



PEAPACK PRIVATE

Investment Banking

Industry Perspectives

Janitorial and Sanitation Sector | Fall 2025



Industry Overview

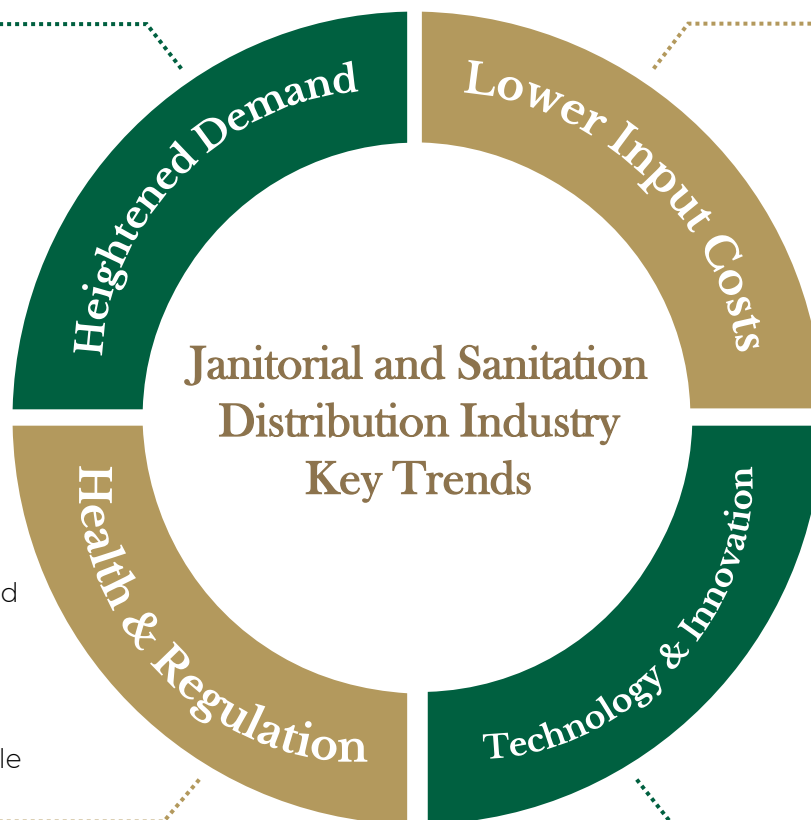
The U.S. janitorial and sanitation distribution industry has been steadily expanding, with a market value of approximately \$30.9 billion in 2024 and an estimated \$31.8 billion in 2025. Continued growth is expected, driven by evolving demand trends and ongoing industry consolidation.

Heightened Demand

- Industry demand is projected to strengthen as service establishments benefit from moderating inflation, declining interest rates, and renewed consumer spending
- As commercial activity rebounds, demand for janitorial equipment and supplies is expected to continue rising

Health & Regulation

- Greater hygiene standards in schools, healthcare, and public facilities will require more advanced cleaning solutions
- Eco-friendly preferences are creating premium opportunities, while green suppliers and strong ESG practices help drive sustainable growth



Lower Input Costs

- Stabilizing fuel prices will help reduce transportation costs, while declining resin and plastic prices lower input costs
- Stronger margins will enable wholesalers to expand:
 - Product lines
 - Logistics networks
 - Inventory management

Technology & Innovation

- Wholesalers are investing in automation, analytics, and integrated digital sales tools to enhance operational efficiency
- Mobile apps streamline ordering and reduce errors, while e-commerce and subscription models strengthen recurring revenue

Source(s): IBIS World: Janitorial Equipment Supply Wholesaling in the US (Sep 2025)

Securities offered through our affiliated broker dealer, PGB Securities LLC., member FINRA/SIPC.

peapackprivate.com

MEMBER
FDIC



2

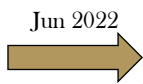
Select Private Equity Roll-Up Activity

Private equity firms have been especially active in the janitorial and sanitation distribution industry over recent years. The following are select examples of acquisitions by private equity firms in the sector:

Private Equity Fund

Platform

Advent

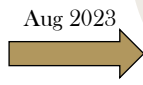


Jun 2022

Acquired from
Bain Capital

KELSO

WARBURG PINCUS



Aug 2023

Acquired from
private ownership



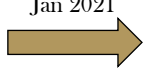
AMERICAN SECURITIES



Oct 2023

Acquired from
Odyssey

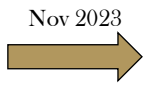
**REVELAR
CAPITAL**



Jan 2021

Acquired from
Wellspring CM

CD&R



Nov 2023

Acquired from
Audax Group



91
Add-ons

48
Add-ons

*Includes Envoy
Solutions

36
Add-ons

32
Add-ons

9
Add-ons

Select Transactions Completed



Source(s): Pitchbook. Select logos shown for illustrative purposes

Securities offered through our affiliated broker dealer, PGB Securities LLC., member FINRA/SIPC.

peapackprivate.com

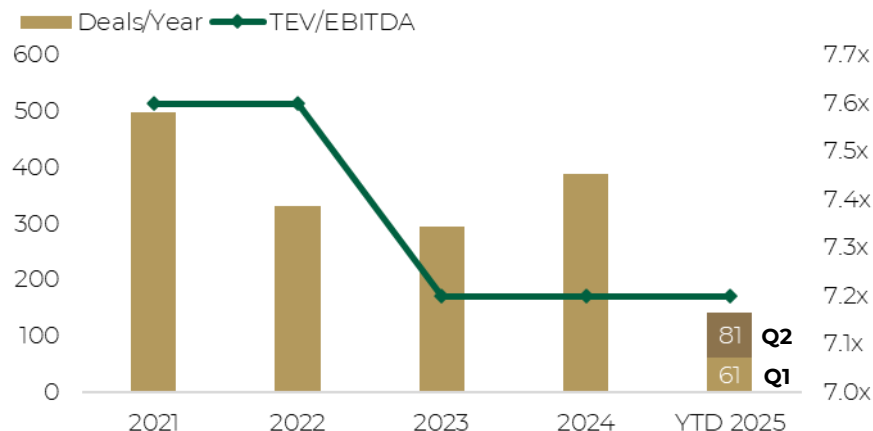
MEMBER
FDIC



Q2 2025 Middle Market M&A Overview

Middle market M&A activity strengthened in Q2, with contributing private equity firms reporting on 81 completed deals, up nearly 33% from Q1's 61; average deal size has slightly increased in the \$25-\$50M TEV size from 6.8x to 6.9x

Average Multiples and Deal Volume



TEV / EBITDA – All Industries⁽¹⁾

TEV (\$M)	2021	2022	2023	2024	YTD 2025	Total	N =
10-25	6.1x	6.4x	6.0x	6.4x	6.3x	5.9x	2,054
25-50	7.2x	7.0x	7.0x	6.8x	6.9x	6.7x	1,653
50-100	8.3x	8.5x	8.0x	8.1x	8.0x	7.7x	1,143
100-250	9.3x	9.1x	9.6x	8.5x	10.0x	8.5x	648
250-500	10.9x	10.1x	10.7x	9.8x	8.0x	9.9x	100
Total	7.6x	7.6x	7.2x	7.2x	7.2x	6.9x	-
N =	500	333	295	388	142	-	5,598

TEV / EBITDA – By Industry Category⁽¹⁾⁽²⁾

Industry Category	2021	2022	2023	2024	YTD 2025	Total	N =
Manufacturing	7.1x	7.3x	6.5x	6.9x	6.5x	6.4x	2,181
Business Services	7.3x	7.4x	7.3x	7.2x	7.5x	7.0x	1,299
Health Care Services	8.1x	8.4x	8.9x	7.7x	8.3x	7.7x	486
Retail	8.3x	8.0x	6.0x	7.4x	7.8x	7.1x	146
Distribution	7.2x	7.2x	7.1x	6.9x	7.0x	6.8x	599
Media & Telecom	7.0x	9.1x	7.8x	6.7x	NA	7.5x	84
Technology	10.3x	8.1x	10.2x	8.1x	5.8x	8.5x	189
Other	7.3x	6.7x	6.9x	7.0x	7.2x	6.5x	518
Total							5,502

Source: GF Data
(1) N denotes number of transactions

Quality Premium – Buyouts Only

	2021	2022	2023	2024	YTD 2025	Total
Above Average Financials	8.2x	7.9x	8.2x	7.7x	7.3x	7.2x
Other Buyouts	6.5x	6.6x	6.4x	6.7x	7.0x	6.3x
Premium / (Discount)	27%	20%	28%	15%	5%	14%
Incidence ⁽³⁾	63%	66%	48%	39%	50%	55%

(2) Data includes deals with Total Enterprise Values between \$10 - \$250 million
(3) Percentage of buyout deals where above-average financial performers were present

Securities offered through our affiliated broker dealer, PGB Securities LLC., member FINRA/SIPC.

Select Janitorial and Sanitation M&A Transactions



Merges with



formed



January 17, 2024

- The merger creates an organization with nearly \$5 billion in annual revenue, a team of almost 6,000 associates across 180 locations, and over 100,000 branded and exclusive products
- This combined entity is now one of the largest distribution platforms in North America, offering a wide range of supplies in JanSan, facility care, foodservice, and industrial packaging



Merges with



New name pending

August 11, 2025

- The company will leverage Imperial Dade's national logistics platform and BradyPLUS's regional market expertise to enhance service, expand customer reach, strengthen supplier partnerships, and accelerate growth
- Upon combination with Imperial Dade, the merged entities will result in annual revenue of \$10 billion and an organization with more than 200 locations, over 10,000 employees, and an extensive portfolio spanning janitorial, foodservice, packaging, and safety products

About Peapack Private Bank & Trust

Peapack Private Bank & Trust (NASDAQ:PGC) is a 104-year-old boutique commercial bank with total assets of \$7.4 billion and AUM of \$12.9 billion as of 9/30/2025. Business segments include Wealth Management, Investment Banking, Commercial Real Estate, Peapack Capital (Equipment Finance), and Retail Banking

Select Janitorial/Sanitation Deal Experience



has been
acquired by

Imperial
Bag & Paper

a portfolio company of

 **Audax Private Equity**

**Exclusive Advisor to Seller*

**Hospitality
Supplies
Distributor**

—
**Strategic
Alternatives
Project**

Exclusive Advisor to Company



has been
acquired by

MCM CAPITAL

**Exclusive Advisor to Seller*

What Makes Us Different

- ✓ Middle Market Experts
- ✓ Senior-Level Attention
- ✓ Independent, Objective Advice
- ✓ Unparalleled Resources
- ✓ Customized Solutions
- ✓ Honorable Business Practices
- ✓ One Team

Our Team



Eric Waser
Executive Vice President
Head of Investment Banking
ewaser@peapackprivate.com
(908) 470-6419



Matthew Luczyk
Senior Vice President
Head of Corporate Advisory
mluczyk@peapackprivate.com
(908) 393-7380



Marc Hirschfield
Managing Director
Corporate Advisory
mhirschfield@peapackprivate.com
(908) 556-0071



Tim O'Brien
Senior Advisor
Corporate Advisory
tobrien@peapackprivate.com



Connor O'Donnell
Analyst
Corporate Advisory
codonnell@peapackprivate.com
(908) 332-2748



David Markovich
Analyst
Corporate Advisory
dmarkovich@peapackprivate.com
(908) 323-4598

**Transactions completed by PPB&T professionals at previous firms*

Our Capabilities

Mergers & Acquisitions



Corporate Finance Advisory



Capital Formation



Structured Finance Solutions

Securities offered through our affiliated broker dealer, PGB Securities LLC., member FINRA/SIPC.

peapackprivate.com

MEMBER
FDIC



Disclaimer

Peapack Private Bank & Trust ("PPB&T") gathers its data from sources it considers reliable but does not guarantee the accuracy or completeness of the information provided in this publication. Officers, partners, or employees may have investments in the securities of the companies discussed in this publication. PPB&T may from time to time seek or provide investment banking services to or from the companies contained in this report.

Any public companies included in the referenced indices are companies commonly used for industry information to show performance within a sector. These indices do not include all public companies that could be included within the sector and do not imply benchmarks. The materials is being provided to you for educational purposes only.

No information presented constitutes a recommendation by PPB&T or its affiliates to buy, sell, or hold any security, financial product, or instrument discussed therein or to engage in any specific investment strategy. The content neither is, nor should be construed as, an offer, or a solicitation of an offer, to buy, sell, or hold any securities. You are fully responsible for any investment decisions you make. Such decisions should be based solely on your evaluation of your financial circumstances, investment objectives, risk tolerance, and liquidity needs.