



Q4
2024

FACILITIES SERVICES

Market Update

Market Insights

Q4 2024

The M&A market ended 2024 with increasing activity, continuing the growing momentum we have seen since a series of declining quarters in 2022 and 2023. According to S&P Global, there were approximately ~8,600 deals closed globally during Q4 2024, representing an increase of ~12% compared to the ~7,700 deals closed in the previous quarter and an increase of ~23% compared to the ~7,000 deals closed in Q4 2023. As 2025 begins, we expect the global M&A market to remain strong due to decreased financing costs and an increase in overall available leverage, abundant private equity capital and continued improvement in the global macroeconomy. Both strategic and financial acquirers are showing a steady commitment to making investments and are eager to deploy capital when the strategic fit is right.

There has also been continued activity within the facilities services sector, specifically within the U.S. market. During Q4 2024, private equity-backed facilities services companies were particularly active acquirers. Companies, including Pye-Barker Fire & Safety (Altas, Leonard Green), PremiStar (Partners Group), Security 101 (Gemspring Capital) and Sciens Building Solutions (The Carlyle Group) completed acquisitions. As of Q4 2024, the Lincoln Facilities Services Index (14.6x EV/EBITDA) and the S&P 1500 Environmental and Facilities Services Index (16.4x) are valued at lower multiples relative to Q3 2024. Overall, we are optimistic that the facilities services M&A market will remain strong in 2025 for both financial and strategic buyers.

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- Recent Lincoln International Transactions
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Recent Lincoln International Facilities Services Transactions

ae Industrial Partners


has sold

ALTUS
FIRE & LIFE SAFETY

to

Apax

Sell-Side



H I G
CAPITAL

has acquired

ACTION
ELEVATOR

from

ALIGN
CAPITAL PARTNERS

Buy-Side



HGGC

has sold

MARMIC
FIRE & SAFETY

to

KKR

Sell-Side



DUNES POINT CAPITAL

has sold

BCTS
FOR THE FLOORING INDUSTRY

to

INVESTCORP

Sell-Side



HCI EQUITY PARTNERS

has sold

TECH24

to

VESTAR

Sell-Side



NEXTECH


a portfolio company of

Audax Group

has acquired

RANCO
Refrigeration, Air Conditioning & Mechanical Company, Inc.

Buy-Side



UNIFOUR
FIRE & SAFETY

has merged with

THE Hiller
COMPANIES

a portfolio company of

LITTLEJOHN & CO.

Sell-Side



4M
Building Solutions

has received a growth investment from

O2
O2 Investment Partners, LLC

Sell-Side



SEASIDE
EQUITY PARTNERS

has sold

ACP | ANDERSEN COMMERCIAL PLUMBING

to

SUN CAPITAL
PARTNERS, INC.

Sell-Side



THOMPSON STREET
CAPITAL PARTNERS

has sold

HEALTHCARE LINEN SERVICES GROUP

to

YORK CAPITAL
MANAGEMENT

Sell-Side



ABOUT THE LINCOLN FACILITIES SERVICES INDEX

The Lincoln Facilities Services Index is a market cap-weighted, composite stock index similar to the S&P 500 Index. The index is prepared by first selecting a base period, in this case, Q1 2023, and totaling the market caps of the companies in this period. This period and the total market cap are set to a base index of 100%. Next, the current period's total market cap is calculated, divided by the base period's total market cap and then multiplied by the base index (100%).

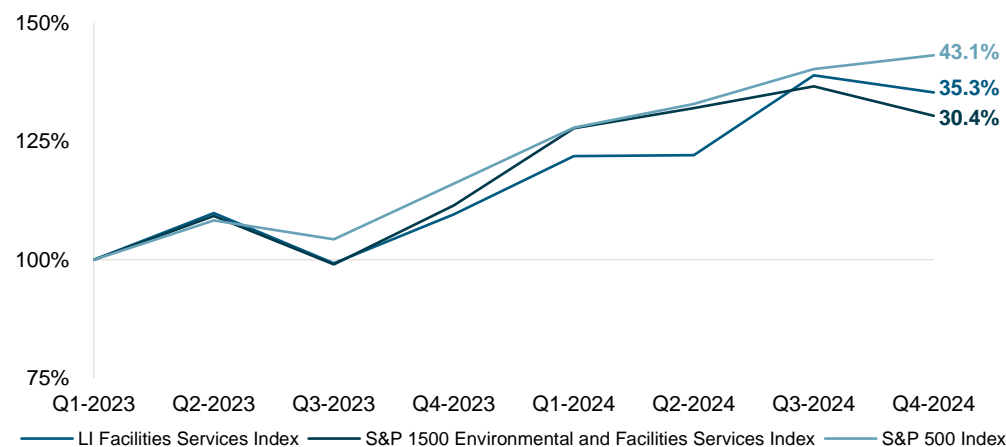
Quarter-over-quarter indices for the S&P 500 Environmental and Facilities Services and the Lincoln Facilities Services Index decreased, while the S&P 500 increased. The Lincoln Facilities Services Index Enterprise Value / EBITDA trading multiples decreased by 1.1x to 14.6x.

Facilities Services Financial Performance

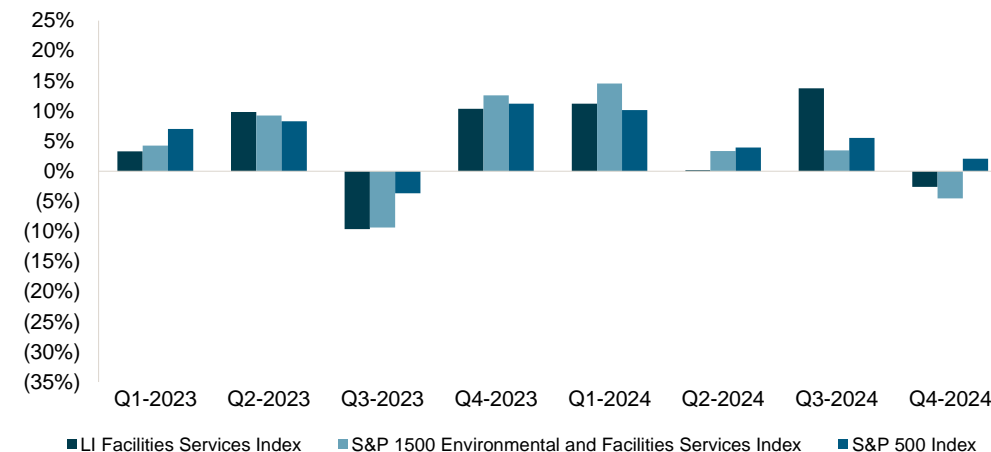
QUARTER-OVER-QUARTER PERFORMANCE

Top Performers	Change	Underperformers	Change
Comfort Systems USA	8.6%	Prosegur Compañía de Seguridad	(18.1%)
EMCOR Group	5.4%	Team	(16.1%)
Compass Group	3.9%	UniFirst	(13.9%)

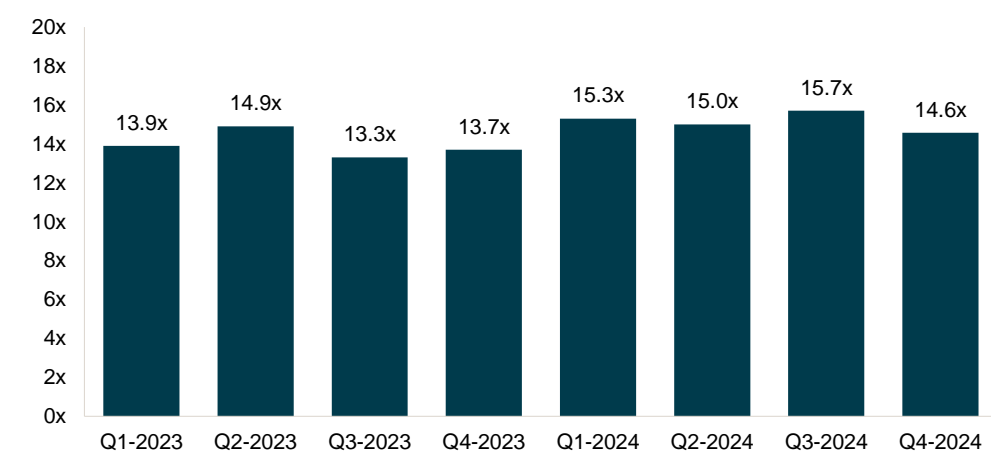
TWO-YEAR RELATIVE STOCK INDEX PERFORMANCE



QUARTER-OVER-QUARTER STOCK INDEX CHANGE



ENTERPRISE VALUE⁽¹⁾ / LTM EBITDA MULTIPLES



Source: Capital IQ as of 12/31/2024

(1) Enterprise value is calculated as market capitalization plus total net debt, preferred equity and minority interest

Lincoln Facilities Services Index Stock Data

\$ in millions, except per share

	Current Price	52-Wk High	Market Cap	Enterprise Value	Diluted EPS	LTM Rev	EV / LTM			LTM Growth		EBITDA Margin	Net Debt / EBITDA
							Rev	EBITDA	EBIT	Rev	EBITDA		
Facilities Services													
ABM Industries	\$51.18	\$59.78	\$3,184	\$4,390	\$2.14	\$8,359	0.5x	10.6x	14.3x	3.2%	(10.0%)	5.0%	2.9x
Aramark	37.31	42.49	9,883	15,097	0.99	17,401	0.9x	13.3x	21.6x	8.2%	9.9%	6.5%	4.6x
BrightView Holdings	15.99	18.89	1,519	2,766	0.20	2,767	1.0x	9.2x	17.6x	(1.7%)	9.9%	10.9%	2.5x
Cintas	182.70	228.12	73,719	76,071	4.15	9,940	7.7x	29.7x	34.3x	8.1%	15.6%	25.8%	0.9x
Comfort Systems USA	424.06	510.79	15,045	14,720	13.07	6,517	2.3x	18.9x	22.7x	31.2%	73.7%	12.0%	(0.4x)
Compass Group	33.33	34.88	56,565	61,810	0.82	42,002	1.5x	18.3x	21.2x	10.8%	15.3%	8.0%	1.5x
EMCOR Group	453.90	532.38	20,880	19,851	19.67	14,235	1.4x	14.4x	15.9x	17.7%	55.1%	9.7%	(0.7x)
FirstService	180.97	193.34	8,191	9,553	2.40	4,931	1.9x	21.0x	31.5x	15.3%	15.3%	9.2%	2.2x
Johnson Controls International	78.93	87.16	52,266	63,566	2.08	22,952	2.8x	19.4x	25.9x	2.8%	2.3%	14.3%	3.1x
Matrix Service	11.97	13.90	330	205	(1.13)	696	0.3x	NM	NM	(11.2%)	NM	(3.5%)	5.1x
Mitie Group	1.38	1.59	1,695	1,914	0.09	6,417	0.3x	6.0x	7.4x	26.6%	42.4%	5.0%	0.6x
Prosegur Compañía de Seguridad	1.75	2.03	934	2,700	0.12	5,047	0.5x	5.8x	9.4x	8.5%	(0.6%)	9.2%	3.7x
Rentokil Initial	5.02	6.48	12,602	16,721	0.16	6,837	2.4x	12.6x	18.1x	11.8%	12.6%	19.4%	3.1x
Rollins	46.35	52.16	22,448	22,863	0.97	3,311	6.9x	30.2x	35.2x	11.1%	13.8%	22.9%	0.5x
Securitas AB	12.37	13.02	7,087	10,962	8.26	15,743	0.7x	9.1x	11.1x	10.1%	12.2%	7.7%	3.2x
Sodexo	82.36	109.12	12,057	15,745	4.98	26,322	0.6x	10.8x	13.9x	7.2%	14.7%	5.5%	2.5x
Team	12.68	26.77	57	345	(12.28)	853	0.4x	9.4x	NM	(0.8%)	NM	4.3%	7.8x
UniFirst	171.09	208.20	3,180	3,005	7.77	2,427	1.2x	8.9x	15.5x	8.7%	30.7%	13.9%	(0.5x)
Facilities Services Mean							1.8x	14.6x	19.7x	9.3%	19.5%	10.3%	2.4x
Facilities Services Median							1.1x	12.6x	17.8x	8.6%	14.3%	9.2%	2.5x

Heard on the Street

12/31/2024

Altus Fire & Safety (Apax Partners), a New York, NY-based provider of design, engineering, installation, maintenance, monitoring and servicing of fire and life safety systems announced that it is actively looking to make acquisitions in 2025. In December 2024, Altus acquired Facility Compliance Services, a provider of fire and life safety services, marking the Company's first acquisition since it was acquired by Apax in August of 2024. Altus has another deal under LOI and expects several more in Q1 2025. The Company's acquisition strategy is aimed at building density on the east coast while also pursuing larger opportunities outside of its core geography. Targets typically have revenue greater than \$5M, complementary service offerings and attractive customer retention profiles. Altus is primarily interested in the healthcare, manufacturing, data center and multifamily housing end markets.

12/23/2024

Yellowstone Landscape (Harvest Partners), a Bunnell, FL-based provider of commercial landscaping maintenance, installation, enhancements, irrigation and tree care services announced that Neuberger Berman Capital Solutions ("NBCS") has acquired a significant minority stake in the Company. Harvest Partners will retain majority ownership of Yellowstone, along with investing additional funds alongside NBCS. Yellowstone was acquired by Harvest from CIVC Partners in 2019 and generates ~\$125M of EBITDA. Yellowstone operates in 16 states and serves more than 9,000 customers.

12/12/2024

Better Protection (Abry Partners), a Chicago, IL-based provider of fire protection system inspection, testing, repair, retrofit, installation and design services is continuing to aggressively pursue acquisitions in 2025. In November 2024, Better Protection acquired DFS Fire Systems, a provider of fire protection equipment services, marking the Company's sixth acquisition since Abry created the platform in 2022. Better Protection is currently ~\$50M of revenue and would like to add \$3M - \$5M of EBITDA each year through acquisitions. The Company's acquisition strategy is to build an enduring company with quality of revenue that is 80%+ recurring.

10/28/2024

GardaWorld (BC Partners), a Saint-Laurent, Quebec-based provider of security services, AI-enabled security technologies, integrated risk management and cash automation solutions, has reached a definitive agreement to sell a majority stake to Founder, Chairman, President and CEO Stephan Crétier and HPS Investment Partners, valuing the Company at \$13.5B CAD. The transaction marks the largest private buyout in Canadian history, with Crétier and senior management owning approximately 70% of the Company and HPS leading a group of minority investors holding the remaining equity. BC Partners has maintained a minority stake in the Company to support future growth. Since partnering with BC Partners in 2019, GardaWorld has doubled operating profit to over \$1B CAD. The transaction is subject to customary closing conditions and is expected to close in February 2025.

M&A Transaction Highlights

Select transactions

Closed	Target	Target Description	Acquirer
Dec-24	Green Wave Pest Solutions	Provides pest management services	Certus Pest (Imperial Capital)
Dec-24	Moon Security Service	Provides security, fire alarm, fire and smoke detection, CCTV and access control installation and services	Pye-Barker Fire & Safety (Altas Partners, Leonard Green & Partners)
Dec-24	SFS Security Fire Systems	Provides fire security system design and installation services	Blackford Capital Associates
Dec-24	Seacoast Security	Provides security systems, fire detection and alarms, CCTV and access control services	Pye-Barker Fire & Safety (Altas Partners, Leonard Green & Partners)
Dec-24	Servello & Son	Provides landscaping, irrigation, horticulture and pest control services	Landscape Workshop (Carousel Capital)
Dec-24	W Services Group	Provides cleaning, site refresh, remodel and emergency response services	Bessemer Investors
Dec-24	Global Fire Protection Group	Provides fire safety engineering, inspection and consulting services	NV5 Global
Dec-24	Facility Compliance Services	Provides fire and life safety inspection, testing, maintenance and compliance services	Altus Fire & Life Safety (Apax Partners)
Dec-24	J.W. Dielmann	Provides life safety system design, installation and services	Sciens Building Solutions (The Carlyle Group)
Dec-24	Sanderson Fire Protection	Provides fire extinguisher services to restaurants, construction and maritime customers	Performance Systems Integration (The Riverside Company)
Dec-24	Eos Business Surveillance Solutions	Provides video surveillance, access control and advanced mobile surveillance trailer solutions	Security 101 (Gemspring Capital)
Dec-24	Bland Landscaping	Provides a comprehensive suite of landscaping maintenance and enhancement services	Comvest Private Equity
Dec-24	Micro Security Solutions	Provides electronic security integration services	NextGen Security (Dunes Point Capital)
Dec-24	Chadwick Service Company	Provides commercial HVAC and plumbing services	PremiStar (Partners Group)
Dec-24	HVAC Incorporated	Provides HVAC system design, installation, repair and maintenance services	Service Logic (Leonard Green & Partners)
Dec-24	Mountain View Integration	Provides access control, video surveillance, intrusion detection, visitor management and managed services	Security 101 (Gemspring Capital)
Dec-24	North Texas Integration	Provides access control, video surveillance, intrusion detection, visitor management and managed services	Security 101 (Gemspring Capital)
Dec-24	Security On-Line Systems	Provides design, installation, maintenance and monitoring services for fire and safety systems	Pye-Barker Fire & Safety (Altas Partners, Leonard Green & Partners)
Dec-24	Full Care	Provides landscape design, installation, maintenance and snow removal services	Visterra Landscape Group (Trinity Hunt Partners)
Dec-24	Rose Paving Company	Provides preventative and restorative parking lot maintenance services	Atlantic Southern Paving (Harbor Beach Capital)
Dec-24	Atlantic Southern Paving	Provides pavement management plans, maintenance and construction services	Rose Paving (Tenex Capital Management)
Dec-24	FES Support Services	Provides property, communications, fire and security, HV and utilities, engineering and energy services	OCS Group (Clayton, Dubilier & Rice)

M&A Transaction Highlights (continued)

Select transactions

Closed	Target	Target Description	Acquirer
Dec-24	ICR Air	Provides a comprehensive suite of HVAC services	Custom Air Conditioning (CAI Capital)
Dec-24	United Automation	Provides fire and security alarms, access control, video surveillance and systems automation services	Pye-Barker Fire & Safety (Altas Partners, Leonard Green & Partners)
Dec-24	Combined Caterers	Provides premium event management and catering services	CCMP Growth Advisors
Dec-24	Horvath Home Services	Provides plumbing, HVAC, electrical, installation, repair, replacement and remodeling services	The Punctual Pros (Broad Sky Partners)
Dec-24	Power Plus Electric	Provides regulated electrical contracting services	Custom Air Conditioning (CAI Capital)
Dec-24	Yellowstone Landscape	Provides commercial landscaping maintenance, installation, enhancements, irrigation and tree care services	Neuberger Berman (minority)
Dec-24	Consolidated Mechanical	Provides piping, equipment and HVAC installation services	Limbach Holdings
Dec-24	Flooring Business of H.B. Fuller	Provides flooring repair and installation services	Pacific Avenue Capital Partners
Dec-24	Schultz Lawnscaapes	Provides landscape and hardscape design, enhancement, maintenance and snow removal services	HeartLand (Pritzker Private Capital)
Nov-24	Flow Service Partners	Provides HVAC and plumbing services	Quad-C Management
Nov-24	Gilstrap Exterminating	Provides pest control services including termite treatment, wildlife control and insulation services	Northwest Exterminating (Rollins)
Nov-24	Endeavor Fire Protection	Provides fire protection and life safety installation, maintenance, repair and inspection services	APi Group
Nov-24	JS Compliance	Provides process safety management and risk management consulting services	Kelvin Group (Southfield Capital)
Nov-24	Action Technology Systems	Provides fire alarm services, monitoring and installation	Performance Systems Integration (The Riverside Company)
Nov-24	Allied Fire Protection	Provides fire safety installation and inspection services	Atlantis Fire Protection (Capital Alignment Partners)
Nov-24	Protect Alarms Security Systems	Provides security systems, fire detection and monitoring services	Pye-Barker Fire & Safety (Altas Partners, Leonard Green & Partners)
Nov-24	A-1 Service Group	Provides HVAC maintenance and installation services	Tech24 (Vestar Capital Partners)
Nov-24	Aardvark Ant & Pest Control	Provides pest inspection, pest spray, fumigation, termite control and other pest-related services	Certus Pest (Imperial Capital)
Nov-24	Conditioned Air Design	Provides heating and air conditioning services	PremiStar (Partners Group)
Nov-24	Continental Services	Provides contract dining management services	Morgan Street Holdings
Nov-24	Dalrymple Rigging and Transport	Provides precision machinery moving services	MEI Rigging & Crating (Olympus Partners)
Nov-24	General Sprinkler Corporation	Provides fire sprinkler inspection, testing, maintenance and 24-hour emergency services	Pye-Barker Fire & Safety (Altas Partners, Leonard Green & Partners)

M&A Transaction Highlights (continued)

Select transactions

Closed	Target	Target Description	Acquirer
Nov-24	Hartwig Mechanical	Provides full-service commercial and industrial mechanical contracting services	Crete United (Ridgemont Equity Partners)
Nov-24	Sonitrol New England	Provides fire and safety system design and services	Pye-Barker Fire & Safety (Altas Partners, Leonard Green & Partners)
Nov-24	Bell Plumbing Services	Provides mechanical and plumbing services	Pinnacle MEP (Blue Point Capital Partners)
Nov-24	CRH Catering	Provides premier convenience solutions	Sodexo
Nov-24	Diamond Iron	Provides permanent fence and gate installation services	Perimeter Solutions Group (Bertram Capital)
Nov-24	Mincey's Pest Control	Provides a comprehensive suite of pest control services	Rockit Pest (Halle Capital Management)
Nov-24	Tropic-Kool	Provides HVAC maintenance, testing, construction and automation services	Fidelity Building Services (Onex Partners)
Nov-24	DFS Fire Systems	Provides fire protection equipment installation and maintenance services	Better Protection (Abry Partners)
Nov-24	Langford's Mechanical Services	Provides HVAC and refrigeration installation, maintenance and repair services	FirstCall Mechanical (SkyKnight Capital)
Nov-24	Armadillo Service Company	Provides ice machine leasing and services	Easy Ice (Freeman Spogli)
Nov-24	Systems Design Group	Provides security system installation, testing and inspection services	Pye-Barker Fire & Safety (Altas Partners, Leonard Green & Partners)
Nov-24	Covenant Building Service	Provides janitorial services, contract cleaning, floor care, pressure washing and maintenance services	4M Building Solutions (O2 Investment Partners)
Oct-24	DWC Mechanical	Provides HVAC installation, design and maintenance services	NexCore (Trinity Hunt Partners)
Oct-24	HMI Commercial Landscape	Provides landscaping, irrigation, mowing, weed control, consulting and other related services	Mariani Enterprises (CI Capital Partners)
Oct-24	MS Fire Protection	Provides end-to-end fire sprinkler installation, design, inspection, testing and maintenance services	Pye-Barker Fire & Safety (Altas Partners, Leonard Green & Partners)
Oct-24	ProFlo Air Conditioning, Heating and Plumbing	Provides HVAC maintenance, installation and repair services	Apex Service Partners (Alpine Investors)
Oct-24	SecureShield	Provides fire, security and other critical services	Ranger Fire and Security (Hyperion Equity Partners)
Oct-24	Kickin' Asphalt Paving & Excavating	Provides paving and excavating services	Superior Paving
Oct-24	Bridge Crane Specialists	Provides fully custom overhead crane system design, manufacturing and quality services	Crane 1 (L Squared Capital Partners)
Oct-24	Central States HVAC Solutions	Provides products and services for custom, highly engineered HVAC systems	Impact Climate Technologies (Ardian)
Oct-24	Perimeter Solutions Group	Provides perimeter protection solutions including fencing, gate and access control services	Bertram Capital Partners
Oct-24	Stealth Monitoring	Provides commercial mobile and fixed video monitoring security solutions	GardaWorld (BC Partners)

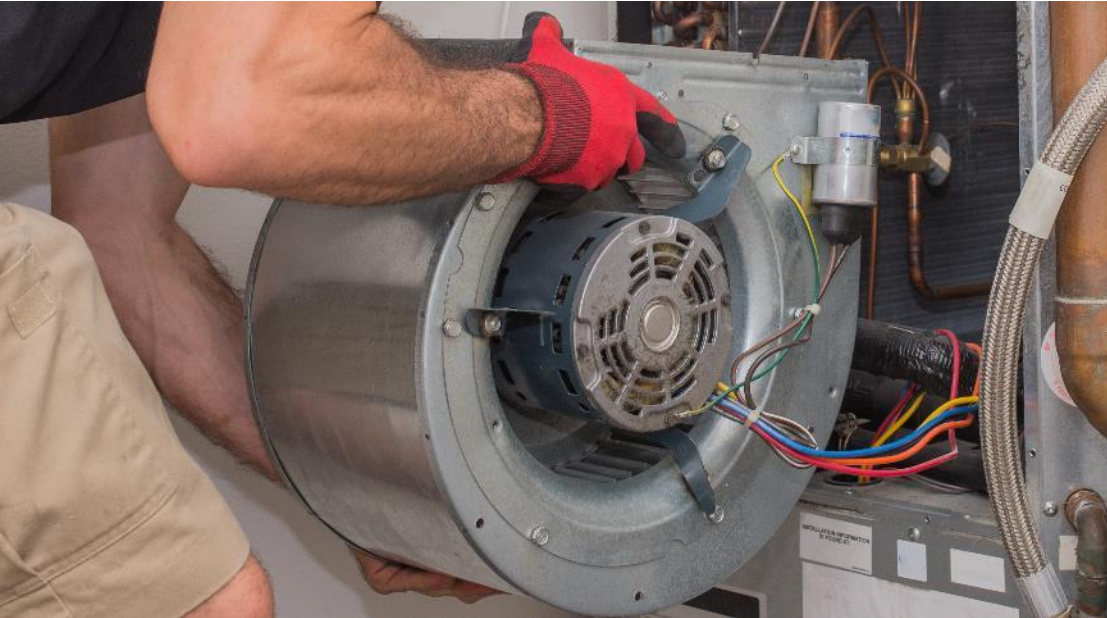
M&A Transaction Highlights (continued)

Select transactions

Closed	Target	Target Description	Acquirer
Oct-24	AdaptToSolve	Provides video surveillance, access control, fire detection and intrusion detection services	Minuteman Security and Life Safety (Tenex Capital Management)
Oct-24	Tactical Safety Solutions	Provides safety professionals, technical rescue teams and first response services	Sentry Safety Solutions (Mitchell Capital, Evolution Strategy Partners)
Oct-24	Sprout Commercial Landscape Services	Provides landscape, hardscape and snow removal services	Landscape Workshop (Carousel Capital)
Oct-24	Trimscape Landscape Services	Provides lawn care, tree pruning and irrigation services	Landscape Workshop (Carousel Capital)
Oct-24	Classic Protection Systems	Provides fire and safety system services, installation, inspection and maintenance	Sciens Building Solutions (The Carlyle Group)
Oct-24	Cambridge Landscape	Provides tree care, snow removal, irrigation, water management and construction services	Sperber Companies (Nexus Capital Management)
Oct-24	SDG Security	Provides alarm system monitoring services	Guardian Alarm (Certares)
Oct-24	DACSIS	Provides fire suppression and fire alarm systems integration services	Pye-Barker Fire & Safety (Altas Partners, Leonard Green & Partners)
Oct-24	LCS Landscapes	Provides commercial landscape and snow maintenance services	Riverview Companies (Talus Holdings)
Oct-24	Storm Guardian Generators	Provides electrical and plumbing services including installation and preventative maintenance	Liberty Service Partners (NorthCurrent Partners)
Oct-24	Fore-Front Mechanical	Provides process piping, HVAC and plumbing services	Cold Core Group (The Cambria Group)
Oct-24	Spider Man Pest Control	Provides pest and termite services, lawn fertilization, wildlife management and mosquito trapping services	Arrow Exterminators
Oct-24	Pinnacle MEP	Provides HVAC and plumbing maintenance, repair and replacement services	Blue Point Capital Partners
Oct-24	The Parking Spot	Provides near-airport parking services	KKR
Oct-24	Green Mango Pest Control	Provides pest inspection, treatment plans and ongoing protection services	PestCo (Thompson Street Capital Partners)
Oct-24	Nason Mechanical Systems	Provides heating, cooling, piping and plumbing systems and services	Fidelity Building Services (Onex Partners)
Oct-24	Pasco Fire & Safety	Provides inspection, testing and maintenance of fire and safety systems	Pye-Barker Fire & Safety (Altas Partners, Leonard Green & Partners)
Oct-24	Restoration XP	Provides fire damage, water damage, mold remediation and contents restoration services	Frontier Services Group (Seaside Equity Partners)
Oct-24	Norm's Refrigeration & Ice Equipment	Provides ice machine leasing and services	Easy Ice (Freeman Spogli)
Oct-24	PEAK Alarm Company	Provides security systems, fire alarms, CCTV, access control and monitoring services	Pye-Barker Fire & Safety (Altas Partners, Leonard Green & Partners)
Oct-24	All Around Landscaping	Provides landscape design, installation, maintenance, irrigation and hardscaping services	Landscape Workshop (Carousel Capital)
Oct-24	Educational Electronics	Provides fire alarm and communications systems services	Sciens Building Solutions (The Carlyle Group)
Oct-24	Landscape Maintenance Professionals	Provides commercial landscape maintenance services	Juniper Landscaping (Bregal Partners)

About Lincoln International

We are trusted investment banking advisors to business owners and senior executives of leading private equity firms and their portfolio companies and to public and privately held companies around the world. Our services include mergers and acquisitions advisory, private funds and capital markets advisory, and valuations and fairness opinions. As one tightly integrated team of more than 1,000 professionals in more than 25 offices in 15 countries, we offer an unobstructed perspective on the global private capital markets, backed by superb execution and a deep commitment to client success. With extensive industry knowledge and relationships, timely market intelligence and strategic insights, we forge deep, productive client relationships that endure for decades. Connect with us to learn more at www.lincolninternational.com.



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