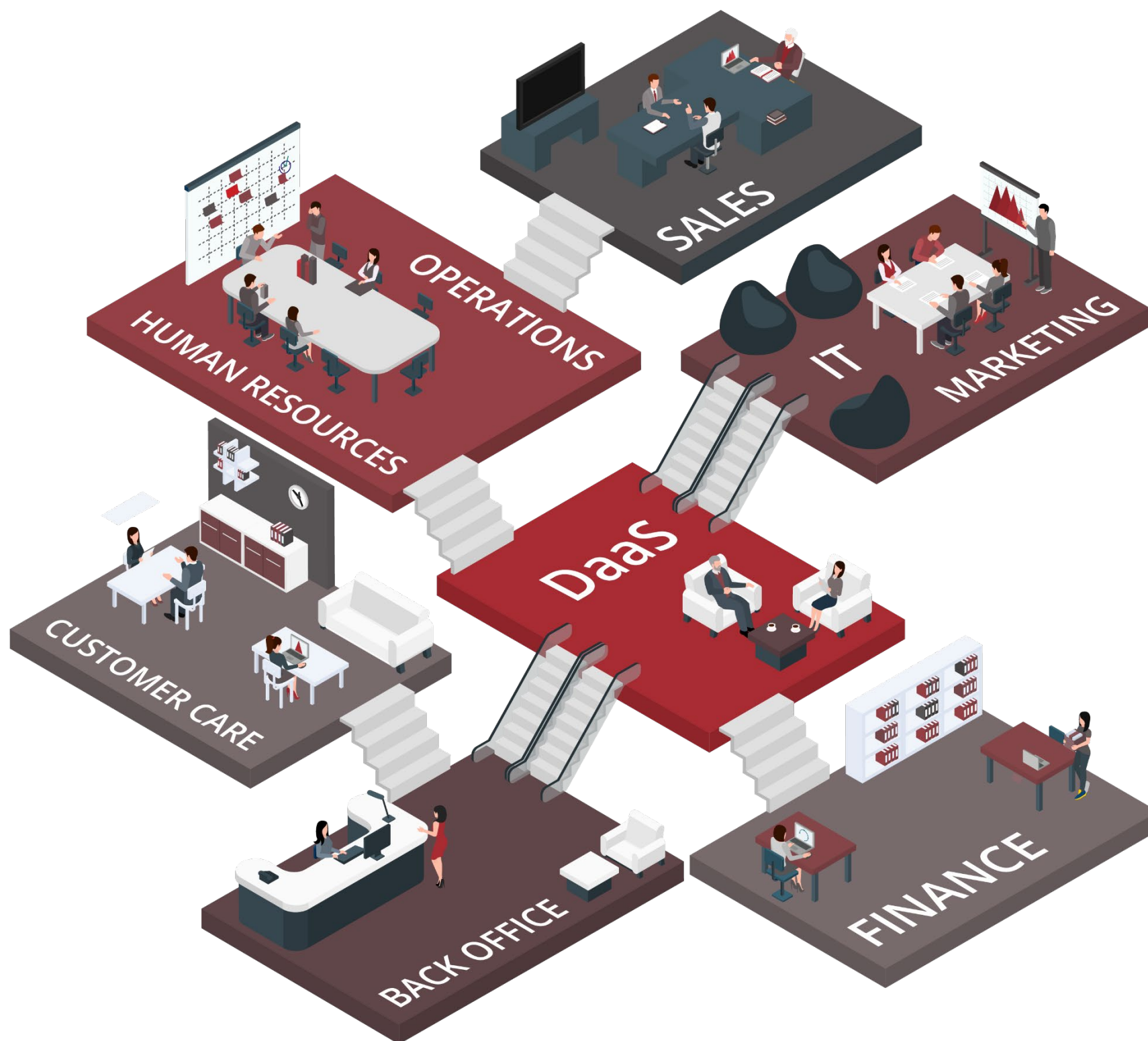




Scalable Global Solutions JSC



Investor Presentation

WHO ARE WE?



Industry: Future of Work

HQ: Zagreb, Croatia

Geographic Coverage: EMEA

• Mission •

1st MANAGED DEPARTMENT PROVIDER

The perfect alternative to outsourcing – keep **100% control** over your team

• Vision •

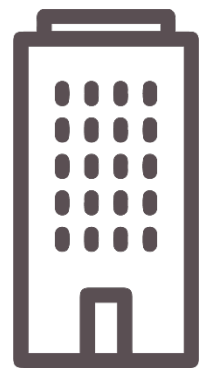
CREATING THE FUTURE OF EMPLOYMENT

Changing how people WORK, LIVE, PLAY and LEARN

SGS is a platform that enables SMBs to create and manage their own teams in Croatia, without opening a legal entity.

DaaS (Department as a Solution)

A Unique Combination Of:



Office space



Asset management
and equipment



Globally sourced
talent

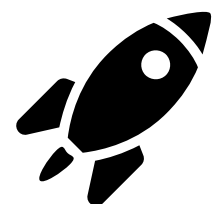


CRM system for
optimizing business
processes

PROBLEM



COST INCREASE



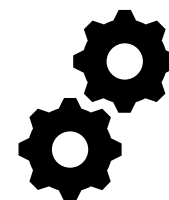
61% Increase in operating costs since 2019

LACK OF TALENT



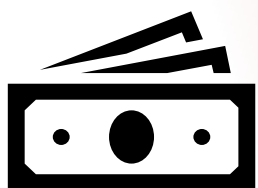
75% Customers struggle with finding competent and skilled talent

PROCESS OPTIMISATION



69% Companies do not have any process automation implemented

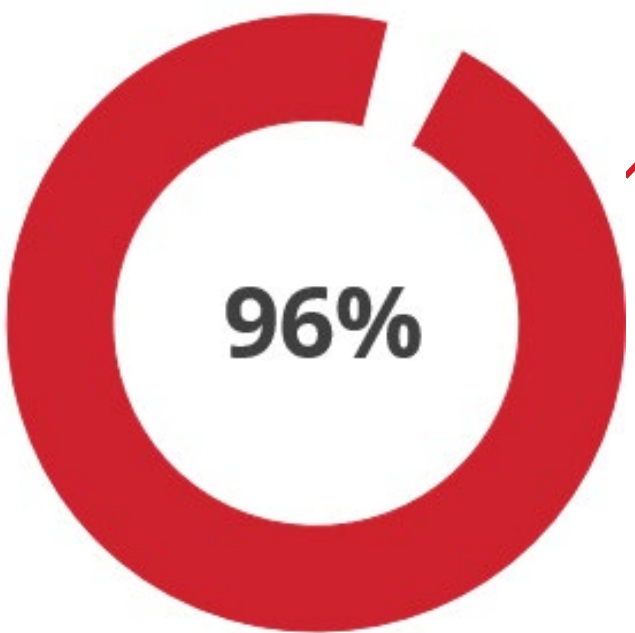
REVENUE LOST



The danger of **€8.5 trillion** in unrealized annual revenues due to talent shortage

FOCUS IS KEY

EMEA SMB & SME companies with 50-5000 employees (industry agnostic)

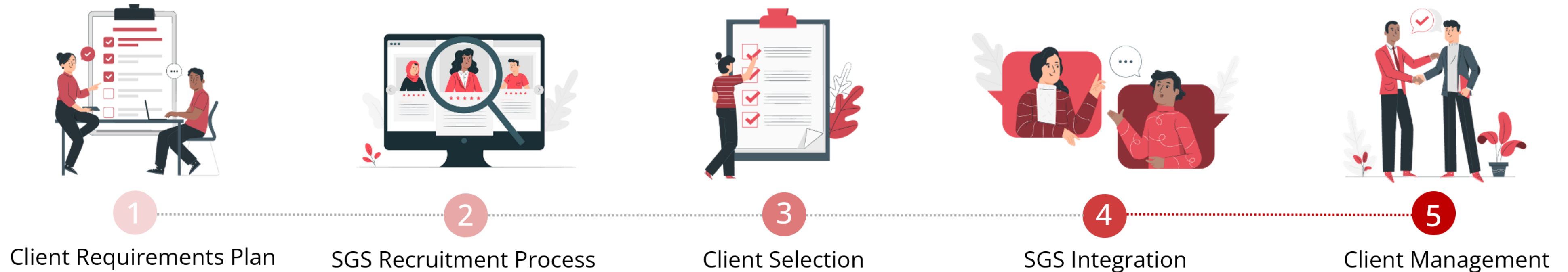


OUR TARGET CLIENTS

96% of the Global Workforce

The Future Of Employment

DaaS [Department as a Solution] is an industry-agnostic, complete solution for creating and managing your own department, from talent selection to office decor and equipment.



DaaS Benefits:

- ✓ Cost reduction (up to 40%)
- ✓ 15% increase in productivity
- ✓ Team & office ready in 3 months
- ✓ Legal & compliant

WHAT WE DO FOR OUR CLIENTS



SGS ONE - Transparent and automated CRM system to support your business

WORKFORCE APP – check candidates SGS found for your positions on-the-go

FACILITY/ OFFICE management & Fleet management

OFFICE & ASSET management & IT Service

DaaS - Taking care of the whole employee administration, benefits, pension and health insurance

RELOCATION - Complete relocation services (visas, work permits, accommodation)

ONE MONTHLY INVOICE

Imagine the ultimate remote business setup – your people, software, equipment, and office space all in one simple solution.

- ✓ The ideal CRM system for our target clients
- ✓ Covering 8 corporate segments over 30+ departmental solutions
- ✓ Easy to use and customizable
- ✓ Implementation in 2 weeks
- ✓ Customization <2 months
- ✓ On average 50% lower in operating cost
- ✓ AI will be implemented in the next generation



The Perfect SaaS for SMB & SME Clients – **“OUR CLIENTS USE 80% OF THE FEATURES FROM DAY ONE”**

COST COMPARISON OF HIRING A "SPECIALIST"

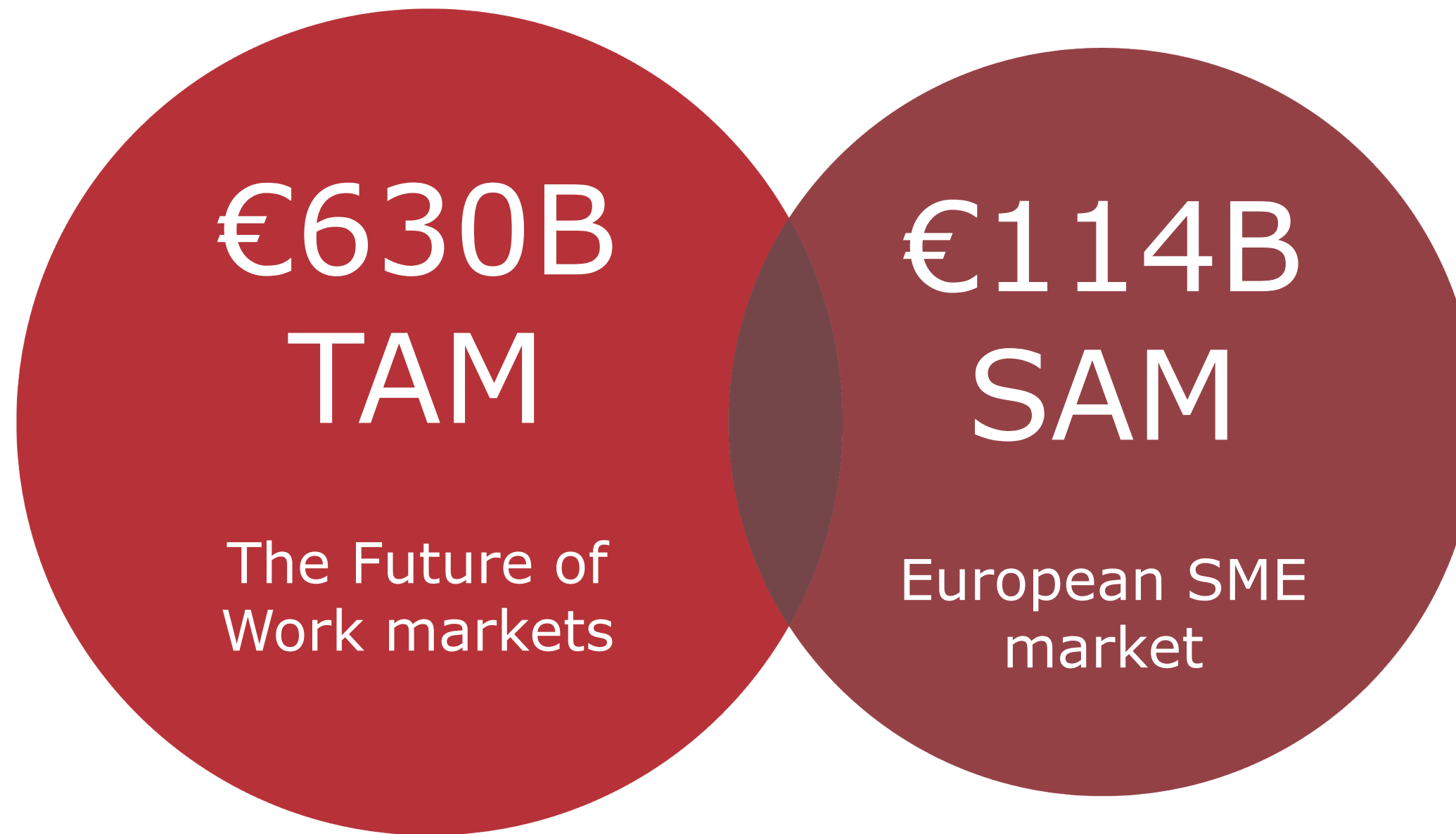


In house vs Outsourcing vs DaaS



IN FULL CONTROL OF CUSTOMER

MARKET POTENTIAL



„Investments in technologies supporting Future of Work initiatives will exceed \$1 trillion worldwide by 2024, with a robust 17% CAGR over the five-year forecast period.”

[International Data Corporation \(IDC\)](#)

OUR CLIENTS



MANUFACTURING



ITALY & GERMANY

RECRUITMENT



FINLAND

SW DEVELOPMENT



AUSTRIA

DISTRIBUTION



USA & GERMANY

FINANCIAL SERVICE



AUSTRALIA & UNITED KINGDOM

HOSPITALITY & TOURISM



CROATIA

PROPERTY MANAGEMENT



GERMANY

SYSTEM INTEGRATOR



D/A/CH

TEAM



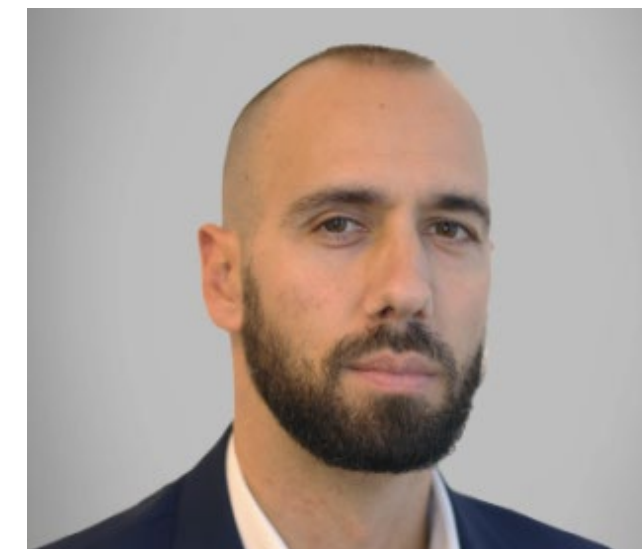
Kristina Šmidt Grancarić
COO

"Has 20 years of international work experience in Engineering, DIY and Fashion Retail in the D/A/CH region."



Markus Borlinghaus
CEO

"Has decades of experience in Corporate Leadership and working at executive level positions in Cisco Systems, Juniper Networks, Microsoft, Xerox and ATI."



Luka Vuković
Project Manager R&D

"Has more than 10 years of experience leading various technical teams and 5 years of experience as a hardware/ software startup-company CEO."

Key Advisors



Istvan Alpek

Istvan brings a wealth of experience to the table. He's been a startup CFO/COO for 8 years, an investor from venture funds for 16 years, and has provided strategic advisory, mentoring, and angel investing for the last 4 years.



Martin F. Herrmann

With 20+ years of energy industry leadership, Martin F. Herrmann excels as a financial expert, CEO, CFO, and COO. He now supports founders in achieving their entrepreneurial dreams as an angel investor and provides invaluable guidance on supervisory and advisory boards.

OUR SUCCESS



CLIENTS
12
3 CONTIENTS

INVESTMENTS
€ 327K
2023

ARR
€ 870K
2023

GROWTH
96%
YoY

SIGNED DEALS
€ 4.5M
POST COVID

RAISED SINCE
€ 2.2M
2019

INVESTORS
23
11 COUNTRIES

EMPLOYEES
30
IN SGS

Region of Talented & Skilled People

68% speak English and 34% speak German, while 14% also speak Italian, French, and Spanish.

Located in the heart of Europe, has the same cultural understanding as Western Europe.

Benefits For Clients:

- ✓ Excellent **strategic geographical position** with proximity to major European cities - reachable and direct travel
- ✓ Fully **integrated** into the **European Union**
- ✓ The **IT industry** is becoming one of the **driving forces** of Croatian Economy
- ✓ **Visa** and **integration** processing **handled by SGS**

KEY VALUES OF THE BUSINESS MODEL



Strong Revenue Growth

- ✓ Existing customers show consistent growth, doubling service size within 6-12 months
- ✓ Initial 36-month contracts with minimal churn, extending to 60 month
- ✓ Existing customers contribute over 80% of the total revenue consistently
- ✓ New customer acquisition through an expanding partner network

Robust Profitability

- ✓ Current Gross Margin: 43,75%
- ✓ Expected growth to 54% over the next 4 years
- ✓ Economies of scale and increased bargaining power drive cost control
- ✓ Anticipated EBITDA growth to 35% - 40% in 4 years

BENEFITS FOR INVESTORS



SGS is looking for a capital raise of **€2.000.000**

Closing this round would enable us to:

- ✓ Sign 50 new partners in 18 month
- ✓ Win 35 new clients
- ✓ Grow the Channel team by additional 12 people
- ✓ Grow the sales team by additional 3 people
- ✓ Increase the research and recruitment team by 3 people
- ✓ Start developing SGS ONE 2.0

Potential Exit is planned for 2028 or later



Contact Information:

investment@sgs-daas.com