



Maris

APPENDIX 4

JOB CREATION

JOB CREATION: 4X JOBS CREATED VS AFRICAN PE FUND AVG.



5,563

Peak Portfolio Jobs in 2023

USD 73m

Capital Deployed

79

Average Jobs Created per USD 1m Invested

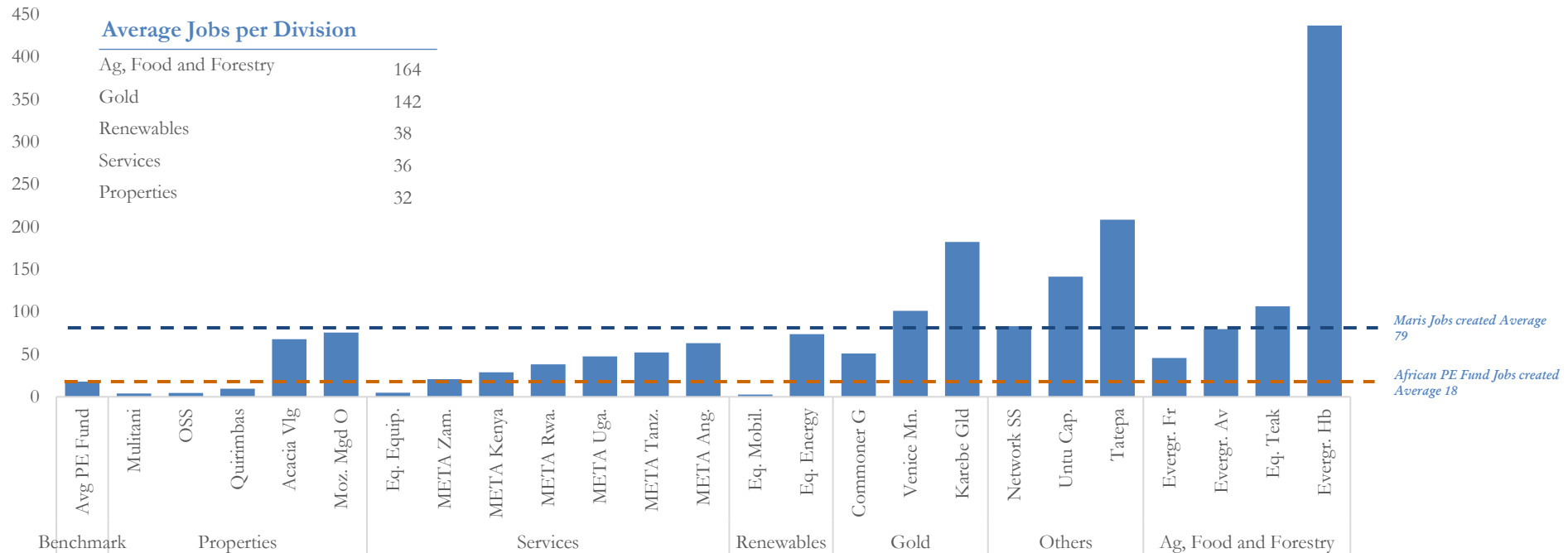
39%

Female workforce (from 16% in 2015)

80%

New Employment Created

Jobs Created per USD 1m Invested In Each Portfolio Company



- **Maris's average 79 jobs created** per USD 1.0m is more than **4x the average for African Private Equity Funds** (18).
- Maris' portfolio companies sustain thousands of jobs across some of the **world's least developed economies**.
- **USD 73m** capital deployed in **>20 investee** Companies across **12 countries** in East and Southern Africa.
- MAF II will continue to focus on high job creation sectors such as **Agriculture & Food Production and Forestry** with strong potential to scale employment. The low **Properties** direct job creation does not reflect the large number of jobs the construction of these businesses supported.

JOB CREATION: 37% JOBS CREATED IN LDC COUNTRIES

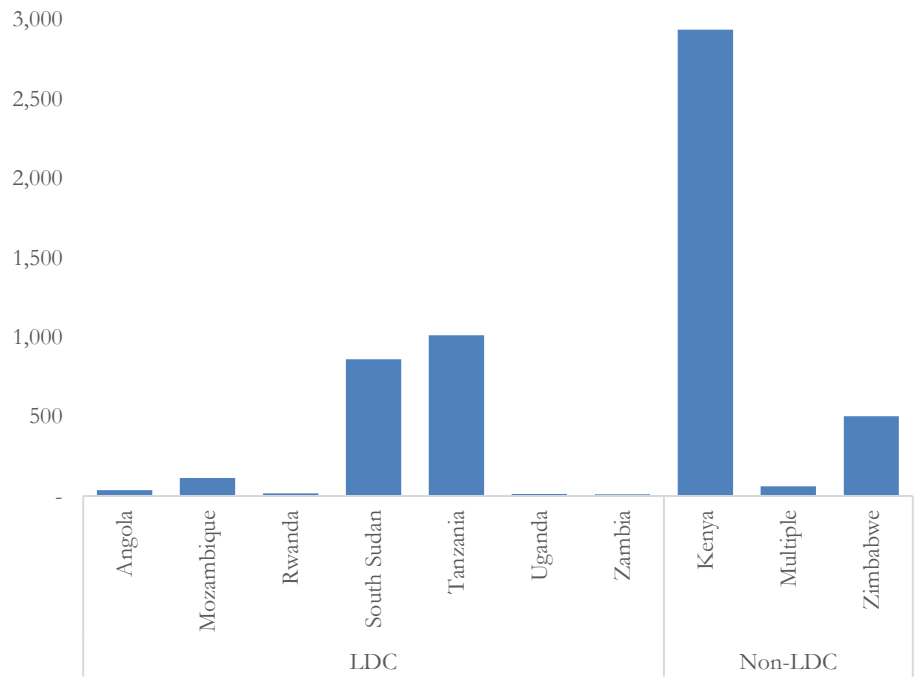


3,500
Peak Non-LDC Jobs

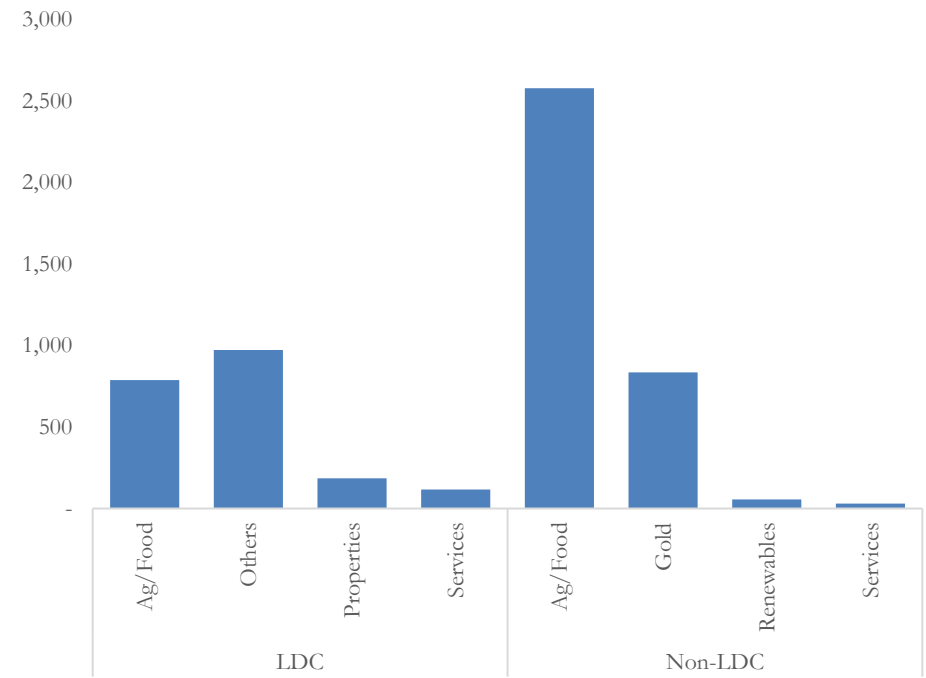
2,063
Peak LDC Jobs

14,000
Smallholders Reached

Peak Jobs - LDC vs Non-LDC Countries



Peak Jobs Per Division in LDC and Non-LDC Countries



- **5,563 peak jobs** portfolio-wide with 37% in LDCs (including South Sudan 861).
- **Kenya** leads employment creation with **2,937 jobs (53% of total)** driven by our Gold and Ag, Food & Forestry division. Also reflecting the amount of capital, we have invested in the country.
- **14,000 smallholders** reached in South Sudan, Tanzania, and Kenya, multiplying livelihood impact beyond direct headcount.

JOB CREATION: INCREASING FEMALE EMPLOYMENT OVER TIME



4,098

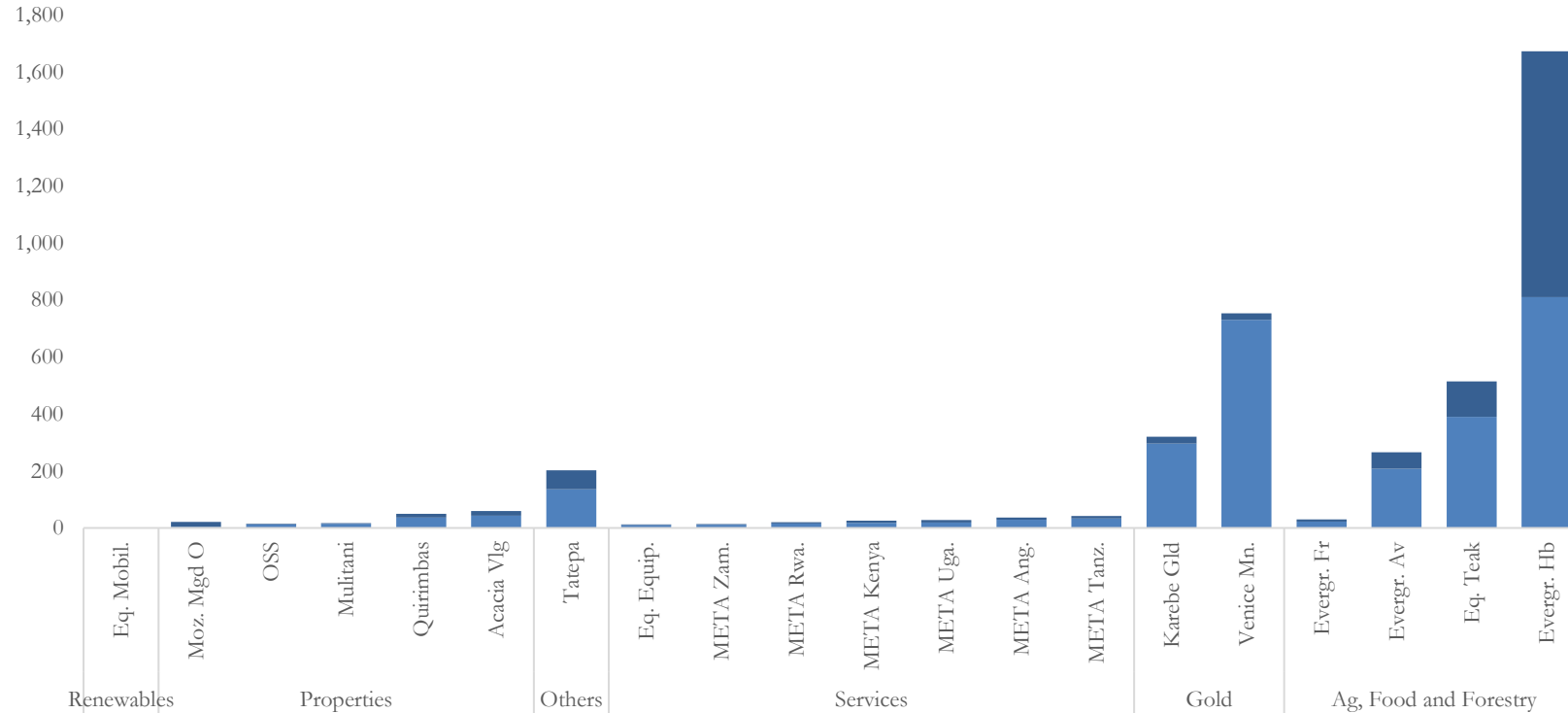
Portfolio Jobs End of 2025

31%

Average Female Workforce

2025 Workforce Split by Gender - Male vs Female

■ Male Jobs ■ Female Jobs

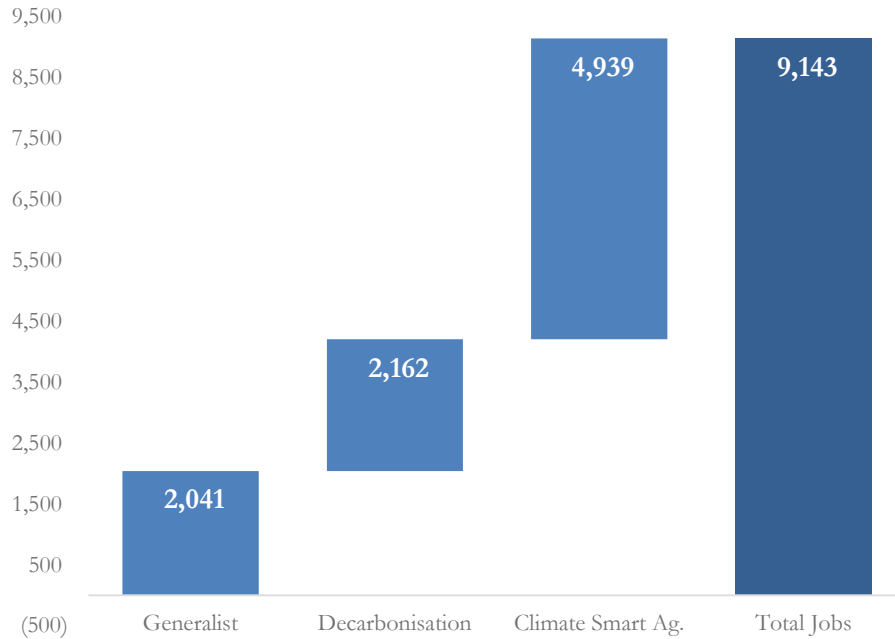


- Portfolio supported **4,098 jobs across 20 companies in 2025**, with women holding 31% of roles. This is much higher than when Maris originally started in 2009 and is expected to **increase significantly to ~50%** with the completed demerger of the Gold division in February 2026.
- **Ag, Food & Forestry led on female participation at 42%**, anchored by Evergreen Herbs (862 women, ~50% of its workforce), demonstrating that labour-intensive agribusiness is the strongest channel for creating frontier jobs for women.

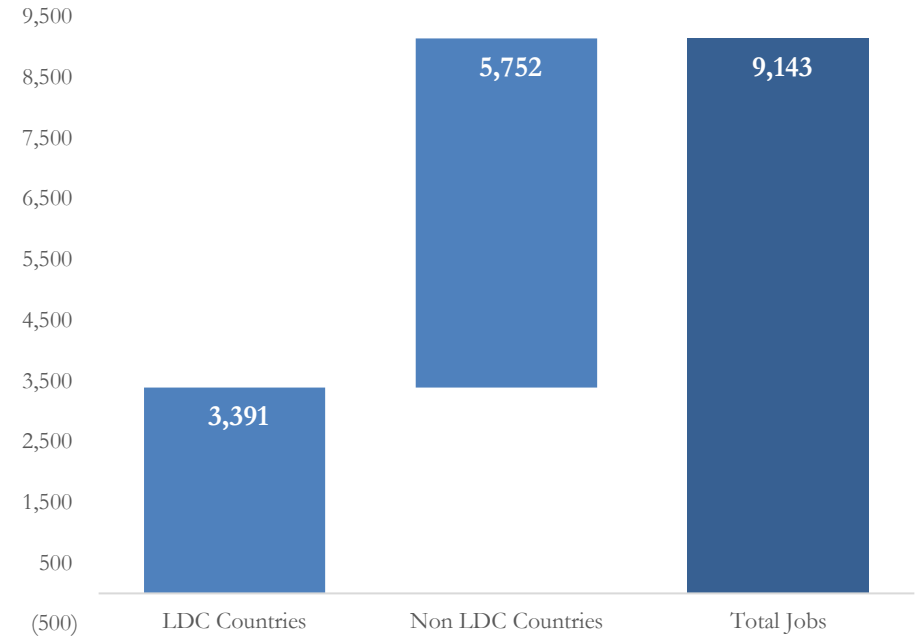
POTENTIAL MAF II JOBS BASED ON MARIS' TRACK RECORD



MAF II Division Potential Jobs, Based on The Maris Track Record



MAF II LDC vs Non-LDC Potential Jobs, Based on The Maris Track Record



- MAF II expects to support a **peak of 9,143 jobs**, of which approximately **80% (c. 7,314) will be newly created** and **37% (c. 3,391) will be in LDCs**.
- Employment creation is anticipated to be driven by **Climate Smart Agriculture (54%)**, and **Decarbonization (24%)**.
- **~20,000 estimated expected small-holders reached**, multiplying livelihood beyond direct headcount.

**Figures are illustrative forecasts derived from the Maris track record and do not constitute a target, projection, or performance commitment. Actual deployment will be governed by the fund's investment criteria as set out in this presentation.*