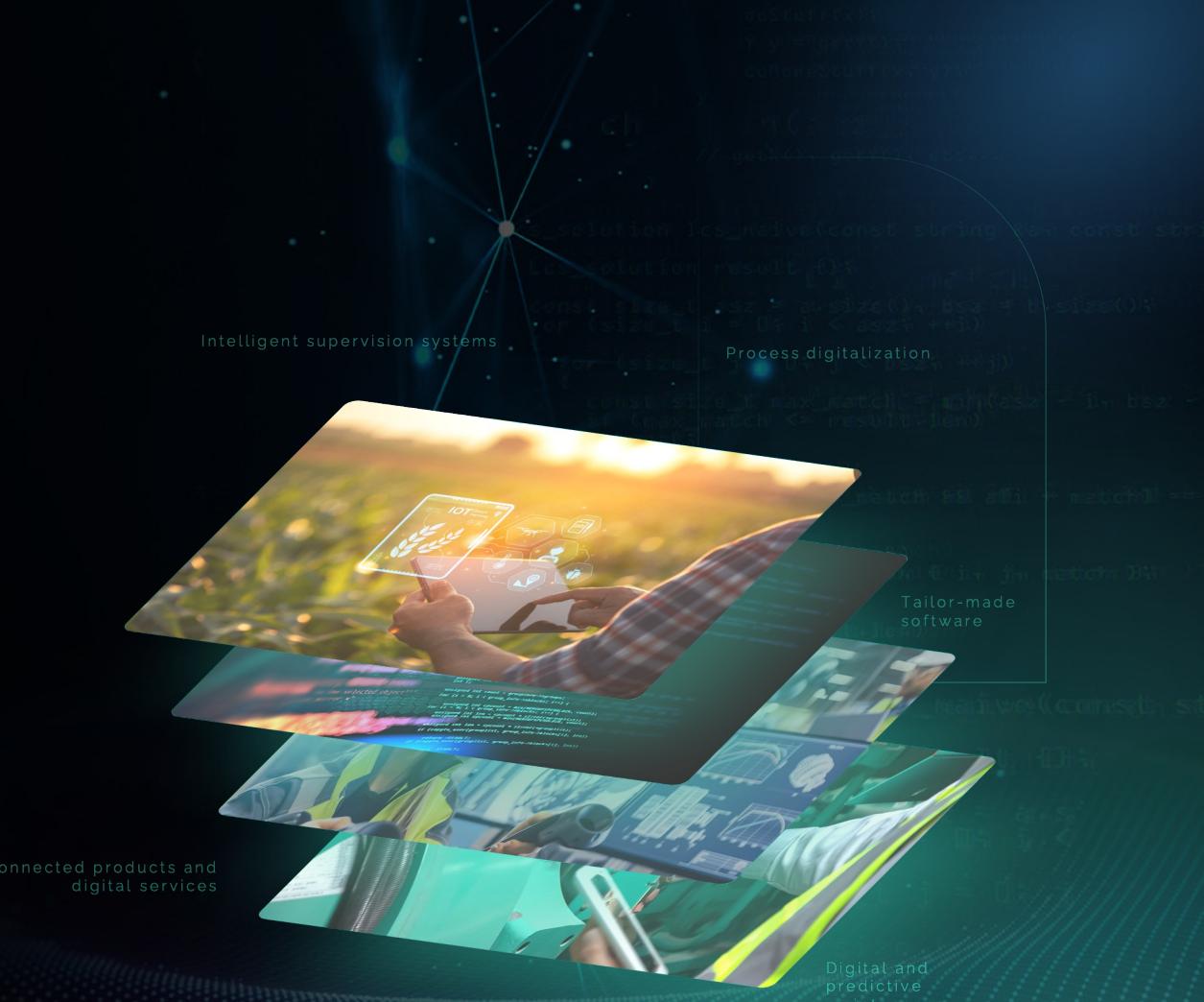


Pepps

Your partner
in Data & Software
Engineering

Application deck



Pepps

“Your Partner in Data & Software Engineering”



Company Name: Pepps
Address: 6 Chemin du Cyclotron 6 - 1348 - Louvain La Neuve
Website: www.pepps.be

Creation date: 06/08/2020
Legal structure: SRL
Workforce: 15 ETP
Share capital: 27 600 €

Pepps is a service company, expert in data and software engineering, crafting digital solutions for companies in the field of industry, production of energy, railway sector, etc. Whether you want to outsource your digital innovation projects or complete your team with software and data engineering talents, Pepps positions itself as a partner and help you reach your goals.

Key figures

	2019	2021	2022	2023
Turnover		445 k€	659 k€	1 010k€**
Net profit		91 k€	120 k€*	180 k€**
Equity		101 k€	220 k€*	400 k€**
Workforce		3	6	12**

Market

The digital transformation of complex infrastructures is a growing market.

More and more companies realize how important digitalization is, to improve their efficiency, sustainability and competitiveness in the perspective of future changes and challenges.

The need for solutions in data & software engineering as well as talents specialized in digital transformation is increasing.



Segmentation - Positioning

Companies looking to :

- improve their process performance,
- extend the lifespan of their equipment,
- increase security,
- reduce their ecological footprint,
- limit their costs,
- strengthen their resilience in anticipation of the future's evolutions.



In these companies, our target is :

+



Innovation specialists

whose goal is to maximise the potential of digitalization for their company (digital twin, smart monitoring, IOT, Predictive maintenance)

+



HR managers

who need to recruit the best professionals of software and data engineering to support their digitalization projects.

The challenges of our clients

Identified issues

+



The need to lead their equipment's digital transformation with efficiency :

- › The necessity to collect, analyze and operate complex infrastructure's data to improve performance and decision-making.
- › The need to optimize business processes, in the context of complex infrastructures, to reduce costs and improve efficiency.
- › The request to create connected products and digital services to extend and renew the services to customers.
- › The need to implement digital and predictive maintenance to reduce breakdowns, optimize resources and minimize downtime.
- › The need to test, corroborate and optimize complex equipment and processes through simulations and digital twins.

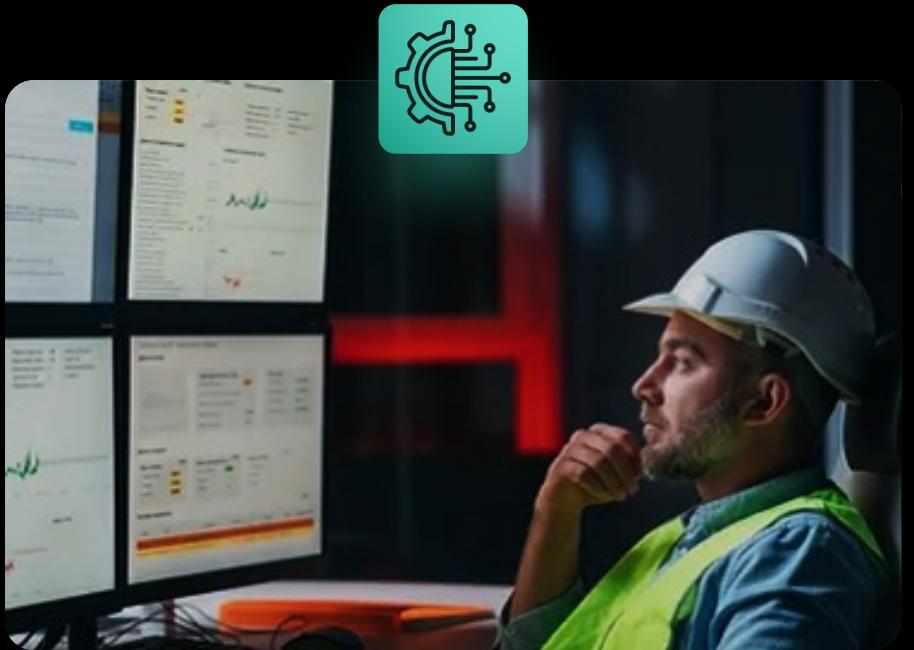
+



The challenge to find the best talents to achieve this transition :

- › The difficulty to recruit professionals who understand business issues, related to complex infrastructures, and can translate them into digital solutions.
- › The shortage of expertise and skills in data & software engineering on the labor market.
- › The need of adaptative profiles able to adjust a changing environment and to work on complex and multidisciplinary projects.
- › The importance of talent management and retention policy to ensure long-term collaboration with the recruited professionals.
- › The challenge to identify hidden talents of passionate and competent professionals who are not fully exploited in their current field.

Our services :



Digital innovation projects :

We develop IoT connected products, intelligent supervision systems, predictive maintenance, etc.



Recruitment of data & software specialists :

We source and select talents from the data and software engineering field (Front End, Backend, FullStack, IOT developers or Data Scientists).

Digital innovation projects



Smart Monitoring Systems

We assist you in the design, development and commissioning of intelligent supervision systems for your equipment and installations. These systems collect and log data from your equipment for continuous analysis. These analyzes make it possible to predict failures, reduce production costs and increase quality.



Digital and Predictive Maintenance

By digitizing our customers' maintenance processes, we help them improve the efficiency, quality and reliability of their maintenance while minimizing costs and downtime. We use advanced technologies, such as connectivity and AI, to provide real-time information on the condition of their equipment and help them prevent breakdowns through predictive maintenance.



Connected product and Digital Services

We support you in connecting your equipment and collecting data that allows you to optimize their design and operation. We help you design digital services for your customers in order to make them interact with your equipment in an intuitive way, to satisfy them more and to maximize the sustainability of your solutions.



Simulation and Digital Twin

Our customers can simulate the behavior of their equipment in real conditions in order to validate their designs and improve them. They can also train their staff more efficiently and securely. Our expertise in virtual reality allows you to enhance the immersion and effectiveness of your training.



Digitalization of Processes

We help you digitize some of your key processes to improve your efficiency, boost the quality of your services and reduce costs. By automating tedious and repetitive tasks such as measurement taking, smart data mining and regular equipment inspections, we avoid human error and free up your time to focus on higher-use activities with added value.

Recruitment of data & software specialists



Specialized Recruitment Agency

We source and select talents from the data and software engineering field (Front End, Backend, FullStack, IOT developers or Data Scientists).



Talents technical management (on request)

Regarding on our client's needs, we can provide follow-up and technical management of the recruited talents during their project, with adhoc and punctual resources.



Identification of client's stakes

We have the ability to identify your technical needs thanks to our experience in IT, engineering and digital innovation projects.



Technical tests for candidates

Each applicant experiences an advanced and in-depth assessment to evaluate his technical skills.



Advanced digitalization of the sourcing process

Pepps use automation and artificial intelligence in the sourcing process (Big Data analysis on platforms, automatic generation of resumes, etc.) to optimize its efficiency.

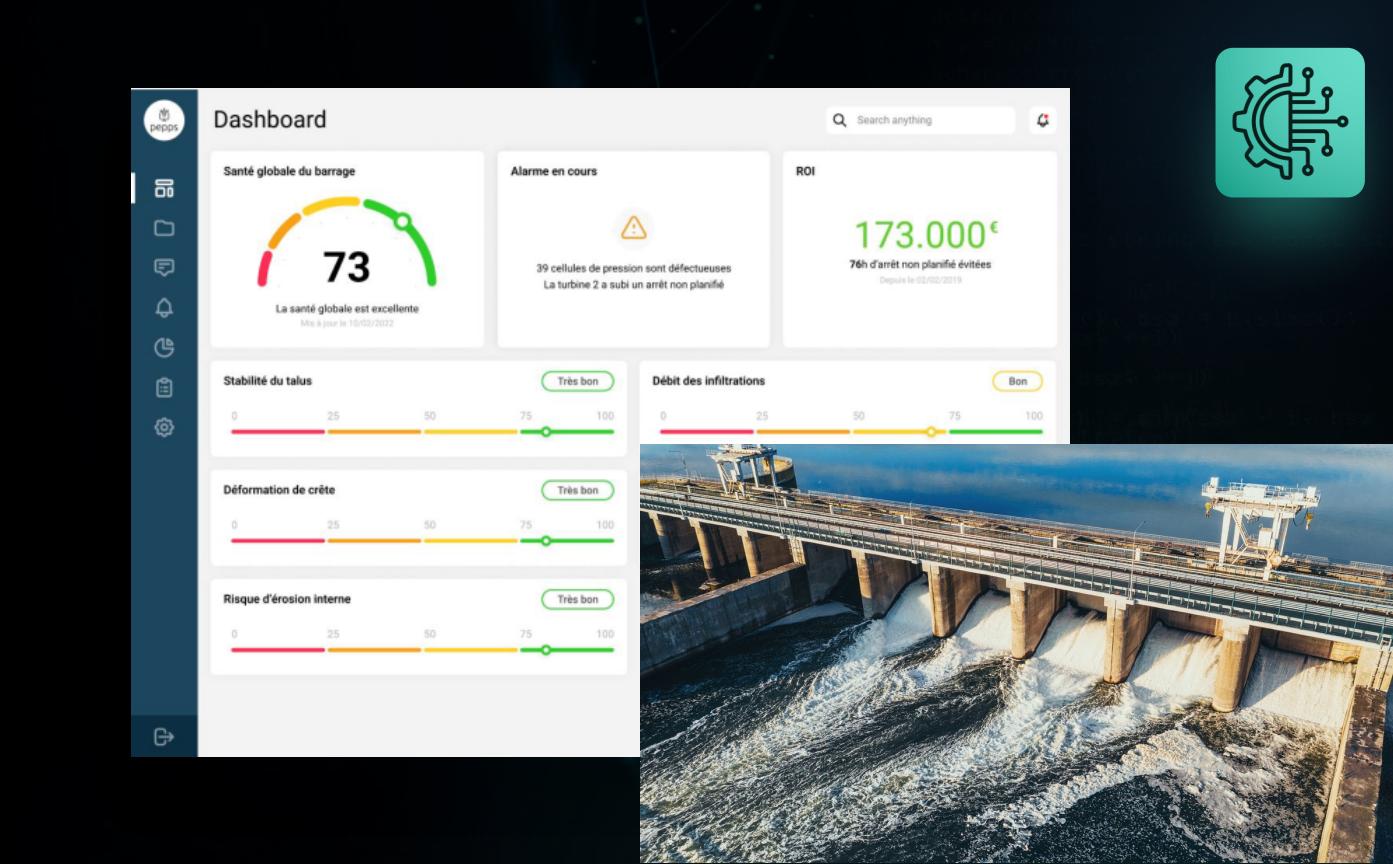
Project usecase: Increasing the safety of a hydroelectric dam



Predictive Maintenance Energy

Context:

In partnership with ISL, a french group specialized in dam, the state-owned company, EDC (Electricity Development Corporation), has enlisted the services of PEPPS to equip the Lom Pangar dam with an intelligent supervision platform that facilitates maintenance and extends the equipment's lifespan.



The objectives are to:

- Reduce maintenance costs by carrying out repairs and replacements before breakdowns occur or lead to more serious and costly problems.
- Implement predictive algorithms to detect defects prematurely to avoid unplanned shutdowns at the dam and/or the power plant.
- Improve maintenance planning.
- Monitor aging and/or defects in the structure of the dam.
- Increase safety by reducing the risk of dam failure.

Recruitment Usecase:

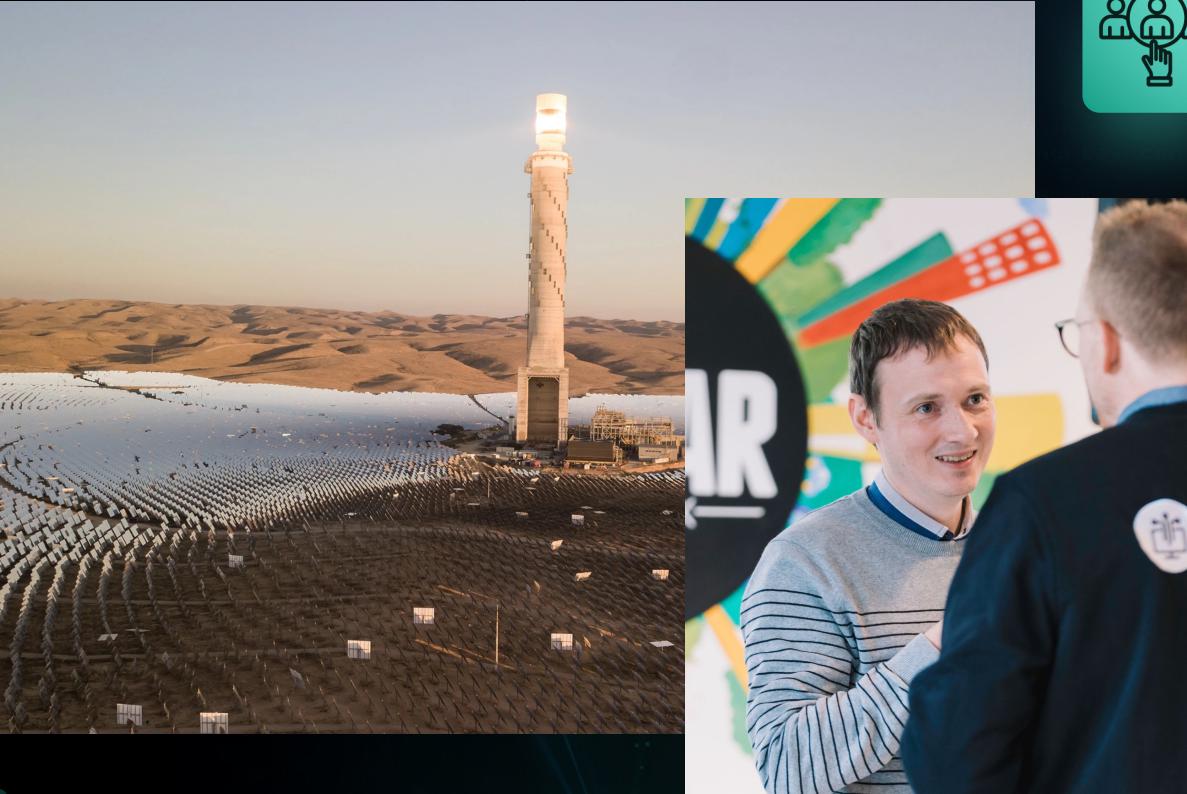
Modernizing the monitoring software of a Solar Plant



Smart Monitoring
Energy

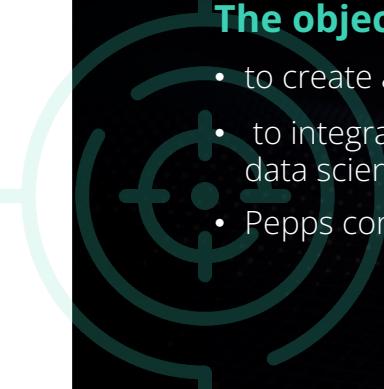
Context:

Pepps partnered with John Cockerill's SOLAR division to overhaul an outdated solar plant management software. We provided technical analysis and recruited a specialized Software Engineer.



The objectives are to:

- to create a more resilient, efficient, and user-friendly software
- to integrate an engineer skilled in both software development and data science.
- Pepps continues to coordinate the project for ongoing success.



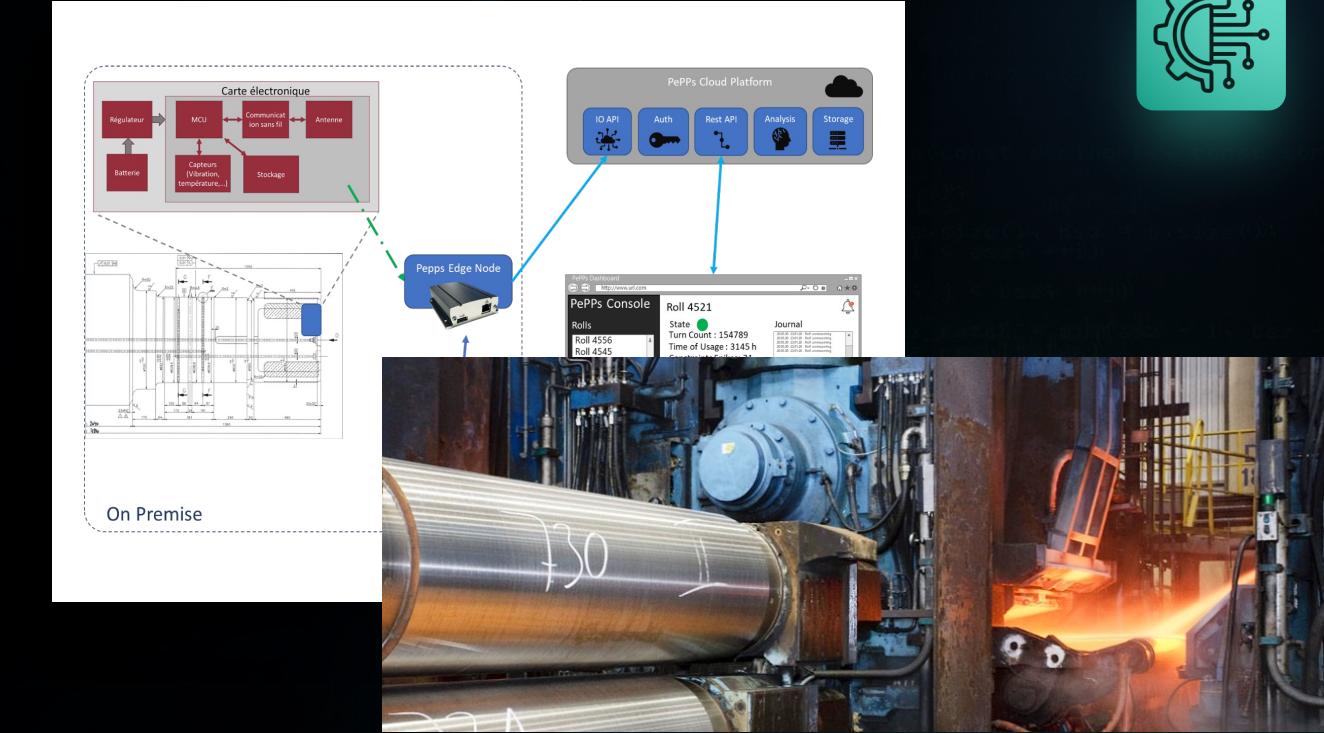
Project usecase: Monitoring usage and detecting failures of rolling mill cylinders.



Connected Product / IOT
Steel

Context:

- Pepps is involved in an R&D project to digitize rolling mill cylinders.
- Utilizing IoT technology for real-time monitoring and predictive maintenance.
- Facilitate client's shift to a servitization-based business model.
- Reduce downtime and extend equipment longevity.



The objectives are to:

- To connect the cylinders of a device capable of measuring the usage rate of the cylinder, as well as detecting abnormal cases of usage (shocks, slippage) or detecting/predicting cracks.
- To send the data to the cloud, analyze it, and create the necessary dashboards.
- Enable real-time monitoring to anticipate breakdowns and implement proactive maintenance.

And more



Recruitment

INFRABEL

Smart Monitoring

Smart Monitoring platform of the GSMRail network.



Project

John Cockerill H2

Connected Electrolyser

R&D program to connect and monitor the electrolyzers and make predictive analysis.

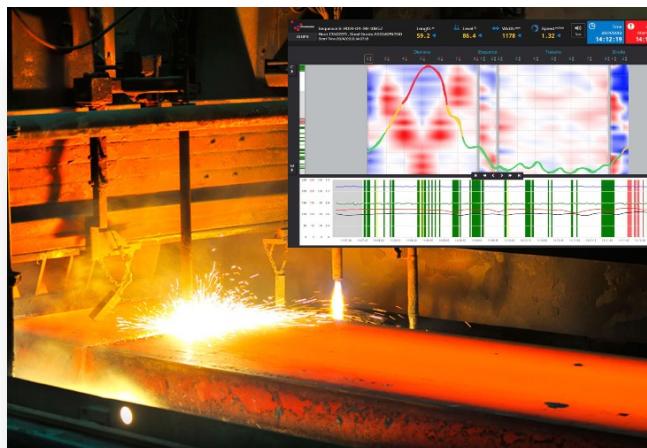


Project

Bolloré - Camrail

Maintenance Digitalization

Provide a complete system to digitalize the maintenance of a railway infrastructure



Recruitment

EBDS Engineering

Software Engineer

Advanced Breakthrough Detection System for Continuous Casting using Deep Neural Networks and Constraint Programming

Founders

Yannick and Laurent are 2 engineers specialized in electronics, passionate about technology, guided by their entrepreneurial spirit.

What has driven them for 20 years?

Develop cutting-edge digital solutions in search for efficiency, security and facilitation.

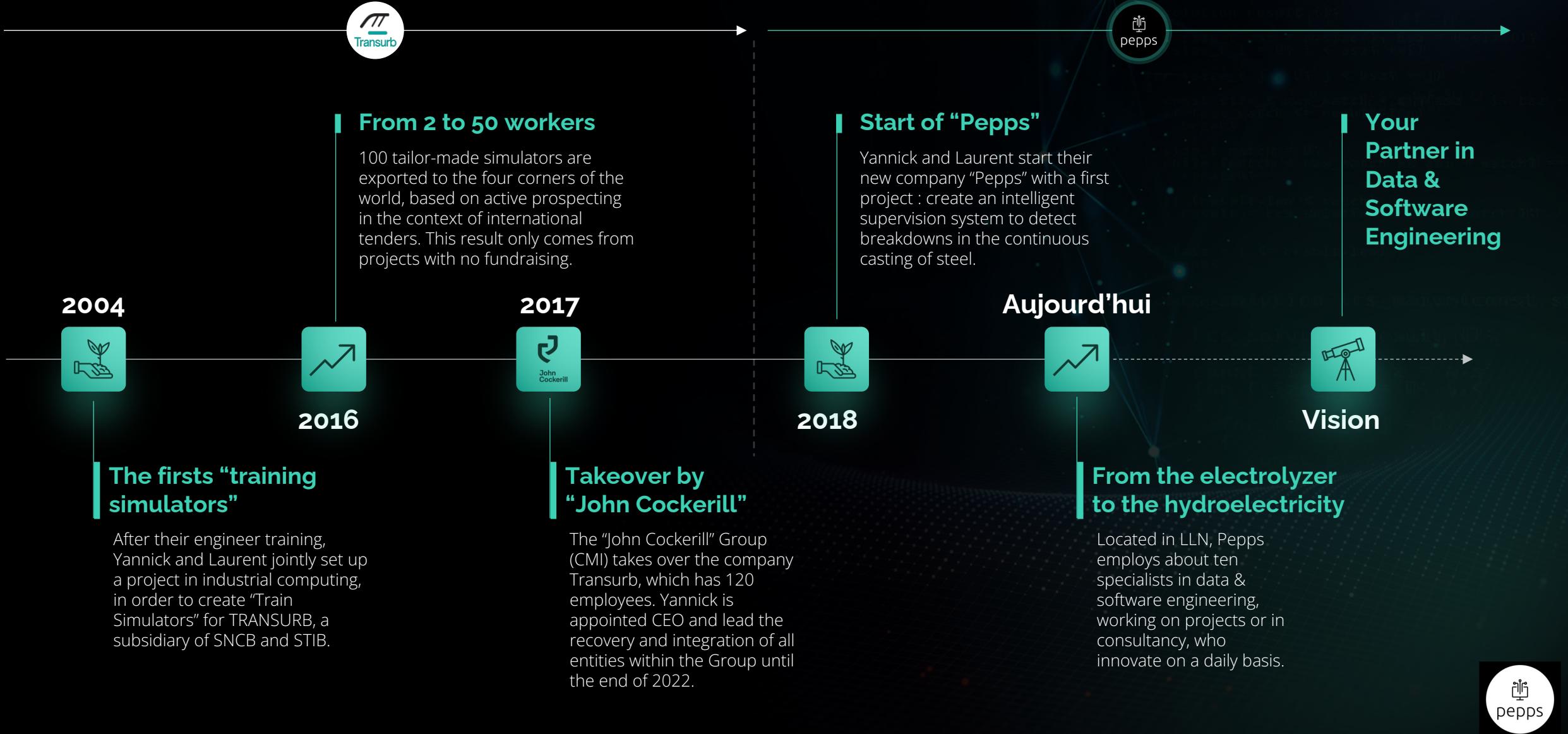


**Yannick Gilis,
CEO**



**Laurent De Plaen
CTO**

Founders : where do we come from ?



Pepps Today



A team of
15 people



3 years
of profitable growth



> 1M
revenue



Projects that are
multiplying



Brand new offices
in LLN

Competition

Who are Pepps' competitors in the digital transformation of complex infrastructures ?



Consulting companies in digital transformation (e.g. Akka, B12 Consulting,...)



Providers of technology services specialized in data analytics and operations management systems (e.g., Pépite,...).



Companies delivering digital solutions in the industrial or engineering field (e.g. WideTech,...).



Specialized recruitment agencies sourcing technical profiles (e.g. Gentis, Oliver James,...).

Pepps stands out for its unique expertise with the digitizing of complex infrastructures and its ability to recruit talents in order to achieve this transition.

Competitive assets

1. Advanced expertise :

Pepps owns a specialized expertise in the digital transformation of complex infrastructures.

2. Holistic approach

We provide a full range of services, from the digital transformation of complex infrastructures, to the recruitment of talents in data and software engineering.

4. Understanding business stakes

Unlike a traditional recruitment agency, Pepps guarantees an advanced understanding of business issues and identify the best talents to implement the solutions.

5. Independence et flexibility

*Lorem ipsum dolor sit amet,
consectetuer adipiscing elit.
Maecenas porttitor congue massa.
Fusce posuere, magna sed
pulvinar ultricies, purus lectus
malesuada libero, sit amet
commodo magna eros quis urna.*

3. Highlighting of hidden talents

Pepps stands out for its ability to detect and reveal hidden talents, in the context of a labor market in shortage.

Economic model / Income model

**Pepps' business model
is built on various
sources of income :**



+ Turnkey solutions

We offer complete turnkey solutions. These projects include design, implementation, monitoring and coordination. The revenue results from the overall service sales price, based on the complexity and scope of the project.

+ Consultancy missions and recruitment fees

Pepps offers a one year minimum mission with monthly invoices calculated on relation to the time worked with the client.

R&D technological partnerships

We collaborate with other companies as a technology partner to support their research and development (R&D) projects. We contribute to their technological breakthrough and generate revenue through the sale of our R&D intellectual property.

Sales Pipeline

Here is our Sales Pipeline **by revenue type :**

	Business Dev/ proactive contact	Needs exploration	Commercial offer submitted	Negociation	Contract secured (and running)
Turnkey solutions	No active Bus Dev	2 200 000 € (4 orders)	450 000 € (3 orders)	935 000 € (1 order)	947 000 € (1 order)
Consultancy missions and recruitment fees	No active Bus Dev	1 000 000 € (10 missions)	330 000 € (3 missions)	220 000 € (2 missions)	550 000 € (5 missions)
R&D technological partnerships	No active Bus Dev	400 000 € (1 project)	-	-	450 000 € (2 projects)
Total per pipeline stage	-	3 600 000 €	780 000 €	1 155 000 €	1 947 000 €

Financial informations

Here is our Sales Pipeline **by revenue type** :

	2021	2022	2023	2024	2025
Revenue (k€)	445	659	1010	1313	1706,9
EBIT (k€)	91	120	180	216	280
Nbr of employees : Commercial	0,25	0,5	2	2	2,5
Nbr of employees : Technical	2,75	5,25	9,5	12	15
Nbr of employees : Other	0	0,25	0,5	0,75	1

Conclusion

Pepps' motivations to join Industrya :



Strategic alignment

Industria invests on 4.0 start-ups, which corresponds to our expertise in the digital transformation of complex infrastructures.



Structuring the relationship with John Cockerill

Pepps' founders initially worked in JC's Group. For two years, Pepps has continued its collaboration with JC to support the digital transformation of the Group's various products. We also help recruiting specialists from the world of Data and Software Engineering.



Access to a solid industrial ecosystem

Thanks to the support of John Cockerill, we will rely on an extensive network of experts, partners and potential clients.



Expertise and mentoring

We will benefit from personalized support from experts and mentors experienced in our field of activity.



Access to financing and resources

The incubation process will give us access to additional financing opportunities and thus support our growth.



Validation and credibility

Incubation by Industrya will strengthen our credibility in the market and facilitate partnerships with other industry players.