

BPU

NEWSLETTER

Operations. People. Progress.



INSIDE THIS ISSUE

03

Strong Flock Performance

08

Growing our market

10

Learning and leading change

AUGUST HIGHLIGHTS

August at a Glance

Semi-EC

First contract grower flock placed in improved housing

13.6%

Hatching egg production above forecast

2.3%

Cobb flock rearing mortality at Point of Lay

0.3%

August hatchery production above budget

2.6%

Year-to-date hatchery production ahead of budget

Growth

New outlets opened in Arua and Gulu

Strengthening Brand Visibility: Entebbe & Ntinda

An ongoing commitment to stronger outlet branding.



Entebbe shop was rebranded as part of our shop improvement programme.



Ntinda shop was relocated and rebranded as part of the move.

POULTRY DEPARTMENT

Strong Flock Performance

BROILERS

First contract grower Semi-EC flock

On 3 August 2026, Broiler Operations placed its first Cobb flock in a contract grower Semi-EC house.

The improved facility, with Semi-EC capability, has better environmental control, ventilation and housing standards.

PRODUCTION FOCUS

DEVELOPING SEMI-EC PRODUCTION

Housing standards

Improved housing with Semi-EC capability.

Environmental control

Better environmental control and ventilation.

Flock performance

Flock results provide a benchmark for future development.

BREEDERS

Strong breeder performance

Consistent flock monitoring, effective management and collaboration supported strong August results across the business division.

At Mpoma-2, a Hubbard breeder flock achieved a strong onset of production and maintained excellent lay persistence.

BREEDER PERFORMANCE

13.6%

Hatching egg production above forecast.

2.3%

Cobb flock rearing mortality at Point of Lay.

Broilers: building consistency

The EC house flock results provide a benchmark for better performance, feed efficiency and production consistency across selected contract-grower farms.

POULTRY DEPARTMENT

HATCHERIES

Ahead of Budget

August production finished 0.3% above budget,
with year-to-date production 2.6% ahead of budget.

August performance

Day-old chick production declined
by 8.5% compared with July.
Hatchability fell by 1.3%.

Performance reflected a transition from
outgoing to incoming breeder flocks.

Supporting chick quality

Process improvements, staff training and
standard operating procedures support
chick quality across our hatcheries.

Preventative maintenance and equipment
management remain central to operations.

Year-to-date performance

January to August in each year | Broiler day-old chick production

YEAR	PRODUCTION CHANGE*	HATCHABILITY
2022	-	78.5%
2023	-18.1%	80.5%
2024	+10.5%	79.2%
2025	+4.1%	79.1%
2026	+15.1%	82.5%

*Change in January-August production versus the previous year.

OPERATIONS DEPARTMENT

Optimizing Performance Across the Business

Feed Mill Updates

New Operations Manager

Ajayi Adebayo Jacob has been appointed Operations Manager - FeedMill. His appointment is expected to strengthen operational leadership, drive efficiency and provide greater stability in the management of Feed Mill operations.

Reliable Quality Commercial Stocks

The Feed Mill maintained sufficient quality commercial stocks to support sales operations, subsequently enabling us to serve our customers better.



Ajayi Adebayo Jacob

Operations Manager - FeedMill

Continuous Focus on Food Safety and Quality

The abattoir has maintained its focus on quality. This is demonstrated by the successful recertification of our Food Safety Management System under FSSC 22000 (ISO 22000).

This achievement reflects our ongoing commitment to maintaining the highest food safety and quality standards across our operations.



The abattoir processing line

FINANCE DEPARTMENT

Finance in Action

Driving Efficiency, Strengthening Partnerships and Enabling Growth

July-September 2026

The third quarter of 2026 marked significant progress for the Finance Department, with continued focus on automation, financial resilience, stronger partnerships and better business decision-making.

Driving Automation

Finance successfully rolled out online/mobile-money petty cash payments, reducing physical cash handling while improving efficiency, traceability and control. The automated petty cash requisition process is also in its final testing phase, with deployment expected by the end of September.

These initiatives are part of our continued drive towards faster, more efficient and controlled digital processes.



A moment from the Stanbic Bank visit.

Strengthening Our Financial Position

During the quarter, Finance worked closely with our Owner and banking partners, Absa and Stanbic, to strengthen BPU's financial and working-capital position.

With the continued support of our Owner, additional funding was structured as equity rather than debt, enabling BPU to significantly reduce its bank term debt and achieve an approximately 43% reduction in monthly debt-servicing obligations.

This strengthened position has created additional capacity for working-capital financing, supporting our strategy to improve raw-material availability, procure at the right time and secure more competitive prices.

We sincerely appreciate our Owner for the continued commitment and confidence in BPU, and Absa and Stanbic for their continued partnership and support.

FINANCE DEPARTMENT

Strengthening Strategic Partnerships

During the quarter, BPU was also pleased to host Mr. Mumba Kalifungwa, Executive Director of Stanbic Bank Uganda, as part of our continued engagement with key financial partners. The visit provided an opportunity to strengthen the relationship between BPU and Stanbic and deepen our shared understanding of the business and its future financing requirements.



BPU Management with Stanbic Bank Executive Director Mumba Kalifungwa during his visit.

2025 Audit Successfully Completed

The 2025 financial statements were successfully audited and signed off in early September 2026, marking another important milestone in financial governance and accountability. We appreciate the Finance team and colleagues across the business whose cooperation contributed to the successful completion of the audit.

COMMERCIAL DEPARTMENT

Expanding Our Market Footprint

The Commercial team continues to strengthen BPU's market presence, increasing access to our products across the country.



Arua

New partner outlet opened in Arua.



Gulu

New outlet opened in Gulu.

Strengthening our northern presence

New Dressed Chicken outlets opened in Arua and Gulu. In Arua, BPU is represented through Apex Poultry Supplies Limited, a partner outlet.

The initial response has been encouraging and demonstrates growing acceptance of our brands and products in these strategic markets.

The outlets provide an important platform to deepen our distribution footprint, improve product availability, and unlock opportunities in the wider northern and border markets, including potential cross-border business.

Going forward, the focus will be on building sustainable volumes, strengthening relationships with distributors and key customers, and ensuring consistent service and product availability.

RECIPE OF THE MONTH

Doro Wot with matooke

Recipe by Chef Pablo Ssempe

Pearl Chicken in a rich, spiced sauce, served with steamed matooke.



Ingredients

700 g boneless Pearl Chicken, cubed
400 g onions, finely chopped
15 g berbere spice, or to taste
15 g garlic, minced
10 g ginger, minced
1 tbsp tomato paste (16 g)
2-3 tbsp oil or ghee (35 g)
50 ml water or stock
Salt and black pepper
Optional: 3-4 hard-boiled eggs, halved; coriander or parsley
To serve: steamed matooke

Method

- 01** Season the chicken with salt and pepper.
- 02** Heat oil or ghee over medium heat. Cook the onions until deeply golden. Add garlic and ginger; cook for 1 minute.
- 03** Stir in the berbere and tomato paste. Cook for 1 minute.
- 04** Add chicken and stir for 2-3 minutes. Add water or stock, cover and simmer on low-medium heat for about 15 minutes, until cooked through and the sauce thickens.
- 05** Add the eggs, if using, and warm through. Finish with coriander or parsley and serve with steamed matooke.

PEOPLE AND CULTURE DEPARTMENT

Informed. Supported. Equipped.



HR policy sensitisation session

HR Policy Sensitisation: Taking HR to Our Teams

As part of our annual HR Policy Sensitisation for 2026, the HR team is moving across all BPU locations to engage staff on key HR policies, workplace best practices and standards.

We are also highlighting recent changes in employment legislation and reinforcing the importance of continuous learning through our Digemy platform.

Through these engagements, we continue to bring HR closer to our teams, ensuring our people are well informed, aligned and equipped with the knowledge they need at work.

Learn. Grow. Lead.

In today's rapidly changing business landscape, learning is no longer a one-time event. It is a continuous journey that enables individuals and businesses to stay relevant, agile, and competitive.

At BPU, developing leaders is a strategic priority. Our structured leadership development framework is designed to build capability at every level of the business.

We nurture emerging leaders through supervisor skills development, strong mentorship, a robust graduate trainee program, and the Poultry Leadership Development Program (PLDP).

As we position the business for sustainable growth, we continue to invest in programmes such as Data and AI Literacy, Value Selling, Customer Engagement, and Service Excellence.

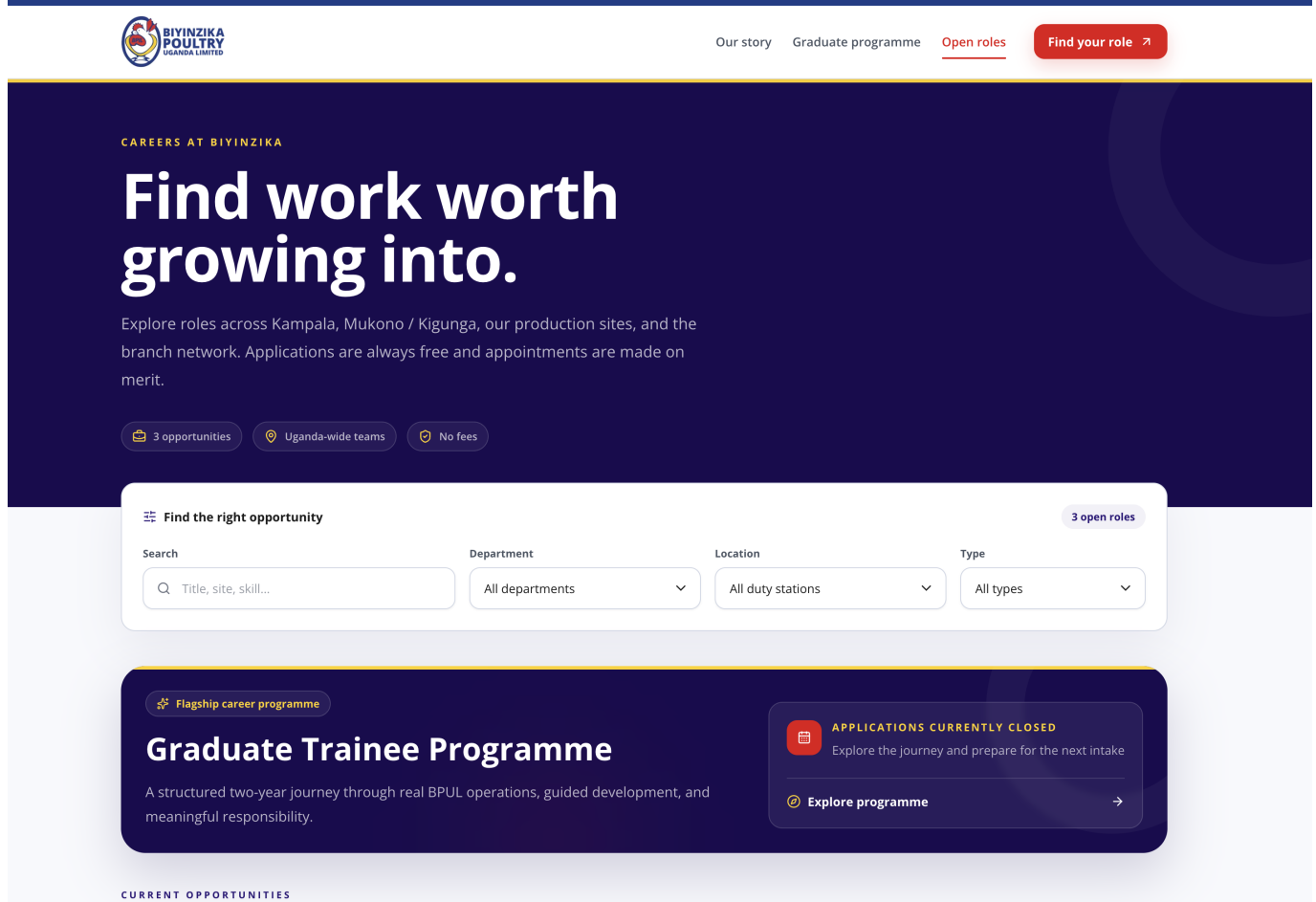
Digital learning through the Digemy Learning Management System continues to equip our people with the knowledge and tools needed to thrive in a changing business environment.

BUILDING BETTER SYSTEMS

Making Recruitment Easier

During August, BPU developed a dedicated recruitment platform to support the recruitment process.

recruitment.biyinzika.co.ug



The screenshot shows the recruitment platform interface. At the top, there's a navigation bar with the BPU logo, 'Our story', 'Graduate programme', 'Open roles' (highlighted), and a 'Find your role' button. Below the navigation bar, the main header reads 'CAREERS AT BIYINZIKA' and 'Find work worth growing into.' It includes a sub-header: 'Explore roles across Kampala, Mukono / Kigunga, our production sites, and the branch network. Applications are always free and appointments are made on merit.' There are three filters: '3 opportunities', 'Uganda-wide teams', and 'No fees'. A search bar is present with filters for 'Department' (All departments), 'Location' (All duty stations), and 'Type' (All types). A '3 open roles' badge is visible. Below the search bar, there's a section for the 'Graduate Trainee Programme' with a 'Flagship career programme' tag. It describes a 'structured two-year journey through real BPUL operations, guided development, and meaningful responsibility.' A button 'Explore programme' is shown. To the right, a box states 'APPLICATIONS CURRENTLY CLOSED' and 'Explore the journey and prepare for the next intake.' At the bottom, there's a 'CURRENT OPPORTUNITIES' section.

Platform preview. Vacancies change over time.

The platform brings together open roles, graduate training opportunities, application guidance, and insights into our company culture.

It also reinforces BPU's commitment to merit-based hiring.

EXPLORE OPPORTUNITIES

recruitment.biyinzika.co.ug

OUR CULTURE

Our Culture

BPU Values

Our values and performance behaviours together shape the BPU culture.



Boldness

We embrace change and innovation to serve our customers and grow our business. We act confidently and decisively, turning opportunities and challenges into results.



Preparedness

Through diligence, discipline, and agility, we anticipate change, prepare proactively and position ourselves to achieve future goals and aspirations.



Integrity

We uphold the highest standards of integrity in all our dealings with employees, customers, and business partners, fostering mutual respect and trust in every interaction.



Leadership

We strive to be leaders in everything we do. We lead with a customer-focused mindset, anticipating needs and delivering value.



Accountability

We are responsible for our actions, behaviours, decisions, and performance, and we remain results-driven and focused in everything we do.



Commitment

We are committed to the success of the whole, actively collaborating, supporting one another, and nurturing high-performing teams built on a shared purpose.



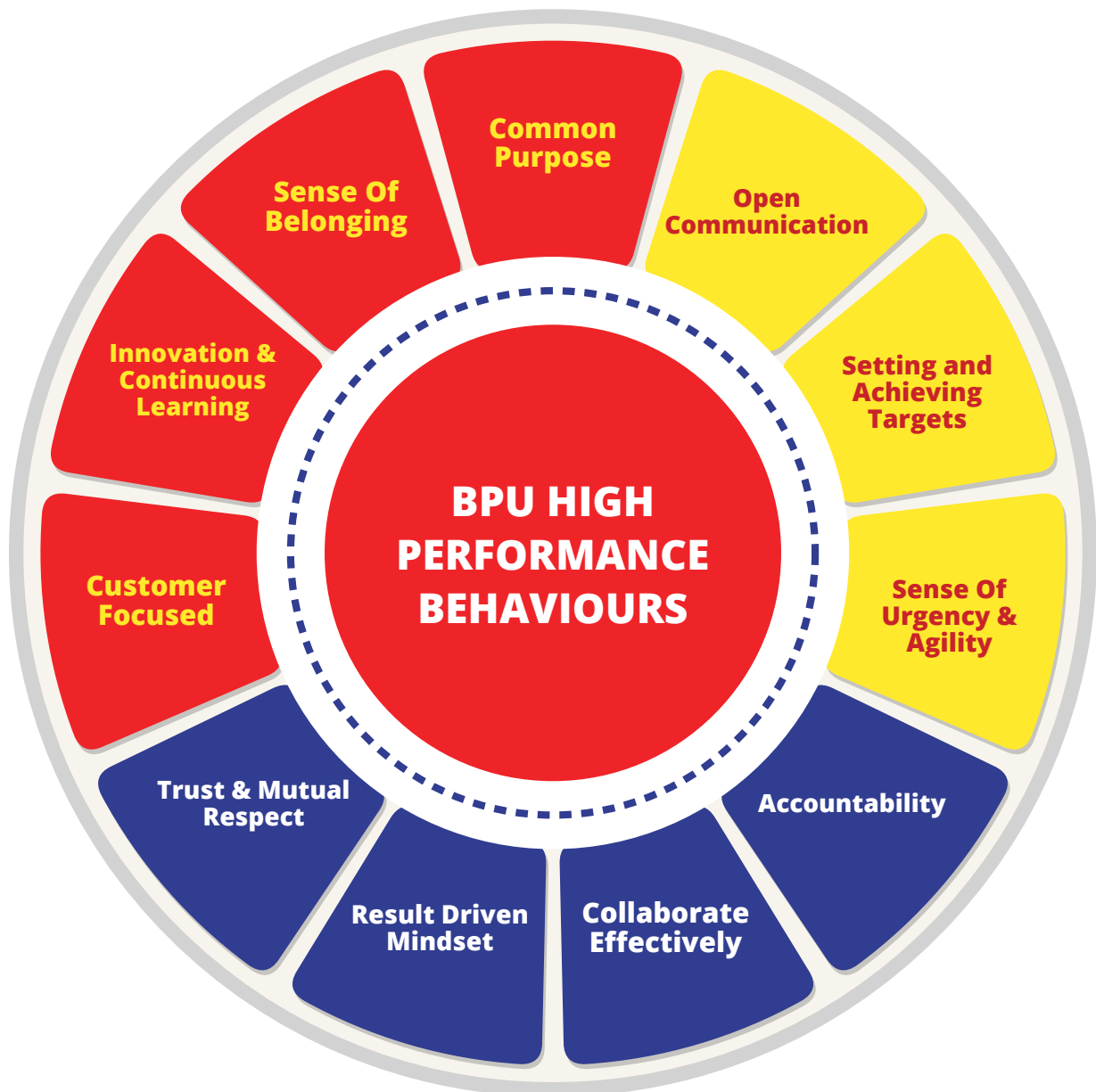
Stewardship

We take responsibility for the resources entrusted to us, our people, relationships, assets, and environment. Guided by God, we act with wisdom and care to ensure sustainable growth and create lasting value for generations to come.

OUR CULTURE

How We Perform

Our performance behaviours give every team a shared language for the way we collaborate, serve customers, and deliver results.



A shared language for every team.