

## Magister Group becomes part of W-Group the largest-ever operation in HR services in Italy

*As a result of the entry of the group founded by the Lombardi family, W-Group will exceed 825 million in revenues and 1,400 people on staff. Federico Vione: "We have created a unique model: a group of independent but synergistic companies built for people. After gaining a leadership position in Italy, our expansion will not stop."*

Milan, March 19th- The year 2024 opens with important news for the Italian labor market: **W-Group**, a multi-brand and multi-market Human Resources Solutions group founded and led by Federico Vione, grows with the entry of **Magister Group** (Lombardi family), a multi-business corporate operating in the Italian landscape with **ALI Lavoro** (administration and search&selection), **Labor-B** (strategic consulting and HR audit), **Repas** (welfare and lunch vouchers) and **Yous** (training).

**This is the largest operation ever carried out in Italy in the world of human resources services. The combination of the two realities leads an initial turnover of more than 825 million with 1,400 people on staff, and significant growth prospects thanks to the possible synergies between all the realities of the group.**

Magister Group's four companies join W-Group's companies: **Maw and InJob** (search and selection services), **WExecutive and WeHunt**, leading realities in executive and middle management search, **W Advisory** (consulting services). In this way, the group reinforces the growth process, based on the creation of an ecosystem of realities independent in terms of brand and activities but complementary in terms of values and business approach, giving rise to an integrated HR services offer that is unique in the European panorama. A platform of expertise from the world of work that recognizes the value and centrality of the people who are part of it.

W-Group is founded less than three years ago with the goal of enhancing talent through a consultancy approach aimed at people's well-being, the creation of valuable relationships, and the capillarity of territorial presence. It closed 2023 with results well beyond forecasts: **a workforce of more than 1,000 people, 575 million in sales (+9% compared to 2022)**, and profitability that, despite significant investments, is significantly above the industry average.

Same growth and profitability trend for Magister Group companies: **ALI Lavoro**, in particular, closed 2023 with revenues in excess of **250 million euros**, profitability also significantly above the industry average, and a workforce of more than 250 people. As a result of this project, **Ali's number of branches** is expected to double in the medium term, from the current **50 to 100**, and the headcount growth needed to support it. The Lombardi family, a shareholder of Magister Group, will be an active part of the project, reinvesting in W-Group. This will allow them to achieve one of the strategic goals of the operation: transfer to client companies, workers and stakeholders a business model based on human capital, through the widespread presence of their people throughout the country.

**These results**, significantly higher than the growth trends in the sector, are explained by the genuinely people-centric approach of the realities of the two groups, and by the deep knowledge they have of



their respective territories, districts and reference sectors. The proximity, also geographical as well as attitudinal, with companies and candidates is, in fact, an added value that allows them to interpret the needs of both in order to create the best relationships and the right connections allowing a shared growth between person and company.

Thanks to this evolution of the W-Group project, both client companies and candidates will be able to access the services of the best companies in their respective market segments, thus obtaining consulting that meets all needs and career levels. A unique model, already established among the leading realities in our country, and now preparing for further stages of development.

*"We begin 2024 by celebrating the spirit of W-Group: the promotion of a culture based on human relationships, trust and talent. In a world moving toward technologization, exaggerated process optimization and centralization of activities, we continue to believe that the most valuable resource is people and that companies should be built with the goal of being attractive to talent. Proximity and decentralization help build true, trusting human relationships that allow people to express their potential, enhancing their entrepreneurship and talent," said **Federico Vione, CEO of W-Group** –. Together with Magister we will have further opportunities for growth through a shared path based on our multi-brand model that preserves the identity and autonomy of the individual companies: we will not merge the organizations and we will protect the culture and model that have made ALI, Labor-B and You successful cases to help them enhance their strengths by accelerating their development. We are one group composed of unique companies with one goal: to help people and companies realize their dreams. Just two years ago, we said we would hire 400 resources, open new companies in the executive, and be a multibrand, multi-service, multi-country company. In reality, we have hired 700 people, achieved a leadership position in executive search with over 210 head hunters starting from scratch, and are already present in France, Spain, England, and Switzerland. Our ambitions don't stop here, this is just the beginning, we will take our model wherever there are opportunities. In Italy, but not only. We are an Italian company, proud to be so and with global ambitions: our team has enormous potential and we want to develop it."*

*"In W-Group we have found the ideal partner to continue on our growth path," said **Andrea Lombardi, president and CEO of Magister Group**. "First of all because we are united by a perfect identity of vision on the centrality of people and, precisely for this reason, we believe in the need to develop tailored HR consulting projects that enhance a strategic business model based on the organization of work. We believe that this project represents an opportunity for the people who work in Ali and other Magister Group companies because they will become part of a reality of greater size and structure, in Italy and abroad, and that has the ambition to change the labor market for the better."*

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W-Group engaged Houlihan Lokey as M&A and financing advisor and Legance as legal advisor. Alvarez and Marsal served as financial due diligence, EY as tax, labor and legal due diligence, and Bernoni Grant Thornton as payroll services audit.

Magister Group was assisted by Mediobanca as financial advisor, GOP as legal advisor, and EY for financial and tax vendor due diligence.

**W-Group** (<https://www.w-group.it/>)

W-Group is the first Italian multi-brand human resource solutions group led by Federico Vione, which has received an investment of 300 million euros from leading international investment funds. The group's development plan aims to reach 1 billion in revenues by 2025. The group includes Brescia-based MAW, among the most dynamic employment agencies in Italy; inJob, an international recruitment company based in Verona; training company Howay, active in the field of professional growth and development of companies and people; and Gotaway, a company specializing in outsourcing logistics and production activities; Men at Code, the



Group's Digital Agency that supports companies in the design of their digital ecosystems for the management of internal processes and communication; W-Executive, a company specializing in Executive Search; and Winside, a reality that offers services for large clients who need to receive tailor-made answers in HR. Also part of W-Executive are the We Hunt and W-Advisory brands, the former dedicated to middle-senior management, the latter focused on the implementation of targeted HR-Advisory projects for companies and investment fund. Finally, Officina Futuro - W-Group Foundation is the Group initiative that promotes the training and job placement of fragile people through targeted and inclusive projects. Its most important project is Girls Code it Better, a free digital creativity and entrepreneurship initiative that brings girls closer to technology and STEM careers by implementing projects in secondary schools.

**MAGISTER GROUP** ([magistergroup.it](http://magistergroup.it))

It is an Italian company, founded in 1987, with a fascinating entrepreneurial history and young leadership.

A new generation multi-business corporate, with 400 employees offering integrated services with a focus on the world of work and Human Resources. Our founder's vision also lives on in CSR activities related to the Antonio Lombardi Foundation with the Make Campus project ([makecampus.it](http://makecampus.it)). Magister Group operates in three business areas: People, Infotainment, and Food and closed 2023 with consolidated revenues of €500 million.

Ali Lavoro ([alilavoro.it](http://alilavoro.it)) Italian employment agency, since 1997. Ali's core businesses are administration, search and selection, and active labor policies. Labor-B ([labor-b.it](http://labor-b.it)) Advanced solutions for the entire world of HR services, from Payroll to HR Advising. Repas ([repas.it](http://repas.it)) Welfare and Meal Vouchers. Repas consultants promote the culture of Corporate Welfare and generate tailored benefits for every type of business reality, from freelancers to Labor Consultants, from SMEs to large companies, as well as PA. YOUS ([yous.it](http://yous.it)) offers customized solutions in the area of training and active policies. In the multi-business vision, Magister has expanded its reach toward activities consistent with a focus on quality and wellness values by investing in the Aquaculture sector with Waterhouse ([waterhouse.fish](http://waterhouse.fish)). Also in the group is publishing, Edizioni Lavoro and Avagliano Editore, both proximity to the world of work and entertainment aimed at enhancing Italian historical and cultural heritage.