

Strategic partners, long-term capital for lower middle market industrial companies scaling with intention.

About Koru Equity Partners

Founded in August 2025 and based in Charlotte, NC

Lower middle market investment firm focused on partnerships to accelerate the growth of B2B industrial & commercial companies over time.

Business builders with long-term DNA investing in specific markets in which we bring significant investing and operating experience.

Prior experience includes 20+ lower middle market transactions over 17 years and operating knowhow built through P&L leadership responsibility and an established network of operating executives and advisors.

Focused Investment Strategy

Industrial companies (manufacturing, distribution, and industrial services) where technical expertise, quality, and product reliability matter most:

- Engineered products & components
- Aftermarket parts, services, and repair (industrial, medical, and other end markets)
- Precision metal machining and fabrication
- Equipment & components for food, beverage, and pharma processing
- Commercial & industrial electrical contractors
- Light manufacturers and niche distributors with application expertise
- Maintenance, repair, & aftermarket service providers
- Specialty outsourced commercial and industrial facilities and maintenance services

Size: \$1.5M–\$8M of EBITDA

Geography: U.S.-based, preference for businesses east of the Rockies

Financials: 10%+ free cash flow margins (EBITDA – CapEx / Sales)

Growth: Strong organic potential with clear levers for add-on acquisitions or product/service expansion

Transaction Types: Family succession, retiring founder, multi-generation family business planning, management buyout, majority recapitalizations, full sales, corporate carve-outs

What We Believe

The opportunity to shepherd small businesses is a great privilege and responsibility. Koru operates from a “dual bottom line” flywheel philosophy. We do our best to improve the lives of the people we work with and their families. Our operating philosophy is rooted in a set of core values that drive our approach and belief systems:

Core Values:

- **Growth Mindset**
- **Sustained Grit**
- **Transparency**



“Koru” a Māori symbol representing growth, renewal, and new beginnings.

Perpetual movement: Circular shape conveys the importance of maintaining a growth mindset.

Recognition of the origin: Inward coil signifies deep appreciation of our roots & the people and experiences that make us who we are.

Prior investment experience includes the following companies*:

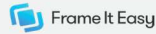
SVI International – Manufacturer and distributor of aftermarket parts and engineered components for automotive shop equipment, including automotive lifts, wheel service equipment, and other product categories.



Rubber Fab – Value-added distributor and designer of high-performance sanitary gaskets, hoses and fittings for the pharmaceutical, biopharma, and food & beverage processing industries.



Frame It Easy – Vertically integrated manufacturer and tech-enabled e-commerce provider of custom frames to B2B and B2C customers.



Qualiseal Technology – Manufacturer of custom-engineered mechanical seals for demanding OEM and aftermarket applications in the aerospace and industrial markets.



Medical Packaging – Provider of unit dose pharmaceutical packaging and labeling equipment and related consumable packaging materials, software, and maintenance services, serving a global customer base of hospitals, long-term care facilities, and pharmaceutical customers.



Champion ONE – Value-added distributor and designer of highly engineered optical transceivers and other optical components for network infrastructure.



EMS Management & Consultants – Provider of revenue cycle management services and software to emergency medical services organizations.



Bedford Precision Parts – Value-added distributor and assembler of replacement parts, equipment, and accessories for the spray equipment industry, including spray guns, tips, pump parts, valves, hose, fittings, filters & strainers, rods and repair kits.



Badger Land Carwash & Equipment – Distributor and installer of car wash equipment and service provider of related maintenance, repair, & chemical consumables for installed base.



Garlock Klozure (Operator) – Manufacturer of highly engineered seals (OEM and aftermarket) for pumps, motors, gearboxes, and other rotating equipment applications used in the primary metals, pulp & paper, mining, food & pharma, and energy markets.



Roll-Rite – Manufacturer of automated tarping systems, motors, tarps and related aftermarket support and replacement components for waste, agricultural, and construction vehicles.



*Represents investments made by prior firms

Background

Brian is passionate about building collaborative, intentional companies in the lower middle market. Prior to founding Koru, Brian was a Partner with The Zabel Companies, a lower middle market private equity firm, where he sourced, led, and managed investments in growth-oriented manufacturing and value-added distribution businesses as a board member of five investments and board Chair of two investments. During his 7-year tenure at Zabel, Brian played a key role in building the firm's track record, establishing portfolio value creation strategies, and leading sourcing and marketing efforts.

Prior to Zabel, Brian was an operator at EnPro Industries (NYSE: NPO), a \$2B engineered industrial products and services conglomerate,



where he served in roles of increasing responsibility, including as Director of Strategy & Corporate Development, during which he led EnPro's platform investments into the food & pharma processing and aerospace parts categories, and later as a business unit leader with P&L responsibility for the mechanical seal, bearing isolator, and mining seal businesses within the Garlock division, driving 60% earnings growth over a two year period. Prior to EnPro, Brian was an investor at Copeley Capital, where he evaluated and supported lower middle market private equity investments. Brian began his career as an investment banking analyst at McColl Partners.

Brian was born and raised in Cincinnati, Ohio. He graduated from the University of Virginia with a Bachelor of Science in Finance from the McIntire School of Commerce and a Minor in Astronomy. Brian is married with three children under the age of 7. When he's not chasing his kids around, Brian's hobbies generally revolve around sports and outdoor adventures, including golf, mediocre pickup basketball, fly fishing, Cincinnati Bengals football, Cajun cooking, and backpacking off the grid. He is most proud of his incredible wife and three children.