CCMP | GROWTH ADVISORS

Strategic Capital for Enduring Growth

CCMP Growth’s Lower Middle Market Buyout Strategy

Focused & Consistent Strategy

- Launched in 2022 by Joe Scharfenberger and Mark McFadden, team has decades of experience working together, **$503M current fund**
- Pursue **control buyouts/founder-family partnerships** with **high growth lower middle market industrial and consumer** companies with modest use of leverage and reasonable entry multiples (below EBITDA growth rate) in the U.S. and Canada
  - **$100 – 250M** transaction value / **$10 – 50M** of EBITDA (sweet spot is **<$35M**)
- Target high growth subsectors using thematic research model (see pages 7-8)
- Significant experience in tech-enabled services, product technology, and omnichannel distribution/retail business models
- Long history of partnering with founder/family-owned businesses seeking to take on their first investor
- Focus on well run, profitable companies in sectors with **consolidation potential** and capitalize them for growth
- Accelerate growth with an **active add-on acquisition strategy** and prepare businesses for **accretive exits** (strategic, large-cap sponsor, IPO)

Proven Value-Creation Process

- Seven platform investments made in CCMP IV
- Strong CCMP IV momentum – double-digit growth in 2023 and 2024, 21 add-on acquisitions completed since 2022

Cohesive & Aligned Team

- Long-tenured (17 years together), **cohesive leadership team** with consistent investment track record and deep industry sector relationships and experience
- Firm 100% owned by its managing partners with GP commitment of over 10% of CCMP IV
- Collaborative partnership approach with portfolio company management teams

Operating Resources Support Growth

- Operating resources provide **active value-creation support, scale and grow companies** and position companies for exits to strategic acquirers or larger sponsors
- Deep operating bench: three Executive Advisors and over 25 former C-suite portfolio company executives/Board members who are CCMP Growth LPs [b]

a) Co-investment opportunities may not be made available to all LPs and CCMP Growth is not under any obligation to offer co-investment opportunities to LPs.
b) Includes portfolio executives/board members from both current CCMP Growth and legacy CCMP Capital portfolio companies.

Note: For illustrative purposes only. There can be no assurance any CCMP Growth investments will have the characteristics or attributes set forth above. Certain statements made herein reflect the subjective views and opinions of CCMP Growth and its personnel. Such statements cannot be independently verified and are subject to change. Past performance is not necessarily indicative of future results. See Notes pages for important disclosures.

What Guides Us

The CCMP Growth Mission

We invest in high growth lower middle market industrial and consumer companies in North America.

As a trusted partner to founders and business leaders, we build enduring growth through truth-driven decision-making.

Our success is measured by strong investor returns and transformative professional and wealth-building opportunities for our portfolio companies and CCMP Growth team.

CCMP Growth Core Values

Growth

- Sole focus on investing in high-growth lower middle market industrial & consumer companies
- Invest for long-term success that sustains beyond our investment period
- Embrace a continuous learning mindset

Focus

- Concentrate and excel in our core areas of expertise
- Promote agility and decisiveness in thinking and action
- Support a successful balance of business and personal life

Commitment

- Unabating conviction to achieve our Mission
- Deep investment in our portfolio companies at all levels of CCMP
- Hold ourselves and our partners accountable for seeking the truth, operating with the highest integrity and delivering on our commitments

Partnership

- Create durable winning strategies with our investors, portfolio company partners, advisors and team members
- Treat everyone with the highest standards of fairness, transparency, respect, and integrity
- Celebrate success and learn from adversity as a team

WHAT DRIVES OUR SUCCESS:

Thematic Sourcing

CCMP Highest Priority Focus Sectors	Key Investment Themes	CCMP IV Portco	Legacy Portco
Smart Automation Technologies	• Industrial digitization and AI integration • Reshoring and domestic manufacturing • Energy and resource efficiency	Innovative Refrigeration Systems, Inc	Milacron
Resilient, Tech-Enabled Services	• Digital transformation of legacy services • Energy efficiency and sustainability • Mission-critical, high-value revenue models • Operating models that reduce customer cost	Omnia Exterior Solutions Airo Mechanical	BGIS
Essential & Experiential Consumer Services	• Mobile-first behavior and hyper personalization • Premium experiences vs. products and DIFM • Subscription/recurring-revenue economics • Tech-enabled convenience	Combined Caterers Mammoth Holdings	Ollie's Bargain Outlet francesca's PureGym
B2B2C Value Chain Outsourcing & Distribution	• Accelerating innovation cycles • Proliferation of digital brands • Capitalizing on consumer trends without direct brand risk	A1 Cash + Carry Combined Caterers Decks & Docks Company	Jetro Cash & Carry Restaurant Depot
Consumer Nutrition, Health & Wellness	• Preventative and holistic care • Personalized health via data and diagnostics • Tech-enabled access and affordability • Aging population tailwinds		Jamieson Wellness
Home Automation & Enthusiast Products	• Home as a lifestyle hub post-pandemic • Premiumization and differentiation • Digital connectivity to dealers/consumers • Niche brand affinity and community-centric engagement	Decks & Docks Company	Hayward RealTruck Hillman Generac

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WHAT DRIVES OUR SUCCESS:

Consistent Targeting

Deal Structures

- Equity Check Size: $50M – 150M (including LP co-invest) [a]
- Primarily **control growth buyouts**
- **Founder-led & family-owned** businesses, platforms at growth inflection points, businesses in succession scenarios
- Flexible capital to fund organic and M&A-driven growth, prudent use of leverage: 2.0 – 4.0x EBITDA
- **Active, collaborative partnerships** with management, **strong alignment** through equity participation and shared upside

Target Company Attributes

- $10 – 50M of EBITDA (sweet spot is <$35M)
- Platforms acquired at multiples below EBITDA growth rate
- Strong historical & projected growth (~10%+)
- Active management / Founders
- Niche market leadership in attractive/growing sectors
- Strong 5-Forces Analysis / Pricing power / Barriers to entry
- Resilient free cash flow and margins
- Technological / Digital enhancement opportunity
- Accretive acquisition opportunities
- Improved exit potential with scale

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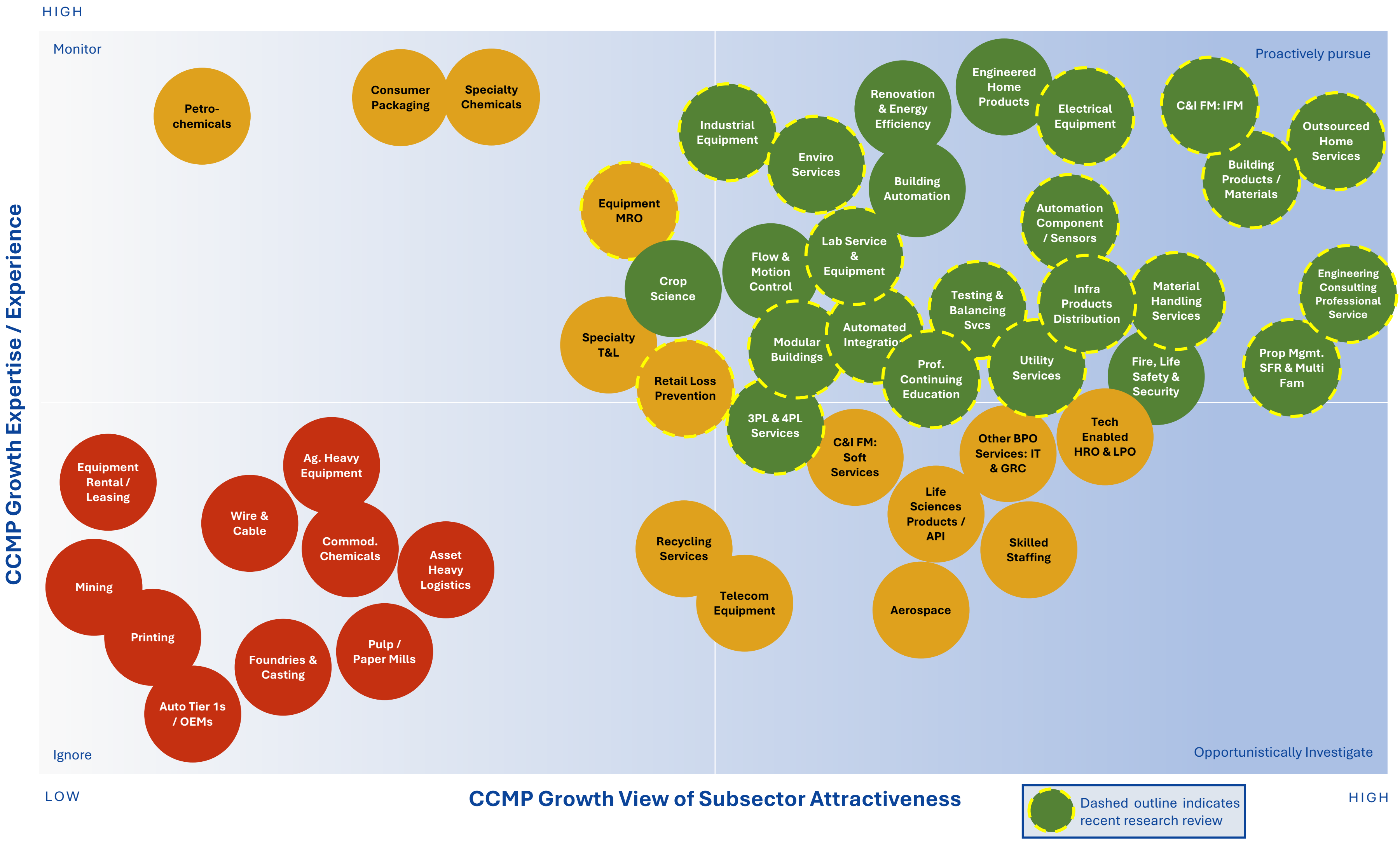
WHAT DRIVES OUR SUCCESS:

Industrial Sector Heat Map[a]



a) For Illustrative purposes only. Based on CCMP Growth's subjective view and subject to change. There can be no assurance that any such trends will continue in the future.
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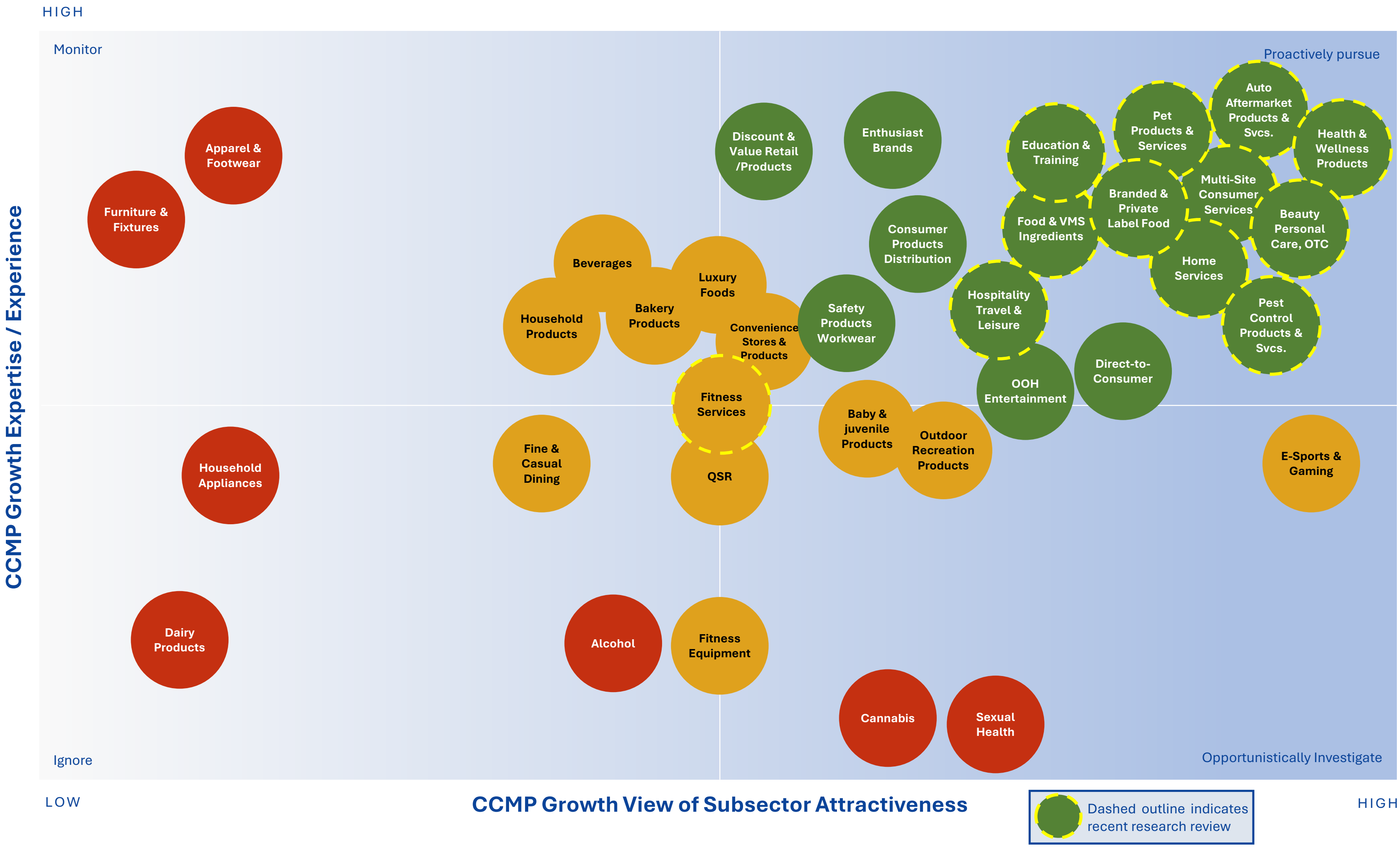
WHAT DRIVES OUR SUCCESS:

Consumer Sector Heat Map[a]



a) For Illustrative purposes only. Based on CCMP Growth's subjective view and subject to change. There can be no assurance that any such trends will continue in the future. CCMP's consumer investment approach focuses on companies that generate revenue from direct consumer spending (B2C) and/or companies that generate revenue that relies on consumer spending, habits, or engagement (B2B).

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Our High Growth CCMP IV Portfolio

Company	Description	Focus Sector	Operating Angle	Seeking Add-Ons
A1 Cash & Carry **(10/2025)**	Founder-operated, multi-site cash & carry foodservice distributor serving independent restaurants throughout the broader Ontario, Canada region	B2B2C Value Chain	Deep experience in cash & carry foodservice distribution investments, CCMP Exec. Advisor Mark Hornick	Yes
Airo Mechanical (8/2025)	Multi-family HVAC and plumbing installation services provider in the Southeast (primarily North Carolina)	Resilient, Tech-Enabled Services	CCMP Exec. Advisor Pete Papagiannis	Yes
Combined Caterers (11/2024)	Premium event management and catering platform that provides high-end food & beverage and hospitality services predominantly for larger and more upscale events	Essential & Experiential Consumer Services B2B2C Value Chain	Deep experience in multi-site consumer and foodservice investments, Founder joined board	Yes
Innovative Refrigeration (12/2023)	Engineering, design/build, and aftermarket service company focused on complex industrial refrigeration systems for the food production, distribution, and cold storage markets	Smart Automation Technologies	Partnered w/ 2-time CCMP CEO Tom Goeke	Yes
Decks & Docks (10/2023)	Value-added specialty distributor of marine contractor and outdoor living supplies	Home Automation & Enthusiast Products B2B2C Value Chain	CCMP Exec. Advisors Bill Reminder & Mark Hornick	Yes
Omnia Exterior Solutions (5/2023)	Consolidation platform in exterior residential maintenance services (roofing, gutter, window, siding, etc.)	Resilient, Tech-Enabled Services	Partnered w/ Jim Ziminski, 10+ year CCMP relationship	Yes
Mammoth Holdings (12/2022)	Express car wash platform with 155 locations across the Southeast and Midwest	Essential & Experiential Consumer Services	Deep experience in sector & similar retail growth models	Yes

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