

Bacciardi
Partners



Our services in

Strategic Advisory

Business growth, transformation and turnaround require strategic decisions that drive development, facilitate business combinations and restore value when performance and business continuity are at risk.

Bacciardi Partners works alongside entrepreneurs, businesses and investors to **develop and implement these strategies** through M&A transactions, business reorganizations, restructuring, management control and performance management.

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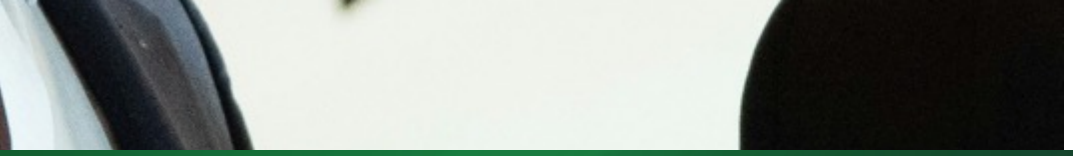

M&A

M&A transactions allow entrepreneurs and companies to realize the value they have built over time, by selling or transferring their businesses to other entrepreneurs or companies, or to accelerate growth through acquisitions and business combinations.

Bacciardi Partners advises entrepreneurs, companies and investors on both sell-side and buy-side transactions. We cover every stage, from preparing the company and defining the economic rationale of the deal, through structuring and execution, to completion.

Where required, our involvement extends after closing, supporting integration and the delivery of the value the transaction was designed to create.



Renato Capanna
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Our services

Sell Side Advisory

We prepare businesses for sale through deal readiness assessments, identifying and addressing financial, organizational, managerial, corporate, tax and compliance issues that may affect valuation and marketability. We develop business plans, determine enterprise value and structure transactions in line with entrepreneurs' objectives. We prepare marketing materials, identify strategic and financial investors, and manage the sale process through due diligence, negotiations, signing and closing.

Our objective is to maximize the value realized while ensuring business continuity. Where entrepreneurs retain an ownership or management role, we support the post-sale transition and governance arrangements, drawing on our Legal & Tax and Organization & People expertise where required.

Buy Side Advisory

We support acquisition-led growth by assessing business readiness and strengthening the financial, organizational and managerial structures needed to pursue acquisitions and integrate target companies. We identify and evaluate acquisition targets, develop integration business plans, assess valuations and structure transactions in line with strategic objectives. We manage offers, due diligence and negotiations through to closing.

Following acquisition, we support integration by assessing performance, processes and management capabilities, implementing measures to address critical issues and realize expected value. Where necessary, we integrate our Legal & Tax, Organization & People, management control and performance management expertise.

Special Situations

When business performance, liquidity or continuity are under pressure, swift action is essential to stabilize operations, restore financial and operational balance, and preserve enterprise value.

Bacciardi Partners advises entrepreneurs, businesses and investors on business reorganizations, restructuring and turnaround processes, from identifying the underlying challenges to developing and implementing an effective recovery plan.

We address financial structures, business models, organizational frameworks and stakeholder relationships, remaining directly involved until performance has been restored or an alternative strategic solution has been identified.

Where required, we combine our Special Situations expertise with our Legal & Tax, Organization & People and M&A practices.



Francesco Todaro
Of Counsel Special Situations

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Our services

Diagnosis & Business Stabilization

We identify the financial, operational and organizational causes of business distress and establish clear priorities for intervention. In more critical situations, we focus on liquidity management and essential business operations to preserve business continuity.

Turnaround & Restructuring Plan

We work with entrepreneurs to define recovery objectives and develop an integrated business and financial plan designed to restore stability, profitability and enterprise value. We translate the plan into concrete, measurable actions with clearly defined timelines.

Financial & Operational Restructuring

We address liquidity, working capital, cost structures, business processes, organizational functions and business models. Where appropriate to the recovery strategy, we also assess the disposal of non-core assets or the implementation of extraordinary corporate transactions.

Stakeholder Management & Plan Execution

We support entrepreneurs in managing relationships and negotiations with shareholders, lenders, suppliers and other stakeholders. We remain directly involved in implementing the restructuring plan, monitoring progress and supporting the organizational measures required to achieve its objectives.

Value Recovery & Strategic Options

Once the business has stabilized, we assess the most appropriate solutions to consolidate value recovery and ensure the continuity of the business. These may include an independent turnaround, the introduction of new capital or strategic partners, M&A transactions or other strategic alternatives.



Organization & People

As businesses grow, their organizational structure and people capabilities must evolve alongside the business. Clear roles, efficient processes, the right skills, and strong leadership enable companies to scale effectively, reduce dependence on the founder, and enhance enterprise value.

Bacciardi Partners advises entrepreneurs and businesses on organizational transformation and human capital development. We help clients design and implement scalable operating models, strengthen management structures, develop leadership capabilities, attract and retain talent, align incentive systems, and successfully manage change. Where required, we integrate our Organization & People capabilities with the firm's Strategic Advisory and Legal & Tax practices to deliver a fully coordinated approach.



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Our services

Organizational Assessment & Design

We assess organizational structures, roles, responsibilities, processes and capabilities to identify gaps and design operating models that support business growth, transformation and long-term continuity.

Leadership & Management Development

We support entrepreneurs, executives and key employees in strengthening leadership, managerial autonomy and decision-making capabilities, including during generational transitions in family businesses.

Talent Management & Key Personnel

We help businesses attract, develop and retain key talent through recruitment, onboarding and development programs, strengthening human capital and enterprise value, including in M&A transactions.

Performance, Compensation & Incentive Systems

We design compensation policies, performance management frameworks and incentive programs, including MBO schemes and executive benefits, to retain talent and align performance with business objectives.

Change Management & Workforce Reskilling

We support organizational transformation through change management and reskilling programs, developing capabilities, adapting working methods and facilitating the adoption of new processes and technologies.

Advisory Board & Strategic Decision Support

We participate in advisory boards, executive committees and other governance bodies, providing independent strategic perspectives and structured decision support to strengthen leadership and managerial capabilities.



Real Estate

Investment & Development

Real estate investments provide opportunities to deploy capital into assets that can be developed, repositioned, or transformed to generate income and create long-term value through appreciation and eventual exit.

Bacciardi Partners advises entrepreneurs, investors, family offices, and real estate entrepreneurs throughout the investment lifecycle, from opportunity identification and acquisition through asset enhancement, income generation, and disposal.

We support clients in structuring and executing real estate development and value-add strategies involving the acquisition, redevelopment, repositioning, conversion, or enhancement of land and existing properties with the objective of maximizing value creation. Where appropriate, we integrate the capabilities of our Real Estate Legal & Tax team to address the legal, tax, regulatory, and contractual aspects of the transaction.



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Our services

BP

Investment Strategy & Opportunity Sourcing

We define investment strategies based on location, asset class, investment size, risk profile, expected returns and investment horizon, identifying opportunities aligned with investors' objectives and value creation potential.

Business Planning, Valuation & Investment Structuring

We develop business plans, financial models and scenario analyses to assess asset value and expected returns, structuring investments around acquisition costs, capital requirements and financing options.

Acquisition & Transaction Execution

We support investors throughout acquisition negotiations, transaction structuring and closing, coordinating with our Real Estate Legal & Tax team on due diligence, legal and tax matters where required.

Development, Repositioning & Value Creation

We develop and implement strategies for redevelopment, conversion, renovation and repositioning to enhance asset value, assessing their impact on investment business plans, projected cash flows, capital appreciation and overall returns.

Income Strategy & Exit Planning

We advise on asset management, leasing, income generation and long-term holding strategies to maximize investment performance. We also support investors in defining the optimal timing, structure and execution of asset disposals to realize capital appreciation and achieve targeted returns.

Thank you for your attention

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