



**COMFORT  
SYSTEMS USA**

Quality People. Building Solutions.

**Q1 2025 Earnings Call**

NYSE: FIX

April 25, 2025

**COMFORT  
SYSTEMS USA**

## SAFE HARBOR

Certain statements and information in this presentation may constitute forward-looking statements within the meaning of applicable securities laws and regulations. The words “believe,” “expect,” “anticipate,” “plan,” “intend,” “foresee,” “should,” “would,” “could,” or other similar expressions are intended to identify forward-looking statements, which are generally not historic in nature. These forward-looking statements are based on the current expectations and beliefs of Comfort Systems USA, Inc. and its subsidiaries (collectively, the “Company”) concerning future developments and their effect on the Company. While the Company’s management believes that these forward-looking statements are reasonable as and when made, there can be no assurance that future developments affecting the Company will be those that it anticipates, and the Company’s actual results of operations, financial condition and liquidity, and the development of the industry in which the Company operates, may differ materially from those made in or suggested by the forward-looking statements contained in this presentation. In addition, even if our results of operations, financial condition and liquidity, and the development of the industry in which we operate, are consistent with the forward-looking statements contained in this presentation, those results or developments may not be indicative of our results or developments in subsequent periods. All comments concerning the Company’s expectations for future revenue and operating results are based on the Company’s forecasts for its existing operations and do not include the potential impact of any future acquisitions. The Company’s forward-looking statements involve significant risks and uncertainties (some of which are beyond the Company’s control) and assumptions that could cause actual future results to differ materially from the Company’s historical experience and its present expectations or projections.

Important factors that could cause actual results to differ materially from those in the forward-looking statements include, but are not limited to: the use of incorrect estimates for bidding a fixed-price contract; undertaking contractual commitments that exceed the Company’s labor resources; failing to perform contractual obligations efficiently enough to maintain profitability; national or regional weakness in construction activity and economic conditions; rising inflation and fluctuations in interest rates; shortages of labor and specialty building materials or material increases to the cost thereof; the Company’s business being negatively affected by health crises or outbreaks of disease, such as epidemics or pandemics (and related impacts, such as supply chain disruptions); financial difficulties affecting projects, vendors, customers, or subcontractors; the Company’s backlog failing to translate into actual revenue or profits; failure of third party subcontractors and suppliers to complete work as anticipated; difficulty in obtaining, or increased costs associated with, bonding and insurance; impairment to goodwill; errors in the Company’s cost-to-cost input method of accounting; the result of competition in the Company’s markets; the Company’s decentralized management structure; material failure to comply with varying state and local laws, regulations or requirements; debarment from bidding on or performing government contracts; retention of key management; seasonal fluctuations in the demand for mechanical and electrical systems; the imposition of past and future liability from environmental, safety, and health regulations including the inherent risk associated with self-insurance; adverse litigation results; an increase in our effective tax rate; a material information technology failure or a material cyber security breach; risks associated with acquisitions, such as challenges to our ability to integrate those companies into our internal control environment; our ability to manage growth and geographically-dispersed operations; our ability to obtain financing on acceptable terms; extreme weather conditions (such as storms, droughts, extreme heat or cold, wildfires and floods), including as a result of climate change, and any resulting regulations or restrictions related thereto; and other risks detailed in our reports filed with the Securities and Exchange Commission (the “SEC”).

For additional information regarding known material factors that could cause the Company’s results to differ from its projected results, please see its filings with the SEC, including its Annual Report on Form 10-K, Quarterly Reports on Form 10-Q, and Current Reports on Form 8-K. Readers are cautioned not to place undue reliance on forward-looking statements, which speak only as of the date hereof. The Company undertakes no obligation to publicly update or revise any forward-looking statements after the date they are made, whether because of new information, future events, or otherwise.

## NON-GAAP MEASURES

Certain measures in this presentation are not measures calculated in accordance with generally accepted accounting principles (“GAAP”). They should not be considered a replacement for GAAP results. Non-GAAP financial measures appearing in these slides are identified in the footnote. See the Appendices for a reconciliation of these non-GAAP measures to the most comparable GAAP financial measures.

# Q1 2025 FINANCIAL RESULTS HIGHLIGHTS

Q1 2025 Revenue was \$1.83 billion compared to \$1.54 billion in Q1 2024

Gross Profit percentage increased to 22.0% vs. 19.3% in Q1 2024

SG&A increased to \$194.9 million from \$162.7 million in Q1 2024

EPS was \$4.75 per diluted share compared to \$2.69 in Q1 2024

Q1 2025 Cash Used in Operations was \$88.0 million compared to Cash Provided from Operations of \$146.6 million in Q1 2024

Q1 2025 Backlog was \$6.89 billion compared to \$5.99 billion in Q4 2024 and \$5.91 billion in Q1 2024

# KEY FINANCIAL DATA – INCOME STATEMENT - QTD

(\$ Thousands, Except Per Share Data) (Unaudited)

	For the Three Months Ended				Variance	
	March 31,				\$	%
	2025		2024			
Revenue	\$ 1,831,286	100.0%	\$ 1,537,016	100.0%	\$ 294,270	19.1%
Cost of Services	1,427,870	78.0%	1,239,653	80.7%	188,217	15.2%
Gross Profit	403,416	22.0%	297,363	19.3%	106,053	35.7%
Selling, General and Administrative Expenses	194,874	10.6%	162,723	10.6%	32,151	19.8%
Gain on Sale of Assets	(556)	–	(820)	–	264	-32.2%
Operating Income	<u>\$ 209,098</u>	11.4%	<u>\$ 135,460</u>	8.8%	<u>\$ 73,638</u>	<u>54.4%</u>
Net Income	<u>\$ 169,289</u>	9.2%	<u>\$ 96,319</u>	6.3%	<u>\$ 72,970</u>	<u>75.8%</u>
Diluted EPS	<u>\$ 4.75</u>		<u>\$ 2.69</u>		<u>\$ 2.06</u>	<u>76.6%</u>
Adjusted EBITDA <sup>(1)</sup>	<u>\$ 242,667</u>	13.3%	<u>\$ 169,807</u>	11.0%	<u>\$ 72,860</u>	<u>42.9%</u>

(1) See Slide 9 for GAAP Reconciliation to Adjusted EBITDA

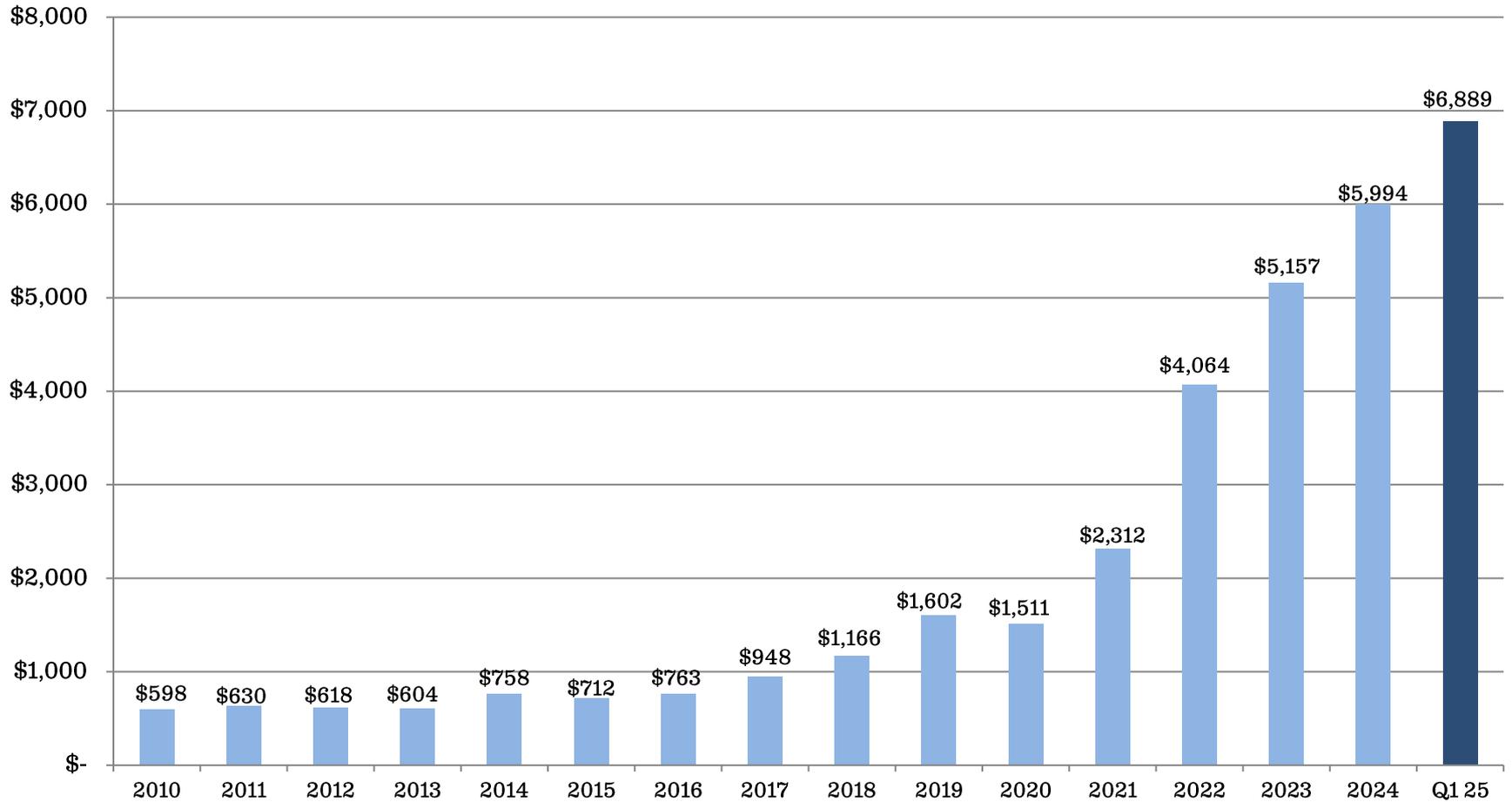
# KEY FINANCIAL DATA – BALANCE SHEET

(\$ Millions)

	<u>3/31/2025</u> (Unaudited)	<u>12/31/2024</u>
Cash	\$ 204.8	\$ 549.9
Working Capital	\$ 186.3	\$ 207.5
Goodwill	\$ 905.8	\$ 875.3
Intangible Assets, Net	\$ 441.5	\$ 434.4
Total Debt	\$ 67.8	\$ 68.3
Equity	\$ 1,777.0	\$ 1,704.7

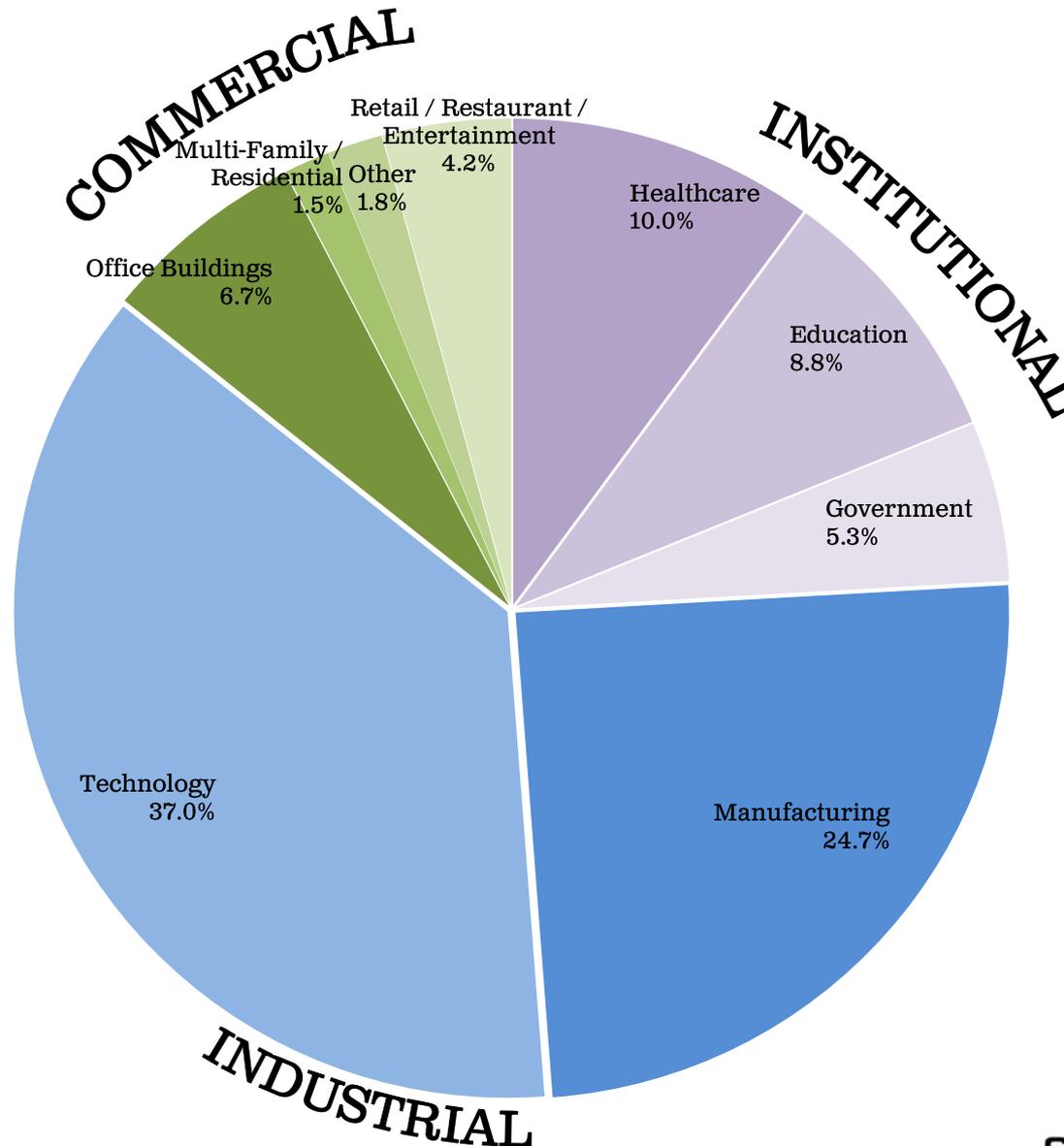
# BACKLOG

(\$ Millions) (Unaudited)



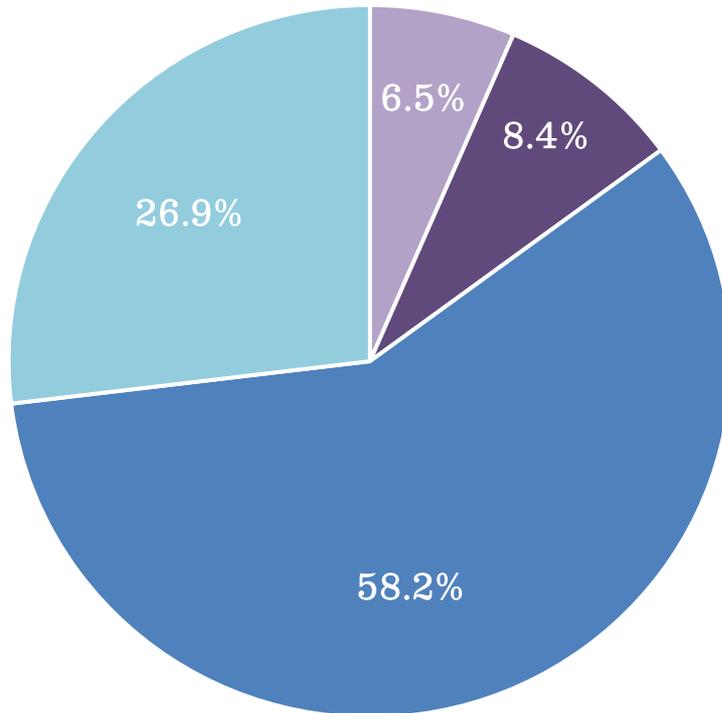
# REVENUE BY TYPE OF CUSTOMER

(YTD)

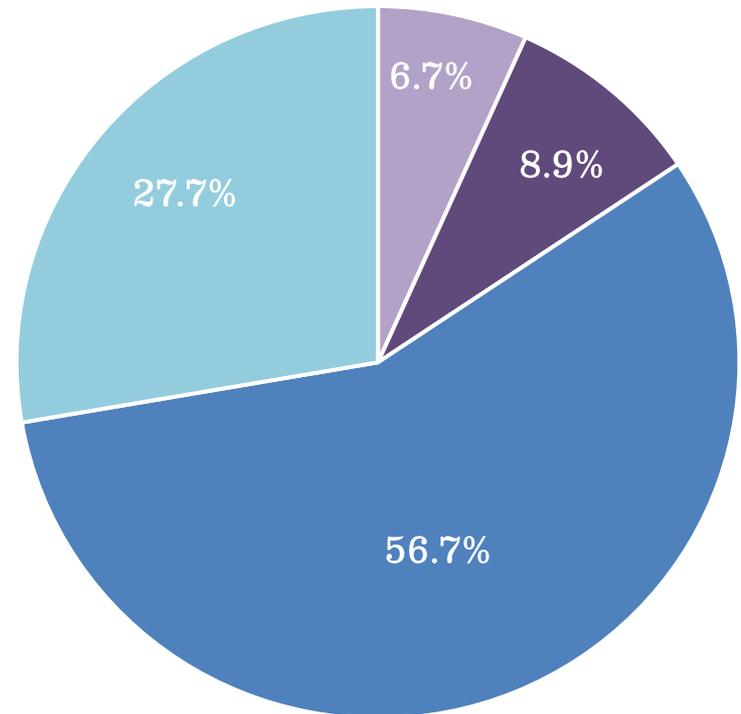


# REVENUE BY ACTIVITY TYPE

YTD 2025



Annual 2024



● New Construction ● Existing Building Construction ● Service Projects ● Service Calls, Maintenance & Monitoring

# APPENDIX

# APPENDIX I – GAAP RECONCILIATION TO ADJUSTED EBITDA

(\$ Thousands) (Unaudited)

	Three Months Ended	
	March 31,	
	2025	2024
Net Income	\$ 169,289	\$ 96,319
Provision for Income Taxes	38,723	26,737
Other Income, net	(24)	(117)
Changes in the Fair Value of Contingent		
Earn-out Obligations	3,758	12,491
Interest Expense (Income), net	(2,648)	30
Gain on Sale of Assets	(556)	(820)
Amortization	20,115	23,913
Depreciation	14,010	11,254
Adjusted EBITDA	<u>\$ 242,667</u>	<u>\$ 169,807</u>

Note: The Company defines adjusted earnings before interest, taxes, depreciation and amortization (“Adjusted EBITDA”) as net income, provision for income taxes, other expense (income), net, changes in the fair value of contingent earn-out obligations, interest expense (income), net, gain on sale of assets, goodwill impairment, other one-time expenses or gains and depreciation and amortization. Other companies may define Adjusted EBITDA differently. Adjusted EBITDA is presented because it is a financial measure that is frequently requested by third parties. However, Adjusted EBITDA is not considered under generally accepted accounting principles as a primary measure of an entity’s financial results, and accordingly, Adjusted EBITDA should not be considered an alternative to operating income, net income, or cash flows as determined under generally accepted accounting principles and as reported by the Company.

# APPENDIX II – GAAP RECONCILIATION TO FREE CASH FLOW

(\$ Thousands) (Unaudited)

	Three Months Ended March 31,	
	<u>2025</u>	<u>2024</u>
Cash from Operating Activities	\$ (87,950)	\$ 146,557
Purchases of Property and Equipment	(22,208)	(24,952)
Proceeds from Sales of Property and Equipment	1,095	1,014
Free Cash Flow	<u>\$ (109,063)</u>	<u>\$ 122,619</u>

Note: Free cash flow is defined as cash flow from operating activities less customary capital expenditures, plus the proceeds from asset sales. Other companies may define free cash flow differently. Free cash flow is presented because it is a financial measure that is frequently requested by third parties. However, free cash flow is not considered under generally accepted accounting principles as a primary measure of an entity's financial results, and accordingly, free cash flow should not be considered an alternative to operating income, net income, or cash flows as determined under generally accepted accounting principles and as reported by the Company.