

Overview: Axios Holdings (Axios) is a private equity firm that makes long-term investments in market-leading businesses with identifiable growth opportunities. The firm focuses on a limited number of investments at a time and provides capital, operating resources and strategic leadership, and is capable of filling management roles in companies when required. Axios invests the capital of family offices and high-net-worth individuals with significant financial resources.

Differentiated Approach:

- **Committed, Long-Term Investors:** we don't impose exit deadlines or pursue short-term performance at the expense of long-term company health.
- **Flexible:** we employ a flexible approach, leveraging our financial and operating resources, including the ability to assume an operating role in the company if needed.
- **Operational Approach:** we create shareholder value by implementing strategies that produce improved efficiencies and growth.
- **Attractive Exit Option:** we partner with owner-operators who: (i) desire to gradually transition away from day-to-day responsibilities or retire; (ii) plan to remain active in the business and wish to sell part of their ownership or pursue additional growth with the help of outside resources; or (iii) desire to buy out a passive owner and increase their ownership.
- **Quick and Fair:** we can quickly and discretely evaluate new opportunities, and close transactions with a fair valuation on the proposed timeline. The process is outlined below:

Investment Criteria:

Financial:

- At least \$2mm of EBITDA
- 15%+ EBITDA margin
- History of consistent earnings
- Modest capital requirements relative to earnings

Business Attributes:

- A competitive advantage (differentiated products or services; and a compelling value proposition to customers)
- Moderate-to-high recurring revenue
- Minimal customer concentration and cyclicity
- Skilled team (a foundation of middle managers and employees)
- Identifiable growth opportunities
- North America based

Industries:

- Axios consider investments in a variety of industries
- Primarily focused on business services; light manufacturing; education; environmental services; and healthcare services

	Establish Fit	Business Review	Due Diligence	Document & Close
Axios Actions:	<ul style="list-style-type: none"> • Determine fit between Axios investment criteria and owner objectives 	<ul style="list-style-type: none"> • Evaluate target company (operations, finances, performance, market, industry) 	<ul style="list-style-type: none"> • Detailed review of customers, suppliers, financial, legal and tax • Develop ownership transition plan 	<ul style="list-style-type: none"> • Develop legal and tax documents • Prepare organization for change of ownership
Business Owner Results:	<ul style="list-style-type: none"> • Comfortable with Axios team, approach and goals 	<ul style="list-style-type: none"> • Fully aligned with plans for the future of the business and our respective roles 	<ul style="list-style-type: none"> • Satisfied with deal terms, ongoing roles • On board with approach to key stakeholders 	<ul style="list-style-type: none"> • Investment and/or liquidity event • Owner retains stake and/or ongoing role if desired
	✓ Build Relationship	✓ Letter of Intent	✓ Agreement	✓ Final Transaction

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