






# Matt Tobolski

CHIEF EXECUTIVE OFFICER | Effective May 13, 2025

A visionary leader uniquely positioned to lead AAON's next phase of growth as a premier provider of high-performing, energy-efficient HVAC solutions.

## ACCOMPLISHED CAREER

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**2024 - Present**  
**President and COO of AAON, Inc.**  
 Driving AAON's strategic expansion through advanced manufacturing initiatives and product innovation, while strengthening the company's position as an industry leader in premium HVAC solutions.
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**2013 - 2023**  
**President and Co-Founder of BASX**  
 Established and scaled BASX into a recognized leader in data center and cleanroom markets. Led the company to an exceptional 45% CAGR, generating over \$80 million in sales prior to its strategic acquisition by AAON in 2021.
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**2008 - 2017**  
**President and CEO of Tobolski Watkins Engineering & TRU Compliance**  
 Founded and developed both companies into industry leaders in seismic, wind, and blast consulting and certification for mission-critical infrastructure. Successfully led them through acquisition by Structural Integrity Associates in 2017.

## DISTINGUISHED EDUCATION

UC San Diego

**Ph.D., Structural Engineering,** University of California San Diego

**M.S., Structural Engineering,** University of California San Diego

"I am excited to take on the challenge of leading AAON into its next phase of tremendous growth. By leveraging the innovative spirit of both AAON and BASX, we are well positioned to grow the company's prominence in the industry. As we enter this evolutionary phase, I look forward to strengthening relationships and continuing to deliver industry-leading solutions."

—Matt Tobolski



### Strategic Vision & Growth

Demonstrated ability to identify market opportunities and scale operations from startup through successful acquisition, with particular expertise in high-value technical markets.



### Operational Leadership

Proven track record of building and managing high-performing teams while driving innovation, operational excellence, and superior customer outcomes.



### Market Innovation

History of introducing transformative solutions in mission-critical environments, particularly in data center cooling and cleanroom applications.



### Engineering Excellence

Deep technical foundation in structural systems and thermal management. Licensed as both a Civil and Structural Engineer in California, Oregon, and Washington.