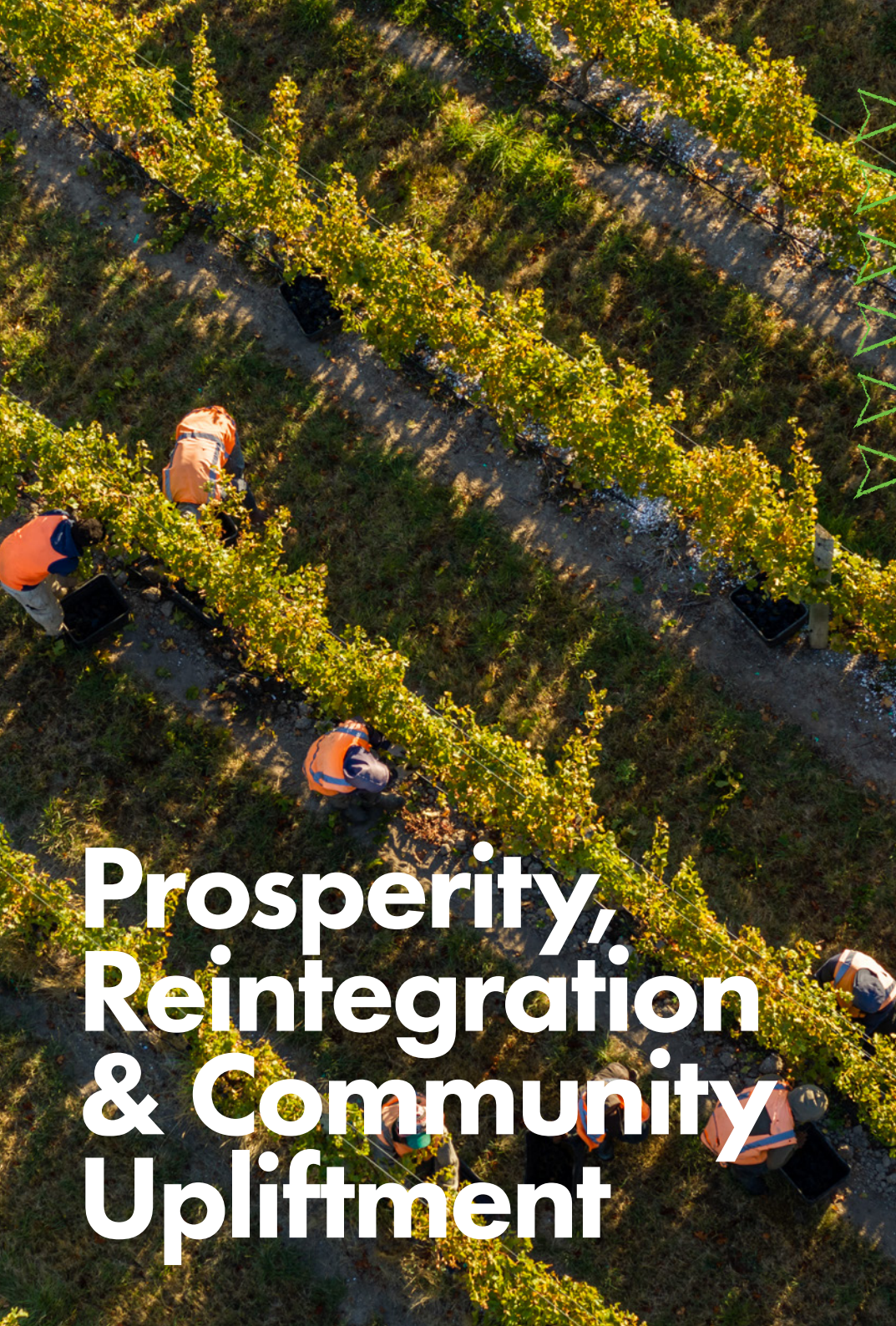


Hortus

***Impact
that lasts.***

HORTUS PACIFIC COMMUNITY UPLIFTMENT PROJECTS

A graphic of several stylized green leaves, rendered in a lighter shade of green than the background, located in the bottom right corner of the image.



Prosperity, Reintegration & Community Upliftment

Hortus operates within New Zealand's Recognised Seasonal Employer (RSE) scheme with a clear purpose: to create lasting, measurable impact for the people, families, and communities connected to our workforce across the Pacific and Indonesia.

Seasonal employment in New Zealand provides regulated work, consistent income, and clear employment protections. For many of our team members, this income supports not only their immediate household but extended family networks and village communities.

Across many Pacific and Indonesian communities, economic opportunity can be limited. Rural isolation, exposure to severe climate events, infrastructure constraints, and reliance on industries such as tourism can make income streams unpredictable. Access to education, healthcare, resilient housing, and essential services is not always consistent, making long-term financial progress difficult without coordinated support and sustained investment.

From the beginning, we have believed our responsibility extends beyond employment. Each year, we survey our RSE team to understand their financial goals, family priorities, and longer-term aspirations. This gives us insight into how earnings are being used and where additional support may create meaningful outcomes. It also provides a structured way for our people to identify opportunities within their home villages.

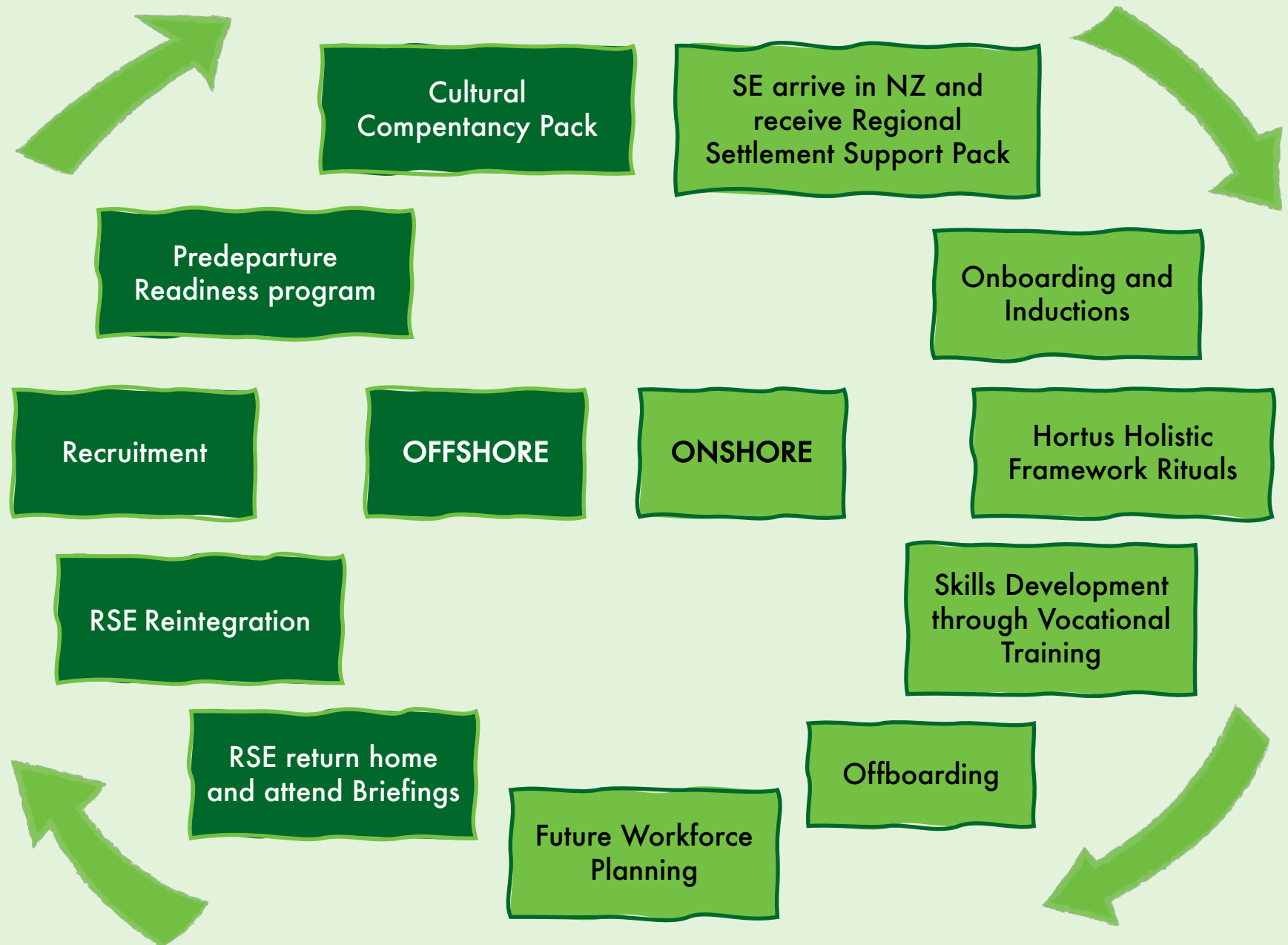
Many of our Prosperity Plans have developed directly from this feedback. Our team members are closely connected to local leaders and understand where collective effort can create lasting change. As our business has grown, we have moved from supporting individual goals to working alongside villages, schools, healthcare providers, and government stakeholders to strengthen wider community outcomes.

Our role is practical and hands-on. We spend time in villages to understand cultural, environmental, educational, and economic needs firsthand. We work with local leadership to co-design projects, contribute funding and resources, coordinate partners, and provide ongoing oversight and impact reporting. In some cases, we also facilitate additional support through aligned partners and respond to disaster events when communities are affected.

We see our duty of care as ongoing. Our people return home as leaders and contributors within their communities. Supporting that transition well, and investing in the long-term strength of those communities, is central to how we define ethical workforce solutions.

The following stories reflect projects developed and supported through this approach and demonstrate the practical impact of structured employment combined with sustained community partnership.

RSE MOBILITY CYCLE



Reintegration Stories from Vanuatu

Tanovusvus Village Prosperity Plan

The Tanovusvus Village Prosperity Plan supports the reintegration of returning workers through a community-led agricultural programme, supported by Hortus. Through the commercial cultivation of taro and golden yams, the village is generating meaningful employment while building practical skills in agricultural production and financial management.

With income from this programme, the village aims to build a new guesthouse, which will generate more employment opportunities and create another alternative income stream. Their longer-term goal is to build a small weather-proof medical facility to care for the health and wellbeing of local families.



Tanovusvus Village is located in a remote area of Santo Island, Vanuatu, where access to education and essential services is limited. Travel to Santo costs VUV 30,000 per person, and the nearest government-funded school is a seven-hour journey from the village.

In response, the community has come together, donating their skills and time to build its own village school, which currently supports children ages 5 to 15. The school is led by a qualified teacher who generously volunteers her time. The village hopes to use income generated through its agricultural programme, alongside external support, to build a weather-proof school with solar power, improved lighting, and better sanitation.

The school also has an ongoing need for basic educational resources, including learning materials and sporting equipment, to better support students' learning and wellbeing.



Construction of Weather-proof Housing

Across several Pacific communities where our RSE live and return home to, housing quality plays a major role in family safety and everyday life. Frequent cyclones and severe weather mean many homes are vulnerable to damage.

By working alongside communities to support practical housing improvements, homes are being strengthened to better withstand these conditions. These upgrades help families stay safer during storms and reduce the disruption caused by repeated damage and repairs.

BEFORE



AFTER



Bottom: Lee Du Preez from Hortus pictured with Brenden Bong, Hortus RSE and community leader, his wife and daughter outside their weather-proof home

Solar Powered Villages

In Port Vila, Vanuatu, Hortus has partnered with the Ohlen Freshwind Community to support the installation of solar power across the village. Through financial support and project management assistance, we are proud to say that the entire village now has access to reliable solar power. This has been life-changing for the community, contributing to improved safety, better quality of life, and new income opportunities, including roadside markets and small cooking stalls



Reintegration Stories from Samoa

Vaimea Village Community Project

Vaimea Village in Samoa is home to many of our Hortus RSE and their families. The community has identified a need to improve local school facilities. While the school has 1,132 children enrolled, the school hall can only accommodate a maximum of 500 students, and there is a significant shortage of classrooms. This creates challenges for school assemblies, celebratory ceremonies and children's daily learning.

Working alongside the community and Vaimea Village School, Hortus supports the development of more classrooms and the extension of the school hall, which will enable the school to generate future income through the hiring of its facilities for community events and functions.



Vailele Village Prosperity Plan

Vailele Village in Apia, Samoa, is home to an organisation that provides housing, medical and emotional support to elderly people who have no family support or are unable to support themselves financially. Hortus and our RSE have proudly partnered with the Mapu I Fagalele home to support the care of elderly residents across Samoa. This includes providing food hampers sourced from our team's cash crops, such as bananas, coconuts, mangoes, taro, pineapple and corn, as well as assisting with ongoing grounds and building maintenance.

Our goal is to expand this project by providing much-needed medical supplies and improving the existing facilities.



Samoa Victim Support Unit

The Samoa Victim Support Unit is a safe haven and counselling service for children who are abandoned by seasonal workers who abscond whilst on deployment for the season. The home also caters for orphaned and abused children, offering professional counselling services and education on site. Hortus has partnered with the Victim Support Unit and donated towards this needy cause. (Due to sensitivity – no photos available)



Reintegration Stories from Indonesia

Bingin Village Prosperity Plan

Bingin Village is located in Bali, Indonesia. We have several community upliftment projects underway as part of the village's prosperity plan. Progress to date includes fertiliser production and the supply of trees and plants to support reforestation of the surrounding mountains, helping to reduce rainwater runoff and landslides. This work also contributes to a wider water purification and filtration upgrade for Bingin and the surrounding villages.

Village sanitation and hygiene have been improved by building dedicated waste disposal bins and collection sites for rubbish, with regular waste transportation managed by our team each week. They also hold regular community working bees, donating time and materials to build concrete footpaths and driveways along steep, dangerous mountain tracks.



Eco Bricks – Plastic Recycling

In Indonesia, Hortus supports our RSE team, who have implemented a recycling project that transforms plastic waste materials into eco bricks. These bricks are used for building homes, pathways and privacy screens. This initiative helps reduce plastic waste entering the local environment and surrounding ecosystems.



Reintegration Stories from Kiribati

Community Upliftment

Kiribati is located in the central Pacific Ocean between Hawaii and Australia. It's made up of 33 low-lying atolls, none of which rise more than four metres above sea level, which makes it one of the most vulnerable countries in the world to climate change. It is also ranked 24th in the World's Poorest Countries 2025.

Many of the atolls have already become uninhabitable, forcing residents to leave their homes with nothing and relocate to the main island of Tarawa. This has caused significant overpopulation, with many families living without stable housing or access to schools.

Hortus has partnered with schools in North Tarawa to support learning facilities, improve sanitation, and provide sports equipment. Many children still need school uniforms, and schools continue to require basic educational supplies. Our partner schools serve multiple villages, and face ongoing challenges related to weather exposure, limited infrastructure, and access to solar power and rainwater collection.

Rising sea levels have contaminated freshwater wells, leaving communities without reliable drinking water and contributing to wider health issues. Kiribati experiences high rates of infectious disease, including tuberculosis and leprosy, as well as regular



outbreaks of dengue, diarrhoea and scabies, and has the highest rates of neonatal mortality in the Pacific.

Ongoing priorities include supporting weather-proof housing, improved sanitation, rainwater collection, and the development of more classrooms to meet growing demand. Access to solar power and alternative cooking facilities would also help improve safety, health, and day-to-day living conditions, particularly in remote communities.

Pictured below: Children from three partner schools: BT Uekera Primary School (North Tarawa), Bwaan Nei Kanna Primary School (Abaokora Village), and Moaningina Pre-School (South Tarawa).



Ferry Service

The north and south islands of Tarawa, Kiribati, are separated by a fast-flowing sea channel that is too deep and dangerous for children to cross, even on low tide. It also has venomous snakes and other dangerous sea creatures. Through community upliftment projects, a motorised ferry service business has been established, providing many children with safe access to schooling that would otherwise be out of reach.



Reintegration Stories from Solomon Islands

Honiara Hospital Community Project

Honiara Hospital provides emergency and general medical care to many of our Hortus RSE, their families and the wider community. The hospital operates with very limited funding and has an ongoing need for essential equipment and supplies. Hortus and our RSE team have supported the hospital by donating essential items such as beds, mattresses, bedding, ceiling fans, wheelchairs, laundry facilities, and seating for waiting areas. In addition, approximately 20 Solomon Island RSE employees have been funded to complete an internationally recognised first aid course, enabling them to volunteer in the hospital's accident & emergency department.



Solomon Islands Pilot program

Hortus has met with stakeholders to initiate a pilot program in Solomon Islands. The program facilitates the re-establishment of a 20Ha rice plantation in Isobel province.

The project address the key strategic objectives for all 4 areas of Ministry :

- Ministry of Finance and Treasury - (Remittances)
- Ministry of Foreign Affairs and External Trade - (Labour Management Unit (LMU)
- Ministry of Commerce, Industry, Labour and Immigration - (Labour and employment through CEMA)
- Ministry of Agriculture and Livestock (MAL) - (Capacity building and reintegration)

The rice farm, which belongs to Hortus RSE, closed in 2012, and currently has a mill and full production milling facilities on site for end to end production of rice, together with rustic accommodation for 30 people. These facilities will need maintenance and expansion to return to full operations, together with commercial farming equipment such as tractors and ploughs. The rice farm is based on approximately 200Ha of land with alternative crops and adjacent logging operations.

The pilot involves the establishment of an RSE agricultural co-operative and agricultural training centre, which involves crop production linked to CEMA export supply chains. Returning RSE co-operative members are provided with a source of income upon their return through working on the agricultural site(s) and investment share dividends received from the



Pictured above left to right : Simon Chottu, Walter Huberts-Rhein, Harrison Kabolo, Lee Du Preez, Patrick Kaka, Douglas Ete, Andrew Manepora'a, Michael Dive, John k. Taufuna, Jeff Henz



co-operative. This enables RSE to return to their family in the Province in-between seasons, and apply transferable skills learnt through their RSE work in viticulture and horticulture.

Hortus collates the number of hours worked per individual task per RSE throughout each season using our internal data management software system (Tatou). During the course of the RSE season, there are multiple technical and soft skills that an RSE gains, and Hortus proposes that core vocational skills are recognised for prior learning under a Pacific Qualifications framework. In addition to vocational skills, RSE have the opportunity to gain new skills whilst in New Zealand, through learning pathways and educational providers recognised under the RSE program.

The pilot concept involves the establishment of an agricultural training centre in the provinces to further promote and grow vital skills for crop production in Solomon Islands and other complimentary skills such as financial literacy. The reintegration program re-connects our RSE with their families and local community, provides employment opportunities for youth in the provinces and ensures sustainable agricultural skills transfer for Solomon Islanders. Providing regional employment opportunities and attracting youth into the employment sector reduces the current burden of overpopulation in Honiara and enriches the Solomon Islands culture.

The concept has been supported by the Chief of Staff and the Duty Policy Secretary, representing the four policy sectors : Fundamental, Productive, Resources, and Social of the Govt. Policy, Implementation, Monitoring, Evaluation Unit (PIMEU).

It has also been presented and supported by the CEMA Board of Directors and the Commissioner of Labour of MCILI.

Funding will be enabled through CEMA, under the Strategic Transformation Plan 2025-2029 (Phase 3 of the Revitalization and Recapitalization Strategy 2021-2027)



Our RSE earned
OVER \$26M
In take-home pay



& THIS DIRECTLY IMPACTED

6,137

FRIENDS & FAMILY MEMBERS IN
THEIR HOME NATIONS



133

INVESTED IN
A BUSINESS



1,546

KIDS PUT THROUGH
SCHOOLING



102

PURCHASED CROPS
OR ANIMALS



289

BUILT
A HOUSE

Our 919 RSE are using this to
impact their futures back home.
Here's what that they're doing:

143

PURCHASED
A HOUSE

IN TOTAL 89%
PURCHASED, BUILT
OR WORKED ON
THEIR HOME!



323

SAVED
MONEY



202

INVESTED IN THEIR
PROVIDENT FUND



113

BOUGHT A BOAT
OR VEHICLE



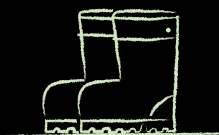
129

PURCHASED
LAND



94,188,407

TOTAL PLANTS TOUCHED



169,539

TOTAL KMS WALKED

