U.S. EXPANSION PROJECT LIFECYCLE

| phase 01 | Step 1 | ldentify Growth Demand | Targeted market/industry research Macroeconomic trends, industry forecasts Policy impacts |
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| | Step 2 | Assess Customer Point of Sale & Service Delivery System | Locations & concentrations Customer acquisition & buying patterns Product & service delivery system |
| | Step 3 | Evaluate Supply Chain | Local, national or global supply chain requirements Supply chain vulnerability Supply chain logistics cost effects to units' costs |
| | Step 4 | Determine Growth Strategy (M&A, Organic) | Risk assessment and opportunity cost by market entry mode |
| | Step 5 | Assess Financial Plan Model | Initial capital requirement Loans, internal financing, private equity, Venture capital |
| | Step 6 | Create Project Requirements | Facility, infrastructure, access, workforce, capital |



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| phase 02 | Step 7 | ldentify & Select Advisory Services | Create a U.S. Legal entity (where, type; foreign qualification, nexus) Visa and immigration support (type and options) Understanding employer- employee relationship |
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| | Step 8 | Determine Top Markets for Expansion | Favorable business environment Logistic position Access to workforce Climate and operating environment Culture & entrepreneurship Resources and infrastructure |
| | Step 9 | Interaction with EDOs | Access local, regional, State and Federal services Access support programs & incentives Networks |
| | Step 10 | Assess Cost & Tax Liabilities | Consultation on planned commercial activity Assess U.S. tax consequences |

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| phase 03 | Step 11 | Assess & Connect with Financial Capital | Lending, working capital financing, revolving credit and term loans, and leasing solutions to finance capital equipment Deposit and treasury management services Foreign exchange solutions, etc. |
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| | Step 12 | Assess & Connect with Human Capital | Current availability, readiness, skill and size and cost of labor pool Growth and scalability potential Availability of applicable education and training programs |
| | Step 13 | Assess Site Options | Review and compare cost, terms, tenant improvement, IT attributes, etc. |
| phase 04 | Step 14 | Invest | Full commitment from leadership Boots on the ground No short-cuts |

