



NASDAQ: LMB



2024 Q3 Earnings | November 2024

Investor Presentation



We make forward-looking statements in this presentation within the meaning of the Private Securities Litigation Reform Act of 1995. These forward-looking statements relate to expectations or forecasts for future events, including, without limitation, the execution of the Company's long-term strategic roadmap and Limbach 3.0. These statements may be preceded by, followed by or include the words "may," "might," "will," "will likely result," "should," "estimate," "plan," "project," "forecast," "intend," "expect," "anticipate," "believe," "seek," "continue," "target," "scenario" or similar expressions. These forward-looking statements are based on information available to us as of the date they were made and involve a number of risks and uncertainties which may cause them to turn out to be wrong. Some of these risks and uncertainties may in the future be amplified by the COVID-19 outbreak and there may be additional risks that we consider immaterial, or which are unknown. Accordingly, forward-looking statements should not be relied upon as representing our views as of any subsequent date, and we do not undertake any obligation to update forward-looking statements to reflect events or circumstances after the date they were made, whether as a result of new information, future events or otherwise, except as may be required under applicable securities laws. As a result of a number of known and unknown risks and uncertainties, our actual results or performance may be materially different from those expressed or implied by these forward-looking statements. Please refer to our most recent annual report on Form 10-K, as well as our subsequent filings on Form 10-Q and Form 8-K, which are available on the SEC's website (www.sec.gov), for a full discussion of the risks and other factors that may impact any forward-looking statements in this presentation.



Limbach is a leading building systems solutions firm specializing in *revitalizing mission-critical* mechanical/HVAC, electrical, and plumbing *infrastructure within existing buildings.*



MECHANICAL



ELECTRICAL



PLUMBING



WHO WE ARE

A building systems solutions firm with expertise in **mechanical**, **electrical**, and **plumbing** systems.

1,300 TEAM MEMBERS



19 BRANCH LOCATIONS

WHO WE PARTNER WITH

We partner with **Building Owners** with **Mission-Critical MEP Infrastructure**



Healthcare



Industrial & Manufacturing



Data Centers



Life Science



Higher Education



Cultural & Entertainment

OUR FOCUS & IMPACT

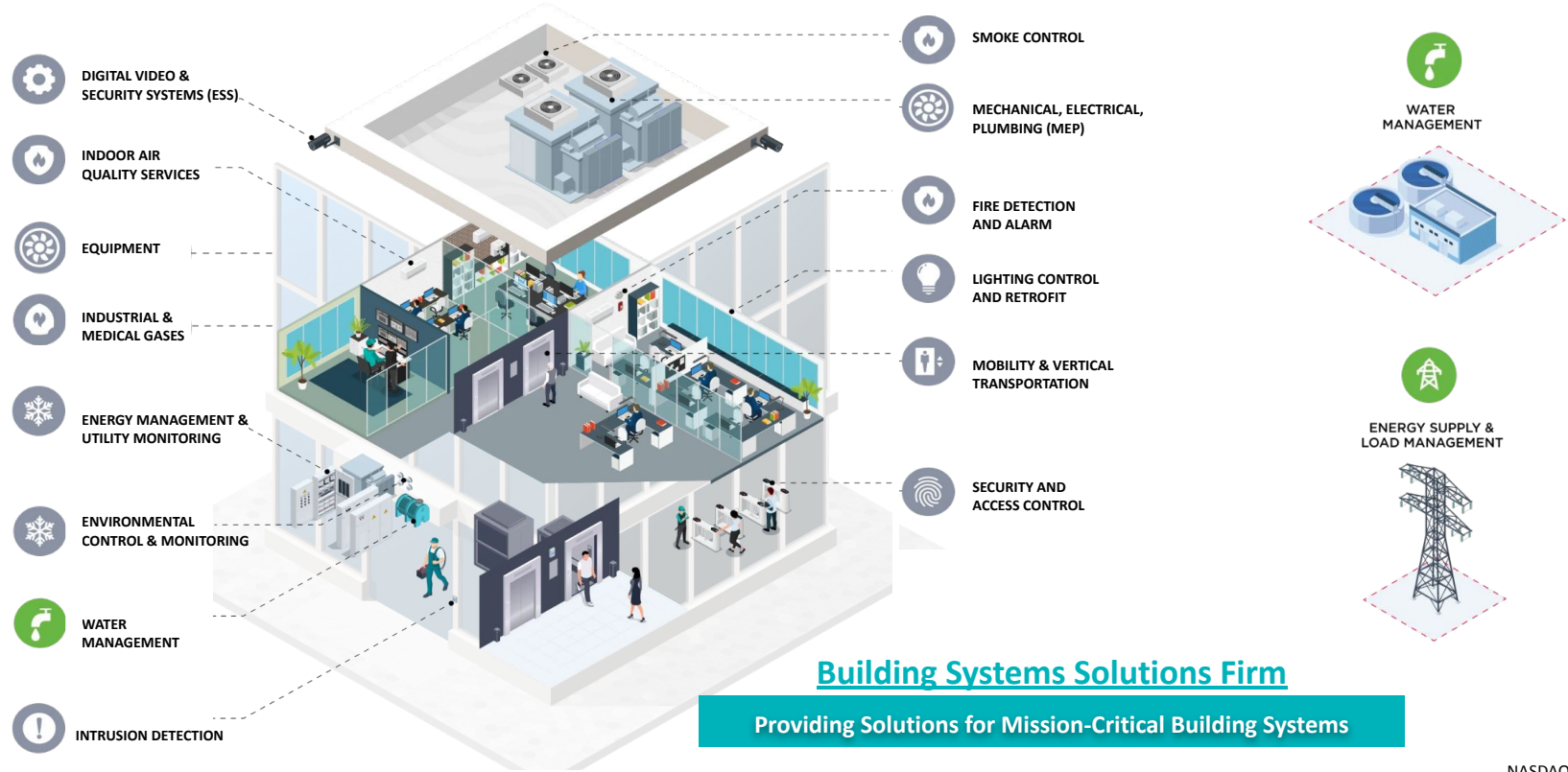
Our **people** make a **critical difference** by fostering sustainable development, and improving the environments in which we operate.



Transforming Into a Building Systems Solutions Firm



Transforming into a building systems solutions firm, where we extend our expertise beyond MEP systems to deliver turnkey solutions that expand our current offerings, with a tailored focus on revitalizing mission-critical infrastructure in existing buildings.



Building Systems Solutions Firm

Providing Solutions for Mission-Critical Building Systems

Our Key Markets - Focused on Mission Critical Markets with Durable Demand



Carving our own path to lessen the impact of **macroeconomic trends**



Mission-critical facilities where **operations must remain online**



Flexibility in budgets, catering to customer needs spanning both **Operating Expense and Capital Project budgets**



Durable demand, we partner with top customers with competitive positioning and market growth



Healthcare



Industrial & Manufacturing



Data Centers



Life Sciences



Higher Education



Cultural & Entertainment

Limbach Combines Best-in-Class Attributes of Key Verticals



While the markets we serve has competition at various levels, Limbach has combined the best aspects of each in this space, enabling us to be the **one-stop-shop** for building owners to **maximize their investment** of their mission-critical assets.

	Example of Firms:	Typical Clients:	Custom Engineered Solutions:	In-House Craft/Field Expertise:	Equipment/Platform Agnostic:	Vertical Market Discipline:
Specialty Contractors	 	GC/CM	✔	✔	✔	✘
Consulting & Engineering Firms	 	Building Owners	✔	✘	✔	✘
OEM Firms	 	Building Owners Specialty Contractors	✔	✔	✘	✘
Property Managers	 	Building Owners	✘	✘	✔	✘
Full-Life Cycle Capability Firm		Building Owners GC/CM	✔	✔	✔	✔

GC = General Contractor
CM = Construction Manager

Two Operating Segments - ODR and GCR



Owner Direct Relationships (“ODR”) *Existing Buildings*

ODR work is driven by **developing and proposing customized solutions that are developed from our vast knowledge of the facilities**, where competing firms are challenged to provide solutions

- Includes recurring revenue from service and maintenance contracts
- Better cash position by being in a direct payment relationship with owner vs. indirect
- Shorter schedules and increased number of transactions
- **ODR Quarterly Gross Margin FY 2023:**
 - Q1: 27.1%
 - Q2: 29.3%
 - Q3: 29.3%
 - Q4: 30.1%



General Contractor Relationships (“GCR”) *New Construction*

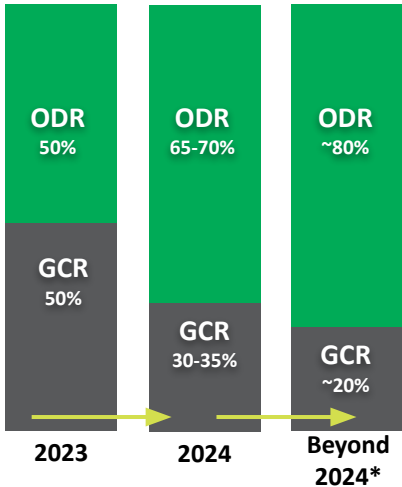
GCR projects are characterized as having a solution in place therefore are more likely to be procured through a **competitive bid process**

- Most E&C peers are focused on large construction, working for General Contractors
- Tends to be more cyclical and dependent on macroeconomic conditions
- Production labor dependent & longer schedules making it more difficult to pass along inflationary costs
- **GCR Quarterly Gross Margin FY 2023:**
 - Q1: 16.6%
 - Q2: 17.1%
 - Q3: 19.3%
 - Q4: 15.0%

Overarching Goal: Maximized Risk Adjusted Returns

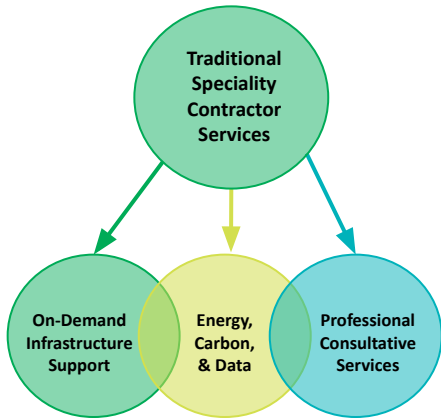
Three Pillar Approach to Scale the Business:

Organic Segment Revenue Percentage Mix Shift



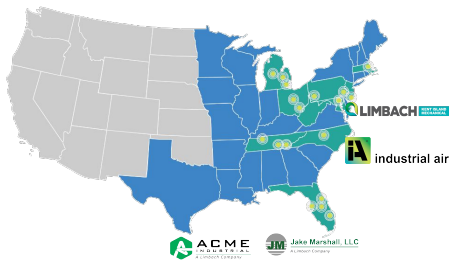
Full Transition to Achieving Optimal Higher Margin Mix

Margin Expansion Through Evolved Offerings



Transformation from Contractor to OEM Margins

Scale Through Acquisitions

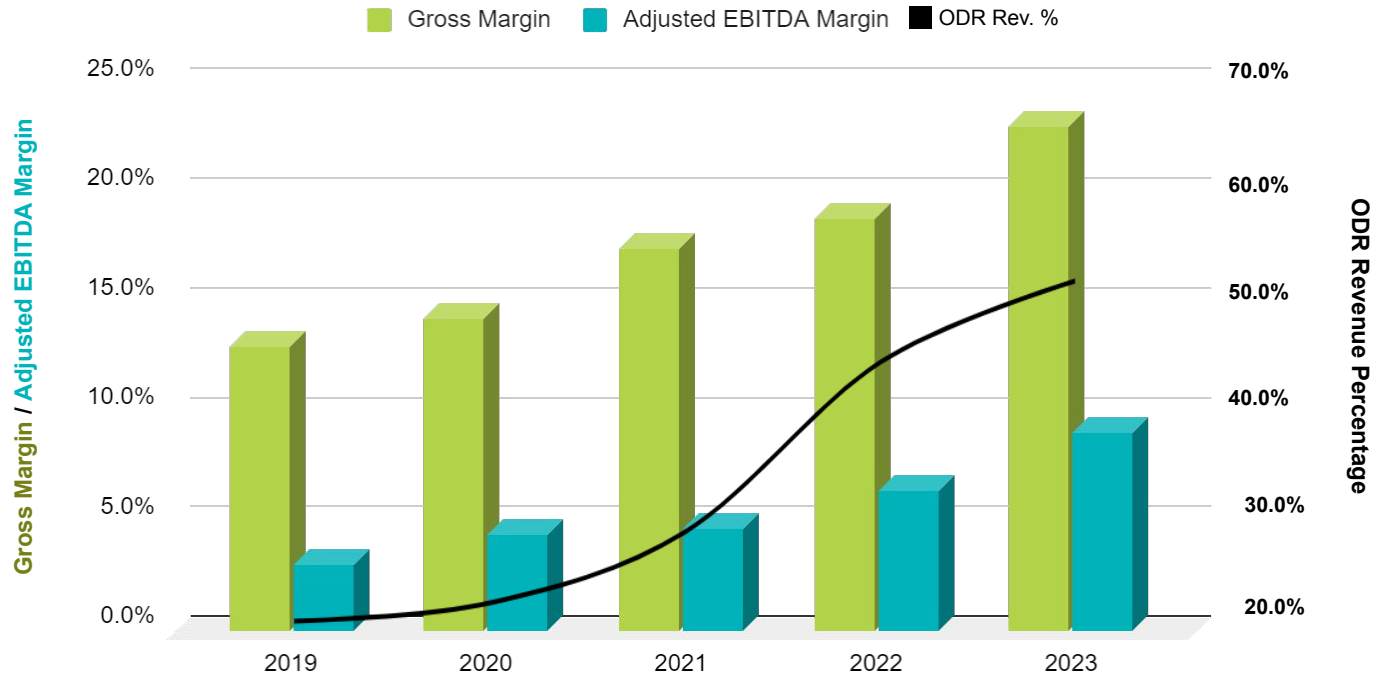


1. Geographic Footprint Expansion & Tuck-In Acquisitions to strengthen market share & footprint
2. Expanded Offerings & Services

Grow Footprint and Building Owner Market Share

*Projected

Over the period from FY 2019 – FY 2023, Gross Margin has **expanded nearly 1,010 bps to 23.1%**
This has enabled us to drive Adjusted EBITDA Margin¹ more than **3x from 3.0% to 9.1%**



1. See Adjusted EBITDA margin calculation and non-GAAP reconciliation on slide 27.

Pillar #1 – Organic Segment Mix Shift To Achieve Maximized Returns

Challenging Industry Paradigms; Bigger isn't Better

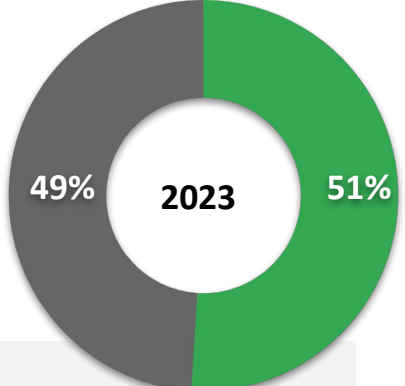
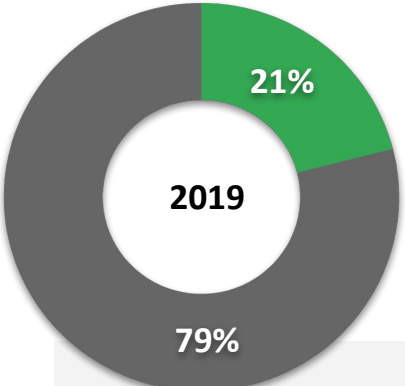
GCR work is less sales focused, dependent on **production field craft and operations staff**

ODR work consists of multiple transactions with heavier **focus on sales and account management**

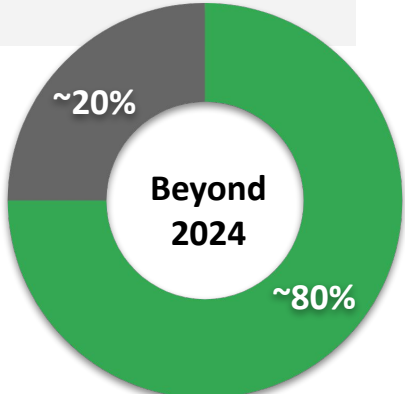
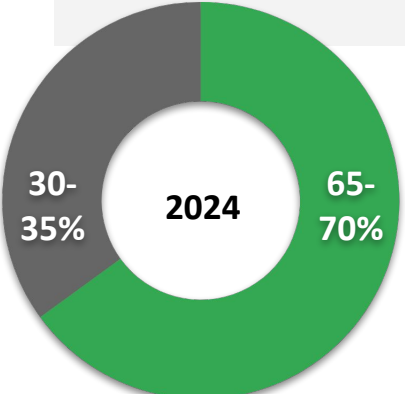
GCR work carries **greater risk**, amplifies with onset of inflation. ODR work maintains **stability and resilience** amidst changing **macroeconomic conditions**.

Limbach is creating a **customer-centric culture** focused on our top accounts

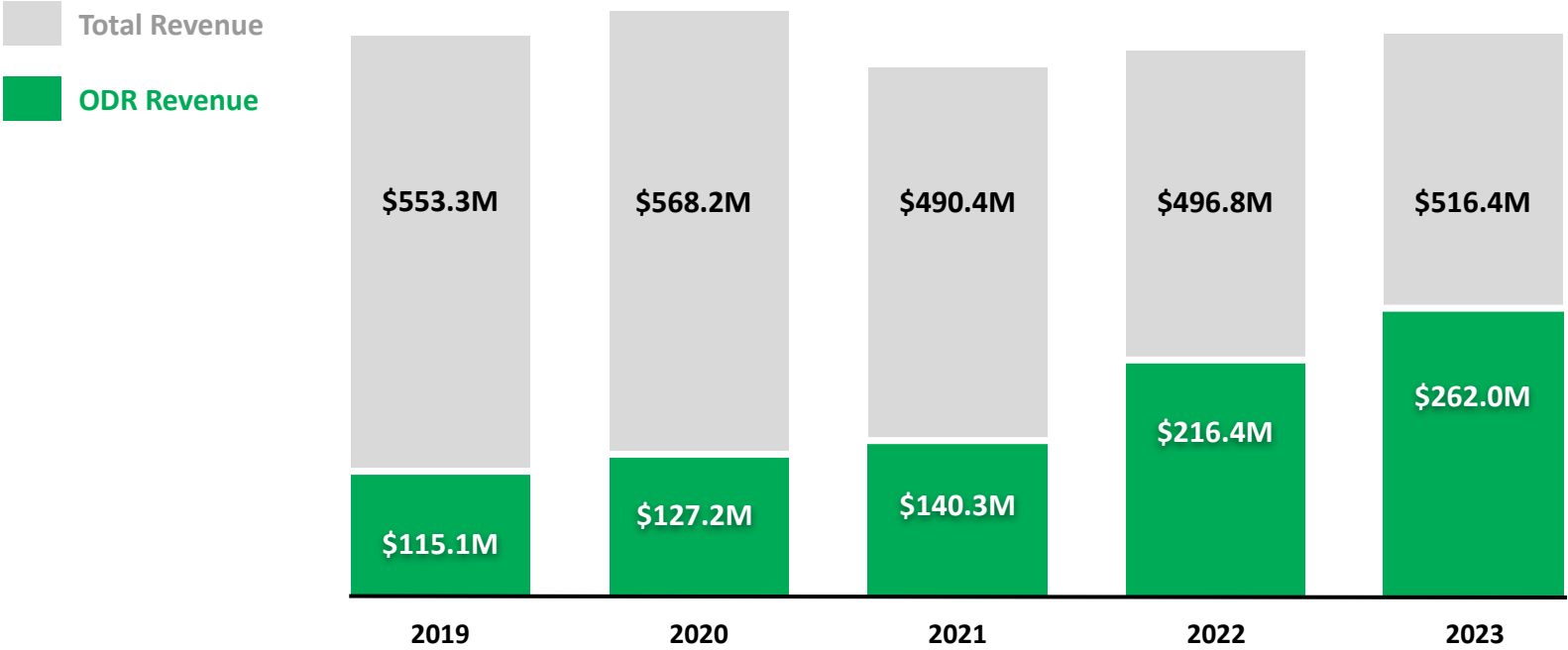
Building relationships requires consistent effort, and **creates reoccurring revenue**



Segment Mix Shift Projection



Pillar #1 – Total Revenue is Static, but Higher Margin ODR Revenue is Growing



Total Revenue is down **6.7%** from 2019

ODR Revenue CAGR of **19.3%** for 2019 to 2023 period

Total revenue growth projected once optimal **higher margin mix shift** is optimized

LMB 2023 Offerings: **Evolved LMB Offerings:**

- GCR**
- Competitive Lump Sum Bidding
- Design-Assist
- Design-Build
- Performance Contracting
- Maintenance Contracts
- ODR**
- Spot Work
- Water Treatment
- Automated Temp. Controls
- Special Projects

- On-Demand Facility Services
- Critical System Repairs
- Data Driven Solutions
- Maintenance & Operations
- ODR**
- MEP Infrastructure Projects
- Equipment Upgrades & Products
- Professional Consultative Services
- Building Automation Upgrades
- Energy Efficiency Upgrades
- Decarbonization Initiatives

- 2024 Current Focus
- 2025 Projected Focus
- 2026 Projected Focus

Mechanical Contractor **Building Systems Solutions Firm**

Evolved LMB Offerings:

- On-Demand Services (Rental Equip.)
- Critical System Repairs
- Data Driven Solutions
- Maintenance & Operations
- MEP Infrastructure Projects
- Equipment Upgrades & Products
- Professional Consultative Services
- Building Automation Upgrades
- Energy Efficiency Upgrades
- Decarbonization Initiatives



Customer Value:

- Mission-critical building systems solutions support providing best-in-class options for long- and short-term impacts
- Dedicated resources: onsite every day to become an extension of our customer's staff, developing expertise in their systems
- Maximize returns on building assets by reducing costs and energy usage and meeting sustainability objectives
- Solutions that are optimized for the customer; not promoting a brand of equipment
- Expertise to provide customized solutions
- We believe that being an indispensable partner to customers leads to long-term relationships generating consistent, reoccurring revenue, attractive margins and opportunities to grow the business with the customer

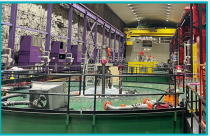
Operating Expense



On-Demand Services



Maintenance & Operations



Critical System Repairs



Equipment Upgrades

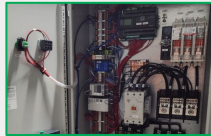


Rental Equipment

Capital Projects



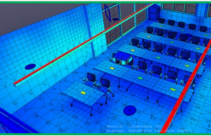
Mechanical Infrastructure Projects



Building Automation Upgrades



Decarbonization Initiatives



Energy Efficiency Upgrades

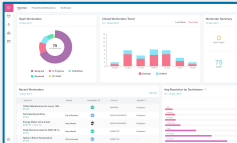
Professional Services



Consultative Services



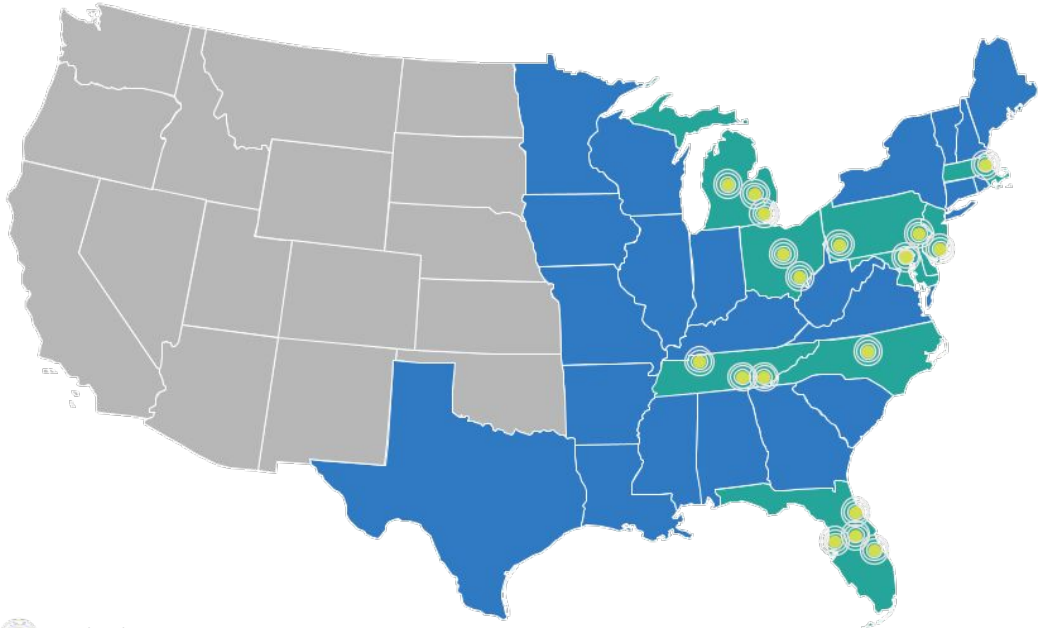
Facility Assessments



Category	Value
Category A	100
Category B	200
Category C	300
Category D	400
Category E	500

Data Driven Solutions (CMMS, Insights, Asset Management)

Disciplined and focused M&A strategy comprises “Tuck-In” and “Expansion” acquisitions of companies with consistent and scalable business models



- Limbach Location
- States with branch locations and potential tuck-in opportunity
- Potential new geographies for acquisitions

Tuck-In Acquisition Criteria

- Total Annual Revenue: \$10-15M w/80%+ ODR Revenue
- +15% YoY ODR Growth
- Focus on Gross Profit Quality & Account Resources
- Ex:

New Geography Acquisition Criteria

- Total Annual Revenue: \$25M-40M w/Strong ODR Mix
- Local Niche with Mature Building Owner Relationships
- Ex:

Our acquisition strategy prioritizes alignment and specialized value, ensuring that each partnership enhances our culture and niche, with a prioritized focus on building owner relationships while following a proven value creation process to drive growth and long-term impact.

Characteristics We Seek:

- 1. Cultural Fit**
Alignment with our values and “we care” culture
- 2. Niche**
Specialized expertise in our core vertical markets
- 3. Building Owner Customers**
Commitment to building long-term relationships with Building Owners

Value Creation Process:

- 1.** Reduction of Fixed Costs
- 2.** Common Organizational Structure
- 3.** Gross Profit Benchmarking
- 4.** Risk Management Tools
- 5.** Establish Account Focus
- 6.** Deploy On-Site Account Managers
- 7.** Evolved LMB Offerings Roll Out
- 8.** Fully Built out Account Teams

M&A CRITERIA:



Geographic Proximity:
- **Attractive Operating Footprint**



Supports ODR Strategy:
- **Increased ODR Exposure**
- **Attractive Customer Base**



Attractive Business Model:
- **Compelling Valuation & Structure**



Capability Expansion:
- **Value Creation Opportunities**
- **Emphasis on Healthcare Sector**



Other:
- **Cultural Fit**



We believe the combination of Kent Island Mechanical and our Mid-Atlantic operating unit will create a dominant mechanical systems solutions provider in the high growth, Mid-Atlantic region.

Significant share of revenues are owner-direct in nature, dovetailing well with Limbach’s focus on expanding segment opportunities.

Total consideration paid by Limbach at closing was \$15 million (subject to typical working capital adjustments), sourced from available cash, with performance-based, contingent earn-outs totaling \$5 million.

Strong relationships with key customers in the local healthcare end market which will allow us to expand our local healthcare resume.

Limbach Kent Island expects to contribute on average \$30 million in revenue and \$4 million in EBITDA on a full year basis.

M&A CRITERIA:

✓ Geographic Proximity:
- **Attractive Operating Footprint**

Greensboro, NC location is strategically located.

✓ Supports ODR Strategy:
- **Increased ODR Exposure**
- **Attractive Customer Base**

Significant share of revenues are owner-direct in nature, dovetailing well with Limbach’s focus on expanding segment opportunities.

✓ Attractive Business Model:
- **Compelling Valuation & Structure**

Total consideration paid by Limbach at closing was \$13.5 million (subject to typical working capital adjustments), sourced from available cash, with performance-based, contingent earn-outs totaling \$6.5 million.

✓ Capability Expansion:
- **Value Creation Opportunities**
- **Emphasis on Industrial Sector**

Strong relationships with key customers in industrial and manufacturing end markets. These key customers have multiple facilities across the eastern US.

✓ Other:
- **Cultural Fit**
- **Tech Focused**

Industrial Air expects to contribute on average \$30 million in revenue and \$4 million in EBITDA on a full year basis.



Strong Balance Sheet and Disciplined Capital Allocation Strategy



Key Balance Sheet Items		
	September 30, 2024 ¹	December 31, 2023 ¹
Cash and Cash Equivalents	\$51.2	\$59.8
Current Assets	\$217.1	\$217.0
Current Liabilities	\$138.2	\$145.1
Working Capital	\$78.9	\$71.9
Net (Over) / Under Billing ²	\$(12.8)	\$(12.7)
Revolver	\$10.0	\$10.0
Term Loan	—	—
Financing Liability (Sale and Leaseback Transaction)	\$5.4	\$5.4
Vehicle Finance Leases	\$8.1	\$7.3
Total Debt	\$23.5	\$22.7
Net Debt (Cash) ³	\$(27.7)	\$(37.1)
Equity	\$142.2	\$120.9

Balance Sheet to fund organic growth and acquisitions:
Used \$12.7M to fund the Kent Island Mechanical
Acquisition in 3Q'24

Investment in expanding and evolving service offerings

Strategic acquisitions – disciplined acquisition criteria

Dollars in millions.

1. See the Company's quarterly report on Form 10-Q for the quarter ended September 30, 2024.

2. For the calculation of the Company's net billing position, refer to Note 4 to the condensed consolidated financial statements within the Company's quarterly report on Form 10-Q for the quarter ended September 30, 2024.

3. The Company's calculation of the Net Debt (Cash) position is Cash and Cash Equivalents minus Total Debt.

Totals may not foot due to rounding.

2024 Guidance¹

Revenue

\$520M to \$540M Total Revenue

Mix Shift 65% to 70% ODR

ODR Revenue Growth 29% to 44%

Gross Margin / Adj. EBITDA

Total Gross Margin 26% to 27%

Adjusted EBITDA \$60M to \$63M

Adj. EBITDA Margin 11% to 12%

Cash

Continued Strong Cash Flow

70% of Adj. EBITDA = Free Cash Flow

1. Reflects guidance issued by the Company on November 5th, 2024. This guidance speaks only as of this date and this presentation does not constitute confirmation or updating of guidance. Free cash flow is defined as cash flow from operating activities, less changes in working capital and capital expenditures (excluding investment in rental equipment). See slide 28 for the non-GAAP reconciliation of Free Cash Flow.

Investment Highlights



Strategy Combines
Organic Growth and
Strategic Acquisitions



Compelling
Customer Value
Creates Competitive
Advantage



Reoccurring, Mission
Critical Revenue
and Economically
Resilient Business



Strong Balance
Sheet and
Capital Allocation
Strategy



Large Market
Opportunity with
Tailwinds for
Sustained Growth



Diversified
Customers
and Markets

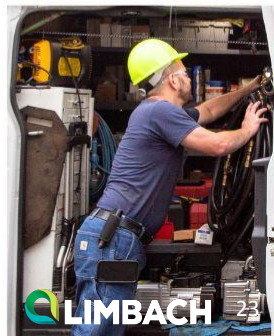


Limiting Fixed Costs
and Smaller Projects
Provide Flexible
Business Model



Revitalizing Existing
Infrastructure to Focus
on Sustainability and
Cost Efficiency

APPENDIX

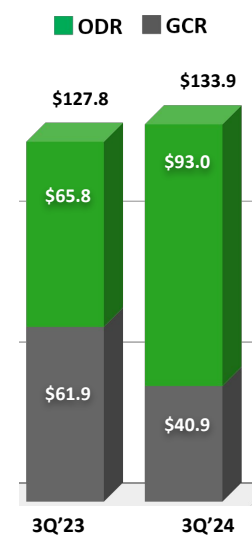


Operating and Financial Update

QTD 3Q'24 Performance



Revenue¹



Year-Over-Year
Change

+ 4.8%

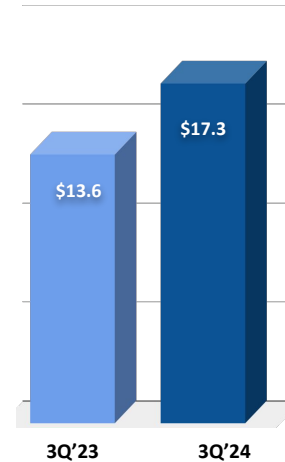
Gross Profit and (Margin)¹



Year-Over-Year
Change

+ 15.6%

Adjusted EBITDA²



Year-Over-Year
Change

+ 27.2%



Dollars in millions. Totals may not foot due to rounding.

1. See the Company's quarterly report on Form 10-Q for the quarter ended September 30, 2024.

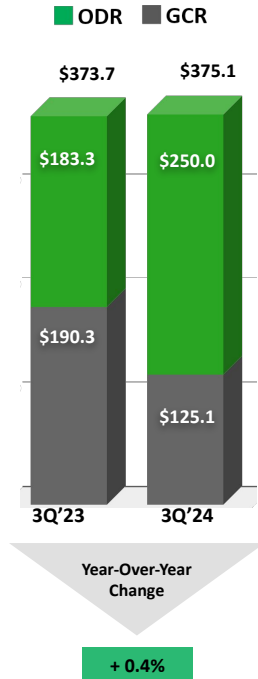
2. See slide 27 for Non-GAAP Reconciliation Table.

Operating and Financial Update

YTD 3Q'24 Performance



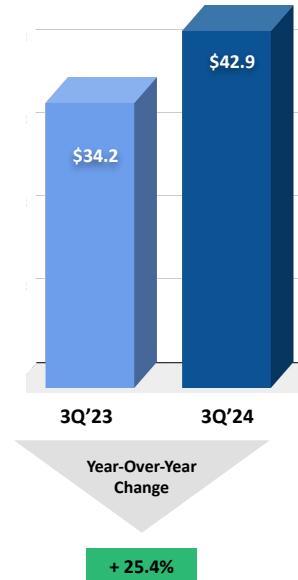
Revenue¹



Gross Profit and (Margin)¹



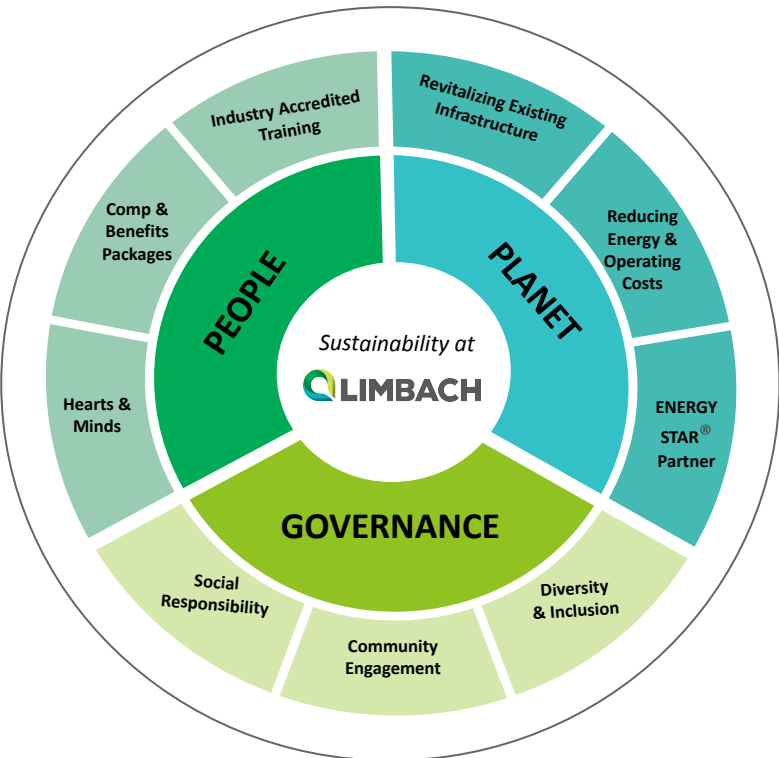
Adjusted EBITDA²



Dollars in millions. Totals may not foot due to rounding.

1. See the Company's quarterly report on Form 10-Q for the quarter ended September 30, 2024.

2. See slide 27 for Non-GAAP Reconciliation Table.



People: Empowering Our Team & Supporting Our Communities



- We champion employee health and safety through our [Hearts & Minds](#) program
- We offer competitive compensation and a range of [benefits and programs](#)
- Our dedication to employee growth was recognized with the APEX award from Training magazine in [2023 & 2024](#)
- We take great pride in [contributing to the communities](#) where we live and operate through our Hearts & Hands ERG
- Recently recognized by Newsweek as one of [America's Most Loved Workplaces](#) and Best Practice Institute as a [top place to work](#)

Planet: Revitalizing Existing Infrastructure



- Building MEP systems are a major source of carbon emissions
- Our focus: Enhancing energy efficiency and cutting operating costs by revitalizing existing infrastructure
- ENERGY STAR® Partner: Providing facility assessments and engineered solutions

Governance: Governing Responsibility



- Committed to transparency, accountability and ethical conduct
- Decisions are made in the best interest of stockholders and stakeholders
- Clear policies and procedures to mitigate risks and safeguard assets
- Board oversight of sustainability policies and programs
- [Code of Conduct and Ethics / Whistleblower policy](#)

Non-GAAP Reconciliation Table

Reconciliation of Adjusted EBITDA Margin*



(in thousands)	Fiscal Year ended December 31,					Three Months Ended September 30,		Nine Months Ended September 30,	
	2019	2020	2021	2022	2023	2024	2023	2024	2023
Revenue:	\$ 553,334	\$ 568,209	\$ 490,351	\$ 496,782	\$ 516,350	\$ 133,920	\$ 127,768	\$ 375,131	\$ 373,659
Net income (loss)	(\$ 1,775)	\$ 5,807	\$ 6,714	\$ 6,799	\$ 20,754	\$ 7,484	\$ 7,192	\$ 21,033	\$ 15,505
Adjustments:									
Depreciation and amortization	6,286	6,171	5,948	8,158	8,244	2,741	1,892	8,261	5,751
Interest expense	6,285	8,627	2,568	2,144	2,046	468	437	1,375	1,615
Interest income	—	—	—	—	(1,217)	(626)	(377)	(1,734)	(624)
Non-cash stock-based compensation expense	1,766	1,068	2,601	2,742	4,910	1,603	1,140	4,323	3,374
Loss on early debt extinguishment	513	—	1,961	—	311	—	—	—	311
Impairment of goodwill	4,359	—	—	—	—	—	—	—	—
Change in fair value of warrant liability	(588)	1,634	(14)	—	—	—	—	—	—
Change in fair value of interest rate swap	—	—	—	(310)	124	267	(116)	130	(153)
Severance expense	—	622	—	—	—	—	—	—	—
Loss on early termination of operating lease	—	—	—	849	—	—	—	—	—
CEO Transition costs	—	—	—	—	958	—	—	—	958
CFO Transition costs	576	—	—	—	—	—	—	—	—
Gain on embedded derivative	(388)	—	—	—	—	—	—	—	—
Restructuring costs	—	—	—	6,016	1,770	565	317	827	1,089
Change in fair value of contingent consideration	—	—	—	2,285	729	610	161	2,344	464
Income tax provision (benefit)	(282)	1,182	2,763	2,809	7,346	3,394	2,760	5,462	5,407
Acquisition and other transaction costs	—	—	735	273	826	826	225	877	524
Adjusted EBITDA	\$ 16,752	\$ 25,111	\$ 23,276	\$ 31,765	\$ 46,801	\$ 17,332	\$ 13,631	\$ 42,898	\$ 34,221
Adjusted EBITDA Margin	3.0%	4.4%	4.7%	6.4%	9.1%	12.9%	10.7%	11.4%	9.2%

*Use of Non-GAAP Financial Measures

In assessing the performance of our business, management utilizes a variety of financial and performance measures. The key measure is Adjusted EBITDA. Adjusted EBITDA is a non-GAAP financial measure. We define Adjusted EBITDA as net income plus depreciation and amortization expense, interest expense (net), and taxes, as further adjusted to eliminate the impact of, when applicable, other non-cash items or expenses that are unusual or non-recurring or that we believe do not reflect our core operating results. We believe that Adjusted EBITDA is meaningful to our investors to enhance their understanding of our financial performance for the current period and our ability to generate cash flows from operations that are available for taxes, capital expenditures and debt service. We understand that Adjusted EBITDA is frequently used by securities analysts, investors and other interested parties as a measure of financial performance and to compare our performance with the performance of other companies that report Adjusted EBITDA. Our calculation of Adjusted EBITDA, however, may not be comparable to similarly titled measures reported by other companies. When assessing our operating performance, investors and others should not consider this data in isolation or as a substitute for net income (loss) calculated in accordance with GAAP. Further, the results presented by Adjusted EBITDA cannot be achieved without incurring the costs that the measure excludes.

Non-GAAP Reconciliation Table

Reconciliation of Free Cash Flow*



(in thousands)	Fiscal Year ended December 31,					Three Months Ended		Nine Months Ended	
	2019	2020	2021	2022	2023	September 30,		September 30,	
	2024	2023	2024	2023		2024	2023	2024	2023
Adjusted EBITDA:	\$ 16,752	\$ 25,111	\$ 23,276	\$ 31,765	\$ 46,801	\$ 17,332	\$ 13,631	\$ 42,898	\$ 34,221
Free Cash Flow:									
Net Income (loss)	(\$ 1,775)	\$ 5,807	\$ 6,714	\$ 6,799	\$ 20,754	\$ 7,484	\$ 7,192	\$ 21,033	\$ 15,505
Non-cash operating activities ⁽¹⁾	16,568	13,767	16,997	17,634	18,222	5,873	4,220	17,246	12,816
Less: Purchases of property and equipment ⁽²⁾	(2,663)	(1,483)	(791)	(993)	(2,266)	(313)	(221)	(2,585)	(1,720)
Free Cash Flow	\$ 12,130	\$ 18,091	\$ 22,920	\$ 23,440	\$ 36,710	\$ 13,044	\$ 11,191	\$ 35,694	\$ 26,601
Free Cash Flow Conversion %	72.4%	72.0%	98.5%	73.8%	78.4%	75.3%	82.1%	83.2%	77.7%

1. Represents non-cash activity associated with depreciation and amortization, provision for credit losses / doubtful accounts, stock-based compensation expense, operating lease expense, amortization of debt issuance costs, deferred income tax provision, gain or loss on sale of property and equipment, loss on early termination of operating lease, loss on early debt modification, changes in fair value of contingent consideration, change in fair value of warrant liability, impairment of goodwill, and changes in the fair value of the Company's interest rate swap.

2. Excludes \$38K and \$3,602K of rental equipment purchases made during the three and nine months ended September 30, 2024, respectively.

*Use of Non-GAAP Financial Measures

In assessing the performance of our business, management utilizes a variety of financial and performance measures. The key measure is Adjusted EBITDA. Adjusted EBITDA is a non-GAAP financial measure. We define Adjusted EBITDA as net income plus depreciation and amortization expense, interest expense (net), and taxes, as further adjusted to eliminate the impact of, when applicable, other non-cash items or expenses that are unusual or non-recurring or that we believe do not reflect our core operating results. We believe that Adjusted EBITDA is meaningful to our investors to enhance their understanding of our financial performance for the current period and our ability to generate cash flows from operations that are available for taxes, capital expenditures and debt service. We understand that Adjusted EBITDA is frequently used by securities analysts, investors and other interested parties as a measure of financial performance and to compare our performance with the performance of other companies that report Adjusted EBITDA. Our calculation of Adjusted EBITDA, however, may not be comparable to similarly titled measures reported by other companies. When assessing our operating performance, investors and others should not consider this data in isolation or as a substitute for net income (loss) calculated in accordance with GAAP. Further, the results presented by Adjusted EBITDA cannot be achieved without incurring the costs that the measure excludes.



Contact Us

INVESTOR RELATIONS

Julie Kegley

Financial Profiles

jkegley@finprofiles.com

310.622.8246



@Limbach



@Limbach



@Limbachinc



@Limbach



@LimbachFacilityServices