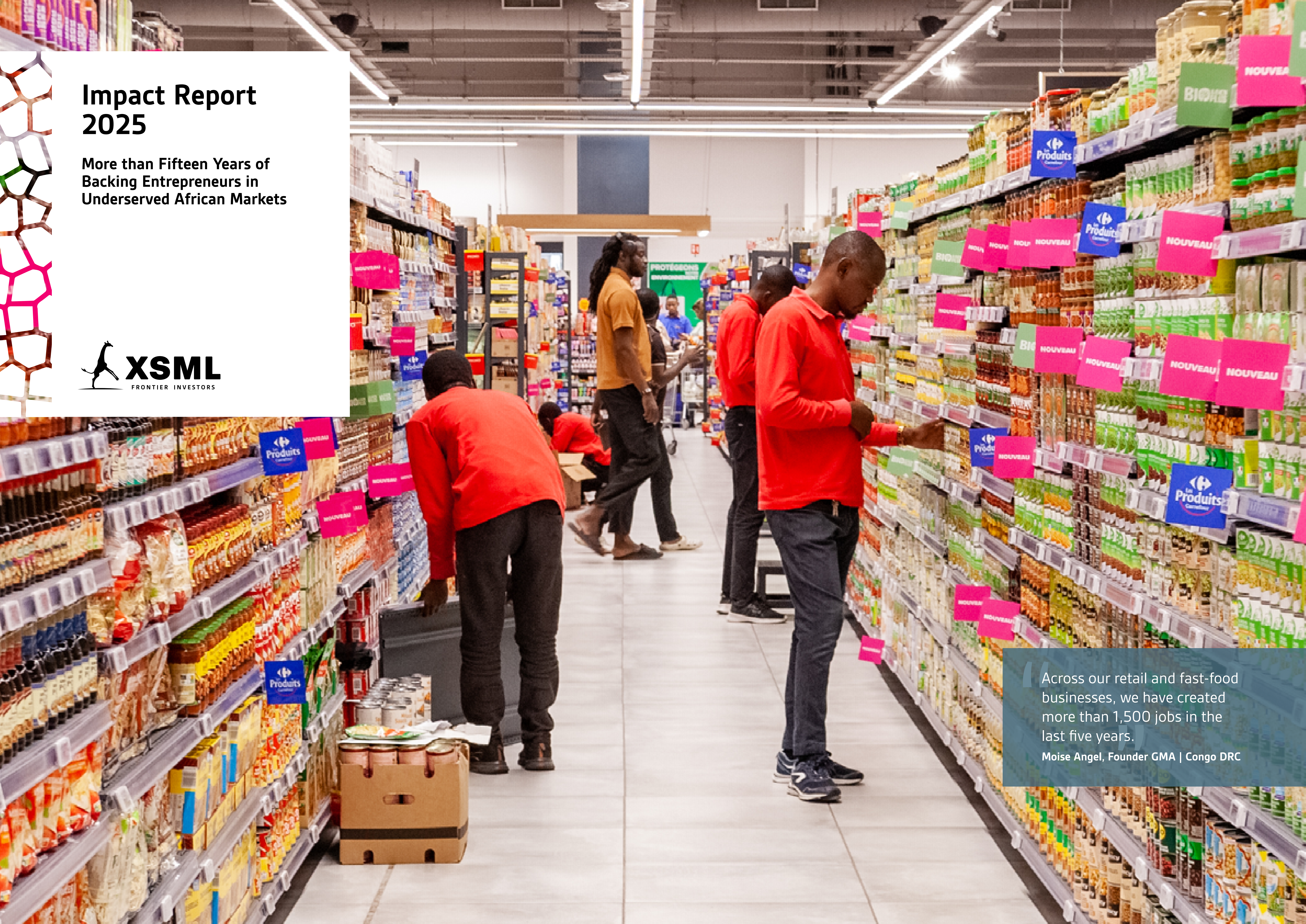
Impact Report 2025

More than Fifteen Years of Backing Entrepreneurs in Underserved African Markets

XSML
FRONTIER INVESTORS



"Across our retail and fast-food businesses, we have created more than 1,500 jobs in the last five years."

Moise Angel, Founder GMA | Congo DRC

Our impact in 2025*

Creating jobs	Reducing inequalities	Greenhouse Gas Emissions
8 DECENT WORK AND ECONOMIC GROWTH	10 REDUCED INEQUALITIES	13 CLIMATE ACTION
11,846 jobs supported (FTEs) (+39% YoY)	**3,865** women jobs supported (FTEs)	**551,662** tCO2e Portfolio emissions baseline***
5,582 jobs created (+34% YoY)	**ARF IV 2X aligned**	**99.95%** Scope 3 financed emissions
22,551 indirect jobs**	**99%** of SMEs in Least Developed Countries	**2,100** tCO2e / USD 1 million AuM****

* Cumulative numbers since inception based on 105 SMEs
** Indirect jobs are estimated using the Joint Impact Model (JIM) and calculated based on XSML's attributed share of financing. This methodology change results in a lower total compared with 2024.
*** The majority of emissions originate from portfolio company activities (scope 3). The 2025 figure reflects an updated JIM methodology, including downstream financed emissions, and portfolio growth. For illustration only, these portfolio emissions are approximately equivalent to the annual emissions of 120,000 passenger vehicles driven for one year.
**** Assets under Management (AuM): the total fund size of funds that are still investing, plus the current portfolio value of funds that are fully invested.

XSML at a glance

Our countries

Offices and number of staff

June 2026

Amsterdam	Kampala	Kinshasa	Luanda	Lusaka	Nairobi
3	7	7	3	3	4

Total	Female
27	11 (2X aligned)

Six countries. One team

Watch our 3-minute introduction to XSML

What More Than Fifteen Years of Investing in SMEs Has Taught Us

Over the last fifteen years, we have invested in over one hundred SMEs across subsaharan Africa. The universal rule of solid SME investing applies as much in our markets as elsewhere: understanding the entrepreneur is key: what they are building, how their business works, and what it takes to grow in their market.

Businesses across our markets often face similar challenges. Access to finance remains limited, infrastructure constraints are part of daily business life and business environments are still developing. Yet no two businesses are the same. A chain of pharmacies in Uganda, a telecom service provider in Angola, a retailer in the Democratic Republic of Congo or a hotel group expanding in Zambia each operate in a different market, sector and competitive environment. Understanding that reality requires local teams who are close to entrepreneurs, visit their businesses regularly and know the market beyond the numbers.

> "XSML's financial support helped us grow faster and achieve our goals. It enabled us to work with larger customers and international brands."
>
> **Sybil Chalupa, Founder DPXL | Congo DRC**

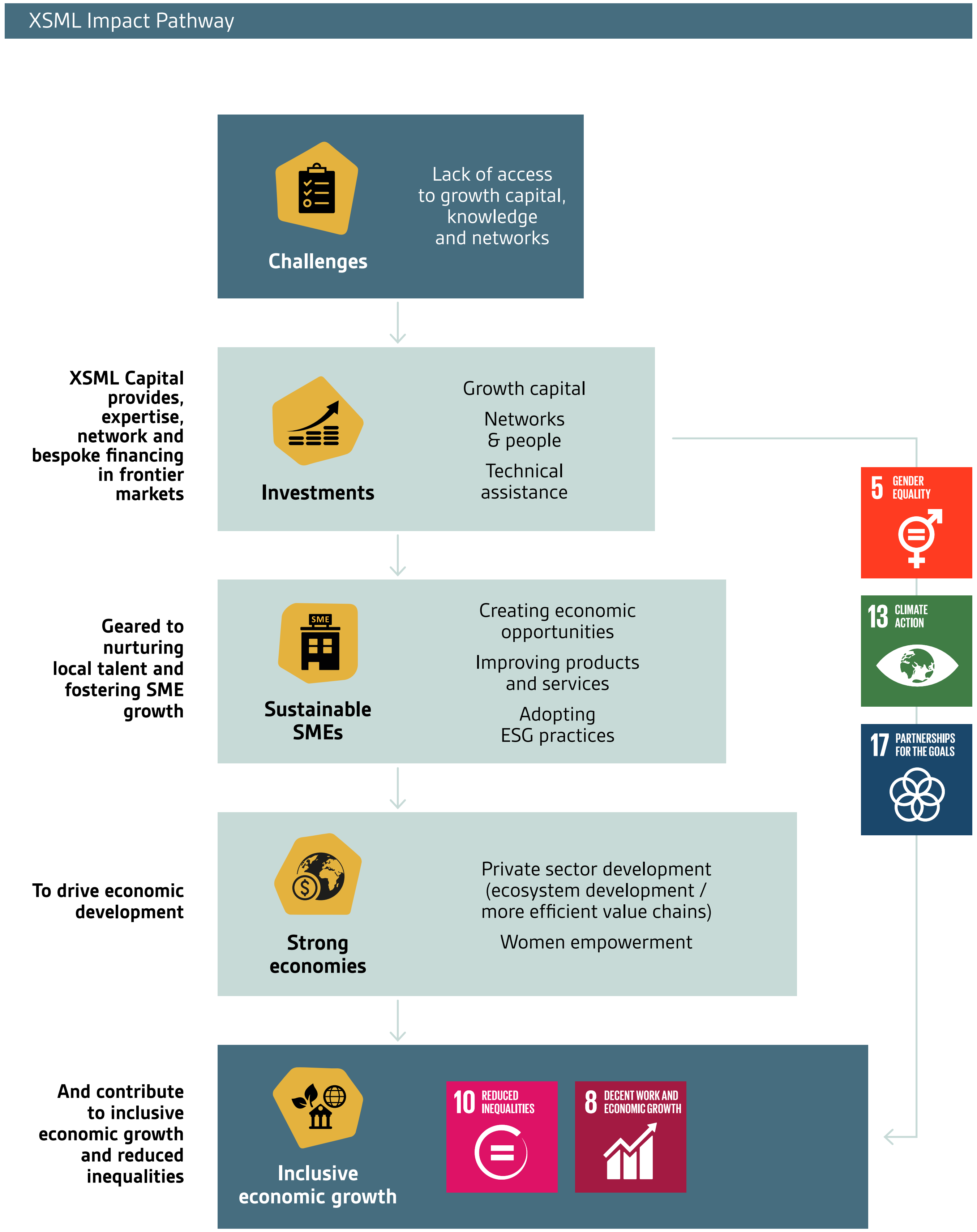
Being an entrepreneur is never easy, especially not in Africa where circumstances can change quickly. Exchange rates move, regulations evolve, imports are delayed and unexpected opportunities emerge. Entrepreneurs have to adapt constantly. Over the years, we have learned that successful businesses are rarely built according to plan. Growth often takes longer than expected and almost never follows a straight line.

Many of our strongest relationships have grown over years of conversations, meetings and site visits, often before an investment was made. Entrepreneurs want partners who understand their business, their market and the realities they face every day. That is why our local teams are central to how we invest.

Perhaps the most important lesson is that successful businesses are built step by step. Progress may be slower than anticipated, but it is often more sustainable as a result. Private debt is a good fit for that gradual journey because it gives entrepreneurs room to grow while retaining ownership of the businesses they have worked hard to build.

Fifteen years on, we remain convinced that staying close to entrepreneurs and understanding their realities matters just as much as the capital itself.

Our path to impact



> XSML has grown with us and provided us with patient capital that has enabled us to grow market share and brand value.
>
> **Collin Muyanja, CEO Ranchers Finest | Uganda**

Investing in entrepreneurs,
Building Africa's future

Our capital at work

USD 296 million
Total **funds raised** to date

21 New and **follow-on investment** in 2025

USD 245.5 million
Total **capital invested** since 2010

USD 2.5 million average loan size in our latest fund (ARF IV)

USD 52.6 million
Capital **invested in 2025**
(+34.5% YoY)

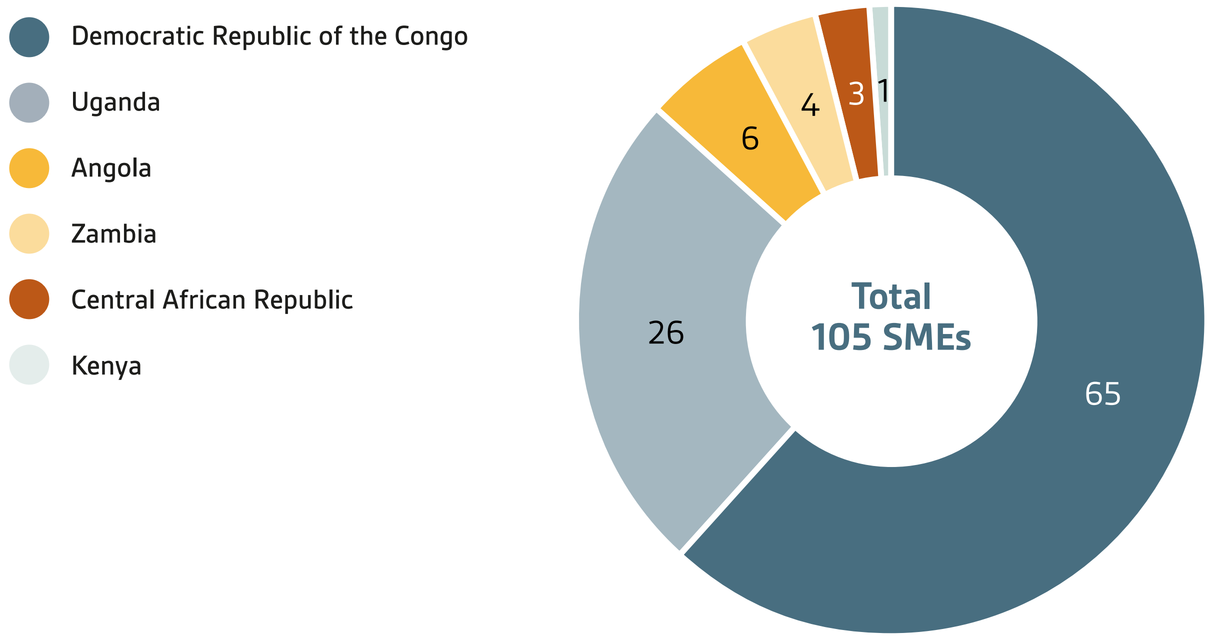
Portfolio and investment data as at 31 December 2025. Total funds raised reflects the final close of ARF IV in January 2026.

Scaling SMEs across sectors

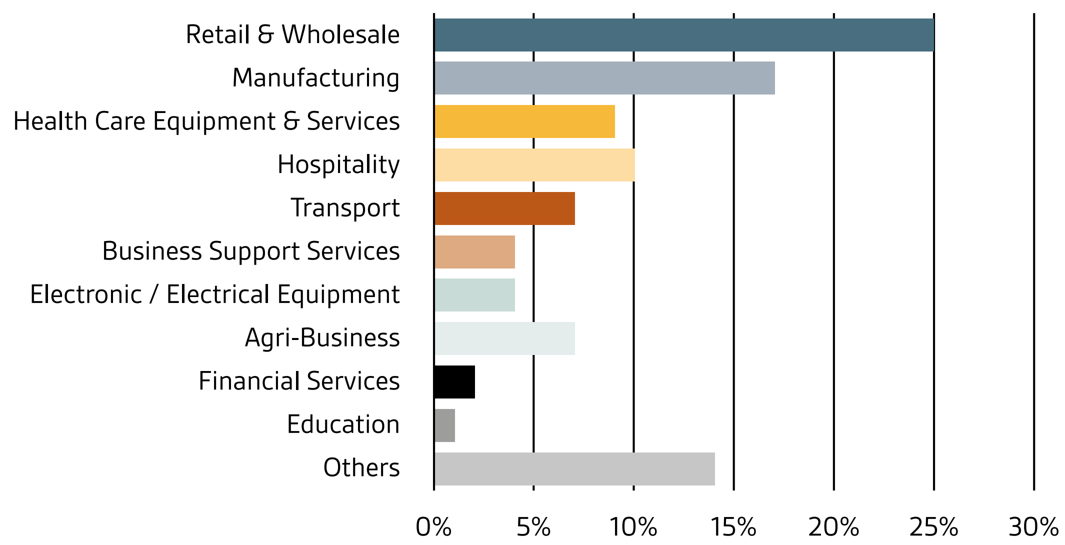
105 SMEs financed
since 2010

15 new clients
in 2025

99% of SMEs in Least Developed countries



XSML Investment Portfolio by Sector



Building Skills, Strengthening Businesses

199

Business support projects since 2010

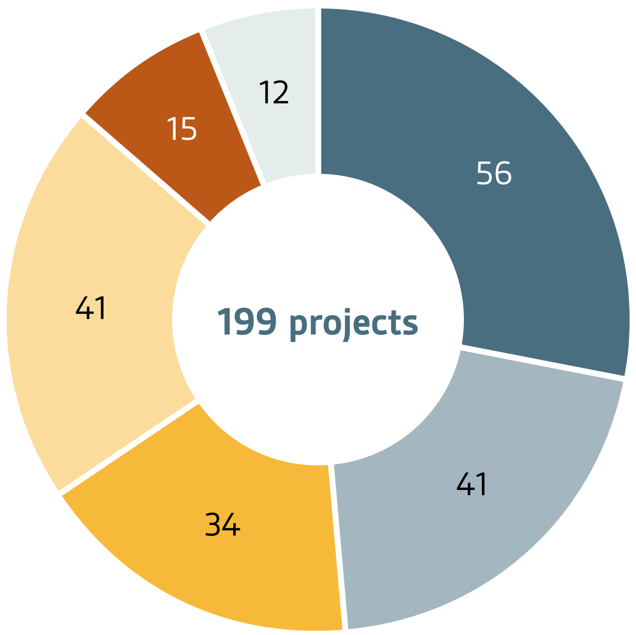
24

Support Projects in 2025
(+50% YoY)

199 technical assistance or tailored business support projects*

59% of projects focused on strengthening financial systems, quality processes and technical skills

- **ESG** — Better policies, systems and risk management
- **Accounting & financial reporting** — Stronger financial management and decision-making
- **Training and certification** — Improved standards, compliance and market access
- **Technical and competitive skills** — Higher productivity and improved business performance
- **Pre-investment** — Investment-ready businesses and stronger growth plans
- **Others** — Tailored support to business needs



Stronger Businesses, Better Performance

Successful business support goes beyond policies, procedures and compliance. It changes how businesses are managed, strengthens day-to-day operations and helps entrepreneurs prepare for future growth.

Better Business Performance

GSK | Uganda

GSK is a food ingredients producer and distributor serving bakeries, confectionery makers and other food businesses across Uganda.

ESG support strengthened workplace safety, waste and resource management, and internal controls. The company successfully passed regulatory audits without non-conformities for newly certified products.

> "After the ESG technical assistance, the company shifted from focusing on short-term profits to long term strategies."
>
> **Peter Semwogerere, Production Manager**

New Business Opportunities

PGT | Congo DRC

PGT is a wholesale importer and distributor serving the construction, pharmaceutical, cosmetics and hospitality sectors.

PGT used ESG support to formalise procedures and systems, establish an ESG team and strengthen reporting and oversight. According to PGT, these improvements helped build credibility with international companies and organisations, and contributed to attracting new international customers.

> "ESG brings us rationality. We take into account both present and future generations."
>
> **Guelord Kazumba Tshisungu, Managing Director and ESG Manager**

Better Decision-Making

DPXL | Congo DRC

> "XSML helped me structure the business and strengthen our financial management to better understand our performance."
>
> **Sybil Chalupa, Founder**

Based in Kinshasa, DPXL specialises in designing and producing urban signs and billboards.

Support focused on business planning and financial management. Stronger systems and reporting helped management gain a clearer understanding of company performance and make more informed decisions about future growth.

Workforce Participation and Leadership

33%

Women in the workforce since 2010

3,865
women employed

In 2024

30%

27% **Women in senior management**
69
women leaders

24% **Women founders**
26
women founders

25% **Women on boards**
29
female board members

17% **Young people in the workforce**
1,660
employees under 25 years

2X Challenge
ARF IV meets the women's leadership criterion and XSML is working with portfolio companies to implement GBVH policies, a remaining requirement for full alignment with the 2X Challenge. XSML Capital, as fund manager, also qualifies under the 2X Employment criterion.

Leadership, governance and youth metrics are based on the consolidated portfolio data for ARF, ARF III and ARF IV as of 31 December 2025.

"I would encourage women to get out there and get to work. Not everybody will become an entrepreneur, but if you are able to start something, let it grow. Start something you are passionate about."
Teddy Nsereko, Founder & Managing Director | DT Bags

Growing Businesses, Creating Opportunities

11,846

Total jobs supported since 2010

1,407
jobs created in 2025

3,430 employees trained

USD 6,796
average annual **permanent wage**
(+22.7% YoY)

> As Angolans, doing this in Angola fills us with pride. We believe we have what is needed to replicate this business across Africa.
>
> **Eduardo Sotto Mayor, Co-Founder & Managing Director, UpCycleBringing International Retail Standards to the DRC**

Learn more

UpCycle | Circular Economy | Angola

Turning Waste into Opportunity

Beer production leaves behind more than empty bottles. It also creates large volumes of brewer's yeast. UpCycle is transforming this residue into high-value protein for animal feed, demonstrating how circular business models can turn industrial waste streams into valuable products.

Investment
SPOTLIGHT

> We also emphasise the fact that we are promoting local suppliers, local agriculture and local entrepreneurs.
>
> **Moïse Angel, Founder, GMA**

Learn more

Carrefour | Retail | Congo DRC

Setting Higher Standards in Retail

For decades, most Congolese consumers relied on informal markets and neighbourhood stores. Through GMA, entrepreneur Moïse Angel is helping introduce Carrefour hypermarkets to the DRC, bringing international standards for quality, food safety and customer experience to the retail sector. The business is helping modernise grocery retail and raise expectations across the market.

Investment SPOTLIGHT

"XSML helped us move fast and focus."

Collin Muyanja, CEO, Ranchers Finest

Learn more

Ranchers Finest | Food Processing | Uganda

Strengthening a Local Food Value Chain

Ranchers Finest is building one of Uganda's leading meat processing businesses, supplying consumers with high-quality meat products through a growing distribution network. By sourcing locally and investing in processing capacity, the company is helping strengthen domestic value chains while creating market opportunities for suppliers. With XSML's support, Ranchers has since expanded into a stand-alone business with ambitions to become a household name.

How we measure

Standards | Commitments

We work in line with leading industry standards for ESG and impact management and are committed to globally recognised frameworks, including the Operating Principles for Impact Management and 2X Global.

Linking our impact to the UN SDGs

Managing impact responsibly

IFC International Finance Corporation WORLD BANK GROUP

Operating Principles for Impact Management — Independently verified 2024

Measuring outcomes and impact

IRIS+

Joint Impact MODEL

Measuring gender outcomes

2X CHALLENGE FINANCING FOR WOMEN

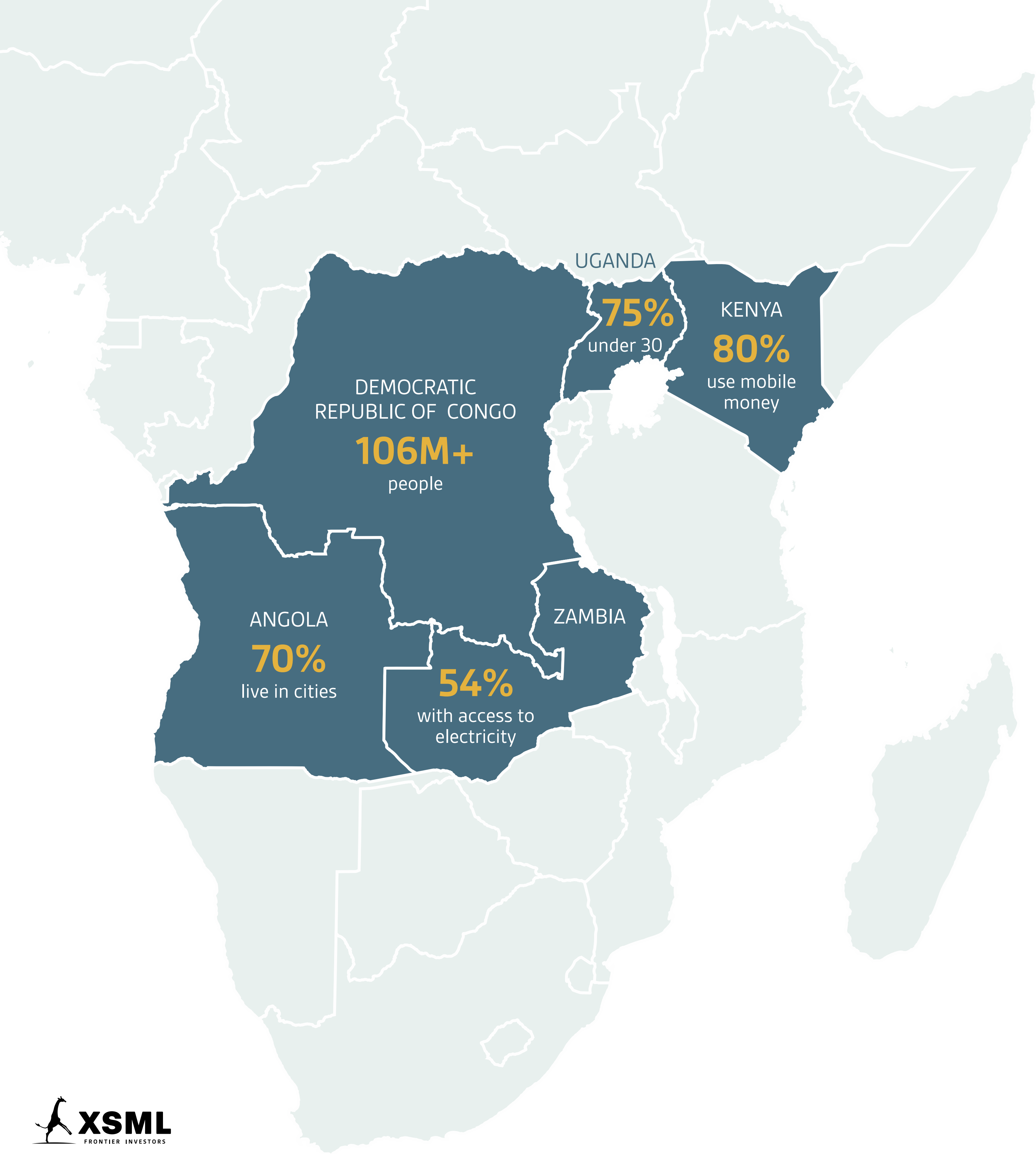
Memberships

AVCA The African Private Capital Association

EAVCA

Investing in underserved markets

Finding the right entrepreneur takes time. XSML's local presence and long-term relationships help us identify and support businesses with the potential to grow, create jobs and serve expanding markets across Africa.



Angola
A Market in Transition

Long dependent on hydrocarbons, Angola is investing in agriculture, fisheries, manufacturing and services to support economic diversification. These shifts are creating new opportunities for entrepreneurs and locally owned businesses.

Democratic Republic of Congo
A Market of Scale

With a population of more than 100 million, the DRC is one of Africa's largest and least penetrated consumer markets. Strong growth in retail, manufacturing, agriculture and services continues to create opportunities for entrepreneurs despite persistent infrastructure and financing constraints.

Kenya
A Regional Hub for Innovation

Kenya combines one of Africa's most dynamic entrepreneurial ecosystems with strong private-sector participation and regional connectivity. As XSML's East Africa hub, it also serves as an important base for sourcing opportunities across the region.

Uganda
A Young Entrepreneurial Economy

Uganda's rapidly growing and youthful population is driving demand for products and services across sectors. Expanding financial inclusion, digitalisation and a vibrant SME sector continue to create opportunities for locally owned businesses.

Zambia
Diversifying Beyond Copper

While copper remains the backbone of the economy, Zambia is increasingly diversifying into agriculture, manufacturing and services. Regional trade links and a young population provide opportunities for SMEs serving domestic and export markets.

AMSTERDAM • KAMPALA • KINSHASA • LUANDA • LUSAKA • NAIROBI

Investing in African businesses
15+ years backing local entrepreneurs

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