FOR IMMEDIATE RELEASE

Lazear Advises Medical Cannabis Company Organic Remedies on ESOP Transaction

COLUMBUS, Ohio, July 6, 2026 – Organic Remedies, one of Pennsylvania's leading medical cannabis companies, has completed its transition to 100% employee ownership through an Employee Stock Ownership Plan (ESOP), marking another milestone in the growing adoption of ESOPs as an ownership transition strategy for the cannabis industry.

Lazear Capital Partners (Lazear) served as the exclusive financial advisor on the transaction. The engagement was led by Managing Director Brad Bennett, who leads the firm's cannabis industry practice.

"More cannabis business owners are beginning to explore alternatives to a traditional sale," said Bennett. "Simply put: an ESOP provides a tax-free sale to a guaranteed buyer at fair market value. Combined with the ability to eliminate the federal tax burden created by Section 280E, these advantages make ESOPs an increasingly attractive ownership transition strategy."

Founded in 2018 by Mark and Jaime Toigo, Organic Remedies was built on a mission to improve the health and wellness of patients through accessible, affordable medical cannabis. Since then, the company has grown from a startup with 10 employees into one of Pennsylvania's leading vertically integrated medical cannabis companies, employing nearly 450 people across cultivation, processing, and dispensary operations, with locations throughout the state.

After evaluating succession alternatives, the company selected an ESOP to preserve its mission, maintain its independence, and create ownership opportunities for the employees who helped build the organization. Mark Toigo will continue serving as Chief Executive Officer, and the existing leadership team will remain in place.

"Transitioning to an employee-owned organization ensures that our mission and service continue while rewarding the employees who helped us build this special organization," said Toigo. "This decision allows us to preserve the future of the business while remaining committed to the patients and communities we serve."

The transaction was completed with the support of several experienced advisors, including Dinsmore & Shohl LLP, which served as legal counsel to Organic Remedies.

Lazear has completed more than 250 ESOP transactions nationwide and continues to advise business owners on ownership transition strategies that preserve independence, maximize value, and reward employees. As interest in ESOPs grows within the cannabis industry, the firm is helping owners navigate the unique succession, valuation, and tax considerations facing the sector.

About Lazear

Founded in 1999 and headquartered in Columbus, OH, with a nationwide presence, Lazear is a premier middle-market advisory firm specializing in business ownership transition through ESOPs, M&A, and capital formation. By providing tailored exit strategies and a proprietary 1042 tax solution, Lazear helps business owners maximize wealth and preserve their legacy.

To learn more, visit www.lazearcapital.com and follow Lazear on LinkedIn.

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