



UNIVERSITY OF
DAR ES SALAAM

2025/2026

BASELINE REPORT

Annual Sustainability Report.

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For the financial year ended 30 June 2026

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OPEN REPORT →



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6.2.1

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Statement from the Chairperson of Council

“

The Council regards sustainability as a strategic imperative that shapes institutional resilience, financial sustainability, academic excellence and public trust.



Amb. Mwanaidi Sinare Maajar
Chairperson, University Council

On behalf of the University Council, it is my honour to present the University of Dar es Salaam's inaugural Annual Sustainability Report for the financial year ended 30 June 2026. This report is an important milestone in how the University governs — and is held accountable for — its environmental, social and governance performance, and in embedding sustainability into institutional strategy and long-term value creation.

The Council regards sustainability as a strategic imperative that shapes institutional resilience, financial sustainability, academic excellence and public trust.

During the year the Council oversaw the establishment of the University's ESG governance structures, approved the ESG and Sustainability Policy, and reviewed this report through its Audit Committee before approving it for incorporation into the University's Audited Annual Report.

The Council remains committed to transparency, sound stewardship of public and partner resources, and continuous improvement in the quality of our disclosures in alignment with adopted standards. I thank the Vice Chancellor, Management, staff, students, alumni, government and our development partners, whose collective effort made this milestone possible.

Amb. Mwanaidi Sinare Maajar

Chairperson, University Council

Signature

Date



LEADERSHIP STATEMENT

Vice Chancellor's Sustainability Statement

“Sustainability is central to this mission, shaping how we teach, research, engage communities, manage our campuses and govern the institution.”

For more than six decades the University of Dar es Salaam has advanced knowledge, developed skilled graduates and generated research for national development. Sustainability is central to this mission, shaping how we teach, research, engage communities, manage our campuses and govern the institution. This inaugural Sustainability Report demonstrates our commitment to integrating ESG considerations across the University's operations and strategic direction.

During the year we completed our first institution-wide greenhouse-gas inventory of 4,363.55 tCO₂e, mapped sustainability across 96.4% of our 1,781 ratified courses, and confirmed that the large majority of our research (91.3%) and consultancy (87.5%) addresses ESG challenges. Our greatest contribution to sustainable development is delivered through these core functions, complemented by responsible campus operations — the CNG Conversion Centre for cleaner transport, borehole development for water security, and the conservation of more than 1,200 acres of natural forest.

As a first report, it also candidly acknowledges where our monitoring systems are still maturing. We will expand environmental monitoring and present comparatives from FY 2026/27. I am grateful to Council for its oversight, and to our staff and students whose efforts underpin these results, as we advance Tanzania's development priorities, Vision 2050 and the Sustainable Development Goals.

Prof. William A. L. Anangisyee

Vice Chancellor

Signature

Date



THE YEAR IN NUMBERS

4,363.55 tCO₂e

First institution-wide
greenhouse-gas inventory

96.4%

of 1,781 ratified courses
integrate sustainability

91.3%

of research outputs address ESG
challenges

87.5%

of consultancy assignments
ESG-linked

1,200+ acres

of natural forest conserved on
campus

CNG CONVERSION CENTRE
BOREHOLE DEVELOPMENT
FOREST CONSERVATION

INTRODUCTION

About this Sustainability Report



IFRS S1

IFRS S2

FY2025/26

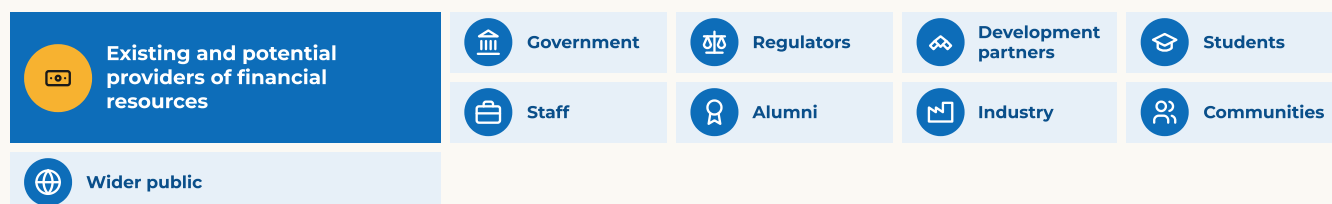
This is the University of Dar es Salaam's (UDSM) first Annual Sustainability Report. It presents the University's sustainability-related governance, strategy, risk management, performance and long-term value creation for the reporting period, and demonstrates how UDSM integrates sustainability into its core functions of teaching, research, consultancy, community engagement and campus operations.

It forms part of the University's broader accountability framework and complements the Annual Financial Statements and Annual Report by providing information that extends beyond traditional financial reporting.

1.1 Purpose, scope and structure

The report provides transparent, reliable and decision-useful information on the University's sustainability governance, strategy, material matters, risk management, climate-related disclosures and ESG performance. It covers the financial year from 1 July 2025 to 30 June 2026 and has been prepared primarily for existing and potential providers of financial resources, while also serving Government, regulators, development partners, students, staff, alumni, industry, communities and the wider public. The report is structured to move logically from governance and strategy through materiality, risk, climate and performance to the University's contribution to the Sustainable Development Goals and the applicable disclosure indices.

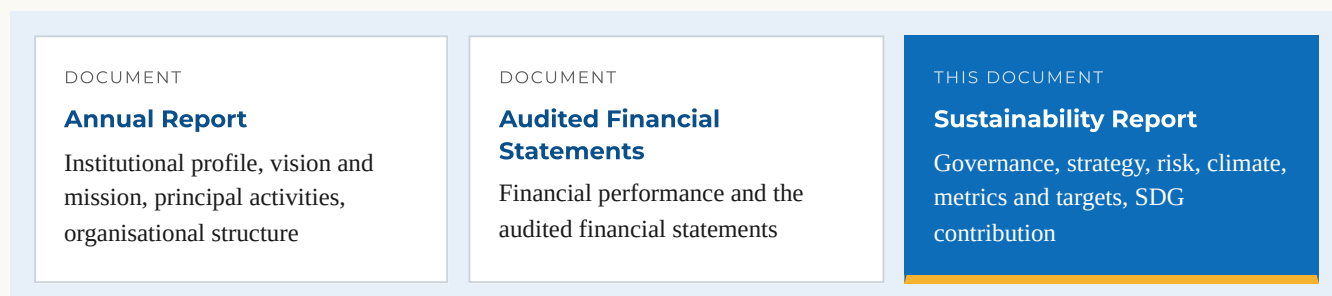
WHO THIS REPORT SERVES



1.2 Relationship with the Annual Report

This Sustainability Report forms part of the University's annual reporting package. To keep the package concise, information presented comprehensively elsewhere in the Annual Report — the institutional profile, vision and mission, principal activities, organisational structure, financial performance and audited financial statements — is not repeated here. Where relevant, cross-references are provided. Together, the two documents give an integrated account of the University's governance, financial and sustainability performance.

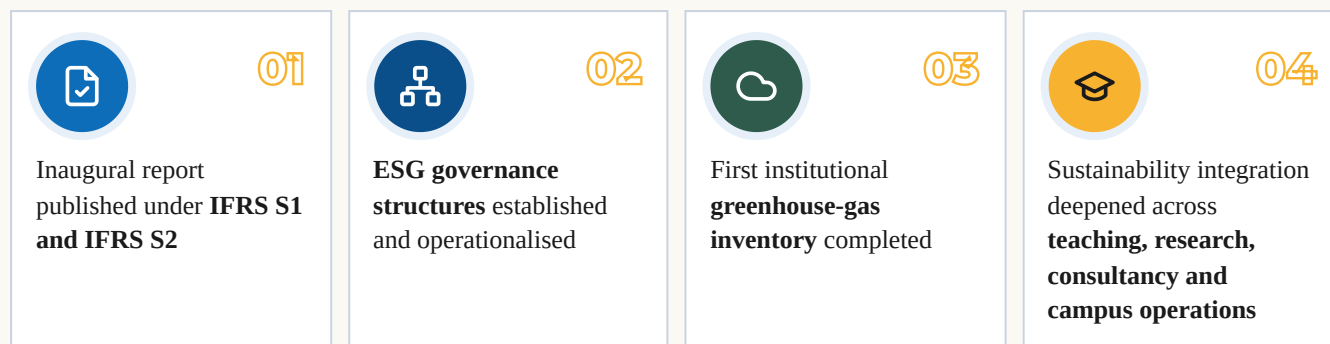
THE ANNUAL REPORTING PACKAGE



1.3 Sustainability performance at a glance

FY2025/26 was a foundational year. The University published its inaugural report under IFRS S1 and IFRS S2, established and operationalised its ESG governance structures, completed its first institutional greenhouse-gas inventory, and deepened the integration of sustainability across teaching, research, consultancy and campus operations. The dashboard below summarises headline results against targets so that areas of strength and areas needing attention can be seen at a glance.

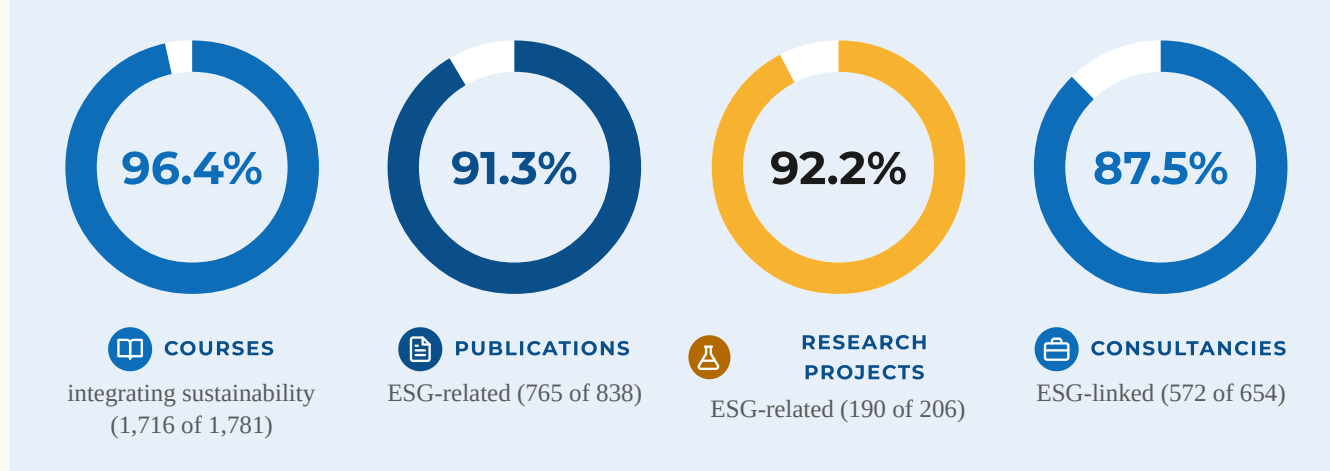
A FOUNDATIONAL YEAR — FOUR FIRSTS



1.3.1 Sustainability integration within core function

Sustainability is strongly integrated across the University's core functions, with more than 87% of courses, publications, research projects and consultancies demonstrating a direct or enabling sustainability contribution.

FIGURE 1 — CORE-FUNCTION SUSTAINABILITY INTEGRATION, FY2025/26



1.3.2 Performance across the Environment, Social and Governance pillars

The baseline demonstrates strong performance in undergraduate completion, employability outcomes, ethics training, Council independence and local procurement. It also provides a clear foundation for targeted improvement in postgraduate completion, female staff representation, paper recycling and audit-findings closure. Environmental indicators establish credible benchmarks against which progress and emerging trends will be assessed from FY2026/27.

See Figure 2 — ESG key performance scorecard →





FY2025/26 • INFOGRAPHIC

The year in numbers

2025/26

ENVIRONMENT

 4,363.55 tCO ₂ e Total GHG emissions (Scope 1 + 2)	 6,930,204 kWh Total electricity consumption	 56,505.5 kWh Renewable (solar) electricity	 1,029,480 m ³ Water consumption	 1,218.75 acres Reserved natural forest	 1,420 Trees planted · 80% survival
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SOCIAL

 36,563 Undergraduate enrolment	 5,192 Postgraduate enrolment	 10,312 Undergraduate graduates	 1,442 Postgraduate graduates	 3,003 Total employees	 561 Employees receiving ESG training
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TEACHING, RESEARCH & CONSULTANCY

 136 Programmes mapped	 1,781 Courses assessed	 838 Scholarly outputs	 206 Registered research projects	 654 Consultancy & professional-service assignments	 273 External organisations reached
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GOVERNANCE

 15 Council members	 8 Council meetings held	 100% Ethics-training completion rate	 8.817 TZS bn Procurement from local suppliers	 0 / 0 Whistleblower reports received / resolved	 7 Staff & student wellness programmes
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Figures as reported in Chapters 6 and 9 of this report (FY2025/26 baseline). Source: UDSM ESG data collection tool (Unit ESG Champions).

FIGURE 2

UDSM ESG key performance scorecard, FY2025/26

ENVIRONMENT <i>Planet · resource stewardship</i>	SOCIAL <i>People · equity & outcomes</i>	GOVERNANCE <i>Principles · accountability</i>
SCOPE 1 EMISSIONS 843.01 tCO ₂ e ● 317,729 L diesel + 12,899 L petrol	EMPLOYMENT OUTCOME SCORE 85.3% ● Target achieved	BOARD INDEPENDENCE 67% ● Target achieved
SCOPE 2 EMISSIONS 3,520.54 tCO ₂ e ● 6,930,204 kWh purchased electricity	UNDERGRADUATE ON-TIME COMPLETION 87.52% ● Target achieved	BOARD GENDER DIVERSITY 47% ● Target achieved
WATER INTENSITY 23.0 m ³ /person ● 1,029,480 m ³ ÷ 44,758	POSTGRADUATE ON-TIME COMPLETION 46.34% ● Improvement priority	ETHICS-TRAINING COMPLETION 100% ● Target achieved
PAPER RECYCLING RATE 3.3% ● Improvement priority	FEMALE STUDENT ENROLMENT 45.15% ● Near target	LOCAL PROCUREMENT 100% ● Target achieved
RENEWABLE (SOLAR) ELECTRICITY 56,505.5 kWh ● Baseline	FEMALE IN SENIOR MANAGEMENT 42.5% ● Target achieved	WHISTLEBLOWER REPORTS None ● Monitoring
TREES PLANTED 1,420 trees ● 80% survival	FEMALE EMPLOYEES 33.3% ● Near target	EXTERNAL AUDIT CLOSURE 85% ● Improvement priority
RESERVED NATURAL FOREST 1,218.75 acres ● On track	STAFF TURNOVER 2.23% ● On track	INTERNAL AUDIT CLOSURE 100% ● Target achieved
STATUS KEY ● Target achieved / On track ● Near target ● Baseline / Monitoring ● Improvement priority		

Source: UDSM ESG data collection tool (Unit ESG Champions), FY2025/26 baseline. Figures per IFRS S1/S2 and NBAA Technical Pronouncement No. 1.

REPORTING FRAMEWORK

Basis of Preparation and Reporting Framework

02

ISSB

NBAA TP 1

IPSASB SRS 1

This report applies the International Financial Reporting Standards (IFRS) Sustainability Disclosure Standards issued by the International Sustainability Standards Board (ISSB)—IFRS S1, General Requirements for Disclosure of Sustainability-related Financial Information, and IFRS S2, Climate-related Disclosures—as the University’s primary sustainability reporting framework. It also responds to the NBAA Technical Pronouncement No. 1 of 2024 and Treasury Registrar guidance on sustainability reporting by public entities in Tanzania, and, given the University's public-sector status, considers IPSASB SRS 1 Climate-related Disclosures (effective for periods beginning on or after 1 January 2028) where it complements IFRS S1 and S2. At institutional level, preparation was guided by the UDSM ESG and Sustainability Policy Framework.

FRAMEWORK ARCHITECTURE

PRIMARY	IFRS S1 General Requirements · IFRS S2 Climate-related Disclosures (ISSB)
NATIONAL	NBAA Technical Pronouncement No. 1 of 2024 · Treasury Registrar guidance for public entities
PUBLIC SECTOR	IPSASB SRS 1 Climate-related Disclosures (effective 1 January 2028), where it complements S1 and S2
INSTITUTIONAL	UDSM ESG and Sustainability Policy Framework

Consistent with IFRS S1, the report seeks to provide information that is relevant, faithfully represented, comparable, verifiable, timely and understandable, drawing on institutional records, documented evidence and established data-collection and validation processes.

Relevant

Faithfully
represented

Comparable

Verifiable

Timely

Under standable

2.1 Reporting entity, boundary and period

In accordance with paragraph 20 of IFRS S1, this report covers the same reporting entity as the University’s general-purpose financial statements for the financial year from 1 July 2025 to 30 June 2026. Quantified environmental disclosures cover the UDSM Main Campus, CoICT, SoAF, IMS, MRI, MCHAS, DUP and UCC. The Kagera and Lindi campuses were excluded because they were still under development and not operational during the reporting period; the environmental reporting boundary will expand as additional campuses become operational. The reporting boundary covers a population of 44,758, comprising 3,003 staff and 41,755 students. The University intends to report annually, in alignment with its financial reporting cycle.

ENVIRONMENTAL BOUNDARY

Main Campus	CoICT	SoAF	IMS
MRI	MCHAS	DUP	UCC
Kagera — not yet operational		Lindi — not yet operational	

CAMPUS POPULATION BASIS

44,758

persons

■ 3,003 staff

■ 41,755 students

2.2 Significant judgements, transition reliefs and limitations

Key management judgements concerned identifying sustainability-related risks and opportunities that could reasonably affect the University's prospects, determining material information, defining the environmental reporting boundary and setting appropriate time horizons. Short term is defined as up to one-year, reflecting the University's annual planning cycle. Medium term as one to five years aligning to Rolling Strategic Plan and Long term as beyond five years aligning to Vision 2050.

TIME HORIZONS

SHORT TERM	MEDIUM TERM	LONG TERM
≤ 1 year	1 – 5 years	Beyond 5 years
Annual planning cycle	Rolling Strategic Plan	Vision 2050

For this first reporting period, the University applied the transition reliefs available under IFRS S1 Appendix E and IFRS S2 Appendix C. Comparative information will therefore be introduced from FY2026/27, while Scope 3 greenhouse-gas emissions will be incorporated progressively as reliable supporting data become available. The University also undertook an initial assessment of physical and transition climate risks, established a GHG baseline of 4,363.55 tCO₂e and set reduction targets for 2027. Future reporting will build on this work towards strengthened environmental monitoring.

FIRST-YEAR TRANSITION POSITION

RELIEF APPLIED	Comparative information introduced from FY2026/27 (IFRS S1 Appendix E)
RELIEF APPLIED	Scope 3 emissions incorporated progressively as reliable data become available (IFRS S2 Appendix C)
COMPLETED	Initial assessment of physical and transition climate risks
ESTABLISHED	GHG baseline of 4,363.55 tCO₂e with reduction targets set for 2027

03

SECTION 3

Statement of Compliance

This report has been prepared in substantive alignment with IFRS S1 and IFRS S2, subject to the transition reliefs and reporting limitations disclosed in Section 2.2. The report addresses the applicable disclosure requirements, with the corresponding disclosures cross-referenced in the compliance index in Section 11. UDSM is committed to progressively strengthening its reporting systems and the completeness, comparability and decision usefulness of its sustainability-related financial disclosures.

GOVERNANCE

STRATEGY

RISK MANAGEMENT

METRICS & TARGETS



PHOTO: UNIVERSITY OF DAR ES SALAAM

GOVERNANCE

Sustainability Governance

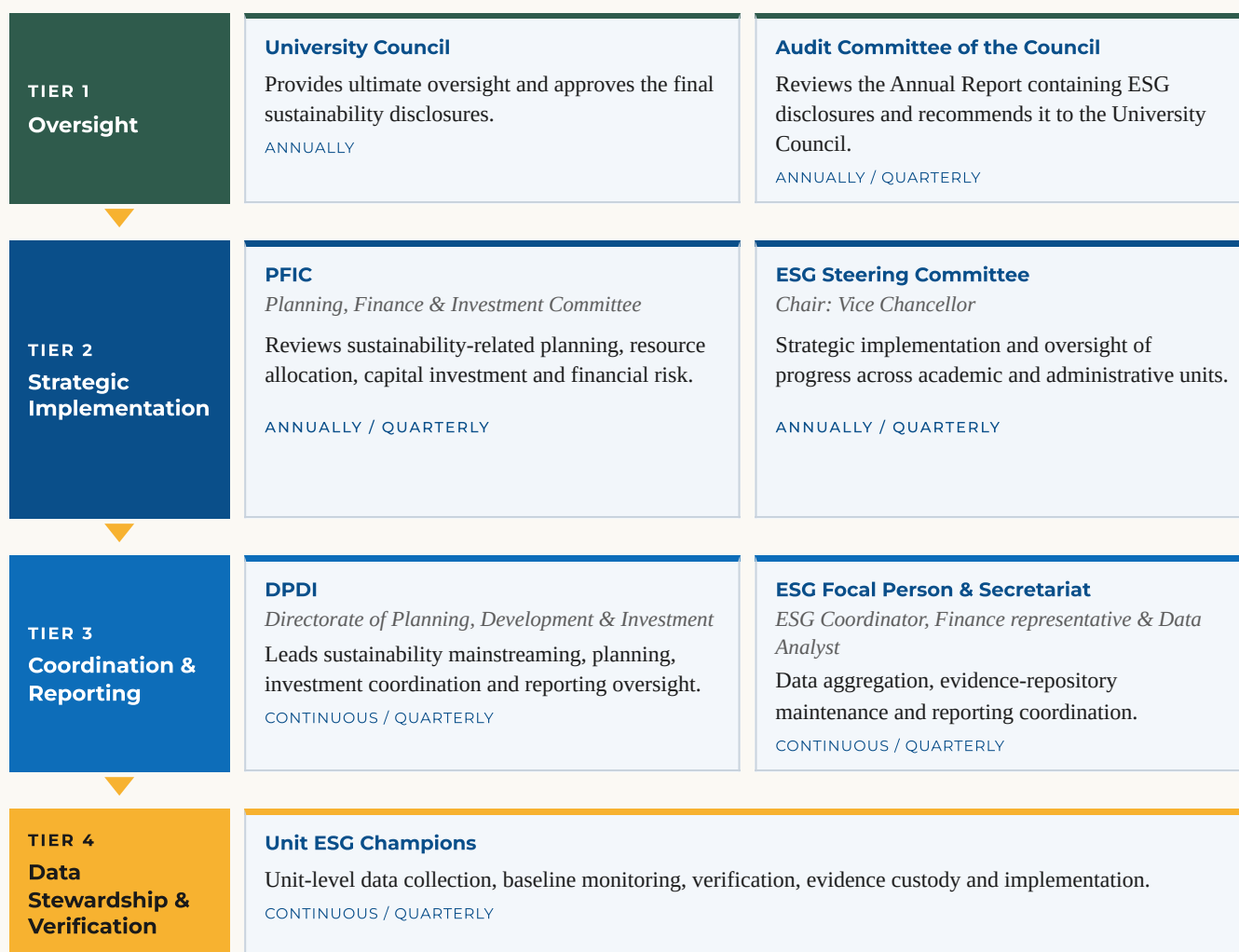


IFRS S1 ¶27

IFRS S2 ¶6

Sustainability governance at UDSM is embedded within the University's existing statutory governance framework, so that sustainability is integrated into strategy, decision-making, risk management and operational oversight rather than managed as a stand-alone function. Clear lines of accountability run from the University Council, through executive management, to the operational units that implement initiatives and generate sustainability information. Strategic oversight is exercised by the Council through its Committees; executive responsibility rests with Management under the Vice Chancellor; and implementation and reporting are coordinated through the ESG Steering Committee, ESG Secretariat, ESG Focal Persons and Unit ESG Champions.

FIGURE 3 — UDSM SUSTAINABILITY GOVERNANCE STRUCTURE



Consistent with IFRS S1 paragraph 27 and IFRS S2 paragraph 6, governance processes define how sustainability information is generated, reviewed, monitored and incorporated into decision-making. Sustainability responsibilities are reflected in the terms of reference of the relevant organs; competencies are strengthened through awareness and technical training; information flows through established reporting channels; and reporting is supported by documented procedures, designated data owners, evidence-based collection and internal assurance.

MATERIALITY

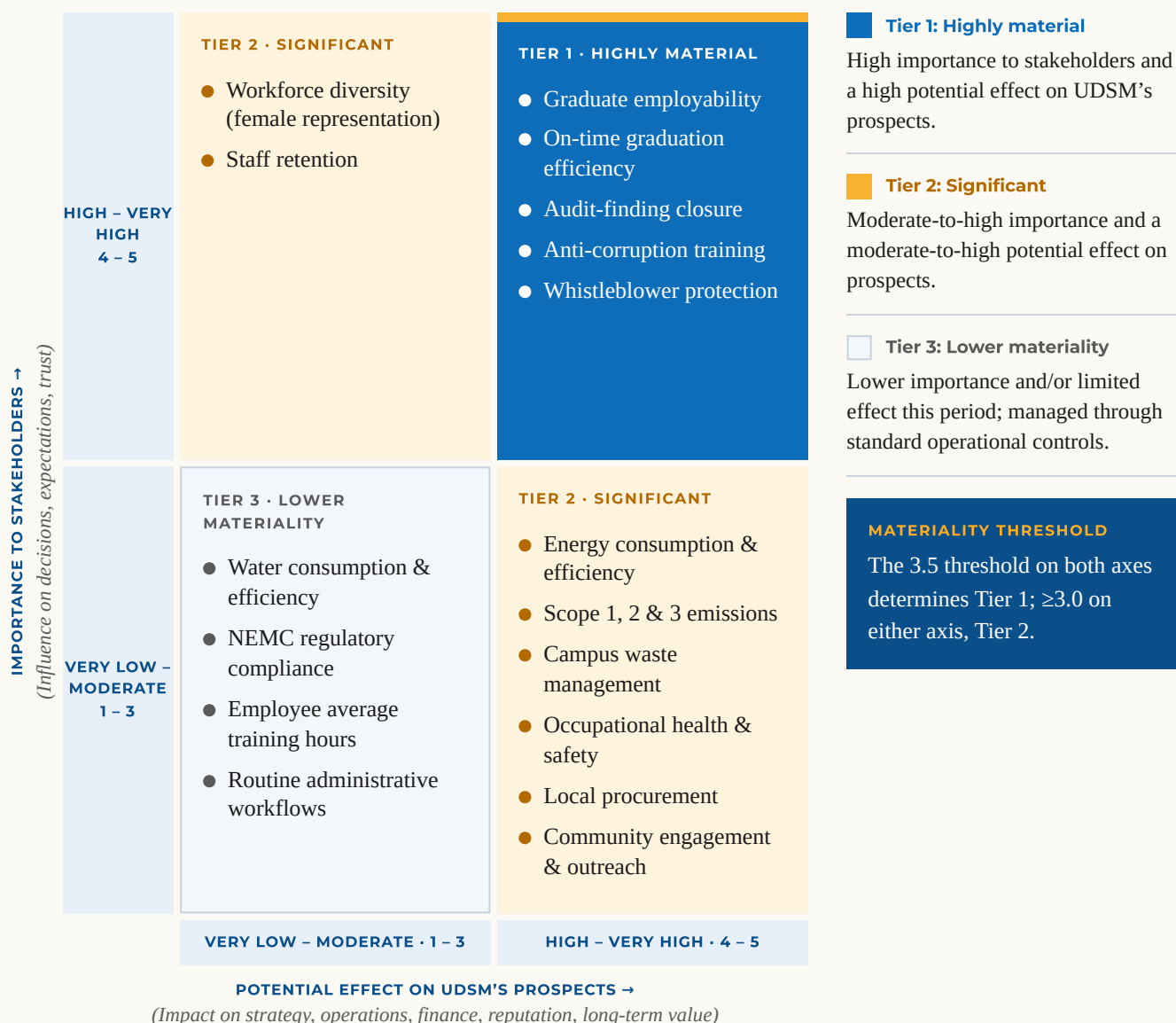
Materiality Assessment and Material ESG Topics

05

SEPT – NOV 2025

IFRS S1

Between September and November 2025, the University conducted a materiality assessment, in accordance with IFRS S1, to identify the sustainability-related risks and opportunities that could reasonably be expected to affect its prospects over the short, medium and long term. Using a structured process, sustainability matters were evaluated for their significance to stakeholders and their potential effect on strategy, operations, financial sustainability, reputation and long-term prospects, then prioritised as Tier 1 (Highly Material) or Tier 2 (Significant). The results form the basis of the disclosures in this report.

FIGURE 4 — UDSM MATERIALITY MATRIX


HOW THE ASSESSMENT WORKED

1

Identify sustainability-related risks and opportunities

2

Evaluate significance to stakeholders

3

Evaluate effect on strategy, operations, finances, reputation and prospects

4

Prioritise as Tier 1 or Tier 2 and disclose

5.1 Material sustainability topics

TABLE 5.1 — UDSM MATERIAL SUSTAINABILITY PRIORITIES AND REPORTING COVERAGE

 1	Academic Excellence & Student Success TIER 1 — HIGHLY MATERIAL <div>Graduate employability</div> <div>On-time graduation</div> <div>Teaching quality</div> <div>Research excellence</div> <div>Student success</div>	REPORT SECTION Chapter 9
 2	Ethical Governance & Transparency TIER 1 — HIGHLY MATERIAL <div>Governance</div> <div>Ethics and integrity</div> <div>Internal controls</div> <div>Anti-corruption</div> <div>Accountability</div>	REPORT SECTION Chapters 4, 7, 9
 3	Environmental Stewardship & Climate Resilience TIER 2 — SIGNIFICANT <div>Energy</div> <div>Greenhouse-gas emissions</div> <div>Waste management</div> <div>Climate resilience</div>	REPORT SECTION Chapters 8, 9
 4	Student & Staff Well-being TIER 2 — SIGNIFICANT <div>Occupational health and safety</div> <div>Staff development</div> <div>Diversity and inclusion</div> <div>Student welfare</div>	REPORT SECTION Chapter 9
 5	Positive Community & Economic Impact TIER 2 — SIGNIFICANT <div>Community engagement</div> <div>Local procurement</div> <div>Partnerships</div> <div>Socio-economic contribution</div>	REPORT SECTION Chapter 9

MATTERS NOT MATERIAL FOR SEPARATE DISCLOSURE

Matters assessed as not material for separate disclosure this period — including water consumption, baseline environmental regulatory compliance, average employee training hours and routine administrative processes — continue to be monitored operationally and will be reassessed periodically as the University's context, stakeholder expectations and regulatory requirements evolve. Selected environmental indicators are still reported where they aid understanding without obscuring material information.

STRATEGY

Strategy and Value Creation

06

ROLLING STRATEGIC PLAN 2026/27–2030/31

The University creates long-term value by integrating sustainability into its core mandate of teaching, research, innovation, consultancy, community engagement and institutional management.

Sustainability is mainstreamed into strategic planning, operational decision-making, resource allocation, performance management and risk management, and is identified as a cross-cutting enabler in the Rolling Strategic Plan (2026/27–2030/31), supporting the University’s aspiration to be a leading centre of intellectual wealth spearheading the quest for sustainable and inclusive development.

FIGURE 5 — UDSM SUSTAINABILITY VALUE-CREATION MODEL



The model traces how the University converts its resources into outputs, outcomes and enduring value across its core functions.

Aspiration: to be a leading centre of intellectual wealth spearheading the quest for sustainable and inclusive development.

6.1 Strategic response to material priorities

The University aligns each material sustainability priority with a defined strategic response and the long-term value it is expected to generate for students, staff, Government, development partners, industry and the wider community. Table 6.1 below summarizes UDSM's Strategic response to material priorities.

TABLE 6.1 — STRATEGIC RESPONSES AND EXPECTED LONG-TERM VALUE FROM MATERIAL SUSTAINABILITY PRIORITIES

MATERIAL PRIORITY	STRATEGIC RESPONSE	EXPECTED LONG-TERM VALUE
Academic Excellence & Student Success	Enhance teaching quality, research excellence, graduate employability and student success.	Improved academic quality, research impact and competitiveness.
Ethical Governance & Transparency	Strengthen governance, ethics, accountability, risk management and oversight.	Enhanced stakeholder confidence and institutional resilience.
Environmental Stewardship & Climate Resilience	Improve energy efficiency, GHG management, waste management and climate resilience.	Reduced footprint and more sustainable campus operations.
Student & Staff Well-being	Promote occupational health and safety, diversity, inclusion and staff development.	A healthy, inclusive and productive university community.
Positive Community & Economic Impact	Expand community engagement, consultancy, partnerships and local economic contribution.	Increased societal impact and contribution to national development.

6.2 Sustainability integration across core functions

6.2.1 Teaching and learning

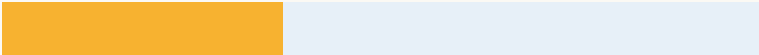
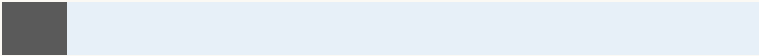
During FY2025/26 the University mapped all 136 ratified academic programmes, covering 1,781 courses, against sustainability principles, ESG dimensions and the SDGs. Overall, 1,716 courses (96.4%) integrate sustainability through direct, embedded or supporting content, and 1,436 (80.6%) directly address or explicitly embed it.

FIGURE 6 — SUSTAINABILITY INTEGRATION ACROSS THE CURRICULUM (FY2025/26)

136 PROGRAMMES MAPPED Ratified academic programmes	1,781 COURSES ASSESSED Institution-wide mapping	96.4% SUSTAINABILITY INTEGRATION 1,716 courses	80.6% DIRECT OR EMBEDDED CONTENT 1,436 courses
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Curriculum integration profile

Classification of 1,781 mapped courses

Embedded sustainability		756 42.4%
Direct sustainability		680 38.2%
Supporting / enabling		280 15.7%
No identifiable linkage		65 3.6%

6.2.2 Research, publications, consultancies and innovation

The University produced 838 scholarly outputs during the year — journal articles, books, book chapters, research reports and policy briefs — of which 765 (91.3%) were ESG-related, spanning climate change, renewable energy, biodiversity, sustainable agriculture, public health, gender equality, natural-resource management, taxation, environmental accounting and governance. Of 206 active research projects, 190 (92.2%) were ESG-related. The University coordinated 654 consultancy and professional-service assignments, of which 572 (87.5%) demonstrated a direct or enabling contribution to sustainability, reaching 273 external organisations across the public, private and development sectors.

ESG RESEARCH THEMES, FY2025/26

Climate change Renewable energy Biodiversity Sustainable agriculture Public health Gender equality

Natural-resource management Taxation Environmental accounting Governance

TABLE 6.2 — ESG-RELATED RESEARCH, PUBLICATIONS AND CONSULTANCIES (FY2025/26)

CLASSIFICATION	TOTAL	ESG-RELATED	ESG %
Publications (books, book chapters, journal articles, policy briefs)	838	765	91.3%
Registered research projects	206	190	92.2%
Consultancy & professional-service assignments	654	572	87.5%

273

external organisations reached through ESG-linked consultancy and professional services across the **public, private and development sectors**

6.2.3 Specialised sustainability innovation hubs

Beyond individual projects, UDSM advances multidisciplinary sustainability research through the Institute of Resource Assessment (IRA) and the Centre for Climate Change Studies (CCCS). During FY2025/26, their work spanned climate science, mitigation, adaptation and resilience; renewable energy and low-carbon development; natural resources, land, water and biodiversity management; sustainable agriculture and nature-based solutions; and environmental governance, climate finance and disaster-risk management. Through research, policy support and capacity building, these platforms contribute to Tanzania's development priorities and the SDGs while strengthening UDSM's regional leadership in sustainability research.

INNOVATION HUB

Institute of Resource Assessment (IRA)

Coordinates multidisciplinary research on natural resources, land, water and biodiversity management, sustainable agriculture and nature-based solutions.

INNOVATION HUB

Centre for Climate Change Studies (CCCS)

Advances climate science, mitigation, adaptation and resilience; renewable energy and low-carbon development; and climate finance and disaster-risk management.



PHOTO: UNIVERSITY OF DAR ES SALAAM

INFOGRAPHIC · TEACHING, RESEARCH AND CONSULTANCY

Knowledge for sustainability

CURRICULUM MAPPING FUNNEL · 136 PROGRAMMES

1,781

COURSES ASSESSED

1,716

INTEGRATE SUSTAINABILITY · 96.4%

1,436

DIRECT OR EMBEDDED · 80.6%

756

Embedded · 42.4%

680

Direct · 38.2%

280

Supporting / enabling · 15.7%

65

No identifiable linkage · 3.6%

RESEARCH, PUBLICATIONS AND CONSULTANCY

RESEARCH PROJECTS

92.2%

190 of 206 ESG-related

PUBLICATIONS

91.3%

765 of 838 ESG-related

CONSULTANCIES

87.5%

572 of 654 ESG-related

**273**EXTERNAL ORGANISATIONS
REACHED

public, private and development sectors

IRA + CCCS

Specialised sustainability innovation hubs advancing multidisciplinary research

All figures from Sections 6.2.1–6.2.3.

6.2.4 Governance, campus operations and resource resilience

The University operationalised its ESG governance framework and conducted ESG awareness and capacity-building programmes for the Council, Top Management, Principals, Deans, Directors, Heads of Department and Unit ESG Champions, strengthening understanding of ESG principles and reporting under IFRS S1 and S2. It advanced sustainable campus operations through water security (seven borehole sites identified and one borehole drilled), continued construction of the Compressed Natural Gas (CNG) Conversion Centre to support phased fleet conversion and cleaner transport, and promoted environmental stewardship through tree-planting, forest conservation and waste-recycling initiatives. Through this integration, the University creates enduring value for students, staff, Government, development partners, industry and the wider community.



FIGURE 7 — SUSTAINABLE CAMPUS OPERATIONS IN ACTION



RISK MANAGEMENT

Sustainability Risk Management



IFRS S1 ¶29–40

In accordance with IFRS S1 paragraphs 29–40, sustainability-related risks and opportunities are identified, assessed and monitored through the University's enterprise risk-management processes, materiality assessment and periodic management review, and evaluated for their effect on strategic objectives, operations, financial sustainability, reputation and long-term prospects. Time horizons follow the planning cycle: short term (0–1 year, annual budgeting and operations); medium term (1–5 years, the Rolling Strategic Plan 2026–2031); and long term (beyond 5 years, Vision 2050 and long-term estate development).

Short · 0–1 yr

Annual budgeting and operations

Medium · 1–5 yrs

Rolling Strategic Plan 2026–2031

Long · 5+ yrs

Vision 2050 and long-term estate development

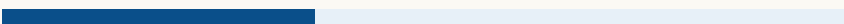
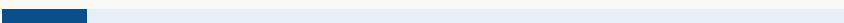
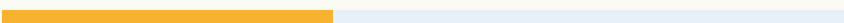
7.1 Principal sustainability-related risks and opportunities

 Academic Excellence & Student Success MEDIUM		
R RISK Curriculum becoming less responsive to emerging sustainability needs	O OPPORTUNITY Curriculum innovation and interdisciplinary programmes	→ STRATEGIC RESPONSE Periodic curriculum review; strengthen integration
 Ethical Governance & Transparency SHORT-MEDIUM		
R RISK Increasing regulatory and reporting requirements	O OPPORTUNITY Enhanced accountability and stakeholder confidence	→ STRATEGIC RESPONSE Strengthen ESG governance and compliance systems
 Environmental Stewardship & Climate Resilience MEDIUM-LONG		
R RISK Rising energy costs, water stress and climate impacts	O OPPORTUNITY Resource efficiency and renewable-energy adoption	→ STRATEGIC RESPONSE Energy efficiency, renewables and climate adaptation
 Student & Staff Well-being MEDIUM		
R RISK Talent attraction, retention and occupational-health challenges	O OPPORTUNITY Improved productivity, inclusion and staff development	→ STRATEGIC RESPONSE Staff development, well-being and inclusive policies
 Community & Economic Impact MEDIUM		
R RISK Reduced stakeholder engagement and partnership opportunities	O OPPORTUNITY Expanded consultancy, research partnerships and engagement	→ STRATEGIC RESPONSE Strengthen strategic partnerships and outreach

Tag on each priority shows the time horizon of the strategic response.

7.2 Financial effects of sustainability-related risks and opportunities

Consistent with IFRS S1 paragraphs 34–40, the current financial effects below are drawn from the University’s financial and operational records. Monetary values have been reconciled with the draft Financial Statements.

RESOURCE COSTS · EXPENSES (NOTE 22)		FY2025/26
Electricity expenditure		TZS 2,434,675,651.26
		Expenses (Note 22: electricity)
Water consumption 1,029,480 m ³		TZS 1,940,819,728.86
		Expenses (Note 22: water charges)
Diesel consumption (fleet and generators) 317,729 litres		TZS 899,243,215
		Expenses (Note 22: fuel and lubricants)
Petrol consumption (fleet and generators) 12,898.57 litres		TZS 243,151,289
		Expenses (Note 22: fuel and lubricants)
SUSTAINABILITY-RELATED INCOME · REVENUE		FY2025/26
Sustainability-related research and climate grants		TZS 50,990,821,238.89
		Revenue (Note 17: development grants)
Sustainability-related consultancies 572 assignments — 87.5%		TZS 19,891,689,701.99
		Revenue (Note 18: consultancy fees)

Bars compare amounts within each group.

EFFECTS NOT YET SEPARATELY QUANTIFIED

Certain effects are not yet separately quantified because they accrue over the medium to long term or are not yet separately classified in the financial system. These will be disclosed as the University's sustainability information systems mature:

- The benefits of curriculum enhancement and graduate competitiveness
- Sustainability-related compliance costs
- Energy and water efficiency savings
- Climate-adaptation and resilient-infrastructure investment
- Climate-related investment opportunities (renewable energy, CNG and green infrastructure)



PHOTO: UNIVERSITY OF DAR ES SALAAM

CLIMATE

Climate-Related Disclosures



IFRS S2

In accordance with IFRS S2, the University progressively integrates climate considerations into institutional planning to strengthen operational resilience, improve resource efficiency and support the transition to lower-carbon operations. Climate considerations are also reflected in teaching, research and stakeholder engagement, enabling UDSM to contribute knowledge and expertise to national and global climate action.

8.1 Climate-related risks and opportunities



Increasing energy costs

POTENTIAL IMPACT

Higher operating expenditure on electricity and fuel.

STRATEGIC RESPONSE

Improve energy efficiency; evaluate cleaner-energy alternatives

SHORT-MEDIUM



Water stress and changing climatic conditions

POTENTIAL IMPACT

Pressure on water availability and campus operations.

STRATEGIC RESPONSE

Strengthen water conservation and efficient resource management

MEDIUM-LONG



Extreme weather events

POTENTIAL IMPACT

Damage to infrastructure and disruption of core functions.

STRATEGIC RESPONSE

Build climate resilience into campus planning, maintenance and emergency preparedness

MEDIUM-LONG



Transition to cleaner energy and transport (opportunity)

POTENTIAL IMPACT

Lower emissions, improved efficiency and institutional leadership via the CNG Centre.

STRATEGIC RESPONSE

Promote clean-energy technologies, support CNG adoption, expand climate research and partnerships

MEDIUM-LONG

8.2 Climate resilience and campus natural assets

The University is progressively strengthening resilience by integrating climate considerations into campus planning, infrastructure development and resource management, and will continue to incorporate more comprehensive resilience and scenario assessments. UDSM conserves approximately 1,218.75 acres of reserved natural forest, together with botanical gardens and indigenous tree cover, supporting biodiversity, watershed protection and microclimate regulation. Reported greenhouse-gas emissions are gross; carbon removals from campus vegetation have not been quantified and are excluded, to be disclosed separately in future using a recognised methodology. Detailed climate metrics and targets are presented in Chapter 9.



1,218.75

**ACRES OF RESERVED
NATURAL FOREST**

Biodiversity · watershed
protection · microclimate
regulation

PERFORMANCE

Metrics and Targets

09

ENVIRONMENTAL

SOCIAL

GOVERNANCE

This chapter presents the University's baseline sustainability performance across the environmental, social and governance dimensions. Each dimension starts with a brief performance reflection. Computational notes clarify how key indicators were derived.

9.1 Environmental metrics and targets

ENVIRONMENTAL PERFORMANCE REFLECTION

FY2025/26 establishes UDSM's environmental baseline across energy, emissions, water, waste and natural assets. Purchased electricity accounts for 80.7% of reported Scope 1 and Scope 2 GHG emissions, making energy efficiency and renewable energy key priorities. Cleaner transport initiatives will support reductions in Scope 1 emissions. Other improvement priorities include paper recycling, water efficiency, waste recovery and conservation of campus natural assets. Detailed performance and 2027 targets are presented in Table 9.1.

TABLE 9.1 — ENVIRONMENTAL METRICS AND TARGETS

INDICATOR	FY 2025/26	TARGET / DIRECTION 2027
GREENHOUSE-GAS EMISSIONS		
Scope 1 emissions	843.01 tCO ₂ e	–3% by 2027
Scope 2 emissions	3,520.54 tCO ₂ e	–5% by 2027
Total GHG emissions (Scope 1 + Scope 2)	4,363.55 tCO ₂ e	Reduce
GHG emissions intensity	0.097 tCO ₂ e/person	Improve
ENERGY & WATER INTENSITY		
Electricity intensity	154.8 kWh/person	–2% by 2027
Water intensity	23.0 m ³ /person	–2% by 2027
WASTE		
Paper recycling rate	3.3% (2 of 60 tonnes)	10% by 2027
Plastic-bottle waste generated	20,262 kg	Recycling
Hazardous (healthcare) waste	3,995 kg	Safe disposal
Electronic waste	120 kg	Responsible recycling
NATURAL ASSETS		
Reserved natural forest	1,218.75 acres	Conserve
Trees planted	1,420 trees	Monitor
Solar electricity generated	56,505.5 kWh	Increase
Tree survival rate	80%	Monitor



INFOGRAPHIC · ENVIRONMENT

Our carbon footprint

TOTAL GREENHOUSE-GAS EMISSIONS · SCOPE 1 + 2

4,363.55

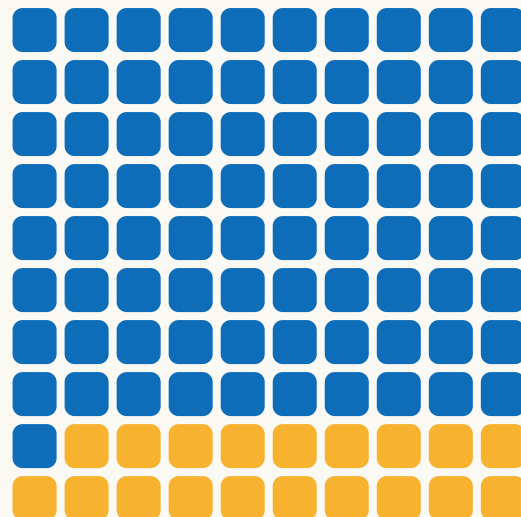
tCO₂e in FY2025/26

0.097

TCO₂E PER PERSON
÷ 44,758 campus population

1,218.75

ACRES OF RESERVED FOREST
removals not yet quantified



■ Scope 2 · 80.7% ■ Scope 1 · 19.3%
each square ≈ 1% of total emissions

SCOPE 2 · PURCHASED ELECTRICITY

3,520.54

 tCO₂e

6,930,204 kWh purchased electricity

80.7% of reported Scope 1 and Scope 2 emissions

2027 TARGET

–5%

SCOPE 1 · FLEET AND GENERATORS

843.01

 tCO₂e

Diesel · 317,729 litres

Petrol · 12,898.57 litres

2027 TARGET

–3%

154.8

KWH PER PERSON
Target –2% by 2027

56,505.5

KWH SOLAR ELECTRICITY
Target: increase

23.0

M³ WATER PER PERSON
Target –2% by 2027



PHOTO: UNIVERSITY OF DAR ES SALAAM

All figures from Sections 7.2 and 9.1. Emissions are reported gross; Scope 3 is omitted under first-time relief.

S

9.2 Social metrics and targets

SOCIAL PERFORMANCE REFLECTION

FY2025/26 reflects a stable workforce, strong female representation in senior management, and positive undergraduate completion and graduate employability outcomes. Key improvement priorities are postgraduate on-time completion, grievance resolution, overall female representation and disability support, as detailed in Table 9.2.

STUDENTS AND STAFF, FY2025/26

36,563

UNDERGRADUATE
ENROLMENT

5,192

POSTGRADUATE
ENROLMENT

11,754

GRADUATES (10,312 UG +
1,442 PG)

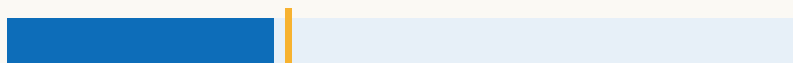
3,003

EMPLOYEES

GENDER REPRESENTATION AGAINST 2027 TARGETS

Female employees

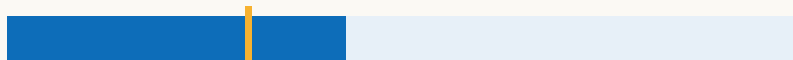
Target 35% by 2027



33.3%

Female senior management

Target ≥30% by 2027



42.5%

Female student enrolment

Target 50% by 2027



45.15%

2027 target

STUDENT OUTCOMES AND SUPPORT

87.52%

UG ON-TIME
COMPLETION

46.34%

PG ON-TIME
COMPLETION

85.3%

GRADUATE
EMPLOYABILITY

53%

STAFF DISABILITY
SUPPORT (9 OF 17)

54%

STUDENT
DISABILITY
SUPPORT (97 OF
178)

COMPUTATIONAL NOTES — STUDENT AND INCLUSION INDICATORS

On-time completion rate: the percentage of a cohort graduating within the approved programme duration from the year of first admission. It can be affected by deferred registration, approved postponement, academic leave, illness, financial constraints and other exceptional circumstances beyond the University's control.

Graduate employability: the University's graduate employment-outcome score, derived using the QS Employment Outcomes methodology informed by graduate tracer survey conducted in FY2025/26.

Disability-support rate: persons receiving specialised support ÷ persons with disabilities × 100 (staff 9 ÷ 17 = 53%; students 97 ÷ 178 = 54%). Support refers to direct assistance (e.g. mobility, visual, hearing or communication). Not all persons with disabilities require support, so the rate does not represent unmet need.



PHOTO: UNIVERSITY OF DAR ES SALAAM

S

TABLE 9.2

Social metrics and targets

INDICATOR	FY 2025/26	TARGET / DIRECTION 2027
WORKFORCE & INCLUSION		
Female employees	33.3% (1,001 of 3,003)	35% by 2027
Female representation in senior management	42.5% (17 out of 40)	≥30% by 2027
Staff turnover rate	2.23% (67 out of 3,003)	<10% by 2027
Employee grievances resolved	84% (21 out of 25)	100%
DISABILITY SUPPORT		
Staff disability-support rate	53% (9 of 17)	Increase
Student disability-support rate	54% (97 of 178)	Increase
STUDENT DEVELOPMENT & OUTCOMES		
Female student enrolment	45.15% (18,853 out of 41,755)	50% by 2027
UG on-time completion	87.52% (9,025 out of 10,312)	+3% by 2027
PG on-time completion	46.34% (729 out of 1,573)	+3% by 2027
Graduate employability (QS outcome)	85.3%	Improve
SUSTAINABILITY IN TEACHING, RESEARCH & CONSULTANCY		
Courses integrating sustainability (%)	96.4% (1,716/1,781)	≥90%
ESG-related publications (%)	91.3% (765/838)	≥90%
ESG-related research projects (%)	92.2% (190/206)	≥90%
ESG-related consultancies (%)	87.5% (572/654)	≥85%
ESG CAPACITY, WELL-BEING, SAFETY & COMMUNITY ENGAGEMENT		
Employees receiving ESG training	18.6% (561 of 3,003)	Increase annually
Staff & student wellness programmes	7 programmes	Maintain
Security incidents reported	56 incidents	Reduce
Fire drills conducted	2 drills	Annual
Community outreach programmes	5 programmes	Increase annually



INFOGRAPHIC · SOCIAL

Our people at a glance

WOMEN'S REPRESENTATION · BAR MARKS SHOW 2027 TARGETS

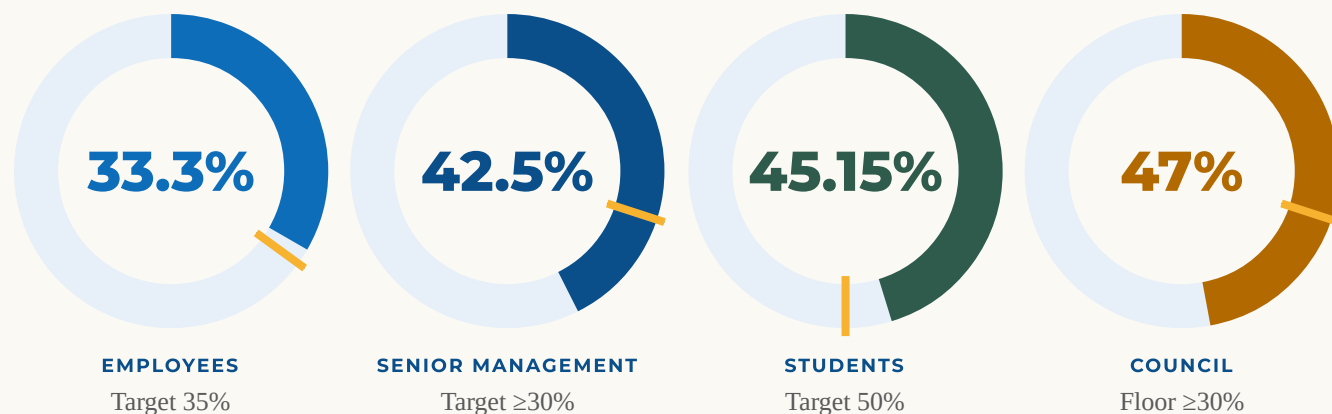
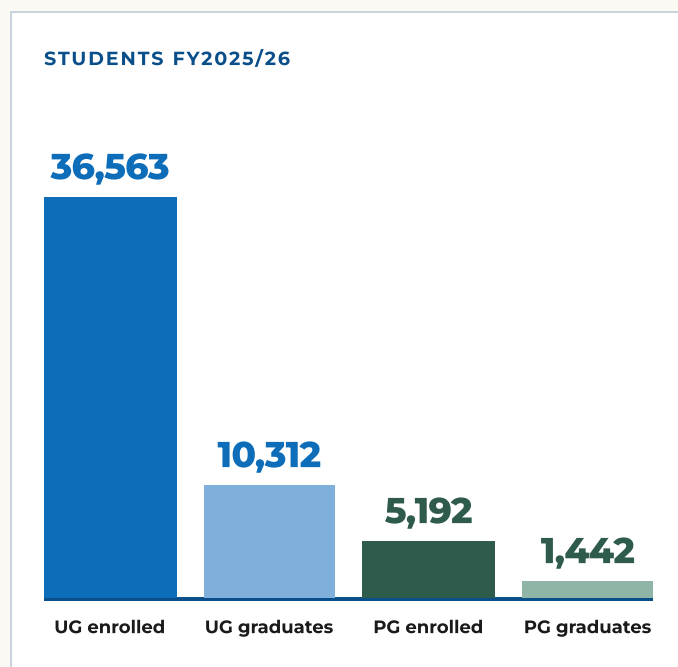
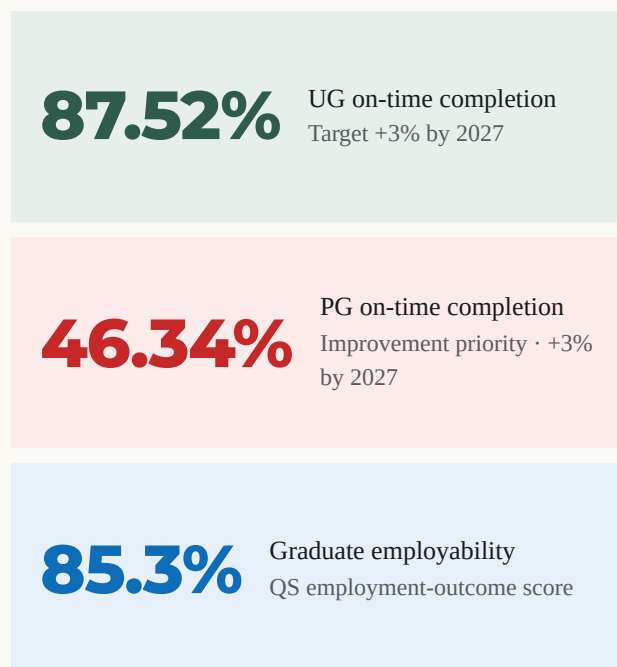
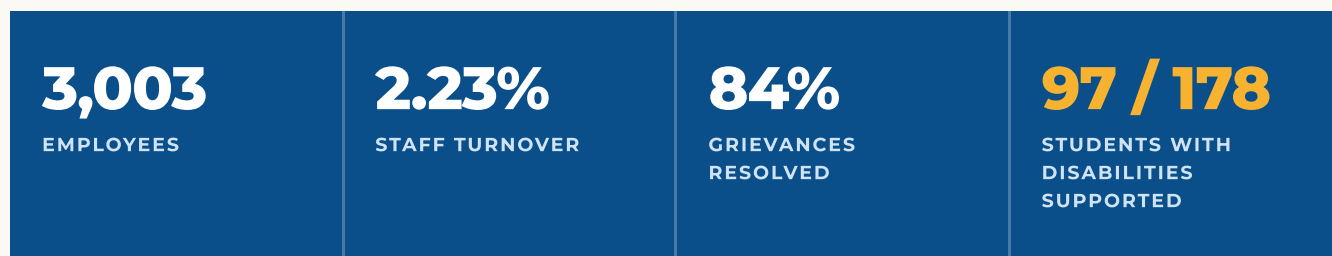


PHOTO: UNIVERSITY OF DAR ES SALAAM

All figures from Section 9.2.

G

9.3 Governance metrics and targets

GOVERNANCE PERFORMANCE REFLECTION

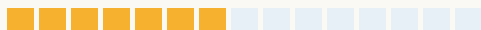
Governance shows clear strengths: strong Council independence (67%) and gender diversity (47%), 100% management ethics-training completion, no whistleblower reports were recorded during the year and 100% local procurement (TZS 8.817 billion). Prior-year internal audit findings were fully closed (100%), while closure of prior-year external audit findings (85%) remains the dominant improvement priority toward the 2027 target of 100%.

COUNCIL OF 15

10 independent · 67%



7 female · 47%



COUNCIL OVERSIGHT · FY2025/26

8

COUNCIL MEETINGS HELD

5

COUNCIL COMMITTEES

TABLE 9.3 — GOVERNANCE METRICS AND TARGETS

INDICATOR	FY 2025/26	TARGET / DIRECTION 2027
COUNCIL COMPOSITION & OVERSIGHT		
Council independence ratio	67% (10 of 15)	≥60%
Council gender diversity	47% (7 of 15)	≥30% (floor)
Council meetings held	8 meetings	Monitor
Council committees	5	Monitor
AUDIT, COMPLIANCE & ETHICS		
Prior year external audit closure rate	85% (35 of 41)	100% by 2027
Prior year internal audit closure rate	100% (17 of 17)	90% by 2027
Whistleblower reports received / resolved	None (0 / 0)	Monitor
Management ethics-training completion	100% (40 of 40)	100% by 2027
PROCUREMENT & REPORTING		
Local procurement ratio	100% (8.817bn of 8.817bn)	Maintain 100%
Annual Sustainability Report published	Yes	Annual
Quarterly ESG reports on time	Baseline yr	100% by 2027

ADDITIONAL GOVERNANCE INFORMATION

Council committees: The Council has five committees: Audit Committee, University Funding Promotion Committee, Student Affairs Committee, Appointments Committee and Estates Committee. Each committee meets at least quarterly, and all committees held the minimum number of required meetings during the reporting period.

Local procurement: Procurement from suppliers operating within Tanzania. In addition to supporting local content and domestic suppliers, local sourcing may reduce transport-related emissions associated with importing goods from overseas.

SUSTAINABLE DEVELOPMENT GOALS

Contribution to the Sustainable Development Goals



ALL 17 GOALS

2030 AGENDA

VISION 2050

UDSM contributes to all 17 Sustainable Development Goals (SDGs) through teaching and learning, research and innovation, consultancy and professional services, community engagement, institutional governance and campus operations. The mapping below links each Goal to the University's principal contribution and to evidence reported for FY2025/26. It highlights outputs and outcomes in the context of the University's mandate, disciplinary strengths and available baseline data.

SDG	STRATEGIC RELEVANCE AND UDSM CONTRIBUTION	KEY FY2025/26 EVIDENCE · REPORT REF.
 1 NO POVERTY	UDSM contributes to poverty reduction principally by building human capital, producing development-relevant evidence and extending specialist expertise to public institutions, businesses and communities. Teaching in economics, development studies, entrepreneurship and related disciplines is reinforced by research, consultancy and capacity-building work on livelihoods, inclusive growth and socio-economic development.	<p>10,312 undergraduate and 1,442 postgraduate graduates; 765 ESG-related publications; 190 ESG-related research projects; and 572 ESG-linked consultancy and professional-service assignments.</p> <p>6.2.1–6.2.2; 9.2</p>
 2 ZERO HUNGER	The University supports food security and sustainable food systems through specialised education, research and professional services in agriculture, food science and technology, agricultural engineering, fisheries and natural-resource management. IRA and CCCS further strengthen this contribution through work on sustainable agriculture, climate-smart food systems, land and water management and climate resilience.	<p>Agricultural, food-systems and fisheries content is included in the sustainability-mapped curriculum; specialised research platforms cover sustainable agriculture, natural resources and climate-smart food systems.</p> <p>6.2.1; 6.2.3</p>
 3 GOOD HEALTH AND WELL-BEING	UDSM promotes health and well-being through health-sciences and public-health education, research, campus health services, occupational safety, staff and student welfare and community outreach. These functions support both the University community and wider society while embedding health, safety and well-being within institutional management.	<p>Seven staff and student wellness programmes; 56 security incidents monitored; two fire drills; five community outreach programmes; and 84% of employee grievances resolved.</p> <p>6.2; 9.2</p>
 4 QUALITY EDUCATION	Quality education is UDSM's primary mandate and the principal channel through which it contributes to all other Goals. The University integrates sustainability into teaching and learning across disciplines, supports undergraduate and postgraduate formation and develops the knowledge, skills and values required for sustainable and inclusive development.	<p>All 136 programmes and 1,781 courses mapped; 1,716 courses (96.4%) integrate sustainability and 1,436 (80.6%) directly address or embed it; 36,563 undergraduate and 5,192 postgraduate students enrolled.</p> <p>6.2.1; 9.2</p>
 5 GENDER EQUALITY	Gender equality is advanced through equitable access to education and employment, women's participation in leadership, gender-responsive teaching and research and institutional grievance mechanisms. The University's workforce, senior-management, student and Council indicators provide a baseline for monitoring representation and progress towards its inclusion targets.	<p>Women constitute 33.3% of employees, 42.5% of senior management, 45.15% of students and 47% of Council members; the 2027 targets include 35% female employees and 50% female student enrolment.</p> <p>9.2–9.3</p>

SECTION 10 · CONTINUED

Goals 6 – 11



SDG

STRATEGIC RELEVANCE AND UDSM CONTRIBUTION

KEY FY2025/26 EVIDENCE · REPORT REF.



UDSM combines operational water stewardship with academic expertise in water resources, engineering and environmental management. Consumption and intensity are now measured, while borehole development is intended to strengthen water security and resilience; teaching, research and consultancy contribute knowledge for integrated and sustainable water management.

Water consumption of 1,029,480 m³ and intensity of 23.0 m³/person; seven borehole sites identified and one borehole drilled; target to reduce water intensity by 2% by 2027.

6.2.3–6.2.4; 9.1



The University contributes through energy-related education and research, operational efficiency, renewable electricity and cleaner-transport innovation. The CNG Conversion Centre provides an institutional platform for phased fleet conversion and wider technical service, while the baseline energy metrics support future efficiency and emissions-reduction decisions.

Electricity consumption of 6,930,204 kWh; electricity intensity of 154.8 kWh/person; 56,505.5 kWh solar electricity; CNG Conversion Centre under construction; 2% electricity-intensity reduction target by 2027.

6.2.4; 8; 9.1



As a major public employer and producer of skilled graduates, UDSM contributes to productive employment, professional capability and national economic development. Consultancy, innovation, entrepreneurship support and procurement extend this contribution beyond the campus by transferring expertise and creating demand within the local economy.

3,003 employees; staff turnover 2.23%; QS employment outcome score 85.3%; 654 consultancy assignments; and TZS 8.817 billion procurement, all sourced from local suppliers.

6.2.2; 9.2–9.3



Research, innovation, engineering, ICT, technology transfer and professional consultancy are central to UDSM's contribution to industrial development and resilient infrastructure. Academic units and specialised platforms translate research into knowledge, technical solutions, policy advice and services for government, industry and development partners.

838 scholarly outputs, of which 765 (91.3%) were ESG-related; 206 research projects, of which 190 (92.2%) were ESG-related; and 572 of 654 consultancies (87.5%) ESG-linked.

6.2.2–6.2.3



UDSM promotes inclusive participation through disability support, equitable access, representation targets and institutional mechanisms for addressing grievances. Teaching and research also support understanding of social inclusion, migration, human rights and other dimensions of inequality relevant to Tanzania and the region.

17 employees and 178 students with disabilities; nine staff and 97 students received disability support; staff and student support rates were 53% and 54%, respectively.

6.2; 9.2



The University's expertise in architecture, engineering, transport, geography, planning and environmental management supports sustainable and resilient settlements. This academic contribution is complemented by campus actions on infrastructure resilience, water security, cleaner transport, natural assets and emergency preparedness.

Sustainability-integrated curriculum, research and professional services relevant to urban development; water-security measures, CNG infrastructure and climate-resilience responses implemented or under development.

6.1–6.2; 8

SECTION 10 · CONTINUED

Goals 12 – 17



SDG

STRATEGIC RELEVANCE AND UDSM CONTRIBUTION

KEY FY2025/26 EVIDENCE · REPORT REF.

	<p>UDSM is progressively embedding responsible resource use in procurement, waste management and campus operations. Measurement of paper, plastics, healthcare waste and electronic waste establishes a baseline for reducing waste, strengthening recycling and ensuring responsible handling, while local sourcing supports responsible institutional purchasing.</p>	<p>60 tonnes of paper consumed, with 3.3% recycled; 20,262 kg plastic bottles, 3,995 kg healthcare waste and 120 kg e-waste monitored; TZS 8.817 billion procurement from local suppliers.</p> <p>6.2.4; 9.1; 9.3</p>
	<p>Climate action is integrated across governance, risk management, teaching, research, institutional GHG measurement and operational initiatives. UDSM's first Scope 1 and Scope 2 inventory establishes a baseline for reduction, while IRA, CCCS and academic programmes contribute climate science, adaptation, mitigation, policy support and capacity building.</p>	<p>Scope 1 emissions 843.01 tCO₂e and Scope 2 emissions 3,520.54 tCO₂e; total 4,363.55 tCO₂e; 2027 reduction targets of 3% and 5%, respectively; Scope 3 to be introduced progressively.</p> <p>8; 9.1</p>
	<p>Marine sciences, fisheries, aquaculture and coastal-resource management are specialised areas of UDSM teaching, research and consultancy. Through the Institute of Marine Sciences and relevant academic programmes, the University develops expertise and evidence to support sustainable use and conservation of aquatic and coastal ecosystems.</p>	<p>Specialised marine and fisheries programmes within the mapped curriculum, supported by ESG-related research and consultancy on aquatic, fisheries and coastal-resource issues.</p> <p>6.2.1–6.2.3</p>
	<p>The University contributes to terrestrial ecosystem protection through biodiversity and natural-resource research, academic programmes and stewardship of campus natural assets. Forest conservation, tree planting and protection of indigenous species support habitat, watershed and microclimate functions while providing a foundation for future natural-capital measurement.</p>	<p>Approximately 1,218.75 acres of reserved natural forest; 1,420 trees planted with an 80% survival rate; and 50 indigenous tree species conserved; carbon removals not yet quantified.</p> <p>6.2.3–6.2.4; 8.2; 9.1</p>
	<p>Strong governance, accountability, ethics and transparent reporting underpin UDSM's institutional contribution. Council oversight, management responsibility, risk management, internal control, audit follow-up, ethics training and sustainability reporting strengthen institutional integrity and stakeholder confidence.</p>	<p>Council of 15 members, 67% independent and 47% female; eight Council meetings; 100% senior-management ethics training; zero whistleblower reports; external and internal audit closure rates of 85% and 100%.</p> <p>4; 7; 9.3</p>
	<p>Partnerships enable UDSM to extend the reach of teaching, research, innovation, consultancy and community engagement. Collaboration with government, industry, development partners, professional bodies and communities supports knowledge exchange, institutional capacity, policy development and application of research to sustainable-development challenges.</p>	<p>572 of 654 consultancy and professional-service assignments (87.5%) were ESG-linked and reached 273 external organisations, alongside research, innovation and capacity-building partnerships.</p> <p>6.2.2–6.2.3</p>

Through its integrated mandate of teaching and learning, research and innovation, consultancy, community engagement, institutional governance and sustainable campus operations, UDSM contributes to all 17 Sustainable Development Goals. Collectively, these contributions demonstrate the University's continuing role in advancing sustainable and inclusive development in Tanzania and beyond, supporting the achievement of the United Nations 2030 Agenda for Sustainable Development and Tanzania Development Vision 2050.

INDICES

Disclosure Indices



11.1 IFRS S1 and IFRS S2 disclosure compliance

This section provides disclosure indices showing where the Report addresses the requirements of IFRS S1 and IFRS S2 and relevant disclosures under the GRI and SASB reference frameworks. The indices enable readers to locate the corresponding information and understand the coverage and status of each disclosure.

REQUIREMENT	DISCLOSURE ITEM	REPORT REF.	COVERAGE / STATUS
IFRS S1 17–19	Material information and materiality assessment	5; 5.1	Disclosed
IFRS S1 20	Reporting entity, boundary and period aligned with financial reporting	2.1	Disclosed; environmental boundary specified
IFRS S1 26–27	Governance processes, controls, oversight and responsibilities	4	Disclosed
IFRS S1 28–33	Strategy; effects on business model, value chain and decision-making	6; 6.1–6.2; 7.1	Disclosed at institutional level
IFRS S1 34–40	Current and anticipated financial effects	7.2	Quantified
IFRS S1 43–44	Risk/opportunity identification, assessment, prioritisation and monitoring	7; 7.1	Disclosed
IFRS S1 45–53	Metrics, targets and performance	1.3; 9.1–9.3	Disclosed; baseline year
IFRS S1 54–58	Cross-industry and activity-specific metrics	9; 11.2–11.3	Selected metrics disclosed
IFRS S1 59	Sources of guidance, including SASB consideration	2; 11.3	Disclosed
IFRS S1 60–69	Location, identification and timing of disclosures	1.1–1.2; 2.1	Disclosed
IFRS S1 70; App. E	Comparatives and first-year transition relief	2.2	Relief applied; comparatives from FY2026/27
IFRS S1 72	Statement of compliance	3	Claimed
IFRS S1 74–82	Judgements, assumptions and measurement uncertainty	2.2; 7.2; 8.2; 9	Disclosed with limitations
IFRS S2 5–7	Climate governance	4; 4.1; 8	Disclosed
IFRS S2 9–14	Climate risks/opportunities, time horizons and strategic response	7.1; 8.1	Disclosed; transition planning developing
IFRS S2 15–21	Current and anticipated financial effects of climate matters	7.2; 8.1	Current effects quantified
IFRS S2 22	Climate resilience and scenario analysis	8.2	Initial assessment; scenario analysis developing
IFRS S2 24–26	Climate risk identification, assessment and integration	7; 7.1; 8.1	Disclosed
IFRS S2 29(a)	Scope 1 and Scope 2 GHG emissions and measurement approach	2.2; 9.1	Disclosed; gross emissions
IFRS S2 29(a); App. C	Scope 3 emissions and first-year relief	2.2	Relief applied; progressive inclusion planned
IFRS S2 29(b)–(e)	Exposure metrics and capital deployed toward climate risks/opportunities	7.2; 8.1	Disclosed
IFRS S2 29(f)–(g)	Internal carbon price; remuneration linked to climate considerations	—	Not currently disclosed / not applied
IFRS S2 33–36	Climate targets and target characteristics	9.1	Scope 1, Scope 2 and intensity targets disclosed

Status labels are editorial navigation aids, not an assurance conclusion. ‘Partly quantified’ and ‘developing’ identify areas for progressive improvement in subsequent reporting cycles.

11.2 GRI and SASB reference

The report is prepared with reference to the GRI Standards (2021) and cross-references the SASB Education (SV-ED) standard where decision-useful. The most relevant GRI disclosures and their locations are: GRI 2 General Disclosures (Chapters 1–4, 6); GRI 3 Material Topics (Chapter 5); GRI 201/203 Economic Performance and Indirect Impacts (6, 7.2); GRI 204 Procurement Practices (9.3); GRI 205 Anti-corruption (9.3); GRI 302 Energy, 303 Water, 304 Biodiversity, 305 Emissions and 306 Waste (9.1); GRI 401 Employment, 403 Occupational Health and Safety and 404 Training (9.2); and GRI 405 Diversity and 413 Local Communities (9.2–9.3).

GRI STANDARDS (2021) — WHERE TO FIND THEM

GRI 2	General Disclosures	Ch. 1–4, 6
GRI 3	Material Topics	Ch. 5
GRI 201 · 203	Economic Performance · Indirect Economic Impacts	6, 7.2
GRI 204	Procurement Practices	9.3
GRI 205	Anti-corruption	9.3
GRI 302–306	Energy · Water · Biodiversity · Emissions · Waste	9.1
GRI 401 · 403 · 404	Employment · Occupational Health and Safety · Training	9.2
GRI 405 · 413	Diversity · Local Communities	9.2–9.3

For SASB SV-ED, activity metrics (36,563 UG and 5,192 PG students; 3,003 employees) and the Quality of Education & Gainful Employment topic (on-time completion 87.52% UG / 46.34% PG and 85.3% employability) are addressed in Chapter 9; data security is addressed through the ICT and internal-control environment (Chapter 4). Topics designed for competitive, fee-based providers — such as marketing and recruiting practices — have limited applicability to UDSM's regulated public admissions.

SASB EDUCATION (SV-ED) — KEY METRICS

36,563 🎓 UG STUDENTS	5,192 🎓 PG STUDENTS	3,003 👤 EMPLOYEES	87.52% / 46.34% ⌚ ON-TIME ⌚ COMPLETION UG / PG	85.3% 👤 EMPLOYABILITY
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LOOKING AHEAD — COMMITMENTS STATED IN THIS REPORT

FY2026/27	Comparative information introduced
Progressive	Scope 3 emissions incorporated as reliable data become available
Future	Carbon removals from campus vegetation disclosed using a recognised methodology
Ongoing	Environmental boundary expands as Kagera and Lindi campuses become operational



UNIVERSITY OF DAR ES SALAAM

Annual Sustainability Report 2025/2026

Prepared in accordance with IFRS S1 and IFRS S2

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