



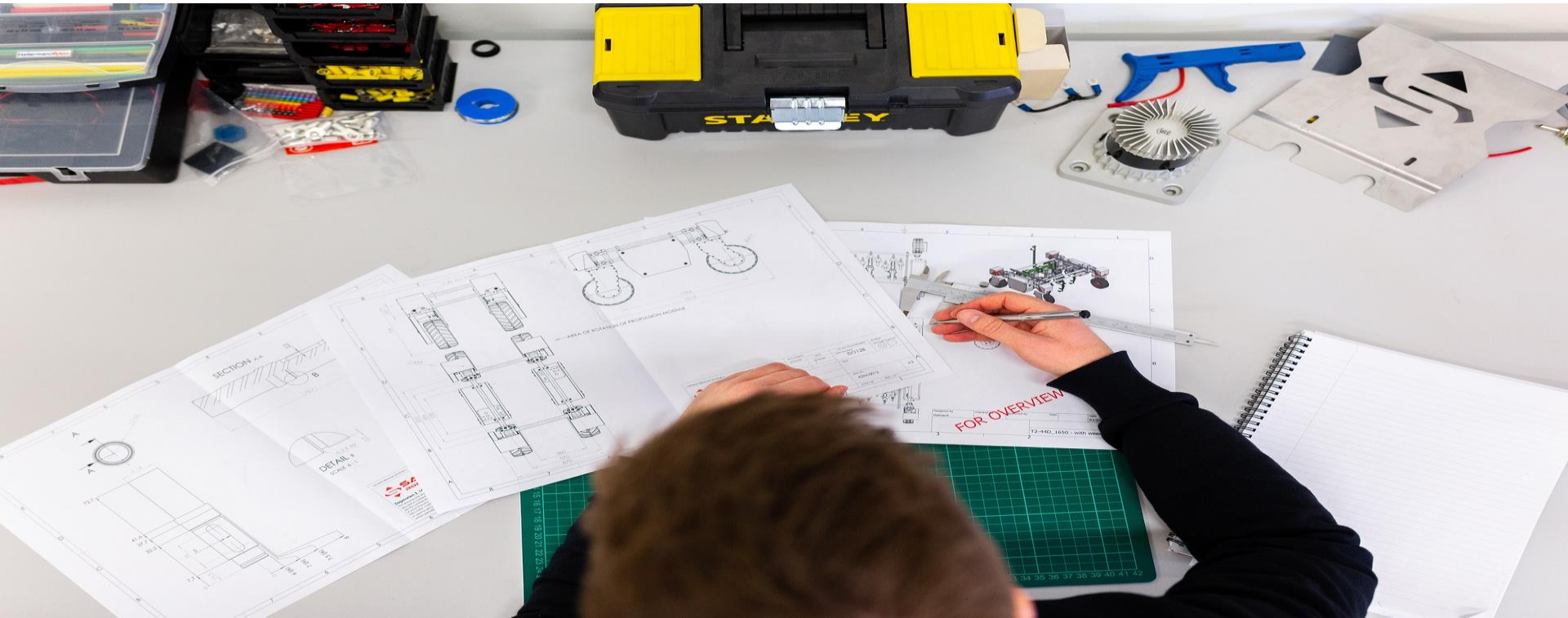
PEAPACK PRIVATE

*Investment Banking*

# Industry Perspectives

## Engineering Services

Spring 2026



# Industry Overview

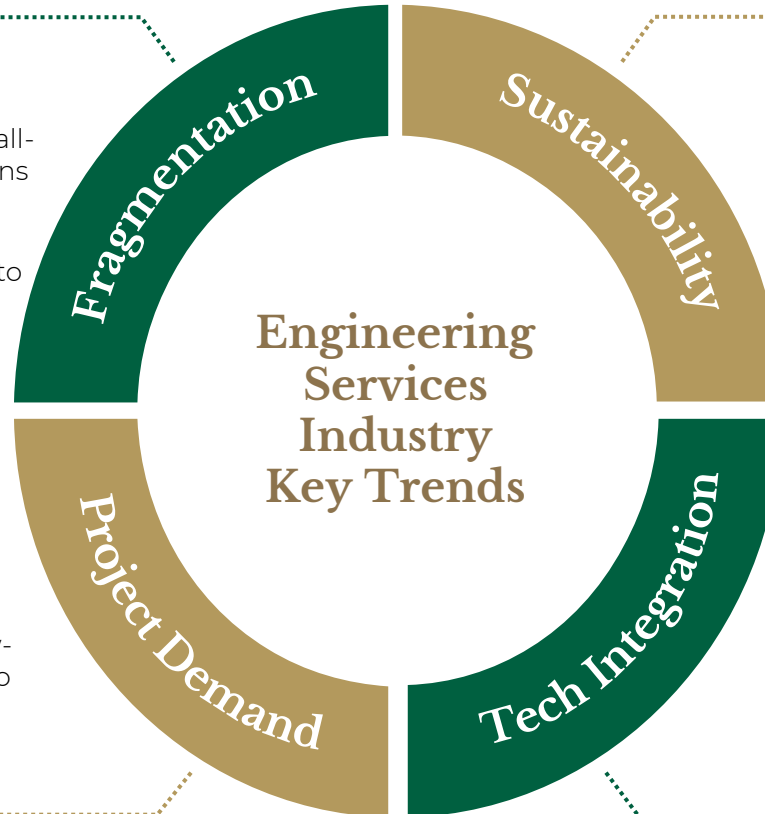
*The Engineering Services industry is a \$361B industry projected to grow to \$396B by 2031, driven by strong project demand, sustainability initiatives, tech integration, and a fragmented competitive market*

## **Fragmentation**

- Engineering Services is highly fragmented, with numerous small-businesses serving specific regions and niche markets
- Industry fragmentation in a mature market is priming firms to pursue roll-up opportunities as they look to strengthen their service offerings

## **Project Demand**

- Semiconductor and data center projects are becoming growth catalysts for companies
- Firms are shifting away from low-margin office and retail work into complex facilities consulting, creating higher-value pipelines



## **Sustainability**

- The adoption of eco-friendly practices and sustainable materials use in client projects has become a key differentiator for companies
- This adoption is helping companies cater to a customer base that is increasingly more concerned with environmental impact

## **Tech Integration**

- Companies are increasingly incorporating tools like BIM, 3D printing, and cloud technology
- Integration allows engineering service providers to reduce costs, enhance collaboration, and streamline project timelines

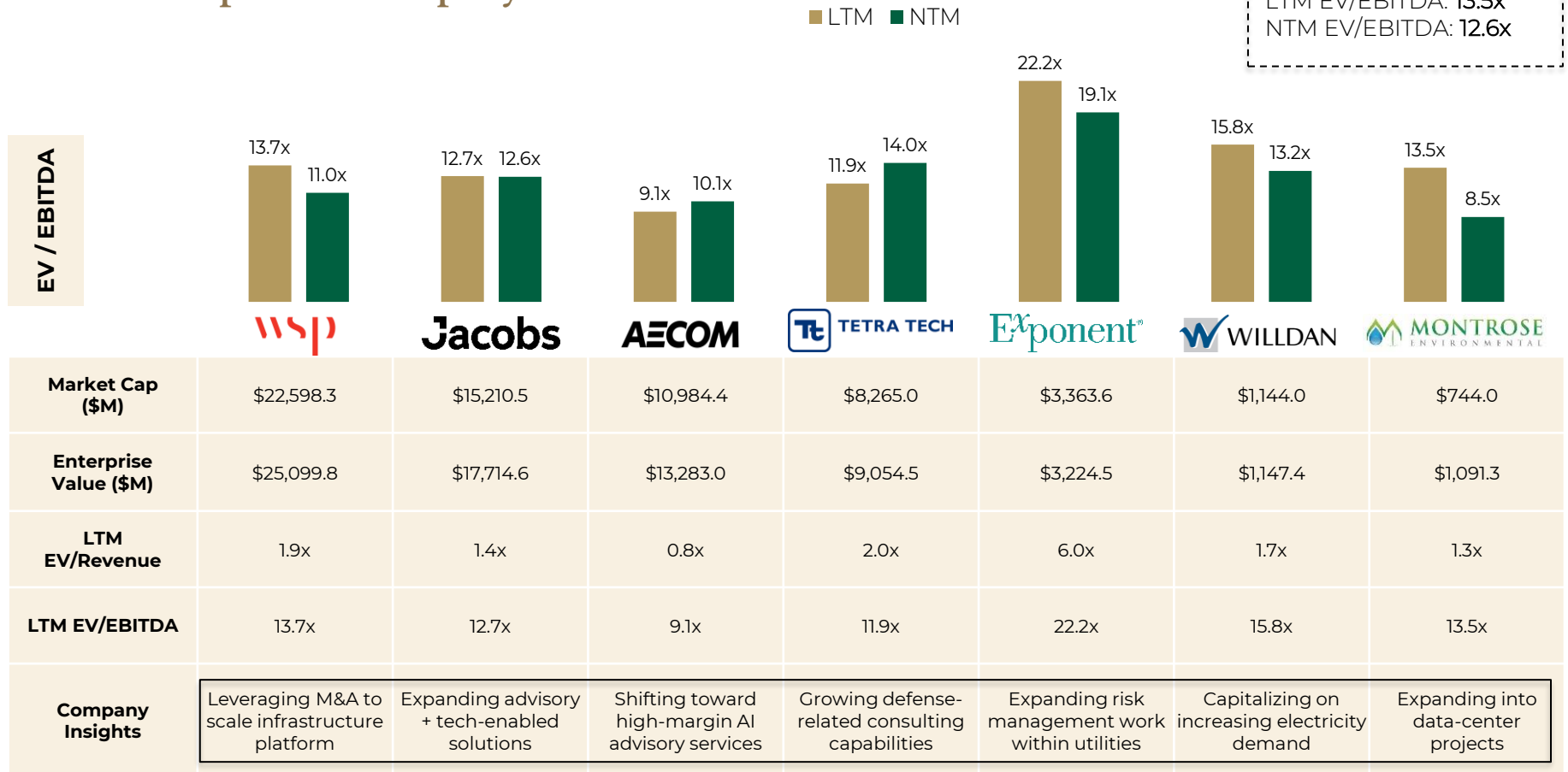
Source: IBIS World – Engineering Services in the US, January 2026

Securities offered through our affiliated broker dealer, PGB Securities LLC., member FINRA/SIPC.

# Public Market Activity

The public comparable companies below illustrate value assigned to engineering services businesses for their recurring project pipelines, and scalable expertise-driven operations

## Public Comparable Company Metrics



Source: Capital IQ as of 04/22/2026

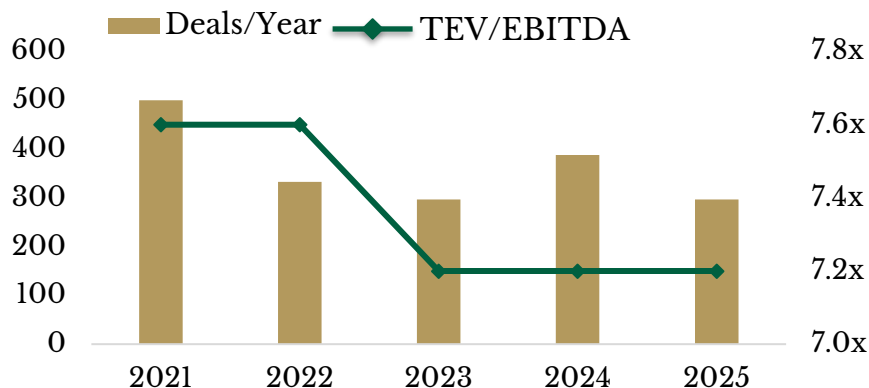
Note: LTM = Last Twelve Months; NTM = Next Twelve Months; EV = Enterprise Value

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# 2025 Middle Market M&A Overview

Deal volume slowed in 2025, reflecting broader macroeconomic pressures, including tariffs and uncertainty surrounding the interest rate environment, though average TEV/EBITDA multiples for business services companies saw no change from 2024 to 2025

## Average Multiples and Deal Volume



## TEV / EBITDA – All Industries<sup>(1)</sup>

TEV (\$M)	2021	2022	2023	2024	YTD	Total	N =
10-25	6.1x	6.4x	5.9x	6.4x	6.2x	5.9x	2,116
25-50	7.2x	7.1x	6.9x	6.8x	6.8x	6.7x	1,693
50-100	8.3x	8.5x	8.1x	8.1x	8.0x	7.7x	1,178
100-250	9.3x	9.2x	9.5x	8.5x	9.7x	8.6x	662
250-500	10.9x	9.7x	10.2x	9.8x	9.6x	9.8x	106
<b>Total</b>	<b>7.6x</b>	<b>7.6x</b>	<b>7.2x</b>	<b>7.2x</b>	<b>7.2x</b>	<b>6.9x</b>	-
N =	500	333	297	388	297	-	5,755

## TEV / EBITDA – By Industry Category<sup>(1)(2)</sup>

Industry Category	2021	2022	2023	2024	2025	Total	N =
Manufacturing	7.3x	7.5x	6.7x	7.0x	6.6x	6.5x	2,257
<b>Business Services</b>	<b>7.4x</b>	<b>7.5x</b>	<b>7.2x</b>	<b>7.4x</b>	<b>7.4x</b>	<b>7.0x</b>	<b>1,386</b>
Health Care Services	8.3x	8.4x	9.2x	7.7x	8.8x	7.7x	504
Retail	8.4x	8.0x	6.1x	7.4x	7.5x	7.1x	151
Distribution	7.6x	7.3x	7.4x	6.9x	6.9x	6.9x	630
Media & Telecom	7.0x	9.1x	6.8x	6.8x	6.9x	7.6x	89
Technology	10.5x	8.1x	10.2x	7.9x	6.4x	8.5x	195
Other	7.5x	7.5x	7.1x	7.2x	7.1x	6.6x	519
<b>Total</b>							<b>5,731</b>

Source: GF Data

(1) N denotes number of transactions

## Quality Premium – Buyouts Only<sup>(3)</sup>

	2021	2022	2023	2024	2025	Total
Above Average Financials	7.7x	7.6x	7.6x	7.0x	7.2x	6.9x
Other Buyouts	7.4x	7.2x	6.7x	7.2x	7.2x	6.7x
Premium / (Discount)	104%	106%	113%	97%	100%	103%
Incidence	64%	67%	58%	47%	44%	55%

(2) Data includes deals with Total Enterprise Values between \$10 - \$250 million

(3) Percentage of buyout deals where above-average financial performers were present

# Select Private Equity Add-On Activity

Private equity firms have increased investment in engineering services as the sector offers consistent project demand, consolidation opportunities, growing infrastructure needs, and strong potential for efficiency gains and profitable exits

## Private Equity Fund

## Platform

Source: Pitchbook as of 04/22/2026. Select add-on logos only for illustrative purposes, some add-on logos unavailable

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# Select Major Transactions

*Recent major transactions highlight the push to consolidate the fragmented engineering consulting services industry, as companies look to leverage niche technical expertise, expand geographic reach, and broaden service offerings*



acquired



**12/15/25 Deal Value: \$3,300M (15.9x TEV / LTM EBITDA)**

- TRC Companies, founded in 1969 and a CD&R platform company, is a Canadian-based consulting firm
- Offers services in permitting, licensing, stakeholder engagement, technology commercialization, and conceptual studies
- Acquisition expands WSP's presence in high-growth energy transition markets and strengthens their full-service infrastructure offerings



acquired



**05/01/25 Deal Value: \$96M (10.6x TEV / LTM EBITDA)**

- Sage Group, founded in 1994, is an Australia-based provider of industrial digitalization and automation consulting services
- Offers diverse services, including end-to-end project consultancy, smart manufacturing processes, energy management systems, and data-driven resource management
- Acquisition expands Tetra Tech's digital systems advisory solutions to a broader suite of clients



acquired



**03/06/25 Deal Value: \$43M**

- Alternative Power Generation, founded in 2015, operates as an engineering, procurement, and construction company
- Offers services for cooperative utilities, independent system operators, and manufacturers of solar panels and inverters
- Acquisition strengthens Willdan's position in electrical engineering and energy transition

Source(s): Capital IQ, Pitchbook

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# About Peapack Private Bank & Trust

Peapack Private Bank & Trust (NASDAQ:PGC) is a 105-year-old boutique commercial bank with total assets of \$7.7 billion and AUM of \$13.1 billion as of 3/31/2026. Business segments include Commercial Banking, Wealth Management, Investment Banking, Commercial Real Estate, Peapack Capital (Equipment Finance), and Retail Banking

## Industry Sector Coverage

<p>Business Services</p> 	<p>Information Technology</p> 	<p>Industrials</p> 	<p>Materials</p> 
<p>Food and Beverage</p> 	<p>Consumer</p> 	<p>Healthcare</p> 	<p>Building Products</p> 

## What Makes Us Different

- ✓ Middle Market Experts
- ✓ Senior-Level Attention
- ✓ Independent, Objective Advice
- ✓ Unparalleled Resources
- ✓ Customized Solutions
- ✓ Honorable Business Practices
- ✓ One Team



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