



M & A
WORLDWIDE

Business Process Outsourcing

Rationales for an M&A Strategy

INDUSTRY REPORT - 2025

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1. Executive Summary

The global Business Process Outsourcing (BPO) industry is projected to reach \$310.6 billion by 2030, growing at a CAGR of 7.7% from 2023 to 2030. The sector has seen significant M&A activity, peaking in 2021 with 160 deals worth €41.42 billion, followed by a decline in 2022 and 2023. However, 2024 shows signs of recovery, with 119 deals valued at €28.50 billion, signaling renewed investor confidence.

Key M&A drivers include AI-driven automation, nearshore and offshore expansions, cloud-based contact center consolidations, and growth in finance, accounting, healthcare, and legal process outsourcing. North America remains the most active market, with private equity firms driving over 40% of BPO acquisitions in the past three years, focusing on platform-based outsourcing models. Valuations have remained strong, with averages of 1.3x EV/Revenue and 10x EV/EBITDA (2022–2024).

Regulatory compliance and Environmental, Social, and Governance (ESG) integration have become critical considerations in Business Process Outsourcing (BPO) mergers and acquisitions (M&A). With increasingly stringent data protection laws such as the General Data Protection Regulation (GDPR) in Europe and the California Consumer Privacy Act (CCPA) in the United States, acquirers must ensure that target companies adhere to strict cybersecurity and compliance frameworks. Investors are also prioritizing ESG factors, favoring BPO firms with sustainable business practices, ethical labor policies, and a commitment to reducing environmental impact. As regulatory scrutiny grows, companies that integrate compliance-driven strategies, AI-powered platforms, and offshore expansion initiatives will be best positioned for long-term success.

Some highlights from our analysis:



Global BPO market to reach \$310.6B by 2030, growing at 7.7% CAGR



Acquisitions of AI-driven BPO firms and cloud-based contact centers are reshaping the industry



Firms with AI automation, RPA, and cloud solutions command higher M&A premiums



Companies are acquiring BPO firms in India, the Philippines, Eastern Europe, and Latin America to cut costs and scale operations



DPR, CCPA, and ESG compliance are key factors in BPO M&A, influencing investor decisions



Asia-Pacific is the fastest-growing BPO region, while North America leads in tech-driven outsourcing

2. Market Overview

The Business Process Outsourcing (BPO) industry has evolved into a critical component of corporate strategy, enabling companies to improve operational efficiency, reduce costs, and focus on core business activities.

The global BPO market is expected to reach \$310.6B by 2030, growing at a CAGR 7.7% between 2023 and 2023. As the market expands, key drivers are shaping its future:



IT and Financial Services were key drivers of growth in 2023, accounting for 22% and 18% of global BPO revenue, respectively.



The Healthcare sector, though only 6% of BPO revenue in 2023, is expected to grow, as providers increasingly rely on BPO firms for billing and revenue collection.

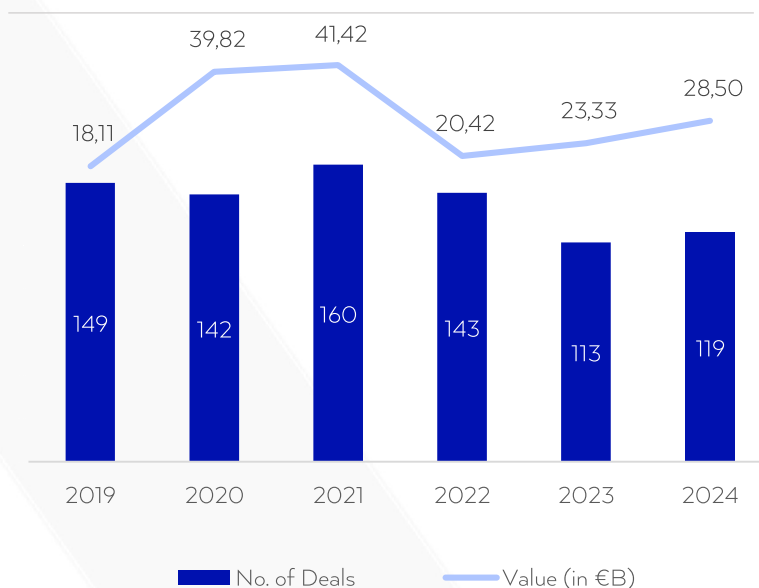


End-market specialization is becoming a crucial factor in determining industry leaders, shaping sector dynamics and influencing M&A trends through 2025.

M&A activity has surged due to technological advancements, global workforce distribution, and the rising demand for customer experience (CX) and back-office automation.

3. M&A Analysis

3.1. Deal Value & Volume



The BPO M&A activity has seen notable shifts over the years, influenced by market trends and investor confidence.

- The peak year was 2021, with 160 deals and a record €41.42B in deal value, driven by strong investor interest and large-scale transactions.
- A decline followed in 2022, with deal value dropping to €20.42B—nearly half of the 2021 peak. The slowdown continued into 2023, which saw the lowest deal volume (113 deals), largely due to interest rate hikes that slowed investment activity.
- 2024 shows signs of recovery, with 119 deals and €28.50B in value, indicating renewed investor confidence in the market.

- The global Business Process Outsourcing (BPO) industry has seen an unprecedented surge in mergers and acquisitions (M&A) over the past decade, driven by rapid technological advancements, increased demand for cost efficiencies, and the rising influence of artificial intelligence (AI).
- The market is driven by enterprises' digital transformation through AI-powered outsourcing, private equity-backed consolidation of mid-cap firms, and rising demand for multilingual, omnichannel, and automation-driven BPO services.
- The increasing complexity of business operations, globalization, and a heightened focus on customer experience have made strategic M&A essential for companies seeking to enhance their service offerings, expand geographic footprints, and integrate advanced technologies.

3.2. M&A Trends & Outlook

3.2.1 BPO M&A Trends

The M&A landscape in BPO is characterized by the following trends:

- **AI-Driven BPO Acquisitions:** Firms specializing in AI-powered automation and workflow optimization are being acquired to enhance efficiency and scalability.
- **Nearshore & Offshore Expansion Deals:** Companies are acquiring firms in India, the Philippines, Eastern Europe, and Latin America to optimize global workforce strategies.
- **Cloud-Based Contact Center Consolidation:** The growth of cloud contact centers and omnichannel customer experience platforms has led to increased acquisition activity.
- **Finance & Accounting Outsourcing (FAO) Expansion:** M&A in accounts payable, receivable management, and FP&A outsourcing is accelerating as enterprises seek cost savings.
- **Healthcare & Legal Process Outsourcing (LPO) Growth:** The demand for specialized outsourcing in healthcare claims processing, legal research, and compliance management is fueling acquisitions.

The BPO sector is experiencing notable M&A activity, driven by technology-driven outsourcing models, AI automation, and global service expansion. Companies that strategically acquire AI-enhanced outsourcing platforms, multilingual CX providers, and finance & accounting outsourcing firms will be well-positioned for growth. As businesses continue to optimize operations through outsourcing and digital transformation, M&A in the BPO sector is expected to remain a key driver of industry consolidation and investment growth.



3.2.2 Biggest Disclosed Transactions

Date	Target	Country	Deal type	Buyer	Deal value (€M)	EV /Revenue	EV /EBITDA
May-22	Mindtree Limited	India	Majority	Larsen & Toubro Limited (BSE:500510)	6,974.4	5.2x	25.0x
Jun-21	CIOX Health	USA	Majority	Datavant, Inc.	5,915.7	n.a.	n.a.
Aug-21	Hexaware Technologies Limited	India	Majority	The Carlyle Group Inc. (NASDAQGS:CG)	2,649.6	n.a.	n.a.
Apr-23	Majorel Group Luxembourg S.A.	Luxembourg	Majority	Teleperformance SE (ENXTPA:TEP)	2,538.2	1.4x	8.7x
Jun-19	EVRY ASA	Norway	Majority	TietoEVRY Oyj (HLSE:TIETO)	2,056.7	1.5x	12.8x
Apr-22	GRUPO KONECTANET, S.L.U.	Spain	Majority	Comdata S.p.A.	2,000.0	1.0x	6.7x
Mar-21	Cedacri S.p.A.	Italy	Majority	Bessel Capital S.à R.l.	1,500.0	3.8x	n.a.
Aug-22	Computer Services, Inc.	USA	Majority	Centerbridge Partners,;; Bridgeport Management Company	1,483.1	n.a.	n.a.
Jan-22	Inetum SA	France	Majority	Bain Capital Private Equity, LP; NB Renaissance Partners	1,050.0	n.a.	n.a.
Dec-23	SADA Systems, LLC	USA	Majority	Insight Enterprises, Inc. (NASDAQGS:NSIT)	839.9	3.6	n.a.



3.2.3 Valuation Multiples Evolution

M&A valuations in BPO & Contact Centers Median is 1.3x for EV/Revenue and 10.6x for EV/EBITDA (2019–2024), surpassing the broader Business Services average amid fierce competition among acquirers. Tech-driven BPO deals generally command higher multiples compared to traditional call center services and CX outsourcing (CIC). This is because tech-driven BPO integrates automation, AI, analytics, and digital platforms, leading to improved efficiency, scalability, and recurring revenue models. On the other hand, traditional CX outsourcing is more labor-intensive and less scalable, which is why it typically sees EBITDA multiples ranging from 4x to 6x. Investors value tech-driven BPO higher due to its ability to reduce costs, enhance service quality, and drive long-term growth through technology adoption.

4x – 6x¹

Range of EV/EBITDA
 multiples for CIC
 companies over 2019–
 2024

11x – 13x¹

Range of EV/EBITDA
 multiples for Tech-Driven
 companies over 2019–
 2024

Additionally, BPO firms specializing in high-value sectors like financial services, healthcare, and HR outsourcing (LPO) command higher valuation premiums due to their specialized expertise and strict regulatory compliance. These subsectors have EBITDA multiples exceeding 10x. The healthcare BPO market alone is expected to reach €468 billion by 2030, driven by growing demand for telehealth and digital medical records processing.

Recent Cross-Sector BPO M&A Transactions:

- HCL Technologies' Purchase of C3i Solutions (2018, €50.4M): Strengthened its life sciences and pharma BPO offerings.
- Novitex and Sourcehov merge with Quinpario to form Exela Technologies (2017, €2.4 billion): Focused on financial services outsourcing.

3.2.4 Key Drivers of M&A in the BPO Sector

The growth of M&A activity in the BPO sector can be attributed to several key drivers:

Digital Transformation and Technology Integration:

Companies are increasingly adopting automation, RPA, and AI-driven solutions to enhance process efficiency and reduce costs. Acquiring tech-enabled BPO providers allows traditional outsourcing companies to expand their service offerings and remain competitive in a rapidly evolving market.



Focus on Customer Experience (CX) Management:

With customer experience becoming a key differentiator across industries, there has been a growing demand for BPO providers that offer CX management solutions, such as omnichannel support, analytics-driven insights, and personalized customer service. M&A activity in this space is focused on acquiring specialized CX providers with strong technological capabilities.



Access to Specialized Skills and Markets:

As businesses seek specialized expertise in areas such as legal process outsourcing (LPO), human resources outsourcing (HRO), and healthcare BPO, strategic acquirers are turning to M&A to quickly gain access to these capabilities. Cross-border deals are also becoming increasingly common as companies look to expand their global footprint.



Consolidation and Scale:

The fragmented nature of the BPO industry presents significant consolidation opportunities. Larger players are actively acquiring smaller competitors to achieve scale, diversify their service offerings, and expand into new geographic markets.



3.2.5. Regional Trends in BPO M&A

The M&A landscape for BPO is highly dynamic, with regional differences reflecting varying market maturity and strategic priorities. Key trends by region include:

Region	Key Drivers of BPO M&A
North America	AI-driven automation, nearshore outsourcing, digital Customer Experience solutions (CX) solutions
Europe	Knowledge Process Outsourcing (KPO), Finance and Accounting Outsourcing (FAO), and AI-powered Legal Process Outsourcing (LPO).
Asia-Pacific	Cost-efficient offshore BPO, IT outsourcing growth in India & the Philippines
Latin America	Spanish-language customer support, bilingual outsourcing for U.S. firms

- **North America** – The largest market for BPO services, driven by high demand for tech-enabled outsourcing solutions in sectors such as financial services, healthcare, and technology. M&A activity in North America is focused on acquiring digital transformation capabilities, CX management solutions, and vertical-specific expertise. Private equity is particularly active in the region, with many firms adopting buy-and-build strategies.
- **Europe** – A rapidly growing market for high-value BPO services, particularly in the financial services and legal process outsourcing (LPO) sectors. Cross-border deals are common as companies seek to expand their presence across European markets. The UK remains a key hub for BPO M&A, driven by its strong financial services sector and access to international markets.
- **Asia-Pacific** – The fastest-growing region, with significant M&A activity driven by the increasing demand for offshore outsourcing services. India and the Philippines are well-established outsourcing destinations, while countries like Vietnam and Malaysia are emerging as attractive alternatives. Regional players are focusing on acquiring tech-enabled BPO providers to stay competitive.



3.3. Most Active Buyers

Buyer	Country	Description	Deals from 2019- 2024
Accenture plc (NYSE:ACN)	Ireland	IT and business consulting company	23
Sopra Steria Group SA (ENXTPA:SOP)	France	Consulting, digital services, and software development company	10
Cognizant Technology Solutions Corporation (NASDAQGS:CTSH)	USA	IT consulting and outsourcing company	10
The Carlyle Group Inc. (NASDAQGS:CG)	USA	Private equity firm	9
Waterland Private Equity Investments BV	Netherlands	Private equity firm	9
KKR & Co. Inc. (NYSE:KKR)	USA	Private equity firm	8
CGI Inc. (TSX:GIB.A)	Canada	IT and business consulting company	8
EQT AB (publ) (OM:EQT)	Sweden	Private equity firm	8
International Business Machines Corporation (NYSE:IBM)	USA	Technology company	7

Rising role of private equity (PE) firms: Over 40% of BPO acquisitions in the last three years have been PE-led consolidations, signaling a move toward platform-based outsourcing models.

3.4. M&A Strategies for BPO Acquirers

3.4.1 Targeting AI-Enhanced BPO Firms

The rapid deployment of AI and machine learning (ML) has significantly transformed the BPO industry. AI-enhanced BPO firms leverage automation, robotic process automation (RPA), and predictive analytics to reduce costs, improve efficiency, and enhance decision-making processes.

Case Studies of AI-Driven Acquisitions:

- Accenture's Acquisition of Clarity Insight (2019, €215M): Enhances Accenture's AI scaling for enterprises and strengthens key market capabilities.
- CGI's Acquisition of Umanis (2022, €218M): Strengthen expertise in big data & artificial intelligence, infrastructure & cloud, and digital experience.
- EXL's Purchase of Clairvoyant (2021, €89M): Adding scale in data, AI and cloud engineering.

Acquirers targeting BPO firms with strong AI capabilities can achieve significant cost reductions, scalability, and improved service delivery, making them attractive investment options.

3.4.2. Focus on Customer Experience (CX)

Improving customer experience is a key focus, with BPO companies acquiring firms specializing in CX management.

Case Studies of CX focused Acquisitions:

- Teleperformance's acquisition of Majorel Group (2023, €2.5B): Strengthening Teleperformance's global leadership position in the CX sector.
- Sitel Group's acquisition of SYKES Enterprises (2021, €1.9B): Creating a global leader in CX management.
- Teleperformance's acquisition of Health Advocate Solutions (2021, €579M): Bolstering its CX capabilities in the healthcare sector.

3.5. Operational Integration Planning

3.5.1 Post-Merger Integration Strategies

Successful BPO acquisitions require meticulous integration planning to achieve cost synergies and optimize service delivery. Studies by Harvard Business Review indicate that 70% of M&A deals fail due to poor post-merger integration, underscoring the importance of strategic alignment.

3.5.2 Key Operational Integration Measures



Standardization of IT Systems

Ensuring seamless technology integration across platforms



Employee Retention Strategies

Implementing incentives to retain key talent post-acquisition



Process Optimization Initiatives

Streamlining workflows to enhance operational efficiency

3.5.3 Examples of Successful Integrations

- Concentrix's Acquisition of Webhelp (2023, €4.4 billion): Strengthened its global presence, optimized operations, and broadened its service portfolio.
- CGI's Purchase of SCISYS (2019, €89.3 million): Ensured operational synergies across defense and public sector projects.
- Accenture's Merger with Symantec's Cybersecurity Division (2020, undisclosed): Successfully integrated cybersecurity frameworks into its outsourcing model.

3.6. Regulatory Compliance & ESG Integration

3.6.1 Data Privacy and Cybersecurity in BPO M&A

With increased regulatory scrutiny worldwide, acquirers must prioritize firms with strong data protection, cybersecurity, and compliance policies. GDPR and the California Consumer Privacy Act (CCPA) have imposed stringent regulations on data management, leading to higher compliance costs for BPO firms.

M&A Transactions Focused on Compliance & Cybersecurity:

- Capgemini's Acquisition of Altran (2020, €3.6B): Enhanced cybersecurity and regulatory compliance capabilities.
- DLH's acquisition of Grove Resource Solutions, (2022, €179M): Strengthens information technology and cyber capabilities.
- Accenture plc's acquisition of Context Information Security (2020, €124M): Expands and diversifies Accenture Security's offerings.

3.6.2 ESG and Sustainability Considerations

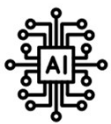
Environmental, Social, and Governance (ESG) factors have become a critical element in BPO M&A, with institutional investors favoring firms with sustainability and ethical labor practices. By integrating compliance-focused and ESG-driven strategies, acquirers can ensure long-term sustainability and mitigate legal risks.

M&A Transactions Focused on Companies with a strong focus on ESG:

- The Carlyle Group's Acquisition of Hexaware Technologies Limited (2021, €2.6M): Enhances Carlyle's portfolio with a leader in ESG-focused technology services.
- EQT AB acquisition of Humania BPO Inc. (2023, Undisclosed): Expands Telus's portfolio with a key player in impact-driven outsourcing services

3.7. Future Outlook for BPO M&A

The outlook for M&A in the BPO sector remains highly positive. Key trends expected to shape the market include:



Increased Adoption of AI and Automation – The integration of AI-driven automation into BPO services will continue to drive M&A activity, particularly in areas such as intelligent automation, chatbots, and predictive analytics.



Focus on Customer Experience – As customer expectations continue to rise, M&A in the CX management space will remain strong, with companies seeking to acquire capabilities in personalized service, real-time insights, and omnichannel support.



Expansion into Emerging Markets – The growing demand for outsourcing services in emerging markets will create new opportunities for cross-border M&A. Companies will increasingly look to expand their presence in regions such as Latin America, Southeast Asia, and Eastern Europe.

4. Conclusion

The BPO industry's evolving landscape necessitates a strategic approach to M&A, emphasizing AI integration, geographic expansion, sector specialization, regulatory compliance, and seamless post-merger operations. As valuation multiples continue to rise, acquirers must adopt data-driven decision-making to maximize the return on investment.

By targeting AI-enhanced firms, expanding offshore capabilities, acquiring sector-specialized entities, ensuring regulatory compliance, and executing robust post-merger integration strategies, companies can achieve sustainable growth and long-term success in the competitive BPO market. The future of BPO M&A will be shaped by firms that embrace innovation, regulatory adherence, and operational excellence, ensuring resilience in an ever-evolving global business environment.

The BPO sector is experiencing significant M&A activity, driven by technology-driven outsourcing models, AI automation, and global service expansion. Companies that strategically acquire AI-enhanced outsourcing platforms, multilingual CX providers, and finance & accounting outsourcing firms will be well-positioned for growth. As businesses continue to optimize operations through outsourcing and digital transformation, M&A in the BPO sector is expected to remain a key driver of industry consolidation and investment growth.

5. Glossary

1. **AI (Artificial Intelligence)** – Advanced computer systems that simulate human intelligence, often used in automation and customer service.
2. **Back-office Operations** – Administrative and support functions such as HR, finance, and data management that are often outsourced.
3. **BPO (Business Process Outsourcing)** – The practice of contracting standard business functions to third-party service providers.
4. **CCPA (California Consumer Privacy Act)** – A data privacy law regulating how companies handle personal data of California residents.
5. **CIC (Customer Interaction & Communication)** – The management and optimization of customer interactions across multiple channels.
6. **Compliance & Governance** – The adherence to laws, regulations, and internal policies when outsourcing business processes.
7. **Cost Arbitrage** – The financial advantage gained by outsourcing to regions with lower labor costs.
8. **CX (Customer Experience)** – The overall perception and interactions a customer has with a company's services, often a focus in BPO services.
9. **Customer Support Outsourcing** – Delegating customer service functions to an external provider to enhance service delivery.
10. **ESG (Environmental, Social, and Governance)** – A set of criteria used to evaluate a company's sustainability and ethical impact.
11. **FTE (Full-Time Equivalent)** – A unit of measure that represents the workload of an employee, used to quantify staffing levels in outsourcing contracts.
12. **GDPR (General Data Protection Regulation)** – A European Union regulation that governs data protection and privacy for individuals within the EU and the European Economic Area (EEA).
13. **HRO (Human Resources Outsourcing)** – The delegation of HR functions, such as payroll, benefits administration, and recruitment, to external service providers.
14. **ITO (Information Technology Outsourcing)** – The outsourcing of IT services, including software development, infrastructure management, and technical support.
15. **KPO (Knowledge Process Outsourcing)** – A subset of BPO that involves outsourcing knowledge-intensive tasks requiring specialized expertise.
16. **LPO (Legal Process Outsourcing)** – The outsourcing of legal services to external providers.
17. **Nearshoring** – Outsourcing business processes to a nearby country, often within the same time zone, to improve communication and efficiency.
18. **Offshoring** – The practice of relocating business processes to a different country, usually to reduce costs.
19. **RPA (Robotic Process Automation)** – The use of software bots to automate repetitive tasks, reducing manual effort and improving efficiency.
20. **Shared Services Model** – A business model where a centralized team provides services to multiple divisions within an organization.
21. **SLAs (Service Level Agreements)** – Formal agreements outlining the performance expectations between a service provider and a client.

6. Business Services Industry Group

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