

Teaser Project Calacatta

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Teaser

Staffing solutions provider of CEE Labour Migrants



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Communication

- Max Finance & Legal ("Max") has been appointed as the exclusive corporate finance advisor to the shareholder of Project Calacatta ("Calacatta" or the "Company") in connection with the proposed sale of the Company.
- All communication, inquiries, and requests for information related to Project Calacatta must be directed exclusively to the advisors of Max, as listed on page 5 of this Document.

Status

- A selected group of prospective buyers is being approached to assess potential interest in acquiring the Company, based on a perceived strategic fit and a mutual understanding that valuation metrics should be driven by the Company's strategic potential.
- Upon expressing qualified interest and signing a Non-Disclosure Agreement (NDA), a comprehensive Information Memorandum (IM) and process letter will be made available, outlining the next steps in greater detail.
- If your Non-Binding Indication of Interest (NBIO) meets the required criteria, you may be invited to participate in the next phase of the sale process (Phase II).

Calacatta: Dutch Expert in Temporary Staffen Solutions

General Description

- **Specialized Workforce Provider:**

Calacatta is a leading Dutch staffing solutions provider specializing in the placement of Central and Eastern European (CEE) labour migrants in the meat processing(60%) and natural stone manufacturing(20%) industries—both sectors facing high scarcity of qualified personnel and Others (20%)

- **Trusted Sourcing & Recruitment:**

The company focuses on attracting reliable and motivated workers, primarily from Poland, Romania, Ukraine and Hungary, leveraging its extensive sourcing network to meet client demands effectively.

- **Comprehensive Service Offering:**

Calacatta delivers a two-fold value proposition:

1. Supplying well-trained, high-quality CEE workers to Dutch tier-1 clients.
2. Providing comprehensive support services to jobseekers, including accommodation, transportation, and insurance, ensuring a seamless employment experience. Even in today's tight labour market, Calacatta consistently delivers qualified workers on time and at competitive rates.

- **Strategic Real Estate Portfolio:**

In addition to its staffing expertise, the owner has built a significant real estate portfolio, specifically to accommodate labour migrants. This portfolio provides high-quality housing solutions, and potential investors or buyers have the opportunity to secure long-term lease agreements, ensuring stable and reliable housing for workers.

- **Compliance & Certifications:**

As a fully compliant employment agency, Calacatta prioritizes adherence to all relevant regulations. The company holds SNA and SNF certifications, underscoring its commitment to ethical and legally sound staffing practices.

Rationale for Sale

- To support future growth and effectively capitalize on favorable market conditions, the company's founder and current owner has appointed a dynamic management team that is eager to move forward alongside a new shareholder.
- The decision to sell the company at this time is a logical step to unlock the value of the business and its entrepreneurial achievements while allowing the owner to pursue new professional ambitions.
- The owner intends to remain involved with the organization during a transition period to ensure a smooth handover and continuity.

Key figures

- Revenu: ~30 mio
- Norm EBITDA: ~ 2,3 mio
- Norm. EBITDA CAGR: ~ 17%
- Headcount: ~ 500
- Clients: ~ 30
- Experience: 15+ Years

Key Investment Highlights

1. Favorable Market Conditions & Growth Potential

Positive macroeconomic outlook with strong anticipated growth rates in key end-markets, creating significant expansion opportunities.

2. Robust Operational Backbone

A well-structured back office ensures high planning accuracy, even in times of fluctuating demand, enhancing operational efficiency.

3. Strong Niche Position & Recurring Revenue

Established market presence in specialized industries, leading to high levels of recurring revenue and client retention.

4. Extensive Sourcing Network

A broad and well-developed recruitment network across multiple CEE countries enables a continuous supply of skilled labour migrants.

5. Preferred Supplier Status

Long-standing relationships with tier-1 clients, ensuring consistent demand for blue-collar workers and a stable revenue pipeline.

6. Strategic Real Estate Portfolio

The owner has built a significant real estate portfolio to accommodate labour migrants, offering high-quality housing with long-term lease agreements for stability and reliability.

7. Comprehensive Candidate Support

Calacatta provides housing, transportation, and insurance, making it a preferred employer among jobseekers.

8. Financial Strength & Growth Readiness

Proven healthy revenue and EBITDA growth, positioning the company for future top-line expansion and enhanced profitability.

9. Ambitious Management Team

A motivated and growth-oriented management team is eager to drive the company into its next phase alongside a new shareholder.

Contact details

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