



# Market Trends



Generative Artificial Intelligence (**GenAI**), including chatbots and automation solutions, has the potential **to increase productivity by up to 30% across the HR value chain** in the near term

**Compliance** with the evolving and **growing complexity of contemporary labour laws** increases the need for efficient, reliable, and data-driven HR solutions



**Growing adoption of cloud-based HR solutions** among existing organisations fuels the industry demand

With companies adopting multiple technologies simultaneously, **data inconsistency** emerges as the **primary challenge** to market growth



HCM Software **evolves from personnel management to a cross-functional business partner**, integrating talent management, employee experience, productivity, and service delivery

**Most CIOs intend to maintain or increase essential HR-related spending, demonstrating HCM market's resilience** compared to other enterprise software verticals, even in uncertain times



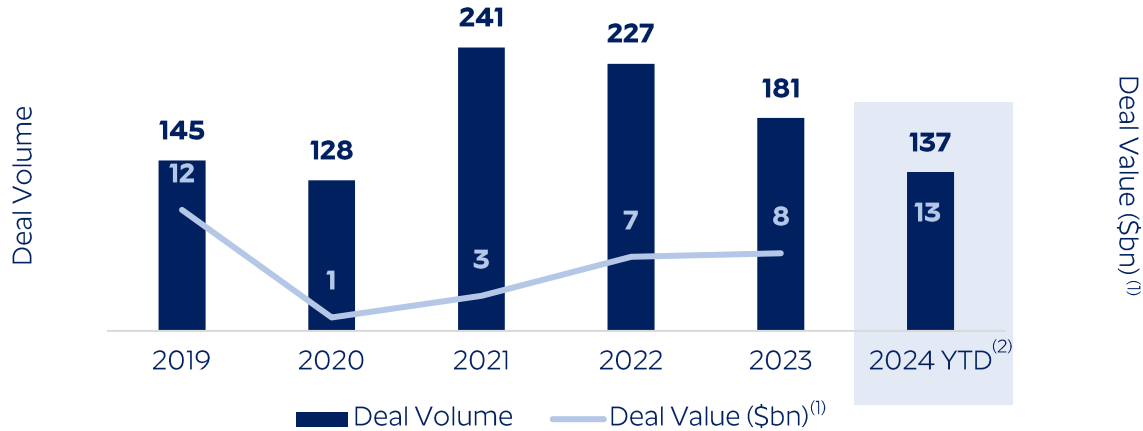
# Recent Notable Transactions

Target	Buyer	Date	Target Subsector	Buyer Subsector	Deal Value (\$m)
quarksUp	VISMA	06-Sep-24	HR management software	Cloud-based ERP	n.d.
benify	zellis	02-Sep-24	Compensation management software	Payroll & HR solutions	n.d.
adonisHR	RIPPLE	22-Aug-24	Payroll system software	Maritime software	n.d.
QGenda	HEARST	12-Aug-24	Workforce management software	Media & Business information	2,500
greyt	Apax	05-Aug-24	HR management software	Private Equity	n.d.
skudad	Payoneer	05-Aug-24	Recruitment software	Financial software	61
CCTIME	IK Partners	24-Jul-24	HR management software	Private Equity	n.d.
SmartHR	KKR	02-Jul-24	HR management software	Private Equity	140
textkernel	Bullhorn	18-Jun-24	AI for talent acquisition	Cloud-based CRM	n.d.
CarltonOne	Goldman Sachs   Asset Management	06-Jun-24	Employee engagement platform	Private Equity	n.d.
CloudRock	gcp	15-Apr-24	HR consulting	Growth Equity	1,580
zellis	Apax	08-Mar-24	Payroll & HR solutions	Private Equity	n.d.
BenefitHub	INVERNESS GRAHAM	26-Feb-24	Employee engagement platform	Private Equity	n.d.
HiredScore	workday	20-May-24	Talent orchestration solutions (ATS)	Integrated HCM software	n.d.

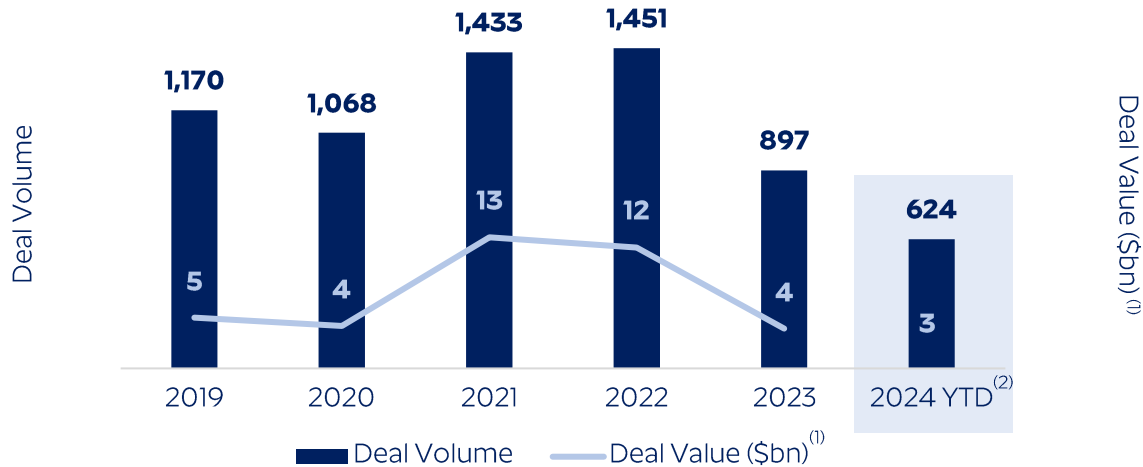
Note: HCM includes applications used for recruiting, applicant tracking, applicant screening, performance management, benefits administration, employee engagement, and employee analytic; Source: Pitchbook

# HCM Deal Activity

## M&A & Buyouts over the last 5 years



## VC & Growth Equity over the last 5 years



(1) Deal values for the period do not include values from all deals captured in the deal volume for the period as values for some deals are not disclosed; (2) As of 13/09/2024; Source: Pitchbook

# Most Active Buyers

**IRIS** | Founded in 1978 | c.\$400m Revenue TTM Apr-23 | London, UK HQ | 2,100+ employees

Recent acquisitions<sup>(3)</sup> | | | |

**MITRATECH** | Founded in 1987 | \$868m Revenue TTM Dec-21 | Austin, USA HQ | 1,400+ employees

Recent acquisitions<sup>(3)</sup> | | | |

**silæ** | Founded in 2010 | \$135m Revenue TTM Dec-22 | Aix En Provence, France HQ | 500+ employees

Recent acquisitions<sup>(3)</sup> | | | |

**Vensure Employer Solutions** | Founded in 2004 | Undisclosed financials | Chandler, USA HQ | 4,200+ employees

Recent acquisitions<sup>(3)</sup> | | | |

**VISMA** | Founded in 1996 | \$2.4bn Revenue TTM Sep-23 | Oslo, Norway HQ | 15,000+ employees

Recent acquisitions<sup>(3)</sup> | | | |

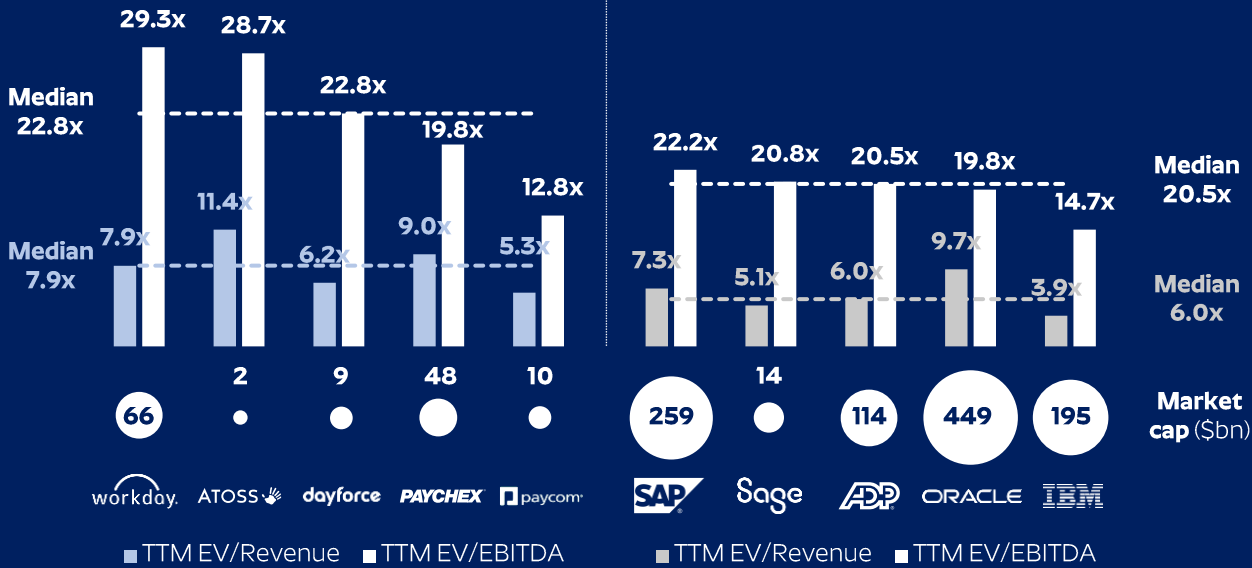
(3) Acquisitions completed over the last 2 years. Note: All the above strategic buyers are backed by Private Equity

# Public Comps

## Valuation Multiples

### Pure-play HCM

### Diversified HR Software



## Recent CEO Commentary



"I think AI is as important and maybe as disruptive as the cloud was"  
 - Aneel Bhusri, Co-Founder & Co-CEO



"Applications like ChatGPT give us a foretaste of the sheer unimagined possibilities of artificial intelligence. In this new world, it is imperative for every company to tackle the digitalization of all processes."  
 - Andreas Obereder, CEO

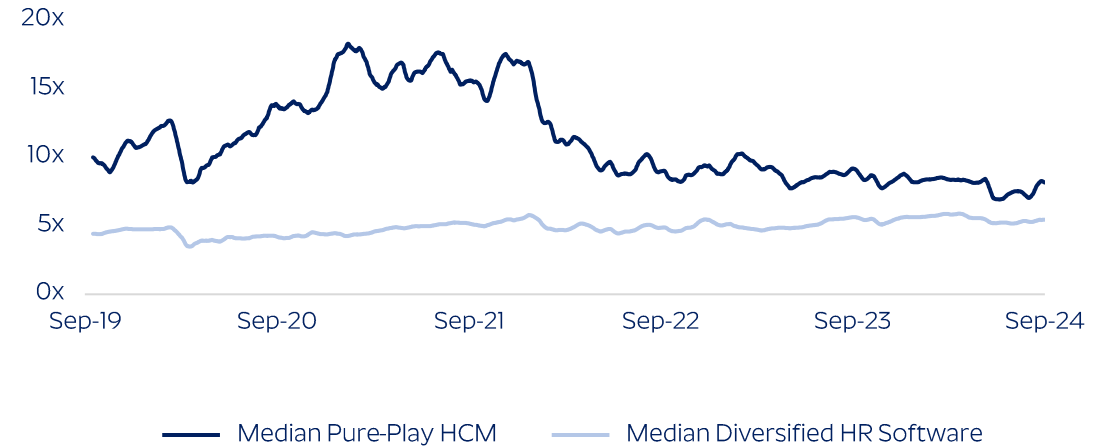


"At the end of the day, if you have garbage data, you're not going to get what you want."  
 - David Lloyd, Chief Data Officer

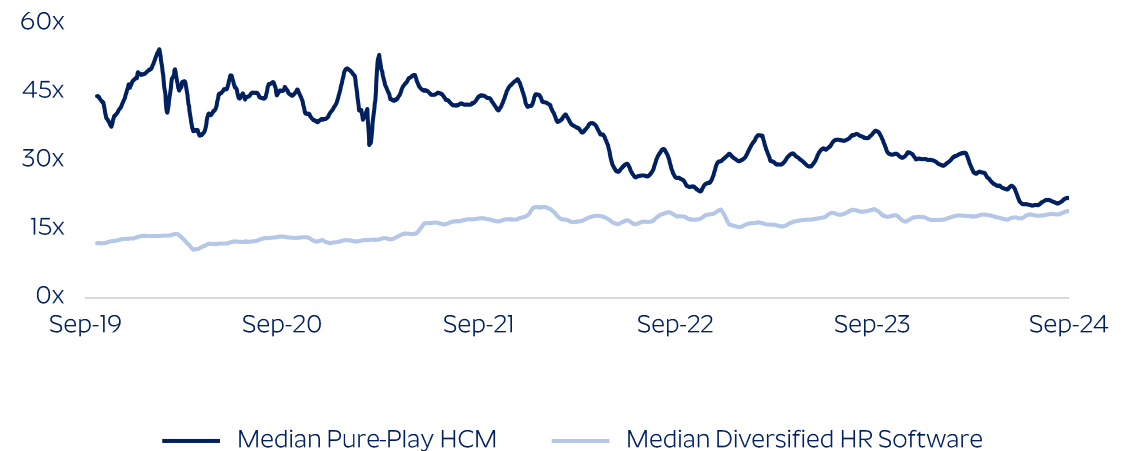
Source: Pitchbook (as of 13/09/24)

# Sector Valuations Over Time

## TTM EV/Revenue over the last 5 years



## TTM EV/EBITDA over the last 5 years



Note: Peer groups includes the 10 companies presented to the left. Lines represent 15-day moving averages

## Leadership



**Chris Sahota**  
Founder & CEO

13+  
years of leading Ciesco

20+  
years of corporate leadership



Board Advisory Member: Palantir accenture

## Sector Team



**Ateesh Srivastava**  
Managing Director

13+  
years of experience

>£7bn  
deal value executed



**Matt Bruun**  
Senior Advisor

20+  
years of experience

SaaS  
Enterprise Sales Expert



**Nicolas Pétré**  
Analyst

3+  
years of experience

MSc  
Finance



**Hugo Vaillere**  
Analyst

2+  
years of experience

Msc  
Finance



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## Select Ciesco Deals



SELL SIDE ADVISORY – **ENTERPRISE SOFTWARE / GLOBAL SOFTWARE GROUP**



SELL SIDE ADVISORY – **ENTERPRISE SOFTWARE / PRIVATE EQUITY**



SELL SIDE ADVISORY – **SERVICES / PRIVATE EQUITY**



BUY SIDE ADVISORY – **CONSULTING / PRIVATE EQUITY**

Our team has built strong relationships and worked with transformative Technology businesses:





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