



Leading the *way*



COLLABORATIVE LEADERSHIP



Internal organizations and bodies of collaborative leadership.

Mariposa's leadership structure set-up is unique and its decision-making system is constantly evolving. The 7 internal organizations, 7 corporate bodies and over 30 decentralized franchise networks that are spread across the company. All internal organizations and bodies work effectively together to address the common interests of the company and the communities where Mariposa operates.

In terms of administration, there are a further 20 internal organizations which manage specific corporate functions and 4 shared service groups which support and enable the success of the company.

All of these establishments have specific roles – from developing Mariposa and influencing corporate governance policy-making to implementing corporate governing policies and working on specialist areas, such as franchise recruitment.

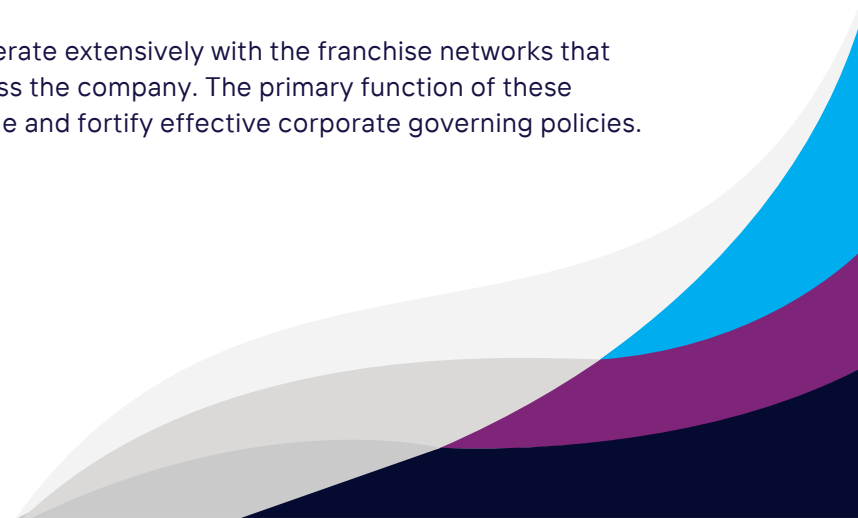
There are 4 main decision-making bodies which lead Mariposa's corporate administration. These bodies collectively provide the Mariposa with policy direction and play different roles in the decision-making process:

- The Mariposa Consortium
- The Mariposa Council of Governance
- The Mariposa Executive Committee
- The Mariposa Foundation

Their work is complemented by other internal organizations and bodies, which include:

- The Mariposa Oversight Committee
- Mariposa Capital
- The Business Resource

The internal organizations and bodies cooperate extensively with the franchise networks that each and every division and subsidiary across the company. The primary function of these internal organizations and bodies is to enable and fortify effective corporate governing policies.



CONSORTIUM

The Mariposa Consortium is one of the influential bodies of the company and one of its seven internal organizations. Together with the Mariposa Council of Corporate Governance, the consortium defines the future and shapes the progressive growth of the company. The Consortium is composed of all members of Team Mariposa. The Mariposa Consortium enables the company to be recognized for its profound ethical behavior and efforts to champion inclusiveness.

Since its inception in 2020, the Mariposa Consortium has been effectively involved in corporate decision making processes. Team member turnout at consortium conferences has consistently increased since its establishment in 2020.

Although the Mariposa Consortium has no executive power, as does the Executive Committee, the consortium does possess the ability to form initiatives that can largely shape positive outcomes for the company. Ultimately, the Mariposa Consortium, which serves as the principal body of influence, is accountable to Mariposa's Chief Executive Officer. In particular, Mariposa's CEO can decide whether or not to approve the proposals presented forward by the consortium, and is further tasked with approving (or rejecting) the appointments of leadership that presides over the activities of the consortium as a whole.



COUNCIL OF CORPORATE GOVERNANCE

The Mariposa Council of Corporate Governance is the most powerful body of decision makers within the company. The Council is the main body with several sub-committee bodies that overall defines the council's role and purpose.

The Mariposa Council of Corporate Governance is the only organized body that explicitly defines and arranges governing policies.

The Mariposa Council of Corporate Governance meets in different configurations each month, however meets in its entire body of members on a quarterly time period, unless the CEO initiates an emergency meeting. The precise membership of the council is determined by Mariposa's CEO. Non-members who are referred to as either participants or observers may attend council meetings based on the invitation that is extended by Mariposa's CEO.



EXECUTIVE COMMITTEE

The Mariposa Executive Committee (informally EUCO) is a sub-component of the Mariposa Council of Corporate Governance that defines the overall managerial direction and priorities of the company. The Committee is composed of the executive heads of departments, that includes the most senior executive offices. The Chairman of Mariposa Group Canada also takes part in committee meetings.

While the Mariposa Executive Committee has only managerial power, the committee is a strategic (and problem-solving) body that provides the company with general managerial directions and priorities, and acts as a collective body of leadership. The Mariposa Executive Committee remains the sole initiator of proposals for corporate governing policy, the committee also provides guidance to the more senior council of corporate governance.



