Tax Practices

Zimplow recognises the critical importance of effective tax management in ensuring compliance with tax regulations, which helps avoid penalties and garnishment of business accounts. By adhering to tax obligations, the Group mitigates risks and enhances its financial stability, allowing ample time to fulfil tax commitments and reduce errors. This approach contributes to future growth by creating a solid financial foundation.

Tax Strategy

Zimplow developed a Tax Strategy that involves regular monitoring and timely submission of tax returns. The governance of this strategy is overseen by the Group Chief Finance Officer, with reviews conducted on a monthly basis to ensure compliance and effectiveness. This approach not only aligns with Zimplow's business strategies but supports sustainable development by reducing tax risk, thereby maximising profitability and enhancing overall business performance.

Stakeholder Engagement regarding Tax Matters

Engagement with tax authorities is facilitated through continuous communication with account officers, allowing for an open dialogue about compliance and obligations. Written commitments further reinforce Zimplow's dedication to maintaining a transparent relationship with tax authorities. Public policy advocacy on tax issues is approached thoughtfully, ensuring that the Group aligns its practices with broader regulatory frameworks and community expectations. Zimplow is committed to a zero-tolerance policy regarding tax evasion, emphasising the importance of ethical practices in all financial dealings. The Group continuously monitors its tax obligations and payments to ensure compliance and mitigate risks. To empower employees, Zimplow provides tax training that keep employees informed of the latest tax regulations. Active engagement with Zimbabwe Revenue Authority (ZIMRA) officers further enhances understanding and compliance with tax requirements.

Zimplow conducts tax planning training sessions aimed at helping employees manage cash flow effectively while setting aside funds for tax obligations. This ensures that the Group is prepared to meet its financial responsibilities without jeopardising operational capabilities. Additionally, Zimplow maintains a focus on maximising available tax credits through ongoing monitoring of tax regulations, which can positively impact the Group's financial health.

Taxes paid in the period under review were as follows:

Taxes (US$)	FY 2025	FY 2024	FY2023	FY2022
Corporate Tax - Associates	-	-	13,534	-
Corporate Tax - Subsidiaries	40,305	109,783	220,176	146,019
Value Added Tax (VAT)	401,435	767,391	836,810	783,770
Import Duty	841,563	744,309	794,824	724,151
PAYE	1,182,190	838,017	827,168	814,391
Withholding Tax-10%	46,812	22,537	48,834	62,111
Withholding Tax-1/3	21,400	8,949	4,419	7,533
Fines	452,093	8,099	1,918	124
AIDS Levy	35,466	14,114	10,703	17,059
IMTT	166,767	126,450	108,710	168·131
Total	**2,346,468**	**2,639,649**	**2,867,096**	**2,723,288**


Welcome To
MEALIE BRAND

Design and Layout by: W2 STUDIOS

ZIMPLOW
ENGINEERING PERFORMANCE

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