

2025 Annual Impact Report

APRIL 2024 - MARCH 2025

Alacrity Canada's head office stands on the traditional, unceded territories of the Lək̓wəŋən (Lekwungen) speaking Peoples, the Songhees and Esquimalt First Nations. With respect, we appreciate the long-standing relationship that both the Lekwungen and nearby W̱SÁNEĆ (WSANEC) Peoples have with this land and water and are grateful for the stewardship and care they have exemplified since time immemorial.

Our secondary office is located on the unceded ancestral territories of the xwməθkwəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and səliłwətał (Tsleil-Waututh) Nations. These Nations have also been stewards of the land, water, and surrounding ecosystems for generations and their historical relationship continues to this day.

These lands were never surrendered, and we recognize that our presence and operations here are made possible by the ongoing displacement of Indigenous Peoples. We benefit materially and institutionally from the colonial systems that continue to harm Indigenous communities and erode their rights to land and culture.

We acknowledge and thank the First Peoples for sharing their lands, experiences, and wisdom with us in friendship and partnership.

01 WELCOME TO ALACRITY CANADA

02 SCALE-UP

03 SUSTAINABILITY

04 DIGITAL ADOPTION

05 COMMUNITY ENGAGEMENT

NOTE: This report showcases active programs and the metrics reflect cumulative impact from inception through to March 2025.

01

Welcome to
Alacrity Canada





We are pleased to present this impact report to share how Alacrity Canada helps strengthen the economy by supporting entrepreneurs who are solving global challenges through digital and industrial transformation.

Over the past year, we launched the APEX Program to scale home-grown businesses to international markets with the support of our Alacrity Global advisory network. We also expanded our digital customer acquisition programs to include the CRM Horizons Bootcamp.

Together these offerings ensure companies are meeting customer demands and Alacrity is facilitating faster growth for our businesses and founders.

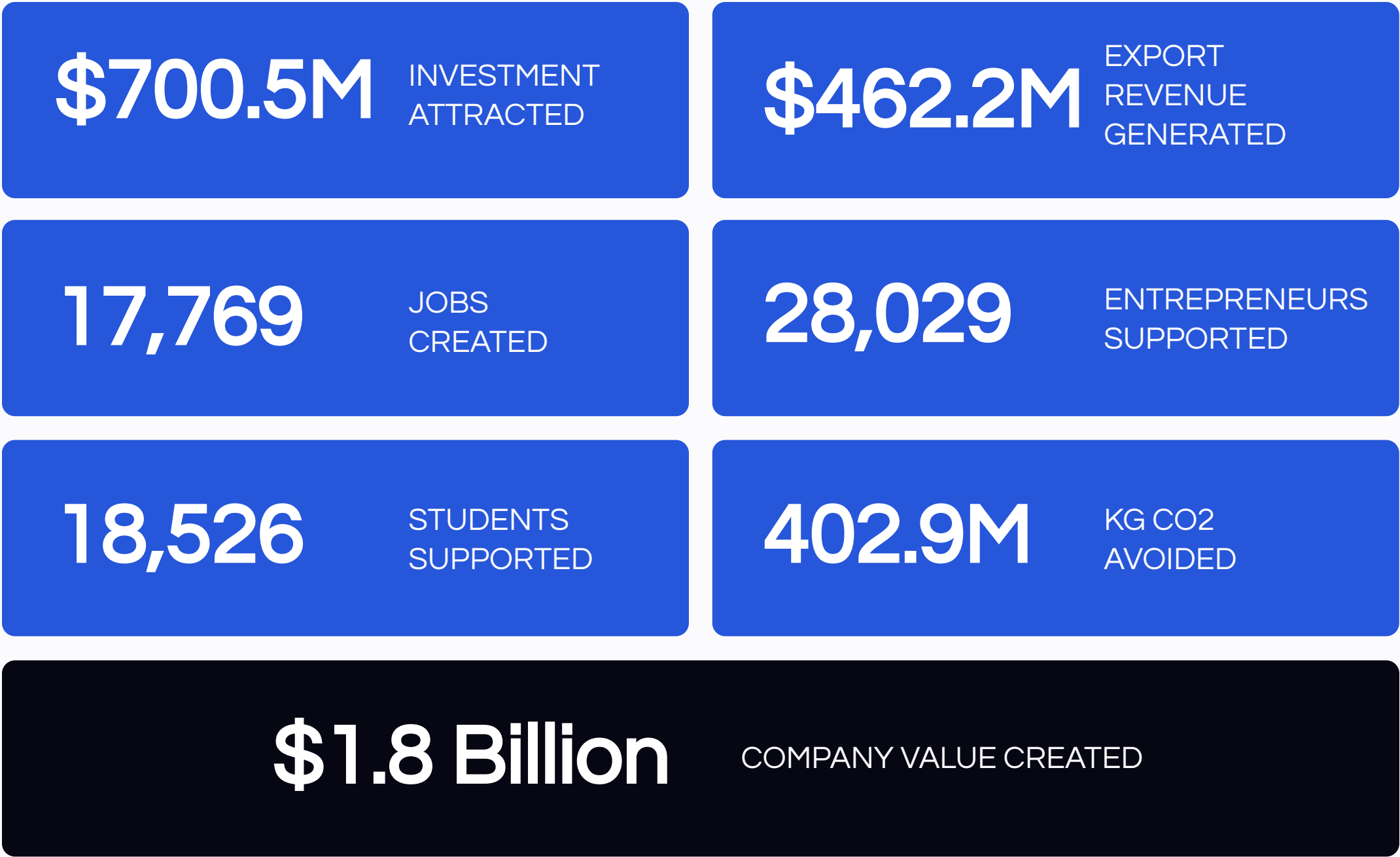
In addition to introducing new programming, we have been dedicated to fostering and strengthening partnerships with complementary organizations in order to ensure that the business supports we provide are meeting the needs of our country's diverse founders.

We are proud of what Alacrity Canada has accomplished since it was founded in 2009. Thanks to the dedication of our team, portfolio companies, and partners, we are catalysing growth for Canadian companies and sustainable technology development that benefits the economy and wellbeing across the globe.

GOLRIZ FATTAHI CHIEF EXECUTIVE OFFICER
OWEN MATTHEWS CHAIR OF THE BOARD

We support entrepreneurs by delivering responsive, market-driven programming that is designed to rapidly scale Canadian innovation

Our
Lifetime
Impact



02

Scale-Up



We believe that entrepreneurs are laying the foundation for Canada's future and we're here as their partner to help businesses scale quickly and sustainably.

Through our programs designed to accelerate business growth, we support companies to reach new markets and enhance the founder experience.

We provide wrap-around services to ventures tailored to their unique needs. Entrepreneurs we engage with leverage our international network of investors and advisors to access customers and commercialization paths. In addition, Alacrity educates and connects founders to dilutive and non-dilutive funding opportunities through our industry and government partnerships.

We meet founders on their start-up and scale-up journeys to bring Canadian technologies to the world stage.

"Alacrity Canada has been instrumental in our growth journey, providing the mentorship needed to navigate challenges in the Western Canadian tech sector and facilitating key venture capital connections that helped us scale."

JULIE ANGUS

FOUNDER & CEO OPEN OCEAN ROBOTICS

INTRODUCING

APEX Program

Advanced Pathways for Export

The APEX Program helps SMEs overcome barriers to global export by providing expert support in growth strategy, investment readiness, sustainability, and in-market advice across Asia, Europe, Latin America, and beyond.

The program offers a mix of personalized advisory support, interactive workshops & webinars, dedicated office hours, in-market support, and opportunities to build global network connections.

THE APEX PROGRAM WILL SUPPORT OVER 400 BUSINESSES



Développement économique
Canada pour le Pacifique

Pacific Economic
Development Canada



INTRODUCING

Fulbright Canada Entrepreneurship Initiative

Launched in 2024, this program pairs Fulbright Canada's research network with Alacrity Canada's venture-building expertise to support promising students and independent researchers who want to bring their ideas to market through a sponsored exchange program between the U.S. and Canada.



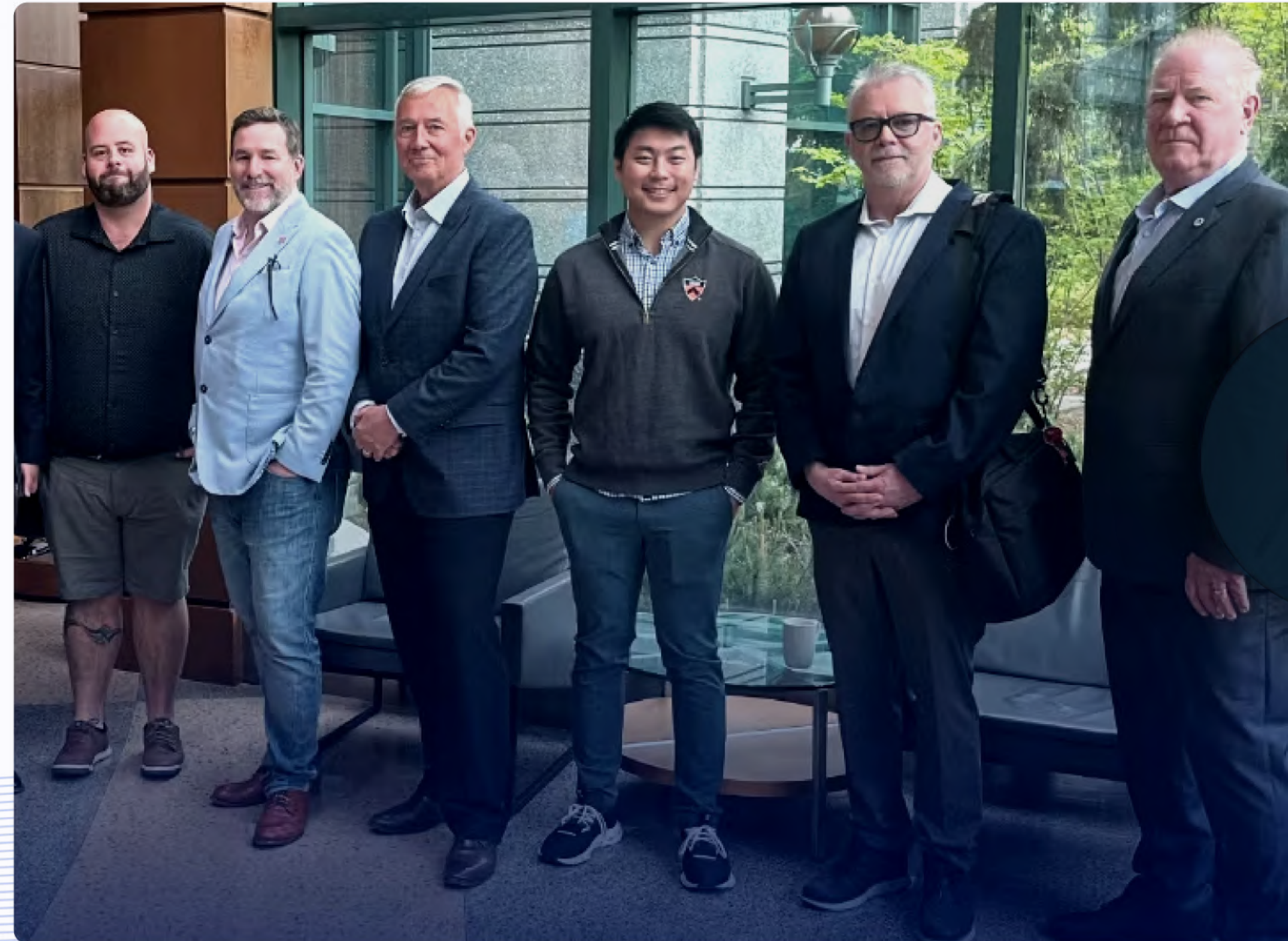
"Working with Fulbright and Alacrity Canada was an incredible experience.

I met great people, learned about the Canadian government and business ecosystem, and was able to dive deep into meaningful work related to entrepreneurship, specifically around the edtech space. I had the chance to explore cross-border opportunities, connect with fellow innovators, and build partnerships that will continue to grow over time. If you're passionate about making an impact and working with great people, I'd definitely recommend working with Fulbright and Alacrity."

CHANGXIAO XIE

FOUNDER, EMPOWERLY

FULBRIGHT CANADA ENTREPRENEURSHIP INITIATIVE GRANTEE



Startup Visa Program

Designated by the federal government, our Start-Up Visa immigration program attracts entrepreneurs from across the globe to launch and grow their businesses in Canada. The program is responsive to each entrepreneur's needs to help newcomers achieve their business goals and overcome challenges they may face in setting up a business in Canada.

51 BUSINESSES
SUPPORTED

\$6.8M REVENUE
GROWTH

\$10.7M INVESTMENT ATTRACTED



Canada

03

Sustainability

Building on the foundations of our sustainability strategy launched last fiscal year, we have taken significant strides toward enhancing our environmental, social, and governance impact.

Over the past year, we have implemented 14 policies aimed at embedding sustainability and responsible governance practices across our operations. These policies span key areas such as procurement, energy use, employee engagement, and ethical decision-making.

In partnership with Mammoth Climate, we have also begun addressing our Scope 3 emissions, taking a proactive approach to better understand and reduce our indirect environmental footprint across our value chain.



We will continue to track our emissions and implement policies that can help reduce our impact onto the planet.

As part of our internal capacity-building efforts, we rolled out EasyLlama workplace training modules focused on Diversity, Equity, and Inclusion (DEI), and Cybersecurity. We are proud to report a 96% employee completion rate, underscoring our team's commitment to continuous learning and responsible organizational culture.

These actions reflect our belief that sustainability is not a stand-alone initiative, but a mindset that must be actively integrated across all levels of the organization. We remain committed to improving and expanding our impact in the years ahead.

CleanBC Plastics Action Fund Administration



cleanBC



SYNERGY
FOUNDATION



IZWTAG
INDIGENOUS ZERO WASTE
TECHNICAL ADVISORY GROUP

This program is administered by Alacrity Canada in partnership with the Synergy Foundation on behalf of the BC Provincial Government's Ministry of Environment and Parks with regional and Indigenous engagement support from the Northern Innovation Network and Indigenous Zero Waste Technical Advisory Group.

NOMINATED FOR THE

**2025 Premier's Awards for
Innovation and Excellence**

First launched in 2020, the CleanBC Plastics Action Fund has played a pivotal role in supporting plastic waste reduction in British Columbia to promote a circular economy through recycling, remanufacturing, reuse, and repair initiatives.

With disbursements exceeding \$27 million (as of March 2025), the fund has provided critical financial support to more than 60 projects. Over the course of three phases, the fund has supported projects in four categories: Rural Plastic Innovation, Indigenous Projects, Circular Economy Innovation, and Post-Consumer Recycled (PCR) Plastics. The resulting innovations span a wide spectrum, from AI-enhanced material sorting to large-scale industrial plastic recycling and processing operations.

Through these diverse projects, the fund has been instrumental in promoting sustainable practices, reducing plastic waste, and contributing to a cleaner and more environmentally responsible future for the province.



NOTE: METRICS REFLECT PROGRAM IMPACT UP TO MARCH 2025

Reusables

Founded by Anastasia Kiko and Jason Hawkins, Reusables has created a platform that allows for users to receive unlimited reusable takeout containers for \$5/mo, and businesses to save up to 50% on packaging costs. In doing this Reusables aims to combat the large amount of single use plastics used by restaurants for takeout. Funding from the CleanBC Plastics Action Fund was used to expand their reuse network to 80 locations and to develop digital and physical infrastructure, including Smart Return Bins and a first-of-its-kind accessible Tap to Reuse system, enabling app-free, deposit-less borrowing to increase adoption and impact.

19,250kg

PROJECTED ANNUAL
PLASTICS DIVERTED



27,924

PLASTIC UNITS
DIVERTED

5

NEW JOBS
CREATED

"Alacrity has been instrumental in enabling Reusables' growth and expansion through BC and the rest of North America.

Having worked with the Alacrity team through PAF 2 and 3 funding, Reusables has first-hand witnessed the strong entrepreneurial knowledge combined with deep climate tech expertise and valuable network that Alacrity brings.

With the help of the funding and mentorship, Reusables has been able to develop a globally scalable solution that has already helped its customers replace more than 500,000 single-use plastic containers thus avoiding over 25 tons of waste and more than 100 tons of carbon emissions equivalent."

ANASTASIA KIKU

CO-FOUNDER, REUSABLES



Our partners at the Emend Vision Fund are investing in technologies that heal the planet.

Launched earlier this year, the fund supports innovators tackling the planet's biggest sustainability challenges that need a different kind of investor: one that understands development and revenue timelines with a global network capable of getting solutions into the market.

Fund partners include our founder, Owen Matthews, and our former CEO, Richard Egli, who has transitioned to our Board and remains a close friend and special advisor to Alacrity Canada.

[LEARN MORE ABOUT EMEND](#)



04

Digital Adoption

CRM Horizons

CRM Horizons supports essential training and guidance to help BC businesses successfully implement, maintain, and optimise customer relationship management systems. Two distinct training paths offer support to businesses at any stage of growth through self-guided, online learning or tailored advisory services.



This program is supported by the Province of British Columbia through Innovate BC, and managed province-wide by Alacrity Canada.

1500 BUSINESSES
SUPPORTED*

*CRM HORIZONS WILL SUPPORT 1500 BC BUSINESSES



CRM Horizons Graduate Testimonials

"CRM Bootcamp was amazing. I learned about so many layers of customer relations. Thank you."

"The Bootcamp was very well organized and extremely helpful. The content provided clear insights into how CRM can support business growth and streamline operations. I greatly appreciate the practical approach and would highly recommend the program."

"Great overall introduction and overview into CRM's. I feel more confident choosing the right CRM for my business and know what to look forward to in order to implement it, integrate it and use and maintain it. A great bootcamp!"

Canada Digital Adoption Program (CDAP)

The Canada Digital Adoption Program (CDAP) delivered grant funding, advisory services, and upskilling training to help businesses optimize e-commerce technologies and to create skilled employment opportunities across the country. As the first intermediary to successfully launch CDAP, we have distributed over \$10M in non-dilutive grant funding and created over 4440 new jobs in British Columbia since 2022.

4200+PARTICIPANTS
SUPPORTED**4440+**JOBS
CREATED**\$10.4M+**NON-DILUTIVE
FUNDING DISBURSED

Since 2022, CDAP has trained, funded, and supported over 4200 individuals and businesses across British Columbia.

GROW YOUR BUSINESS ONLINE

The CDAP Grow Your Business Online Grant delivers funding and guidance to SMEs in order to accelerate digital transformation by optimising e-commerce capabilities. Grant funding and complimentary services delivered by trained E-commerce Advisors in the program supported 4,084 businesses and provided \$9M of non-dilutive funding towards adopting integrated, online sales channels.

BECOME AN E-COMMERCE ADVISOR

The CDAP Become an E-Commerce Advisor (EA) Program created meaningful employment for 1,583 British Columbians through comprehensive bootcamp training and mentorship from our team. Trained EAs worked directly with SMEs to audit their online presence and provide recommendations to help businesses adopt e-commerce technologies within the scope of the CDAP grant funding.

BOOST YOUR BUSINESS TECHNOLOGY

The CDAP Boost Your Business Technology Grant delivered one-on-one consultation, as well as grant funding and a 0% interest loan, to enable the implementation of new technologies that support sales growth. Through this program, we assisted 17 businesses on their digital transformation journeys and distributed \$850,000 in non-dilutive funding toward commerce-driven technology adoption.

"Joining the CDAP program with Alacrity as a student navigating a career change has been an incredible journey.

After completing a digital marketing bootcamp for my own small business, I was eager to explore new opportunities, and the role of an EA immediately caught my interest . . . This program has not only provided me with valuable experience, but has also given me the confidence and skills to excel in a new career path. I'm grateful for the growth and knowledge I've gained along the way."

TERESA DILORENZO

PARTICIPANT, CDAP BECOME AN E-COMMERCE ADVISOR



05

Community Engagement

2025 PARTNERSHIP HIGHLIGHT

Invictus Games Vancouver Whistler

Years of collaboration culminated in a Champion Partnership for the Invictus Games Vancouver Whistler 2025. Through this partnership, we established a sustainability strategy, creating a legacy to be passed onto the Invictus Games Foundation for future events.

This marked the first time that the Invictus Games engaged in an Indigenous partnership throughout the event planning process, demonstrating a collaborative approach that can serve as a model for future host cities.

During the event, we hosted an activation in the Invictus Village fostering dialogue around inclusive innovation aimed at creating a more resilient and equitable future for all.

A black and white photograph showing three wheelchair basketball players from Canada in action. The player in the foreground is wearing jersey number 18, with 'CANADA' printed above it. Another player behind them wears jersey number 9, also with 'CANADA' above it. A third player to the right wears jersey number 2, with 'CANADA' above it. They are all in wheelchairs, competing for a ball. The background is slightly blurred, showing other players and spectators.

40,000 VISITORS TO THE
INVICTUS VILLAGE

Thank you to our partners and member organisations for your ongoing collaboration and contribution to our collective impact



Connect with us to explore partnership opportunities: partnerships@alacritycanada.com



JOIN OUR COMMUNITY

