

Q2 2024

HR Technology Sector M&A Review



EXECUTIVE SUMMARY

We are pleased to share our latest quarterly report, which explores the dynamic developments in HR Technology throughout the second quarter of 2024. This edition highlights the notable trends and M&A activity that have influenced the sector during Q2 2024.

- Several transactions in the gig economy space, including talent marketplaces for freelancers, highlight the evident shift to flexible workforce models and adaptable employment practices.
- Deal volumes have continued to grow, with a total of 108 transactions reported in Q2, reflecting a 17% increase from Q1 2024.
- Talent Attraction emerged as the most active sub-sector, capturing 34% of all identified deals, while Talent Development closely followed with 33%. Workforce Management maintained its position, representing 18% of the total deal volume.
- Cross-border transactions made up 32% of all deals, down from the previous quarter, with domestic deals dominating at 68%. The European market led buyer activity with 52 buyers, surpassing North America's 43 buyers. Meanwhile, the Asia-Pacific region maintained its strong presence, contributing with 11 buyers and 13 targets.
- Our HRTech index experienced a decline in Q2 2024, diverging from the NASDAQ's upward trend, highlighting a departure from the broader tech market's recovery.



The gig economy is here to stay. It offers a new way of working that aligns with the modern way of life, driven by changes in lifestyles and technological advancement.

- Picxele

EMBRACING THE SHIFT TOWARD A FLEXIBLE WORKFORCE

The gig economy is reshaping the workforce landscape and expanding rapidly. It has been predicted that the United States may have more gig workers than traditional workers by 2027, marking a monumental shift in employment trends¹. Reflecting this seismic change, 80% of large U.S. companies plan to increase their reliance on a flexible workforce, embracing more non-traditional workers.

With the blend of remote and in-office work creating new opportunities, technology companies are developing digital platforms and advancing cloud computing and collaboration tools to enhance access to global opportunities and specialized talent. These innovations are boosting productivity and reducing costs for businesses hiring gig workers. Meanwhile, demand for gig worker benefits, such as fair compensation, health insurance, and retirement plans, is rising due to regulatory changes. This dynamic environment offers both opportunities and challenges, emphasizing the need for adaptability among businesses and workers alike. The growth trajectory of the gig economy suggests it will continue to play a significant role in shaping the future of work, particularly as younger generations seek greater autonomy and fulfillment in their work.

Of the transactions recorded in Q2 2024, five are categorized as technology-driven gig discovery platforms or talent marketplaces focused on freelancers within the Talent Attraction sub-sector. These platforms emphasize the rising importance of adaptable, tech-driven solutions that support both businesses in managing dynamic workforce requirements and freelancers in accessing a wider range of job opportunities globally and having more freedom and control in defining their careers.

Quess Corporation, a major private sector employer and a prominent business services provider, acquired *Taskmo*, a developer of a technology-driven gig discovery platform designed to make jobs accessible globally. This transaction reflects the rising trend of gig work in India, where digital platforms are increasingly enabling freelance opportunities. *Coconala*, a corporate venture capital company, acquired *An Consulting*, a provider of human resource matching solutions intended to connect IT freelance engineers and companies.

Sources: 1. Statista - Gig economy in the U.S. - statistics & facts



M&A OVERVIEW

This report features 39 of the 108 M&A transactions within the HRTech sector completed during the second quarter of 2024. The total deal volume has increased by 17% compared to Q1 2024.

- Aggregate disclosed deal values surged from \$295.1m in Q1 2024 to \$480.1m in Q2 2024, with an average revenue multiple of 2.2x.
- Talent Attraction has taken the lead this quarter, accounting for 34% of identified deals. Talent Development follows closely in second place with 33%, while Workforce Management represents 18% of the total deal volume.
- Cross-border transactions accounted for 32% of deals, while domestic deals dominated with 68%. This quarter saw a shift in buyer activity, with Europe leading the way with 52 buyers, most of whom came from the UK (19 buyers) and France (11 buyers), surpassing North America, which had 43 buyers. Meanwhile, the Asia-Pacific region maintained its activity with 11 buyers and 13 targets, continuing to play a dynamic role in the market.
- The majority of buyers were strategic, making up 86% of all transactions compared to financial buyers.

PUBLIC COMPANIES OVERVIEW

Q2 2024 experienced a decrease in average revenue multiples across large-cap, mid-cap, and small-cap companies.

- As of June 30th, the average forward revenue multiple was 4.1x, with large-cap companies reaching a peak of 5.2x.
- Our HRTech index declined in Q2 2024, diverging from the NASDAQ's upward trajectory and highlighting a distinct shift away from the broader tech market's recovery.
- Revenue growth remains a key driver of higher valuations, with Paylocity, Healthequity, and Grupa Pracuj leading in expected revenue growth this year.
- Recurring revenue as a proportion of total revenue continues to average at 88.7%, mid-cap at 75.0%, and small-cap at 89.5%. Compared to the previous quarter, large-cap companies saw a slight decrease from 92.2%, while mid-cap companies increased from 70.4%. The small-cap companies experienced a marginal decrease from 90.5% last quarter, reflecting minimal variation in their recurring revenue levels.

HRTech Subsectors



Compensation and Benefits

HR software relating to the management of employee compensation and benefits administration



Performance Management

Systems to track, measure, and reward employee performance



Talent Attraction

Tools to help employers recruit new staff and to help prospective employees search for jobs



Talent Development

HR software providing the means to train and develop an effective workforce



Workforce Management

HR software that facilitates 'everyday' HR work and the management of employees

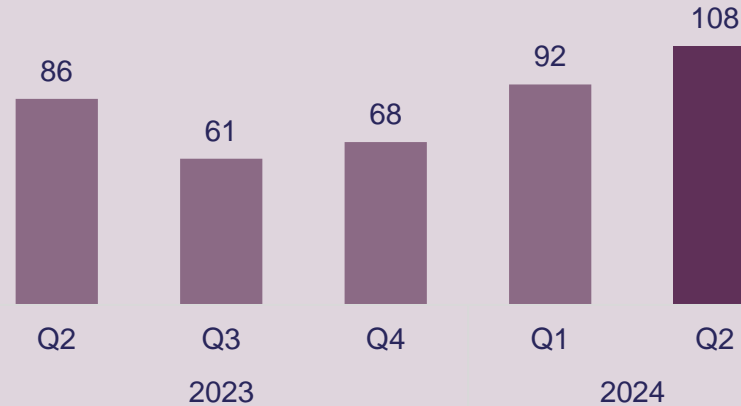
M&A HIGHLIGHTS | Q2 2024

\$480.1m
Aggregate Deal Value ⁽¹⁾

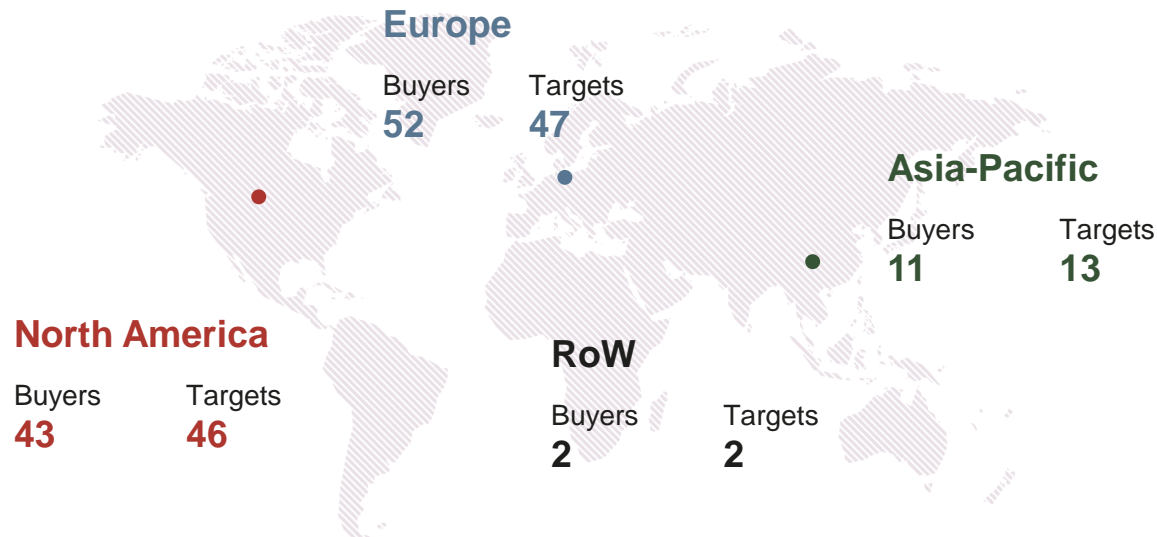
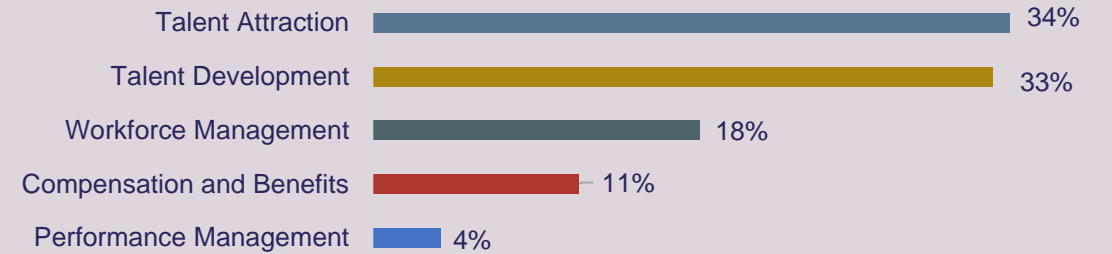
\$40.0m
Average Deal Size ⁽¹⁾

2.2x
Average Revenue Multiple

Deals by Quarter

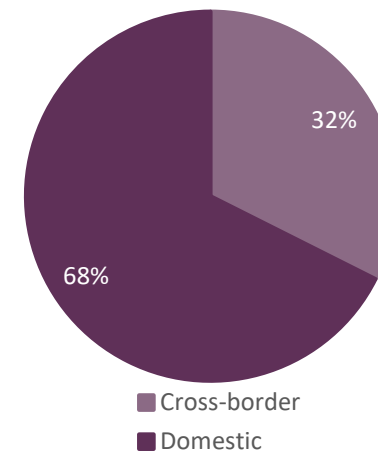


Deals by Subsector

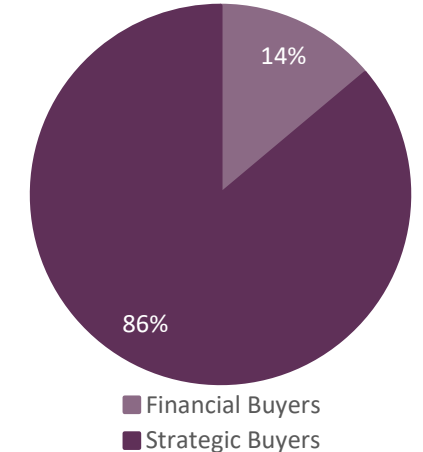


1. Based on those transactions where metrics were disclosed

Deals by Type



Deals by Buyer Type



SELECTED TRANSACTIONS: TALENT ATTRACTION

DATE	BUYER	TARGET	DESCRIPTION	DEAL SIZE (\$m)	TARGET REVENUE (\$m)	REVENUE MULTIPLE (x)	TRANSACTION RATIONALE
Apr-24	CareerArc (US)	Lumina (US)	Operator of a recruiting platform that enables talent acquisition teams in hospitals, clinics, and home health organizations to effectively source and hire the right candidates.	nd	nd	nd	The acquisition reflects an aggressive investment in automated video creation as CareerArc takes a major step towards alleviating one of the greatest challenges for talent acquisition teams in their recruitment marketing efforts content creation.
Apr-24	WellFound (US)	Celential.ai (US)	Developer of an online recruitment platform designed to help accelerate the career potential of engineering and sales candidates.	nd	nd	nd	This partnership aims to enhance the recruitment process by merging Celential's advanced technology with Wellfound's deep insights into candidate preferences, thus creating smarter matches, improving connectivity, and eliminating traditional hiring inefficiencies.
Apr-24	Ques Corporation (India)	Taskmo (India)	Developer of a technology-driven gig discovery platform designed to make jobs accessible to everyone at the global level.	nd	nd	nd	The acquisition marks a significant milestone for Taskmo as it enters a new chapter of growth and innovation in the gig economy space.
Apr-24	Multiverse (UK)	Searchlight (US)	Developer of a recruitment platform that uses predictive analysis and reference data to assess candidate compatibility and help recruiters find the right fit for each position.	nd	nd	nd	Searchlight's custom-built and bias-free AI engine will enhance Multiverse's ability to identify, analyze, and close skills gaps within organizations through programs that are closely mapped to customer business needs.
Apr-24	Daxtra Technologies (UK)	PivotCX (US)	Developer of a candidate experience recruitment platform that facilitates candidate engagement on job boards, social media, career websites, and tracking systems.	nd	nd	nd	The combined business helps streamline candidate engagement and improve candidate conversion, enable recruiters to find the right candidates quickly, reach them in seconds, and improve the engagement process for candidates and hiring managers alike.



SELECTED TRANSACTIONS: TALENT ATTRACTION

DATE	BUYER	TARGET	DESCRIPTION	DEAL SIZE (\$m)	TARGET REVENUE (\$m)	REVENUE MULTIPLE (x)	TRANSACTION RATIONALE
Apr-24	Mynavi (Japan)	Awign (India)	Operator of a career management platform offering internships and training in application building, digital marketing, and website development.	24.5	nd	nd	This partnership provides Awign with the capital to drive long-term strategic growth, enhance brand visibility in India and internationally, facilitate the recruitment of top-tier talent, and invest in technology to bolster digital infrastructure.
May-24	Mosaic Consulting Group (US)	Workerbee Marketplace (US)	Developer of recruiting platform designed for connecting companies with corporate software experts.	nd	nd	nd	This strategic acquisition enhances Mosaic's service offerings and solidifies leadership in the UKG solutions market.
May-24	Joppy (Spain)	Rviewer (Spain)	Developer of a technological recruitment platform focused on assessing the technical skills of individuals.	nd	nd	nd	By acquiring Rviewer, Joppy is expanding its candidate pool and company portfolio, enhancing its ability to match top tech talent with global enterprise needs.
May-24	ServiceNow (US)	Intella App (US)	Provider of talent acquisition solutions for HR teams, offering workforce planning, talent and learning management, identity and access management, and payroll management.	nd	nd	nd	The acquisition helps ServiceNow address the increasing customer demand.
May-24	Brockmeyer (Netherlands)	Source (Netherlands)	Provider of IT and digital workforce solutions aimed at matching skilled professionals with companies seeking specialized talent.	nd	nd	nd	This acquisition helps Brockmeyer support its customers more effectively in their search for candidates.



SELECTED TRANSACTIONS: TALENT ATTRACTION

DATE	BUYER	TARGET	DESCRIPTION	DEAL SIZE (\$m)	TARGET REVENUE (\$m)	REVENUE MULTIPLE (x)	TRANSACTION RATIONALE
May-24	Randstad (Netherlands)	Torc (US)	Operator of a talent marketplace platform offering freelancers career control and job flexibility.	nd	nd	nd	This acquisition allows Randstad Digital to further accelerate clients' access to digital talent, including global delivery centers, and to meet its digital ambitions across cloud, data, digital engineering, and customer experience capabilities.
May-24	Coconala (Japan)	An Consulting (Japan)	Provider of human resource matching solutions intended to connect IT freelance engineers and companies.	nd	nd	nd	The acquisition is part of Coconala's strategy to enhance its capabilities in the freelance marketplace.
May-24	Jobtoolz (Belgium)	HireHive (Ireland)	Developer of a candidate hiring platform designed to help companies find candidates, manage applications, assess candidates, and analyze reports.	nd	nd	nd	With the addition of customers concentrated in the UK, Ireland, and the USA, Jobtoolz is significantly expanding its geographical reach.
May-24	Inspirit Capital (UK)	Wiley Edge (UK)	Provider of tailored training and talent solutions that bridge the gap between education and employment for graduates and professionals.	62.2	nd	nd	The acquisition aims to address global skills gaps in technology and business while supporting employers with reskilling solutions and expertise. It reflects Inspirit's strategy to manage complex corporate carve-outs and support Mthree's growth plans.
Jun-24	JobGet (US)	Wirkn (Canada)	Developer of a video-first SaaS-based platform designed to transform the underserved frontline hiring experience.	nd	nd	nd	The acquisition will help JobGet to offer a frontline solution to more employers and job seekers.

SELECTED TRANSACTIONS: TALENT ATTRACTION

DATE	BUYER	TARGET	DESCRIPTION	DEAL SIZE (\$m)	TARGET REVENUE (\$m)	REVENUE MULTIPLE (x)	TRANSACTION RATIONALE
Jun-24	Port (Japan)	Minshu (Japan)	Provider of an online job information service intended for new graduates looking for work.	15.0	108.9	0.1	This strategic move enhances Port's portfolio by integrating Minshu's innovative platforms, which provide valuable insights and resources for job-seeking professionals, from recent graduates to seasoned talent.
Jun-24	Tes Global (UK)	Schrole Group (Australia)	Provider of recruitment platforms and training service solutions primarily to the education sector.	12.1	nd	nd	This move is designed to leverage Schrole's expertise in delivering HR software solutions for the education sector, aligning with TES Global's strategic objective of enhancing its educational technology offerings.
Jun-24	Bullhorn (US)	Textkernel (Netherlands)	Developer of artificial intelligence and semantic technology systems designed for talent acquisition worldwide.	nd	nd	nd	The acquisition significantly accelerates Bullhorn's AI strategy and unlocks the next chapter of solutions it can offer to customers.
Jun-24	Pixid (France)	VectorVMS (US)	Provider of solutions for optimising contingent workforce programs by automating processes, managing staff augmentation and procurement, and handling timesheets.	50.0	11.4	4.4	The investment will allow the company to take its market-leading technology and make it even better by furthering product development and design while maintaining ease of use and deployment.
Jun-24	Toptal (US)	Growth Collective (US)	Developer of a digital hiring platform designed to help companies find, screen, and hire freelance marketers.	nd	nd	nd	By launching Toptal Marketing and integrating Growth Collective's talent pool of top freelance marketers, Toptal positions itself to deliver unparalleled marketing talent and solutions to its global client base.



SELECTED TRANSACTIONS: TALENT DEVELOPMENT

DATE	BUYER	TARGET	DESCRIPTION	DEAL SIZE (\$m)	TARGET REVENUE (\$m)	REVENUE MULTIPLE (x)	TRANSACTION RATIONALE
Apr-24	ITA Group (US)	Cooleaf (US)	Developer of an employee engagement software designed to help companies engage, motivate, and connect their people.	nd	nd	nd	The funds will be used to help brands build a more connected culture, which the company defines as an approach that focuses on organizational alignment of all employee programs to attract and retain top talent.
Apr-24	John Baker (US)	SkillsWave (Canada)	Operator of an upskilling education platform that offers education courses, programs, and micro-credentials for working professionals.	0.8	nd	nd	This spin-out transaction allows D2L to sharpen its focus on growing and enhancing the profitability of its core SaaS business, centered around its leading learning platform, Brightspace, in the global education and corporate markets.
May-24	Cornerstone OnDemand (US)	SkyHive (US)	Developer of a labor market intelligence platform designed to reskill enterprise workforces and communities.	nd	nd	nd	The move expands Cornerstone's holistic skills transformation capabilities, giving leaders a comprehensive understanding of what skills they have and what they need to solve for now and in the future.
May-24	bd-capital (UK)	Netex (Spain)	Developer of applications and service-based solutions to deliver digital learning in companies and academic institutions.	78.2	nd	nd	The acquisition is to address the company's general corporate needs, including the repurchase and cancellation of the two convertible bond issues maturing in 2026.
Jun-24	Gusto (US)	Thrivers (Canada)	Developer of an enterprise platform for discovering, booking, and managing workplace culture services, offering tools to keep teams connected and motivated.	nd	nd	nd	This deal enables Thrivers to expand its reach and capabilities in supporting small businesses and their communities while aligning with Gusto's mission of creating a world where work empowers a better life.



SELECTED TRANSACTIONS: TALENT DEVELOPMENT

DATE	BUYER	TARGET	DESCRIPTION	DEAL SIZE (\$m)	TARGET REVENUE (\$m)	REVENUE MULTIPLE (x)	TRANSACTION RATIONALE
Jun-24	VitalHub (Canada)	Premier IT (UK)	Developer of SaaS products catering to the healthcare industry, providing software for workforce planning, development, feedback, and learning.	3.4	1.6	2.1	With this acquisition, VitalHub Corp expands its robust suite of healthcare and workforce automation products while strengthening its relationships with the combined healthcare customers in the United Kingdom.



SELECTED TRANSACTIONS: WORKFORCE MANAGEMENT

DATE	BUYER	TARGET	DESCRIPTION	DEAL SIZE (\$m)	TARGET REVENUE (\$m)	REVENUE MULTIPLE (x)	TRANSACTION RATIONALE
Apr-24	Open Assembly (US)	Fulcrum (US)	Developer of a strategic collaboration platform designed to help teams move quickly using artificial intelligence to visualize and resource work.	nd	nd	nd	This acquisition and the formation of Bench Talent Cloud, a Virtual Bench that curates innovation talent specifically for clients, will provide large enterprises with a solution to a critical challenge: managing and hiring flexible talent with unprecedented agility.
Apr-24	ServiceNow (US)	4Industry (Netherlands)	Developer of a connected worker platform designed to digitize and enhance manufacturing by linking operators, machines, and data.	nd	nd	nd	This acquisition augments ServiceNow's existing operational technology management capabilities while adding Connected Worker solutions and enhancing expertise across key industrial markets such as manufacturing, energy, transport, and logistics.
Apr-24	Cairful (Germany)	Geocon Software (Germany)	Developer of staff rostering software solutions focused on serving healthcare and security service sectors.	nd	nd	nd	This merger allows the combined entity to provide a comprehensive software solution for the care sector, combining innovative technologies and expertise to enhance efficiency and quality while meeting current and future industry demands.
May-24	IRIS Software Group (UK)	Swipeclock (US)	Developer of cloud-based integrated workforce management software for small businesses.	nd	nd	nd	The acquisition accelerates innovation within the company's cornerstone products and expands IRIS Software Group's integrated Human Capital Management suite, which includes payroll, HR, recruitment, and talent management offerings.
Jun-24	Maguar Capital Management (Germany)	Shyftplan (Germany)	Provider of a shift scheduling platform designed to offer staff deployment planning, communication, and employee management services.	32.5	nd	nd	Maguar's investment in Shyftplan aims to accelerate the company's growth and strengthen its position as a leading provider of workforce management software for the German industrial sector.



SELECTED TRANSACTIONS: WORKFORCE MANAGEMENT

DATE	BUYER	TARGET	DESCRIPTION	DEAL SIZE (\$m)	TARGET REVENUE (\$m)	REVENUE MULTIPLE (x)	TRANSACTION RATIONALE
Jun-24	The Citation Group (UK)	Agendrix (Canada)	Developer of a cloud-based employee scheduling software intended to simplify scheduling, timesheet tracking, and workplace communication.	nd	nd	nd	This acquisition further solidifies The Citation Group's international footprint, incorporating a highly sought-after software solution into its comprehensive product suite.



SELECTED TRANSACTIONS: COMPENSATION AND BENEFITS

DATE	BUYER	TARGET	DESCRIPTION	DEAL SIZE (\$m)	TARGET REVENUE (\$m)	REVENUE MULTIPLE (x)	TRANSACTION RATIONALE
Apr-24	Employment Hero (Australia)	Employment Innovations (Australia)	Provider of software intended to help businesses navigate the legal, human resources, and administrative challenges of employing staff.	nd	nd	nd	This strategic merger aims to transform Employment Hero into a one-stop-shop where HR and finance leaders have full visibility of an AI-powered, automated, compliant payroll process.
Apr-24	Universal Partners and Credo Wealth (Mauritius)	Precision Global Consulting (US)	Provider of employer-of-record services designed to facilitate compliant hiring and payroll for companies expanding to the US and Canada.	nd	180.0	nd	The transaction establishes the combined business as a trusted and tech-enabled international employer of record for its clients and the wider market, with scaled capability in the world's major recruitment and hiring markets.
May-24	SD Worx Group (Belgium)	TribePerk (Poland)	Developer of a payroll software designed to streamline and simplify the internal human resource processes.	nd	nd	nd	With this acquisition, SD Worx expands its go-to-market to Polish SMEs and strengthens its position in the Polish market, where it already serves mid-market businesses and where it is the local market leader in SAP & SuccessFactors solutions.
May-24	QualiRetraite (France)	Factorielles (France)	Developer of simulation and training in social protection software supporting chartered accountants, insurance, and heritage professionals in advising business leaders.	9.7	nd	nd	QualiRetraite has acquired Factorielles as part of a strategic move to strengthen its position in the French retirement and social protection consulting market.
Jun-24	CIPHR (UK)	Shape Payroll (UK)	Developer of payroll software catering to businesses in the United Kingdom.	nd	nd	nd	This deal will accelerate the development of Ciph'r's market-leading payroll technology and help ensure that Ciph'r can deliver an even better experience for its new and existing payroll customers and their people.



SELECTED TRANSACTIONS: COMPENSATION AND BENEFITS

DATE	BUYER	TARGET	DESCRIPTION	DEAL SIZE (\$m)	TARGET REVENUE (\$m)	REVENUE MULTIPLE (x)	TRANSACTION RATIONALE
Jun-24	Vensure Employer Solutions (US)	Execupay (US)	Developer of a payroll and human resource platform built for small and medium-sized organizations.	nd	nd	nd	This acquisition strengthens the two businesses' already comprehensive HR solutions, empowering businesses of all sizes to streamline their operations and unlock new levels of efficiency.
Jun-24	Pluxee (France)	Cobee (Spain)	Developer of financial software designed to conveniently contract staff and manage employee compensation plans.	188.0	nd	nd	The combination of Pluxee's and Cobee's talents, capabilities, and technology will create the most complete, competitive, and attractive solution in Spain and Mexico, broadening Pluxee's existing employee benefits offering and enhancing its tech capabilities on a global scale.

PUBLIC COMPS HIGHLIGHTS | Q2 2024

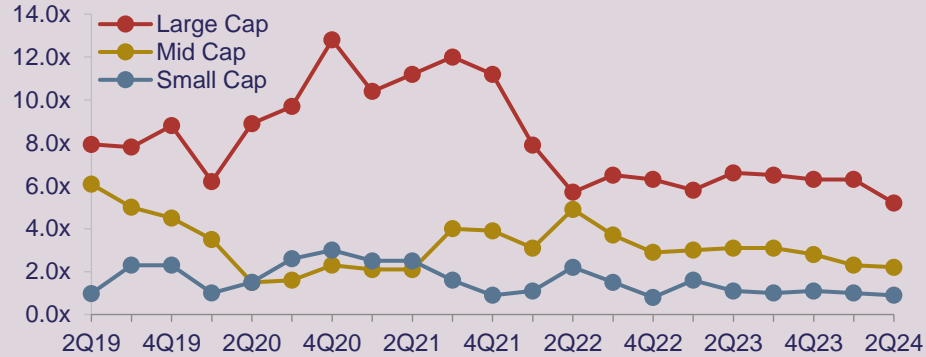
4.1x
Avg. EV/Revenue CY2024E

12%
Avg. Revenue Growth CY2023

87%
% Recurring Revenue

Historic Revenue Multiples

EV/Revenue



Large Cap

5.2x Avg. EV/Revenue **16%** Avg. Revenue Growth **88.7%** % Recurring Revenue

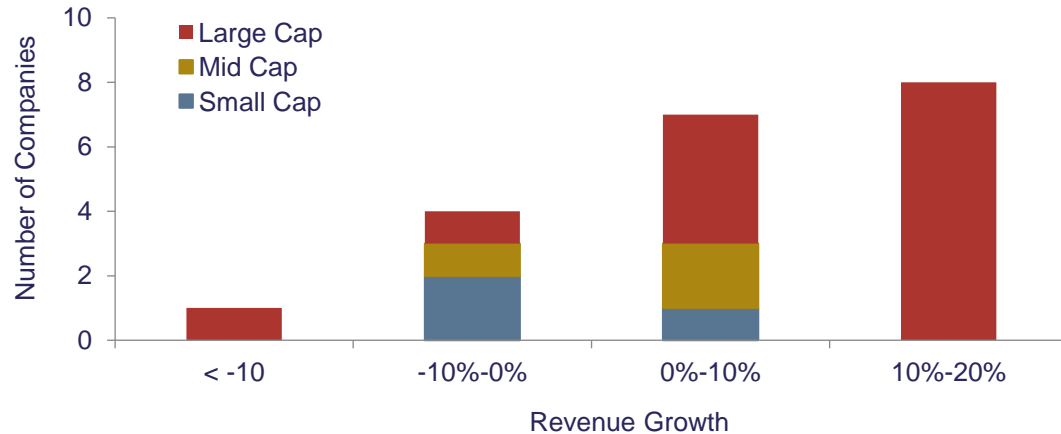
Mid Cap

2.2x Avg. EV/Revenue **8%** Avg. Revenue Growth **75.0%** % Recurring Revenue

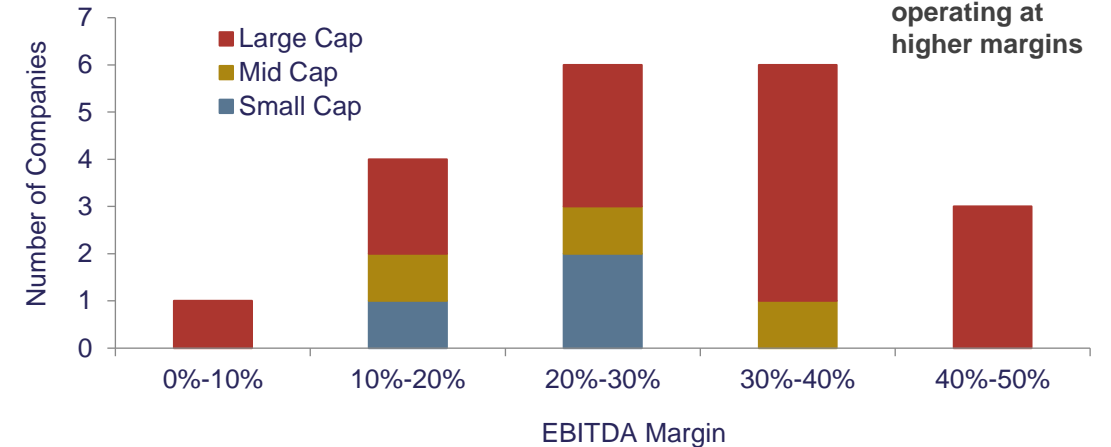
Small Cap

0.9x Avg. EV/Revenue **-3%** Avg. Revenue Growth **89.5%** % Recurring Revenue

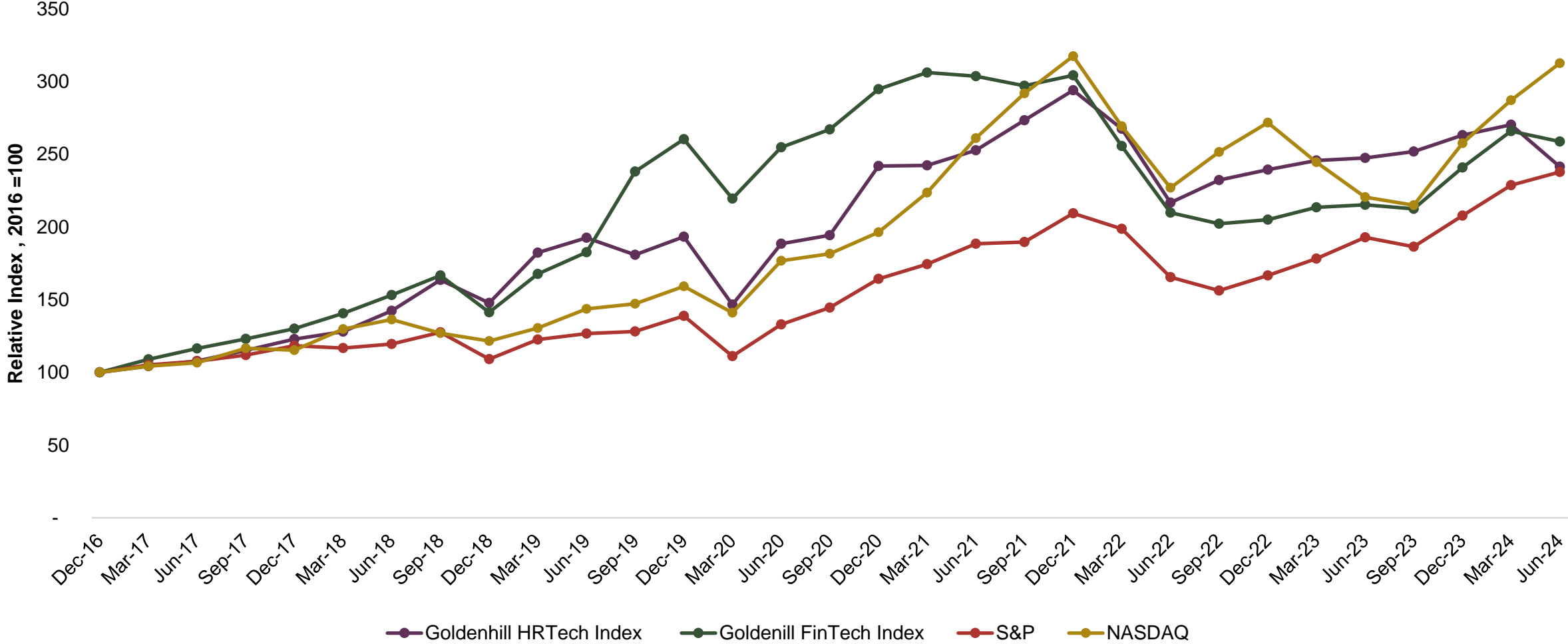
Revenue Growth Distribution



EBITDA Margin Distribution

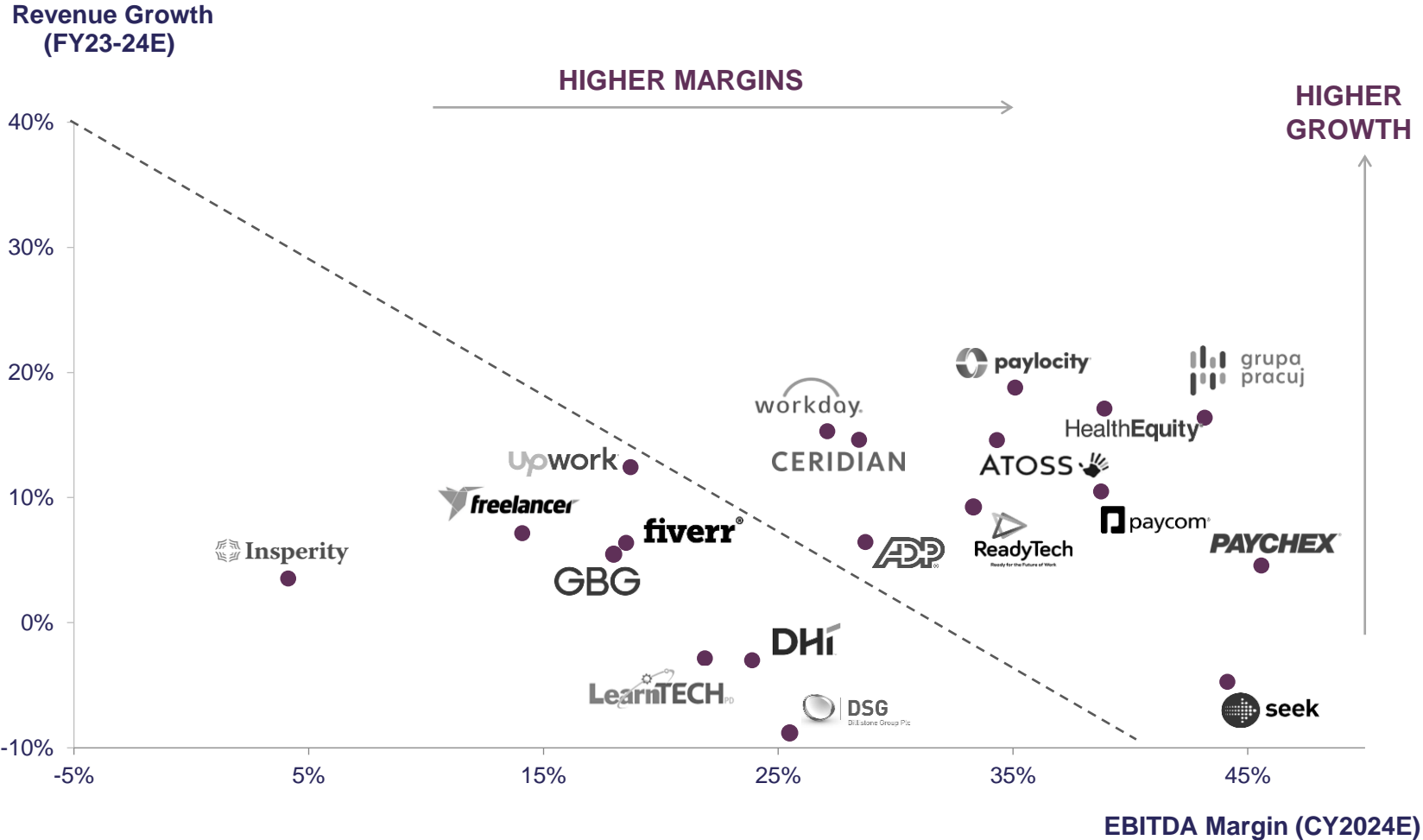


GOLDENHILL HRTECH INDEX



PERFORMANCE QUADRANTS

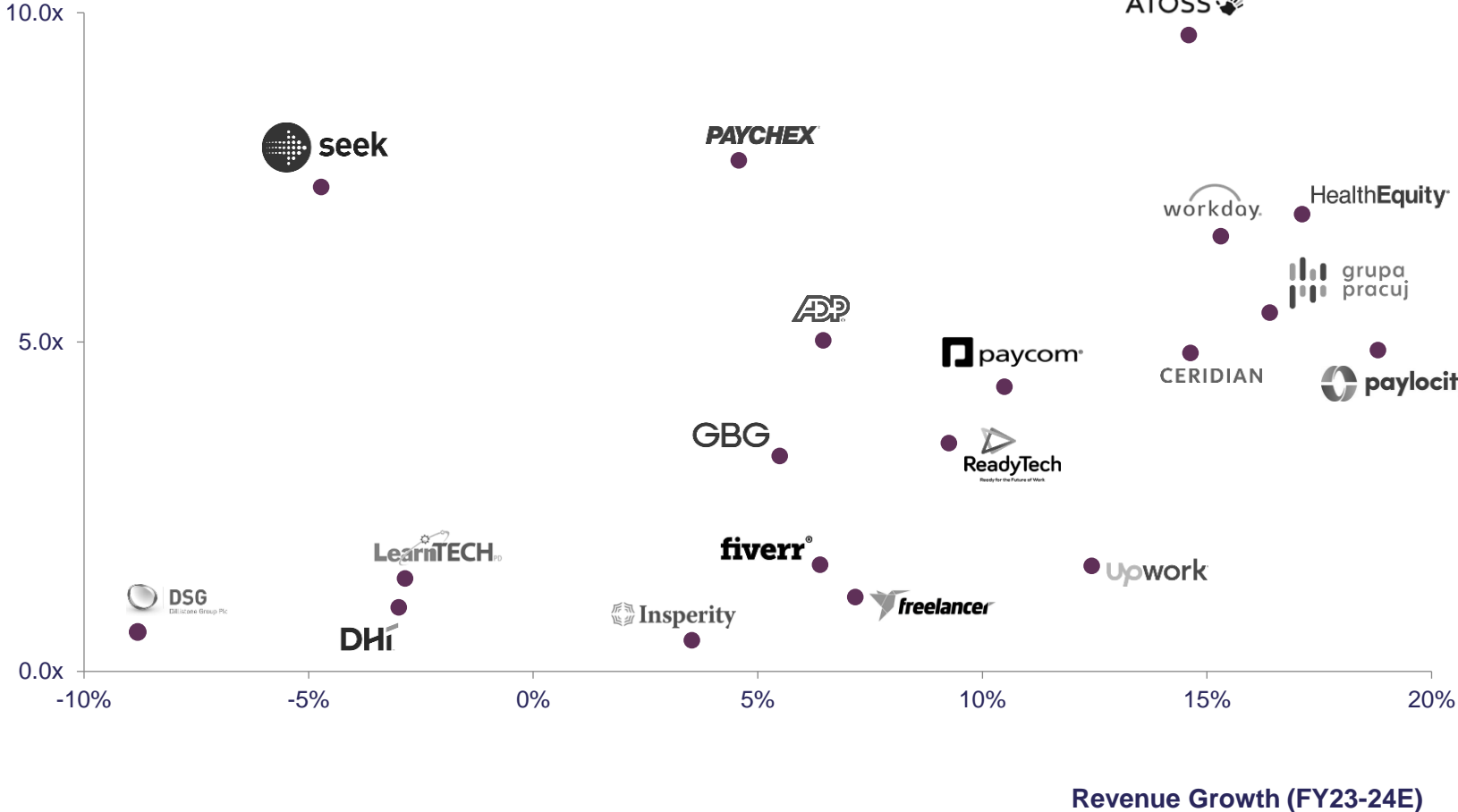
The Rule of 40 is a recognised measure of health for SaaS companies, which states that Revenue Growth % and EBITDA Margin (profitability) should ideally add up to roughly 40%.



REVENUE GROWTH AS A VALUE DRIVER

Revenue growth continues to be one of the most important drivers for higher valuations. The companies exhibiting the highest expected revenue growth this year are Paylocity (HR and payroll provider), HealthEquity (Health and Safety Administrator), and Grupa Pracuj (digital recruitment services provider).

EV/Revenue (CY24E)



SECTOR VALUATION METRICS

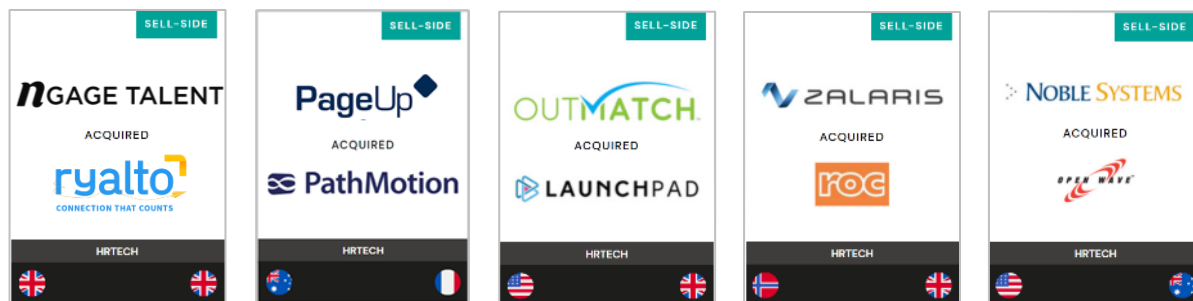
Company	Ticker	Share Price Local	Market Cap	Net Debt	Enterprise	Revenue	EV/Revenue	EV/Revs	EV/EBITDA	Revenue Growth		EBITDA Margin		% Revs		
		30-Jun-24	(\$m) ⁽¹⁾	(\$m) ⁽²⁾	Value (\$m)	CY24E (\$m)	CY2023	CY2024E	Recurring	CY2023	CY2024E	CY2023	CY2024E	CY2023	CY2024E	Recurring ⁽³⁾
Selected Large Cap																
ADP	ADP	238.7	97,694	1,442	99,135	19,716	5.3x	5.0x	5.4x	18.6x	17.5x	9.2%	6.5%	28.7%	28.7%	94%
Workday	WDAY	223.6	59,243	(4,518)	54,725	8,278	7.6x	6.6x	7.2x	NM	24.4x	16.8%	15.3%	7.5%	27.1%	91%
Paychex	PAYX	118.6	42,677	(617)	42,060	5,419	8.1x	7.8x	8.0x	18.2x	17.0x	5.4%	4.6%	44.9%	45.6%	97%
Paycom	PAYC	1.4	8,312	(218)	8,094	1,871	4.8x	4.3x	4.4x	13.9x	11.2x	23.2%	10.5%	34.4%	38.8%	98%
Ceridian HCM	DAY	49.6	7,716	674	8,390	1,735	5.5x	4.8x	5.5x	30.6x	17.0x	21.5%	14.6%	18.1%	28.4%	89%
Healthequity	HQY	86.2	7,500	529	8,029	1,156	8.1x	6.9x	6.9x	29.8x	17.9x	16.0%	17.1%	27.3%	38.9%	100%
Paylocity	PCTY	131.9	7,440	(226)	7,214	1,479	5.6x	4.9x	5.3x	20.1x	13.9x	37.8%	18.8%	27.9%	35.1%	92%
SEEK Ltd	SEK	21.4	5,087	835	5,922	805	7.4x	7.4x	7.6x	17.8x	16.7x	1.8%	-4.7%	41.4%	44.1%	96%
Trinet	TNET	99.8	5,056	676	5,732	1,263	1.2x	4.5x	5.3x	9.9x	11.5x	0.8%	-74.3%	11.8%	39.6%	85%
Insperity	NSP	0.9	3,435	(262)	3,172	6,715	0.5x	0.5x	0.6x	12.1x	11.4x	9.2%	3.5%	4.0%	4.1%	84%
Atoss	AOF	110.6	1,885	(75)	1,811	187	11.1x	9.7x	13.6x	29.8x	28.1x	36.3%	14.6%	37.2%	34.3%	71%
Upwork	UPWK	10.8	1,425	(182)	1,243	775	1.8x	1.6x	1.9x	NM	8.6x	11.5%	12.4%	0.4%	18.7%	86%
GB Grp	GBG	3.4	1,085	103	1,188	363	3.4x	3.3x	5.7x	NM	18.2x	3.7%	5.5%	-5.6%	18.0%	57%
Grupa Pracuj	GPP	0.6	1,057	38	1,095	201	6.3x	5.4x	5.4x	14.5x	12.6x	26.1%	16.4%	43.7%	43.2%	100%
Average							5.5x	5.2x		19.6x	16.1x	16%	4%	23.0%	31.8%	88.7%
Total (Large Cap)			249,614	(1,802)	247,812											
Selected Mid Cap																
Fiverr	FVRR	23.4	907	(283)	623	384	1.7x	1.6x	2.5x	NM	8.8x	7.1%	6.4%	-2.8%	18.5%	66%
Learning Tech	LTG	0.8	845	115	960	680	1.4x	1.4x	1.9x	7.3x	6.5x	-5.2%	-2.9%	18.7%	21.9%	73%
ReadyTech	RDY	3.3	260	21	281	81	3.9x	3.5x	4.0x	13.2x	10.4x	22.4%	9.3%	29.3%	33.3%	86%
Average							2.3x	2.2x		10.3x	8.5x	8%	4%	15.1%	24.6%	75.0%
Total (Mid Cap)			2,012	(148)	1,864											
Selected Small Cap																
DHI Group	DHX	2.1	101	42	143	147	0.9x	1.0x	1.1x	5.8x	4.1x	1.5%	-3.0%	16.3%	23.9%	90%
Freelancer	FLN	0.2	54	(11)	43	38	1.2x	1.1x	NA	9.4x	8.0x	-8.1%	7.2%	12.9%	14.1%	NA
Dillistone	DSG	9.3	2	2	NA	6	0.5x	0.6x	NA	2.4x	2.3x	-1.2%	-8.8%	22.9%	25.5%	89%
Average							0.9x	0.9x		5.9x	4.8x	-3%	-2%	17.4%	21.2%	89.5%
Total (Small Cap)			158	33	186											
Sector Total			251,783	(1,917)	249,862		4.3x	4.1x	5.1x	15.8x	13.3x	12%	3%	21%	29%	87%

(1) Excludes treasury shares; (2) Net financial debt minus marketable securities and collaterals; (3) Recurring revenues (renewing licences, maintenance, subscriptions, SaaS etc.) where reported for last full year; (4) NM - Not meaningful and NA - Not available

Quick Facts

- Sector experts focused on providing advisory services to sellers and buyers in M&A projects across the globe.
- Deep domain expertise across software, services, and data-intensive sectors, with a focus on FinTech, HRTech, and Workforce Solutions.
- Our Partners have advised on 100+ transactions with values ranging from \$15 million to over \$100 million; most (70%) of our engagements result in cross-border transactions.
- International presence with offices in London, Luxembourg, and San Diego.
- Proven track record of successful long-term advisory relationships positioning clients for premium transactions using current insights into the relevant strategic acquirers.

Selected Transactions



HRTech Partners



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William Berrington
London



Kevin O'Neill
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