

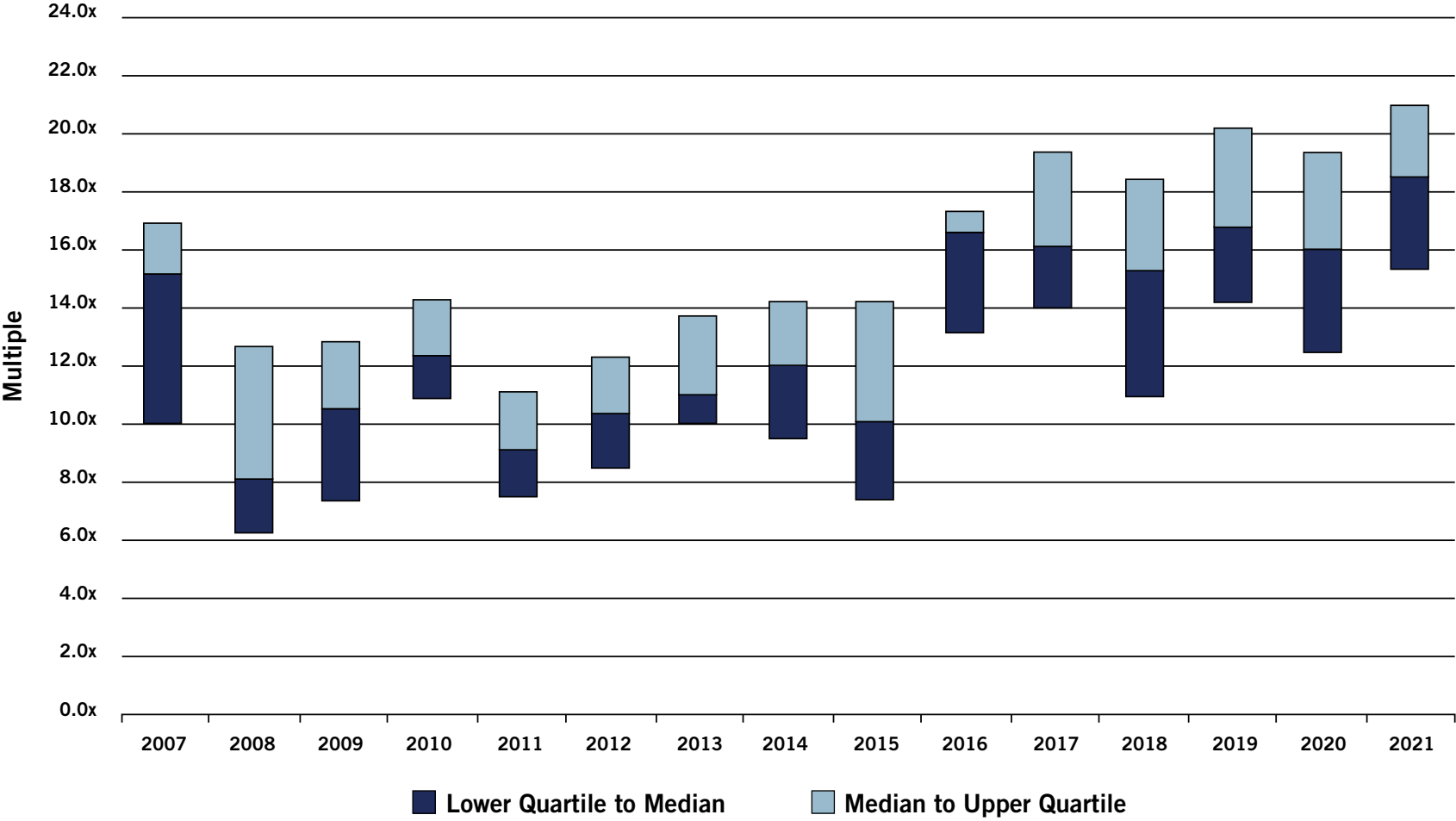


2021 MATHESON FINANCIAL ADVISORS PUBLICLY TRADED A/E/C FIRMS

Valuation Multiples
2007 - 2021

www.mathesonadvisors.com

Select Publicly Traded A/E/C Companies Enterprise Value/EBIT Multiples



Select Publicly Traded A/E/C Companies Enterprise Value/EBIT Multiples

Company Name	12/31/07	12/31/08	12/31/09	12/31/10	12/31/11	12/31/12	12/31/13	12/31/14	12/31/15	12/31/16	12/31/17	12/31/18	12/31/19	12/31/20	12/31/21
AECOM (a)	16.1	14.0	10.5	10.5	7.2	8.0	9.0	13.6	16.5	14.6	13.2	11.9	12.4	15.6	19.0
Arcadis NV	10.1	7.9	10.9	10.6	7.9	12.2	13.7	14.3	14.6	10.9	19.5	11.0	16.7	17.0	17.9
Atlas Technical Consultants, Inc. (b)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/m
Bowman Consulting Group Ltd. (c)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/m
Cardno Limited	16.6	6.2	8.4	15.1	6.8	9.5	10.3	7.0	8.5	n/m	n/m	11.9	11.2	8.0	4.0
Ecology & Environment, Inc. (b)	8.2	5.8	5.8	5.0	6.5	14.4	n/m	n/m	4.3	10.8	5.4	7.9	n/a	n/a	n/a
Fluor Corporation	22.7	6.5	5.5	12.4	8.2	7.3	12.5	6.6	5.4	11.1	13.8	8.4	n/m	n/m	25.8
Hill International, Inc.	n/m	11.7	10.9	13.5	n/m	n/m	9.7	10.3	10.1	15.0	n/m	n/m	n/m	8.4	10.7
IBI Group Inc.	14.7	9.2	9.8	14.2	12.6	9.8	n/m	16.8	7.5	9.4	9.5	7.5	9.3	10.4	11.0
ICF International, Inc.	5.0	7.7	16.9	13.1	9.5	8.7	11.3	14.4	13.9	16.5	14.2	17.1	20.2	19.9	18.2
Jacobs Engineering Group Inc.	24.9	8.4	5.9	12.3	9.1	8.4	11.2	9.4	8.9	12.7	14.5	14.4	16.8	17.9	19.6
John Wood Group PLC	17.9	5.9	6.7	14.4	8.1	13.1	10.0	9.8	9.1	17.1	n/m	23.4	14.8	12.6	16.8
Michael Baker Corporation (c)	7.4	5.2	6.8	6.0	3.7	10.9	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Montrose Environmental Group, Inc. (f)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/m	n/m
NV5 Global, Inc. (d)	n/a	n/a	n/a	n/a	n/a	n/a	11.0	11.2	13.2	16.8	25.3	21.3	19.6	n/m	n/m
Parsons Corporation (e)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/m	25.4	n/m
RPS Group PLC	16.0	6.1	8.0	11.3	10.2	9.9	14.3	9.9	12.1	18.2	15.3	8.6	14.2	13.9	23.3
SNC-Lavalin Group Inc.	n/m	14.8	17.6	16.5	12.0	14.5	n/m	12.7	19.4	17.9	22.6	15.9	n/a	n/m	n/m
Stantec Inc.	18.9	13.0	12.1	11.2	10.2	12.4	15.8	14.0	15.0	21.8	18.4	18.5	18.6	16.4	24.9
Tetra Tech, Inc.	15.7	13.7	13.0	11.7	9.6	11.1	25.2	17.9	11.0	16.8	16.2	15.3	23.4	27.3	n/m
TRC Companies, Inc. (f)	n/a	n/a	29.3	n/m	15.4	8.3	10.9	7.9	7.3	15.1	n/a	n/a	n/a	n/a	n/a
URS Corporation (g)	11.7	9.5	7.9	7.0	5.4	7.4	8.9	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Willdan Group, Inc.	9.8	n/m	n/m	19.1	7.7	n/a	10.3	13.9	5.9	17.5	15.4	25.6	n/m	n/m	n/m
Worley Limited	n/m	7.8	12.7	16.9	14.4	11.9	9.2	6.7	5.7	22.5	27.2	21.1	25.5	12.5	20.3
WSP Global Inc. (h)	14.3	14.6	15.1	13.9	16.4	17.4	n/m	26.6	17.6	17.0	19.3	16.3	21.6	26.5	n/m
Minimum	5.0	5.2	5.5	5.0	3.7	7.3	8.9	6.6	4.3	9.4	5.4	7.5	9.3	8.0	4.0
Lower Quartile	10.0	6.3	7.4	10.9	7.5	8.5	10.0	9.5	7.4	13.2	14.0	11.0	14.2	12.5	15.4
Median	15.2	8.1	10.5	12.4	9.1	10.4	11.0	12.0	10.1	16.6	16.2	15.3	16.8	16.0	18.6
Upper Quartile	16.9	12.7	12.9	14.3	11.1	12.3	13.7	14.3	14.2	17.4	19.4	18.5	20.2	19.4	21.0
Maximum	24.8	14.8	29.3	19.1	16.4	17.4	25.2	26.6	19.4	22.5	27.2	25.6	25.5	27.3	25.8

Source: Company SEC Filings, Press Releases, and S&P Capital IQ.

*Enterprise Value defined as market value of equity plus debt and minority interests minus cash. EBIT defined as earnings before interest & taxes.

*FYE multiples are based upon each Company's financial results for the latest twelve months ("LTM") ended December 31st and the stock price as of December 31st.

*Enterprise Value/EBIT multiples above 30.0 have been deemed not meaningful ("n/m") for purposes of this presentation.

(a) Initial Public Offering in 2007.

(b) Initial Public Offering in August 2020.

(c) Initial Public Offering in May 2021.

(d) Acquired by WSP Global Inc. on December 31, 2019.

(e) Acquired by Integrated Mission Solutions LLC, an affiliate of DC Capital Partners LLC, on July 29, 2013.

(f) Initial Public Offering in July 2020.

(g) Initial Public Offering in March 2013.

(h) Initial Public Offering in March 2019.

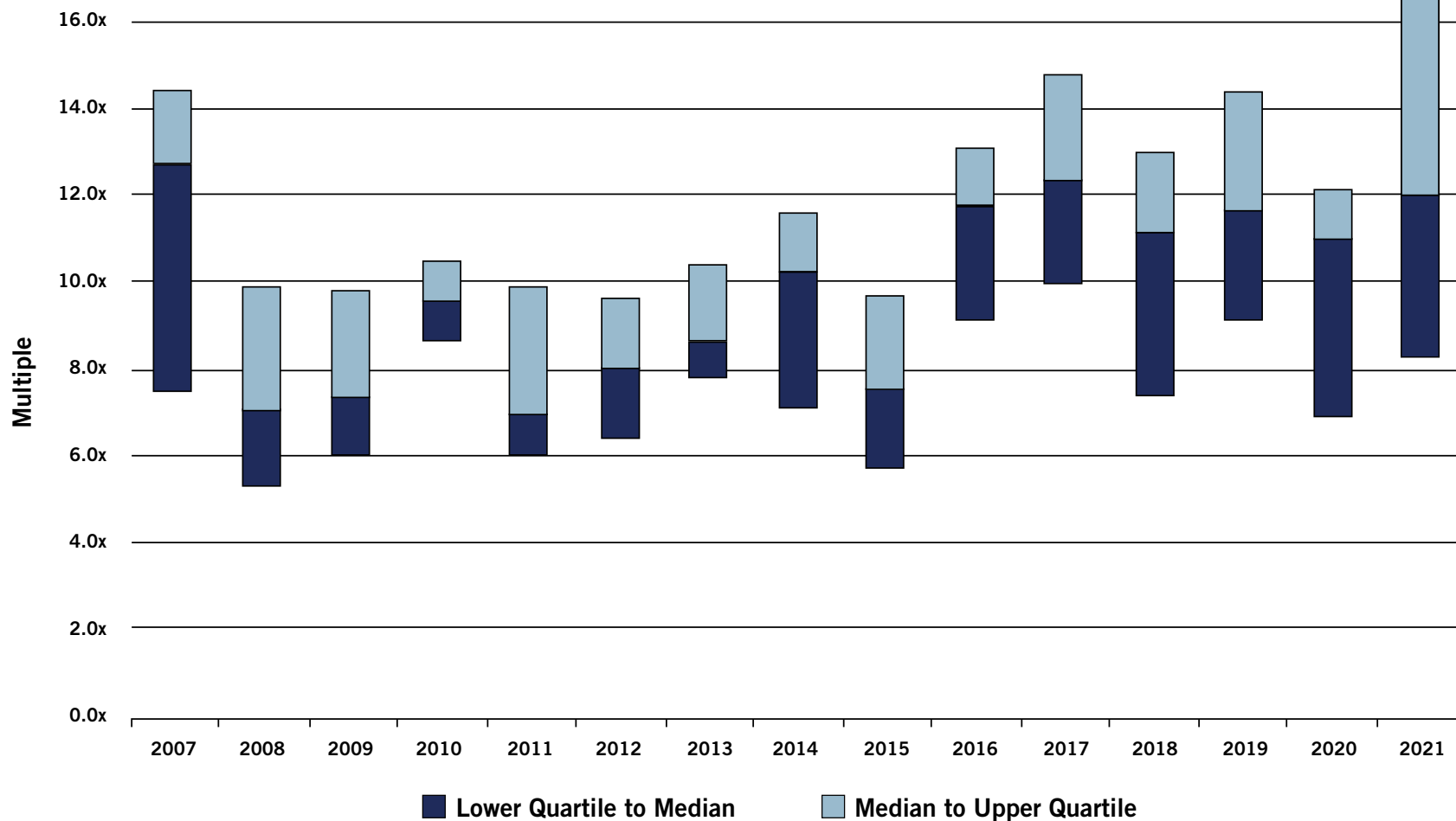
(i) Acquired by New Mountain Capital, LLC on June 21, 2017.

(j) Acquired by AECOM Technology Corp. on October 17, 2014.

(k) Effective January 1, 2014, GENIVAR INC reorganized into WSP Global Inc. and the company's common shares began trading under the symbol "WSP" on the Toronto Stock Exchange.



Select Publicly Traded A/E/C Companies Enterprise Value/EBITDA Multiples



Select Publicly Traded A/E/C Companies Enterprise Value/EBITDA Multiples

Company Name	12/31/07	12/31/08	12/31/09	12/31/10	12/31/11	12/31/12	12/31/13	12/31/14	12/31/15	12/31/16	12/31/17	12/31/18	12/31/19	12/31/20	12/31/21
AECOM (a)	12.7	11.3	8.2	8.7	5.8	6.4	7.3	11.1	7.7	8.9	9.6	8.4	9.3	8.5	12.1
Arcadis NV	7.5	6.0	8.7	8.5	6.5	9.2	10.4	11.4	9.8	7.4	12.2	7.4	10.4	11.3	13.1
Atlas Technical Consultants, Inc.	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	12.1	17.4
Bowman Consulting Group Ltd. (c)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	23.5
Cardno Limited	14.0	5.2	6.9	12.8	6.1	8.4	8.5	5.7	5.8	18.9	n/m	8.7	5.6	3.6	2.1
Ecology & Environment, Inc. (d)	6.4	4.8	4.9	4.3	5.5	8.9	20.7	21.0	3.8	8.2	4.5	6.4	n/a	n/a	n/a
Fluor Corporation	17.8	5.5	4.7	10.0	6.5	6.1	10.0	5.7	4.5	8.3	9.5	5.9	n/m	n/m	7.4
Hill International, Inc.	n/m	9.6	8.2	9.4	17.6	13.4	7.0	7.7	7.5	10.4	n/m	n/m	14.3	5.2	6.3
IBI Group Inc.	11.5	7.3	7.4	10.0	9.8	7.6	n/m	12.1	6.7	8.3	8.4	6.7	6.3	6.9	7.8
ICF International, Inc.	4.7	6.3	11.7	8.7	6.9	6.4	8.5	10.8	9.6	12.0	10.6	13.0	12.4	11.5	11.9
Jacobs Engineering Group Inc.	22.1	7.5	5.2	10.1	7.7	7.2	9.8	7.7	7.1	10.2	13.9	11.2	13.8	12.6	14.1
John Wood Group PLC	14.3	4.9	5.6	11.4	6.2	9.5	7.4	7.4	7.2	12.5	22.6	13.5	8.1	6.8	7.4
Michael Baker Corporation (e)	6.6	4.7	5.9	4.9	2.5	5.1	n/m	n/m	n/m	n/m	n/m	n/m	n/m	n/m	n/m
Montrose Environmental Group, Inc. (f)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/m	n/m
NV5 Global, Inc. (g)	n/a	n/a	n/a	n/a	n/a	n/a	8.0	8.8	10.8	13.1	17.4	14.8	9.2	13.1	18.2
Parsons Corporation (h)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	14.5	11.0	11.6
RPS Group plc	14.4	5.4	6.9	9.0	7.4	7.1	10.3	6.8	7.7	9.8	10.1	6.1	8.9	6.1	9.7
SNC-Lavalin Group Inc.	n/m	11.8	14.1	13.8	10.1	11.0	21.8	10.2	11.1	13.1	17.7	10.6	n/m	11.8	n/m
Stantec Inc.	15.5	10.2	9.2	8.6	7.8	9.7	12.6	11.6	11.6	15.3	12.5	12.7	10.9	10.1	16.0
Tetra Tech, Inc.	13.4	11.6	10.6	9.2	7.0	8.0	13.8	11.6	8.4	13.1	12.9	12.8	20.6	18.8	24.1
TRC Companies, Inc. (i)	22.9	n/m	7.3	15.5	10.6	6.4	7.7	5.6	5.7	9.3	n/a	n/a	n/a	n/a	n/a
URS Corporation (j)	10.0	7.4	6.2	5.6	4.4	5.7	6.3	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Willdan Group, Inc.	6.5	3.8	n/m	10.2	5.8	n/m	8.7	13.0	5.1	13.4	12.0	19.6	15.8	n/m	n/m
Worley Limited	n/m	7.1	11.3	14.5	12.7	10.5	8.2	5.8	4.6	15.7	21.2	18.6	22.1	8.2	11.9
WSP Global Inc. (k)	9.5	10.3	10.4	9.8	11.0	11.9	n/a	18.8	12.3	11.8	13.9	11.8	12.3	14.7	20.5
Minimum	4.7	3.8	4.7	4.3	2.5	5.1	6.3	5.6	3.8	7.4	4.5	5.9	5.6	3.6	2.1
Lower Quartile	7.5	5.3	6.1	8.7	6.0	6.4	7.8	7.1	5.7	9.1	10.0	7.4	9.1	6.9	8.3
Median	12.7	7.1	7.4	9.6	6.9	8.0	8.6	10.2	7.5	11.8	12.3	11.2	11.6	11.0	12.0
Upper Quartile	14.4	9.9	9.8	10.5	9.9	9.6	10.4	11.6	9.7	13.1	14.8	13.0	14.4	12.1	17.1
Maximum	22.9	11.8	14.1	15.5	17.6	13.4	21.8	21.0	12.3	18.9	22.6	19.6	22.1	18.8	24.1

Source: Company SEC Filings, Press Releases, and S&P Capital IQ.

*Enterprise Value defined as market value of equity plus debt and minority interests minus cash. EBIT defined as earnings before interest & taxes.

*FYE multiples are based upon each Company's financial results for the latest twelve months ("LTM") ended December 31st and the stock price as of December 31st.

*Enterprise Value/EBIT multiples above 30.0 have been deemed not meaningful ("n/m") for purposes of this presentation.

(a) Initial Public Offering in 2007.

(b) Initial Public Offering in August 2020.

(c) Initial Public Offering in May 2021.

(d) Acquired by WSP Global Inc. on December 31, 2019.

(e) Acquired by Integrated Mission Solutions LLC, an affiliate of DC Capital Partners LLC, on July 29, 2013.

(f) Initial Public Offering in July 2020.

(g) Initial Public Offering in March 2013.

(h) Initial Public Offering in March 2019.

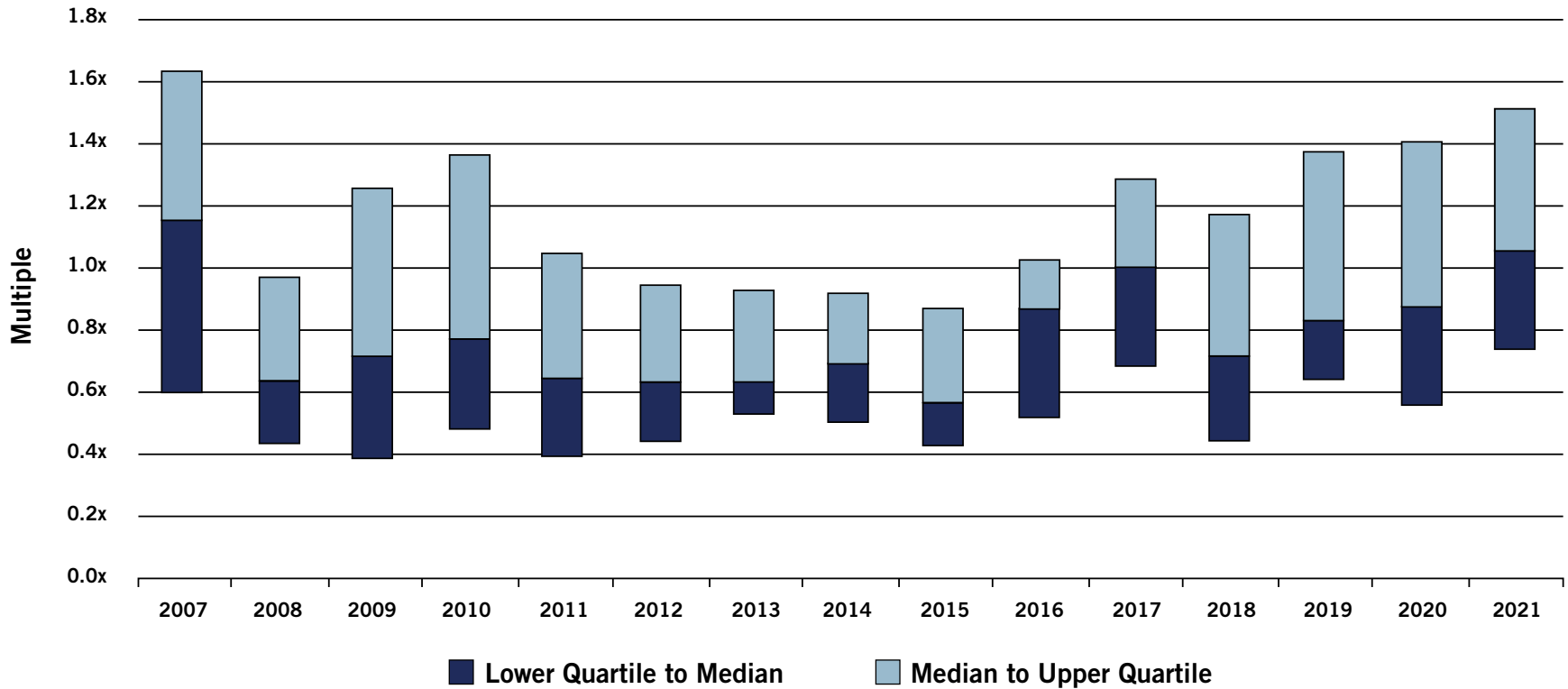
(i) Acquired by New Mountain Capital, LLC on June 21, 2017.

(j) Acquired by AECOM Technology Corp. on October 17, 2014.

(k) Effective January 1, 2014, GENIVAR INC reorganized into WSP Global Inc. and the company's common shares began trading under the symbol "WSP" on the Toronto Stock Exchange.



Select Publicly Traded A/E/C Companies Enterprise Value/Gross Revenue Multiples



Select Publicly Traded A/E/C Companies Enterprise Value/Gross Revenue Multiples

Company Name	12/31/07	12/31/08	12/31/09	12/31/10	12/31/11	12/31/12	12/31/13	12/31/14	12/31/15	12/31/16	12/31/17	12/31/18	12/31/19	12/31/20	12/31/21
AECOM (a)	0.6	0.6	0.5	0.6	0.4	0.4	0.4	0.6	0.5	0.5	0.5	0.4	0.5	0.7	1.0
Arcadis NV	0.6	0.5	0.7	0.7	0.6	0.7	0.9	0.9	0.7	0.5	0.7	0.4	0.7	0.9	1.3
Atlas Technical Consultants, Inc.	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0.9	1.4
Arcadis NV	0.6	0.5	0.7	0.7	0.6	0.7	0.9	0.9	0.7	0.5	0.7	0.4	0.7	0.9	1.3
Bowman Consulting Group Ltd. (c)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1.6
Cardno Limited	1.8	0.7	0.8	1.5	0.7	1.1	1.0	0.6	0.4	0.4	0.6	0.4	0.2	0.3	0.2
Ecology & Environment, Inc. (d)	0.4	0.4	0.3	0.4	0.4	0.4	0.3	0.3	0.3	0.4	0.3	0.3	0.7	n/a	n/a
Fluor Corporation	0.8	0.3	0.3	0.5	0.3	0.3	0.4	0.3	0.3	0.4	0.4	0.2	0.2	0.2	0.2
Hill International, Inc.	2.0	0.9	0.7	0.7	0.7	0.6	0.6	0.5	0.5	0.6	1.0	0.4	0.6	0.5	0.5
IBI Group Inc.	2.1	1.3	1.4	1.4	1.4	1.1	0.9	0.7	0.7	1.0	1.0	0.7	0.8	0.8	1.0
ICF International, Inc.	0.6	0.6	1.1	0.8	0.7	0.6	0.8	0.9	0.9	1.1	1.0	1.1	1.5	1.3	1.5
Jacobs Engineering Group Inc.	1.3	0.5	0.3	0.5	0.5	0.5	0.6	0.5	0.4	0.6	0.9	0.7	1.0	1.1	1.5
John Wood Group PLC	1.1	0.4	0.5	0.9	0.5	0.6	0.6	0.6	0.6	1.0	1.6	0.7	0.6	0.5	0.5
Michael Baker Corporation (e)	0.5	0.4	0.4	0.4	0.2	0.3	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Montrose Environmental Group, Inc. (f)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/m	n/m
NV5 Global, Inc. (g)	n/a	n/a	n/a	n/a	n/a	n/a	0.7	0.8	1.2	1.5	2.1	1.8	1.5	2.1	n/m
Parsons Corporation (h)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1.2	1.0	1.1
RPS Group plc	2.5	0.9	1.2	1.4	1.0	1.0	1.3	0.9	1.0	1.0	1.1	0.6	0.8	0.5	0.7
SNC-Lavalin Group Inc.	1.4	1.0	1.5	1.9	1.2	0.9	1.1	1.2	0.5	0.9	1.4	1.0	0.7	0.6	1.0
Stantec Inc.	2.3	1.5	1.3	1.3	1.1	1.4	1.8	1.6	1.5	1.7	1.3	1.2	1.5	1.5	2.5
Tetra Tech, Inc.	1.2	1.2	1.1	1.0	0.8	0.8	0.9	0.9	0.9	1.4	1.4	1.4	2.0	2.8	n/m
TRC Companies, Inc. (i)	0.7	0.3	0.3	0.5	0.6	0.5	0.6	0.4	0.6	0.8	n/a	n/a	n/a	n/a	n/a
URS Corporation (j)	0.6	0.5	0.4	0.4	0.3	0.5	0.5	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Willdan Group, Inc.	0.4	0.1	0.1	0.3	0.2	0.1	0.4	0.9	0.4	1.0	0.8	1.5	1.2	1.5	1.6
Worley Limited	n/m	0.9	1.3	1.4	1.2	0.8	0.6	0.3	0.2	0.4	0.9	1.2	1.4	0.6	0.8
WSP Global Inc. (k)	1.5	1.9	1.7	1.5	1.5	1.3	n/a	1.5	0.8	0.9	1.1	0.9	1.3	1.7	2.5
Minimum	0.39	0.09	0.14	0.31	0.18	0.10	0.35	0.31	0.23	0.36	0.28	0.23	0.16	0.15	0.17
Lower Quartile	0.60	0.44	0.39	0.48	0.40	0.44	0.53	0.50	0.43	0.52	0.68	0.44	0.64	0.56	0.74
Median	1.15	0.64	0.71	0.77	0.64	0.63	0.64	0.69	0.57	0.87	1.00	0.72	0.83	0.87	1.06
Upper Quartile	1.63	0.97	1.26	1.36	1.05	0.94	0.93	0.92	0.87	1.03	1.29	1.17	1.37	1.40	1.51
Maximum	2.53	1.85	1.74	1.89	1.51	1.38	1.82	1.58	1.52	1.69	2.14	1.85	2.04	2.83	2.50

Source: Company SEC Filings, Press Releases, and S&P Capital IQ.

*Enterprise Value defined as market value of equity plus debt and minority interests minus cash. EBIT defined as earnings before interest & taxes.

*FYE multiples are based upon each Company's financial results for the latest twelve months ("LTM") ended December 31st and the stock price as of December 31st.

*Enterprise Value/EBIT multiples above 30.0 have been deemed not meaningful ("n/m") for purposes of this presentation.

(a) Initial Public Offering in 2007.

(b) Initial Public Offering in August 2020.

(c) Initial Public Offering in May 2021.

(d) Acquired by WSP Global Inc. on December 31, 2019.

(e) Acquired by Integrated Mission Solutions LLC, an affiliate of DC Capital Partners LLC, on July 29, 2013.

(f) Initial Public Offering in July 2020.

(g) Initial Public Offering in March 2013.

(h) Initial Public Offering in March 2019.

(i) Acquired by New Mountain Capital, LLC on June 21, 2017.

(j) Acquired by AECOM Technology Corp. on October 17, 2014.

(k) Effective January 1, 2014, GENIVAR INC reorganized into WSP Global Inc. and the company's common shares began trading under the symbol "WSP" on the Toronto Stock Exchange.





ABOUT US

Matheson Financial Advisors, Inc. Matheson Financial Advisors, Inc. is a corporate financial advisory firm providing a broad range of services including independent business valuations, fairness opinions, ownership transition planning, ESOPs, mergers and acquisitions (M&A) representation, and board-level capital strategy consulting for Architecture, Engineering, Construction, and Environmental Consulting firms. We offer the technical expertise of larger investment banks, combined with the personal service and relationship orientation of a smaller boutique advisory firm.

Matheson Financial Advisors combines corporate finance expertise with A/E/C and Environmental Consulting industry specialization, leading to greater success for our clients.

COLVIN MATHESON, CFA, CM&AA
Managing Director

1313 Dolley Madison Boulevard, Suite 305
McLean, Virginia 22101
cmatheson@mathesonadvisors.com
703-760-9125

DAVID COHEN, ESQ., ASA
Managing Director

4 Mechanic Street, Suite 206
Natick, Massachusetts 01760
dcohen@mathesonadvisors.com
508-655-9700

MATTHEW FULTZ, ASA
Director

1313 Dolley Madison Boulevard, Suite 305
McLean, Virginia 22101
mfultz@mathesonadvisors.com
703-760-9122