

spyrosoft

Shaping technology, *together*

Shaping technology, *together*

2024



WHO ARE SPYROSOFT GROUP?

Designed to accelerate

- Spyrosoft is a **group of companies** implementing digital change for clients around the world;
- The companies within the Group specialise in **various business sectors, are geographically dispersed** and their **technology services complement each other**.
- Our business model is based on:
 - **decentralisation,**
 - clear **distribution of responsibilities,**
 - **rapid scaling** driven by the organic growth of our companies.

Shaping technology, *together*

Spyrosoft Group



SPYROSOFT GROUP

1ST fastest growing technology company in Europe in 2021



Spyrosoft Group

Shaping technology, *together*



www.spyro-soft.com

FT 1000 (2021)

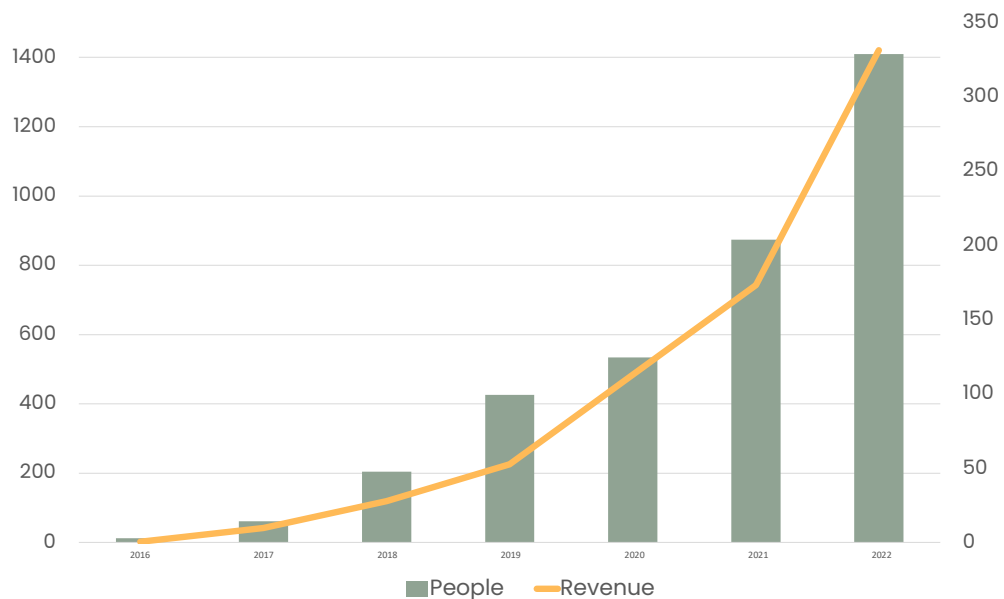
FT 1000 — Europe's Fastest Growing Companies 2021

Rank	Name	in 2020 ranking	in 2019 ranking	Country	FT Category	Absolute Growth Rate %	Compound Annual Growth Rate (CAGR) %	Revenue 2019 €	Revenue 2016 €	Number of employees 2019	Number of employees 2016	Founding Year
1	Bulb Energy	No	No	UK	Energy	199,626.7	1,159.3	1,737,586,657	985,867	575	55	2015
2	Sun Finance	No	No	Latvia	Fintech	61,837.8	752.4	101,475,796	163,835	750	3	2012
3	Everflow Group	No	No	UK	Energy	17,940.4	465.0	55,902,990	363,266	46	4	2015
4	Glencar Construction	No	No	UK	Construction	15,735.4	441.0	110,298,923	724,551	85	2	2015
5	Spyrosoft	No	No	Poland	Technology	14,783.8	430.0	16,635,991	110,092	376	12	2016

SPYROSOFT GROUP

Fast growth

Spyrosoft Group – People & Revenue [mln PLN]



Spyrosoft Group

Shaping technology, *together*



www.spyro-soft.com

KEY FACTS



1,510+ employees



Listed on Warsaw Stock Exchange



70M GBP in 2022



150+ clients

OUR HISTORY

As IT experts, we drive digital transformation

2016

Inception of:

- **Spyrosoft S.A., in Poland,**
- **Spyrosoft Ltd., in the UK.**

Joint venture with **GOD GmbH (Germany).**

2021

New thriving industry verticals: **Business and Product Design, HMI, Robotics.**

New locations: **India, Romania and Argentina.**

2018

Launch of **automotive software division** to serve top car companies in Europe.

100 people on board!

2022

Transfer to the Main Market of **Warsaw Stock Exchange.**

Acquisition of **Better Software Group** (media sector).

1,000 people on board!

£70+ mln revenue.

2019 – 2020

New locations in **Germany, Poland, Croatia** and the **United States.**

Debut on **Polish Stock Exchange** (NewConnect)

500 people on board!

2023

Extension of our portfolio with the addition of **Salesforce Services.**

1,500 consultants across the Spyrosoft Group!

Strategy of engagement



We collaborate with people wanting to run their own business



Our motivation is based on ambition and the desire to achieve business success



We address personal needs in order to be challenged and impactful



Executing company goals– fast growth in many fields at the same time

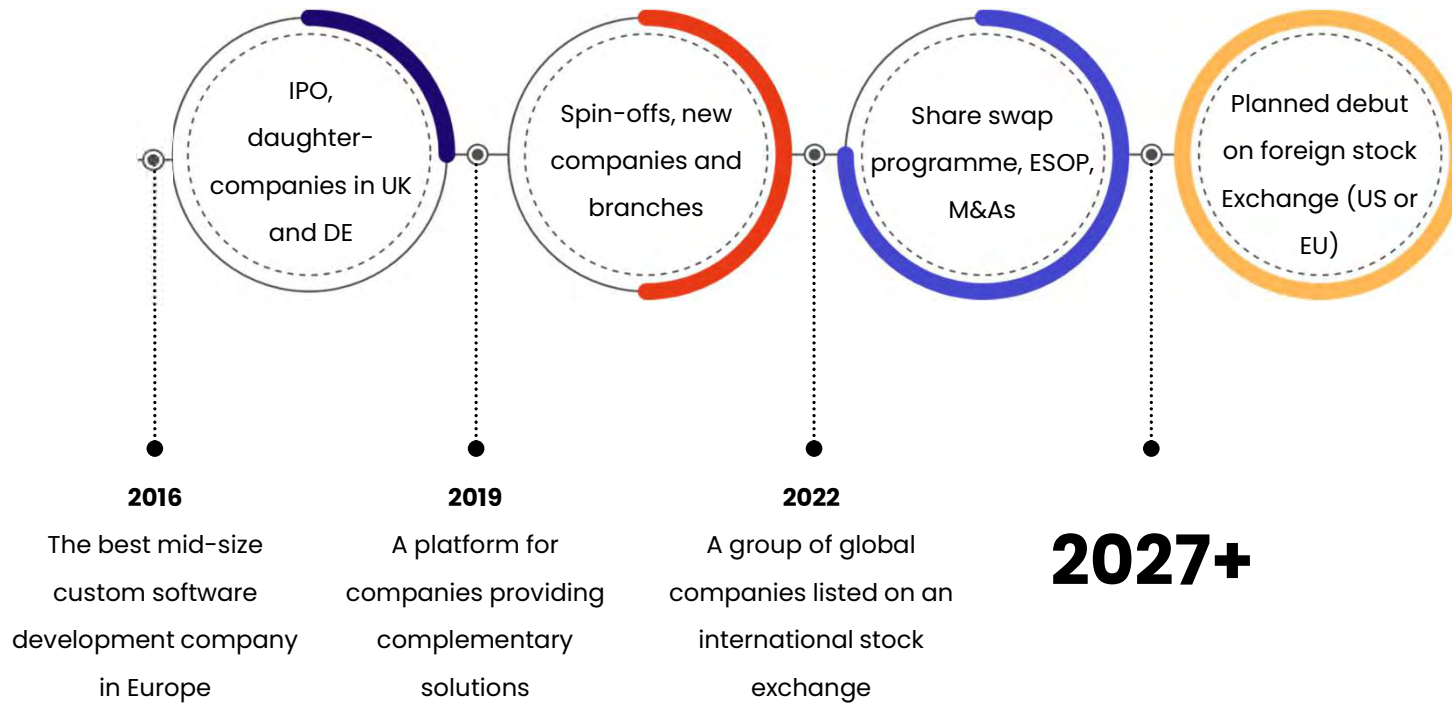


Flexible model that enhances rapid scaling



Growth driven by daughter companies gradually joining the Group

Strategic milestones & goals



Our brands



Software product engineering for Finance, Geospatial, HR and Legal



Software product engineering for Automotive, Industry 4.0, Healthcare & Life Sciences



Robotics platform & HMI development



E-commerce solutions development



ERP solutions development



Enterprise software solutions for automotive sector



Multiscreen VOD / OTT and streaming solutions for broadcasters, media agencies, content owners & telcos



Product Design & Management

SPYROSOFT GROUP

Our offices

Argentina

- Buenos Aires

Croatia

- Zagreb
- Osijek

Germany

- Stuttgart
- Brunswick

India

- Chennai

Norway

- Bergen

Poland

- Wroclaw
- Cracow
- Warsaw
- Bialystok
- Szczecin
- Lodz

Romania

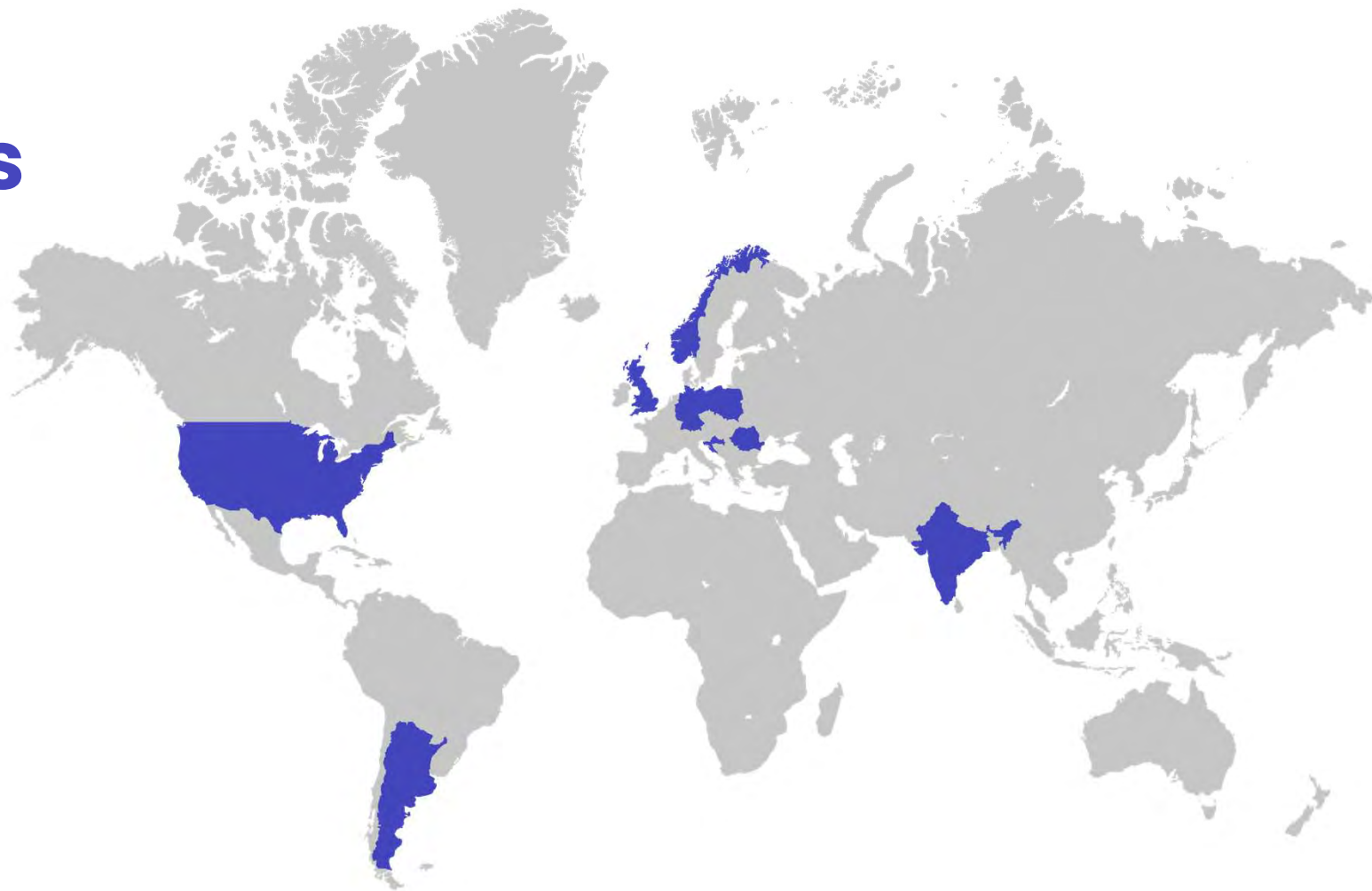
- Timisoara

UK

- Bournemouth
- Newcastle
- Edinburgh
- London
- Manchester

USA

- Ann Arbor
- Pittsburgh



BUSINESS MODEL

Advantage of knowledge



Domain knowledge

Technology and business consulting

Automotive
Financial Services
Geospatial Services
Industry 4.0
Healthcare & Life Sciences
HR Tech
Edu Tech
Media
Robotics
Legal Tech



Technologies

A pragmatic approach to innovation

Technological diversification:

AI
Public cloud
Mixed Reality
Embedded & Enterprise software

Mainstream technologies:

Java, .NET, Python, JavaScript, C/C++,
Mobile



Management

Managerial staff with over 20 years of experience in the IT industry, gained in international IT companies

The main shareholders work as members of the management boards of the Group's companies

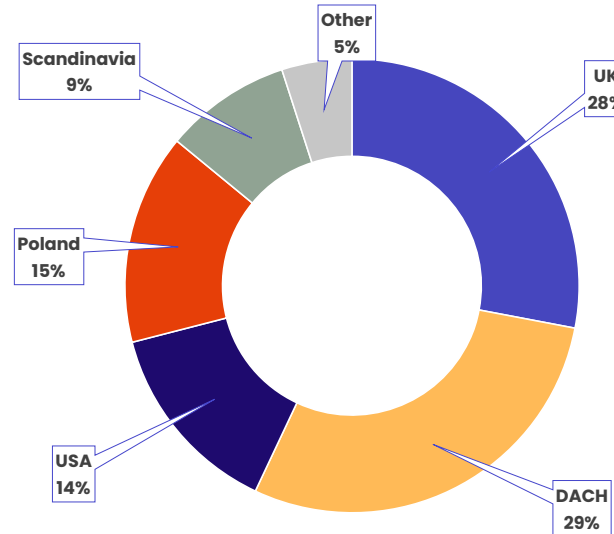
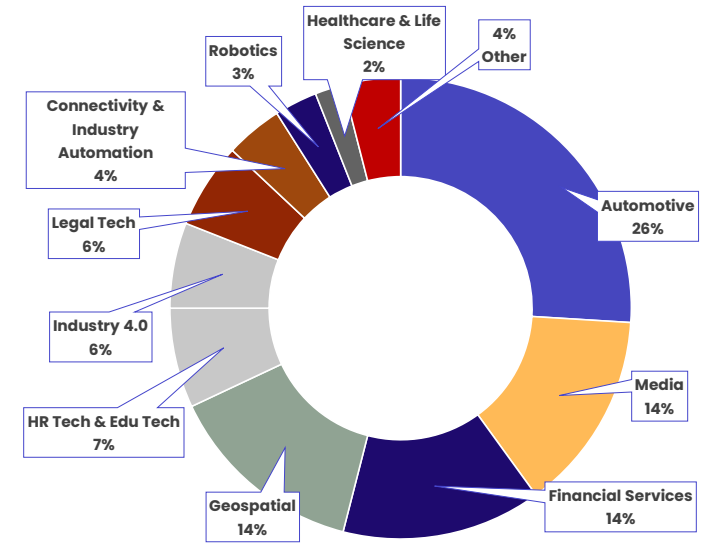
The top-level managerial staff are co-owners of the company, which guarantees long-term commitment and motivation

BUSINESS MODEL

Efficient scaling

The scaling of Spyrosoft is based on building a network of companies in various locations, taking into account:

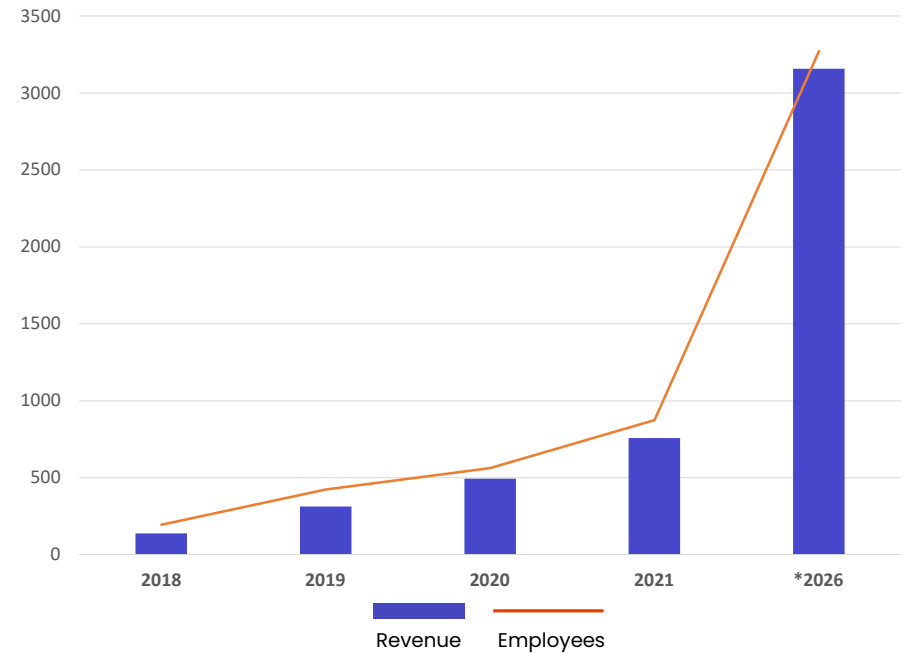
- Clients' time zones
- Talent availability (cost diversification)
- Relationships with experienced managers
- Domain knowledge
- Agile and flexible processes that guarantee the effective management of operations (decentralised decision-making process).



Our strategic goals for 2022-2026

Planned growth rate:

- Revenues: average annual growth of 33% (from 25% to 35% annually)
- EBITDA margin ranging between 11% -14%
- A minimum of 3,000 consultants, including contractors, subsidiaries and joint ventures



OUR COMPANY CULTURE

At Spyrosoft, we are authentic, our ethos reflect who we are and what we believe in.

Spyrosoft Group

Shaping technology, *together*



www.spyro-soft.com

OUR COMPANY CULTURE

Meet the most dedicated people in IT

We are fair

We work honestly, keeping our customers informed about all of our responsibilities. We do not take advantage of our team members or business partners.

We always work together

We share knowledge and ideas within our teams. We do not put pressure on people, we stay flexible.

Each of us is a technology enthusiast

What we do for a living is our passion. We work with enthusiasm.

We believe that good relationships are crucial






People are always our top priority. We keep an individual approach and always stay customer oriented.

Values at our core:

-  **Authenticity**
-  **Equality**
-  **Transparency**
-  **Trust**
-  **Freedom of action**
-  **Knowledge**
-  **Simplicity**
-  **Relations**

OUR COMPANY CULTURE

How we turn our values into actions

-  **Technology is our passion** – we learn and develop constantly
-  **30% of us are women** – many are managers
-  **We support women in IT** – we sponsor women-related initiatives
-  **We support young talent** – we cooperate with technical universities
-  **We welcome and thrive on diversity** – employees are valued for their contribution to the workforce



OUR INDUSTRY EXPERTISE

Industries we work for:

Automotive



HR Tech / Edu Tech



Financial Services



Geospatial Services



**Healthcare
& Life Sciences**



Industry 4.0



Media



Robotics



OUR SERVICES

We specialise in:



Agile consulting



Consulting Services



Enterprise Software Engineering



Automotive Safety



Cybersecurity



HMI Development



AI / ML



Data and Business Intelligence



Low code Development Platform



Product Design



Ecommerce Development



Managed Services



Cloud



Embedded Software Engineering



Salesforce

OUR SERVICES

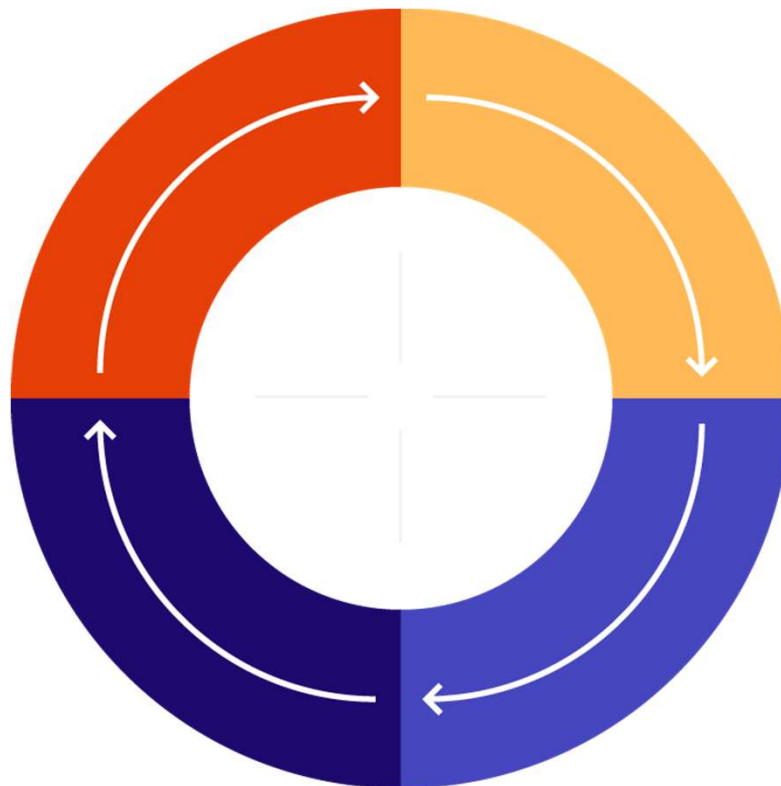
End-to-end solutions

Design Business & Product

- Business Design
- Design Thinking Workshops
- Product Design
 - UX Design
 - Visual Design
 - Design System
- Product Management
- Product Audits

End-User Support

- Voice and non-voice BPO
- Custom support / Experience
 - Answering Services
- Order processing / Direct response support
 - Data Entry & Processing
- Customer Service (Email / Chat)
 - Online Customer Support
 - Other Back Office Services
 - IT Support



Delivery / Engineering

- Requirements Management
- Software Architecture
- Software Development
- Quality Assurance
- Software „Go-Live“
- Quality Standards & Certification
- Documentation
- Software Integration

B2B Maintenance

- Application Support
- Infrastructure Maintenance
- SLA Guaranteed
- Monitor & Report
- Changes & Improvements
- Service Management

Engagement models



1. Consulting

- Advising on technology solutions
- Complete implementation of designed solutions
- Business Consultants combining domain and technical experience
- R&D as a Service (PoC implementation)



2. Product & Project Delivery

- End-to-end delivery with full responsibility over final results
- Dedicated cross-functional team
- Underpinned by experts from 17 technical specialties
- Comprehensive and regular project reporting
- Agile teams highly responsive to change



3. Team Extension

- Augmentation of your team with our specialists
- Full adaptation to your standards & processes
- Sharing best practices to boost your performance
- Dedicated Service Delivery Manager
- Flexible team upsize/downsize to adjust to your needs & budget



4. Support and maintenance

- Customer experience & support
- Infrastructure & application maintenance
- Guaranteed SLA with 24/7 option (follow the sun)
- Shared or dedicated team



5. Build – Operate – Transfer

- Setting up your new development centre
- Full cost transparency – open book policy
- Ownership over building back-office and operations structure
- Integrating into your company culture

SPYROSOFT

Some of our clients and their projects

Shaping technology, *together*

Spyrosoft Group

www.spyro-soft.com

Custom Made, a platform for map printing

Product description

The project's aim was to create a robust and maintained replacement system able to print maps of any size on any surface. The system was to boost the original functionality with an additional touch of flexibility and support.

Business needs

OS needed a replacement system that can print any map in any size on any surface. The requirement was that it should possess the capability of the original system, but also be flexible, supported and scalable.

Our responsibilities

Our development team built a replacement system that was predominantly capable of accepting orders from the OS Web Shop but had the potential to do so from other retailers' websites. It was capable of creating bespoke map images and providing these to the supplier-clients. The new Custom Made system, therefore permitted wider customer reach, and allowed OS to target customers outside of the OS Web Shop. The tool is also potentially available on other retailers' websites through an API, enabling new customers to access an agreed level of products and functionality. This opportunity provided a scalable solution to serve more customers at new online distribution points.



Get Outside – Outdoor event classification

Product description

GetOutside presents a way to connect with like minded people in a local area and get outside – on organised walks, group runs or events. It also allows you to map your own routes and share them with others to find and discover interesting facts already left by others along the way with story alerts.

Business needs

Get Outside integrates several event providers that are the main source of content presented to users. Most of the providers send both indoor and outdoor events and only the latter should be kept in the app.

Our responsibilities

Our team developed a machine learning model that determines whether a given event is an outdoor event/activity. We were analyzing the events data from multiple providers, labelled the events and prepared it for modelling. Latest research on Natural Language Processing and transfer learning were leveraged by our data scientists to achieve the highest classification accuracy (~95% prediction accuracy) using a relatively small data sample.



Employee career management platform

Product description

Benefex is the company behind One Hub, the platform that enables customers to design, manage and deliver employee career management, from benefits and communication to recognition and wellbeing. The infrastructure of the One Hub project is based on clusters of virtual machines created with use of .Net stack: Windows Server 2012 and MS SQL Server 2012. For virtual machine configuration, VMware and Kubernetes are used.

Business needs

Creating a tool that improves the relationship between the employer and the employees and that supports the employer branding activities.

Our responsibilities

Our task is both development and maintenance of the product. Software developers create the features used later by the implementation team whose goal is to deliver and maintain the best product and benefits possible. The functionalities included in the web portal will be extended with a mobile recognition app that enables the employer to learn about employees' achievements. They can later be rewarded based on the information gathered.



Reducing the costs of data storage for Simplyhealth

Spyrosoft helped Simplyhealth to solve a long-term customer email issue that was overwhelming their Salesforce storage.

Business need

Simplyhealth, a healthcare solutions provider, struggled with tremendous amounts of customer mailing data that overwhelmed their Salesforce storage. Due to the nature of the business, all customer communication needs to be stored for years and be made available on demand. Simplyhealth decided to solve this issue by moving old data outside of Salesforce to reduce the storage cost.

Solution

Spyrosoft Salesforce and Cloud paired up with Simplyhealth architects and prepared a solution based on ServiceCloud integrated with Azure. To meet the business needs our custom implementation was tailored to the highest standards by one of our architects.

Our responsibilities

The ever-expanding range of the system, as well as dynamic legal conditions and drivers' expectations, meant that the partner needed Spyrosoft's support. The main goal was to expand the Solution Delivery team. In addition, we faced the challenge of migrating the entire system to cloud solutions based on MS Azure.



GROWTH IN THE UK

In the UK, Spyrosoft, has ambitious plans for growth in 2024

100 new employees will be recruited by the end of 2024 to support local client projects.

New offices will be opened in London and Manchester.

A legal technology business unit has been launched focusing on partnering with legal technology vendors.

The unit will also provide services to end users in the legal sector.



Spyrosoft Group

www.spyro-soft.com

THE END

Thank you

Andrew Radcliffe

Spyrosoft Co-Founder

Managing Director, Spyrosoft UK

[linkedin.com/in/andrewradcliffe/](https://www.linkedin.com/in/andrewradcliffe/)



spyrosoft

Shaping technology, together

www.spyro-soft.com