

PKF ANTARES VISION

Dream BIG, Start small, Begin NOW!!!

SEPTEMBER 7 2023

COMPANY GROWTH CANADA

2022 > 2023

- a. 27 to 28 staff
- a. YoY Revenue increased
12% +/-

| Administration | |
|----------------|-----------------------|
| Erhan | Principal (Calgary) |
| Dilnoza | Partner |
| Kama S. | Admin/Marketing (UZB) |
| Faiza | Assistant (Calgary) |

| As of September 6, 2023 | | | |
|-------------------------|----------------------------|-----------------------|---------------------|
| Calgary - Audit | | Calgary - PCS | |
| Erkin | Executive Partner | Ruslan | Partner |
| Timur | Partner | Ellaine | Associate |
| Greg H | Manager | Sod | Associate |
| Patience | Manager (on leave) | Xyra | Associate |
| Jing | Senior Associate | Lory | Associate |
| Nathan | Associate | Jessie | Associate |
| Daniel | Associate | Kristina | Associate |
| Bimple | Associate | | |
| Crystal | Associate | | |
| Sudan | Associate (soon) | Montreal - PCS | |
| Aby | Associate (soon) | Olga | Partner |
| Syed | Associate (soon) | | |
| Thomas | Intern | | |
| | | Toronto | |
| | | PCS | |
| | | Cetin | Partner |
| | | Mergleda | Senior Associate |
| | | Musa | Associate |
| | | Saida | Associate |
| | | Aynur | Associate / Admin |
| | | | |
| | | AUDIT | |
| | | Kanza | Manager (part-time) |
| | | Musa | Associate |
| | | | |
| Advisory Team | | | |
| Haider | Partner (Audit/Advisory) | | |
| Farhod | Software Developer (UZB) | | |
| AB | Business Analyst (Calgary) | | |
| Muza | Main Project Manager (CZE) | | |
| Aarn | IFRS S2 Advisor (Calgary) | | |
| Onkar | IT Associate (Calgary) | | |
| Bob | Advisory Manager | | |

COMPANY GROWTH OVERSEAS

| Pakistan - PCS | |
|----------------|------------------|
| Israr | Manager |
| Niyel | Manager |
| Adnan | Senior Associate |
| Tayyab | Associate |

| Uzbekistan | |
|-----------------------------|------------------------------|
| AUDIT | |
| Bek | Practice Manager (Audit/PCS) |
| Gregory A | Manager |
| Julia | Manager (CYP) |
| Sevara | Associate |
| PCS | |
| Muro | Associate |
| Diyora | Associate (Audit/PCS) |
| Adil | Associate |
| Dinara | Associate / Admin |
| Tim | Associate |
| Olly | Associate |
| SOFTWARE DEVELOPMENT | |
| Farhod | Software Developer (Phython) |
| Muza | Main Project Manager (CZE) |
| Murod | Project Manager |
| Bekzod | Front-end Developer |
| Ulugbek A. | Front-end Developer |
| Aziz | Front-end Developer |
| Joseph A. | Back-end Developer |
| Mavlan | Back-end Developer |
| Ulugbek (Sam) | Back-end Intern (Calgary) |
| Habib | Intern (Calgary) |

2022-23 ACHIEVEMENTS

THE GOOD

- Pakistan office opening
- First time Global People survey and local discussions
- Accelo implementation
- Move into a new CALGARY office
- Local servers to Toronto and Calgary
- Technological upgrade to end user devices
- ISQM development – in progress
- Development plan for each and individual office
- CPA Mentorship =>4 students enrolled
- Erkin became PKF NA Board member (one of 5 Managing Directors: NY, TX, FL, Calif and Chicago)
- CPAB PCAOB reviews cleared through
- Digital Marketing
 - New website (part of PKF – I)
 - Complete adoption of new PKF logo / branding
- 2023 Successful Honey bee project

2022-23 ACHIEVEMENTS

THE BAD

- a. Cyber breach
- b. CPAB / PCAOB inspection back to back (staff pressure)
- c. 2022 Honey bees dead in spring 2023
- d. Didn't pass government approval for vendor list
- e. Bermuda office opening delayed
- f. Employee retention could be improved

2023 24 25 Vision: (Mid and Long Term)

- a. Group Goal is to Triple revenue within 3-5 years
- b. Growing into more offices across Canada (BC & QC) and Bermuda
- c. B - Corp certification underway
- d. Client diversification:
- e. ISQM implementation and monitoring

2023 24 25 Vision: (Mid and Long Term)

Continued

e. Digital Marketing Goals / Targets (editorial calendar)

PKF ANTARES CALGARY PKF ANTARES TORONTO

Website Directions Save Call Website Directions Save Call

4.9 ★★★★★ 40 Google reviews 5.0 ★★★★★ 42 Google reviews

By PKF ANTARES 1,380 followers Published monthly 451 subscribers

f. Dedicated innovation and technology team (adding data analytics / IT MSP firms, software dev team)

i. Want to invest in our employees to be more techy

ii. Increase Tech related consulting projects (Digitilization, Business transformation etc)

g. Launching new Services (ESG Consulting, Cyber, Crypto, Fractional CFO, Transfer pricing etc)



What is in it for you?

- a. Recognition: Project based and achievement of strategic goals (discuss championing initiatives. Individual championing per dept to run and complete with results)
- b. Retention starting from 1 year anniversary
 - i. Team retreat vacation / trip
 - ii. Gift Cards for special occasions
- c. Career growth in a fast pace environment
- d. Goal is to make PKF Antares a great place to work
 - Events team / budget to organize inter office & inter company initiatives: open for volunteers (one from each dept / office)
 - Technology, Technology, Technology
 - Friday late afternoons

10/26/2023

- a. Awesome takes Patience, Genius takes time
- b. The peak of one Mountain is a bottom of the

Food for Thought

Next

- c. Anything worth doing, worth doing WELL
- d. Success – breath toughness
- e. Only paranoid survives
- f. Creativity Matters, Quality Matters, Integrity Matters

