



Executive Agility

CAPABILITY STATEMENT

IPO READINESS | GOVERNANCE | LEADERSHIP
STRATEGIC CAPITAL MARKETS EXECUTION



**ACCELERATING & EXECUTING
PUBLIC LISTINGS ACROSS
CANADIAN & U.S. CAPITAL MARKETS**



Executive Agility

ABOUT US

EXECUTIVE AGILITY



**IPO & Listing
Readiness**



**Capital Markets
Transactions**



**Governance, Risk &
Compliance**



**Execution & Program
Management**



**Restructures, Change &
Stabilization**



**Business Growth
& Optimization**



**Deployment of
Executives into Business**

We support clients preparing to list on U.S. or Canadian stock exchanges with a rapid, coordinated, cost-effective path to IPO success - via a hybrid delivery model, curated Professional Network & structured project management oversight approach.

We specialize in IPO readiness, governance, organizational transformation, leadership transitions & capital markets execution for companies preparing to list on TSX, TSXV, CSE, U.S. exchanges & OTC markets.

We operate as the execution & coordination layer between issuers, boards, underwriters, legal counsel, auditors, regulators & other advisors - ensuring companies are not only technically eligible to list, but genuinely ready to operate as public companies.

EXPERTISE | INTEGRITY | INNOVATION

OUR SERVICES

IPO & LISTING READINESS

- IPO readiness assessments, benchmarking & gap analysis
- Governance benchmarking aligned to TSX, TSXV, SEC & exchange expectations
- Expedite Board, committee & executive readiness
- Disclosure controls, reporting cadence & public-company operating models

CAPITAL MARKET TRANSACTIONS

- Traditional IPOs (Canada & U.S.)
- Reverse takeovers (RTOs) / reverse mergers
- Capital Pool Company (CPC) qualifying transactions
- Dual & multi-jurisdictional listings (Canada / U.S.)
- Uplists & exchange transitions
- OTCQX & OTCQB listings

EXPERTISE | INTEGRITY | INNOVATION

OUR SERVICES

GOVERNANCE, RISK & COMPLIANCE

- Governance framework design & remediation - accelerating organizational governance maturity
- Board & committee charters, mandates & policies
- ESG & sustainability governance foundations
- Continuous disclosure readiness
- Internal controls & compliance coordination

EXECUTION & PROGRAM MANAGEMENT

- End-to-end transaction & readiness project management
- Multi-party stakeholder coordination (legal, audit, banking, regulators)
- Timeline acceleration & dependency management
- Cost control & avoidance of late-stage rework

EXPERTISE | INTEGRITY | INNOVATION

OUR SERVICES

RESTRUCTURES, CHANGE & STABILIZATION

Lead & stabilize organizations during disruption, transition, or post-transaction integration.

LEADERSHIP & STRATEGY

Strategic planning, leadership alignment & organizational strategy frameworks that support growth & governance excellence.

BUSINESS GROWTH & OPTIMIZATION

Operational performance uplift to strengthen execution, efficiency & investor confidence.

RAPID DEPLOYMENT OF EXPERIENCED EXECUTIVES

Interim, fractional, or remote CEOs, CFOs & senior leaders deployed to drive transformation, fill leadership gaps, or accelerate readiness.

EXPERTISE | INTEGRITY | INNOVATION

UNIQUE VP

WHITE GLOVE, COORDINATED SERVICE

- Executive operator-led & tailored to the issuer's maturity, jurisdiction & listing type.
- Executives can be embedded to provide a coordinated white-glove, hands-on service model.

EXECUTION DISCIPLINE

- Structured project management framework applied, ensuring IPO readiness & listing execution are approached methodically.
- Reduces transaction risk, accelerates schedule & improves quality of filings & outcomes.

CURATED TURNKEY PROFESSIONAL NETWORK

- Immediate access to attorneys, auditors, EDGAR / SEDAR agents, investment bankers, underwriters, etc.
- Eliminates vendor search delays, improves coordination & delivers a faster, more cost-effective path to listing.

BENEFITS

TYPICAL ENGAGEMENT IN LISTING TIMELINE

Our early involvement frequently reduces downstream cost, rework, & regulatory friction, ie:

- Pre-mandate: to assess readiness before bankers are engaged, &/or to fill leadership gaps
- Pre-filing: to remediate governance & disclosure gaps, disclosure & control frameworks
- During execution: to coordinate stakeholders, monitor risk, manage schedule
- Post-listing: to stabilize governance & operations.

WHY CLIENTS, BANKS & BOARDS WORK WITH US

- Reduced transaction & execution risk
- Faster, more predictable timelines
- Lower overall advisory costs
- Higher-quality governance & disclosure
- A single, accountable execution lead / partner.

EXPERTISE | INTEGRITY | INNOVATION

INTEGRITY

We are genuine and ethical.
We are honest and open.
We talk straight and with authenticity.

COURAGE

We are accountable.
We challenge the status quo.
We innovate & take calculated risks.

TRUST

We are reliable and committed.
We are transparent & diligent.
We are committed to our clients' success.

FAIRNESS

We are fair in all our dealings.
We listen & accept feedback.
We treat people with respect.

CARING

We care about our clients.
We care about our people.
We care about our families & community.

OUR VALUES

OUR PURPOSE

We build stronger, more resilient businesses by developing the leadership, governance & execution discipline required to scale with confidence.

We help founders, executives & boards turn growth into something that is sustainable, investable & worthy of public markets.

By embedding experienced leadership, program governance & delivery capability into organizations, we remove chaos, uncertainty & execution risk that derail promising companies.

We help teams make better decisions, operate with integrity & execute with clarity across complex initiatives.

When businesses are run well, they create not just shareholder returns, but jobs, communities & lasting impact.

That is how we make IPO success more than an event - we make it a responsible, durable outcome.