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BVR
What It's Worth

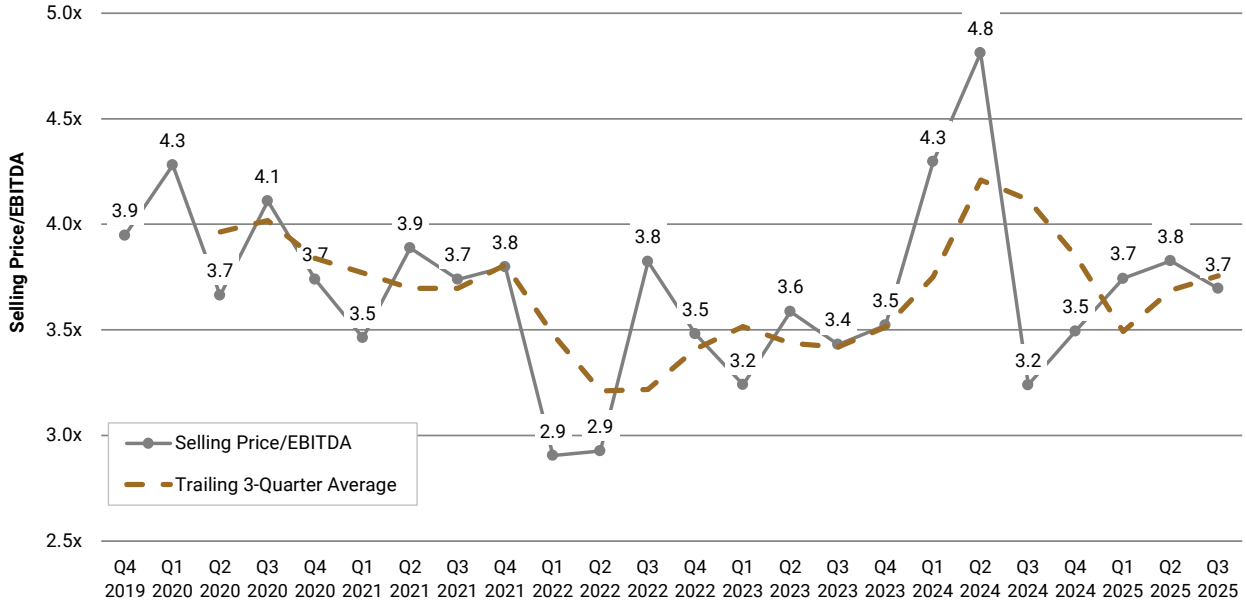
DealStats Value Index Q4 2025

The *DealStats Value Index* summarizes valuation multiples and profit margins for acquired private companies by time period, sector, and size. Business Valuation Resources (BVR) captures this private company transaction data in its DealStats platform. Most BVR deals are not otherwise publicly available. The *DealStats Value Index* is updated quarterly and, as a result, past figures may change in future issues as new data are reported.

EBITDA MULTIPLES SLIGHTLY DECLINE IN Q3 2025

In the time period analyzed, median multiples across all industries began at 3.9x in the fourth quarter of 2019, climbing to 4.3x in the first quarter of 2020 before dipping to 3.7x in the second quarter of 2020 and then rebounding to 4.1x in the third quarter of 2020. After some fluctuation between 3.5x and 3.9x throughout 2021, multiples declined sharply to 2.9x in both the first and second quarters of 2022, marking the lowest levels in the dataset. Following this trough, multiples began a steady recovery—rising to 3.8x by the third quarter of 2022 and stabilizing between 3.2x and 3.6x through 2023. Momentum strengthened in early 2024, reaching 4.3x in the first quarter and peaking at 4.8x in the second quarter, before a notable pullback to 3.2x in the third quarter. Multiples then gradually recovered, to 3.5x in the fourth quarter of 2024, 3.7x in the first quarter of 2025, and 3.8x in the second quarter of 2025, followed by a slight easing, to 3.7x, in the third quarter of 2025.

EXHIBIT 1A. MEDIAN SELLING PRICE/EBITDA WITH TRAILING THREE-QUARTER AVERAGE (PRIVATE TARGETS)

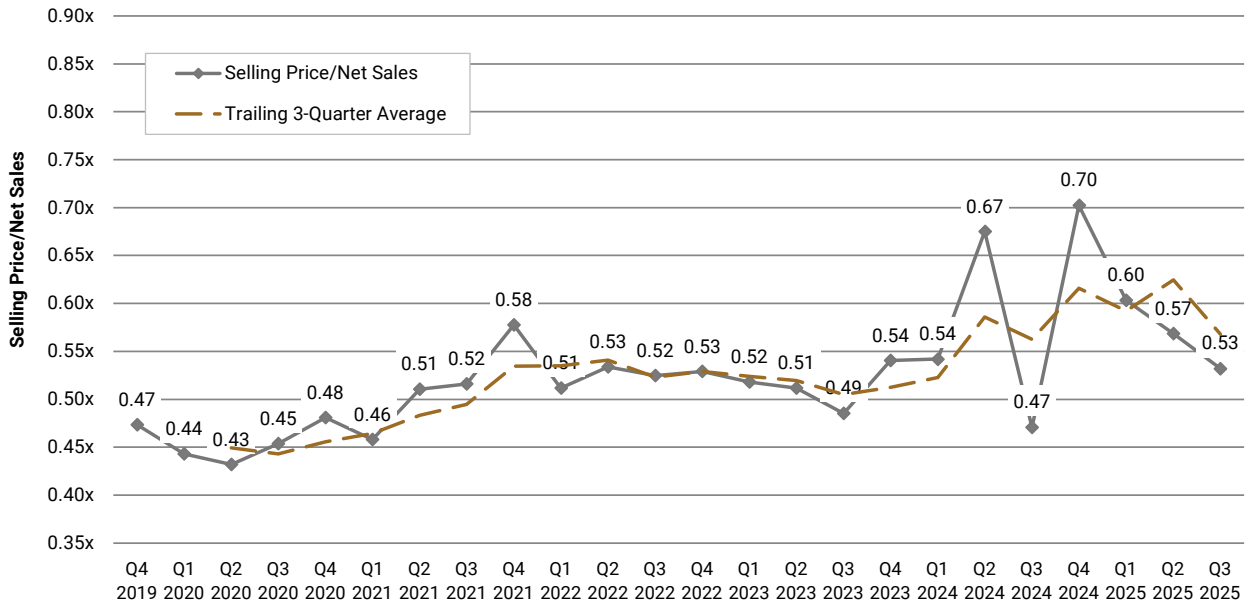


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NET SALES MULTIPLES DECLINE IN Q3 2025

In the quarters analyzed in this report, the net sales multiple of 0.7x in the fourth quarter of 2024 marked a significant increase from previous quarters. However, this was followed by a decline, to 0.6x, in the first quarter of 2025 and a further dip, to 0.53x, in the third quarter of 2025. Since the second quarter of 2020, net sales multiples have generally been increasing, according to the trailing three-quarter average. The lowest multiple recorded since the fourth quarter of 2019 was 0.43x in the second quarter of 2020.

EXHIBIT 1B. MEDIAN SELLING PRICE/NET SALES WITH TRAILING THREE-QUARTER AVERAGE (PRIVATE TARGETS)



Oday Merhi
Manager of Valuation Data and Analysis

Adam Manson
Chief Product Officer

David Foster
CEO

Lucretia Lyons
President

The selling prices referred to in the *DealStats Value Index* represent the market value of invested capital (MVIC) price paid for the target firm. The MVIC price is the total consideration paid to the target and includes any cash, notes, and/or securities that were used as a form of payment plus any interest-bearing liabilities of the target company that the acquirer assumed. For more information, please visit the DealStats FAQ page: bvresources.com/products/faqs/dealstats.

The multiples and transaction data presented in the *DealStats Value Index* include both asset sale purchases and stock sale purchases. Unless otherwise noted, the multiples and transaction data presented in the *DealStats Value Index* include purchases made by both private parties and public parties.

The *DealStats Value Index* (ISSN 1937-9021) is published quarterly and exclusively for subscribers of DealStats by Business Valuation Resources, LLC, 111 SW Columbia Street, Suite 750, Portland, OR 97201-5814. Contact info@bvresources.com for more information or visit our website at bvresources.com.

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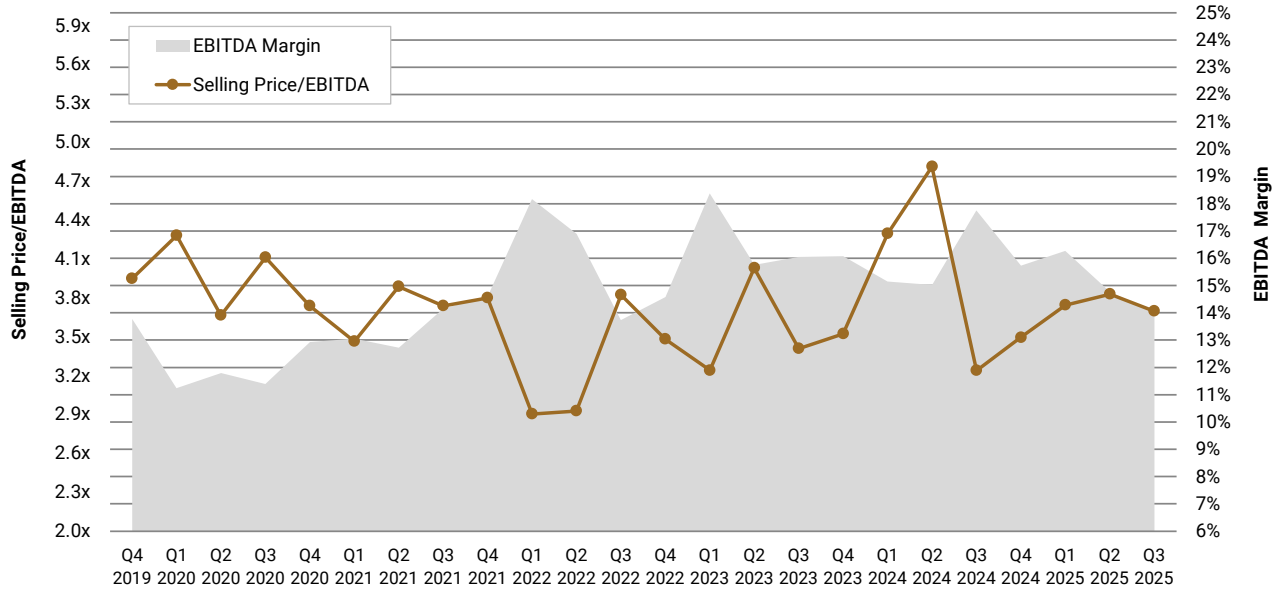
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EBITDA MARGINS DECLINE IN Q3 2025

EBITDA margins reached 18% in the third quarter of 2024, before slightly declining to 16% in the fourth quarter of 2024. EBITDA margins remained steady, at 16%, in the first quarter of 2025 before decreasing slightly, to 15%, in the second quarter of 2025 and 14% in the third quarter of 2025. EBITDA margins peaked at 18% in three different quarters: the first quarter of 2022, the first quarter of 2023, and the third quarter of 2024. The previous range was between 11% and 15% from the fourth quarter of 2019 through the fourth quarter of 2021. Since the fourth quarter of 2019, EBITDA margins have never fallen below 11%.

EXHIBIT 2. MEDIAN SELLING PRICE/EBITDA WITH EBITDA MARGINS (PRIVATE TARGETS)

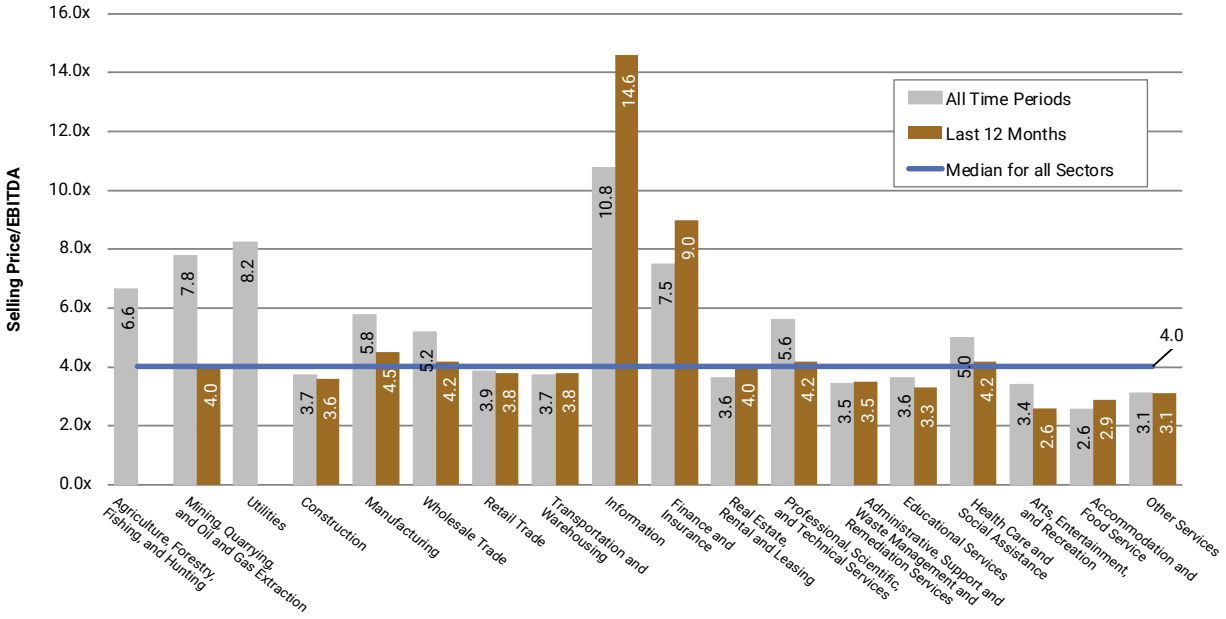


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ALL-TIME MEDIAN EBITDA MULTIPLE FOR ALL SECTORS IS 4.0X

All-time EBITDA multiples remain the highest for the information sector (10.8x) and the utilities sector (8.2x). Meanwhile, the lowest all-time EBITDA multiples are in the accommodation and food services (2.6x) and the other services sectors (3.1x). The median across all industry sectors for all periods is 4.0x. The information sector has shown a recent notable increase, with the last 12-month EBITDA multiple rising to 14.6x compared to its all-time period multiple of 10.8x.

EXHIBIT 3. MEDIAN SELLING PRICE/EBITDA BY SECTOR (PRIVATE TARGETS)

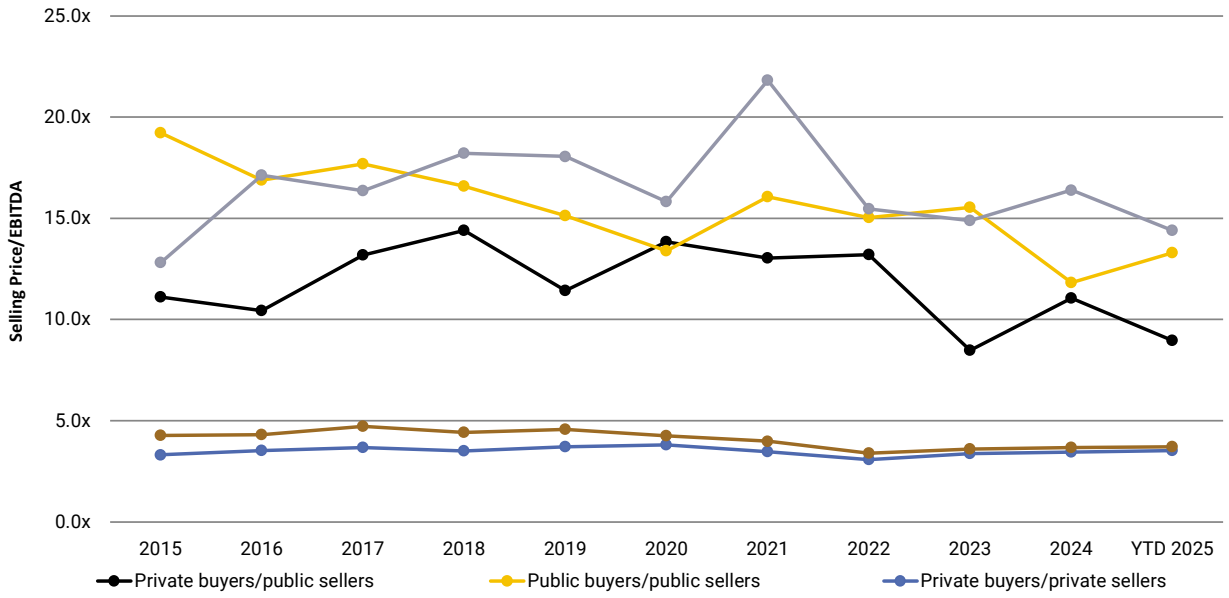


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EBITDA MULTIPLES FOR PRIVATE-BUYER/PUBLIC-SELLER TRANSACTIONS DECLINE SHARPLY IN 2025 YEAR TO DATE

The all-transactions category has remained stable in recent years, holding at 3.7x in both 2024 and year-to-date 2025. For private-buyer transactions involving public sellers, EBITDA multiples decreased from 11.1x in 2024 to 9.0x in 2025 year to date, marking a continued moderation from earlier highs. In transactions involving private buyers and private sellers, multiples edged slightly higher, from 3.4x in 2024 to 3.5x in 2025 year to date. Public-buyer-to-private-seller transactions declined from 16.4x in 2024 to 14.4x in 2025 year to date, though they continue to remain among the highest across transaction types, reflecting sustained valuation strength in this segment.

EXHIBIT 4A. MEDIAN SELLING PRICE/EBITDA (PRIVATE TARGETS)



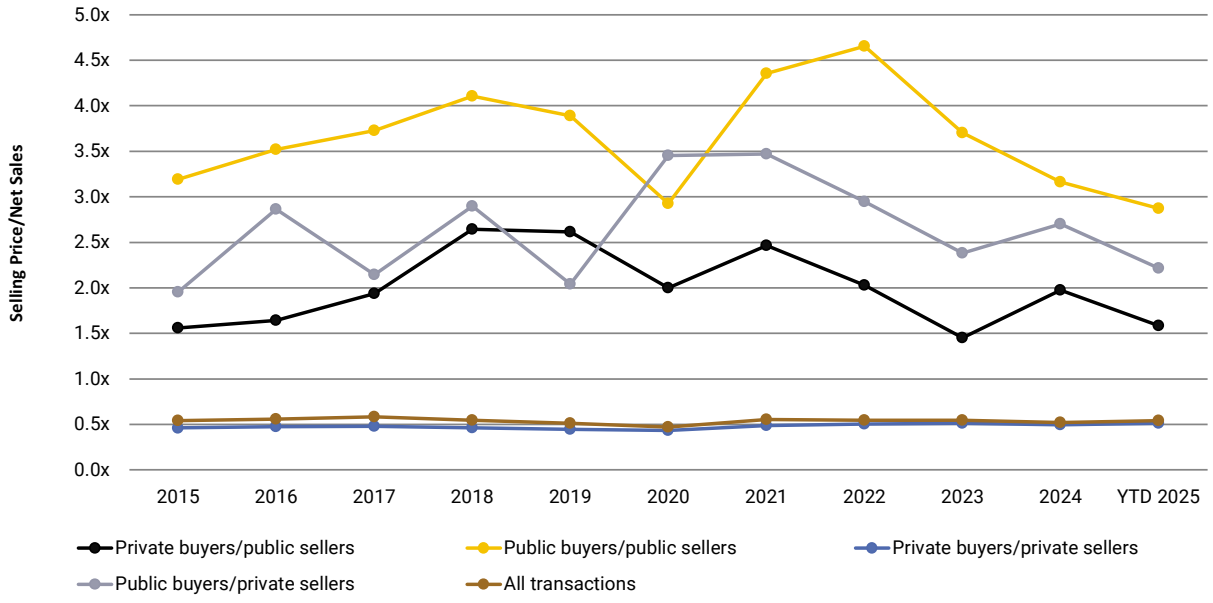
Note: Each data point in this chart is based on a minimum of 10 transaction multiples. If there are not enough transaction multiples for a particular year or quarter, the data are not included.

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NET SALES MULTIPLES FOR PRIVATE-BUYER/PRIVATE-SELLER TRANSACTIONS EDGE HIGHER IN 2025 YEAR TO DATE

In 2025 year to date, the most notable net sales multiple increase occurred in private-buyer transactions involving private sellers, where the multiple rose slightly, from 0.49x in 2024 to 0.51x, representing a 4.1% increase. The most significant decline was seen in private-buyer transactions involving public sellers, where the net sales multiple decreased from 1.97x in 2024 to 1.58x in 2025 year to date, reflecting a 19.8% decrease.

EXHIBIT 4B. MEDIAN SELLING PRICE/NET SALES (PRIVATE TARGETS)



Note: Each data point in this chart is based on a minimum of 10 transaction multiples. If there are not enough transaction multiples for a particular year or quarter, the data are not included.

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PRICING MULTIPLES AND PROFIT MARGINS ARE ON THE MOVE

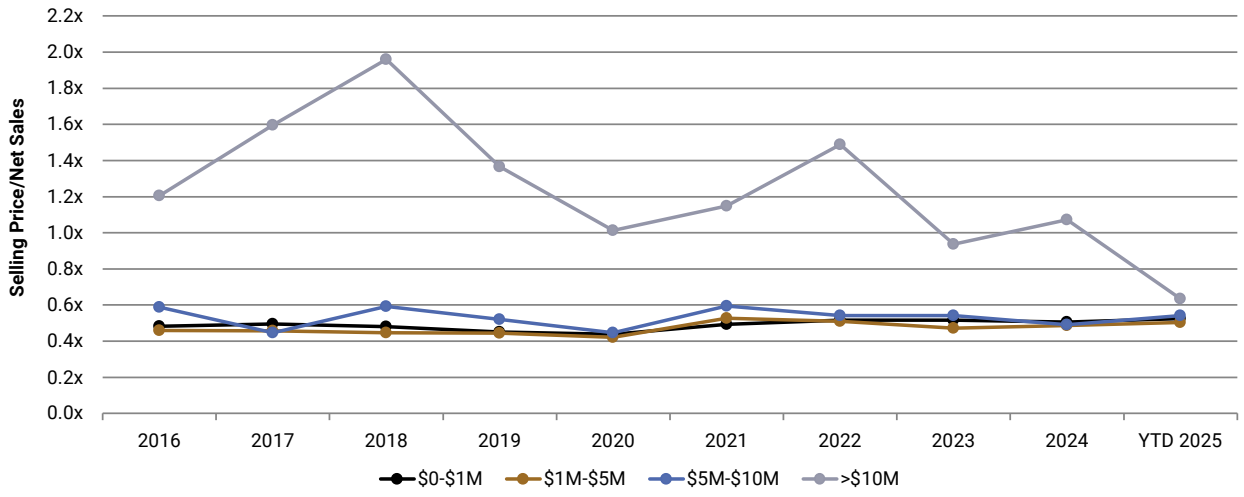
Pricing multiples for private-target acquisitions are displayed across four net sales ranges in Exhibits 5A to 5C and 6A to 6C. Exhibit 5A shows that the net sales multiple in 2025 year to date increased across most size ranges. Companies in the $5 million-to-$10 million range experienced the largest increase, rising from 0.49x in 2024 to 0.54x in 2025 year to date, while companies with net sales above $10 million saw a notable decline, from 1.07x in 2024 to 0.63x in 2025 year to date.

Seller's discretionary earnings (SDE) multiples in 2025 year to date also varied across ranges. Companies with net sales greater than $10 million experienced the most significant decline, dropping from 3.9x in 2024 to 3.0x in 2025 year to date. Meanwhile, companies in the $0-to-$1 million range recorded a modest increase, rising from 1.9x to 2.0x, and those in the $1 million-to-$5 million range edged slightly higher, from 2.6x to 2.7x.

EBITDA multiples in 2025 year to date presented mixed movements. Companies in the $0-to-$1 million range remained virtually unchanged, at 3.1x, while those in the $1 million-to-$5 million range rose slightly, from 3.7x to 3.8x. In contrast, companies in the $5 million-to-$10 million range saw a moderate decline, from 4.1x to 3.9x, and those with sales exceeding $10 million fell more sharply, from 7.1x to 5.3x.

In 2025 year to date, profit margins across size categories showed a mix of upward and downward adjustments. Companies in the $0-to-$1 million range experienced improvements in gross profit margins, increasing from 78% to 86%, while operating and net margins remained steady, at 16%. Companies in the $1 million-to-$5 million range saw a small decline in gross margins, from 62% to 60%, with both operating and net margins improving slightly, from 13% to 14%. Companies in the $5 million-to-$10 million range experienced gains across all metrics, as gross margins rose from 42% to 46%, operating margins from 11% to 13%, and net margins from 12% to 13%. Larger companies with more than $10 million in net sales saw declines in profitability, with gross margins falling from 43% to 36%, operating margins improving modestly, from 10% to 11%, and net margins decreasing from 8% to 5%.

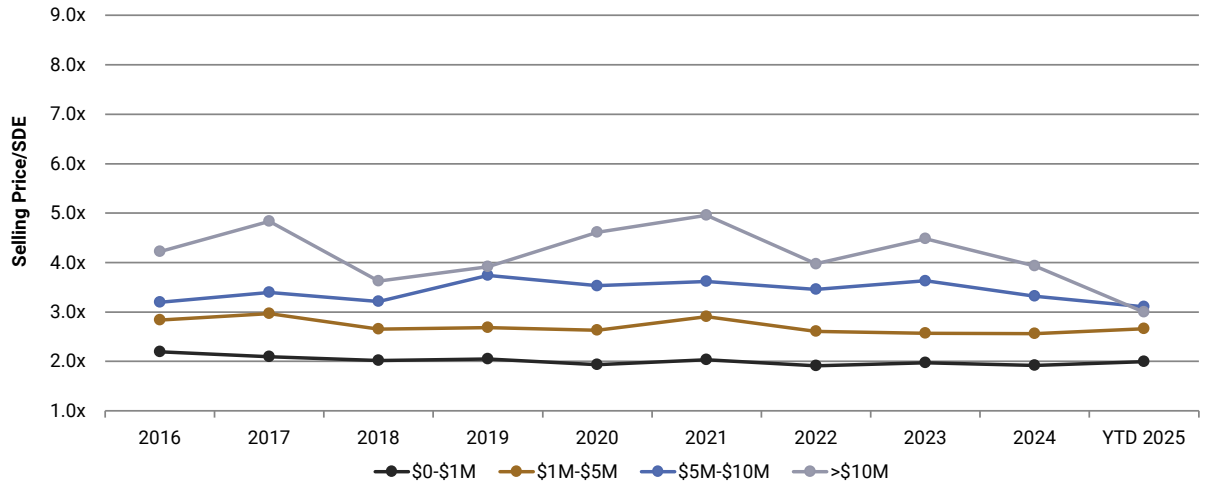
EXHIBIT 5A. MEDIAN SELLING PRICE/NET SALES BY NET SALES RANGE (PRIVATE TARGETS)



Note: Each data point in this chart is based on a minimum of 10 transaction multiples. If there are not enough transaction multiples for a particular year or quarter, the data are not included.

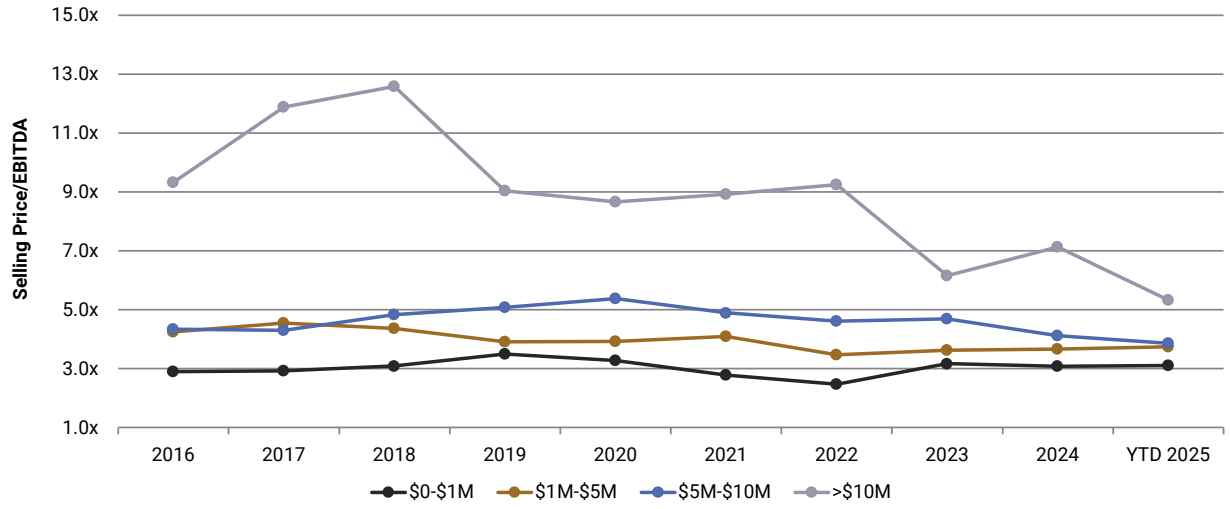
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EXHIBIT 5B. MEDIAN SELLING PRICE/SDE BY NET SALES RANGE (PRIVATE TARGETS)



Note: Each data point in this chart is based on a minimum of 10 transaction multiples. If there are not enough transaction multiples for a particular year or quarter, the data are not included.

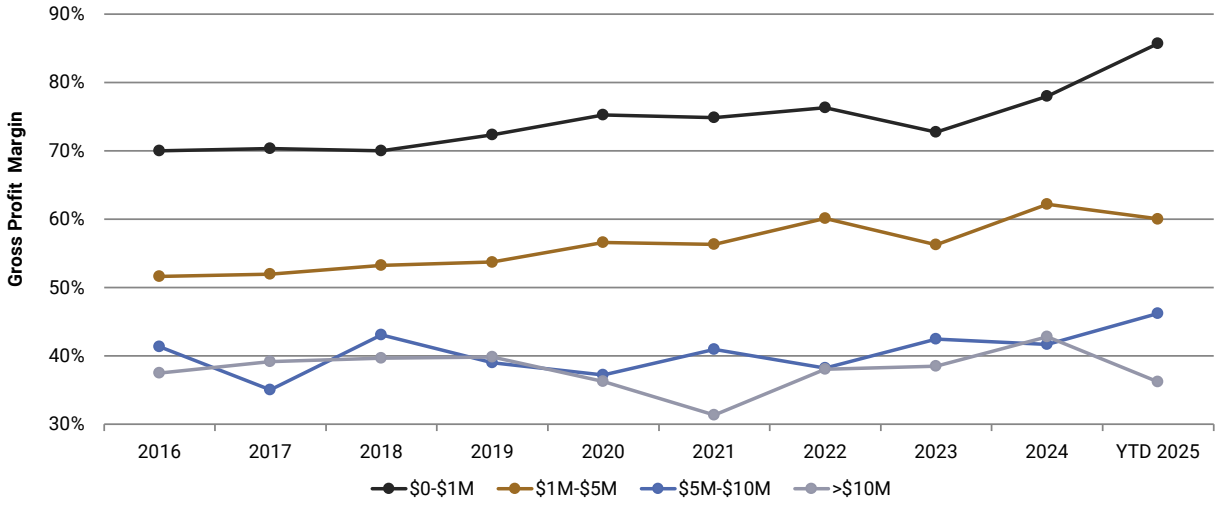
EXHIBIT 5C. MEDIAN SELLING PRICE/EBITDA BY NET SALES RANGE (PRIVATE TARGETS)



Note: Each data point in this chart is based on a minimum of 10 transaction multiples. If there are not enough transaction multiples for a particular year or quarter, the data are not included.

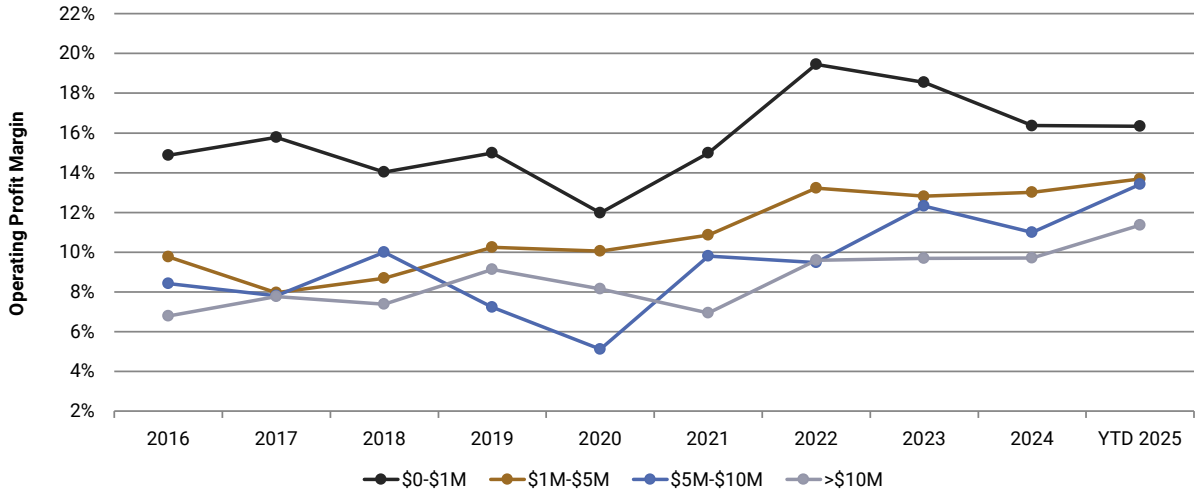
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EXHIBIT 6A. GROSS PROFIT MARGIN BY NET SALES RANGE (PRIVATE TARGETS)



Note: Each data point in this chart is based on a minimum of 10 transaction multiples. If there are not enough transaction multiples for a particular year or quarter, the data are not included.

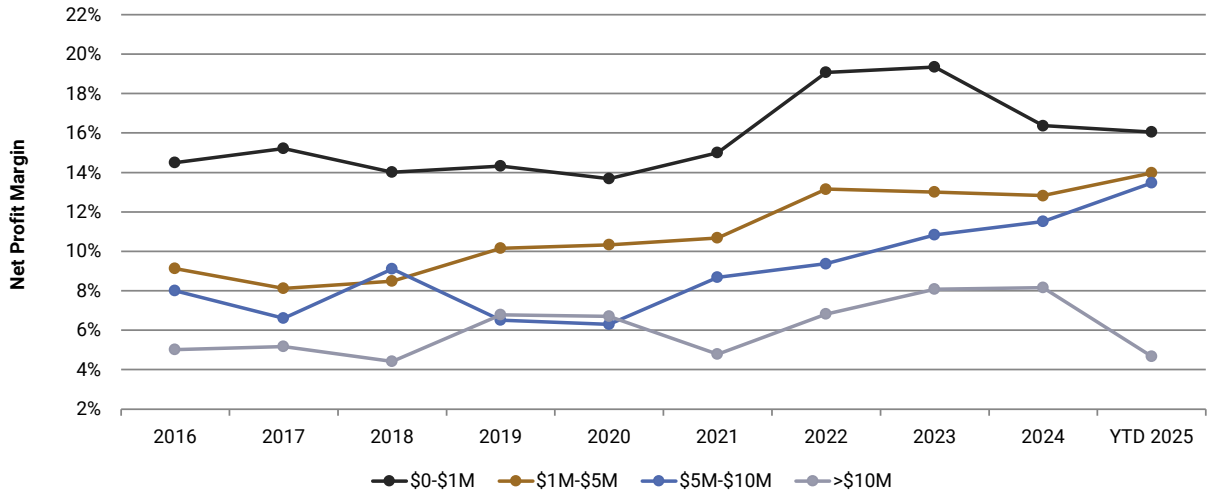
EXHIBIT 6B. OPERATING PROFIT MARGIN BY NET SALES RANGE (PRIVATE TARGETS)



Note: Each data point in this chart is based on a minimum of 10 transaction multiples. If there are not enough transaction multiples for a particular year or quarter, the data are not included.

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EXHIBIT 6C. NET PROFIT MARGIN BY NET SALES RANGE (PRIVATE TARGETS)



Note: Each data point in this chart is based on a minimum of 10 transaction multiples. If there are not enough transaction multiples for a particular year or quarter, the data are not included.



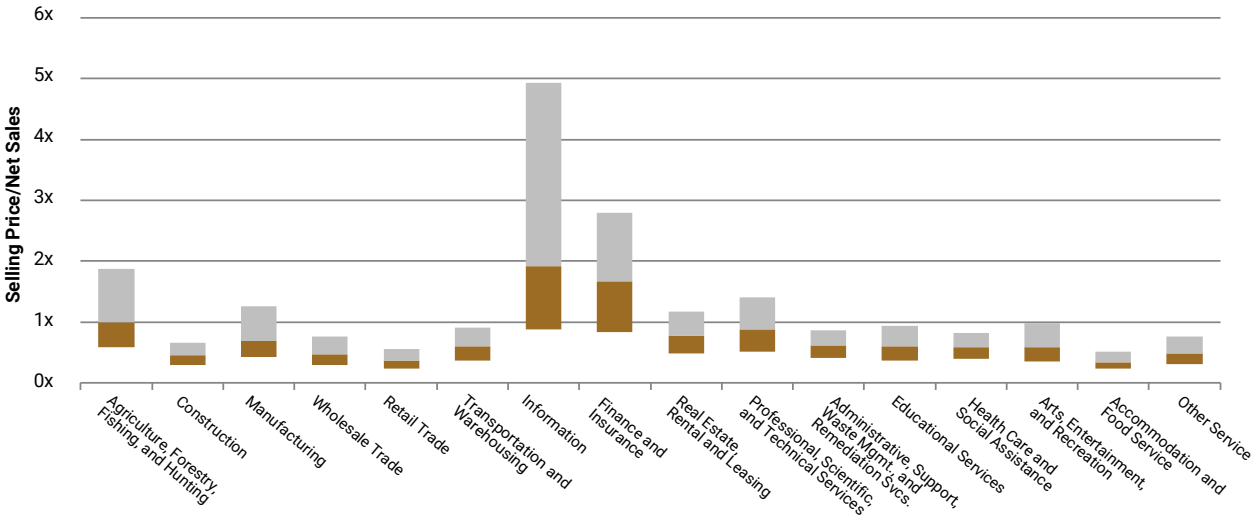
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INTERQUARTILE RANGES ARE FAIRLY CONSISTENT

Exhibits 7A through 7D display the interquartile range of the selling price-to-net sales and selling price-to-EBITDA multiples by major industry sector and by year for private targets. In addition to showing the median multiples by sector and year, the interquartile range provides a measure of dispersion. The interquartile range is the difference between the 25th and 75th percentiles (also called the first and third quartiles), so the interquartile range describes the middle 50% of observations. The top of the gray bar indicates the 75th percentile, the bottom of the brown bar indicates the 25th percentile, and the line where the two meet represents the median. A large interquartile range indicates that the middle 50% of observations are spaced wide apart, and, if the interquartile range is narrow, the middle 50% of observations are spaced close together.

As shown in Exhibits 7A and 7B, the information sector has the greatest median selling price-to-net sales multiple and selling price-to-EBITDA multiple, as well as the greatest spread between the 25th and 75th percentile. The data by year (Exhibits 7C and 7D) shows that the median selling price-to-net sales multiple is consistently around 0.5x, while the selling price-to-EBITDA multiple is generally between 3.0x and 4.0x.

EXHIBIT 7A. SELLING PRICE/NET SALES INTERQUARTILE RANGE BY INDUSTRY SECTOR–ALL TIME PERIODS (PRIVATE TARGETS)



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EXHIBIT 7B. SELLING PRICE/EBITDA INTERQUARTILE RANGE BY INDUSTRY SECTOR–ALL TIME PERIODS (PRIVATE TARGETS)

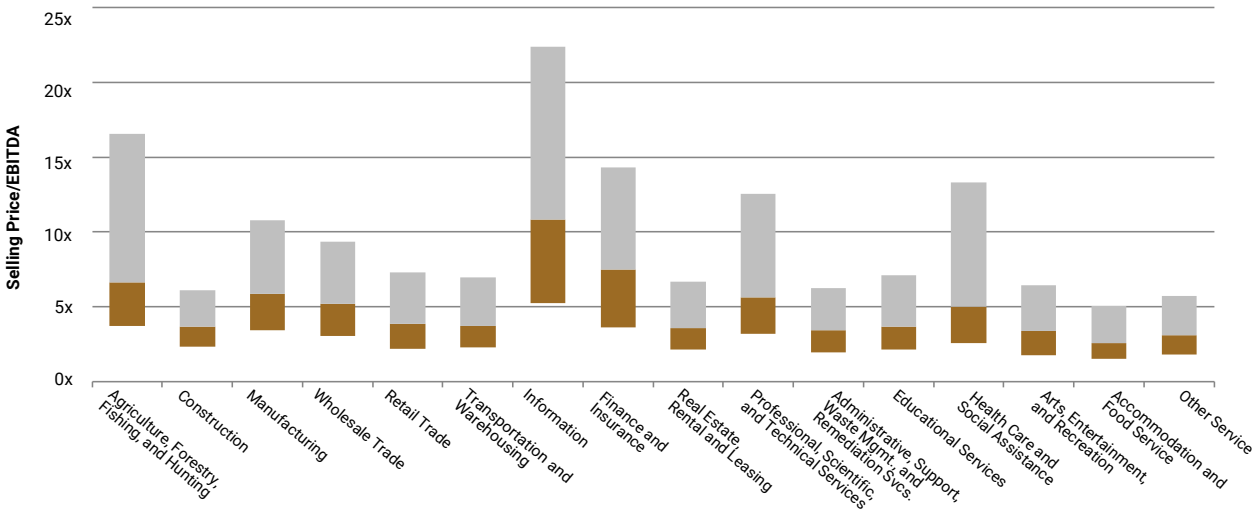
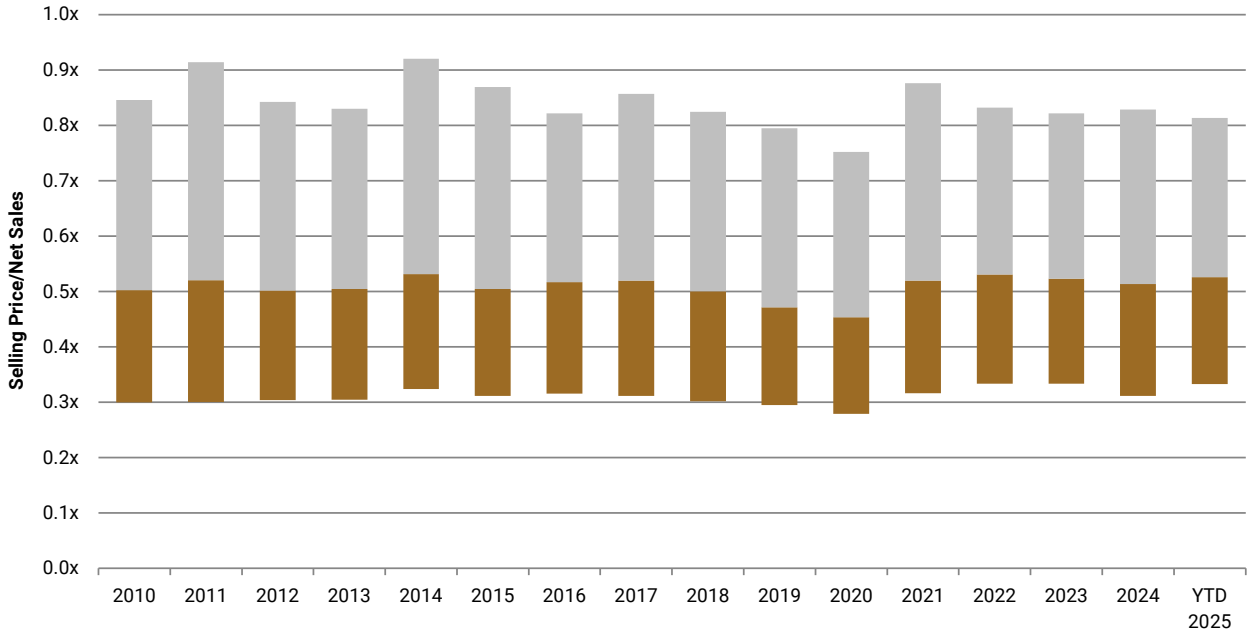
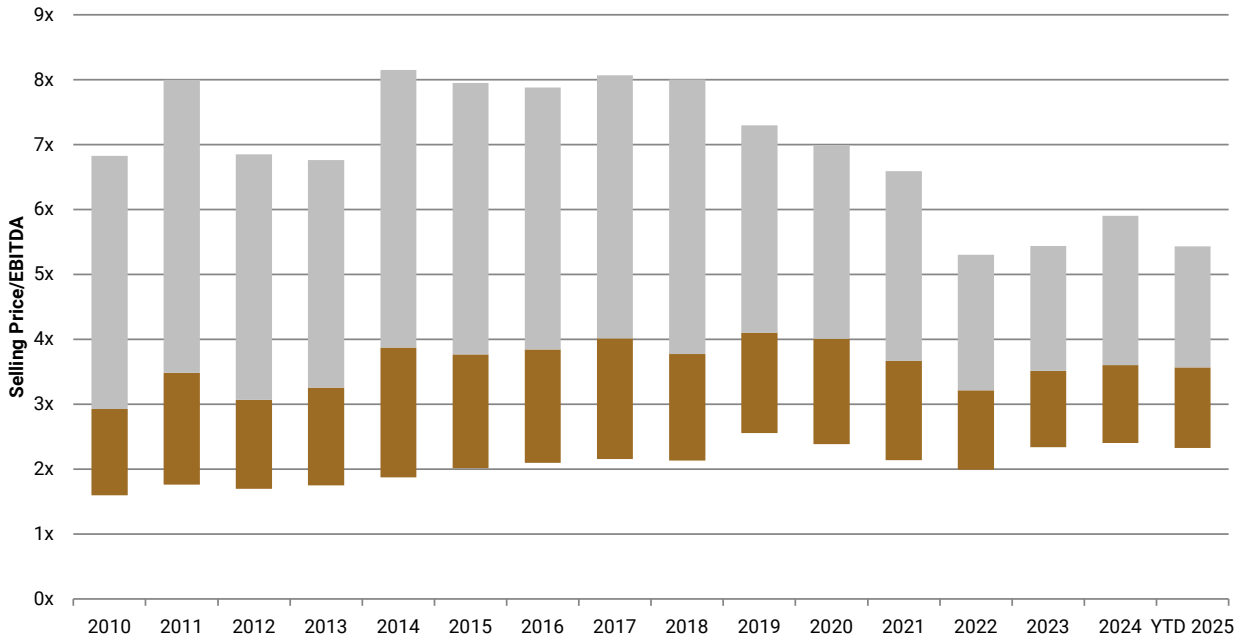


EXHIBIT 7C. SELLING PRICE/NET SALES INTERQUARTILE RANGE BY YEAR (PRIVATE TARGETS)



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EXHIBIT 7D. SELLING PRICE/EBITDA INTERQUARTILE RANGE BY YEAR (PRIVATE TARGETS)



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TEN-YEAR TREND FOR PRIVATE-SELLER SECTOR MULTIPLES

Exhibits 8 through 13 display median multiples paid for private targets, as well as median profit margins, and are organized by industry sector. Multiples across the 15 sectors appear to rise and fall based on cyclical trends.

Median net sales multiples decreased in seven of the 15 sectors in 2025 year to date. The sectors that saw a significant decrease were the transportation and warehousing and information sectors, with a decrease of 31% and 27%, respectively. The professional, scientific, and technical services sector experienced a notable increase of 16%.

Median seller's discretionary earnings (SDE) multiples increased in six of the 15 sectors in 2025 year to date. Among the sectors that saw a significant SDE multiple increase were the healthcare and social assistance and professional, scientific, and technical services sectors, with an increase of 15% and 9%, respectively.

Median EBITDA multiples increased in six of the 15 sectors in 2025 year to date. The sectors that saw the most notable increases were finance and insurance and professional, scientific, and technical services, with an increase of 30% and 14%, respectively.

In 2025 year to date, gross and operating profit margins showed mixed trends across sectors, while net profit margins declined in most industries.

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EXHIBIT 8. MEDIAN SELLING PRICE/NET SALES BY SECTOR (PRIVATE TARGETS)

NAICS	NAICS Industry Sector	2016	2017	2018	2019	2020	2021	2022	2023	2024	YTD 2025
23	Construction	0.46	0.42	0.40	0.42	0.42	0.46	0.49	0.51	0.47	0.50
31-33	Manufacturing	0.62	0.71	0.70	0.60	0.61	0.71	0.65	0.59	0.60	0.54
42	Wholesale Trade	0.47	0.50	0.41	0.51	0.38	0.55	0.48	0.52	0.52	0.59
44-45	Retail Trade	0.39	0.37	0.38	0.36	0.35	0.41	0.41	0.36	0.41	0.42
48-49	Transportation and Warehousing	0.73	0.69	0.65	0.57	0.65	0.57	0.58	0.55	0.62	0.42
51	Information	1.95	2.31	3.59	2.39	1.58	4.54	1.95	1.63	1.48	1.09
52	Finance and Insurance	1.89	2.04	2.31	1.93	2.22	2.17	1.60	1.26	1.97	1.53
53	Real Estate, Rental, and Leasing	0.72	0.69	0.62	0.75	0.72	0.74	0.73	0.80	0.82	0.90
54	Professional, Scientific, and Technical Services	0.89	0.81	0.92	0.86	0.83	0.81	0.81	0.80	0.76	0.88
56	Administrative, Support, Waste Mgmt., and Remediation Svcs.	0.59	0.64	0.57	0.60	0.57	0.60	0.69	0.62	0.71	0.66
61	Educational Services	0.63	0.62	0.50	0.72	0.49	0.87	0.66	0.74	0.58	0.70
62	Health Care and Social Assistance	0.55	0.56	0.58	0.50	0.47	0.52	0.61	0.60	0.60	0.54
71	Arts, Entertainment, and Recreation	0.67	0.51	0.54	0.63	0.44	0.53	0.51	0.57	0.57	0.46
72	Accommodation and Food Services	0.34	0.31	0.33	0.33	0.30	0.33	0.34	0.34	0.33	0.35
81	Other Services	0.44	0.43	0.48	0.43	0.44	0.49	0.53	0.51	0.51	0.53
	All Sectors	**0.51**	**0.52**	**0.51**	**0.47**	**0.45**	**0.51**	**0.55**	**0.54**	**0.58**	**0.54**

Note: Each data point in this chart is based on a minimum of 10 transaction multiples. If there are not enough transaction multiples for a particular year or quarter, the data are not included.

EXHIBIT 9. MEDIAN SELLING PRICE/SELLER'S DISCRETIONARY EARNINGS BY SECTOR (PRIVATE TARGETS)

NAICS	NAICS Industry Sector	2016	2017	2018	2019	2020	2021	2022	2023	2024	YTD 2025
23	Construction	2.3	2.4	2.1	2.3	2.2	2.4	2.4	2.3	2.3	2.4
31-33	Manufacturing	2.9	3.0	2.8	2.6	2.7	3.1	2.6	2.5	2.5	2.4
42	Wholesale Trade	3.2	3.6	2.6	2.9	3.2	3.5	3.0	2.9	2.6	2.8
44-45	Retail Trade	2.8	2.5	2.3	2.3	2.4	2.3	2.2	2.3	2.4	2.6
48-49	Transportation and Warehousing	3.2	1.9	2.4	2.5	2.9	2.9	2.2	2.3	2.5	2.0
51	Information	3.4	3.7	2.8	2.2	2.0	3.7	2.8	2.7	2.9	2.4
52	Finance and Insurance	5.1	3.5	3.8	3.5	4.6	3.1	2.0	2.2	3.4	2.6
53	Real Estate, Rental, and Leasing	2.4	2.9	2.4	2.4	2.9	2.6	2.3	2.3	2.3	2.5
54	Professional, Scientific, and Technical Services	2.4	2.2	2.3	2.5	2.7	2.3	2.2	2.4	2.2	2.4
56	Administrative, Support, Waste Mgmt., and Remediation Svcs.	2.3	2.4	2.2	2.2	2.3	2.4	2.1	2.1	2.2	2.2
61	Educational Services	2.3	1.9	1.8	2.5	2.3	2.5	2.2	2.2	2.2	2.2
62	Health Care and Social Assistance	2.1	2.2	2.6	2.0	2.2	2.3	2.2	2.4	2.2	2.5
71	Arts, Entertainment, and Recreation	2.7	2.7	2.6	2.1	1.9	1.5	2.0	2.0	2.3	2.1
72	Accommodation and Food Services	2.1	2.0	1.8	2.0	1.7	1.8	1.8	1.8	1.9	1.9
81	Other Services	2.2	2.3	2.0	2.2	2.0	2.2	2.1	2.1	2.1	2.1
	All Sectors	**2.6**	**2.5**	**2.3**	**2.3**	**2.3**	**2.4**	**2.2**	**2.2**	**2.3**	**2.3**

Note: Each data point in this chart is based on a minimum of 10 transaction multiples. If there are not enough transaction multiples for a particular year or quarter, the data are not included.

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EXHIBIT 10. MEDIAN SELLING PRICE/EBITDA BY SECTOR (PRIVATE TARGETS)

NAICS	NAICS Industry Sector	2016	2017	2018	2019	2020	2021	2022	2023	2024	YTD 2025
23	Construction	3.3	3.7	4.0	3.5	3.2	4.0	3.5	3.5	3.6	3.6
31-33	Manufacturing	6.5	5.8	7.0	5.1	5.0	4.5	4.2	4.0	4.3	3.7
42	Wholesale Trade	6.4	5.6	4.7	4.9	4.7	4.9	4.5	4.2	3.9	4.1
44-45	Retail Trade	3.5	3.6	3.8	4.0	5.1	3.6	3.0	3.2	3.6	3.6
48-49	Transportation and Warehousing	4.2	3.6	3.2	3.5	4.3	3.9	3.0	3.3	4.2	3.4
51	Information	10.7	13.6	14.7	9.3	18.5	17.4	7.0	7.1	5.9	5.1
52	Finance and Insurance	9.8	13.4	12.1	9.2	8.3	6.2	4.2	4.1	5.2	6.7
53	Real Estate, Rental, and Leasing	3.8	4.2	6.1	4.0	7.7	4.1	3.3	3.2	3.9	4.0
54	Professional, Scientific, and Technical Services	5.5	5.7	4.7	4.7	4.7	3.9	3.6	3.9	3.7	4.2
56	Administrative, Support, Waste Mgmt., and Remediation Svcs.	3.8	3.7	3.4	5.0	4.1	3.3	2.9	3.1	3.4	3.4
61	Educational Services	4.1	3.1	4.1	3.8	1.9	9.0	3.3	3.0	3.5	3.1
62	Health Care and Social Assistance	4.2	3.8	4.6	3.8	3.5	4.1	3.5	3.7	3.8	4.3
71	Arts, Entertainment, and Recreation	4.3	3.3	3.5	3.8	4.1	2.9	2.4	2.5	3.0	2.3
72	Accommodation and Food Services	2.4	2.8	2.8	3.3	2.6	2.3	2.4	2.7	2.7	2.9
81	Other Services	2.6	3.1	2.9	3.5	3.4	3.2	3.0	3.3	3.5	2.9
	All Sectors	**3.9**	**4.1**	**4.1**	**4.2**	**4.2**	**3.7**	**3.4**	**3.6**	**2.5**	**3.7**

Note: Each data point in this chart is based on a minimum of 10 transaction multiples. If there are not enough transaction multiples for a particular year or quarter, the data are not included.

EXHIBIT 11. MEDIAN GROSS PROFIT MARGINS BY SECTOR (PRIVATE TARGETS)

NAICS	NAICS Industry Sector	2016	2017	2018	2019	2020	2021	2022	2023	2024	YTD 2025
23	Construction	54%	45%	48%	47%	54%	53%	55%	57%	55%	54%
31-33	Manufacturing	46%	47%	48%	54%	55%	52%	61%	56%	61%	59%
42	Wholesale Trade	35%	40%	37%	33%	29%	40%	38%	36%	44%	43%
44-45	Retail Trade	45%	45%	46%	51%	46%	50%	51%	42%	45%	51%
48-49	Transportation and Warehousing	77%	94%	82%	72%	77%	75%	93%	94%	93%	100%
51	Information	47%	68%	70%	72%	65%	65%	71%	69%	68%	79%
52	Finance and Insurance	91%	95%	94%	97%	81%	100%	100%	100%	100%	86%
53	Real Estate, Rental, and Leasing	86%	75%	73%	99%	98%	98%	100%	94%	100%	98%
54	Professional, Scientific, and Technical Services	74%	89%	73%	74%	89%	98%	100%	96%	97%	100%
56	Administrative, Support, Waste Mgmt., and Remediation Svcs.	71%	81%	83%	77%	78%	88%	87%	87%	83%	88%
61	Educational Services	100%	91%	100%	98%	100%	95%	100%	100%	100%	100%
62	Health Care and Social Assistance	100%	94%	95%	100%	100%	100%	100%	98%	100%	100%
71	Arts, Entertainment, and Recreation	95%	98%	89%	98%	97%	95%	100%	100%	100%	100%
72	Accommodation and Food Services	68%	67%	67%	69%	70%	69%	69%	69%	69%	70%
81	Other Services	76%	75%	84%	89%	92%	91%	90%	91%	95%	98%
	All Sectors	**64%**	**63%**	**64%**	**66%**	**68%**	**67%**	**69%**	**69%**	**63%**	**71%**

Note: Each data point in this chart is based on a minimum of 10 transaction multiples. If there are not enough transaction multiples for a particular year or quarter, the data are not included.

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EXHIBIT 12. MEDIAN OPERATING PROFIT MARGINS BY SECTOR (PRIVATE TARGETS)

NAICS	NAICS Industry Sector	2016	2017	2018	2019	2020	2021	2022	2023	2024	YTD 2025
23	Construction	12%	9%	10%	11%	13%	10%	13%	14%	12%	14%
31-33	Manufacturing	7%	10%	9%	8%	10%	10%	13%	12%	12%	14%
42	Wholesale Trade	9%	8%	7%	8%	6%	10%	10%	13%	14%	10%
44-45	Retail Trade	10%	9%	8%	11%	8%	10%	13%	11%	11%	11%
48-49	Transportation and Warehousing	18%	19%	14%	13%	12%	14%	19%	22%	14%	18%
51	Information	1%	4%	2%	9%	6%	1%	10%	13%	5%	16%
52	Finance and Insurance	24%	27%	24%	29%	15%	20%	38%	39%	32%	20%
53	Real Estate, Rental, and Leasing	17%	15%	14%	25%	13%	13%	19%	22%	23%	17%
54	Professional, Scientific, and Technical Services	14%	14%	14%	17%	15%	17%	22%	18%	20%	20%
56	Administrative, Support, Waste Mgmt., and Remediation Svcs.	15%	17%	15%	14%	12%	16%	22%	21%	21%	18%
61	Educational Services	16%	18%	17%	14%	11%	13%	23%	22%	22%	17%
62	Health Care and Social Assistance	11%	12%	12%	17%	12%	13%	14%	15%	16%	11%
71	Arts, Entertainment, and Recreation	12%	17%	7%	18%	0%	23%	18%	27%	19%	9%
72	Accommodation and Food Services	14%	13%	13%	12%	11%	13%	14%	15%	13%	13%
81	Other Services	15%	13%	15%	11%	10%	15%	19%	19%	15%	18%
	All Sectors	**12%**	**12%**	**11%**	**12%**	**11%**	**12%**	**15%**	**15%**	**10%**	**14%**

Note: Each data point in this chart is based on a minimum of 10 transaction multiples. If there are not enough transaction multiples for a particular year or quarter, the data are not included.

EXHIBIT 13. MEDIAN NET PROFIT MARGINS BY SECTOR (PRIVATE TARGETS)

NAICS	NAICS Industry Sector	2016	2017	2018	2019	2020	2021	2022	2023	2024	YTD 2025
23	Construction	12%	9%	10%	11%	14%	11%	12%	14%	11%	15%
31-33	Manufacturing	6%	8%	8%	7%	11%	9%	12%	12%	12%	12%
42	Wholesale Trade	7%	8%	6%	8%	6%	9%	10%	13%	14%	14%
44-45	Retail Trade	10%	9%	8%	10%	9%	10%	13%	11%	12%	11%
48-49	Transportation and Warehousing	17%	19%	15%	13%	14%	14%	19%	20%	13%	25%
51	Information	-1%	2%	1%	8%	2%	-2%	11%	2%	1%	9%
52	Finance and Insurance	18%	16%	21%	23%	15%	19%	24%	38%	28%	21%
53	Real Estate, Rental, and Leasing	17%	14%	14%	25%	16%	13%	21%	22%	20%	15%
54	Professional, Scientific, and Technical Services	13%	12%	14%	15%	15%	17%	19%	20%	21%	21%
56	Administrative, Support, Waste Mgmt., and Remediation Svcs.	15%	16%	15%	13%	14%	15%	23%	22%	22%	17%
61	Educational Services	16%	18%	15%	13%	11%	8%	23%	21%	22%	18%
62	Health Care and Social Assistance	10%	11%	12%	16%	11%	12%	15%	15%	16%	10%
71	Arts, Entertainment, and Recreation	12%	17%	4%	18%	0%	25%	17%	27%	16%	13%
72	Accommodation and Food Services	12%	12%	13%	12%	12%	13%	14%	15%	12%	13%
81	Other Services	14%	12%	15%	11%	13%	14%	19%	19%	15%	18%
	All Sectors	**11%**	**11%**	**11%**	**12%**	**11%**	**12%**	**14%**	**15%**	**9%**	**14%**

Note: Each data point in this chart is based on a minimum of 10 transaction multiples. If there are not enough transaction multiples for a particular year or quarter, the data are not included.

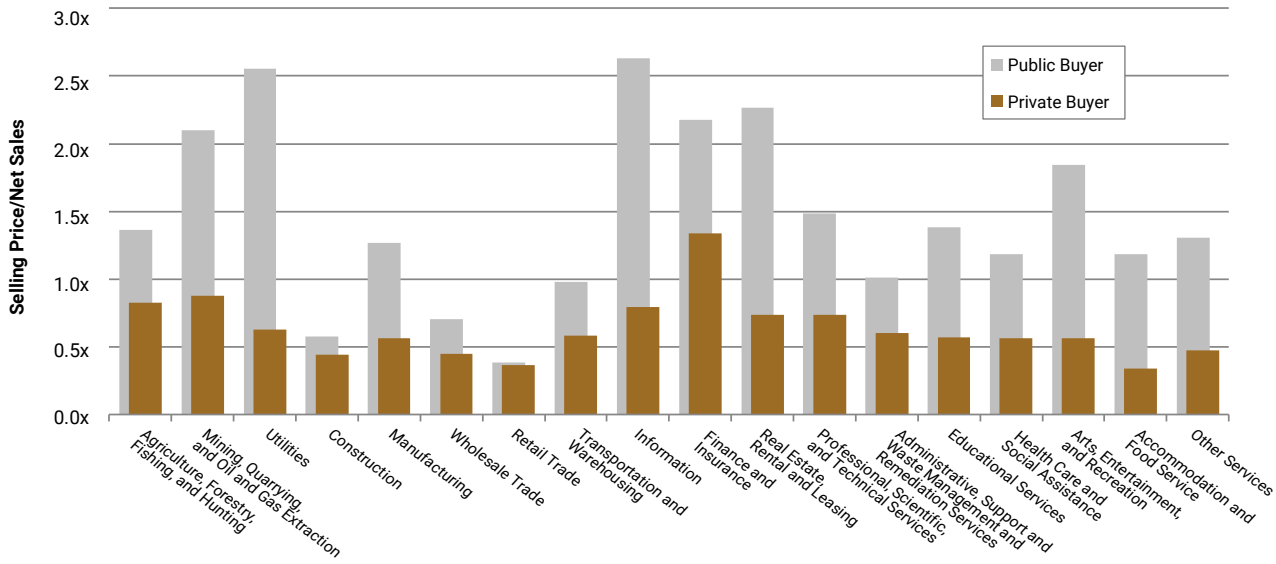
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PUBLIC BUYERS PAY HIGHER MULTIPLES FOR PRIVATE TARGETS THAN PRIVATE BUYERS DID

Exhibits 14 and 15 compare the median valuation multiples private buyers paid (those transactions business intermediaries brokered) to what public-company buyers paid based on major industry sector groups.

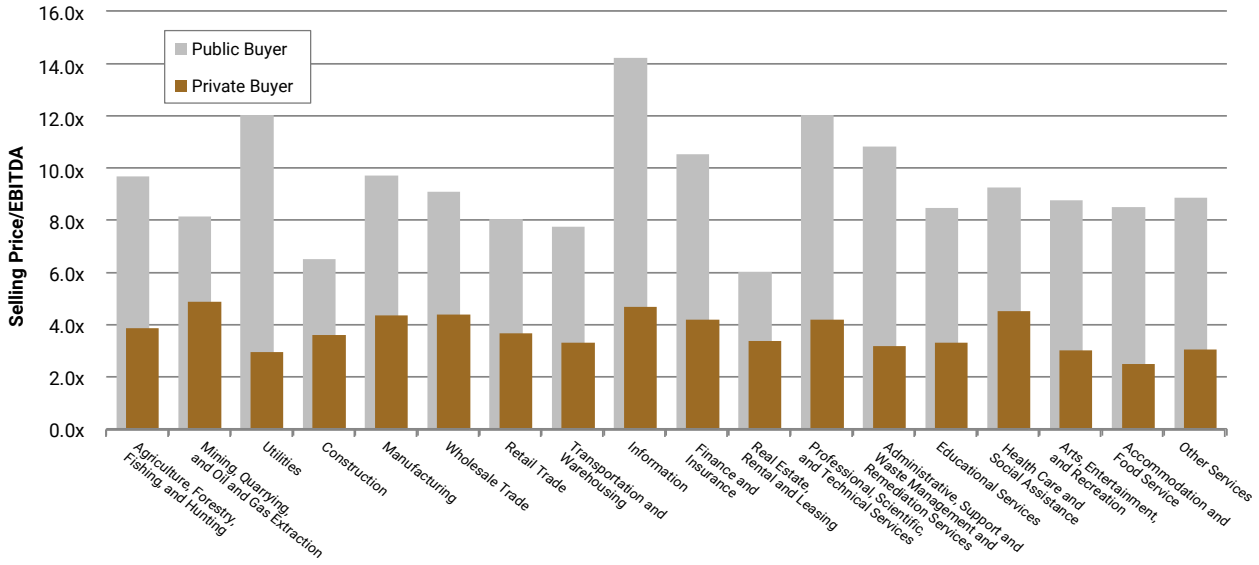
Across all NAICS sectors, public buyers paid higher multiples for private targets than private buyers. This may partially reflect synergies between the public buyer and the private target. Also, the typical acquisition public buyers made was larger than those private buyers made, so it is possible to conclude that larger companies sell for higher multiples than smaller companies, which is further highlighted in Exhibits 5A through 5C.

EXHIBIT 14. MEDIAN SELLING PRICE/NET SALES–ALL TIME PERIODS (PRIVATE TARGETS)



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EXHIBIT 15. MEDIAN SELLING PRICE/EBITDA– ALL TIME PERIODS (PRIVATE TARGETS)



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HOW DO INDUSTRY PRICING MULTIPLES AND PROFIT MARGINS COMPARE?

Exhibits 16A through 17C compare pricing multiples and profit margin ratios across 18 industry sectors. Companies within the mining, quarrying, and oil and gas extraction sector; the finance and insurance sector; utilities sector; agriculture, forestry, fishing, and hunting sector; and the information sector clearly transact at higher net sales and earnings-based pricing multiples than most other companies in other industries (see Exhibits 16A to 16E). The trend for margin ratios is less evident among the 18 industry sectors, although companies in the information sector appear to operate less efficiently, with a median operating profit margin of 1% and a median net profit margin of -1.0% (see Exhibits 17A to 17C).

EXHIBIT 16A. MEDIAN SELLING PRICE/NET SALES–ALL TIME PERIODS (PRIVATE TARGETS)

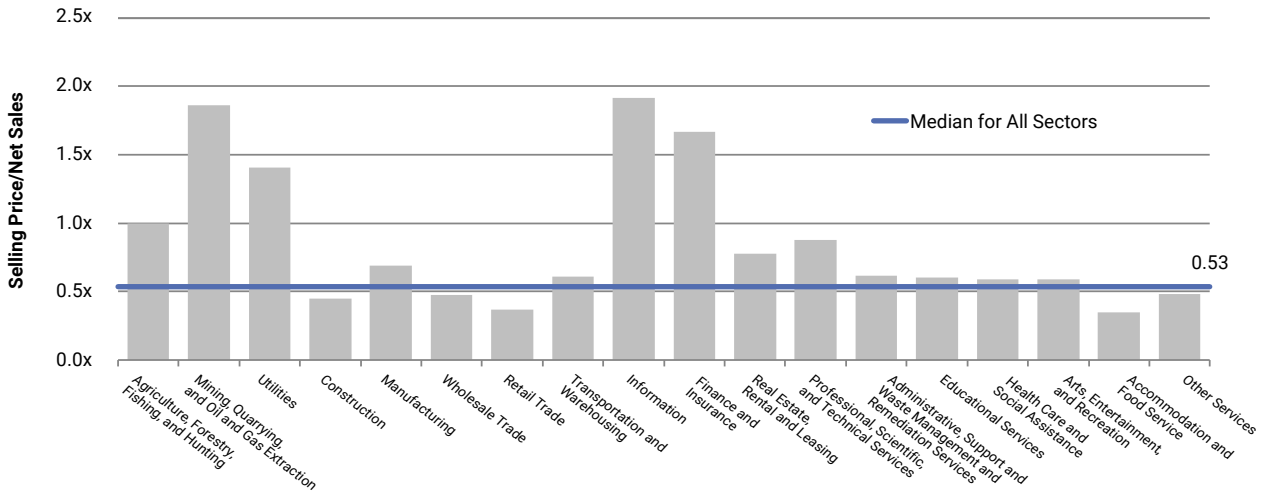
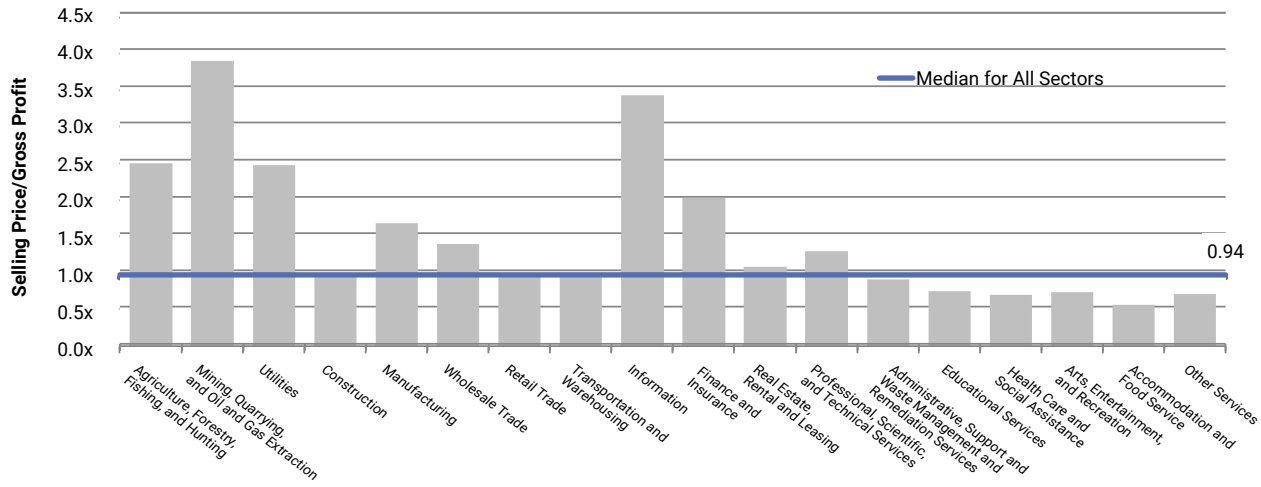


EXHIBIT 16B. MEDIAN SELLING PRICE/GROSS PROFIT–ALL TIME PERIODS (PRIVATE TARGETS)



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EXHIBIT 16C. MEDIAN SELLING PRICE/EBIT– ALL TIME PERIODS (PRIVATE TARGETS)

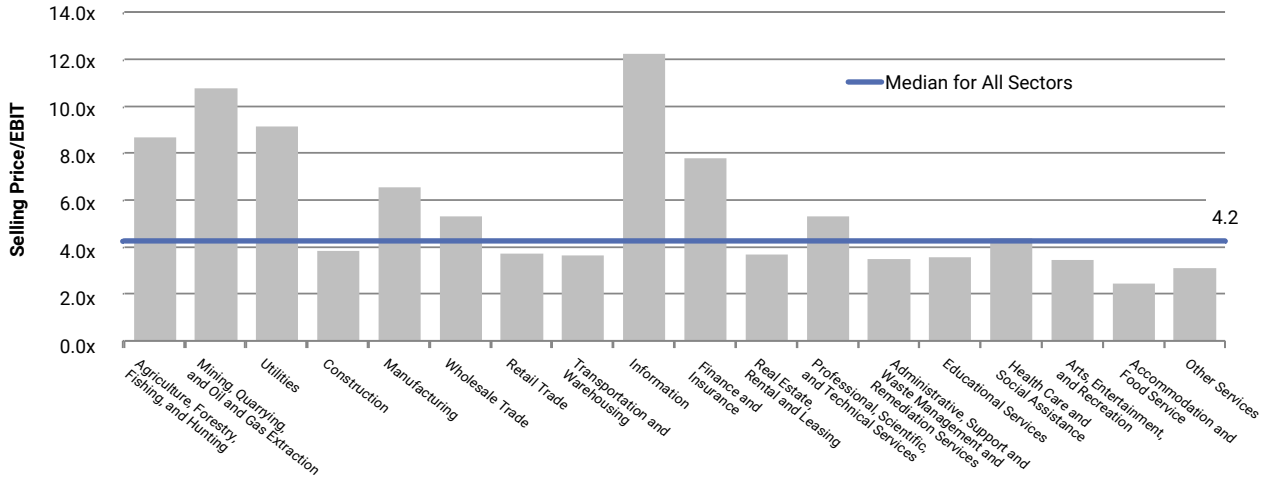
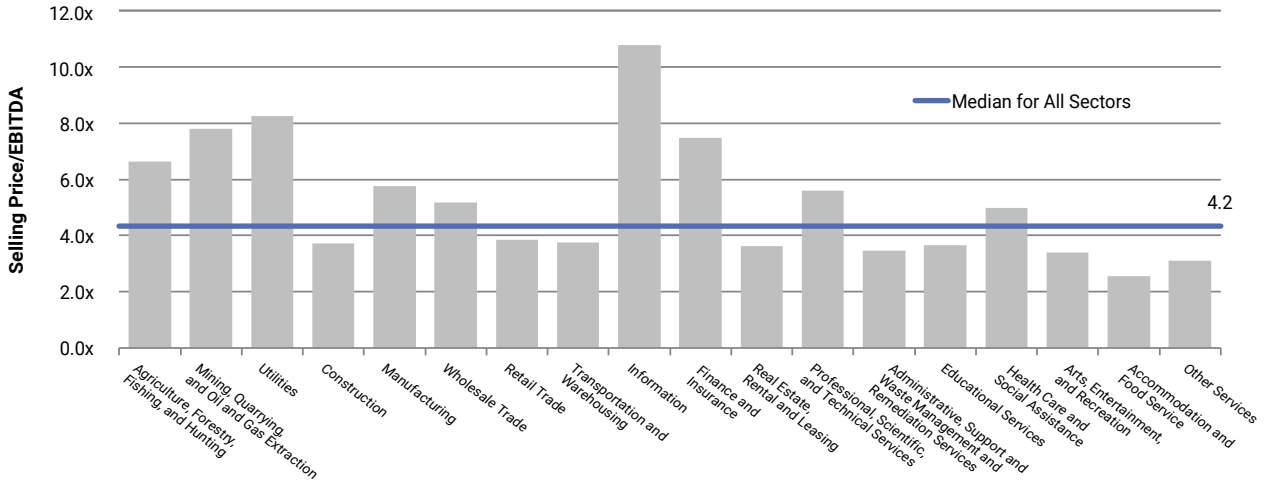


EXHIBIT 16D. MEDIAN SELLING PRICE/EBITDA– ALL TIME PERIODS (PRIVATE TARGETS)



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EXHIBIT 16E: MEDIAN SELLING PRICE/SDE– ALL TIME PERIODS (PRIVATE TARGETS)

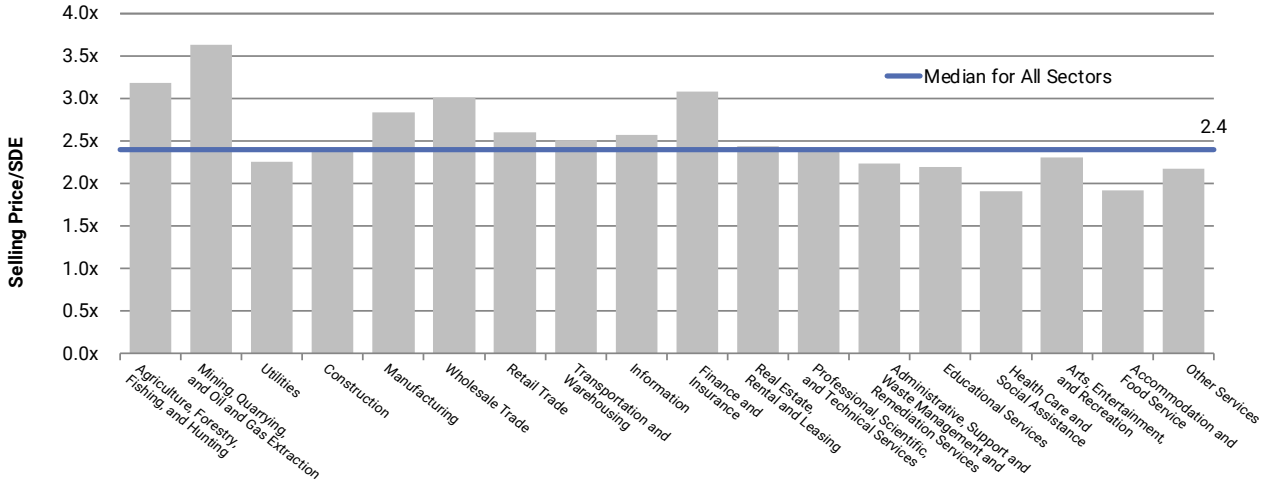
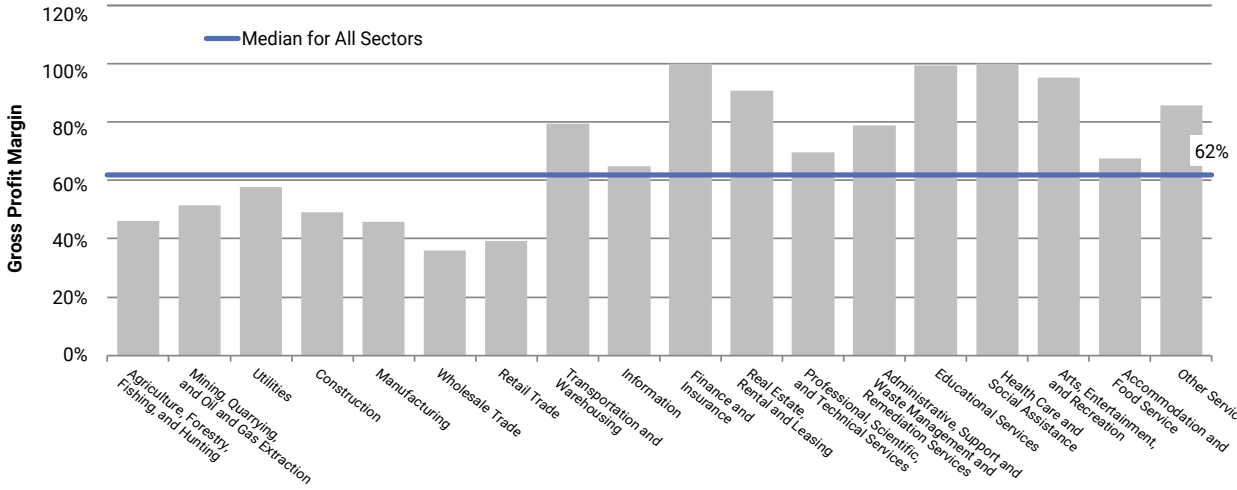


EXHIBIT 17A. MEDIAN GROSS PROFIT MARGIN– ALL TIME PERIODS (PRIVATE TARGETS)



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EXHIBIT 17B. MEDIAN OPERATING PROFIT MARGIN– ALL TIME PERIODS (PRIVATE TARGETS)

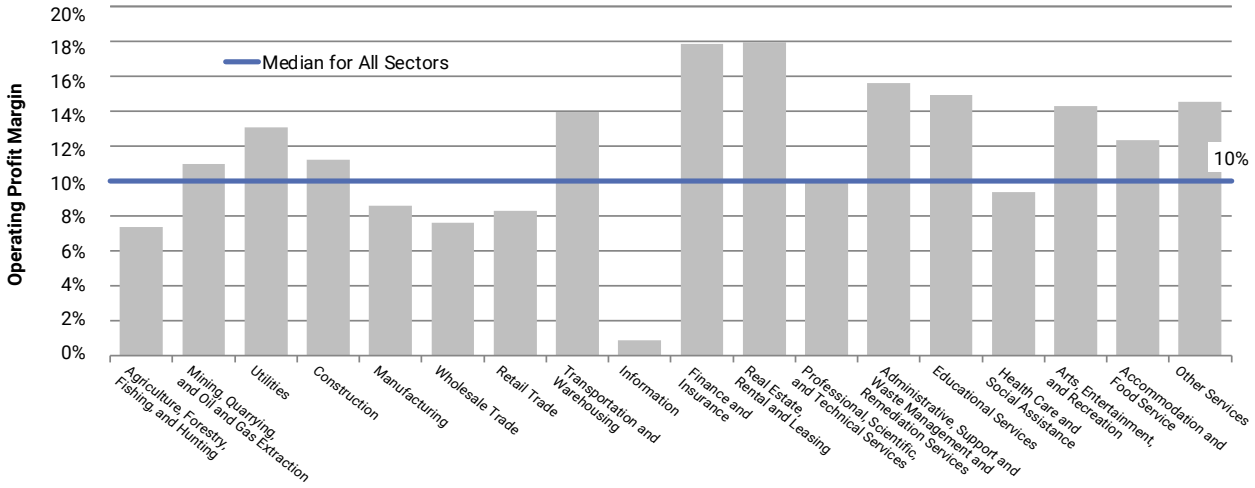
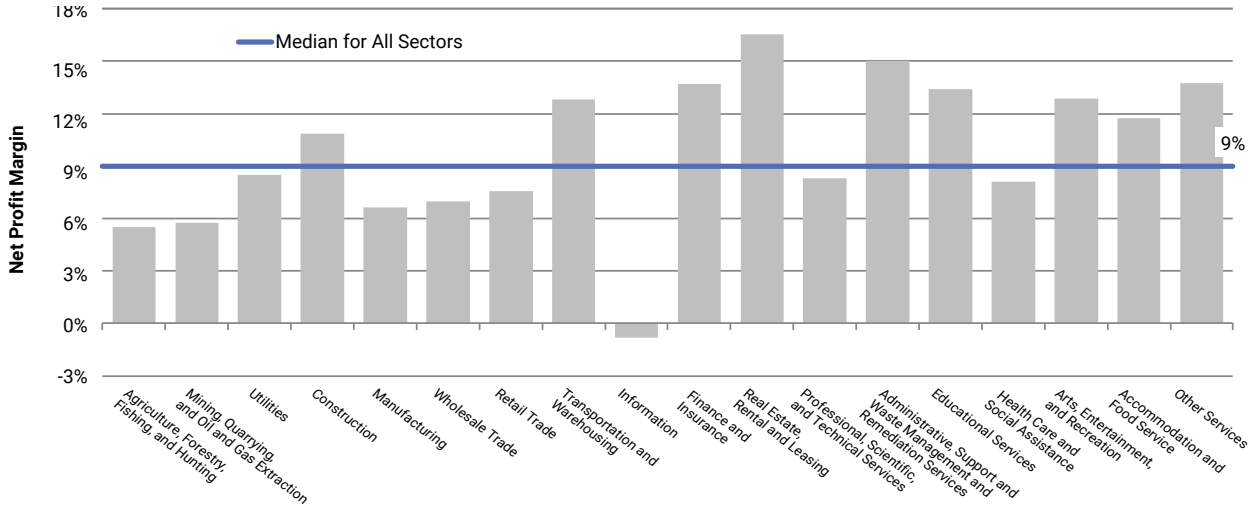


EXHIBIT 17C. MEDIAN NET PROFIT MARGIN– ALL TIME PERIODS (PRIVATE TARGETS)



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MEDIAN SELLING PRICE INCREASES IN 2025 YEAR TO DATE

Exhibit 18A shows that the median selling price increased from $350,000 in 2024 to $399,000 in 2025 year to date, returning close to its previous peak of $400,000 in 2023. Median net sales also rose, from $747,101 in 2024 to $819,969 in 2025 year to date, approaching the 2023 high of $826,570. Both median selling prices and net sales have generally trended upward since 2020, indicating continued improvement in overall transaction values.

EXHIBIT 18A. MEDIAN SELLING PRICE AND MEDIAN NET SALES (PRIVATE TARGETS)

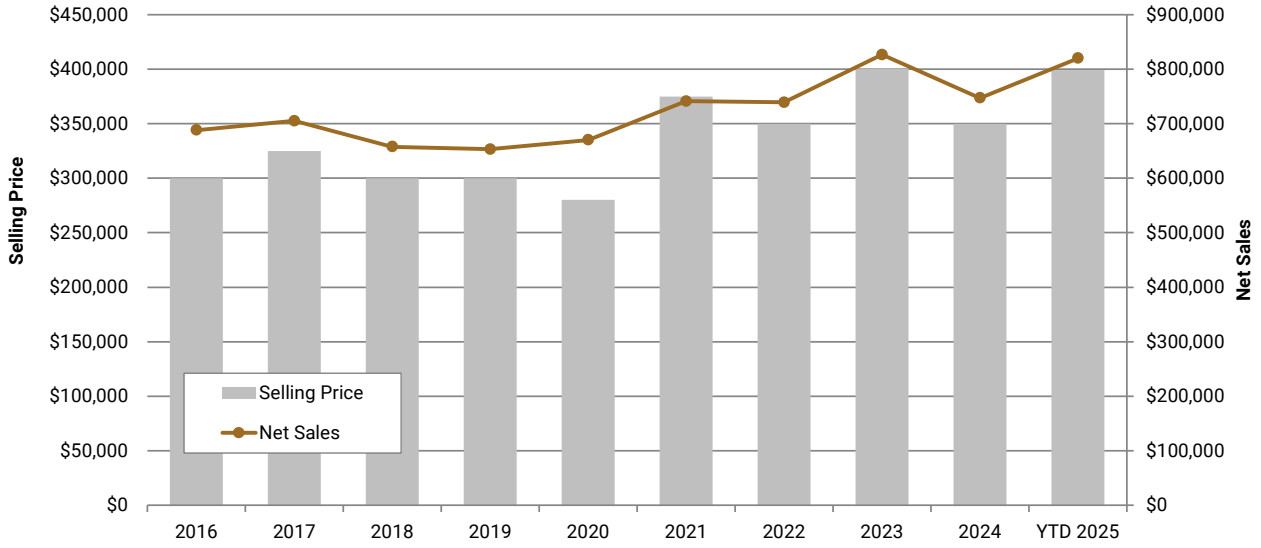
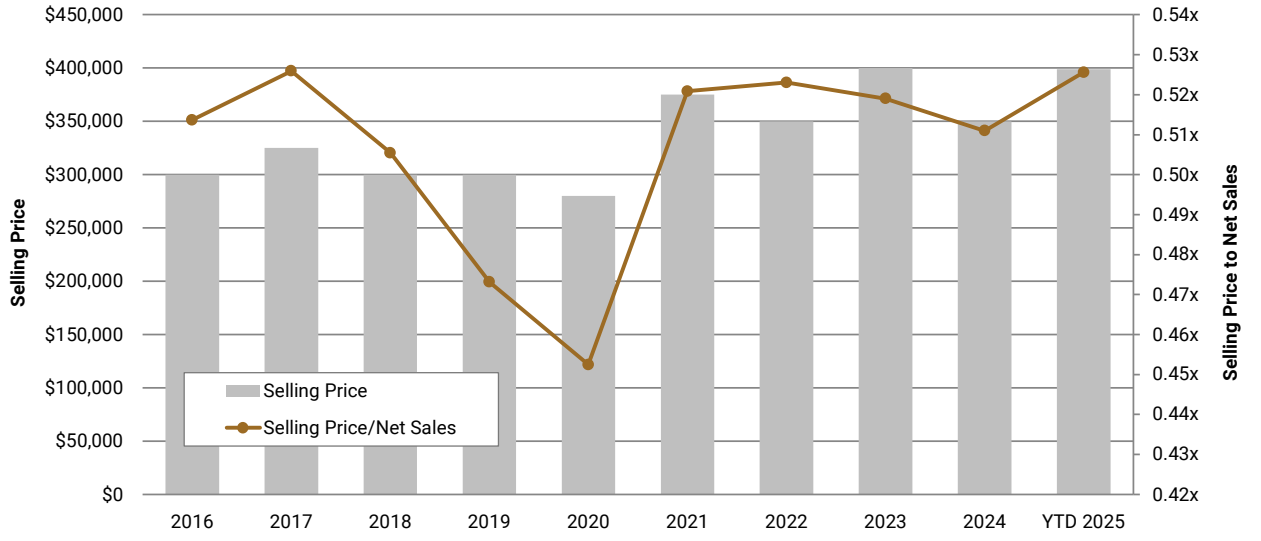


EXHIBIT 18B. MEDIAN SELLING PRICE AND MEDIAN SELLING PRICE/NET SALES (PRIVATE TARGETS)

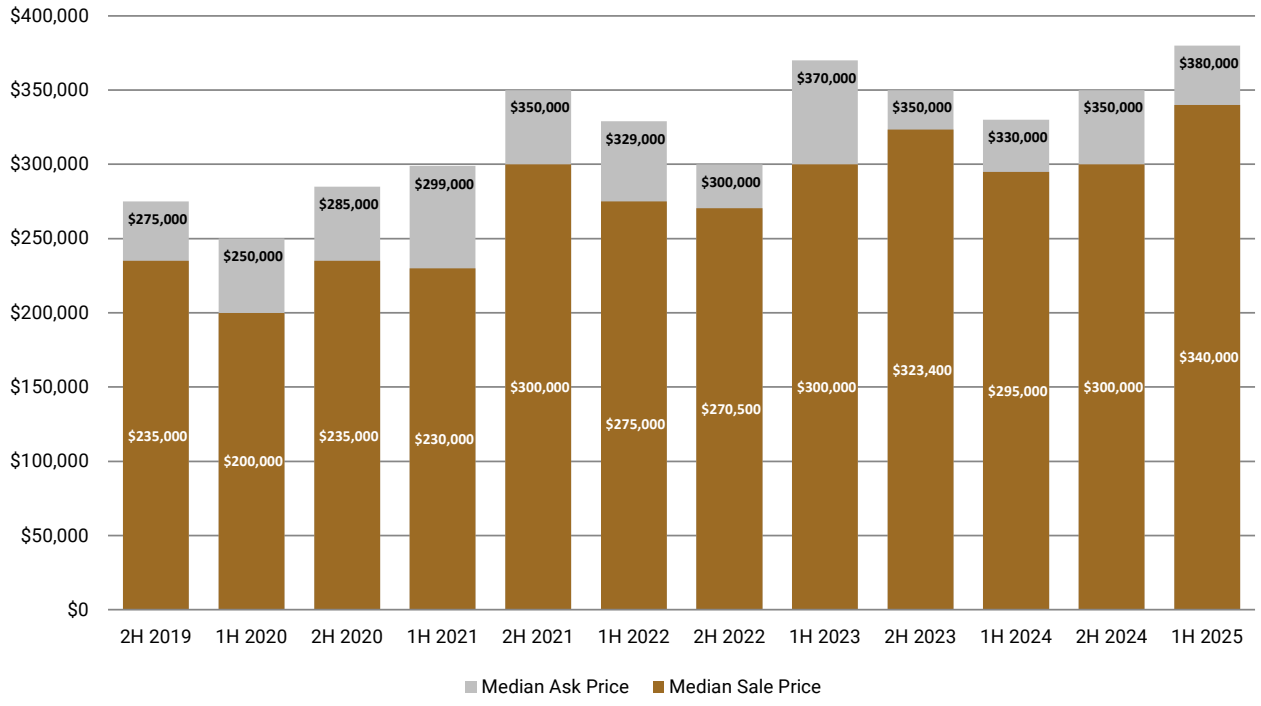


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FIRST HALF OF 2025 SHOWS LOWER DISCOUNT LEVELS

Exhibit 19 best illustrates the negotiation process between buyers and sellers in which both asking prices and sale prices continually fluctuate during the highlighted period, as well as historically. What a seller's business is likely to sell for has effectively been different than the original asking price and is based on cyclical trends in the economy as well as the buyers' assessment of financial conditions, industry comparables, the potential return on investment, and the goodwill worth of the business as a going concern, among other considerations. The largest discount recorded in the period analyzed (second-half 2019 to first-half 2025) was 23.1% in the first half of 2021. Typical discount levels range between 16% and 18%. The most recent discount in the first half of 2025 was 10.5%, which is less than that of the second half of 2024 (14.3%).

EXHIBIT 19. MEDIAN ASK PRICE VS. MEDIAN SALE PRICE SEMIANNUALLY (PRIVATE TARGETS)



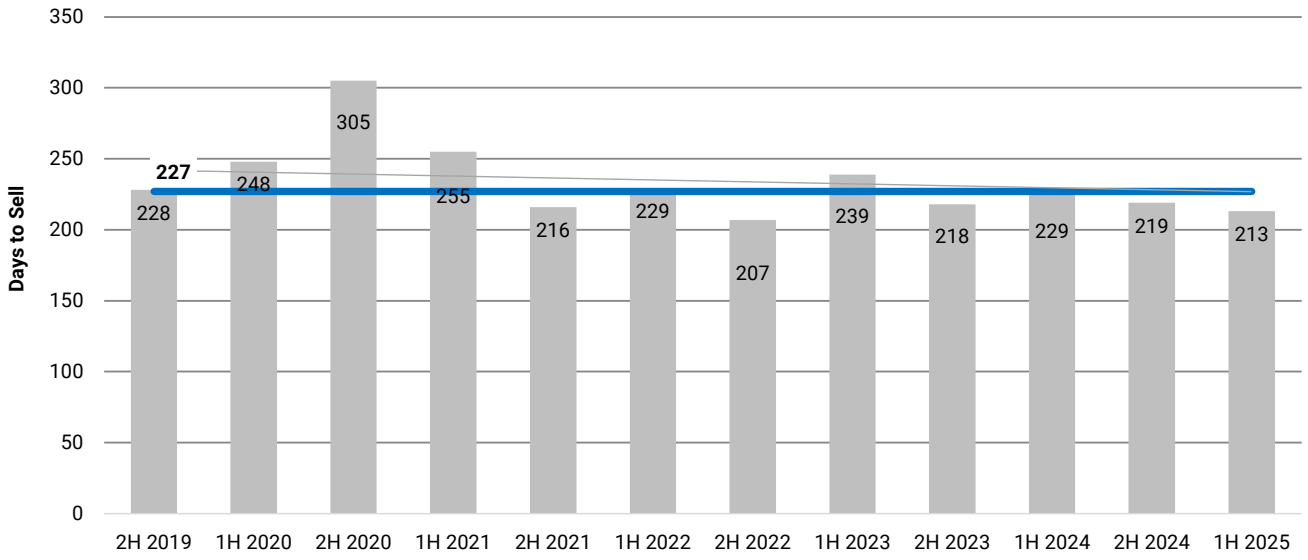
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MEDIAN DAYS TO SELL DECREASED IN THE FIRST HALF OF 2025

Days to sell is the number of days it takes to sell a business (the difference between the date the business was listed for sale and the date the sale closed).

In the first half of 2025, the median days to sell were 213, comparable to many prior years. The second half of 2020 had the highest reported time to close a sale, at 305 days.

EXHIBIT 20. MEDIAN DAYS TO SELL SEMIANNUALLY* (PRIVATE TARGETS)



** Based on the sale date of transactions.*

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OVERVIEW OF OWNER'S COMPENSATION

Exhibits 21 through 22 display owner's compensation statistics, organized by sector and company size.

Owner's compensation figures are based on all transactions in the DealStats database, where historical information has been adjusted for inflation. Inflation adjustments are based on CPI (CPIAUCSL) figures, where average adjustment factors are developed for each year. Annual average adjustment factors are then applied to every owner's compensation figure for each transaction in the database.

Across all statistical measures (25th percentile, median, average, 75th percentile), owner's compensation increases as the size of the company increases.

The mining, quarrying, and oil and gas extraction sector has the highest median owner's compensation ($231,107), while arts, entertainment, and recreation has the lowest median owner's compensation ($40,265). Healthcare and social assistance is a close second to the mining, quarrying, and oil and gas extraction sector, where it has the highest average and 75th percentile among all industries.

When observing owner's compensation by sector and size, we can see that the healthcare and social assistance sector has the highest median owner's compensation across all size groups (except for companies with net sales larger than $10 million).

EXHIBIT 21. OWNER'S COMPENSATION STATISTICS BY SECTOR (PRIVATE U.S. TARGETS)

NAICS	NAICS Sector	25th Percentile	Median	Average	75th Percentile
11	Agriculture, Forestry, Fishing and Hunting	$5,544	$49,900	$103,917	$119,945
21	Mining, Quarrying, and Oil and Gas Extraction	$106,253	$231,107	$436,748	$351,492
22	Utilities	$8,169	$67,913	$99,618	$108,115
23	Construction	$58,616	$105,033	$157,837	$181,672
31-33	Manufacturing	$41,476	$100,450	$185,794	$197,693
42	Wholesale Trade	$45,272	$106,132	$166,610	$203,984
44-45	Retail Trade	$21,664	$63,324	$114,222	$124,794
48-49	Transportation and Warehousing	$21,138	$59,981	$138,945	$134,362
51	Information	$18,196	$88,877	$270,981	$193,891
52	Finance and Insurance	$26,680	$66,126	$145,648	$129,047
53	Real Estate and Rental and Leasing	$30,917	$60,638	$103,208	$108,348
54	Professional, Scientific, and Technical Services	$49,189	$105,122	$167,533	$194,334
56	Administrative and Support and Waste Management and Remediation Services	$26,530	$60,798	$101,971	$118,280
61	Educational Services	$21,754	$59,520	$140,017	$109,558
62	Health Care and Social Assistance	$43,479	$116,727	$430,034	$357,651
71	Arts, Entertainment, and Recreation	$-	$40,265	$104,202	$83,507
72	Accommodation and Food Services	$11,339	$42,322	$58,364	$75,869
81	Other Services (except Public Administration)	$16,199	$48,506	$69,585	$90,395
	All Sectors	**$26,188**	**$66,631**	**$139,716**	**$137,261**

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EXHIBIT 22. OWNER'S COMPENSATION STATISTICS BY SECTOR AND SIZE (PRIVATE U.S. TARGETS)

		$0M-$1M			
NAICS	NAICS Sector	25th Percentile	Median	Average	75th Percentile
11	Agriculture, Forestry, Fishing and Hunting	$11,087	$30,926	$46,247	$80,480
23	Construction	$34,257	$64,700	$75,206	$104,110
31-33	Manufacturing	$22,122	$58,256	$72,431	$99,648
42	Wholesale Trade	$17,721	$54,719	$71,150	$97,435
44-45	Retail Trade	$5,511	$37,625	$49,580	$73,277
48-49	Transportation and Warehousing	$13,899	$35,272	$48,224	$72,186
51	Information	$8,989	$52,587	$69,373	$97,921
52	Finance and Insurance	$23,159	$52,043	$74,694	$95,743
53	Real Estate and Rental and Leasing	$23,349	$52,030	$63,180	$85,768
54	Professional, Scientific, and Technical Services	$33,650	$68,978	$88,932	$118,002
56	Administrative and Support and Waste Management and Remediation Services	$19,765	$44,555	$55,629	$76,305
61	Educational Services	$15,802	$49,973	$59,492	$85,091
62	Health Care and Social Assistance	$29,533	$71,418	$137,815	$152,418
71	Arts, Entertainment, and Recreation	N/A	$36,085	$48,289	$68,283
72	Accommodation and Food Services	$5,633	$34,928	$41,829	$60,283
81	Other Services (except Public Administration)	$10,827	$39,465	$51,591	$73,465
	All Sectors	**$15,203**	**$45,074**	**$61,828**	**$81,332**

		$1M-$5M			
NAICS	NAICS Sector	25th Percentile	Median	Average	75th Percentile
11	Agriculture, Forestry, Fishing and Hunting	N/A	$49,900	$141,611	$210,150
23	Construction	$72,600	$118,325	$153,425	$187,888
31-33	Manufacturing	$86,843	$149,903	$200,599	$248,994
42	Wholesale Trade	$63,880	$124,243	$158,972	$203,135
44-45	Retail Trade	$44,376	$91,170	$124,434	$155,163
48-49	Transportation and Warehousing	$52,799	$119,955	$147,502	$193,704
51	Information	$92,172	$186,589	$269,548	$297,280
52	Finance and Insurance	$102,714	$180,401	$242,716	$300,858
53	Real Estate and Rental and Leasing	$62,120	$93,398	$134,994	$151,566
54	Professional, Scientific, and Technical Services	$99,046	$168,423	$225,807	$277,570
56	Administrative and Support and Waste Management and Remediation Services	$71,035	$128,783	$167,768	$201,617
61	Educational Services	$50,925	$140,378	$177,199	$242,635
62	Health Care and Social Assistance	$114,964	$281,715	$779,688	$1,246,138
71	Arts, Entertainment, and Recreation	$32,486	$105,885	$141,126	$192,201
72	Accommodation and Food Services	$46,015	$81,110	$103,529	$131,227
81	Other Services (except Public Administration)	$61,852	$104,110	$132,563	$172,750
	All Sectors	**$64,962**	**$121,596**	**$206,546**	**$210,895**

Exhibit continues on next page

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EXHIBIT 22. OWNER'S COMPENSATION STATISTICS BY SECTOR AND SIZE (PRIVATE U.S. TARGETS), CONTINUED

		$5M-$10M			
NAICS	NAICS Sector	25th Percentile	Median	Average	75th Percentile
11	Agriculture, Forestry, Fishing and Hunting	N/A	N/A	N/A	N/A
23	Construction	$122,129	$196,660	$275,010	$347,855
31-33	Manufacturing	$121,265	$208,737	$369,510	$422,936
42	Wholesale Trade	$113,506	$188,294	$310,097	$310,516
44-45	Retail Trade	$83,213	$174,213	$238,675	$320,179
48-49	Transportation and Warehousing	$82,335	$225,473	$224,394	$333,180
51	Information	$50,735	$181,289	$243,154	$297,362
52	Finance and Insurance	N/A	N/A	N/A	N/A
53	Real Estate and Rental and Leasing	N/A	N/A	N/A	N/A
54	Professional, Scientific, and Technical Services	$174,738	$264,753	$368,523	$414,749
56	Administrative and Support and Waste Management and Remediation Services	$159,199	$201,241	$362,421	$388,546
61	Educational Services	N/A	N/A	N/A	N/A
62	Health Care and Social Assistance	$147,211	$505,215	$1,523,756	$2,389,230
71	Arts, Entertainment, and Recreation	N/A	N/A	N/A	N/A
72	Accommodation and Food Services	$116,069	$244,649	$371,989	$431,773
81	Other Services (except Public Administration)	N/A	N/A	N/A	N/A
	All Sectors	**$114,964**	**$202,108**	**$359,521**	**$369,672**

		>$10M			
NAICS	NAICS Sector	25th Percentile	Median	Average	75th Percentile
11	Agriculture, Forestry, Fishing and Hunting	N/A	N/A	N/A	N/A
23	Construction	$200,207	$347,630	$461,074	$595,587
31-33	Manufacturing	$75,705	$263,371	$656,062	$565,181
42	Wholesale Trade	$166,108	$258,042	$356,111	$475,165
44-45	Retail Trade	$147,978	$256,908	$831,237	$436,701
48-49	Transportation and Warehousing	$141,583	$387,431	$1,000,407	$645,063
51	Information	N/A	N/A	N/A	N/A
52	Finance and Insurance	N/A	N/A	N/A	N/A
53	Real Estate and Rental and Leasing	N/A	N/A	N/A	N/A
54	Professional, Scientific, and Technical Services	$167,526	$341,515	$727,769	$640,759
56	Administrative and Support and Waste Management and Remediation Services	$188,749	$321,257	$490,142	$446,775
61	Educational Services	N/A	N/A	N/A	N/A
62	Health Care and Social Assistance	$123,627	$330,499	$1,652,981	$390,116
71	Arts, Entertainment, and Recreation	N/A	N/A	N/A	N/A
72	Accommodation and Food Services	N/A	N/A	N/A	N/A
81	Other Services (except Public Administration)	$209,297	$308,435	$454,623	$388,336
	All Sectors	**$143,705**	**$298,473**	**$682,362**	**$560,003**

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CONSIDERATION STRUCTURE

The table reflects trends in transaction structures over the past decade, highlighting the evolving roles of down payments, seller financing, earnouts, and bank loans in transactions as a percentage of the selling price. The data suggest a general increase in down payments and fluctuating reliance on seller financing and bank loans, with a notable recent decline in earnout percentages. In 2025, year to date, the data show an increase in the percentage of down payments, to 94% from 90%; a decrease in seller financing, to 6% from 10%; a decrease in earnout reliance, to 4% from 6%; and a decrease in the bank loan reliance, to 41% from 66%.

EXHIBIT 23. AVERAGE CONSIDERATION STRUCTURE BY YEAR (PRIVATE TARGETS)

Consideration Structure	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	YTD 2025
Amount Down % of Sale Price	88%	88%	86%	88%	89%	89%	90%	90%	91%	90%	94%
Seller Financing % of Sale Price	11%	11%	13%	10%	10%	10%	8%	8%	8%	10%	6%
Earnout % of Sale Price	29%	27%	24%	30%	22%	32%	20%	15%	12%	6%	4%
Bank Loan % of Amount Down	66%	69%	21%	84%	58%	58%	51%	57%	65%	66%	41%

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Each sector displays unique financial strategies tailored to its specific market dynamics. Notably, finance and insurance has the highest down payment percentage, at 90%, indicating a strong upfront investment. Healthcare and social assistance lead in seller financing, at 22%, reflecting a higher reliance on seller-provided funding. Agriculture, forestry, fishing, and hunting relies heavily on bank loans, with 80% of the down payment financed by banks.

EXHIBIT 24. AVERAGE CONSIDERATION STRUCTURE BY SECTOR (PRIVATE TARGETS)

NAICS	NAICS Industry Sector	Amount Down % of Sale Price	Seller Financing % of Sale Price	Earnout % of Sale Price	Bank Loan % of Amount Down
11	Agriculture, Forestry, Fishing and Hunting	81%	17%	6%	80%
21	Mining, Quarrying, and Oil and Gas Extraction	89%	5%	11%	15%
22	Utilities	87%	11%	16%	0%
23	Construction	84%	17%	15%	68%
31-33	Manufacturing	86%	18%	20%	59%
42	Wholesale Trade	84%	19%	12%	66%
44-45	Retail Trade	85%	19%	6%	67%
48-49	Transportation and Warehousing	86%	17%	14%	66%
51	Information	88%	13%	24%	40%
52	Finance and Insurance	90%	11%	18%	51%
53	Real Estate and Rental and Leasing	90%	13%	24%	75%
54	Professional, Scientific, and Technical Services	84%	20%	24%	67%
56	Administrative and Support and Waste Management and Remediation Services	86%	16%	20%	71%
61	Educational Services	86%	15%	13%	69%
62	Health Care and Social Assistance	83%	22%	10%	68%
71	Arts, Entertainment, and Recreation	83%	19%	13%	62%
72	Accommodation and Food Services	86%	17%	0%	58%
81	Other Services (except Public Administration)	85%	18%	8%	54%

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DEAL TERMS

When analyzing deal terms, all-cash transactions have been the most common deal type, while the inclusion of seller financing has varied. Earnouts have consistently been a minor component of deal structures, maintaining low percentages throughout the decade.

EXHIBIT 25. DEAL TERM TYPE BY YEAR (PRIVATE TARGETS)

Deal Term Type	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	YTD 2025
All Cash Transaction	65%	62%	61%	65%	67%	66%	68%	58%	58%	54%	67%
Transaction Included Seller Financing	27%	27%	28%	26%	23%	25%	21%	17%	17%	18%	14%
Transaction Included an Earnout	3%	2%	2%	2%	2%	1%	1%	1%	2%	1%	1%

Noncompete agreements have varied in duration and geographic scope over the past decade, with recent years indicating a trend toward longer durations and larger geographic radii. In 2025 year to date, the median noncompete length was 36 months. Additionally, the median mile radius was 25 miles.

EXHIBIT 26. NONCOMPETE TERMS BY YEAR (PRIVATE TARGETS)

Non-compete Terms	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	YTD 2025
Average Noncompete Length	51	52	50	52	51	45	61	48	50	56	48
Median Noncompete Length	48	60	60	36	36	36	60	36	46	36	36
Average Mile Radius	174	57	75	76	79	78	77	51	109	94	72
Median Mile Radius	20	20	25	20	25	25	25	25	30	25	25

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