



Growth Through M&A



Trinity Consultants, a leading global environmental consulting firm, provides services and solutions in the EHS Regulatory Compliance, Built Environment, Life Sciences, and Water & Ecology markets. Founded in 1974, Trinity has the technical expertise, industry depth, and capabilities to help clients achieve their goals across the natural and built environments.

trinityconsultants.com/m-a

Company History

Trinity Consultants (trinityconsultants.com) was founded in 1974 in Dallas, Texas, initially focusing on air quality consulting for industrial clients. Today, Trinity is an international EHS, engineering and science consulting firm that has grown organically and through M&A to over 2,000 employees located in the United States, Canada, United Kingdom, Ireland, Australia, and China. Trinity partners with clients across a broad range of sectors to help them solve their most critical challenges in the natural environment, built environment, and life sciences. Trinity has consistently achieved financial performance in the top decile of AEC firms.

Key Facts

- ▶ Broad and deep ownership with ~500 employee shareholders
- ▶ Strong financial backing by Oak Hill Capital Partners
- ▶ Nearly 140 office locations – 105 U.S. Based / 35 International
- ▶ Over 5,000 active clients
- ▶ Customer and industry diversity

Foundational Strengths

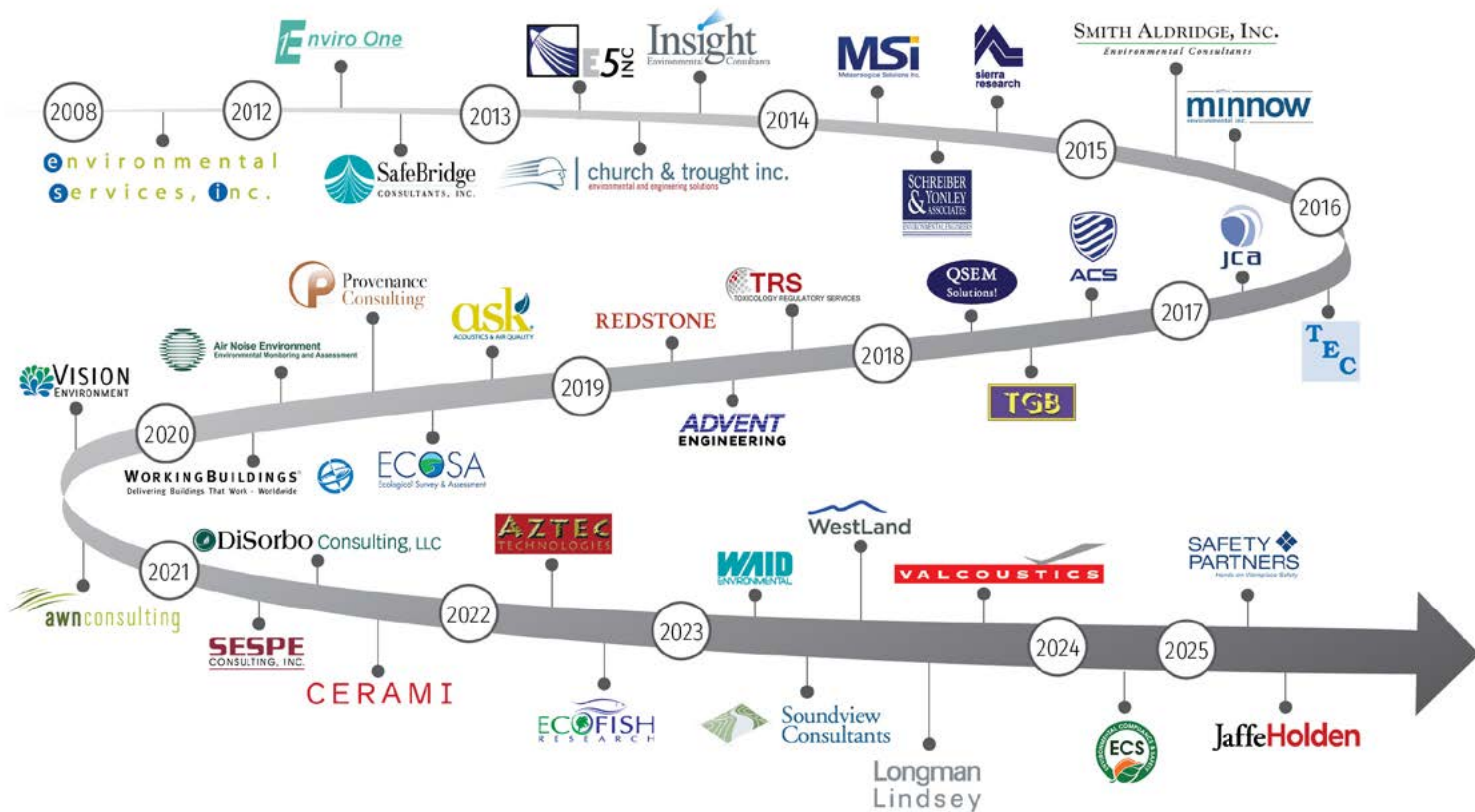
- ▶ Track record of growth and profitability
- ▶ Science and engineering expertise
- ▶ Value-add orientation
- ▶ Efficient people operations
- ▶ Employee-owner mindset
- ▶ Specialty high margin businesses

Locations



Acquisition History

The first 30 years of Trinity's history was driven primarily by organic growth and the establishment of new air quality consulting offices across the U.S. Over the past 15 years, acquisitions have become an increasingly important part of Trinity's overall growth strategy. Trinity has completed 40+ acquisitions since 2008, accelerating the geographic reach of Trinity's air quality consulting practice and adding new capabilities in the areas of toxicology, industrial hygiene, water, ecology, process safety management, process engineering, commissioning/qualification/validation (CQV), and acoustics. Partner businesses that have joined Trinity via acquisition comprise more than half of Trinity's current employee base, clients, and revenues. The following is a history of the firms that have joined Trinity since 2008.



Pillar Focus

Over the years, Trinity has expanded from its core air quality consulting business into a broad technical services consulting company organized into four “Pillars”.







Trinity's Operating Philosophy

Trinity seeks acquisition partners that have strong management teams in place. The fit of the employee base with Trinity's operating philosophy and culture is a key factor in long-term success. Trinity's operating philosophy is to create an agile environment that promotes the autonomy and accountability of local management teams to make decisions within the framework of stable corporate systems and processes. Trinity assists acquired businesses to reach their potential by leveraging the strengths of the Trinity organization (cross-selling, geographic expansion, back-office services, etc.).

Acquisition Criteria

Trinity is actively pursuing niche technical consulting businesses across our four pillars that build on our foundational strengths:

| |  Environmental Consulting |  Water & Ecology |  Built Environment |  Life Sciences |
|------------------|---|--|--|--|
| Primary Services | <ul style="list-style-type: none"> ▶ Environmental Permitting & Compliance ▶ Digital Solutions ▶ Monitoring Systems ▶ Process Safety Management ▶ Geological Services ▶ Sustainability Management, Systems & Auditing | <ul style="list-style-type: none"> ▶ Environmental Assessment & Monitoring ▶ Fish & Fish Habitat ▶ Terrestrial & Wildlife ▶ Water Resource Engineering & Modeling ▶ Water Quality & Aquatic Ecology ▶ Cultural Resources | <ul style="list-style-type: none"> ▶ MEP ▶ Building Commissioning ▶ Acoustics, Noise & Vibration ▶ AV / IT & Security Consulting ▶ Building Energy Efficiency | <ul style="list-style-type: none"> ▶ Process Development, Engineering & Automation ▶ CQV ▶ Toxicology ▶ Industrial Hygiene ▶ Analytical Chemistry ▶ GMP & GTP Cleanroom Design, Commissioning & Operations |
| Industries | <ul style="list-style-type: none"> ▶ General Manufacturing Refining ▶ Petrochemicals ▶ Electric Power ▶ Oil & Gas ▶ Building Materials | <ul style="list-style-type: none"> ▶ Government ▶ Conventional & Renewable Power ▶ Mining ▶ Infrastructure | <ul style="list-style-type: none"> ▶ Healthcare ▶ Data Centers ▶ Architects / Developers ▶ Higher Education ▶ Government ▶ Advance Tech Industrial | <ul style="list-style-type: none"> ▶ Pharma ▶ Bio Pharma ▶ GMP Labs ▶ Healthcare ▶ Pharmacies |
| Geographies | North America, Europe, Asia, and Australia | North America, Europe, and Australia | North America, Europe, and Australia | North America, Europe, and Asia |

Trinity seeks to acquire both platform and build-out acquisition partners. "Platform" acquisitions are defined as businesses with more than \$5 million of EBITDA that fit within one of Trinity's four Pillars and represent an expansion into an adjacent service area or a strategic expansion of scale in an existing service area. "Build-Out" acquisitions are defined as businesses with less than \$5 million of EBITDA that have a strong strategic fit with an existing Trinity line of service.

Acquisition Process

Trinity offers acquisition partners the benefits of being part of a private equity backed business (liquidity, economies of scale, access to capital, operating expertise), while at the same time providing management teams the resources and support to help grow their businesses. We are strategic partners with a professionalized transaction team that makes investment decisions and presents offers quickly to businesses that match our acquisition criteria and can drive to closings efficiently. Trinity routinely pays buy-side and finders fees to bankers, brokers, and investment advisors.

Contact Information

Russell Iorio – Managing Director, Corporate Development – russell.iorio@trinityconsultants.com

Matt Berlew – Director, Corporate Development – mberlew@trinityconsultants.com