



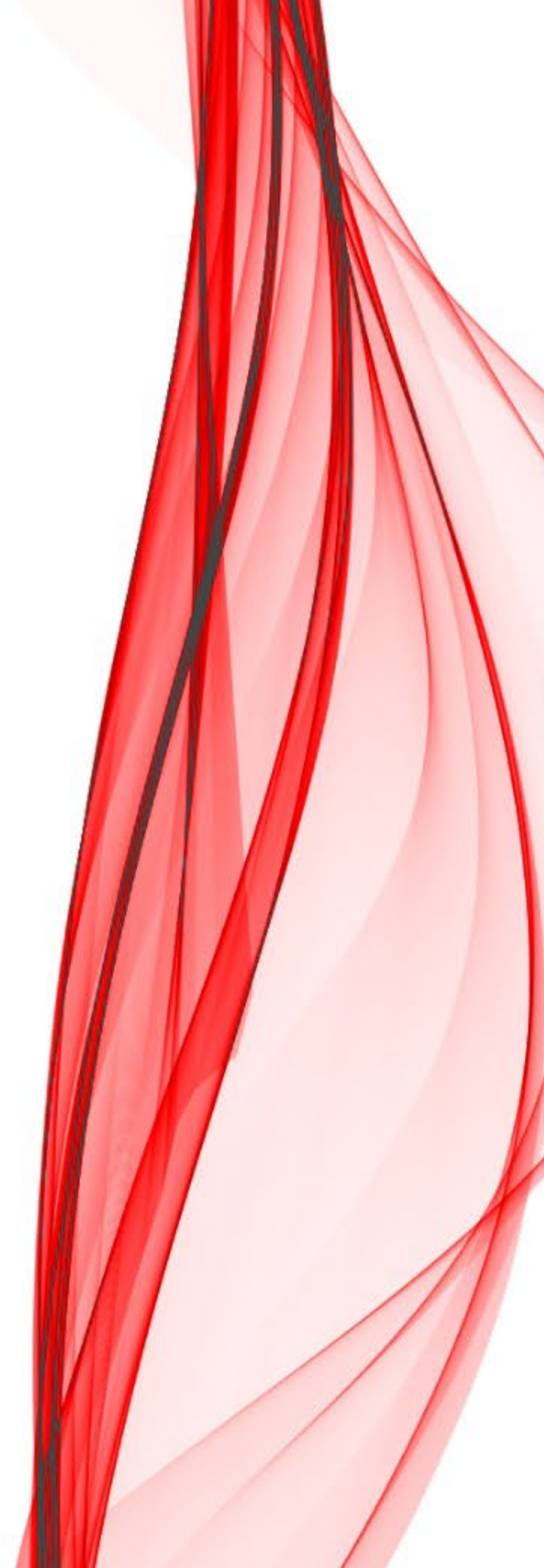
Scalable Global Solutions JSC



Company Presentation

Presenter:

Markus Borlinghaus
Founder & CEO



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:



Globally
sourced talent



ONE

CRM system
for optimising
business processes



Asset
management and
equipment



Office space



WHO ARE WE?

HQ: Zagreb, Croatia

Industry: Future of Work

Legal form: Joint Stock Company

Use of funds:

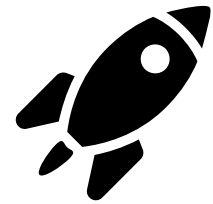
- 1) Accelerating sales and channel partnership
- 2) Growing the Recruitment team
- 3) Next stage of SGS ONE development
- 4) Branding & Marketing



PROBLEM



COST INCREASE



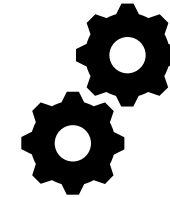
61% Increase in operating costs since 2019

LACK OF TALENT



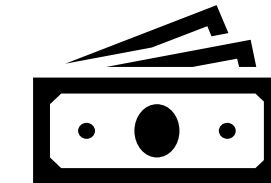
75% Customers struggle with finding competent and skilled talent

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



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

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.

„We search globally and place locally“

DaaS benefits:

- ✓ **Cost Reduction (up to 50%)**
- ✓ **Focus on Business Expansion**
- ✓ **15% increase in productivity**
- ✓ **Long Term Contracts 36 month+**
- ✓ **Team & office ready in 2 months**
- ✓ **Legal & Compliant**
- ✓ **100% control of operations with a customer**

SGS ONE

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 with over 30+ departmental solutions
- ✓ Easy to use and customizable
- ✓ Implementation in 2 weeks
- ✓ Customization <2 months
- ✓ On average 50% lower in operating cost
- ✓ The next generation of AI will be implemented as version 2.0.



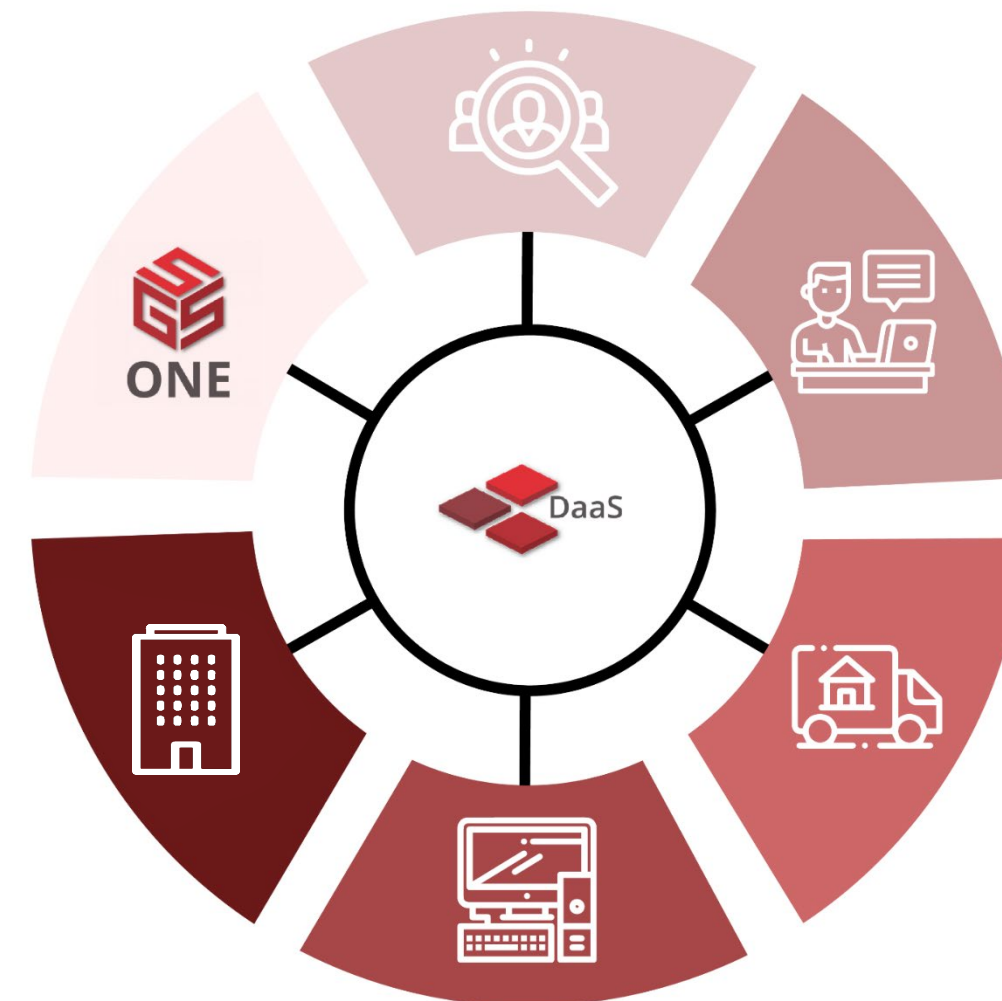
WHAT WE DO FOR OUR CLIENTS



Transparent and automated hiring process through the SGS ONE platform

SGS ONE –a simple CRM supporting your business

Fleet Management - Manage training & team buildings



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

Complete relocation services (visas, work permits, accommodation)

Providing office & facility management

ONE MONTHLY INVOICE

COST COMPARISON OF HIRING SPECIALIST



In house vs Outsourcing vs DaaS

In-house

Salary
€60-84 / hour

Benefits, Taxes, Overhead
€13-18 / hour

Operational expenses
€10 / hour

Time zone
Same time zone for In-house

Total cost of engagement
€83-112 / hour



100%

Outsourcing

Salary
€20-45 / hour

Benefits, Taxes, Overhead
€10-21 / hour

Operational Expenses & Profit
(including communication, travel and overnight)
€10-24 / hour

Time zone
Different time zone

Total cost of engagement
€40-90 / hour



0%

DaaS

Salary
€18-40 / hour

Benefits, Taxes, Overhead
€8-10 / hour

Operational expenses & Profit
(including communication, travel and overnight)
€10 / hour

Time zone
Same time zone for In-House

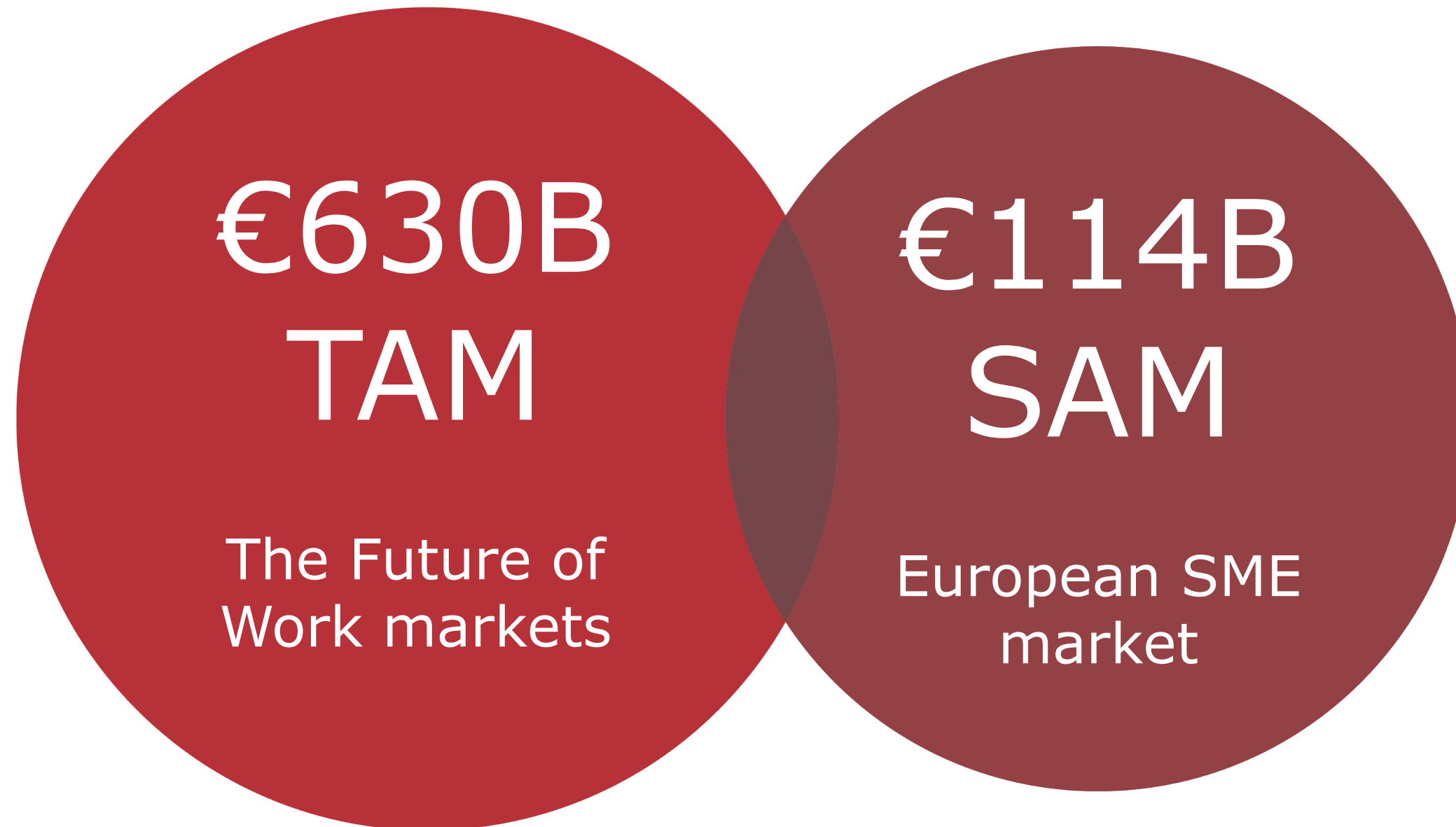
Total cost of engagement
€36-60 / hour



100%

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 \(IDC\)](#)

COMPETITIVE MAP



Services for ALL
Departments

0% Control Of
Operations

100% Control of
Operations



Services for ONE
departments

TEAM



Kristina Šmidt Grancarić
CSO

"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
Head of Operations & IT

"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.

SUCCESS



12

Clients

€870K

ARR

95%

YoY growth

€4,5M

Signed Deals
2023+

43%

Annual
Gross Margin

€2,2M

Raised since
incorporation

15

Investors

29

Headcount

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 months.
- ✓ Existing customers contribute over 80% of total revenue consistently.
- ✓ New customer acquisition through an expanding partner network.

Robust Profitability

- ✓ Current Gross Margin: 43%
- ✓ Expected growth to 55% over 4 years.
- ✓ Economies of scale and increased bargaining power drive cost control.
- ✓ Anticipated EBITDA growth to 35-40% in 4 years.

BENEFITS FOR INVESTORS

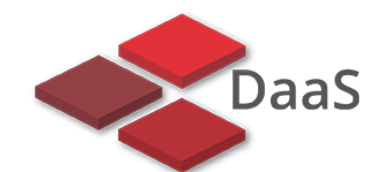


SGS is looking for a capital raise of **€2.000.000**

Closing this round would enable us to:

- ✓ Sign 150 new partners in next 18 months
- ✓ Win 35+ new clients
- ✓ Grow the Channel team by additional 20 people
- ✓ Grow the sales team by additional 10 people
- ✓ Increase the research and recruitment team by 12 people
- ✓ Start developing SGS ONE 2.0
- ✓ Increase company value by 30% +

Potential Exit is planned for 2027 or later



Contact Information:

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