

Zynik Company Overview

Built with permanent capital and a long-term ownership philosophy, Zynik is a privately held and family-owned investment company that acquires and permanently holds and operates founder and family-led North American manufacturing companies, fueled by skilled labor, that play an important role in their industries, their communities, and the lives of their associates.

Zynik's portfolio includes 30 companies across manufacturing and industrial services, with business platforms spanning tooling, foundries, engineered systems, building services, production manufacturing, and home and consumer goods. Across these businesses, Zynik is focused on preserving what made each company successful while investing in the people, systems, and capabilities needed for long-term growth.

At the center of Zynik's approach is a simple purpose: to make a meaningful difference in the lives of our associates. That purpose shapes how Zynik evaluates opportunities, supports operating companies, and builds lasting relationships with business owners, management teams, employees, customers, and communities.

Who is Zynik? Press Summaries

Short - One Sentence

Zynik is a privately held family office that acquires skilled labor-fueled manufacturing businesses across North America

Medium - One Paragraph

Zynik is a privately family office that acquires skilled labor-fueled manufacturing businesses across North America. Zynik brings permanent capital, industrial know-how, and a long-term commitment to ownership helping strong businesses grow and supporting the people behind them.

Long - Three Paragraphs

Zynik is a privately held family office that acquires skilled labor-fueled manufacturing businesses across North America. Zynik brings permanent capital, industrial know-how, and a long-term commitment to ownership helping strong businesses grow and supporting the people behind them.

Being family-owned with permanent capital changes how Zynik operates. They buy to keep. They make decade-long decisions, not quarter-to-quarter moves. For sellers, that means a calm handover and a safe home for the people inside each business transaction.

Zynik's portfolio spans tooling, production manufacturing, foundries, essential building services, manufacturers of complex systems, and adjacent industrial categories built on skilled labor, technical depth, and hard-earned customer trust. Zynik holds 30 businesses serving aerospace, automotive, petrochemical, mining, alternative-energy and other customers across North America.

Quick facts & figures

FOUNDED

2008

HEADQUARTERS

Toronto

PORTFOLIO

30 Companies

ASSOCIATES

2,500

PLATFORMS

6

GEOGRAPHY

North America

2026 MEDIA KIT

Zynik's Business Platform Structure

Our group of businesses, developed through acquisitions and internal growth, is organized by strategic platforms and backed by the resources and guidance essential for their success.

BUILDING SERVICES

These companies design, engineer, install, inspect and repair fire protection solutions for industrial and residential facilities across North America.

FOUNDRY

Our foundry platform consists of boutique casting shops that offer a wide range of North American-made solutions for complex and large scale needs.

PRODUCTION MANUFACTURING

This platform is the home to companies meeting the high performance needs of some of the world's most discerning top tier automotive OEMs as well as other customers demanding high volume parts and assemblies.

ENGINEERED SYSTEMS

The companies in this platform design, engineer, manufacture, install and repair critical pipe, tanks and heat exchanging solutions essential to customers in high-risk environments.

HOME & CONSUMER GOODS

These companies manufacture tooling as well as finished goods to home and residential product companies across the world.

TOOLING

The companies across our Tooling Platform deliver solutions to top tier manufacturing customers all across North America.



Zynik's Companies Across North America

+2M square feet of North American manufacturing

Expertise across engineering, asset design, fabrication, machining, casting, finishing, installation and repair

Serving essential industries including defense, aerospace, automotive, petro chemical, mining, alternative energies

Our Mission & Pillars of Purpose

Everyone has a mission statement. On its own, that doesn't mean much. What matters is how you act on it. Our mission is to make a meaningful difference in the lives of our associates.

1

**SHARING
PROSPERITY**

2

**SUPPORTING
LIFELONG
LEARNING**

3

**HONORING
DEDICATION**

4

**INVESTING IN
EDUCATION**

5

**OFFERING SUPPORT
THROUGH HARDSHIP**

6

**MAKING POSITIVE
LOCAL IMPACT**

7

**ENCOURAGING
PERSONAL
WELLNESS**

We operationalize our mission through our Seven Pillars of Purpose because it's not what we say, but what we do that matters.

Sharing Prosperity

Our first pillar is Sharing Prosperity. This commitment sets a goal we have stated openly: to distribute 30 percent of profits to our associates so that the people behind enterprise growth share in the value they helped create. Each year, we get closer to our goal.

Lifelong learning

Lifelong Learning comes to life through several initiatives, the biggest of which is the annual Zynik Seminar where we bring together associates from across our companies together with leading educators and thinkers for 2 days of learning. Shared with hundreds of associates each year, we believe this initiative creates a ripple effect that strengthens both the companies and the people behind it.

Honoring Dedication

Through our Lifetime Dedication Award, we honor the lifetime dedication of associates who have committed +40 years or more to any of our companies. Their knowledge, experience and leadership are invaluable building blocks supporting the durability of our companies and deserves recognition and celebration.

Investing in Education

Investing in Education is the commitment we make to our associates' families. To date, we have committed more than \$2 million through the Zynik Founder Scholarship created to help fund the education of the children and grandchildren of our associates. So far, we've been able to support 122 scholars across six countries.

Support through Hardship

We also know our associates face unexpected challenges and when hard times come, we are proud to offer help through the Zynik Hardship Fund that provides financial relief through interest-free loans.

Making Local Impact

Making a meaningful difference in the communities where we operate is core to our beliefs. We are able to make this impact through our companies that support more than 38 local organizations they choose each year.

Personal Wellness

We support the physical, mental and emotional health of our associates through company-administered programs like paid time off for wellness, compensation for wellness activities, access to wellness fairs, and more.

Zynik Executive Leadership

Zynik is led by a team with deep experience in building, operating, and stewarding industrial businesses for the long term. Our leadership approach reflects the company's commitment to permanent ownership, responsible growth, and meaningful support for the people and companies within our portfolio.



Icbal Kassam
Chairman & CEO



Nabil Kassam
Executive Director



Nadeem Kassam
Managing Director



Paul Tuzi
Group CEO, Zynik
Manufacturing Group



Mary VanSantvoort
Executive Vice President &
Group CFO



Ben Gliksmann
Senior Vice President, Group
General Counsel & Risk Officer