



BOXINGTON

MarketTracker™

Human Capital Sector M&A

Covering the six months to 31st July 2023

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HUMAN CAPITAL SECTOR M&A

Covering the six months to 31st July 2023

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"Despite a challenging economic backdrop globally, quoted market share prices in the Human Capital Sector for the period remained above most all-share indices, although with some volatility.

As for underlying valuation multiples for the sector, these were relatively flat, which we believe is explained by tough market conditions having already been priced into valuation.

M+A activity in the Human Capital sector remained resilient compared to the wider M+A market, with a high volume of deals completed by Private Equity through a mix of primary and buy-and-build investments. Buyers were acquiring overwhelmingly technology and SaaS platforms as the Human Capital Sector continues its digitisation journey."

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HUMAN CAPITAL SECTOR M&A - KEY TAKEAWAYS

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Covering the six months to 31st July 2023

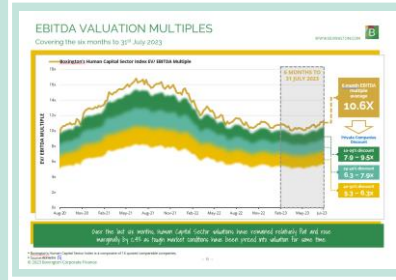


#1

Quoted Market Valuations

Despite a challenging economic backdrop globally, quoted market share prices in the Human Capital Sector for the period remained above most all-share indices, although with some volatility.

SEE PAGE 5

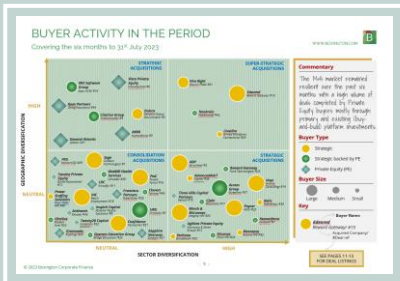


#2

EBITDA Valuation Multiples

Over the last six months, Human Capital Sector valuation multiples were relatively flat, which we believe is explained by tough market conditions having already been priced into valuation.

SEE PAGE 6

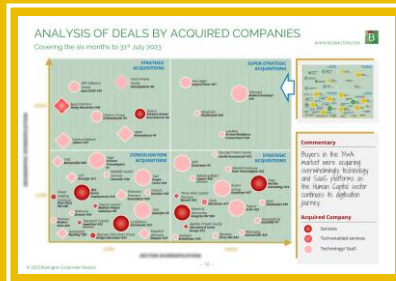


#3

Buyer & Investor Activity in the Period

The M&A market remained resilient over the past six months with a high volume of deals completed by Private Equity buyers through a mix of primary and buy-and-build investments.

SEE PAGE 9



#4

Analysis of Deals by Acquired Companies

Buyers in the M&A market were acquiring overwhelmingly technology and SaaS platforms as the Human Capital sector continues its digitisation journey.

SEE PAGE 10

About Boxington

Boxington is an internationally respected, research-driven, independent M&A advisory house, specialising in advising shareholders of companies across the Business services & technologies sector globally including the Human Capital sector.

Our Services



Unrivalled Buyer & Investor Coverage for the Sector



SEE PAGES 14-19

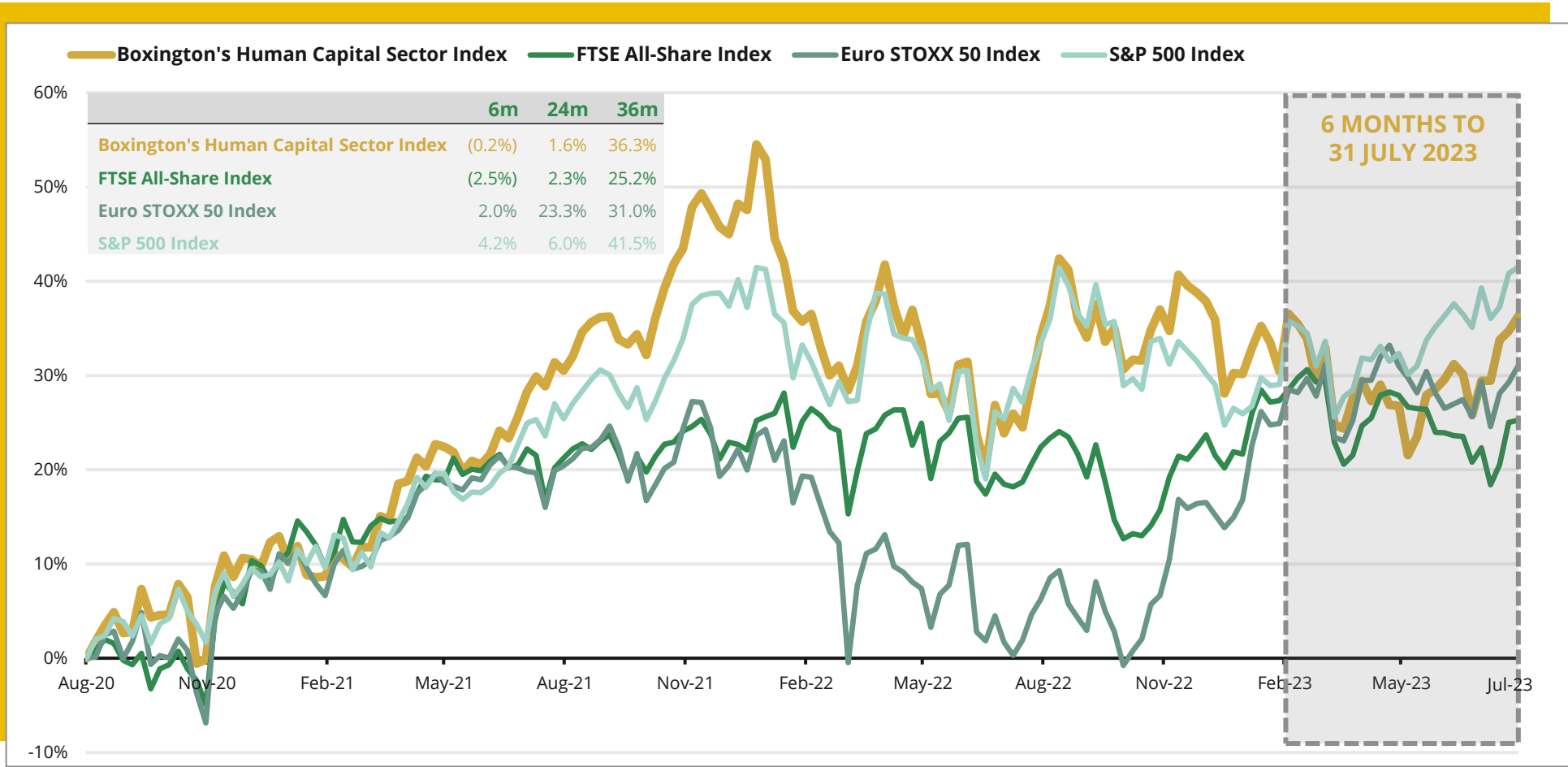


VALUATION

COVERING THE LAST SIX MONTHS TO 31ST JULY 2023

QUOTED MARKET VALUATIONS

Covering the six months to 31st July 2023



Despite a challenging economic backdrop globally, quoted market share prices in the Human Capital Sector for the period remained above most all-share indices, although with some volatility.

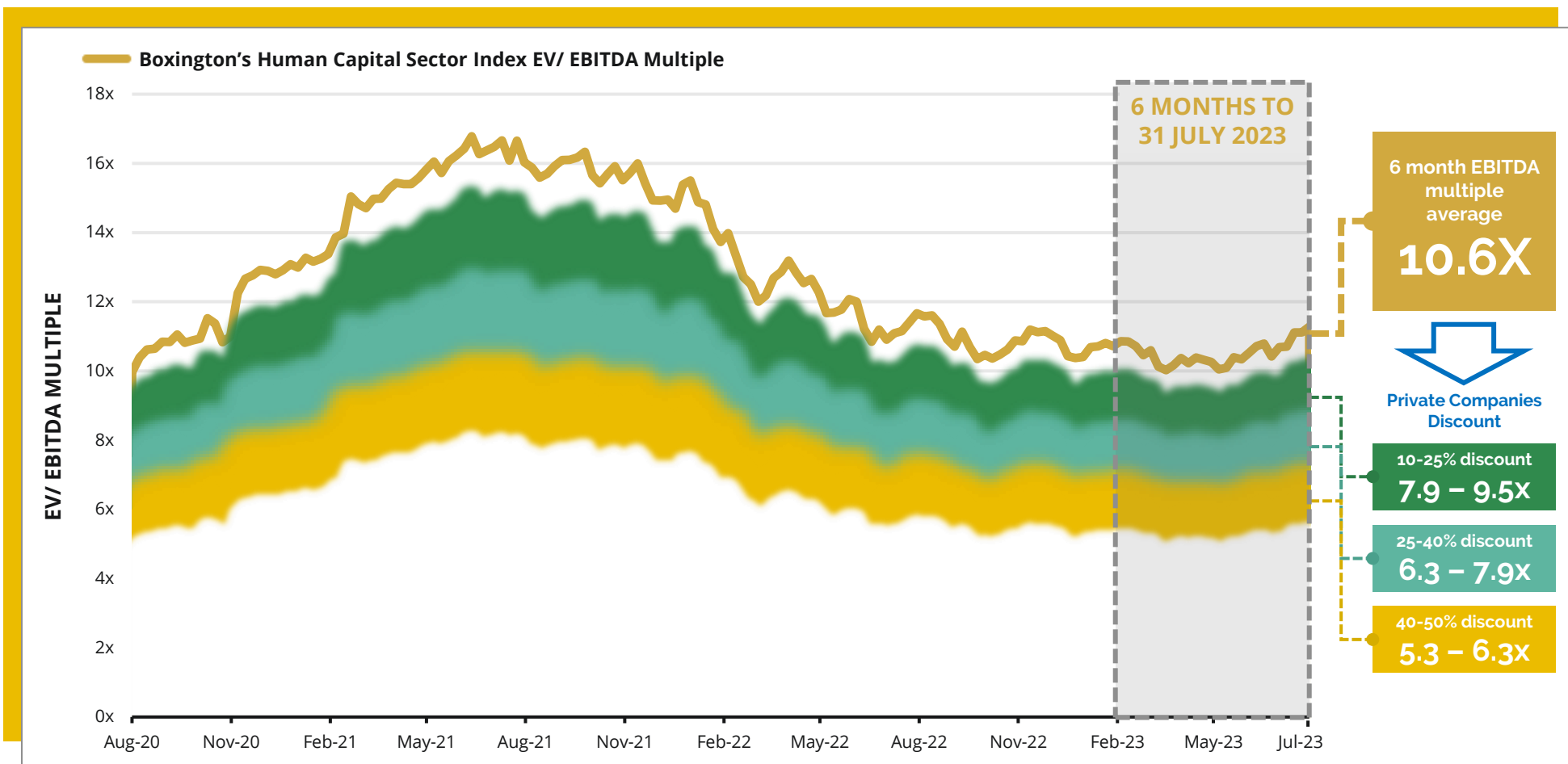
* Boxington's Human Capital Sector Index is a composite of 16 quoted comparable companies.

* Source: REFINITIV 

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EBITDA VALUATION MULTIPLES

Covering the six months to 31st July 2023



Over the last six months, Human Capital Sector valuation multiples were relatively flat, which we believe is explained by tough market conditions having already been priced into valuation.

* Boxington's Human Capital Sector Index is a composite of 16 quoted comparable companies.

* Source: REFINITIV 

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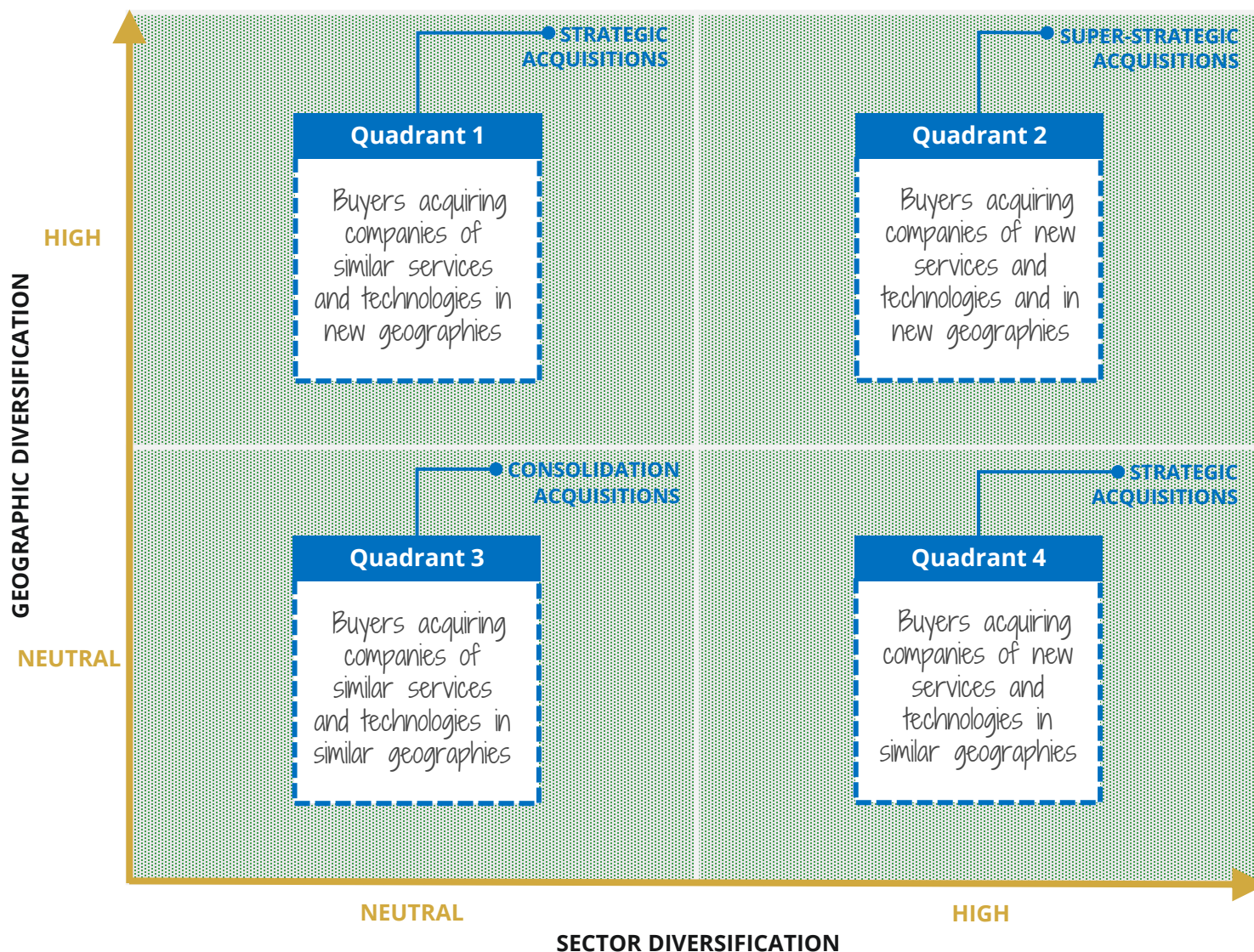
DEAL ACTIVITY

COVERING THE LAST SIX MONTHS TO 31ST JULY 2023

BUYER & INVESTOR ANALYSIS

Covering the six months to 31st July 2023

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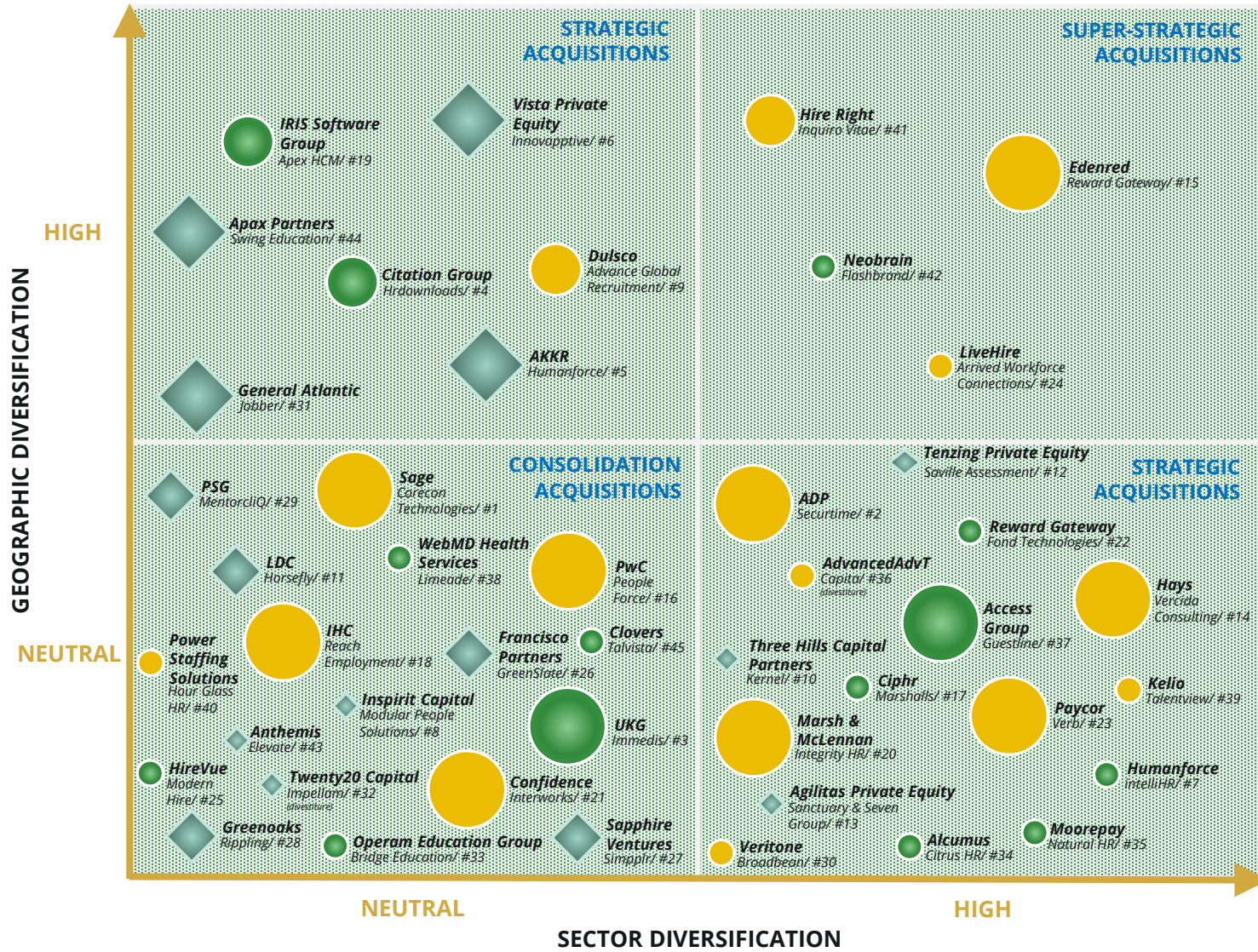


We analyse buyer activity in the sector to determine whether their acquisitions are "consolidations", "strategic" (geographic or sector diversification), or "super-strategic" (both geographic and sector diversification).

In our experience, there is a strong correlation between these deal categories and deal valuation, with consolidation deals attracting lower valuation multiples compared to strategic and super-strategic acquisitions.

BUYER & INVESTOR ACTIVITY IN THE PERIOD

Covering the six months to 31st July 2023



Commentary

The M+A market remained resilient over the past six months with a high volume of deals completed by Private Equity buyers through a mix of primary and buy-and-build investments.

Buyer Type

- Strategic
- Strategic backed by PE
- Private Equity (PE)

Buyer Size

- Large
- Medium
- Small

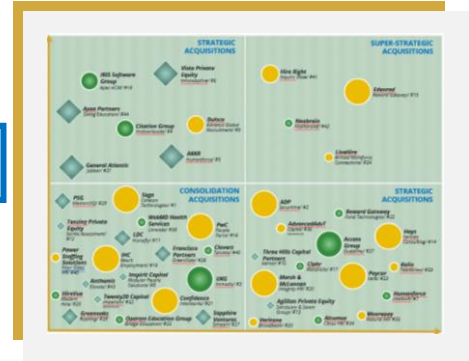
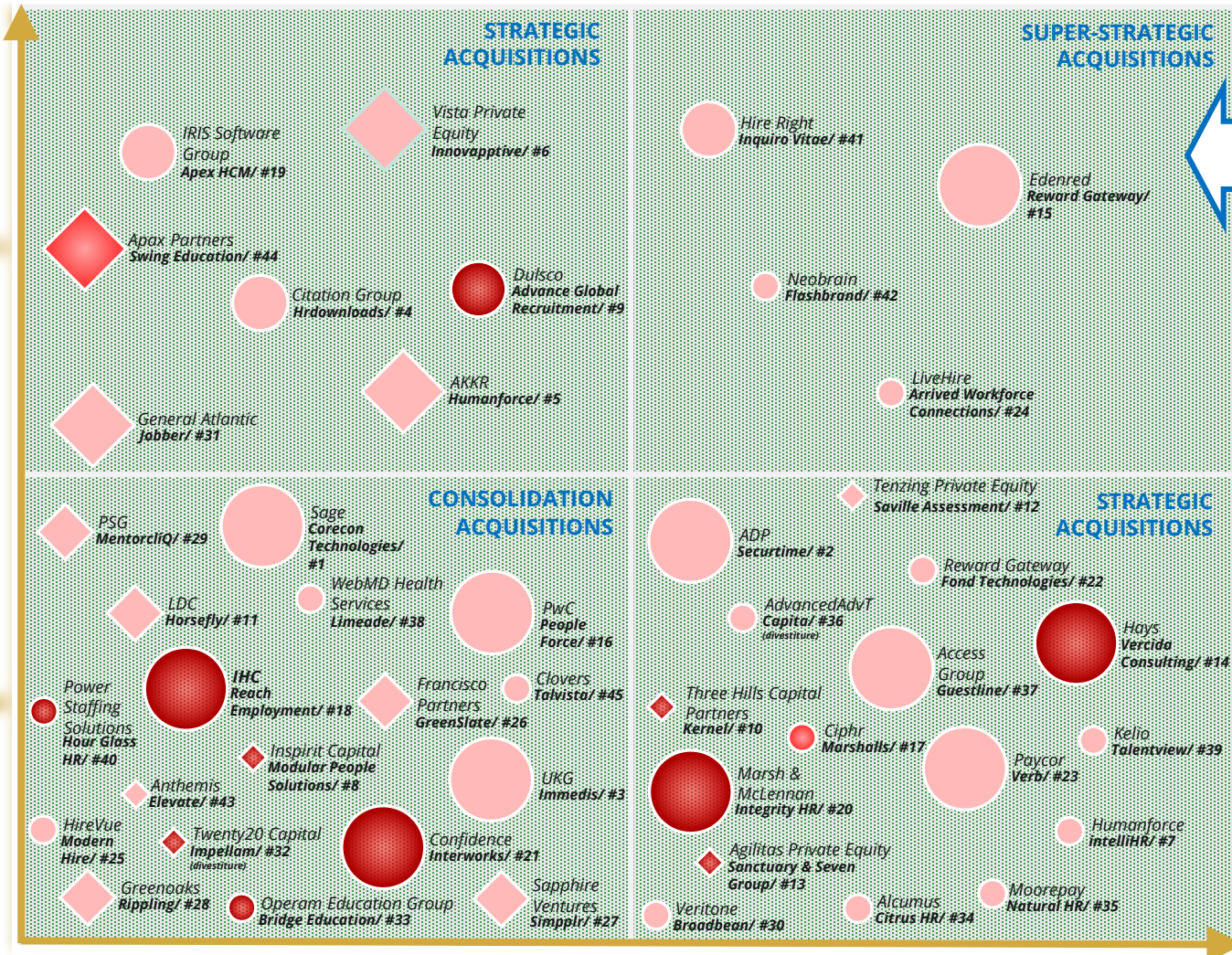
Key

Buyer Name
 Acquired Company/
 #Deal ref

SEE PAGES 11-13 FOR DEAL LISTINGS

ANALYSIS OF DEALS BY ACQUIRED COMPANIES

Covering the six months to 31st July 2023



Commentary

Buyers in the M&A market were acquiring overwhelmingly technology and SaaS platforms as the Human Capital sector continues its digitisation journey.

Acquired Company

- Services
- Tech-enabled services
- Technology/ SaaS

KEYNOTE HUMAN CAPITAL DEALS

Covering the six months to 31st July 2023

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#	Buyer	HQ	Target	HQ	Target Description	Deal Size	Buyer Type
1.					Preconstruction and project management solutions	n.d.	Strategic
2.					Provider of time and attendance solutions in the APAC region	n.d.	Strategic
3.					Global payroll provider with technology and services supporting over 160 countries	n.d.	Strategic (PE)
4.					Provider of HR software, content and advisory support	n.d.	Strategic (PE)
5.					Provider of workforce management solutions	n.d.	Private Equity
6.					SaaS based connected worker platform	n.d.	Private Equity
7.					HCM platform providing workforce management and payroll solutions	£40m	Strategic (PE)
8.					Divestiture – Supports clients recruit, train, deploy and develop their workforce	£21m	Private Equity
9.					Specialists in the supply of skilled personnel to the Energy market	n.d.	Strategic
10.					Platform that invests in and operates recruitment businesses globally	n.d.	Private Equity
11.					AI-based talent analytics platform	n.d.	Private Equity
12.					Talent assessment and development platform offering psychometric assessments	n.d.	Private Equity
13.					Provider of health and social care recruitment services	n.d.	Private Equity
14.					Provider of diversity, equity and inclusion services	n.d.	Strategic
15.					Employee engagement company offering a unified suite of solutions	£1,200m	Strategic

KEYNOTE HUMAN CAPITAL DEALS

Covering the six months to 31st July 2023

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#	Buyer	HQ	Target	HQ	Target Description	Deal Size	Buyer Type
16.	pwc		peopleforce		Provider of HR software to help businesses manage their workforce	n.d.	Strategic
17.	ciphr		MARSHALL E-LEARNING CONSULTANCY		Specialist diversity and inclusion online learning provider	n.d.	Strategic (PE)
18.	IHC		REACH Talent & Workforce Solutions		Recruitment company serving the government and private entities	£67m	Strategic
19.	IRIS		apex Human Capital Management		Provider of cloud-based HCM enterprise software	n.d.	Strategic (PE)
20.	Marsh McLennan Agency		iHR integrity HR		Provider of human resource services serving midsize clients	n.d.	Strategic
21.	Confidence		interworks		Recruitment company providing employment related services and operating job sites	n.d.	Strategic
22.	Reward Gateway		FOND		Provider of employee recognition, rewards and perks	n.d.	Strategic (PE)
23.	Paycor		Vc.b		People development platform creating best in class workplace training	n.d.	Strategic (PE)
24.	livehire		ARRIVED WORKFORCE CONNECTIONS		Provider of shift scheduling solutions	n.d.	Strategic
25.	HireVue		Modern Hire		Intelligent hiring platform with screening, assessment and interview features	n.d.	Strategic (PE)
26.	FP FRANCISCO PARTNERS		GREENSLATE		Provider of payroll and production accounting solutions for the entertainment industry	n.d.	Private Equity
27.	SAPPHIRE VENTURES		SIMPLR		Employee experience platform powered by artificial intelligence	£55m	Strategic (PE)
28.	GREENOAKS		RIPPLING		Workforce management platform providing ATS, benefits and talent management services	£390m	Private Equity
29.	PSG PROVIDENCE STRATEGIC GROWTH		mentorcliQ		Provider of employee mentoring software	£62m	Private Equity
30.	VERITONE		broadbean technology		SaaS technology provider focused on making talent acquisition and engagement efficient	£41m	Strategic

KEYNOTE HUMAN CAPITAL DEALS

Covering the six months to 31st July 2023

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#	Buyer	HQ	Target	HQ	Target Description	Deal Size	Buyer Type
31.	 GENERAL ATLANTIC		 JOBBER		Operations management platform for small home service businesses	£85m	Private Equity
32.	 20 PRIVATE EQUITY		 Impellam Group		Divestiture – Impellam's UK staffing business and healthcare staffing business	£85m	Private Equity
33.	Operam Education Group 		 bridge education		Education recruitment specialist placing teachers, supervisors and support staff	n.d.	Strategic (PE)
34.	 Alcumus Safer, Healthier, Stronger		 citrusHR		Provider of human resource support and advisory services	n.d.	Strategic (PE)
35.	 moorepay Payroll & HR Solutions		 naturalhr		All-in-one, feature-rich, cloud-based human resource software provider	n.d.	Strategic (PE)
36.	 AdvancedAdvT		 Capita		Divestiture – Capita's non-core software business (CIBS, CHKS, Retain, WFM, Synaptic)	£33m	Strategic
37.	 access		 Guestline		Hotel distribution and operations platform provider	n.d.	Strategic (PE)
38.	 WebMD		 Limeade		An immersive online wellbeing company	n.d.	Strategic
39.	 Kelio		 TALENTVIEW GETTING EMPLOYERS NOTICED & LOVED		Developer of applicant tracking software (ATS)	n.d.	Strategic
40.	 POWER STAFFING SOLUTIONS		 HOURLASS ^{HR}		Provider of RPO, healthcare, IT and engineering staffing services	n.d.	Strategic
41.	 HIRE RIGHT [™]		 Inquirovitae		Provider of background screening services	n.d.	Strategic
42.	 NEOBRAIN		 Flashbrand		HR performance platform specialising in the optimisation of employee engagement	n.d.	Strategic (PE)
43.	 anthemis		 elevate		Consumer benefits administration platform	£22m	Strategic (PE)
44.	 Apax		 SWING education		Online marketplace connecting schools and substitute teachers	£30m	Private Equity
45.	 clovers		 TalVista Serenity beyond the obvious		Inclusion decision support platform helping businesses become aware of hiring bias	n.d.	Strategic (PE)



ABOUT BOXINGTON

SECTOR SPECIALIST M&A ADVISORS

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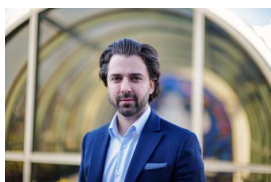


ABOUT BOXINGTON

Sector specialist M&A advisors

BOXINGTON is an internationally respected, research-driven, independent M&A advisory house, specialising in advising shareholders of companies across the Business services & technologies sector globally including **the Human Capital sector.**

TEAM MEMBERS



OUR SERVICES



- Fund-raising of growth cap from PE and VC
- De-risk/ cash-out solutions



- Full or partial exits to Strategic and Private Equity
- On-market & off-market deal capabilities



- Advice on deal preparation & timing
- Sector-based value driver knowledge

OTHER KEY INFORMATION

- Founded in 2010
- Independent and conflict-free
- Market-leading sector-focused research capability
- Deal size £/\$/€5-100m
- Authorised and regulated by the Financial Conduct Authority

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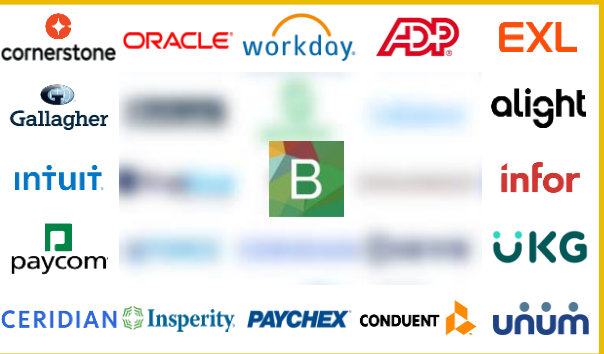

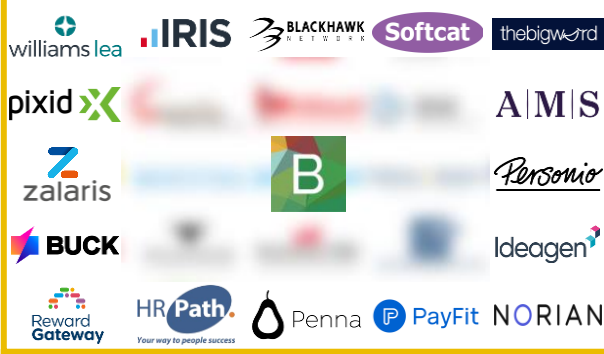





UNRIVALLED STRATEGIC BUYER COVERAGE

For the global Human Capital Sector

Large consolidators

Mid-market

Challengers

Europe & UK

North America

APAC/ RoW

HEADQUARTERS

UNRIVALLED PRIVATE EQUITY COVERAGE

For the global Human Capital Sector

Large cap

Mid-market

Lower mid-market & VC

Domestic market

Multi-territory

Global

INVESTMENT REGION

SELECTED COMPLETED DEALS

Sector Specialist M&A Advisors

Deal	Acquired Company	Acquirer(s)	Flags
1	Saville Assessment (A WTW Company)	TENZING	UK, UK
2	next wave PARTNERS	HAL Investments, Atlas Professionals	CY, HU
3	sonru	Modern Hire, Riverside	IT, US
4	Sellick Partnership	S	UK, FR
5	opp (unlocking potential)	CPP	UK, US
6	KIDDY & PARTNERS	Gateley Plc	UK, UK
7	talent	HayGroup	UK, US
8	THE Stamford Group	ALLEGIS GROUP	CH, US
9	Saville Consulting (Willis Towers Watson LLP)	TOWERS WATSON	UK, US
10	Gen2	City & Guilds	UK, UK
11	f&l fitzgerald & law (Experts in Global Expansion)	ZEDRA	UK, UK
12	DDG	HR Path, ARDIAN	AU, FR
13	brilliant logistics	Challenge GROUP, praetura	UK, UK
14	PROVANIS	GATTACA	UK, UK
15	orion electrotech	TECHNOPRO HOLDINGS	UK, JP
16	CareerCross	JAG Recruitment	JP, JP
17	BOYD & MOORE EXECUTIVE SEARCH	TECHNOPRO HOLDINGS	IN, JP
18	apps	MBO supported by CCI, Collective Capital	US, UK

For specialist expert M&A advice on exit, growth capital or deal preparation in the Human Capital sector, please get in touch.



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