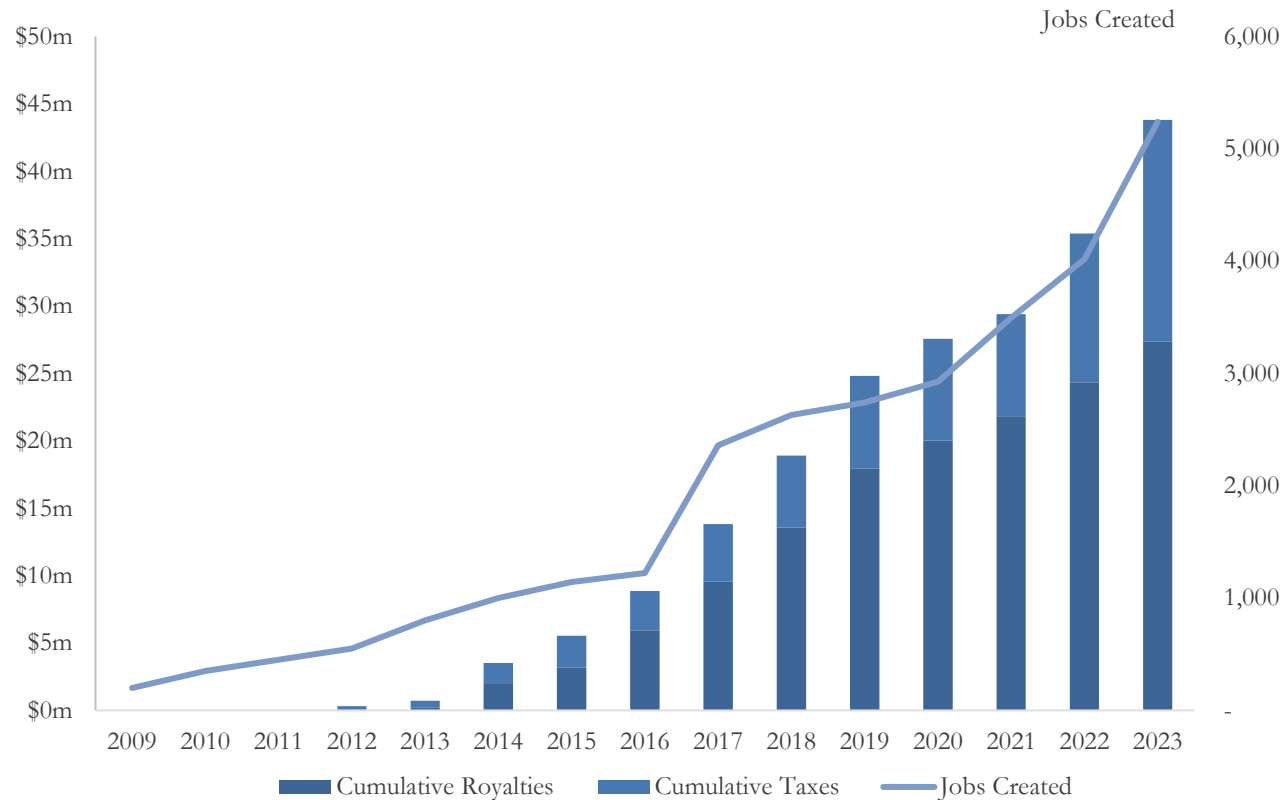




Maris

ESG Impact

MARIS IS ONE OF MOST IMPACTFUL PE FUNDS IN TERMS OF JOB CREATION, WAGES & TAXES PAID



JOBS

1,142 Portfolio jobs (2015)
5,976 Portfolio jobs (2024)

GENDER

16% Female workers (2015)
38% Female Workers (2023)

TAXES & ROYALTIES
USD 43.8M (2009-23)

WAGES
USD 101.4M (2015-23)

HOURS WORKED
55,220,880 (2015-23)

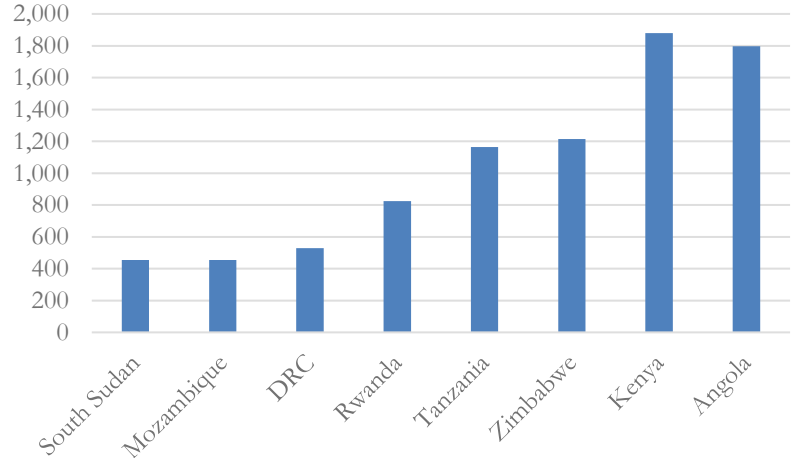
COMMUNITY CONTRIBUTIONS
USD 4.6M (2015-2023)

- Maris has been unique among firms globally in our commitment and breadth of investment into some of the **world's least developed countries**.
- Maris governance is **stronger than many listed companies**, with extensive quarterly and annual reporting and high-quality board members over the past 15 years

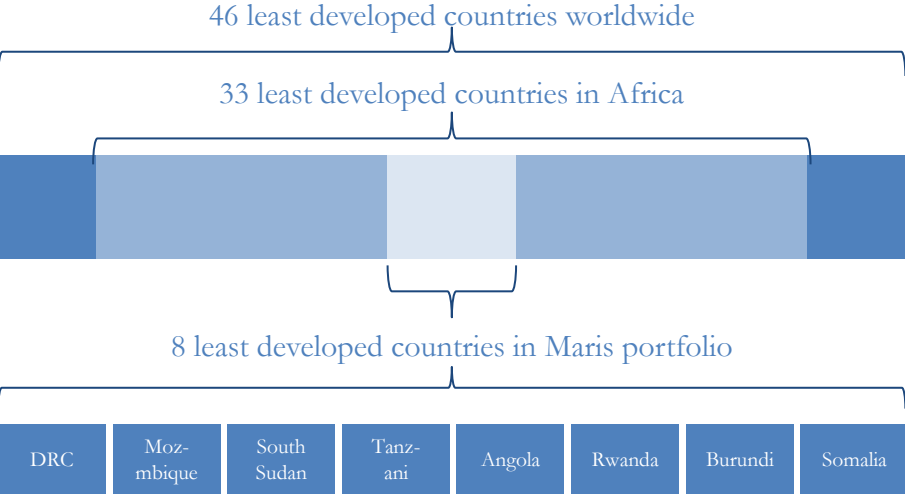
OVERVIEW

- Maris operates in some of the world’s least developed markets and its more environmentally sensitive areas.
- Ten of the twelve countries in which Maris has investments are included on the UN list of Least Developed Countries
- Maris continuously aims to strengthen its environmental and social impact and has appointed dedicated manpower on both holding and operational level to review and improve performance.
- Maris complies with local and international regulations and is implementing a robust Environmental and Social Management System throughout the Group, in line with the IFC Performance Standards on measuring, mitigating and reporting on environmental and social impact.

GDP PER CAPITA, \$USD, 2020



UN LEAST DEVELOPED COUNTRIES



JOB CREATION

TOTAL JOBS

5,975 (2023)

JOBS CREATED AFTER MARIS INVOLVEMENT

96% (2022)

FEMALE EMPLOYEES

38% (2023)

NATIONAL EMPLOYEES

98% (2022)

OUR PEOPLE

Maris companies employ 5,976 people (2023) in 25 different companies operating in 12 different countries, often in areas where there were limited employment opportunities. Over 95% of the jobs within the companies were created since Maris' involvement. 38% of the workforce are women.

Maris has labour policies in place to prevent forced labour and child labour to supports the 'decent work' philosophy in which the jobs created contribute to sustainable economic growth. Maris companies offer remuneration schedules that exceed the national minimum wages and include medical benefits, allowances, performance bonuses, training, and opportunities to progress within the company. Maris companies offer extensive training of personnel to operate in accordance with national and international standards.



EQUATORIA TEAK COMPANY, SOUTH SUDAN



EQUATOR DRILLING, MOZAMBIQUE



MTT, TANZANIA

TOTAL WAGES

USD 74,499,041 (2017-2023)

TOTAL TAXES

USD 16,648,828 (2017-2023)

TOTAL ROYALTIES

USD 10,891,221 (2017-2023)

COMMUNITY SPENDING

USD 886,684 (2017-2023)

OUR COMMUNITIES

Maris cannot be successful in isolation and recognizes the importance of local relationships. In the volatile markets in which it operates, the mutual respect that a company develops within its community is vital to its success. With that in mind, Maris companies have developed a wide range of community programs to invest in local communities. The community programs focus on creating, improving and maintaining infrastructure, access to healthcare and access to education. 99% of the community programs are undertaken by the Gold and Agriculture and Forestry divisions to create socio-economic development in the most rural and least developed areas. Contributions include direct community contributions, as well as significant contributions to national and regional governments through taxes and royalties.

EXAMPLES

- Equatoria Teak and its social fund has supported a range of local projects from the construction of a secondary school to vaccine storage facilities.
- Wakulima Tea is partly owned by its outgrowers, who receive extensive technical and financial support.
- Venice Mine has funded the renovation of two local schools.
- The mines in Kenya and Zimbabwe have become hubs for technical training.



EQUATORIA TEAK COMPANY, SOUTH SUDAN



KAREBE MINE, KENYA



MTT SCHOOL TOURNAMENT, TANZANIA

TOTAL TREES PLANTED AT ETC

3 million

TOTAL SOLAR INSTALLATIONS
BY EQUATOR ENERGY

42 MW (solar power)

5,772 kWh (battery capacity)

MEMBERS OF UN CLIMATE
NEUTRAL NOW INITIATIVE



EQUATOR ENERGY INSTALLATION



EQUATORIA TEAK COMPANY NURSERY

OUR ENVIRONMENT

Maris companies are committed to respecting the environment in which they operate. Our management system offers our companies a robust framework to identify and mitigate the potential risks that their operations pose on the environment. In 2019, companies started reporting different environmental data such as electricity and water use, and waste volumes. This has laid the foundation to monitor the environmental performance of the group.

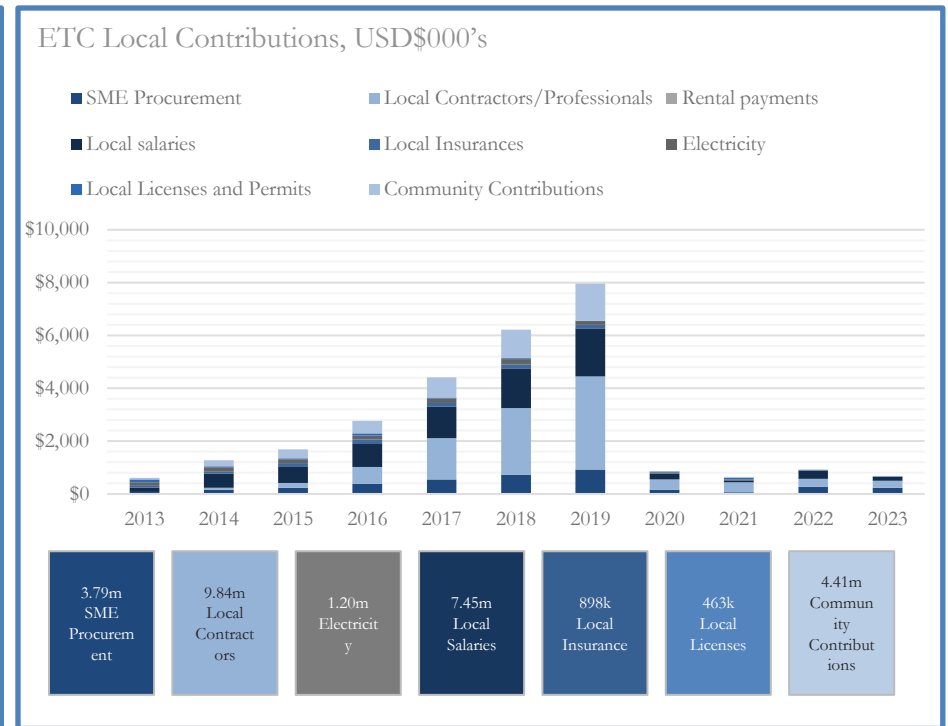
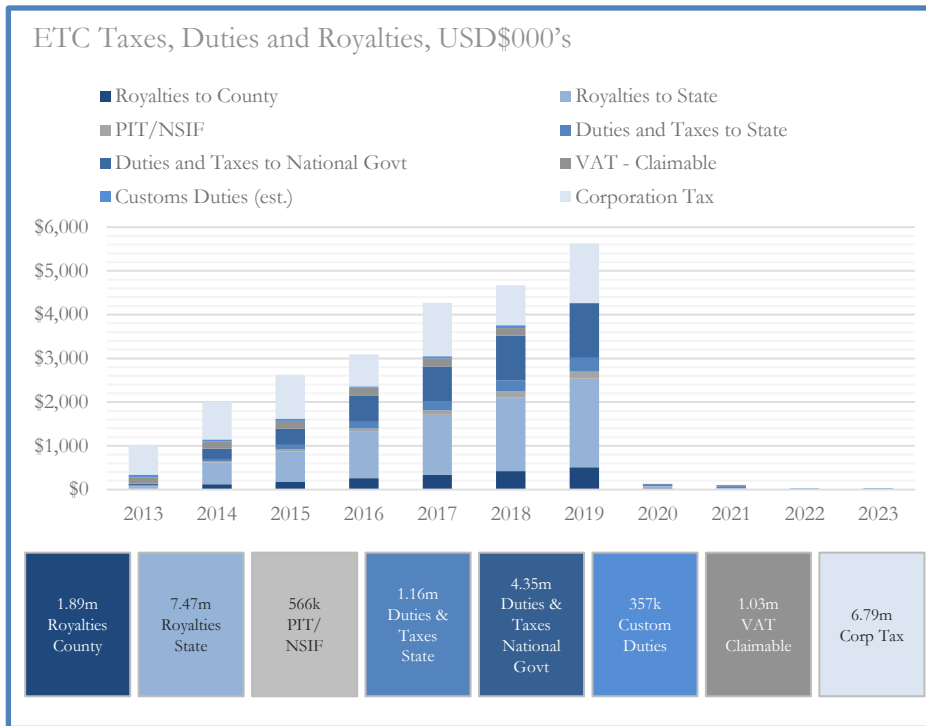
Where the requirements for environmental management in our host countries are limited, we adhere to international standards that exceed the local and national framework such as the IFC Performance Standards. Risk mitigation has been the focus in the past few years, in addition to compliance with the legal framework.

Maris does not only aim to mitigate any environmental risks within its operations but also actively look to have an positive contribution towards the environment.

EXAMPLES

- Equatoria Teak Company (ETC), is the second largest teak plantation in Sub-Saharan Africa and the only sustainable forestry company in South Sudan. ETC replants five trees for every one tree that is cut down, and to date has planted 3 million trees.
- Following the a carbon footprint baseline that the Group commissioned in 2021, Maris is now implementing SG software that allows for continuous calculation of GHG emissions for each operational company.
- Agris focuses on the implementation of good international industry practices including collection of rainwater from greenhouses to feed the dams, installation of drip irrigation systems, fertilizer application through the drip irrigation system, early pest detection systems..
- With the addition of Equator Energy to its portfolio in 2017, Maris has invested in renewable energy and made a step towards reducing GHG emissions, thus contributing towards clean energy in areas that often rely on generators with high fuel usage.

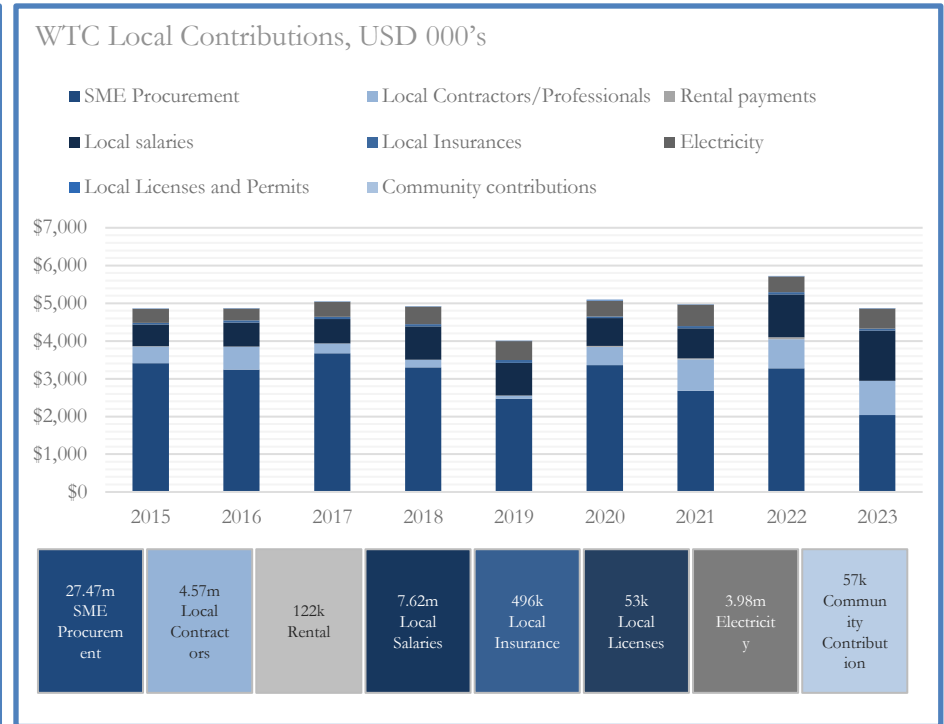
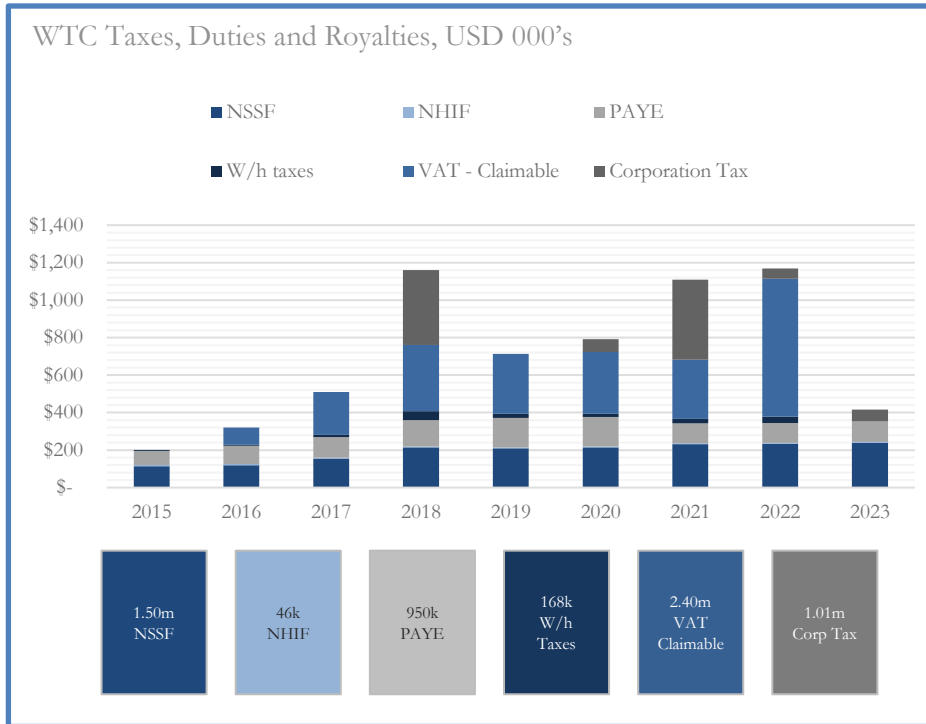
ETC has contributed **USD 51.6m** to the South Sudanese economy in the period 2013-2023.



Total Taxes Duties and Royalties
(2013-2023)
USD 23.6m

Total Local Contributions
(2013-2023)
USD 28.0m

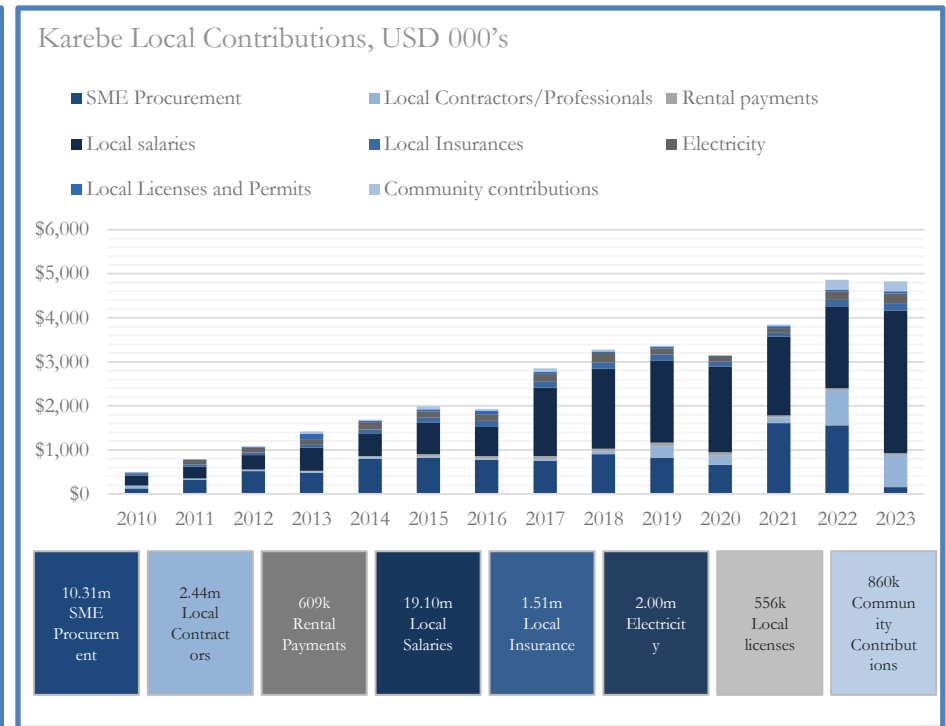
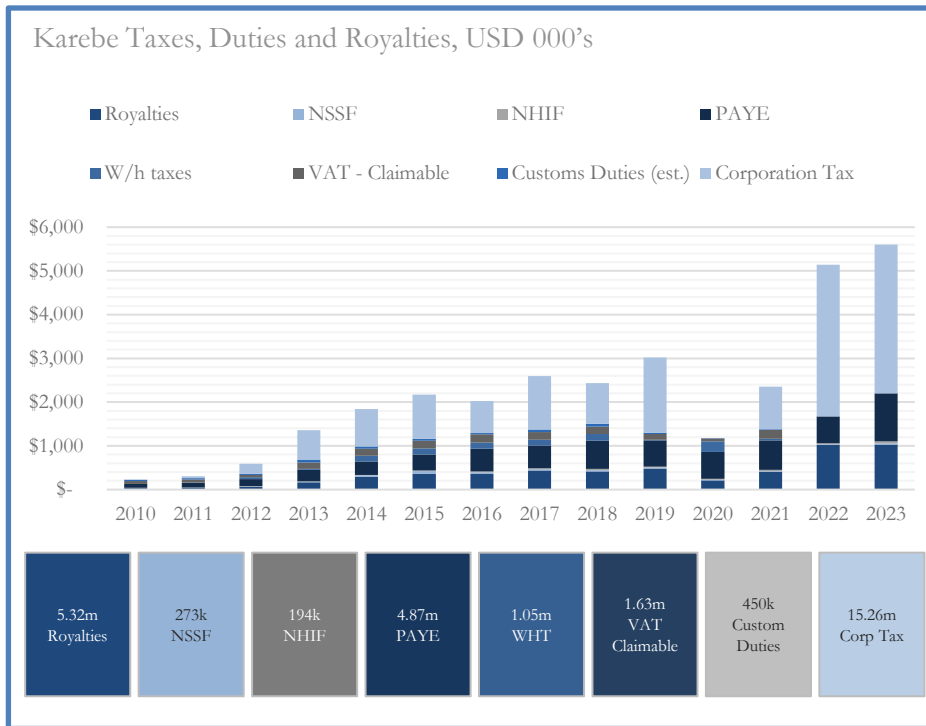
WTC has contributed **USD 50.4m** to the Tanzanian economy in the period 2015-2023.



Total Taxes Duties and Royalties
(2015-2023)
USD 6.4m

Total Local Contributions
(2015-2023)
USD 44.0m

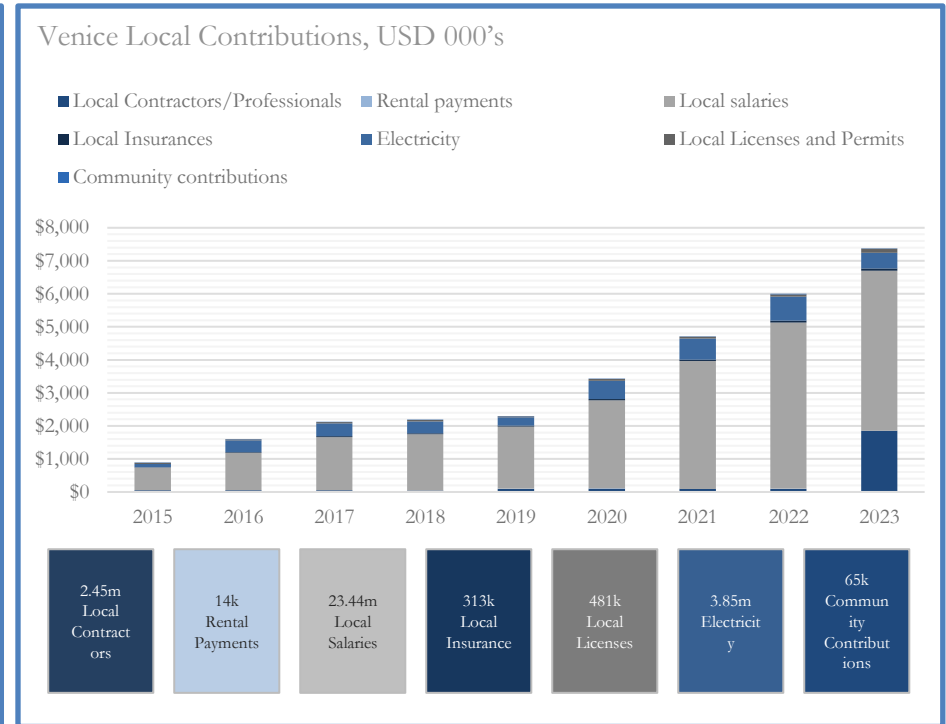
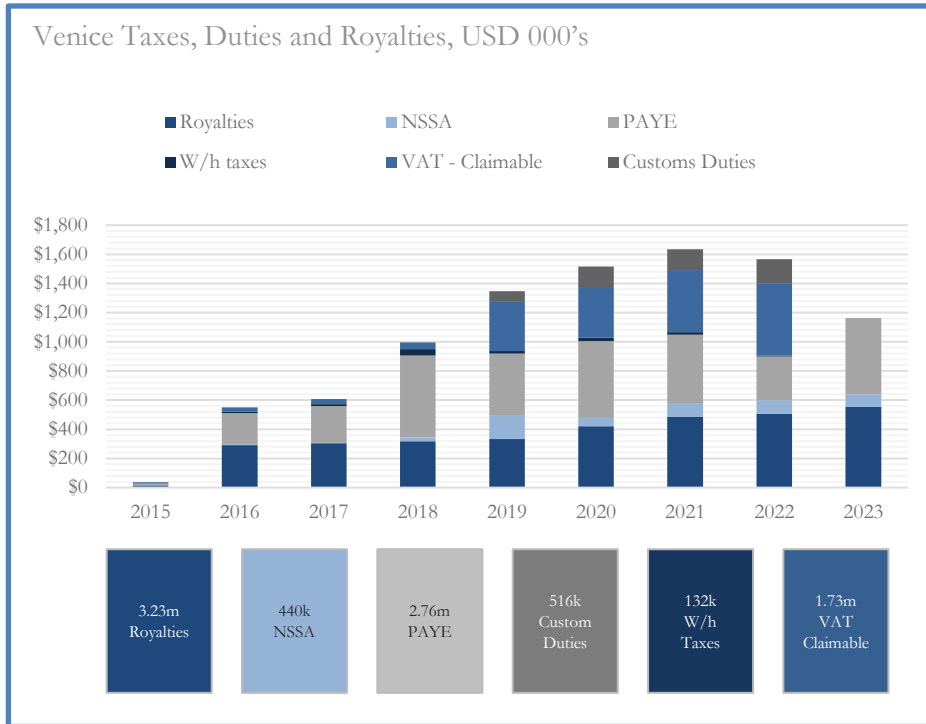
Karebe has contributed **USD 66.4m** to the Kenyan economy in the period 2010-2023.



Total Taxes Duties and Royalties
(2010-2023)
USD 30.9m

Total Local Contributions
(2010-2023)
USD 35.6m

Venice has contributed **USD 42.5m** to the Zimbabwean economy in the period 2015-2023.



Total Taxes Duties and Royalties
(2015-2023)
USD 9.4m

Total Local Contributions
(2015-2023)
USD 33.1m